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Table of ContentsUNITED STATESSECURITIES AND EXCHANGE COMMISSIONWASHINGTON, D.C. 20549-_____FormÂ 10-K_____(Mark One)xÂ Â Â Â ANNUAL REPORT PURSUANT TO SECTIONÂ 13 OR 15(d)Â OF THE SECURITIES EXCHANGE ACT OF 1934For the fiscalÂ year ended JuneÂ 30, 2024ORoÂ Â Â Â TRANSITION REPORT PURSUANT TO SECTIONÂ 13 OR 15(d)Â OF THE SECURITIES EXCHANGE ACT OF 1934For the transition period from _____ to _____Commission File Number 001-38442-_____IBEX LIMITED(Exact name of Registrant as specified in its charter)Bermuda00-0000000(State or Other Jurisdiction of Incorporation or Organization)(I.R.S. Employer Identification No.)1717 Pennsylvania Avenue NW, Suite 825, Washington, DC20006(Address of Principal Executive Offices)(Zip Code)(202) 580-6200(Registrantâ€™s Telephone Number, Including Area Code)Securities Registered Pursuant to Section 12(b) of the Act:Title of Each ClassTrading Symbol(s)Name of Each Exchange on Which RegisteredCommon shares, par value of $0.0001IBEXNasdaq Global MarketSecurities Registered Pursuant to Section 12(g) of the Act:NoneIndicate by check mark if the registrant is a well-known seasoned issuer, as defined in

RuleÂ 405 of the Securities Act.oYesxNoIndicate by check mark if the registrant is not required to file reports pursuant to SectionÂ 13 or SectionÂ 15(d) of the Act.oYesxNoIndicate by check mark whether the registrant (1)Â has filed all reports required to be filed by SectionÂ 13 or 15(d)Â of the Securities Exchange Act of 1934 during the preceding 12Â months (or for such shorter period that the registrant was required to file such reports), and (2)Â has been subject to such filing requirements for the past 90Â days.xYesoNoIndicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to RuleÂ 405 of Regulation S-T (Â§232.405 of this chapter) during the preceding 12Â months (or for such shorter period that the registrant was required to submit such files).xYesoNoTable of ContentsIndicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of â€œlarge accelerated filer,â€ â€œaccelerated filer,â€ â€œsmaller reporting companyâ€ and â€œemerging growth companyâ€ in Rule 12b-2 of the Exchange Act:LargeÂ acceleratedÂ fileroAccelerated filerxNon-accelerated fileroSmallerÂ reportingÂ companyxEmerging growth companyxIf 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 oIndicate by check mark whether the registrant has filed a report on and attestation to its managementâ€™s assessment of the effectiveness of its internal control over financial reporting under SectionÂ 404(b)Â of the Sarbanes-Oxley Act (15 U.S.C. 7262(b)) by the registered public accounting firm that prepared or issued its audit report. oIf securities are registered pursuant to Section 12(b) of the Act, indicate by check mark whether the financial statements of the registrant included in the filing reflect the correction of an error to previously issued financial statements. oIndicate by check mark whether any of those error corrections are restatements that required a recovery analysis of incentive-based compensation received by an of the registrantâ€™s executive officers during the relevant recovery period pursuant to Â§240.10D-1(b). oIndicate by check mark whether the registrant is a shell company (as defined in RuleÂ 12b-2 of the Exchange Act).oYesxNoAs of December 29, 2023, the last business day of the registrantâ€™s most recently completed second fiscal quarter, there were 17,681,035 common shares outstanding. The aggregate market value of the registrantâ€™s voting and non-voting common equity that was held by non-affiliates on such date was approximately $193,757,239 based on the closing sale price of the registrantâ€™s common shares on such date as reported on the Nasdaq Global Market.The registrant had 16,803,198 common shares outstanding as of AugustÂ 30, 2024.DOCUMENTS INCORPORATED BY REFERENCEPortions of our definitive proxy statement relating to our next Annual Meeting of Stockholders are incorporated herein by references in Part III of this Annual Report on Form 10-K to the extent stated herein.Table of ContentsIBEX LIMITEDTABLE OF CONTENTSCAUTIONARY STATEMENT REGARDING FORWARD-LOOKING STATEMENTS4PARTÂ I7ITEMÂ 1.BUSINESS7ITEMÂ 1A.RISK FACTORS20ITEM 1B.UNRESOLVED STAFF COMMENTS41ITEM 1C.CYBERSECURITY41ITEM 2.PROPERTIES42ITEMÂ 3.LEGAL PROCEEDINGS43ITEMÂ 4.MINE SAFETY DISCLOSURES43PARTÂ II43ITEM 5.MARKET FOR REGISTRANTâ€™S COMMON EQUITY, RELATED STOCKHOLDER MATTERS AND ISSUER PURCHASES OF EQUITY SECURITIES43ITEMÂ 6.[RESERVED]44ITEM 7.MANAGEMENTâ€™S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS45ITEM 7A.QUANTITATIVE AND QUALITATIVE DISCLOSURES ABOUT MARKET RISK61ITEM 8.FINANCIAL STATEMENTS AND SUPPLEMENTARY DATA63ITEM 9.CHANGES IN AND DISAGREEMENTS WITH ACCOUNTANTS ON ACCOUNTING AND FINANCIAL DISCLOSURE95ITEMÂ 9A.CONTROLS AND PROCEDURES95ITEM 9B.OTHER INFORMATION96ITEM 9C.DISCLOSURE REGARDING FOREIGN JURISDICTIONS THAT PREVENT INSPECTIONS96PARTÂ III96ITEMÂ 10.DIRECTORS, EXECUTIVE OFFICERS AND CORPORATE GOVERNANCE96ITEM 11.EXECUTIVE COMPENSATION97ITEM 12.SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS AND MANAGEMENT AND RELATED STOCKHOLDER MATTERS97ITEM 13.CERTAIN RELATIONSHIPS AND RELATED TRANSACTIONS, AND DIRECTOR INDEPENDENCE97ITEM 14.PRINCIPAL ACCOUNTANT FEES AND SERVICES97PARTÂ IV97ITEM 15EXHIBITS AND FINANCIAL STATEMENT SCHEDULES97ITEMÂ 16.FORM 10-K SUMMARY102SIGNATURES1033Table of ContentsCAUTIONARY NOTE REGARDING FORWARD-LOOKING STATEMENTSThis Annual Report on Form 10-K (â€œForm 10-Kâ€) contains forward-looking statements, within the meaning of Section 27A of the Securities Act of 1933, as amended (the â€œSecurities Actâ€) Section 21E of the Securities Exchange Act of 1934, as amended (the â€œExchange Actâ€), and the Private Securities Litigation Reform Act of 1995, relating to our operations, expected financial position, and other business matters that are based on our current expectations, assumptions, and projections with respect to the future, and are not a guarantee of performance. Forward-looking statements provide managementâ€™s current expectations of future events based on certain assumptions and include any statement that does not directly relate to any historical or current fact. Forward-looking statements may include words such as â€œanticipate,â€ â€œbelieve,â€ â€œbudgeted,â€ â€œcontemplate,â€ â€œestimate,â€ â€œexpect,â€ â€œforecast,â€ â€œguidance,â€ â€œmay,â€ â€œoutlook,â€ â€œplan,â€ â€œprojection,â€ â€œshould,â€ â€œtarget,â€ â€œwill,â€ â€œwouldâ€ and other words, the negative forms of such words and terms of similar meaning in connection with any discussion of the timing or nature of future operating or financial performance or other events. Such forward-looking statements involve known and unknown risks, uncertainties, assumptions, and other important factors that could cause our actual results, performance or achievements or industry results, to differ materially from historical results or any future results, performance or achievements expressed, suggested, or implied by such forward-looking statements. These risks and uncertainties include, but are not limited to statements about:â€¢Our ability to attract new business and retain key clients;â€¢Our profitability based on our utilization, pricing and managing costs;â€¢The potential for our clients or potential clients to consolidate;â€¢Our clients deciding to enter into or further expand their insourcing activities and current trends toward outsourcing services may reverse;â€¢General economic uncertainty in global markets and unfavorable global economic conditions, including inflation, rising interest rates, recession, foreign exchange fluctuations and supply-chain issues;â€¢Our ability to manage our international operations, particularly in the Philippines, Jamaica, Pakistan and Nicaragua; â€¢Natural events, health epidemics, geopolitical conditions, including developing or ongoing conflicts, widespread civil unrest, terrorist attacks and other attacks of violence involving any of the countries in which we or our clients operate;â€¢Our ability to anticipate, develop and implement information technology solutions, including Artificial Intelligence (â€œAIâ€), that keep pace with evolving industry standards and changing client demands;â€¢Our ability to recruit, engage, motivate, manage and retain our global workforce;â€¢Our ability to comply with applicable laws and regulations, including those regarding privacy, data protection and information security, employment and anti-corruption;â€¢The effect of cyberattacks or cybersecurity vulnerabilities on our information technology systems; â€¢Our ability to realize the anticipated strategic and financial benefits of our relationship with Amazon; andâ€¢The impact of tax matters, including new legislation and actions by taxing authorities.We derive many of our forward-looking statements from our operating budgets and forecasts, which are based upon many detailed assumptions. We caution that it is very difficult to predict the impact of known factors, and it is impossible for us to anticipate all factors that could affect our actual results. Important factors that could cause actual results to differ materially from our expectations, or cautionary statements, are disclosed under â€œRisk Factorsâ€ in this Form 10-K. All written and oral forward-looking statements attributable to us, or persons acting on our behalf, are expressly qualified in their entirety by these cautionary statements as well as other cautionary statements that are made from time to time in our other filings with the United States Securities and Exchange Commission (â€œSECâ€) and public communications. You should evaluate all forward-looking statements made in this Form 10-K in the context of these risks and uncertainties.We caution you that the important factors referenced above may not contain all of the factors that are important to you. In addition, we cannot assure you that we will realize the results or developments we expect or anticipate or, even if substantially realized, that they will result in the consequences or affect us or our operations in the way we expect. The forward-looking statements included in this Form 10-K are made only as of the date hereof. We undertake no obligation to update or revise any forward-looking statement as a result of new information, future events or otherwise, except as otherwise required by law.4Table of ContentsRISK FACTORS SUMMARYThe following is a summary of the material risks and uncertainties that could adversely affect our business, financial condition, and results of operations (including revenue, profitability and cash flows). This summary is qualified in its entirety by reference to the more detailed descriptions of the risks and uncertainties included in Part I, Item 1A Risk Factors, and you should read this summary together with those more detailed descriptions.Business Risksâ€¢Our business is dependent on key clients;â€¢Our profitability largely depends on maintaining efficient asset utilization levels, pricing our solutions appropriately, and managing costs, particularly through our contracts with customers;â€¢We must comply with the quality standards required by our clients under our agreements;â€¢Our clients or potential clients may consolidate or enter into or further expand insourcing activities in the future;â€¢We may be unable to continue to anticipate our clientsâ€™ needs by adapting to market and technology trends or to successfully convert visitors to our customer acquisition websites into purchasers or subscribers;â€¢We face risks related to future acquisitions of other companies in pursuit of growth;â€¢We must adequately protect our intellectual property and proprietary information;Financial, Accounting and Economic Risksâ€¢We may not be able to fund our working capital requirements and new investments;â€¢Our operating results may fluctuate from quarter to quarter due to various factors;â€¢We may be impacted by general economic uncertainty in global markets and unfavorable global economic conditions;â€¢Clients that represent a large portion of our accounts receivable balance may be unable or unwilling to pay such balances in a timely manner;â€¢Our existing debt covenants may affect our flexibility in operating, developing and expanding our business;â€¢If our goodwill or intangible assets become impaired, we could be required to record a significant charge to earnings;â€¢Our ability to use our U.S. net operating loss carry forwards may be subject to limitation;Operational Riskâ€¢Our business relies heavily on technology, telephone and computer systems as well as third-party telecommunications providers;â€¢We may be unable to effectively adopt AI into our offerings;â€¢Our business is heavily dependent upon our international operations, particularly in the Philippines, Jamaica, Pakistan and Nicaragua;â€¢We rely on the attraction, retention, and motivation of qualified senior management, employees, and agents to support our success and operations;â€¢Natural events, health epidemics, geopolitical conditions, including developing or ongoing conflicts, widespread civil unrest, terrorist attacks and other acts of violence involving any of the countries in which we or our clients have operations could adversely affect our operations and client confidence;â€¢Fluctuations against the U.S. dollar in the local currencies in the countries in which we operate could have a material effect on our results of operations;â€¢We depend upon internet search engines to attract a significant portion of the consumers who visit our customer acquisition websites, and we would be negatively impacted if we are unable to advertise on search engines on a cost-effective basis;â€¢We have entered into certain related-party transactions and may continue to rely on related parties for certain key development and support activities;â€¢Our facilities operate on leasehold property, and our inability to renew our leases on commercially acceptable terms or at all may adversely affect our results of operations.5Table of ContentsLegal and Regulatory Risksâ€¢Our global operations and clients expose us to numerous legal and regulatory requirements;â€¢Unauthorized or improper disclosure of personal information, breach of privacy, whether inadvertent or as the result of a cyber-attack or improperly by our employees, has resulted in liability and could harm us;â€¢Others could claim that we infringe on their intellectual property rights or violate contractual protections;Risks Related to Being Incorporated in Bermudaâ€¢We may be impacted by tax matters, new legislation, and actions by taxing authorities;â€¢We may become subject to taxes in Bermuda after 2035;â€¢Bermuda law differs from the laws in effect in the United States of America (â€œUnited Statesâ€ or â€œU.S.â€) and may afford less protection to holders of our common shares;â€¢Any U.S. or other foreign judgments against us may be difficult to enforce against us in Bermuda;Risks Related to Our Common Sharesâ€¢We are a â€œcontrolled companyâ€ within the meaning of the rules of Nasdaq and, as a result, qualify for, and intend to rely on, exemptions from certain corporate governance requirements;â€¢Our largest shareholder, The Resource Group International Limited, and its major shareholder, TRG Pakistan Limited, have substantial control over us;â€¢The anticipated strategic and financial benefits of our relationship with Amazon may not be realized;â€¢Our future earnings and earnings per share could be adversely impacted by the Amazon Warrant and if Amazon exercises its right to acquire our common shares pursuant to the Amazon Warrant, it will dilute the ownership interests of our then-existing shareholders and could adversely affect the market price of our common shares;â€¢We are an â€œemerging growth companyâ€ and a â€œsmaller reporting companyâ€, and certain exemptions from disclosure requirements available to us may make our common shares less attractive to investors;â€¢Our results of operations and the price of our common shares could be adversely affected if we are unable to maintain effective control over financial reporting:â€¢Certain U.S. holders of our common shares may suffer adverse U.S. tax consequences if we are characterized as a passive foreign investment company;â€¢A significant portion of our total outstanding shares may be sold into the market in the near future, causing a decrease in the market price of our common shares;â€¢We have the ability to issue preferred shares without shareholder approval; andâ€¢We may not pay any dividends. Accordingly, investors may only realize future gains on their investments if the price of their common shares increases, which may never occur.AVAILABLE INFORMATIONThe Company is subject to the reporting and information requirements of the Exchange Act, and as a result, it is obligated to file annual reports on Form 10-K, quarterly reports on Form 10-Q and current reports on Form 8-K, as well as proxy and information statements and other information with the SEC. The Company makes these filings available free of charge on its website (https://www.ibex.co) as soon as reasonably practicable after it electronically files them with, or furnishes them to, the SEC. Information on the Companyâ€™s website does not constitute part of this Form 10-K. In addition, SEC maintains a website (http://www.sec.gov) that contains the reports and other information the Company electronically files with, or furnishes to, the SEC.6Table of ContentsPARTÂ IUnless otherwise indicated or the context otherwise requires, all references in this Form 10-K to the terms â€œibex,â€ â€œIBEX,â€ â€œIBEX Limited,â€ the â€œCompany,â€ â€œwe,â€ â€œus,â€ and â€œourâ€ refer to IBEX Limited and our wholly-owned subsidiaries for all periods presented in this FormÂ 10-K.ITEM 1.Â Â Â Â BUSINESSCompany Overview ibex delivers innovative business process outsourcing (â€œBPOâ€), smart digital marketing, online acquisition technology, and end-to-end customer engagement solutions to help companies acquire, engage, and retain valuable customers. We combine our strong heritage of delivering leading customer experiences (â€œCXâ€) operations, services and solutions that span omnichannel customer engagement and support, digital marketing and customer experience management to help our clients measure customer sentiment and deliver a superior CX to their end-customers.Leveraging our proprietary technology platform, company culture and operational excellence, ibex helps more than 135 clients create innovative and differentiated customer experiences to help increase loyalty, enhance brand awareness and drive revenue in an era of rapid change and digital transformation.Our Service OfferingsThe Company is an end-to-end provider of technology-enabled customer lifecycle experience (â€œCLXâ€) solutions. Through the Companyâ€™s integrated CLX platform, a comprehensive portfolio of solutions is offered to help optimize customer acquisition, engagement, expansion and experience for clients. The Company leverages sophisticated technology and proprietary analytics, in combination with its global footprint and BPO expertise, to protect and enhance clientsâ€™ brands. Our Connect business lies at the core of our offerings and generates the majority of the Companyâ€™s revenue. This business unit delivers differentiated customer service (assisting our clientsâ€™ customers with information about our clients and their products or services), technical support (providing specialized teams to provide information, assistance and technical guidance to our clientsâ€™ customers on a specific product or service), revenue generation (upselling and cross selling) and other value-added outsourced back office services (finance and accounting, marketing support, sales operations, and human resources administration) to our clients. We deploy these capabilities through a true omni-channel CX model, which integrates voice, email, chat, SMS, social media and other communication applications.In addition, our ibex Digital suite of solutions works with consumer-facing businesses to help them build, grow and scale technology-driven customer acquisition solutions, while helping drive digital transformation. We offer digital marketing, e-commerce technology, and platform solutions for our clients, helping them build new customer acquisition channels, increase acquired customers, and often do both at a reduced cost. We also have a small suite of what we call CX services which measures, monitors and manages our clientsâ€™ holistic customer experiences.Our CultureIbex is built around an agent-first culture, developed and delivered through a combination of branded sites, technology-enabled recruiting and hiring, geographically and culturally specific benefits, and world-class employee engagement. Ibex offers a unique employee experience that includes a full range of activities and events for employees year-round, including annual employee VIP events, ibex Idol global talent competition, ibex Sirens beauty pageant celebrating LGBTQIA+ employees, Customer Service Week and ongoing employee wellness programs. This culture resonates with our employees across the globe, where we score an Employee Net Promoter Score (â€œeNPSâ€) of 77, and externally, where we have been recognized as:â€¢2024 Best Employers for Diversity - Forbesâ€¢2024 & 2023 Philippinesâ€™ Best Employers â€“ Philippine Daily Inquirer/Statistaâ€¢2023 America's Greatest Workplaces for Diversity â€“ Newsweek7Table of Contentsâ€¢2023 Americaâ€™s Greatest Workplaces for Parents and Families â€“ Newsweekâ€¢2023 Women Helping Women Award (Julie Casteel, Chief Strategic Accounts Officer and CMO) â€“ Stevie Award for Women in Businessâ€¢2023 Most Innovative Company of the Year Awardâ€“ Titan Business Awardsâ€¢2023 Philippines Best Employer Brand Award â€“ Philippines Leadership Congress and Awardsâ€¢Best BPO and Gender Diversity and Inclusivity in Pakistan â€“ Pakistan Software Houses Association (P@SHA) ICT Awards 2022â€¢Best Place to Work in Nicaragua 2020, 2021, 2022 â€“ Great Place to Workâ€¢Best Place to Work for Women in Central America and Caribbean 2021 & 2022 â€“ Great Place to WorkOur TechnologyThe foundation for ibex service offerings is our Wave iX technology platform, the next evolution of our prior WaveX technology platform. Wave iX is a differentiated suite of digital and technology solutions designed to power enhanced agent interactions, exceptional client CX, and overall better performance. We have created a three-pronged AI strategy, which continues to keep ibex at the forefront of digital transformation.

Our solutions are focused on increasing agent productivity, providing deeper customer insights to elevate the customer experience and putting AI in front of the customer journey with voice and chat bots. Our technology helps clients drive insights and manage interactions across their entire customer journey. We believe this capability allows us to provide innovative, automated and customizable solutions to our clients more efficiently versus a pure labor arbitrage-based delivery model.Our Business Insightsibex has invested significant resources into building and implementing proprietary technology, focusing on software deployed across the full customer lifecycle journey. Wave iX seamlessly integrates innovative AI-powered solutions with ibexâ€™s cutting edge CX platform to facilitate advanced, hyper-personalized, intelligent interactions 24/7, and automate and customize solutions for our clients more efficiently than labor arbitrage alone, which helps cultivate stronger, more profitable customer relationships. Ibexâ€™s Wave iX technology helps improve customer interactions, business analytics and insights, contact center performance and client outcomes. These solutions have been deployed on over 100 unique projects across our client portfolio, where we deliver AI-enhanced solutions and process improvements across recruiting, hiring, training, management, and customer experience.Our Flexible Operating Delivery ModelOur global delivery model is built on onshore (continental United States), nearshore (Nicaragua, Honduras and Jamaica) and offshore (Philippines and Pakistan) customer experience delivery centers, and includes a unique ability to support work-at-home capabilities in any region with internet access. We operate in the following geographies for our service offerings: Customer EngagementWe operate 29 delivery centers located in the United States, Philippines, Jamaica, Nicaragua, Pakistan, and Honduras. As of JuneÂ 30, 2024, we have approximately 30,000 employees across these centers.Customer AcquisitionWe operate four acquisition-focused Centers of Excellence, one in Jamaica, one in the Philippines, and two in Pakistan, which are focused on customer acquisition on behalf of our clients. As of JuneÂ 30, 2024, the number of employees dedicated to customer acquisition was more than 200.Customer Experience Technology SolutionsWe deliver our CX technology solutions to our clients primarily through a cloud-based delivery model. Our Analytics solution is an add-on solution, which includes technology such as omni-channel speech analytics utilizing AI along with business analysts who provide various insights.8Table of ContentsDriven by our position in the digital-first market, in the last three fiscal years, we have experienced over 13% growth in our on-site nearshore and offshore capacity while shrinking our domestic on-site capacity by almost half. As of JuneÂ 30, 2024, 95% of our total on-site capacity resides in our high-growth high margin nearshore and offshore markets, which are ideally placed for clients who are either digital-first or those who are digitally transforming their business.Our Strategic ApproachOur strategy is to place a high priority on delivering great customer experiences across the customer lifecycle and to focus on clients who view CX as a competitive differentiator. We have transformed our business from a traditional BPO of commoditized call center support to a technology-led provider and partner of choice. Companies are looking for enhanced solutions beyond pure labor arbitrage. They require partners that can enhance their brand and customer loyalty. Key attributes include tech-led solutions, a highly connected culture and superior level of employee engagement, elevated branding, and a fast and effective path to operational proficiency. Our approach focuses on high growth clients that are experiencing increased demand for their products and services. In addition, we serve companies that are transforming their CX to a digital-first model. These target clients are looking for partners that can deliver a digital-first experience to their customers, while enhancing their brand and customer loyalty, at scale. We call this BPO 2.0, and believe ibex is at the forefront of delivering these differentiated solutions at scale across our geographies.Our growth strategy is predicated on four growth pillars. 1.the ability to harness innovative technology that creates increased efficiencies for our business and our clientsâ€™ business 2.our strong track record of delivering best-in-class operations 3.a high-performing company culture that breeds expertise and real-world knowledge amongst a very talented employee base and 4.a customer-devoted mentality that breeds loyalty and long-term relationships. This loyalty is evidenced by the extended relationships we have with our customers.Together, they serve as the catalyst for delivering business solutions that help our clients as they tackle their toughest business challenges, while providing differentiated and real-time experiences for their end-customers. Our growth model is designed to deploy a â€œland and expandâ€ approach where we win a client, outperform and subsequently enhance the partnership scope with these clients. Typically, we will launch in one center with one service, such as customer engagement. Our goal is then to â€œexpandâ€ with additional services or new geographies where we operate for our clients.The breadth of our capabilities, our ability to deliver a superior experience to our clients and our global delivery capabilities have allowed us to successfully land new clients and then expand our wallet share with them over time.Our ClientsWe seek to partner with growing companies with emerging brands to help drive their customer engagement in ways that can revolutionize the way consumers connect and invest in their brands of choice harnessing the power of technology. These brands span across Retail & E-commerce, HealthTech, Telecommunication, FinTech, Travel, Transportation & Logistics, and Technology verticals. We also serve large Fortune 500 companies with very established brands. Our clients fit primarily within two categories: Digital-First Companies. The first category of clients is digitally driven â€œdisruptors.â€ We refer to these clients as the â€œdigital-firstâ€ companies. They tend to be faster-growing brands in high-growth industries, such as (but not limited to) technology, e-commerce and consumer services. Our service offering to our digital-first clients is designed to meet the needs for digital-first verticals and high-growth requirements, with a focus on launch, speed-to-performance, and scale. While many of these digital-first clients are smaller, fast-growing companies, there are several Fortune 500 companies within this group, such as Amazon and one of the leading ride-sharing companies in the United States. The success of our digital-first initiative with high-growth technology, e-9Table of Contentscommerce and consumer services clients is a key driver in the increase of our revenue from non-voice channels, and, as a result, has a positive effect on our profitability with their growth trajectory and greater propensity for these clients to leverage digital forms of service delivery. Blue Chip Companies. The second category is made up of mostly Fortune 500 brands, across a broad range of industries, such as telecommunications, cable, financial services, and healthcare, which have large customer bases and rely on outsourced providers to maximize customer retention and improve customer expansion. We refer to these clients as â€œblue chipâ€ companies. Increasingly, clients in this category look to us as a nimble provider offering differentiated services as they face challenges in the wake of digital disruption. We apply our execution expertise and end-to-end CX technology suite to help enable these clients adapt in a changing environment that requires a different type of customer experience for digital-native consumers. Within these two categories of companies, our core focus is on winning and growing partnerships with those clients we refer to as BPO 2.0 clients â€“ those companies focused on providing amazing experiences to their customers, while enhancing their brand and customer loyalty, at scale, focusing on digital-first and integrated omni-channel delivery. Our success leveraging and embedding our Wave iX technology and analytics insight platform suite across client engagements enhances and strengthens the nature of our client relationships. This is evidenced both by our high client retention rates, as well as our client Net Promoter Score (â€œNPSâ€) of 68.Our contracts with clients generally take the form of a master services agreement, which is a framework agreement that is then supplemented by one or more statements of work. Our master services agreements specify the general terms applicable to the services we provide. Our statements of work specify the specific services to be provided and associated performance metrics and pricing. Industry Overview and Trends Historically, the industry was premised on labor arbitrage and cost. Offshoring of work to markets like India and the Philippines was driven primarily by the cost advantages those markets provided. Today, our business is experiencing significant growth with clients that require best-in-class performance and differentiated value propositions. Several trends are driving transformation in the outsourced customer interactions market. The BPO industry is undergoing a paradigm shift with Blue Chip clients pivoting toward technology-enabled marketplaces supporting an increasingly digitally native consumer base. These clients are consciously evaluating potential areas where AI-enabled technologies could be utilized in the future. This represents a key area for ibex to continue to capture market share.These Blue Chip companies are reacting to this shifting landscape with a relentless focus on CX. They view their customer contact center providers as essential partners and an extension of their brand rather than a cost center to manage customer interaction. As a result, they are often moving away from their incumbent legacy providers to find service providers that can deliver better and differentiated customer support, leveraging emerging technologies. They are not just looking for labor to manage contacts, but rather they are looking for great customer experiences.In addition to clients in mature industries, emerging industries in the technology and consumer services sectors are changing the mix of solutions, channels and delivery locations. We believe that market participants that offer a flexible, technology-oriented, and integrated solution will be best positioned to address the following key industry trends:1.A Dramatic Prioritization of CX â€“ As brands recognize that digital feedback mechanisms, such as social media, can rapidly impact brand perception in a positive or negative manner, the importance of delivering an exceptional customer experience has become a top priority for companies.2.Consumer Centricity & Customer Lifetime Value (â€œLTVâ€) â€“ Customer expectations and behaviors are changing dramatically. Enabled by immediate feedback channels, consumers expect that enterprises will meet their needs and preferences instantaneously in return for brand loyalty and greater share of customer spend. Accordingly, enterprises and brands are more focused on understanding their 10Table of Contentsconsumersâ€™ needs and developing business models that hinge on maximizing customer lifetime value. In turn, they are demanding outsourced customer engagement partners that can deliver customer-centric solutions in an omni-channel manner that maximizes customer retention.3.Outsourcing Across the Operational Value Chain â€“ Enterprises are more frequently relying on outsourced providers to address their needs across the entire customer lifecycle. Many companies, especially in the HealthTech, FinTech and Utilities space, are increasingly relying on the expertise of external providers to deliver cost savings, ensure compliance, drive performance enhancements, and offer technology suites that serve to improve overall CX while allowing the brand to focus on their core products and competencies. Mature companies seek to digitally transform their current operations to meet the demands of the digital economy and diversify their capabilities. Companies in emerging sectors outsource due to their limited experience and/or resources to manage increasing volumes of customer interactions, and in order to drive new customer demand, scale operations, optimize costs, protect their brand investment, and accelerate profitability.4.AI to Enhance Service Delivery â˜ With the increasing applicability of AI in enhancing business processes, the customer care industry is increasingly evaluating and starting to integrate AI into its range of solutions to improve the customer experience and improve efficiencies. The proliferation and evolution of generative AI may have impacts on the CX sector. Potential automation in backend and middle-office business processes, as well as potential increased use of bots to respond to pre-defined queries, could impact assisted customer interactions. Additionally, productivity, data availability and quality due to generative AI could result in an increased volume of work, as agents may be up-skilled to deploy improved analytical capabilities. The adoption of generative AI also presents key challenges in the forms of data security, governance, implementation and coordination of an overall customer service solution. These challenges create opportunities for trusted CX partners.5.Seeking Integrated End-to-End Partners â€“ We believe clients are increasingly looking to utilize outsourcing partners who can provide unified solutions for a variety of touchpoints along the customer interaction value chain, from digital marketing to customer sales and support to CX and surveys. We believe providers with integrated offerings will command a larger share of wallet from their clients, drive a great degree of insight and performance; this ultimately drives a longer term, mutually beneficial partnership. 6.Bestshore Flexible Delivery Model â€“ Clients are increasingly choosing providers based on their ability to provide a flexible, turnkey delivery model that can offer a mix of onshore, nearshore, offshore, and remote working capabilities. However, in todayâ€™s industry, we believe clients are looking for the best provider in the specific market that they are considering, as opposed to finding one provider across all geographies. With recent global events, clients have indicated a growing emphasis on the ability of service providers to shift their delivery rapidly between various location models.7.Data Protection & Security â˜ With the rise of the digital economy has come a rise in both the concern toward, and vulnerability of, consumer data. Both mature and digital-first brands are placing a higher degree of focus on the technology that underpins the data security and fraud systems deployed by their partners; having an advanced and secure system architecture along with data center redundancy and advanced security technologies are becoming increasingly important, understanding that any security breach can result in a devastating impact to a clientâ€™s brand and a consumerâ€™s loyalty.8.Data and Analytics â˜ Companies are increasingly demanding that their providers of customer interaction solutions integrate data analysis and insight into their core service offerings, to drive continuous performance and superior outcomes. These business intelligence tools can yield actionable insights across every customer touchpoint, which in turn enable clients to address customer issues in real time. We expect that investments in automation, digitization and machine learning will become key drivers in the industry as clients seek to adopt more technology-rich ways of servicing their customers.9.Integrated Technology Solutions for Mature Sectors â€“ Fortune 500 companies that historically utilized traditional live-agent, voice-based services are now integrating new technology-enabled solutions that include multi-channel delivery, self-serve options and automation. Such solutions allow them to achieve greater operational flexibility and innovate their service offerings.11Table of Contents10.Solutions Catered to High-Growth Sectors â€“ The challenges that digital-first â€œdisruptorsâ€ face consist of managing high growth within their customer base, while simultaneously maintaining a high-quality customer experience. In contrast to mature business models, digital-first companies have generally not focused on developing large-scale insourced customer operations; therefore, they rely on external partners that can deliver customer service, engagement and support while maintaining the quality of their brands. Most of these companies source their customer interaction needs from lower-cost locations outside their home markets.Sales and MarketingOur sales and marketing teams work closely together to drive awareness and adoption of our technology-enabled CLX platform, accelerate customer acquisition and expand the relationship with our existing customers. We focus on developing long-term relationships with large strategic clients that have needs across the entire customer lifecycle and employ a â€œland and expandâ€ strategy to grow these relationships. Under this strategy, we seek to build the clientâ€™s trust through flawless execution on the initial assignment (which is typically for a single solution or geography) and then expand the scope of our engagement with the client into multiple geographies and business lines, which allows us to offer additional CLX solutions. In this manner, the â€œland and expandâ€ strategy provides opportunities for us to substantially increase our revenues within our existing client base over time. Our sales and marketing activities are focused on our key market verticals: Telecommunication, Cable, Technology, Retail & E-commerce, HealthTech, FinTech and Utilities. We believe our vertical market focus allows us to provide deep domain expertise and positions us as the best partner to help solve our clientsâ€™ unique needs. An essential part of our sales strategy is to focus on ways we can innovate on behalf of our clients, which includes digitization strategies and usage of data, technology, analytics and insights. We are well positioned with the top brands in each of the industry verticals in which we operate and can leverage domain knowledge and strong client references to generate business with other companies in the same industry vertical. Our sales and marketing teams are leading the charge at the following initiatives. New Logos. Our new logo organization is made up of teams focused on our key market verticals. Each team is focused solely on penetrating and closing business with the top 40 companies in each vertical. In addition, they will often partner with our client services executives who have an intimate understanding of our existing clientâ€™s business and needs, to actively identify and target additional cross-sell opportunities across the entire customer lifecycle.Digital-First. The digital-first team is focused on penetrating a broader reach of unicorn and potential unicorn clients in the emerging technology and consumer services sector. Through our digital-first offering, we combine Customer Engagement, Customer Acquisition and Customer Experience into an integrated solution set that is focused on the high-growth technology, e-commerce and consumer services markets for digital-first clients.The sales process for a new client can be short or lengthy depending on the client. Generally, the sales process for our digital-first target clients is 30 to 60Â days, while selling to larger blue-chip clients can extend up to twoÂ years.Client Services. Our client services team is dedicated to maintaining and expanding our relationships with our existing clients and is made up of teams that are organized either around a single large client or around companies of clients that collectively provide scale to warrant the investment of client services overhead. A majority of the senior leadership of the client services team is located in the United States and is supported by local team members located closer to the actual service delivery, sometimes in other countries / regions. The members of our client services team typically have deep operational experience as well as strong relationship-building and selling skills. Often our client services team for an account has a team member located close to the clientâ€™s premises in the United States as well as a member that is located close to where the delivery takes place, which is now increasingly in offshore and nearshore locations. Most of the new opportunities created within the embedded base of existing clients are led by the senior leadership of the client services team and follow the same general sales process as the new logo team.As part of our highly engaged, or â€œleaned inâ€ corporate culture, our client relationships are set up at multiple levels and layers, all the way from our Chief Executive Officer through the business heads of our organization. 12Table of ContentsWe believe the multi-layered nature of these relationships allows us to develop even stronger client engagements.Marketing Efforts. Our marketing efforts are focused on generating awareness of our offerings, establishing and promoting our brand, reaching and serving the CLX needs of key decision makers in our target verticals, and cultivating a community of successful and vocal customers. We focus our marketing effort on demonstrating to our prospective clients our thought leadership in the CLX market, addressing the challenges facing companies across the full customer lifecycle, and engaging business leaders who are seeking to leverage data, technology, analytics, and insights to drive competitive differentiation. We take a targeted approach and work with enterprises across our target verticals: Retail & E-commerce, Telecommunication, Technology, Cable, HealthTech, FinTech and Utilities. We engage with key decision makers outside of request for proposal cycles in the following key offices: Chief Digital Officer, Chief Information Officer, Chief Experience Officer, Chief Customer Officer and the Chief Marketing Officer.We also use various social media platforms such as LinkedIn and Facebook to promote our brand externally to target clients and

internally to our employees and prospective employees, with the latter being a key component of our success in achieving award winning agent engagement.CompetitionThe BPO industry has a long track record of major consolidation. We believe this creates opportunities for ibex, as these consolidations may lead buyers of BPO services to look for new providers for two key reasons. One, the consolidation may lead buyers to be over-concentrated in spend with a single vendor, pushing them to look for new providers. Two, the homogenization of vendors creates greater opportunity for offering differentiated services.The BPO markets in which we compete are highly fragmented. We believe this creates significant opportunity for a broad and differentiated provider like us as clients are increasingly looking to utilize outsourcing partners who can provide unified solutions for a variety of touchpoints along the customer interaction value chain, from customer sales and support to digital marketing, CX, and surveys. We expect providers with integrated offerings will command a larger share of wallet from their clients, drive a greater degree of insight and performance, and ultimately drive a longer term and mutually beneficial partnership. Although we do not believe any single competitor currently offers a directly comparable end-to-end CLX solution like ours, we believe our integrated platform faces competition from a variety of companies which operate in distinct segments of the customer lifecycle journey. The client selection process typically considers scale, quality of the facilities, and strength of leadership and brand of the provider in the selected market. Clients will usually reward higher-performing vendors with a greater share of their spend on customer interaction solutions. Based on our industry knowledge, traditional BPO companies are seeking to respond to these dynamics by taking steps to evolve into fully-fledged end-to-end customer lifecycle experience platforms, including through acquisitions. However, such initiatives have been limited due to the scarcity of actionable at-scale assets.We also face competition from in-house customer service departments, which seek to develop, deploy and service applications that offer functionality similar to our solutions. These in-house customer service departments continue to constitute the largest segment of customer lifecycle management expenditures.We believe that the most significant competitive factor in the sale of outsourced customer engagement services is the ability of providers to act as partners to and extensions of clientsâ€™ brands, in an effort to deliver improved customer experiences and increased overall customer LTV. Other important factors include maintaining high and consistent levels of service quality, tailored value-added service offerings, supported by advanced technological capabilities, industry and domain expertise, an understanding of the digital marketplace and modern consumer, sufficient diversified global delivery coverage, reliability, scalability, security and competitive pricing.Changes in geographic strategy, where a client is looking to move business from onshore to offshore or nearshore, or balance their workload between nearshore and offshore, often create opportunities for outsourced customer interaction providers. Our geographic growth with clients is a key part of our overall growth strategy.13Table of ContentsOur Competitive Strengths and DifferentiatorsWe utilize a differentiated value proposition to support our clients and drive value. We place the customer at the core of our business strategy and deliver world-class CX capabilities, operational delivery excellence, efficiency, and reliability to enhance our clientsâ€™ success. We are focused on building deep relationships at multiple levels within our clientsâ€™ businesses. Coupled with our consistently strong performance, this has enabled us to expand the number of high value CLX solutions we provide for our clients. This approach, over time, has led to higher client retention rates. Additionally, we closely monitor customer satisfaction via NPS, which is tracked through our annual Client Satisfaction Survey. Our most recent survey scored a client NPS of 68 which indicates strong, mutually-beneficial relationships with clients built on the value they place in ibex services and solutions along with the level of service consistently being delivered.As evidenced by the quality and quantity of our new customer wins, growth and market share with these clients and our track record of amazing customer retention, we believe we have clearly established ourselves as a CX leader in todayâ€™s digital economy. Our vertical industry expertise high-growth areas, including Retail and E-commerce, Travel, Transportation & Logistics, HealthTech, and FinTech, allows us to adapt our services and solutions for clients, further embedding us into their customer engagement lifecycle while delivering impactful business results. We do this through leveraging our key competitive strengths:1.Differentiated as a nimble, disruptive provider â€“ Companies continue to seek disruptive partners that are fast and flexible. We believe that we have a distinct organizational culture that embraces technological disruption and is characterized by innovation, speed and structural nimbleness. Our innovative and entrepreneurial culture is a key differentiator and gives us a competitive advantage in delivering high-quality solutions to clients around the globe.2.Wave iX technology solutions to drive performance and innovation â€“ ibex Wave iX is the hub of our technology development and innovation effort to drive value-added solutions for improved agent interactions, client CX, and overall performance. Wave iX is a platform that spans both the customer and agent lifecycle from customer acquisition, to engagement, to surveys and analytics. Our proprietary technology, combined with our Wave Zero launch process helps us to accelerate â€œSpeed to Greenâ€ for our clients and outperform our competition. We have enhanced Wave iX to leverage the power of generative AI to assist our agents in delivering great customer experiences, to provide deeper and more meaningful insights in our analytics offering and provide machine-assisted interactions for the customers of our clients. 3.Best brand and employer in the markets we operate â€“ Our goal is to be the best employer which helps create a virtuous cycle of the ability to attract and retain the best leadership and front-line agents. This in turn creates great performance that drives growth and expansion and expanded career opportunities for our personnel. The result is not only being recognized by the Great Places to Work and Great Places to Work for Women awards, but also by scoring at industry leading scores for eNPS in markets like Jamaica, Nicaragua, and Bohol, Philippines. 4.Broad set of full lifecycle digital services â€“The services we provide for our clients include three key services â€“ Digital & Omni-Channel Customer Experience (ibex Connect), Digital Marketing and E-Commerce (ibex Digital) and Digital CX surveys and analytics (ibex CX). This contrasts to many of our traditional competitors that are focused solely on contact center services. Our digital services also have significantly less agent attrition than traditional BPO programs. Agent attrition is a key cost and performance component where low attrition drives higher margins and better performance for ibex and our clients. Often these digital services are provided in our high-margin nearshore and offshore regions, contributing to their growth. 5.Leading global delivery with significant growth in nearshore and offshore regions â€“ Our global delivery model is built on onshore, nearshore and offshore delivery centers, and includes our ability to also support work-at-home capabilities. We seek to operate state-of-the-art â€œhighly-brandedâ€ delivery centers in labor markets that are under-penetrated in order to maintain our competitive advantage, retain our position in those labor markets as an employer of choice and deliver a highly scalable and cost-effective solution to our clients. Our delivery centers enable us to create a differentiated connection to our clientsâ€™ brands and their customers. In addition, with a broad network of 29 delivery centers spread across 14Table of Contentsmultiple geographies, we provide much needed geographic diversity for our clients. In particular, significant investments made in Jamaica, Honduras, and Nicaragua help us to offer untapped talent pools for high-quality service, proximity to home operations, competitive price points, and an existing brand affinity. We are the largest BPO employer in Pakistan, which we believe is a truly disruptive market for the industry. Of our largest 25 clients, we service 20 of them across multiple regions creating great market diversification and business continuity. We also believe that providing services for our clients across multiple regions promotes a trusted relationship with our clients and is consistent with our â€œland and expandâ€ client strategy.Our broad portfolio of CX services and technology solutions give our clients a competitive advantage, while also providing them with the ability to deliver a relevant and differentiating experience for their customers. We believe these technologies will enable us to outperform our competition.Seasonality Our business performance is subject to seasonal fluctuations. Within our customer engagement solutions, some of our retail-facing clients undergo an increase in activity during the calendar year-end holiday period. These seasonal effects cause differences in revenues and expenses among the various quarters of any financial year, which means that the individual quarters should not be directly compared with each other or be used to predict annual financial results. This intra-year seasonal fluctuation is common in the BPO industry, with increased volumes during the fourth calendar quarter of the year.Within our customer acquisition solution, our revenues may increase during the summer period when households tend to move and activate telecommunications services in their new homes, as well as during the final quarter of the calendar year when the year-end holiday season begins.Intellectual PropertyThe success of our business depends, in part, on our proprietary technology and intellectual property. We rely on a combination of intellectual property laws and contractual arrangements to protect our intellectual property. We have invested significant resources into building and deploying proprietary technology, focusing on next-generation software deployed across the full customer lifecycle journey, driving revenue growth, productivity improvements, experience enhancement and competitive differentiation.We have registered or are registering various trademarks and service marks in the U.S. and/or other countries for our brand and our technology. The duration of trademark and service mark registrations varies from country to country but may generally be renewed indefinitely as long as the marks are in use and their registrations are properly maintained. We also have common law rights to certain trademarks and service marks.We also have and maintain certain trade secrets arising out of the authorship or creation of proprietary computer programs, systems and business practices. Confidentiality is maintained primarily through contractual clauses, and in the case of computer programs, system access controls, tracking and authorization processes.RegulationWe are subject to a number of U.S. federal and state and foreign laws and regulations that involve matters central to our business. These laws and regulations may involve privacy, data protection, intellectual property, competition, consumer protection, export taxation and other subjects. In addition, the terms of our service contracts typically require that we comply with applicable laws and regulations. In some of our service contracts, we are contractually required to comply even if such laws and regulations apply to our clients, but not to us, and sometimes our clients require us to take specific steps intended to make it easier for our clients to comply with requirements that are applicable to them. If we fail to comply with any applicable laws and regulations, we may be restricted in our ability to provide services and may also be the subject of civil or criminal actions involving penalties, any of which could have a material adverse effect on our operations. Our clients generally have the right to terminate our contracts for cause in the event of regulatory failures, subject to notice periods. See â€œItemÂ 1A. Risk Factorsâ€ for more information.15Table of ContentsOn December 31, 2022, we determined that we no longer met the criteria to remain a foreign private issuer. Effective July 1, 2023, we are required to file periodic reports on U.S. domestic filer forms with the SEC and to comply with other rules as required, including but not limited to presenting this Form 10-K in accordance with accounting principles generally accepted in the United States (â€œU.S. GAAPâ€), with such change being applied retrospectively. Bermuda Laws As a Bermuda company, we are also subject to regulation in Bermuda. Among other things, we must comply with the provisions of the Bermuda Companies Act 1981, as amended (the â€œCompanies Actâ€) regulating the declaration and payment of dividends and the making of distributions from contributed surplus, which generally prohibit dividends or distributions unless certain capital and liquidity standards are met.We are classified as a non-resident of Bermuda for exchange control purposes by the Bermuda Monetary Authority (â€œBMAâ€). Pursuant to our non-resident status, we may engage in transactions in currencies other than Bermuda dollars. There are no restrictions on our ability to transfer funds in and out of Bermuda or to pay dividends to United States residents that are holders of our common shares.Under Bermuda law, â€œexemptedâ€ companies are companies formed for the purpose of conducting business outside Bermuda. As an exempted company, we may not, without a license granted by the Minister of Economic Development, participate in certain business transactions, including transactions involving Bermuda landholding rights and the carrying on of business of any kind, for which we are not licensed in Bermuda.On DecemberÂ 31, 2018, the Bermuda government enacted the Economic Substance Act 2018, and related regulations, as subsequently amended (the â€œSubstance Actâ€) with effect from JulyÂ 1, 2019 for existing Bermuda entities, requiring certain entities in Bermuda engaged in â€œrelevant activitiesâ€ to maintain a substantial economic presence in Bermuda and to satisfy economic substance requirements. The list of â€œrelevant activitiesâ€ includes holding entities and financing and leasing (including intra-group lending), and the legislation requires Bermuda companies engaging in a â€œrelevant activityâ€ to be locally managed and directed, to carry on core income generating activities in Bermuda, to maintain adequate physical presence in Bermuda, and to have an adequate level of local full time qualified employees and incur adequate operating expenditure in Bermuda. Under the Substance Act, any entity that must satisfy economic substance requirements but fails to do so could face automatic disclosure to competent authorities in the European Union of the information filed by the entity with the Bermuda Registrar of Companies in connection with the economic substance requirements and may also face financial penalties, restriction or regulation of its business activities or may be struck as a registered entity in Bermuda. We continue to evaluate the Substance Act and its requirements, as well as its application to our business. In 2016, the Bermuda Government enacted the Personal Information Protection Act 2016, as amended (â€œPIPAâ€). At present, the majority of the operative provisions of PIPA, which include detailed requirements around conditions for use and consent to use of personal information, specific obligations on organizations that use personal information, overseas data transfer assessment obligations and access, rectification and erasure rights for individuals, are not yet in force in Bermuda. In June 2023, the Bermuda Government and the Office of the Privacy Commissioner for Bermuda announced that the remaining operative provisions of PIPA will become fully implemented on January 1, 2025.PIPA, once in force, applies to every organization (which includes any individual, entity or public authority) that uses personal information in Bermuda where that personal information is used by automated or other means which form, or are intended to form, part of a structured filing system. For the purposes of PIPA, â€œpersonal informationâ€ means any information about an identified or identifiable individual (meaning a natural person), and â€œuseâ€ or â€œusingâ€ are very broadly defined and effectively include possessing or carrying out any operation on personal information. We continue to evaluate PIPA and its requirements, as well as its application to our business. See â€œRisk Factors - Risks Related to Being Incorporated in Bermudaâ€ for more information.16Table of ContentsPrivacy, Data Protection, and CybersecurityWe use, collect, store, transmit, transfer, and process customer data in the ordinary course of business. As our products are designed to assist business customers with customer support services, in the ordinary course of business, when providing its services, only a portion of the customer data that we use, collect, store, transmit, transfer and process constitutes personal data, personally identifiable information, personal information, or similar term (collectively herein â€œpersonal informationâ€). In the course of providing our services, we may obtain personal information in the form of business contact information of our customers, suppliers, customers, prospects, and other persons, including our customersâ€™ end users. We also may obtain personal information from employees, contractors, applicants, whether current, former, or prospective and, as applicable, family members or designees. Certain personal information that we collect and/or process from any of these persons may include information that is considered â€œspecialâ€ or â€œsensitiveâ€ data, which may be subject to additional restrictions under applicable law.We are required to comply with local, state, federal, and foreign laws and regulations pertaining to the collection, storage, transmission, transferring, processing, and security of such personal information. In addition, we are also subject to certain self-regulatory standards that require companies that process certain types of personal information, like payment card data, to implement certain data security measures. Regulators around the globe, and in countries in which we operate, have promulgated and are continuing to adopt laws, implement regulations, and issue guidance pertaining to the collection, storage, transmission, transferring, processing, and security of personal information. The applicability of these laws, regulations, and guidance is continually evolving, sometimes uncertain, and in some circumstances, conflicting between and among jurisdictions. Although certain of these laws are not applicable to business contact information or employee data, these laws still remain pertinent to our operations. Further, regulators are continuing to propose and adopt new laws designed to safeguard personal information and to provide additional rights to data subjects. We anticipate that the volume and scope of such laws will increase, and, as a result, our costs and efforts to comply with such laws will similarly increase. It may be costly to implement security or other measures designed to comply with these laws. See â€œRisk Factors - Unauthorized or improper disclosure of personal information, breach of privacy, whether inadvertent or as the result of a cyber-attack or improperly by our employees, has resulted in liability and could harm us.â€Other RegulationsWe are a labor-intensive business that is subject to complex labor and employment laws established by the U.S. Department of Labor, state and local regulatory bodies, and similar regulators outside of the U.S. These regulations govern working conditions, paid time off, workplace safety, wage and hour standards and hiring and employment practices. Our global operations are subject to various domestic and foreign anti-corruptions mandates, such as the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act and similar anti-bribery laws in other jurisdictions where we do business. We have processes in place to support our compliance with these described regulations; but our efforts to comply with these various regulations may cause us to make additional capital and operational expenditures, the cost of which we may not always be able to pass to our clients through our pricing structures, and such additional investments could be material to our results of operations, financial position or cash flows. See â€œRisk Factors - Our global operations and customers expose us to numerous legal and regulatory requirements.â€Human Capital ResourcesWe deploy a customer-centric, employee driven culture designed to enable our workforce to do their best work on behalf of our clients. We had approximately 30,000 full-time and total employees as of JuneÂ 30, 2024. We believe that we have one of the best cultures in the industry. As a testament to our culture, a meaningful portion of our workforce is made up of family, friends and colleagues who were referred to us by our employees. Our culture is distinctive â€“ built by and for the individuals that represent our clientsâ€™ brands with each and every contact. Our commitment to those individuals exceeds anything in our industry, as evidenced by our eNPS of 77.17Table of ContentsAt the foundation of our culture are three primary principals:1.Be the best employer in the markets we serve â€“ We provide our employees with immediate opportunities for growth. Day one begins with a view of what is possible at ibex including leadership development and job advancement and our commitment to enriching our employeesâ€™ lives. We enable our employees to craft a path for their future early in their tenure with ibex.2.Employee first culture â€“ Our employees are the lifeblood of our organization. From the tools they use every day

to interact with our customers to the services we provide to improve their lives, we put our workforce first in all that we do. Our ability to recruit, engage, motivate and retain is evidenced in the top quadrant performance we deliver to our clients. We are committed to supporting a diverse and inclusive workforce through the entire organization.3.Highly immersive engagement â€“ Our culture can be seen and felt from the minute you enter one of our centers. From our modern, highly customized and branded sites to our unique celebrations for our frontline talent around the globe, our employee engagement is a key driver of the high agent retention we see across our delivery centers. Our ongoing development and interest in our people and our culture is what fuels our growth. Our employees are extremely loyal to ibex and are proud to be part of ibex. The investment in our people does not end with our physical locations but transcends into the lives of our workforce. Our people are at the center of our long-term success and growth-strategy, and we will continue to nurture, enhance, and expand our diversity and values-driven culture. Combining the passion, energy and talents of our global employee base and harnessing that into an industry leading company is at the heart of what we do. The result is performance at the highest levels for our clients that delivers an exceptional CX while accelerating growth and diversification for our business.Information about our Executive OfficersThe following are our executive officers as of SeptemberÂ 12, 2024:NameAgeTitleRobert Dechant62Chief Executive OfficerTaylor Greenwald56Chief Financial OfficerChristy Oâ€™Connor55Chief Legal Officer and Assistant SecretaryDavid Afdahl50Chief Operating OfficerJulie Casteel63Chief Marketing and Strategic Accounts OfficerBruce Dawson60Chief Sales and Client Services OfficerPaul Inson60Chief People OfficerAndreas Wilkens52Chief Technology OfficerOur executive officers serve at the discretion of the Companyâ€™s board of directors (the â€œBoardâ€). There is no family relationship between any executive officer or director. The following information sets forth the business experience for at least the past five years for each of our executive officers. Mr. Robert Dechant has served as our Chief Executive Officer since July 2019 and as a member of the Board since January 2021. From September 2017 to July 2019, Mr. Dechant served as Chief Executive Officer of IBEX Interactive, which included all operations of Ibex (including Ibex Global Solutions, ibex Digital, and ibex CX). From 2015 until 2017, Mr. Dechant served as Chief Executive Officer of Ibex Global Solutions. From 2012 until 2015, Mr. Dechant served as the Chief Sales, Marketing and Client Services Officer at Qualfon, Inc., a global provider of call center, back office, and business process outsourcing services. Prior to that, Mr. Dechant was the Chief Sales and Marketing Officer at Stream Global Services, a large multinational business process outsourcing provider which merged with Convergys in 2014. From 2006 to 2008, Mr. Dechant was the EVP and General Manager of the public company 3 Com, an internet working company. Mr. Dechant holds a B.S. degree from Fairfield University.Mr. Taylor Greenwald has served as our Chief Financial Officer since August 2023. Mr. Greenwald served as the Executive Vice President and Chief Financial Officer of Synchronoss Technologies, a software company, 18Table of Contentsfrom 2021 to 2022. From 2019 to 2021, Mr. Greenwald served as the Chief Financial Officer, Web Presence, of Endurance International Group, an information technology services company. From 2000 to 2019, Mr. Greenwald served in various senior leadership roles with Convergys, a customer service and information management company, including as Senior Vice President, Controller and Chief Accounting Officer from 2012 to 2019. Mr. Greenwald holds an M.B.A. from the MIT Sloan School of Management and a B.S. degree in engineering from the Georgia Institute of Technology.Ms. Christy Oâ€™Connor has served as our Chief Legal Officer and Assistant Corporate Secretary since March 2018. From 2015 to 2018, Ms. Oâ€™Connor worked for Alorica, a provider of customer management outsourcing solutions, specifically as the Chief Legal and Compliance Officer from 2015 through 2017 and as a legal advisor thereafter. From 2014 to 2015, Ms. Oâ€™Connor was the General Counsel and Chief Legal Officer at SourceHOV. From 2011 to 2014, Ms. Oâ€™Connor was the Deputy General Counsel for Stream Global Services. Ms. Oâ€™Connor holds B.A./M.A. degrees from the University of Chicago, a J.D. from St. Maryâ€™s University School of Law and a degree in International Law from the University of Innsbruck.Mr. David Afdahl has served as our Chief Operating Officer since 2018, where he is responsible for global operations, performance management and financial results. He joined Ibex in 2017 as the Vice President of Operations, responsible for U.S. Operations. Mr. Afdahl has more than 23 years of operational leadership experience within the BPO industry. For seven years, he served as the Managing Director for Xerox Services, where he was responsible for global operations, client management and the overall financial performance. Mr. Afdahl holds a B.A. degree in Anthropology from the University of Maryland.Ms. Julie Casteel has served as our Chief Sales & Marketing Officer since 2012 and is responsible for expanding new and existing clients. She currently leads the strategy for growth and profitability for Ibexâ€™s largest global clients and is also responsible for the strategic development of the financial services and healthcare vertical markets. Ms. Casteel brings more than 25 years of successful sales and leadership experience within the BPO industry. For over 10 years, from 1998 to 2009, she served as the Executive Vice-President of Global Sales & Marketing at SITEL, where she was responsible for global revenue, client relationship management and the overall company marketing strategy. Ms. Casteel has served on a number of industry boards and has been published in the Economist, The Wall Street Journal and various industry publications. She holds a B.S. degree in Biology from Texas A&M University.Mr. Bruce Dawson has served as our Chief Sales and Client Services Officer since 2017. From 2016 until 2017, he held the same role for Ibex Global Solutions, Inc. From 2014 until 2016, Mr. Dawson served as U.S. Nearshore Regional Director for Atento S.A. Prior to joining Atento S.A., Mr. Dawson served at SITEL Corporation from October 2012 to March 2014 and Stream Global Services from October 2008 to August 2012. Mr. Dawson has held management positions at various companies in the BPO industry, bringing experience from the software and telecommunications sector. He holds a B.A. degree in psychology from Denison University.Mr. Paul Inson has served as our Chief People Officer since October 2016. From 2013 to 2016, Mr. Inson served as the Vice President, Human Resources Service Delivery for Sykes Enterprises, a global provider of customer management outsourcing solutions. From 2007 to 2013, Mr. Inson served as the Vice President, Human Resources at Alpine Access. From 2006 to 2007, Mr. Inson served as the Head of Staffing/Recruitment for Capgemini Americas Outsourcing. Mr. Inson holds a B.B.A. degree from the University of Michigan-Dearborn.Mr. Andreas Wilkens joined the Company as our Chief Technology Officer in September 2024. Mr. Wilkens served as the Head of Engineering for RetailNext, a retail analytics software company, from 2022 to 2024. From 2018 to 2021, Mr. Wilkens served as Vice President and Chief Architect at LivePerson, a conversational AI software company. From 2016 to 2018, Mr. Wilkens served as Chief Technology Officer of AdvantageTec, a customer engagement software company. Mr. Wilkens studied electrical engineering at the Kiel University of Applied Sciences in Germany. 19Table of ContentsITEM 1A.Â Â Â Â RISK FACTORSRisk FactorsWe are subject to certain material risks and uncertainties described below that make an investment in us speculative or risky, in addition to other information provided in this Form 10-K. If one or more of these risks or uncertainties materialize, it may adversely and materially affect our business, results of operation, reputation, prospects, financial condition and operating results, cash flows, profitability, liquidity, stock price, and financial condition. The risks described below are not the only risks that our business faces. Additional risks not presently known to us or that we currently deem immaterial may also harm our business, results of operations, or financial condition.Business RisksOur business is dependent on key clients.We derive a substantial portion of our revenue from a few key clients. Our top three clients accounted for 29% of our revenue, and our top client accounted for approximately 12% of our revenue, for the fiscal year ended JuneÂ 30, 2024. We could be materially impacted by the loss of business with, or the failure to retain a significant amount of business with, any of our key clients. Our profitability largely depends on maintaining efficient asset utilization levels, pricing our solutions appropriately, and managing costs, particularly through our contracts with customers.There can be no assurance that our operation or client contracts will be profitable for us or that we will be able to achieve or maintain any particular level of profitability, including as a result of the following:Asset Utilization LevelsThe efficiency of how we utilize our assets, particularly our people and facilities, impacts our profitability. Our utilization rates are affected by a number of factors, including our ability to transition employees from completed projects to new assignments, hire and assimilate new employees, forecast demand for our solutions and thereby maintain an appropriate headcount in each of our locations and geographies, manage attrition, accommodate our clientsâ€™ requests to shift the mix of delivery locations during the pendency of a contract, and manage resources for training, professional development and other typically non-billable activities. Most of our client contracts do not have minimum volume requirements. Certain contracts have performance-related bonus (penalty) provisions that require the client to pay us a bonus (require us to issue the client a credit) based upon our meeting (failing to meet) agreed-upon service levels and performance metrics. Moreover, although our objective is to sign multi-year agreements, our contracts generally allow the client to terminate the contract for convenience or reduce their use of our solutions. For example, in the past, we have had clients terminate their contract for convenience and /or reduce their use of our services due to reasons out of our control, and there can be no assurance that in the future our clients will not terminate their contracts before their scheduled expiration dates, that the volume of services for these programs will not be reduced, or that we will be able to avoid penalties or earn performance bonuses for our solutions. There have also been certain unprofitable client contracts that we were not able to terminate quickly without incurring penalties, and in the future unprofitable contracts may negatively impact us. Solutions PricingThe pricing that we are able to obtain for our solutions impacts our profitability and is usually included in statements of work entered into with our clients. In certain cases, we have committed to pricing over the period of a contract with limited-to-no sharing of risks regarding inflation and currency exchange rates. In addition, we are obligated under some of our contracts to deliver productivity benefits to our clients, such as reduction in handle time or speed to answer. The prices we are able to charge for our solutions are affected by a number of factors, including our clientsâ€™ perceptions of our ability to add value through our solutions, our competitive position, introduction of new 20Table of Contentsservices or products by us or our competitors, our ability to accurately estimate, attain and sustain revenues from client engagements, wage inflation rates, unhedged currency exchange rates, our costs, margins and cash flows over increasingly longer contract periods and general economic and political conditions. Controlling CostsOur profitability is impacted by our ability to control our costs and improve our efficiency. The profitability of each client contract or work order may fluctuate, sometimes significantly, throughout various stages of the program. Portions of our business also have long sales cycles and long implementation cycles, which require significant resources and working capital. Many of our client contracts are entered into after long sales cycles, which require a significant investment of capital, resources and time by both our clients and us. Before committing to use our solutions, potential clients require us to expend substantial time and resources educating them as to the value of our solutions and assessing the feasibility of integrating our systems and processes with theirs. As a result, our selling cycle, which may extend up to twoÂ years, is subject to many risks and delays over which we have little or no control, including our clientsâ€™ decisions to choose alternatives to our solutions (such as other providers or in-house resources) and the timing of our clientsâ€™ budget cycles and approval processes.In addition, implementing our solutions involves a significant commitment of resources over an extended period of time from both our clients and us. Our clients may also experience delays in obtaining internal approvals or may face delays associated with technology or system implementations, thereby further delaying the implementation process.We also may not be successful in our attempt to control costs associated with salaries and benefits as we continue to add capacity in locations where we consider wage levels of skilled personnel to be satisfactory. Our business depends on maintaining large numbers of agents to service our clientsâ€™ business needs, and we tend not to terminate agents on short notice to respond to temporary declines in demand in excess of agreed levels, as rehiring and retraining agents at a later date would force us to incur additional expenses, and any termination of our employees would also involve significant additional costs in the form of severance payments to comply with labor regulations in the various jurisdictions in which we operate our business. Additionally, the hiring and training of our agents in response to increased demand takes time and results in additional short-term expenses. Wage increases or other expenses related to the termination of our employees may also impact us. If our solutions do not comply with the quality standards required by our clients under our agreements, our clients may assert claims for reduced payments to us or substantial damages against us.Many of our client contracts contain service level and performance requirements, including requirements relating to the quality of our solutions. Failure to meet service requirements or real or perceived errors made by our employees in the course of delivering our solutions could result in a reduction of revenue. In addition, in connection with our service contracts, certain representations are made, including representations relating to the quality and experience of our personnel. A failure or inability to meet these requirements or a breach of such representations could result in a claim for substantial damages against us and seriously damage our reputation and affect our ability to attract new business.The consolidation of our clients or potential clients may adversely affect us.Consolidation of the potential users of our solutions may decrease the number of clients who contract our solutions. Any significant reduction in or elimination of the use of the solutions we provide as a result of consolidation would result in reduced revenue to us and could harm our business. Such consolidation may encourage clients to apply increasing pressure on us to lower the prices we charge for our solutions.Our clients may decide to enter into or further expand insourcing activities in the futureOur current agreements with our clients do not prevent our clients from insourcing services that are currently outsourced to us, and none of our clients have entered into any non-compete agreements with us. Our current clients may seek to insource services similar to those we provide. Any decision by our clients to enter into or further expand insourcing activities in the future could cause us to lose a significant volume of business.21Table of ContentsMoreover, companies may not continue to leverage outsourcing services at the same volumes and their outsourcing could be reversed by factors beyond our control, including negative perceptions attached to outsourcing activities or government regulations against outsourcing activities. Current or prospective clients may elect to perform such services in-house that may be associated with using an offshore provider. Political opposition to outsourcing services andÂ / or outsourcing activities may also arise in certain countries if there is a perception that such actions have a negative effect on domestic employment opportunities.We may be unable to continue to anticipate our clientsâ€™ needs by adapting to market and technology trends.Our success depends, in part, upon our ability to anticipate our clientsâ€™ needs by adapting to market and technology trends, industry standards and client preferences. We may need to invest significant resources in research and development or incur significant expenses in an effort to invest in our technology, solutions, and communications infrastructure, keep pace with customer preferences, or to gain a competitive advantage through technological expertise or new technologies. The use of technology in our industry has and will continue to expand and change rapidly. However, we may not be able to modify our current solutions or develop, introduce and integrate new solutions or information systems in a timely manner or on a cost-effective basis. There can be no assurance these efforts will be adequate to meet our future needs or to maintain our competitiveness, nor that we will have sufficient capacity or capital to meet these challenges.If we are unable or fail to further refine and enhance our solutions or to anticipate innovation opportunities and keep pace with evolving technologies, our solutions could become noncompetitive or obsolete and as a result we may be less attractive to existing and new clients, our clients may terminate their relationship with us or choose to divert their business elsewhere, and our revenue and market share may decline as a result. In addition, we may experience technical problems and additional costs as we introduce new solutions, deploy future iterations of our solutions, and integrate new solutions with existing client systems and workflows. In addition, we plan to expand across client industries and enter new industry verticals. If we are unable to successfully adapt our solutions to new industry verticals, our potential growth opportunities could be compromised.We may not be successful in converting visitors to our customer acquisition websites into purchasers or subscribers.The growth of our customer acquisition business through our ibex Digital offerings depends in part upon growth in the number of our customers or subscribers we are able to acquire for our clients. The rate at which we convert consumers into customers or subscribers using our customer acquisition websites is a significant factor in the growth of our customer acquisition business. A number of factors could influence this conversion rate for any given period, some of which are outside of our control. These factors include:â€¢the quality of the consumer experience on our customer acquisition websites and with our delivery center;â€¢the variety and affordability of the products and services that we offer on behalf of our clients and carrier partners;â€¢system failures or interruptions in the operation of our customer acquisition websites; andâ€¢changes in the mix of consumers who are referred to us through our direct marketing partners, online advertising subscriber acquisition channels and other marketing channels.Even if the rate at which we convert visitors to customers or subscribers declines, the marketing and lead generation costs that have already been incurred are unlikely to decline correspondingly. Therefore, such a decline in conversion rate of consumers visiting our customer acquisition websites is likely to result in reduced revenue and a further reduced margin.We face substantial competition in our business.The market in which we compete, which is comprised of the customer acquisition, customer engagement and customer experience management market segments, is highly fragmented and continuously evolving. We face competition from a variety of companies, including some of our own clients, which operate in distinct segments 22Table of Contentsof the customer lifecycle journey. These segments are very competitive, and we expect competition to remain intense from a number of sources in the future. We believe that some of the most significant competitive factors in the markets in which we operate are service quality, value-added service offerings, industry experience, advanced technological capabilities, global coverage, reliability, scalability, security and price. The trend toward near- and offshore outsourcing, international expansion by foreign and domestic competitors and continued technological changes may result in new and different competitors entering our markets. These competitors may include entrants from the communications, software and data networking industries or entrants in geographical locations with lower costs than those in which we operate.Some of our existing and future competitors have or will have greater financial, human and other resources, longer operating histories, greater technological expertise and more established relationships in the industries that we currently serve or may serve in the future. In addition, some of our competitors may enter into strategic or commercial relationships among themselves or with larger, more established companies in order to increase their ability

to address customer needs and reduce operating costs or enter into similar arrangements with potential clients. Further, trends of consolidation in certain of our industries and among competitors may result in new competitors with greater scale, a broader footprint, better technologies and price efficiencies attractive to our clients. Increased competition, our inability to compete successfully, pricing pressures or loss of market share could result in reduced operating profit margins and diminished financial performance.We may acquire other companies in pursuit of growth, which may divert our managementâ€™s attention, result in dilution to our shareholders, be unsuccessful, and consume resources that are necessary to sustain our business.Mergers or acquisitions may disrupt our business, divert our resources and require significant management attention that would otherwise be available for the development of our business. Negotiating these transactions can be time-consuming, difficult and expensive, and our ability to complete these transactions may be subject to conditions or approvals that are beyond our control, including anti-takeover and antitrust laws in various jurisdictions. Consequently, these transactions, even if undertaken and announced, may not close or be successful. An acquisition, investment or new business relationship may result in unforeseen operating difficulties and expenditures. In particular, we may encounter difficulties assimilating or integrating the businesses, technologies, services, products, personnel or operations of acquired companies, particularly if the key personnel of the acquired company choose not to work for us, the acquired companyâ€™s technology is not easily compatible with ours or we have difficulty retaining the customers of any acquired business due to changes in management or otherwise. Moreover, the anticipated benefits of any merger, acquisition, investment or similar partnership may not be realized or we may be exposed to unknown liabilities, including litigation against the companies we may acquire. For one or more of those transactions, we may:â€¢issue additional equity securities that would dilute our shareholders;â€¢use cash that we may need in the future to operate our business;â€¢incur debt on terms unfavorable to us or that we are unable to repay or that may place burdensome restrictions on our operations or cash flows;â€¢incur large charges or substantial liabilities; orâ€¢become subject to adverse tax consequences, or substantial depreciation or amortization, deferred compensation or other acquisition related accounting charges.If we fail to adequately protect our intellectual property and proprietary information in the United States and abroad, our competitive position could be impaired, and we may lose valuable assets, experience reduced revenues and incur costly litigation to protect our rights.We believe that our success is dependent, in part, upon protecting our intellectual property and proprietary information. We rely on a combination of intellectual property registrations, trade secrets and contractual restrictions to establish and protect our intellectual property. However, the steps we take to protect our intellectual property may provide only limited protection and may not now or in the future provide us with a competitive advantage. We may not be able to protect our intellectual property if we are unable to enforce our rights or if we do not detect unauthorized use of our intellectual property. Any of our intellectual property rights may be challenged by others or invalidated through administrative process or litigation. Furthermore, legal 23Table of Contentsstandards relating to the validity, enforceability and scope of protection of intellectual property rights are uncertain. Despite our precautions, it may be possible for unauthorized third parties to copy our technology and use information that we regard as proprietary to create products and services that compete with our solutions. In addition, the laws of some countries do not protect proprietary rights to the same extent as the laws of the United States.No assurance can be given that confidentiality, invention assignment, and related agreements entered into by the Company will be effective in controlling access to and the distribution of our proprietary information. Further, such agreements may not prevent potential competitors from independently developing technologies that are substantially equivalent or superior to ours, in which case we would not be able to assert trade secret rights.We may be required to spend significant resources to monitor and protect our intellectual property rights. Litigation may be necessary in the future to enforce our intellectual property rights and to protect our trade secrets. Such litigation could be costly, time consuming and distracting to management and could result in the impairment or loss of portions of our intellectual property. Furthermore, our efforts to enforce our intellectual property rights may be met with defenses, counterclaims and countersuits attacking the eligibility, validity and enforceability of our intellectual property rights. Our inability to protect our proprietary technology against unauthorized copying or use, as well as any costly litigation, could make it more expensive for us to do business and adversely affect our operating results by delaying further sales or the implementation of our technologies, impairing the functionality of our platform and solutions, delaying introductions of new features or applications or injuring our reputation.Financial, Accounting, and Economic RisksIf we are unable to fund our working capital requirements and new investments, we could be adversely affected.Our business is characterized by high working capital requirements and the need to make new investments in operating sites and employee resources to meet the requirements of our clients. Similar to our competitors in this industry, we incur significant start-up costs related to investments in infrastructure to provide our solutions and the hiring and training of employees, such expenses historically being incurred before revenues are generated.We are exposed to adverse changes in our clientsâ€™ payment policies. If our key clients implement policies which extend the payment terms of our invoices, our working capital levels could be adversely affected, and our financing costs may increase. We would be adversely affected if we are unable to fund our working capital requirements, access financing at competitive rates or make investments to meet the expanding business of our existing and potential new clients.Our operating results may fluctuate from quarter to quarter due to various factors.Our operating results may vary significantly from one quarter to the next and our business may be impacted by factors such as client loss, the timing of new contracts and of new product or service offerings, termination of existing contracts, variations in the volume of business from clients resulting from changes in our clientsâ€™ operations, the business decisions of our clients regarding the use of our solutions, start-up costs, delays or difficulties in expanding our operating facilities and infrastructure, delays or difficulties in recruiting, changes to our revenue mix or to our pricing structure or that of our competitors, inaccurate estimates of resources and time required to complete ongoing projects, currency fluctuation and seasonal changes in the operations of our clients. The financial benefit of gaining a new client may not be recognized at the intended time due to delays in the implementation of our solutions or negatively impacted due to an increase in the start-up costs.Based on our experience, the BPO industry experiences increased volumes during the fourth calendar quarter of theÂ year. These seasonal effects also cause differences in revenues and income among the various quarters of any financialÂ year, which means that the individual quarters of aÂ year should not be directly compared with each other or used to predict annual financial results.The sales cycle for our solutions, which may extend up to twoÂ years, and the internal budget and approval processes of our prospective clients, make it difficult to predict the timing of new client engagements.24Table of ContentsGeneral economic uncertainty in global markets and unfavorable global economic conditions including inflation, rising interest rates, recession, and foreign exchange fluctuations, could adversely affect us.Our results of operations may vary based on the impact of changes in the global economy on our clients. Global economic conditions, including inflation, rising interest rates, recession, and foreign exchange fluctuations, affect us, our clientsâ€™ businesses, and the markets in which we and they operate. While it is often difficult to predict the impact of general global economic conditions on our business, unfavorable global economic conditions, such as those that occurred during the global financial crisis and economic downturn in 2008 and more recently, during and immediately after the COVID-19 pandemic (the â€œPandemicâ€), could adversely affect the demand for some of our clientsâ€™ products and services and, in turn, could cause a decline in the demand for our solutions. Additionally, several of our clients, particularly in the Telecommunication and Technology verticals, have experienced substantial price competition. As a result, we face increasing price pressure from such clients, which, if continued, could negatively affect our operating and financial performance. Our business and future growth depend largely on continued demand for our solutions from clients based in the United States. We derived 97% of our revenue from customers based in the United States during the fiscal year ended JuneÂ 30, 2024. In addition, a significant portion of our clients are concentrated in the Retail and E-commerce industry. For the fiscalÂ year ended JuneÂ 30, 2024, 25.4% of our revenue was derived from clients in the Retail & E-commerce vertical, 15.0% of our revenue was derived from clients in the Telecommunication vertical, 8.4% of our revenue was derived from clients in the Technology vertical, and 4.3% of our revenue was derived from clients in the Cable vertical. For these reasons, among others, the occurrence or persistence of unfavorable economic conditions could adversely affect our business, results of operations, financial condition and prospects.See also the risk factor entitled Fluctuations against the U.S. dollar in the local currencies in the countries in which we operate could have a material effect on our results of operations.The inability or unwillingness of clients that represent a large portion of our accounts receivable balance to pay such balances in a timely fashion could adversely affect our business.We often carry significant accounts receivable balances from a limited number of clients that generate a large portion of our revenues. A client may become unable or unwilling to pay its balance in a timely fashion due to, for example, a general economic slowdown, economic weakness in its industry, the financial insolvency of its business or a dispute as to the services provided. Our efforts to monitor our accounts receivable balances may not successfully identify or predict a clientâ€™s financial inability or unwillingness, for any reason, to pay a large accounts receivable balance, which would adversely impact our financial condition and cash flow and could adversely impact our ability to draw upon our receivables-backed lines of credit.Our existing debt covenants may affect our flexibility in operating, developing and expanding our business. Our main financing arrangement contains certain covenants and restrictions including limits on our ability and our subsidiariesâ€™ ability to incur additional debt, pay dividends and make certain investments. Complying with these covenants may cause us to take actions that make it more difficult to successfully execute our business strategy and we may face competition from companies not subject to such restrictions. Moreover, our failure to comply with these covenants could result in an event of default or refusal by our creditors to renew certain of our loans which may have a material adverse effect on our business, financial condition, results of operation and prospects. If our goodwill or intangible assets become impaired, we could be required to record a significant charge to earnings.We had goodwill and other intangible assets totaling $12.5Â million as of JuneÂ 30, 2024. We review our goodwill and indefinite-lived intangible assets for impairment at least annually or more frequently if events or changes in circumstances indicate the carrying value may not be recoverable. Factors that may be considered a change in circumstances indicating that the carrying value of our goodwill or indefinite-lived intangible assets may not be recoverable include declines in stock price, market capitalization or cash flows and slower growth rates in our industry. We could be required to record a significant charge to earnings in our financial statements during the 25Table of Contentsperiod in which any impairment of our goodwill or indefinite-lived intangible assets were determined. In theÂ year ended JuneÂ 30, 2024, we did not recognize any impairment of goodwill or indefinite-lived intangible assets. Our ability to use our net operating loss carry forwards may be subject to limitation.As of JuneÂ 30, 2024, for income tax purposes, we had approximately $16.7Â million in estimated U.S. state and international net operating loss carry forwards that will begin to expire between 2023 and 2039. The timing and manner in which we may utilize net operating losses may be limited by a lack of future taxable income which could adversely affect our ability to utilize our net operating losses before they expire. In general, net operating losses in one country cannot be used to offset income in any other country and net operating losses in one state cannot be used to offset income in any other state. Accordingly, we may be subject to tax in certain jurisdictions even if we have unused net operating losses in other jurisdictions. Furthermore, each jurisdiction in which we operate may have its own limitations on our ability to utilize net operating losses or tax credit carryovers generated in that jurisdiction. These limitations may increase our U.S. state or foreign income tax liability.Operational RiskOur business relies heavily on technology, telephone and computer systems as well as third-party telecommunications providers, which subjects us to various uncertainties.We rely heavily on sophisticated and specialized communications and computer technology coupled with third-party telecommunications and bandwidth providers to provide high-quality and reliable real-time solutions on behalf of our clients through our delivery centers. In our Customer Acquisition solution, the majority of our sales are conducted via sales queues in our contact centers. In both our Customer Acquisition solution and our Customer Engagement solution, we are typically required to record and maintain recordings of telephonic interactions with customers. We rely on telephone, call recording, customer relationship management and other systems and technology in our contact center operations. Our operations, therefore, depend on the proper functioning of our equipment and systems, including telephone, hardware and software. Third-party suppliers provide most of our systems, hardware and software, while our development teams build some in-house. We also rely on the telecommunications and data services provided by local communication companies in the countries in which we operate as well as domestic and international long distance service providers. In addition, in some areas of our business, we depend upon the quality and reliability of the services and products of our clients which we help sell to their end customers. If the solutions we provide to our clients experience technical difficulties or quality issues, if key technology systems and facilities are damaged or compromised, or there are any disruptions in the delivery of our services, we may have a harder time selling services and products to end customers and may be required to make unexpected investments in new systems or technology. Prolonged disruption of our solutions, even if due to events beyond our control, could also entitle our clients to terminate their contracts with us or result in other brand and reputational damages.The integration of AI and generative AI technology into our offerings, including our use of third-party providers, could result in operational and reputational harm. We are increasingly integrating AI into our solutions, including the use of third-party provider offerings, to better position ourselves to offer our clients the most robust set of solutions, while also implementing appropriate governance and controls for its use. AI is still emerging and likely to be an essential part of our future service offerings. The development, adoption, and use of generative AI technologies is still in their infancy, and inadequate AI development or deployment practices by us or our third-party developers or vendors could lead to unintended consequences. While AI offers significant benefits, it also presents risks and challenges to our business. Some of the recently brought to market third-party AI solutions have the potential of replacing some of our lower tier service offerings. At the same time, AI solutions are evolving and are not infallible, and issues with data sourcing, technology integration, program bias in decision-making algorithms, flawed algorithms based on insufficient or biased data sets, security challenges and the protection of personal information and privacy could impair our successful and effective adoption of this technology. Additionally, any latency, disruption, or failure in these AI systems or infrastructure could cause delays or errors in our offerings. 26Table of ContentsWe are also dependent, in part, on our third-party provider offerings and their ability to effectively and quickly integrate their AI into our solutions. We may not have full control over the quality and performance of third-party providers, and therefore, any unexpected deficiencies or problems arising from these third-party providers may cause significant interruptions in the operation of our business. If our AI solutions or those of our third-party providers are deployed before they are perfected and the output from these AI solutions is deemed by clients to be questionable or inaccurate, our brand and reputation may be harmed and our results of operations may be impacted. On the other hand, if we are too slow to market and are unable to timely and effectively integrate and deploy AI in our offerings, we could fall behind our competitors and our results of operations and future prospects may also be impacted. Developing, testing, and deploying resource-intensive AI systems may require additional investment and increase our costs. Our business is heavily dependent upon our international operations, particularly in the Philippines, Jamaica, Pakistan and Nicaragua and any disruption to those operations would adversely affect us.Our international operations, particularly in the Philippines, Jamaica, Pakistan and Nicaragua, and our ability to maintain our offshore facilities in those jurisdictions is an essential component of our business model, as the labor costs in certain of those jurisdictions are substantially lower than the cost of comparable labor in the United States and other developed countries, which allows us to competitively price our solutions. Our competitive advantage will be greatly diminished and may disappear altogether as a result of a number of factors, including the failure of power grids in certain of the countries in which we operate, which are subject to frequent outages, and those listed in the risk factors entitled:â€¢â€œNatural events, health epidemics, geopolitical conditions, including developing or ongoing conflicts, widespread civil unrest, terrorist attacks and other acts of violence involving any of the countries in which we or our clients have operations could adversely affect our operations and client confidence.â€;â€¢â€œFluctuations against the U.S. dollar in the local currencies in the countries in which we operate could have a material effect on our results of operations.â€;â€¢â€œOur global operations expose us to numerous legal and regulatory requirements.â€; andâ€¢â€œWe rely on the attraction, retention, and motivation of qualified senior management, employees, and agents to support our success and operations.â€We rely on the attraction, retention, and motivation of qualified senior management, employees, and agents to support our success and operations.Our business depends to a significant extent on our ability to attract, hire, train and retain our senior management, large numbers of trained agents and other employees, such as technologists, and other key personnel who enable us to keep pace with growing demands for outsourcing, evolving industry standards, new technology applications and changing client preferences. If we fail to maintain good relations with our employees, we could suffer a strike or other significant work stoppageÂ or other form of industrial action, which could harm us. We may not be able to retain our key personnel or recruit skilled personnel with appropriate qualifications and experience, or to attract, train, and integrate personnel with necessary experience and skills. The outsourcing industry experiences high employee turnover. We operate globally and are subject to varied and changing employment and immigration laws. In each of the industries in which we participate, there is competition for experienced senior management and personnel with industry-specific expertise. We could be negatively impacted if there is increased competition for these employees, particularly in tight labor markets, if there are impactful changes in employment, immigration, or other applicable laws, or if we lose key members of our personnel, particularly to competitors. Additionally, a significant increase in the turnover rate among trained employees could increase our costs and decrease our operating profit margins. We may also need to increase employee compensation more than in previous periods to remain competitive in attracting the quantity and quality of employees that our business requires. For the

fiscal year ended JuneÂ 30, 2024, payroll and related costs and share-based compensation expense accounted for $338 million, or 67%, of our revenue. Employee benefits expenses in each of the countries in which we operate are a function of the countryâ€™s economic growth, level of employment and overall competition for qualified employees in the country. In most of the geographies in which we operate, we have experienced increasing labor costs due to increased demand and greater competition for qualified employees.27Table of ContentsNatural events, health epidemics, geopolitical conditions, including developing or ongoing conflicts, widespread civil unrest, terrorist attacks and other acts of violence involving any of the countries in which we or our clients have operations could adversely affect our operations and client confidence.Natural events (such as floods and earthquakes), health epidemics (including the Pandemic), geopolitical conditions, including developing or ongoing conflicts, widespread civil unrest, terrorist attacks and other acts of violence could result in significant worker absenteeism, increased attrition rates, lower asset utilization rates, voluntary or mandatory closure of our facilities, our inability to meet dynamic employee health and safety requirements, our inability to meet contractual service levels for our clients, our inability to procure essential supplies, travel restrictions on our employees, and other disruptions to our business. For example, a substantial portion of our operations are conducted in the Philippines, Jamaica, Pakistan, and Nicaragua, which have experienced and may continue to face political instability and unrest, natural disasters, acts of terrorism, crime, or similar risks. In addition, these events could adversely affect global economies, financial markets and our clientsâ€™ levels of business activity. Any of these events, their consequences or the costs related to mitigation or remediation could impact us. Insurance may not be sufficient to guarantee costs of repairing the damage caused by such disruptive events and such events may not be covered under our insurance policies. Fluctuations against the U.S. dollar in the local currencies in the countries in which we operate could have a material effect on our results of operations.During the fiscalÂ year ended JuneÂ 30, 2024, 3% of our revenue was generated in currencies other than the U.S. dollar. A portion of our costs and expenses that were incurred outside of the United States were paid in foreign currencies, mostly the local currencies of the Philippines, Jamaica, and Pakistan. During theÂ year ended JuneÂ 30, 2024, out of our total payroll and related costs, 30.9% were incurred in the Philippines Peso, 15.5% were incurred in the Jamaican Dollar and 8.7% were incurred in the Pakistani Rupee. To a lesser extent, we also have exposures to the Nicaraguan Cordoba, Great British Pound, Canadian Dollar, and Honduran Lempira. Because our financial statements are presented, and revenues are primarily generated, in U.S. dollars, whereas some portion of the cost is incurred in foreign currencies, any significant unhedged fluctuations in the currency exchange rates between the U.S. dollar and the currencies of countries in which we incur costs in local currencies will affect our results of operations and financial statements. This may also affect the comparability of our financial results from period to period, as we convert our subsidiariesâ€™ statements of financial position into U.S. dollars from local currencies at the period-end exchange rate, and income and cash flow statements at average exchange rates for theÂ year. See â€œItemÂ 7A. Quantitative and Qualitative Disclosures about Market Riskâ€ for more information.As we increase our revenues from non-U.S. locations and expand our solution delivery or back office footprint to other international locations, this effect may be magnified. We engage in hedging strategies in an effort to reduce the adverse impact of fluctuations in foreign currency exchange rates, which may not be successful. See â€œItemÂ 7A. Quantitative and Qualitative Disclosures about Market Riskâ€ for more information.We depend upon internet search engines to attract a significant portion of the consumers who visit our customer acquisition websites, and we would be negatively impacted if we are unable to advertise on search engines on a cost-effective basis.We maintain a number of different customer acquisition websites to market our clientsâ€™ offerings to consumers in their target customer segments. Such client service offerings include cable, internet and paid television services. We derive a significant portion of our customer acquisition website traffic from consumers who search products or services using Internet search engines, such as Google and Bing. A critical factor in attracting consumers to our customer acquisition websites is whether our clientsâ€™ offerings are prominently displayed in response to an internet search relating to specific products or services that we market. Search engines typically provide two types of search results: unpaid (natural) listings and paid advertisements. We rely on both types to attract consumers to our customer acquisition websites.Unpaid search result listings are determined and displayed in accordance with a set of formulas or algorithms developed by the particular internet search engine. The algorithms determine the order of the listing of results in response to the consumerâ€™s internet search. From time to time, search engines revise these algorithms. In some instances, these modifications have caused our customer acquisition websites to be listed less prominently in unpaid search results, which has resulted in decreased traffic to these websites. Our customer 28Table of Contentsacquisition websites may also become listed less prominently in unpaid search results for other reasons, such as search engine technical difficulties, search engine technical changes and changes we decide to make to our websites. In addition, search engines have deemed the practices of some companies to be inconsistent with search engine guidelines and decided not to list their websites in search result listings at all. If we are listed less prominently in search result listings for any reason, the traffic to our customer acquisition websites would likely decline. If we decide to attempt to replace this traffic, we may be required to increase our marketing expenditures.We also purchase paid advertisements on search engines to attract users to our customer acquisition websites. We typically pay a search engine for prominent placement of our name and website when certain specific terms are searched on the search engine, regardless of the unpaid search result listings. In some circumstances, the prominence of the placement of our name and website is determined by a combination of factors, including the amount we are willing to pay and algorithms designed to determine the relevance of our paid advertisement to a particular search term. We bid against our competitors and others for the display of these paid search engine advertisements. If there is increased competition for the display of paid advertisements in response to search terms related to our business, our advertising expenses could rise significantly or we could reduce or discontinue our paid search advertisements, either of which could harm our business, operating results and financial condition.In addition to marketing through internet search engines, we frequently enter into contractual marketing relationships with other online and offline businesses that promote us to their customers. These marketing partners include financial and online service companies, affiliate programs and online advertisers and content providers.Many factors influence the success of our relationship with our marketing partners, including:â€¢the continued positive market presence, reputation and growth of the marketing partner;â€¢the effectiveness of the marketing partner in marketing our websites and services;â€¢the interest of the marketing partnerâ€™s customers in the products and services that we offer on our customer acquisition websites;â€¢the contractual terms we negotiate with the marketing partner, including the marketing fee we agree to pay a marketing partner;â€¢theÂ percentage of the marketing partnerâ€™s customers that purchase products or services through our customer acquisition websites;â€¢the ability of a marketing partner to maintain efficient and uninterrupted operation of its website; andâ€¢our ability to work with the marketing partner to implement website changes, launch marketing campaigns and pursue other initiatives necessary to maintain positive consumer experiences and acceptable traffic volumes.If we are unable to maintain successful relationships with our existing marketing partners or fail to establish successful relationships with new marketing partners, our business could be negatively impacted.We may face difficulties as we expand our operations into countries in which we have no prior operating experience.We may expand our global operations to maintain an appropriate cost structure and meet our clientsâ€™ needs. This may involve expanding into countries other than those in which we currently operate and where we have less familiarity with local procedures. It may involve expanding into less developed countries, which may have less political, social or economic stability and less developed infrastructure and legal systems. As we expand our business into new countries, we may encounter economic, regulatory, personnel, technological and other difficulties that increase our expenses or delay our ability to start up our operations or become profitable in such countries. This may affect our relationships with our clients.If we expand our operations into new jurisdictions, we may be subject to increased operating costs, including higher employee compensation expenses in these new jurisdictions relative to our current operating costs.29Table of ContentsWe have entered into certain related-party transactions and may continue to rely on related parties for certain key development and support activities.We have entered into, and may continue to enter into, transactions with affiliates of The Resource Group Limited (â€œTRGIâ€) for corporate and operational services. Such transactions may not have been entered into on an armâ€™s-length basis, and we may have achieved more favorable terms because such transactions were entered into with our related parties. We rely on, and will continue to rely on, our related parties to maintain these services. If the pricing for these services changes, or if our related parties cease to provide these services, including by terminating agreements with us, we may be unable to obtain replacements for these services on the same terms without disruption to our business. This could have a material effect on our business, results of operations and financial condition.Our facilities operate on leasehold property, and the inability to renew our leases on commercially acceptable terms or at all may adversely affect our results of operations.Our facilities operate solely on leasehold property. Our leases are subject to renewal, and we may be unable to renew such leases on commercially acceptable terms or at all. Our inability to renew our leases, or a renewal of our leases with a rental rate higher than the prevailing rate under the applicable lease prior to expiration, may have an adverse impact on our operations, including disrupting our operations or increasing our cost of operations. In addition, in the event of non-renewal of our leases, we may be unable to locate suitable replacement properties for our facilities or we may experience delays in relocation that could lead to a disruption in our operations. Any disruption in our operations could adversely affect us.Legal and Regulatory RisksOur global operations and customers expose us to numerous legal and regulatory requirements.We operate in and provide solutions to our clientsâ€™ customers in multiple countries and continents around the world and in varied industries, including highly-regulated ones. We also have and may seek to expand operations in emerging market jurisdictions where legal systems may be less developed or familiar to us. As a result, we are subject to numerous, and sometimes conflicting, legal regimes on matters as diverse as outsourcing, anti-corruption, content requirements, trade restrictions and similar controls, tariffs, taxation, sanctions, export control, anti-corruption, anti-bribery, employment, immigration, internal and disclosure control obligations, securities regulation, anti-competition, data security, privacy, taxation, and labor protection and relations. We may be particularly impacted by legal regimes regarding the following: â€¢Data Privacy Laws. We and our customers may be subject to privacy- and data protection-related laws and regulations that impose obligations in connection with the collection, use, storage, transfer, dissemination, security, and/or other processing (â€œProcessingâ€) of personal information (such personal information collectively with all information defined or described by applicable law as â€œpersonal data,â€ â€œpersonally identifiable information,â€ â€œPIIâ€ or any similar term, is referred to as personal information), data, financial data, health data or other similar data. In the United States, the privacy and data protection rules and regulations to which we may be subject include those promulgated under the authority of the Federal Trade Commission (â€œFTCâ€), state regulators, and regulator enforcement positions and expectations. Similarly, many foreign countries and governmental bodies, including the EU member states and the United Kingdom, have laws and regulations concerning the processing of personal information obtained from their residents and individuals located in the EU or UK or by businesses operating within their jurisdiction, which are often more restrictive and apply more broadly than those in the United States. We also areâ€”or would beâ€”subject to data protection and information security laws in other jurisdictions in which we operate, including in the Philippines and Pakistan. Laws in these and other countries are continuing to evolve. Any actual or perceived failure to safeguard personal information or other information in our possession or control, appropriately destroy or redact such data, or otherwise comply with these regulations may subject us to litigation, regulatory investigations, or enforcement actions, thus causing damage to our reputation and adversely affect our ability to attract or retain customers.â€¢Telecommunications Laws. Working with clients in the Telecommunication, Technology and Cable verticals means that we may process or come into possession of data that must be treated with special 30Table of Contentscare. For example, in the United States, telecommunications providers are subject to rulesÂ on the use and sharing of Customer Proprietary Network Information (â€œCPNIâ€). The Telecommunications Act of 1996 limits the uses to which such information may be put, and the parties with whom it may be shared, absent customer permission. It also requires that CPNI be adequately safeguarded. Two U.S. federal agencies, the FTC and the Federal Communications Commission (â€œFCCâ€), and various states have enacted laws including, at the federal level, the Telephone Consumer Protection Act of 1991, that restrict the placing of certain telephone calls and texts to residential and wireless telephone subscribers by means of automatic telephone dialing systems, prerecorded or artificial voice messages and fax machines. Internationally, we are also subject to similar laws imposing limitations on marketing calls to wireline and wireless numbers and compliance with do not call rules. These laws require companies to institute processes and safeguards to comply with these restrictions. Some of these laws can be enforced by the FTC, FCC, state attorney generals, foreign regulators or private party litigants. â€¢Import and Export Laws. Various countries regulate the import and export of certain encryption and other technology, including import and export permitting and licensing requirements, and have enacted laws that could limit our ability to distribute our products or could limit our usersâ€™ ability to access our products in those countries. Changes in our products, or future changes in export and import regulations may prevent our users with international operations from utilizing our products globally or, in some cases, prevent the export or import of our products to certain countries, governments, or persons altogether. Any change in export or import regulations, economic sanctions, or related legislation, or change in the countries, governments, persons, or technologies targeted by such regulations, could result in decreased use of our products by, or in our decreased ability to export or sell products to, existing or potential users with international operations. â€¢Anti-Corruption Laws. In many parts of the world, including countries in which we operate or seek to expand, practices in the local business community may not conform to international business standards and could violate anti-corruption laws or regulations, including the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act 2010 and the Bermuda Bribery Act of 2016. Our employees, subcontractors, agents and other third parties with which we associate could take actions that violate our policies or procedures designed to promote legal and regulatory compliance or applicable anti-corruption laws or regulations. As we continue our international business, we may also engage with distributors and third-party intermediaries to market our solutions and to obtain necessary permits, licenses, and other regulatory approvals. In addition, we or our third-party intermediaries may have direct or indirect interactions with officials and employees of government agencies or state-owned or affiliated entities. U.S. laws can often differ in various respects from the laws of the Philippines, Jamaica, Pakistan, and Nicaragua, where we have significant operations, and other jurisdictions where we operate or may seek to expand. The enforcement, requirements, and interpretations of these laws and regulations may change, and new laws, regulations, or other legal obligations or industry standards may arise. Compliance with diverse legal requirements is costly, time-consuming and requires significant resources. Compliance may also impair our competitiveness to the extent other jurisdictions have less or varied requirements for operation. Violations of one or more of these laws or regulations in the conduct of our business or in the performance of our obligations to our clients, including through third parties, could result in significant fines or penalties, civil enforcement actions, criminal prosecution or sanctions against us or our officers, disgorgement of profit, prohibitions on doing business, suspension or disqualification from work, including U.S. federal contracting, restrictions on the sale or supply of certain products and services, liability for significant monetary damages, unfavorable publicity and other reputational damage, restrictions on our ability to process information and allegations by our clients that we have not performed our contractual obligations. We can also be held liable for the corrupt or other illegal activities of third-party intermediaries, our employees, representatives, contractors, partners and agents, even if we do not explicitly authorize such activities. Due to the varying degrees of development of the legal systems of the countries in which we operate, local laws might be insufficient to protect our rights. We cannot predict whether any material suits, claims, or investigations may arise in the future. Regardless of the outcome of any future actions, claims, or investigations, we may incur substantial defense costs and such actions may cause a diversion of management time and attention. Also, it is possible that we may be required to pay substantial damages or settlement costs.31Table of ContentsUnauthorized or improper disclosure of personal information, breach of privacy, whether inadvertent or as the result of a cyber-attack or improperly by our employees, has resulted in liability and could harm us.Our business depends significantly upon technology infrastructure, telephone systems, data and other equipment and systems. Internal or external attacks on any of those could disrupt the normal operations of our facilities and impede our ability to provide critical solutions to our clients, thereby subjecting us to liability under our contracts. In addition, our business involves the use, storage, and transmission of information about our employees, our clients, and customers of our clients in connection with our solutions such as personal information of the customers of our clients. Our security controls over our systems, as well as other security practices we follow, may not in the future prevent the improper access to or disclosure of personal information or proprietary information. Such incidents or disclosure could harm our reputation and subject us to significant liability under our client contracts and laws that protect personal information, resulting in increased costs or loss of revenue. The Company previously experienced a cybersecurity incident in August of 2020. Threat actors may again attempt to penetrate our systems or those of our vendors or fraudulently induce our personnel or the personnel of our vendors to disclose information in order to gain access to our systems or data or seek to gain a fraudulent payment (such as through a phishing/wire fraud scheme). The number and complexity of these threats continue to increase over time. If a material breach of our information technology systems or those of our vendors occurs, the market perception of the effectiveness of our security measures could be harmed and our reputation and credibility could be damaged, resulting in increased costs and potential losses to the Company. Our insurance coverage may not be adequate to cover losses associated with security incidents, and in any case, such insurance may not cover all of the types of costs, expenses and losses we could incur to address a security incident. For more information on these risks, see the Risk Factors entitled â€œOur global operations and customers expose us to numerous legal and regulatory

requirementsâ€ and â€œOur business relies heavily on technology, telephone and computer systems as well as third-party telecommunications providers, which subjects us to various uncertainties.â€ For more information on the compliance costs related to applicable legal and regulatory requirements, see the discussion of Regulation in Part I, Item 1 of this Form 10-K.Others could claim that we infringe on their intellectual property rights or violate contractual protections, which may result in substantial costs, diversion of resources and management attention and harm to our reputation.We or our clients may be subject to claims that our technology infringes upon the intellectual property rights of others. Any such infringement claims may result in substantial costs, divert management attention and other resources, harm our reputation and prevent us from offering our solutions. A successful infringement claim against us could materially and adversely affect our business, resulting in our substituting inferior or costlier technologies into our platform and solutions, monetary damages, reasonable royalties or an injunction against providing some or all of our solutions.In our contracts, we agree to indemnify our clients for expenses and liabilities resulting from claimed infringement by our solutions, in some cases excluding third-party components, of the intellectual property rights of others. In some instances, the amount of these indemnity obligations may be greater than the revenues we receive from the client under the applicable contract. In addition, we may develop work product in connection with specific projects for our clients. In some cases, we assign to clients intellectual property rights in and to some aspects of documentation or other work product developed specifically for these clients in connection with these projects, which may limit or prevent our ability to resell or reuse this intellectual property.Risks Related to Being Incorporated in BermudaWe may be impacted by tax matters, new legislation and actions by taxing authorities.We may not be able to predict our future tax liabilities due to the international nature of our operations, as we are subject to the complex and varying tax laws and rulesÂ of several foreign jurisdictions. Our results of operations and financial condition could be adversely affected if tax contingencies are resolved adversely or if we become subject to increased levels of taxation. We are also subject to income taxes in the United States 32Table of Contentsand numerous other foreign jurisdictions. Our tax expense and cash tax liability in the future could be adversely affected by numerous factors, including, but not limited to, changes in tax laws, regulations, accounting principles or interpretations and the potential adverse outcome of tax examinations and pending tax-related litigation. For more information, see the risk factor entitled â€œOur global operations and customers expose us to numerous legal and regulatory requirements.â€In addition, our effective tax rate could be adversely affected by challenges to our intercompany transactions, changes in the valuation of deferred tax assets and liabilities, changes in tax laws or in their interpretation or enforcement, changes in the mix of earnings in countries with differing tax rates and changes in accounting principles, including U.S. GAAP. Tax rates and policies in the jurisdictions in which we operate may change materially as a result of shifting economic, social and political conditions. The governments of foreign jurisdictions from which we deliver solutions may assert that certain of our clients have a â€œpermanent establishmentâ€ in such foreign jurisdictions by reason of the activities we perform on their behalf, particularly those clients that exercise control over or have substantial dependency on our solutions. Such an assertion could affect the size and scope of the solutions requested by such clients in the future.Transfer pricing regulations, to which we are subject, require that any transaction among us and our subsidiaries be on armâ€™s-length terms. If the applicable tax authorities were to determine that the transactions among us and our subsidiaries do not meet armâ€™s-length criteria, we may incur increased tax liability, including accrued interest and penalties. On DecemberÂ 5, 2017, following an assessment of the tax policies of various countries by the Code of Conduct Company for Business Taxation of the European Union, the Council of the European Union (the â€œCouncilâ€) approved and published Council conclusions containing a list of â€œnon-cooperative jurisdictionsâ€ for tax purposes. In response to the Councilâ€™s findings, on DecemberÂ 31, 2018, the Bermuda government enacted the Economic Substance Act 2018, and related regulations, as subsequently amended (the â€œSubstance Actâ€), with effect from JulyÂ 1, 2019 for existing Bermuda entities, requiring certain entities in Bermuda engaged in â€œrelevant activitiesâ€ to maintain a substantial economic presence in Bermuda and to satisfy economic substance requirements. The list of â€œrelevant activitiesâ€ includes holding entities and financing and leasing (which includes intra-group lending), and the legislation requires Bermuda companies engaging in a â€œrelevant activityâ€ to be locally managed and directed, to carry on core income generating activities in Bermuda, to maintain adequate physical presence in Bermuda, and to have an adequate level of local full time qualified employees and incur adequate operating expenditure in Bermuda. Under the Substance Act, any entity that must satisfy economic substance requirements but fails to do so could face automatic disclosure to competent authorities in the European Union of the information filed by the entity with the Bermuda Registrar of Companies in connection with the economic substance requirements and may also face financial penalties, restriction or regulation of its business activities or may be struck as a registered entity in Bermuda. As a result of implementing the Substance Act, Bermuda does not currently appear on the Councilâ€™s list of â€œnon-cooperative jurisdictionsâ€ for tax purposes. However, in February 24, 2022, the Council temporarily added Bermuda to the list of cooperative jurisdictions that have committed to implement good tax governance principles (Annex II, also known as the â€œGrey Listâ€), and in October 2022, Bermuda was returned to being â€œWhite Listed,â€ as it fully complied with the additional requirements of the Council. We are not able to predict how the Bermuda authorities will interpret and enforce the Substance Act or the potential impact of compliance or noncompliance on our results of operations and financial condition. Moreover, the current U.S. administration and certain members of the U.S. Congress have stated that one of their top legislative priorities is significant reform of the Internal Revenue Code. On August 16, 2022, the United States enacted the Inflation Reduction Act of 2022 (the â€œInflation Reduction Actâ€), which introduces a fifteen percent corporate minimum tax and a one percent excise tax on stock repurchases. We continue to evaluate the Inflation Reduction Act and its requirements, as well as its application to our business.Prospective investors should consult their tax advisors regarding the potential impact to them of the Inflation Reduction Act and any subsequent legislative changes and administrative guidance to them. Furthermore, the Organization for Economic Cooperation and Development (the â€œOECDâ€) is leading an initiative under its base erosion and profit shifting (â€œBEPSâ€) project aimed at imposing a global minimum tax rate. On October 8, 2021, the OECD announced the OECD/G20 Inclusive Framework on Base Erosion and Profit Shifting, which agreed to a two-pillar solution to address tax challenges arising from the digitalization of the economy, with the intention 33Table of Contentsof implementing the proposed â€œPillar Oneâ€ in 2024. On December 20, 2021, the OECD released the Pillar Two Model Rules defining the global minimum tax, which call for the taxation of multinational enterprises (having consolidated revenues in excess of â‚¬750 million) at a minimum rate of 15%. The OECD continues to release additional guidance on the two-pillar framework with widespread implementation anticipated by 2024.Although these rules are not currently applicable to the Company, the Company operates in participating countries that are expected to implement the OECDâ€™s two-pillar agreement by entering into a multilateral convention and enacting domestic legislation by the end of 2024.On December 27, 2023, the Government of Bermuda enacted the Bermuda Corporate Income Tax Act 2023 (the â€œBermuda CIT Actâ€). Entities subject to tax under the Bermuda CIT Act are the Bermuda constituent entities of multi-national groups. A multi-national group is defined under the Bermuda CIT Act as a group of entities in more than one jurisdiction with consolidated revenues of at least â‚¬750 million for two of the four previous fiscal years. If Bermuda constituent entities of a multi-national group are subject to tax under the Bermuda CIT Act, such tax is charged at a rate of 15% of the net income of such constituent entities (as determined in accordance with the Bermuda CIT Act, including after adjusting for any relevant foreign tax credits applicable to the Bermuda constituent entities). Although the commencement date of the Bermuda CIT Act is January 1, 2024, no tax is chargeable under the Bermuda CIT Act until tax years starting on or after January 1, 2025. Our operations are subject to the requirements of the Bermuda CIT Act. At this stage, it is difficult to predict whether and to what extent such legislative changes will impact us. We do not currently fall within the definition of a multi-national group as our annual revenues are less than â‚¬750 million for more than two of the four previous fiscal years and therefore, the tax payable under the Bermuda CIT Act does not apply to us. However, there may be legislation passed in other jurisdictions in the future which could have implications for us as an international company, which may increase our future global effective tax rate and have a material effect on our future financial position and results of operations.We may become subject to taxes in Bermuda after 2035.The Bermuda Minister of Finance, under the Exempted Undertakings Tax Protection Act 1966 of Bermuda, as amended, has given us assurances that if any legislation is enacted in Bermuda that would impose tax computed on profits or income, or computed on any capital asset, gain or appreciation, or any tax in the nature of estate duty or inheritance tax, then the imposition of any such tax will not be applicable to us or any of our operations, shares, debentures or other obligations until MarchÂ 31, 2035, except insofar as such tax applies to persons ordinarily residing in Bermuda or to any taxes payable by us in respect of real property owned or leased by us in Bermuda. Given the limited duration of the Bermuda Minister of Financeâ€™s assurance, we cannot assure shareholders that we will not be subject to any Bermuda tax after MarchÂ 31, 2035. However, on December 27, 2023, the Government of Bermuda enacted the Bermuda CIT Act, which will become effective for tax years beginning on or after January 1, 2025. Given the potential for the new corporate income tax regime in Bermuda to supersede the Minister of Financeâ€™s assurance, the Company may become subject to taxes in Bermuda before March 31, 2035. The tax payable under the Bermuda CIT Act is not currently applicable to us as we do not meet the revenue threshold for a multi-national group under the definition of the Bermuda CIT Act, but this may change in the future, either in terms of our revenues or in terms of the threshold being reduced.Bermuda law differs from the laws in effect in the United States and may afford less protection to holders of our common shares.We are incorporated under the laws of Bermuda. As a result, our corporate affairs are governed by the Companies Act which differs in some material respects from laws typically applicable to U.S. corporations and shareholders, including the provisions relating to interested directors, amalgamations, mergers and acquisitions, takeovers, shareholder lawsuits and indemnification of directors. Generally, the duties of directors and officers of a Bermuda company are owed to the company only. Shareholders of Bermuda companies typically do not have rights to take action against directors or officers of the company and may only do so in limited circumstances. ClassÂ actions are not available under Bermuda law. The circumstances in which derivative actions may be available under Bermuda law are substantially more prescribed and less clear than they would be to shareholders of U.S. corporations. The Bermuda courts, however, would ordinarily be expected to permit a shareholder to commence an action in the name of a company to remedy a wrong to the company where the act complained of is alleged to be beyond the corporate power of the company or illegal, or would result in the 34Table of Contentsviolation of the companyâ€™s memorandum of association or bye-laws. Furthermore, consideration would be given by a Bermuda court to acts that are alleged to constitute a fraud against the minority shareholders or, for instance, where an act requires the approval of a greaterÂ percentage of the companyâ€™s shareholders than that which actually approved it. However, our bye-laws contain a provision by virtue of which unless we consent in writing to the selection of an alternative forum, the United States District Court for the Southern District of New York will be the exclusive forum for any private action asserting violations by us or any of our directors or officers of the Securities Act or the Exchange Act, or the rulesÂ and regulations promulgated thereunder, and of all suits in equity and actions at law brought to enforce any liability or duty created by those statutes or the rulesÂ and regulations under such statutes. If any action the subject matter of which is within the scope of the preceding sentence is filed in a court other than the United States District Court for the Southern District of New York, the plaintiff or plaintiffs shall be deemed by this provision of the bye-laws (i)Â to have consented to removal of the action by us to the United States District Court for the Southern District of New York, in the case of an action filed in a state court, and (ii)Â to have consented to transfer of the action pursuant to 28 U.S.C. Â§ 1404 to the United States District Court for the Southern District of New York. SectionÂ 27 of the Exchange Act creates exclusive federal jurisdiction over all suits brought to enforce any duty or liability created by the Exchange Act or the rulesÂ and regulations thereunder. SectionÂ 22 of the Securities Act creates concurrent jurisdiction for federal and state courts over all suits brought to enforce any duty or liability created by the Securities Act or the rulesÂ and regulations thereunder. Accordingly, there is uncertainty as to whether a court would enforce such provision with respect to claims under the Securities Act, and in any event, our shareholders cannot waive compliance with federal securities laws and the rulesÂ and regulations thereunder. If a court were to find the choice of forum provision to be unenforceable in an action, we may incur additional costs associated with resolving such action in other jurisdictions.When the affairs of a company are being conducted in a manner that is oppressive or prejudicial to the interests of some shareholders, one or more shareholders may apply to the Supreme Court of Bermuda, which may make such order as it sees fit, including an order regulating the conduct of the companyâ€™s affairs in the future or ordering the purchase of the shares of any shareholders by other shareholders or by the company. In addition, under our bye-laws and as permitted by Bermuda law, each shareholder has waived any claim or right of action against our directors or officers for any action taken by directors or officers in the performance of their duties, except for actions involving fraud or dishonesty. In addition, the rights of holders of our common shares and the fiduciary responsibilities of our directors under Bermuda law are not as clearly established as under statutes or judicial precedent in existence in jurisdictions in the United States, particularly the State of Delaware. Therefore, holders of our common shares may have more difficulty protecting their interests than would shareholders of a corporation incorporated in a jurisdiction within the United States.Any U.S. or other foreign judgments obtained against us may be difficult to enforce against us in Bermuda.We are incorporated in Bermuda and a significant portion of our assets is located outside the United States (in the jurisdictions that we operate). In addition, certain of our directors are non-residents of the United States. As a result, it may be difficult or impossible for U.S. investors to serve process within the United States upon us or our directors and executive officers, or to enforce a judgment against us for civil liabilities in U.S. courts.In addition, investors should not assume that courts in the countries in which we are incorporated or where our assets are located would enforce judgments of U.S. courts obtained in actions against us based upon the civil liability provisions of applicable U.S. federal and state securities laws or would enforce, in original actions, liabilities against us based on those laws.Risks Related to Our Common SharesWe are a â€œcontrolled companyâ€ within the meaning of the rules of Nasdaq and, as a result, qualify for, and intend to rely on, exemptions from certain corporate governance requirements.Our bye-laws provide that any shareholder holding 50% or more of the nominal value of our voting shares will have the right to appoint five directors to our Board. If there is no such 50% holder, then any shareholder holding 25% or more of the nominal value of our voting shares (first in time as compared to any other 25% shareholder) will have the right to appoint five directors to our Board. Our Board is currently set at eight members. TRGI is the first-in-time shareholder, holding 32% by nominal value of the voting shares of the 35Table of ContentsCompany as of JuneÂ 30, 2024 and thus holds the right to appoint five of the eight members of our Board (a majority). As a result, we are a â€œcontrolled companyâ€ within the meaning of the corporate governance standards of Nasdaq. Under these rules, a company of which more than 50% of the voting power in the election of directors is held by an individual, group or another company is a â€œcontrolled companyâ€ and may elect not to comply with certain corporate governance requirements. For example, controlled companies may elect not to comply with certain Nasdaq listing standards that would otherwise require it to have:1.a board of directors that is composed of a majority of â€œindependent directorsâ€ as defined under the Nasdaq rules;2.a compensation committee that is composed entirely of independent directors;3.director nominations be made, or recommended to the full board of directors, by our independent directors or by a nomination committee that is composed entirely of independent directors.Accordingly, investors may not have the same protections afforded to stockholders of companies that are subject to all of the corporate governance requirements of Nasdaq.Our executive officers, directors and principal shareholders have the ability to control all matters submitted to shareholders for approval. Our executive officers, directors and shareholders owning more than 5% of our outstanding common shares, which we refer to as our principal shareholders, beneficially own shares representing greater than 50% of our outstanding common shares as of JuneÂ 30, 2024. As a result, if some or all of these shareholders were to choose to act together, they would be able to control all matters submitted to our shareholders for approval, as well as our management and affairs. For example, these persons, if they choose to act together, would control the election of directors and approval of any merger, amalgamation, consolidation or sale of all or substantially all of our assets. This concentration of voting power could delay or prevent an acquisition of the Company on terms that other shareholders may desire.Our largest shareholder, The Resource Group International Limited, and its major shareholder, TRG Pakistan Limited, have substantial control over us and could limit our shareholdersâ€™ ability to influence the outcome of key transactions, including any change of control. As of JuneÂ 30, 2024, our largest shareholder, TRGI, beneficially owns, in the aggregate, approximately 32% of our outstanding common shares. As of JuneÂ 30, 2024, TRG Pakistan Limited (â€œTRGPâ€), a publicly traded Pakistan corporation listed on the Pakistan Stock Exchange, beneficially owned 45% of TRGIâ€™s outstanding voting securities (with an ability to vote up to 69% of TRGIâ€™s total voting securities with the consent of the chief executive officer of TRGI). In addition, while TRGI has voting and dispositive control over its ibex shares, TRGP holds the economic interest in those shares. The members of the boards of directors of TRGP and TRGI have some overlap, and TRGP has the exclusive right to appoint three out of the seven directors at TRGI, with the remaining directors appointed jointly with or solely by other shareholders of TRGI. John Leone serves as a director of each of TRGI and TRGP. Mohammed Khaishgi serves as a director of each of TRGI and TRGP, and serves as the chief executive officer of TRGI.Â Additionally, pursuant to a stockholderâ€™s agreement, dated SeptemberÂ 15, 2017, between TRGI and us (the â€œTRGI Stockholderâ€™s Agreementâ€), we will not take or commit to take, or cause or permit any of our subsidiaries to take, certain enumerated actions without TRGIâ€™s consent, to be withheld or given in TRGIâ€™s sole discretion. The TRGI Stockholderâ€™s Agreement will remain in effect until the date that TRGI ceases to hold 10% or more of all shares issued by us, as measured on an as-converted basis. As a result, we expect that TRGP and TRGI will be able to exert significant influence over our business.

TRGP and TRGI may have interests that differ from interests of our shareholders and may cause TRGIâ€™s shares in the Company to be voted in a way with which investors disagree and that may be adverse to shareholdersâ€™ interests. The concentration of ownership of our share capital may have the effect of delaying, preventing or deterring a change of control of the Company and its subsidiaries, as well as certain M&A activity and securities offerings, and could deprive our shareholders of an opportunity to receive a premium for their common shares as part of a sale of our company and may adversely affect the market price of our common shares. In addition, because of the terms of our bye-laws providing rights to TRGI, as the first-in-time shareholder of 25% or more of the nominal value of our voting 36Table of Contentsshares, to appoint a majority of our directors, we are able to take advantage of exemptions from the Nasdaq corporate governance rulesÂ for as long as we continue to qualify as a â€œcontrolled companyâ€ within the meaning of the Nasdaq corporate governance standards. For more information, see the risk factor entitled â€œWe are a â€œcontrolled companyâ€ within the meaning of the rules of Nasdaq and, as a result, qualify for, and intend to rely on, exemptions from certain corporate governance requirements.â€ The anticipated strategic and financial benefits of our relationship with Amazon may not be realized.On NovemberÂ 13, 2017, we issued to Amazon.com NV Investment Holdings LLC, a subsidiary of Amazon.com,Â Inc. (â€œAmazonâ€), a 10-year warrant to acquire approximately 10.0% of our equity on a fully diluted and as-converted basis as of the date of issuance of the warrant (the â€œAmazon Warrantâ€). We issued this warrant to Amazon with the expectation that it would result in various benefits including, among others, growth in revenues and improved cash flows. Achieving the anticipated benefits from the Amazon Warrant is subject to a number of challenges and uncertainties. If we are unable to achieve our objectives or if we experience delays, the expected benefits may be only partially realized or not at all, or may take longer to realize than expected, which could adversely impact our financial condition and results of operations.Our future earnings and earnings per share could be adversely impacted by the Amazon Warrant and if Amazon exercises its right to acquire our common shares pursuant to the Amazon Warrant, it will dilute the ownership interests of our then-existing shareholders and could adversely affect the market price of our common shares.The Amazon Warrant increases the number of diluted shares reported, which has an effect on our fully diluted earnings per share. If Amazon exercises its right to acquire our common shares pursuant to the Amazon Warrant, it will dilute the ownership interests of our then-existing shareholders and reduce our earnings per share. In addition, any sales in the public market of any common shares issuable upon the exercise of the Amazon Warrant by Amazon could adversely affect the market price of our common shares.We are an â€œemerging growth companyâ€ and a â€œsmaller reporting companyâ€, and certain exemptions from disclosure requirements available to us may make our common shares less attractive to investors.We are an emerging growth company (â€œEGCâ€), as defined in the Jumpstart Our Business Startups Act (the â€œJOBS Actâ€), and we may take advantage of certain exemptions from various reporting requirements that are applicable to other public companies that are not EGCs including, but not limited to, not being required to comply with the auditor attestation requirements of SectionÂ 404 of the Sarbanes-Oxley Act of 2002 (the â€œSarbanes-Oxley Actâ€), reduced financial disclosure obligations, reduced disclosure obligations regarding executive compensation in our periodic reports and proxy statements, and exemptions from the requirements of holding a nonbinding advisory vote on executive compensation and any golden parachute payments not previously approved. We may take advantage of these provisions until we are no longer an EGC. We would cease to be an EGC upon the earliest to occur of: the last day of the fiscalÂ year in which we have more than $1.235 billion in annual revenue; the date we qualify as a â€œlarge accelerated filer,â€ with at least $700 million of equity securities held by non-affiliates; the issuance, in any three-year period, by us of more than $1.0 billion in non-convertible debt securities; and the last day of the fiscalÂ year ending after the fifth anniversary of our initial public offering. If we take advantage of any of these reduced reporting requirements in future filings, the information that we provide to our shareholders may be different than investors might get from other public companies in which they hold equity interests. We cannot predict if investors will find our common shares less attractive because we may rely on these exemptions. If some investors find our common shares less attractive as a result, there may be a less active trading market for our common shares and our share price may be more volatile.Additionally, we qualify as a â€œsmaller reporting companyâ€ as defined in Item 10(f)(1) of Regulation S-K. Smaller reporting companies may take advantage of certain reduced disclosure obligations, including, among other things, providing only two years of audited financial statements. We may take advantage of certain scaled disclosures available to smaller reporting companies for so long as we qualify as a smaller reporting company. To the extent we take advantage of such reduced disclosure obligations, it may also make comparison of our financial statements with other public companies difficult or impossible.37Table of ContentsWe incur increased costs and demands upon management as a result of complying with the laws and regulations affecting public companies.As a public company, we incur significantly greater legal, accounting and other expenses than we incurred as a private company. We are subject to the reporting requirements of the Exchange Act, the Sarbanes-Oxley Act, the Dodd-Frank Wall Street Reform and Consumer Protection Act (â€œDodd-Frank Actâ€), and Nasdaq rulesÂ and regulations. These requirements have increased and will continue to increase our legal, accounting and financial compliance costs and have made and will continue to make some activities more time consuming and costly.The Sarbanes-Oxley Act requires, among other things, that we assess the effectiveness of our internal control over financial reporting annually and the effectiveness of our disclosure controls and procedures quarterly. In particular, SectionÂ 404 of the Sarbanes-Oxley Act (â€œSectionÂ 404â€) requires us to perform system and process evaluation and testing of our internal control over financial reporting to allow management to report on, and our independent registered public accounting firm potentially to attest to, the effectiveness of our internal control over financial reporting. As an EGC, we avail ourselves of the exemption from the requirement that our independent registered public accounting firm attest to the effectiveness of our internal control over financial reporting under SectionÂ 404. However, we may no longer avail ourselves of this exemption when we cease to be an EGC. When our independent registered public accounting firm is required to undertake an assessment of our internal control over financial reporting, the cost of our compliance with SectionÂ 404 will correspondingly increase. Our compliance with applicable provisions of SectionÂ 404 will require that we incur substantial accounting expense and expend significant management time on compliance-related issues as we implement additional corporate governance practices and comply with reporting requirements. Moreover, if we are not able to comply with the requirements of SectionÂ 404 applicable to us in a timely manner, or if we or our independent registered public accounting firm identify deficiencies in our internal control over financial reporting that are deemed to be material weaknesses, the market price of our shares could decline and we could be subject to sanctions or investigations by the SEC or other regulatory authorities, which would require additional financial and management resources.Furthermore, investor perceptions of the Company may suffer if deficiencies are found, and this could cause a decline in the market price of our common shares. Irrespective of compliance with SectionÂ 404, any failure of our internal control over financial reporting could have a material adverse effect on our stated operating results and harm our reputation. If we are unable to implement these requirements effectively or efficiently, it could harm our operations, financial reporting, or financial results and could result in an adverse opinion on our internal control from our independent registered public accounting firm.After we are no longer an EGC, or sooner if we choose not to take advantage of certain exemptions set forth in the JOBS Act, we expect to incur significant expenses and devote substantial management effort toward ensuring compliance with the auditor attestation requirements of SectionÂ 404. In that regard, we will need to hire additional accounting and financial staff with appropriate public company experience and technical accounting knowledge.If we are unable to maintain effective internal control over financial reporting, our results of operations and the price of our common shares could be adversely affected.We cannot assure investors that the measures we have taken to date, and actions we may take in the future, will prevent potential future material weaknesses. In addition, our independent registered public accounting firm has not performed an evaluation of our internal control over financial reporting in accordance with the provisions of the Sarbanes-Oxley Act because no such evaluation has been required to date. Once we no longer qualify as an EGC, the independent registered public accounting firm that audits our financial statements will also be required to audit our internal control over financial reporting. Any delays or difficulty in satisfying these requirements could adversely affect our future results of operations and the price of our shares. Moreover, it may cost us more than we expect to comply with these control- and procedure-related requirements. Failure to comply with SectionÂ 404 or to implement required new or improved controls, or difficulties encountered in their implementation, could harm our operating results or cause us to fail to meet our reporting obligations could potentially result in a loss in investor confidence in our reported financial information and subject us to sanctions or investigations by regulatory authorities.38Table of ContentsSee â€œItem 9A. Controls and Proceduresâ€ for information on the material weakness that was identified as of June 30, 2023, which has been remediated as of June 30, 2024. If we are unable to successfully remediate any future material weaknesses in our internal control over financial reporting or identify any additional material weaknesses, the accuracy and timing of our financial reporting may be adversely affected, we may be unable to maintain compliance with securities law requirements regarding timely filing of periodic reports and applicable stock exchange listing requirements, investors may lose confidence in our financial reporting, and our share price may decline as a result. Certain U.S. holders of our common shares may suffer adverse U.S. tax consequences if we are characterized as a passive foreign investment company.Based on our gross income and the average value of our gross assets, and our current share price, as well as the nature of our business, we do not expect to be classified as a â€œpassive foreign investment company,â€ or PFIC, for U.S. federal income tax purposes for the current taxÂ year or in taxÂ years in the foreseeable future. A corporation organized outside the United States generally will be classified as a PFIC for U.S. federal income tax purposes in any taxableÂ year in which at least 75% of its gross income is passive income or, on average, at least 50% of the gross value of its assets is attributable to assets that produce passive income or are held for the production of passive income. Passive income for this purpose generally includes dividends, interest, royalties, rents and gains from commodities and securities transactions. Our status in any taxableÂ year will depend on our assets and activities in eachÂ year, and because this is a factual determination made annually after the end of each taxableÂ year, there can be no assurance that we will not be considered a PFIC for the current taxableÂ year or any future taxableÂ year. The market value of our assets may be determined in large part by reference to the market price of our common shares, which is likely to fluctuate. If we were to be treated as a PFIC for any taxableÂ year during which a U.S. holder held our common shares, however, certain adverse U.S. federal income tax consequences could apply to the U.S. holder.A significant portion of our total outstanding shares may be sold into the market in the near future. This could cause the market price of our common shares to drop significantly, even if our business is doing well.Sales of a substantial number of our common shares in the public market could occur at any time. These sales, or the perception in the market that the holders of a large number of shares intend to sell shares, could reduce the market price of our common shares. As of August 30, 2024, we have 16,803,198 outstanding common shares. Certain of our security holders have rights, subject to some conditions, to require us to file registration statements covering common shares that they hold or to include their shares in registration statements that we may file for ourselves or for other shareholders.Anti-takeover provisions in our bye-laws could make an acquisition of us, which may be beneficial to our shareholders, more difficult and may prevent attempts by our shareholders to replace or remove our current management.Provisions in our bye-laws may delay or prevent an acquisition of us or a change in our management. In addition, by making it more difficult for shareholders to replace members of the Board, these provisions also may frustrate or prevent any attempts by our shareholders to replace or remove our current management because the Board is responsible for appointing the members of our management team. These provisions include:â€¢the ability of the Board to determine the rights, preferences and privileges of our preferred shares and to issue the preferred shares without shareholder approval; andâ€¢the ability of our major shareholder (i.e., a shareholder holding 50% or more; in the absence of such a holder, 25% or more) to appoint a majority of directors to the Board.These provisions could make it more difficult for a third party to acquire us, even if the third partyâ€™s offer may be considered beneficial by many shareholders. As a result, shareholders may be limited in their ability to obtain a premium for their shares.39Table of ContentsWe have the ability to issue preferred shares without shareholder approval.Our common shares may be subordinate to classes of preferred shares issued in the future in the payment of dividends and other distributions made with respect to the common shares, including distributions upon liquidation or dissolution. The Board is authorized to issue preferred shares without first obtaining shareholder approval. If we issue preferred shares, it will create additional securities that may have dividend or liquidation preferences senior to our common shares. If we issue convertible preferred shares, a subsequent conversion may dilute the current common shareholdersâ€™ interest.The market price of our common shares may be volatile.The stock market in general, and the market for equities of newer public companies in particular, have been highly volatile. As a result, the market price of our common shares is likely to be similarly volatile, and investors in our common shares may experience a decrease, which could be substantial, in the value of their common shares, including decreases unrelated to our operating performance or prospects, or a complete loss of their investment. The price of our common shares could be subject to significant fluctuations in response to a number of factors, including those listed elsewhere in this â€œRisk Factorsâ€ section and others such as:â€¢variations in our operating performance and the performance of our competitors;â€¢actual or anticipated fluctuations in our quarterly or annual operating results;â€¢changes in our revenues or earnings estimates or recommendations by securities analysts;â€¢publication of research reports by securities analysts about us or our competitors in our industry;â€¢failure of securities analysts to initiate or maintain coverage of us, changes in ratings and financial estimates and the publication of other news by any securities analysts who follow the Company, or our failure to meet these estimates or the expectations of investors;â€¢our failure or the failure of our competitors to meet analystsâ€™ projections or guidance that we or our competitors may give to the market;â€¢additions or departures of key personnel;â€¢strategic decisions by us or our competitors, such as acquisitions, divestitures, spin-offs, joint ventures, strategic investments or changes in business strategy;â€¢announcement of technological innovations by us or our competitors;â€¢the passage of legislation, changes in interpretations of laws or other regulatory events or developments affecting us;â€¢speculation in the press or investment community;â€¢changes in accounting principles;â€¢terrorist acts, acts of war or periods of widespread civil unrest;â€¢health pandemics (including the Pandemic);â€¢changes in general market and economic conditions;â€¢changes or trends in our industry;â€¢investorsâ€™ perception of our prospects; andâ€¢adverse resolution of any new or pending litigation against us.In the past, securities class action litigation has often been initiated against companies following periods of volatility in their stock price. This type of litigation could result in substantial costs and divert our managementâ€™s attention and resources and could also require us to make substantial payments to satisfy judgments or to settle or defend litigation.We may not pay any dividends. Accordingly, investors may only realize future gains on their investments if the price of their common shares increases, which may never occur.We have never declared or paid any dividends since becoming a public company in August 2020. We currently do not plan to declare dividends on our common shares in the foreseeable future. We currently intend to retain all of our future earnings, if any, to finance the growth and development of our business. The payment of dividends, if any, would be at the discretion of the Board and would depend on our results of operations, capital requirements, financial condition, prospects, contractual arrangements, any limitations on payment of dividends present in our current and future debt agreements and other factors that the Board may deem relevant. Accordingly, if the Board deems it appropriate not to pay any dividends, our investors may only realize future gains on their investments if the price of their common shares increases, which may never occur.40Table of ContentsITEMÂ 1B.Â Â Â Â UNRESOLVED STAFF COMMENTSNone.ITEMÂ 1C.Â Â Â Â CYBERSECURITYRisk Management and StrategyThe Company recognizes the critical importance of developing, implementing, and maintaining effective cybersecurity measures to protect our information systems and provide for the confidentiality, integrity, and availability of our data, as well as that of our customers, business partners and employees. Our cybersecurity processes are integrated into our overall enterprise risk management framework so that cybersecurity risks can be evaluated and managed alongside other business risks. Such integration supports our effort to promote a company-wide culture of cybersecurity risk management. Our cybersecurity risk management program is focused on the following key areas:Risk Assessment. Our in-house security teams and third-party security firms periodically evaluate the Companyâ€™s cybersecurity policies, processes, and practices. Such evaluations may include audits, assessments, penetration testing, threat modeling, tabletop exercises, and similar activities focused on evaluating the effectiveness of our cybersecurity processes and planning. The Company updates its cybersecurity policies, standards, processes, and practices periodically, as appropriate, based on the insights gained from these assessments, evolving industry standards, cybersecurity threat intelligence, changes to our infrastructure, and client-specific requirements.The Company considers the following factors in assessing its cybersecurity risks, mitigation, and remediation strategies: the likelihood and degree of risk; potential impact, if a risk materializes; and the feasibility, cost and impact of controls. The specific controls used by the Company vary based on the systems and program involved, but typically include vulnerability and patch management, penetration testing, firewalls, intrusion prevention and detection systems, anti-malware (including anti-phishing) technical safeguards and access controls, privileged access management, endpoint threat detection and response, identity and access management, multi-factor authentication, logging and monitoring, cyber insurance, and physical security controls. The Company also incorporates threat intelligence and monitors emerging cybersecurity threats relevant to the BPO industry.We have, and will continue to, integrate AI into our solutions, as well as explore potential third-party partnerships to help us be better positioned to offer our clients robust solutions. While AI offers significant benefits, it also presents risks and challenges. AI solutions are evolving and are not infallible, and we may encounter issues with data sourcing, technology integration, program bias into decision-making algorithms, security challenges and the protection of personal information and privacy. The Company typically conducts a risk assessment to identify potential threats and vulnerabilities in the third-party

partnersâ€™ systems, including reviews of data security, the AI model security, and compliance with applicable laws, regulations, and standards related to AI and data security. Third-Party Risks. We have established processes to oversee and identify cybersecurity risks presented by third parties. Under these processes, contracts with third parties are to be reviewed for proper contractual controls, to include provisions mandating the implementation and maintenance of appropriate cybersecurity measures as well as legal recourse in the event of a security incident. We periodically conduct assessments of key vendor and business partnersâ€™ cybersecurity practices and require them to adhere to our security standards, as appropriate. Additionally, we may perform additional due diligence on select third-party service providers by collecting and reviewing certifications when available. The Company also conducts periodic audits of third-party processes and certifications to consider their use of industry best practices.Business Continuity, Incident Response and Disaster Recovery. The Company has established and maintains business continuity, incident response, and disaster recovery plans designed to address the Companyâ€™s response to cybersecurity incidents and other potential disruptions. Our IT Security, Operations and Compliance teams routinely evaluate and update these plans to enhance our incident response preparedness. The Company also leverages third party incident response and threat detection services.Education and Awareness. The Company provides regular, mandatory training for all personnel on cybersecurity threats and has processes and procedures in place to communicate out-of-cycle notices and 41Table of Contentsupdates regarding the Companyâ€™s information security policies, standards, processes, and practices by the CTO as needed.As indicated above, we utilize a risk-based methodology to determine which security controls are appropriate for a particular circumstance, and it is possible we may not implement suitable controls if we fail to perceive, or underrate, a particular risk. Though we have confidence in the security measures and processes we deploy to protect from cybersecurity threats, neither ibex nor others we rely on may be able to completely, continuously, and successfully execute security controls as intended. GovernanceThe Companyâ€™s Board is responsible for overseeing cybersecurity risk management as part of its oversight of the Companyâ€™s enterprise risk management framework. The Companyâ€™s management team is responsible for the day-to-day oversight and management of cybersecurity risks, supported by our dedicated professionals responsible for cybersecurity, fraud, risk management, and compliance. Additionally, our Cybersecurity Committee, which is composed of certain of our executive management, legal and operations leaders, provides sponsorship and guidance to help achieve our management objectives. Our Vice President for IT Data Security (â€œVP, IT Data Securityâ€) reports to our Chief Technology Officer (â€œCTOâ€) and assists in the day-to-day management of cybersecurity risks by leading the Information Security department and operationalizing our Information Security management systems.Our current VP, IT Data Security, has led our Data Security Department for nine years and holds more than seventeen years of experience in cybersecurity, including security operations, cloud security, and risk management. He has extensive experience with enterprise information security controls and frameworks, such as ISO 27001, PCI DSS, SOC 2 Type II, and HITRUST. Additionally, he holds multiple certifications, including CIISSP (Certified Information Systems Security Professional), CISA (Certified Information Security Auditor), and CISM (Certified Information Security Manager). The CTO and VP, IT Data Security meet regularly with the Cybersecurity Committee to review the Companyâ€™s management of information security risks, and the Cybersecurity Committee evaluates the adequacy of the Companyâ€™s IT security program, compliance and controls with our CTO. In addition to scheduled meetings, the CTO, Cybersecurity Committee, and CEO maintain a regular dialogue regarding emerging or potential cybersecurity risks, which may include input from our third party vendors and other external sources. Together, they receive updates on significant developments in the cybersecurity domain from the CTO, as needed and quarterly. These updates, as well as other cybersecurity matters, are provided to the Companyâ€™s Board by the CTO to support the Boardâ€™s proactive and responsive oversight of cybersecurity related risks. The Board and executive management meet regularly to review cybersecurity risks and developments as part of our enterprise risk management framework. Cybersecurity Threats The Company previously experienced a cybersecurity incident in August of 2020. Although cybersecurity threats, including any previous cybersecurity incidents, have not materially affected the Companyâ€™s business strategy, results of operations or financial condition, there can be no assurances that future cybersecurity incidents, which are unavoidable, will not materially affect our results of operations, including our business strategy, results of operations, or financial condition. Additional information on cybersecurity risks we face can be found in Part I, Item 1A. â€œRisk Factors - Unauthorized or improper disclosure of personal information, breach of privacy, whether inadvertent or as the result of a cyber-attack or improperly by our employees, has resulted in liability and could harm us.â€ which should be read in conjunction with the foregoing information.ITEMÂ 2.Â Â Â Â PROPERTIESOur executive management offices are located in Washington, D.C., which consist of approximately 5,300 square feet of office space and serves as the headquarters for senior management and the financial, information technology and administrative departments.42Table of Contents As of JuneÂ 30, 2024, we operated 29 delivery centers in the following countries:CountryNumberÂ ofcentersNumberÂ ofworkstationsUnited States31,020Philippines87,825Pakistan92,932Jamaica43,878Nicaragua42,710Honduras1476Total2918,841We lease all of our facilities and do not own any real property. Lease terms are negotiated on an individual basis and contain a wide range of different terms and conditions. Leases are typically made for a fixed period of two to fifteen years and may include renewal options to provide operational flexibility.The Company believes that all of its facilities are adequately maintained and in good operating condition. We expect to procure additional space in the future as we continue to add employees and expand geographically to meet the demands of the business.ITEMÂ 3.Â Â Â Â LEGAL PROCEEDINGSFrom time to time, the Company has been involved in legal actions, both as plaintiff and defendant, which arise in the ordinary course of business. The Company accrues for exposures associated with such legal actions to the extent that losses are deemed both probable and reasonably estimable. To the extent specific reserves have not been made for certain legal proceedings, their ultimate outcome, and consequently, an estimate of possible loss, if any, cannot reasonably be determined at this time. Based on currently available information and advice received from counsel, the Company believes that the disposition or ultimate resolution of any current legal proceedings, except as otherwise specifically reserved for in its financial statements, will not have a material adverse effect on the Companyâ€™s financial position, cash flows or results of operations. Refer to Note 9. â€œCommitmentsâ€, included in Item 8. â€œFinancial Statements and Supplementary Dataâ€ for additional information. ITEMÂ 4.Â Â Â Â MINE SAFETY DISCLOSURESNot applicable.PARTÂ IIITEMÂ 5.Â Â Â Â MARKET FOR REGISTRANTâ€™S COMMON EQUITY, RELATED STOCKHOLDER MATTERS AND ISSUER PURCHASES OF EQUITY SECURITIESOur common shares began trading on the Nasdaq Global Market under the symbol â€œIBEXâ€ on AugustÂ 7, 2020. As of August 30, 2024, the sale price for the Companyâ€™s common shares, as reported by the Nasdaq, was $17.24 per share. As of August 30, 2024, we had 139 holders of record of our common shares.Dividend Distribution PolicyWe currently do not plan to declare dividends on our common shares in the foreseeable future. We currently intend to retain all of our future earnings, if any, to finance the growth and development of our business. The payment of dividends, if any, would be at the discretion of our Board and would depend on our results of operations, capital requirements, financial condition, prospects, contractual arrangements, any limitations on 43Table of Contentspayment of dividends present in our current and future debt agreements and other factors that our Board may deem relevant.Purchases of Equity Securities by the Issuer and Affiliated PurchasersThe Board may authorize share repurchases of the Companyâ€™s common shares. Purchases made pursuant to these authorizations may be carried out through open market or privately negotiated transactions, including block transactions and Rule 10b5-1 trading plans, depending on market conditions and in accordance with applicable rules and regulations, at times and in such amounts as the Company deems appropriate. The actual timing, number, and dollar amount of repurchase transactions will be determined by management at its discretion and will depend on a number of factors including, but not limited to, the market price of the Companyâ€™s common shares, general market and economic conditions, and compliance with Rule 10b-18 and/or Rule 10b5-1 under the Exchange Act.The Board will review the repurchase program periodically and may authorize adjustment of its terms and size, suspend or discontinue the program. The Company has and expects to fund future repurchases with its existing cash balance. The share repurchase program does not obligate the Company to acquire any particular amount of common shares.On May 1, 2024, the Board authorized $30 million in share repurchases during the next twelve months (the "2024 Share Repurchase Programâ€). The following table provides information related to our purchases of our common shares during the three months ended JuneÂ 30, 2024:PeriodTotal Number of Shares PurchasedAverage Price Paid per Share1Total Number of Shares Purchased as Part of Publicly Announced ProgramApproximate Dollar Value of Shares That May Yet Be Purchased Under 2024 Share Repurchase Program ($000s)April 1 - 30, 2024â€”Â $â€”Â â€”Â $â€”Â May 1 - 31, 202450,000Â $15.55Â 50,000Â $29,223Â June 1 - 30, 2024147,229Â $15.97Â 147,229Â $26,871Â Total197,229Â $15.86Â 197,229Â $26,871Â Refer to Note 14. â€œStockholdersâ€™ Equityâ€, included in Item 8. â€œFinancial Statements and Supplementary Dataâ€ for more information on our share repurchases and further information on our share repurchase programs.Recent Sale of Unregistered Securities and Use of ProceedsNone.Stock Performance GraphWe are a smaller reporting company as defined by Rule 12b-2 of the Exchange Act and are not required to provide the information under this item.ITEMÂ 6.Â Â Â Â [RESERVED]1 The Average Price Paid per Share excludes broker commissions.44Table of ContentsITEMÂ 7.Â Â Â Â MANAGEMENTâ€™S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONSThe following discussion and analysis should be read in conjunction with the audited Consolidated Financial Statements and accompanying notes thereto included elsewhere in this Form 10-K. Unless otherwise noted, all of the financial information in this Form 10-K is consolidated financial information for the Company. The forward-looking statements in this discussion regarding our industry and the industries we serve, our expectations regarding our future performance, liquidity and capital resources and other non-historical statements in this discussion are subject to numerous risks and uncertainties. See "Cautionary Note Regarding Forward-Looking Statements" and Part I, Item 1A of this Form 10-K. Our actual results may differ materially from those contained in any forward-looking statements. This Form 10-K includes certain historical consolidated financial and other data for IBEX Limited (â€œibex,â€ â€œwe,â€ â€œus,â€ â€œourâ€ or the â€œCompanyâ€). The following discussion provides a narrative of our financial condition and results of operations for the fiscal year ended JuneÂ 30, 2024 compared to the fiscal year ended JuneÂ 30, 2023. Discussion and analysis for the fiscal year ended JuneÂ 30, 2023 compared to the fiscal year ended JuneÂ 30, 2022 may be found in the Companyâ€™s Annual Report on Form 10-K for the year ended June 30, 2023 filed with the SEC on September 13, 2023.Overviewibex delivers innovative business process outsourcing (â€œBPOâ€), smart digital marketing, online acquisition technology, and end-to-end customer engagement solutions to help companies acquire, engage, and retain valuable customers. Today, ibex operates a global customer experiences (â€œCXâ€) delivery center model consisting of 29 delivery centers around the world, while deploying next-generation technology to drive superior customer experiences for many of the worldâ€™s leading companies across various verticals, including Retail & E-commerce, HealthTech, FinTech, Utilities and Logistics. ibex leverages its diverse global team of approximately 30,000 employees together with industry-leading technology, including its Wave iX platform, to manage nearly 169 million customer interactions on behalf of our clients, driving a truly differentiated customer experience. Business HighlightsDuring the fiscal year ended JuneÂ 30, 2024, the Company continued to deliver a solid financial performance, in particular, growth in our digital-first solutions with leading clients in our Retail & E-commerce, HealthTech and Travel, Transportation & Logistics verticals. We closed two sites during the year to optimize utilization in our onshore and nearshore geographies. Despite macroeconomic conditions impacting our historical growth trends, as well as the unfavorable impact on our revenue from shifting mix from onshore to offshore geographies, the business performed well in several important areas, including profitability, strong free cash flows, new client wins with key clients in strategic verticals, and continued client and vertical diversification. As expected, our new sales pipeline and wins have picked up pace, with eighteen new clients during the fiscal year ended JuneÂ 30, 2024 compared to ten in the prior year. Recent Financial HighlightsThe Company delivered revenues of $508.6 million during the fiscal year ended JuneÂ 30, 2024, a 2.8% decline compared to the prior year, largely due to the year over year migration of delivery from onshore to higher margin offshore regions, macroeconomic conditions, and external factors impacting the FinTech and Telecommunication verticals, partially offset by growth in the Retail & E-commerce, HealthTech, and Travel, Transportation & Logistics verticals. Net income during the year ended JuneÂ 30, 2024 was $33.7 million, a 6.6% increase from $31.6 million during the prior year. The increase was driven by improved operational delivery, increased interest income on invested funds, and lower income tax expense which is attributed to changes in geographic mix, compared to the prior year. Fully diluted earnings per share of $1.84 was up from $1.67 in the prior year. Trends and Factors Affecting our PerformanceThere are a number of key trends and factors that have affected and may affect our results of operations.45Table of ContentsMacroeconomic TrendsMacroeconomic factors, including but not limited to, increasing inflation and interest rates, global economic and geopolitical uncertainty, changes in foreign currency exchange rates, and the impact that these factors are having on our clients and their customers, have also impacted our financial results during fiscal year 2024. Some of our customers have increased their focus on cost reduction, resulting in decisions to shift work from onshore sites to offshore sites, which has contributed to a modest decline in revenue during fiscal year 2024 compared to prior years. We expect that these factors will continue to impact our operations in the near term; however, we also believe that they present opportunities with both new and existing clients, as companies maintain a focus on cost reduction.Artificial Intelligence (â€œAIâ€)With the increasing applicability of AI in enhancing business processes, the BPO industry is increasingly evaluating and starting to integrate AI into its range of solutions to improve the customer experience and efficiencies. We are moving aggressively to leverage generative AI in our business. We introduced our Wave iX technology on January 30, 2024. We have created a three-pronged AI strategy, which continues to keep ibex at the forefront of digital transformation. Our solutions are focused on increasing agent productivity, providing deeper customer insights to elevate the customer experience and putting AI in front of the customer journey with voice and chat bots. We believe we are well positioned to leverage our leadership position in adopting new technology in the CX sector and to create significant value for our clients through the application of AI. We believe that our approach to bringing a combination of our AI-enabled solutions plus a robust set of third-party AI-enabled solutions to our clients positions the company to not only be a fast-mover in the market, but also to capture an outsized share of AI-impacted future revenue, and to help minimize risk to our overall revenue and provide opportunities for future profitability enhancement. While the initial implementation of some AI-solutions may impact revenue directly derived from traditional agent-driven activities, it is our belief that by remaining on the forefront and bringing these solutions to our clients, we will be able to capture a greater share of AI-enabled revenue work and maintain and grow our overall business and results.Clientâ€™s Underlying Business PerformanceDemand for customer interaction services reflects a clientâ€™s underlying business performance and priorities. Growth in a clientâ€™s business often results in increased demand for our customer engagement solutions. Conversely, a decline in a clientâ€™s business generally results in a decrease in demand for our customer engagement solutions, shifting volume to lower cost geographies, and potential increases in demand for our customer acquisition and expansion solutions. The correlation between business performance and demand for outsourced customer interaction solutions can therefore be complex, and depends upon several factors, such as industry consolidation, client investments in growth, and overall macroeconomic environment, all of which can result in short term revenue volatility for outsourcing providers. Demand during the fiscal year ended JuneÂ 30, 2024 was constrained when compared to prior fiscal years, due in large part to the aforementioned macroeconomic conditions.Capacity UtilizationAs a significant portion of our customer interaction services are performed by customer-facing agents located in delivery centers, our margins are impacted by the level of capacity utilization in those facilities. We incur substantial fixed costs in operating such facilities. The greater the volume of interactions handled, the higher the utilization level of workstations within those facilities and the revenues generated to cover those fixed costs, thus the greater theÂ percentage operating margin.As demand for delivery locations has continued to shift towards lower cost geographies during the year ended JuneÂ 30, 2024, we have continued to fill the additional capacity in our offshore region and expect this capacity to be absorbed quickly as clients and prospective clients look to relocate work to cost advantageous markets in the near term. We continue to realize cost savings as we optimize the number of onshore and nearshore delivery centers. Labor Costs46Table of ContentsWhen compensation levels of our employees increase, we may not be able to pass on such increased costs to our clients or do so on a timely basis, which tends to depress our operating profit margins if we cannot generate sufficient offsetting productivity gains. During fiscal year 2024, we continued to see increasing wage pressure in all of our geographies, in part brought on by the current global inflation and labor shortage, which is increasing competition for contact center agents from other sectors of the economy. During fiscal year 2024, we have offset some of these wage increases with higher agent quality and increased productivity, higher agent retention, and increased client prices under contractual cost of living adjustments (â€œCOLAâ€). Furthermore, our overall labor cost as aÂ percentage of revenue is impacted by the aforementioned shift in delivery location from onshore delivery centers to offshore centers. Delivery LocationWe generate greater profit margins from our work carried out by agents located in offshore and nearshore geographies compared to our work carried out from onshore locations in the United States. As a result, our operating margins are influenced by the proportion of our work delivered from these higher margin locations. Over time we have expanded and further diversified our delivery network by adding facilities in these locations, offering a significant relative cost advantage. OurÂ percentage of workstations in nearshore and offshore centers is approximately 95% as of JuneÂ 30, 2024. We regularly evaluate whether to procure additional space or enter into new markets as we continue to add employees and expand geographically to meet the demands of our business.Provider PerformanceGenerally, our clients will re-allocate spend and market share in favor of outsourcing providers who consistently

perform better and add more value than their competitors. Such re-allocation of spend can either take place on a short-term basis as higher performing providers are shielded by the client against demand volatility, or on a longer term basis as the client shifts more and more of its overall outsourcing spend and volume to higher performing providers. Our revenues have generally increased as a result of performance-based market share gains with our existing clients, as well as due to our new client wins.Sales Cycles and New Client WinsWe have a strong track record of winning key new client accounts and as a result of our land and expand strategy, we have been successful in winning an increasing number of new client engagements, and subsequently increasing our revenues with these clients year over year. Historically, our in-year new client wins have generated 2.5x to 3.0x revenue in the second and third years of the engagement. However, in the slowing economic environment, our sales cycles lengthened in fiscal year 2023 and the first two quarters of fiscal year 2024. We experienced a faster pace of sales activity during the second half of fiscal year 2024. Client ConcentrationDuring the fiscal year 2024, our largest client accounted for 12% while our three largest clients accounted for 29% of our consolidated revenue. We now have over 55 clients with greater than $1 million in annual revenue. We believe client diversification is an important attribute in a challenging market. PricingOur revenues are dependent upon both volumes and unit pricing for our services. Client pricing is often expressed in terms of a base price per minute or hour as well as, in limited cases, with bonuses and occasionally penalties depending upon our achievement of certain client objectives. During fiscal year 2024, the tightening in the global labor market and corresponding wage inflation, as well as increasing facilities expenses have resulted in us pursuing and successfully negotiating price increases or COLA with many of our clients.The current economic environment is also encouraging our clients to consider locating more of their support offshore. Within our customer engagement solutions, pricing for services delivered from onshore locations is higher than pricing for services delivered from offshore locations, largely driven by higher wage levels in onshore locations. Accordingly, a shift in service delivery location from onshore to offshore locations results in a 47Table of Contentslower price for our clients and a decline in our absolute revenues; however, our margins tend to increase, inÂ percentage and often in absolute terms, as compared to onshore service delivery.Attrition Among Customer Facing AgentsThe outsourcing industry is generally characterized by high employee turnover. Such turnover has a significant impact upon profitability as recruiting and training expenses are incurred to replace departing agents. We closely monitor the markets where we operate and where we consider expanding operations as part of our efforts to stay competitive on wages. We believe our efforts to cultivate an environment conducive to employee engagement support lower attrition rates. Increases in Expenses Related to Sourcing or Generating LeadsA key element of our customer acquisition solution is the generation or purchase of leads or projects. We either generate our leads ourselves, often through digital means, or purchase our leads from external sources. Any increase in the cost of sourcing or generating leads or changes in the rate of conversion of those leads could impact our profit margins. We occasionally experience some volatility in our internal lead generation costs, either due to competitive keyword bidding by other digital marketing agencies, or due to bidding restrictions imposed by our clients.Increased Up-Front Costs Driven by Increased DemandAside from short-term increases in demand for which we tend to delay increases in headcount, an increase in demand for customer interaction services typically results in an up-front increase in employee compensation expenses, due to the in-advance need to hire and train additional employees, predominantly delivery center agents, to service client campaigns. As these expenses for hiring and training our employees are typically incurred in a period before the revenues associated with the increase in demand are recognized, it has the effect of causing an initial decrease in our operating profit margins prior to the full impact of the profitability from the additional demand.Net Effect of Currency Exchange Rate FluctuationsWhile substantially all of our revenues are generated in U.S. dollars, a significant portion of our operating expenses are incurred outside of the United States and paid for in the respective foreign currencies, principally the local currencies of the Philippines, Jamaica and Pakistan. During the fiscalÂ year ended JuneÂ 30, 2024, out of our total employee benefits expenses, 30.9% were incurred in the Philippine Pesos, 15.5% were incurred in the Jamaican Dollar and 8.7% were incurred in Pakistani Rupee. As a result, our operations are subject to the effects of changes in exchange rates against the U.S. dollar. See â€œItemÂ 7A. Quantitative and Qualitative Disclosures about Market Risk.â€ SeasonalityOur business performance is subject to seasonal fluctuations. These seasonal effects cause differences in revenues and expenses among the various quarters of any financialÂ year, which means that the individual quarters should not be directly compared with each other or be used to predict annual financial results. Key Operational MetricsWe regularly prepare and review the following key operating indicators to evaluate our business, measure our performance, identify trends in our business, prepare financial projections, allocate resources and make strategic decisions:WorkstationsThe number of workstations at all of our delivery centers is a key volume metric for our business. It is defined as the number of physical workstations at a delivery center location used for production (excluding, for example, workstations in training rooms or those used by supervisors). A single workstation will typically be used for 48Table of Contentsmultiple shifts, and therefore there will typically be more delivery center agents than utilized workstations. This metric can be used by investors as an indicator of how much capacity for work the Company has overall and in a certain region.Work at homeThe number of work at home seats is also a key volume metric for our business. It is defined as the number of production agents working at home (excluding, for example, management and corporate employees). Since 2020, we have enabled work at home seats, particularly onshore, which has allowed us to rationalize a number of delivery center locations, particularly in the United States. This metric may be useful for investors as they seek to understand the shifting dynamics and economics associated with onsite versus at-home work, specifically within our onshore market, as well as provide context for capacity growth without major capital expenditures.Capacity UtilizationCapacity Utilization is an efficiency metric used within our business. We define Capacity Utilization as the number of on-site workstations in use plus the number of work at home seats divided by the number of on-site workstations, for the period under consideration, across all facilities in the region. This metric may help investors seeking to better understand how much room for revenue growth there is within the existing site footprint, as well as what future needs to capital expenditures may be associated with a need to support revenue growth. This metric also serves as a relative proxy for efficiency in terms of usage of existing space.During fiscalÂ year 2024, capacity utilization increased from 77% in the prior year to 84% as we continue to utilize capacity in nearshore and offshore geographies and optimize our onshore capacity. Capacity utilization was over 100% in the United States as we continued to migrate towards a work at home model.The following table displays our capacity utilization by region for the fiscalÂ years ended JuneÂ 30, 2024 and 2023:AsÂ ofÂ JuneÂ 30,Â 2024TotalÂ ProductionWorkstationsInÂ UseUtilizationÂ %Offshore10,7579,41588Â %Nearshore7,0644,87569Â %United States1,0201,590156Â %Total18,84115,88084Â %AsÂ ofÂ JuneÂ 30,Â 2023TotalÂ ProductionWorkstationsInÂ UseUtilizationÂ %Offshore10,7779,12185Â %Nearshore8,4915,11160Â %United States1,2901,580122Â %Total20,55815,81277Â %49Table of ContentsResults of OperationsThe following summarizes the results of our operations for the fiscalÂ years ended JuneÂ 30, 2024 and 2023:FiscalÂ Year ended JuneÂ 30,($000s)20242023Revenue$508,569Â $523,118Â Cost of services356,536Â 374,992Â Selling, general and administrative93,143Â 88,663Â Depreciation and amortization19,461Â 18,985Â Income from operations$39,429Â $40,478Â Interest income2,071Â 640Â Interest expense(514)(792)Income before income taxes$40,986Â $40,326Â Provision for income tax expense(7,331)(8,744)Net income$33,655Â $31,582Â Fiscal Years Ended JuneÂ 30, 2024 and 2023RevenueOur revenue was $508.6 million for the fiscalÂ year ended JuneÂ 30, 2024, a decrease of $14.5 million, or 2.8%, compared to the priorÂ year. This decrease was primarily driven by macroeconomic factors impacting the FinTech and Telecommunication verticals, which decreased $26.0 million, or 26.8%, and $9.0 million, or 10.5%, respectively, compared to the prior year. These decreases were partially offset by increases in the Retail & E-commerce vertical of $7.8 million, or 6.4%, HealthTech vertical of $6.8 million, or 11.3%, and Travel, Transportation & Logistics vertical of $6.2 million, or 10.0% from the prior year. As a percentage of total revenue, the revenue from our Retail & E-commerce vertical increased to 25.4% for the fiscal year ended JuneÂ 30, 2024 compared to 23.2% in the prior year, the revenue from our HealthTech vertical increased to 13.1% compared to 11.5%, and the revenue from our Travel, Transportation & Logistics vertical increased to 13.4% compared to 11.9%. Conversely, the revenue from our FinTech vertical decreased to 14.0% for the fiscal year ended JuneÂ 30, 2024 compared to 18.5% in the prior year, and the revenue from our Telecommunication vertical decreased to 15.0% compared to 16.3% in the prior year.Operating ExpensesCost of servicesCost of services was $356.5 million during the fiscal year ended JuneÂ 30, 2024, a decrease of $18.5 million, or 4.9%, compared to the prior year. The decrease in cost of services was primarily due to decreases in payroll and related costs, facilities, telecom, local transportation and other site related expenses, partially offset by increases in reseller commissions and lead expenses. Payroll and related costs were $274.4 million during the fiscalÂ year ended JuneÂ 30, 2024, a decrease of $12.7 million, or 4.4%, compared to the priorÂ year. As aÂ percent of revenue, payroll costs decreased to 54.0% during the fiscalÂ year ended JuneÂ 30, 2024 compared to 54.9% in the priorÂ year, reflecting the continuing trend of migrating volume to lower cost regions.Facilities expenses, including rent and utilities, were $48.9 million during the fiscal year ended JuneÂ 30, 2024, a decrease of $3.9 million, or 7.3%, compared to the prior year. Telecom, local transportation and other site 50Table of Contentsrelated expenses were $11.9 million during the fiscal year ended JuneÂ 30, 2024, a decrease of $1.7 million, or 12.6%, compared to the prior year. These decreases were primarily due to the site optimization efforts completed in the fourth quarter of fiscal year 2023. Reseller commissions and lead expenses were $12.0 million during the fiscal year ended JuneÂ 30, 2024, an increase of $0.6 million, or 5.0%, compared to the prior year. These increases were primarily due to increases in the utilization of our third-party affiliates for inbound inquiries as well as search engine costs in connection with our digital sales and marketing efforts. Selling, general, and administrative expense (â€œSG&Aâ€) SG&A expense was $93.1 million during the fiscalÂ year ended JuneÂ 30, 2024, an increase of $4.5 million, or 5.1%, compared to the prior year. The increase in SG&A expense was primarily due to impairment losses, increases in payroll and related costs (including severance), IT expenses, and facilities expenses, partially offset by decreases in share-based compensation expense and insurance expense.The increase in payroll and related costs of $1.9 million was primarily driven by severance costs of $1.4 million related to the elimination of certain positions that we considered redundant, and investments in our technology, sales and marketing, and client service teams as we continue to focus on revenue growth. IT expenses increased $1.6 million due to continued investments in cybersecurity and core business management systems. During the fiscalÂ year ended JuneÂ 30, 2024, we determined that the estimated fair value of the operating lease asset and certain assets at two of our delivery centers no longer exceeded their carrying value, and recorded total impairment losses of $1.5 million. These increases were partially offset by decreases in share-based compensation.Depreciation and amortization expense (â€œD&Aâ€)D&A expense was $19.5 million during the fiscalÂ year ended JuneÂ 30, 2024, an increase of $0.5 million or 2.5%, compared to the prior year. The increase was primarily driven by the timing of additions resulting in higher D&A for our onshore and offshore regions, partially offset by decreases in our nearshore regions. As aÂ percentage of revenue, D&A increased to 3.8% during the fiscalÂ year ended JuneÂ 30, 2024 compared to 3.6% in the prior year. Income from operationsIncome from operations was $39.4 million during the fiscalÂ year ended JuneÂ 30, 2024 compared to $40.5 million during the prior year. The operating margin was 7.8% during the fiscalÂ year ended JuneÂ 30, 2024, consistent with the prior year despite the aforementioned macroeconomic factors impacting our historical growth trends, as well as the impairment losses and severance costs recorded during the current year. Interest incomeInterest income during the fiscalÂ year ended JuneÂ 30, 2024 was $2.1 million compared to $0.6 million for the prior year as income from invested funds increased compared to the same period in the prior year.Interest expenseInterest expense during the fiscalÂ year ended JuneÂ 30, 2024 was $0.5 million, down from $0.8 million during the prior year, driven by lower borrowings.Provision for Income TaxesIncome tax expense was $7.3 million during the fiscalÂ year ended JuneÂ 30, 2024, a decrease of $1.4 million when compared with the prior year, primarily due to a lower effective tax rate in the current year. The effective tax rate was 17.9% and 21.7% for the fiscalÂ years ended JuneÂ 30, 2024 and 2023, respectively. The changes in effective tax rate between these periods was primarily attributable to changes in revenue mix across our taxable jurisdictions and discrete items recorded in the prior year. 51Table of ContentsNon-GAAPÂ Financial Measures We present non-GAAP financial measures because we believe that they and other similar measures are widely used by certain investors, securities analysts and other interested parties as supplemental measures of performance and liquidity. We also use these measures internally to establish forecasts, budgets and operational goals to manage and monitor our business, as well as evaluate our underlying historical performance, as we believe that these non-GAAP financial measures provide a more helpful depiction of our performance of the business by encompassing only relevant and manageable events, enabling us to evaluate and plan more effectively for the future. The non-GAAP financial measures may not be comparable to other similarly titled measures of other companies, have limitations as analytical tools, and should not be considered in isolation or as a substitute for analysis of our operating results as reported in accordance with U.S. GAAP. Non-GAAP financial measures and ratios are not measurements of our performance, financial condition or liquidity under U.S. GAAP and should not be considered as alternatives to operating profit or net income / (loss) or as alternatives to cash flow from operating, investing or financing activities for the period, or any other performance measures, derived in accordance with U.S. GAAP.Adjusted net income, adjusted net income margin, and adjusted earnings per shareAdjusted net income is a non-GAAP profitability measure that represents net income before the effect of the following items: non-recurring expenses (including domestic filer conversion and legal and settlement costs), severance costs, impairment losses, warrant contra revenue, foreign currency gains, share-based compensation expense, gain on sale of subsidiaries, and loss on lease terminations, net of the tax impact of such adjustments. We define adjusted net income margin as adjusted net income divided by revenue. We define adjusted earnings per share as adjusted net income divided by weighted average diluted shares outstanding. We use adjusted net income, adjusted net income margin, and adjusted earnings per share internally to establish forecasts, budgets and operational goals to manage and monitor our business, as well as evaluate our underlying historical performance. We believe that adjusted net income, adjusted net income margin, and adjusted earnings per share are meaningful indicators of performance as it reflects what we believe is closer to the actual results of our business performance by removing items that we believe are not reflective of our underlying business. We also believe that adjusted net income, adjusted net income margin, and adjusted earnings per share may be widely used by investors, securities analysts and other interested parties as a supplemental measure of performance.Adjusted net income, adjusted net income margin, and adjusted earnings per share may not be comparable to other similarly titled measures of other companies and have limitations as an analytical tool and should not be considered in isolation or as a substitute for analysis of our operating results as reported under U.S. GAAP. Because of these limitations, investors should consider adjusted net income, adjusted net income margin, and adjusted earnings per share in conjunction with other U.S. GAAP financial performance measures, including net income from operations and net income, among others.52Table of ContentsThe following table provides a reconciliation of net income and net income margin to adjusted net income and adjusted net income margin, and diluted earnings per share to adjusted earnings per share for the years presented:Year ended JuneÂ 30,($000s, except per share amounts)20242023Net income$33,655Â $31,582Â Net income margin6.6Â %6.0Â %Non-recurring expensesâ€”Â 2,224Â Severance costs1,621Â â€”Â Impairment losses1,532Â â€”Â Warrant contra revenue1,183Â 1,090Â Foreign currency gains(1,815)(801)Share-based compensation expense3,765Â 4,606Â Gain on sale of subsidiariesâ€”Â (246)Loss on lease terminationsâ€”Â 251Â Total adjustments$6,286Â $7,124Â Tax impact of adjustments2(1,590)(1,760)Adjusted net income$38,351Â $36,946Â Adjusted net income margin7.5Â %7.1Â %Diluted earnings per share$1.84Â $1.67Â Per share impact of adjustments to net income0.26Â 0.28Â Adjusted earnings per share$2.10Â $1.96Â Weighted average diluted shares outstanding18,255Â 18,893Â EBITDA, adjusted EBITDA, and adjusted EBITDA marginEBITDA is a non-GAAP profitability measure that represents net income before the effect of the following items: interest expense, income tax expense, and depreciation and amortization. Adjusted EBITDA is a non-GAAP profitability measure that represents EBITDA before the effect of the following items: non-recurring expenses (including domestic filer conversion and legal and settlement costs), severance costs, impairment losses, interest income, warrant contra revenue, foreign currency gains, share-based compensation expense, gain on sale of subsidiaries, and loss on lease terminations. Adjusted EBITDA margin is a non-GAAP profitability measure that represents adjusted EBITDA divided by revenue.We use EBITDA, adjusted EBITDA, and adjusted EBITDA margin internally to establish forecasts, budgets and operational goals to manage and monitor our business, as well as evaluate our underlying historical performance. We may use adjusted EBITDA as a vesting trigger in some performance-based restricted stock units. We believe that EBITDA, adjusted EBITDA and adjusted EBITDA margin are meaningful indicators of the health of our business as they provide additional information to investors about certain non-cash or non-recurring charges that we believe may not continue at the same level in the future or be reflective of our long-term performance. We also believe that EBITDA, adjusted EBITDA and adjusted EBITDA margin are widely used by investors, securities analysts, and other interested parties as a supplemental measure of performance.EBITDA, adjusted EBITDA and adjusted EBITDA margin may not be comparable to other similarly titled measures of other companies and have limitations as analytical tools and should not be considered in isolation 2 The tax impact of each adjustment is calculated using the effective tax rate in the relevant jurisdictions.53Table of Contentsor as a substitute for analysis of our operating results as reported under U.S. GAAP. Some of these limitations are as follows:â€¢although depreciation and amortization expense is a non-cash charge, the assets being depreciated and amortized may have to be replaced in the future. EBITDA, adjusted EBITDA and adjusted EBITDA margin do not reflect cash capital expenditure requirements for such replacements or for new capital expenditure requirements;â€¢EBITDA, adjusted EBITDA and adjusted EBITDA margin are not intended to be a measure of free cash flow for our discretionary use, as they do not reflect: (i) changes in, or cash requirements for, our

working capital needs; (ii) debt service requirements; (iii) tax payments that may represent a reduction in cash available to us; and (iv) other cash costs that may recur in the future;â€¢other companies, including companies in our industry, may calculate similarly titled measures differently, which reduces their usefulness as comparative measures.Because of these and other limitations, investors should consider EBITDA, adjusted EBITDA and adjusted EBITDA margin in conjunction with U.S. GAAP financial performance measures, including cash flows from operating activities, investing activities and financing activities, net income, net income margin, and other financial results.The following table provides a reconciliation of net income and net income margin to EBITDA, adjusted EBITDA and adjusted EBITDA margin for the years presented:Year ended JuneÂ 30,($000s)20242023Net income$33,655Â $31,582Â Net income margin6.6Â %6.0Â %Interest expense514Â 792Â Income tax expense7,331Â 8,744Â Depreciation and amortization19,461Â 18,985Â EBITDA$60,961Â $60,103Â Non-recurring expensesâ€”Â 2,224Â Severance costs1,621Â â€”Â Impairment losses1,532Â â€”Â Interest income(2,071)(640)Warrant contra revenue1,183Â 1,090Â Foreign currency gains(1,815)(801)Share-based compensation expense3,765Â 4,606Â Gain on sale of subsidiariesâ€”Â (246)Loss on lease terminationsâ€”Â 251Â Adjusted EBITDA$65,176Â $66,587Â Adjusted EBITDA margin12.8Â %12.7Â %Net income marginNet income margin increased to 6.6% for the fiscalÂ year ended JuneÂ 30, 2024 compared to 6.0% during the prior year. The increase was driven by improved margins due to client migration to higher margin offshore regions, increased interest income on invested funds, and lower income tax expense which is attributed to changes in geographic mix, compared to the prior year. 54Table of ContentsAdjusted EBITDA marginDespite the aforementioned macroeconomic factors impacting our historical growth trends, adjusted EBITDA margin increased slightly to 12.8% compared to the prior year, primarily due to the site optimization efforts completed in the fourth quarter of fiscal 2023 and the migration of clients to higher margin offshore locations.Free cash flow Free cash flow is a non-GAAP liquidity measure that represents net cash provided by operating activities less capital expenditures. While we believe that free cash flow provides useful information to investors in understanding and evaluating our liquidity position in the same manner as our management, our use of free cash flow has limitations as an analytical tool, and investors should not consider it in isolation or as a substitute for analysis of our financial results as reported under U.S. GAAP. Further, other companies, including companies in our industry, may adjust their cash flows differently, which may reduce the value of free cash flow as a comparative measure. The following table reconciles net cash provided by operating activities to free cash flow, for the years presented:Year ended JuneÂ 30,($000s)20242023Net cash provided by operating activities$35,900Â $41,859Â Less: capital expenditures8,855Â 18,952Â Free cash flow$27,045Â $22,907Â Net cash provided by operating activities during theÂ fiscal year ended JuneÂ 30, 2024 was $35.9 million compared to $41.9 million during theÂ fiscal year ended JuneÂ 30, 2023. The decrease was primarily driven by a decline in absolute revenue due to client migration to offshore locations, lower training revenue recognized, investments in our technology, sales and marketing, and client service functions, and higher use of working capital of $3.6 million.Free cash flow during the fiscal year ended JuneÂ 30, 2024 was $27.0 million, an increase of $4.1 million from the prior year. The increase is due to decreased capital expenditures during the fiscal year ended JuneÂ 30, 2024 as we utilized capacity built out over the last two years, partially offset by a decrease in net cash inflow from operating activities. Net cashNet cash is a non-GAAP liquidity measure that represents cash and cash equivalents less total debt. We believe that net cash provides useful information to investors in understanding and evaluating our ability to pay off debt. Our use of net cash has limitations as an analytical tool, and investors should not consider it in isolation or as a substitute for analysis of our financial results as reported under GAAP. Further, other companies, including companies in our industry, may adjust their cash or debt differently, which may reduce the value of net cash as a comparative measure. Net cash is calculated below:
($000s)JuneÂ 30,2024JuneÂ 30,2023Cash and cash equivalents$62,720Â $57,429Â DebtCurrent$660Â $413Â Non-current867Â 600Â Total debt$1,527Â $1,013Â Net cash$61,193Â $56,416Â The increase in cash and cash equivalents as of JuneÂ 30, 2024 is primarily due to lower capital expenditures and debt repayments, offset by an increase in share repurchases and lower operating cash flow, compared to the prior year. 55Table of ContentsThe increase in net cash as of JuneÂ 30, 2024 is primarily due to lower capital expenditures and debt repayments, partially offset by an increase in share repurchases and lower operating cash flow compared to the prior year. JOBS Act Accounting ElectionWe qualify as an EGC pursuant to the provisions of the JOBS Act. The JOBS Act permits an EGC like us to take advantage of an extended transition period to comply with new or revised accounting standards applicable to public companies. We have elected to use the extended transition period until we are no longer an EGC or until we choose to opt out of the extended transition period affirmatively and irrevocably. As a result, our financial statements may not be comparable to companies that comply with new or revised accounting pronouncements applicable to public companies.Liquidity and Capital Resources Our principal sources of liquidity are cash and cash equivalents, cash flows from operations, and the unused availability under our existing credit facility, described in more detail below in â€œFinancing Arrangements.â€ As of JuneÂ 30, 2024, the unused availability under our existing credit facility was $79.0 million. As of JuneÂ 30, 2024, our total indebtedness was $1.5 million, consisting of our finance leases. We were in compliance with all debt covenants as of JuneÂ 30, 2024. Refer to Note 8. â€œDebtâ€, included in Item 8. â€œFinancial Statements and Supplementary Dataâ€ for further information on our debt.We use these resources to finance our operations, expand current delivery centers, open new delivery centers, invest in upgrades of technology, service offerings, and for other strategic initiatives, such as acquiring or investing in complementary businesses or intellectual property rights, or share repurchases. Our future liquidity requirements will depend on many factors, including our growth rate and the timing and extent of spending to engage in the activities mentioned above. We believe that our existing cash balance together with cash generated from our operations will be sufficient to meet our liquidity requirements for at least the next twelveÂ months. To the extent additional funds are necessary to meet our long-term liquidity needs as we execute on our business strategy, we anticipate that they will be obtained through the utilization of current availability under our $80.0 million revolving credit facility (as amended, the â€œPNC Credit Facilityâ€) with PNC Bank, N.A. (â€œPNCâ€), additional indebtedness, additional equity financings or a combination of these potential sources of funds; however, such additional financing may not be available on favorable terms, or at all. If we are unable to raise additional funds when desired, our business, financial condition and results of operations could be adversely affected.The Board may authorize share repurchases of the Companyâ€™s common shares and the Company had multiple share repurchase plans during the years ended JuneÂ 30, 2024 and 2023. On May 1, 2024, the Board authorized the Companyâ€™s current share repurchase program of $30Â million in share repurchases during the next twelve months. For the years ended JuneÂ 30, 2024 and 2023, the Company repurchased 1,322,105 and 17,558 shares, respectively, of its common shares totaling $21.7 million, and $0.3 million, respectively. All repurchases under these programs were funded with our existing cash balance. 56Table of ContentsThe following discussion highlights our cash flow activities during the last three fiscalÂ years.Year ended JuneÂ 30,20242023Net cash inflow / (outflow) fromOperating activities$35,900Â $41,859Â Investing activities(8,855)(19,037)Financing activities(21,733)(13,614)Effects of exchange rate difference on cash and cash equivalents(21)(610)Net increase / (decrease) in cash and cash equivalents$5,291Â $8,598Â Cash and cash equivalents at beginning of the period57,429Â 48,831Â Cash and cash equivalents at the end of the period$62,720Â $57,429Â Cash and cash equivalentsThe Company manages a centralized global treasury function with a focus on safeguarding and optimizing the use of its global cash and cash equivalents. The majority of the Companyâ€™s cash is held in large U.S. banks in U.S. dollars and outside of the U.S. in U.S. dollars and foreign currencies in regional or local banks in the countries it operates in. The Company believes that its cash management policies and practices effectively mitigate its risk relating to its global cash. However, the Company can provide no assurances that it will not sustain losses.As of JuneÂ 30, 2024, we had cash and cash equivalents of $62.7 million, including $5.1 million located outside of the United States, and $2.5 million that is subject to certain local regulations on repatriation. As of JuneÂ 30, 2023, we had cash and cash equivalents of $57.4 million, including $5.6 million located outside of the United States, and $1.7 million that is subject to certain local regulations on repatriation. Our cash position as of JuneÂ 30, 2024 increased primarily due to lower capital expenditures and debt repayments, offset by an increase in share repurchases and lower operating cash flow, compared to the prior year. Cash Flows from Operating ActivitiesNet cash inflow from operating activities during theÂ fiscal year ended JuneÂ 30, 2024 was $35.9 million compared to $41.9 million during theÂ fiscal year ended JuneÂ 30, 2023. The decrease in net cash inflow from operating activities was primarily driven by a decline in absolute revenue due to client migration to offshore locations, lower training revenue recognized, investments in our technology, sales and marketing, and client service functions, and higher use of working capital of $3.6 million.Cash Flows from Investing ActivitiesDuring theÂ year ended JuneÂ 30, 2024, we had net expenditures of $8.9 million on investing activities primarily related to purchases of IT and telecommunications equipment, and capacity expansion in Pakistan. During theÂ year ended JuneÂ 30, 2023, we had expenditures of $19.0 million on investing activities primarily related to capacity expansion in Jamaica and Pakistan and investments in information technology.Cash Flows from Financing ActivitiesDuring theÂ year ended JuneÂ 30, 2024, we expended a total of $21.7 million on financing activities, of which $21.6 million related to purchasing our common shares under the share repurchase programs.During theÂ year ended JuneÂ 30, 2023, we expended $13.6 million on financing activities, primarily related to the repayment of debt, both term and revolving, offset by net cash receipts from stock transactions of $1.8 million.Our cash resources could also be affected by various risks and uncertainties. For additional information, please see the section entitled â€œRisk Factors.â€57Table of ContentsFinancing ArrangementsWe are party to a number of financing arrangements with banks, financial institutions and lessors that serve to meet our liquidity requirements. The following is a summary of our principal financing arrangement. PNC Credit FacilityIn NovemberÂ 2013, our subsidiary Ibex Global Solutions,Â Inc. (formerly known as TRG Customer Solutions,Â Inc.) entered into the PNC Credit Facility with PNC Bank, National Association (â€œPNCâ€), which was a three-year $35.0 million revolving credit facility. Between June 2015 and March 2021, the PNC Credit Facility was amended multiple times for increases to the maximum revolving advance amount and extension of the maturity date. In MarchÂ 2021, the PNC Credit Facility was amended to join Digital Globe Services, LLC, TelSatOnline, LLC and 7 Degrees, LLC as borrowers, with the maximum revolving advance amount increased to $60 million. In September 2021, the PNC Credit Facility was amended to join iSky, LLC as a borrower. In June 2022, the PNC Credit Facility was amended to increase the maximum revolving advance amount to $80 million, with the ability to request increases, up to a maximum revolving advance amount of $95 million (contingent upon lender approval), change the reference rate used from LIBOR to Term Secured Overnight Financing Rate (â€œSOFRâ€) and extend the maturity date to May 2026. In May 2024, the PNC Credit Facility was amended for PNC's consent to the assignment of certain customer contracts (the "Contract Assignments") by the borrowers to the Company's subsidiary, Ibex Global FZ-LLC, provided that (i) the contract revenues associated with such Contract Assignments, upon the effectiveness of such Contract Assignments, shall not in the aggregate be greater than $175 million and (ii) the borrowers comply with additional reporting requirements to PNC. Borrowings under the PNC Credit Facility bear interest at SOFR plus a margin of 1.75% and/or negative 0.5% of the PNC Commercial Lending Rate for domestic loans. The PNC Credit Facility also requires a commitment fee of 0.25% per annum of undrawn commitments to be paid quarterly in arrears. The PNC Credit Facility is guaranteed by IBEX Global Limited and secured by substantially all the assets of Ibex Global Solutions,Â Inc., Digital Globe Services, LLC, TelSatOnline, LLC, 7 Degrees, LLC, and iSky, LLC. The PNC Credit Facility balance as of JuneÂ 30, 2024 and 2023 was $0.0 million and $0.1 million, respectively.Contractual obligationsAs of JuneÂ 30, 2024, we have no material off-balance sheet transactions and we are not a guarantor of any other entitiesâ€™ debt or other financial obligations. For further discussion of contractual obligations, such as debt, leases, and purchase obligations, please refer to our audited consolidated financial statements included in Item 8. â€œFinancial Statements and Supplementary Data.â€ The following table summarizes our contractual obligations as of JuneÂ 30, 2024:Payments Due by PeriodTotalWithin 12 months13 months and afterDebt obligations$1,527Â $660Â $867Â Operating lease obligations65,492Â 12,051Â 53,441Â Purchase obligations15,593Â 8,698Â 6,895Â Total$82,612Â $21,409Â $61,203Â Purchase obligationsPurchase obligations mainly relate to long term telecommunications contracts and enterprise cloud solutions for the continuing operation of our business. Future capital requirementsWe expect capital expenditures in fiscal year 2025 to be between 3.0% and 4.0% of revenue. Because we have heavily invested in capacity expansion and growth over the last few years, we are expecting approximately 40% 58Table of Contentsof fiscal year 2025 capital expenditures will be directed to additional growth in the business while 60% will be directed towards maintenance of existing assets.Our capital expenditure requirements could increase materially in the event of an acquisition or the launch of large new client contracts, which generally require increased capital expenditures for equipment and working capital to support hiring and training activities.Critical Accounting Policies and EstimatesThe Companyâ€™s consolidated financial statements are prepared in accordance with U.S. GAAP. Preparation of these financial statements requires the Company to make estimates, assumptions and judgments that affect the reported amounts of assets, liabilities, revenues and expenses, and related disclosure of contingent assets and liabilities. The Companyâ€™s most critical accounting estimates are those most important to the portrayal of its financial condition and results of operations which require the Company to make its most difficult and subjective judgments, often as a result of the need to make estimates regarding matters that are inherently uncertain. The Company has identified the following as its most critical accounting estimates. Although management believes that its estimates and assumptions are reasonable, they are based on information available when they are made and, therefore, may differ from estimates made under different assumptions or conditions. The Companyâ€™s significant accounting policies are discussed in Note 1. â€œOverview and Summary of Significant Accounting Policiesâ€ and Note 2. â€œRevenue from Contracts with Customersâ€, included in Item 8. â€œFinancial Statements and Supplementary Dataâ€ and should be reviewed in connection with the following discussion.RevenueThe Company recognizes revenues in accordance with Accounting Standards Codification (â€œASCâ€) 606, Revenue from Contracts with Customers. Revenues from contact center services, which consist of customer service, technical support and other value-added outsourced back-office services, are recognized as the services are performed on the basis of the number of billable minutes or hours, contractual rates, and other contractually agreed metrics, if applicable. Certain of our client contracts include bonus and penalty provisions, which are typically agreed to with our clients prior to recording the increase or decrease to revenue as a result of these provisions, however, in some cases, we may estimate these bonuses or penalties using the â€œmost likely amountâ€ method based on actual data and historical experience. Revenues related to training that occurs upon commencement of a new client contract or statement of work are deferred and recognized on a straight-line basis over the estimated life of the client program, as it is not considered to have a standalone value to the customer. We estimate the life of the client program based on historical experience and may need to update our assumptions as new facts and circumstances with our clients arise. Changes to the estimates described above could have a material impact on the amount of revenue recognized in any period.LeasesThe Company determines whether an arrangement contains a lease under ASC 842, Leases, at inception. Operating lease assets represent the Companyâ€™s right to use an underlying asset for the lease term, and operating lease liabilities represent the Companyâ€™s obligation to make lease payments arising from the lease. Operating lease expense is recognized on a straight-line basis over the lease term. The Company estimates the lease term and incremental borrowing rate; changes in these estimates could have a material impact on the amount of operating lease assets, liabilities and expense recognized in any period. For purposes of calculating operating lease liabilities, the Company estimates the lease term, which may include options to extend or terminate the lease when it is reasonably certain that the Company will exercise those options. The Companyâ€™s capital investment, relationships with clients serviced at the site, and employee recruitment potential are some of the factors it considers when determining whether it will exercise its option to extend a lease.The Company determines the incremental borrowing rates based on information available at the lease commencement date. The incremental borrowing rate is the rate of interest that a lessee would have to pay to borrow on a collateralized basis over a similar term an amount equal to the lease payments in a similar economic environment. Interest on finance leases is included in interest expense, net, in the consolidated 59Table of Contentsstatements of comprehensive income. The Company applies judgment in estimating the incremental borrowing rate including considering the term of the lease, the currency in which the lease is denominated, the impact of collateral, and our credit risk on the rate.Goodwill Impairment Goodwill represents the excess of the cost of a business combination over the total acquisition date fair value of the identifiable assets, liabilities and contingent liabilities acquired. Goodwill is not amortized but is tested for impairment at the reporting unit level, on an annual basis or more frequently, if events occur or circumstances change indicating potential impairment. The Company annually tests goodwill for impairment on June 30. In evaluating goodwill for impairment, the Company first assesses qualitative factors to determine whether it is more likely than not that the fair value of the reporting unit is less than its carrying amount. Qualitative factors that the Company considers include, but are not limited to, macroeconomic and industry conditions, overall financial performance and other relevant entity-specific events. If the Company bypasses the qualitative assessment, or if the Company concludes that it is more likely than not that the fair value of a reporting unit is less than its carrying value, then the Company performs a quantitative goodwill impairment test to identify potential goodwill impairment and measures the amount of goodwill impairment it will recognize, if any.Warrant to purchase common sharesThe Company accounts for a warrant to purchase its common shares as an equity instrument in accordance with the provisions of Accounting Standards Update (â€œASUâ€) No. 2019-08, Compensation â€“ Stock Compensation (Topic 718) and ASC 606, Revenue from Contracts with Customers, which requires entities to measure and classify share-based payment awards granted to a customer by applying the guidance under Topic 718, as of January 1, 2019.On the grant date, the Company estimated the value of the warrant using a Black-Scholes option pricing model. The assumptions used in our Black-

Scholes model were (1) expected term, which was estimated based on the term of the warrant, (2) the risk-free interest rate which is based on the U.S. Treasury yield curve, (3) expected volatility which we estimated based on peer group volatility, and (4) an expected dividend yield based on our anticipated future dividends on our common stock (estimated at zero). These estimates all have an impact on the value attributed to the warrant. At each reporting period, the Company assesses the likelihood of additional vesting in accordance with service or performance conditions included in the warrant terms. The Company adjusts its estimates for additional contra-revenue when it is probable that additional shares will vest. The timing of any additional estimated vesting and the related fair value at the time of the change in estimate could have a material impact on the transaction price and therefore revenue recorded related to the Amazon contract. Share-based compensation plansThe Company accounts for its share-based awards in accordance with provisions of ASC 718, Compensation - Stock Compensation. For equity-classified awards, total compensation cost is based on the grant date fair value. For liability-classified awards, total compensation cost is based on the fair value of the award on the date the award is granted and is subsequently re-measured at each reporting date until settlement.Awards to employees and directors may contain service, performance and/or market vesting conditions. For unvested awards with performance conditions, the Company assesses the probability of attaining the performance conditions at each reporting period. Awards that are deemed probable of attainment are recognized in expense over the requisite service period, which we estimate based on financial projections. The Company calculates the fair value of option awards using the Black-Scholes model. The assumptions used in our Black-Scholes model are (1) expected term, which was estimated based on the simplified method as we do not have requisite historical data, (2) the risk-free interest rate which is based on the U.S. Treasury yield curve, (3) expected volatility which we estimate based on peer group volatility, and (4) an expected dividend yield based on our anticipated future dividends on our common stock (currently estimated at zero). Changes in 60Table of Contentsany of the estimates mentioned above could have a material impact on the share based compensation expense recorded in any period.Income taxesDeferred tax assets and liabilities are recognized for the future tax consequences attributable to temporary differences between the financial statement carrying amounts of existing assets and liabilities and their respective tax bases. Deferred tax assets and liabilities are measured using enacted tax rates expected to apply to taxable income in the years in which those temporary differences are expected to be recovered or settled. Deferred tax assets are also recognized for the estimated future effects of tax loss carry forwards. The effect of changes in tax rates on deferred taxes is recognized in the period in which the enactment dates change. We recognize deferred tax assets to the extent that we determine that these assets are more likely than not to be realized. In making such a determination, we consider all available positive and negative evidence, including future reversals of existing temporary differences, projected future taxable income, tax-planning strategies, carryback potential if permitted under the tax law, and results of recent operations. The Company records valuation allowances against its deferred tax assets based on whether it is more likely than not that the deferred tax assets will be realized. If we determine that we are able to realize our deferred tax assets in the future in excess of their net recorded amount, we will make an adjustment to the valuation allowance.We record uncertain tax positions in accordance with ASC 740, Income Taxes, on the basis of a two-step process in which (1) we determine whether it is more likely than not that the tax positions will be sustained on the basis of the technical merits of the position and (2) for those tax positions that met the more likely than not recognition threshold, we recognize the largest amount of tax benefit that is more than 50 percent likely to be realized upon ultimate settlement with the related tax authority. Changes in recognition or measurements are reflected in the period in which the change in estimate occurs.Commitment and ContingenciesThe Company is subject to claims and lawsuits filed in the ordinary course of business. Although management does not believe that any current proceedings will have material adverse effect on its consolidated financial position, results of operations, or cash flows, no assurances to that effect can be given based on the uncertainty of litigation and demands of third parties. The Company records a liability for pending litigation and claims where losses are both probable and can be reasonably estimated. Legal fees are expensed as incurred.ITEMÂ 7A.Â Â Â Â QUANTITATIVE AND QUALITATIVE DISCLOSURES ABOUT MARKET RISKThe Companyâ€™s activities expose it to a variety of financial and market risk (including foreign currency and interest rate risk).Foreign currency exchange riskThe Company serves many of its U.S. based clients through our delivery centers located in various countries, primarily in the Philippines, Pakistan, Nicaragua, and Jamaica. Although contracts with these clients are typically priced in U.S. dollars, a substantial portion of related costs is denominated in the local currency of the country where services are provided, resulting in foreign currency exposure that could have an impact on our results of operations. Our primary foreign currency exposures are in Philippine Peso (â€œPHPâ€), Jamaican Dollar, and Pakistani Rupee. There can be no assurance that we can take actions to mitigate such exposure in the future, and if taken, that such actions will be successful or that future changes in currency exchange rates will not have a material adverse impact on our future operating results. A significant change in the value of the U.S. dollar against the currency of one or more countries where we operate may have a material adverse effect on our financial condition and results of operations.61Table of ContentsThe following table summarizes the relative strengthening / (weakening) of the U.S. dollar against the local currencies that are most relevant to our business: June 30,Currency202420232022Philippine Peso6.2Â %0.5Â %13.5Â %Jamaican Dollar1.5Â %1.2Â %1.8Â %Pakistani Rupee(2.7)%39.6Â %30.0Â %To mitigate foreign exchange fluctuations on the PHP we hedge a portion of our Philippine operating costs. While our hedging strategy can protect us from short term risks related to foreign currency movements, an overall strengthening of the PHP would adversely impact margins over the long term.Based upon our level of operations during the year ended JuneÂ 30, 2024, a 10% appreciation/depreciation in the PHP against the U.S. dollar would have increased or decreased our expenses incurred and paid in PHP by approximately $12.0 million or $9.8 million, respectively, for the year ended JuneÂ 30, 2024. Based upon our level of operations during the year ended JuneÂ 30, 2024, a 10% appreciation/depreciation in the Jamaican Dollar against the U.S. dollar would have increased or decreased our expenses incurred and paid in Jamaican Dollar by approximately $5.5 million or $4.5 million, respectively, for the year ended JuneÂ 30, 2024. Based upon our level of operations during the year ended JuneÂ 30, 2024, a 10% appreciation/depreciation in the Pakistani Rupee against the U.S. dollar would have increased or decreased our expenses incurred and paid in Pakistani Rupee by approximately $3.7 million or $3.1 million, respectively, for the year ended JuneÂ 30, 2024.To mitigate against credit and default risk, we only enter into derivative contracts and other financial instruments with investment grade financial institutions and our derivative valuations reflect the creditworthiness of our counterparties. As of the date of this Form 10-K, we have not experienced, nor do we anticipate experiencing, any counterparty defaults.Refer to Note 7. â€œDerivativesâ€, included in Item 8. â€œFinancial Statements and Supplementary Dataâ€ for further information on our foreign currency hedging program.Interest rate riskThe Companyâ€™s exposure to market risk for changes in interest rates relates primarily to the cash and bank balances and the PNC Credit Facility. Borrowings under the PNC Credit Facility bear interest at SOFR plus 1.75% and/or negative 0.5% of the PNC Commercial Lending Rate for domestic loans. The Company did not have any outstanding balances on the PNC Credit Facility at JuneÂ 30, 2024. Accordingly, a hypothetical 10% increase or decrease in SOFR would not cause a material increase or decrease in our interest expense over the next 12 months. 62Table of ContentsITEMÂ 8.Â Â Â Â FINANCIAL STATEMENTS AND SUPPLEMENTARY DATAINDEX TO CONSOLIDATED FINANCIAL STATEMENTSIBEX LIMITEDPageReport of Independent Registered Public Accounting Firm (Deloitte & Touche LLP, Tampa, Florida; PCAOB ID Number 34)64Consolidated Balance Sheets65Consolidated Statements of Comprehensive Income66Consolidated Statements of Stockholdersâ€™ Equity67Consolidated Statements of Cash Flows68Notes to the Consolidated Financial Statements6963Table of ContentsREPORT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM To the stockholders and the Board of Directors of IBEX Limited Opinion on the Financial StatementsWe have audited the accompanying consolidated balance sheets of IBEX Limited and subsidiaries (the "Company") as of June 30, 2024 and 2023, the related consolidated statements of comprehensive income, stockholdersâ€™ equity, and cash flows, for each of the three years in the period ended June 30, 2024, and the related notes (collectively referred to as the "financial statements"). In our opinion, the financial statements present fairly, in all material respects, the financial position of the Company as of June 30, 2024 and 2023, and the results of its operations and its cash flows for each of the three years in the period ended June 30, 2024, in conformity with accounting principles generally accepted in the United States of America.Basis for OpinionThese financial statements are the responsibility of the Company's management. Our responsibility is to express an opinion on the Company's financial statements based on our audits. We are a public accounting firm registered with the Public Company Accounting Oversight Board (United States) (PCAOB) and are required to be independent with respect to the Company in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.We conducted our audits in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether due to error or fraud. The Company is not required to have, nor were we engaged to perform, an audit of its internal control over financial reporting. As part of our audits, we are required to obtain an understanding of internal control over financial reporting but not for the purpose of expressing an opinion on the effectiveness of the Companyâ€™s internal control over financial reporting. Accordingly, we express no such opinion.Our audits included performing procedures to assess the risks of material misstatement of the financial statements, whether due to error or fraud, and performing procedures that respond to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements. Our audits also included evaluating the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that our audits provide a reasonable basis for our opinion./s/ Deloitte & Touche LLPTampa, Florida September 12, 2024 We have served as the Company's auditor since 2021.64Table of ContentsIBEX LIMITED AND SUBSIDIARIESConsolidated Balance Sheets(in thousands, except share data)June 30,2024June 30,2023AssetsCurrent assetsCash and cash equivalents$62,720Â $57,429Â Accounts receivable, net of allowance of $72 and $12098,366Â 86,364Â Prepaid expenses7,712Â 6,616Â Due from related parties192Â 43Â Tax advances and receivables9,080Â 5,965Â Other current assets1,888Â 2,190Â Total current assets179,958Â 158,607Â Non-current assetsProperty and equipment, net29,862Â 41,151Â Operating lease assets59,145Â 70,919Â Goodwill11,832Â 11,832Â Deferred tax asset, net4,285Â 4,585Â Other non-current assets8,822Â 6,230Â Total non-current assets113,946Â 134,717Â Total assets$293,904Â $293,324Â Liabilities and stockholders' equityCurrent liabilitiesAccounts payable and accrued liabilities$16,719Â $18,705Â Accrued payroll and employee-related liabilities30,674Â 29,360Â Current deferred revenue4,749Â 6,413Â Current operating lease liabilities12,051Â 13,036Â Current maturities of long-term debt660Â 413Â Due to related parties60Â 2,314Â Income taxes payable6,083Â 3,020Â Total current liabilities70,996Â 73,261Â Non-current liabilitiesNon-current deferred revenue1,128Â 1,383Â Non-current operating lease liabilities53,441Â 64,854Â Long-term debt867Â 600Â Other non-current liabilities1,673Â 3,262Â Total non-current liabilities57,109Â 70,099Â Total liabilities128,105Â 143,360Â Commitments (Note 9)Stockholders' equityCommon stock: par value $0.0001, 108,057,967 shares authorized, 17,017,476 and 18,280,419 shares outstanding as of JuneÂ 30, 2024 and 2023, respectively2Â 2Â Additional paid-in capital210,200Â 204,734Â Treasury stock at cost: 1,567,552 and 245,447 shares as of JuneÂ 30, 2024 and 2023, respectively(25,367)(3,682)Accumulated other comprehensive loss(7,913)(6,312)Accumulated deficit(11,123)(44,778)Total stockholders' equity165,799Â 149,964Â Total liabilities and stockholders' equity$293,904Â $293,324Â See accompanying notes to consolidated financial statements.65Table of ContentsIBEX LIMITED AND SUBSIDIARIESConsolidated Statements of Comprehensive Income(in thousands, except share data)Year Ended June 30,202420232022Revenue$508,569Â $523,118Â $492,851Â Cost of services (exclusive of depreciation and amortization presented separately below)356,536Â 374,992Â 373,973Â Selling, general and administrative93,143Â 88,663Â 80,153Â Depreciation and amortization19,461Â 18,985Â 18,100Â Total operating expenses469,140Â 482,640Â 472,226Â Income from operations39,429Â 40,478Â 20,625Â Interest income2,071Â 640Â 43Â Interest expense(514)(792)(1,289)Income before income taxes40,986Â 40,326Â 19,379Â Provision for income tax (expense) / benefit(7,331)(8,744)2,077Â Net income$33,655Â $31,582Â $21,456Â Other comprehensive income / (loss)Foreign currency translation adjustments$(1,623)$(2,234)$(2,281)Unrealized (loss) / gain on cash flow hedging instruments, net of tax(111)515Â (323)Actuarial gain / (loss) on defined benefit plan133Â (31)440Â Total other comprehensive loss(1,601)(1,750)(2,164)Total comprehensive income$32,054Â $29,832Â $19,292Â Net income per shareBasic$1.90Â $1.74Â $1.18Â Diluted$1.84Â $1.67Â $1.15Â Weighted average common shares outstandingBasic17,70418,20018,232Diluted18,25518,89318,724See accompanying notes to consolidated financial statements.66Table of ContentsIBEX LIMITED AND SUBSIDIARIESConsolidated Statements of Stockholdersâ€™ Equity(in thousands)Common sharesTreasuryStockAdditionalPaid-inCapitalAccumulated OtherComprehensiveIncome / (Loss)AccumulatedDeficitTotalStockholders'EquitySharesAmountAmountBalance, June 30, 202118,399Â $2Â â€”Â $194,961Â $(2,398)$(97,816)$94,749Â Net income for the period ended June 30, 2022â€”Â â€”Â â€”Â â€”Â 21,456Â 21,456Â Foreign currency translation adjustmentâ€”Â â€”Â â€”Â â€”Â (2,281)â€”Â (2,281)Changes in fair value of cash flow hedgesâ€”Â â€”Â â€”Â (323)â€”Â (323)Purchase of treasury shares(228)â€”Â (3,406)â€”Â â€”Â â€”Â (3,406)Changes in defined benefit planâ€”Â â€”Â â€”Â 440Â â€”Â 440Â Issue of restricted common shares73Â â€”Â â€”Â â€”Â â€”Â â€”Â Provision for common stock warrantsâ€”Â â€”Â â€”Â 970Â â€”Â â€”Â 970Â Issue of common shares related to option issuances3Â â€”Â â€”Â 35Â â€”Â â€”Â 35Â Stock based compensation expenseâ€”Â â€”Â â€”Â 1,818Â â€”Â â€”Â 1,818Â Balance, June 30, 202218,247Â $2Â (3,406)$197,785Â $(4,562)$(76,360)$113,459Â Net income for the period ended June 30, 2023â€”Â â€”Â â€”Â â€”Â 31,582Â 31,582Â Foreign currency translation adjustmentâ€”Â â€”Â â€”Â â€”Â (2,234)â€”Â (2,234)Changes in fair value of cash flow hedgesâ€”Â â€”Â â€”Â â€”Â 515Â â€”Â 515Â Purchase of treasury shares(18)â€”Â (276)â€”Â â€”Â â€”Â (276)Changes in defined benefit planâ€”Â â€”Â â€”Â â€”Â (31)â€”Â (31)Forfeiture of restricted common shares(72)â€”Â â€”Â â€”Â â€”Â â€”Â Provision for common stock warrantsâ€”Â â€”Â â€”Â 1,090Â â€”Â â€”Â 1,090Â Issue of common shares related to option issuances123Â â€”Â â€”Â 2,053Â â€”Â â€”Â 2,053Â Stock based compensation expenseâ€”Â â€”Â â€”Â 3,806Â â€”Â â€”Â 3,806Â Balance, June 30, 202318,280Â $2Â (3,682)$204,734Â $(6,312)$(44,778)$149,964Â Net income for the period ended June 30, 2024â€”Â â€”Â â€”Â â€”Â â€”Â 33,655Â 33,655Â Foreign currency translation adjustmentâ€”Â â€”Â â€”Â (1,623)â€”Â (1,623)Changes in fair value of cash flow hedgesâ€”Â â€”Â â€”Â â€”Â (111)â€”Â (111)Purchase of treasury shares(1,322)â€”Â (21,685)â€”Â â€”Â â€”Â (21,685)Changes in defined benefit planâ€”Â â€”Â â€”Â â€”Â 133Â â€”Â 133Â Provision for common stock warrantsâ€”Â â€”Â â€”Â 1,183Â â€”Â â€”Â 1,183Â Issue of common shares related to option issuances59Â â€”Â â€”Â 366Â â€”Â â€”Â 366Â Stock based compensation expenseâ€”Â â€”Â â€”Â 3,917Â â€”Â â€”Â 3,917Â Balance, June 30, 202417,017Â $2Â (25,367)$210,200Â $(7,913)$(11,123)$165,799Â See accompanying notes to consolidated financial statements.67Table of ContentsIBEX LIMITED AND SUBSIDIARIESConsolidated Statements of Cash Flows(in thousands)June 30,2024June 30,2023June 30,2022CASH FLOWS FROM OPERATING ACTIVITIESNet income$33,655Â $31,582Â $21,456Â Adjustments to reconcile net income to net cash provided by operating activities:Depreciation and amortization19,461Â 18,985Â 18,100Â Noncash lease expense13,205Â 14,456Â 14,066Â Warrant contra revenue1,183Â 1,090Â 970Â Deferred income tax provision / (benefit)344Â 4,529Â (5,170)Share-based compensation expense3,765Â 4,606Â 1,851Â Allowance of expected credit losses33Â 295Â â€”Â Impairment losses1,532Â â€”Â â€”Â Loss on lease terminationsâ€”Â 251Â â€”Â Gain on sale of subsidiariesâ€”Â (246)â€”Â Change in assets and liabilities:Increase in accounts receivable(12,068)(12,297)(9,705)(Increase) / decrease in prepaid expenses and other current assets(7,517)1,467Â 3,551Â (Decrease) / increase in accounts payable and accrued liabilities(2,246)(3,753)2,307Â (Decrease) / increase in deferred revenue(1,919)(4,797)5,506Â Decrease in operating lease liabilities(13,528)(14,309)(12,926)Net cash inflow from operating activities35,900Â 41,859Â 40,006Â CASH FLOWS FROM INVESTING ACTIVITIESPurchase of property and equipment(8,855)(18,952)(25,919)Cash outflow from sale of subsidiaries, net of cash receivedâ€”Â (85)â€”Â Net cash outflow from investing activities(8,855)(19,037)(25,919)CASH FLOWS FROM FINANCING ACTIVITIESProceeds from line of credit238Â 43,448Â 88,117Â Repayments of line of credit(291)(54,597)(99,227)Repayment of debtâ€”Â (3,795)(6,834)Proceeds from the exercise of options366Â 2,053Â 35Â Principal payments on finance leases(490)(447)(818)Purchase of treasury shares(21,556)(276)(3,406)Net cash outflow from financing activities(21,733)(13,614)(22,133)Effects of exchange rate difference on cash and cash equivalents(21)(610)(965)Net increase / (decrease) in cash and cash equivalents5,291Â 8,598Â (9,011)Cash and cash equivalents at beginning of the year57,429Â 48,831Â 57,842Â Cash and cash equivalents at end of the year$62,720Â $57,429Â $48,831Â Supplemental cash flow disclosuresCash paid for interest$514Â $152Â $1,246Â Cash paid for income taxes$7,688Â $4,283Â $2,160Â Supplemental non-cash disclosuresChange in accounts payable related to fixed assets(548)(621)$1,631Â See accompanying notes to consolidated financial statements.68Table of ContentsIBEX LIMITED AND SUBSIDIARIESNotes to the Consolidated Financial Statements(in thousands, except share data)1.OVERVIEW AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIESOVERVIEWIBEX Limited (â€œIBEXâ€ and together with its subsidiaries, the â€œCompany,â€ â€œibex,â€ â€œwe,â€ â€œus,â€ or â€œourâ€) was incorporated on FebruaryÂ 28, 2017 in Hamilton, Bermuda. Our registered office in Bermuda is Crawford House, 50 Cedar Avenue, Hamilton HM 11, Bermuda. We are a â€œcontrolled companyâ€ within the meaning of the rules of Nasdaq, with The Resource Group International Limited (â€œTRGIâ€) being our controlling shareholder. TRG Pakistan Limited holds a controlling interest in TRGI. On AugustÂ 7, 2020, the Company was

admitted to trade on the Nasdaq Global Market under the ticker symbol â€œIBEX.â€ The Company is an end-to-end provider of technology-enabled customer lifecycle experience (â€œCLXâ€) solutions. Through the Companyâ€™s integrated CLX platform, a comprehensive portfolio of solutions is offered to optimize customer acquisition, engagement, expansion and experience for clients. The Company leverages sophisticated technology and proprietary analytics, in combination with its global footprint and business process outsourcing expertise, to protect and enhance clientsâ€™ brands. The Company manages nearly 169 million interactions eachÂ year with consumers on behalf of clients through an omni-channel approach, using voice, web, chat and email.Our Connect business lies at the core of our offerings and generates the majority of the Companyâ€™s revenue. This business unit delivers differentiated customer service (assisting our clientsâ€™ customers with information about our clients and their products or services), technical support (providing specialized teams to provide information, assistance and technical guidance to our clientsâ€™ customers on a specific product or service), revenue generation (upselling and cross selling) and other value-added outsourced back office services (finance and accounting, marketing support, sales operations, and human resources administration) to our clients. We deploy these capabilities through a true omni-channel CX model, which integrates voice, email, chat, SMS, social media and other communication applications.In addition our ibex Digital suite of solutions works with consumer-facing businesses to help them build, grow and scale technology-driven customer acquisition solutions, while helping drive digital transformation. We offer digital marketing, e-commerce technology, and platform solutions for our clients, helping them build new customer acquisition channels, increase acquired customers, and often do both at a reduced cost. We also have a small suite of what we call CX services which measures, monitors and manages our clientsâ€™ holistic customer experiences.Operating segmentsAn operating segment is defined as a component of a company for which separate financial information is available and which is regularly evaluated by the chief operating decision maker (â€œCODMâ€) for the purpose of making decisions regarding resource allocation and performance assessment. The Companyâ€™s CODM is the chief executive officer (â€œCEOâ€). The Companyâ€™s CODM reviews consolidated financial results to make decisions, allocate resources and assess performance. Therefore, the Company has determined that it operates in a single operating and reportable segment.SUMMARY OF SIGNIFICANT ACCOUNTING POLICIESBasis of presentation and principles of consolidationOn December 31, 2022, we determined that we no longer met the criteria to remain a foreign private issuer. Effective July 1, 2023, the Company became a domestic filer and we are required to file periodic reports pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934, and to follow other rules as required.The Companyâ€™s consolidated financial statements are prepared in accordance with generally accepted accounting principles in the United States of America (â€œU.S. GAAPâ€) for the fiscal years ended JuneÂ 30, 2024 69Table of Contentsand 2023, and retrospectively for the fiscal year ended JuneÂ 30, 2022 and include the financial results of all wholly-owned subsidiaries. When the Company does not have majority ownership in an entity but exerts significant influence over that entity, the Company accounts for the entity under the equity method of accounting. All intercompany balances and transactions have been eliminated in consolidation. Certain prior year amounts have been reclassified to conform to the current year presentation.Use of estimatesThe preparation of financial statements in accordance with U.S. GAAP requires management to make estimates and assumptions that affect the amounts reported in the consolidated financial statements. Significant items subject to such estimates and assumptions include useful lives for property and equipment; impairment of long-lived assets, operating lease assets and liabilities, goodwill, and other intangible assets; allowance for credit losses; valuation allowances for deferred tax assets and other receivables; fair value of share-based compensation, warrants, and derivatives, and legal provisions. The Company bases its estimates on historical experience and other assumptions it believes are reasonable, including the use of outside experts as necessary, and updates these estimates on an ongoing basis and as new events occur, more experience is acquired and/or more information is obtained. Actual results could differ materially from these estimates. Foreign currency mattersThese financial statements are presented in U.S. dollars, which is the functional and presentation currency of IBEX Limited. Certain of the Companyâ€™s subsidiaries have a functional currency other than the U.S. dollar. The assets and liabilities of these subsidiaries are translated into U.S. dollars at period-end exchange rates. Income and expense items are translated at the monthly average exchange rates during the period in which the items occur. Translation gains and losses are recorded in accumulated other comprehensive income (loss) ("AOCI"), a component of stockholders' equity, and included in net earnings only upon sale or liquidation of the underlying foreign subsidiary or affiliated company. Foreign currency transaction gains and losses are recognized in selling, general and administrative expense and are based on differences between foreign exchange rates on the transaction date and on the settlement date.Revenue recognitionThe Company recognizes revenues for services for which control has transferred to customers in an amount that reflects the consideration to which the Company expects to be entitled in exchange for transferring the promised services. This process involves identifying the customer contract, determining the performance obligations in the contract, determining the transaction price, allocating the transaction price to the distinct performance obligations in the contract, and recognizing revenue when the performance obligations have been satisfied. A performance obligation is considered distinct from other obligations in a contract when it (a) provides a benefit to the customer either on its own or together with other resources that are readily available to the customer and (b) is separately identified in the contract. The Company considers a performance obligation satisfied as it provides services to a customer, meaning the customer has the ability to direct the use and obtain the benefit of the service. Revenues from contact center services, which consist of customer service, technical support and other value-added outsourced back-office services, are recognized as the services are performed on the basis of the number of billable minutes or hours, contractual rates, and other contractually agreed metrics, if applicable. Certain of our client contracts include bonus and penalty provisions. Revenues related to training that occurs upon commencement of a new client contract or statement of work are deferred and recognized on a straight-line basis over the estimated life of the client program, as it is not considered to have a standalone value to the customer. The related expenses are expensed as incurred. Revenues are recognized over time as performance obligations are satisfied and in the period in which the Company has a right to invoice, net of discounts, incentives, and/or penalties as per contractual terms. Bonuses and penalties accrue for the current billing period and do not depend on future performance. In some cases, we may estimate these bonuses or penalties using the â€œmost likely amountâ€ method based on actual data and historical experience.Revenues from digital services are recognized at a point in time upon the successful consumer activation or purchase of clientsâ€™ services. We utilize third parties in the satisfaction of this performance obligation; however, because we retain control over these third parties and are solely responsible for the risk and reward associated 70Table of Contentswith this performance obligation, we have determined that we are the principal in these transactions and therefore recognize revenue on a gross basis.Revenues from CX software-as-a-service products are recognized over time based on the term of the subscription. Set-up fees to customize the customer experience solution for clientâ€™s specific needs are deferred and recognized on a straight-line basis over the term of the subscription. Revenues related to additional consulting services are recognized over the period as the related services are performed on a per hour basis. All of our contracts include the right to invoice for services on a monthly basis. None of our contracts include significant termination penalties, and generally may be terminated for convenience at any time with a short notice period (generally 30 to 120 days).The Company generally does not incur significant upfront costs to fulfill or obtain a contract that would qualify for capitalization under Accounting Standards Codification (â€œASCâ€) 606, Revenue from Contracts with Customers. Cash and cash equivalentsCash and cash equivalents includes highly liquid investments with initial maturities of three months or less and include money market funds. The carrying value of cash and cash equivalents approximates fair value because of the short-term maturity of those instruments. The majority of the Companyâ€™s cash and cash equivalents are deposited with financial institutions located in the U.S. and may at times exceed insured limits.Trade receivablesTrade accounts receivable are recorded at the invoiced amount and do not bear interest. Amounts collected on trade accounts receivable are included in net cash provided by operating activities in the statements of cash flows. In accordance with Accounting Standards Update (â€œASUâ€) No. 2016-13, Financial Instruments - Credit Losses (Topic 326), the Company estimates its credit losses using the lifetime expected credit loss model. The allowance for credit losses is calculated quarterly based on the Companyâ€™s historical loss percentages, net of recoveries. In addition to the evaluation of historical losses, the Company considers current and future economic conditions and events such as changes in customer credit quality and liquidity. The Company will write-off accounts receivable against the allowance after all means of collection have been exhausted and the potential for recovery is considered remote. Concentration of credit risk The Company is exposed to credit risk in the normal course of business, primarily related to accounts receivable and derivative instruments. Historically, the losses related to credit risk have been immaterial. The Company regularly monitors its credit risk to mitigate losses. The Company evaluates the creditworthiness of its clients prior to and throughout the life of the client relationship. The Company does not believe it is exposed to more than a nominal amount of credit risk in its derivative instruments as all of its counterparties are investment-grade financial institutions.Tax advances and receivablesTax advances and receivables consist primarily of refundable sales and use taxes and income tax prepayments.Other assetsOther current assets and other non-current assets consist primarily of refundable security deposits, loans and advances receivable, and derivative assets.71Table of ContentsProperty and equipment, netProperty and equipment and assets leased under financing leases are carried at cost at the acquisition date and are depreciated using the straight-line method over their estimated useful lives as follows:Property and equipmentUsefulÂ economicÂ lifeLeasehold improvementsLesser of life of the asset or expected lease termFurniture, fixture and office equipment3 - 5 yearsComputer equipment and software3 yearsVehicles3 - 5 yearsProperty and equipment assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. Recoverability is assessed by a comparison of the carrying amount of the asset to the estimated future undiscounted net cash flows expected to be generated by the asset. If estimated future undiscounted net cash flows are less than the carrying value of the asset, an impairment loss is recognized to the extent its carrying value exceeds its estimated fair value. During the year ended JuneÂ 30, 2024, we determined that the estimated fair value for certain assets at two of our delivery locations no longer exceeded their carrying value. The fair value of these assets was based on various assumptions including our ability to redeploy and utilize the assets at other sites. We recognized impairment losses related to leasehold improvements, furniture & fixtures, and computer equipment of $1.3 million during the year ended JuneÂ 30, 2024, which is included in selling, general and administrative expense in the consolidated statements of comprehensive income. There were no impairment losses recognized during the years ended JuneÂ 30, 2023 or 2022.LeasesThe Company determines whether an arrangement contains a lease at inception in accordance with the provisions of ASC 842, Leases. Operating leases are included in operating lease assets and current and non-current operating lease liabilities, and assets leased under finance leases are included in property and equipment, net and current and long-term debt in the consolidated balance sheets.Operating lease assets represent the Companyâ€™s right to use an underlying asset for the lease term, and operating lease liabilities represent the Companyâ€™s obligation to make lease payments arising from the lease. Operating leases with initial terms in excess of twelve months are recognized at the commencement date based on the present value of lease payments over the lease term. The operating lease asset is adjusted for lease incentives, prepaid lease payments and initial direct costs. Operating lease expense is recognized on a straight-line basis over the lease term in cost of services or selling, general and administrative expense, as applicable. The Company has lease agreements for office space with lease and non-lease components. The Company has elected to combine lease and non-lease components.Certain of the Companyâ€™s lease agreements include rental payments that adjust periodically based on an index or rate, generally the applicable Consumer Price Index. The operating lease liability is measured using the prevailing index or rate at the measurement date (i.e., the commencement date). Incremental payments due to changes to the index- and rate-based lease payments are expensed as incurred.For purposes of calculating operating lease liabilities, the lease term includes options to extend or terminate the lease when it is reasonably certain that the Company will exercise those options. The Companyâ€™s capital investment, relationships with clients serviced at the site, and employee recruitment potential are some of the factors it considers when determining whether it will exercise its option to extend a lease.The Company determines the incremental borrowing rates based on information available at the lease commencement date. The incremental borrowing rate is the rate of interest that a lessee would have to pay to borrow on a collateralized basis over a similar term an amount equal to the lease payments in a similar economic environment. Interest on finance leases is included in interest expense, net, in the consolidated statements of comprehensive income. We apply judgment in estimating the incremental borrowing rate 72Table of Contentsincluding considering the term of the lease, the currency in which the lease is denominated, and the impact of collateral and our credit risk on the rate.The Company has elected the short-term lease recognition exemption for all asset classes. Leases with a term of twelve months or less are expensed as incurred in the consolidated statements of comprehensive income as cost of services or selling, general and administrative expense as applicable. For finance leases, the right of use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for lease payments made at or before the lease commencement date, plus any initial direct costs incurred less any lease incentives received. The right of use asset is subsequently amortized using the straight-line method from the lease commencement date to the earlier of the end of the useful life of the underlying asset or the end of the lease term. The lease liability is initially measured in the same manner and date as for operating leases and is subsequently measured at amortized cost using the effective interest method.During the year ended JuneÂ 30, 2024, we determined that the estimated fair value for one of our operating leases no longer exceeded its carrying value. The fair value of the lease asset was based on various assumptions including market-based factors and our ability to utilize the site in the future. We recognized an impairment loss on the operating lease asset of $0.3 million during the year ended JuneÂ 30, 2024, which is included in selling, general and administrative expense in the consolidated statements of comprehensive income. There were no impairment losses recognized during the years ended JuneÂ 30, 2023 or 2022.GoodwillGoodwill represents the excess of the cost of a business combination over the total acquisition date fair value of the identifiable assets, liabilities and contingent liabilities acquired. Goodwill is not amortized but is tested for impairment at the reporting unit level, on an annual basis or more frequently, if events occur or circumstances change indicating potential impairment. The Company annually tests goodwill for impairment on June 30. In evaluating goodwill for impairment, the Company first assesses qualitative factors to determine whether it is more likely than not that the fair value of the reporting unit is less than its carrying amount. Qualitative factors that the Company considers include, but are not limited to, macroeconomic and industry conditions, overall financial performance and other relevant entity-specific events. If the Company bypasses the qualitative assessment, or if the Company concludes that it is more likely than not that the fair value of a reporting unit is less than its carrying value, then the Company performs a quantitative goodwill impairment test to identify potential goodwill impairment and measures the amount of goodwill impairment it will recognize, if any.In the quantitative goodwill impairment test, the Company compares the estimated fair value of the reporting unit with its related carrying value. If the estimated fair value exceeds the carrying amount, no further analysis is needed. If, however, the reporting unitâ€™s estimated fair value is less than its carrying amount, the Company records an impairment for the difference between the estimated fair value and the carrying value. The Company uses an internally developed discounted cash flow model that includes estimates of projected revenues, expenses and related cash flows based on assumed long-term growth rates and demand trends, expected future investments to grow new units, and estimated discount rates. The Company bases these assumptions on its historical data and experience, industry projections, and micro and macro general economic condition projections and expectations. No impairments were recorded during the years ended JuneÂ 30, 2024, 2023 or 2022.Other intangible assetsThe Company has indefinite-lived intangible assets consisting of trademarks. The Company evaluates indefinite-lived intangible assets for possible impairment at least annually or whenever events or changes in circumstances indicate that the carrying amount of such assets may not be recoverable. Similar to goodwill, the Company may first use a qualitative analysis to determine whether it is more likely than not that an indefinite-lived intangible asset is impaired. The qualitative analysis will include a review of changes in economic, market and industry conditions, business strategy, and financial performance, among others, to determine if there would be a significant decline to the fair value of an indefinite-lived intangible asset. If a quantitative analysis is 73Table of Contentscompleted, an indefinite-lived intangible asset is evaluated for possible impairment by comparing the fair value of the asset with its carrying value. An impairment charge is recorded if the assetâ€™s carrying value exceeds its estimated fair value. No impairments were recorded during the years ended JuneÂ 30, 2024, 2023 or 2022.Other intangible assets are included in other non-current assets on the consolidated balance sheets.DerivativesThe Company accounts for financial derivative instruments under ASC 815, Derivatives and Hedging. The Company generally utilizes options with expirations of 12 months or less to reduce its foreign currency exposure due to exchange rate fluctuations on forecasted operating cash flows denominated in non-functional foreign currencies. In using derivative financial instruments to hedge these exposures, the Company exposes itself to counterparty credit risk.The Company designates these derivatives as cash flow hedges. To qualify for hedge accounting treatment, a derivative must be highly effective in mitigating the designated risk of the hedged item. The Company formally documents all relationships between hedging instruments and hedged items, as well as its risk management objective and strategy for undertaking various hedging activities. The Company also formally assesses, both at the hedgeâ€™s inception and on an ongoing basis, whether the derivatives that are used in hedging transactions are highly effective on a prospective and retrospective basis. When it is determined that a derivative has ceased to be a highly effective hedge or if a forecasted hedged item is no longer probable of occurring, or if the Company de-designates a derivative as a hedge, the Company discontinues hedge accounting and records all gains and losses in

earnings. For cash flow hedges, the entire change in the fair value of the hedging instrument included in the assessment of hedge effectiveness is reported in AOCI until the hedged transaction affects earnings. At that time, this amount is reclassified from AOCI and recognized within cost of services or selling, general and administrative expenses, or interest expense, net, as applicable.Cash flows related to derivative contracts are classified within the operating section in the consolidated statements of cash flows.ContingenciesThe Company is subject to claims and lawsuits filed in the ordinary course of business. Although management does not believe that any such proceedings will have material adverse effect on its consolidated financial position, results of operations, or cash flows, no assurances to that effect can be given based on the uncertainty of litigation and demands of third parties. The Company records a liability for pending litigation and claims where losses are both probable and can be reasonably estimated. Legal fees are expensed as incurred.Employee benefits(a)Defined contribution plansThe Company sponsors a 401(k) plan in the U.S. under which the Company makes matching contributions for eligible employees up to 4% of compensation. All Company matching contributions are immediately vested. The Company operates defined contribution plans in other countries as allowed or required by law. For the years ending JuneÂ 30, 2024, 2023, and 2022, the Company incurred plan expenses of $1.4 million, $1.2 million, and $1.0 million, respectively, which is recorded in selling, general and administrative expenses.(b)Defined benefit plan The Company records amounts relating to its defined benefit plans based on calculations that incorporate various actuarial and other assumptions, including discount rates, mortality, assumed rates of return, compensation increases and turnover rates. Remeasurement changes are reflected in AOCI. Current service costs are recorded in the period to which they relate. Prior service cost, if any, resulting from an amendment to a plan is recognized and amortized over the remaining period of service of the covered employees.74Table of ContentsThe Company reviews and adjusts its assumptions annually based on current rates and trends. The Company believes that the assumptions utilized in recording its obligation under the plan are reasonable based on its experience and market conditions.As of JuneÂ 30, 2024 and 2023, defined benefit obligations of $1.3 million and $1.2 million, respectively, were included in other non-current liabilities in the consolidated balance sheets, and amounts recognized in the consolidated statements of comprehensive income for the years ended JuneÂ 30, 2024, 2023, and 2022 were $0.3Â million, $0.4 million, and $0.4 million, respectively.Share-based compensation plansThe Company accounts for its share-based awards in accordance with provisions of ASC 718, Compensation - Stock Compensation. The Company calculates the fair value of option awards using the Black-Scholes model. For equity-classified awards, total compensation cost is based on the grant date fair value. For liability-classified awards, total compensation cost is based on the fair value of the award on the date the award is granted and is subsequently re-measured at each reporting date until settlement.The Company recognizes share-based compensation expense over the requisite vesting period using a graded vesting model. Awards to employees and directors may contain service, performance and/or market vesting conditions. For unvested awards with performance conditions, the Company assesses the probability of attaining the performance conditions at each reporting period. Awards that are deemed probable of attainment are recognized in expense over the requisite service period. The Company accounts for forfeitures as they occur. Warrant to purchase common sharesThe Company accounts for a warrant to purchase its common shares as an equity instrument in accordance with the provisions of ASU No. 2019-08, Compensation â€“ Stock Compensation (Topic 718) and ASC 606, which requires entities to measure and classify share-based payment awards granted to a customer by applying the guidance under Topic 718, as of January 1, 2019. On the grant date, the Company measured the warrant using a Black-Scholes option pricing model. There was no immediate vesting upon execution of the warrant. Contra-revenue and equity are recorded as revenue is recognized. The Company has elected a policy to estimate forfeitures for non-employee equity grants. At each reporting period, the Company assesses the likelihood of additional vesting in accordance with service or performance conditions included in the warrant terms. The Company revises its estimates for additional contra-revenue when it is probable that additional shares will vest. Income taxesDeferred tax assets and liabilities are recognized for the future tax consequences attributable to temporary differences between the financial statement carrying amounts of existing assets and liabilities and their respective tax bases. Deferred tax assets and liabilities are measured using enacted tax rates expected to apply to taxable income in the years in which those temporary differences are expected to be recovered or settled. Deferred tax assets are also recognized for the estimated future effects of tax loss carry forwards. The effect of changes in tax rates on deferred taxes is recognized in the period in which the enactment dates change. We recognize deferred tax assets to the extent that we determine that these assets are more likely than not to be realized. In making such a determination, we consider the available positive and negative evidence, including future reversals of existing temporary differences, projected future taxable income, tax-planning strategies, carryback potential if permitted under the tax law, and results of recent operations. The Company records valuation allowances against its deferred tax assets based on whether it is more likely than not that the deferred tax assets will be realized. If we determine that we are able to realize our deferred tax assets in the future in excess of their net recorded amount, we will make an adjustment to the valuation allowance.We record uncertain tax positions in accordance with ASC 740, Income Taxes, on the basis of a two-step process in which (1) we determine whether it is more likely than not that the tax positions will be sustained on the basis of the technical merits of the position and (2) for those tax positions that met the more likely than not recognition threshold, we recognize the largest amount of tax benefit that is more than 50 percent likely to be realized upon ultimate settlement with the related tax authority. 75Table of ContentsWe recognize interest and penalties related to uncertain tax positions in income tax expense in the consolidated statement of operations. Accrued interest and penalties are included on the related tax liability line in the consolidated balance sheets.Share repurchase programsThe Companyâ€™s board of directors (the â€œBoardâ€) may authorize share repurchases of the Companyâ€™s common shares. Purchases made pursuant to these authorizations may be carried out through open market transactions, negotiated purchases or otherwise, at times and in such amounts as the Company deems appropriate. Shares repurchased under such authorizations are held in treasury for general corporate purposes, including issuances under various employee share-based award plans. When Company shares are repurchased, the amount of the consideration paid (including directly attributable costs, net of any tax effects) is recognized as a deduction of additional paid in capital. Repurchased shares are classified as treasury shares and are presented as a deduction from total equity. When treasury shares are subsequently sold or reissued, the amount received is recognized as an increase in additional paid in capital, and any resulting surplus or deficit on the transaction is reclassified to accumulated deficit. The Board will review the repurchase program periodically and may authorize adjustment of its terms and size, and suspend or discontinue the program. The Company has funded and expects to fund future repurchases with its existing cash balance. The share repurchase programs do not obligate the Company to acquire any particular amount of common shares. See Note 14. â€œStockholdersâ€™ Equityâ€ for more information on share repurchases.Equity method investmentThe Company uses the equity method to account for its investment in a company if the investment provides the Company with the ability to exercise significant influence over, but not control of, the operating and financial policies of the investee. The Companyâ€™s consolidated net income includes the Companyâ€™s proportionate share of the net income or loss of the investee. The Companyâ€™s judgment regarding the level of influence over its equity method investee includes considering key factors such as the Companyâ€™s ownership interest, representation on the Board and participation in policy-making decisions of the investee and material intercompany transactions. The Company has elected to classify distributions from its investee based on the cumulative earnings approach. See Note 17. â€œInvestment in Joint Ventureâ€ for more information.Cloud Computing Software Implementation CostsThe Company incurs costs to implement cloud computing arrangements that are hosted by a third-party vendor. In accordance with ASC 350-40, Goodwill and Other, Internal-Use Software, for cloud computing arrangements that meet the definition of a service contract, the Company capitalizes qualifying implementation costs incurred during the application development stage in other non-current assets. Capitalized costs are primarily comprised of third-party consulting fees, direct labor, and related expenses. Capitalization of these costs concludes once the project is substantially complete and the software is ready for the Company's intended use. Once available for its intended use, the capitalized costs will be amortized on a straight-line basis over the term of the associated hosting arrangement including periods covered by an option to extend, and are included in selling, general and administrative expenses in the consolidated statements of comprehensive income. Costs related to data conversion, overhead, general and administrative activities, and training are expensed as incurred. Post-configuration training and maintenance costs are expensed as incurred. The Company capitalized $3.5 million during the year ended JuneÂ 30, 2024. There were no costs capitalized during the year ended JuneÂ 30, 2023.76Table of ContentsOther postemployment benefitsDuring the year ended JuneÂ 30, 2024, the Company eliminated certain positions that it considered redundant and incurred approximately $1.6Â million in severance costs, of which $1.4Â million is recorded in selling, general and administrative expense and $0.2Â million is recorded in cost of services in the consolidated statements of comprehensive income. As of JuneÂ 30, 2024, $0.8Â million was accrued and is expected to be paid by July 30, 2025.Emerging Growth CompanyThe Company currently qualifies as an â€œemerging growth companyâ€ under the Jumpstart Our Business Startups Act of 2012 (the â€œJOBS Actâ€). Accordingly, the Company has the option to adopt new or revised accounting guidance either (i) within the same periods as those otherwise applicable to non-emerging growth companies or (ii) within the same time periods as private companies pursuant to Section 13(a) of the Exchange Act. The Company has elected to use the extended transition period until we are no longer an emerging growth company or until we choose to opt out of the extended transition period affirmatively and irrevocably.Recently Issued Accounting PronouncementsIn November 2023, the Financial Accounting Standards Board (â€œFASBâ€) issued ASU No. 2023-07, Segment Reporting (Topic 280): Improvements to Reportable Segment Disclosures, which improve reportable segment disclosure requirements, primarily through enhanced disclosures about significant segment expenses. In addition, the amendments enhance interim disclosure requirements, clarify segment disclosure requirements for entities with a single reportable segment, and contain other disclosure requirements. The amendments in ASU No. 2023-07 are effective for fiscal years beginning after December 15, 2023, and interim periods within fiscal years beginning after December 15, 2024. Early adoption is permitted. We are currently evaluating the impact of the new guidance on the disclosures to our consolidated financial statements.In December 2023, the FASB issued ASU No. 2023-09, Income Taxes (Topic 740): Improvements to Income Tax Disclosures, which modifies the rules on income tax disclosures to require entities to disclose (1) specific categories in the rate reconciliation, (2) the income or loss from continuing operations before income tax expense or benefit (separated between domestic and foreign), and (3) the income tax expense or benefit from continuing operations (separated by federal, state and foreign). This update also requires entities to disclose their income tax payments to international, federal, state and local jurisdictions, among other changes. The amendments in ASU No. 2023-09 are effective for fiscal years beginning after December 15, 2024. Early adoption is permitted. We are currently evaluating the impact of the new guidance on the disclosures to our consolidated financial statements.In March 2024, the SEC issued its final climate disclosure rules, which require the disclosure of climate-related information in annual reports and registration statements. The rules require disclosure in the audited financial statements of certain effects of severe weather events and other natural conditions above certain financial thresholds, as well as amounts related to carbon offsets and renewable energy credits or certificates, if material. Disclosure requirements will begin phasing in for fiscal years beginning on or after January 1, 2025. On April 4, 2024, the SEC determined to voluntarily stay the final rules pending certain legal challenges. We are currently evaluating the impact of the new rules on the disclosures to our consolidated financial statements. 2.REVENUE FROM CONTRACTS WITH CUSTOMERSThe majority of the Companyâ€™s revenues are derived from contracts with customers who are located in the United States of America (the â€œUnited Statesâ€ or â€œU.S.â€). However, the Company delivers most of its services from regional customer experience delivery centers that are located in geographies outside of the United States. 77Table of ContentsOur global delivery model is built on regional customer experience delivery centers and includes a unique ability to support work-at-home capabilities in any region that we currently operate. The Company generated its revenue from clients based in the United States and other countries as below: ($000s)June 30,2024June 30,2023June 30,2022RevenueUnited States$493,015Â $509,170Â $476,092Â Other countries15,554Â 13,948Â 16,759Â Total$508,569Â $523,118Â $492,851Â The following table presents the breakdown of the Companyâ€™s revenues by geographical location, based on where the services are provided for the years ended:($000s)June 30,2024June 30,2023June 30,2022RevenueOnshore (United States)$120,153Â $145,401Â $167,925Â Offshore (Philippines, Pakistan)244,825Â 221,913Â 186,902Â Nearshore (Jamaica, Nicaragua, Honduras)143,591Â 155,804Â 138,024Â Total$508,569Â $523,118Â $492,851Â The following table presents the breakdown of the Companyâ€™s revenue by pattern of revenue recognition for the years ended:($000s)June 30,2024June 30,2023June 30,2022Pattern of Revenue recognitionServices transferred over time$477,663Â $489,942Â $455,206Â Services transferred at a point in time30,906Â 33,176Â 37,645Â $508,569Â $523,118Â $492,851Â The movement in the deferred revenue is as follows:($000s)June 30,2024June 30,2023Beginning balance$7,796Â $12,593Â Revenue recognized(8,509)(11,329)Revenue deferred6,590Â 6,532Â Ending balance$5,877Â $7,796Â 78Table of Contents3.ACCOUNTS RECEIVABLE AND SIGNIFICANT CLIENTAccounts receivable, net in the accompanying consolidated balance sheets consists of the following:($000s)June 30,2024June 30,2023Accounts receivable$98,438Â $86,484Â Less: Allowance for credit losses(72)(120)Accounts receivable, net$98,366Â $86,364Â The Company will write-off accounts receivable against the allowance when it determines a balance is uncollectible, and wrote-off $0.1 million and $1.4 million for the years ended JuneÂ 30, 2024 and 2023, respectively. Write-offs for the fiscal year ended JuneÂ 30, 2022 were not material. Activity in the Companyâ€™s allowance for credit losses consists of the following:($000s)June 30,2024June 30,2023Beginning balance$120Â $1,290Â Provision for credit losses93Â 321Â Reversal of provision for credit losses(60)(26)Uncollectible receivables written off(87)(1,410)Effect of foreign exchange6Â (55)Ending balance$72Â $120Â Significant ClientDuring the years ended JuneÂ 30, 2024 and 2023, the Company had one client that contributed approximately 12% of total revenue, respectively. As of JuneÂ 30, 2024 and 2023, the accounts receivable from this client was $13.6Â million and $6.0Â million, respectively. To limit the Companyâ€™s credit risk with its clients, management regularly monitors the aging of customer receivables, maintains allowances for credit losses and may require prepayment for services from certain clients. Based on currently available information, management does not believe significant credit risk exists as of JuneÂ 30, 2024.4.PROPERTY AND EQUIPMENT, NETProperty and equipment consists of the following:($000s)June 30,2024June 30,2023Leasehold improvements$34,421Â $37,356Â Furniture & fixtures28,842Â 31,228Â Computer equipment76,283Â 73,824Â Software21,359Â 21,057Â Vehicles2,826Â 1,779Â Assets under construction1,705Â 435Â Property and equipment, gross$165,436Â $165,679Â Less: Accumulated depreciation(135,574)(124,528)Property and equipment, net$29,862Â $41,151Â 79Table of ContentsThe following table presents the Companyâ€™s total property and equipment, net by geographic location:($000s)June 30,2024June 30,2023United States$5,920Â $10,751Â Philippines5,667Â 9,117Â Pakistan6,739Â 3,923Â Jamaica8,659Â 13,374Â Nicaragua2,082Â 3,421Â Honduras795Â 565Â Total$29,862Â $41,151Â Depreciation expense, which includes depreciation expense for finance lease assets, for the Company was $19.5 million, $19.0 million, and $18.1 million for the years ended JuneÂ 30, 2024, 2023, and 2022, respectively.5.LEASESThe Company has operating lease obligations primarily for our delivery centers and finance lease obligations primarily for vehicles and other equipment. Leases typically have initial terms of two to fifteen years, and may include renewal options if the Company is reasonably certain to exercise such options. The components of lease cost are as follows:($000s)June 30,2024June 30,2023June 30,2022Operating lease cost:Operating lease cost$19,753Â $21,614Â $21,442Â Variable lease cost2,949Â 4,127Â 4,207Â Short-term lease cost211Â â€”Â â€”Â Total operating lease cost$22,913Â $25,741Â $25,649Â Finance lease cost:Amortization of right of use assets$653Â $446Â $375Â Interest on lease liabilities235Â 143Â 93Â Total finance lease cost$888Â $589Â $468Â The following table presents supplemental balance sheet information related to leases:($000s)June 30,2024June 30,2023Operating lease assets$59,145Â $70,919Â Operating lease liabilities, current$12,051Â $13,036Â Operating lease liabilities, non-current53,441Â 64,854Â Total operating lease liabilities$65,492Â $77,890Â Finance lease assets, net$1,697Â $929Â Finance lease liabilities, current$660Â $361Â Finance lease liabilities, non-current867Â 600Â Total finance lease liabilities$1,527Â $961Â 80Table of ContentsThe following table presents supplemental cash flow information related to leases:($000s)June 30,2024June 30,2023June 30,2021Cash paid for amounts included in the measurement of lease liabilities$13,528Â $14,309Â $12,926Â Operating cash flows paid for interest portion of finance leases23514393Financing cash flows paid for principal portion of finance leases490447818The following table presents supplemental noncash information related to leases:($000s)June 30,2024June 30,2023Right-of-use assets obtained in exchange for lease obligationsOperating leases$6,069Â $11,281Â Finance leases$1,040Â $881Â Reduction due to reassessment of lease renewal optionsRight-of-use assets$(3,656)$â€”Â Operating lease liabilities$(3,689)$â€”Â June 30,2024June 30,2023Weighted average remaining lease term (in years)Operating leases5.15.7Finance leases2.22.6Weighted average discount rateOperating leases10.5Â %9.2Â %Finance leases22.3Â %13.4Â %The following table presents the maturities of our lease liabilities as of JuneÂ 30, 2024:($000s)Operating LeasesFinance LeasesYear Ending 2025$17,384Â $916Â 202615,968Â 701Â 202715,746Â 304Â 202814,222Â â€”Â 202912,082Â â€”Â Thereafter10,815Â â€”Â Total undiscounted lease payments86,217Â 1,921Â Less: liability accretion(20,725)(394)Total lease liabilities$65,492Â $1,527Â 81Table of Contents6.GOODWILL AND OTHER INTANGIBLE ASSETSGoodwillThe carrying amount of goodwill at both JuneÂ 30, 2024 and 2023 was $11.8 million. During the years ended JuneÂ 30, 2024 and 2023, the Company performed a qualitative assessment and determined that the estimated fair value of the reporting unit exceeded the carrying value, therefore, no impairment charges were recognized.Other Intangible AssetsThe carrying amount of indefinite-lived intangible assets (trademarks) at both JuneÂ 30, 2024 and 2023 was $0.7 million and is included in other non-current assets in the consolidated balance sheets. During the years

ended JuneÂ 30, 2024 and 2023, the Company performed a qualitative assessment and determined that no impairment was necessary.7.DERIVATIVESForeign exchange contractsFrom time to time, the Company enters into foreign currency exchange contracts, consisting of offsetting foreign exchange option contracts (â€œcollarsâ€), to mitigate foreign exchange fluctuations on the Philippine Peso (â€œPHPâ€) within a certain range and on a certain percentage of its PHP operating costs. The collars are designated as cash flow hedges upon inception, in accordance with ASC 815, in order to match the financial results of the hedges with the forecasted transactions. These contracts cover periods commensurate with the expected exposure, generally three to twelve months. We execute our contracts with our primary banking partner, PNC Bank, National Association (â€œPNCâ€). The Company has not experienced any material issues related to derivative counterparty defaults.The following table shows the notional amount and fair value of our foreign exchange cash flow hedging instruments as of JuneÂ 30, 2024 and 2023:Settlement dateHedgedcurrencyForeigncurrency rateNotionalamount($000s)Fair Value($000s)Foreign currency option contracts - liabilitiesJuly 8, 2024 through December 19, 2024PHP54.00 - 57.50$9,789Â Fair value as of June 30, 2023100Â Fair value as of June 30, 2024Â Â 335Â The fair value of the collars is included in accounts payable and accrued liabilities in the consolidated balance sheets.Changes in the fair value of derivatives that are designated and qualify as cash flow hedges are recognized in AOCI. Amounts previously recognized in AOCI are reclassified to cost of services in the periods in which the hedged expenses occur. Refer to Note 14. "Stockholders' Equity" for further details on the change in fair value of our cash flow hedges and the net gain or loss reclassified to earnings from effective hedges during the years ended JuneÂ 30, 2024, 2023 and 2022. 82Table of Contents8.DEBTDebt consists of the following:($000s)June 30,2024June 30,2023DebtPNC Credit Facility$â€”Â $52Â Finance leases1,527Â 961Â Total debt$1,527Â $1,013Â Less: Current maturities of long-term debt and finance leases(660)(413)Total long-term debt$867Â $600Â Revolving credit facilityPNC Credit FacilityIn November 2013, the Companyâ€™s subsidiary, Ibex Global Solutions,Â Inc. (formerly known as TRG Customer Solutions,Â Inc.), entered into the three-year $35.0 million revolving credit facility with PNC (as amended, the â€œPNC Credit Facilityâ€). Between June 2015 and March 2021, the PNC Credit Facility was amended multiple times for increases to the maximum revolving advance amount and extensions of the maturity date. In March 2021, the PNC Credit Facility was amended to join its wholly owned subsidiaries, Digital Globe Services, LLC, TelSatOnline, LLC and 7 Degrees, LLC as borrowers. In September 2021, the PNC Credit Facility was amended to join its wholly owned subsidiary, iSky, LLC as a borrower. In June 2022, the PNC Credit Facility was amended to increase the maximum revolving advance amount to $80 million, with the ability to request increases, up to a maximum revolving advance amount of $95 million (contingent upon lender approval), change the reference rate used from LIBOR to Term Secured Overnight Financing Rate (â€œSOFRâ€) and extend the maturity date to May 2026. In May 2024, the Company's subsidiaries, Ibex Global Solutions, Inc., Digital Globe Services, LLC, TelSatOnline, LLC, 7 Degrees, LLC, and iSky, LLC (collectively, the "Borrowers") entered into the Seventeenth Amendment to the PNC Credit Facility (the "Amendment") with PNC. The Amendment provides PNC's consent to the assignment of certain customer contracts (the "Contract Assignments") by the Borrowers to the Company's subsidiary, Ibex Global FZ-LLC, provided that (i) the contract revenues associated with such Contract Assignments, upon the effectiveness of such Contract Assignments, shall not in the aggregate be greater than $175 million and (ii) the Borrowers comply with additional reporting requirements to PNC. Borrowings under the PNC Credit Facility bear interest at SOFR plus a margin of 1.75% and/or negative 0.5% of the PNC Commercial Lending Rate for domestic loans. The PNC Credit Facility also requires a commitment fee of 0.25% per annum of undrawn commitments to be paid quarterly in arrears. The PNC Credit Facility is guaranteed by IBEX Global Limited and secured by substantially all the assets of the Borrowers. As of JuneÂ 30, 2024, the Company had $79.0 million of borrowing available under the PNC Credit Facility based on eligible collateral.The PNC Credit Facility contains certain financial, operating, and other covenants, including, among other things, covenants restricting additional borrowings, paying any dividends and making certain investments. The Company was in compliance with all debt covenants as of JuneÂ 30, 2024. 9.COMMITMENTS As of JuneÂ 30, 2024, the Company is party to non-cancelable purchase obligations that mainly relate to long term telecommunications contracts and enterprise cloud solutions for the continuing operation of our business. The Company has commitments to pay $8.7 million in the next twelve months and $6.9 million thereafter related to these contracts.83Table of Contents10.WARRANTOn NovemberÂ 13, 2017, and as subsequently amended, the Company issued to Amazon.com NV Investment Holdings LLC, a subsidiary of Amazon.com, Inc. (â€œAmazonâ€), a 10-year warrant to acquire approximately 1,674,017 common shares (the "warrant shares"), representing 10.0% of our equity on a fully diluted basis at the time of the warrantâ€™s issuance. The warrant is exercisable at a price per share of $9.42. The warrant provides for net share settlement, that if elected by the holder, will reduce the number of shares issued upon exercise to reflect the net settlement of the exercise price. The warrant is classified as an equity instrument in accordance with ASU No. 2019-08, which was adopted retroactively on JulyÂ 1, 2020. The Company determined the grant date fair value of the warrant using the Black-Scholes option pricing model.The warrant shares vest on the satisfaction of specified milestones tied to Amazonâ€™s purchase of services from the Company during a seven-and-a-half-year period ended on JuneÂ 30, 2024. The vesting is partially accelerated in the event of a reorganization transaction (as defined in the warrant). Amazon is entitled to customary shelf and piggy-back registration rights with respect to the shares issued upon exercise of the warrant. Amazon may not transfer the warrant except to a wholly-owned subsidiary of Amazon.As of JuneÂ 30, 2024 and 2023, 1,171,812 and 1,004,410 warrant shares were vested, respectively. To date, the warrant has not been exercised, expired or cancelled.The Company recorded contra revenue of approximately $1.2 million, $1.1 million, and $1.0 million during theÂ years ended JuneÂ 30, 2024, 2023, and 2022, respectively. 11.SHARE BASED COMPENSATIONThe following tables summarize the components of share-based compensation expense recognized in the Companyâ€™s consolidated statements of comprehensive income, both by line item and by plan:Year ended June 30,202420232022Cost of services$76Â $298Â $105Â Selling, general and administrative3,689Â 4,308Â 1,746Â Total stock compensation expense$3,765Â $4,606Â $1,851Â Year ended June 30,202420232022Phantom Stock Plans(152)800Â $33Â 2018 Restricted Share Planâ€”(7)6Â 2020 Long Term Incentive Plan3,917Â 3,813Â 1,812Â Total stock compensation expense$3,765Â $4,606Â $1,851Â Phantom Stock PlansIn 2018, the Company adopted phantom stock plans (â€œPhantom Stock Plansâ€) in certain of its operating countries, which provide for grants of â€œphantom stock optionsâ€ to certain executive officers and employees in those countries. Each phantom stock option provides the participant with a contractual right to receive an amount equal to the difference between the fair market value of a vested common share of the Company at the time of exercise and the exercise price of the option per share. The maximum number of phantom stock options available for issuance under the Phantom Stock Plans is 600,000. The Phantom Stock Plans shall continue until the earlier of JuneÂ 30, 2025 or termination by the Companyâ€™s Board pursuant to the terms of the plans.84Table of ContentsThe following table summarizes the phantom stock option activity for the year ended JuneÂ 30, 2024:Share optionsWeightedAverageExercise PriceWeightedÂ AverageRemainingContractual Term (years)Aggregate intrinsicvalue(thousands)Outstanding as of June 30, 2023211,350Â $22.18Â 8.38$188Â Granted56,000Â 15.64Â 9.76Exercised(639)6.81Â 3.657Â Forfeited / expired(8,460)25.88Â 8.51Outstanding as of June 30, 2024258,251$20.68Â 7.86$113Â Vested and exercisable as of June 30, 2024147,459$20.89Â 6.84$83Â The weighted average fair value of the phantom stock options outstanding as of JuneÂ 30, 2024, 2023, and 2022 was $5.71, $8.33, and $5.59 respectively. The total pre-tax intrinsic value of the options exercised during the years ended JuneÂ 30, 2024, 2023, and 2022 was $0.0 million, $0.6 million, and $0.2 million, respectively. The liability for outstanding phantom stock options as of JuneÂ 30, 2024 and 2023 was $1.0 million and $1.2 million, respectively, and is included in accrued liabilities and other non-current liabilities in the consolidated balance sheets.Phantom stock option awards vest based on service conditions. The Company has elected to use the Black-Scholes model to calculate the fair value of Phantom stock options. The Black-Scholes model requires the use of certain estimates and assumptions that affect the fair value of options in the consolidated statement of profit or loss. These include the price per share, expected term, expected volatility, expected dividend yield and the risk-free interest rate.June 30,2024June 30,2023June 30,2022Expected term1.40 - 6.12 years1.40 - 6.12 years1.40 - 5.66 yearsExpected volatility36.12% - 37.87%33.41% - 36.33%32.60% - 37.20%Expected dividend yield0.00%0.00%0.00%Risk-free interest rate4.33% - 4.90%4.05% to 4.87%3.01% - 3.03%The assumptions used in the Black-Scholes model are estimated as follows:â€¢Expected dividend yield: Zero percent, as we do not anticipate paying dividends on our common shares.â€¢Expected volatility: Based on the historical stock price volatility of comparable publicly-traded companies in our peer group.â€¢Risk-free interest rate: Based on the U.S. Treasury yield curve in effect at the date of valuation. â€¢Expected term: Estimated based on the simplified method as we do not have adequate historical data.As of JuneÂ 30, 2024, the unrecognized compensation expense associated with the phantom stock plans is $0.5 million, which will be recognized over the remaining weighted average vesting period of 3.54 years using a graded vesting model.2018 Restricted Share PlanOn DecemberÂ 21, 2018, our Board and shareholders approved and adopted the Companyâ€™s 2018 Restricted Share Plan (the â€œ2018 RSA Planâ€). As of MayÂ 20, 2020, the Company will not issue further shares under the 2018 RSA Plan and the remaining shares of 707,535 were transferred to the 2020 Long Term Incentive Plan.85Table of ContentsExecutive Leadership Team awardsPerformance-based restricted stock awards (â€œRSAâ€) were granted under the 2018 RSA Plan to executive leadership team employees and vested based on certain performance criteria, which have all been met, in addition to service conditions. A summary of the unvested RSAs is as follows:SharesWeighted AverageGrant DateFair ValueUnvested as of June 30, 20236,284Â $0.61Â Grantedâ€”Â â€”Â Vested(6,284)0.61Forfeitures / cancellations / expirationsâ€”Â â€”Â Unvested as of June 30, 2024â€”$â€”Â 2020 Long Term Incentive PlanOn MayÂ 20, 2020, our Board and shareholders approved and adopted the Companyâ€™s 2020 Long Term Incentive Plan, with an amendment and restatement effective JanuaryÂ 14, 2022 (the â€œ2020 LTIPâ€). The number of common shares that we may issue with respect to awards granted under the 2020 LTIP will not exceed an aggregate of 1,987,326 shares. The 2020 LTIP provides for grants of stock options and restricted stock units.Stock optionsThe Company granted stock options to new and existing employees and members of the Board over the last four fiscal years. These awards are subject to service-based, and in some cases, performance- and market-based vesting conditions and generally vest in monthly, quarterly, or annual installments over two to four years. The stock options typically expire ten years after they are granted. The following table summarizes the stock option activity for the year ended JuneÂ 30, 2024:Share optionsWeightedAverageExercise PriceWeightedÂ AverageRemainingContractual Term (years)Aggregate intrinsicvalue(thousands)Outstanding as of June 30, 2023941,599Â $18.78Â 7.89$3,501Â Granted142,000Â 15.62Â 9.75Exercised(28,548)12.82Â 6.04101Â Forfeited / expired(98,668)19.45Â 7.74Outstanding as of June 30, 2024956,383$18.31Â 7.25$962Â Vested and exercisable as of June 30, 2024635,935$17.29Â 6.46$850Â The weighted-average grant-date fair value of options granted during the years ended JuneÂ 30, 2024, 2023, and 2022 was $6.70, $10.37, and $6.04, respectively. The total pre-tax intrinsic value of the options exercised during the years ended JuneÂ 30, 2024, 2023, and 2022 was $0.1Â million, $1.0Â million, and $0.0Â million, respectively. 86Table of ContentsWe use the Black-Scholes model to determine the grant-date fair value of the stock options, which was estimated using the following assumptions:June 30,2024June 30,2023June 30,2022Expected term6.12 years6.12 years6.08 - 7.00 yearsExpected volatility35.49% - 35.87%32.89% - 33.39%31.30% - 31.54%Expected dividend yield0.00%0.00%0.00%Risk-free interest rate4.24% to 4.33%3.75% to 4.11%1.28% to 2.00%The assumptions used in the Black-Scholes model are estimated as follows:â€¢Expected dividend yield: Zero percent, as we do not anticipate paying dividends on our common shares.â€¢Expected volatility: Based on the historical stock price volatility of comparable publicly-traded companies in our peer group.â€¢Risk-free interest rate: Based on the U.S. Treasury yield curve in effect at the time of grant.â€¢Expected term: Estimated based on the simplified method as we do not have adequate historical data.Restricted stock units The Company granted restricted stock units (â€œRSUâ€) over the last three fiscal years, which vest based on service conditions over four years. The Company granted restricted stock units that are subject to service and performance conditions over the last three fiscal years, which are referred to as performance-based restricted stock units (â€œPRSUâ€). Performance triggers are based on revenue or EBITDA targets. If such targets are met, awards begin vesting on a three-year schedule. If targets are not met, no shares will vest.The Company calculated the fair value of the RSU and PRSU awards based on the closing price of the Companyâ€™s common shares on the date of grant, and records compensation expense over the vesting period using a graded vesting model. The weighted average grant-date fair value of awards granted during the years ended JuneÂ 30, 2024 and 2022 was $17.13 and $16.71, respectively. There were no awards granted during the year ended JuneÂ 30, 2023. The total fair value of RSU and PRSU awards vested during the years ended JuneÂ 30, 2024, 2023, and 2022 was $0.3Â million, $0.6Â million and $0.0Â million, respectively.A summary of the unvested RSU and PRSU activity for the year ended JuneÂ 30, 2024 is as follows:SharesWeighted AverageGrant DateFair ValueUnvested as of June 30, 2023545,181Â $16.28Â Granted50,000Â 17.13Â Vested(14,902)16.28Â Forfeitures / cancellations / expirations(8,898)16.28Â Unvested as of June 30, 2024571,381$16.35Â As of JuneÂ 30, 2024, there was approximately $5.7Â million of total unrecognized compensation expense related to the 2020 LTIP options, RSU, and PRSU awards, which will be recognized over the remaining weighted average vesting period of 2.92 years using a graded vesting model.87Table of Contents12.FAIR VALUEThe fair value hierarchy prioritized the input to valuation techniques used to measure fair value. The hierarchy requires that the Company maximize the use of observable inputs and minimize the use of unobservable inputs. The levels of the fair value hierarchy are as follows:Level 1: Quoted prices for identical instruments traded in active markets. Level 2: Quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active, and model-based valuation techniques for which all significant assumptions are observable in the market.Level 3: Unobservable inputs that cannot be supported by market activity and that are significant to the fair value of the asset, liability, or equity such as the use of certain pricing models, discounted cash flow models and similar techniques that use significant unobservable inputs. The carrying value of our cash and cash equivalents, accounts receivable, accounts payable and accrued liabilities, accrued payroll and employee-related liabilities, approximate fair value because of their short-term nature. The Company measures its debt at carrying value including accrued interest, which approximates fair value because of its short-term nature.Derivatives designated as cash flow hedgesThe values of our derivative instruments are derived from pricing models using inputs based upon market information, including contractual terms, market prices and yield curves. The inputs to the valuation pricing models are observable in the market, and as such the derivatives are classified as Level 2 in the fair value hierarchy.Phantom stock awardsThe Company uses the Black-Scholes option pricing model to value our phantom stock awards. All inputs to the model are derived from active market information for identical or similar instruments, including stock price, volatility, and interest rates. The inputs to the valuation pricing models are observable in the market, and as such the phantom stock awards are classified as Level 2 in the fair value hierarchy. The following is a summary of the Companyâ€™s fair value measurements on a recurring basis as of JuneÂ 30, 2024 and 2023:As of June 30, 2024Fair Value Measurements Using($000s)Quoted Prices inActive Marketsfor IdenticalAssets(Level 1)SignificantOtherObservableInputs(Level 2)SignificantUnobservableInputs(Level 3)LiabilitiesCash flow hedge - foreign currency collars, net$â€”Â $335Â $â€”Â Phantom stock optionsâ€”Â 1,014Â â€”Â Total liabilities$â€”Â $1,349Â $â€”Â 88Table of ContentsAs of June 30, 2023Fair Value Measurements Using($000s)Quoted Prices inActive Marketsfor IdenticalAssets(Level 1)SignificantOtherObservableInputs(Level 2)SignificantUnobservableInputs(Level 3)LiabilitiesCash flow hedge - foreign currency collars, net$â€”Â $100Â $â€”Â Phantom stock optionsâ€”1,173â€”Total liabilities$â€”Â $1,273Â $â€”Â These balances are included in accounts payable and accrued liabilities and other non-current liabilities in the consolidated balance sheets.There were no transfers between the different hierarchy levels in theÂ years ended JuneÂ 30, 2024 and 2023.13.INCOME TAXESIncome before income taxes includes the following components:($000s)202420232022United States$18,492Â $21,938Â $1,996Â Foreign22,494Â 18,388Â 17,383Â Total$40,986Â $40,326Â $19,379Â The major components of the provision for income tax expense (benefit) are as follows:($000s)June 30,2024June 30,2023June 30,2022Current tax expense:Federal$3,203Â $385Â $â€”Â State1,532Â 487Â 647Â Foreign2,241Â 3,467Â 2,575Â Total current expense$6,976Â $4,339Â $3,222Â Deferred tax:Federal(124)4,019Â (3,759)State155Â 843Â (1,025)Foreign324Â (457)(515)Total deferred expense (benefit)$355Â $4,405Â $(5,299)Provision for income tax expense (benefit)$7,331Â $8,744Â $(2,077)The Companyâ€™s income tax provision includes the results of the Companyâ€™s U.S. operations and its various foreign operations including subsidiaries based in the United Kingdom, European Union, Canada, Jamaica, Nicaragua, Pakistan, Senegal, Honduras, and the Philippines. Historically, the Companyâ€™s Bermuda-based companies are not subject to income tax as there is no corporate income tax in Bermuda. On December 27, 2023 the Bermuda Corporate Income Tax Act 2023 was passed which provides for a 15% corporate tax rate beginning on or after January 1, 2025 for companies with revenue in excess of 750 million Euros. The Company is evaluating the impact of this legislation, but it does not anticipate that it will have a material impact on the Companyâ€™s operations.89Table of ContentsDifferences between U.S. federal statutory income tax rates and our effective tax rates for the years ended JuneÂ 30, 2024, 2023, and 2022 are as follows:June 30,2024June 30,2023June 30,2022U.S. federal statutory rate21.0Â %21.0Â %21.0Â %State income taxes, net of federal deduction2.8Â %1.4Â %3.0Â %Foreign rate differential(4.7)%(5.7)%(8.6)%Non-deductible expenses / exempt income1.0Â %1.2Â %1.5Â %Employment and other tax credits(1.8)%(2.9)%(7.7)%Prior year provision / other items0.5Â %3.1Â %0.4Â %Unrecognized losses utilized during the yearâ€”Â %â€”Â %(0.7)%Change in valuation allowance(0.9)%3.6Â %(19.6)%Effective tax rate percentage17.9Â %21.7Â %(10.7)%The effective tax rate was 17.9% and 21.7% for the fiscalÂ years ended JuneÂ 30, 2024 and 2023, respectively. The decrease in the effective tax rate between these periods was primarily attributable to changes in revenue mix across our taxable jurisdictions and discrete items recorded in the prior year. We have been granted â€œTax

Holidaysâ€ as an incentive to attract foreign investment by the governments of Nicaragua, Pakistan, Honduras, Jamaica, and certain qualifying locations in the Philippines. Generally, a Tax Holiday is an agreement between us and a foreign government under which we receive certain tax benefits in that country. In Nicaragua, we have been granted approval of exemption from income taxes until 2025, which can be extended for another 10 years upon application. In Pakistan, we have been granted approval for an indefinite exemption from income taxes on all exported IT services. In Honduras, we have been granted approval of exemption from income taxes under the Free Tax Zone Law until 2033. In Jamaica, we have been granted the Special Economic Zone (SEZ) developer status for multiple sites, which provides the Company with various tax incentives under the Jamaica SEZ Act including lower income tax rates. The Tax Holidays for our qualifying Philippines facilities expire at staggered dates through 2031. Our Tax Holidays could be eliminated if there are future changes in our operations or the governmental authorities approve legislation to modify the Tax Holidays in the various taxing jurisdictions. The aggregate reduction in income tax expense due to the above Tax Holidays was $5.4 million, $3.4 million, and $2.7 million for the years ended JuneÂ 30, 2024, 2023, and 2022, respectively. The aggregate reduction in income tax expense per diluted share was $0.18, $0.18, and $0.15 for the years ended JuneÂ 30, 2024, 2023, and 2022, respectively.90Table of ContentsSignificant components of deferred tax assets and liabilities included in the consolidated balance sheets are as follows:($000s)June 30,2024June 30,2023Deferred tax assetsProvision for credit losses$â€”Â $99Â Provision for employee benefits and other expenses1,724Â 755Â Tax credit carryforwardsâ€”Â 2,427Â Section 174 research and development capitalization1,116Â 589Â Net operating losses1,879Â 2,394Â Property and equipment, net687Â 534Â Intangible assetsâ€”Â 3Â Lease liability (right of use assets)5,048Â 6,547Â Net unrealized loss on hedging103Â 56Â Total deferred tax assets$10,557Â $13,404Â Valuation allowance(1,127)(1,463)Total deferred tax assets, net of valuation allowance$9,430Â $11,941Â Deferred tax liabilitiesProperty and equipment, net$â€”Â $(732)Right of use assets(3,957)(5,440)Intangible assets(1,178)(1,184)Other liability(10)â€”Â Total deferred tax liabilities$(5,145)$(7,356)Net deferred tax assets and liabilities$4,285Â $4,585Â The Company had no U.S. gross federal net operating loss carry forwards as of JuneÂ 30, 2024 and 2023, respectively, and gross state net operating loss carry forwards of approximately $12.4 million and $15.1 million, as of JuneÂ 30, 2024 and 2023, respectively, which may be available to offset state income tax liabilities in the future. The state net operating losses will expire based on each state income tax laws. The Companyâ€™s Canadian subsidiary has net operating loss carry forward of $2.1 million as of JuneÂ 30, 2024 and 2023, respectively, which will begin to expire in 2028. The Companyâ€™s UK and European subsidiaries have net operating loss carry forward of $2.2 million and $3.4 million, as of JuneÂ 30, 2024 and 2023, respectively, which can be carried forward indefinitely. These amounts are estimated amounts for theÂ year ended JuneÂ 30, 2024, and based on the income tax returns filed for theÂ year ended JuneÂ 30, 2023.The Company assesses the available positive and negative evidence whether sufficient future taxable income will be generated to permit use of the existing deferred tax assets. On the basis of this evaluation, valuation allowances of $1.1 million and $1.5 million have been recorded as of JuneÂ 30, 2024 and 2023, respectively, to recognize only the portion of the Companyâ€™s deferred tax assets that are expected to be realized in certain foreign taxing jurisdictions. The amount of the deferred tax asset considered realizable, however, could be adjusted if estimates of future taxable income during the carryforward period are reduced or increased or if objective negative evidence in the form of cumulative losses is no longer present.We do not provide for deferred taxes on the excess of the financial reporting basis over the tax basis in our investments in foreign subsidiaries that are essentially permanent in duration or not subject to taxation in the U.S. or in the local country. The Company is subject to income tax in several jurisdictions and significant judgment is required in determining the provision for income taxes. During the ordinary course of business, there are transactions and 91Table of Contentscalculations for which the ultimate tax determination is uncertain. As a result, the Company recognizes tax liabilities based on estimates of whether additional taxes and interest will be due. There are no material uncertain tax treatments that would require adjustment to income tax expense.Under accounting standards for uncertainty in income taxes (ASC 740-10), a company recognizes a tax benefit in the financial statements for an uncertain tax position only if managementâ€™s assessment is that the position is â€œmore likely than notâ€ (i.e., a likelihood greater than 50 percent) to be allowed by the tax jurisdiction based solely on the technical merits of the position. The term â€œtax positionâ€ in the accounting standards for income taxes refers to a position in a previously filed tax return or a position expected to be taken in a future tax return that is reflected in measuring current or deferred income tax assets and liabilities for interim or annual periods.There were no unrecognized tax benefits in the years ended JuneÂ 30, 2024, 2023, and 2022 that, if recognized, would affect the Companyâ€™s effective tax rate. We recognize interest and penalties related to unrecognized tax benefits as a component of income tax expense/(benefit). We have not recorded any interest expense or penalties in income tax expense for the years ended JuneÂ 30, 2024, 2023 and 2022. We do not have any interest or penalties accrued as of JuneÂ 30, 2024 and 2023.We file numerous consolidated and separate income tax returns in the U.S. federal and various state jurisdictions as well as in various foreign jurisdictions. Our U.S. federal returns and most state returns for tax years 2020 and forward are subject to examination. Tax return filings in the United Kingdom for the year ended June 2020 and onward are still open for examination. Tax return filings in Canada for the year ended June 2021 and onward are still open for examination. Tax return filings in Luxembourg for the year ended June 2019 and onward are still open for examination as well as Cyprus tax returns for their tax years ending June 2018.In April 2024, one of our foreign jurisdictions received an assessment relating to a fiscal year 2020. As of JuneÂ 30, 2024, the Company had recorded a reserve of $0.2 million related to this assessment. In June 2024, a U.S. subsidiary received a letter from the Internal Revenue Services (â€œIRSâ€) requesting information for examination of the year ended JuneÂ 30, 2022. While we believe that our tax positions are appropriate and in compliance with U.S. federal law, the final determination of any tax, audit, or related litigation could be materially different from our historical tax provisions and accruals. The specific areas of focus for the examination are not yet fully determined. 92Table of Contents14.STOCKHOLDERSâ€™ EQUITYAOCIThe following table presents changes by component for the years ended JuneÂ 30, 2024, 2023, and 2022:($000s)Foreign Currency Translation AdjustmentDerivative ValuationDefined Benefit PlanTotalBalance as of June 30, 2021$(1,745)$(316)(337)(2,398)Foreign currency translation(2,281)â€”Â â€”Â (2,281)Actuarial gains on defined benefit planâ€”Â â€”Â 287Â 287Â Unrealized losses on cash flow hedgesâ€”Â (905)â€”Â (905)Reclassifications to earningsâ€”Â 364Â 153Â 517Â Tax provisionâ€”Â 218Â â€”Â 218Â Balance as of June 30, 2022$(4,026)$(639)$103Â $(4,562)Foreign currency translation(2,234)Â â€”Â (2,234)Actuarial losses on defined benefit planâ€”Â â€”Â (120)(120)Unrealized losses on cash flow hedgesâ€”Â (479)â€”Â (479)Reclassifications to earningsâ€”Â 1,156Â 89Â 1,245Â Tax benefitâ€”Â (162)â€”Â (162)Balance as of June 30, 2023$(6,260)$(124)$72Â $(6,312)Foreign currency translation(1,623)â€”Â â€”Â (1,623)Actuarial gains on defined benefit planâ€”Â â€”Â 133Â 133Â Unrealized losses on cash flow hedgesâ€”Â (412)â€”Â (412)Reclassifications to earningsâ€”Â 257Â â€”Â 257Â Tax provisionâ€”Â 44Â â€”Â 44Â Balance as of June 30, 2024$(7,883)$(235)$205Â $(7,913)The following table presents the reclassifications from AOCI to the consolidated statements of comprehensive income:($000s)For the year ended June 30,Description of AOCI components202420232022Statement of Other Comprehensive Income ClassificationForeign currency translation gain$â€”Â $173Â $â€”Â Selling, general and administrative expenseGains / (losses) on foreign currency hedges(257)(1,201)$(319)Cost of servicesGains / (losses) on interest rate swapâ€”Â 45Â (45)Interest expense, netTax provision(44)162Â (218)Provision for income taxesTotal derivative valuation(301)(994)$(582)Amortization related to defined benefit plan$â€”Â (89)(153)Cost of services93Table of ContentsShare repurchase programsThe Board may authorize share repurchases of the Companyâ€™s common shares and the Company had multiple share repurchase plans during the years ended JuneÂ 30, 2024 and 2023. On May 1, 2024, the Board authorized $30Â million in share repurchases during the next twelve months (the "2024 Share Repurchase Program"). As of JuneÂ 30, 2024, the aggregate amount available for repurchase under the 2024 Share Repurchase Program was $26.9 million.For the years ended JuneÂ 30, 2024 and 2023, the Company repurchased 1,322,105 and 17,558 shares, respectively, of its common shares totaling $21.7 million, and $0.3 million, respectively. All repurchases under these programs were funded with our existing cash balance. 15.WEIGHTED AVERAGE SHARE COUNTSThe following table sets forth the components of the computation from basic to diluted earnings per share for net income for the years ended JuneÂ 30, 2024, 2023, and 2022:(000s)202420232022Shares used in basic earnings per share calculation17,70418,20018,232Effect of dilutive securities:Employee share-based compensation81199227Warrant470495265Total effects of dilutive securities551694492Shares used in dilutive earnings per share calculation18,25518,89318,724Shares considered anti-dilutive using the treasury method549Â 3671816.RELATED PARTY TRANSACTIONSThe Company has agreements with multiple companies under the control of our controlling shareholder, TRGI, and with companies which have common directors with us, in the normal course of business. These transactions were executed on mutually agreed terms and include contact center services, back office support services and an office lease. During each of the fiscal years ended JuneÂ 30, 2024, 2023, and 2022, the Company recognized revenue of $0.1 million with these related parties. As of JuneÂ 30, 2024 and 2023, the Company had accounts receivable of $0.2 million and $0.0 million, respectively, other non-current assets of $1.1 million and $1.1 million, respectively, and accounts payable of $0.1 million and $2.3 million, respectively, with these related parties. 17.INVESTMENT IN JOINT VENTUREThe Company has an investment in Lake Ball, LLC to procure and sell commercial leads for its customers. The Companyâ€™s ownership interest is 47.5% and is accounted for under the equity method. The Companyâ€™s investment of $0.4 million at each of JuneÂ 30, 2024 and 2023, respectively, is included in other non-current assets in the consolidated balance sheets, while net earnings from the joint venture is included in selling, general, and administrative expense in the consolidated statements of comprehensive income.The table below presents our investment in the joint venture:June 30,($000s)20242023Opening balance$372Â $382Â Dividends received(1,013)(725)Share of profit1,056Â 715Â Ending balance$415Â $372Â 94Table of ContentsITEM 9.Â Â Â Â CHANGES IN AND DISAGREEMENTS WITH ACCOUNTANTS ON ACCOUNTING AND FINANCIAL DISCLOSUREChange In Registrantâ€™s Certifying AccountantNone.Disagreements With Registrantâ€™s Certifying AccountantNone.ITEMÂ 9A.Â Â Â Â CONTROLS AND PROCEDURESEvaluation of Disclosure Controls and ProceduresWe maintain â€œdisclosure controls and procedures,â€ as this term is defined in RulesÂ 13a-15(e)Â and 15d-15(e)Â under the Exchange Act, that are designed to provide reasonable assurance that information required to be disclosed by us in reports that we file or submit under the Exchange Act is recorded, processed, summarized, and reported within the time periods specified in the SECâ€™s rulesÂ and forms, and that such information is accumulated and communicated to our management, including our Chief Executive Officer and Chief Financial Officer, as appropriate, to allow timely decisions regarding required disclosure. Our Chief Executive Officer and Chief Financial Officer recognize that these controls, no matter how well designed and operated, cannot provide absolute assurance that the objectives of these controls will be met.Our management, under the supervision and with the participation of our Chief Executive Officer and Chief Financial Officer, carried out an evaluation of the effectiveness of the design and operation of our disclosure controls and procedures as of JuneÂ 30, 2024. Based upon this evaluation, our Chief Executive Officer and Chief Financial Officer concluded that our disclosure controls and procedures were effective as of June 30, 2024. Managementâ€™s Annual Report on Internal Control Over Financial ReportingOur management is responsible for establishing and maintaining adequate internal controls over financial reporting (as defined in Rules 13a-15(f) and 15d - 15(f) under the Exchange Act) and for the assessment of the effectiveness of our internal control over financial reporting. Our internal control over financial reporting is designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of consolidated financial statements for external purposes in accordance with U.S. GAAP. Our internal control over financial reporting includes those policies and procedures that (i) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect transactions and dispositions of assets, (ii) provide reasonable assurance that transactions are recorded as necessary to permit preparation of consolidated financial statements in accordance with generally accepted accounting principles, (iii) provide reasonable assurance that receipts and expenditures are being made only in accordance with authorizations of management and directors, and (iv) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use or disposition of assets that could have a material effect on the consolidated financial statements.Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Our management, with the participation of our Chief Executive Officer and Chief Financial Officer, has assessed the effectiveness of our internal control over financial reporting as of JuneÂ 30, 2024. In making this assessment, our management used the criteria established in â€œInternal Control â€” Integrated Framework (2013)â€ issued by the Committee of Sponsoring Organizations of the Treadway Commission (â€œCOSOâ€). As a result of this assessment and including the changes in internal control over financial reporting noted below, our management has determined that our internal control over financial reporting was effective as of June 30, 2024.This Annual Report does not include an attestation report of our independent registered public accounting firm due to the transition period extended by the U.S. Securities and Exchange Commission (â€œSECâ€) for emerging growth companies.95Table of ContentsChanges in Internal Control Over Financial ReportingManagement designed and implemented changes in internal control over financial reporting to remediate the material weakness identified in fiscal year 2023. During fiscal year 2024, we enhanced the design and precision of our process and control for evaluating the accounting and related financial reporting requirements for complex non-routine transactions. Our enhanced design includes the involvement of qualified experts with specialized knowledge, as applicable. As of June 30, 2024, management determined that the enhanced control had been implemented for a sufficient period and is operating effectively.There were no other changes in our internal controls over financial reporting as defined in Rule 13a-15(d), under the Securities Exchange Act of 1934, as amended, that occurred during the period covered by this Form 10-K that have materially affected, or are reasonably likely to materially affect, our internal control over financial reporting.ITEMÂ 9B.Â Â Â Â OTHER INFORMATION(c) Trading PlansDuring the three months ended June 30, 2024, the Companyâ€™s directors or officers (as defined in Rule 16a-1(f) of the Exchange Act) adopted or terminated (including by modification) a Rule 10b5-1 trading arrangement or non-Rule 10b5-1 trading arrangement, as such terms are defined in Item 408 of Regulation S-K, as follows:On June 14, 2024, Mr. Bruce Dawson, the Companyâ€™s Chief Sales and Client Services Officer adopted a trading plan intended to satisfy Rule 10b5-1(c) to sell up to 27,000 shares of the Companyâ€™s common stock between September 16, 2024 and June 10, 2025, subject to such shares reaching certain price points. On June 14, 2024, PineBridge Global Emerging Markets Partners II, L.P. adopted a trading plan intended to satisfy Rule 10b5-1(c) to sell up to 300,000 shares of the Companyâ€™s common stock between September 13, 2024 and September 12, 2025, subject to such shares reaching certain price points. John Leone, a director of the Company, serves on a three-member investment committee (the â€œInvestment Committeeâ€) for PineBridge GEM II G.P., L.P. (â€œGEM II GPâ€) that manages GEM II GPâ€™s investment activities. GEM II GP is the 100% owner of the sole general partner of PineBridge Global Emerging Markets Partners II, L.P. As a result, GEM II GP, Mr. Leone, and the other two members of the Investment Committee may be attributed beneficial ownership of the reported shares and each disclaims beneficial ownership of the reported shares except to the extent of its or his pecuniary interest therein. ITEM 9C.Â Â Â Â DISCLOSURE REGARDING FOREIGN JURISDICTIONS THAT PREVENT INSPECTIONSNot applicable.PARTÂ IIIITEMÂ 10.Â Â Â Â DIRECTORS, EXECUTIVE OFFICERS AND CORPORATE GOVERNANCEThe information required by this item is incorporated by reference herein from the â€œDirector Nominees,â€ â€œDirectors Not Standing for Election,â€ â€œBoard Committees,â€ and if applicable, â€œDelinquent Section 16 Reportsâ€ sections of the proxy statement that will be filed for the Companyâ€™s next annual meeting (â€œProxy Statementâ€).See also Information about our Executive Officers in Part I of this Form 10-K.We have adopted a code of business conduct and ethics (the â€œCodeâ€) that is applicable to all directors, officers and employees, including our principal executive, financial and accounting officers and all persons performing similar functions. A copy of this Code is available on our website at www.ibex.co. We intend to disclose future amendments to certain provisions of the Code, and waivers of the Code granted to executive officers and directors, on the website within four business days following the date of the amendment or waiver.96Table of ContentsITEM 11.Â Â Â Â EXECUTIVE COMPENSATIONThe information required by this item is incorporated by reference herein from the â€œExecutive Compensation,â€ â€œBoard Committees,â€ â€œDirector Compensation,â€ â€œRisk Oversight,â€ and if applicable, â€œCompensation Committee Interlocks and Insider Participationâ€ and â€œCompensation Committee Reportâ€ sections of the Proxy Statement. ITEM 12.Â Â Â Â SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS AND MANAGEMENT AND RELATED STOCKHOLDER MATTERSThe information required by this item is incorporated by reference herein from the â€œExecutive Compensationâ€ and â€œBeneficial Ownership of Securitiesâ€ sections of the Proxy Statement.ITEM 13.Â Â Â Â CERTAIN RELATIONSHIPS AND RELATED TRANSACTIONS, AND DIRECTOR INDEPENDENCEThe information required by this item is incorporated by reference herein from the â€œCertain Relationships and Related Party Transactionsâ€ and â€œDirector Independenceâ€ sections of the Proxy Statement.ITEMÂ 14.Â Â Â Â PRINCIPAL ACCOUNTANT FEES AND SERVICESThe information required by this item is incorporated by reference herein from â€œAudit Fees and Servicesâ€ and â€œPre-Approval Policyâ€ of the Proxy Statement.PARTÂ IVITEMÂ 15.Â Â Â Â EXHIBIT AND FINANCIAL STATEMENT SCHEDULES(a) The following are filed as a part of this Form 10-K:1)Index to Consolidated Financial Statements and ScheduleReport of Independent Registered Public Accounting Firm (Deloitte & Touche LLP, Tampa, Florida;PCAOB ID Number 34)Consolidated Balance SheetsConsolidated Statements of Comprehensive IncomeConsolidated Statements of Stockholdersâ€™ Equity Consolidated Statements of Cash FlowsNotes to Consolidated Financial StatementsOur Consolidated Financial Statements are listed in the â€œIndex to Consolidated Financial Statementsâ€ under Part II, Item 8 of this Form 10-K.2)Financial Statement SchedulesAll schedules have been omitted because they are not required, not applicable, or the required information is otherwise included.97Table of Contents3)ExhibitsSee exhibits listed under Part (b) below.(b) Exhibits:EXHIBIT

INDEXIncorporated by ReferenceExhibitNumberDescription of DocumentFormFile NumberExhibitFilingDateFiled orFurnishedHerewith3.1Memorandum of Association F-1333-2398213.107/29/20203.2Amended and Restated Bye-laws20-F001-384421.210/23/20204.1Description of share capital registered under Section 12 of the Exchange Act10-K001-384424.109/13/202310.1Registration Rights Agreement, dated as of September 15, 2017, by and between IBEX Limited and The Resource Company International LimitedF-1333-23982110.107/10/202010.2Stockholdersâ€™ Agreement, dated as of September 15, 2017, by and between IBEX Limited and The Resource Company International, LimitedF-1333-23982110.207/10/202010.3#Revolving Credit and Security Agreement, dated November 8, 2013, by and between TRG Customer Solutions, Inc. and PNC Bank, N.A. F-1333-23982110.307/10/202010.4First Amendment, dated May 21, 2014, to the Revolving Credit and Security Agreement, dated November 8, 2013, by and between TRG Customer Solutions, Inc. and PNC Bank, N.A.F-1333-23982110.407/10/202010.5Second Amendment, dated October 2, 2014, to the Revolving Credit and Security Agreement, dated November 8, 2013, by and between TRG Customer Solutions, Inc. and PNC Bank, N.A.F-1333-23982110.507/10/202010.6Third Amendment, dated February 23, 2015, to the Revolving Credit and Security Agreement, dated November 8, 2013, by and between TRG Customer Solutions, Inc. and PNC Bank, N.A.F-1333-23982110.607/10/202010.7Fourth Amendment, dated June 19, 2015, to the Revolving Credit and Security Agreement, dated November 8, 2013, by and between TRG Customer Solutions, Inc. and PNC Bank, N.A..F-1333-23982110.707/10/202010.8#Fifth Amendment, dated June 26, 2015, to the Revolving Credit and Security Agreement, dated November 8, 2013, by and between TRG Customer Solutions, Inc. and PNC Bank, N.A.F-1333-23982110.807/10/202098Table of ContentsIncorporated by ReferenceExhibitNumberDescription of DocumentFormFile NumberExhibitFilingDateFiled orFurnishedHerewith10.9Sixth Amendment, dated June 30, 2016, to the Revolving Credit and Security Agreement, dated November 8, 2013, by and between TRG Customer Solutions, Inc. and PNC Bank, N.A.F-1333-23982110.907/10/202010.10Seventh Amendment, dated November 7, 2016, to the Revolving Credit and Security Agreement, dated November 8, 2013, by and between TRG Customer Solutions, Inc. and PNC Bank, N.A.F-1333-23982110.1007/10/202010.11Eighth Amendment, dated November 18, 2016, to the Revolving Credit and Security Agreement, dated November 8, 2013, by and between TRG Customer Solutions, Inc. and PNC Bank, N.A.F-1333-23982110.1107/10/202010.12Ninth Amendment, dated January 22, 2018, to the Revolving Credit and Security Agreement, dated November 8, 2013, by and between TRG Customer Solutions, Inc. and PNC Bank, N.A.F-1333-23982110.1207/10/202010.13Tenth Amendment, dated December 1, 2018, to the Revolving Credit and Security Agreement, dated November 8, 2013, by and between TRG Customer Solutions, Inc. and PNC Bank, N.A.F-1333-23982110.1307/10/202010.14Eleventh Amendment, dated April 26, 2019, to the Revolving Credit and Security Agreement, dated November 8, 2013, by and between TRG Customer Solutions, Inc. and PNC Bank, N.A.F-1333-23982110.1407/10/202010.15Twelfth Amendment, dated May 31, 2019, to the Revolving Credit and Security Agreement, dated November 8, 2013, by and between TRG Customer Solutions, Inc. and PNC Bank, N.A.F-1333-23982110.1507/10/202010.16Thirteenth Amendment, dated April 15, 2020, to the Revolving Credit and Security Agreement, dated November 8, 2013, by and between TRG Customer Solutions, Inc. and PNC Bank, N.A.20-F001-384424.1410/23/202010.17Fourteenth Amendment, dated March 2, 2021, to the Revolving Credit and Security Agreement, dated November 8, 2013, by and among Ibex Global Solutions, Inc., Digital Globe Services, LLC, TelSatOnline, LLC, 7 Degrees, LLC, and PNC Bank, N.A.20-F001-384424.1710/14/202199Table of ContentsIncorporated by ReferenceExhibitNumberDescription of DocumentFormFile NumberExhibitFilingDateFiled orFurnishedHerewith10.18#Fifteenth Amendment, dated September 30, 2021, to the Revolving Credit and Security Agreement, dated November 8,2013, by and among Ibex Global Solutions, Inc., Digital Globe Services, LLC, TelSatOnline, LLC, 7 Degrees, LLC, iSky, LLC and PNC Bank, N.A.20-F001-384424.1810/14/202110.19#Sixteenth Amendment, dated June 1, 2022 to the Revolving Credit and Security Agreement, dated November 8, 2013 by and among Ibex Global Solutions, Inc., Digital Globe Services, LLC, TelSatOnline, LLC, 7 Degrees, LLC, iSky, LLC and PNC Bank, N.A.20-F001-384424.1910/04/202210.20#Seventeenth Amendment to Revolving Credit and Security Agreement and Consent dated May 6, 2024 by and among Ibex Global Solutions, Inc., Digital Globe Services, LLC, TelSatOnline, LLC, 7 Degrees, LLC, iSky, LLC and PNC Bank N.A.10-Q001-3844210.105/09/202410.21Amended and Restated Collateral Pledge Agreement, dated September 30, 2021, by and between Ibex Global Solutions, Inc., and PNC Bank, N.A.20-F001-384424.1910/14/202110.22Collateral Pledge Agreement, dated September 30, 2021, by and between Digital Globe Services, LLC, and PNC Bank, N.A.20-F001-384424.2010/14/202110.23Trademark Security Agreement, dated September 30, 2021, by and among Ibex Global Solutions, Inc., iSky, LLC and PNC Bank, N.A.20-F001-384424.2110/14/202110.24#Second Amended and Restated Warrant, dated November 13, 2017, issued to Amazon.com NV Investment Holdings LLC (amended December 28, 2018)F-1333-23982110.4007/29/202010.25First Amendment to Second Amended and Restated Warrant, dated November 13, 2017, issued to Amazon.com NV Investment Holdings LLC (amended December 27, 2019)F-1333-23982110.4107/10/202010.26*Second Amendment to Second Amended and Restated Warrant, dated November 13, 2017, issued to Amazon.com NV Investment Holdings LLC (amended as of August 7, 2020)X10.27^IBEX Holdings Limited 2018 Restricted Share Plan F-1333-23982110.3507/10/202010.27.1^Form of Restricted Share Agreement (A)F-1333-23982110.3607/10/202010.27.2^Form of Restricted Share Agreement (B)F-1333-23982110.3707/10/202010.27.3^IBEX Holdings Limited UK Sub-Plan of the 2018 Restricted Share PlanF-1333-23982110.3807/10/2020100Table of ContentsIncorporated by ReferenceExhibitNumberDescription of DocumentFormFile NumberExhibitFilingDateFiled orFurnishedHerewith10.28^2020 Long Term Incentive Plan, dated as of May 20, 2020F-1333-23982110.3907/10/202010.28.1^IBEX Limited Amended 2020 Long-Term Incentive Plan, dated January 14, 2022S-8333-26322899.103/02/202210.29^Ibex Management Incentive Plan10-K001-3844210.2809/13/202310.30^Ibex Global Solutions (Philippines) Inc. Amended & Restated Phantom Stock Plan10-K001-3844210.2909/13/202310.30.1^Ibex Global Solutions (Philippines) Inc. Phantom Stock Plan Form of Award Agreement10-K001-3844210.29.109/13/202310.31^Ibex Global Jamaica Limited Amended & Restated Phantom Stock Plan10-K001-3844210.3009/13/202310.31.1^Ibex Global Jamaica Limited Phantom Stock Plan Form of Award Agreement10-K001-3844210.30.109/13/202310.32^Form of Director AgreementF-1333-23982110.4207/10/202010.33^Form of Director Indemnification AgreementF-1333-23982110.4407/10/202010.34Executive Employment Agreement dated April 2, 2015 by and between TRG Customer Solutions Inc. and Robert Dechant10-K001-3844210.3309/13/202310.35Restated Executive Employment Agreement dated July 1, 2020 by and between Ibex Global Solutions Inc. and David Afdahl10-K001-3844210.3409/13/202310.36Restated Executive Employment Agreement dated July 1, 2020 by and between Ibex Global Solutions Inc. and Julie Casteel10-K001-3844210.3509/13/202310.37Executive Separation and Release Agreement dated March 31, 2023 by and between Ibex Global Solutions Inc. and Karl Gabel10-K001-3844210.3609/13/202310.38Executive Separation and Release Agreement dated June 4, 2024 by and between Ibex Global Solutions, Inc. and Jeffrey CoxX10.39Contractor Agreement dated June 4, 2024 by and between Ibex Global Solutions, Inc. and Jeffrey CoxX10.40Restated Executive Employment Agreement dated July 1, 2020 by and between Ibex Global Solutions, Inc. and Bruce DawsonX10.41^Form of Officer Indemnity AgreementX10.42^Form of First Amendment to Officer Indemnity AgreementX21.1List of SubsidiariesX23.1Consent of Deloitte & Touche LLP, independent registered public accounting firmX31.1Certification by the Chief Executive Officer pursuant to Rule 13a-14(a) of the Exchange ActX101Table of ContentsIncorporated by ReferenceExhibitNumberDescription of DocumentFormFile NumberExhibitFilingDateFiled orFurnishedHerewith31.2Certification by the Chief Financial Officer pursuant to Rule 13a-14(a) of the Exchange ActX32.1Certification of the Chief Executive Officer and the Chief Financial Officer pursuant to Rule 13a-14(b) of the Exchange Act and 18 U.S.C. Section 1350X97Compensation Recoupment (Clawback) PolicyX101.INSInline XBRL Instance DocumentX101.SCHInline XBRL Taxonomy Extension Schema DocumentX101.CALInline XBRL Taxonomy Extension Calculation Linkbase DocumentX101.DEFInline XBRL Taxonomy Extension Definition Linkbase DocumentX101.LABInline XBRL Taxonomy Extension Label Linkbase DocumentX101.PREInline XBRL Taxonomy Extension Presentation Linkbase DocumentX104Cover Page Interactive Data File (formatted in Inline XBRL and included as Exhibit 101)X_____^Management contracts or compensation plans or arrangements in which directors or executive officers are eligible to participate.#Certain schedules and exhibits to or portions of this Exhibit have been omitted in accordance with Item 601(a)(5)-(6) and Item 601(b)(10)(iv) of Regulation S-K. The Company hereby agrees to furnish supplementally a copy of all omitted schedules to the SEC upon request.*Â Â Â Â Corrected version of a previously filed exhibit (previously filed October 14, 2021 as Exhibit 10.40)ITEM 16. Â Â Â Â FORM 10-K SUMMARYNone.102Table of ContentsSIGNATURESPursuant to the requirements of Section 13 or 15(d) of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.IBEX LIMITEDBy:/s/ Robert DechantName:Robert DechantTitle:Chief Executive Officer(Principal Executive Officer)Date: SeptemberÂ 12, 2024Pursuant to the requirements of the Securities Exchange Act of 1934, this report has been signed below by the following persons on behalf of the registrant and in the capacities and on the dates indicated.SignatureTitleDate/s/ Robert DechantChief Executive Officer and DirectorRobert Dechant(Principal Executive Officer)September 12, 2024/s/ Taylor GreenwaldChief Financial OfficerTaylor Greenwald(Principal Financial and Accounting Officer)September 12, 2024/s/ Mohammed KhaishgiMohammed KhaishgiDirector and Chairman of the BoardSeptember 12, 2024/s/ Daniella Ballou-AaresDaniella Ballou-AaresDirectorSeptember 12, 2024/s/ Fiona BeckFiona BeckDirectorSeptember 12, 2024/s/ John JonesJohn JonesDirectorSeptember 12, 2024/s/ Shuja KeenShuja KeenDirectorSeptember 12, 2024/s/ Gerard KleisterleeGerard KleisterleeDirectorSeptember 12, 2024/s/ John LeoneJohn LeoneDirectorSeptember 12, 2024103 EX-10.26 2 exhibit10262ndamendmentto2.htm EX-10.26 DocumentEXHIBIT 10.26SECOND AMENDMENT TOSECOND AMENDED AND RESTATED WARRANTThis SECOND AMENDMENT to the SECOND AMENDED AND RESTATEDWARRANT (â€œSecond Amendmentâ€) with an issue date of November 13, 2017 (as amended by the First Amendment dated December 27, 2019, the â€œWarrantâ€), between IBEX Limited (f/k/a IBEX Holdings Limited), a Bermuda exempted company (the â€œCompanyâ€), and Amazon.com NV Investment Holdings LLC (the â€œHolderâ€), is entered into on the date indicated on the signature page hereto, and is effective as of August 7, 2020 (â€œSecond Amendment Effective Dateâ€).WHEREAS, on December 27, 2019 the Company and Holder entered into the First Amendment to the Second Amended and Restated Warrant, whereby the Company voluntarily decreased the Exercise Price to $11.20 on and after the First Amendment Effective Date, subject to adjustment per Section 4.2, 4.3, and 4.5 of the Warrant;WHEREAS, in July 2020 the Company declared and paid a dividend of US$4,000,000.00 on the Series A Preference Shares of the Company to the sole holder, The Resource Group International Limited;WHEREAS, on August 7, 2020, the Company completed an initial public offering on the NASDAQ exchange (the â€œIPOâ€);WHEREAS, pursuant to the IPO, the Series A Convertible Preference Shares, Series B Convertible Preference Shares, and Series C Convertible Preference Shares issued by the Company (each a â€œPreference Shareâ€ and collectively, the â€œPreference Sharesâ€) automatically converted into Common Shares of the Company (â€œCommon Sharesâ€) at a ratio of 1.1595 Common Shares for each Preference Share converted (the â€œConversion Ratioâ€); andWHEREAS, in light of the foregoing transactions the Company and Holder seek to amend and restate certain terms of the Warrant for mutual clarity;NOW THEREFORE, in consideration of the agreements contained herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto agree to amend the Warrant as follows:1.Definitions. Capitalized terms used herein but not otherwise defined shall have the meanings given to those terms in the Warrant.2.Amendment. The Warrant is hereby amended as of the Second Amendment Effective Date as follows:a.The â€œWarrant Sharesâ€ shall mean a total of 1,674,017.0982 Common Shares of the Company.b.The number of Warrant Shares vested or capable of vesting upon the satisfaction of each Vesting Milestone pursuant to the terms of Section1.3 of the Warrant is hereby adjusted and shall be 167,401.7098 Warrant Shares (i.e., 144,374.049 * 1.1595).c.The Exercise Price per Warrant Share shall be $9.42, subject to future adjustment per Sections 4.2, 4.3, and 4.5 of the Warrant.3.Adjustment Certificate. Contemporaneously or promptly following the full execution and delivery of this Second Amendment, IBEX shall execute and deliver to Holder the form of Certificate of Adjustment attached hereto as Exhibit A.4.No Other Amendments. Except as expressly set forth in this Second Amendment, all provisions of the Warrant remain in full force and effect and are unchanged in all other respects. This Second Amendment, together with the Warrant, constitutes the full and entire understanding and agreement between the parties with respect to the subject matter hereof, and any other written or oral agreement relating to the subject matter hereof existing between the parties are expressly cancelled.5.Counterparts. This Second Amendment may be executed in two (2) or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument. Counterparts may be delivered via facsimile, electronic mail (including .pdf) or other transmission method and any counterpart so delivered shall be deemed to have been duly and validly delivered and be valid and effective for all purposes.IN WITNESS WHEREOF, each of the parties hereto has executed this Second Amendment on March 12, 2021.COMPANY: IBEX LIMITED /s/ Robert DechantName: Robert DechantTitle: CEOHOLDER: AMAZON.COM NV INVESTMENT HOLDINGS LLC /s/ Alex Ceballos EncarnacionName: Alex Ceballos EncarnacionTitle: VP Worldwide Corporate DevelopmentEXHIBIT AIBEX HOLDINGS LIMITEDCERTIFICATE OF WARRANT HOLDING ADJUSTMENTPursuant to the Second Amended and Restated Warrant with an issue date of November 13, 2017 (as amended by the First Amendment dated as of December 27, 2019, and the Second Amendment dated as of August 7, 2020, the â€œWarrantâ€) issued to Amazon.com NV Investment Holdings LLC (the "Holder"), the Holder is entitled to purchase up to 1,674,017.0982 common shares of IBEX Limited of par value US$0.000111650536 each (the â€œWarrant Sharesâ€).The Exercise Price (as defined in the Warrant) is $9.42 per Warrant Share. /s/ Robert DechantName: Robert DechantPosition: CEOFor and on behalf of IBEX LimitedMarch 12, 2021 EX-10.38 3 exhibit1038executivesepara.htm EX-10.38 DocumentÂ Â Â Â Â Â Â EXHIBIT 10.38DATE:Â Â Â Â June 4, 2024Â Â Â Â Â Â

custodians, heirs, administrators, assigns, representatives, agents, advisers, partners, members, managers, directors and officers, and each of their respective past, present or future officers, directors, managers, members, stockholders, partners, employees, agents, insurers and plan fiduciaries, all individually and in any official capacity (collectively, the â€œReleased Partiesâ€), of and from any and all manners of action, causes of action, claims, suits (whether civil, administrative, investigative or informal), arbitrations, audits, hearings, investigations, litigations, orders, damages, costs, losses, debts, interest, accounts, contribution, obligations, reckonings, bonds, bills, covenants, controversies, agreements, guaranties, judgments, executions, obligations, counterclaims, demands, liabilities, fees (including attorneysâ€™ fees and court costs) or expenses of any kind or nature whatsoever (collectively, the â€œEmployee Claimsâ€) related to any action, inaction, event, circumstance, or occurrence occurring or alleged to have occurred on or prior to the date that this Amendment is fully executed and delivered, whether known or unknown, matured or unmatured, suspected or unsuspected, foreseeable or unforeseeable, whether arising by statute, common law, in contract, tort or otherwise, of any kind, character or nature whatsoever which you ever had, now has, or (to the extent permitted by applicable law) which may subsequently accrue, including but not limited to all claims arising out of your employment relationship with the Company and any affiliate, including but not limited to Title VII of the Civil Rights Act of 1964, 42 U.S.C. Â§ 2000e et seq., the Age Discrimination in Employment Act, 29 U.S.C. Â§Â 621 et seq., the Genetic Information.Nondiscrimination Act of 2008, 42 U.S.C. Â§ 2000ff et seq., the Americans with Disabilities Act of 1990, 42 U.S.C. Â§ 12101 et seq., the Family and Medical Leave Act, 29 U.S.C. Â§Â 2601 et seq., the Fair Credit Reporting Act, 15 U.S.C. Â§Â 1681 et seq., the Rehabilitation Act of 1973, 29 U.S.C. Â§ 701 et seq., Executive Order 11246, Executive Order 11141, the Employee Retirement Income Security Act of 1974 (â€œERISAâ€), 29 U.S.C. Â§ 1001 et seq.; and all claims arising under or based on any foreign, federal, state or local law, statute, regulation or ordinance not expressly referenced above; provided, however, that the foregoing release and discharge:i.shall not relieve Company of any non-monetary obligation owed to you that is set forth in the Agreement or this Amendment;ii.shall not relieve the Company of its obligations to make the payments to you as set forth in Section 2 of this Amendment; and iii.shall not include claims that cannot be released by law.Employee Covenant and Waiver: In addition to and without in any way limiting the foregoing, you, on behalf of yourself and the remaining Employee Parties, further covenant and agree to refrain forever from, directly or indirectly, asserting any claim or demand, commencing, instituting or causing to be commenced, or assisting any party in the commencement of, any action, suit (whether civil, administrative, investigative or informal), arbitration, audit, hearing, investigation, litigation or other proceeding of any kind or nature against any of the Released Parties, whether directly or derivatively, at law, equity or through any other method or means on account of or in any way arising out of or relating to the Employee Claims released herein, and you, on behalf of yourself and the remaining Employee Parties, hereby represents that you are not aware of any such claims having been filed as of the date of his execution of this Amendment. You, on behalf of yourself and the remaining Employee Parties, understand and agree that you and they are expressly waiving all Employee Claims against the Released Parties, including but not limited to, those Employee Claims that the Employee Parties may not know of or suspect to exist (and which if known, may have materially affected the decision to provide this release), and the Employee Parties expressly waive any rights under applicable law that provide to the contrary. The foregoing terms do not apply to the rights reserved under Sections 4(i), through 4(iii) above.YOU, FOR YOURSELF AND THE EMPLOYEE PARTIES, AGREES THAT THE RELEASES IN THIS AGREEMENT ARE SPECIFICALLY INTENDED TO OPERATE AND BE APPLICABLE EVEN IF IT IS ALLEGED, CHARGED OR PROVEN THAT ALL OR SOME OF THE CLAIMS OR DAMAGES RELEASED WERE SOLELY AND COMPLETELY CAUSED BY ANY ACTS OR OMISSIONS, WHETHER NEGLIGENT, GROSSLY NEGLIGENT, INTENTIONAL OR OTHERWISE (OTHER THAN FRAUD), KNOWN OR UNKNOWN, OF OR BY ANY OF THE RELEASED PARTIES RELEASED HEREUNDER.No Further Obligations By IBEX: Other than as set forth herein, you represent, warrant and acknowledge that IBEX owes you no wages, commissions, bonuses, sick pay, personal leave pay, severance pay, vacation pay, stock options, or other compensation, or payments or continued coverage under the life insurance, disability insurance, medical and dental benefits, qualified or non-qualified retirement benefits or profit sharing benefits or forms of remuneration of any kind or nature, other than that specifically provided for in this Agreement.Post-Employment Obligations: You agree that you will not disclose, or cause to be disclosed in any way, any eligible confidential information, trade secrets, or other proprietary information, which you in any way acquired during your prior employment with IBEX. The confidentiality non-disclosure period for matters not involving trade secrets or proprietary information is three years. Matters involving trade secrets or proprietary information shall be subject to the non-disclosure provisions until subject material is no longer a trade secret or said material is no longer subject to a copyright. You also acknowledge that any and all agreements pertaining to confidentiality and solicitation obligations entered into by you prior to your Separation Date, will remain in effect and binding regardless of whether or not you sign this Agreement to the extent it does not interfere with your rights under the National Labor Relations Act, as amended, or Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act of 2021, as amended. It is understood and agreed that books, handbooks, manuals, files, papers, memoranda, letters, facsimile or other communications which you have in your possession that were written, authorized, signed, received or transmitted during your employment are and remain the property of IBEX. In addition, any such materials and company property, including laptops and cell phones, that were issued to you are to be returned to IT in working condition within 5 days of your end of employment or earlier if requested by your Manager. Post-Employment Covenants: Non-Solicitation of Employees. To the extent allowed by applicable law, Employee agrees that during his employment and for a 1-year period following termination of employment for any reason, Employee will not, without the prior written consent of the Company, directly or indirectly (including without limitation, through another entity in which the Employee is a partner, director, officer, employee, consultant, advisor, or shareholder of more than 5% of the entityâ€™s outstanding equity) solicit, request, cause, or encourage any employee or consultant of the Company or of any of its affiliates, who were known to Employee during his employment, to terminate their employment or consulting relationship with the Company or any of its affiliates, or to leave employment or terminate their consulting relationship with the Company or of its affiliates for the purpose of accepting employment or a consulting relationship with a business engaged in offering services or products similar to, or competing with, or reasonably competing with, the services or products offered by the Company or any of its affiliates. Non-Solicitation of Customers. To the extent allowed by applicable law, Employee agrees that during his employment and for a 1-year period following termination of employment for any reason, Employee will not, without the prior written consent of the Company, directly or indirectly (including without limitation, through another entity in which the Employee is a partner, director, officer, employee, consultant, advisor, or shareholder of more than 5% of the entityâ€™s outstanding equity) solicit, request, cause, or encourage any actual or prospective customer of the Company or of any of its affiliates, to modify, reduce, or terminate their actual or prospective customer relationships with the Company or any of its affiliates, or to otherwise do business with any business engaged in offering services or products similar to, or competing with, or reasonably competing with, the services or products offered by the Company or any of its affiliates. For clarity, â€œprospective customerâ€ means a customer that has been identified as a target by the Chief Sales and Client Services Officer during the period of Employeeâ€™s employment.Non-Compete. To the extent allowed by applicable law, as consistent with your Employment Agreement, you agree that for a 1-year period following your Separation Date, you will not directly or indirectly engage, anywhere in the Restricted Area (as defined below), whether engagement be as an individual, officer, director, proprietor, employee, partner, member, investor, (other than solely as a holder of less than five percent (5%) of the outstanding equity of a corporate entity), creditor, consultant, advisor, sales representative, agent or other participant, in a Restricted Business (defined below). â€¢â€œRestricted Areaâ€ means region or regions in the United States where you have conducted business or services on behalf of Company as of your Separation Date.â€¢â€œRestricted Businessâ€ means any venture, enterprise, activity or business engaged in by the Company, and for which your duties extended during your employment, including but, not limited to, a competitor call center business. Support to Litigation, Regulatory Matter, Investigations: Employee agrees to be available on a reasonable basis to assist the Released Parties with any investigation, claim, suit or other proceeding that is pending or threatened by or against the Released Parties. Released Parties agrees to reimburse Employee promptly after Employee submits receipts or other documents reasonably acceptable to Released Parties for Employeeâ€™s actual out-of-pocket expenses reasonably incurred and approved by Released Parties in connection with Employeeâ€™s performance under this Paragraph; provided, however, without limiting the provisions of any statutory or other contractual indemnification obligations owed to Employee, Employee shall not be entitled to any expense reimbursement for time spent testifying or otherwise cooperating in any matter in which Employee is a defendant in the proceeding or a named subject or target of the Â Â Â Â litigation, regulatory matter or investigation.No Further Actions/Non-Disparagement: By executing this Agreement, you further agree that you have not and, to the fullest extent permitted by law, will not institute, assist or otherwise participate willingly or voluntarily in any non-governmental complaint, claim, charge, lawsuit, or action at law or otherwise against IBEX with respect to any act, omission, transaction or occurrence up to and including the date of your execution of this Agreement. Further, to the extent any action is instituted by any federal, state or local agency on your behalf with respect to any act, omission, transaction or occurrence up to and including the date of your execution of this Agreement, you agree to accept no monetary recovery in connection therewith. To the extent not prohibited by applicable law, both you and IBEX mutually agree not to issue any communication, written or otherwise, that contains disloyal, reckless or maliciously untrue statements against the other party with any entity including the Customers except as required by law. You further agree not to interfere in any manner with the operations of IBEX.Consideration/Revocation/Advice of Counsel: Since upon execution by you, this letter will represent a bona fide agreement between you and IBEX you are encouraged to thoroughly review and consider its terms and consult with legal counsel before signing. Please return the signed document to Carrie Nelson by email at carrie.nelson@ibex.co or mail to 1717 Pennsylvania Ave NW Suite 825, Washington, D.C. 20006. You may take up to twenty-one (21) days (no later than July 21, 2024) to consider whether or not you wish to enter into this Agreement, although you may choose to sign the Agreement at any time following your Separation Date and before the expiration of such twenty-one (21) day period. You acknowledge that you are entering into this Agreement freely, knowingly, and voluntarily, with a full understanding of its terms. If you decide to execute this Agreement, you may revoke your acceptance within seven (7) days from the date on which you signed this Agreement (the â€œRevocation Periodâ€). This Agreement is not effective or enforceable and no consideration shall be paid until the Revocation Period has expired without revocation of the Agreement. To be effective, any revocation within the seven (7) day Revocation Period must be submitted to me in writing on or before the end of the seventh (7th) day following your signing of this Agreement. You understand and acknowledge that the separation benefit identified above is in consideration beyond that to which you are already entitled to receive before entering into this Agreement.Injunctive Relief: You agree that any breach of this Agreement by you may irreparably injure IBEX. Accordingly, IBEX may, in addition to pursuing monetary damages against you or any other remedies, obtain an injunction against you from any court having jurisdiction over the matter, restraining any further violation of this Agreement by you. If IBEX is successful in obtaining legal remedies against you for violation of this Agreement, you agree to reimburse IBEX for all of its legal fees and costs associated with such litigation. You further acknowledge and agree that waiver by IBEX of any breach or default by you of any terms of this Agreement shall not operate as a waiver of any other breach or default. In the event that any part of this Agreement is determined by a court to be overly restrictive or broad, thereby making it unenforceable, the court shall modify the Agreement as it deems appropriate in order to make it enforceable.Entire Agreement/Choice of Law: With the exception of any prior agreements between you and IBEX as referenced in the paragraph entitled â€œPost-Employment Obligationsâ€, above, this Agreement constitutes the entire Agreement between IBEX and you and supersedes and cancels all prior written and oral agreements concerning your separation from IBEX. This Agreement may not be changed or altered, except by writing signed by an authorized officer of IBEX and you. The parties acknowledge and agree that Delaware law shall govern any dispute that arises between them regarding the enforceability or interpretation of this Agreement. If any clause of this Agreement should ever be determined to be unenforceable, it is agreed that this will not affect the enforceability of any other clause or the remainder of this Agreement. Additionally, in the event that any of the restrictive covenants in this Agreement shall be found by a court of competent jurisdiction to be unreasonable by reason of its extending for too great a period of time or over too great a geographic area or by reason of its being too extensive in any other respect, then such restricting covenant shall be deemed modified to the minimum extent necessary to make it reasonable and enforceable under the circumstances.If you have any questions, please feel free to call me. If you are in agreement with the foregoing, please sign, date and return this Agreement in full within the timeframe set forth above to Carrie Nelson by email at carrie.nelson@ibex.co or mail to 1717 Pennsylvania Ave NW Suite 825, Washington, D.C. 20006. Jeff, we thank you for your service to IBEX and wish you the very best in your future endeavors.Sincerely,/s/ Paul InsonChief People OfficerC: Christy Oâ€™Connor, Chief Legal Officer I HEREBY ACKNOWLEDGE THAT I HAVE CAREFULLY READ THIS AGREEMENT AND UNDERSTAND ALL OF ITS TERMS, INCLUDING THE FULL AND FINAL RELEASE OF CLAIMS SET FORTH ABOVE. I FURTHER ACKNOWLEDGE THAT I HAVE VOLUNTARILY ENTERED INTO THIS AGREEMENT, THAT I HAVE NOT RELIED UPON ANY REPRESENTATION OR STATEMENT, WRITTEN OR ORAL, NOT SET FORTH IN THIS AGREEMENT, AND THAT I HAVE BEEN GIVEN THE OPPORTUNITY AND ENCOURAGED TO HAVE THIS AGREEMENT REVIEWED BY AN ATTORNEY./s/ Jeffrey CoxÂ Â Â Jeffrey CoxJune 12, 2024Â Â Â Â DATE EX-10.39 4 exhibit1039contractoragree.htm EX-10.39 DocumentÂ Â Â Â Â

calculated or fully or adequately compensated by recovery of damages alone. Accordingly, Contractor agrees that IBEX and/or its clients shall be entitled to seek interim, interlocutory and permanent injunctive relief in addition to any other relief to which IBEX or Client may become entitled at law or in equity or pursuant to the terms hereunder, to enforce the confidentiality obligations contained herein. Contractor shall be fully responsible and liable for all unauthorized disclosure or use of confidential information by any employee, advisor, or other party who obtained the confidential information from Contractor. Contractor shall not contact or deal with any person known to Contractor through the receipt of confidential information for any reason or purpose other than to legitimately carry out Contractorâ€™s obligations as a consultant as permitted in this agreement. Any materials provided to Contractor during Contractorâ€™s relationship with IBEX or created by Contractor from proprietary business information obtained during the course of Contractorâ€™s relationship with IBEX (including but not limited to any notes, spreadsheets, reports and computer files), belong to IBEX, and all originals and copies shall be delivered to IBEX, along with written certification of compliance, within ten (10) days of termination. No copies of such materials shall be retained by Contractor. The obligations in this paragraph survive termination.Works Made for Hire.Works Made for Hire. Contractor acknowledges and agrees that to the extent permitted by law, all work papers, reports, memoranda, research materials, documentation, drawings, photographs, negatives, tapes and masters, prototypes, contributions to a collective work, audio/visual works, translations, supplementary works, compilations, instructional texts, and all other copyrightable materials generated by Contractor during and in connection with Contractorâ€™s relationship with Company, including without limitation, any and all such materials generated and maintained on any form of electronic media (collectively, â€œWorksâ€) will be considered â€œworks made for hireâ€ and that authorship and ownership of any and all copyrights in any and all such works will belong solely to Company, including all aspects, elements, and components thereof in which any copyright can subsist and all rights to apply for copyright registration or to prosecute any claim of infringement of such Works.Assignment of Works. To the extent that any Works are not deemed to be â€œworks made for hire,â€ Contractor hereby irrevocably transfers, grants, conveys, assigns, and relinquishes, and agrees to transfer, grant, convey, assign, and relinquish, all right, title, and interest in such Works, including all Intellectual Property Rights, to Company, its successors, assigns, or nominees for no further consideration.Inventions.Intellectual Property Rights. â€œIntellectual Property Rightsâ€ means all of the world-wide legal rights of, in and to the following:(i) patents, patent applications, and invention disclosures; (ii) copyrights and works of authorship, including without limitation textual, masks, audio/visual works, â€œlook and feel,â€ and derivative works; (iii) trademarks, service marks, trade names, and trade dress, together with all goodwill associated therewith; (iv) trade secrets, know-how, and proprietary and confidential information; (v) moral rights; (vi) design rights; (vii) domain names; (viii) any rights analogous to those set forth in the preceding clauses; and (ix) any applications, registrations, divisions, combinations, continuations, renewals, reissues, extensions, and translations of the foregoing (as applicable); whether existing on the date hereof or thereafter filed, issued, or acquired.Assignment of Inventions. Contractor hereby transfers, grants, conveys, assigns, and relinquishes, and agrees to transfer, grant, convey, assign, and relinquish, to Company, its successors, assigns, or nominees, all of Contractorâ€™s right, title, an d interest (including all Intellectual Property Rights) in and to any ideas, discoveries, inventions, disclosures, and improvements (whether patentable or unpatentable) made, conceived, or suggested by Contractor in whole or in part, either solely or jointly with others, during the course of Contractorâ€™s relationship with Company or within one (1) year following termination of Contractorâ€™s relationship with Company, which were made with the use of Companyâ€™s time, materials, or facilities or that is in any way within or related to the existing or contemplated scope of Companyâ€™s business (collectively, the â€œInventionsâ€) as of the date of Contractorâ€™s termination.Duty of Disclosure. Contractor acknowledges and agrees to communicate promptly and disclose to Company, in such form and at such time as Company Requests, all information, details, material, and data pertaining to any Inventions.Duty to Cooperate. Upon request by Company, Contractor will, at any time during Contractorâ€™s employment with Company or after termination thereof, execute and deliver to Company all appropriate documents and perform all acts which Company may request in order to apply for, obtain, maintain, and prosecute any copyrights, trademarks, patents, or other Intellectual Property Rights in any Works or Inventions, or in order to perfect the assignments and transfer of rights in and to the Works or Inventions hereunder, at the expense of Company, but without further or additional consideration to Contractor.Prior Intellectual Property Rights. Prior to or concurrent with Contractorâ€™s execution his employment agreement, Contractor agrees to provide Company with written notice of any actual ownership rights by Contractor (or rights assigned to a prior employer(s)) to all copyrights, ideas, discoveries, inventions, disclosures, and improvements (whether patentable or unpatentable) made, conceived, or suggested by Contractor in whole or in part, either solely or jointly with others, that: (i) exist as of the Contractorâ€™s first date of contracting with the Company (the â€œEffective Dateâ€); (ii) are not the subject of an existing patent, or pending or published patent application as of the Effective Date; and (iii) that are related to the business of Company (â€œPrior Intellectual Property Rightsâ€). Contractor agrees that, other than the Prior Intellectual Property Rights set forth in such written notice, Contractor shall be deemed to have assigned pursuant to this Agreement, or to have incurred the obligation to assign pursuant hereto, to the Company, its successors, assigns, or nominees, all copyrights, ideas, discoveries, inventions, disclosures, and improvements (whether patentable or unpatentable) made, conceived, or suggested by Contractor in whole or in part, either solely or jointly with others, that are related to the business of the Company, unless Contractor demonstrates through written records and other evidence that such copyright, idea, discovery, invention, disclosure, or improvement made no use of any Confidential Information, time, materials, facilities, or other resources of Company.Non-Disparagement. Both parties agree that neither party shall disparage or criticize the other party, its corporate affiliates, nor any of their respective principals, directors, officers, or employee (unless such statements are made in connection with legal or other related official process), including without limitation taking any actions that are or could be harmful to the other partyâ€™s goodwill with its customers, vendors, employees, the media or the public. For clarity, the response by the Company to an inquiry by giving dates of employment and no further information shall not be deemed a disparaging response.Competitors. Contractor agrees that he shall not provide any similar consulting services to any of IBEXâ€™s competitors throughout the term of his engagement with IBEX.Limitation on Damages. IBEXâ€™s sole liability to Contractor concerning the services or this Agreement shall be limited to money damages not to exceed an amount equal to one (1) times the average paid for each two (2) week period worked during the term of this Agreement. This limitation is not a penalty, but rather is the extent of IBEXâ€™s liability and damages if any claims are alleged concerning the services and this Agreement, including alleged acts of negligence, misrepresentation or breach or contract regardless of the form in which any legal or equitable action may be initiated, and is Contractorâ€™s exclusive remedy.Notwithstanding anything to the contrary elsewhere in this agreement, in no event shall IBEX be liable for any indirect, incidental, consequential, punitive, exemplary, special or incidental damages, including loss of profits or revenues, lost opportunity or business interruption, even if it has been advised of the possibility of such damages.Assignment. Contractor may not assign this Agreement or any rights or obligations under it without the prior written consent of IBEX. This Agreement shall be binding on and inure to the benefit of the parties and their respective successors.Complete Agreement. This Agreement is the complete agreement between Contractor and IBEX. It supercedes all prior agreements, negotiations and inducements about the subject of this Agreement. No promises or agreements made after the execution of this Agreement are binding unless in writing and signed by all parties.Enforceability. In case any one or more of the terms or conditions of this agreement shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or unenforceability shall not affect any other terms or conditions of this agreement, and this agreement shall be construed and enforced as if such invalid, illegal or unenforceable terms or conditions had never been contained herein, provided that such invalid, illegal or unenforceable terms or conditions shall first be curtailed, reformed, limited or eliminated to the extent necessary to remove such invalidity, illegality or unenforceability.Currency. All references to dollars are to US Dollars.Indemnification.Contractor will indemnify, defend, and hold IBEX, its affiliates and their respective directors, officers, employees and shareholders, as well as Client, its affiliates and their respective directors, officers, employees and shareholders (collectively, the â€œIndemnified Personsâ€) harmless from and against any loss, damage, or liability (including without limitation attorneysâ€™ fees, costs and other expenses), which any of the Indemnified Persons suffers or incurs as a result of: (i) any claims of willful misconduct asserted against Contractor, your employees, or your agents, acting in connection with your duties hereunder, or(ii) any liability, claim or finding that Contractor, or any of your employees or persons for whom Contractor are at law or under statute responsible generally, are employees of, or are in any employment relationship with, Client or IBEX or are entitled to any employment benefits of any kind (including, but not limited to, wages, vacation pay, severance pay or termination pay). This obligation to indemnify survives termination. Ibex will indemnify, defend, and hold Contractor harmless from and against any loss, damage or liability except to the extent such loss, damage or liability stems from Contractorâ€™s gross negligence or willful misconduct.No Waiver. The waiver or indulgence of any failure to meet the requirements of any term or condition of this agreement shall not operate as a waiver of any subsequent failure to meet the requirements of such term or condition, or as a waiver of any other rights herein.Forum and Venue. This agreement, and any claims directly or indirectly arising out of, under, or in connection with this agreement or any related instrument, shall be governed by the laws of the District of Columbia, including its statutes of limitations, without regard to its conflict of laws principles. The District of Columbia shall have the exclusive jurisdiction over any disputes arising out of, under, or in connection with this agreement, and District of Columbia shall be the only proper place of venue for all disputes. Any litigation shall be held exclusively in the appropriate state or federal courts located in Washington, D.C., and Contractor consent that these courts shall have jurisdiction over Contractor. Contractor agrees to waive any objections based upon jurisdiction, venue, or inconvenient forum.Waiver of Jury Trial and Class Action Rights.CONTRACTOR AND IBEX AGREE THAT, TO THE EXTENT PERMITTED BY APPLICABLE LAW, ANY SUIT, ACTION OR PROCEEDING, WHETHER CLAIM OR COUNTERCLAIM, BROUGHT BY CONTRACTOR OR IBEX, ON OR WITH RESPECT TO THIS AGREEMENT OR THE DEALINGS OF THE PARTIES WITH RESPECT HERETO OR THERETO, SHALL BE TRIED ONLY BY A COURT (IN OTHER WORDS, A JUDGE) AND NOT BY A JURY. CONTRACTOR AND IBEX EACH HEREBY KNOWINGLY, VOLUNTARILY, INTENTIONALLY AND INTELLIGENTLY, AND WITH THE ADVICE OF THEIR RESPECTIVE COUNSEL, WAIVE, TO THE EXTENT PERMITTED BY APPLICABLE LAW, ANY RIGHT TO A TRIAL BY JURY IN ANY SUCH SUIT, ACTION OR PROCEEDING. EACH PARTY ACKNOWLEDGES AND AGREES THAT THIS SECTION IS A SPECIFIC AND MATERIAL ASPECT OF THIS AGREEMENT AND THAT EACH PARTY WOULD NOT ENTER INTO THIS AGREEMENT IF THE WAIVERS SET FORTH IN THIS SECTION WERE NOT A PART OF THIS AGREEMENT.Contractor agrees to waive any right that Contractor may have to commence or participate in any Class Action against IBEX or its clients relating to any claim or dispute arising out of this agreement and where applicable,Contractor also agrees to â€˜opt outâ€™ of any class proceeding against IBEX or its clients relating to any claim or dispute arising out of this agreement.Contractor agrees to devote working time, attention and energies to the performance of his duties under the direction of and to the satisfaction of the Chief Information Officer. Contractor agrees to submit to any required background checks, if applicable.IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed as of the date first above written.Contractor:Â Â Â Â IBEXBy (Signature): /s/ Jeffrey CoxÂ Â Â Â By (Signature): /s/ Robert DechantName/Title: Jeffrey CoxÂ Â Â Â Name/Title: Robert Dechant, CEODate: June 4, 2024Â Â Â Â Date: August 7, 2024 EX-10.40 5 exhibit1040restatedexecuti.htm EX-10.40 DocumentEXHIBIT 10.40EMPLOYMENT AGREEMENT1700 Pennsylvania Avenue NW, Suite 560Washington, D.C. 20006Bruce DawsonÂ Â Â Â PERSONAL & CONFIDENTIALDear Bruce:The Letter Agreement is the restated agreement (the â€œRestated Agreementâ€) to your employment agreement dated month day, year between you and Ibex Global Solutions, Inc. (â€œIbexâ€) (â€œEmployment Agreementâ€). This Restated Agreement is effective as of July 1, 2020 (â€œEffective Dateâ€) and is subject to your execution of this agreement (the â€œAgreementâ€) and execution of the Arbitration Agreement attached hereto as Exhibit B. â€œEmploymentâ€ means your employment by the Company under the terms of this Agreement, along with any resulting appointments as an officer or a director of the board of directors of the Companyâ€™s affiliates. The Company and you are collectively referred to herein as the â€œPartiesâ€ and individually as a â€œPartyâ€.1.Position. Your position with the Company remains Chief Sales/Client Services Officer reporting to Bob Dechant, Chief Executive Officer or his designee as mutually agreed upon by you and the Chief Executive Officer. 2.Duties. You will be principally responsible for both the new sales and client services organizations and performing additional duties for the Company or its affiliates as may be required from time to time, including those required by the CEO or the Board of Directors of the Company (with the Board of Directors being the â€œBoardâ€, and the duties being collectively the â€œDutiesâ€). You shall use your best efforts to further the interests of the Company and shall devote all of your business time and attention to performing your Duties hereunder. You shall also comply at all times with the written policies of the Company as issued as of the date this Agreement or as later adopted or modified by the Company (â€œCompany Policiesâ€).3.Covenants. You hereby agree to the covenants and obligations set forth in Exhibit A to this Agreement.4.Location. Your home location will be your place of employment. You agree to travel as required to perform your Duties.5.Compensation.a.Base Salary. You will earn base salary compensation at the annualized rate of $300,000 (â€œBase Salaryâ€), subject to normal payroll taxes and withholdings. Your Base Salary shall be paid to you in accordance with the Companyâ€™s standard employee payroll schedule then in effect. Your Base Salary is prospectively adjustable by the Company in its sole discretion, and such adjustments shall be effective only upon the Companyâ€™s delivery to you of written notice of such an adjustment.b.Incentive. You will be eligible to earn incentive awards at 50% of annualized base pay in accordance with the achievement of designated goals as a participant in the Companyâ€™s Management Incentive Plan (MIP). Participation in the Plan and any Earned Awards will be paid in accordance with the terms and conditions of the Plan and are subject ot any required taxes and withholdings.c.New Deal Bonus. You will be eligible to earn incentives under the New Deal Signing Bonus Incentive Plan. Participation in the Plan and any Earned Awards will be paid in accordance with the terms and conditions of the Plan and are subject ot any required taxes and withholdings.d.Benefits. There are no changes to your current benefits eligibility or PTO Plan. The Company reserves the right to modify, amend and/or terminate any and all of its benefits plans at its discretion. e.Reimbursement of Expenses. The Company will reimburse you for all reasonable expenses, including reasonable travel expenses for travelling to the Companyâ€™s offices in Washington DC, incurred or paid by you in connection with, or related to, the performance of your Duties, upon your presentation of documentation, expense statements, vouchers and/or such other supporting information as the Company may request.6.Term and Termination. You will be an employee-at-will, and, subject to the terms and conditions of this Agreement, either you or the Company may terminate your employment at any time for any reason. You agree to give the Company at least 60 days prior written notice in the event that you seek to terminate your employment, with the Company having the option to accept your resignation with immediate effect. a.Severance. In the event that the Company terminates your employment for any reason other than death, disability or â€œCauseâ€, or you terminate your employment for â€œGood Reasonâ€, you shall be entitled to the following severance rights, provided that, within 60 days (or such shorter period as the Company may designate) following termination of your employment, you have released the Company of all known and unknown claims (other than compensation already earned by your or contractually due to you under the terms of this Agreement or any vested restricted stock agreement, by executing and delivering to the Company a separation agreement and release on a form to be provided to you by the Company at such time (releasing all releasable claims other than to payments under Section 7 or outstanding vested or vesting equity and including among other things, obligations to cooperate with the Company and reaffirming your obligations under Exhibits A and B hereto):i.For a period of 12 months from the date of your termination (the â€œSeverance Periodâ€), you shall receive a monthly severance payment equal to the monthly equivalent of your Base Salary (the â€œSeverance Paymentsâ€), payable in accordance with the Companyâ€™s normal payroll processing. In the event that you are terminated on a day other than the first day of the month, your Severance Payments for the first and last month shall be prorated. You shall immediately inform the Company in writing in the event you become subsequently employed during the Severance Period or if you engage in a consulting agreement with a term of greater than 6 months and compensation greater than $20,000 per month for a third party during the Severance Period. In such an event, the Companyâ€™s Severance Payments to you will be reduced to 70% of your employment or contractor compensation during the Severance Period. Payment of the Severance under section 6(a) will commence in the first payroll period beginning after the Release becomes effective against you (provided that if the 60 day period for delivering an effective release ends in the calendar year subsequent to the calendar year in which your employment ended, no payment will be made before the first business day of such subsequent calendar year.ii.During the Severance Period, you and your family shall continue to be allowed to participate in the Companyâ€™s benefit plans (excluding 401K) as set forth in the paragraph above at the same cost to you as the cost historically paid by you for such plans during the term of your employment.iii.Provided that the termination of your employment occurs within six (6) months after a Change of Control of the Company, all of the restricted stock shall become accelerated in accordance with your Restricted Stock Agreement. As used herein, a Change of Control of the Company shall only be deemed to occur upon (i) a sale of the Company to an unaffiliated party, or a merger of the Company, in each case where upon the completion of such transaction, an unaffiliated third party owns more than 50% of the issued voting stock of the Company; (ii) a sale of IBEX Limited (â€œIBEXâ€) to an unaffiliated party or a merger of IBEX, in each case where upon completion of such transaction, an unaffiliated party owns more than 50% of the issued voting stock of IBEX.b.Cause. Cause shall exist upon (i) a material breach by you of this Agreement (including but not limited to Exhibit A), or your material violation of a Company Policy or law or regulation pertinent to the Companyâ€™s business or reputation; (ii) your failure after receipt of written notice thereof

and 3 days to cure such failure, to promptly follow any lawful directive of the Board of Directors; (iii) your engagement in any intentional misconduct or negligence in the performance of your Duties; (iv) your falsification of any reports or communications issued to any member of the Board of Directors or an employee, officer, agent, or director of IBEX, or any act by you of willful dishonesty, fraud, blackmail, or extortion as determined by the Board of Directors in its reasonable discretion; (v) your commission of any act in competition with or materially detrimental to the best interests of the Company; or (vi) your conviction of, or a plea of guilty or nolo contender to a felony or other crim involving moral turpitude.c.Good Reason. Good Reason shall exist upon (i) a material diminution in your Base Salary existing as of the date of this Agreement, other than as a result of a similar percentage reduction in the Base Salary of other members of the Companyâ€™s senior management; or (ii) the Company removing you from the office of Chief Strategic Accounts/Marketing Officer. Notwithstanding the occurrence of any of the foregoing events or circumstances, a resignation shall not be deemed to constitute Good Reason unless (x) you give the Company a written notice of the purported Good Reason (no more than 30 days after the initial evidence of such event or circumstance, (y) such event or circumstance has not been corrected within 30 days following the Companyâ€™s receipt of such notice of termination and (z) the resignation becomes effective not more than 180 days following the date of notice.d.Effect on Officer and Director Positions. If your employment ends for any reason, you agree that you will cease immediately to hold any and all officer or director positions you then have with the Company or any affiliate (including IBEX), absent a contrary direction from the Board (which may include either a request to continue such service or a direction to cease serving upon notice). You hereby irrevocably appoint the Company to be your attorney-in-fact to execute any documents and do anything in your name to effect your ceasing to serve as a director and officer of the Company and any affiliate, should you fail to resign following a request from the Board to do so. A written notification signed by a director or duly authorized officer of the Company that any instrument, document or act falls within the authority conferred by this subsection will be conclusive evidence that it does so. The Company will prepare any documents, pay any filing fees, and bear any other expenses related to this Section 6(d).1.Miscellaneous.a.This Agreement constitutes the entire agreement between you and the Company concerning your Employment with the Company. The Company and you agree that all understandings, oral agreements, and representations with respect to such Employment, whether made prior to or after your execution of this Agreement, are void and/or are superseded by this Agreement and may not be relied upon. This Agreement cannot be modified, changed, or amended, except in a writing signed by you and a duly-authorized representative of the Company. No waiver by the Company shall be effective unless set forth in a writing executed by an authorized representative of the Company. This Agreement shall be binding upon and inure to the benefit of both Parties and their respective successors and assigns, including any entity with which, or into which, the Company may be merged or that may succeed to the Companyâ€™s assets or business, provided, however, that your obligations are personal and may not be assigned by you.b.Any notice required by this Agreement shall be in writing and may be delivered personally, or by overnight courier, with respect to the Company, to the addresses of the Companyâ€™s headquarters, in all cases with an email copy to Christy Oâ€™Connor at Christy.OConnor@ibex.co and Robert T. Dechant at Bob.Dechant@ibex.co (or to any other email address that the Company may designate in writing to you), and with respect to you, to the address set forth in the signature block below or any other address that you may designate through written notice to the Company. Notices delivered personally shall be deemed delivered upon receipt. Notices delivered by overnight courier shall be deemed delivered on the business day immediately subsequent to placement of the notice with the overnight courier.c.As provided in the Arbitration Agreement attached hereto as Exhibit B, you hereby agree that in any claim or dispute arising out of, or related to this Agreement or to any aspect of Employment relationship, including but not limited to equitable or declaratory relief, the matter must be dealt with by binding arbitration under the terms of the Arbitration Agreement, except as explicitly excluded therein. This includes without limitation, all matters relating to the Agreementâ€™s formation, and validity, binding effect, interpretation, performance, breach or termination. You agree that your sole recourse for any dispute arising out of your Employment or relating to the Company or its affiliates in any way (a â€œDisputeâ€) shall be against the Company only, and you hereby acknowledge and waive any right you may have to make any claim against any individual associated with the Company, its affiliates, or its shareholders or any past, present, or future, affiliate, director, officer, agent, employee or attorney of any of thereof. All Disputes shall be kept as strictly confidential and may not be publicly disclosed or made available to the public in any way for any reason without the prior written consent of the Company.d.This Agreement shall be governed by and construed in accordance with the laws of state where Employeeâ€™s position is located. To the extent that the parties have agreed to arbitrate certain claims, nothing in this Agreement shall affect their respective obligations or ability to arbitrate such claims other than as provided in Section 7(c).e.This Agreement may be executed in multiple counterparts, that together, when executed shall be an original and constitute one instrument. Copies of signed counterparts that are sent via facsimile or transmitted electronically between the Parties shall be deemed to be originals for purposes of establishing execution by either or both Parties. This restated Agreement may be executed electronically with record of the transaction held electronically by either or both Parties. Please formally record your acceptance of this restated Agreement by signing and completing the acknowledgement below. IN WITNESS HEREOF, the Parties have agreed to enter into this Agreement as of the date first set forth above:IBEX Global Solutions, Inc.1700 Pennsylvania Avenue NW, Suite 560, Washington, DC 20006, USA/s/ Robert DechantName: Robert T. DechantTitle: Chief Executive Officer Employeeâ€™s signature:/s/ Bruce DawsonPrint address:EXHIBIT ACOVENANTS AND OBLIGATIONS1.Definitions.1.1All capitalized terms not expressly defined in this Exhibit shall have their meaning as defined in the Agreement.1.2â€œCompanyâ€ means IBEX Global Solutions, Inc. and its holding company, Ibex Limited and those entities controlling, controlled by, or under common control with, the Company, where â€œcontrolâ€ being deemed where the controlling entity holds 50% or more of the voting securities or membership interests of the controlled entity or otherwise has the power, directly or indirectly, to control the affairs of the controlled entity. The â€œCompanyâ€ shall be deemed to include, but not be limited to, IBEX Global Solutions PLC.1.3â€œConfidential Informationâ€ means all information of any nature in any form, whether disclosed in writing, orally, or electronically, that is disclosed to or known by the Employee as a consequence of or through employment with Company, whether such information is developed by Company or its affiliates, or is submitted to Company in confidence by third parties. Confidential Information will include, without limitation, all writings, memoranda, copies, reports, records, papers, surveys, analyses, drawings, letters, computer printouts, computer programs (source and object code), computer applications, computer processing techniques, methodologies, proposals, bids, processes, specifications, customer data (such as customer lists, identities, and requirements), contacts, licenses, business methods, business processes, business techniques, business plans, financial records, employee compensation, marketing plans, data, graphs, charts, sound recordings, pictorial representations, inventions, prototypes, and samples (whether or not patentable or copyrightable). Confidential Information does not include information that was (i) part of the public domain at the time of disclosure to Employee or becomes part of the public domain, other than by a breach of an obligation to maintain confidentiality; (ii) acquired by Employee from a third party without an obligation of confidentiality; or (iii) approved for public release in writing by Company.1.4â€œEffective Dateâ€ means the effective date of this Restated Agreement.1.5â€œIntellectual Property Rightsâ€ means all of the world-wide legal rights of, in and to the following: (i) patents, patent applications, and invention disclosures; (ii) copyrights and works of authorship, including without limitation textual, masks, audio/visual works, â€œlook and feel,â€ and derivative works; (iii) trademarks, service marks, trade names, and trade dress, together with all goodwill associated therewith; (iv) trade secrets, know-how, and proprietary and confidential information; (v) moral rights; (vi) design rights; (vii) domain names; (viii) any rights analogous to those set forth in the preceding clauses; and (ix) any applications, registrations, divisions, combinations, continuations, renewals, reissues, extensions, and translations of the foregoing (as applicable); whether existing on the Effective Date or thereafter filed, issued, or acquired.2.Confidentiality.2.1Non-Disclosure. During Employeeâ€™s employment, the Company or its affiliates will disclose to the Employee Confidential Information as appropriate or necessary for Employee to perform his or her duties and any training associated therewith, and Employee will generate and contribute to Confidential Information in connection with Employeeâ€™s duties. The Employee hereby covenants and agrees that he will not, during his or her employment and for the maximum period thereafter as permitted by law, disclose to any person, or use, any Confidential Information except as required in the course of employment with the Company. Employee agrees to use his or her best efforts to prevent accidental or negligent loss or release of Confidential Information to any unauthorized persons or entities and will immediately notify the Company if any such loss or release occurs.2.2Return of Company Property. Employee agrees that, within five (5) days of the termination of my employment by me or by the Company for any reason, or for no reason, or during my employment if so requested by the Company, I will return to the Company (i) all Trade Secrets, Confidential Information, all other inventions and works of the Company in my possession, all apparatus, equipment, computers, telecommunication equipment and other physical property of the Company and (ii), all memoranda, notes, records, computer programs, computer files, drawings or other documentation, whether made or compiled by me alone or with others or made available to me while employed by the Company, excepting only (x) my personal copies of records relating to my compensation; (y) my personal copies of any materials previously distributed generally to stockholders or employees of the Company; and (z) my copy of this Agreement.3.Works Made for Hire.3.1Works Made for Hire. Employee acknowledges and agrees that to the extent permitted by law, all work papers, reports, memoranda, research materials, documentation, drawings, photographs, negatives, tapes and masters, prototypes, contributions to a collective work, audio/visual works, translations, supplementary works, compilations, instructional texts, and all other copyrightable materials generated by Employee during and in connection with Employeeâ€™s relationship with Employer, including without limitation, any and all such materials generated and maintained on any form of electronic media (collectively, â€œWorksâ€) will be considered â€œworks made for hireâ€ and that authorship and ownership of any and all copyrights in any and all such works will belong solely to Employer, including all aspects, elements, and components thereof in which any copyright can subsist and all rights to apply for copyright registration or to prosecute any claim of infringement of such Works.3.2Assignment of Works. In consideration of Employeeâ€™s employment with the Company and the compensation received by Employee from the Company from time to time, to the extent that any Works are not deemed to be â€œworks made for hire,â€ Employee hereby irrevocably transfers, grants, conveys, assigns, and relinquishes, and agrees to transfer, grant, convey, assign, and relinquish, all right, title, and interest in such Works, including all Intellectual Property Rights, to Employer, its successors, assigns, or nominees for no further consideration.4.Inventions.4.1Assignment of Inventions. In consideration of Employeeâ€™s employment with the Company and the compensation received by Employee from the Company from time to time, Employee hereby transfers, grants, conveys, assigns, and relinquishes, and agrees to transfer, grant, convey, assign, and relinquish, to Employer, its successors, assigns, or nominees, all of Employeeâ€™s right, title, and interest (including all Intellectual Property Rights) in and to any ideas, discoveries, inventions, disclosures, and improvements (whether patentable or unpatentable) made, conceived, or suggested by Employee in whole or in part, either solely or jointly with others, during the course of Employeeâ€™s relationship with Employer or within one (1) year following termination of Employeeâ€™s relationship with Employer under this Agreement or any successor agreements, which were made with the use of Employerâ€™s time, materials, or facilities or that is in any way within or related to the existing or contemplated scope of Employerâ€™s business (collectively, the â€œInventionsâ€) as of the date of Employeeâ€™s termination. Employer acknowledges and agrees that any invention, discovery, improvement, or patent application therefor made by Employee within one (1) year following termination of Employeeâ€™s relationship under this Agreement or any successor agreements will be presumed to be owned by Employer pursuant to this Section 4.1, unless Employee demonstrates through written records and other evidence that such invention, discovery, improvement, or patent application thereof made no use of any Confidential Information.4.2Duty of Disclosure. Employee acknowledges and agrees to communicate promptly and disclose to Employer, in such form and at such time as Employer Requests, all information, details, material, and data pertaining to any Inventions.4.3Duty to Cooperate. Upon request by Employer, Employee will, at any time during Employeeâ€™s relationship with Employer or after termination thereof, execute and deliver to Employer all appropriate documents and perform all acts which Employer may deserve in order to apply for, obtain, maintain, and prosecute any copyrights, trademarks, patents, or other Intellectual Property Rights in the Works and Inventions or in order to perfect the assignments and transfer of rights in and to the Works and Inventions hereunder, at the expense of Employer, but without further or additional consideration.4.4Prior Intellectual Property Rights. Prior to or concurrent with Employeeâ€™s execution this Agreement, Employee agrees to provide Employer with written notice of any actual ownership rights by Employee (or rights assigned to a prior employer(s)) to all copyrights, ideas, discoveries, inventions, disclosures, and improvements (whether patentable or unpatentable) made, conceived, or suggested by Employee in whole or in part, either solely or jointly with others, that: (i) exist as of the Effective Date; (ii) are not the subject of an existing patent, or pending or published patent application as of the Effective Date; and (iii) that are related to the business of the Company or of any of its affiliates (â€œPrior Intellectual Property Rightsâ€). Employee agrees that, other than the Prior Intellectual Property Rights set forth in such written notice, upon Employeeâ€™s execution of this Agreement, the Employee shall be presumed to have assigned pursuant to section 4.1, or to have incurred the obligation to assign pursuant to such section, to the Employer, its successors, assigns, or nominees, all copyrights, ideas, discoveries, inventions, disclosures, and improvements (whether patentable or unpatentable) made, conceived, or suggested by Employee in whole or in part, either solely or jointly with others, that are related to the business of the Company or of any of its affiliates, unless Employee demonstrates through written records and other evidence that such copyright, idea, discovery, invention, disclosure, or improvement made no use of any Confidential Information.5.Covenants.5.1Notification to New Employer. In the event that I leave the employ of IBEX, and I become employed by an employer engaged in or which proposes to be engaged in a business competitive with any business which the Company was engaged during my term of employment or in which during the term of my employment the Company proposed to enter or become engaged in, I hereby grant consent to notification by the Company to my new employer about my rights and obligations under this Agreement.5.2Non-Solicitation of Employees and Consultants. Employee agrees that for a period of one (1) year after my employment with, or affiliation with the Company, I will not recruit, hire or attempt to hire directly or by assisting others, any: (a) employee whom I had personal contact while I was employed with the Company, without regard to Confidential Information, who is or was an employee with Company during the last year; or (b) consultant of the Company with whom I had personal contact with for the purpose of providing and/or selling Company product or services while I was employed with the Company, without regard to Confidential Information, who is then employed or affiliated with the Company under a contract for a specified term which has not yet expired for any period of time that would interfere with the existing contract. For the avoidance of doubt, the use of Confidential Information to solicit any employee or consultant away from the Company is prohibited for as long as the Confidential Information remains covered under Section 1.1 above.5.3Non-Solicitation of Customers. Employee agrees that while employed by the Company, I will have contact with and become aware of the Companyâ€™s customers and the representatives of those customers, their names and addresses, specific customer needs and requirements, and leads and references to prospective customers. Employee further agrees that loss of such customers will cause the Company great and irreparable harm. Employee agrees that during and for a period of one (1) year after any employment with, or affiliation with the Company, I will not to solicit or attempt to solicit any customer or former customer or prospective customer of the Company for the purpose of providing services which are competitive to the services offered by the Company. This restriction shall apply only to any customer or former customer or prospective customer of the Company with whom Employee had contact on behalf of the Company during the last two (2) years of Employeeâ€™s employment with the Company (â€œCustomersâ€). For the purposes of this paragraph, â€œsolicitâ€ or â€œattempt to solicitâ€ excludes announcements simply stating that Employee has entered into new employment at another business, but rather, means interaction between Employee and the customer, former customer or prospective customer which takes place without contact first being made by the customer, former customer or prospective customer to further the business relationship, or performing services for the customer, former customer or prospective customer on behalf of the Company. For the avoidance of doubt, the use of Confidential Information to solicit Customers for any but the Company is prohibited for as long as the Confidential Information remain covered under Section 1.1 above.5.4Non-Compete. Employee agrees that during his or her employment and for a one (1) period following termination of employment for any reason, Employee will not directly or indirectly engage, anywhere in the Restricted Area (as defined below), whether such engagement be as an individual, officer, director, proprietor, employee, partner, member, investor (other than solely as a holder of less than two percent (2%) of the outstanding capital stock of a corporation whose shares are publicly traded on a national securities exchange or through a national market system or registered pursuant to Section 12(g) of the Securities Exchange Act of 1934, as amended), creditor, consultant, advisor, sales representative, agent, or other participant, in a Restricted Business (as defined below).5.4.1â€œRestricted Areaâ€ means the United States. Employee hereby agrees and recognizes that the Company and its affiliates have a nationwide customer base, and thus that the geographic restrictions imposed by Section 5.3 are fair and reasonable.5.4.2â€œRestricted Businessâ€ means any venture, enterprise, activity or business engaged in a business, directly or indirectly, similar to the actual or prospective business of the Company or of any of its affiliates as of the date of the termination of Employeeâ€™s employment from the Company, including without limitation, (i) any business who provides business process outsourcing services in or from the Restricted Area, including outsourcing services related to customer care, sales, or marketing; (ii) any business who provides software services or products relating to the operation of a call center, including but not limited to call center routing solutions, call center dialing software, and call center agent computer interfaces.5.5Non-

Disparagement. Both parties agree that, during the term of Employeeâ€™s employment with the Company, and for a two year-period after the termination of such employment, neither party shall disparage or criticize the other party, its corporate affiliates, nor any of their respective principals, directors, officers, or employees (unless such statements are made in connection with legal or other official process), including without limitation taking any actions that are or could be harmful to the other partyâ€™s goodwill with its customers, vendors, employees, the media or the public. For clarity, the response by the Company to any inquiry by giving dates of employment and no further information shall not be deemed a disparaging response. 5.6Devotion of Services. Employee agrees that during the term of his or her employment with the Company, Employee will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Company is now involved or becomes involved during the term of his or her employment, nor will he or she engage in any other activities that conflict with his or her obligations to the Company without the express written consent of the Chief Executive Officer of the Company.6.General.1.1Severability. If any provision of this Agreement is found to be invalid, illegal, or unenforceable, then, notwithstanding such provision, all other provisions of this Agreement will remain in full force or effect, and the terms of such provision will be limited to the extent necessary to render the provision valid, legal, and enforceable.1.2Other Agreements. Employee hereby represent that his or her performance of all the terms of the Agreement and this Exhibit and the performance of his or her duties as an employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by you in confidence or in trust prior to your employment with the Company. You also represent that you are not a party to or subject to any restrictive covenants, legal restrictions, policies, commitments or other agreements in favor of any entity or person that would in any way preclude, inhibit, impair or limit your ability to perform your obligations under this Agreement, including noncompetition agreements or non-solicitation agreements, and you further represent that your performance of the duties and obligations under the Agreement does not violate the terms of any agreement to which you are a party. You agree that you will not enter into any agreement or commitment or agree to any policy that would prevent or hinder your performance of duties and obligations under the Agreement.1.3Injunctive Relief and Specific Performance. Employee agrees that a breach of this Agreement (other than a breach of section 5.4) will result in irreparable and continuing harm to the Employer for which there is no adequate remedy at law. Employee agrees that in the event of an actual, threatened, or intended breach of this Agreement by Employee, such breach shall be deemed to cause the Employer irreparable harm, and Employer will have the right to seek injunctive relief or specific performance in a court of law. Employee hereby consents to the imposition of such relief, without the necessity of proof of actual damage, in order to prevent or restrain or restrain any such actual, threatened, or intended breach of this Agreement. Employee agrees that injunctive relief and specific shall be cumulative to any other remedy that Employer may seek for a breach of this Agreement, including compensatory and punitive damages, and that Employer shall have the right to its reasonable attorney fees and costs incurred in enforcing any provision of this Agreement.1.4Choice of Law and Venue. This Agreement will be governed and construed by and in accordance with the laws of the state where Employeeâ€™s position is located. To the extent that the parties have agreed to arbitrate certain claims, nothing in this Agreement shall affect their respective obligations or ability to arbitrate such claims other than as provided in Section 6.2.1.5Entire Agreement. This Agreement contains the entire agreement and understanding between the parties with respect to the subject matter hereof and merges and supersedes all prior agreements, understandings, and representations with respect to such subject matter. This Agreement may not be amended or modified other than through a writing signed by both parties.1.6At-Will Status of Employee. Nothing in this Agreement will be construed to alter Employeeâ€™s status as an â€œat-willâ€ employee of Employer, and Employee acknowledges that Employee is an at-will employee of the Employer. Employee understands that as an â€œat-willâ€ employee, his or her employment with the Company may be terminated at any time without cause or notice by either the Company or the Employee.EXHIBIT BARBITRATION AGREEMENTA. Mutual ConsentThe Company and you mutually consent to the resolution, by final and binding arbitration, of any and all arbitrable claims or controversies ("claim"), except to the extent limited by Section B of this Arbitration Agreement, that the Company may have against you or that you may have against the Company, its affiliates, its shareholders, or their respective officers, directors, partners, owners, employees or agents in their capacity as such or otherwise, arising out of or relating to your Employment or any other relationship you have with the Company or its affiliates, including but not limited to, any claims arising out of or related to your Agreement or this Agreement to Arbitrate (this â€œArbitration Agreementâ€) or the breach thereof, or any question relating to the Arbitration Agreementâ€™s existence, validity or termination. Legal disputes covered by this Arbitration Agreement include, but are not limited to: (i) claims or charges of discrimination (including, but not limited to, race, color, religion, creed, sex, sexual orientation, or sexual or other unlawful harassment, pregnancy, national origin, ancestry, age, physical or mental handicap or disability, genetic disposition or carrier status, marital status, veteran's status, retaliation, or any other category protected under applicable federal, state or local fair employment practices law and specifically including but not limited to, claims arising under Title VII of the Civil Rights Act of 1964, the Americans With Disabilities Act of 1990, the Family and Medical Leave Act, the Worker Adjustment and Retraining Notification Act, the Fair Credit Reporting Act, the Employee Retirement Income Security Act of 1974 (â€œERISAâ€), any state fair employment practices (ii) claims for breach of contract or promissory estoppel; (iii) tort claims, wrongful discharge claims, defamation and unfair business practices claims; and (iv)Â claims for wages, commissions, bonuses, severance, stock options and other equity, employee benefits or other compensation, whether pursuant to contract, state wage and hour laws, the Fair Labor Standards Act, ERISA, or any other law concerning wages, compensation or employee benefits.The claims shall be settled exclusively by binding arbitration in accordance Employment Arbitration Rules and Mediation Procedures (â€œAAA Rulesâ€) of American Arbitration Association (â€œAAAâ€), and judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. Any claim or controversy not submitted to arbitration in accordance with this Exhibit (other than claims covered by Exhibit A, claims for workers compensation, or claims that cannot legally be submitted to arbitration) shall be waived, and thereafter no arbitration panel or tribunal or court shall have the power to rule or make any award on any such claim or controversy. THE COMPANY AND YOU FULLY UNDERSTAND THAT, ABSENT THIS ARBITRATION AGREEMENT, LEGAL CLAIMS BETWEEN THE PARTIES COULD BE RESOLVED THROUGH THE COURTS AND A JURY BUT EXPRESSLY AGREE TO FOREGO THE TRADITIONAL LITIGATION SYSTEM IN FAVOR OF BINDING ARBITRATION.B. Claims Not Covered by this Arbitration AgreementThe Arbitration Agreement does not apply to actions by the Company for injunctive and/or other equitable relief, including but not limited to claims for unfair competition and/or the use and/or unauthorized disclosure of trade secrets or confidential information, as to which you understand and agree that the Company may seek and obtain relief from a court of competent jurisdiction. You agree that any actions by you for injunctive, equitable, or declaratory relief, is covered by this Arbitration Agreement and is subject to arbitration.C. Class Action WaiverExcept as otherwise required under applicable law, the Parties agree that neither of them will assert class action or representative action claims against the other, whether in arbitration or otherwise, which actions are hereby waived; and each of the Parties shall only submit their own, individual claims in arbitration and will not seek to represent the interests of any other person.D. Arbitration Rules and Applicable LawThe Parties agree that the Federal Arbitration Act ("FAA") will govern this Arbitration Agreement and the interpretation and enforcement of the arbitration proceeding, including any actions to compel, enforce, vacate, or confirm proceedings, awards or orders issued by the Arbitrator. The Proceedings under this Arbitration Agreement will be administered by the AAA pursuant to the AAA Rules, except as provided in this Arbitration Agreement. Except as provided in this Arbitration Agreement or the AAA Rules, the Arbitrator shall apply the state or federal law of Washington D.C., including laws establishing burdens of proof. This Arbitration Agreement does not enlarge substantive rights of either party available under existing law.THE FACT OF ANY ARBITRATION, AND ANY PROCEEDINGS, CLAIMS, OR DISPUTES RELATING TO THE ARBITRATION, SHALL BE KEPT BY YOU AS STRICTLY CONFIDENTIAL, AND SHALL BE DEEMED TO BE THE COMPANYâ€™S CONFIDENTIAL INFORMATION.E. Initiation of Arbitration and Time LimitsA party may initiate arbitration proceedings under this Arbitration Agreement by serving a written Request for Arbitration on AAA forms (a â€œRequest for Arbitrationâ€). The Request for Arbitration must describe the nature of the dispute and the specific remedy sought and must be simultaneously mailed to all other parties to the dispute. Except for a claim asserting fraudulent or intentional wrongdoing, a Request for Arbitration must be filed within one year of the date when the cause of action first arose or be deemed waived. Any failure to timely request arbitration constitutes a complete waiver of all rights to raise any claims in any forum relating to any dispute that was subject to arbitration. The time limitations in this paragraph are not subject to any type of tolling.F. The ArbitratorAll disputes will be resolved by a single Arbitrator selected from a list provided by the AAA pursuant to the AAA Rules. The Arbitrator has the authority to determine the arbitrability of the dispute itself and to rule on any motions regarding discovery or the pleadings, including motions to dismiss and for summary judgment, and, in doing so, shall apply the standards set forth in the Federal Rules of Civil Procedure (except as otherwise set forth in this Arbitration Agreement), and to order any and all equitable or legal relief which a party could obtain from a court of competent jurisdiction on the basis of the claims made in the dispute. The arbitrator shall have no power to vary or ignore the terms of this Arbitration and shall be bound by controlling law and the Federal Rules of Evidence.G. Hearing Location and LanguageUnless the parties agree otherwise in writing, the hearing shall take place at the Companyâ€™s offices in Washington DC.H. Arbitration Fees and CostsThe Company shall pay any filing fee and the fees and costs of the arbitrator; provided, however, that if you are the party initiating the arbitration, you will pay an amount equivalent to the filing fee that you would have paid to file a civil action or initiate a claim in the court of general jurisdiction in the state in which you performed services for the Company. Each party shall pay for its own costs and attorneysâ€™ fees, if any; provided, however that the arbitrator will award reasonable attorneyâ€™s fees and costs to the prevailing party in any arbitration, unless otherwise prohibited by law.I. SeverabilityIn the event that any provision of this Arbitration Agreement is determined by the Arbitrator or by a court of competent jurisdiction to be illegal, invalid or unenforceable to any extent, such provision shall be enforced to the extent permissible under the law and all remaining provisions of this Arbitration Agreement shall remain in full force and effect.J. Miscellaneous Provisions1.The parties understand and agree that their promises to arbitrate claims, rather than to litigate them before courts or other bodies, provide consideration for each other.2.This Arbitration Agreement to arbitrate shall survive the termination of your Employment with the Company. It can only be revoked or modified in writing signed by the authorized representatives of the parties, which specifically states intent to revoke or modified this Arbitration Agreement. Only the Board of the Company can revoke or modify this Arbitration Agreement on behalf of the Company.3.Notwithstanding anything to the contrary herein, to the extent that you seek to subpoena, or otherwise legally compel, a third party for information or testimony, and if such third party is an actual, past, or prospective customer of the Company or its affiliates, or is an employee, officer, or director of such customer, then no subpoena or other legal process may be issued to such third party unless:i.the Company agrees in writing to the issuance of the subpoena or legal process; orii.upon written motion from you seeking to issue the subpoena or legal process, in which motion you shall have the burden of persuasion and the burden of proof, the Arbitrator finds good cause to issue such subpoena or legal process.4.This Arbitration Agreement, together with the employment agreement to which it is attached, is the complete agreement of the parties on the subject of arbitration of disputes.5.This Arbitration Agreement is not, and shall not be construed to create, any contract of employment, express or implied.IN WITNESS HEREOF, the Parties have agreed to enter into this Arbitration Agreement as of the date set forth on the first page of the employment agreement:IBEX GLOBAL SOLUTIONS, INC.1700 Pennsylvania Avenue NW, Suite 560, Washington, DC 20006, USA/s/ Robert DechantName: Robert T. DechantTitle: Chief Executive OfficerEmployeeâ€™s signature:/s/ Bruce DawsonName: Bruce DawsonEXHIBIT BDIRECT DIALOGUE PROGRAM ANDMUTUAL AGREEMENT TO ARBITRATEA New Way to Resolve Workplace ProblemsWe understand that problems can occur even in the best companies. The Company offers multiple ways in which problems may be addressed, such as our Open Door Policy and Progressive Coaching and Discipline Policy, all discussed in the Employee Handbook. We encourage all employees to review these policies and to follow them as appropriate. However, there are times when an informal approach may not be suitable. Our goal is always to resolve problems in the most prompt, effective manner. Our Direct Dialogue Program provides a more structured process to help us resolve differences together in a timely and objective manner. At the same time, it provides a process that protects your legal rights. At the Company, we are committed to building strong working relationships. We do that in many ways including the Direct Dialogue Program.INTERNAL PROCESS Step 1: Open Communication with Your Direct SupervisorAt our company, the door is always open. The Direct Dialogue Program builds on our foundation of trust by defining a process that encourages you to first talk to the right person, a person who can help when you have a work-related question or concern. Often, questions you have can be answered quickly if you talk directly to your supervisor. Your supervisor wants to keep our company running smoothly, and that includes quickly and fairly addressing any concerns that arise. If for any reason you not comfortable with contacting your supervisor, you should contact your Human Resources Representative for your location by following Step 2, below. The opportunity to move directly to Step 2 is designed to assist you in situations where for any reason you are not comfortable with Step 1.Step 2: Open Communication with the Your Human Resources Representative If you have already talked with your supervisor (or are uncomfortable with talking with your supervisor), and still feel that your question has not been answered to your satisfaction, you can communicate with your Human Resources Representative. To assist your Human Resources Representative with the quickest and best resolution, we ask that you answer the following five questions in writing, and give your answers to your Human Resources Representative. The five questions are:â€¢What is the problem?â€¢When did you discuss it with your supervisor?â€¢What response did you receive?â€¢Why do you disagree with the response?â€¢What do you think the proper solution should be?If you have already taken Step 1, then you must file your written answers to these questions with your Human Resources Representative within one week of the date of the meeting with your supervisor. We ask this so that problems can be addressed quickly and efficiently. Step 3: Open Communication with the Chief People OfficerIf you have communicated with your Human Resources Representative and the problem is still unresolved, the next step is communication with the Companyâ€™s Chief People Officer. When you ask our Chief People Officer to become involved, we ask that you:â€¢Make your request in writing, specifying what has happened thus far, and why you do not feel it has been appropriately addressed; andâ€¢Attach a copy of your answers to the five questions listed in Step 2.Your request to the Chief People Officer must be filed within one week of the date when you receive the Step 2 response, so your problem can be addressed quickly and efficiently.The role of the Chief People Officer is to facilitate discussion and problem-solving. The Chief People Officer will listen to your input and seek to find a mutually acceptable resolution, if possible. If for any reason you remain unsatisfied after communicating with the Chief People Officer, the next steps in the Direct Dialogue Program are Mediation and, if necessary, Arbitration, covered in the following pages.MEDIATION AND ARBITRATION - GENERALWhat Claims Are Subject to Mediation and Arbitration? The claims covered by this Direct Dialogue Program ("Program") and the Agreement to Arbitrate ("Agreement") pertain to any disputes arising out of your employment or termination of employment with IBEX Global Solutions, Inc. (â€œCompanyâ€) (including claims against employees, Officers, and Directors of the Company and its affiliates arising out of or related to any disputes, and include, but are not limited to, the following: claims for wages or other compensation due; claims for breach of any contract or covenant (express or implied); tort claims; claims for discrimination (including, but not limited to, discrimination based on race, gender, sexual orientation, religion, national origin, age, pregnancy, marital status, or medical condition, handicap or disability; including any claims covered by Title VII of the Civil Rights Act of 1964, the ADA, the ADEA, the FMLA and the FLSA); claims for retaliation; physical, mental or psychological injury, (arising out of your employment or termination of employment); claims for benefits (except where an employee benefit or retirement plan specifies that its claims procedure shall culminate in an arbitration procedure different from this one); claims for violations of local laws governing employment relations; and claims for violation of any other federal, state or other governmental law, statute, regulation, or ordinance, except claims excluded below. It is specifically agreed that the claims covered by this Program and Agreement include (1) any claims of spouses or descendants of the Employee that would otherwise be covered by this Program and Agreement if it were a claim of the Employee, and (2) any claims of the Employee as a member or representative of a class, or in any other manner as a member or representative of a group. See Paragraph A â€“ Mutual Consent, under â€œAgreement to Arbitrate,â€ below.Claims Not Covered by this Program and Agreement The Program and Agreement do not apply to claims for Workers' Compensation Benefits; claims for unemployment benefits; administrative claims before the National Labor Relations Board, the Equal Employment Opportunity Commission or any parallel state or local agency. Participation in any administrative proceeding by the Company shall not affect the applicability of this Program or Agreement upon termination of the administrative proceeding; criminal complaints; and/or actions by the Company for injunctive and/or other equitable relief, including but not limited to claims for unfair competition and/or the use and/or unauthorized disclosure of trade secrets or confidential information, as to which Employee understands and agrees that the Company may seek and obtain relief from any court of competent jurisdiction. Filing and Fees The American Arbitration Association (AAA) charges a fee for filing a request for mediation/arbitration. In addition to this filing fee, a fee must be paid to the mediator/arbitrator for Employeeâ€™s or her services. If you request mediation/arbitration, your share of these fees will be $100 for hourly employees or $150 for salaried employees and must be paid when you file the Dispute Processing Form. The Company will pay any remaining AAA filing fees for mediation/arbitration as well as all other fees and expenses charged by the mediator/arbitrator or the AAA for this process. All fee payments are processed through the AAA, and the mediator/arbitrator has no knowledge with regard to which party pays the fees. However, you may elect to pay up to one-half of these fees and expenses if you so desire. Mediation The AAA will

work with you and the Company to find a time and place that is convenient for all parties to meet as a group or, individually, with the mediator. The mediator will listen to both sides of the story, ask questions and help the parties focus on the strengths and weaknesses of their positions. Arbitration If either party has a covered problem that has not been resolved through our internal process, including mediation, the party can request arbitration, which is a process where both you and the Company have an impartial, outside party make a final decision that is binding on both you and the Company. Arbitration is a process in which a skilled arbitrator (similar to a judge) hears both sides of the situation and then makes a final and binding decision. Decisions by the arbitrator are generally made according to the same principles of law that control decisions by courts. Arbitrators can award the same damages or remedies as a court of law. By accepting employment and/or continuing your employment with the Company, you agree to be bound by the Agreement to Arbitrate set forth below. In certain cases, attorney fees and other expenses may be assessed against either you or the Company. For example, the arbitrator may assess attorney fees against you or the Company if either party makes a claim that is frivolous, or is factually or legally groundless, or if there is a written agreement that provides for a payment of attorney fees. AGREEMENT TO ARBITRATEA. Mutual Consent The Company and Employee mutually consent to the resolution, by final and binding arbitration, of any and all claims or controversies ("claim") that the Company may have against Employee or that Employee may have against the Company or its officers, directors, partners, owners, employees or agents in their capacity as such or otherwise, whether or not arising out of the employment relationship (or its termination), including but not limited to, any claims arising out of or related to this Agreement to Arbitrate (this â€œAgreementâ€) or the breach thereof. This Agreement specifically excludes from claims subject to arbitration any and all disputes or actions of any and all kinds that may arise from any confidentiality or other agreement between you and the Company, or under any applicable law, under which the Company may seek injunctive or other equitable relief for breach of any covenant or applicable law, including but not limited to claims for unfair competition and/or the use and/or unauthorized disclosure of trade secrets or confidential information, as to which you understand and agree that the Company may seek and obtain relief from any court of competent jurisdiction. The claims covered by this Agreement include (1) any claims of spouses or descendants of the Employee that would otherwise be covered by this Program and Agreement if it were a claim of the Employee, and (2) any claims of the Employee as a member or representative of a class, or in any other manner as a member or representative of a group. Parties to the Agreement waive any right they may otherwise have to pursue, file, participate in, or be represented in any claim brought in any court on a class basis or as a collective action or representative action.Â This waiver applies to any claim that is covered by the Agreement to the full extent such waiver is permitted by law. All claims subject to the Agreement must be mediated and arbitrated as individual claims.Â The Agreement specifically prohibits the mediation or arbitration of any claim on a class basis or as a collective action or representative action, and the arbitrator shall have no authority or jurisdiction to enter an award or otherwise provide relief on a class, collective or representative basis.Â The Parties to the Agreement, therefore, do not waive and specifically retain a right to appeal in a court of competent jurisdiction any determination or award of an arbitrator made in contravention to this section, including without limitation, a determination (i) that a claim may proceed as a class, collective or representative action; or (ii) that awards relief on a class, collective, or representative basis.Â In such appeal, the standard of review to be applied to the arbitratorâ€™s decision shall be the same as that applied by an appellate court reviewing a decision of a trial court sitting without a jury.The claims shall be settled exclusively by binding arbitration in accordance with the Employment Dispute Resolution Rules of the American Arbitration Association ("AAA"), and judgment upon the award rendered by the arbitrator may be entered in any court having jurisdiction thereof. THE COMPANY AND EMPLOYEE FULLY UNDERSTAND THAT, ABSENT THIS AGREEMENT, LEGAL CLAIMS BETWEEN THEM COULD BE RESOLVED THROUGH THE COURTS AND A JURY, BUT THE PARTIES EXPRESSLY AGREE TO FOREGO THE TRADITIONAL LITIGATION SYSTEM IN FAVOR OF BINDING ARBITRATION.B. Arbitration Rules and Applicable Law The Parties agree that the Federal Arbitration Act ("FAA") will govern this Agreement to Arbitrate ("Agreement") and the interpretation and enforcement of the arbitration proceeding, including any actions to compel, enforce, vacate, or confirm proceedings, awards or orders issued by the Arbitrator. Proceedings under this Agreement will be administered by the AAA pursuant to its National Rules for the Resolution of Employment Disputes, except as provided in this Agreement. Except as provided in this Agreement or the AAA rules, the Arbitrator shall apply the state or federal law which would be applied by a federal court of competent jurisdiction, including laws establishing burdens of proof. This Agreement does not enlarge substantive rights of either party available under existing law. C. Initiation of Arbitration and Time Limits A party may initiate arbitration proceedings under this Agreement by serving a written Request for Arbitration on AAA forms. The Request for Arbitration must describe the nature of the dispute and the specific remedy sought, and must be simultaneously mailed to all other parties to the dispute. Alternatively, employees of the Company may initiate arbitration proceedings by submitting a written Request for Arbitration (see attached form) to the Company's Human Resources Department, together with a $100 filing fee if an hourly employee or $150 if a salaried employee, which will promptly forward the Request to AAA. A Request for Arbitration must be filed within one (1) year of the date when the dispute first arose, unless the claim arises under a specific statute providing for a longer time to file a claim, in which case the statute shall govern. Any failure to timely request arbitration constitutes a complete waiver of all rights to raise any claims in any forum relating to any dispute that was subject to arbitration. The time limitations in this paragraph are not subject to any type of tolling. D. The Arbitrator All disputes will be resolved by a single Arbitrator selected from a list provided by AAA pursuant to AAA rules. The Arbitrator has the authority to rule on any motions regarding discovery or the pleadings, including motions to dismiss and for summary judgment, and, in doing so, shall apply the standards set forth in the Federal Rules of Civil Procedure, and to order any and all equitable or legal relief which a party could obtain from a court of competent jurisdiction on the basis of the claims made in the dispute. The arbitrator shall have no power to vary or ignore the terms of this Agreement and shall be bound by controlling law and the Federal Rules of Evidence. E. Hearing Location Unless the parties agree otherwise in writing, the hearing shall take place at the Companyâ€™s executive offices.F. Arbitration Fees and Costs The parties shall be responsible for their own attorneys' fees, witness fees, transcripts, copy costs, postponement/cancellation fees, travel, and discovery costs. If an employee initiates arbitration under this Agreement, he or she shall pay the first $100 of the filing fee if an hourly employee or $150 if a salaried employee, payable in full when the Request for Arbitration is filed. A Request for Arbitration shall not be deemed filed until this portion of the filing fee is tendered by the employee. The Company will be responsible for the balance of any filing fee and all other fees and administrative costs of the arbitration, except as set forth above. G. Severability In the event that any provision of this Agreement is determined by the Arbitrator or by a court of competent jurisdiction to be illegal, invalid or unenforceable to any extent, such provision shall be enforced to the extent permissible under the law and all remaining provisions of this Agreement shall remain in full force and effect. H. Miscellaneous Provisions 1. The parties understand and agree that their promises to arbitrate claims, rather than to litigate them before courts or other bodies, provide consideration for each other. 2. This Agreement to arbitrate shall survive the termination of Employee's employment. It can only be revoked or modified in writing signed by the parties, which specifically states intent to revoke or modified this Agreement. Only the CEO of the Company can revoke or modify this Agreement on behalf of the Company. 3. This is the complete Agreement of the parties on the subject of arbitration of disputes, except for any arbitration agreement in connection with any retirement or benefit plan. This Agreement supersedes any prior or contemporaneous oral or written understanding on the subject. 4. This Agreement is not, and shall not be construed to create, any contract of employment, express or implied. Nor does this Agreement in any way alter the "at will" nature of the employment relationship, which either party remains free to terminate at any time with or without cause or notice.DIRECT DIALOGUE PROGRAMANDMUTUAL AGREEMENT TO MEDIATE/ARBITRATEACKNOWLEDGMENT AND ACCEPTANCEBy my signature below, I acknowledge that I have received and read the Direct Dialogue Program and Mutual Agreement to Mediate/Arbitrate and will abide by it as a condition of my employment. I understand that this program requires all covered disputes to be submitted to a mediator and (if necessary) an arbitrator, rather than a judge and jury in court. In anticipation of gaining the benefits of a fair and efficient method for resolving such disputes, I agree to all of the terms of, and to use the procedure described in, this Policy for the resolution of all covered claims. I also agree that any award made by an arbitrator will be binding on the Company, me, my representatives, parents, guardians, assigns, beneficiaries, spouse, children and heirs. I further acknowledge that the Direct Dialogue Program and Agreement to Mediate/Arbitrate do not create a contract of employment between the Company and me. EMPLOYEE Name:Â Â Â Â Â Â Â Â Bruce DawsonSignature:Â Â Â Â /s/ Bruce DawsonDate:Â Â Â Â Â Â Â Â Â 7/8/2020 EX-10.41 6 exhibit1041formofofficerin.htm EX-10.41 DocumentEXHIBIT 10.41INDEMNITY AGREEMENTTHIS AGREEMENT made as a deed effective as of the ___day of _____, _____ BETWEEN:IBEX LIMITED, an exempted company incorporated under the Bermuda of Crawford House, 50 Cedar Avenue, Hamilton HM11, Bermuda(the â€œCompanyâ€)AND:NAME(the â€œIndemniteeâ€)WHEREAS, at the request of the Company, the Indemnitee has agreed to act as an officer of the Company and the Company has agreed to indemnify the Indemnitee against liability incurred by the Indemnitee as a result of acting as an officer of the Company on the terms and conditions set out in this agreement (the â€œAgreementâ€).NOW THEREFORE in consideration of these premises, the mutual covenants and agreements herein contained and other good and valuable consideration, the receipt and sufficiency of which is acknowledged by each of the parties hereto, the parties hereto covenant and agree as set forth below.1.DEFINITIONS1.1For the purposes of this Agreement:(a)â€œActionâ€ means any action, inquiry, investigation, suit or other proceeding before a court, arbitrator or other tribunal in which a Claim is brought, made or advanced by or against the Indemnitee;(b)â€œClaimâ€ means any charge, claim, cost, damage, expense, fine, liability, loss or penalty contemplated by Section 1.1 of this Agreement;(c)â€œFraudulent or Dishonest Actionsâ€ means with respect to a Indemnitee (i) the Indemniteeâ€™s plea of guilty or nolo contendere to, or conviction of, (A) a felony (or its equivalent in a non-United States jurisdiction) or (B) other conduct of a criminal nature that has or is likely to have a material adverse effect on the reputation or standing in the community of the Company, any Subsidiary or a successor to Company or a Subsidiary, as determined by the Company Board of Directors in its sole discretion, or that legally prohibits the Indemnitee from working for the company, any of Subsidiary or a successor to Company or a Subsidiary; (ii) a breach by the Indemnitee of a regulatory rule that adversely affects the Indemniteeâ€™s ability to perform the Indemniteeâ€™s duties as an employee or officer to the Company, any Subsidiary or a successor to the Company or a Subsidiary, in any material respect; or (iii) the Indemniteeâ€™s failure, in any material respect, to (A) perform in all material respects, the Indemniteeâ€™sduties as an officer, (B) comply in all material respects with the applicable policies of the Company, or any Subsidiary, or a successor to the Company or a Subsidiary, or (C) comply with covenants contained in any agreement between Indemnitee and the Company or a Subsidiary or a successor to the Company or Subsidiary.(d)â€œJudgmentâ€ means an award of damages or other monetary compensation made in an Action or any amounts the Indemnitee is ordered to pay by any court, arbitrator or other tribunal or any government, governmental department, body, commission, board, bureau, agency or instrumentality having proper jurisdiction as a result of any Claim brought, made or advanced by or against the Indemnitee; and(e)â€œSettlementâ€ means an agreement to compromise a Claim or an Action.(f)â€œSubsidiaryâ€ means any corporation or other entity in an unbroken chain of companies, corporations or other entities beginning with the Company if each of the companies, corporations or other entities, or group of commonly controlled companies, corporations or other entities, other than the last company, corporation or other entity in the unbroken chain then owns shares, stock or other equity interests possessing 50% or more of the total combined voting power of all classes of shares, stock or other equity interests in one of the other companies, corporations or other entities in such chain or otherwise has the power to direct the management and policies of the entity by contract or by means of appointing a majority of the members of the board or other body that controls the affairs of the entity.2.INDEMNITY2.1Scope of IndemnitySubject to the provisions hereunder, the Company will, to the fullest extent possible under applicable law, indemnify and save harmless the Indemnitee from and against:(a)any and all charges and claims of every nature and kind whatsoever, including any legal proceeding or investigative action (whether current, threatened, pending or completed) to which the Indemnitee is or may be joined as a party or is or may be liable for in respect of a judgment, award, penalty, fine, or expenses, which may be brought or made by any person, firm, partnership, corporation or by any governmental department, body, commission, board, bureau, agency or instrumentality against the Indemnitee in connection with the Indemniteeâ€™s execution of the duties of an officer of the Company (a â€œProceedingâ€);(b)any and all costs, damages, judgments, settlement payments, expenses (including legal fees and disbursements on a full indemnity basis), fines, penalties, liabilities (statutory or otherwise), losses, including, without limitation, the costs of preparing for and appearing2(provided that the Indemnitee shall not be entitled to be reimbursed for his time spent preparing or appearing to the extent he is being paid for such time by his then-current employer) at examinations, trials, hearings, government inquiries or commissions which the Indemnitee may sustain, incur or be liable for in consequence of the Indemnitee acting as an officer of the Company, whether sustained or incurred by reason of the Indemniteeâ€™s negligence, default, breach of duty, breach of trust, failure to exercise due diligence or otherwise in relation to the Company or any of its affairs. For the avoidance of doubt, if the Company appoints and pays for counsel to defend an Action on behalf of the Indemnitee as required by this Agreement, then the Indemnitee shall not be entitled to be indemnified for legal fees and disbursements of separate counsel (i.e., in addition to counsel appointed and paid for by the Company), subject to the third paragraph of Section 3.5.2.2Limitation on IndemnificationNotwithstanding the provisions of Section 2.1 of this Agreement, the Company will not be obligated to indemnify or save harmless the Indemnitee if the actions of the Indemnitee were Fraudulent or Dishonest Actions.2.3Advance Payment of ExpensesThe Company will pay to the Indemnitee any expenses actually and reasonably incurred by the Indemnitee in advance of the final disposition of a Proceeding provided that the Indemnitee has delivered to the Company a written undertaking that, if the Company is not ultimately required to so indemnify the Indemnitee by Section 2.2 of this Agreement, the Indemnitee will immediately repay to the Company the amounts that the Company advanced to the Indemnitee.2.4Court Approval of IndemnityIf any payment by the Company under Section 2.1 of this Agreement requires the approval of any court, the Company, at its own expense and in good faith, will promptly take all necessary proceedings to obtain such approval, or if the Company fails to promptly take such steps, the Company hereby authorizes the Indemnitee to take such steps on behalf of the Company, and the Company will pay to the Indemnitee all reasonable costs related thereto.2.5Taxable BenefitsThe Company will gross-up any indemnity payment made pursuant to this Agreement by the amount of any income tax payable by the Indemnitee in respect of that payment.2.6Enforcement CostsThe Company will indemnify the Indemnitee for the amount of all reasonable costs incurred by the Indemnitee in obtaining any court approval required to enable or require payment under or in enforcing this Agreement, including, without limitation, legal fees and disbursements on a full indemnity basis.32.7Re-ElectionThe obligations of the Company under this Agreement continue after and are not affected in any way by the re-election or re-appointment from time to time of the Indemnitee as an officer of the Company.2.8Indemniteeâ€™s CompensationThe obligations of the Company under this Agreement are not diminished or in any way affected by:(a)the Indemnitee holding from time to time any direct or indirect financial interest in the Company;(b)payment to the Indemnitee by the Company of any fees, salary, wages, or any other form of compensation or remuneration; or(c)except as otherwise herein provided, any directorsâ€™ and officersâ€™ or trusteesâ€™ liability insurance for the benefit of the Indemnitee placed by or on behalf of the Indemnitee or the Company.2.9Insurance LimitationNotwithstanding the provisions of Section 2.8 of this Agreement, the Company will have no obligation to indemnify or save harmless the Indemnitee in respect of any liability for which the Indemnitee is entitled to indemnity pursuant to any valid and collectible policy of insurance obtained and maintained by the Company, to the extent of the amounts actually collected by the Indemnitee under such insurance policy. Where partial indemnity is provided by such insurance policy, the obligation of the Company under Section 2.1 of this Agreement will continue in effect but will be limited to that portion of the liability for which indemnity is not provided by such insurance policy.3.DEFENCE3.1Notice of ClaimUpon the Indemnitee or the Company becoming aware of any pending or threatened Claim or Action, written notice will be given by or on behalf of the party becoming so aware to the other party as soon as is reasonably practicable.3.2Right to Conduct an InvestigationThe Company will conduct such investigation of each Claim as is reasonably necessary in the circumstances and will pay all costs of such investigation.3.3Defence of ActionSubject to Section 3.6 of this Agreement, the Company will defend, on behalf of the Indemnitee, any Action, even if the Claim upon which the Action is founded is frivolous, vexatious, groundless, false or fraudulent.43.4Appointment of Counsel(a)The Company will consult with and pay reasonable heed to the Indemnitee concerning the appointment of any defense counsel to be engaged by the Company in fulfilment of its obligation to defend an Action pursuant to Section 3.3 of this Agreement; thereafter the Company will appoint counsel.(b)Notwithstanding the prior paragraph, the Indemnitee may, at its own expense (without any right to indemnification for such expenses), retain separate counsel to advise the Indemnitee in connection with the Action, but such counsel may not file an appearance in connection with such Action.(c)In the event that the counsel appointed by the Company advises that it is unable to represent both the Indemnitee and the Company because of a conflict or potential conflict between the Company and the Indemnitee, then the Company shall appoint and pay for separate counsel for the Indemnitee (after consulting with and paying reasonable heed to the Indemnitee concerning the appointment of such counsel) in fulfilment of its obligations under this Agreement. The Indemnitee shall instruct such counsel in the defense of such Action, and such counsel may file an appearance.3.5Settlement NegotiationsWith respect to a Claim or Action for which the Company is obliged to indemnify the Indemnitee hereunder, the Company may conduct negotiations towards a Settlement and, with the written consent of the Indemnitee (which consent will not be unreasonably withheld or delayed), the Company may make such Settlement as it deems

expedient; provided, however, that the Indemnitee will not be required, as part of any proposed Settlement, to admit liability or agree to indemnify the Company in respect of, or make contribution to, any compensation or other payment for which provision is made by such Settlement.3.6Failure to Consent to SettlementWith respect to a Claim or Action for which the Company is obliged to indemnify the Indemnitee hereunder, if the Indemnitee fails to consent to the terms of a proposed Settlement that is otherwise acceptable to the Company and the claimant, the Company may require the Indemnitee to negotiate or defend the Claim or Action independently of the Company and in such event any amount recovered by such claimant in excess of the amount for which Settlement could have been made by the Company will not be recoverable under this Agreement, it being further agreed by the parties that, under such circumstances, the Company will only be responsible for legal fees and costs up to the time at which such Settlement could have been made.3.7Settlement in Certain CircumstancesThe Company, in consultation with the Indemnitee, will have the right to negotiate a Settlement in respect of any Judgment which is founded upon conduct specified in Section 2.2 of this Agreement. In the event that the Company, in consultation with the Indemnitee, negotiates such Settlement, the Indemnitee will pay any compensation or other payment for which provision is made under the Settlement and will not seek indemnity or contribution from the Company in respect of such compensation or payment. The5Indemnitee will pay to the Company, within 30 days of the Company making demand therefor, all fees, costs and expenses (including legal fees and disbursements on a full indemnity basis) that result from the defence of the Claim or the Action in respect of which the Settlement was made in connection with conduct specified in Section 2.2 of this Agreement, including the cost of any investigation undertaken by the Company in connection therewith, through the date the Settlement was made.3.8Payment of JudgmentThe Company will pay any Judgment that may be given against the Indemnitee unless any of the circumstances in Section 2.2 applies to the Action in respect of which the Judgment is given or unless and to the extent the Indemnitee is otherwise entitled to indemnity under a policy of insurance as contemplated by Section 2.9 of this Agreement and, in either case, the Indemnitee will pay to the Company, within 30 days of the Company making demand therefor, all fees, costs and expenses (including legal fees and disbursements on a full indemnity basis) which result from the defence and appeal of the Action, including the costs of any investigation undertaken by the Company in connection with the Action.4.GENERAL4.1ResignationNothing herein contained will in any way affect the Indemniteeâ€™s right to resign from the Indemniteeâ€™s position as an officer of the Company or any Subsidiary. Subject to Section 2.2, the obligations of the Company hereunder will continue after and are not affected in any way by the Indemnitee ceasing to be an officer or employee of the Company or any Subsidiary, whether by resignation, removal, dismissal without cause, death, incapacity, disqualification under applicable law or otherwise.4.2Non-Guarantee of Employment or Service.Nothing herein contained shall confer any right on an Indemnitee to continue in the service as an officer or employee, or in Indemniteeâ€™s same role of service, to the Company or any Subsidiary or shall interfere in any way with the right of the Company or any Subsidiary to terminate such service or reduce such service in any way, at any time, with or without cause or notice.4.3SurvivalThe indemnity herein provided for will survive the termination of the Indemniteeâ€™s position as an officer of the Company and will continue in full force and effect thereafter.4.4Timing of PaymentsUnless stated otherwise, all monies to be paid hereunder will be paid within 30 days of becoming payable.4.5SeverabilityIf any provision of this Agreement is determined to be invalid or unenforceable in whole or in part, such invalidity or unenforceability will attach only to such provision or part thereof and the remaining part of such provision and all other provisions hereof will continue in full force and effect. The parties hereto6agree to negotiate in good faith to agree to a substitute provision that will be as close as possible to the intention of any invalid or unenforceable provision as may be valid or enforceable. The invalidity or unenforceability of any provision in any particular jurisdiction will not affect its validity or enforceability in any other jurisdiction where it is valid or enforceable.4.6Further AssurancesEach party hereto agrees to do all such things and take all such actions as may be necessary or desirable to give full force and effect to the matters contemplated by this Agreement.4.7Enurement and AssignmentThis Agreement will enure to the benefit of and be binding upon the parties hereto and their respective heirs, executors, administrators, legal representatives, successors and permitted assigns. No party hereto may assign this Agreement without the prior written consent of the other party. In the event that another person becomes the assignee of, or successor in interest to, all or substantially all of the assets of the Company, the Indemnitee may require the Company to assign this Agreement to such person and to obtain such personâ€™s agreement to be bound by this Agreement as if an original signatory hereto.4.8Time of the EssenceTime shall be of the essence with respect to this Agreement.4.9Governing Law and ConflictThis Agreement will be exclusively construed and governed by the laws in force in Bermuda, and the courts of Bermuda will have exclusive jurisdiction to hear and determine all disputes arising hereunder. Each of the parties hereto irrevocably attorns to the jurisdiction of said courts and consents to the commencement of proceedings in such courts. This Section will not be construed to affect the rights of a party to enforce a judgment or award outside said province, including the right to record and enforce a judgment or award in any other jurisdiction. If such governing law affords the Indemnitee more protection or conflicts in any way with this Agreement, the provision that affords the Indemnitee the most protection, whether it be by law or this Agreement, shall prevail.4.10Remedies CumulativeThe rights and remedies under this Agreement are cumulative and are in addition to and not in substitution of any other rights and remedies available at law or in equity or otherwise. No single or partial exercise by a party of any right or remedy precludes or otherwise affects the exercise of any other right or remedy to which that party may be entitled.4.11Counterparts and Delivery by Electronic TransmissionThis Agreement may be executed in any number of counterparts and delivered by electronic transmission, each of which when executed and delivered, will be deemed to be an original and all of which when taken together, will constitute one and the same Agreement.74.12WaiversNo waiver of any provision of this Agreement is binding unless it is in writing and signed by all the parties to this Agreement except that any provision that does not give rights or benefits to particular parties may be waived in writing, signed only by those parties who have rights under, or hold the benefit of, the provision being waived if those parties promptly send a copy of the executed waiver to all other parties. No failure to exercise, and no delay in exercising, any right or remedy under this Agreement will be deemed to be a waiver of that right or remedy. No waiver of any breach of any provision of this Agreement will be deemed to be a waiver of any subsequent breach of that provision or of any similar provision.4.13AmendmentsExcept as permitted for certain waivers in Section 4.12 of this Agreement, no amendment, supplement, restatement or termination of any provision of this Agreement is binding unless it is in writing and signed by each party to this Agreement at the time of the amendment, supplement, restatement or termination.4.14Entire AgreementThis Agreement and all documents contemplated by or delivered under or in connection with this Agreement constitute the entire agreement between the parties with respect to the subject matter of this Agreement and supersede all prior agreements, negotiations, discussions, undertakings, representations, warranties and understandings, whether written or oral, express or implied, statutory or otherwise, between the parties with respect to the subject matter hereof.[SIGNATURE PAGE FOLLOWS]8IN WITNESS WHEREOF the parties hereto have signed, sealed and delivered this Agreement as a deed effective as of the date first written above.Executed for and on behalf ofIBEX LimitedWitnessed by:Authorised SignatureSignatureName (Printed)Name (Printed)TitleTitleIndemnitee; OfficerWitnessed by:SignatureSignatureName (Printed)Name (Printed)Title9 EX-10.42 7 exhibit1042firstamendmentt.htm EX-10.42 DocumentEXHIBIT 10.42FIRST AMENDMENT TO INDEMNITY AGREEMENTTHIS FIRST AMENDMENT TO INDEMNITY AGREEMENT (this â€œFirst Amendmentâ€) is made as a deed effective as of _____ by and between:IBEX LIMITED, an exempted company incorporated under the Islands of Bermuda, with a principal office of Crawford House, 50 Cedar Avenue, Hamilton HM 11, Bermuda (the â€œCompanyâ€)AND_____ (the â€œIndemniteeâ€).WHEREAS, the Company and Indemnitee entered into the Indemnity Agreement as a deed effective as of _____ (â€œIndemnity Agreementâ€);WHEREAS, the Company and the Indemnitee now wish to amend the Indemnity Agreement per the terms and conditions set out in this agreement.NOW THEREFORE, in consideration of these premises, the mutual covenants and agreements herein contained and other good and valuable consideration, the receipt and sufficiency of which is acknowledged by each of the parties hereto, the parties hereto covenant and agree the Indemnity Agreement shall be amended as set forth below.1.Amendment of Section 2.1. Section 2.1 (Scope of Indemnity), subsection (b) shall be amended and restated as follows:â€œ(b) any and all costs, damages, judgments, settlement payments, expenses (including legal fees and disbursements on a full indemnity basis), fines, penalties, liabilities (statutory or otherwise), losses, including, without limitation, the costs of preparing for and appearing (provided that the Indemnitee shall not be entitled to be reimbursed for his time spent preparing or appearing to the extent he is being paid for such time by his then-current employer) at examinations, trials, hearings, government inquiries or commissions which the Indemnitee may sustain, incur or be liable for in consequence of the Indemnitee acting as an officer of the Company, whether sustained or incurred by reason of the Indemniteeâ€™s negligence, default, breach of duty, breach of trust, failure to exercise due diligence or otherwise in relation to the Company or any of its affairs, which indemnity shall specifically extend to indemnification for any fines or penalties applied against the Indemnitee including personally by taxing authorities for any filings that the Indemnitee was required by law to make in connection with their position with the Company or for which the Indemnitee was serving at the request of the Company as a director, officer, employee or fiduciary of any other entity (including another corporation, partnership, joint venture, trust or employee benefit plan). For the avoidance of doubt, if the Company appoints and pays for counsel to defend an Action on behalf of the Indemnitee as required by this Agreement, then the Indemnitee shall not be entitled to be indemnified for legal fees and disbursements of separate counsel (i.e., in addition to counsel appointed and paid for by the Company), subject to the third paragraph of Section 3.5.â€2.Miscellaneous. Unless otherwise defined herein, all capitalized terms shall have the meaning ascribed to them in the Indemnity Agreement. Except as set forth in the First Amendment, the Indemnity Agreement is unaffected and shall continue in full force and effect in accordance with its terms. If there is a conflict between this First Amendment and the Indemnity Agreement, the terms of this First Amendment shall prevail. This First Amendment may be executed in counterparts, each of which will be deemed an original, but such counterparts will together constitute one and the same agreement. [SIGNATURE ON PAGE FOLLOWING]IN WITNESS WHEREOF, the parties hereto have signed, sealed and delivered this this First Amendment to Indemnity Agreement as a deed effective as of the Effective Date.Executed for and on behalf ofIBEX LIMITEDÂ Witnessed by:_____Authorised SignatureÂ Signature_____Printed NameÂ Printed Name_____TitleÂ TitleIndemnitee; OfficerÂ Witnessed by:_____SignatureÂ Signature_____Printed NameÂ Printed Name_____Title EX-21.1 8 exhibit211listofsubsidiari.htm EX-21.1 DocumentÂ EXHIBIT 21.1SUBSIDIARIESENTITYJURISDICTIONIBEX GLOBAL LIMITEDBermudaIbex Global Bermuda LtdBermudaÂ Ibex Global Solutions, Inc.Delaware, USATRG Customer Solutions (Canada) Inc.CanadaÂ Digital Globe Services, LLCDelaware, USA7 Degrees, LLCDelaware, USAÂ Lake Ball LLC*Delaware, USATelSatOnline, LLCDelaware, USAÂ iSky, LLCDelaware, USAIbex Receivable Solutions, Inc.Delaware, USAÂ TRG Marketing Solutions LimitedEnglandIbex Global EuropeLuxembourgÂ Ibex Philippines, Inc.PhilippinesIbex Global Solutions Philippines, Inc.PhilippinesÂ Ibex Global St. Lucia LimitedSt. LuciaIbex Global Jamaica LimitedJamaicaÂ Ibex Global Solutions Nicaragua S.A.NicaraguaIbex Honduras S.A. de C.V.HondurasÂ Virtual World (Private) LimitedPakistanIbex Global Solutions (Private) LimitedPakistanÂ Ibex Middle East FZ-LLCUAEIbex Global LimitedSaudi ArabiaDGS LIMITEDBermudaÂ Â DGS (Private) LimitedPakistan*joint venture; 47.5% ownership EX-23.1 9 exhibit231consentofdeloitt.htm EX-23.1 DocumentEXHIBIT 23.1CONSENT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRMWe consent to the incorporation by reference in Registration Statement Nos. 333-263228 and 333-242044 on Form S-8 of IBEX Limited, of our report dated September 12, 2024, relating to the consolidated financial statements of IBEX Limited appearing in this Annual Report on Form 10-K of IBEX Limited, for the year ended June 30, 2024./s/ Deloitte & Touche LLPTampa, FloridaSeptember 12, 2024 EX-31.1 10 exhibit311certificationbyt.htm EX-31.1 Document EXHIBIT 31.1CERTIFICATIONSI, Robert Dechant, certify that:1.I have reviewed this Annual Report on Form 10-K of IBEX Limited;2.Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;3.Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;4.The registrantâ€™s other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:(a)Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;(b)Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;(c)Evaluated the effectiveness of the registrantâ€™s disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and(d)Disclosed in this report any change in the registrantâ€™s internal control over financial reporting that occurred during the registrantâ€™s most recent fiscal quarter (the registrantâ€™s fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrantâ€™s internal control over financial reporting; and5.The registrantâ€™s other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrantâ€™s auditors and the audit committee of the registrantâ€™s board of directors (or persons performing the equivalent functions):(a)All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrantâ€™s ability to record, process, summarize and report financial information; and- 1 - (b)Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrantâ€™s internal control over financial reporting.Date:September 12, 2024By:/s/ Robert DechantÂ Name:Robert DechantTitle:Chief Executive Officer(Principal Executive Officer)- 2 - EX-31.2 11 exhibit312certificationbyt.htm EX-31.2 Document EXHIBIT 31.2CERTIFICATIONSI, Taylor Greenwald, certify that:1.I have reviewed this Annual Report on Form 10-K of IBEX Limited;2.Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;3.Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;4.The registrantâ€™s other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:(a)Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;(b)Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;(c)Evaluated the effectiveness of the registrantâ€™s disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and(d)Disclosed in this report any change in the registrantâ€™s internal control over financial reporting that occurred during the registrantâ€™s most recent fiscal quarter (the registrantâ€™s fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrantâ€™s internal control over financial reporting; and5.The registrantâ€™s other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrantâ€™s auditors and the audit committee of the registrantâ€™s board of directors (or persons performing the equivalent functions):(a)All significant deficiencies and material weaknesses in the design

or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrantâ€™s ability to record, process, summarize and report financial information; and- 1 - (b)Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrantâ€™s internal control over financial reporting.Date:September 12, 2024By:/s/ Taylor GreenwaldÂ Â Â Â

Performance Measure, Amount Other Performance Measure, Amount 2020 Long Term Incentive Plan 2020 Long Term Incentive Plan [Member] 2020 Long Term Incentive Plan Reduction due to reassessment of lease renewal options Reduction Due To Reassessment Of Lease Renewal Options [Abstract] Reduction Due To Reassessment Of Lease Renewal Options Leases Lessee, Operating Leases [Text Block] Common stock: shares outstanding (in shares) Balance, beginning of period (in shares) Balance, end of period (in shares) Common Stock, Shares, Outstanding Documents Incorporated by Reference Documents Incorporated by Reference [Text Block] Operating lease cost Operating Lease, Cost Due from related parties Accounts receivable Other Receivables, Net, Current Number of shares available for grant (in shares) Share-Based Compensation Arrangement by Share-Based Payment Award, Number of Shares Available for Grant Non-current operating lease liabilities Operating lease liabilities, non-current Operating Lease, Liability, Noncurrent Total non-current assets Assets, Noncurrent Interest on lease liabilities Finance Lease, Interest Expense Operating segments Segment Reporting, Policy [Policy Text Block] Tax credit carryforwards Deferred Tax Assets, Tax Credit Carryforwards Term of warrants outstanding Warrants and Rights Outstanding, Term Revenue from Contract with Customer [Abstract] Current deferred revenue Contract with Customer, Liability, Current Plan Name [Domain] Plan Name [Domain] United States UNITED STATES Total effects of dilutive securities (in shares) Weighted Average Number of Shares Outstanding, Diluted, Adjustment Other non-current assets Other Assets, Noncurrent Entity Tax Identification Number Entity Tax Identification Number Leases [Abstract] Notice period for contract termination Revenue From Contract With Customer, Termination Notice Period Revenue From Contract With Customer, Termination Notice Period Schedule of Debt Schedule of Long-Term Debt Instruments [Table Text Block] Purchase of treasury shares (in shares) Purchase of treasury shares (in shares) Treasury Stock, Shares, Acquired Foreign Deferred Foreign Income Tax Expense (Benefit) Furniture, fixture and office equipment Furniture, Fixtures And Office Equipment [Member] Furniture, Fixtures And Office Equipment Selling, general and administrative Selling, General and Administrative Expenses [Member] Net cash inflow from operating activities Net Cash Provided by (Used in) Operating Activities CASH FLOWS FROM OPERATING ACTIVITIES Net Cash Provided by (Used in) Operating Activities [Abstract] Treasury Stock Treasury Stock, Common [Member] Schedule of Derivative Instruments Schedule of Derivative Instruments [Table Text Block] Schedule of Changes in Accumulated Other Comprehensive Income (Loss) by Component Schedule of Accumulated Other Comprehensive Income (Loss) [Table Text Block] Property and equipment, net Deferred Tax Assets, Property, Plant and Equipment Plan Name [Axis] Plan Name [Axis] 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and Procedures [Line Items] Use of estimates Use of Estimates, Policy [Policy Text Block] Cash outflow from sale of subsidiaries, net of cash received Proceeds from Divestiture of Businesses, Net of Cash Divested Total operating expenses Costs and Expenses Reclassifications to earnings Reclassification from AOCI, Current Period, before Tax, Attributable to Parent Adjustment to Compensation, Amount Adjustment to Compensation Amount Outstanding, Aggregate intrinsic value Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Outstanding, Intrinsic Value Compensation Amount Outstanding Recovery Compensation Amount Lease liability (right of use assets) Deferred Tax Assets, Lease Liability Deferred Tax Assets, Lease Liability Supplemental non-cash disclosures Cash Flow, Noncash Investing and Financing Activities Disclosure [Abstract] Aggregate Change in Present Value of Accumulated Benefit for All Pension Plans Reported in Summary Compensation Table Aggregate Change in Present Value of Accumulated Benefit for All Pension Plans Reported in Summary Compensation Table [Member] Entity Small Business Entity Small Business Company Selected Measure Amount Company Selected Measure Amount Geographical [Axis] Geographical [Axis] Tabular List, Table Tabular List [Table Text Block] Net deferred tax assets and liabilities Deferred Tax Assets, Net 2029 Lessee, Operating Lease, Liability, to be Paid, Year Five Significant Unobservable Inputs (Level 3) Fair Value, Inputs, Level 3 [Member] Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Foreign currency rate Foreign Currency Exchange Rate, Translation Aggregate Grant Date Fair Value of Equity Award Amounts Reported in Summary Compensation Table Aggregate Grant Date Fair Value of Equity Award Amounts Reported in Summary Compensation Table [Member] Number of shares called by warrants (in shares) Class of Warrant or Right, Number of Securities Called by Warrants or Rights Schedule of Activity in Allowance for Credit Losses Accounts Receivable, Allowance for Credit Loss [Table Text Block] Lessee, Lease, Description [Line Items] Lessee, Lease, Description [Line Items] Shares considered anti-dilutive using the treasury method Antidilutive Securities Excluded from Computation of Earnings Per Share, Amount Less: liability accretion Finance Lease, Liability, Undiscounted Excess Amount Purchase obligation, thereafter Purchase Obligation, To Be Paid, After Year One Purchase Obligation, To Be Paid, After Year One Credit Facility [Domain] Credit Facility [Domain] Cash and cash equivalents at beginning of the year Cash and cash equivalents at end of the year Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents Phantom stock options Deferred Compensation Share-Based Arrangements, Liability, Fair Value Disclosure Deferred Compensation Share-Based Arrangements, Liability, Fair Value Disclosure Unrecognized compensation expense Share-Based Payment Arrangement, Nonvested Award, Cost Not yet Recognized, Amount Actuarial gains on defined benefit plan Other Comprehensive Income (Loss), Defined Benefit Plan, Gain (Loss) Arising During Period, before Tax Foreign Current Foreign Tax Expense (Benefit) Current assets Assets, Current [Abstract] Schedule of Debt [Line Items] Schedule of Debt [Line Items] Goodwill Goodwill Exercised, Weighted average remaining contractual term (years) Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercised, Weighted Average Remaining Contractual Term Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercised, Weighted Average Remaining Contractual Term Other comprehensive income / (loss) Other Comprehensive Income (Loss), Net of Tax [Abstract] Authorized amount of share buyback program Share Repurchase Program, Authorized, Amount Treasury stock at cost (in shares) Treasury Stock, Common, Shares Forgone Recovery due to Disqualification of Tax Benefits, Amount Forgone Recovery due to Disqualification of Tax Benefits, Amount Stock options Share-Based Payment Arrangement, Option [Member] Short-term lease cost Short-Term Lease, Cost Warrant Warrants [Text Block] Warrants Vested (in dollars per share) Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Vested in Period, Weighted Average Grant Date Fair Value Depreciation expense Depreciation Fair Value Disclosures [Abstract] Fair value, liability Derivative, Fair Value, Net 2025 Lessee, Operating Lease, Liability, to be Paid, Year One Total comprehensive income Comprehensive Income (Loss), Net of Tax, Attributable to Parent Income taxes payable Accrued Income Taxes, Current Vesting period Class Of Warrant Or Right, Vesting Period Class Of Warrant Or Right, Vesting Period Finance leases Finance Lease, Weighted Average Discount Rate, Percent Client 1 Client 1 [Member] Client 1 Security Exchange Name Security Exchange Name Basis spread on variable rate Debt Instrument, Basis Spread on Variable Rate 2025 Finance Lease, Liability, to be Paid, Year One Award Type [Axis] Award Type [Axis] Reclassification out of Accumulated Other Comprehensive Income Reclassification out of Accumulated Other Comprehensive Income [Member] Income Tax Holiday [Table] Income Tax, Holiday [Table] Exercised (in dollars per share) Share-Based Compensation Arrangements by Share-Based Payment Award, Options, Exercises in Period, Weighted Average Exercise Price ICFR Auditor Attestation Flag ICFR Auditor Attestation Flag State Current State and Local Tax Expense (Benefit) Total liabilities Liabilities Vested and exercisable, Weighted average exercise price (in dollars per share) Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercisable, Weighted Average Exercise Price Gain on sale of subsidiaries Gain (Loss) on Disposition of Stock in Subsidiary Common stock: par value (in dollars per share) Common Stock, Par or Stated Value Per Share Forgone Recovery, Explanation of Impracticability Forgone Recovery, Explanation of Impracticability [Text Block] Schedule of Share-Based Compensation Arrangements by Share-Based Payment Award [Table] Schedule of Share-Based Compensation Arrangements by Share-Based Payment Award [Table] Accordion feature, maximum borrowing capacity Line of Credit Facility, Accordion Feature, Higher Borrowing Capacity Option Line of Credit Facility, Accordion Feature, Higher Borrowing Capacity Option Foreign currency matters Foreign Currency Transactions and Translations Policy [Policy Text Block] Revolving Credit Facility Revolving Credit Facility [Member] Expiration Date Trading Arrangement Expiration Date Finance leases Right-of-Use Asset Obtained in Exchange for Finance Lease Liability CASH FLOWS FROM INVESTING ACTIVITIES Net Cash Provided by (Used in) Investing Activities [Abstract] Reclassification out of Accumulated Other Comprehensive Income [Table] Reclassification out of Accumulated Other Comprehensive Income [Table] Shares Share-Based Compensation Arrangement by Share-Based Payment Award, Non-Option Equity Instruments, Outstanding [Roll Forward] Goodwill and Intangible Assets Disclosure [Abstract] Mr. Bruce Dawson [Member] Mr. Bruce Dawson Current operating lease liabilities Operating lease liabilities, current Operating Lease, Liability, Current Total Shareholder Return Amount Total Shareholder Return Amount Summary of Unvested RSA Activity Nonvested Restricted Stock Shares Activity [Table Text Block] Nearshore (Jamaica, Nicaragua, Honduras) Nearshore [Member] Nearshore Equity Awards Adjustments, Footnote Equity Awards Adjustments, Footnote [Text Block] Maximum borrowing capacity Line of Credit Facility, Maximum Borrowing Capacity Percentage of revenues Concentration Risk, Percentage Net operating losses Deferred Tax Assets, Operating Loss Carryforwards Computer equipment Computer Equipment [Member] Cash flow hedge - foreign currency collars, net Derivative Liability Insider Trading Policies and Procedures Adopted Insider Trading Policies and Procedures Adopted [Flag] Issue of common shares related to option issuances (in shares) Exercised (in shares) Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercises in Period Unrealized losses on cash flow hedges Other Comprehensive Income (Loss), Cash Flow Hedge, Gain (Loss), before Reclassification and Tax Offshore (Philippines, Pakistan) Offshore [Member] Offshore Named Executive Officers, Footnote Named Executive Officers, Footnote [Text Block] Weighted Average Exercise Price Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Outstanding, Weighted Average Exercise Price [Abstract] Common stock: shares authorized (in shares) Common Stock, Shares Authorized Less: Accumulated depreciation Property, Plant, and Equipment and Finance Lease Right-of-Use Asset, Accumulated Depreciation and Amortization Extension period of tax holiday Income Tax Holiday, Extension Period Income Tax Holiday, Extension Period Employee benefits Postemployment Benefit Plans, Policy [Policy Text Block] Basis of presentation and principles of consolidation Basis of Accounting, Policy [Policy Text Block] Diluted (in shares) Shares used in dilutive earnings per share calculation (in shares) Weighted Average Number of Shares Outstanding, Diluted Intangible assets Deferred Tax Assets, Goodwill and Intangible Assets MNPI Disclosure Timed for Compensation Value MNPI Disclosure Timed for Compensation Value [Flag] AOCI Attributable to Parent, Net of Tax [Roll Forward] AOCI Attributable to Parent, Net of Tax [Roll Forward] Purchase obligation, next twelve months Purchase Obligation, to be Paid, Year One Long-Term Debt, Type [Axis] Long-Term Debt, Type [Axis] Total stockholders' equity Balance, beginning of period Balance, end of period Equity, Attributable to Parent Contract With Customer, Liability [Roll Forward] Contract With Customer, Liability [Roll Forward] Contract With Customer, Liability Total deferred tax assets Deferred Tax Assets, Gross Entity Voluntary Filers Entity Voluntary Filers Related Party Related Party [Member] Total deferred expense (benefit) Deferred Income Tax Expense (Benefit) Property and Equipment, Net Property, Plant and Equipment Disclosure [Text Block] Right-of-use assets Operating Lease, Right-Of-Use Asset, Reduction Due to Reassessment of Lease Renewal Options Operating Lease, Right-Of-Use Asset, Reduction Due to Reassessment of Lease Renewal Options Software Software and Software Development Costs [Member] Concentration Risk Type [Domain] Concentration Risk Type [Domain] Selling, general and administrative Selling, General and Administrative Expense Write-off of accounts receivable Uncollectible receivables written off Accounts Receivable, Allowance for Credit Loss, Writeoff Plan expenses Defined Contribution Plan, Cost Total other comprehensive loss Other Comprehensive Income (Loss), Net of Tax, Portion Attributable to Parent Accounts receivable, net of allowance of $72 and $120 Accounts receivable, net Accounts Receivable, after Allowance for Credit Loss, Current Granted (in shares) Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Grants in Period, Gross Cost of services Cost of Sales [Member] Maximum number of shares available for issuance (in shares) Share-Based Compensation Arrangement by Share-Based Payment Award, Number of Shares Authorized Impairment losses Asset Impairment Charges PNC Credit Facility Long-Term Debt Pension Adjustments Prior Service Cost Pension Adjustments Prior Service Cost [Member] Document Fiscal Period Focus Document Fiscal Period Focus All Executive Categories All Executive Categories [Member] Employee share-based compensation (in shares) Incremental Common Shares Attributable to Dilutive Effect of Share-Based Payment Arrangements Accounts receivable Accounts Receivable, before Allowance for Credit Loss, Current Changed Peer Group, Footnote Changed Peer Group, Footnote [Text Block] Outstanding, Weighted average remaining contractual term (years) Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Outstanding, Weighted Average Remaining Contractual Term Assets Assets [Abstract] Expected dividend yield Share-Based Compensation Arrangement by Share-Based Payment Award, Fair Value Assumptions, Expected Dividend Rate Document Type Document Type Derivative Contract [Domain] Derivative Contract [Domain] Pension Benefits Adjustments, Footnote Pension Benefits Adjustments, Footnote [Text Block] Cloud Computing Software Implementation Costs Internal Use Software, Policy [Policy Text Block] Total Shareholder Return Vs Peer Group Total Shareholder Return Vs Peer Group [Text Block] Document Annual Report Document Annual Report Derivative Liability, Statement of Financial Position [Extensible Enumeration] Derivative Liability, Statement of Financial Position [Extensible Enumeration] 2027 Finance Lease, Liability, to be Paid, Year Three Vested (in shares) Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Vested in Period Schedule of Movement in Deferred Revenue Contract with Customer, Contract Asset, Contract Liability, and Receivable [Table Text Block] Indefinite lived intangible assets Indefinite-Lived Intangible Assets (Excluding Goodwill) Number of shares transferred (in shares) Share-Based Compensation Arrangement by Share-Based Payment Award, Number of Shares Transferred Share-Based Compensation Arrangement by Share-Based Payment Award, Number of Shares Transferred Weighted average remaining lease term (in years) Weighted Average Remaining Lease Term (Years) [Abstract] Weighted Average Remaining Lease Term (Years) Maximum Maximum [Member] Beginning balance Ending balance Contract with Customer, Liability Equity Valuation Assumption Difference, Footnote Equity Valuation Assumption Difference, Footnote [Text Block] Furniture & fixtures Furniture and Fixtures [Member] Number of interactions managed per year Number Of Interactions Managed Per Year Number Of Interactions Managed Per Year Other countries Non-US [Member] Contingencies Commitments and Contingencies, Policy [Policy Text Block] Leasehold improvements Leasehold Improvements [Member] Schedule of Estimates and Assumptions in Valuation Schedule of Share-Based Payment Award, Stock Options, Valuation Assumptions [Table Text Block] Current Fiscal Year End Date Current Fiscal Year End Date Less: liability accretion Lessee, Operating Lease, Liability, Undiscounted Excess Amount Non-current assets Assets, Noncurrent [Abstract] Statistical Measurement [Axis] Statistical Measurement [Axis] PEO Name PEO Name Number of warrants vested (in shares) Class of Warrant or Right, Outstanding Non-Rule 10b5-1 Arrangement Terminated Non-Rule 10b5-1 Arrangement Terminated [Flag] Income before income taxes Income (Loss) from Continuing Operations before Income Taxes, Noncontrolling Interest Non-PEO NEO Average Total Compensation Amount Non-PEO NEO Average Total Compensation Amount Award Type [Domain] Award Type [Domain] Property and equipment, net Deferred Tax Liabilities, Property, Plant and Equipment Name Outstanding Recovery, Individual Name Disaggregation of Revenue [Line Items] Disaggregation of Revenue [Line Items] Variable lease cost Variable Lease, Cost Goodwill impairment charges Goodwill, Impairment Loss Tax advances and receivables Tax Advances And Receivables [Policy Text Block] Tax Advances And Receivables Compensation Actually Paid vs. Company Selected Measure Compensation Actually Paid vs. Company Selected Measure [Text Block] Services transferred over time Transferred over Time [Member] Defined benefit obligations Liability, Defined Benefit Plan, Noncurrent Deferred tax asset, net Deferred Income Tax Assets, Net Non-PEO NEO Non-PEO NEO [Member] Restricted Stock Units (RSU) and Performance-Based Restricted Stock Units (PRSU) Restricted Stock Units (RSU) And Performance-Based Restricted Stock Units (PRSU) [Member] Restricted Stock Units (RSU) And Performance-Based Restricted Stock Units (PRSU) Maximum value of contract assignments Debt Instrument, Covenant, Contract Assignments, Maximum Revenue Assigned Debt Instrument, Covenant, Contract Assignments, Maximum Revenue Assigned Liability for outstanding stock options Deferred Compensation Share-Based Arrangements, Liability, Current and Noncurrent Additional Paid-in Capital Additional Paid-in Capital [Member] Finance lease liabilities, non-current Finance Lease, Liability, Noncurrent Schedule of Accounts Receivable, Net Schedule of Accounts, Notes, Loans and Financing Receivable [Table Text Block] Award Timing Predetermined Award Timing Predetermined [Flag] Provision for credit losses Accounts Receivable, Credit Loss Expense Accounts Receivable, Credit Loss Expense Foreign currency translation Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Gain (Loss), before Reclassification and Tax Investment, Name [Axis] Investment, Name [Axis] Deferred tax liabilities Deferred Tax Liabilities, Deferred Expense [Abstract] Recently Issued Accounting Pronouncements New Accounting Pronouncements, Policy [Policy Text Block] Debt Long-Term Debt [Text Block] Diluted (in dollars per share) Earnings Per Share, Diluted 2028 Finance Lease, Liability, to be Paid, Year Four Schedule of Components of Computation from Basic to Diluted Earnings Per Share Schedule of Weighted Average Number of Shares [Table Text Block] Revenue recognition Revenue from Contract with Customer [Policy Text Block] Noncash lease expense Operating Lease, Right-of-Use Asset, Periodic Reduction Name Measure Name State State and Local Jurisdiction [Member]

United States Income (Loss) from Continuing Operations before Income Taxes, Domestic Weighted average common shares outstanding Weighted Average Common Shares Outstanding, Basic And Diluted [Abstract] Weighted Average Common Shares Outstanding, Basic And Diluted Entity Interactive Data Current Entity Interactive Data Current (Decrease) / increase in deferred revenue Increase (Decrease) in Contract with Customer, Liability Total current expense Current Income Tax Expense (Benefit) Restatement does not require Recovery Restatement Does Not Require Recovery [Text Block] Impairment loss Tangible Asset Impairment Charges Number of operating segments Number of Operating Segments Employer matching contribution, percent of compensation Defined Contribution Plan, Employer Matching Contribution, Percent of Employees' Gross Pay Cash paid for income taxes Income Taxes Paid Customer [Axis] Customer [Axis] Summary of Fair Value Measurements on a Recurring Basis Schedule of Fair Value, Assets and Liabilities Measured on Recurring Basis [Table Text Block] Disaggregation of Revenue [Table] Disaggregation of Revenue [Table] Statement of Financial Position [Abstract] Share-based compensation expense Share-Based Payment Arrangement, Noncash Expense Total deferred tax assets, net of valuation allowance Deferred Tax Assets, Net of Valuation Allowance Other liability Deferred Tax Liabilities, Other Total fair value of awards vested Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Vested in Period, Fair Value Defined Benefit Plan Accumulated Defined Benefit Plans Adjustment Attributable to Parent [Member] Provision for income tax (expense) / benefit Provision for income tax expense (benefit) Income Tax Expense (Benefit) Notional amount Derivative, Notional Amount Provision for common stock warrants Adjustments to Additional Paid in Capital, Warrant Issued Forfeited / expired (in shares) Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Forfeitures and Expirations in Period Accounts Receivable, Allowance for Credit Loss [Roll Forward] Accounts Receivable, Allowance for Credit Loss [Roll Forward] Supplemental cash flow disclosures Supplemental Cash Flow Information [Abstract] Revenue recognized Contract With Customer, Liability, Revenue Recognized, Including Opening Balance Contract With Customer, Liability, Revenue Recognized, Including Opening Balance Contract With Customer, Liability, Revenue Recognized, Including Opening Balance Unrecognized compensation expense, period for recognition Share-Based Payment Arrangement, Nonvested Award, Cost Not yet Recognized, Period for Recognition Other assets Other Assets, Policy [Policy Text Block] Other Assets, Policy Revenue Revenue from Contract with Customer, Excluding Assessed Tax Reclassification out of Accumulated Other Comprehensive Income [Domain] Reclassification out of Accumulated Other Comprehensive Income [Domain] Statement of Comprehensive Income [Abstract] Concentration Risk Benchmark [Domain] Concentration Risk Benchmark [Domain] Total operating lease cost Lease, Cost, Excluding Finance Leases Lease, Cost, Excluding Finance Leases Finance Lease, Liability, Noncurrent, Statement of Financial Position [Extensible Enumeration] Finance Lease, Liability, Noncurrent, Statement of Financial Position [Extensible Enumeration] Auditor Firm ID Auditor Firm ID Effective tax rate percentage Effective tax rate percentage Effective Income Tax Rate Reconciliation, Percent Net cash outflow from investing activities Net Cash Provided by (Used in) Investing Activities Income from operations Operating Income (Loss) Income Tax Authority [Axis] Income Tax Jurisdiction [Axis] Variable Rate [Domain] Variable Rate [Domain] Equity method investment Equity Method Investments [Policy Text Block] Number of reportable segments Number of Reportable Segments Total liabilities and stockholders' equity Liabilities and Equity All Adjustments to Compensation All Adjustments to Compensation [Member] Rule 10b5-1 Arrangement Terminated Rule 10b5-1 Arrangement Terminated [Flag] Fair Value Hierarchy and NAV [Axis] Fair Value Hierarchy and NAV [Axis] Summarized Financial Information for Joint Venture Equity Method Investments [Table Text Block] Accrued payroll and employee-related liabilities Employee-related Liabilities, Current (Increase) / decrease in prepaid expenses and other current assets Increase (Decrease) in Prepaid Expense and Other Assets Additional paid-in capital Additional Paid in Capital Change in accounts payable related to fixed assets Decrease In Accounts Payable, Related To Fixed Assets Decrease In Accounts Payable, Related To Fixed Assets Impairment loss on operating lease asset Operating Lease, Impairment Loss Derivatives Derivative Instruments and Hedging Activities Disclosure [Text Block] 2026 Finance Lease, Liability, to be Paid, Year Two Reclassification Adjustment out of Accumulated Other Comprehensive Income [Line Items] Reclassification Adjustment out of Accumulated Other Comprehensive Income [Line Items] Accumulated Other Comprehensive Income (Loss) [Line Items] Accumulated Other Comprehensive Income (Loss) [Line Items] Commitments and Contingencies Disclosure [Abstract] Interest income Investment Income, Interest Current maturities of long-term debt Less: Current maturities of long-term debt and finance leases Long-Term Debt and Lease Obligation, Current Phantom stock options Phantom Share Units (PSUs) [Member] Operating leases Right-of-Use Asset Obtained in Exchange for Operating Lease Liability Underlying Security Market Price Change Underlying Security Market Price Change, Percent Individual: Individual [Axis] Warrant contra revenue Warrant Contra Revenue Warrant Contra Revenue Operating lease liabilities Operating Lease, Liability, Reduction Due to Reassessment of Lease Renewal Options Operating Lease, Liability, Reduction Due to Reassessment of Lease Renewal Options Issue of restricted common shares Stock Issued During Period, Value, Restricted Stock Award, Net of Forfeitures Accumulated Other Comprehensive Income / (Loss) Total AOCI Attributable to Parent [Member] Derivative Valuation Accumulated Gain (Loss), Net, Cash Flow Hedge, Parent [Member] Expected term Share-Based Compensation Arrangement by Share-Based Payment Award, Fair Value Assumptions, Expected Term Long-Term Debt, Type [Domain] Long-Term Debt, Type [Domain] Entity Address, State or Province Entity Address, State or Province Property and Equipment [Line Items] Property, Plant and Equipment [Line Items] Statement [Line Items] Statement [Line Items] Derivative Instruments and Hedging Activities Disclosure [Abstract] Schedule of Equity Method Investments [Line Items] Schedule of Equity Method Investments [Line Items] Erroneous Compensation Analysis Erroneous Compensation Analysis [Text Block] Summary of Estimated Useful Lives of Property and Equipment Summary of Property and Equipment Property, Plant and Equipment [Table Text Block] Compensation Actually Paid vs. Total Shareholder Return Compensation Actually Paid vs. Total Shareholder Return [Text Block] Increase (Decrease) In Equity Method Investment [Roll Forward] Increase (Decrease) In Equity Method Investment [Roll Forward] Increase (Decrease) In Equity Method Investment Beginning balance, unvested (in dollars per share) Ending balance, unvested (in dollars per share) Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Nonvested, Weighted Average Grant Date Fair Value Liabilities and stockholders' equity Liabilities and Equity [Abstract] Term of contract Derivative, Term of Contract Derivatives Derivatives, Policy [Policy Text Block] Change in valuation allowance Effective Income Tax Rate Reconciliation, Change in Deferred Tax Assets Valuation Allowance, Percent Minimum Minimum [Member] Restatement Determination Date Restatement Determination Date Provision for credit losses Deferred Tax Asset, Tax Deferred Expense, Reserve and Accrual, Accounts Receivable, Allowance for Credit Loss Pay vs Performance Disclosure Pay vs Performance Disclosure [Table] Adoption Date Trading Arrangement Adoption Date Related Party Transactions [Abstract] Non-current deferred revenue Contract with Customer, Liability, Noncurrent Reserve related to assessment Income Tax Examination, Penalties and Interest Accrued Schedule of Property, Plant and Equipment Property, Plant and Equipment [Table] Beginning balance, outstanding (in dollars per share) Ending balance, outstanding (in dollars per share) Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Outstanding, Weighted Average Exercise Price Concentration Risk [Table] Concentration Risk [Table] Operating lease assets Operating Lease, Right-of-Use Asset Erroneously Awarded Compensation Recovery Erroneously Awarded Compensation Recovery [Table] Beginning balance, outstanding (in shares) Ending balance, outstanding (in shares) Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Outstanding, Number Capitalized cost Capitalized Computer Software, Additions Allowance of expected credit losses Accounts Receivable, Credit Loss Expense (Reversal) Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year [Member] U.S. federal statutory rate Effective Income Tax Rate Reconciliation, at Federal Statutory Income Tax Rate, Percent Derivative Instrument [Axis] Derivative Instrument [Axis] Property, Plant and Equipment [Abstract] Exercise Price Award Exercise Price Computer equipment and software Computer Equipment And Software [Member] Computer Equipment And Software Schedule of Components of Deferred Tax Assets and Liabilities Schedule of Deferred Tax Assets and Liabilities [Table Text Block] Weighted Average Share Counts Earnings Per Share [Text Block] Arrangement Duration Trading Arrangement Duration Operating loss carryforwards Operating Loss Carryforwards Leases Lessee, Finance Leases [Text Block] Issue of common shares related to option issuances Stock Issued During Period, Value, Stock Options Exercised Goodwill and Other Intangible Assets Goodwill and Intangible Assets Disclosure [Text Block] Weighted average grant-date fair value of awards granted (in dollars per share) Granted (in dollars per share) Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Grants in Period, Weighted Average Grant Date Fair Value Loss on lease terminations Gain (Loss) on Termination of Lease Income taxes Income Tax, Policy [Policy Text Block] Peer Group Issuers, Footnote Peer Group Issuers, Footnote [Text Block] Finance lease maturity Finance Lease, Liability, to be Paid, Maturity [Table Text Block] Material Terms of Trading Arrangement Material Terms of Trading Arrangement [Text Block] Total finance lease liabilities Total lease liabilities Finance leases Finance Lease, Liability All Individuals All Individuals [Member] Deferred tax assets Deferred Tax Assets, Tax Deferred Expense [Abstract] PEO PEO [Member] Variable Rate [Axis] Variable Rate [Axis] Income Tax Disclosure [Abstract] Name Trading Arrangement, Individual Name Accounts Receivable and Significant Client Accounts and Nontrade Receivable [Text Block] Statement of Stockholders' Equity [Abstract] Receivables [Abstract] Property and Equipment, Type Long-Lived Tangible Asset [Axis] Entity Public Float Entity Public Float Reduction in income tax expense due to tax holiday (in dollars per share) Income Tax Holiday, Income Tax Benefits Per Share Share of profit Income (Loss) from Equity Method Investments Treasury stock at cost: 1,567,552 and 245,447 shares as of JuneÂ 30, 2024 and 2023, respectively Treasury Stock, Common, Value Commitment fee percentage Line of Credit Facility, Unused Capacity, Commitment Fee Percentage Awards Close in Time to MNPI Disclosures, Table Awards Close in Time to MNPI Disclosures [Table Text Block] Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Table] Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Table] Prior Year End Fair Value of Equity Awards Granted in Any Prior Year that Fail to Meet Applicable Vesting Conditions During Covered Year Prior Year End Fair Value of Equity Awards Granted in Any Prior Year that Fail to Meet Applicable Vesting Conditions During Covered Year [Member] Related Party, Type [Domain] Related and Nonrelated Parties [Domain] Total non-current liabilities Liabilities, Noncurrent Accounts payable and accrued liabilities Accounts Payable and Accrued Liabilities, Current Aggregate Erroneous Compensation Amount Aggregate Erroneous Compensation Amount Canadian subsidiary Canadian Subsidiary [Member] Canadian Subsidiary Restructuring Cost and Reserve [Line Items] Restructuring Cost and Reserve [Line Items] Local Phone Number Local Phone Number Valuation allowance Valuation allowance Deferred Tax Assets, Valuation Allowance Aggregate Erroneous Compensation Not Yet Determined Aggregate Erroneous Compensation Not Yet Determined [Text Block] Schedule of Equity Method Investments [Table] Equity Method Investment [Table] Risk-free interest rate, maximum Share-Based Compensation Arrangement by Share-Based Payment Award, Fair Value Assumptions, Risk Free Interest Rate, Maximum Summary of Restricted Stock Unit Activity Share-Based Payment Arrangement, Restricted Stock Unit, Activity [Table Text Block] Additional disclosures Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Additional Disclosures [Abstract] Foreign rate differential Effective Income Tax Rate Reconciliation, Foreign Income Tax Rate Differential, Percent Change in assets and liabilities: Increase (Decrease) in Operating Capital [Abstract] Non-current liabilities Liabilities, Noncurrent [Abstract] Secured Overnight Financing Rate (SOFR) Secured Overnight Financing Rate (SOFR) [Member] PEO Total Compensation Amount PEO Total Compensation Amount Federal Deferred Federal Income Tax Expense (Benefit) Forfeiture of restricted common shares (in shares) Stock Issued During Period, Shares, Restricted Stock Award, Forfeited Property and Equipment Long-Lived Tangible Asset [Domain] Income Statement Location [Axis] Statement of Income Location, Balance [Axis] Entity Ex Transition Period Entity Ex Transition Period Cash and cash equivalents Cash and Cash Equivalents, Policy [Policy Text Block] Right-of-use assets obtained in exchange for lease obligations ROU Assets Obtained In Exchange For Lease Obligations [Abstract] ROU Assets Obtained In Exchange For Lease Obligations Warrant to purchase common shares Warrants, Policy [Policy Text Block] Warrants, Policy Commitments Commitments and Contingencies Disclosure [Text Block] Debt Disclosure [Abstract] Common shares Common Stock [Member] Measure: Measure [Axis] Forgone Recovery due to Expense of Enforcement, Amount Forgone Recovery due to Expense of Enforcement, Amount PNC Credit Facility Line of Credit [Member] Entity Emerging Growth Company Entity Emerging Growth Company Total liabilities Liabilities, Fair Value Disclosure Other intangible assets Goodwill and Intangible Assets, Intangible Assets, Policy [Policy Text Block] Entity Central Index Key Entity Central Index Key Equity Method Investments and Joint Ventures [Abstract] Lessee, Lease, Description [Table] Lessee, Lease, Description [Table] Accrued interest or penalties related to unrecognized tax benefits Unrecognized Tax Benefits, Income Tax Penalties and Interest Accrued Non-GAAP Measure Description Non-GAAP Measure Description [Text Block] Foreign Currency Translation Adjustment Accumulated Foreign Currency Adjustment Attributable to Parent [Member] Non-PEO NEO Average Compensation Actually Paid Amount Non-PEO NEO Average Compensation Actually Paid Amount Reduction in income tax expense due to tax holiday Income Tax Holiday, Aggregate Dollar Amount Expected, minimum Share-Based Compensation Arrangement by Share-Based Payment Award, Fair Value Assumptions, Expected Volatility Rate, Minimum Finance lease assets, net Finance Lease, Right-of-Use Asset, after Accumulated Amortization Jamaica JAMAICA Stockholders' Equity Equity [Text Block] (Decrease) / increase in accounts payable and accrued liabilities Increase (Decrease) in Accounts Payable and Accrued Liabilities Award Timing, How MNPI Considered Award Timing, How MNPI Considered [Text Block] Equity Component [Domain] Equity Component [Domain] Additional 402(v) Disclosure Additional 402(v) Disclosure [Text Block] Effect of foreign exchange Accounts Receivable, Allowance For Credit Loss, Foreign Currency Translation, Gain (Loss) Accounts Receivable, Allowance For Credit Loss, Foreign Currency Translation, Gain (Loss) Stock based compensation expense APIC, Share-Based Payment Arrangement, Increase for Cost Recognition Restricted Share Awards (RSA) Restricted Stock [Member] Entity Shell Company Entity Shell Company Entity Incorporation, State or Country Code Entity Incorporation, State or Country Code Percent of fully diluted equity represented Class Of Warrant Or Right, Percentage Of Equity, Fully Diluted Basis Class Of Warrant Or Right, Percentage Of Equity, Fully Diluted Basis Schedule of Debt [Table] Schedule of Debt [Table] Schedule of Debt [Table] Title Trading Arrangement, Individual Title Consolidated Entities [Axis] Consolidated Entities [Axis] Statement [Table] Statement [Table] Interest expense Interest expense, net Interest Expense, Debt Schedule of Income Before Income Taxes by Component Schedule of Income before Income Tax, Domestic and Foreign [Table Text Block] City Area Code City Area Code Current liabilities Liabilities, Current [Abstract] Auditor Location Auditor Location 2018 Restricted Share Plan 2018 Restricted Share Plan [Member] 2018 Restricted Share Plan Cash paid for interest Interest Paid, Excluding Capitalized Interest, Operating Activities Property and equipment, gross Property, Plant, and Equipment and Finance Lease Right-of-Use Asset, before Accumulated Depreciation and Amortization Insider Trading Policies and Procedures Not Adopted Insider Trading Policies and Procedures Not Adopted [Text Block] Quoted Prices in Active Markets for Identical Assets (Level 1) Fair Value, Inputs, Level 1 [Member] Concentration Risk Benchmark [Axis] Concentration Risk Benchmark [Axis] Provision for employee benefits and other expenses Deferred Tax Assets, Tax Deferred Expense, Compensation and Benefits Total current assets Assets, Current Statement of Cash Flows [Abstract] Borrowing available Line of Credit Facility, Remaining Borrowing Capacity Purchase of treasury shares Payments for Repurchase of Common Stock Vested and exercisable, Number of share options (in shares) Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercisable, Number Weighted Average Grant Date Fair Value Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Nonvested, Weighted Average Grant Date Fair Value [Abstract] Weighted average fair value (in dollars per share) Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Grants in Period, Weighted Average Grant Date Fair Value Accumulated Other Comprehensive Income (Loss) [Table] Accumulated Other Comprehensive Income (Loss) [Table] Entity Well-known Seasoned Issuer Entity Well-known Seasoned Issuer Income Taxes Income Tax Disclosure [Text Block] Overview and Summary of Significant Accounting Policies Organization, Consolidation and Presentation of Financial Statements Disclosure and Significant Accounting Policies [Text Block] 2028 Lessee, Operating Lease, Liability, to be Paid, Year Four Net income per share Earnings Per Share [Abstract] Stockholders' equity Equity [Abstract] Honduras HONDURAS Accumulated deficit Retained Earnings (Accumulated Deficit) Finance Lease, Right-of-Use Asset, Statement of Financial Position [Extensible Enumeration] Finance Lease, Right-of-Use Asset, Statement of Financial Position [Extensible Enumeration] Schedule of Reclassifications from AOCI Reclassification out of Accumulated Other Comprehensive Income [Table Text Block] Forfeited / expired (in dollars per share) Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Forfeitures and Expirations in Period, Weighted Average Exercise Price Revenue Revenue from Contract with Customer Benchmark [Member] Related Party Transaction [Line Items] Related Party Transaction [Line Items] Repayments of line of credit Repayments of Long-Term Lines of Credit Deferred income tax provision / (benefit) Deferred Income Taxes and Tax Credits Organization, Consolidation and Presentation of Financial Statements [Abstract] Aggregate Available Trading Arrangement, Securities Aggregate Available Amount Equity Awards Adjustments Equity Awards Adjustments [Member] Operating leases Operating Lease, Weighted Average Discount Rate, Percent Total operating lease liabilities Total lease liabilities Operating Lease, Liability Net cash outflow from financing activities Net Cash Provided by (Used in) Financing Activities Underlying Securities Award Underlying Securities Amount Credit Facility [Axis] Credit Facility [Axis] 2029 Finance Lease, Liability, to be Paid, Year Five Amendment Flag Amendment Flag Entity Registrant Name Entity Registrant Name Services transferred at a point in time Transferred at Point in Time [Member] Adjustment to Non-PEO NEO Compensation Footnote Adjustment to Non-PEO NEO Compensation Footnote [Text Block] Stock Appreciation Rights (SARs) Stock Appreciation Rights (SARs) [Member] Depreciation and amortization Depreciation, Depletion and Amortization Timing of Transfer of Good or Service [Axis] Timing of Transfer of Good or Service [Axis] Warrant (in

shares) Incremental Common Shares Attributable to Dilutive Effect of Call Options and Warrants Reclassification out of Accumulated Other Comprehensive Income [Axis] Reclassification out of Accumulated Other Comprehensive Income [Axis] Foreign currency translation adjustments Foreign currency translation adjustment Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Adjustment, Net of Tax, Portion Attributable to Parent State Deferred State and Local Income Tax Expense (Benefit) Fair Value as of Grant Date Award Grant Date Fair Value Amortization of right of use assets Finance Lease, Right-of-Use Asset, Amortization Customer Concentration Risk Customer Concentration Risk [Member] Significant Other Observable Inputs (Level 2) Fair Value, Inputs, Level 2 [Member] Vehicles Vehicles [Member] Fair Value Hierarchy and NAV [Domain] Fair Value Hierarchy and NAV [Domain] Non-deductible expenses / exempt income Effective Income Tax Rate Reconciliation, Tax Exempt Income And Nondeductible Expense, Percent Effective Income Tax Rate Reconciliation, Tax Exempt Income And Nondeductible Expense, Percent UK and European subsidiaries United Kingdom And European Subsidiaries [Member] United Kingdom And European Subsidiaries Geographical [Domain] Geographical [Domain] Recovery of Erroneously Awarded Compensation Disclosure [Line Items] Summary of Revenue Disaggregated by Pattern of Revenue Recognition Disaggregation of Revenue [Table Text Block] Nicaragua NICARAGUA John Leone [Member] John Leone Entity Address, Postal Zip Code Entity Address, Postal Zip Code Summary of Components of Share-Based Compensation Expense Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Table Text Block] Basis of presentation and principles of consolidation Consolidation, Policy [Policy Text Block] Restructuring Cost [Table] Restructuring Cost [Table] Restatement Determination Date: Restatement Determination Date [Axis] Title of 12(b) Security Title of 12(b) Security Concentration Risk Type [Axis] Concentration Risk Type [Axis] Common stock: par value $0.0001, 108,057,967 shares authorized, 17,017,476 and 18,280,419 shares outstanding as of JuneÂ 30, 2024 and 2023, respectively Common Stock, Value, Issued Document Financial Statement Error Correction [Flag] Document Financial Statement Error Correction [Flag] Operating cash flows paid for interest portion of finance leases Finance Lease, Interest Payment on Liability Share-Based Payment Arrangement [Abstract] Income Tax Authority, Name [Domain] Income Tax Authority, Name [Domain] Finance Lease, Liability, Current, Statement of Financial Position [Extensible Enumeration] Finance Lease, Liability, Current, Statement of Financial Position [Extensible Enumeration] Cash and cash equivalents Cash and Cash Equivalents, at Carrying Value Intangible asset impairment Impairment of Intangible Assets, Indefinite-Lived (Excluding Goodwill) State income taxes, net of federal deduction Effective Income Tax Rate Reconciliation, State and Local Income Taxes, Percent Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested [Member] Auditor Name Auditor Name Tax provision Reclassification from AOCI, Current Period, Tax Forfeitures / cancellations / expirations (in dollars per share) Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Forfeitures, Weighted Average Grant Date Fair Value Current tax expense: Current Income Tax Expense (Benefit), Continuing Operations [Abstract] Derivative Instruments and Hedging Activities Disclosures [Line Items] Derivative Instruments and Hedging Activities Disclosures [Line Items] CASH FLOWS FROM FINANCING ACTIVITIES Net Cash Provided by (Used in) Financing Activities [Abstract] Year-end Fair Value of Equity Awards Granted in Covered Year that are Outstanding and Unvested Year-end Fair Value of Equity Awards Granted in Covered Year that are Outstanding and Unvested [Member] Concentration Risk [Line Items] Concentration Risk [Line Items] Emerging Growth Company Emerging Growth Company, Policy [Policy Text Block] Emerging Growth Company, Policy Net unrealized loss on hedging Deferred Tax Assets, Hedging Transactions UsefulÂ economicÂ life Property, Plant and Equipment, Useful Life Share options Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Outstanding [Roll Forward] Total deferred tax liabilities Deferred Tax Liabilities, Gross Accrued severance Supplemental Unemployment Benefits, Severance Benefits Weighted average discount rate Weighted Average Discount Rate [Abstract] Weighted Average Discount Rate Basic (in dollars per share) Earnings Per Share, Basic Income Tax Holiday [Line Items] Income Tax Holiday [Line Items] Cash paid for amounts included in the measurement of lease liabilities Operating Lease, Payments Adjustment To PEO Compensation, Footnote Adjustment To PEO Compensation, Footnote [Text Block] Award Timing MNPI Disclosure Award Timing MNPI Disclosure [Text Block] Term of option awards Share-Based Compensation Arrangement by Share-Based Payment Award, Expiration Period Property and equipment, net Property and equipment, net Property, Plant, and Equipment and Finance Lease Right-of-Use Asset, after Accumulated Depreciation and Amortization Financing cash flows paid for principal portion of finance leases Financing cash flows paid for principal portion of finance leases Finance Lease, Principal Payments Change in accounts payable related to fixed assets Capital Expenditures Incurred but Not yet Paid Aggregate Pension Adjustments Service Cost Aggregate Pension Adjustments Service Cost [Member] Property and equipment, net Property, Plant and Equipment, Policy [Policy Text Block] Compensation Actually Paid vs. Other Measure Compensation Actually Paid vs. Other Measure [Text Block] Intangible assets Deferred Tax Liabilities, Intangible Assets Total current liabilities Liabilities, Current Vesting Date Fair Value of Equity Awards Granted and Vested in Covered Year Vesting Date Fair Value of Equity Awards Granted and Vested in Covered Year [Member] Unrecognized compensation expense, options Share-Based Payment Arrangement, Nonvested Award, Option, Cost Not yet Recognized, Amount Total assets Assets Dividends received Proceeds from Equity Method Investment, Distribution Concentration of credit risk Concentration Risk, Credit Risk, Policy [Policy Text Block] Cost of services (exclusive of depreciation and amortization presented separately below) Cost of Goods and Services Sold Granted (in shares) Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Grants in Period Tax advances and receivables Income Taxes Receivable, Current Purchase of property and equipment Payments to Acquire Property, Plant, and Equipment Other non-current liabilities Other Liabilities, Noncurrent Cost of services (exclusive of depreciation and amortization presented separately below) Cost of Goods and Service, Excluding Depreciation, Depletion, and Amortization Forgone Recovery due to Violation of Home Country Law, Amount Forgone Recovery due to Violation of Home Country Law, Amount Derivative Instruments and Hedging Activities Disclosures [Table] Derivative Instruments and Hedging Activities Disclosures [Table] Commitments (Note 9) Commitments and Contingencies Share-based compensation plans Share-Based Payment Arrangement [Policy Text Block] Granted, Weighted average remaining contractual term (years) Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Granted, Weighted Average Remaining Contractual Term Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Granted, Weighted Average Remaining Contractual Term Risk-free interest rate, minimum Share-Based Compensation Arrangement by Share-Based Payment Award, Fair Value Assumptions, Risk Free Interest Rate, Minimum Investment in Joint Venture Equity Method Investments and Joint Ventures Disclosure [Text Block] Schedule of Differences Between Statutory and Effective Tax Rates Schedule of Effective Income Tax Rate Reconciliation [Table Text Block] Termination Date Trading Arrangement Termination Date Reversal of provision for credit losses Accounts Receivable, Credit Loss Reversal Accounts Receivable, Credit Loss Reversal Expected, maximum Share-Based Compensation Arrangement by Share-Based Payment Award, Fair Value Assumptions, Expected Volatility Rate, Maximum Schedule of Related Party Transactions, by Related Party [Table] Related Party Transaction [Table] Exercise price per share (in dollars per share) Class of Warrant or Right, Exercise Price of Warrants or Rights Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] 2026 Lessee, Operating Lease, Liability, to be Paid, Year Two Share Based Compensation Share-Based Payment Arrangement [Text Block] Schedule of Breakdown of Revenues by Geographical Location Revenue from External Customers by Geographic Areas [Table Text Block] Entity Address, City or Town Entity Address, City or Town Leases Lessee, Leases [Policy Text Block] Debt Instrument [Axis] Debt Instrument [Axis] Summary of Stock Option Activity Share-Based Payment Arrangement, Option, Activity [Table Text Block] Exercised, Aggregate intrinsic value Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercises in Period, Intrinsic Value Total stock compensation expense Share-Based Payment Arrangement, Expense Net income Net income Net Income (Loss) Attributable to Parent Trading Arrangement: Trading Arrangement [Axis] Interest expense or penalties related to unrecognized tax benefits Unrecognized Tax Benefits, Income Tax Penalties and Interest Expense Granted (in dollars per share) Share-Based Compensation Arrangements by Share-Based Payment Award, Options, Grants in Period, Weighted Average Exercise Price Pay vs Performance Disclosure, Table Pay vs Performance [Table Text Block] Forfeitures / cancellations / expirations (in shares) Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Forfeited in Period Equity Awards Adjustments, Excluding Value Reported in Compensation Table Equity Awards Adjustments, Excluding Value Reported in the Compensation Table [Member] Dividends or Other Earnings Paid on Equity Awards not Otherwise Reflected in Total Compensation for Covered Year Dividends or Other Earnings Paid on Equity Awards not Otherwise Reflected in Total Compensation for Covered Year [Member] Foreign Tax Authority Foreign Tax Jurisdiction [Member] Entity File Number Entity File Number Right of use assets Deferred Tax Liabilities, Leasing Arrangements Finance â€¯Leases Finance Lease, Liability, to be Paid, Fiscal Year Maturity [Abstract] Consolidated Entities [Domain] Consolidated Entities [Domain] Revenue from Contracts with Customers Revenue from Contract with Customer [Text Block] Document Fiscal Year Focus Document Fiscal Year Focus Phantom Stock Plans Phantom Stock Plans [Member] Phantom Stock Plans Audit Information [Abstract] Audit Information Entity Address, Address Line One Entity Address, Address Line One Federal Current Federal Tax Expense (Benefit) Purchase of treasury shares Purchase of treasury shares Treasury Stock, Value, Acquired, Cost Method Entity Address, Address Line Two Entity Address, Address Line Two Debt Instrument, Name [Domain] Debt Instrument, Name [Domain] Effects of exchange rate difference on cash and cash equivalents Effect of Exchange Rate on Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Continuing Operations Severance costs Severance Costs Lease term Lessee, Operating Lease, Term of Contract Name Forgone Recovery, Individual Name Foreign Income (Loss) from Continuing Operations before Income Taxes, Foreign Vested and exercisable, Aggregate intrinsic value Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercisable, Intrinsic Value Operating leases Operating Lease, Weighted Average Remaining Lease Term Document Period End Date Document Period End Date Unrecognized losses utilized during the year Effective Income Tax Rate Reconciliation, Unrecognized Losses, Percent Effective Income Tax Rate Reconciliation, Unrecognized Losses, Percent Finance lease liabilities, current Finance Lease, Liability, Current Award Timing MNPI Considered Award Timing MNPI Considered [Flag] Total undiscounted lease payments Lessee, Operating Lease, Liability, to be Paid Beginning balance, unvested (in shares) Ending balance, unvested (in shares) Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Nonvested, Number Insider Trading Arrangements [Line Items] Timing of Transfer of Good or Service [Domain] Timing of Transfer of Good or Service [Domain] Outstanding Aggregate Erroneous Compensation Amount Outstanding Aggregate Erroneous Compensation Amount 2027 Lessee, Operating Lease, Liability, to be Paid, Year Three PEO Actually Paid Compensation Amount PEO Actually Paid Compensation Amount Effect of dilutive securities: Dilutive Securities, Effect on Basic Earnings Per Share [Abstract] Revenue recognized Contract with Customer, Liability, Revenue Recognized Adjustment to Compensation: Adjustment to Compensation [Axis] Accounts receivable Accounts Receivable [Member] Foreign currency collars, net Foreign Exchange Contracts Foreign Exchange Contract [Member] Basis of presentation and principles of consolidation Reclassification, Comparability Adjustment [Policy Text Block] Document Transition Report Document Transition Report Supplemental Balance Sheet Disclosures Assets And Liabilities, Lessee [Table Text Block] Assets And Liabilities, Lessee Employment and other tax credits Effective Income Tax Rate Reconciliation, Tax Credit, Percent Actuarial gain / (loss) on defined benefit plan Changes in defined benefit plan Other Comprehensive (Income) Loss, Defined Benefit Plan, after Tax and Reclassification Adjustment, Attributable to Parent Fair Value, Recurring and Nonrecurring [Table] Fair Value, Recurring and Nonrecurring [Table] Customer [Domain] Customer [Domain] Accumulated other comprehensive loss Accumulated Other Comprehensive Income (Loss), Net of Tax Entity Current Reporting Status Entity Current Reporting Status Accumulated Deficit Retained Earnings [Member] Prior year provision / other items Effective Income Tax Rate Reconciliation, Prior Year Income Taxes, Percent Pension Adjustments Service Cost Pension Adjustments Service Cost [Member] Income Tax Authority, Name [Axis] Income Tax Authority, Name [Axis] Related Party, Type [Axis] Related and Nonrelated Parties [Axis] Basic (in shares) Shares used in basic earnings per share calculation (in shares) Weighted Average Number of Shares Outstanding, Basic Stock Price or TSR Estimation Method Stock Price or TSR Estimation Method [Text Block] Philippines PHILIPPINES PNC Credit Facility PNC Credit Facility [Member] PNC Credit Facility Pakistan PAKISTAN Vested and exercisable, Weighted average remaining contractual term (years) Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercisable, Weighted Average Remaining Contractual Term Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercisable, Weighted Average Remaining Contractual Term Restricted Stock Units (RSUs) Restricted Stock Units (RSUs) [Member] Number of delivery locations with impairment charges Number Of Delivery Locations, Impairment Number Of Delivery Locations, Impairment Share repurchase programs Stockholders' Equity, Policy [Policy Text Block] Increase (Decrease) in Stockholders' Equity [Roll Forward] Increase (Decrease) in Stockholders' Equity [Roll Forward] Executive Category: Executive Category [Axis] Name Awards Close in Time to MNPI Disclosures, Individual Name Onshore (United States) Onshore [Member] Onshore Total finance lease cost Finance Lease, Cost Finance Lease, Cost Schedule of Major Components of the Provision for Income Tax Expense (Benefit) Schedule of Components of Income Tax Expense (Benefit) [Table Text Block] Lake Ball, LLC Lake Ball, LLC [Member] Lake Ball, LLC Repayment of debt Repayments of Other Long-Term Debt Entity Filer Category Entity Filer Category Forfeited / expired, Weighted average remaining contractual term (years) Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Forfeitures and Expirations in Period, Weighted Average Remaining Contractual Term Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Forfeitures and Expirations in Period, Weighted Average Remaining Contractual Term Income Statement Location [Domain] Statement of Income Location, Balance [Domain] Unrealized (loss) / gain on cash flow hedging instruments, net of tax Changes in fair value of cash flow hedges Other Comprehensive Income (Loss), Cash Flow Hedge, Gain (Loss), after Reclassification and Tax, Parent Company Selected Measure Name Company Selected Measure Name EX-101.PRE 18 ibex-20240630_pre.xml XBRL TAXONOMY EXTENSION PRESENTATION LINKBASE DOCUMENT XML 20 R1.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Cover - USD ($) 12 Months Ended Jun. 30, 2024 Aug. 30, 2024 Dec. 29, 2023 Cover [Abstract] Â Â Â Document Type 10-K Â Â Document Annual Report true Â Â Current Fiscal Year End Date --06-30 Â Â Document Period End Date Jun. 30, 2024 Â Â Document Transition Report false Â Â Entity File Number 001-38442 Â Â Entity Registrant Name IBEX LIMITED Â Â Entity Incorporation, State or Country Code D0 Â Â Entity Tax Identification Number 00-0000000 Â Â Entity Address, Address Line One 1717 Pennsylvania Avenue NW Â Â Entity Address, Address Line Two Suite 825 Â Â Entity Address, Postal Zip Code 20006 Â Â Entity Address, City or Town Washington Â Â Entity Address, State or Province DC Â Â City Area Code (202) Â Â Local Phone Number 580-6200 Â Â Title of 12(b) Security Common shares, par value of $0.0001 Â Â Trading Symbol IBEX Â Â Security Exchange Name NASDAQ Â Â Entity Well-known Seasoned Issuer No Â Â Entity Voluntary Filers No Â Â Entity Current Reporting Status Yes Â Â Entity Interactive Data Current Yes Â Â Entity Filer Category Accelerated Filer Â Â Entity Small Business true Â Â Entity Emerging Growth Company true Â Â Entity Ex Transition Period false Â Â ICFR Auditor Attestation Flag false Â Â Document Financial Statement Error Correction [Flag] false Â Â Entity Shell Company false Â Â Entity Public Float Â Â $ 193,757,239 Entity Common Stock, Shares Outstanding Â 16,803,198 Â Documents Incorporated by Reference Portions of our definitive proxy statement relating to our next Annual Meeting of Stockholders are incorporated herein by references in Part III of this Annual Report on Form 10-K to the extent stated herein. Â Â Entity Central Index Key 0001720420 Â Â Document Fiscal Year Focus 2024 Â Â Document Fiscal Period Focus FY Â Â Amendment Flag false Â Â X - DefinitionBoolean flag that is true when the XBRL content amends previously-filed or accepted submission. + ReferencesNo definition available. + Details Name: dei_AmendmentFlag Namespace Prefix: dei_ Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - DefinitionArea code of city + ReferencesNo definition available. + Details Name: dei_CityAreaCode Namespace Prefix: dei_ Data Type: xbrli:normalizedStringItemType Balance Type: na Period Type: duration X - DefinitionCover page. + ReferencesNo definition available. + Details Name: dei_CoverAbstract Namespace Prefix: dei_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionEnd date of current fiscal year in the format --MM-DD. + ReferencesNo definition available. + Details Name: dei_CurrentFiscalYearEndDate Namespace Prefix: dei_ Data Type: xbrli:gMonthDayItemType Balance Type: na Period Type: duration X - DefinitionBoolean flag that is true only for a form used as an annual report. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 10-K -Number 249 -Section 310Reference 2: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 20-F -Number 249 -Section 220 -Subsection fReference 3: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 40-F -Number 249 -Section 240 -Subsection f + Details Name: dei_DocumentAnnualReport Namespace Prefix: dei_ Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - DefinitionIndicates whether any of the financial statement period in the filing include a restatement due to error correction. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 402 -Subsection wReference 2: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 10-K -Number 249 -Section 310Reference 3: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 20-F -Number 249 -Section 220 -Subsection fReference 4: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 40-F -Number 249 -Section 240 -Subsection f + Details Name: dei_DocumentFinStmtErrorCorrectionFlag Namespace Prefix: dei_ Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - DefinitionFiscal period values are FY, Q1, Q2, and Q3. 1st, 2nd and 3rd quarter 10-Q or 10-QT statements have value Q1, Q2, and Q3 respectively, with 10-K,

10-KT or other fiscal year statements having FY. + ReferencesNo definition available. + Details Name: dei_DocumentFiscalPeriodFocus Namespace Prefix: dei_ Data Type: dei:fiscalPeriodItemType Balance Type: na Period Type: duration X - DefinitionThis is focus fiscal year of the document report in YYYY format. For a 2006 annual report, which may also provide financial information from prior periods, fiscal 2006 should be given as the fiscal year focus. Example: 2006. + ReferencesNo definition available. + Details Name: dei_DocumentFiscalYearFocus Namespace Prefix: dei_ Data Type: xbrli:gYearItemType Balance Type: na Period Type: duration X - DefinitionFor the EDGAR submission types of Form 8-K: the date of the report, the date of the earliest event reported; for the EDGAR submission types of Form N-1A: the filing date; for all other submission types: the end of the reporting or transition period. The format of the date is YYYY-MM-DD. + ReferencesNo definition available. + Details Name: dei_DocumentPeriodEndDate Namespace Prefix: dei_ Data Type: xbrli:dateItemType Balance Type: na Period Type: duration X - DefinitionBoolean flag that is true only for a form used as a transition report. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Forms 10-K, 10-Q, 20-F -Number 240 -Section 13 -Subsection a-1 + Details Name: dei_DocumentTransitionReport Namespace Prefix: dei_ Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - DefinitionThe type of document being provided (such as 10-K, 10-Q, 485BPOS, etc). The document type is limited to the same value as the supporting SEC submission type, or the word 'Other'. + ReferencesNo definition available. + Details Name: dei_DocumentType Namespace Prefix: dei_ Data Type: dei:submissionTypeItemType Balance Type: na Period Type: duration X - DefinitionDocuments incorporated by reference. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-23 + Details Name: dei_DocumentsIncorporatedByReferenceTextBlock Namespace Prefix: dei_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionAddress Line 1 such as Attn, Building Name, Street Name + ReferencesNo definition available. + Details Name: dei_EntityAddressAddressLine1 Namespace Prefix: dei_ Data Type: xbrli:normalizedStringItemType Balance Type: na Period Type: duration X - DefinitionAddress Line 2 such as Street or Suite number + ReferencesNo definition available. + Details Name: dei_EntityAddressAddressLine2 Namespace Prefix: dei_ Data Type: xbrli:normalizedStringItemType Balance Type: na Period Type: duration X - DefinitionName of the City or Town + ReferencesNo definition available. + Details Name: dei_EntityAddressCityOrTown Namespace Prefix: dei_ Data Type: xbrli:normalizedStringItemType Balance Type: na Period Type: duration X - DefinitionCode for the postal or zip code + ReferencesNo definition available. + Details Name: dei_EntityAddressPostalZipCode Namespace Prefix: dei_ Data Type: xbrli:normalizedStringItemType Balance Type: na Period Type: duration X - DefinitionName of the state or province. + ReferencesNo definition available. + Details Name: dei_EntityAddressStateOrProvince Namespace Prefix: dei_ Data Type: dei:stateOrProvinceItemType Balance Type: na Period Type: duration X - DefinitionA unique 10-digit SEC-issued value to identify entities that have filed disclosures with the SEC. It is commonly abbreviated as CIK. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei_EntityCentralIndexKey Namespace Prefix: dei_ Data Type: dei:centralIndexKeyItemType Balance Type: na Period Type: duration X - DefinitionIndicate number of shares or other units outstanding of each of registrant's classes of capital or common stock or other ownership interests, if and as stated on cover of related periodic report. Where multiple classes or units exist define each class/interest by adding class of stock items such as Common Class A [Member], Common Class B [Member] or Partnership Interest [Member] onto the Instrument [Domain] of the Entity Listings, Instrument. + ReferencesNo definition available. + Details Name: dei_EntityCommonStockSharesOutstanding Namespace Prefix: dei_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - DefinitionIndicate 'Yes' or 'No' whether registrants (1) have 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 registrants were required to file such reports), and (2) have been subject to such filing requirements for the past 90 days. This information should be based on the registrant's current or most recent filing containing the related disclosure. + ReferencesNo definition available. + Details Name: dei_EntityCurrentReportingStatus Namespace Prefix: dei_ Data Type: dei:yesNoItemType Balance Type: na Period Type: duration X - DefinitionIndicate if registrant meets the emerging growth company criteria. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei_EntityEmergingGrowthCompany Namespace Prefix: dei_ Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - DefinitionIndicate if an emerging growth company has elected not to use the extended transition period for complying with any new or revised financial accounting standards. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Securities Act -Number 7A -Section B -Subsection 2 + Details Name: dei_EntityExTransitionPeriod Namespace Prefix: dei_ Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - DefinitionCommission file number. The field allows up to 17 characters. The prefix may contain 1-3 digits, the sequence number may contain 1-8 digits, the optional suffix may contain 1-4 characters, and the fields are separated with a hyphen. + ReferencesNo definition available. + Details Name: dei_EntityFileNumber Namespace Prefix: dei_ Data Type: dei:fileNumberItemType Balance Type: na Period Type: duration X - DefinitionIndicate whether the registrant is one of the following: Large Accelerated Filer, Accelerated Filer, Non-accelerated Filer. Definitions of these categories are stated in Rule 12b-2 of the Exchange Act. This information should be based on the registrant's current or most recent filing containing the related disclosure. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei_EntityFilerCategory Namespace Prefix: dei_ Data Type: dei:filerCategoryItemType Balance Type: na Period Type: duration X - DefinitionTwo-character EDGAR code representing the state or country of incorporation. + ReferencesNo definition available. + Details Name: dei_EntityIncorporationStateCountryCode Namespace Prefix: dei_ Data Type: dei:edgarStateCountryItemType Balance Type: na Period Type: duration X - DefinitionBoolean flag that is true when the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-T -Number 232 -Section 405 + Details Name: dei_EntityInteractiveDataCurrent Namespace Prefix: dei_ Data Type: dei:yesNoItemType Balance Type: na Period Type: duration X - DefinitionThe aggregate market value of the voting and non-voting common equity held by non-affiliates computed by reference to the price at which the common equity was last sold, or the average bid and asked price of such common equity, as of the last business day of the registrant's most recently completed second fiscal quarter. + ReferencesNo definition available. + Details Name: dei_EntityPublicFloat Namespace Prefix: dei_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionThe exact name of the entity filing the report as specified in its charter, which is required by forms filed with the SEC. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei_EntityRegistrantName Namespace Prefix: dei_ Data Type: xbrli:normalizedStringItemType Balance Type: na Period Type: duration X - DefinitionBoolean flag that is true when the registrant is a shell company as defined in Rule 12b-2 of the Exchange Act. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei_EntityShellCompany Namespace Prefix: dei_ Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - DefinitionIndicates that the company is a Smaller Reporting Company (SRC). + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei_EntitySmallBusiness Namespace Prefix: dei_ Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - DefinitionThe Tax Identification Number (TIN), also known as an Employer Identification Number (EIN), is a unique 9-digit value assigned by the IRS. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b-2 + Details Name: dei_EntityTaxIdentificationNumber Namespace Prefix: dei_ Data Type: dei:employerIdItemType Balance Type: na Period Type: duration X - DefinitionIndicate 'Yes' or 'No' if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act. + ReferencesNo definition available. + Details Name: dei_EntityVoluntaryFilers Namespace Prefix: dei_ Data Type: dei:yesNoItemType Balance Type: na Period Type: duration X - DefinitionIndicate 'Yes' or 'No' if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Is used on Form Type: 10-K, 10-Q, 8-K, 20-F, 6-K, 10-K/A, 10-Q/A, 20-F/A, 6-K/A, N-CSR, N-Q, N-1A. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Securities Act -Number 230 -Section 405 + Details Name: dei_EntityWellKnownSeasonedIssuer Namespace Prefix: dei_ Data Type: dei:yesNoItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 10-K -Number 249 -Section 310Reference 2: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 20-F -Number 249 -Section 220 -Subsection fReference 3: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 40-F -Number 249 -Section 240 -Subsection f + Details Name: dei_IcfrAuditorAttestationFlag Namespace Prefix: dei_ Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - DefinitionLocal phone number for entity. + ReferencesNo definition available. + Details Name: dei_LocalPhoneNumber Namespace Prefix: dei_ Data Type: xbrli:normalizedStringItemType Balance Type: na Period Type: duration X - DefinitionTitle of a 12(b) registered security. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection b + Details Name: dei_Security12bTitle Namespace Prefix: dei_ Data Type: dei:securityTitleItemType Balance Type: na Period Type: duration X - DefinitionName of the Exchange on which a security is registered. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Exchange Act -Number 240 -Section 12 -Subsection d1-1 + Details Name: dei_SecurityExchangeName Namespace Prefix: dei_ Data Type: dei:edgarExchangeCodeItemType Balance Type: na Period Type: duration X - DefinitionTrading symbol of an instrument as listed on an exchange. + ReferencesNo definition available. + Details Name: dei_TradingSymbol Namespace Prefix: dei_ Data Type: dei:tradingSymbolItemType Balance Type: na Period Type: duration XML 21 R2.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Audit Information 12 Months Ended Jun. 30, 2024 Audit Information [Abstract] Â Auditor Name Deloitte & Touche LLP Auditor Location Tampa, Florida Auditor Firm ID 34 X - DefinitionPCAOB issued Audit Firm Identifier + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 10-K -Number 249 -Section 310Reference 2: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 20-F -Number 249 -Section 220 -Subsection fReference 3: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 40-F -Number 249 -Section 240 -Subsection f + Details Name: dei_AuditorFirmId Namespace Prefix: dei_ Data Type: dei:nonemptySequenceNumberItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 10-K -Number 249 -Section 310Reference 2: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 20-F -Number 249 -Section 220 -Subsection fReference 3: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 40-F -Number 249 -Section 240 -Subsection f + Details Name: dei_AuditorLocation Namespace Prefix: dei_ Data Type: dei:internationalNameItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 10-K -Number 249 -Section 310Reference 2: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 20-F -Number 249 -Section 220 -Subsection fReference 3: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 40-F -Number 249 -Section 240 -Subsection f + Details Name: dei_AuditorName Namespace Prefix: dei_ Data Type: dei:internationalNameItemType Balance Type: na Period Type: duration X - DefinitionAudit Information + ReferencesNo definition available. + Details Name: ibex_AuditInformationAbstract Namespace Prefix: ibex_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 22 R3.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Consolidated Balance Sheets - USD ($) $ in Thousands Jun. 30, 2024 Jun. 30, 2023 Current assets Â Â Cash and cash equivalents $ 62,720 $ 57,429 Accounts receivable, net of allowance of $72 and $120 98,366 86,364 Prepaid expenses 7,712 6,616 Due from related parties 192 43 Tax advances and receivables 9,080 5,965 Other current assets 1,888 2,190 Total current assets 179,958 158,607 Non-current assets Â Â Property and equipment, net 29,862 41,151 Operating lease assets 59,145 70,919 Goodwill 11,832 11,832 Deferred tax asset, net 4,285 4,585 Other non-current assets 8,822 6,230 Total non-current assets 113,946 134,717 Total assets 293,904 293,324 Current liabilities Â Â Accounts payable and accrued liabilities 16,719 18,705 Accrued payroll and employee-related liabilities 30,674 29,360 Current deferred revenue 4,749 6,413 Current operating lease liabilities 12,051 13,036 Current maturities of long-term debt 660 413 Due to related parties 60 2,314 Income taxes payable 6,083 3,020 Total current liabilities 70,996 73,261 Non-current liabilities Â Â Non-current deferred revenue 1,128 1,383 Non-current operating lease liabilities 53,441 64,854 Long-term debt 867 600 Other non-current liabilities 1,673 3,262 Total non-current liabilities 57,109 70,099 Total liabilities 128,105 143,360 Commitments (Note 9) Stockholders' equity Â Â Common stock: par value $0.0001, 108,057,967 shares authorized, 17,017,476 and 18,280,419 shares outstanding as of JuneÂ 30, 2024 and 2023, respectively 2 2 Additional paid-in capital 210,200 204,734 Treasury stock at cost: 1,567,552 and 245,447 shares as of JuneÂ 30, 2024 and 2023, respectively (25,367) (3,682) Accumulated other comprehensive loss (7,913) (6,312) Accumulated deficit (11,123) (44,778) Total stockholders' equity 165,799 149,964 Total liabilities and stockholders' equity $ 293,904 $ 293,324 X - DefinitionSum of the carrying values as of the balance sheet date of obligations incurred through that date and due within one year (or the operating cycle, if longer), including liabilities incurred (and for which invoices have typically been received) and payable to vendors for goods and services received, taxes, interest, rent and utilities, accrued salaries and bonuses, payroll taxes and fringe benefits. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(19)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_AccountsPayableAndAccruedLiabilitiesCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount, after allowance for credit loss, of right to consideration from customer for product sold and service rendered in normal course of business, classified as current. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481990/310-10-45-2 + Details Name: us-gaap_AccountsReceivableNetCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionCarrying amount as of the balance sheet date of the unpaid sum of the known and estimated amounts payable to satisfy all currently due domestic and foreign income tax obligations. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(15)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1 + Details Name: us-gaap_AccruedIncomeTaxesCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount, after tax, of accumulated increase (decrease) in equity from transaction and other event and circumstance from nonowner source. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 220 -SubTopic 10 -Section 45 -Paragraph 14A -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-14AReference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-11Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(2)(ii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480016/944-40-65-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (h)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480016/944-40-65-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)(a)(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(23)(a)(3)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1Reference 7: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 220 -SubTopic 10 -Section 45 -Paragraph 14 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-14 + Details Name: us-gaap_AccumulatedOtherComprehensiveIncomeLossNetOfTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of excess of issue price over par or stated value of stock and from other transaction involving stock or stockholder. Includes, but is not limited to, additional paid-in capital (APIC) for common and preferred stock. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(18)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 3:

http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)(a)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_AdditionalPaidInCapital Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of asset recognized for present right to economic benefit. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 48 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-48Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 49 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-49Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 5: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (bb) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-3Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 25 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-25Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 12: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 13: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-12Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(12)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(8)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(18)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 18: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 19: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 23: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(B)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 26: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 27: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 28: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481404/852-10-50-7Reference 29: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-30Reference 30: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(11)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1 + Details Name: us-gaap_Assets Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of asset recognized for present right to economic benefit, classified as current. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (bb) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-3Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 25 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-25Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 6: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483467/210-10-45-1Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(9)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 10: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 11: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 12: 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-Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 20: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481404/852-10-50-7 + Details Name: us-gaap_AssetsCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_AssetsCurrentAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionSum of the carrying amounts as of the balance sheet date of all assets that are expected to be realized in cash, sold or consumed after one year or beyond the normal operating cycle, if longer. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (bb) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-3Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 25 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-25Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 7: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 8: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting 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https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 17: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481404/852-10-50-7 + Details Name: us-gaap_AssetsNoncurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_AssetsNoncurrentAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of currency on hand as well as demand deposits with banks or financial institutions. Includes other kinds of accounts that have the general characteristics of demand deposits. Also includes short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. Excludes cash and cash equivalents within disposal group and discontinued operation. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483467/210-10-45-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-4 + Details Name: us-gaap_CashAndCashEquivalentsAtCarryingValue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionRepresents the caption on the face of the balance sheet to indicate that the entity has entered into (1) purchase or supply arrangements that will require expending a portion of its resources to meet the terms thereof, and (2) is exposed to potential losses or, less frequently, gains, arising from (a) possible claims against a company's resources due to future performance under contract terms, and (b) possible losses or likely gains from uncertainties that will ultimately be resolved when one or more future events that are deemed likely to occur do occur or fail to occur. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(17)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(25)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(19)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-

04(15)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1 + Details Name: us-gaap_CommitmentsAndContingencies Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAggregate par or stated value of issued nonredeemable common stock (or common stock redeemable solely at the option of the issuer). This item includes treasury stock repurchased by the entity. Note: elements for number of nonredeemable common shares, par value and other disclosure concepts are in another section within stockholders' equity. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(22)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1 + Details Name: us-gaap_CommonStockValue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of obligation to transfer good or service to customer for which consideration has been received or is receivable, classified as current. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479837/606-10-45-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-8Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479837/606-10-45-2 + Details Name: us-gaap_ContractWithCustomerLiabilityCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of obligation to transfer good or service to customer for which consideration has been received or is receivable, classified as noncurrent. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479837/606-10-45-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-8Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479837/606-10-45-2 + Details Name: us-gaap_ContractWithCustomerLiabilityNoncurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount, after allocation of valuation allowances and deferred tax liability, of deferred tax asset attributable to deductible differences and carryforwards, with jurisdictional netting. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482525/740-10-45-4Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482525/740-10-45-6 + Details Name: us-gaap_DeferredIncomeTaxAssetsNet Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionTotal of the carrying values as of the balance sheet date of obligations incurred through that date and payable for obligations related to services received from employees, such as accrued salaries and bonuses, payroll taxes and fringe benefits. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_EmployeeRelatedLiabilitiesCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_EquityAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount, after accumulated impairment loss, of asset representing future economic benefit arising from other asset acquired in business combination or from joint venture formation or both, that is not individually identified and separately recognized. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 49 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-49Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482548/350-20-55-24Reference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 100 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-100Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting 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-Subparagraph (SX 210.9-03(10)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1 + Details Name: us-gaap_Goodwill Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionCarrying amount due within one year of the balance sheet date (or one operating cycle, if longer) from tax authorities as of the balance sheet date representing refunds of overpayments or recoveries based on agreed-upon resolutions of disputes. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(10)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(3)(a)(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_IncomeTaxesReceivable Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of liability recognized for present obligation requiring transfer or otherwise providing economic benefit to others. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(22)) -SubTopic 10 -Topic 210 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(24)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(19)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(25)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 6: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(26)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 7: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(23)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 8: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(21)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-3Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 25 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-25Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 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(SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 23: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards 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http://www.xbrl.org/2009/role/commonPracticeRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481404/852-10-50-7Reference 28: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481404/852-10-50-7Reference 29: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-30 + Details Name: us-gaap_Liabilities Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of liabilities and equity items, including the portion of equity attributable to noncontrolling interests, if any. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(25)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 5: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 6: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(23)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1Reference 7: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(32)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_LiabilitiesAndStockholdersEquity Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionTotal obligations incurred as part of normal operations that are expected to be paid during the following twelve months or within one business cycle, if longer. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(21)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-3Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 25 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-25Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (bb) -Publisher FASB -URI 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http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 22: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481404/852-10-50-7Reference 23: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481404/852-10-50-7 + Details Name: us-gaap_LiabilitiesNoncurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_LiabilitiesNoncurrentAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of long-term debt and lease obligation, classified as noncurrent. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(22)) -SubTopic 10 -Topic 210 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(16)(a)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1 + Details Name: us-gaap_LongTermDebtAndCapitalLeaseObligations Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of long-term debt and lease obligation, classified as current. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_LongTermDebtAndCapitalLeaseObligationsCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionPresent value of lessee's discounted obligation for lease payments from operating lease, classified as current. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_OperatingLeaseLiabilityCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionPresent value of lessee's discounted obligation for lease payments from operating lease, classified as noncurrent. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_OperatingLeaseLiabilityNoncurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's right to use underlying asset under operating lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_OperatingLeaseRightOfUseAsset Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of current assets classified as other. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(8)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_OtherAssetsCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of noncurrent assets classified as other. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(17)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_OtherAssetsNoncurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of liabilities classified as other, due within one year or the normal operating cycle, if longer. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10 + Details Name: us-gaap_OtherLiabilitiesCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of liabilities classified as other, due after one year or the normal operating cycle, if longer. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(24)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_OtherLiabilitiesNoncurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount, after allowance, of receivables classified as other, due within one year or the operating cycle, if longer. + ReferencesNo definition available. + Details Name: us-gaap_OtherReceivablesNetCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of asset related to consideration paid in advance for costs that provide economic benefits within a future period of one year or the normal operating cycle, if longer. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483467/210-10-45-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(7)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 340 -SubTopic 10 -Name Accounting Standards Codification -Section 05 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482955/340-10-05-5Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 340 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483032/340-10-45-1 + Details Name: us-gaap_PrepaidExpenseCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount, after accumulated depreciation and amortization, of property, plant, and equipment and finance lease right-of-use asset. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 360 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482099/360-10-50-1Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -SubTopic 20 -Topic 842 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_PropertyPlantAndEquipmentAndFinanceLeaseRightOfUseAssetAfterAccumulatedDepreciationAndAmortization Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of accumulated undistributed earnings (deficit). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)(a)(3)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480016/944-40-65-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (h)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480016/944-40-65-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480990/946-20-50-11Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(23)(a)(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(17)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 8: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1 + Details Name: us-gaap_RetainedEarningsAccumulatedDeficit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of equity (deficit) attributable to parent. Excludes temporary equity and equity attributable to noncontrolling interest. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(31)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 5: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-12Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(19)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.6-05(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-2Reference 8: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(4)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(6)) -Publisher FASB -

URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(7)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 11: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 12: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 13: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 14: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 4.E) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480418/310-10-S99-2 + Details Name: us-gaap_StockholdersEquity Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount allocated to previously issued common shares repurchased by the issuing entity and held in treasury. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 505 -SubTopic 30 -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481520/505-30-50-4Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 505 -SubTopic 30 -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481549/505-30-45-1 + Details Name: us-gaap_TreasuryStockCommonValue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant XML 23 R4.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Consolidated Balance Sheets (Parenthetical) - USD ($) $ in Thousands Jun. 30, 2024 Jun. 30, 2023 Statement of Financial Position [Abstract] Â Â Allowance for credit losses $ 72 $ 120 Common stock: par value (in dollars per share) $ 0.0001 $ 0.0001 Common stock: shares authorized (in shares) 108,057,967 108,057,967 Common stock: shares outstanding (in shares) 17,017,476 18,280,419 Treasury stock at cost (in shares) 1,567,552 245,447 X - DefinitionAmount of allowance for credit loss on accounts receivable, classified as current. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479344/326-20-45-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481962/310-10-50-4 + Details Name: us-gaap_AllowanceForDoubtfulAccountsReceivableCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionFace amount or stated value per share of common stock. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_CommonStockParOrStatedValuePerShare Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: instant X - DefinitionThe maximum number of common shares permitted to be issued by an entity's charter and bylaws. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(16)(a)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1 + Details Name: us-gaap_CommonStockSharesAuthorized Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - DefinitionNumber of shares of common stock outstanding. Common stock represent the ownership interest in a corporation. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.6-05(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-2Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(4)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(16)(a)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 6: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(7)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3 + Details Name: us-gaap_CommonStockSharesOutstanding Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_StatementOfFinancialPositionAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionNumber of previously issued common shares repurchased by the issuing entity and held in treasury. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 505 -SubTopic 30 -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481549/505-30-45-1 + Details Name: us-gaap_TreasuryStockCommonShares Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant XML 24 R5.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Consolidated Statements of Comprehensive Income - USD ($) shares in Thousands, $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Statement of Comprehensive Income [Abstract] Â Â Â Revenue $ 508,569 $ 523,118 $ 492,851 Cost of services (exclusive of depreciation and amortization presented separately below) 356,536 374,992 373,973 Selling, general and administrative 93,143 88,663 80,153 Depreciation and amortization 19,461 18,985 18,100 Total operating expenses 469,140 482,640 472,226 Income from operations 39,429 40,478 20,625 Interest income 2,071 640 43 Interest expense (514) (792) (1,289) Income before income taxes 40,986 40,326 19,379 Provision for income tax (expense) / benefit (7,331) (8,744) 2,077 Net income 33,655 31,582 21,456 Other comprehensive income / (loss) Â Â Â Foreign currency translation adjustments (1,623) (2,234) (2,281) Unrealized (loss) / gain on cash flow hedging instruments, net of tax (111) 515 (323) Actuarial gain / (loss) on defined benefit plan 133 (31) 440 Total other comprehensive loss (1,601) (1,750) (2,164) Total comprehensive income $ 32,054 $ 29,832 $ 19,292 Net income per share Â Â Â Basic (in dollars per share) $ 1.90 $ 1.74 $ 1.18 Diluted (in dollars per share) $ 1.84 $ 1.67 $ 1.15 Weighted average common shares outstanding Â Â Â Basic (in shares) 17,704 18,200 18,232 Diluted (in shares) 18,255 18,893 18,724 X - DefinitionWeighted Average Common Shares Outstanding, Basic And Diluted + ReferencesNo definition available. + Details Name: ibex_WeightedAverageCommonSharesOutstandingBasicAndDilutedAbstract Namespace Prefix: ibex_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount after tax of increase (decrease) in equity from transactions and other events and circumstances from net income and other comprehensive income, attributable to parent entity. Excludes changes in equity resulting from investments by owners and distributions to owners. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(24)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(26)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(22)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1A -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1AReference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1BReference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 7: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 220 -SubTopic 10 -Section 45 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-5 + Details Name: us-gaap_ComprehensiveIncomeNetOfTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionCost of product sold and service rendered, excluding depreciation, depletion, and amortization. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(2)(a)) -SubTopic 10 -Topic 220 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(2)(d)) -SubTopic 10 -Topic 220 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2 + Details Name: us-gaap_CostOfGoodsAndServiceExcludingDepreciationDepletionAndAmortization Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionTotal costs of sales and operating expenses for the period. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2 + Details Name: us-gaap_CostsAndExpenses Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe aggregate expense recognized in the current period that allocates the cost of tangible assets, intangible assets, or depleting assets to periods that benefit from use of the assets. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 48 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-48Reference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 49 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-49Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22 + Details Name: us-gaap_DepreciationDepletionAndAmortization Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_EarningsPerShareAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe amount of net income (loss) for the period per each share of common stock or unit outstanding during the reporting period. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 52 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482635/260-10-55-52Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-3Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 15 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482635/260-10-55-15Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (e)(4) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-7Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-2Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60BReference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-4Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-10Reference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(25)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(27)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(23)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-7 + Details Name: us-gaap_EarningsPerShareBasic Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: duration X - DefinitionThe amount of net income (loss) for the period available to each share of common stock or common unit outstanding during the reporting period and to each share or unit that would have been outstanding assuming the issuance of common shares or units for all dilutive potential common shares or units outstanding during the reporting period. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 52 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482635/260-10-55-52Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -

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https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-7Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-2Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60BReference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-4Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(25)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(27)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(23)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-7 + Details Name: us-gaap_EarningsPerShareDiluted Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: duration X - DefinitionAmount of income (loss) from continuing operations, including income (loss) from equity method investments, before deduction of income tax expense (benefit), and income (loss) attributable to noncontrolling interest. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 48 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-48Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-30Reference 5: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 6: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 7: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(11)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 9: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 31 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-31Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 235 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-05(b)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477314/942-235-S99-1Reference 11: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(10)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 12: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(15)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1 + Details Name: us-gaap_IncomeLossFromContinuingOperationsBeforeIncomeTaxesExtraordinaryItemsNoncontrollingInterest Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of current income tax expense (benefit) and deferred income tax expense (benefit) pertaining to continuing operations. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 231 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482663/740-10-55-231Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 6.I.7) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479360/740-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-8Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-10Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (h) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(9)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Subparagraph (a) -SubTopic 20 -Topic 740 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482659/740-20-45-2Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)) -SubTopic 10 -Topic 235 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1 + Details Name: us-gaap_IncomeTaxExpenseBenefit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of the cost of borrowed funds accounted for as interest expense for debt. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(8)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69E -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69EReference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69F -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69FReference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1FReference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-6 + Details Name: us-gaap_InterestExpenseDebt Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount before accretion (amortization) of purchase discount (premium) of interest income on nonoperating securities. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (c) -Publisher FASB 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https://asc.fasb.org/1943274/2147482810/280-10-50-32 + Details Name: us-gaap_InvestmentIncomeInterest Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe portion of profit or loss for the period, net of income taxes, which is attributable to the parent. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI 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http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-8Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-4Reference 17: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-10Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479105/946-220-45-7Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(18)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph 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-Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 26: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 27: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 28: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 29: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(B)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 30: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 31: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 32: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60BReference 33: http://www.xbrl.org/2003/role/disclosureRef -Topic 205 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483499/205-20-50-7Reference 34:

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DefinitionThe net result for the period of deducting operating expenses from operating revenues. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-30Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 5: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 6: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 7: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 31 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-31 + Details Name: us-gaap_OperatingIncomeLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount, after tax and reclassification adjustment, of (increase) decrease in accumulated other comprehensive income for defined benefit plan, attributable to parent. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 10A -Subparagraph (j) -SubTopic 10 -Topic 220 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-10AReference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 10A -Subparagraph (k) -SubTopic 10 -Topic 220 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-10AReference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 19 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-19Reference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-11Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (c)(3) -SubTopic 10 -Topic 810 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-1AReference 6: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 10A -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-10A + Details Name: us-gaap_OtherComprehensiveIncomeDefinedBenefitPlansAdjustmentNetOfTaxPortionAttributableToParent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount after tax and reclassification adjustments of gain (loss) on foreign currency translation adjustments, foreign currency transactions designated and effective as economic hedges of a net investment in a foreign entity and intra-entity foreign currency transactions that are of a long-term-investment nature, attributable to parent entity. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 19 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-19Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 20 -SubTopic 10 -Topic 810 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-20Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (c)(3) -SubTopic 10 -Topic 810 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-1A + Details Name: us-gaap_OtherComprehensiveIncomeForeignCurrencyTransactionAndTranslationAdjustmentNetOfTaxPortionAttributableToParent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount, after tax and reclassification, of gain (loss) from derivative instrument designated and qualifying as cash flow hedge included in assessment of hedge effectiveness, attributable to parent. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-11 + Details Name: us-gaap_OtherComprehensiveIncomeLossCashFlowHedgeGainLossAfterReclassificationAndTaxParent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_OtherComprehensiveIncomeLossNetOfTaxPeriodIncreaseDecreaseAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount after tax of other comprehensive income (loss) attributable to parent entity. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 19 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-19Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 20 -SubTopic 10 -Topic 810 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-20Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (c)(3) -SubTopic 10 -Topic 810 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-1AReference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1BReference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1A -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1A + Details Name: us-gaap_OtherComprehensiveIncomeLossNetOfTaxPortionAttributableToParent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount, excluding tax collected from customer, of revenue from satisfaction of performance obligation by transferring promised good or service to customer. Tax collected from customer is tax assessed by governmental authority that is both imposed on and concurrent with specific revenue-producing transaction, including, but not limited to, sales, use, value added and excise. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 41 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-41Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 4: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 5: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 924 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 11.L) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479941/924-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-5Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-30Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 42 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-42Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 40 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-40Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-4 + Details Name: us-gaap_RevenueFromContractWithCustomerExcludingAssessedTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe aggregate total costs related to selling a firm's product and services, as well as all other general and administrative expenses. Direct selling expenses (for example, credit, warranty, and advertising) are expenses that can be directly linked to the sale of specific products. Indirect selling expenses are expenses that cannot be directly linked to the sale of specific products, for example telephone expenses, Internet, and postal charges. General and administrative expenses include salaries of non-sales personnel, rent, utilities, communication, etc. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2 + Details Name: us-gaap_SellingGeneralAndAdministrativeExpense Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_StatementOfIncomeAndComprehensiveIncomeAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe average number of shares or units issued and outstanding that are used in calculating diluted EPS or earnings per unit (EPU), determined based on the timing of issuance of shares or units in the period. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 16 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-16 + Details Name: us-gaap_WeightedAverageNumberOfDilutedSharesOutstanding Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionNumber of [basic] shares or units, after adjustment for contingently issuable shares or units and other shares or units not deemed outstanding, determined by relating the portion of time within a reporting period that common shares or units have been outstanding to the total time in that period. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-10 + Details Name: us-gaap_WeightedAverageNumberOfSharesOutstandingBasic Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration XML 25 R6.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Consolidated Statements of Shareholders' Equity - USD ($) $ in Thousands Total Common shares Treasury Stock Additional Paid-in Capital Accumulated Other Comprehensive Income / (Loss) Accumulated Deficit Balance, beginning of period (in shares) at Jun. 30, 2021 Â 18,399,000 Â Â Â Â Balance, beginning of period at Jun. 30, 2021 $ 94,749 $ 2 $ 0 $ 194,961 $ (2,398) $ (97,816) Increase (Decrease) in Stockholders' Equity [Roll Forward] Â Â Â Â Â Â Net income 21,456 Â Â Â Â Â 21,456 Foreign currency translation adjustment (2,281) Â Â Â (2,281) Â Changes in fair value of cash flow hedges (323) Â Â Â (323) Â Purchase of treasury shares (in shares) Â (228,000) Â Â Â Â Purchase of treasury shares (3,406) Â (3,406) Â Â Â Changes in defined benefit plan 440 Â Â Â 440 Â Issue of restricted common shares (in shares) Â 73,000 Â Â Â Â Â Issue of restricted common shares 0 Â Â Â Â Â Provision for common stock warrants 970 Â Â 970 Â Â Issue of common shares related to option issuances (in shares) Â 3,000 Â Â Â Â Issue of common shares related to option issuances 35 Â Â 35 Â Â Stock based compensation expense 1,818 Â Â 1,818 Â Â Balance, end of period (in shares) at Jun. 30, 2022 Â 18,247,000 Â Â Â Â Balance, end of period at Jun. 30, 2022 113,459 $ 2 (3,406) 197,785 (4,562) (76,360) Increase (Decrease) in Stockholders' Equity [Roll Forward] Â Â Â Â Â Â Net income 31,582 Â Â Â Â Â 31,582 Foreign currency translation adjustment (2,234) Â Â Â (2,234) Â Changes in fair value of cash flow hedges $ 515 Â Â Â 515 Â Purchase of treasury shares (in shares) (17,558) (18,000) Â Â Â Â Purchase of treasury shares $ (276) Â (276) Â Â Â Changes in defined benefit plan $ (31) Â Â Â (31) Â Forfeiture of restricted common shares (in shares) (72,000) Â Â Â Â Â Provision for common stock warrants $ 1,090 Â Â 1,090 Â Â Issue of common shares related to option issuances (in shares) Â 123,000 Â Â Â Â Issue of common shares related to option issuances 2,053 Â Â 2,053 Â Â Stock based compensation expense $ 3,806 Â Â 3,806 Â Â Balance, end of period (in shares) at Jun. 30, 2023 18,280,419 18,280,000 Â Â Â Â Balance, end of period at Jun. 30, 2023 $ 149,964 $ 2 (3,682) 204,734 (6,312) (44,778) Increase (Decrease) in Stockholders' Equity [Roll Forward] Â Â Â Â Â Â Net income 33,655 Â Â Â Â Â 33,655 Foreign currency translation adjustment (1,623) Â Â Â (1,623) Â Changes in fair value of cash flow hedges $ (111) Â Â Â (111) Â Purchase of treasury shares (in shares) (1,322,105) (1,322,000) Â Â Â Â Purchase of treasury shares $ (21,685) Â (21,685) Â Â Â Changes in defined benefit plan 133 Â Â Â 133 Â Provision for common stock warrants 1,183 Â Â 1,183 Â Â Issue of common shares related to option issuances (in shares) Â 59,000 Â Â Â Â Issue of common shares related to option issuances 366 Â Â 366 Â Â Stock based compensation expense $ 3,917 Â Â 3,917 Â Â Balance, end of period (in shares) at Jun. 30, 2024 17,017,476 17,017,000 Â Â Â Â Balance, end of period at Jun. 30, 2024 $ 165,799 $ 2 $ (25,367) $ 210,200 $ (7,913) $ (11,123) X - DefinitionAmount of increase to additional paid-in capital (APIC) for recognition of cost for award under share-based payment arrangement. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 35 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480483/718-10-35-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 20 -Section 55 -Paragraph 13 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481089/718-20-55-13Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 20 -Section 55 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481089/718-20-55-12 + Details Name: us-gaap_AdjustmentsToAdditionalPaidInCapitalSharebasedCompensationRequisiteServicePeriodRecognitionValue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of increase in additional paid in capital (APIC) resulting from the issuance of warrants. Includes allocation of proceeds of debt securities issued with detachable stock purchase warrants. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 470 -SubTopic 20 -Section 25 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481284/470-20-25-2 + Details Name: us-gaap_AdjustmentsToAdditionalPaidInCapitalWarrantIssued Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionNumber of shares of common stock outstanding. Common stock represent the ownership interest in a corporation. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section

S99 -Paragraph 2 -Subparagraph (SX 210.6-05(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-2Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(4)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(16)(a)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 6: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(7)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3 + Details Name: us-gaap_CommonStockSharesOutstanding Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - DefinitionA roll forward is a reconciliation of a concept from the beginning of a period to the end of a period. + ReferencesNo definition available. + Details Name: us-gaap_IncreaseDecreaseInStockholdersEquityRollForward Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe portion of profit or loss for the period, net of income taxes, which is attributable to the parent. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482765/220-10-50-6Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-3Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-1Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-8Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-4Reference 17: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-10Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479105/946-220-45-7Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(18)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-07(9)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-1Reference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(1)(d)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 23: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 26: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 27: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 28: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 29: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(B)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 30: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 31: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 32: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60BReference 33: http://www.xbrl.org/2003/role/disclosureRef -Topic 205 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483499/205-20-50-7Reference 34: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 35: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1A -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1AReference 36: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1BReference 37: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(22)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1 + Details Name: us-gaap_NetIncomeLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount, after tax and reclassification adjustment, of (increase) decrease in accumulated other comprehensive income for defined benefit plan, attributable to parent. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 10A -Subparagraph (j) -SubTopic 10 -Topic 220 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-10AReference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 10A -Subparagraph (k) -SubTopic 10 -Topic 220 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-10AReference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 19 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-19Reference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-11Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (c)(3) -SubTopic 10 -Topic 810 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-1AReference 6: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 10A -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-10A + Details Name: us-gaap_OtherComprehensiveIncomeDefinedBenefitPlansAdjustmentNetOfTaxPortionAttributableToParent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount after tax and reclassification adjustments of gain (loss) on foreign currency translation adjustments, foreign currency transactions designated and effective as economic hedges of a net investment in a foreign entity and intra-entity foreign currency transactions that are of a long-term-investment nature, attributable to parent entity. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 19 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-19Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 20 -SubTopic 10 -Topic 810 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481231/810-10-45-20Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (c)(3) -SubTopic 10 -Topic 810 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-1A + Details Name: us-gaap_OtherComprehensiveIncomeForeignCurrencyTransactionAndTranslationAdjustmentNetOfTaxPortionAttributableToParent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount, after tax and reclassification, of gain (loss) from derivative instrument designated and qualifying as cash flow hedge included in assessment of hedge effectiveness, attributable to parent. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-11 + Details Name: us-gaap_OtherComprehensiveIncomeLossCashFlowHedgeGainLossAfterReclassificationAndTaxParent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionNumber of shares related to Restricted Stock Award forfeited during the period. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(28)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1 + Details Name: us-gaap_StockIssuedDuringPeriodSharesRestrictedStockAwardForfeited Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionNumber of shares issued during the period related to Restricted Stock Awards, net of any shares forfeited. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(28)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1 + Details Name: us-gaap_StockIssuedDuringPeriodSharesRestrictedStockAwardNetOfForfeitures Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionNumber of share options (or share units) exercised during the current period. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(28)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv)(02) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1 + Details Name: us-gaap_StockIssuedDuringPeriodSharesStockOptionsExercised Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionValue of stock related to Restricted Stock Awards issued during the period, net of the stock value of such awards forfeited. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1 + Details Name: us-gaap_StockIssuedDuringPeriodValueRestrictedStockAwardNetOfForfeitures Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionValue of stock issued as a result of the exercise of stock options. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(31)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1 + Details Name: us-gaap_StockIssuedDuringPeriodValueStockOptionsExercised Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of equity (deficit) attributable to parent. Excludes temporary equity and equity attributable to noncontrolling interest. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3:

http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(31)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 5: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-12Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(19)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.6-05(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-2Reference 8: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(4)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(6)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(7)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 11: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 12: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 13: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 14: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 4.E) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480418/310-10-S99-2 + Details Name: us-gaap_StockholdersEquity Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionNumber of shares that have been repurchased during the period and are being held in treasury. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1 + Details Name: us-gaap_TreasuryStockSharesAcquired Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionEquity impact of the cost of common and preferred stock that were repurchased during the period. Recorded using the cost method. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 505 -SubTopic 30 -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481549/505-30-45-1 + Details Name: us-gaap_TreasuryStockValueAcquiredCostMethod Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration XML 26 R7.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Consolidated Statements of Cash Flows - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 CASH FLOWS FROM OPERATING ACTIVITIES Â Â Â Net income $ 33,655 $ 31,582 $ 21,456 Adjustments to reconcile net income to net cash provided by operating activities: Â Â Â Depreciation and amortization 19,461 18,985 18,100 Noncash lease expense 13,205 14,456 14,066 Warrant contra revenue 1,183 1,090 970 Deferred income tax provision / (benefit) 344 4,529 (5,170) Share-based compensation expense 3,765 4,606 1,851 Allowance of expected credit losses 33 295 0 Impairment losses 1,532 0 0 Loss on lease terminations 0 251 0 Gain on sale of subsidiaries 0 (246) 0 Change in assets and liabilities: Â Â Â Increase in accounts receivable (12,068) (12,297) (9,705) (Increase) / decrease in prepaid expenses and other current assets (7,517) 1,467 3,551 (Decrease) / increase in accounts payable and accrued liabilities (2,246) (3,753) 2,307 (Decrease) / increase in deferred revenue (1,919) (4,797) 5,506 Decrease in operating lease liabilities (13,528) (14,309) (12,926) Net cash inflow from operating activities 35,900 41,859 40,006 CASH FLOWS FROM INVESTING ACTIVITIES Â Â Â Purchase of property and equipment (8,855) (18,952) (25,919) Cash outflow from sale of subsidiaries, net of cash received 0 (85) 0 Net cash outflow from investing activities (8,855) (19,037) (25,919) CASH FLOWS FROM FINANCING ACTIVITIES Â Â Â Proceeds from line of credit 238 43,448 88,117 Repayments of line of credit (291) (54,597) (99,227) Repayment of debt 0 (3,795) (6,834) Proceeds from the exercise of options 366 2,053 35 Financing cash flows paid for principal portion of finance leases (490) (447) (818) Purchase of treasury shares (21,556) (276) (3,406) Net cash outflow from financing activities (21,733) (13,614) (22,133) Effects of exchange rate difference on cash and cash equivalents (21) (610) (965) Net increase / (decrease) in cash and cash equivalents 5,291 8,598 (9,011) Cash and cash equivalents at beginning of the year 57,429 48,831 57,842 Cash and cash equivalents at end of the year 62,720 57,429 48,831 Supplemental cash flow disclosures Â Â Â Cash paid for interest 514 152 1,246 Cash paid for income taxes 7,688 4,283 2,160 Supplemental non-cash disclosures Â Â Â Change in accounts payable related to fixed assets $ (548) $ (621) Â Change in accounts payable related to fixed assets Â Â $ 1,631 X - DefinitionDecrease In Accounts Payable, Related To Fixed Assets + ReferencesNo definition available. + Details Name: ibex_DecreaseInAccountsPayableRelatedToFixedAssets Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionWarrant Contra Revenue + ReferencesNo definition available. + Details Name: ibex_WarrantContraRevenue Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_AdjustmentsToReconcileNetIncomeLossToCashProvidedByUsedInOperatingActivitiesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of write-down of assets recognized in the income statement. Includes, but is not limited to, losses from tangible assets, intangible assets and goodwill. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 360 -SubTopic 10 -Section 45 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482130/360-10-45-4 + Details Name: us-gaap_AssetImpairmentCharges Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionFuture cash outflow to pay for purchases of fixed assets that have occurred. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482913/230-10-50-4Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482913/230-10-50-3Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482913/230-10-50-5 + Details Name: us-gaap_CapitalExpendituresIncurredButNotYetPaid Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of cash and cash equivalents, and cash and cash equivalents restricted to withdrawal or usage. Excludes amount for disposal group and discontinued operations. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482913/230-10-50-8Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-24Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-4 + Details Name: us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of increase (decrease) in cash, cash equivalents, and cash and cash equivalents restricted to withdrawal or usage; including effect from exchange rate change. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-24Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 1 -SubTopic 230 -Topic 830 -Publisher FASB -URI https://asc.fasb.org/1943274/2147477401/830-230-45-1 + Details Name: us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_CashFlowNoncashInvestingAndFinancingActivitiesDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of deferred income tax expense (benefit) and income tax credits. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_DeferredIncomeTaxesAndTaxCredits Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe aggregate expense recognized in the current period that allocates the cost of tangible assets, intangible assets, or depleting assets to periods that benefit from use of the assets. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 48 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-48Reference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 49 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-49Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22 + Details Name: us-gaap_DepreciationDepletionAndAmortization Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of increase (decrease) from effect of exchange rate changes on cash and cash equivalents, and cash and cash equivalents restricted to withdrawal or usage; held in foreign currencies. Excludes amounts for disposal group and discontinued operations. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 830 -SubTopic 230 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147477401/830-230-45-1 + Details Name: us-gaap_EffectOfExchangeRateOnCashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of cash outflow for principal payment on finance lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 5 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-5 + Details Name: us-gaap_FinanceLeasePrincipalPayments Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of gain (loss) on termination of lease before expiration of lease term. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 40 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479092/842-20-40-1 + Details Name: us-gaap_GainLossOnTerminationOfLease Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of gain (loss) on sale or disposal of equity in securities of subsidiaries. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(9)(a)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(7)(c)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(13)(g)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1 + Details Name: us-gaap_GainOrLossOnSaleOfStockInSubsidiary Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount, before refund, of cash paid to foreign, federal, state, and local jurisdictions as income tax. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2A -Publisher FASB -URI https://asc.fasb.org/1943274/2147482913/230-10-50-2AReference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 23 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-23Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-22Reference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 25 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-25Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482913/230-10-50-2 + Details Name: us-gaap_IncomeTaxesPaid Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe increase (decrease) during the reporting period in the amounts payable to vendors for goods and services received and the amount of obligations and expenses incurred but not paid. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_IncreaseDecreaseInAccountsPayableAndAccruedLiabilities Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe increase (decrease) during the reporting period in amount due within one year (or one business cycle) from customers for the credit sale of goods and services. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_IncreaseDecreaseInAccountsReceivable

Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of increase (decrease) in obligation to transfer good or service to customer for which consideration has been received or is receivable. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 912 -SubTopic 310 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478345/912-310-45-11Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_IncreaseDecreaseInContractWithCustomerLiability Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_IncreaseDecreaseInOperatingCapitalAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of increase (decrease) in obligation for operating lease. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(1) -SubTopic 20 -Topic 842 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_IncreaseDecreaseInOperatingLeaseLiability Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of increase (decrease) in prepaid expenses, and assets classified as other. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_IncreaseDecreaseInPrepaidDeferredExpenseAndOtherAssets Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of cash paid for interest, excluding capitalized interest, classified as operating activity. Includes, but is not limited to, payment to settle zero-coupon bond for accreted interest of debt discount and debt instrument with insignificant coupon interest rate in relation to effective interest rate of borrowing attributable to accreted interest of debt discount. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 17 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-17Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 25 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-25Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482913/230-10-50-2 + Details Name: us-gaap_InterestPaidNet Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of cash inflow (outflow) from financing activities, including discontinued operations. Financing activity cash flows include obtaining resources from owners and providing them with a return on, and a return of, their investment; borrowing money and repaying amounts borrowed, or settling the obligation; and obtaining and paying for other resources obtained from creditors on long-term credit. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-24 + Details Name: us-gaap_NetCashProvidedByUsedInFinancingActivities Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_NetCashProvidedByUsedInFinancingActivitiesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of cash inflow (outflow) from investing activities, including discontinued operations. Investing activity cash flows include making and collecting loans and acquiring and disposing of debt or equity instruments and property, plant, and equipment and other productive assets. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-24 + Details Name: us-gaap_NetCashProvidedByUsedInInvestingActivities Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_NetCashProvidedByUsedInInvestingActivitiesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of cash inflow (outflow) from operating activities, including discontinued operations. Operating activity cash flows include transactions, adjustments, and changes in value not defined as investing or financing activities. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-24Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 25 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-25 + Details Name: us-gaap_NetCashProvidedByUsedInOperatingActivities Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_NetCashProvidedByUsedInOperatingActivitiesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe portion of profit or loss for the period, net of income taxes, which is attributable to the parent. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482765/220-10-50-6Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-3Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-1Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-8Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB 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https://asc.fasb.org/1943274/2147479134/946-220-S99-1Reference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(1)(d)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 23: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 26: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 27: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 28: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards 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-Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1BReference 37: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(22)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1 + Details Name: us-gaap_NetIncomeLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of periodic reduction over lease term of carrying amount of right-of-use asset from operating lease. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_OperatingLeaseRightOfUseAssetAmortizationExpense Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe cash outflow to reacquire common stock during the period. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 15 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-15 + Details Name: us-gaap_PaymentsForRepurchaseOfCommonStock Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe cash outflow associated with the acquisition of long-lived, physical assets that are used in the normal conduct of business to produce goods and services and not intended for resale; includes cash outflows to pay for construction of self-constructed assets. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 13 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-13 + Details Name: us-gaap_PaymentsToAcquirePropertyPlantAndEquipment Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThis element represents the cash inflow during the period from the sale of a component of the entity. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 12 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-12 + Details Name: us-gaap_ProceedsFromDivestitureOfBusinessesNetOfCashDivested Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe cash inflow from a contractual arrangement with the lender, including letter of credit, standby letter of credit and revolving credit arrangements, under which borrowings can be made up to a specific amount at any point in time with maturities due beyond one year or the operating cycle, if longer. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 14 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-14 + Details Name: us-gaap_ProceedsFromLongTermLinesOfCredit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of cash inflow from exercise of option under share-based payment arrangement. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 14 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-14Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2A -Subparagraph (a) -SubTopic 10 -Topic 718 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2A + Details Name: us-gaap_ProceedsFromStockOptionsExercised Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of expense (reversal of expense) for expected credit loss on accounts receivable. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479319/326-20-50-13Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2 + Details Name: us-gaap_ProvisionForDoubtfulAccounts Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe cash outflow for the settlement of obligation drawn from a contractual arrangement with the lender, including letter of credit, standby letter of credit and revolving credit arrangements, under which borrowings can be made up to a specific amount at any point in time with maturities due beyond one year or the operating cycle, if longer. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 15 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-15 + Details Name: us-

gaap_RepaymentsOfLongTermLinesOfCredit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of cash outflow for the payment of debt classified as other, maturing after one year or the operating cycle, if longer. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 15 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-15 + Details Name: us-gaap_RepaymentsOfOtherLongTermDebt Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of noncash expense for share-based payment arrangement. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (a) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_ShareBasedCompensation Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_SupplementalCashFlowInformationAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 27 R8.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Overview and Summary of Significant Accounting Policies 12 Months Ended Jun. 30, 2024 Organization, Consolidation and Presentation of Financial Statements [Abstract] Â Overview and Summary of Significant Accounting Policies OVERVIEW AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIESOVERVIEWIBEX Limited (â€œIBEXâ€ and together with its subsidiaries, the â€œCompany,â€ â€œibex,â€ â€œwe,â€ â€œus,â€ or â€œourâ€) was incorporated on FebruaryÂ 28, 2017 in Hamilton, Bermuda. Our registered office in Bermuda is Crawford House, 50 Cedar Avenue, Hamilton HM 11, Bermuda. We are a â€œcontrolled companyâ€ within the meaning of the rules of Nasdaq, with The Resource Group International Limited (â€œTRGIâ€) being our controlling shareholder. TRG Pakistan Limited holds a controlling interest in TRGI. On AugustÂ 7, 2020, the Company was admitted to trade on the Nasdaq Global Market under the ticker symbol â€œIBEX.â€ The Company is an end-to-end provider of technology-enabled customer lifecycle experience (â€œCLXâ€) solutions. Through the Companyâ€™s integrated CLX platform, a comprehensive portfolio of solutions is offered to optimize customer acquisition, engagement, expansion and experience for clients. The Company leverages sophisticated technology and proprietary analytics, in combination with its global footprint and business process outsourcing expertise, to protect and enhance clientsâ€™ brands. The Company manages nearly 169 million interactions eachÂ year with consumers on behalf of clients through an omni-channel approach, using voice, web, chat and email.Our Connect business lies at the core of our offerings and generates the majority of the Companyâ€™s revenue. This business unit delivers differentiated customer service (assisting our clientsâ€™ customers with information about our clients and their products or services), technical support (providing specialized teams to provide information, assistance and technical guidance to our clientsâ€™ customers on a specific product or service), revenue generation (upselling and cross selling) and other value-added outsourced back office services (finance and accounting, marketing support, sales operations, and human resources administration) to our clients. We deploy these capabilities through a true omni-channel CX model, which integrates voice, email, chat, SMS, social media and other communication applications.In addition our ibex Digital suite of solutions works with consumer-facing businesses to help them build, grow and scale technology-driven customer acquisition solutions, while helping drive digital transformation. We offer digital marketing, e-commerce technology, and platform solutions for our clients, helping them build new customer acquisition channels, increase acquired customers, and often do both at a reduced cost. We also have a small suite of what we call CX services which measures, monitors and manages our clientsâ€™ holistic customer experiences.Operating segmentsAn operating segment is defined as a component of a company for which separate financial information is available and which is regularly evaluated by the chief operating decision maker (â€œCODMâ€) for the purpose of making decisions regarding resource allocation and performance assessment. The Companyâ€™s CODM is the chief executive officer (â€œCEOâ€). The Companyâ€™s CODM reviews consolidated financial results to make decisions, allocate resources and assess performance. Therefore, the Company has determined that it operates in a single operating and reportable segment.SUMMARY OF SIGNIFICANT ACCOUNTING POLICIESBasis of presentation and principles of consolidationOn December 31, 2022, we determined that we no longer met the criteria to remain a foreign private issuer. Effective July 1, 2023, the Company became a domestic filer and we are required to file periodic reports pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934, and to follow other rules as required.The Companyâ€™s consolidated financial statements are prepared in accordance with generally accepted accounting principles in the United States of America (â€œU.S. GAAPâ€) for the fiscal years ended JuneÂ 30, 2024 and 2023, and retrospectively for the fiscal year ended JuneÂ 30, 2022 and include the financial results of all wholly-owned subsidiaries. When the Company does not have majority ownership in an entity but exerts significant influence over that entity, the Company accounts for the entity under the equity method of accounting. All intercompany balances and transactions have been eliminated in consolidation. Certain prior year amounts have been reclassified to conform to the current year presentation. Use of estimatesThe preparation of financial statements in accordance with U.S. GAAP requires management to make estimates and assumptions that affect the amounts reported in the consolidated financial statements. Significant items subject to such estimates and assumptions include useful lives for property and equipment; impairment of long-lived assets, operating lease assets and liabilities, goodwill, and other intangible assets; allowance for credit losses; valuation allowances for deferred tax assets and other receivables; fair value of share-based compensation, warrants, and derivatives, and legal provisions. The Company bases its estimates on historical experience and other assumptions it believes are reasonable, including the use of outside experts as necessary, and updates these estimates on an ongoing basis and as new events occur, more experience is acquired and/or more information is obtained. Actual results could differ materially from these estimates. Foreign currency mattersThese financial statements are presented in U.S. dollars, which is the functional and presentation currency of IBEX Limited. Certain of the Companyâ€™s subsidiaries have a functional currency other than the U.S. dollar. The assets and liabilities of these subsidiaries are translated into U.S. dollars at period-end exchange rates. Income and expense items are translated at the monthly average exchange rates during the period in which the items occur. Translation gains and losses are recorded in accumulated other comprehensive income (loss) ("AOCI"), a component of stockholders' equity, and included in net earnings only upon sale or liquidation of the underlying foreign subsidiary or affiliated company. Foreign currency transaction gains and losses are recognized in selling, general and administrative expense and are based on differences between foreign exchange rates on the transaction date and on the settlement date.Revenue recognitionThe Company recognizes revenues for services for which control has transferred to customers in an amount that reflects the consideration to which the Company expects to be entitled in exchange for transferring the promised services. This process involves identifying the customer contract, determining the performance obligations in the contract, determining the transaction price, allocating the transaction price to the distinct performance obligations in the contract, and recognizing revenue when the performance obligations have been satisfied. A performance obligation is considered distinct from other obligations in a contract when it (a) provides a benefit to the customer either on its own or together with other resources that are readily available to the customer and (b) is separately identified in the contract. The Company considers a performance obligation satisfied as it provides services to a customer, meaning the customer has the ability to direct the use and obtain the benefit of the service. Revenues from contact center services, which consist of customer service, technical support and other value-added outsourced back-office services, are recognized as the services are performed on the basis of the number of billable minutes or hours, contractual rates, and other contractually agreed metrics, if applicable. Certain of our client contracts include bonus and penalty provisions. Revenues related to training that occurs upon commencement of a new client contract or statement of work are deferred and recognized on a straight-line basis over the estimated life of the client program, as it is not considered to have a standalone value to the customer. The related expenses are expensed as incurred. Revenues are recognized over time as performance obligations are satisfied and in the period in which the Company has a right to invoice, net of discounts, incentives, and/or penalties as per contractual terms. Bonuses and penalties accrue for the current billing period and do not depend on future performance. In some cases, we may estimate these bonuses or penalties using the â€œmost likely amountâ€ method based on actual data and historical experience.Revenues from digital services are recognized at a point in time upon the successful consumer activation or purchase of clientsâ€™ services. We utilize third parties in the satisfaction of this performance obligation; however, because we retain control over these third parties and are solely responsible for the risk and reward associated with this performance obligation, we have determined that we are the principal in these transactions and therefore recognize revenue on a gross basis.Revenues from CX software-as-a-service products are recognized over time based on the term of the subscription. Set-up fees to customize the customer experience solution for clientâ€™s specific needs are deferred and recognized on a straight-line basis over the term of the subscription. Revenues related to additional consulting services are recognized over the period as the related services are performed on a per hour basis. All of our contracts include the right to invoice for services on a monthly basis. None of our contracts include significant termination penalties, and generally may be terminated for convenience at any time with a short notice period (generally 30 to 120 days).The Company generally does not incur significant upfront costs to fulfill or obtain a contract that would qualify for capitalization under Accounting Standards Codification (â€œASCâ€) 606, Revenue from Contracts with Customers. Cash and cash equivalentsCash and cash equivalents includes highly liquid investments with initial maturities of three months or less and include money market funds. The carrying value of cash and cash equivalents approximates fair value because of the short-term maturity of those instruments. The majority of the Companyâ€™s cash and cash equivalents are deposited with financial institutions located in the U.S. and may at times exceed insured limits.Trade receivablesTrade accounts receivable are recorded at the invoiced amount and do not bear interest. Amounts collected on trade accounts receivable are included in net cash provided by operating activities in the statements of cash flows. In accordance with Accounting Standards Update (â€œASUâ€) No. 2016-13, Financial Instruments - Credit Losses (Topic 326), the Company estimates its credit losses using the lifetime expected credit loss model. The allowance for credit losses is calculated quarterly based on the Companyâ€™s historical loss percentages, net of recoveries. In addition to the evaluation of historical losses, the Company considers current and future economic conditions and events such as changes in customer credit quality and liquidity. The Company will write-off accounts receivable against the allowance after all means of collection have been exhausted and the potential for recovery is considered remote. Concentration of credit risk The Company is exposed to credit risk in the normal course of business, primarily related to accounts receivable and derivative instruments. Historically, the losses related to credit risk have been immaterial. The Company regularly monitors its credit risk to mitigate losses. The Company evaluates the creditworthiness of its clients prior to and throughout the life of the client relationship. The Company does not believe it is exposed to more than a nominal amount of credit risk in its derivative instruments as all of its counterparties are investment-grade financial institutions.Tax advances and receivablesTax advances and receivables consist primarily of refundable sales and use taxes and income tax prepayments.Other assetsOther current assets and other non-current assets consist primarily of refundable security deposits, loans and advances receivable, and derivative assets.Property and equipment, netProperty and equipment and assets leased under financing leases are carried at cost at the acquisition date and are depreciated using the straight-line method over their estimated useful lives as follows:Property and equipmentUsefulÂ economicÂ lifeLeasehold improvementsLesser of life of the asset or expected lease termFurniture, fixture and office equipment3 - 5 yearsComputer equipment and software3 yearsVehicles3 - 5 yearsProperty and equipment assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. Recoverability is assessed by a comparison of the carrying amount of the asset to the estimated future undiscounted net cash flows expected to be generated by the asset. If estimated future undiscounted net cash flows are less than the carrying value of the asset, an impairment loss is recognized to the extent its carrying value exceeds its estimated fair value. During the year ended JuneÂ 30, 2024, we determined that the estimated fair value for certain assets at two of our delivery locations no longer exceeded their carrying value. The fair value of these assets was based on various assumptions including our ability to redeploy and utilize the assets at other sites. We recognized impairment losses related to leasehold improvements, furniture & fixtures, and computer equipment of $1.3 million during the year ended JuneÂ 30, 2024, which is included in selling, general and administrative expense in the consolidated statements of comprehensive income. There were no impairment losses recognized during the years ended JuneÂ 30, 2023 or 2022.LeasesThe Company determines whether an arrangement contains a lease at inception in accordance with the provisions of ASC 842, Leases. Operating leases are included in operating lease assets and current and non-current operating lease liabilities, and assets leased under finance leases are included in property and equipment, net and current and long-term debt in the consolidated balance sheets.Operating lease assets represent the Companyâ€™s right to use an underlying asset for the lease term, and operating lease liabilities represent the Companyâ€™s obligation to make lease payments arising from the lease. Operating leases with initial terms in excess of twelve months are recognized at the commencement date based on the present value of lease payments over the lease term. The operating lease asset is adjusted for lease incentives, prepaid lease payments and initial direct costs. Operating lease expense is recognized on a straight-line basis over the lease term in cost of services or selling, general and administrative expense, as applicable. The Company has lease agreements for office space with lease and non-lease components. The Company has elected to combine lease and non-lease components.Certain of the Companyâ€™s lease agreements include rental payments that adjust periodically based on an index or rate, generally the applicable Consumer Price Index. The operating lease liability is measured using the prevailing index or rate at the measurement date (i.e., the commencement date). Incremental payments due to changes to the index- and rate-based lease payments are expensed as incurred.For purposes of calculating operating lease liabilities, the lease term includes options to extend or terminate the lease when it is reasonably certain that the Company will exercise those options. The Companyâ€™s capital investment, relationships with clients serviced at the site, and employee recruitment potential are some of the factors it considers when determining whether it will exercise its option to extend a lease.The Company determines the incremental borrowing rates based on information available at the lease commencement date. The incremental borrowing rate is the rate of interest that a lessee would have to pay to borrow on a collateralized basis over a similar term an amount equal to the lease payments in a similar economic environment. Interest on finance leases is included in interest expense, net, in the consolidated statements of comprehensive income. We apply judgment in estimating the incremental borrowing rate including considering the term of the lease, the currency in which the lease is denominated, and the impact of collateral and our credit risk on the rate.The Company has elected the short-term lease recognition exemption for all asset classes. Leases with a term of twelve months or less are expensed as incurred in the consolidated statements of comprehensive income as cost of services or selling, general and administrative expense as applicable. For finance leases, the right of use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for lease payments made at or before the lease commencement date, plus any initial direct costs incurred less any lease incentives received. The right of use asset is subsequently amortized using the straight-line method from the lease commencement date to the earlier of the end of the useful life of the underlying asset or the end of the lease term. The lease liability is initially measured in the same manner and date as for operating leases and is subsequently measured at amortized cost using the effective interest method.During the year ended JuneÂ 30, 2024, we determined that the estimated fair value for one of our operating leases no longer exceeded its carrying value. The fair value of the lease asset was based on various assumptions including market-based factors and our ability to utilize the site in the future. We recognized an impairment loss on the operating lease asset of $0.3 million during the year ended JuneÂ 30, 2024, which is included in selling, general and administrative expense in the consolidated statements of comprehensive income. There were no impairment losses recognized during the years ended JuneÂ 30, 2023 or 2022.GoodwillGoodwill represents the excess of the cost of a business combination over the total acquisition date fair value of the identifiable assets, liabilities and contingent liabilities acquired. Goodwill is not amortized but is tested for impairment at the reporting unit level, on an annual basis or more frequently, if events occur or circumstances change indicating potential impairment. The Company annually tests goodwill for impairment on June 30. In evaluating goodwill for impairment, the Company first assesses qualitative factors to determine whether it is more likely than not that the fair value of the reporting unit is less than its carrying amount. Qualitative factors that the Company considers include, but are not limited to, macroeconomic and industry conditions, overall financial performance and other relevant entity-specific events. If the Company bypasses the qualitative assessment, or if the Company concludes that it is more likely than not that the fair value of a reporting unit is less than its carrying value, then the Company performs a quantitative goodwill impairment test to identify potential goodwill impairment and measures the amount of goodwill impairment it will recognize, if any.In the quantitative goodwill impairment test, the Company compares the estimated fair value of the reporting unit with its related carrying value. If the estimated fair value exceeds the carrying amount, no further analysis is needed. If, however, the reporting unitâ€™s estimated fair value is less than its carrying amount, the Company records an impairment for the difference between the estimated fair value and the carrying value. The Company uses an internally developed discounted cash flow model that includes estimates of projected revenues, expenses and related cash flows based on assumed long-term growth rates and demand trends, expected future investments to grow new units, and estimated discount rates. The Company bases these assumptions on its historical data and experience, industry projections, and micro and macro general economic condition projections and expectations. No impairments were recorded during the years ended JuneÂ 30, 2024, 2023 or 2022.Other intangible assetsThe Company has indefinite-lived intangible assets consisting of trademarks. The Company evaluates indefinite-lived intangible assets for possible impairment at least annually or whenever events or changes in circumstances indicate that the carrying amount of such assets may not be recoverable. Similar to goodwill, the Company may first use a qualitative analysis to determine whether

it is more likely than not that an indefinite-lived intangible asset is impaired. The qualitative analysis will include a review of changes in economic, market and industry conditions, business strategy, and financial performance, among others, to determine if there would be a significant decline to the fair value of an indefinite-lived intangible asset. If a quantitative analysis is completed, an indefinite-lived intangible asset is evaluated for possible impairment by comparing the fair value of the asset with its carrying value. An impairment charge is recorded if the assetâ€™s carrying value exceeds its estimated fair value. No impairments were recorded during the years ended JuneÂ 30, 2024, 2023 or 2022.Other intangible assets are included in other non-current assets on the consolidated balance sheets.DerivativesThe Company accounts for financial derivative instruments under ASC 815, Derivatives and Hedging. The Company generally utilizes options with expirations of 12 months or less to reduce its foreign currency exposure due to exchange rate fluctuations on forecasted operating cash flows denominated in non-functional foreign currencies. In using derivative financial instruments to hedge these exposures, the Company exposes itself to counterparty credit risk.The Company designates these derivatives as cash flow hedges. To qualify for hedge accounting treatment, a derivative must be highly effective in mitigating the designated risk of the hedged item. The Company formally documents all relationships between hedging instruments and hedged items, as well as its risk management objective and strategy for undertaking various hedging activities. The Company also formally assesses, both at the hedgeâ€™s inception and on an ongoing basis, whether the derivatives that are used in hedging transactions are highly effective on a prospective and retrospective basis. When it is determined that a derivative has ceased to be a highly effective hedge or if a forecasted hedged item is no longer probable of occurring, or if the Company de-designates a derivative as a hedge, the Company discontinues hedge accounting and records all gains and losses in earnings. For cash flow hedges, the entire change in the fair value of the hedging instrument included in the assessment of hedge effectiveness is reported in AOCI until the hedged transaction affects earnings. At that time, this amount is reclassified from AOCI and recognized within cost of services or selling, general and administrative expenses, or interest expense, net, as applicable.Cash flows related to derivative contracts are classified within the operating section in the consolidated statements of cash flows.ContingenciesThe Company is subject to claims and lawsuits filed in the ordinary course of business. Although management does not believe that any such proceedings will have material adverse effect on its consolidated financial position, results of operations, or cash flows, no assurances to that effect can be given based on the uncertainty of litigation and demands of third parties. The Company records a liability for pending litigation and claims where losses are both probable and can be reasonably estimated. Legal fees are expensed as incurred.Employee benefits(a)Defined contribution plansThe Company sponsors a 401(k) plan in the U.S. under which the Company makes matching contributions for eligible employees up to 4% of compensation. All Company matching contributions are immediately vested. The Company operates defined contribution plans in other countries as allowed or required by law. For the years ending JuneÂ 30, 2024, 2023, and 2022, the Company incurred plan expenses of $1.4 million, $1.2 million, and $1.0 million, respectively, which is recorded in selling, general and administrative expenses.(b)Defined benefit plan The Company records amounts relating to its defined benefit plans based on calculations that incorporate various actuarial and other assumptions, including discount rates, mortality, assumed rates of return, compensation increases and turnover rates. Remeasurement changes are reflected in AOCI. Current service costs are recorded in the period to which they relate. Prior service cost, if any, resulting from an amendment to a plan is recognized and amortized over the remaining period of service of the covered employees.The Company reviews and adjusts its assumptions annually based on current rates and trends. The Company believes that the assumptions utilized in recording its obligation under the plan are reasonable based on its experience and market conditions.As of JuneÂ 30, 2024 and 2023, defined benefit obligations of $1.3 million and $1.2 million, respectively, were included in other non-current liabilities in the consolidated balance sheets, and amounts recognized in the consolidated statements of comprehensive income for the years ended JuneÂ 30, 2024, 2023, and 2022 were $0.3Â million, $0.4 million, and $0.4 million, respectively.Share-based compensation plansThe Company accounts for its share-based awards in accordance with provisions of ASC 718, Compensation - Stock Compensation. The Company calculates the fair value of option awards using the Black-Scholes model. For equity-classified awards, total compensation cost is based on the grant date fair value. For liability-classified awards, total compensation cost is based on the fair value of the award on the date the award is granted and is subsequently re-measured at each reporting date until settlement.The Company recognizes share-based compensation expense over the requisite vesting period using a graded vesting model. Awards to employees and directors may contain service, performance and/or market vesting conditions. For unvested awards with performance conditions, the Company assesses the probability of attaining the performance conditions at each reporting period. Awards that are deemed probable of attainment are recognized in expense over the requisite service period. The Company accounts for forfeitures as they occur. Warrant to purchase common sharesThe Company accounts for a warrant to purchase its common shares as an equity instrument in accordance with the provisions of ASU No. 2019-08, Compensation â€“ Stock Compensation (Topic 718) and ASC 606, which requires entities to measure and classify share-based payment awards granted to a customer by applying the guidance under Topic 718, as of January 1, 2019. On the grant date, the Company measured the warrant using a Black-Scholes option pricing model. There was no immediate vesting upon execution of the warrant. Contra-revenue and equity are recorded as revenue is recognized. The Company has elected a policy to estimate forfeitures for non-employee equity grants. At each reporting period, the Company assesses the likelihood of additional vesting in accordance with service or performance conditions included in the warrant terms. The Company revises its estimates for additional contra-revenue when it is probable that additional shares will vest. Income taxesDeferred tax assets and liabilities are recognized for the future tax consequences attributable to temporary differences between the financial statement carrying amounts of existing assets and liabilities and their respective tax bases. Deferred tax assets and liabilities are measured using enacted tax rates expected to apply to taxable income in the years in which those temporary differences are expected to be recovered or settled. Deferred tax assets are also recognized for the estimated future effects of tax loss carry forwards. The effect of changes in tax rates on deferred taxes is recognized in the period in which the enactment dates change. We recognize deferred tax assets to the extent that we determine that these assets are more likely than not to be realized. In making such a determination, we consider the available positive and negative evidence, including future reversals of existing temporary differences, projected future taxable income, tax-planning strategies, carryback potential if permitted under the tax law, and results of recent operations. The Company records valuation allowances against its deferred tax assets based on whether it is more likely than not that the deferred tax assets will be realized. If we determine that we are able to realize our deferred tax assets in the future in excess of their net recorded amount, we will make an adjustment to the valuation allowance.We record uncertain tax positions in accordance with ASC 740, Income Taxes, on the basis of a two-step process in which (1) we determine whether it is more likely than not that the tax positions will be sustained on the basis of the technical merits of the position and (2) for those tax positions that met the more likely than not recognition threshold, we recognize the largest amount of tax benefit that is more than 50 percent likely to be realized upon ultimate settlement with the related tax authority. We recognize interest and penalties related to uncertain tax positions in income tax expense in the consolidated statement of operations. Accrued interest and penalties are included on the related tax liability line in the consolidated balance sheets.Share repurchase programsThe Companyâ€™s board of directors (the â€œBoardâ€) may authorize share repurchases of the Companyâ€™s common shares. Purchases made pursuant to these authorizations may be carried out through open market transactions, negotiated purchases or otherwise, at times and in such amounts as the Company deems appropriate. Shares repurchased under such authorizations are held in treasury for general corporate purposes, including issuances under various employee share-based award plans. When Company shares are repurchased, the amount of the consideration paid (including directly attributable costs, net of any tax effects) is recognized as a deduction of additional paid in capital. Repurchased shares are classified as treasury shares and are presented as a deduction from total equity. When treasury shares are subsequently sold or reissued, the amount received is recognized as an increase in additional paid in capital, and any resulting surplus or deficit on the transaction is reclassified to accumulated deficit. The Board will review the repurchase program periodically and may authorize adjustment of its terms and size, and suspend or discontinue the program. The Company has funded and expects to fund future repurchases with its existing cash balance. The share repurchase programs do not obligate the Company to acquire any particular amount of common shares. See Note 14. â€œStockholdersâ€™ Equityâ€ for more information on share repurchases.Equity method investmentThe Company uses the equity method to account for its investment in a company if the investment provides the Company with the ability to exercise significant influence over, but not control of, the operating and financial policies of the investee. The Companyâ€™s consolidated net income includes the Companyâ€™s proportionate share of the net income or loss of the investee. The Companyâ€™s judgment regarding the level of influence over its equity method investee includes considering key factors such as the Companyâ€™s ownership interest, representation on the Board and participation in policy-making decisions of the investee and material intercompany transactions. The Company has elected to classify distributions from its investee based on the cumulative earnings approach. See Note 17. â€œInvestment in Joint Ventureâ€ for more information.Cloud Computing Software Implementation CostsThe Company incurs costs to implement cloud computing arrangements that are hosted by a third-party vendor. In accordance with ASC 350-40, Goodwill and Other, Internal-Use Software, for cloud computing arrangements that meet the definition of a service contract, the Company capitalizes qualifying implementation costs incurred during the application development stage in other non-current assets. Capitalized costs are primarily comprised of third-party consulting fees, direct labor, and related expenses. Capitalization of these costs concludes once the project is substantially complete and the software is ready for the Company's intended use. Once available for its intended use, the capitalized costs will be amortized on a straight-line basis over the term of the associated hosting arrangement including periods covered by an option to extend, and are included in selling, general and administrative expenses in the consolidated statements of comprehensive income. Costs related to data conversion, overhead, general and administrative activities, and training are expensed as incurred. Post-configuration training and maintenance costs are expensed as incurred. The Company capitalized $3.5 million during the year ended JuneÂ 30, 2024. There were no costs capitalized during the year ended JuneÂ 30, 2023.Other postemployment benefitsDuring the year ended JuneÂ 30, 2024, the Company eliminated certain positions that it considered redundant and incurred approximately $1.6Â million in severance costs, of which $1.4Â million is recorded in selling, general and administrative expense and $0.2Â million is recorded in cost of services in the consolidated statements of comprehensive income. As of JuneÂ 30, 2024, $0.8Â million was accrued and is expected to be paid by July 30, 2025.Emerging Growth CompanyThe Company currently qualifies as an â€œemerging growth companyâ€ under the Jumpstart Our Business Startups Act of 2012 (the â€œJOBS Actâ€). Accordingly, the Company has the option to adopt new or revised accounting guidance either (i) within the same periods as those otherwise applicable to non-emerging growth companies or (ii) within the same time periods as private companies pursuant to Section 13(a) of the Exchange Act. The Company has elected to use the extended transition period until we are no longer an emerging growth company or until we choose to opt out of the extended transition period affirmatively and irrevocably.Recently Issued Accounting PronouncementsIn November 2023, the Financial Accounting Standards Board (â€œFASBâ€) issued ASU No. 2023-07, Segment Reporting (Topic 280): Improvements to Reportable Segment Disclosures, which improve reportable segment disclosure requirements, primarily through enhanced disclosures about significant segment expenses. In addition, the amendments enhance interim disclosure requirements, clarify segment disclosure requirements for entities with a single reportable segment, and contain other disclosure requirements. The amendments in ASU No. 2023-07 are effective for fiscal years beginning after December 15, 2023, and interim periods within fiscal years beginning after December 15, 2024. Early adoption is permitted. We are currently evaluating the impact of the new guidance on the disclosures to our consolidated financial statements.In December 2023, the FASB issued ASU No. 2023-09, Income Taxes (Topic 740): Improvements to Income Tax Disclosures, which modifies the rules on income tax disclosures to require entities to disclose (1) specific categories in the rate reconciliation, (2) the income or loss from continuing operations before income tax expense or benefit (separated between domestic and foreign), and (3) the income tax expense or benefit from continuing operations (separated by federal, state and foreign). This update also requires entities to disclose their income tax payments to international, federal, state and local jurisdictions, among other changes. The amendments in ASU No. 2023-09 are effective for fiscal years beginning after December 15, 2024. Early adoption is permitted. We are currently evaluating the impact of the new guidance on the disclosures to our consolidated financial statements.In March 2024, the SEC issued its final climate disclosure rules, which require the disclosure of climate-related information in annual reports and registration statements. The rules require disclosure in the audited financial statements of certain effects of severe weather events and other natural conditions above certain financial thresholds, as well as amounts related to carbon offsets and renewable energy credits or certificates, if material. Disclosure requirements will begin phasing in for fiscal years beginning on or after January 1, 2025. On April 4, 2024, the SEC determined to voluntarily stay the final rules pending certain legal challenges. We are currently evaluating the impact of the new rules on the disclosures to our consolidated financial statements. X - ReferencesNo definition available. + Details Name: us-gaap_OrganizationConsolidationAndPresentationOfFinancialStatementsAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for the organization, consolidation and basis of presentation of financial statements disclosure, and significant accounting policies of the reporting entity. May be provided in more than one note to the financial statements, as long as users are provided with an understanding of (1) the significant judgments and assumptions made by an enterprise in determining whether it must consolidate a VIE and/or disclose information about its involvement with a VIE, (2) the nature of restrictions on a consolidated VIE's assets reported by an enterprise in its statement of financial position, including the carrying amounts of such assets, (3) the nature of, and changes in, the risks associated with an enterprise's involvement with the VIE, and (4) how an enterprise's involvement with the VIE affects the enterprise's financial position, financial performance, and cash flows. Describes procedure if disclosures are provided in more than one note to the financial statements. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 235 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/235/tableOfContentReference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 275 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/275/tableOfContentReference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 810 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/810/tableOfContentReference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 205 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/205/tableOfContent + Details Name: us-gaap_OrganizationConsolidationAndPresentationOfFinancialStatementsDisclosureAndSignificantAccountingPoliciesTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 28 R9.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Revenue from Contracts with Customers 12 Months Ended Jun. 30, 2024 Revenue from Contract with Customer [Abstract] Â Revenue from Contracts with Customers REVENUE FROM CONTRACTS WITH CUSTOMERSThe majority of the Companyâ€™s revenues are derived from contracts with customers who are located in the United States of America (the â€œUnited Statesâ€ or â€œU.S.â€). However, the Company delivers most of its services from regional customer experience delivery centers that are located in geographies outside of the United States. Our global delivery model is built on regional customer experience delivery centers and includes a unique ability to support work-at-home capabilities in any region that we currently operate. The Company generated its revenue from clients based in the United States and other countries as below: ($000s)June 30,2024June 30,2023June 30,2022RevenueUnited States$493,015Â $509,170Â $476,092Â Other countries15,554Â 13,948Â 16,759Â Total$508,569Â $523,118Â $492,851Â The following table presents the breakdown of the Companyâ€™s revenues by geographical location, based on where the services are provided for the years ended:($000s)June 30,2024June 30,2023June 30,2022RevenueOnshore (United States)$120,153Â $145,401Â $167,925Â Offshore (Philippines, Pakistan)244,825Â 221,913Â 186,902Â Nearshore (Jamaica, Nicaragua, Honduras)143,591Â 155,804Â 138,024Â Total$508,569Â $523,118Â $492,851Â The following table presents the breakdown of the Companyâ€™s revenue by pattern of revenue recognition for the years ended:($000s)June 30,2024June 30,2023June 30,2022Pattern of Revenue recognitionServices transferred over time$477,663Â $489,942Â $455,206Â Services transferred at a point in time30,906Â 33,176Â 37,645Â $508,569Â $523,118Â $492,851Â The movement in the deferred revenue is as follows:($000s)June 30,2024June 30,2023Beginning balance$7,796Â $12,593Â Revenue recognized(8,509)(11,329)Revenue deferred6,590Â 6,532Â Ending balance$5,877Â $7,796Â X - ReferencesNo definition available. + Details Name: us-gaap_RevenueFromContractWithCustomerAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure of revenue from contract with customer to transfer good or service and to transfer nonfinancial asset. Includes, but is not limited to, disaggregation of revenue, credit loss recognized from contract with customer, judgment and change in judgment related to contract with customer, and asset recognized from cost incurred to obtain or fulfill contract with customer. Excludes insurance and lease contracts. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-9Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-10Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 15 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-15Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting

Standards Codification -Section 50 -Paragraph 12 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-12Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-12Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-12Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-12Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-12Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-13Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Topic 606 -Publisher FASB -URI https://asc.fasb.org/606/tableOfContent + Details Name: us-gaap_RevenueFromContractWithCustomerTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 29 R10.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Accounts Receivable and Significant Client 12 Months Ended Jun. 30, 2024 Receivables [Abstract] Â Accounts Receivable and Significant Client ACCOUNTS RECEIVABLE AND SIGNIFICANT CLIENTAccounts receivable, net in the accompanying consolidated balance sheets consists of the following:($000s)June 30,2024June 30,2023Accounts receivable$98,438Â $86,484Â Less: Allowance for credit losses(72)(120)Accounts receivable, net$98,366Â $86,364Â The Company will write-off accounts receivable against the allowance when it determines a balance is uncollectible, and wrote-off $0.1 million and $1.4 million for the years ended JuneÂ 30, 2024 and 2023, respectively. Write-offs for the fiscal year ended JuneÂ 30, 2022 were not material. Activity in the Companyâ€™s allowance for credit losses consists of the following:($000s)June 30,2024June 30,2023Beginning balance$120Â $1,290Â Provision for credit losses93Â 321Â Reversal of provision for credit losses(60)(26)Uncollectible receivables written off(87)(1,410)Effect of foreign exchange6Â (55)Ending balance$72Â $120Â Significant ClientDuring the years ended JuneÂ 30, 2024 and 2023, the Company had one client that contributed approximately 12% of total revenue, respectively. As of JuneÂ 30, 2024 and 2023, the accounts receivable from this client was $13.6Â million and $6.0Â million, respectively. To limit the Companyâ€™s credit risk with its clients, management regularly monitors the aging of customer receivables, maintains allowances for credit losses and may require prepayment for services from certain clients. Based on currently available information, management does not believe significant credit risk exists as of JuneÂ 30, 2024. X - DefinitionThe entire disclosure for accounts receivable, contract receivable, receivable held-for-sale, and nontrade receivable. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 310 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/310/tableOfContentReference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/326/tableOfContent + Details Name: us-gaap_AccountsAndNontradeReceivableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_ReceivablesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 30 R11.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Property and Equipment, Net 12 Months Ended Jun. 30, 2024 Property, Plant and Equipment [Abstract] Â Property and Equipment, Net PROPERTY AND EQUIPMENT, NETProperty and equipment consists of the following:($000s)June 30,2024June 30,2023Leasehold improvements$34,421Â $37,356Â Furniture & fixtures28,842Â 31,228Â Computer equipment76,283Â 73,824Â Software21,359Â 21,057Â Vehicles2,826Â 1,779Â Assets under construction1,705Â 435Â Property and equipment, gross$165,436Â $165,679Â Less: Accumulated depreciation(135,574)(124,528)Property and equipment, net$29,862Â $41,151Â The following table presents the Companyâ€™s total property and equipment, net by geographic location:($000s)June 30,2024June 30,2023United States$5,920Â $10,751Â Philippines5,667Â 9,117Â Pakistan6,739Â 3,923Â Jamaica8,659Â 13,374Â Nicaragua2,082Â 3,421Â Honduras795Â 565Â Total$29,862Â $41,151Â Depreciation expense, which includes depreciation expense for finance lease assets, for the Company was $19.5 million, $19.0 million, and $18.1 million for the years ended JuneÂ 30, 2024, 2023, and 2022, respectively. X - ReferencesNo definition available. + Details Name: us-gaap_PropertyPlantAndEquipmentAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for long-lived, physical asset used in normal conduct of business and not intended for resale. Includes, but is not limited to, work of art, historical treasure, and similar asset classified as collections. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 360 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/360/tableOfContentReference 2: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 6 -SubTopic 360 -Topic 958 -Publisher FASB -URI https://asc.fasb.org/1943274/2147477798/958-360-50-6Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (d) -SubTopic 360 -Topic 958 -Publisher FASB -URI https://asc.fasb.org/1943274/2147477798/958-360-50-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 7 -SubTopic 360 -Topic 958 -Publisher FASB -URI https://asc.fasb.org/1943274/2147477798/958-360-50-7 + Details Name: us-gaap_PropertyPlantAndEquipmentDisclosureTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 31 R12.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Leases 12 Months Ended Jun. 30, 2024 Leases [Abstract] Â Leases LEASESThe Company has operating lease obligations primarily for our delivery centers and finance lease obligations primarily for vehicles and other equipment. Leases typically have initial terms of two to fifteen years, and may include renewal options if the Company is reasonably certain to exercise such options. The components of lease cost are as follows:($000s)June 30,2024June 30,2023June 30,2022Operating lease cost:Operating lease cost$19,753Â $21,614Â $21,442Â Variable lease cost2,949Â 4,127Â 4,207Â Short-term lease cost211Â â€”Â â€”Â Total operating lease cost$22,913Â $25,741Â $25,649Â Finance lease cost:Amortization of right of use assets$653Â $446Â $375Â Interest on lease liabilities235Â 143Â 93Â Total finance lease cost$888Â $589Â $468Â The following table presents supplemental balance sheet information related to leases:($000s)June 30,2024June 30,2023Operating lease assets$59,145Â $70,919Â Operating lease liabilities, current$12,051Â $13,036Â Operating lease liabilities, non-current53,441Â 64,854Â Total operating lease liabilities$65,492Â $77,890Â Finance lease assets, net$1,697Â $929Â Finance lease liabilities, current$660Â $361Â Finance lease liabilities, non-current867Â 600Â Total finance lease liabilities$1,527Â $961Â The following table presents supplemental cash flow information related to leases:($000s)June 30,2024June 30,2023June 30,2021Cash paid for amounts included in the measurement of lease liabilities$13,528Â $14,309Â $12,926Â Operating cash flows paid for interest portion of finance leases23514393Financing cash flows paid for principal portion of finance leases490447818The following table presents supplemental noncash information related to leases:($000s)June 30,2024June 30,2023Right-of-use assets obtained in exchange for lease obligationsOperating leases$6,069Â $11,281Â Finance leases$1,040Â $881Â Reduction due to reassessment of lease renewal optionsRight-of-use assets$(3,656)$â€”Â Operating lease liabilities$(3,689)$â€”Â June 30,2024June 30,2023Weighted average remaining lease term (in years)Operating leases5.15.7Finance leases2.22.6Weighted average discount rateOperating leases10.5Â %9.2Â %Finance leases22.3Â %13.4Â %The following table presents the maturities of our lease liabilities as of JuneÂ 30, 2024:($000s)Operating LeasesFinance LeasesYear Ending 2025$17,384Â $916Â 202615,968Â 701Â 202715,746Â 304Â 202814,222Â â€”Â 202912,082Â â€”Â Thereafter10,815Â â€”Â Total undiscounted lease payments86,217Â 1,921Â Less: liability accretion(20,725)(394)Total lease liabilities$65,492Â $1,527Â Leases LEASESThe Company has operating lease obligations primarily for our delivery centers and finance lease obligations primarily for vehicles and other equipment. Leases typically have initial terms of two to fifteen years, and may include renewal options if the Company is reasonably certain to exercise such options. The components of lease cost are as follows:($000s)June 30,2024June 30,2023June 30,2022Operating lease cost:Operating lease cost$19,753Â $21,614Â $21,442Â Variable lease cost2,949Â 4,127Â 4,207Â Short-term lease cost211Â â€”Â â€”Â Total operating lease cost$22,913Â $25,741Â $25,649Â Finance lease cost:Amortization of right of use assets$653Â $446Â $375Â Interest on lease liabilities235Â 143Â 93Â Total finance lease cost$888Â $589Â $468Â The following table presents supplemental balance sheet information related to leases:($000s)June 30,2024June 30,2023Operating lease assets$59,145Â $70,919Â Operating lease liabilities, current$12,051Â $13,036Â Operating lease liabilities, non-current53,441Â 64,854Â Total operating lease liabilities$65,492Â $77,890Â Finance lease assets, net$1,697Â $929Â Finance lease liabilities, current$660Â $361Â Finance lease liabilities, non-current867Â 600Â Total finance lease liabilities$1,527Â $961Â The following table presents supplemental cash flow information related to leases:($000s)June 30,2024June 30,2023June 30,2021Cash paid for amounts included in the measurement of lease liabilities$13,528Â $14,309Â $12,926Â Operating cash flows paid for interest portion of finance leases23514393Financing cash flows paid for principal portion of finance leases490447818The following table presents supplemental noncash information related to leases:($000s)June 30,2024June 30,2023Right-of-use assets obtained in exchange for lease obligationsOperating leases$6,069Â $11,281Â Finance leases$1,040Â $881Â Reduction due to reassessment of lease renewal optionsRight-of-use assets$(3,656)$â€”Â Operating lease liabilities$(3,689)$â€”Â June 30,2024June 30,2023Weighted average remaining lease term (in years)Operating leases5.15.7Finance leases2.22.6Weighted average discount rateOperating leases10.5Â %9.2Â %Finance leases22.3Â %13.4Â %The following table presents the maturities of our lease liabilities as of JuneÂ 30, 2024:($000s)Operating LeasesFinance LeasesYear Ending 2025$17,384Â $916Â 202615,968Â 701Â 202715,746Â 304Â 202814,222Â â€”Â 202912,082Â â€”Â Thereafter10,815Â â€”Â Total undiscounted lease payments86,217Â 1,921Â Less: liability accretion(20,725)(394)Total lease liabilities$65,492Â $1,527Â X - ReferencesNo definition available. + Details Name: us-gaap_LeasesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for finance leases of lessee. Includes, but is not limited to, description of lessee's finance lease and maturity analysis of finance lease liability. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/842-20/tableOfContent + Details Name: us-gaap_LesseeFinanceLeasesTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for operating leases of lessee. Includes, but is not limited to, description of operating lease and maturity analysis of operating lease liability. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/842-20/tableOfContent + Details Name: us-gaap_LesseeOperatingLeasesTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 32 R13.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Goodwill and Other Intangible Assets 12 Months Ended Jun. 30, 2024 Goodwill and Intangible Assets Disclosure [Abstract] Â Goodwill and Other Intangible Assets GOODWILL AND OTHER INTANGIBLE ASSETSGoodwillThe carrying amount of goodwill at both JuneÂ 30, 2024 and 2023 was $11.8 million. During the years ended JuneÂ 30, 2024 and 2023, the Company performed a qualitative assessment and determined that the estimated fair value of the reporting unit exceeded the carrying value, therefore, no impairment charges were recognized.Other Intangible AssetsThe carrying amount of indefinite-lived intangible assets (trademarks) at both JuneÂ 30, 2024 and 2023 was $0.7 million and is included in other non-current assets in the consolidated balance sheets. During the years ended JuneÂ 30, 2024 and 2023, the Company performed a qualitative assessment and determined that no impairment was necessary. X - ReferencesNo definition available. + Details Name: us-gaap_GoodwillAndIntangibleAssetsDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for goodwill and intangible assets. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/350-30/tableOfContentReference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/350-20/tableOfContent + Details Name: us-gaap_GoodwillAndIntangibleAssetsDisclosureTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 33 R14.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Derivatives 12 Months Ended Jun. 30, 2024 Derivative Instruments and Hedging Activities Disclosure [Abstract] Â Derivatives DERIVATIVESForeign exchange contractsFrom time to time, the Company enters into foreign currency exchange contracts, consisting of offsetting foreign exchange option contracts (â€œcollarsâ€), to mitigate foreign exchange fluctuations on the Philippine Peso (â€œPHPâ€) within a certain range and on a certain percentage of its PHP operating costs. The collars are designated as cash flow hedges upon inception, in accordance with ASC 815, in order to match the financial results of the hedges with the forecasted transactions. These contracts cover periods commensurate with the expected exposure, generally three to twelve months. We execute our contracts with our primary banking partner, PNC Bank, National Association (â€œPNCâ€). The Company has not experienced any material issues related to derivative counterparty defaults.The following table shows the notional amount and fair value of our foreign exchange cash flow hedging instruments as of JuneÂ 30, 2024 and 2023:Settlement dateHedgedcurrencyForeigncurrency rateNotionalamount($000s)Fair Value($000s)Foreign currency option contracts - liabilitiesJuly 8, 2024 through December 19, 2024PHP54.00 - 57.50$9,789Â Fair value as of June 30, 2023100Â Fair value as of June 30, 2024Â Â 335Â The fair value of the collars is included in accounts payable and accrued liabilities in the consolidated balance sheets.Changes in the fair value of derivatives that are designated and qualify as cash flow hedges are recognized in AOCI. Amounts previously recognized in AOCI are reclassified to cost of services in the periods in which the hedged expenses occur. Refer to Note 14. "Stockholders' Equity" for further details on the change in fair value of our cash flow hedges and the net gain or loss reclassified to earnings from effective hedges during the years ended JuneÂ 30, 2024, 2023 and 2022. X - ReferencesNo definition available. + Details Name: us-gaap_DerivativeInstrumentsAndHedgingActivitiesDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for derivative instruments and hedging activities including, but not limited to, risk management strategies, non-hedging derivative instruments, assets, liabilities, revenue and expenses, and methodologies and assumptions used in determining the amounts. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480237/815-40-50-5Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 5C -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-5CReference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 815 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/815/tableOfContent + Details Name: us-gaap_DerivativeInstrumentsAndHedgingActivitiesDisclosureTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 34 R15.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Debt 12 Months Ended Jun. 30, 2024 Debt Disclosure [Abstract] Â Debt DEBTDebt consists of the following:($000s)June 30,2024June 30,2023DebtPNC Credit Facility$â€”Â $52Â Finance leases1,527Â 961Â Total debt$1,527Â $1,013Â Less: Current maturities of long-term debt and finance leases(660)(413)Total long-term debt$867Â $600Â Revolving credit facilityPNC Credit FacilityIn November 2013, the Companyâ€™s subsidiary, Ibex Global Solutions,Â Inc. (formerly known as TRG Customer Solutions,Â Inc.), entered into the three-year $35.0 million revolving credit facility with PNC (as amended, the â€œPNC Credit Facilityâ€). Between June 2015 and March 2021, the PNC Credit Facility was amended multiple times for increases to the maximum revolving advance amount and extensions of the maturity date. In March 2021, the PNC Credit Facility was amended to join its wholly owned subsidiaries, Digital Globe Services, LLC, TelSatOnline, LLC and 7 Degrees, LLC as borrowers. In September 2021, the PNC Credit Facility was amended to join its wholly owned subsidiary, iSky, LLC as a borrower. In June 2022, the PNC Credit Facility was amended to increase the maximum revolving advance amount to $80 million, with the ability to request increases, up to a maximum revolving advance amount of $95 million (contingent upon lender approval), change the reference rate used from LIBOR to Term Secured Overnight Financing Rate (â€œSOFRâ€) and extend the maturity date to May 2026. In May 2024, the Company's subsidiaries, Ibex Global Solutions, Inc., Digital Globe Services, LLC, TelSatOnline, LLC, 7 Degrees, LLC, and iSky, LLC (collectively, the "Borrowers") entered into the Seventeenth Amendment to the PNC Credit Facility (the "Amendment") with PNC. The Amendment provides PNC's consent to the assignment of certain customer contracts (the "Contract Assignments") by the Borrowers to the Company's subsidiary, Ibex Global FZ-LLC, provided that (i) the contract revenues associated with such Contract Assignments, upon the effectiveness of such Contract Assignments, shall not in the aggregate be greater than $175 million and (ii) the Borrowers comply with additional reporting requirements to PNC. Borrowings under the PNC Credit Facility bear interest at SOFR plus a margin of 1.75% and/or negative 0.5% of the PNC Commercial Lending Rate for domestic loans. The PNC Credit Facility also requires a commitment fee of 0.25% per annum of undrawn commitments to be paid quarterly in arrears. The PNC Credit Facility is guaranteed by IBEX Global Limited and secured by substantially all the assets of the Borrowers. As of JuneÂ 30, 2024, the Company had $79.0 million of borrowing available under the PNC Credit Facility based on eligible collateral.The PNC Credit Facility contains certain financial, operating, and other covenants, including, among other things, covenants restricting additional borrowings, paying any

dividends and making certain investments. The Company was in compliance with all debt covenants as of JuneÂ 30, 2024. X - ReferencesNo definition available. + Details Name: us-gaap_DebtDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for long-term debt. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 470 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/470/tableOfContent + Details Name: us-gaap_LongTermDebtTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 35 R16.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Commitments 12 Months Ended Jun. 30, 2024 Commitments and Contingencies Disclosure [Abstract] Â Commitments COMMITMENTS As of JuneÂ 30, 2024, the Company is party to non-cancelable purchase obligations that mainly relate to long term telecommunications contracts and enterprise cloud solutions for the continuing operation of our business. The Company has commitments to pay $8.7 million in the next twelve months and $6.9 million thereafter related to these contracts. X - ReferencesNo definition available. + Details Name: us-gaap_CommitmentsAndContingenciesDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for commitments and contingencies. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 405 -SubTopic 30 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/405-30/tableOfContentReference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 440 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482648/440-10-50-4Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 450 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/450/tableOfContentReference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 954 -SubTopic 440 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478522/954-440-50-1Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 440 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482648/440-10-50-4Reference 6: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 440 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/440/tableOfContent + Details Name: us-gaap_CommitmentsAndContingenciesDisclosureTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 36 R17.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Warrant 12 Months Ended Jun. 30, 2024 Equity [Abstract] Â Warrant WARRANTOn NovemberÂ 13, 2017, and as subsequently amended, the Company issued to Amazon.com NV Investment Holdings LLC, a subsidiary of Amazon.com, Inc. (â€œAmazonâ€), a 10-year warrant to acquire approximately 1,674,017 common shares (the "warrant shares"), representing 10.0% of our equity on a fully diluted basis at the time of the warrantâ€™s issuance. The warrant is exercisable at a price per share of $9.42. The warrant provides for net share settlement, that if elected by the holder, will reduce the number of shares issued upon exercise to reflect the net settlement of the exercise price. The warrant is classified as an equity instrument in accordance with ASU No. 2019-08, which was adopted retroactively on JulyÂ 1, 2020. The Company determined the grant date fair value of the warrant using the Black-Scholes option pricing model.The warrant shares vest on the satisfaction of specified milestones tied to Amazonâ€™s purchase of services from the Company during a seven-and-a-half-year period ended on JuneÂ 30, 2024. The vesting is partially accelerated in the event of a reorganization transaction (as defined in the warrant). Amazon is entitled to customary shelf and piggy-back registration rights with respect to the shares issued upon exercise of the warrant. Amazon may not transfer the warrant except to a wholly-owned subsidiary of Amazon.As of JuneÂ 30, 2024 and 2023, 1,171,812 and 1,004,410 warrant shares were vested, respectively. To date, the warrant has not been exercised, expired or cancelled.The Company recorded contra revenue of approximately $1.2 million, $1.1 million, and $1.0 million during theÂ years ended JuneÂ 30, 2024, 2023, and 2022, respectively. X - DefinitionWarrants + ReferencesNo definition available. + Details Name: ibex_WarrantsTextBlock Namespace Prefix: ibex_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_EquityAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 37 R18.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Share Based Compensation 12 Months Ended Jun. 30, 2024 Share-Based Payment Arrangement [Abstract] Â Share Based Compensation SHARE BASED COMPENSATIONThe following tables summarize the components of share-based compensation expense recognized in the Companyâ€™s consolidated statements of comprehensive income, both by line item and by plan:Year ended June 30,202420232022Cost of services$76Â $298Â $105Â Selling, general and administrative3,689Â 4,308Â 1,746Â Total stock compensation expense$3,765Â $4,606Â $1,851Â Year ended June 30,202420232022Phantom Stock Plans(152)800Â $33Â 2018 Restricted Share Planâ€”(7)6Â 2020 Long Term Incentive Plan3,917Â 3,813Â 1,812Â Total stock compensation expense$3,765Â $4,606Â $1,851Â Phantom Stock PlansIn 2018, the Company adopted phantom stock plans (â€œPhantom Stock Plansâ€) in certain of its operating countries, which provide for grants of â€œphantom stock optionsâ€ to certain executive officers and employees in those countries. Each phantom stock option provides the participant with a contractual right to receive an amount equal to the difference between the fair market value of a vested common share of the Company at the time of exercise and the exercise price of the option per share. The maximum number of phantom stock options available for issuance under the Phantom Stock Plans is 600,000. The Phantom Stock Plans shall continue until the earlier of JuneÂ 30, 2025 or termination by the Companyâ€™s Board pursuant to the terms of the plans.The following table summarizes the phantom stock option activity for the year ended JuneÂ 30, 2024:Share optionsWeightedÂ AverageExercise PriceWeightedÂ AverageRemainingContractual Term (years)Aggregate intrinsicvalue(thousands)Outstanding as of June 30, 2023211,350Â $22.18Â 8.38$188Â Granted56,000Â 15.64Â 9.76Exercised(639)6.81Â 3.657Â Forfeited / expired(8,460)25.88Â 8.51Outstanding as of June 30, 2024258,251$20.68Â 7.86$113Â Vested and exercisable as of June 30, 2024147,459$20.89Â 6.84$83Â The weighted average fair value of the phantom stock options outstanding as of JuneÂ 30, 2024, 2023, and 2022 was $5.71, $8.33, and $5.59 respectively. The total pre-tax intrinsic value of the options exercised during the years ended JuneÂ 30, 2024, 2023, and 2022 was $0.0 million, $0.6 million, and $0.2 million, respectively. The liability for outstanding phantom stock options as of JuneÂ 30, 2024 and 2023 was $1.0 million and $1.2 million, respectively, and is included in accrued liabilities and other non-current liabilities in the consolidated balance sheets.Phantom stock option awards vest based on service conditions. The Company has elected to use the Black-Scholes model to calculate the fair value of Phantom stock options. The Black-Scholes model requires the use of certain estimates and assumptions that affect the fair value of options in the consolidated statement of profit or loss. These include the price per share, expected term, expected volatility, expected dividend yield and the risk-free interest rate.June 30,2024June 30,2023June 30,2022Expected term1.40 - 6.12 years1.40 - 6.12 years1.40 - 5.66 yearsExpected volatility36.12% - 37.87%33.41% - 36.33%32.60% - 37.20%Expected dividend yield0.00%0.00%0.00%Risk-free interest rate4.33% - 4.90%4.05% to 4.87%3.01% - 3.03%The assumptions used in the Black-Scholes model are estimated as follows:â€¢Expected dividend yield: Zero percent, as we do not anticipate paying dividends on our common shares.â€¢Expected volatility: Based on the historical stock price volatility of comparable publicly-traded companies in our peer group.â€¢Risk-free interest rate: Based on the U.S. Treasury yield curve in effect at the date of valuation. â€¢Expected term: Estimated based on the simplified method as we do not have adequate historical data.As of JuneÂ 30, 2024, the unrecognized compensation expense associated with the phantom stock plans is $0.5 million, which will be recognized over the remaining weighted average vesting period of 3.54 years using a graded vesting model.2018 Restricted Share PlanOn DecemberÂ 21, 2018, our Board and shareholders approved and adopted the Companyâ€™s 2018 Restricted Share Plan (the â€œ2018 RSA Planâ€). As of MayÂ 20, 2020, the Company will not issue further shares under the 2018 RSA Plan and the remaining shares of 707,535 were transferred to the 2020 Long Term Incentive Plan.Executive Leadership Team awardsPerformance-based restricted stock awards (â€œRSAâ€) were granted under the 2018 RSA Plan to executive leadership team employees and vested based on certain performance criteria, which have all been met, in addition to service conditions. A summary of the unvested RSAs is as follows:SharesWeighted AverageGrant DateFair ValueUnvested as of June 30, 20236,284Â $0.61Â Grantedâ€”Â â€”Â Vested(6,284)0.61Forfeitures / cancellations / expirationsâ€”Â â€”Â Unvested as of June 30, 2024â€”$â€”Â 2020 Long Term Incentive PlanOn MayÂ 20, 2020, our Board and shareholders approved and adopted the Companyâ€™s 2020 Long Term Incentive Plan, with an amendment and restatement effective JanuaryÂ 14, 2022 (the â€œ2020 LTIPâ€). The number of common shares that we may issue with respect to awards granted under the 2020 LTIP will not exceed an aggregate of 1,987,326 shares. The 2020 LTIP provides for grants of stock options and restricted stock units.Stock optionsThe Company granted stock options to new and existing employees and members of the Board over the last four fiscal years. These awards are subject to service-based, and in some cases, performance- and market-based vesting conditions and generally vest in monthly, quarterly, or annual installments over two to four years. The stock options typically expire ten years after they are granted. The following table summarizes the stock option activity for the year ended JuneÂ 30, 2024:Share optionsWeightedAverageExercise PriceWeightedÂ AverageRemainingContractual Term (years)Aggregate intrinsicvalue(thousands)Outstanding as of June 30, 2023941,599Â $18.78Â 7.89$3,501Â Granted142,000Â 15.62Â 9.75Exercised(28,548)12.82Â 6.04101Â Forfeited / expired(98,668)19.45Â 7.74Outstanding as of June 30, 2024956,383$18.31Â 7.25$962Â Vested and exercisable as of June 30, 2024635,935$17.29Â 6.46$850Â The weighted-average grant-date fair value of options granted during the years ended JuneÂ 30, 2024, 2023, and 2022 was $6.70, $10.37, and $6.04, respectively. The total pre-tax intrinsic value of the options exercised during the years ended JuneÂ 30, 2024, 2023, and 2022 was $0.1Â million, $1.0Â million, and $0.0Â million, respectively. We use the Black-Scholes model to determine the grant-date fair value of the stock options, which was estimated using the following assumptions:June 30,2024June 30,2023June 30,2022Expected term6.12 years6.12 years6.08 - 7.00 yearsExpected volatility35.49% - 35.87%32.89% - 33.39%31.30% - 31.54%Expected dividend yield0.00%0.00%0.00%Risk-free interest rate4.24% to 4.33%3.75% to 4.11%1.28% to 2.00%The assumptions used in the Black-Scholes model are estimated as follows:â€¢Expected dividend yield: Zero percent, as we do not anticipate paying dividends on our common shares.â€¢Expected volatility: Based on the historical stock price volatility of comparable publicly-traded companies in our peer group.â€¢Risk-free interest rate: Based on the U.S. Treasury yield curve in effect at the time of grant.â€¢Expected term: Estimated based on the simplified method as we do not have adequate historical data.Restricted stock units The Company granted restricted stock units (â€œRSUâ€) over the last three fiscal years, which vest based on service conditions over four years. The Company granted restricted stock units that are subject to service and performance conditions over the last three fiscal years, which are referred to as performance-based restricted stock units (â€œPRSUâ€). Performance triggers are based on revenue or EBITDA targets. If such targets are met, awards begin vesting on a three-year schedule. If targets are not met, no shares will vest.The Company calculated the fair value of the RSU and PRSU awards based on the closing price of the Companyâ€™s common shares on the date of grant, and records compensation expense over the vesting period using a graded vesting model. The weighted average grant-date fair value of awards granted during the years ended JuneÂ 30, 2024 and 2022 was $17.13 and $16.71, respectively. There were no awards granted during the year ended JuneÂ 30, 2023. The total fair value of RSU and PRSU awards vested during the years ended JuneÂ 30, 2024, 2023, and 2022 was $0.3Â million, $0.6Â million and $0.0Â million, respectively.A summary of the unvested RSU and PRSU activity for the year ended JuneÂ 30, 2024 is as follows:SharesWeighted AverageGrant DateFair ValueUnvested as of June 30, 2023545,181Â $16.28Â Granted50,000Â 17.13Â Vested(14,902)16.28Â Forfeitures / cancellations / expirations(8,898)16.28Â Unvested as of June 30, 2024571,381$16.35Â As of JuneÂ 30, 2024, there was approximately $5.7Â million of total unrecognized compensation expense related to the 2020 LTIP options, RSU, and PRSU awards, which will be recognized over the remaining weighted average vesting period of 2.92 years using a graded vesting model. X - DefinitionThe entire disclosure for share-based payment arrangement. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/718/tableOfContentReference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (h)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (h)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (l) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_DisclosureOfCompensationRelatedCostsShareBasedPaymentsTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_DisclosureOfCompensationRelatedCostsSharebasedPaymentsAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 38 R19.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Fair Value 12 Months Ended Jun. 30, 2024 Fair Value Disclosures [Abstract] Â Fair Value FAIR VALUEThe fair value hierarchy prioritized the input to valuation techniques used to measure fair value. The hierarchy requires that the Company maximize the use of observable inputs and minimize the use of unobservable inputs. The levels of the fair value hierarchy are as follows:Level 1: Quoted prices for identical instruments traded in active markets. Level 2: Quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active, and model-based valuation techniques for which all significant assumptions are observable in the market.Level 3: Unobservable inputs that cannot be supported by market activity and that are significant to the fair value of the asset, liability, or equity such as the use of certain pricing models, discounted cash flow models and similar techniques that use significant unobservable inputs. The carrying value of our cash and cash equivalents, accounts receivable, accounts payable and accrued liabilities, accrued payroll and employee-related liabilities, approximate fair value because of their short-term nature. The Company measures its debt at carrying value including accrued interest, which approximates fair value because of its short-term nature.Derivatives designated as cash flow hedgesThe values of our derivative instruments are derived from pricing models using inputs based upon market information, including contractual terms, market prices and yield curves. The inputs to the valuation pricing models are observable in the market, and as such the derivatives are classified as Level 2 in the fair value hierarchy.Phantom stock awardsThe Company uses the Black-Scholes option pricing model to value our phantom stock awards. All inputs to the model are derived from active market information for identical or similar instruments, including stock price, volatility, and interest rates. The inputs to the valuation pricing models are observable in the market, and as such the phantom stock awards are classified as Level 2 in the fair value hierarchy. The following is a summary of the Companyâ€™s fair value measurements on a recurring basis as of JuneÂ 30, 2024 and 2023:As of June 30, 2024Fair Value Measurements Using($000s)Quoted Prices inActive Marketsfor IdenticalAssets(Level 1)SignificantOtherObservableInputs(Level 2)SignificantUnobservableInputs(Level 3)LiabilitiesCash flow hedge - foreign currency collars, netâ€”Â $335Â â€”Â Phantom stock optionsâ€”Â 1,014Â â€”Â Total liabilitiesâ€”Â $1,349Â â€”Â As of June 30, 2023Fair Value Measurements Using($000s)Quoted Prices inActive Marketsfor IdenticalAssets(Level 1)SignificantOtherObservableInputs(Level 2)SignificantUnobservableInputs(Level 3)LiabilitiesCash flow hedge - foreign currency collars, netâ€”Â $100Â â€”Â Phantom stock optionsâ€”1,173â€”Total liabilitiesâ€”Â $1,273Â â€”Â These balances are included in accounts payable and accrued liabilities and other non-current liabilities in the consolidated balance sheets.There were no transfers between the different hierarchy levels in theÂ years ended JuneÂ 30, 2024 and 2023. X - ReferencesNo definition available. + Details Name: us-gaap_FairValueDisclosuresAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for the fair value of financial instruments (as defined), including financial assets and financial liabilities (collectively, as defined), and the measurements of those instruments as well as disclosures related to the fair value of non-financial assets and liabilities. Such disclosures about the financial instruments, assets, and liabilities would include: (1) the fair value of the required items together with their carrying amounts (as appropriate); (2) for items for which it is not practicable to estimate fair value, disclosure would include: (a) information pertinent to estimating fair value (including, carrying amount, effective interest rate, and maturity, and (b) the reasons why it is not practicable to estimate fair value; (3) significant concentrations of credit risk including: (a) information about the activity, region, or economic characteristics identifying a concentration, (b) the maximum amount of loss the entity is exposed to based on the gross fair value of the related item, (c) policy for requiring collateral or other security and information as to accessing such collateral or security, and (d) the nature and brief description of such collateral or security; (4) quantitative information about market risks and how such risks are managed; (5) for items measured on both a recurring and nonrecurring basis information regarding the inputs used to develop the fair value measurement; and (6) for items presented in the financial statement for which fair value measurement is elected: (a) information necessary to understand the reasons for the election, (b) discussion of the effect of fair value changes on earnings, (c) a description of [similar groups] items for which the election is made and the relation thereof to the balance sheet, the aggregate carrying value of items included in the balance sheet that are not eligible for the election; (7) all other required (as defined) and desired information. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 107 -Publisher FASB -URI

https://asc.fasb.org/1943274/2147482078/820-10-55-107Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 100 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-100Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6A -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-6AReference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2E -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2EReference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6A -Subparagraph (h) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-6AReference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6A -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-6AReference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6A -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-6AReference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6A -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-6AReference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (h) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 940 -SubTopic 820 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478119/940-820-50-1 + Details Name: us-gaap_FairValueDisclosuresTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 39 R20.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Income Taxes 12 Months Ended Jun. 30, 2024 Income Tax Disclosure [Abstract] Â Income Taxes INCOME TAXESIncome before income taxes includes the following components:($000s)2024202320222United States$18,492Â $21,938Â $1,996Â Foreign22,494Â 18,388Â 17,383Â Total$40,986Â $40,326Â $19,379Â The major components of the provision for income tax expense (benefit) are as follows:($000s)June 30,2024June 30,2023June 30,2022Current tax expense:Federal$3,203Â $385Â â€”Â State1,532Â 487Â 647Â Foreign2,241Â 3,467Â 2,575Â Total current expense$6,976Â $4,339Â $3,222Â Deferred tax:Federal(124)4,019Â (3,759)State155Â 843Â (1,025)Foreign324Â (457)(515)Total deferred expense (benefit)$355Â $4,405Â $(5,299)Provision for income tax expense (benefit)$7,331Â $8,744Â $(2,077)The Companyâ€™s income tax provision includes the results of the Companyâ€™s U.S. operations and its various foreign operations including subsidiaries based in the United Kingdom, European Union, Canada, Jamaica, Nicaragua, Pakistan, Senegal, Honduras, and the Philippines. Historically, the Companyâ€™s Bermuda-based companies are not subject to income tax as there is no corporate income tax in Bermuda. On December 27, 2023 the Bermuda Corporate Income Tax Act 2023 was passed which provides for a 15% corporate tax rate beginning on or after January 1, 2025 for companies with revenue in excess of 750 million Euros. The Company is evaluating the impact of this legislation, but it does not anticipate that it will have a material impact on the Companyâ€™s operations.Differences between U.S. federal statutory income tax rates and our effective tax rates for the years ended JuneÂ 30, 2024, 2023, and 2022 are as follows:June 30,2024June 30,2023June 30,2022U.S. federal statutory rate21.0Â %21.0Â %21.0Â %State income taxes, net of federal deduction2.8Â %1.4Â %3.0Â %Foreign rate differential(4.7)%(5.7)%(8.6)%Non-deductible expenses / exempt income1.0Â %1.2Â %1.5Â %Employment and other tax credits(1.8)%(2.9)%(7.7)%Prior year provision / other items0.5Â %3.1Â %0.4Â %Unrecognized losses utilized during the yearâ€”Â %â€”Â %(0.7)%Change in valuation allowance(0.9)%3.6Â %(19.6)%Effective tax rate percentage17.9Â %21.7Â %(10.7)%The effective tax rate was 17.9% and 21.7% for the fiscalÂ years ended JuneÂ 30, 2024 and 2023, respectively. The decrease in the effective tax rate between these periods was primarily attributable to changes in revenue mix across our taxable jurisdictions and discrete items recorded in the prior year. We have been granted â€œTax Holidaysâ€ as an incentive to attract foreign investment by the governments of Nicaragua, Pakistan, Honduras, Jamaica, and certain qualifying locations in the Philippines. Generally, a Tax Holiday is an agreement between us and a foreign government under which we receive certain tax benefits in that country. In Nicaragua, we have been granted approval of exemption from income taxes until 2025, which can be extended for another 10 years upon application. In Pakistan, we have been granted approval for an indefinite exemption from income taxes on all exported IT services. In Honduras, we have been granted approval of exemption from income taxes under the Free Tax Zone Law until 2033. In Jamaica, we have been granted the Special Economic Zone (SEZ) developer status for multiple sites, which provides the Company with various tax incentives under the Jamaica SEZ Act including lower income tax rates. The Tax Holidays for our qualifying Philippines facilities expire at staggered dates through 2031. Our Tax Holidays could be eliminated if there are future changes in our operations or the governmental authorities approve legislation to modify the Tax Holidays in the various taxing jurisdictions. The aggregate reduction in income tax expense due to the above Tax Holidays was $5.4 million, $3.4 million, and $2.7 million for the years ended JuneÂ 30, 2024, 2023, and 2022, respectively. The aggregate reduction in income tax expense per diluted share was $0.18, $0.18, and $0.15 for the years ended JuneÂ 30, 2024, 2023, and 2022, respectively.Significant components of deferred tax assets and liabilities included in the consolidated balance sheets are as follows:($000s)June 30,2024June 30,2023Deferred tax assetsProvision for credit losses$â€”Â $99Â Provision for employee benefits and other expenses1,724Â 755Â Tax credit carryforwardsâ€”Â 2,427Â Section 174 research and development capitalization1,116Â 589Â Net operating losses1,879Â 2,394Â Property and equipment, net687Â 534Â Intangible assetsâ€”Â 3Â Lease liability (right of use assets)5,048Â 6,547Â Net unrealized loss on hedging103Â 56Â Total deferred tax assets$10,557Â $13,404Â Valuation allowance(1,127)(1,463)Total deferred tax assets, net of valuation allowance$9,430Â $11,941Â Deferred tax liabilitiesProperty and equipment, net$â€”Â $(732)Right of use assets(3,957)(5,440)Intangible assets(1,178)(1,184)Other liability(10)â€”Â Total deferred tax liabilities$(5,145)$(7,356)Net deferred tax assets and liabilities$4,285Â $4,585Â The Company had no U.S. gross federal net operating loss carry forwards as of JuneÂ 30, 2024 and 2023, respectively, and gross state net operating loss carry forwards of approximately $12.4 million and $15.1 million, as of JuneÂ 30, 2024 and 2023, respectively, which may be available to offset state income tax liabilities in the future. The state net operating losses will expire based on each state income tax laws. The Companyâ€™s Canadian subsidiary has net operating loss carry forward of $2.1 million as of JuneÂ 30, 2024 and 2023, respectively, which will begin to expire in 2028. The Companyâ€™s UK and European subsidiaries have net operating loss carry forward of $2.2 million and $3.4 million, as of JuneÂ 30, 2024 and 2023, respectively, which can be carried forward indefinitely. These amounts are estimated amounts for theÂ year ended JuneÂ 30, 2024, and based on the income tax returns filed for theÂ year ended JuneÂ 30, 2023.The Company assesses the available positive and negative evidence whether sufficient future taxable income will be generated to permit use of the existing deferred tax assets. On the basis of this evaluation, valuation allowances of $1.1 million and $1.5 million have been recorded as of JuneÂ 30, 2024 and 2023, respectively, to recognize only the portion of the Companyâ€™s deferred tax assets that are expected to be realized in certain foreign taxing jurisdictions. The amount of the deferred tax asset considered realizable, however, could be adjusted if estimates of future taxable income during the carryforward period are reduced or increased or if objective negative evidence in the form of cumulative losses is no longer present.We do not provide for deferred taxes on the excess of the financial reporting basis over the tax basis in our investments in foreign subsidiaries that are essentially permanent in duration or not subject to taxation in the U.S. or in the local country. The Company is subject to income tax in several jurisdictions and significant judgment is required in determining the provision for income taxes. During the ordinary course of business, there are transactions and calculations for which the ultimate tax determination is uncertain. As a result, the Company recognizes tax liabilities based on estimates of whether additional taxes and interest will be due. There are no material uncertain tax treatments that would require adjustment to income tax expense.Under accounting standards for uncertainty in income taxes (ASC 740-10), a company recognizes a tax benefit in the financial statements for an uncertain tax position only if managementâ€™s assessment is that the position is â€œmore likely than notâ€ (i.e., a likelihood greater than 50 percent) to be allowed by the tax jurisdiction based solely on the technical merits of the position. The term â€œtax positionâ€ in the accounting standards for income taxes refers to a position in a previously filed tax return or a position expected to be taken in a future tax return that is reflected in measuring current or deferred income tax assets and liabilities for interim or annual periods.There were no unrecognized tax benefits in the years ended JuneÂ 30, 2024, 2023, and 2022 that, if recognized, would affect the Companyâ€™s effective tax rate. We recognize interest and penalties related to unrecognized tax benefits as a component of income tax expense/(benefit). We have not recorded any interest expense or penalties in income tax expense for the years ended JuneÂ 30, 2024, 2023 and 2022. We do not have any interest or penalties accrued as of JuneÂ 30, 2024 and 2023.We file numerous consolidated and separate income tax returns in the U.S. federal and various state jurisdictions as well as in various foreign jurisdictions. Our U.S. federal returns and most state returns for tax years 2020 and forward are subject to examination. Tax return filings in the United Kingdom for the year ended June 2020 and onward are still open for examination. Tax return filings in Canada for the year ended June 2021 and onward are still open for examination. Tax return filings in Luxembourg for the year ended June 2019 and onward are still open for examination as well as Cyprus tax returns for their tax years ending June 2018.In April 2024, one of our foreign jurisdictions received an assessment relating to a fiscal year 2020. As of JuneÂ 30, 2024, the Company had recorded a reserve of $0.2 million related to this assessment. In June 2024, a U.S. subsidiary received a letter from the Internal Revenue Services (â€œIRSâ€) requesting information for examination of the year ended JuneÂ 30, 2022. While we believe that our tax positions are appropriate and in compliance with U.S. federal law, the final determination of any tax, audit, or related litigation could be materially different from our historical tax provisions and accruals. The specific areas of focus for the examination are not yet fully determined. X - ReferencesNo definition available. + Details Name: us-gaap_IncomeTaxDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for income tax. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 231 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482663/740-10-55-231Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12C -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12CReference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12B -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12BReference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 270 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147477891/740-270-50-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 6.I.5.Q1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479360/740-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480990/946-20-50-13Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/740/tableOfContentReference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 14 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-14Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 21 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-21Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 17 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-17Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 11.C) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479360/740-10-S99-2Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482603/740-30-50-2 + Details Name: us-gaap_IncomeTaxDisclosureTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 40 R21.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Stockholders' Equity 12 Months Ended Jun. 30, 2024 Equity [Abstract] Â Stockholders' Equity STOCKHOLDERSâ€™ EQUITYAOCIThe following table presents changes by component for the years ended JuneÂ 30, 2024, 2023, and 2022:($000s)Foreign Currency Translation AdjustmentDerivative ValuationDefined Benefit PlanTotalBalance as of June 30, 2021$(1,745)$(316)(337)(2,398)Foreign currency translation(2,281)â€”Â â€”Â (2,281)Actuarial gains on defined benefit planâ€”Â â€”Â 287Â 287Â Unrealized losses on cash flow hedgesâ€”Â (905)â€”Â (905)Reclassifications to earningsâ€”Â 364Â 153Â 517Â Tax provisionâ€”Â 218Â â€”Â 218Â Balance as of June 30, 2022$(4,026)$(639)$103Â $(4,562)Foreign currency translation(2,234)Â â€”Â (2,234)Actuarial losses on defined benefit planâ€”Â â€”Â (120)(120)Unrealized losses on cash flow hedgesâ€”Â (479)â€”Â (479)Reclassifications to earningsâ€”Â 1,156Â 89Â 1,245Â Tax benefitâ€”Â (162)â€”Â (162)Balance as of June 30, 2023$(6,260)$(124)$72Â $(6,312)Foreign currency translation(1,623)â€”Â â€”Â (1,623)Actuarial gains on defined benefit planâ€”Â â€”Â 133Â 133Â Unrealized losses on cash flow hedgesâ€”Â (412)â€”Â (412)Reclassifications to earningsâ€”Â 257Â â€”Â 257Â Tax provisionâ€”Â 44Â â€”Â 44Â Balance as of June 30, 2024$(7,883)$(235)$205Â $(7,913)The following table presents the reclassifications from AOCI to the consolidated statements of comprehensive income:($000s)For the year ended June 30,Description of AOCI components202420232022Statement of Other Comprehensive Income ClassificationForeign currency translation gainÂ $â€”Â $173Â $â€”Â Selling, general and administrative expenseGains / (losses) on foreign currency hedges(257)(1,201)$(319)Cost of servicesGains / (losses) on interest rate swapâ€”Â 45Â (45)Interest expense, netTax provision(44)162Â (218)Provision for income taxesTotal derivative valuation(301)(994)$(582)Amortization related to defined benefit plan$â€”Â (89)(153)Cost of servicesShare repurchase programsThe Board may authorize share repurchases of the Companyâ€™s common shares and the Company had multiple share repurchase plans during the years ended JuneÂ 30, 2024 and 2023. On May 1, 2024, the Board authorized $30Â million in share repurchases during the next twelve months (the "2024 Share Repurchase Program"). As of JuneÂ 30, 2024, the aggregate amount available for repurchase under the 2024 Share Repurchase Program was $26.9 million.For the years ended JuneÂ 30, 2024 and 2023, the Company repurchased 1,322,105 and 17,558 shares, respectively, of its common shares totaling $21.7 million, and $0.3 million, respectively. All repurchases under these programs were funded with our existing cash balance. X - ReferencesNo definition available. + Details Name: us-gaap_EquityAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for equity. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-13Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Subparagraph (h) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-13Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 14 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-14Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 235 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477968/946-235-50-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 235 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477968/946-235-50-2Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 505 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478448/946-505-50-6Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480237/815-40-50-6Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(e)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 10: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -Name Accounting Standards Codification -Publisher FASB -URI

https://asc.fasb.org/505/tableOfContentReference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-13Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-13Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-13Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 14 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-14Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 14 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-14Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 16 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-16Reference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 18 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-18Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 18 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-18Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 18 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-18 + Details Name: us-gaap_StockholdersEquityNoteDisclosureTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 41 R22.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Weighted Average Share Counts 12 Months Ended Jun. 30, 2024 Earnings Per Share [Abstract] Â Weighted Average Share Counts WEIGHTED AVERAGE SHARE COUNTSThe following table sets forth the components of the computation from basic to diluted earnings per share for net income for the years ended JuneÂ 30, 2024, 2023, and 2022:(000s)202420232022Shares used in basic earnings per share calculation17,70418,20018,232Effect of dilutive securities:Employee share-based compensation81199227Warrant470495265Total effects of dilutive securities551694492Shares used in dilutive earnings per share calculation18,25518,89318,724Shares considered anti-dilutive using the treasury method549Â 36718 X - ReferencesNo definition available. + Details Name: us-gaap_EarningsPerShareAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for earnings per share. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/260/tableOfContentReference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-3 + Details Name: us-gaap_EarningsPerShareTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 42 R23.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Related Party Transactions 12 Months Ended Jun. 30, 2024 Related Party Transactions [Abstract] Â Related Party Transactions RELATED PARTY TRANSACTIONSThe Company has agreements with multiple companies under the control of our controlling shareholder, TRGI, and with companies which have common directors with us, in the normal course of business. These transactions were executed on mutually agreed terms and include contact center services, back office support services and an office lease. During each of the fiscal years ended JuneÂ 30, 2024, 2023, and 2022, the Company recognized revenue of $0.1 million with these related parties. As of JuneÂ 30, 2024 and 2023, the Company had accounts receivable of $0.2 million and $0.0 million, respectively, other non-current assets of $1.1 million and $1.1 million, respectively, and accounts payable of $0.1 million and $2.3 million, respectively, with these related parties. X - ReferencesNo definition available. + Details Name: us-gaap_RelatedPartyTransactionsAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for related party transactions. Examples of related party transactions include transactions between (a) a parent company and its subsidiary; (b) subsidiaries of a common parent; (c) and entity and its principal owners; and (d) affiliates. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480990/946-20-50-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480990/946-20-50-5Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480990/946-20-50-6Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 235 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477968/946-235-50-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 235 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477968/946-235-50-2Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 850 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483326/850-10-50-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-07(2)(g)(3)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-1Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-07(2)(c)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-07(2)(e)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-1Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 850 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/850/tableOfContentReference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 850 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483326/850-10-50-6Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 850 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483326/850-10-50-1Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 850 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483326/850-10-50-1 + Details Name: us-gaap_RelatedPartyTransactionsDisclosureTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 43 R24.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Investment in Joint Venture 12 Months Ended Jun. 30, 2024 Equity Method Investments and Joint Ventures [Abstract] Â Investment in Joint Venture INVESTMENT IN JOINT VENTUREThe Company has an investment in Lake Ball, LLC to procure and sell commercial leads for its customers. The Companyâ€™s ownership interest is 47.5% and is accounted for under the equity method. The Companyâ€™s investment of $0.4 million at each of JuneÂ 30, 2024 and 2023, respectively, is included in other non-current assets in the consolidated balance sheets, while net earnings from the joint venture is included in selling, general, and administrative expense in the consolidated statements of comprehensive income.The table below presents our investment in the joint venture:June 30,($000s)20242023Opening balance$372Â $382Â Dividends received(1,013)(725)Share of profit1,056Â 715Â Ending balance$415Â $372Â X - ReferencesNo definition available. + Details Name: us-gaap_EquityMethodInvestmentsAndJointVenturesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe entire disclosure for equity method investments and joint ventures. Equity method investments are investments that give the investor the ability to exercise significant influence over the operating and financial policies of an investee. Joint ventures are entities owned and operated by a small group of businesses as a separate and specific business or project for the mutual benefit of the members of the group. + ReferencesReference 1: http://www.xbrl.org/2003/role/recommendedDisclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478156/740-323-50-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Topic 323 -Publisher FASB -URI https://asc.fasb.org/323/tableOfContent + Details Name: us-gaap_EquityMethodInvestmentsDisclosureTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 44 R25.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Pay vs Performance Disclosure - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Pay vs Performance Disclosure Â Â Â Net income $ 33,655 $ 31,582 $ 21,456 X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 402 -Subsection v -Paragraph 1 + Details Name: ecd_PvpTable Namespace Prefix: ecd_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe portion of profit or loss for the period, net of income taxes, which is attributable to the parent. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482765/220-10-50-6Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-3Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-1Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-8Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-4Reference 17: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-10Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479105/946-220-45-7Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(18)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-07(9)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-1Reference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(1)(d)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 23: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 26: 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https://asc.fasb.org/1943274/2147483499/205-20-50-7Reference 34: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 35: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1A -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1AReference 36: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1BReference 37: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(22)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1 + Details Name: us-gaap_NetIncomeLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period

Type: duration XML 45 R26.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Insider Trading Arrangements 3 Months Ended 12 Months Ended Jun. 30, 2024 shares Jun. 30, 2024 shares Trading Arrangements, by Individual Â Â Non-Rule 10b5-1 Arrangement Adopted false Â Rule 10b5-1 Arrangement Terminated false Â Non-Rule 10b5-1 Arrangement Terminated false Â Mr. Bruce Dawson [Member] Â Â Trading Arrangements, by Individual Â Â Material Terms of Trading Arrangement Â On June 14, 2024, Mr. Bruce Dawson, the Companyâ€™s Chief Sales and Client Services Officer adopted a trading plan intended to satisfy Rule 10b5-1(c) to sell up to 27,000 shares of the Companyâ€™s common stock between September 16, 2024 and June 10, 2025, subject to such shares reaching certain price points. Name Mr. Bruce Dawson Â Title Chief Sales and Client Services Officer Â Rule 10b5-1 Arrangement Adopted true Â Adoption Date June 14, 2024 Â Expiration Date June 10, 2025 Â Arrangement Duration 267 days Â Aggregate Available 27,000 27,000 John Leone [Member] Â Â Trading Arrangements, by Individual Â Â Material Terms of Trading Arrangement Â On June 14, 2024, PineBridge Global Emerging Markets Partners II, L.P. adopted a trading plan intended to satisfy Rule 10b5-1(c) to sell up to 300,000 shares of the Companyâ€™s common stock between September 13, 2024 and September 12, 2025, subject to such shares reaching certain price points. John Leone, a director of the Company, serves on a three-member investment committee (the â€œInvestment Committeeâ€) for PineBridge GEM II G.P., L.P. (â€œGEM II GPâ€) that manages GEM II GPâ€™s investment activities. GEM II GP is the 100% owner of the sole general partner of PineBridge Global Emerging Markets Partners II, L.P. As a result, GEM II GP, Mr. Leone, and the other two members of the Investment Committee may be attributed beneficial ownership of the reported shares and each disclaims beneficial ownership of the reported shares except to the extent of its or his pecuniary interest therein. Name John Leone Â Title director Â Rule 10b5-1 Arrangement Adopted true Â Adoption Date June 14, 2024 Â Expiration Date September 12, 2025 Â Arrangement Duration 364 days Â Aggregate Available 300,000 300,000 X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 1 + Details Name: ecd_MtrlTermsOfTrdArrTextBlock Namespace Prefix: ecd_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 1 + Details Name: ecd_NonRule10b51ArrAdoptedFlag Namespace Prefix: ecd_ Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 1 + Details Name: ecd_NonRule10b51ArrTrmntdFlag Namespace Prefix: ecd_ Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 1 + Details Name: ecd_Rule10b51ArrAdoptedFlag Namespace Prefix: ecd_ Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 1 + Details Name: ecd_Rule10b51ArrTrmntdFlag Namespace Prefix: ecd_ Data Type: xbrli:booleanItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 2 -Subparagraph A + Details Name: ecd_TradingArrByIndTable Namespace Prefix: ecd_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 2 -Subparagraph B + Details Name: ecd_TrdArrAdoptionDate Namespace Prefix: ecd_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 2 -Subparagraph C + Details Name: ecd_TrdArrDuration Namespace Prefix: ecd_ Data Type: xbrli:durationItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 2 -Subparagraph C + Details Name: ecd_TrdArrExpirationDate Namespace Prefix: ecd_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 2 -Subparagraph A + Details Name: ecd_TrdArrIndName Namespace Prefix: ecd_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 2 -Subparagraph A + Details Name: ecd_TrdArrIndTitle Namespace Prefix: ecd_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Regulation S-K -Number 229 -Section 408 -Subsection a -Paragraph 2 -Subparagraph D + Details Name: ecd_TrdArrSecuritiesAggAvailAmt Namespace Prefix: ecd_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - Details Name: ecd_IndividualAxis=ibex_JohnLeoneMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 46 R27.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Overview and Summary of Significant Accounting Policies (Policies) 12 Months Ended Jun. 30, 2024 Organization, Consolidation and Presentation of Financial Statements [Abstract] Â Operating segments An operating segment is defined as a component of a company for which separate financial information is available and which is regularly evaluated by the chief operating decision maker (â€œCODMâ€) for the purpose of making decisions regarding resource allocation and performance assessment. The Companyâ€™s CODM is the chief executive officer (â€œCEOâ€). The Companyâ€™s CODM reviews consolidated financial results to make decisions, allocate resources and assess performance. Therefore, the Company has determined that it operates in a single operating and reportable segment. Basis of presentation and principles of consolidation On December 31, 2022, we determined that we no longer met the criteria to remain a foreign private issuer. Effective July 1, 2023, the Company became a domestic filer and we are required to file periodic reports pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934, and to follow other rules as required.The Companyâ€™s consolidated financial statements are prepared in accordance with generally accepted accounting principles in the United States of America (â€œU.S. GAAPâ€) for the fiscal years ended JuneÂ 30, 2024 and 2023, and retrospectively for the fiscal year ended JuneÂ 30, 2022 and include the financial results of all wholly-owned subsidiaries. When the Company does not have majority ownership in an entity but exerts significant influence over that entity, the Company accounts for the entity under the equity method of accounting. All intercompany balances and transactions have been eliminated in consolidation. Basis of presentation and principles of consolidation On December 31, 2022, we determined that we no longer met the criteria to remain a foreign private issuer. Effective July 1, 2023, the Company became a domestic filer and we are required to file periodic reports pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934, and to follow other rules as required.The Companyâ€™s consolidated financial statements are prepared in accordance with generally accepted accounting principles in the United States of America (â€œU.S. GAAPâ€) for the fiscal years ended JuneÂ 30, 2024 and 2023, and retrospectively for the fiscal year ended JuneÂ 30, 2022 and include the financial results of all wholly-owned subsidiaries. When the Company does not have majority ownership in an entity but exerts significant influence over that entity, the Company accounts for the entity under the equity method of accounting. All intercompany balances and transactions have been eliminated in consolidation. Basis of presentation and principles of consolidation Certain prior year amounts have been reclassified to conform to the current year presentation. Use of estimates The preparation of financial statements in accordance with U.S. GAAP requires management to make estimates and assumptions that affect the amounts reported in the consolidated financial statements. Significant items subject to such estimates and assumptions include useful lives for property and equipment; impairment of long-lived assets, operating lease assets and liabilities, goodwill, and other intangible assets; allowance for credit losses; valuation allowances for deferred tax assets and other receivables; fair value of share-based compensation, warrants, and derivatives, and legal provisions. The Company bases its estimates on historical experience and other assumptions it believes are reasonable, including the use of outside experts as necessary, and updates these estimates on an ongoing basis and as new events occur, more experience is acquired and/or more information is obtained. Actual results could differ materially from these estimates. Foreign currency matters These financial statements are presented in U.S. dollars, which is the functional and presentation currency of IBEX Limited. Certain of the Companyâ€™s subsidiaries have a functional currency other than the U.S. dollar. The assets and liabilities of these subsidiaries are translated into U.S. dollars at period-end exchange rates. Income and expense items are translated at the monthly average exchange rates during the period in which the items occur. Translation gains and losses are recorded in accumulated other comprehensive income (loss) ("AOCI"), a component of stockholders' equity, and included in net earnings only upon sale or liquidation of the underlying foreign subsidiary or affiliated company. Foreign currency transaction gains and losses are recognized in selling, general and administrative expense and are based on differences between foreign exchange rates on the transaction date and on the settlement date. Revenue recognition The Company recognizes revenues for services for which control has transferred to customers in an amount that reflects the consideration to which the Company expects to be entitled in exchange for transferring the promised services. This process involves identifying the customer contract, determining the performance obligations in the contract, determining the transaction price, allocating the transaction price to the distinct performance obligations in the contract, and recognizing revenue when the performance obligations have been satisfied. A performance obligation is considered distinct from other obligations in a contract when it (a) provides a benefit to the customer either on its own or together with other resources that are readily available to the customer and (b) is separately identified in the contract. The Company considers a performance obligation satisfied as it provides services to a customer, meaning the customer has the ability to direct the use and obtain the benefit of the service. Revenues from contact center services, which consist of customer service, technical support and other value-added outsourced back-office services, are recognized as the services are performed on the basis of the number of billable minutes or hours, contractual rates, and other contractually agreed metrics, if applicable. Certain of our client contracts include bonus and penalty provisions. Revenues related to training that occurs upon commencement of a new client contract or statement of work are deferred and recognized on a straight-line basis over the estimated life of the client program, as it is not considered to have a standalone value to the customer. The related expenses are expensed as incurred. Revenues are recognized over time as performance obligations are satisfied and in the period in which the Company has a right to invoice, net of discounts, incentives, and/or penalties as per contractual terms. Bonuses and penalties accrue for the current billing period and do not depend on future performance. In some cases, we may estimate these bonuses or penalties using the â€œmost likely amountâ€ method based on actual data and historical experience.Revenues from digital services are recognized at a point in time upon the successful consumer activation or purchase of clientsâ€™ services. We utilize third parties in the satisfaction of this performance obligation; however, because we retain control over these third parties and are solely responsible for the risk and reward associated with this performance obligation, we have determined that we are the principal in these transactions and therefore recognize revenue on a gross basis.Revenues from CX software-as-a-service products are recognized over time based on the term of the subscription. Set-up fees to customize the customer experience solution for clientâ€™s specific needs are deferred and recognized on a straight-line basis over the term of the subscription. Revenues related to additional consulting services are recognized over the period as the related services are performed on a per hour basis. All of our contracts include the right to invoice for services on a monthly basis. None of our contracts include significant termination penalties, and generally may be terminated for convenience at any time with a short notice period (generally 30 to 120 days).The Company generally does not incur significant upfront costs to fulfill or obtain a contract that would qualify for capitalization under Accounting Standards Codification (â€œASCâ€) 606, Revenue from Contracts with Customers. Cash and cash equivalents Cash and cash equivalents includes highly liquid investments with initial maturities of three months or less and include money market funds. The carrying value of cash and cash equivalents approximates fair value because of the short-term maturity of those instruments. The majority of the Companyâ€™s cash and cash equivalents are deposited with financial institutions located in the U.S. and may at times exceed insured limits. Trade receivables Trade accounts receivable are recorded at the invoiced amount and do not bear interest. Amounts collected on trade accounts receivable are included in net cash provided by operating activities in the statements of cash flows. In accordance with Accounting Standards Update (â€œASUâ€) No. 2016-13, Financial Instruments - Credit Losses (Topic 326), the Company estimates its credit losses using the lifetime expected credit loss model. The allowance for credit losses is calculated quarterly based on the Companyâ€™s historical loss percentages, net of recoveries. In addition to the evaluation of historical losses, the Company considers current and future economic conditions and events such as changes in customer credit quality and liquidity. The Company will write-off accounts receivable against the allowance after all means of collection have been exhausted and the potential for recovery is considered remote. Concentration of credit risk The Company is exposed to credit risk in the normal course of business, primarily related to accounts receivable and derivative instruments. Historically, the losses related to credit risk have been immaterial. The Company regularly monitors its credit risk to mitigate losses. The Company evaluates the creditworthiness of its clients prior to and throughout the life of the client relationship. The Company does not believe it is exposed to more than a nominal amount of credit risk in its derivative instruments as all of its counterparties are investment-grade financial institutions. Tax advances and receivables Tax advances and receivables consist primarily of refundable sales and use taxes and income tax prepayments. Other assets Other current assets and other non-current assets consist primarily of refundable security deposits, loans and advances receivable, and derivative assets. Property and equipment, net Property and equipment and assets leased under financing leases are carried at cost at the acquisition date and are depreciated using the straight-line method over their estimated useful lives as follows:Property and equipmentUsefulÂ economicÂ lifeLeasehold improvementsLesser of life of the asset or expected lease termFurniture, fixture and office equipment3 - 5 yearsComputer equipment and software3 yearsVehicles3 - 5 yearsProperty and equipment assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount of an asset may not be recoverable. Recoverability is assessed by a comparison of the carrying amount of the asset to the estimated future undiscounted net cash flows expected to be generated by the asset. If estimated future undiscounted net cash flows are less than the carrying value of the asset, an impairment loss is recognized to the extent its carrying value exceeds its estimated fair value. During the year ended JuneÂ 30, 2024, we determined that the estimated fair value for certain assets at two of our delivery locations no longer exceeded their carrying value. The fair value of these assets was based on various assumptions including our ability to redeploy and utilize the assets at other sites. We recognized impairment losses related to leasehold improvements, furniture & fixtures, and computer equipment of $1.3 million during the year ended JuneÂ 30, 2024, which is included in selling, general and administrative expense in the consolidated statements of comprehensive income. There were no impairment losses recognized during the years ended JuneÂ 30, 2023 or 2022. Leases The Company determines whether an arrangement contains a lease at inception in accordance with the provisions of ASC 842, Leases. Operating leases are included in operating lease assets and current and non-current operating lease liabilities, and assets leased under finance leases are included in property and equipment, net and current and long-term debt in the consolidated balance sheets.Operating lease assets represent the Companyâ€™s right to use an underlying asset for the lease term, and operating lease liabilities represent the Companyâ€™s obligation to make lease payments arising from the lease. Operating leases with initial terms in excess of twelve months are recognized at the commencement date based on the present value of lease payments over the lease term. The operating lease asset is adjusted for lease incentives, prepaid lease payments and initial direct costs. Operating lease expense is recognized on a straight-line basis over the lease term in cost of services or selling, general and administrative expense, as applicable. The Company has lease agreements for office space with lease and non-lease components. The Company has elected to combine lease and non-lease components.Certain of the Companyâ€™s lease agreements include rental payments that adjust periodically based on an index or rate, generally the applicable Consumer Price Index. The operating lease liability is measured using the prevailing index or rate at the measurement date (i.e., the commencement date). Incremental payments due to changes to the index- and rate-based lease payments are expensed as incurred.For purposes of calculating operating lease liabilities, the lease term includes options to extend or terminate the lease when it is reasonably certain that the Company will exercise those options. The Companyâ€™s capital investment, relationships with clients serviced at the site, and employee recruitment potential are some of the factors it considers when determining whether it will exercise its option to extend a lease.The Company determines the incremental borrowing rates based on information available at the lease commencement date. The incremental borrowing rate is the rate of interest that a lessee would have to pay to borrow on a collateralized basis over a similar term an amount equal to the lease payments in a similar economic environment. Interest on finance leases is included in interest expense, net, in the consolidated statements of comprehensive income. We apply judgment in estimating the incremental borrowing rate including considering the term of the lease, the currency in which the lease is denominated, and the impact of collateral and our credit risk on the rate.The Company has elected the short-term lease recognition exemption for all asset classes. Leases with a term of twelve months or less are expensed as incurred in the consolidated statements of comprehensive income as cost of services or selling, general and administrative expense as applicable. For finance leases, the right of use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for lease payments made at or before the lease commencement date, plus any initial direct costs incurred less any lease incentives received. The right of use asset is subsequently amortized using the straight-line method from the lease

commencement date to the earlier of the end of the useful life of the underlying asset or the end of the lease term. The lease liability is initially measured in the same manner and date as for operating leases and is subsequently measured at amortized cost using the effective interest method.During the year ended JuneÂ 30, 2024, we determined that the estimated fair value for one of our operating leases no longer exceeded its carrying value. The fair value of the lease asset was based on various assumptions including market-based factors and our ability to utilize the site in the future. We recognized an impairment loss on the operating lease asset of $0.3 million during the year ended JuneÂ 30, 2024, which is included in selling, general and administrative expense in the consolidated statements of comprehensive income. There were no impairment losses recognized during the years ended JuneÂ 30, 2023 or 2022. Goodwill Goodwill represents the excess of the cost of a business combination over the total acquisition date fair value of the identifiable assets, liabilities and contingent liabilities acquired. Goodwill is not amortized but is tested for impairment at the reporting unit level, on an annual basis or more frequently, if events occur or circumstances change indicating potential impairment. The Company annually tests goodwill for impairment on June 30. In evaluating goodwill for impairment, the Company first assesses qualitative factors to determine whether it is more likely than not that the fair value of the reporting unit is less than its carrying amount. Qualitative factors that the Company considers include, but are not limited to, macroeconomic and industry conditions, overall financial performance and other relevant entity-specific events. If the Company bypasses the qualitative assessment, or if the Company concludes that it is more likely than not that the fair value of a reporting unit is less than its carrying value, then the Company performs a quantitative goodwill impairment test to identify potential goodwill impairment and measures the amount of goodwill impairment it will recognize, if any.In the quantitative goodwill impairment test, the Company compares the estimated fair value of the reporting unit with its related carrying value. If the estimated fair value exceeds the carrying amount, no further analysis is needed. If, however, the reporting unitâ€™s estimated fair value is less than its carrying amount, the Company records an impairment for the difference between the estimated fair value and the carrying value. The Company uses an internally developed discounted cash flow model that includes estimates of projected revenues, expenses and related cash flows based on assumed long-term growth rates and demand trends, expected future investments to grow new units, and estimated discount rates. The Company bases these assumptions on its historical data and experience, industry projections, and micro and macro general economic condition projections and expectations. No impairments were recorded during the years ended JuneÂ 30, 2024, 2023 or 2022. Other intangible assets The Company has indefinite-lived intangible assets consisting of trademarks. The Company evaluates indefinite-lived intangible assets for possible impairment at least annually or whenever events or changes in circumstances indicate that the carrying amount of such assets may not be recoverable. Similar to goodwill, the Company may first use a qualitative analysis to determine whether it is more likely than not that an indefinite-lived intangible asset is impaired. The qualitative analysis will include a review of changes in economic, market and industry conditions, business strategy, and financial performance, among others, to determine if there would be a significant decline to the fair value of an indefinite-lived intangible asset. If a quantitative analysis is completed, an indefinite-lived intangible asset is evaluated for possible impairment by comparing the fair value of the asset with its carrying value. An impairment charge is recorded if the assetâ€™s carrying value exceeds its estimated fair value. No impairments were recorded during the years ended JuneÂ 30, 2024, 2023 or 2022.Other intangible assets are included in other non-current assets on the consolidated balance sheets. Derivatives The Company accounts for financial derivative instruments under ASC 815, Derivatives and Hedging. The Company generally utilizes options with expirations of 12 months or less to reduce its foreign currency exposure due to exchange rate fluctuations on forecasted operating cash flows denominated in non-functional foreign currencies. In using derivative financial instruments to hedge these exposures, the Company exposes itself to counterparty credit risk.The Company designates these derivatives as cash flow hedges. To qualify for hedge accounting treatment, a derivative must be highly effective in mitigating the designated risk of the hedged item. The Company formally documents all relationships between hedging instruments and hedged items, as well as its risk management objective and strategy for undertaking various hedging activities. The Company also formally assesses, both at the hedgeâ€™s inception and on an ongoing basis, whether the derivatives that are used in hedging transactions are highly effective on a prospective and retrospective basis. When it is determined that a derivative has ceased to be a highly effective hedge or if a forecasted hedged item is no longer probable of occurring, or if the Company de-designates a derivative as a hedge, the Company discontinues hedge accounting and records all gains and losses in earnings. For cash flow hedges, the entire change in the fair value of the hedging instrument included in the assessment of hedge effectiveness is reported in AOCI until the hedged transaction affects earnings. At that time, this amount is reclassified from AOCI and recognized within cost of services or selling, general and administrative expenses, or interest expense, net, as applicable.Cash flows related to derivative contracts are classified within the operating section in the consolidated statements of cash flows. Contingencies The Company is subject to claims and lawsuits filed in the ordinary course of business. Although management does not believe that any such proceedings will have material adverse effect on its consolidated financial position, results of operations, or cash flows, no assurances to that effect can be given based on the uncertainty of litigation and demands of third parties. The Company records a liability for pending litigation and claims where losses are both probable and can be reasonably estimated. Legal fees are expensed as incurred. Employee benefits Defined contribution plansThe Company sponsors a 401(k) plan in the U.S. under which the Company makes matching contributions for eligible employees up to 4% of compensation. All Company matching contributions are immediately vested. The Company operates defined contribution plans in other countries as allowed or required by law. For the years ending JuneÂ 30, 2024, 2023, and 2022, the Company incurred plan expenses of $1.4 million, $1.2 million, and $1.0 million, respectively, which is recorded in selling, general and administrative expenses.(b)Defined benefit plan The Company records amounts relating to its defined benefit plans based on calculations that incorporate various actuarial and other assumptions, including discount rates, mortality, assumed rates of return, compensation increases and turnover rates. Remeasurement changes are reflected in AOCI. Current service costs are recorded in the period to which they relate. Prior service cost, if any, resulting from an amendment to a plan is recognized and amortized over the remaining period of service of the covered employees.The Company reviews and adjusts its assumptions annually based on current rates and trends. The Company believes that the assumptions utilized in recording its obligation under the plan are reasonable based on its experience and market conditions.As of JuneÂ 30, 2024 and 2023, defined benefit obligations of $1.3 million and $1.2 million, respectively, were included in other non-current liabilities in the consolidated balance sheets, and amounts recognized in the consolidated statements of comprehensive income for the years ended JuneÂ 30, 2024, 2023, and 2022 were $0.3Â million, $0.4 million, and $0.4 million, respectively. Share-based compensation plans The Company accounts for its share-based awards in accordance with provisions of ASC 718, Compensation - Stock Compensation. The Company calculates the fair value of option awards using the Black-Scholes model. For equity-classified awards, total compensation cost is based on the grant date fair value. For liability-classified awards, total compensation cost is based on the fair value of the award on the date the award is granted and is subsequently re-measured at each reporting date until settlement.The Company recognizes share-based compensation expense over the requisite vesting period using a graded vesting model. Awards to employees and directors may contain service, performance and/or market vesting conditions. For unvested awards with performance conditions, the Company assesses the probability of attaining the performance conditions at each reporting period. Awards that are deemed probable of attainment are recognized in expense over the requisite service period. The Company accounts for forfeitures as they occur. Warrant to purchase common shares The Company accounts for a warrant to purchase its common shares as an equity instrument in accordance with the provisions of ASU No. 2019-08, Compensation â€“ Stock Compensation (Topic 718) and ASC 606, which requires entities to measure and classify share-based payment awards granted to a customer by applying the guidance under Topic 718, as of January 1, 2019. On the grant date, the Company measured the warrant using a Black-Scholes option pricing model. There was no immediate vesting upon execution of the warrant. Contra-revenue and equity are recorded as revenue is recognized. The Company has elected a policy to estimate forfeitures for non-employee equity grants. At each reporting period, the Company assesses the likelihood of additional vesting in accordance with service or performance conditions included in the warrant terms. The Company revises its estimates for additional contra-revenue when it is probable that additional shares will vest. Income taxes Deferred tax assets and liabilities are recognized for the future tax consequences attributable to temporary differences between the financial statement carrying amounts of existing assets and liabilities and their respective tax bases. Deferred tax assets and liabilities are measured using enacted tax rates expected to apply to taxable income in the years in which those temporary differences are expected to be recovered or settled. Deferred tax assets are also recognized for the estimated future effects of tax loss carry forwards. The effect of changes in tax rates on deferred taxes is recognized in the period in which the enactment dates change. We recognize deferred tax assets to the extent that we determine that these assets are more likely than not to be realized. In making such a determination, we consider the available positive and negative evidence, including future reversals of existing temporary differences, projected future taxable income, tax-planning strategies, carryback potential if permitted under the tax law, and results of recent operations. The Company records valuation allowances against its deferred tax assets based on whether it is more likely than not that the deferred tax assets will be realized. If we determine that we are able to realize our deferred tax assets in the future in excess of their net recorded amount, we will make an adjustment to the valuation allowance.We record uncertain tax positions in accordance with ASC 740, Income Taxes, on the basis of a two-step process in which (1) we determine whether it is more likely than not that the tax positions will be sustained on the basis of the technical merits of the position and (2) for those tax positions that met the more likely than not recognition threshold, we recognize the largest amount of tax benefit that is more than 50 percent likely to be realized upon ultimate settlement with the related tax authority. We recognize interest and penalties related to uncertain tax positions in income tax expense in the consolidated statement of operations. Accrued interest and penalties are included on the related tax liability line in the consolidated balance sheets. Share repurchase programs The Companyâ€™s board of directors (the â€œBoardâ€) may authorize share repurchases of the Companyâ€™s common shares. Purchases made pursuant to these authorizations may be carried out through open market transactions, negotiated purchases or otherwise, at times and in such amounts as the Company deems appropriate. Shares repurchased under such authorizations are held in treasury for general corporate purposes, including issuances under various employee share-based award plans. When Company shares are repurchased, the amount of the consideration paid (including directly attributable costs, net of any tax effects) is recognized as a deduction of additional paid in capital. Repurchased shares are classified as treasury shares and are presented as a deduction from total equity. When treasury shares are subsequently sold or reissued, the amount received is recognized as an increase in additional paid in capital, and any resulting surplus or deficit on the transaction is reclassified to accumulated deficit. The Board will review the repurchase program periodically and may authorize adjustment of its terms and size, and suspend or discontinue the program. The Company has funded and expects to fund future repurchases with its existing cash balance. The share repurchase programs do not obligate the Company to acquire any particular amount of common shares. See Note 14. â€œStockholdersâ€™ Equityâ€ for more information on share repurchases. Equity method investment The Company uses the equity method to account for its investment in a company if the investment provides the Company with the ability to exercise significant influence over, but not control of, the operating and financial policies of the investee. The Companyâ€™s consolidated net income includes the Companyâ€™s proportionate share of the net income or loss of the investee. The Companyâ€™s judgment regarding the level of influence over its equity method investee includes considering key factors such as the Companyâ€™s ownership interest, representation on the Board and participation in policy-making decisions of the investee and material intercompany transactions. The Company has elected to classify distributions from its investee based on the cumulative earnings approach. See Note 17. â€œInvestment in Joint Ventureâ€ for more information. Cloud Computing Software Implementation Costs The Company incurs costs to implement cloud computing arrangements that are hosted by a third-party vendor. In accordance with ASC 350-40, Goodwill and Other, Internal-Use Software, for cloud computing arrangements that meet the definition of a service contract, the Company capitalizes qualifying implementation costs incurred during the application development stage in other non-current assets. Capitalized costs are primarily comprised of third-party consulting fees, direct labor, and related expenses. Capitalization of these costs concludes once the project is substantially complete and the software is ready for the Company's intended use. Once available for its intended use, the capitalized costs will be amortized on a straight-line basis over the term of the associated hosting arrangement including periods covered by an option to extend, and are included in selling, general and administrative expenses in the consolidated statements of comprehensive income. Costs related to data conversion, overhead, general and administrative activities, and training are expensed as incurred. Post-configuration training and maintenance costs are expensed as incurred. Emerging Growth Company The Company currently qualifies as an â€œemerging growth companyâ€ under the Jumpstart Our Business Startups Act of 2012 (the â€œJOBS Actâ€). Accordingly, the Company has the option to adopt new or revised accounting guidance either (i) within the same periods as those otherwise applicable to non-emerging growth companies or (ii) within the same time periods as private companies pursuant to Section 13(a) of the Exchange Act. The Company has elected to use the extended transition period until we are no longer an emerging growth company or until we choose to opt out of the extended transition period affirmatively and irrevocably. Recently Issued Accounting Pronouncements In November 2023, the Financial Accounting Standards Board (â€œFASBâ€) issued ASU No. 2023-07, Segment Reporting (Topic 280): Improvements to Reportable Segment Disclosures, which improve reportable segment disclosure requirements, primarily through enhanced disclosures about significant segment expenses. In addition, the amendments enhance interim disclosure requirements, clarify segment disclosure requirements for entities with a single reportable segment, and contain other disclosure requirements. The amendments in ASU No. 2023-07 are effective for fiscal years beginning after December 15, 2023, and interim periods within fiscal years beginning after December 15, 2024. Early adoption is permitted. We are currently evaluating the impact of the new guidance on the disclosures to our consolidated financial statements.In December 2023, the FASB issued ASU No. 2023-09, Income Taxes (Topic 740): Improvements to Income Tax Disclosures, which modifies the rules on income tax disclosures to require entities to disclose (1) specific categories in the rate reconciliation, (2) the income or loss from continuing operations before income tax expense or benefit (separated between domestic and foreign), and (3) the income tax expense or benefit from continuing operations (separated by federal, state and foreign). This update also requires entities to disclose their income tax payments to international, federal, state and local jurisdictions, among other changes. The amendments in ASU No. 2023-09 are effective for fiscal years beginning after December 15, 2024. Early adoption is permitted. We are currently evaluating the impact of the new guidance on the disclosures to our consolidated financial statements.In March 2024, the SEC issued its final climate disclosure rules, which require the disclosure of climate-related information in annual reports and registration statements. The rules require disclosure in the audited financial statements of certain effects of severe weather events and other natural conditions above certain financial thresholds, as well as amounts related to carbon offsets and renewable energy credits or certificates, if material. Disclosure requirements will begin phasing in for fiscal years beginning on or after January 1, 2025. On April 4, 2024, the SEC determined to voluntarily stay the final rules pending certain legal challenges. We are currently evaluating the impact of the new rules on the disclosures to our consolidated financial statements. X - DefinitionEmerging Growth Company, Policy + ReferencesNo definition available. + Details Name: ibex_EmergingGrowthCompanyPolicyPolicyTextBlock Namespace Prefix: ibex_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionOther Assets, Policy + ReferencesNo definition available. + Details Name: ibex_OtherAssetsPolicyPolicyTextBlock Namespace Prefix: ibex_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTax Advances And Receivables + ReferencesNo definition available. + Details Name: ibex_TaxAdvancesAndReceivablesPolicyTextBlock Namespace Prefix: ibex_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionWarrants, Policy + ReferencesNo definition available. + Details Name: ibex_WarrantsPolicyPolicyTextBlock Namespace Prefix: ibex_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for basis of accounting, or basis of presentation, used to prepare the financial statements (for example, US Generally Accepted Accounting Principles, Other Comprehensive Basis of Accounting, IFRS). + ReferencesNo definition available. + Details Name: us-gaap_BasisOfAccountingPolicyPolicyTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for cash and cash equivalents, including the policy for determining which items are treated as cash equivalents. Other information that may be disclosed includes (1) the nature of any restrictions on the entity's use of its cash and cash equivalents, (2) whether the entity's cash and cash equivalents are insured or expose the entity to credit risk, (3) the classification of any negative balance accounts (overdrafts), and (4) the carrying basis of cash equivalents (for example, at cost) and whether the carrying amount of cash equivalents approximates fair value. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482913/230-10-50-1 + Details Name: us-gaap_CashAndCashEquivalentsPolicyTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for commitments and contingencies, which may include policies for recognizing and measuring loss and gain contingencies. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 954 -SubTopic 450 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147477850/954-450-50-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 460 -SubTopic 10 -Section 50 -

Paragraph 8 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482425/460-10-50-8 + Details Name: us-gaap_CommitmentsAndContingenciesPolicyTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for credit risk. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 942 -SubTopic 825 -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478898/942-825-50-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (d) -SubTopic 10 -Topic 275 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-1 + Details Name: us-gaap_ConcentrationRiskCreditRisk Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy regarding (1) the principles it follows in consolidating or combining the separate financial statements, including the principles followed in determining the inclusion or exclusion of subsidiaries or other entities in the consolidated or combined financial statements and (2) its treatment of interests (for example, common stock, a partnership interest or other means of exerting influence) in other entities, for example consolidation or use of the equity or cost methods of accounting. The accounting policy may also address the accounting treatment for intercompany accounts and transactions, noncontrolling interest, and the income statement treatment in consolidation for issuances of stock by a subsidiary. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483426/235-10-50-4Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 810 -SubTopic 10 -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481203/810-10-50-1 + Details Name: us-gaap_ConsolidationPolicyTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for its derivative instruments and hedging activities. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 815 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(n)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 1A -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-1AReference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-1Reference 6: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-4Reference 7: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-7 + Details Name: us-gaap_DerivativesPolicyTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for equity method of accounting for investments and other interests. Investment includes, but is not limited to, unconsolidated subsidiary, corporate joint venture, noncontrolling interest in real estate venture, limited partnership, and limited liability company. Information includes, but is not limited to, ownership percentage, reason equity method is or is not considered appropriate, and accounting policy election for distribution received. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 825 -SubTopic 10 -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 21D -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-21D + Details Name: us-gaap_EquityMethodInvestmentsPolicy Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for (1) transactions denominated in a currency other than the reporting enterprise's functional currency, (2) translating foreign currency financial statements that are incorporated into the financial statements of the reporting enterprise by consolidation, combination, or the equity method of accounting, and (3) remeasurement of the financial statements of a foreign reporting enterprise in a hyperinflationary economy. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 830 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/830/tableOfContent + Details Name: us-gaap_ForeignCurrencyTransactionsAndTranslationsPolicyTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for goodwill. This accounting policy also may address how an entity assesses and measures impairment of goodwill, how reporting units are determined, how goodwill is allocated to such units, and how the fair values of the reporting units are determined. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482548/350-20-55-24Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-2Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/350-20/tableOfContent + Details Name: us-gaap_GoodwillAndIntangibleAssetsGoodwillPolicy Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for intangible assets. This accounting policy may address both intangible assets subject to amortization and those that are not. The following also may be disclosed: (1) a description of intangible assets (2) the estimated useful lives of those assets (3) the amortization method used (4) how the entity assesses and measures impairment of such assets (5) how future cash flows are estimated (6) how the fair values of such asset are determined. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/350-30/tableOfContentReference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482665/350-30-50-5Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482665/350-30-50-3 + Details Name: us-gaap_GoodwillAndIntangibleAssetsIntangibleAssetsPolicy Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for income taxes, which may include its accounting policies for recognizing and measuring deferred tax assets and liabilities and related valuation allowances, recognizing investment tax credits, operating loss carryforwards, tax credit carryforwards, and other carryforwards, methodologies for determining its effective income tax rate and the characterization of interest and penalties in the financial statements. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-20Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 19 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-19Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 25 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482525/740-10-45-25Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-03(h)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479886/946-10-S99-3Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 17 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-17Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-9Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482525/740-10-45-28Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482765/220-10-50-1 + Details Name: us-gaap_IncomeTaxPolicyTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for costs incurred when both (1) the software is acquired, internally developed, or modified solely to meet the entity's internal needs, and (2) during the software's development or modification, no substantive plan exists or is being developed to market the software externally. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 40 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/350-40/tableOfContent + Details Name: us-gaap_InternalUseSoftwarePolicy Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for leasing arrangement entered into by lessee. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-1 + Details Name: us-gaap_LesseeLeasesPolicyTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy pertaining to new accounting pronouncements that may impact the entity's financial reporting. Includes, but is not limited to, quantification of the expected or actual impact. + ReferencesNo definition available. + Details Name: us-gaap_NewAccountingPronouncementsPolicyPolicyTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_OrganizationConsolidationAndPresentationOfFinancialStatementsAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for postemployment benefits. Postemployment benefits are benefits provided to former or inactive employees, their beneficiaries, and covered dependents after employment but before retirement, except for: a) benefits provided through a pension or postretirement benefit plan, b) individual deferred compensation arrangements, c) special or contractual termination benefits, and d) stock compensation plans. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 712 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/712/tableOfContent + Details Name: us-gaap_PostemploymentBenefitPlansPolicy Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for reclassification affecting comparability of financial statement. Excludes amendment to accounting standards, other change in accounting principle, and correction of error. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 205 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483504/205-10-50-1 + Details Name: us-gaap_PriorPeriodReclassificationAdjustmentDescription Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for long-lived, physical asset used in normal conduct of business and not intended for resale. Includes, but is not limited to, work of art, historical treasure, and similar asset classified as collections. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 1 -SubTopic 10 -Topic 360 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482099/360-10-50-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(8)(a)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 6 -SubTopic 360 -Topic 958 -Publisher FASB -URI https://asc.fasb.org/1943274/2147477798/958-360-50-6Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (d) -SubTopic 360 -Topic 958 -Publisher FASB -URI https://asc.fasb.org/1943274/2147477798/958-360-50-1 + Details Name: us-gaap_PropertyPlantAndEquipmentPolicyTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for revenue from contract with customer. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 17 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-17Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 19 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-19Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 18 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-18Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 18 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-18Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-20Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-20Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-20Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 20 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-20Reference 9: http://www.xbrl.org/2003/role/exampleRef -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (e) -SubTopic 10 -Topic 235 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483426/235-10-50-4Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Topic 606 -Publisher FASB -URI https://asc.fasb.org/606/tableOfContent + Details Name: us-gaap_RevenueFromContractWithCustomerPolicyTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for segment reporting. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 41 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-41Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 47 -Subparagraph (bb) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-47Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 29 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-29Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 54 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-54Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 36 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-36Reference 6: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 47 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-47Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 29 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-29Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 29 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-29Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 29 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-29Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 29 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-29Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 29 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-29Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 29 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-29 + Details Name: us-gaap_SegmentReportingPolicyPolicyTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for award under share-based payment

arrangement. Includes, but is not limited to, methodology and assumption used in measuring cost. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(ii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(v) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 14.C.Q3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479830/718-10-S99-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 14.D.1.Q5) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479830/718-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 14.D.3.Q2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479830/718-10-S99-1Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 14.D.2.Q6) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479830/718-10-S99-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org/718/tableOfContentReference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationOptionAndIncentivePlansPolicy Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for its capital stock transactions, including dividends and accumulated other comprehensive income. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 235 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477968/946-235-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 1 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-1 + Details Name: us-gaap_StockholdersEquityPolicyTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for accounts receivable. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481962/310-10-50-6Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481962/310-10-50-2Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481962/310-10-50-2Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 310 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481569/310-20-50-1Reference 5: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 15 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481962/310-10-50-15Reference 6: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11B -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481962/310-10-50-11B + Details Name: us-gaap_TradeAndOtherAccountsReceivablePolicy Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionDisclosure of accounting policy for the use of estimates in the preparation of financial statements in conformity with generally accepted accounting principles. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 275 -SubTopic 10 -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-9Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 275 -SubTopic 10 -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-4Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b) -SubTopic 10 -Topic 275 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c) -SubTopic 10 -Topic 275 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-1Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 11 -SubTopic 10 -Topic 275 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-11Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 12 -SubTopic 10 -Topic 275 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-12Reference 7: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 275 -SubTopic 10 -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-8 + Details Name: us-gaap_UseOfEstimates Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 47 R28.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Overview and Summary of Significant Accounting Policies (Tables) 12 Months Ended Jun. 30, 2024 Organization, Consolidation and Presentation of Financial Statements [Abstract] Â Summary of Estimated Useful Lives of Property and Equipment Property and equipment and assets leased under financing leases are carried at cost at the acquisition date and are depreciated using the straight-line method over their estimated useful lives as follows:Property and equipmentUsefulÂ economicÂ lifeLeasehold improvementsLesser of life of the asset or expected lease termFurniture, fixture and office equipment3 - 5 yearsComputer equipment and software3 yearsVehicles3 - 5 yearsProperty and equipment consists of the following:($000s)June 30,2024June 30,2023Leasehold improvements$34,421Â $37,356Â Furniture & fixtures28,842Â 31,228Â Computer equipment76,283Â 73,824Â Software21,359Â 21,057Â Vehicles2,826Â 1,779Â Assets under construction1,705Â 435Â Property and equipment, gross$165,436Â $165,679Â Less: Accumulated depreciation(135,574)(124,528)Property and equipment, net$29,862Â $41,151Â The following table presents the Companyâ€™s total property and equipment, net by geographic location:($000s)June 30,2024June 30,2023United States$5,920Â $10,751Â Philippines5,667Â 9,117Â Pakistan6,739Â 3,923Â Jamaica8,659Â 13,374Â Nicaragua2,082Â 3,421Â Honduras795Â 565Â Total$29,862Â $41,151Â X - ReferencesNo definition available. + Details Name: us-gaap_OrganizationConsolidationAndPresentationOfFinancialStatementsAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of physical assets used in the normal conduct of business and not intended for resale. Includes, but is not limited to, balances by class of assets, depreciation and depletion expense and method used, including composite depreciation, and accumulated deprecation. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 1 -SubTopic 10 -Topic 360 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482099/360-10-50-1 + Details Name: us-gaap_PropertyPlantAndEquipmentTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 48 R29.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Revenue from Contracts with Customers (Tables) 12 Months Ended Jun. 30, 2024 Revenue from Contract with Customer [Abstract] Â Schedule of Breakdown of Revenues by Geographical Location The Company generated its revenue from clients based in the United States and other countries as below: ($000s)June 30,2024June 30,2023June 30,2022RevenueUnited States$493,015Â $509,170Â $476,092Â Other countries15,554Â 13,948Â 16,759Â Total$508,569Â $523,118Â $492,851Â The following table presents the breakdown of the Companyâ€™s revenues by geographical location, based on where the services are provided for the years ended:($000s)June 30,2024June 30,2023June 30,2022RevenueOnshore (United States)$120,153Â $145,401Â $167,925Â Offshore (Philippines, Pakistan)244,825Â 221,913Â 186,902Â Nearshore (Jamaica, Nicaragua, Honduras)143,591Â 155,804Â 138,024Â Total$508,569Â $523,118Â $492,851Â Summary of Revenue Disaggregated by Pattern of Revenue Recognition The following table presents the breakdown of the Companyâ€™s revenue by pattern of revenue recognition for the years ended:($000s)June 30,2024June 30,2023June 30,2022Pattern of Revenue recognitionServices transferred over time$477,663Â $489,942Â $455,206Â Services transferred at a point in time30,906Â 33,176Â 37,645Â $508,569Â $523,118Â $492,851Â Schedule of Movement in Deferred Revenue The movement in the deferred revenue is as follows:($000s)June 30,2024June 30,2023Beginning balance$7,796Â $12,593Â Revenue recognized(8,509)(11,329)Revenue deferred6,590Â 6,532Â Ending balance$5,877Â $7,796Â X - DefinitionTabular disclosure of receivable, contract asset, and contract liability from contract with customer. Includes, but is not limited to, change in contract asset and contract liability. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-10 + Details Name: us-gaap_ContractWithCustomerAssetAndLiabilityTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of disaggregation of revenue into categories depicting how nature, amount, timing, and uncertainty of revenue and cash flows are affected by economic factor. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-5 + Details Name: us-gaap_DisaggregationOfRevenueTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_RevenueFromContractWithCustomerAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of revenue from external customers by geographic areas attributed to the entity's country of domicile and to foreign countries from which the entity derives revenue. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 41 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-41 + Details Name: us-gaap_RevenueFromExternalCustomersByGeographicAreasTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 49 R30.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Accounts Receivable and Significant Client (Tables) 12 Months Ended Jun. 30, 2024 Receivables [Abstract] Â Schedule of Accounts Receivable, Net Accounts receivable, net in the accompanying consolidated balance sheets consists of the following:($000s)June 30,2024June 30,2023Accounts receivable$98,438Â $86,484Â Less: Allowance for credit losses(72)(120)Accounts receivable, net$98,366Â $86,364Â Schedule of Activity in Allowance for Credit Losses Activity in the Companyâ€™s allowance for credit losses consists of the following:($000s)June 30,2024June 30,2023Beginning balance$120Â $1,290Â Provision for credit losses93Â 321Â Reversal of provision for credit losses(60)(26)Uncollectible receivables written off(87)(1,410)Effect of foreign exchange6Â (55)Ending balance$72Â $120Â X - DefinitionTabular disclosure of allowance for credit loss on accounts receivable. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479319/326-20-50-13 + Details Name: us-gaap_AccountsReceivableAllowanceForCreditLossTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_ReceivablesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of the various types of trade accounts and notes receivable and for each the gross carrying value, allowance, and net carrying value as of the balance sheet date. Presentation is categorized by current, noncurrent and unclassified receivables. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(3)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_ScheduleOfAccountsNotesLoansAndFinancingReceivableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 50 R31.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Property and Equipment, Net (Tables) 12 Months Ended Jun. 30, 2024 Property, Plant and Equipment [Abstract] Â Summary of Property and Equipment Property and equipment and assets leased under financing leases are carried at cost at the acquisition date and are depreciated using the straight-line method over their estimated useful lives as follows:Property and equipmentUsefulÂ economicÂ lifeLeasehold improvementsLesser of life of the asset or expected lease termFurniture, fixture and office equipment3 - 5 yearsComputer equipment and software3 yearsVehicles3 - 5 yearsProperty and equipment consists of the following:($000s)June 30,2024June 30,2023Leasehold improvements$34,421Â $37,356Â Furniture & fixtures28,842Â 31,228Â Computer equipment76,283Â 73,824Â Software21,359Â 21,057Â Vehicles2,826Â 1,779Â Assets under construction1,705Â 435Â Property and equipment, gross$165,436Â $165,679Â Less: Accumulated depreciation(135,574)(124,528)Property and equipment, net$29,862Â $41,151Â The following table presents the Companyâ€™s total property and equipment, net by geographic location:($000s)June 30,2024June 30,2023United States$5,920Â $10,751Â Philippines5,667Â 9,117Â Pakistan6,739Â 3,923Â Jamaica8,659Â 13,374Â Nicaragua2,082Â 3,421Â Honduras795Â 565Â Total$29,862Â $41,151Â X - ReferencesNo definition available. + Details Name: us-gaap_PropertyPlantAndEquipmentAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of physical assets used in the normal conduct of business and not intended for resale. Includes, but is not limited to, balances by class of assets, depreciation and depletion expense and method used, including composite depreciation, and accumulated deprecation. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 1 -SubTopic 10 -Topic 360 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482099/360-10-50-1 + Details Name: us-gaap_PropertyPlantAndEquipmentTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 51 R32.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Leases (Tables) 12 Months Ended Jun. 30, 2024 Leases [Abstract] Â Components of Lease Cost and Supplemental Cash Flow Information The components of lease cost are as follows:($000s)June 30,2024June 30,2023June 30,2022Operating lease cost:Operating lease cost$19,753Â $21,614Â $21,442Â Variable lease cost2,949Â 4,127Â 4,207Â Short-term lease cost211Â â€”Â â€”Â Total operating lease cost$22,913Â $25,741Â $25,649Â Finance lease cost:Amortization of right of use assets$653Â $446Â $375Â Interest on lease liabilities235Â 143Â 93Â Total finance lease cost$888Â $589Â $468Â The following table presents supplemental cash flow information related to leases:($000s)June 30,2024June 30,2023June 30,2021Cash paid for amounts included in the measurement of lease liabilities$13,528Â $14,309Â $12,926Â Operating cash flows paid for interest portion of finance leases23514393Financing cash flows paid for principal portion of finance leases490447818The following table presents supplemental noncash information related to leases:($000s)June 30,2024June 30,2023Right-of-use assets obtained in exchange for lease obligationsOperating leases$6,069Â $11,281Â Finance leases$1,040Â $881Â Reduction due to reassessment of lease renewal optionsRight-of-use assets$(3,656)$â€”Â Operating lease liabilities$(3,689)$â€”Â June 30,2024June 30,2023Weighted average remaining lease term (in years)Operating leases5.15.7Finance leases2.22.6Weighted average discount rateOperating leases10.5Â %9.2Â %Finance leases22.3Â %13.4Â % Supplemental Balance Sheet Disclosures The following table presents supplemental balance sheet information related to leases:($000s)June 30,2024June 30,2023Operating lease assets$59,145Â $70,919Â Operating lease liabilities, current$12,051Â $13,036Â Operating lease liabilities, non-current53,441Â 64,854Â Total operating lease liabilities$65,492Â $77,890Â Finance lease assets, net$1,697Â $929Â Finance lease liabilities, current$660Â $361Â Finance lease liabilities, non-current867Â 600Â Total finance lease liabilities$1,527Â $961Â Operating lease maturity The following table presents the maturities of our lease liabilities as of JuneÂ 30, 2024:($000s)Operating LeasesFinance LeasesYear Ending 2025$17,384Â $916Â 202615,968Â 701Â 202715,746Â 304Â 202814,222Â â€”Â 202912,082Â â€”Â Thereafter10,815Â â€”Â Total undiscounted lease payments86,217Â 1,921Â Less: liability accretion(20,725)(394)Total lease liabilities$65,492Â $1,527Â Finance lease maturity The following table presents the maturities of our lease liabilities as of JuneÂ 30, 2024:($000s)Operating LeasesFinance LeasesYear Ending 2025$17,384Â $916Â 202615,968Â 701Â 202715,746Â 304Â 202814,222Â â€”Â 202912,082Â â€”Â Thereafter10,815Â â€”Â Total undiscounted lease payments86,217Â 1,921Â Less: liability accretion(20,725)(394)Total lease liabilities$65,492Â $1,527Â X - DefinitionAssets And Liabilities, Lessee + ReferencesNo definition available. + Details Name:

ibex_AssetsAndLiabilitiesLesseeTableTextBlock Namespace Prefix: ibex_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of undiscounted cash flows of finance lease liability. Includes, but is not limited to, reconciliation of undiscounted cash flows to finance lease liability recognized in statement of financial position. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_FinanceLeaseLiabilityMaturityTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of lessee's lease cost. Includes, but is not limited to, interest expense for finance lease, amortization of right-of-use asset for finance lease, operating lease cost, short-term lease cost, variable lease cost and sublease income. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_LeaseCostTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_LeasesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of undiscounted cash flows of lessee's operating lease liability. Includes, but is not limited to, reconciliation of undiscounted cash flows to operating lease liability recognized in statement of financial position. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_LesseeOperatingLeaseLiabilityMaturityTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 52 R33.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Derivatives (Tables) 12 Months Ended Jun. 30, 2024 Derivative Instruments and Hedging Activities Disclosure [Abstract] Â Schedule of Derivative Instruments The following table shows the notional amount and fair value of our foreign exchange cash flow hedging instruments as of JuneÂ 30, 2024 and 2023:Settlement dateHedgedcurrencyForeigncurrency rateNotionalamount($000s)Fair Value($000s)Foreign currency option contracts - liabilitiesJuly 8, 2024 through December 19, 2024PHP54.00 - 57.50$9,789Â Fair value as of June 30, 2023100Â Fair value as of June 30, 2024Â Â 335Â X - ReferencesNo definition available. + Details Name: us-gaap_DerivativeInstrumentsAndHedgingActivitiesDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of pertinent information about a derivative or group of derivatives on a disaggregated basis, such as for individual instruments, or small groups of similar instruments. May include a combination of the type of instrument, risks being hedged, notional amount, hedge designation, related hedged item, inception date, maturity date, or other relevant item. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 815 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 1A -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-1AReference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 1B -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-1BReference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-8Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 4B -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-4BReference 6: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-1Reference 7: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-4Reference 8: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-5Reference 9: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 4C -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-4C + Details Name: us-gaap_ScheduleOfDerivativeInstrumentsTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 53 R34.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Debt (Tables) 12 Months Ended Jun. 30, 2024 Debt Disclosure [Abstract] Â Schedule of Debt Debt consists of the following:($000s)June 30,2024June 30,2023DebtPNC Credit Facility$â€”Â $52Â Finance leases1,527Â 961Â Total debt$1,527Â $1,013Â Less: Current maturities of long-term debt and finance leases(660)(413)Total long-term debt$867Â $600Â X - ReferencesNo definition available. + Details Name: us-gaap_DebtDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of long-debt instruments or arrangements, including identification, terms, features, collateral requirements and other information necessary to a fair presentation. These are debt arrangements that originally required repayment more than twelve months after issuance or greater than the normal operating cycle of the entity, if longer. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(22)) -SubTopic 10 -Topic 210 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69B -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69BReference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69E -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69EReference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.12-04(a)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-3Reference 5: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482925/835-30-45-2Reference 6: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 505 -SubTopic 10 -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-3Reference 7: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 942 -SubTopic 470 -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147477734/942-470-50-3Reference 8: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 505 -SubTopic 10 -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-8Reference 9: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-6Reference 10: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-7 + Details Name: us-gaap_ScheduleOfDebtInstrumentsTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 54 R35.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Share Based Compensation (Tables) 12 Months Ended Jun. 30, 2024 Share-Based Payment Arrangement [Abstract] Â Summary of Components of Share-Based Compensation Expense The following tables summarize the components of share-based compensation expense recognized in the Companyâ€™s consolidated statements of comprehensive income, both by line item and by plan:Year ended June 30,202420232022Cost of services$76Â $298Â $105Â Selling, general and administrative3,689Â 4,308Â 1,746Â Total stock compensation expense$3,765Â $4,606Â $1,851Â Year ended June 30,202420232022Phantom Stock Plans(152)800Â $33Â 2018 Restricted Share Planâ€”(7)6Â 2020 Long Term Incentive Plan3,917Â 3,813Â 1,812Â Total stock compensation expense$3,765Â $4,606Â $1,851Â Summary of Stock Option Activity The following table summarizes the phantom stock option activity for the year ended JuneÂ 30, 2024:Share optionsWeightedAverageExercise PriceWeightedÂ AverageRemainingContractual Term (years)Aggregate intrinsicvalue(thousands)Outstanding as of June 30, 2023211,350Â $22.18Â 8.38$188Â Granted56,000Â 15.64Â 9.76Exercised(639)6.81Â 3.657Â Forfeited / expired(8,460)25.88Â 8.51Outstanding as of June 30, 2024258,251$20.68Â 7.86$113Â Vested and exercisable as of June 30, 2024147,459$20.89Â 6.84$83Â The following table summarizes the stock option activity for the year ended JuneÂ 30, 2024:Share optionsWeightedAverageExercise PriceWeightedÂ AverageRemainingContractual Term (years)Aggregate intrinsicvalue(thousands)Outstanding as of June 30, 2023941,599Â $18.78Â 7.89$3,501Â Granted142,000Â 15.62Â 9.75Exercised(28,548)12.82Â 6.04101Â Forfeited / expired(98,668)19.45Â 7.74Outstanding as of June 30, 2024956,383$18.31Â 7.25$962Â Vested and exercisable as of June 30, 2024635,935$17.29Â 6.46$850Â Schedule of Estimates and Assumptions in Valuation These include the price per share, expected term, expected volatility, expected dividend yield and the risk-free interest rate.June 30,2024June 30,2023June 30,2022Expected term1.40 - 6.12 years1.40 - 6.12 years1.40 - 5.66 yearsExpected volatility36.12% - 37.87%33.41% - 36.33%32.60% - 37.20%Expected dividend yield0.00%0.00%0.00%Risk-free interest rate4.33% - 4.90%4.05% to 4.87%3.01% - 3.03%We use the Black-Scholes model to determine the grant-date fair value of the stock options, which was estimated using the following assumptions:June 30,2024June 30,2023June 30,2022Expected term6.12 years6.12 years6.08 - 7.00 yearsExpected volatility35.49% - 35.87%32.89% - 33.39%31.30% - 31.54%Expected dividend yield0.00%0.00%0.00%Risk-free interest rate4.24% to 4.33%3.75% to 4.11%1.28% to 2.00% Summary of Unvested RSA Activity A summary of the unvested RSAs is as follows:SharesWeighted AverageGrant DateFair ValueUnvested as of June 30, 20236,284Â $0.61Â Grantedâ€”Â â€”Â Vested(6,284)0.61Forfeitures / cancellations / expirationsâ€”Â â€”Â Unvested as of June 30, 2024â€”$â€”Â Summary of Restricted Stock Unit Activity A summary of the unvested RSU and PRSU activity for the year ended JuneÂ 30, 2024 is as follows:SharesWeighted AverageGrant DateFair ValueUnvested as of June 30, 2023545,181Â $16.28Â Granted50,000Â 17.13Â Vested(14,902)16.28Â Forfeitures / cancellations / expirations(8,898)16.28Â Unvested as of June 30, 2024571,381$16.35Â X - ReferencesNo definition available. + Details Name: us-gaap_DisclosureOfCompensationRelatedCostsSharebasedPaymentsAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of the changes in outstanding nonvested restricted stock shares. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Subparagraph (c) -Paragraph 2 -SubTopic 10 -Topic 718 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_NonvestedRestrictedStockSharesActivityTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of allocation of amount expensed and capitalized for award under share-based payment arrangement to statement of income or comprehensive income and statement of financial position. Includes, but is not limited to, corresponding line item in financial statement. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 10 -Section 50 -Paragraph 2 -Subparagraph (h)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ScheduleOfEmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of the number and weighted-average grant date fair value for restricted stock units that were outstanding at the beginning and end of the year, and the number of restricted stock units that were granted, vested, or forfeited during the year. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ScheduleOfShareBasedCompensationRestrictedStockUnitsAwardActivityTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure for stock option plans. Includes, but is not limited to, outstanding awards at beginning and end of year, grants, exercises, forfeitures, and weighted-average grant date fair value. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (d) -SubTopic 10 -Topic 718 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (e) -SubTopic 10 -Topic 718 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ScheduleOfShareBasedCompensationStockOptionsActivityTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of the significant assumptions used during the year to estimate the fair value of stock options, including, but not limited to: (a) expected term of share options and similar instruments, (b) expected volatility of the entity's shares, (c) expected dividends, (d) risk-free rate(s), and (e) discount for post-vesting restrictions. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 718 -SubTopic 10 -Subparagraph (f)(2) -Name Accounting Standards Codification -Paragraph 2 -Section 50 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ScheduleOfShareBasedPaymentAwardStockOptionsValuationAssumptionsTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 55 R36.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Fair Value (Tables) 12 Months Ended Jun. 30, 2024 Fair Value Disclosures [Abstract] Â Summary of Fair Value Measurements on a Recurring Basis The following is a summary of the Companyâ€™s fair value measurements on a recurring basis as of JuneÂ 30, 2024 and 2023:As of June 30, 2024Fair Value Measurements Using($000s)Quoted Prices inActive Marketsfor IdenticalAssets(Level 1)SignificantOtherObservableInputs(Level 2)SignificantUnobservableInputs(Level 3)LiabilitiesCash flow hedge - foreign currency collars, netâ€”Â $335Â â€”Â Phantom stock optionsâ€”Â 1,014Â â€”Â Total liabilities$â€”Â $1,349Â â€”Â As of June 30, 2023Fair Value Measurements Using($000s)Quoted Prices inActive Marketsfor IdenticalAssets(Level 1)SignificantOtherObservableInputs(Level 2)SignificantUnobservableInputs(Level 3)LiabilitiesCash flow hedge - foreign currency collars, netâ€”Â $100Â â€”Â Phantom stock optionsâ€”1,173â€”Total liabilities$â€”Â $1,273Â â€”Â X - ReferencesNo definition available. + Details Name: us-gaap_FairValueDisclosuresAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of assets and liabilities, including [financial] instruments measured at fair value that are classified in stockholders' equity, if any, that are measured at fair value on a recurring basis. The disclosures contemplated herein include the fair value measurements at the reporting date by the level within the fair value hierarchy in which the fair value measurements in their entirety fall, segregating fair value measurements using quoted prices in active markets for identical assets (Level 1), significant other observable inputs (Level 2), and significant unobservable inputs (Level 3). + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2 + Details Name: us-gaap_ScheduleOfFairValueAssetsAndLiabilitiesMeasuredOnRecurringBasisTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 56 R37.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Income Taxes (Tables) 12 Months Ended Jun. 30, 2024 Income Tax Disclosure [Abstract] Â Schedule of Income Before Income Taxes by Component Income before income taxes includes the following components:($000s)202420232022United States$18,492Â $21,938Â $1,996Â Foreign22,494Â 18,388Â 17,383Â Total$40,986Â $40,326Â $19,379Â Schedule of Major Components of the Provision for Income Tax Expense (Benefit) The major components of the provision for income tax expense (benefit) are as follows:($000s)June 30,2024June 30,2023June 30,2022Current tax expense:Federal$3,203Â $385Â $â€”Â State1,532Â 487Â 647Â Foreign2,241Â 3,467Â 2,575Â Total current expense$6,976Â $4,339Â $3,222Â Deferred tax:Federal(124)4,019Â (3,759)State155Â 843Â (1,025)Foreign324Â (457)(515)Total deferred expense (benefit)$355Â $4,405Â $(5,299)Provision for income tax expense (benefit)$7,331Â $8,744Â $(2,077) Schedule of Differences Between Statutory and Effective Tax Rates Differences between U.S. federal statutory income tax rates and our effective tax rates for the years ended JuneÂ 30, 2024, 2023, and 2022 are as follows:June 30,2024June 30,2023June 30,2022U.S. federal statutory rate21.0Â %21.0Â %21.0Â %State income taxes, net of federal deduction2.8Â %1.4Â %3.0Â %Foreign rate differential(4.7)%(5.7)%(8.6)%Non-deductible expenses / exempt income1.0Â %1.2Â %1.5Â %Employment and other tax credits(1.8)%(2.9)%(7.7)%Prior year provision / other items0.5Â %3.1Â %0.4Â %Unrecognized losses utilized during the yearâ€”Â %â€”Â %(0.7)%Change in valuation allowance(0.9)%3.6Â %(19.6)%Effective tax rate percentage17.9Â %21.7Â %(10.7)% Schedule of Components of Deferred Tax Assets and Liabilities Significant components of deferred tax assets and liabilities included in the consolidated balance sheets are as follows:($000s)June 30,2024June 30,2023Deferred tax assetsProvision for credit lossesâ€”Â $99Â Provision for employee benefits and other expenses1,724Â 755Â Tax credit carryforwardsâ€”Â 2,427Â Section 174 research and development capitalization1,116Â 589Â Net operating losses1,879Â 2,394Â Property and equipment, net687Â 534Â Intangible

assetsâ€”Â 3Â Lease liability (right of use assets)5,048Â 6,547Â Net unrealized loss on hedging103Â 56Â Total deferred tax assets$10,557Â $13,404Â Valuation allowance(1,127)(1,463)Total deferred tax assets, net of valuation allowance$9,430Â $11,941Â Deferred tax liabilitiesProperty and equipment, netâ€”Â $(732)Right of use assets(3,957)(5,440)Intangible assets(1,178)(1,184)Other liability(10)â€”Â Total deferred tax liabilities$(5,145)$(7,356)Net deferred tax assets and liabilities$4,285Â $4,585Â X - ReferencesNo definition available. + Details Name: us-gaap_IncomeTaxDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of the components of income tax expense attributable to continuing operations for each year presented including, but not limited to: current tax expense (benefit), deferred tax expense (benefit), investment tax credits, government grants, the benefits of operating loss carryforwards, tax expense that results from allocating certain tax benefits either directly to contributed capital or to reduce goodwill or other noncurrent intangible assets of an acquired entity, adjustments of a deferred tax liability or asset for enacted changes in tax laws or rates or a change in the tax status of the entity, and adjustments of the beginning-of-the-year balances of a valuation allowance because of a change in circumstances that causes a change in judgment about the realizability of the related deferred tax asset in future years. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-9 + Details Name: us-gaap_ScheduleOfComponentsOfIncomeTaxExpenseBenefitTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of the components of net deferred tax asset or liability recognized in an entity's statement of financial position, including the following: the total of all deferred tax liabilities, the total of all deferred tax assets, the total valuation allowance recognized for deferred tax assets. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-2 + Details Name: us-gaap_ScheduleOfDeferredTaxAssetsAndLiabilitiesTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of the reconciliation using percentage or dollar amounts of the reported amount of income tax expense attributable to continuing operations for the year to the amount of income tax expense that would result from applying domestic federal statutory tax rates to pretax income from continuing operations. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 231 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482663/740-10-55-231Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12A -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12AReference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12 + Details Name: us-gaap_ScheduleOfEffectiveIncomeTaxRateReconciliationTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of income before income tax between domestic and foreign jurisdictions. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(1)(Note 1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1 + Details Name: us-gaap_ScheduleOfIncomeBeforeIncomeTaxDomesticAndForeignTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 57 R38.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Stockholders' Equity (Tables) 12 Months Ended Jun. 30, 2024 Equity [Abstract] Â Schedule of Changes in Accumulated Other Comprehensive Income (Loss) by Component The following table presents changes by component for the years ended JuneÂ 30, 2024, 2023, and 2022:($000s)Foreign Currency Translation AdjustmentDerivative ValuationDefined Benefit PlanTotalBalance as of June 30, 2021$(1,745)$(316)(337)(2,398)Foreign currency translation(2,281)â€”Â â€”Â (2,281)Actuarial gains on defined benefit planâ€”Â â€”Â 287Â 287Â Unrealized losses on cash flow hedgesâ€”Â (905)â€”Â (905)Reclassifications to earningsâ€”Â 364Â 153Â 517Â Tax provisionâ€”Â 218Â â€”Â 218Â Balance as of June 30, 2022$(4,026)$(639)$103Â $(4,562)Foreign currency translation(2,234)Â â€”Â (2,234)Actuarial losses on defined benefit planâ€”Â â€”Â (120)(120)Unrealized losses on cash flow hedgesâ€”Â (479)â€”Â (479)Reclassifications to earningsâ€”Â 1,156Â 89Â 1,245Â Tax benefitâ€”Â (162)â€”Â (162)Balance as of June 30, 2023$(6,260)$(124)$72Â $(6,312)Foreign currency translation(1,623)â€”Â â€”Â (1,623)Actuarial gains on defined benefit planâ€”Â â€”Â 133Â 133Â Unrealized losses on cash flow hedgesâ€”Â (412)â€”Â (412)Reclassifications to earningsâ€”Â 257Â â€”Â 257Â Tax provisionâ€”Â 44Â â€”Â 44Â Balance as of June 30, 2024$(7,883)$(235)$205Â $(7,913) Schedule of Reclassifications from AOCI The following table presents the reclassifications from AOCI to the consolidated statements of comprehensive income:($000s)For the year ended June 30,Description of AOCI components202420232022Statement of Other Comprehensive Income ClassificationForeign currency translation gainsâ€”Â $173Â $â€”Â Selling, general and administrative expenseGains / (losses) on foreign currency hedges(257)(1,201)$(319)Cost of servicesGains / (losses) on interest rate swapsâ€”Â 45Â (45)Interest expense, netTax provision(44)162Â (218)Provision for income taxesTotal derivative valuation(301)(994)$(582)Amortization related to defined benefit plansâ€”Â (89)(153)Cost of services X - ReferencesNo definition available. + Details Name: us-gaap_EquityAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of information about items reclassified out of accumulated other comprehensive income (loss). + ReferencesNo definition available. + Details Name: us-gaap_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of the components of accumulated other comprehensive income (loss). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 220 -SubTopic 10 -Section 45 -Paragraph 14A -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-14AReference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 830 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481674/830-30-50-1Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 830 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 20 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481694/830-30-45-20 + Details Name: us-gaap_ScheduleOfAccumulatedOtherComprehensiveIncomeLossTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 58 R39.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Weighted Average Share Counts (Tables) 12 Months Ended Jun. 30, 2024 Earnings Per Share [Abstract] Â Schedule of Components of Computation from Basic to Diluted Earnings Per Share The following table sets forth the components of the computation from basic to diluted earnings per share for net income for the years ended JuneÂ 30, 2024, 2023, and 2022:(000s)202420232022Shares used in basic earnings per share calculation17,70418,20018,232Effect of dilutive securities:Employee share-based compensation81199227Warrant470495265Total effects of dilutive securities551694492Shares used in dilutive earnings per share calculation18,25518,89318,724Shares considered anti-dilutive using the treasury method549Â 36718 X - ReferencesNo definition available. + Details Name: us-gaap_EarningsPerShareAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of the weighted average number of shares used in calculating basic net earnings per share (or unit) and diluted earnings per share (or unit). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 260 -SubTopic 10 -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1 + Details Name: us-gaap_ScheduleOfWeightedAverageNumberOfSharesTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 59 R40.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Investment in Joint Venture (Tables) 12 Months Ended Jun. 30, 2024 Equity Method Investments and Joint Ventures [Abstract] Â Summarized Financial Information for Joint Venture The table below presents our investment in the joint venture:June 30, ($000s)20242023Opening balance$372Â $382Â Dividends received(1,013)(725)Share of profit1,056Â 715Â Ending balance$415Â $372Â X - ReferencesNo definition available. + Details Name: us-gaap_EquityMethodInvestmentsAndJointVenturesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of equity method investments including, but not limited to, name of each investee or group of investments, percentage ownership, difference between recorded amount of an investment and the value of the underlying equity in the net assets, and summarized financial information. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3 + Details Name: us-gaap_EquityMethodInvestmentsTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 60 R41.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Overview and Summary of Significant Accounting Policies - Narrative (Details) interaction in Millions 12 Months Ended Jun. 30, 2024 USD ($) segment deliveryLocation interaction Jun. 30, 2023 USD ($) Jun. 30, 2022 USD ($) Restructuring Cost and Reserve [Line Items] Â Â Â Number of interactions managed per year | interaction 169 Â Â Number of operating segments | segment 1 Â Â Number of reportable segments | segment 1 Â Â Number of delivery locations with impairment charges | deliveryLocation 2 Â Â Impairment loss $ 1,300,000 $ 0 $ 0 Finance Lease, Right-of-Use Asset, Statement of Financial Position [Extensible Enumeration] Property and equipment, net Property and equipment, net Â Finance Lease, Liability, Current, Statement of Financial Position [Extensible Enumeration] Current maturities of long-term debt Current maturities of long-term debt Â Finance Lease, Liability, Noncurrent, Statement of Financial Position [Extensible Enumeration] Total long-term debt Total long-term debt Â Impairment loss on operating lease asset $ 300,000 Â Â Goodwill impairment charges 0 $ 0 0 Intangible asset impairment $ 0 0 0 Employer matching contribution, percent of compensation 4.00% Â Â Plan expenses $ 1,400,000 1,200,000 1,000,000.0 Defined benefit obligations 1,300,000 1,200,000 Â Defined benefit pension costs 300,000 400,000 $ 400,000 Capitalized cost 3,500,000 $ 0 Â Severance costs 1,600,000 Â Â Accrued severance $ 800,000 Â Â Minimum Â Â Â Restructuring Cost and Reserve [Line Items] Â Â Â Notice period for contract termination 30 days Â Â Maximum Â Â Â Restructuring Cost and Reserve [Line Items] Â Â Â Notice period for contract termination 120 days Â Â Selling, general and administrative Â Â Â Restructuring Cost and Reserve [Line Items] Â Â Â Severance costs $ 1,400,000 Â Â Cost of services Â Â Â Restructuring Cost and Reserve [Line Items] Â Â Â Severance costs $ 200,000 Â Â X - DefinitionNumber Of Delivery Locations, Impairment + ReferencesNo definition available. + Details Name: ibex_NumberOfDeliveryLocationsImpairment Namespace Prefix: ibex_ Data Type: xbrli:integerItemType Balance Type: na Period Type: duration X - DefinitionNumber Of Interactions Managed Per Year + ReferencesNo definition available. + Details Name: ibex_NumberOfInteractionsManagedPerYear Namespace Prefix: ibex_ Data Type: xbrli:integerItemType Balance Type: na Period Type: instant X - DefinitionRevenue From Contract With Customer, Termination Notice Period + ReferencesNo definition available. + Details Name: ibex_RevenueFromContractWithCustomerTerminationNoticePeriod Namespace Prefix: ibex_ Data Type: xbrli:durationItemType Balance Type: na Period Type: instant X - DefinitionAdditions made to capitalized computer software costs during the period. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 985 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481283/985-20-50-2 + Details Name: us-gaap_CapitalizedComputerSoftwareAdditions Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of net periodic benefit cost (credit) for defined benefit plan. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 715 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 17 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480482/715-20-55-17Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 715 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 18 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480482/715-20-55-18Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 715 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (h) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480506/715-20-50-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 715 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480506/715-20-50-6 + Details Name: us-gaap_DefinedBenefitPlanNetPeriodicBenefitCost Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of cost for defined contribution plan. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 715 -SubTopic 70 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480794/715-70-50-1 + Details Name: us-gaap_DefinedContributionPlanCostRecognized Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionPercentage of employees' gross pay for which the employer contributes a matching contribution to a defined contribution plan. + ReferencesNo definition available. + Details Name: us-gaap_DefinedContributionPlanEmployerMatchingContributionPercent Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionIndicates line item in statement of financial position that includes current finance lease liability. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-2 + Details Name: us-gaap_FinanceLeaseLiabilityCurrentStatementOfFinancialPositionExtensibleList Namespace Prefix: us-gaap_ Data Type: enum2:enumerationSetItemType Balance Type: na Period Type: instant X - DefinitionIndicates line item in statement of financial position that includes noncurrent finance lease liability. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-2 + Details Name: us-gaap_FinanceLeaseLiabilityNoncurrentStatementOfFinancialPositionExtensibleList Namespace Prefix: us-gaap_ Data Type: enum2:enumerationSetItemType Balance Type: na Period Type: instant X - DefinitionIndicates line item in statement of financial position that includes finance lease right-of-use asset. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-2 + Details Name: us-gaap_FinanceLeaseRightOfUseAssetStatementOfFinancialPositionExtensibleList Namespace Prefix: us-gaap_ Data Type: enum2:enumerationSetItemType Balance Type: na Period Type: instant X - DefinitionAmount of impairment loss from asset representing future economic benefit arising from other asset acquired in business combination or from joint venture formation or both, that is not individually identified and separately recognized. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482548/350-20-55-24Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-2Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 100 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-100Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482598/350-20-45-2 + Details Name: us-gaap_GoodwillImpairmentLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of impairment loss resulting from write-down of assets, excluding financial assets and goodwill, lacking physical substance and having a projected indefinite period of benefit to fair value. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482686/350-30-45-2Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482665/350-30-50-2Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482665/350-30-50-3Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_ImpairmentOfIntangibleAssetsIndefinitelivedExcludingGoodwill Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionNumber of operating segments. An operating segment is a component of an enterprise: (a) that engages in business activities from which it may earn revenues and incur expenses (including revenues and expenses relating to transactions with other components of the same enterprise), (b) whose operating results are regularly reviewed by the enterprise's chief operating decision maker to make decisions about resources to be allocated to the segment and assess its performance, and (c) for which discrete financial information is available. An operating segment

may engage in business activities for which it has yet to earn revenues, for example, start-up operations may be operating segments before earning revenues. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 49 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-49Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 18 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-18 + Details Name: us-gaap_NumberOfOperatingSegments Namespace Prefix: us-gaap_ Data Type: xbrli:integerItemType Balance Type: na Period Type: duration X - DefinitionNumber of segments reported by the entity. A reportable segment is a component of an entity for which there is an accounting requirement to report separate financial information on that component in the entity's financial statements. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 47 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-47Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 54 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-54Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 18 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-18 + Details Name: us-gaap_NumberOfReportableSegments Namespace Prefix: us-gaap_ Data Type: xbrli:integerItemType Balance Type: na Period Type: duration X - DefinitionAmount of loss from impairment of right-of-use asset from operating lease. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 25 -Paragraph 6 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479365/842-20-25-6 + Details Name: us-gaap_OperatingLeaseImpairmentLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of liability, recognized in statement of financial position, for defined benefit pension and other postretirement plans, classified as noncurrent. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(24)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 715 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 17 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480482/715-20-55-17Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 715 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480535/715-20-45-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 715 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480535/715-20-45-3Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 715 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480506/715-20-50-1 + Details Name: us-gaap_PensionAndOtherPostretirementDefinedBenefitPlansLiabilitiesNoncurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 5.P.4.d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479823/420-10-S99-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 5.P.4.b.1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479823/420-10-S99-2Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 5.P.4.b.2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479823/420-10-S99-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482017/420-10-50-1Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482017/420-10-50-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482017/420-10-50-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482017/420-10-50-1 + Details Name: us-gaap_RestructuringCostAndReserveLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of expenses for special or contractual termination benefits provided to current employees involuntarily terminated under a benefit arrangement associated exit or disposal activities pursuant to an authorized plan. Excludes expenses related to one-time termination benefits, a discontinued operation or an asset retirement obligation. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_SeveranceCosts1 Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionLiability for amount due employees, in addition to wages and any other money that employers owe employees, when their employment ends through a layoff or other termination. For example, a company may provide involuntarily terminated employees with a lump sum payment equal to one week's salary for every year of employment. + ReferencesNo definition available. + Details Name: us-gaap_SupplementalUnemploymentBenefitsSeveranceBenefits Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionThe charge against earnings resulting from the aggregate write down of tangible assets from their carrying value to their fair value. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 360 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482099/360-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 205 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483499/205-20-50-1 + Details Name: us-gaap_TangibleAssetImpairmentCharges Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - Details Name: srt_RangeAxis=srt_MinimumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_RangeAxis=srt_MaximumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeStatementLocationAxis=us-gaap_SellingGeneralAndAdministrativeExpensesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeStatementLocationAxis=us-gaap_CostOfSalesMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 61 R42.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Overview and Summary of Significant Accounting Policies - Estimated Useful Lives of Property and Equipment (Details) Jun. 30, 2024 Furniture, fixture and office equipment | Minimum Â Property and Equipment [Line Items] Â UsefulÂ economicÂ life 3 years Furniture, fixture and office equipment | Maximum Â Property and Equipment [Line Items] Â UsefulÂ economicÂ life 5 years Computer equipment and software Â Property and Equipment [Line Items] Â UsefulÂ economicÂ life 3 years Vehicles | Minimum Â Property and Equipment [Line Items] Â UsefulÂ economicÂ life 3 years Vehicles | Maximum Â Property and Equipment [Line Items] Â UsefulÂ economicÂ life 5 years X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7A -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-7A + Details Name: us-gaap_PropertyPlantAndEquipmentLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionUseful life of long lived, physical assets used in the normal conduct of business and not intended for resale, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents the reported fact of one year, five months, and thirteen days. Examples include, but not limited to, land, buildings, machinery and equipment, office equipment, furniture and fixtures, and computer equipment. + ReferencesNo definition available. + Details Name: us-gaap_PropertyPlantAndEquipmentUsefulLife Namespace Prefix: us-gaap_ Data Type: xbrli:durationItemType Balance Type: na Period Type: instant X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=ibex_FurnitureFixturesAndOfficeEquipmentMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_RangeAxis=srt_MinimumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_RangeAxis=srt_MaximumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=ibex_ComputerEquipmentAndSoftwareMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=us-gaap_VehiclesMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 62 R43.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Revenue from Contracts with Customers - Breakdown of Revenues by Geographical Location (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Disaggregation of Revenue [Line Items] Â Â Â Revenue $ 508,569 $ 523,118 $ 492,851 United States Â Â Â Disaggregation of Revenue [Line Items] Â Â Â Revenue 493,015 509,170 476,092 Other countries Â Â Â Disaggregation of Revenue [Line Items] Â Â Â Revenue 15,554 13,948 16,759 Onshore (United States) Â Â Â Disaggregation of Revenue [Line Items] Â Â Â Revenue 120,153 145,401 167,925 Offshore (Philippines, Pakistan) Â Â Â Disaggregation of Revenue [Line Items] Â Â Â Revenue 244,825 221,913 186,902 Nearshore (Jamaica, Nicaragua, Honduras) Â Â Â Disaggregation of Revenue [Line Items] Â Â Â Revenue $ 143,591 $ 155,804 $ 138,024 X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-5Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 91 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479777/606-10-55-91Reference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 91 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479777/606-10-55-91Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 91 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479777/606-10-55-91Reference 5: http://www.xbrl.org/2003/role/exampleRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 91 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479777/606-10-55-91Reference 6: http://www.xbrl.org/2003/role/exampleRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 91 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479777/606-10-55-91Reference 7: http://www.xbrl.org/2003/role/exampleRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 91 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479777/606-10-55-91Reference 8: http://www.xbrl.org/2003/role/exampleRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 91 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479777/606-10-55-91 + Details Name: us-gaap_DisaggregationOfRevenueLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount, excluding tax collected from customer, of revenue from satisfaction of performance obligation by transferring promised good or service to customer. Tax collected from customer is tax assessed by governmental authority that is both imposed on and concurrent with specific revenue-producing transaction, including, but not limited to, sales, use, value added and excise. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 41 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-41Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 4: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 5: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 924 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 11.L) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479941/924-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-5Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-30Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 42 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-42Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 40 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-40Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-4 + Details Name: us-gaap_RevenueFromContractWithCustomerExcludingAssessedTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - Details Name: srt_StatementGeographicalAxis=country_US Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementGeographicalAxis=us-gaap_NonUsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementGeographicalAxis=ibex_OnshoreMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementGeographicalAxis=ibex_OffshoreMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementGeographicalAxis=ibex_NearshoreMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 63 R44.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Revenue from Contracts with Customers - Revenue Disaggregated by Pattern of Revenue Recognition (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Disaggregation of Revenue [Line Items] Â Â Â Revenue $ 508,569 $ 523,118 $ 492,851 Services transferred over time Â Â Â Disaggregation of Revenue [Line Items] Â Â Â Revenue 477,663 489,942 455,206 Services transferred at a point in time Â Â Â Disaggregation of Revenue [Line Items] Â Â Â Revenue $ 30,906 $ 33,176 $ 37,645 X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-5Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 91 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479777/606-10-55-91Reference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 91 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479777/606-10-55-91Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 91 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479777/606-10-55-91Reference 5: http://www.xbrl.org/2003/role/exampleRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 91 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479777/606-10-55-91Reference 6: http://www.xbrl.org/2003/role/exampleRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 91 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479777/606-10-55-91Reference 7: http://www.xbrl.org/2003/role/exampleRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 91 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479777/606-10-55-91Reference 8: http://www.xbrl.org/2003/role/exampleRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 91 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479777/606-10-55-91 + Details Name: us-gaap_DisaggregationOfRevenueLineItems Namespace Prefix:

us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount, excluding tax collected from customer, of revenue from satisfaction of performance obligation by transferring promised good or service to customer. Tax collected from customer is tax assessed by governmental authority that is both imposed on and concurrent with specific revenue-producing transaction, including, but not limited to, sales, use, value added and excise. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 41 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-41Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 4: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 5: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 924 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 11.L) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479941/924-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-5Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-30Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 42 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-42Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 40 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-40Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-4 + Details Name: us-gaap_RevenueFromContractWithCustomerExcludingAssessedTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - Details Name: us-gaap_TimingOfTransferOfGoodOrServiceAxis=us-gaap_TransferredOverTimeMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_TimingOfTransferOfGoodOrServiceAxis=us-gaap_TransferredAtPointInTimeMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 64 R45.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Revenue from Contracts with Customers - Movement in Deferred Revenue (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Contract With Customer, Liability [Roll Forward] Â Â Beginning balance $ 7,796 $ 12,593 Revenue recognized (8,509) Â Revenue recognized Â (11,329) Revenue deferred 6,590 6,532 Ending balance 5,877 $ 7,796 Contract With Customer, Liability, Revenue Recognized, Including Opening Balance $ 8,509 Â X - DefinitionContract With Customer, Liability, Revenue Deferred + ReferencesNo definition available. + Details Name: ibex_ContractWithCustomerLiabilityRevenueDeferred Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionContract With Customer, Liability, Revenue Recognized, Including Opening Balance + ReferencesNo definition available. + Details Name: ibex_ContractWithCustomerLiabilityRevenueRecognizedIncludingOpeningBalance Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionContract With Customer, Liability + ReferencesNo definition available. + Details Name: ibex_ContractWithCustomerLiabilityRollForward Namespace Prefix: ibex_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of obligation to transfer good or service to customer for which consideration has been received or is receivable. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479837/606-10-45-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-8Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479837/606-10-45-2 + Details Name: us-gaap_ContractWithCustomerLiability Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of revenue recognized that was previously included in balance of obligation to transfer good or service to customer for which consideration from customer has been received or is due. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-8 + Details Name: us-gaap_ContractWithCustomerLiabilityRevenueRecognized Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration XML 65 R46.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Accounts Receivable and Significant Client - Accounts Receivable, Net (Details) - USD ($) $ in Thousands Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Receivables [Abstract] Â Â Â Accounts receivable $ 98,438 $ 86,484 Â Less: Allowance for credit losses (72) (120) $ (1,290) Accounts receivable, net $ 98,366 $ 86,364 Â X - DefinitionAmount, before allowance for credit loss, of right to consideration from customer for product sold and service rendered in normal course of business, classified as current. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481990/310-10-45-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(3)(a)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483467/210-10-45-1 + Details Name: us-gaap_AccountsReceivableGrossCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount, after allowance for credit loss, of right to consideration from customer for product sold and service rendered in normal course of business, classified as current. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481990/310-10-45-2 + Details Name: us-gaap_AccountsReceivableNetCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of allowance for credit loss on accounts receivable, classified as current. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479344/326-20-45-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481962/310-10-50-4 + Details Name: us-gaap_AllowanceForDoubtfulAccountsReceivableCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_ReceivablesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 66 R47.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Accounts Receivable and Significant Client - Narrative (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Concentration Risk [Line Items] Â Â Â Write-off of accounts receivable $ 87 $ 1,410 $ 0 Accounts receivable, net of allowance of $72 and $120 $ 98,366 $ 86,364 Â Client 1 | Revenue | Customer Concentration Risk Â Â Â Concentration Risk [Line Items] Â Â Â Percentage of revenues 12.00% 12.00% Â Client 1 | Accounts receivable | Customer Concentration Risk Â Â Â Concentration Risk [Line Items] Â Â Â Accounts receivable, net of allowance of $72 and $120 $ 13,600 $ 6,000 Â X - DefinitionAmount, after allowance for credit loss, of right to consideration from customer for product sold and service rendered in normal course of business, classified as current. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481990/310-10-45-2 + Details Name: us-gaap_AccountsReceivableNetCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of direct write-downs of accounts receivable charged against the allowance. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479319/326-20-50-13 + Details Name: us-gaap_AllowanceForDoubtfulAccountsReceivableWriteOffs Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 954 -SubTopic 310 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478785/954-310-50-2 + Details Name: us-gaap_ConcentrationRiskLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionFor an entity that discloses a concentration risk in relation to quantitative amount, which serves as the "benchmark" (or denominator) in the equation, this concept represents the concentration percentage derived from the division. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 42 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-42Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 825 -SubTopic 10 -Section 50 -Paragraph 21 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-21Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 825 -SubTopic 10 -Section 50 -Paragraph 20 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-20Reference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 275 -SubTopic 10 -Section 50 -Paragraph 18 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-18Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 275 -SubTopic 10 -Section 50 -Paragraph 20 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482861/275-10-50-20 + Details Name: us-gaap_ConcentrationRiskPercentage1 Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - Details Name: srt_MajorCustomersAxis=ibex_Client1Member Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_ConcentrationRiskByBenchmarkAxis=us-gaap_RevenueFromContractWithCustomerMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_ConcentrationRiskByTypeAxis=us-gaap_CustomerConcentrationRiskMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_ConcentrationRiskByBenchmarkAxis=us-gaap_AccountsReceivableMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 67 R48.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Accounts Receivable and Significant Client - Activity in Allowance for Credit Losses (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Accounts Receivable, Allowance for Credit Loss [Roll Forward] Â Â Â Beginning balance $ 120 $ 1,290 Â Provision for credit losses 93 321 Â Reversal of provision for credit losses (60) (26) Â Uncollectible receivables written off (87) (1,410) $ 0 Effect of foreign exchange 6 (55) Â Ending balance $ 72 $ 120 $ 1,290 X - DefinitionAccounts Receivable, Allowance For Credit Loss, Foreign Currency Translation, Gain (Loss) + ReferencesNo definition available. + Details Name: ibex_AccountsReceivableAllowanceForCreditLossForeignCurrencyTranslationGainLoss Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAccounts Receivable, Credit Loss Expense + ReferencesNo definition available. + Details Name: ibex_AccountsReceivableCreditLossExpense Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAccounts Receivable, Credit Loss Reversal + ReferencesNo definition available. + Details Name: ibex_AccountsReceivableCreditLossReversal Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of allowance for credit loss on accounts receivable, classified as current. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479344/326-20-45-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481962/310-10-50-4 + Details Name: us-gaap_AllowanceForDoubtfulAccountsReceivableCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionA roll forward is a reconciliation of a concept from the beginning of a period to the end of a period. + ReferencesNo definition available. + Details Name: us-gaap_AllowanceForDoubtfulAccountsReceivableRollforward Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of direct write-downs of accounts receivable charged against the allowance. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479319/326-20-50-13 + Details Name: us-gaap_AllowanceForDoubtfulAccountsReceivableWriteOffs Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration XML 68 R49.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Property and Equipment, Net (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Property and Equipment [Line Items] Â Â Â Property and equipment, gross $ 165,436 $ 165,679 Â Less: Accumulated depreciation (135,574) (124,528) Â Property and equipment, net 29,862 41,151 Â Depreciation expense 19,500 19,000 $ 18,100 United States Â Â Â Property and Equipment [Line Items] Â Â Â Property and equipment, net 5,920 10,751 Â Philippines Â Â Â Property and Equipment [Line Items] Â Â Â Property and equipment, net 5,667 9,117 Â Pakistan Â Â Â Property and Equipment [Line Items] Â Â Â Property and equipment, net 6,739 3,923 Â Jamaica Â Â Â Property and Equipment [Line Items] Â Â Â Property and equipment, net 8,659 13,374 Â Nicaragua Â Â Â Property and Equipment [Line Items] Â Â Â Property and equipment, net 2,082 3,421 Â Honduras Â Â Â Property and Equipment [Line Items] Â Â Â Property and equipment, net 795 565 Â Leasehold improvements Â Â Â Property and Equipment [Line Items] Â Â Â Property and equipment, gross 34,421 37,356 Â Furniture & fixtures Â Â Â Property and Equipment [Line Items] Â Â Â Property and equipment, gross 28,842 31,228 Â Computer equipment Â Â Â Property and Equipment [Line Items] Â Â Â Property and equipment, gross 76,283 73,824 Â Software Â Â Â Property and Equipment [Line Items] Â Â Â Property and equipment, gross 21,359 21,057 Â Vehicles Â Â Â Property and Equipment [Line Items] Â Â Â Property and equipment, gross 2,826 1,779 Â Assets under construction Â Â Â Property and Equipment [Line Items] Â Â Â Property and equipment, gross $ 1,705 $ 435 Â X - DefinitionThe amount of expense recognized in the current period that reflects the allocation of the cost of tangible assets over the assets' useful lives. Includes production and non-production related depreciation. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 360 -SubTopic 10 -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482099/360-10-50-1 + Details Name: us-gaap_Depreciation Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of accumulated depreciation and amortization from plant, property, and equipment and right-of-use asset from finance lease. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 360 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482099/360-10-50-1Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Name Accounting Standards Codification -Section 45 -Paragraph 4 -Subparagraph (a) -SubTopic 20 -Topic 842 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-4Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -SubTopic 20 -Topic 842 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_PropertyPlantAndEquipmentAndFinanceLeaseRightOfUseAssetAccumulatedDepreciationAndAmortization

Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount, after accumulated depreciation and amortization, of property, plant, and equipment and finance lease right-of-use asset. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 360 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482099/360-10-50-1Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -SubTopic 20 -Topic 842 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_PropertyPlantAndEquipmentAndFinanceLeaseRightOfUseAssetAfterAccumulatedDepreciationAndAmortization Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount, before accumulated depreciation and amortization, of property, plant, and equipment and finance lease right-of-use asset. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 360 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482099/360-10-50-1Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(18)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (a) -SubTopic 20 -Topic 842 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_PropertyPlantAndEquipmentAndFinanceLeaseRightOfUseAssetBeforeAccumulatedDepreciationAndAmortization Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7A -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-7A + Details Name: us-gaap_PropertyPlantAndEquipmentLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Details Name: srt_StatementGeographicalAxis=country_US Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementGeographicalAxis=country_PH Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementGeographicalAxis=country_PK Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementGeographicalAxis=country_JM Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementGeographicalAxis=country_NI Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementGeographicalAxis=country_HN Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=us-gaap_LeaseholdImprovementsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=us-gaap_FurnitureAndFixturesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=us-gaap_ComputerEquipmentMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=us-gaap_SoftwareAndSoftwareDevelopmentCostsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=us-gaap_VehiclesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=us-gaap_AssetUnderConstructionMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 69 R50.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Leases - Narrative (Details) Jun. 30, 2024 Minimum Â Lessee, Lease, Description [Line Items] Â Lease term 2 years Maximum Â Lessee, Lease, Description [Line Items] Â Lease term 15 years X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7A -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-7AReference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-3 + Details Name: us-gaap_LesseeLeaseDescriptionLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTerm of lessee's operating lease, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-3 + Details Name: us-gaap_LesseeOperatingLeaseTermOfContract Namespace Prefix: us-gaap_ Data Type: xbrli:durationItemType Balance Type: na Period Type: instant X - Details Name: srt_RangeAxis=srt_MinimumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_RangeAxis=srt_MaximumMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 70 R51.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Leases - Components of Lease Cost (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Leases [Abstract] Â Â Â Operating lease cost $ 19,753 $ 21,614 $ 21,442 Variable lease cost 2,949 4,127 4,207 Short-term lease cost 211 0 0 Total operating lease cost 22,913 25,741 25,649 Amortization of right of use assets 653 446 375 Interest on lease liabilities 235 143 93 Total finance lease cost $ 888 $ 589 $ 468 X - DefinitionFinance Lease, Cost + ReferencesNo definition available. + Details Name: ibex_FinanceLeaseCost Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionLease, Cost, Excluding Finance Leases + ReferencesNo definition available. + Details Name: ibex_LeaseCostExcludingFinanceLeases Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of interest expense on finance lease liability. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-4Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_FinanceLeaseInterestExpense Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of amortization expense attributable to right-of-use asset from finance lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-4Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_FinanceLeaseRightOfUseAssetAmortization Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_LeasesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of single lease cost, calculated by allocation of remaining cost of lease over remaining lease term. Includes, but is not limited to, single lease cost, after impairment of right-of-use asset, calculated by amortization of remaining right-of-use asset and accretion of lease liability. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_OperatingLeaseCost Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of short-term lease cost, excluding expense for lease with term of one month or less. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_ShortTermLeaseCost Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of variable lease cost, excluded from lease liability, recognized when obligation for payment is incurred for finance and operating leases. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_VariableLeaseCost Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration XML 71 R52.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Leases - Supplemental Balance Sheet Information (Details) - USD ($) $ in Thousands Jun. 30, 2024 Jun. 30, 2023 Leases [Abstract] Â Â Operating lease assets $ 59,145 $ 70,919 Operating lease liabilities, current 12,051 13,036 Operating lease liabilities, non-current 53,441 64,854 Total operating lease liabilities 65,492 77,890 Finance lease assets, net 1,697 929 Finance lease liabilities, current 660 361 Finance lease liabilities, non-current 867 600 Total finance lease liabilities $ 1,527 $ 961 X - DefinitionPresent value of lessee's discounted obligation for lease payments from finance lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_FinanceLeaseLiability Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionPresent value of lessee's discounted obligation for lease payments from finance lease, classified as current. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_FinanceLeaseLiabilityCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionPresent value of lessee's discounted obligation for lease payments from finance lease, classified as noncurrent. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_FinanceLeaseLiabilityNoncurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount, after accumulated amortization, of right-of-use asset from finance lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_FinanceLeaseRightOfUseAsset Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_LeasesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionPresent value of lessee's discounted obligation for lease payments from operating lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_OperatingLeaseLiability Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionPresent value of lessee's discounted obligation for lease payments from operating lease, classified as current. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_OperatingLeaseLiabilityCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionPresent value of lessee's discounted obligation for lease payments from operating lease, classified as noncurrent. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_OperatingLeaseLiabilityNoncurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's right to use underlying asset under operating lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_OperatingLeaseRightOfUseAsset Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant XML 72 R53.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Leases - Supplemental Cash Flow Information (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Leases [Abstract] Â Â Â Cash paid for amounts included in the measurement of lease liabilities $ 13,528 $ 14,309 $ 12,926 Operating cash flows paid for interest portion of finance leases 235 143 93 Financing cash flows paid for principal portion of finance leases 490 447 $ 818 Right-of-use assets obtained in exchange for lease obligations Â Â Â Operating leases 6,069 11,281 Â Finance leases 1,040 881 Â Reduction due to reassessment of lease renewal options Â Â Â Right-of-use assets (3,656) 0 Â Operating lease liabilities $ (3,689) $ 0 Â Weighted average remaining lease term (in years) Â Â Â Operating leases 5 years 1 month 6 days 5 years 8 months 12 days Â Finance leases 2 years 2 months 12 days 2 years 7 months 6 days Â Weighted average discount rate Â Â Â Operating leases 10.50% 9.20% Â Finance leases 22.30% 13.40% Â X - DefinitionOperating Lease, Liability, Reduction Due to Reassessment of Lease Renewal Options + ReferencesNo definition available. + Details Name: ibex_OperatingLeaseLiabilityReductionDueToReassessmentOfLeaseRenewalOptions Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionOperating Lease, Right-Of-Use Asset, Reduction Due to Reassessment of Lease Renewal Options + ReferencesNo definition available. + Details Name: ibex_OperatingLeaseRightOfUseAssetReductionDueToReassessmentOfLeaseRenewalOptions Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionROU Assets Obtained In Exchange For Lease Obligations + ReferencesNo definition available. + Details Name: ibex_ROUAssetsObtainedInExchangeForLeaseObligationsAbstract Namespace Prefix: ibex_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionReduction Due To Reassessment Of Lease Renewal Options + ReferencesNo definition available. + Details Name: ibex_ReductionDueToReassessmentOfLeaseRenewalOptionsAbstract Namespace Prefix: ibex_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionWeighted Average Discount Rate + ReferencesNo definition available. + Details Name: ibex_WeightedAverageDiscountRateAbstract Namespace Prefix: ibex_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionWeighted Average Remaining Lease Term (Years) + ReferencesNo definition available. + Details Name: ibex_WeightedAverageRemainingLeaseTermYearsAbstract Namespace Prefix: ibex_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of interest paid on finance lease liability. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 5 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-5 + Details Name: us-gaap_FinanceLeaseInterestPaymentOnLiability Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of cash outflow for principal payment on finance lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 5 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-5 + Details Name: us-gaap_FinanceLeasePrincipalPayments Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionWeighted average discount rate for finance lease calculated at point in time. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(4) -Publisher FASB -URI

https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_FinanceLeaseWeightedAverageDiscountRatePercent Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: instant X - DefinitionWeighted average remaining lease term for finance lease, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_FinanceLeaseWeightedAverageRemainingLeaseTerm1 Namespace Prefix: us-gaap_ Data Type: xbrli:durationItemType Balance Type: na Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_LeasesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of cash outflow from operating lease, excluding payments to bring another asset to condition and location necessary for its intended use. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 5 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-5Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_OperatingLeasePayments Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionWeighted average discount rate for operating lease calculated at point in time. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(4) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_OperatingLeaseWeightedAverageDiscountRatePercent Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: instant X - DefinitionWeighted average remaining lease term for operating lease, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_OperatingLeaseWeightedAverageRemainingLeaseTerm1 Namespace Prefix: us-gaap_ Data Type: xbrli:durationItemType Balance Type: na Period Type: instant X - DefinitionAmount of increase in right-of-use asset obtained in exchange for finance lease liability. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_RightOfUseAssetObtainedInExchangeForFinanceLeaseLiability Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of increase in right-of-use asset obtained in exchange for operating lease liability. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479589/842-20-55-53Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (g)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-4 + Details Name: us-gaap_RightOfUseAssetObtainedInExchangeForOperatingLeaseLiability Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration XML 73 R54.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Leases - Maturities of Operating and Finance Lease Liabilities (Details) - USD ($) $ in Thousands Jun. 30, 2024 Jun. 30, 2023 Operating â€¨Leases Â Â 2025 $ 17,384 Â 2026 15,968 Â 2027 15,746 Â 2028 14,222 Â 2029 12,082 Â Thereafter 10,815 Â Total undiscounted lease payments 86,217 Â Less: liability accretion (20,725) Â Total lease liabilities 65,492 $ 77,890 Finance â€¨Leases Â Â 2025 916 Â 2026 701 Â 2027 304 Â 2028 0 Â 2029 0 Â Thereafter 0 Â Total undiscounted lease payments 1,921 Â Less: liability accretion (394) Â Total lease liabilities $ 1,527 $ 961 X - ReferencesNo definition available. + Details Name: us-gaap_FinanceLeaseLiabilitiesPaymentsDueAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionPresent value of lessee's discounted obligation for lease payments from finance lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_FinanceLeaseLiability Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payments for finance lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_FinanceLeaseLiabilityPaymentsDue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payment for finance lease to be paid after fifth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_FinanceLeaseLiabilityPaymentsDueAfterYearFive Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payment for finance lease to be paid in next fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_FinanceLeaseLiabilityPaymentsDueNextTwelveMonths Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payment for finance lease to be paid in fifth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_FinanceLeaseLiabilityPaymentsDueYearFive Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payment for finance lease to be paid in fourth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_FinanceLeaseLiabilityPaymentsDueYearFour Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payment for finance lease to be paid in third fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_FinanceLeaseLiabilityPaymentsDueYearThree Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payment for finance lease to be paid in second fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_FinanceLeaseLiabilityPaymentsDueYearTwo Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payments in excess of discounted obligation for lease payments for finance lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_FinanceLeaseLiabilityUndiscountedExcessAmount Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payment for operating lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_LesseeOperatingLeaseLiabilityPaymentsDue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payment for operating lease due after fifth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueAfterYearFive Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payment for operating lease to be paid in next fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueNextTwelveMonths Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payment for operating lease to be paid in fifth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueYearFive Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payment for operating lease to be paid in fourth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueYearFour Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payment for operating lease to be paid in third fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueYearThree Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payment for operating lease to be paid in second fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueYearTwo Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of lessee's undiscounted obligation for lease payments in excess of discounted obligation for lease payments for operating lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6 + Details Name: us-gaap_LesseeOperatingLeaseLiabilityUndiscountedExcessAmount Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_OperatingLeaseLiabilitiesPaymentsDueAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionPresent value of lessee's discounted obligation for lease payments from operating lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_OperatingLeaseLiability Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant XML 74 R55.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Goodwill and Other Intangible Assets (Details) - USD ($) 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Goodwill and Intangible Assets Disclosure [Abstract] Â Â Â Goodwill $ 11,832,000 $ 11,832,000 Â Goodwill impairment charges 0 0 $ 0 Indefinite lived intangible assets 700,000 700,000 Â Intangible asset impairment $ 0 $ 0 $ 0 X - DefinitionAmount, after accumulated impairment loss, of asset representing future economic benefit arising from other asset acquired in business combination or from joint venture formation or both, that is not individually identified and separately recognized. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 49 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-49Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482548/350-20-55-24Reference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 100 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-100Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(15)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482598/350-20-45-1Reference 7: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 8: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (h) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(10)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1 + Details Name: us-gaap_Goodwill Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_GoodwillAndIntangibleAssetsDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of impairment loss from asset representing future economic benefit arising from other asset acquired in business combination or from joint venture formation or both, that is

not individually identified and separately recognized. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482548/350-20-55-24Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-2Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 100 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-100Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482573/350-20-50-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482598/350-20-45-2 + Details Name: us-gaap_GoodwillImpairmentLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of impairment loss resulting from write-down of assets, excluding financial assets and goodwill, lacking physical substance and having a projected indefinite period of benefit to fair value. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482686/350-30-45-2Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482665/350-30-50-2Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482665/350-30-50-3Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28 + Details Name: us-gaap_ImpairmentOfIntangibleAssetsIndefinitelivedExcludingGoodwill Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of assets, excluding financial assets and goodwill, lacking physical substance and having a projected indefinite period of benefit. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 55 -Paragraph 40 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482640/350-30-55-40Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 10 -Name Accounting Standards Codification -Section S45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480265/350-10-S45-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482665/350-30-50-2 + Details Name: us-gaap_IndefiniteLivedIntangibleAssetsExcludingGoodwill Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant XML 75 R56.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Derivatives - Narrative (Details) 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Derivative Instruments and Hedging Activities Disclosures [Line Items] Â Â Derivative Liability, Statement of Financial Position [Extensible Enumeration] Accounts payable and accrued liabilities Accounts payable and accrued liabilities Minimum | Foreign currency collars, net Â Â Derivative Instruments and Hedging Activities Disclosures [Line Items] Â Â Term of contract 3 months Â Maximum | Foreign currency collars, net Â Â Derivative Instruments and Hedging Activities Disclosures [Line Items] Â Â Term of contract 12 months Â X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesNo definition available. + Details Name: us-gaap_DerivativeInstrumentsAndHedgingActivitiesDisclosuresLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionIndicates line item in statement of financial position that includes derivative liability. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4A -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-4A + Details Name: us-gaap_DerivativeLiabilityStatementOfFinancialPositionExtensibleEnumeration Namespace Prefix: us-gaap_ Data Type: enum2:enumerationSetItemType Balance Type: na Period Type: instant X - DefinitionPeriod the derivative contract is outstanding, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents the reported fact of one year, five months, and thirteen days. + ReferencesNo definition available. + Details Name: us-gaap_DerivativeTermOfContract Namespace Prefix: us-gaap_ Data Type: xbrli:durationItemType Balance Type: na Period Type: duration X - Details Name: srt_RangeAxis=srt_MinimumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_DerivativeInstrumentRiskAxis=us-gaap_ForeignExchangeContractMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_RangeAxis=srt_MaximumMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 76 R57.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Derivatives - Fair Value Cash Flow Hedging (Details) - Foreign Exchange Contracts $ in Thousands Jun. 30, 2024 USD ($) Jun. 30, 2023 USD ($) Derivative Instruments and Hedging Activities Disclosures [Line Items] Â Â Notional amount $ 9,789 Â Fair value, liability $ 335 $ 100 Minimum Â Â Derivative Instruments and Hedging Activities Disclosures [Line Items] Â Â Foreign currency rate 54.00 Â Maximum Â Â Derivative Instruments and Hedging Activities Disclosures [Line Items] Â Â Foreign currency rate 57.50 Â X - DefinitionFair value of the assets less the liabilities of a derivative or group of derivatives. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-10 + Details Name: us-gaap_DerivativeFairValueOfDerivativeNet Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesNo definition available. + Details Name: us-gaap_DerivativeInstrumentsAndHedgingActivitiesDisclosuresLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionNominal or face amount used to calculate payment on derivative. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 815 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-1BReference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 815 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-1A + Details Name: us-gaap_DerivativeNotionalAmount Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: na Period Type: instant X - DefinitionForeign exchange rate used to translate amounts denominated in functional currency to reporting currency. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 830 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481674/830-30-50-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 830 -SubTopic 30 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479424/830-30-S99-1 + Details Name: us-gaap_ForeignCurrencyExchangeRateTranslation1 Namespace Prefix: us-gaap_ Data Type: xbrli:pureItemType Balance Type: na Period Type: instant X - Details Name: us-gaap_DerivativeInstrumentRiskAxis=us-gaap_ForeignExchangeContractMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_RangeAxis=srt_MinimumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_RangeAxis=srt_MaximumMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 77 R58.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Debt - Schedule of Debt (Details) - USD ($) $ in Thousands Jun. 30, 2024 Jun. 30, 2023 Schedule of Debt [Line Items] Â Â Finance leases $ 1,527 $ 961 Total debt 1,527 1,013 Less: Current maturities of long-term debt and finance leases (660) (413) Total long-term debt 867 600 PNC Credit Facility | Revolving Credit Facility Â Â Schedule of Debt [Line Items] Â Â PNC Credit Facility $ 0 $ 52 X - DefinitionSchedule of Debt [Line Items] + ReferencesNo definition available. + Details Name: ibex_ScheduleOfDebtLineItems Namespace Prefix: ibex_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionPresent value of lessee's discounted obligation for lease payments from finance lease. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147478964/842-20-50-6Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 842 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479041/842-20-45-1 + Details Name: us-gaap_FinanceLeaseLiability Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount, after deduction of unamortized premium (discount) and debt issuance cost, of long-term debt. Excludes lease obligation. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(22)) -SubTopic 10 -Topic 210 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 55 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482949/835-30-55-8Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(16)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69B -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69BReference 5: http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69C -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69CReference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1D -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1DReference 7: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(16)(a)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (b)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-4 + Details Name: us-gaap_LongTermDebt Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of long-term debt and lease obligation, classified as noncurrent. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(22)) -SubTopic 10 -Topic 210 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(16)(a)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478777/944-210-S99-1 + Details Name: us-gaap_LongTermDebtAndCapitalLeaseObligations Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of long-term debt and lease obligation, classified as current. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_LongTermDebtAndCapitalLeaseObligationsCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of long-term debt and lease obligation, including portion classified as current. + ReferencesNo definition available. + Details Name: us-gaap_LongTermDebtAndCapitalLeaseObligationsIncludingCurrentMaturities Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Details Name: us-gaap_LongtermDebtTypeAxis=us-gaap_LineOfCreditMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_CreditFacilityAxis=us-gaap_RevolvingCreditFacilityMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 78 R59.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Debt - Narrative (Details) - PNC Credit Facility - Revolving Credit Facility - USD ($) $ in Millions 1 Months Ended Jun. 30, 2022 Jun. 30, 2024 May 31, 2024 Nov. 30, 2013 Schedule of Debt [Line Items] Â Â Â Â Maximum value of contract assignments Â Â $ 175.0 Â PNC Credit Facility Â Â Â Â Schedule of Debt [Line Items] Â Â Â Â Term of long term debt Â Â Â 3 years Maximum borrowing capacity $ 80.0 Â Â $ 35.0 Accordion feature, maximum borrowing capacity $ 95.0 Â Â Â Commitment fee percentage 0.25% Â Â Â Borrowing available Â $ 79.0 Â Â PNC Credit Facility | Secured Overnight Financing Rate (SOFR) Â Â Â Â Schedule of Debt [Line Items] Â Â Â Â Basis spread on variable rate 1.75% Â Â Â PNC Credit Facility | PNC Commercial Lending Rate Â Â Â Â Schedule of Debt [Line Items] Â Â Â Â Basis spread on variable rate (0.50%) Â Â Â X - DefinitionDebt Instrument, Covenant, Contract Assignments, Maximum Revenue Assigned + ReferencesNo definition available. + Details Name: ibex_DebtInstrumentCovenantContractAssignmentsMaximumRevenueAssigned Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionLine of Credit Facility, Accordion Feature, Higher Borrowing Capacity Option + ReferencesNo definition available. + Details Name: ibex_LineOfCreditFacilityAccordionFeatureHigherBorrowingCapacityOption Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionSchedule of Debt [Line Items] + ReferencesNo definition available. + Details Name: ibex_ScheduleOfDebtLineItems Namespace Prefix: ibex_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionPercentage points added to the reference rate to compute the variable rate on the debt instrument. + ReferencesNo definition available. + Details Name: us-gaap_DebtInstrumentBasisSpreadOnVariableRate1 Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionMaximum borrowing capacity under the credit facility without consideration of any current restrictions on the amount that could be borrowed or the amounts currently outstanding under the facility. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(22)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(19)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_LineOfCreditFacilityMaximumBorrowingCapacity Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of borrowing capacity currently available under the credit facility (current borrowing capacity less the amount of borrowings outstanding). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481544/470-10-50-6Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(22)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(19)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_LineOfCreditFacilityRemainingBorrowingCapacity Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionThe fee, expressed as a percentage of the line of credit facility, for available but unused credit capacity under the credit facility. + ReferencesNo definition available. + Details Name: us-gaap_LineOfCreditFacilityUnusedCapacityCommitmentFeePercentage Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionPeriod between issuance and maturity of long-term debt, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2 + Details Name: us-gaap_LongTermDebtTerm Namespace Prefix: us-gaap_ Data Type: xbrli:durationItemType Balance Type: na Period Type: instant X - Details Name: us-gaap_LongtermDebtTypeAxis=us-gaap_LineOfCreditMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_CreditFacilityAxis=us-gaap_RevolvingCreditFacilityMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_DebtInstrumentAxis=ibex_PNCCreditFacilityMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_VariableRateAxis=us-gaap_SecuredOvernightFinancingRateSofrMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-

gaap_VariableRateAxis=ibex_PNCCommercialLendingRateMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 79 R60.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Commitments (Details) $ in Millions Jun. 30, 2024 USD ($) Commitments and Contingencies Disclosure [Abstract] Â Purchase obligation, next twelve months $ 8.7 Purchase obligation, thereafter $ 6.9 X - DefinitionPurchase Obligation, To Be Paid, After Year One + ReferencesNo definition available. + Details Name: ibex_PurchaseObligationToBePaidAfterYearOne Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_CommitmentsAndContingenciesDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of purchase arrangement to be paid in next fiscal year following current fiscal year. Includes, but is not limited to, recorded and unrecorded purchase obligations, long-term purchase commitment, and short-term purchase commitment. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach). + ReferencesNo definition available. + Details Name: us-gaap_PurchaseObligationDueInNextTwelveMonths Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant XML 80 R61.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Warrant (Details) - USD ($) $ / shares in Units, $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Nov. 13, 2017 Equity [Abstract] Â Â Â Â Â Term of warrants outstanding Â Â Â 10 years Number of shares called by warrants (in shares) Â Â Â 1,674,017 Percent of fully diluted equity represented Â Â Â 10.00% Exercise price per share (in dollars per share) Â Â Â $ 9.42 Vesting period Â Â Â 7 years 6 months Number of warrants vested (in shares) 1,171,812 1,004,410 Â Â Warrant contra revenue $ 1,183 $ 1,090 $ 970 Â X - DefinitionClass Of Warrant Or Right, Percentage Of Equity, Fully Diluted Basis + ReferencesNo definition available. + Details Name: ibex_ClassOfWarrantOrRightPercentageOfEquityFullyDilutedBasis Namespace Prefix: ibex_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: instant X - DefinitionClass Of Warrant Or Right, Vesting Period + ReferencesNo definition available. + Details Name: ibex_ClassOfWarrantOrRightVestingPeriod Namespace Prefix: ibex_ Data Type: xbrli:durationItemType Balance Type: na Period Type: instant X - DefinitionWarrant Contra Revenue + ReferencesNo definition available. + Details Name: ibex_WarrantContraRevenue Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionExercise price per share or per unit of warrants or rights outstanding. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-3 + Details Name: us-gaap_ClassOfWarrantOrRightExercisePriceOfWarrantsOrRights1 Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: instant X - DefinitionNumber of securities into which the class of warrant or right may be converted. For example, but not limited to, 500,000 warrants may be converted into 1,000,000 shares. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-3 + Details Name: us-gaap_ClassOfWarrantOrRightNumberOfSecuritiesCalledByWarrantsOrRights Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - DefinitionNumber of warrants or rights outstanding. + ReferencesNo definition available. + Details Name: us-gaap_ClassOfWarrantOrRightOutstanding Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_EquityAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionPeriod between issuance and expiration of outstanding warrant and right embodying unconditional obligation requiring redemption by transferring asset at specified or determinable date or upon event certain to occur, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2 + Details Name: us-gaap_WarrantsAndRightsOutstandingTerm Namespace Prefix: us-gaap_ Data Type: xbrli:durationItemType Balance Type: na Period Type: instant XML 81 R62.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Share Based Compensation - Components of Share-Based Compensation Expense (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Line Items] Â Â Â Total stock compensation expense $ 3,765 $ 4,606 $ 1,851 Phantom Stock Plans Â Â Â Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Line Items] Â Â Â Total stock compensation expense (152) 800 33 2018 Restricted Share Plan Â Â Â Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Line Items] Â Â Â Total stock compensation expense 0 (7) 6 2020 Long Term Incentive Plan Â Â Â Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Line Items] Â Â Â Total stock compensation expense 3,917 3,813 1,812 Cost of services Â Â Â Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Line Items] Â Â Â Total stock compensation expense 76 298 105 Selling, general and administrative Â Â Â Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Line Items] Â Â Â Total stock compensation expense $ 3,689 $ 4,308 $ 1,746 X - DefinitionAmount of expense for award under share-based payment arrangement. Excludes amount capitalized. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 14.F) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479830/718-10-S99-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (h)(1)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_AllocatedShareBasedCompensationExpense Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesNo definition available. + Details Name: us-gaap_EmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_PlanNameAxis=ibex_PhantomStockPlansMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PlanNameAxis=ibex_A2018RestrictedSharePlanMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PlanNameAxis=ibex_A2020LongTermIncentivePlanMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeStatementLocationAxis=us-gaap_CostOfSalesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeStatementLocationAxis=us-gaap_SellingGeneralAndAdministrativeExpensesMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 82 R63.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Share Based Compensation - Narrative (Details) - USD ($) $ / shares in Units, $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Jan. 14, 2022 May 20, 2020 Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Â Â Unrecognized compensation expense, period for recognition 2 years 11 months 1 day Â Â Â Â Unrecognized compensation expense $ 5,700 Â Â Â Â Phantom Stock Plans Â Â Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Â Â Maximum number of shares available for issuance (in shares) 600,000 Â Â Â Â 2018 Restricted Share Plan Â Â Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Â Â Number of shares available for grant (in shares) Â Â Â Â 0 Number of shares transferred (in shares) Â Â Â 707,535 2020 Long Term Incentive Plan Â Â Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Â Â Maximum number of shares available for issuance (in shares) Â Â Â 1,987,326 Â Phantom stock options Â Â Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Â Â Weighted average fair value (in dollars per share) $ 5.71 $ 8.33 $ 5.59 Â Â Exercised, Aggregate intrinsic value $ 7 $ 600 $ 200 Â Â Liability for outstanding stock options $ 1,000 $ 1,200 Â Â Â Expected dividend yield 0.00% 0.00% 0.00% Â Â Unrecognized compensation expense, options $ 500 Â Â Â Â Unrecognized compensation expense, period for recognition 3 years 6 months 14 days Â Â Â Â Stock options Â Â Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Â Â Weighted average fair value (in dollars per share) $ 6.70 $ 10.37 $ 6.04 Â Â Exercised, Aggregate intrinsic value $ 101 $ 1,000 $ 0 Â Â Expected dividend yield 0.00% 0.00% 0.00% Â Â Term of option awards 10 years Â Â Â Â Stock options | Minimum Â Â Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Â Â Vesting period 2 years Â Â Â Â Stock options | Maximum Â Â Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Â Â Vesting period 4 years Â Â Â Â Restricted Stock Units (RSUs) Â Â Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Â Â Vesting period 4 years Â Â Â Â Performance-Based Restricted Stock Units (PRSU) Â Â Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Â Â Vesting period 3 years Â Â Â Â Restricted Stock Units (RSU) and Performance-Based Restricted Stock Units (PRSU) Â Â Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Â Â Weighted average grant-date fair value of awards granted (in dollars per share) $ 17.13 Â $ 16.71 Â Â Total fair value of awards vested $ 300 $ 600 $ 0 Â Â X - DefinitionShare-Based Compensation Arrangement by Share-Based Payment Award, Number of Shares Transferred + ReferencesNo definition available. + Details Name: ibex_ShareBasedCompensationArrangementByShareBasedPaymentAwardNumberOfSharesTransferred Namespace Prefix: ibex_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - DefinitionAggregate carrying value as of the balance sheet date of the liabilities for stock option plans and other equity-based compensation arrangements. + ReferencesNo definition available. + Details Name: us-gaap_DeferredCompensationSharebasedArrangementsLiabilityCurrentAndNoncurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of cost not yet recognized for nonvested award under share-based payment arrangement. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_EmployeeServiceShareBasedCompensationNonvestedAwardsTotalCompensationCostNotYetRecognized Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionWeighted-average period over which cost not yet recognized is expected to be recognized for award under share-based payment arrangement, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_EmployeeServiceShareBasedCompensationNonvestedAwardsTotalCompensationCostNotYetRecognizedPeriodForRecognition1 Namespace Prefix: us-gaap_ Data Type: xbrli:durationItemType Balance Type: na Period Type: duration X - DefinitionAmount of cost to be recognized for option under share-based payment arrangement. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_EmployeeServiceShareBasedCompensationNonvestedAwardsTotalCompensationCostNotYetRecognizedStockOptions Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionPeriod over which grantee's right to exercise award under share-based payment arrangement is no longer contingent on satisfaction of service or performance condition, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days. Includes, but is not limited to, combination of market, performance or service condition. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardAwardVestingPeriod1 Namespace Prefix: us-gaap_ Data Type: xbrli:durationItemType Balance Type: na Period Type: duration X - DefinitionThe weighted average fair value at grant date for nonvested equity-based awards issued during the period on other than stock (or unit) option plans (for example, phantom stock or unit plan, stock or unit appreciation rights plan, performance target plan). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii)(01) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsGrantsInPeriodWeightedAverageGrantDateFairValue Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: duration X - DefinitionFair value of share-based awards for which the grantee gained the right by satisfying service and performance requirements, to receive or retain shares or units, other instruments, or cash. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (d)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsVestedInPeriodTotalFairValue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe estimated dividend rate (a percentage of the share price) to be paid (expected dividends) to holders of the underlying shares over the option's term. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(iii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardFairValueAssumptionsExpectedDividendRate Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 35 -Paragraph 1D -Publisher FASB -URI https://asc.fasb.org/1943274/2147480483/718-10-35-1DReference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 35 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480483/718-10-35-3Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(ii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv)(01) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv)(02) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv)(03) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv)(04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-

2Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(ii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii)(01) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii)(02) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii)(03) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (d)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (d)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (e)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 23: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (e)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(ii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 26: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(iii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 27: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(iv) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 28: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(v) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionNumber of shares authorized for issuance under share-based payment arrangement. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardNumberOfSharesAuthorized Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - DefinitionThe difference between the maximum number of shares (or other type of equity) authorized for issuance under the plan (including the effects of amendments and adjustments), and the sum of: 1) the number of shares (or other type of equity) already issued upon exercise of options or other equity-based awards under the plan; and 2) shares (or other type of equity) reserved for issuance on granting of outstanding awards, net of cancellations and forfeitures, if applicable. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 10 -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardNumberOfSharesAvailableForGrant Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - DefinitionAmount of accumulated difference between fair value of underlying shares on dates of exercise and exercise price on options exercised (or share units converted) into shares. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (d)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsExercisesInPeriodTotalIntrinsicValue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe weighted average grant-date fair value of options granted during the reporting period as calculated by applying the disclosed option pricing methodology. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (d)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsGrantsInPeriodWeightedAverageGrantDateFairValue Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: duration X - DefinitionPeriod from grant date that an equity-based award expires, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents the reported fact of one year, five months, and thirteen days. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_SharebasedCompensationArrangementBySharebasedPaymentAwardExpirationPeriod Namespace Prefix: us-gaap_ Data Type: xbrli:durationItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_PlanNameAxis=ibex_PhantomStockPlansMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PlanNameAxis=ibex_A2018RestrictedSharePlanMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PlanNameAxis=ibex_A2020LongTermIncentivePlanMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_AwardTypeAxis=us-gaap_PhantomShareUnitsPSUsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_AwardTypeAxis=us-gaap_EmployeeStockOptionMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_RangeAxis=srt_MinimumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_RangeAxis=srt_MaximumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_AwardTypeAxis=us-gaap_RestrictedStockUnitsRSUMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_AwardTypeAxis=ibex_PerformanceBasedRestrictedStockUnitsPRSUMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_AwardTypeAxis=ibex_RestrictedStockUnitsRSUAndPerformanceBasedRestrictedStockUnitsPRSUMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 83 R64.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Share Based Compensation - Stock Option Activity (Details) - USD ($) $ / shares in Units, $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Phantom stock options Â Â Â Share options Â Â Â Beginning balance, outstanding (in shares) 211,350 Â Â Granted (in shares) 56,000 Â Â Exercised (in shares) (639) Â Â Forfeited / expired (in shares) (8,460) Â Â Ending balance, outstanding (in shares) 258,251 211,350 Â Weighted Average Exercise Price Â Â Â Beginning balance, outstanding (in dollars per share) $ 22.18 Â Â Granted (in dollars per share) 15.64 Â Â Exercised (in dollars per share) 6.81 Â Â Forfeited / expired (in dollars per share) 25.88 Â Â Ending balance, outstanding (in dollars per share) $ 20.68 $ 22.18 Â Additional disclosures Â Â Â Outstanding, Weighted average remaining contractual term (years) 7 years 10 months 9 days 8 years 4 months 17 days Â Granted, Weighted average remaining contractual term (years) 9 years 9 months 3 days Â Â Exercised, Weighted average remaining contractual term (years) 3 years 7 months 24 days Â Â Exercised, Aggregate intrinsic value $ 7 $ 600 $ 200 Forfeited / expired, Weighted average remaining contractual term (years) 8 years 6 months 3 days Â Â Outstanding, Aggregate intrinsic value $ 113 $ 188 Â Vested and exercisable, Number of share options (in shares) 147,459 Â Â Vested and exercisable, Weighted average exercise price (in dollars per share) $ 20.89 Â Â Vested and exercisable, Weighted average remaining contractual term (years) 6 years 10 months 2 days Â Â Vested and exercisable, Aggregate intrinsic value $ 83 Â Â Stock options Â Â Â Share options Â Â Â Beginning balance, outstanding (in shares) 941,599 Â Â Granted (in shares) 142,000 Â Â Exercised (in shares) (28,548) Â Â Forfeited / expired (in shares) (98,668) Â Â Ending balance, outstanding (in shares) 956,383 941,599 Â Weighted Average Exercise Price Â Â Â Beginning balance, outstanding (in dollars per share) $ 18.78 Â Â Granted (in dollars per share) 15.62 Â Â Exercised (in dollars per share) 12.82 Â Â Forfeited / expired (in dollars per share) 19.45 Â Â Ending balance, outstanding (in dollars per share) $ 18.31 $ 18.78 Â Additional disclosures Â Â Â Outstanding, Weighted average remaining contractual term (years) 7 years 3 months 7 years 10 months 20 days Â Granted, Weighted average remaining contractual term (years) 9 years 9 months Â Â Exercised, Weighted average remaining contractual term (years) 6 years 14 days Â Â Exercised, Aggregate intrinsic value $ 101 $ 1,000 $ 0 Forfeited / expired, Weighted average remaining contractual term (years) 7 years 8 months 26 days Â Â Outstanding, Aggregate intrinsic value $ 962 $ 3,501 Â Vested and exercisable, Number of share options (in shares) 635,935 Â Â Vested and exercisable, Weighted average exercise price (in dollars per share) $ 17.29 Â Â Vested and exercisable, Weighted average remaining contractual term (years) 6 years 5 months 15 days Â Â Vested and exercisable, Aggregate intrinsic value $ 850 Â Â X - DefinitionShare-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercisable, Weighted Average Remaining Contractual Term + ReferencesNo definition available. + Details Name: ibex_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsExercisableWeightedAverageRemainingContractualTerm Namespace Prefix: ibex_ Data Type: xbrli:durationItemType Balance Type: na Period Type: duration X - DefinitionShare-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercised, Weighted Average Remaining Contractual Term + ReferencesNo definition available. + Details Name: ibex_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsExercisedWeightedAverageRemainingContractualTerm Namespace Prefix: ibex_ Data Type: xbrli:durationItemType Balance Type: na Period Type: duration X - DefinitionShare-Based Compensation Arrangement by Share-Based Payment Award, Options, Forfeitures and Expirations in Period, Weighted Average Remaining Contractual Term + ReferencesNo definition available. + Details Name: ibex_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsForfeituresAndExpirationsInPeriodWeightedAverageRemainingContractualTerm Namespace Prefix: ibex_ Data Type: xbrli:durationItemType Balance Type: na Period Type: duration X - DefinitionShare-Based Compensation Arrangement by Share-Based Payment Award, Options, Granted, Weighted Average Remaining Contractual Term + ReferencesNo definition available. + Details Name: ibex_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsGrantedWeightedAverageRemainingContractualTerm Namespace Prefix: ibex_ Data Type: xbrli:durationItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsAdditionalDisclosuresAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe number of shares into which fully or partially vested stock options outstanding as of the balance sheet date can be currently converted under the option plan. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsExercisableNumber Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - DefinitionThe weighted-average price as of the balance sheet date at which grantees can acquire the shares reserved for issuance on vested portions of options outstanding and currently exercisable under the stock option plan. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsExercisableWeightedAverageExercisePrice Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: instant X - DefinitionAmount of accumulated difference between fair value of underlying shares on dates of exercise and exercise price on options exercised (or share units converted) into shares. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (d)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsExercisesInPeriodTotalIntrinsicValue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionFor presentations that combine terminations, the number of shares under options that were cancelled during the reporting period as a result of occurrence of a terminating event specified in contractual agreements pertaining to the stock option plan or that expired. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsForfeituresAndExpirationsInPeriod Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionWeighted average price of options that were either forfeited or expired. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsForfeituresAndExpirationsInPeriodWeightedAverageExercisePrice Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: duration X - DefinitionGross number of share options (or share units) granted during the period. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv)(01) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsGrantsInPeriodGross Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionAmount by which the current fair value of the underlying stock exceeds the exercise price of options outstanding. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 10 -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsOutstandingIntrinsicValue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionNumber of options outstanding, including both vested and non-vested options. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(ii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsOutstandingNumber Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - DefinitionA roll forward is a reconciliation of a concept from the beginning of a period to the end of a period. + ReferencesNo definition available. + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsOutstandingRollForward Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionWeighted average price at which grantees can acquire the shares reserved for issuance under the stock option plan. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(ii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsOutstandingWeightedAverageExercisePrice Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsOutstandingWeightedAverageExercisePriceRollforward Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionWeighted average price at which option holders acquired shares when converting their stock options into shares. +

ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv)(02) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementsByShareBasedPaymentAwardOptionsExercisesInPeriodWeightedAverageExercisePrice Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: duration X - DefinitionWeighted average per share amount at which grantees can acquire shares of common stock by exercise of options. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv)(01) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementsByShareBasedPaymentAwardOptionsGrantsInPeriodWeightedAverageExercisePrice Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: duration X - DefinitionAmount of difference between fair value of the underlying shares reserved for issuance and exercise price of vested portions of options outstanding and currently exercisable. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 10 -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_SharebasedCompensationArrangementBySharebasedPaymentAwardOptionsExercisableIntrinsicValue1 Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionWeighted average remaining contractual term for option awards outstanding, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents the reported fact of one year, five months, and thirteen days. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 718 -SubTopic 10 -Subparagraph (e)(1) -Name Accounting Standards Codification -Paragraph 2 -Section 50 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_SharebasedCompensationArrangementBySharebasedPaymentAwardOptionsOutstandingWeightedAverageRemainingContractualTerm2 Namespace Prefix: us-gaap_ Data Type: xbrli:durationItemType Balance Type: na Period Type: duration X - DefinitionNumber of share options (or share units) exercised during the current period. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(28)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv)(02) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1 + Details Name: us-gaap_StockIssuedDuringPeriodSharesStockOptionsExercised Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_AwardTypeAxis=us-gaap_PhantomShareUnitsPSUsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_AwardTypeAxis=us-gaap_EmployeeStockOptionMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 84 R65.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Share Based Compensation - Estimates and Assumptions in Valuation (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Phantom stock options Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Expected, minimum 36.12% 33.41% 32.60% Expected, maximum 37.87% 36.33% 37.20% Expected dividend yield 0.00% 0.00% 0.00% Risk-free interest rate, minimum 4.33% 4.05% 3.01% Risk-free interest rate, maximum 4.90% 4.87% 3.03% Outstanding, Aggregate intrinsic value $ 113 $ 188 Â Phantom stock options | Minimum Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Expected term 1 year 4 months 24 days 1 year 4 months 24 days 1 year 4 months 24 days Phantom stock options | Maximum Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Expected term 6 years 1 month 13 days 6 years 1 month 13 days 5 years 7 months 28 days Stock options Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Expected, minimum 35.49% 32.89% 31.30% Expected, maximum 35.87% 33.39% 31.54% Expected dividend yield 0.00% 0.00% 0.00% Risk-free interest rate, minimum 4.24% 3.75% 1.28% Risk-free interest rate, maximum 4.33% 4.11% 2.00% Outstanding, Aggregate intrinsic value $ 962 $ 3,501 Â Stock options | Minimum Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Expected term 6 years 1 month 13 days 6 years 1 month 13 days 6 years 29 days Stock options | Maximum Â Â Â Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Â Â Â Expected term Â Â 7 years X - DefinitionThe estimated dividend rate (a percentage of the share price) to be paid (expected dividends) to holders of the underlying shares over the option's term. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(iii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardFairValueAssumptionsExpectedDividendRate Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionThe estimated measure of the maximum percentage by which a share price is expected to fluctuate during a period. Volatility also may be defined as a probability-weighted measure of the dispersion of returns about the mean. The volatility of a share price is the standard deviation of the continuously compounded rates of return on the share over a specified period. That is the same as the standard deviation of the differences in the natural logarithms of the stock prices plus dividends, if any, over the period. + ReferencesNo definition available. + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardFairValueAssumptionsExpectedVolatilityRateMaximum Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionThe estimated measure of the minimum percentage by which a share price is expected to fluctuate during a period. Volatility also may be defined as a probability-weighted measure of the dispersion of returns about the mean. The volatility of a share price is the standard deviation of the continuously compounded rates of return on the share over a specified period. That is the same as the standard deviation of the differences in the natural logarithms of the stock prices plus dividends, if any, over the period. + ReferencesNo definition available. + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardFairValueAssumptionsExpectedVolatilityRateMinimum Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionThe maximum risk-free interest rate assumption that is used in valuing an option on its own shares. + ReferencesNo definition available. + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardFairValueAssumptionsRiskFreeInterestRateMaximum Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionThe minimum risk-free interest rate assumption that is used in valuing an option on its own shares. + ReferencesNo definition available. + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardFairValueAssumptionsRiskFreeInterestRateMinimum Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 35 -Paragraph 1D -Publisher FASB -URI https://asc.fasb.org/1943274/2147480483/718-10-35-1DReference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 35 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480483/718-10-35-3Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(ii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv)(01) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv)(02) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv)(03) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv)(04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(ii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii)(01) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii)(02) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii)(03) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (d)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (d)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (e)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 23: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (e)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(ii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 26: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(iii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 27: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(iv) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 28: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(v) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount by which the current fair value of the underlying stock exceeds the exercise price of options outstanding. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 10 -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsOutstandingIntrinsicValue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionExpected term of award under share-based payment arrangement, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (f)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_SharebasedCompensationArrangementBySharebasedPaymentAwardFairValueAssumptionsExpectedTerm1 Namespace Prefix: us-gaap_ Data Type: xbrli:durationItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_AwardTypeAxis=us-gaap_PhantomShareUnitsPSUsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_RangeAxis=srt_MinimumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_RangeAxis=srt_MaximumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_AwardTypeAxis=us-gaap_EmployeeStockOptionMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 85 R66.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Share Based Compensation - Restricted Stock Unit Activity (Details) - $ / shares 12 Months Ended Jun. 30, 2024 Jun. 30, 2022 Restricted Share Awards (RSA) Â Â Shares Â Â Beginning balance, unvested (in shares) 6,284 Â Granted (in shares) 0 Â Vested (in shares) (6,284) Â Forfeitures / cancellations / expirations (in shares) 0 Â Ending balance, unvested (in shares) 0 Â Weighted Average Grant Date Fair Value Â Â Beginning balance, unvested (in dollars per share) $ 0.61 Â Granted (in dollars per share) 0 Â Vested (in dollars per share) 0.61 Â Forfeitures / cancellations / expirations (in dollars per share) 0 Â Ending balance, unvested (in dollars per share) $ 0 Â Restricted Stock Units (RSU) and Performance-Based Restricted Stock Units (PRSU) Â Â Shares Â Â Beginning balance, unvested (in shares) 545,181 Â Granted (in shares) 50,000 Â Vested (in shares) (14,902) Â Forfeitures / cancellations / expirations (in shares) (8,898) Â Ending balance, unvested (in shares) 571,381 Â Weighted Average Grant Date Fair Value Â Â Beginning balance, unvested (in dollars per share) $ 16.28 Â Granted (in dollars per share) 17.13 $ 16.71 Vested (in dollars per share) 16.28 Â Forfeitures / cancellations / expirations (in dollars per share) 16.28 Â Ending balance, unvested (in dollars per share) $ 16.35 Â X - DefinitionThe number of equity-based payment instruments, excluding stock (or unit) options, that were forfeited during the reporting period. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii)(03) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsForfeitedInPeriod Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionWeighted average fair value as of the grant date of equity-based award plans other than stock (unit) option plans that were not exercised or put into effect as a result of the occurrence of a terminating event. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii)(03) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsForfeituresWeightedAverageGrantDateFairValue Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: duration X - DefinitionThe number of grants made during the period on other than stock (or unit) option plans (for example, phantom stock or unit plan, stock or unit appreciation rights plan, performance target plan). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -

SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii)(01) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsGrantsInPeriod Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionThe weighted average fair value at grant date for nonvested equity-based awards issued during the period on other than stock (or unit) option plans (for example, phantom stock or unit plan, stock or unit appreciation rights plan, performance target plan). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii)(01) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsGrantsInPeriodWeightedAverageGrantDateFairValue Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: duration X - DefinitionThe number of non-vested equity-based payment instruments, excluding stock (or unit) options, that validly exist and are outstanding as of the balance sheet date. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(ii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsNonvestedNumber Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - DefinitionPer share or unit weighted-average fair value of nonvested award under share-based payment arrangement. Excludes share and unit options. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(ii) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsNonvestedWeightedAverageGrantDateFairValue Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsNonvestedWeightedAverageGrantDateFairValueRollForward Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe number of equity-based payment instruments, excluding stock (or unit) options, that vested during the reporting period. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii)(02) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsVestedInPeriod Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionThe weighted average fair value as of grant date pertaining to an equity-based award plan other than a stock (or unit) option plan for which the grantee gained the right during the reporting period, by satisfying service and performance requirements, to receive or retain shares or units, other instruments, or cash in accordance with the terms of the arrangement. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(2)(iii)(02) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsVestedInPeriodWeightedAverageGrantDateFairValue Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: duration X - DefinitionA roll forward is a reconciliation of a concept from the beginning of a period to the end of a period. + ReferencesNo definition available. + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardNonOptionEquityInstrumentsOutstandingRollForward Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_AwardTypeAxis=us-gaap_RestrictedStockMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_AwardTypeAxis=ibex_RestrictedStockUnitsRSUAndPerformanceBasedRestrictedStockUnitsPRSUMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 86 R67.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Fair Value (Details) - USD ($) $ in Thousands Jun. 30, 2024 Jun. 30, 2023 Quoted Prices in Active Markets for Identical Assets (Level 1) Â Â Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] Â Â Cash flow hedge - foreign currency collars, net $ 0 $ 0 Total liabilities 0 0 Significant Other Observable Inputs (Level 2) Â Â Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] Â Â Cash flow hedge - foreign currency collars, net 335 100 Total liabilities 1,349 1,273 Significant Unobservable Inputs (Level 3) Â Â Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] Â Â Cash flow hedge - foreign currency collars, net 0 0 Total liabilities 0 0 Phantom stock options | Quoted Prices in Active Markets for Identical Assets (Level 1) Â Â Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] Â Â Phantom stock options 0 0 Phantom stock options | Significant Other Observable Inputs (Level 2) Â Â Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] Â Â Phantom stock options 1,014 1,173 Phantom stock options | Significant Unobservable Inputs (Level 3) Â Â Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] Â Â Phantom stock options $ 0 $ 0 X - DefinitionDeferred Compensation Share-Based Arrangements, Liability, Fair Value Disclosure + ReferencesNo definition available. + Details Name: ibex_DeferredCompensationShareBasedArrangementsLiabilityFairValueDisclosure Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionFair value, after the effects of master netting arrangements, of a financial liability or contract with one or more underlyings, notional amount or payment provision or both, and the contract can be net settled by means outside the contract or delivery of an asset. Includes liabilities not subject to a master netting arrangement and not elected to be offset. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2)(i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-3Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-6Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-6Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (a)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-6Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (a)(4) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-6Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-1Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-1Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-1Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-1Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-6Reference 16: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (a)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478795/946-210-50-6Reference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(9)(e)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 320 -Name Accounting Standards Codification -Section S99 -Paragraph 5C -Subparagraph (SX 210.12-13C(Column H)(Footnote 7)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477271/946-320-S99-5CReference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(9)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(9)(d)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 320 -Name Accounting Standards Codification -Section S99 -Paragraph 5 -Subparagraph (SX 210.12-13(Column G)(Footnote 8)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477271/946-320-S99-5Reference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 320 -Name Accounting Standards Codification -Section S99 -Paragraph 5C -Subparagraph (SX 210.12-13C(Column H)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477271/946-320-S99-5CReference 23: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 320 -Name Accounting Standards Codification -Section S99 -Paragraph 5 -Subparagraph (SX 210.12-13(Column G)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477271/946-320-S99-5Reference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 320 -Name Accounting Standards Codification -Section S99 -Paragraph 5A -Subparagraph (SX 210.12-13A(Column E)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477271/946-320-S99-5AReference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 320 -Name Accounting Standards Codification -Section S99 -Paragraph 5B -Subparagraph (SX 210.12-13B(Column E)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477271/946-320-S99-5BReference 26: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 320 -Name Accounting Standards Codification -Section S99 -Paragraph 5B -Subparagraph (SX 210.12-13B(Column E)(Footnote 4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477271/946-320-S99-5BReference 27: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483466/210-20-50-3Reference 28: http://www.xbrl.org/2003/role/exampleRef -Topic 210 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 22 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483444/210-20-55-22Reference 29: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483444/210-20-55-10Reference 30: http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-10 + Details Name: us-gaap_DerivativeLiabilities Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 100 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482078/820-10-55-100Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-3 + Details Name: us-gaap_FairValueAssetsAndLiabilitiesMeasuredOnRecurringAndNonrecurringBasisLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionFair value of financial and nonfinancial obligations. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482106/820-10-50-2 + Details Name: us-gaap_LiabilitiesFairValueDisclosure Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Details Name: us-gaap_FairValueByFairValueHierarchyLevelAxis=us-gaap_FairValueInputsLevel1Member Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_FairValueByFairValueHierarchyLevelAxis=us-gaap_FairValueInputsLevel2Member Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_FairValueByFairValueHierarchyLevelAxis=us-gaap_FairValueInputsLevel3Member Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_AwardTypeAxis=us-gaap_PhantomShareUnitsPSUsMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 87 R68.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Income Taxes - Income Before Income Taxes by Component (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Income Tax Disclosure [Abstract] Â Â Â United States $ 18,492 $ 21,938 $ 1,996 Foreign 22,494 18,388 17,383 Income before income taxes $ 40,986 $ 40,326 $ 19,379 X - DefinitionThe portion of earnings or loss from continuing operations before income taxes that is attributable to domestic operations. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 10A -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-10AReference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1 + Details Name: us-gaap_IncomeLossFromContinuingOperationsBeforeIncomeTaxesDomestic Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of income (loss) from continuing operations, including income (loss) from equity method investments, before deduction of income tax expense (benefit), and income (loss) attributable to noncontrolling interest. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 48 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482785/280-10-55-48Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-30Reference 5: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 6: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 7: http://fasb.org/us-

gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(11)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 9: http://www.xbrl.org/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 31 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-31Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 235 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-05(b)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477314/942-235-S99-1Reference 11: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(10)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 12: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(15)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1 + Details Name: us-gaap_IncomeLossFromContinuingOperationsBeforeIncomeTaxesExtraordinaryItemsNoncontrollingInterest Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe portion of earnings or loss from continuing operations before income taxes that is attributable to foreign operations, which is defined as Income or Loss generated from operations located outside the entity's country of domicile. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 10A -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-10AReference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1 + Details Name: us-gaap_IncomeLossFromContinuingOperationsBeforeIncomeTaxesForeign Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_IncomeTaxDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 88 R69.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Income Taxes - Major Components of the Provision (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Current tax expense: Â Â Â Federal $ 3,203 $ 385 $ 0 State 1,532 487 647 Foreign 2,241 3,467 2,575 Total current expense 6,976 4,339 3,222 Deferred tax: Â Â Â Federal (124) 4,019 (3,759) State 155 843 (1,025) Foreign 324 (457) (515) Total deferred expense (benefit) 355 4,405 (5,299) Provision for income tax expense (benefit) $ 7,331 $ 8,744 $ (2,077) X - DefinitionAmount of current federal tax expense (benefit) attributable to income (loss) from continuing operations. Includes, but is not limited to, current national tax expense (benefit) for non-US (United States of America) jurisdiction. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 6.I.7) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479360/740-10-S99-1Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(1)(Note 1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Subparagraph (a) -SubTopic 10 -Topic 740 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-9 + Details Name: us-gaap_CurrentFederalTaxExpenseBenefit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of current foreign income tax expense (benefit) pertaining to income (loss) from continuing operations. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(1)(Note 1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Subparagraph (a) -SubTopic 10 -Topic 740 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-9 + Details Name: us-gaap_CurrentForeignTaxExpenseBenefit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of current income tax expense (benefit) pertaining to taxable income (loss) from continuing operations. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(1)(Note 1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-9 + Details Name: us-gaap_CurrentIncomeTaxExpenseBenefit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_CurrentIncomeTaxExpenseBenefitContinuingOperationsAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of current state and local tax expense (benefit) attributable to income (loss) from continuing operations. Includes, but is not limited to, current regional, territorial, and provincial tax expense (benefit) for non-US (United States of America) jurisdiction. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 6.I.7) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479360/740-10-S99-1Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(1)(Note 1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Subparagraph (a) -SubTopic 10 -Topic 740 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-9 + Details Name: us-gaap_CurrentStateAndLocalTaxExpenseBenefit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of deferred federal tax expense (benefit) attributable to income (loss) from continuing operations. Includes, but is not limited to, deferred national tax expense (benefit) for non-US (United States of America) jurisdiction. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 6.I.7) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479360/740-10-S99-1Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(1)(Note 1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-9 + Details Name: us-gaap_DeferredFederalIncomeTaxExpenseBenefit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of deferred foreign income tax expense (benefit) pertaining to income (loss) from continuing operations. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(1)(Note 1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-9 + Details Name: us-gaap_DeferredForeignIncomeTaxExpenseBenefit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of deferred income tax expense (benefit) pertaining to income (loss) from continuing operations. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(1)(Note 1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Subparagraph (b) -SubTopic 10 -Topic 740 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-9 + Details Name: us-gaap_DeferredIncomeTaxExpenseBenefit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_DeferredIncomeTaxExpenseBenefitContinuingOperationsAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of deferred state and local tax expense (benefit) attributable to income (loss) from continuing operations. Includes, but is not limited to, deferred regional, territorial, and provincial tax expense (benefit) for non-US (United States of America) jurisdiction. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 6.I.7) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479360/740-10-S99-1Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(1)(Note 1)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-9 + Details Name: us-gaap_DeferredStateAndLocalIncomeTaxExpenseBenefit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of current income tax expense (benefit) and deferred income tax expense (benefit) pertaining to continuing operations. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 231 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482663/740-10-55-231Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 6.I.7) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479360/740-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-8Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-10Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (h) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(9)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Subparagraph (a) -SubTopic 20 -Topic 740 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482659/740-20-45-2Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)) -SubTopic 10 -Topic 235 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1 + Details Name: us-gaap_IncomeTaxExpenseBenefit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration XML 89 R70.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Income Taxes - Differences Between Statutory and Effective Tax Rates (Details) 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Income Tax Disclosure [Abstract] Â Â Â U.S. federal statutory rate 21.00% 21.00% 21.00% State income taxes, net of federal deduction 2.80% 1.40% 3.00% Foreign rate differential (4.70%) (5.70%) (8.60%) Non-deductible expenses / exempt income 1.00% 1.20% 1.50% Employment and other tax credits (1.80%) (2.90%) (7.70%) Prior year provision / other items 0.50% 3.10% 0.40% Unrecognized losses utilized during the year 0.00% 0.00% (0.70%) Change in valuation allowance (0.90%) 3.60% (19.60%) Effective tax rate percentage 17.90% 21.70% (10.70%) X - DefinitionEffective Income Tax Rate Reconciliation, Tax Exempt Income And Nondeductible Expense, Percent + ReferencesNo definition available. + Details Name: ibex_EffectiveIncomeTaxRateReconciliationTaxExemptIncomeAndNondeductibleExpensePercent Namespace Prefix: ibex_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionEffective Income Tax Rate Reconciliation, Unrecognized Losses, Percent + ReferencesNo definition available. + Details Name: ibex_EffectiveIncomeTaxRateReconciliationUnrecognizedLossesPercent Namespace Prefix: ibex_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionPercentage of current income tax expense (benefit) and deferred income tax expense (benefit) pertaining to continuing operations. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 231 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482663/740-10-55-231 + Details Name: us-gaap_EffectiveIncomeTaxRateContinuingOperations Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionPercentage of domestic federal statutory tax rate applicable to pretax income (loss). + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 231 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482663/740-10-55-231Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 6.I.1.Q1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479360/740-10-S99-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1 + Details Name: us-gaap_EffectiveIncomeTaxRateReconciliationAtFederalStatutoryIncomeTaxRate Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionPercentage of the difference between reported income tax expense (benefit) and expected income tax expense (benefit) computed by applying the domestic federal statutory income tax rates to pretax income (loss) from continuing operations attributable to changes in the valuation allowance for deferred tax assets. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 231 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482663/740-10-55-231Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12A -Subparagraph (a)(6) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12AReference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1 + Details Name: us-gaap_EffectiveIncomeTaxRateReconciliationChangeInDeferredTaxAssetsValuationAllowance Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionPercentage of the difference between reported income tax expense (benefit) and expected income tax expense (benefit) computed by applying the domestic federal statutory income tax rates to pretax income (loss) from continuing operations applicable to statutory income tax expense (benefit) outside of the country of domicile. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 231 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482663/740-10-55-231Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12A -Subparagraph (a)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12AReference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Publisher FASB -URI

https://asc.fasb.org/1943274/2147482685/740-10-50-12Reference 5: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1 + Details Name: us-gaap_EffectiveIncomeTaxRateReconciliationForeignIncomeTaxRateDifferential Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionPercentage of the difference between reported income tax expense (benefit) and expected income tax expense (benefit) computed by applying the domestic federal statutory income tax rates to pretax income (loss) from continuing operations attributable to revisions of previously reported income tax expense. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Subparagraph (b)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1 + Details Name: us-gaap_EffectiveIncomeTaxRateReconciliationPriorYearIncomeTaxes Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionPercentage of the difference between reported income tax expense (benefit) and expected income tax expense (benefit) computed by applying the domestic federal statutory income tax rates to pretax income (loss) from continuing operations applicable to state and local income tax expense (benefit), net of federal tax expense (benefit). + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 231 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482663/740-10-55-231Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12A -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12AReference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1 + Details Name: us-gaap_EffectiveIncomeTaxRateReconciliationStateAndLocalIncomeTaxes Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionPercentage of the difference between reported income tax expense (benefit) and expected income tax expense (benefit) computed by applying the domestic federal statutory income tax rates to pretax income (loss) from continuing operations attributable to tax credits. Including, but not limited to, research credit, foreign tax credit, investment tax credit, and other tax credits. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12A -Subparagraph (b)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12AReference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12A -Subparagraph (a)(5) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12AReference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1 + Details Name: us-gaap_EffectiveIncomeTaxRateReconciliationTaxCredits Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_IncomeTaxDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 90 R71.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Income Taxes - Narrative (Details) - USD ($) 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Income Tax Holiday [Line Items] Â Â Â Effective tax rate percentage 17.90% 21.70% (10.70%) Reduction in income tax expense due to tax holiday $ 5,400,000 $ 3,400,000 $ 2,700,000 Reduction in income tax expense due to tax holiday (in dollars per share) $ 0.18 $ 0.18 $ 0.15 Valuation allowance $ 1,127,000 $ 1,463,000 Â Unrecognized tax benefits that would impact tax rate 0 0 $ 0 Interest expense or penalties related to unrecognized tax benefits 0 0 $ 0 Accrued interest or penalties related to unrecognized tax benefits 0 0 Â Reserve related to assessment 200,000 Â Â State Â Â Â Income Tax Holiday [Line Items] Â Â Â Operating loss carryforwards 12,400,000 15,100,000 Â Canadian subsidiary | Foreign Tax Authority Â Â Â Income Tax Holiday [Line Items] Â Â Â Operating loss carryforwards 2,100,000 2,100,000 Â UK and European subsidiaries | Foreign Tax Authority Â Â Â Income Tax Holiday [Line Items] Â Â Â Operating loss carryforwards $ 2,200,000 $ 3,400,000 Â Nicaragua Â Â Â Income Tax Holiday [Line Items] Â Â Â Extension period of tax holiday 10 years Â Â X - DefinitionIncome Tax Holiday, Extension Period + ReferencesNo definition available. + Details Name: ibex_IncomeTaxHolidayExtensionPeriod Namespace Prefix: ibex_ Data Type: xbrli:durationItemType Balance Type: na Period Type: duration X - DefinitionAmount of deferred tax assets for which it is more likely than not that a tax benefit will not be realized. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-2 + Details Name: us-gaap_DeferredTaxAssetsValuationAllowance Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionPercentage of current income tax expense (benefit) and deferred income tax expense (benefit) pertaining to continuing operations. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 231 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482663/740-10-55-231 + Details Name: us-gaap_EffectiveIncomeTaxRateContinuingOperations Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionThe amount of estimated penalties and interest accrued as of the balance sheet date arising from income tax examinations. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 15 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-15 + Details Name: us-gaap_IncomeTaxExaminationPenaltiesAndInterestAccrued Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionThe amount of income taxes from which a reporting entity is exempt or for which it will receive a reduction in income taxes as a result of the income tax holiday granted by the taxing jurisdiction. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 11.C) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479360/740-10-S99-2 + Details Name: us-gaap_IncomeTaxHolidayAggregateDollarAmount Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionPer share amount effect of the income tax benefit resulting from the income tax holidays granted by taxing jurisdictions. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 11.C) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479360/740-10-S99-2 + Details Name: us-gaap_IncomeTaxHolidayIncomeTaxBenefitsPerShare Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: duration X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesNo definition available. + Details Name: us-gaap_IncomeTaxHolidayLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of operating loss carryforward, before tax effects, available to reduce future taxable income under enacted tax laws. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-3 + Details Name: us-gaap_OperatingLossCarryforwards Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount accrued for interest on an underpayment of income taxes and penalties related to a tax position claimed or expected to be claimed in the tax return. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 217 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482663/740-10-55-217Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 15 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-15 + Details Name: us-gaap_UnrecognizedTaxBenefitsIncomeTaxPenaltiesAndInterestAccrued Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of expense for interest on an underpayment of income taxes and penalties related to a tax position claimed or expected to be claimed in the tax return. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 217 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482663/740-10-55-217Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 15 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-15 + Details Name: us-gaap_UnrecognizedTaxBenefitsIncomeTaxPenaltiesAndInterestExpense Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe total amount of unrecognized tax benefits that, if recognized, would affect the effective tax rate. + ReferencesReference 1: http://www.xbrl.org/2003/role/exampleRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 217 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482663/740-10-55-217Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 15A -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-15A + Details Name: us-gaap_UnrecognizedTaxBenefitsThatWouldImpactEffectiveTaxRate Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Details Name: us-gaap_IncomeTaxAuthorityAxis=us-gaap_StateAndLocalJurisdictionMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_ConsolidatedEntitiesAxis=ibex_CanadianSubsidiaryMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeTaxAuthorityAxis=us-gaap_ForeignCountryMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_ConsolidatedEntitiesAxis=ibex_UnitedKingdomAndEuropeanSubsidiariesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeTaxAuthorityNameAxis=country_NI Namespace Prefix: Data Type: na Balance Type: Period Type: XML 91 R72.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Income Taxes - Components of Deferred Tax Assets and Liabilities (Details) - USD ($) $ in Thousands Jun. 30, 2024 Jun. 30, 2023 Deferred tax assets Â Â Provision for credit losses $ 0 $ 99 Provision for employee benefits and other expenses 1,724 755 Tax credit carryforwards 0 2,427 Section 174 research and development capitalization 1,116 589 Net operating losses 1,879 2,394 Property and equipment, net 687 534 Intangible assets 0 3 Lease liability (right of use assets) 5,048 6,547 Net unrealized loss on hedging 103 56 Total deferred tax assets 10,557 13,404 Valuation allowance (1,127) (1,463) Total deferred tax assets, net of valuation allowance 9,430 11,941 Deferred tax liabilities Â Â Property and equipment, net 0 (732) Right of use assets (3,957) (5,440) Intangible assets (1,178) (1,184) Other liability (10) 0 Total deferred tax liabilities (5,145) (7,356) Net deferred tax assets and liabilities $ 4,285 $ 4,585 X - DefinitionDeferred Tax Asset, Section 174 Research And Development Capitalization + ReferencesNo definition available. + Details Name: ibex_DeferredTaxAssetSection174ResearchAndDevelopmentCapitalization Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionDeferred Tax Assets, Lease Liability + ReferencesNo definition available. + Details Name: ibex_DeferredTaxAssetsLeaseLiability Namespace Prefix: ibex_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of deferred tax liability attributable to taxable temporary differences. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(26)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-2Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(26)(a)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(15)(2)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478546/942-210-S99-1 + Details Name: us-gaap_DeferredIncomeTaxLiabilities Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount before allocation of valuation allowances of deferred tax asset attributable to deductible temporary differences from intangible assets including goodwill. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-6 + Details Name: us-gaap_DeferredTaxAssetsGoodwillAndIntangibleAssets Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount before allocation of valuation allowances of deferred tax asset attributable to deductible temporary differences and carryforwards. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-2 + Details Name: us-gaap_DeferredTaxAssetsGross Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount before allocation of valuation allowances of deferred tax asset attributable to deductible temporary differences from hedging transactions. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-6 + Details Name: us-gaap_DeferredTaxAssetsHedgingTransactions Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount, after allocation of valuation allowances and deferred tax liability, of deferred tax asset attributable to deductible differences and carryforwards, without jurisdictional netting. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-2 + Details Name: us-gaap_DeferredTaxAssetsLiabilitiesNet Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount after allocation of valuation allowances of deferred tax asset attributable to deductible temporary differences and carryforwards. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-2 + Details Name: us-gaap_DeferredTaxAssetsNet Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount before allocation of valuation allowances of deferred tax asset attributable to deductible operating loss carryforwards. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-6 + Details Name: us-gaap_DeferredTaxAssetsOperatingLossCarryforwards Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount before allocation of valuation allowances of deferred tax asset attributable to deductible temporary differences from property, plant, and equipment. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-6 + Details Name: us-gaap_DeferredTaxAssetsPropertyPlantAndEquipment Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount, before allocation of a valuation allowances, of deferred tax assets attributable to deductible tax credit carryforwards including, but not limited to, research, foreign, general business, alternative minimum tax, and other deductible tax credit carryforwards. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-6 + Details Name: us-gaap_DeferredTaxAssetsTaxCreditCarryforwards Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_DeferredTaxAssetsTaxDeferredExpenseAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount before allocation of valuation allowances of deferred tax asset attributable to deductible temporary differences

from compensation and benefits costs. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-6 + Details Name: us-gaap_DeferredTaxAssetsTaxDeferredExpenseCompensationAndBenefits Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount, before allocation of valuation allowance, of deferred tax asset attributable to deductible temporary difference from allowance for credit loss on accounts receivable. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-6 + Details Name: us-gaap_DeferredTaxAssetsTaxDeferredExpenseReservesAndAccrualsAllowanceForDoubtfulAccounts Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of deferred tax assets for which it is more likely than not that a tax benefit will not be realized. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-2 + Details Name: us-gaap_DeferredTaxAssetsValuationAllowance Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_DeferredTaxLiabilitiesDeferredExpenseAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of deferred tax liability attributable to taxable temporary differences from intangible assets other than goodwill. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-6 + Details Name: us-gaap_DeferredTaxLiabilitiesGoodwillAndIntangibleAssetsIntangibleAssets Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of deferred tax liability attributable to taxable temporary differences from leasing arrangements. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-6 + Details Name: us-gaap_DeferredTaxLiabilitiesLeasingArrangements Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of deferred tax liability attributable to taxable temporary differences classified as other. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-6 + Details Name: us-gaap_DeferredTaxLiabilitiesOther Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of deferred tax liability attributable to taxable temporary differences from property, plant, and equipment. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-6 + Details Name: us-gaap_DeferredTaxLiabilitiesPropertyPlantAndEquipment Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant XML 92 R73.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Stockholders' Equity - Changes in AOCI by Component (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 AOCI Attributable to Parent, Net of Tax [Roll Forward] Â Â Â Balance, beginning of period $ 149,964 $ 113,459 $ 94,749 Foreign currency translation (1,623) (2,234) (2,281) Actuarial gains on defined benefit plan 133 (120) 287 Unrealized losses on cash flow hedges (412) (479) (905) Reclassifications to earnings 257 1,245 517 Tax provision 44 (162) 218 Balance, end of period 165,799 149,964 113,459 Total Â Â Â AOCI Attributable to Parent, Net of Tax [Roll Forward] Â Â Â Balance, beginning of period (6,312) (4,562) (2,398) Balance, end of period (7,913) (6,312) (4,562) Foreign Currency Translation Adjustment Â Â Â AOCI Attributable to Parent, Net of Tax [Roll Forward] Â Â Â Balance, beginning of period (6,260) (4,026) (1,745) Foreign currency translation (1,623) (2,234) (2,281) Balance, end of period (7,883) (6,260) (4,026) Derivative Valuation Â Â Â AOCI Attributable to Parent, Net of Tax [Roll Forward] Â Â Â Balance, beginning of period (124) (639) (316) Unrealized losses on cash flow hedges (412) (479) (905) Reclassifications to earnings 257 1,156 364 Tax provision 44 (162) 218 Balance, end of period (235) (124) (639) Defined Benefit Plan Â Â Â AOCI Attributable to Parent, Net of Tax [Roll Forward] Â Â Â Balance, beginning of period 72 103 (337) Actuarial gains on defined benefit plan 133 (120) 287 Reclassifications to earnings Â 89 153 Balance, end of period $ 205 $ 72 $ 103 X - DefinitionA roll forward is a reconciliation of a concept from the beginning of a period to the end of a period. + ReferencesNo definition available. + Details Name: us-gaap_AOCIAttributableToParentNetOfTaxRollForward Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount before tax and reclassification adjustments of gain (loss) on foreign currency translation adjustments, foreign currency transactions designated and effective as economic hedges of a net investment in a foreign entity and intra-entity foreign currency transactions that are of a long-term-investment nature. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 10A -Subparagraph (a) -SubTopic 10 -Topic 220 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-10AReference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-11Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 830 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481839/830-10-45-9Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 830 -SubTopic 20 -Name Accounting Standards Codification -Section 35 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482014/830-20-35-3Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 830 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481694/830-30-45-12 + Details Name: us-gaap_OtherComprehensiveIncomeForeignCurrencyTransactionAndTranslationGainLossBeforeReclassificationAndTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount, before tax and reclassification, of gain (loss) from derivative instrument designated and qualifying cash flow hedge included in assessment of hedge effectiveness. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-11Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4C -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-4CReference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 45 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480627/815-20-45-3Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4A -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480434/815-10-50-4AReference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 10A -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-10A + Details Name: us-gaap_OtherComprehensiveIncomeLossCashFlowHedgeGainLossBeforeReclassificationAndTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount, before tax, of gain (loss) for (increase) decrease in value of benefit obligation for change in actuarial assumptions and increase (decrease) in value of plan assets from experience different from that assumed of defined benefit plan, that has not been recognized in net periodic benefit (cost) credit. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-11Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 715 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480506/715-20-50-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 10A -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-10A + Details Name: us-gaap_OtherComprehensiveIncomeLossPensionAndOtherPostretirementBenefitPlansNetUnamortizedGainLossArisingDuringPeriodBeforeTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount before tax of reclassification adjustments of other comprehensive income (loss) attributable to parent. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 220 -SubTopic 10 -Section 45 -Paragraph 14A -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-14A + Details Name: us-gaap_ReclassificationFromAociCurrentPeriodBeforeTaxAttributableToParent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of tax expense (benefit) of reclassification adjustment from accumulated other comprehensive income (loss). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 12 -SubTopic 10 -Topic 220 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-12Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482765/220-10-50-4Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(19)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 17A -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-17A + Details Name: us-gaap_ReclassificationFromAociCurrentPeriodTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of equity (deficit) attributable to parent. Excludes temporary equity and equity attributable to noncontrolling interest. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(30)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(31)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10Reference 5: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-12Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(19)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.6-05(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479170/946-210-S99-2Reference 8: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(4)(b)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(6)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(7)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 11: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 12: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 13: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 14: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 4.E) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480418/310-10-S99-2 + Details Name: us-gaap_StockholdersEquity Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Details Name: us-gaap_StatementEquityComponentsAxis=us-gaap_AccumulatedOtherComprehensiveIncomeMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_StatementEquityComponentsAxis=us-gaap_AccumulatedTranslationAdjustmentMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_StatementEquityComponentsAxis=us-gaap_AccumulatedGainLossNetCashFlowHedgeParentMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_StatementEquityComponentsAxis=us-gaap_AccumulatedDefinedBenefitPlansAdjustmentMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 93 R74.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Stockholders' Equity - Reclassifications from AOCI (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Reclassification Adjustment out of Accumulated Other Comprehensive Income [Line Items] Â Â Â Selling, general and administrative $ 93,143 $ 88,663 $ 80,153 Interest expense, net 514 792 1,289 Provision for income tax (expense) / benefit (7,331) (8,744) 2,077 Net income 33,655 31,582 21,456 Foreign Currency Translation Adjustment | Reclassification out of Accumulated Other Comprehensive Income Â Â Â Reclassification Adjustment out of Accumulated Other Comprehensive Income [Line Items] Â Â Â Selling, general and administrative 0 173 0 Derivative Valuation | Reclassification out of Accumulated Other Comprehensive Income Â Â Â Reclassification Adjustment out of Accumulated Other Comprehensive Income [Line Items] Â Â Â Cost of services (exclusive of depreciation and amortization presented separately below) (257) (1,201) (319) Interest expense, net 0 45 (45) Provision for income tax (expense) / benefit (44) 162 (218) Net income (301) (994) (582) Defined Benefit Plan | Reclassification out of Accumulated Other Comprehensive Income Â Â Â Reclassification Adjustment out of Accumulated Other Comprehensive Income [Line Items] Â Â Â Cost of services (exclusive of depreciation and amortization presented separately below) $ 0 $ (89) $ (153) X - DefinitionThe aggregate costs related to goods produced and sold and services rendered by an entity during the reporting period. This excludes costs incurred during the reporting period related to financial services rendered and other revenue generating activities. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(2)(d)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(2)(a)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 924 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 11.L) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479941/924-10-S99-1 + Details Name: us-gaap_CostOfGoodsAndServicesSold Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of current income tax expense (benefit) and deferred income tax expense (benefit) pertaining to continuing operations. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-12Reference 4: http://www.xbrl.org/2003/role/exampleRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 231 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482663/740-10-55-231Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 6.I.7) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479360/740-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-8Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482685/740-10-50-10Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting

Standards Codification -Section 50 -Paragraph 22 -Subparagraph (h) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(9)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Subparagraph (a) -SubTopic 20 -Topic 740 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482659/740-20-45-2Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(h)) -SubTopic 10 -Topic 235 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1 + Details Name: us-gaap_IncomeTaxExpenseBenefit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of the cost of borrowed funds accounted for as interest expense for debt. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(8)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69E -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69EReference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 55 -Paragraph 69F -Publisher FASB -URI https://asc.fasb.org/1943274/2147481568/470-20-55-69FReference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-1FReference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481139/470-20-50-6 + Details Name: us-gaap_InterestExpenseDebt Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe portion of profit or loss for the period, net of income taxes, which is attributable to the parent. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-6Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-9Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 60 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147476176/805-60-65-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 323 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (g)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478666/740-323-65-2Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482765/220-10-50-6Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-3Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-1Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480175/815-40-65-1Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-8Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 11 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-11Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483443/250-10-50-4Reference 17: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479168/946-830-55-10Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 45 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479105/946-220-45-7Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(18)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-07(9)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-1Reference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 3 -Subparagraph (SX 210.6-09(1)(d)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-3Reference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 23: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 26: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1A -Subparagraph (SX 210.13-01(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1AReference 27: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 28: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 29: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iii)(B)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 30: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(4)(iv)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 31: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1B -Subparagraph (SX 210.13-02(a)(5)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480097/470-10-S99-1BReference 32: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 60B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-60BReference 33: http://www.xbrl.org/2003/role/disclosureRef -Topic 205 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org/1943274/2147483499/205-20-50-7Reference 34: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 35: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1A -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1AReference 36: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482790/220-10-45-1BReference 37: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(22)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1 + Details Name: us-gaap_NetIncomeLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482765/220-10-50-6 + Details Name: us-gaap_ReclassificationAdjustmentOutOfAccumulatedOtherComprehensiveIncomeLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe aggregate total costs related to selling a firm's product and services, as well as all other general and administrative expenses. Direct selling expenses (for example, credit, warranty, and advertising) are expenses that can be directly linked to the sale of specific products. Indirect selling expenses are expenses that cannot be directly linked to the sale of specific products, for example telephone expenses, Internet, and postal charges. General and administrative expenses include salaries of non-sales personnel, rent, utilities, communication, etc. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(4)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2 + Details Name: us-gaap_SellingGeneralAndAdministrativeExpense Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - Details Name: us-gaap_StatementEquityComponentsAxis=us-gaap_AccumulatedTranslationAdjustmentMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeAxis=us-gaap_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_StatementEquityComponentsAxis=us-gaap_AccumulatedGainLossNetCashFlowHedgeParentMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_StatementEquityComponentsAxis=us-gaap_AccumulatedDefinedBenefitPlansAdjustmentMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 94 R75.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Stockholders' Equity - Narrative (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 May 01, 2024 Equity [Abstract] Â Â Â Â Authorized amount of share buyback program Â Â Â $ 30,000 Authorized amount available for repurchase $ 26,900 Â Â Â Purchase of treasury shares (in shares) 1,322,105 17,558 Â Â Purchase of treasury shares $ 21,685 $ 276 $ 3,406 Â X - DefinitionAmount authorized for purchase of share under share repurchase plan. Includes, but is not limited to, repurchase of stock and unit of ownership. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 505 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481520/505-30-50-4 + Details Name: srt_StockRepurchaseProgramAuthorizedAmount1 Namespace Prefix: srt_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_EquityAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount remaining authorized for purchase of share under share repurchase plan. Includes, but is not limited to, repurchase of stock and unit of ownership. + ReferencesNo definition available. + Details Name: us-gaap_StockRepurchaseProgramRemainingAuthorizedRepurchaseAmount1 Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionNumber of shares that have been repurchased during the period and are being held in treasury. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(29)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1 + Details Name: us-gaap_TreasuryStockSharesAcquired Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionEquity impact of the cost of common and preferred stock that were repurchased during the period. Recorded using the cost method. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -SubTopic 10 -Topic 505 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481112/505-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.3-04) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480008/505-10-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 505 -SubTopic 30 -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481549/505-30-45-1 + Details Name: us-gaap_TreasuryStockValueAcquiredCostMethod Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration XML 95 R76.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Weighted Average Share Counts (Details) - shares shares in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Earnings Per Share [Abstract] Â Â Â Shares used in basic earnings per share calculation (in shares) 17,704 18,200 18,232 Effect of dilutive securities: Â Â Â Employee share-based compensation (in shares) 81 199 227 Warrant (in shares) 470 495 265 Total effects of dilutive securities (in shares) 551 694 492 Shares used in dilutive earnings per share calculation (in shares) 18,255 18,893 18,724 Shares considered anti-dilutive using the treasury method 549 367 18 X - DefinitionSecurities (including those issuable pursuant to contingent stock agreements) that could potentially dilute basic earnings per share (EPS) or earnings per unit (EPU) in the future that were not included in the computation of diluted EPS or EPU because to do so would increase EPS or EPU amounts or decrease loss per share or unit amounts for the period presented. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1 + Details Name: us-gaap_AntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareAmount Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_DilutiveSecuritiesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_EarningsPerShareAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAdditional shares included in the calculation of diluted EPS as a result of the potentially dilutive effect of call options and warrants using the treasury stock method. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 22 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-22Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 23 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-23Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 26 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-26 + Details Name: us-gaap_IncrementalCommonSharesAttributableToCallOptionsAndWarrants Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionAdditional shares included in the calculation of diluted EPS as a result of the potentially dilutive effect of share based payment arrangements using the treasury stock method. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147480454/718-10-45-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -

SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 22 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-22Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 23 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-23Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 28A -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-28A + Details Name: us-gaap_IncrementalCommonSharesAttributableToShareBasedPaymentArrangements Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionThe sum of dilutive potential common shares or units used in the calculation of the diluted per-share or per-unit computation. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1 + Details Name: us-gaap_WeightedAverageNumberDilutedSharesOutstandingAdjustment Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionThe average number of shares or units issued and outstanding that are used in calculating diluted EPS or earnings per unit (EPU), determined based on the timing of issuance of shares or units in the period. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 16 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-16 + Details Name: us-gaap_WeightedAverageNumberOfDilutedSharesOutstanding Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - DefinitionNumber of [basic] shares or units, after adjustment for contingently issuable shares or units and other shares or units not deemed outstanding, determined by relating the portion of time within a reporting period that common shares or units have been outstanding to the total time in that period. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482662/260-10-50-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482689/260-10-45-10 + Details Name: us-gaap_WeightedAverageNumberOfSharesOutstandingBasic Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration XML 96 R77.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Related Party Transactions (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Related Party Transaction [Line Items] Â Â Â Revenue $ 508,569 $ 523,118 $ 492,851 Accounts receivable 192 43 Â Other non-current assets 8,822 6,230 Â Accounts payable 60 2,314 Â Related Party Â Â Â Related Party Transaction [Line Items] Â Â Â Revenue 100 100 $ 100 Accounts receivable 200 0 Â Other non-current assets 1,100 1,100 Â Accounts payable $ 100 $ 2,300 Â X - DefinitionAmount of noncurrent assets classified as other. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(17)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_OtherAssetsNoncurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of liabilities classified as other, due within one year or the normal operating cycle, if longer. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(20)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 852 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481372/852-10-55-10 + Details Name: us-gaap_OtherLiabilitiesCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount, after allowance, of receivables classified as other, due within one year or the operating cycle, if longer. + ReferencesNo definition available. + Details Name: us-gaap_OtherReceivablesNetCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 310 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 13 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481990/310-10-45-13Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-07(2)(c)(2)(i)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-07(2)(c)(2)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-07(2)(g)(3)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479134/946-220-S99-1 + Details Name: us-gaap_RelatedPartyTransactionLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount, excluding tax collected from customer, of revenue from satisfaction of performance obligation by transferring promised good or service to customer. Tax collected from customer is tax assessed by governmental authority that is both imposed on and concurrent with specific revenue-producing transaction, including, but not limited to, sales, use, value added and excise. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 41 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-41Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 4: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 5: http://fasb.org/us-gaap/role/ref/otherTransitionRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 924 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 11.L) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479941/924-10-S99-1Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-5Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 30 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-30Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 42 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-42Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 40 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-40Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 606 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147479806/606-10-50-4 + Details Name: us-gaap_RevenueFromContractWithCustomerExcludingAssessedTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - Details Name: us-gaap_RelatedPartyTransactionsByRelatedPartyAxis=us-gaap_RelatedPartyMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 97 R78.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Investment in Joint Venture - Narrative (Details) - USD ($) $ in Thousands Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2022 Schedule of Equity Method Investments [Line Items] Â Â Â Equity method investment $ 415 $ 372 $ 382 Lake Ball, LLC Â Â Â Schedule of Equity Method Investments [Line Items] Â Â Â Ownership interest in joint venture 47.50% Â Â X - DefinitionThe percentage of ownership of common stock or equity participation in the investee accounted for under the equity method of accounting. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3 + Details Name: us-gaap_EquityMethodInvestmentOwnershipPercentage Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: instant X - DefinitionThis item represents the carrying amount on the entity's balance sheet of its investment in common stock of an equity method investee. This is not an indicator of the fair value of the investment, rather it is the initial cost adjusted for the entity's share of earnings and losses of the investee, adjusted for any distributions (dividends) and other than temporary impairment (OTTI) losses recognized. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481664/323-10-45-1Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 5: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(10)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 25 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-25 + Details Name: us-gaap_EquityMethodInvestments Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionLine items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480678/235-10-S99-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 825 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 28 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482907/825-10-50-28Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a)(2) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3 + Details Name: us-gaap_ScheduleOfEquityMethodInvestmentsLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Details Name: srt_ScheduleOfEquityMethodInvestmentEquityMethodInvesteeNameAxis=ibex_LakeBallLLCMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 98 R79.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Investment in Joint Venture - Summarized Financial Information (Details) - USD ($) $ in Thousands 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Increase (Decrease) In Equity Method Investment [Roll Forward] Â Â Opening balance $ 372 $ 382 Dividends received (1,013) (725) Share of profit 1,056 715 Ending balance $ 415 $ 372 X - DefinitionIncrease (Decrease) In Equity Method Investment + ReferencesNo definition available. + Details Name: ibex_IncreaseDecreaseInEquityMethodInvestmentRollForward Namespace Prefix: ibex_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of distribution received from equity method investee for return on investment, classified as operating activities. Excludes distribution for return of investment, classified as investing activities. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(10)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 21D -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-21DReference 4: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(12)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2 + Details Name: us-gaap_EquityMethodInvestmentDividendsOrDistributions Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThis item represents the carrying amount on the entity's balance sheet of its investment in common stock of an equity method investee. This is not an indicator of the fair value of the investment, rather it is the initial cost adjusted for the entity's share of earnings and losses of the investee, adjusted for any distributions (dividends) and other than temporary impairment (OTTI) losses recognized. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481664/323-10-45-1Reference 4: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (a)(3) -Publisher FASB -URI https://asc.fasb.org/1943274/2147481687/323-10-50-3Reference 5: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(10)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147480566/210-10-S99-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 25 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-25 + Details Name: us-gaap_EquityMethodInvestments Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of income (loss) for proportionate share of equity method investee's income (loss). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 28 -Subparagraph (b) -SubTopic 10 -Topic 230 -Publisher FASB -URI https://asc.fasb.org/1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 270 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482964/270-10-50-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (ee) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-32Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(10)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147477250/944-220-S99-1Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 323 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org/1943274/2147481664/323-10-45-1Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org/1943274/2147482810/280-10-50-22Reference 7: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(12)) -Publisher FASB -URI https://asc.fasb.org/1943274/2147483621/220-10-S99-2Reference 8:

http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(13)(f)) -Publisher FASB - URI https://asc.fasb.org/1943274/2147478524/942-220-S99-1 + Details Name: us-gaap_IncomeLossFromEquityMethodInvestments Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration EXCEL 99 Financial_Report.xlsx IDEA: XBRL DOCUMENT begin 644 Financial_Report.xlsx M4$L#!!0 (/R$+%D'04UB@0 +$ 0 9&]C4')O<',O87!P+GAM M;$V./0L",1!$ \IQO;=!P4)B0-!2L+(/>QLOD&1#LD)^OCG!CVX>;QA&WPIG M*N*1#BV&5(_C(I(/ !47BK9.7:=N')=HI6+F #OGDK7A.YNJQ<&4GPZ4A!0W_J=0U[R;UEA_6\#MI7E!+ P04 M " #\A"Q9AY 2%.\ K @ $0 &1O8U!R;W!S+V-O&ULS9+! M:L,P#(9?9?B>*'*H";U9:6G#08K;.QF;+4UBV-C:R1]^SE9FS*V!]C1TN]/ MGT"M#D+[B,_1!XQD,=V-KNN3T&'#3D1! "1]0J=2F1-];AY\=(KR,QXA*/VA MC@B\JN[!(2FC2,$$+,)"9+(U6NB(BGR\X(U>\.$S=C/,:, .'?:4H"YK8'*: M&,YCU\(-,,$(HTO?!30+<:[^B9T[P"[),=DE-0Q#.31S+N)0P]O3X\N\;F'[M1*K7F'\E*^@<+<,.NDU^;A^U^QR2O^*JHUD7-][PD2SJL^/OD^L/O)NR\L0?[MCXVO@K*%7W4UL[5I;<]HX%'[OK]!X9_9M"\8V@;:T$W-I=MNTF83M M3A^%$5B-;'EDD81_OTV23;J;/ 0LZ?O.14?GZ#AY\^XN8NB&B)3R M> +]O6N[!3+ MUES@6QHO(;JM-O=5H1I;*$81V1@?5XL:$#05%%:;U\@M.4?,_@5RU2-9:,! M$U=!)KF(M/+Y;,7\VMX^9<_I.ATR@6XP&U@@?\YOI^1.6HCA5,+$P&IG/U9K MQ]'22(""R7V4!;I)]J/3%0@R#3LZG5C.=GSVQ.V7C,K:=#1M&N#C\7@XMLO2 MBW A(5M>5 TR M6'!VULS2 Y9>*?IUE!K9';O=05SP6.XYB1'^QL4$UFG2&98T1G*=D 4. #?$ MT4Q0?*!]MHK@PI+27)#6SRFU4!H(FLB!]4>"(<7K;YH] M5Z%82=J$^!!&&N*<<^9ST6S[!Z5&T?95O-RCEU@5 9<8WS2J-2S%UGB5P/&M MG#P=$Q+-E L&08:7)"82J3E^34@3_BNEVOZKR2.FJW"$2M"/F(9 M-AIRM1:!MG&IA&!:$L;1>$[2M!'\6:PUDSY@R.S-D77.UI$.$9)>-T(^8LZ+ MD!-LE3&$25S MCD2:))B_W9.8O=QUW,[AQ%.TWDAUHC>ZW>(U61#Y^W;.X:A7J(110JB(&$6< MK.XZ8_?CM.^H@.R./R+R(HX^(U65)6/?U<$LO.LXJD0D)H%4$AC^[,B$Q+%2 M@G+\?R_:*;Y3!1Y_/J@_9I6'RBRQ(!,6?XU"N;GK##LH)"N!;C]F@!_ M'^ W#>CO _H9F;PJ&8+T&(D .'TCF*O! M"L&J6U79K5NUQET?4='S!C8EI@EL0JQZX+8=;.F-2<\8J&1EEFI&,QK1W-C M?%MHEL0JT(8%M&'#\8ICR(NRM*:^3YJU5C@6VDYI#&M+RY)8A=9-0>O&6,,' M*B/Y!GTR)NA+FBP)UU$R:SB.V_6' ;ZG(V4,;4O*DEB%E.N4.9K3A-4364D9@UO3LZ16I5?F :XQ.3[0&XY# MOU)]FS-+NM?N-3R2*15O\0[3"*/QCM 4!M"O6IQ6K8 MM2K.T@RXYG3>B//Y MA6EQFB47:01#P=="[TL*SZA:LJ57AE4[!-:?X{^'-F9"0"?\5;>N'/[.B!UUX MH.5FU3;84JMR*XV#:\[UWW.;]"-X=CRS%ZJ%9I;[BL4FHFO)=,$37/'8G7.VBVB@;W,G7,E$B\VJ@;"E5L566@C7G/=G#6S,":[O MEV:!#V"S=+-X$W-<:TSGL YNZ1U<<^+_B2DC/]\P:C(//)T2NADYWX-5D(E;= M@RVUZG1J:1\\<];_'$DP66R%7. #\D>T($'*H9WID)U0FK D@?1/;#"4\P)M M,4<['*>9^ _.)9?7 ^$55;84NM2K.T%9XY\0=W\(@CA9OR9+%6HAF 67" MM)2L>@=;:E5*I7?PS(G^H9&AA]=@@^F:U%K6$T)?QHOI^#N=PKI!713+&!\"]%,B%0_P)W0_*)+BB?FH-;8SN$*O-(5>(U< MP1\L!C./>3Z?Q(46EEFI!I95%V!+K0JK= %>(Q=PF {/YR:SH0R2LU0/S:SX MC>BB)N:MM3.X0&\T@-XC3S C$K"\U5J-16.#QBUU,R*==2LYO^VU*K4ROS? M:Y3_9]T132#W7S.NSSC,.N,@(" ! F$NIB5GU0+84JN2*RV 9\[@]^06"8YC M=)*N"ST?=.L4[>L9PYK#>L<1L KC8#7:!7A(2%\K4:RGT!!;L \)5M,]>W-M+%A+S:HAL*56W9%0&@* T7K"P^OQ4E6^U*?=GF!6JUVK,L>UWHIPCX3?+]-^ M_T36/GE\0N,TC"3C:"PE$3*?"W^,\5I+S:Q73\VJ#;"E5J56V@#?G+T7:Z*/ M$<4TB,"U9S-!V;D'SK-U&'B.YIO_E8L]3MDS%]3#],J1["E5H5YM).HD4=8 M:, DF(:X$S+UL.QN'3J',_!+9^ W<@;S=!E! 7!2AK6IFEFE]=XKJW9AKW:5 MJ:D-G+N1>^-?7UU[_LUM;Z?#4WH!OYD7R"=T%I(%WR^@9:EY'?1K*F%PHVJ6 M0XO,9G8_V:L-CBLY&#J^>S,LZKC'<0X?X)<^P#=G[8>A3!RM*$-2NE3K\BL" M5D _IWU"=:XL&*-"S:"QE*LMJQ&-,I>QY>SU#8EBN.0DQIE=DRR[E9+78N_7M9T*R2Z"2_98;%H?@@Q'\GB@Z+NX&2AI156I^<*+6 ,] <5 M(?6<8SQ!:E.=^GZY(0B^7A4K*^!!^%+[$ULU-K;4JLV@-#9^(V,S@:!!P^%+[8 M2LA>@#.C M(7E%OQ@]0&R64M.EUY[3] [13T.;@UM3.86K\TM3X#?=&'>_!>X236F=S0JQN M)YDYK#6QVWXE7S\PL]_A-2\RJJ[&E5MTM7+J:OMF'C %7 MF".K2?^6"LWQCA[.Z%7 MWIZ_Y/$9*Q,M4$Q6$.I<7L,#E^?O3>0'DFVS-PF63$J69!\W!,.#1MT UU>, MR<.!^H+B[971/U!+ P04 " #\A"Q9Z8;6SM0 "Z!0 & 'AL+W=O MF&0@UOJ0VLYF^ _;U(:14@HB;V&// /[&\4S2"/FB2@"-WACE*@U* MK:M9&*J\!(;50%3 S2(:U,>4A5)4$7+@@1L,XBJ8APX0'6>+6MC)+1*TI MX;"52-6,8?EG 50T:3 ,C@N/Y%!JNQ!F284/\ 3Z6[65Q@H[E8(PX(H(CB3L MTV ^G"VFUM\Y?"?0J),YLIGLA'BQQKI(@\@" 85<6P5LAE>X!TJMD,'XW6H& MW9$V\'1^5%^YW$TN.ZS@7M ?I-!E&GP(4 %[7%/]*)K/T.8SL7JYH,I]4>-] MXX\!RFNE!6N#=#0$CW(_XK;V'TX#X0D#ALU.W&I MNF@#1[C]*4]:FEUBXG0VKPNBT9K[WVON*0FUD;6;8=Y*+=Q$?$%B,*P76I MT"=>0/&_0&AX.JCX"+6(>Q6_U'R 1M$MBJ-XW*$WZI(<.;W1M4FBG ..=TM(\ MB5_G\O5]X_-]MDQFJL(YI(&I P7R%8+LYMUP&WMUA[X[UG&?NF<5$GW%#,ZQ M]4[K\9^[M[VH/6!X(5XC"WH1&@_?FAJ3O%-[0HG+5N1/:U+J;EJ:Y@K0.9GVOA#X:]H"N M76=_ 5!+ P04 " #\A"Q971PAZU4' !@(0 &'AL+W=O7Z:CZOXA7/674IUKQ0WRQ%F3.I;LO'>;4N.4N:1GDVQQ#Z\YREQ61QW7QV M5RZN12VSM.!W):CJ/&?ERSN>B:>;"9KL/OB2/JZD_F"^N%ZS1W[/Y;?U7:GN MYGLO29KSHDI%4J^O)F\15>W%.L&C<4 .*7^J#JZ!#N5!B. _ZYD-R,X%:$<]X M++4+IOYL^"W/,NU)Z?BQ=3K9/U,W/+S>>?^]"5X%\ ]?BNR?]-$KFXFX00D M?,GJ3'X13W_R;4">]A>+K&I^@Z>M+9R N*ZDR+>-E8(\+=J_['G;$0<-$!UH M@+<.*D-R+8!:0)ME35AO6>2+:Y+\01*;:\V\Z8NF;YK6*IJTT,-X+TOU;:K: MR<6M*']1I0F3/ 'O6,.*F(-[[:X'_,#M_CWX]>(-N !I ;ZN1%VQ(JFNYU(] M6;>?QJNGO&N?@@>>\K$N+@&!4X AII;FMZ?=!X'S1N_)&AH.NR MY(4$K*I4G+9PVO;4WEXOK:MJS6)^,U%KI^+EAD\6/_^$?/B;+;@S.3L*E>Q# M)2[OBUM6K8 :-!#K" _ZC3C8TKO?XW"Q\'&%[/-X?AF%9>0'&TMMSK22?^YF!9BEQU<-8L]C4K96H7Z1O/1U%?HVE#B5UAL%<8 M.!5^9<^)1LJT%4SQ-U4L*H,S)&&87^RFD9>Y'MVH>%>:..@4^.EFN>*F2\U@2 M"]7FFKWHZJ))QBR.RUHMT[&.L,#0M#PXRV#9"BUD8P(%5BCMD8B>?M/1&I5)>BBQK,9*O, '"^6Q7V8V$L'W$H38" M _: _Y2QF:LKY ^L7=PC$;@3N9ERR2VPWE_"BYE:I%K %M- _9%BN?HH%J%!]L M$MWTVPD5/0J.=:_).+55.8#Q5K3%C$ R4.7C#H5X9,.W59TS69>-2+UKRD3Q M.).\S%6W/UCA@TW^^7Z_FK88#7=TAT@\@DBU-9'BE(T)-MEG:C1M,$$#B1)W M?,1N/GXH8I%S37&^3QQ6B1;JP9#T19I6!.*AM=6Q$9_"QOBTG(Y-Z*EB+.JS MT69&L#]07.(.C3@XN?H?4^J$[*M?QYS)VW'<'7&Q>_=X&/=).=RC42XOT>S M69%P:&EVJ,1N5!Z*?6T>-!'H$4J/&B:^33T!M8KZ4A)W*3\:S3C$1-PH1_T MY%F,?#BP3DG'0.)FH%ELCW0F,1&GRHY^5K%8J94ZL(4A'0B)&X1FQ3VFUK(; M#!#L<]MB%D"5@0;T'KSR="PU3NFT;+?PR&"_>V6S8Z2P3J(=-0C;NK=BCQ/ MI=[^5^#73T)R$+VQ"G6ZL:"7YOGS^7M..B.Q<3-8CV^H@"5COU*%S5@P5)5Z5S 2P@AF@($PRGT M@FGD!Z!:L5*_]:SE2I3I?SQ17P=3J'YHX#=5/@JG.(13BJ*=L:AE)=57.B.S MILK[6!>\C6!WUM(TU:J?)<3=U90!QY#?)DFJ M#_34BM4OSV=I 6*V3M4*MHJT[(.1*IR.,PJ+':0!&<)*1V_BIO?74K&O+E _: M<05,@EA4\@]@J><'4\]K#RMP6Z:-]_BURMFY4^T=VH8D!4]C1KXGT61,@@E\7,)VA -NVJ #]Z7][+ M5L56&J?64H":E)\A567U9=KLU#@'X8#.KB"@[H*@159U8IZDMFK "Z(^8&UV M5%7X ZN =A4!/:4B."!L,Y-/EH^-$T3K2R^[G?G2:WYP_*W_]^!O5CZF1:7* MU*5J""\#Y:%LC_/;&RG6S8GX@Y!2Y,WEBC,E6QNH[Y="X7A[HP_9]_]4L?@? M4$L#!!0 (/R$+%G5G630\ (!,(8 >&PO=V]R:W-H965T&ULK59K:]LP%/TKPBNCA2U6'# 2+#&T*6,;#$+3;A_&/BBV$HO* MDB?)2;M?ORLY-7FX+]B76([CLZY>MR,-U+=Z8)2@^Y+ +O3$*XRI1KZOLX*6 M1/=D107,+*4JB8&N6OFZ4I3D#E1R/\ X]DO"A)>.W=A,I6-9&\X$G2FDZ[(D MZN&2'WO<>":K0IC!_QT7)$5G5-S6\T4]/R6)66=[7S-)QZV@BBGF;$,!#YK.J6<6KR*0\6?+Z;5+6N!N M^Y']L_,.7A9$TZGD/UENBHDW]%!.EZ3FYEINOM"MG\CR99)K]XLV36Q\[J&L MUD:66S H*)EHON1^FX<=0#]\ A:!L <%K 8,M8.",-LJZRVG"'W=SV%HYT13(Z\>":::K6U$O? O^O'^%.7\?]$M\8>09N&P7/L MZ06'.^T. +P.*%,T9P9QJ37MW.*&+')]K%8TDPJM>]:HY#^@%N8_9$AJW(M\%F14UF6L"5P,;*[$:](0FO":XI.X43FDG.B-*HHO%,%'-ZS+MT-?[(C"OT,>[R84#W&4G,?)@?S7 M1.XYB%L'\=L=0'W0!MX")E8O68B/A26XGX1)?."@(W 8#''8/^\VD+0&DF<- MW$"UT[5Z:"P@8E FM7E)=G*L)HJ3*#H\\L=Q01B%X6'2_9TGVY;+[T2MF-"(MTR4 <2^!_5--"6HZ1E;N%5)(S7!-0NHVE39)A?2FD>.[8PM/\#TG]02P,$ M% @ _(0L6:1.2'U0!@ JQH !@ !X;"]W;W)KG,QG:K% M6N1_C=-)^TQCN/_[Q?LO%7D@\\"5N)79US31ZZM)-"&)6/)MIC_)QU]% M0\@W_A8R4]4G>6RPH0LMDK+O#&&$>1I47_SIR80>P8T&#!@C0'K&W@#!FYC MX+[6G+][C]LZY>MR_U+=Z8)2@^Y+ +O3$*XRI1KZOLX*6 M1/=D107,+*4JB8&N6OFZ4I3D#E1R/\ X]DO"A)>.W=A,I6-9&\X$G2FDZ[(D MZN&2'WO<>":K0IC!_QT7)$5G5-S6\T4]/R6)66=[7S-)QZV@BBGF;$,!#YK.J6<6KR*0\6?+Z;5+6N!N M^Y']L_,.7A9$TZGD/UENBHDW]%!.EZ3FYEINOM"MG\CR99)K]XLV36Q\[J&L MUD:66S H*)EHON1^FX<=0#]\ A:!L <%K 8,M8.",-LJZRVG"'W=SV%HYT13(Z\>":::K6U$O? O^O'^%.7\?]$M\8>09N&P7/L MZ06'.^T. +P.*%,T9P9QJ37MW.*&+')]K%8TDPJM>]:HY#^@%N8_9$AJW(M\%F14UF6L"5P,;*[$:](0FO":XI.X43FDG.B-*HHO%,%'-ZS+MT-?[(C"OT,>[R84#W&4G,?)@?S7 M1.XYB%L'\=L=0'W0!MX")E8O68B/A26XGX1)?."@(W 8#''8/^\VD+0&DF<- MW$"UT[5Z:"P@8E FM7E)=G*L)HJ3*#H\\L=Q01B%X6'2_9TGVY;+[T2MF-"(MTR4 <2^!_5--"6HZ1E;N%5)(S7!-0NHVE39)A?2FD>.[8PM/\#TG]02P,$ M% @ _(0L6:1.2'U0!@ JQH !@ !X;"]W;W)KG,QG:K% M6N1_C=-)^TQCN/_[Q?LO%7D@\\"5N)79US31ZZM)-"&)6/)MIC_)QU]% M0\@W_A8R4]4G>6RPH0LMDK+O#&&$>1I47_SIR80>P8T&#!@C0'K&W@#!FYC MX+[6G+][C]LZY>MR<(^D-&CP9GY4P:RL@7Y:F+S?ZQ+^3<%.SVYE MH626)ER+A-QK^(*D:D7DDMS*$IJ;7*\$^1#L9"Y(&?DR_V)&H4_+NX/IRJF&(YD'313.%XPT8]_K8MSHGKG!+F, \9T.WKS5W$?/YZR8-9#]YC\:A'$NPQ/!!8Z,4QZ\4# M@[EQZ.+Q"-IX!*/QN(=5)"U6IV0E"RK":=0/=,S=0P"PU&+; &$[O4(4MKW"4UWPDL1BCT!H%C;V]A@AJ"B..!XC#$4=!V<4 MM8RB44:?I8;T@@Q62E61#R!GE$"73@B:P!>$%//Z;%!8!$+^K Y @L98P'.M)V[YQ*-\FAZ\+&7^P@K65XQ-;%=^[+%^6[%1GN.%_:YBHY@3,!^G0IU.&3C_M0T8+: X:EG3#"EW,'>318;_ $)2=$ 3D#53 M4HA*S$(G0.G;.N2,4FO2VRB?]A4-YLIE0VM.)VGHN*:Y7N@M+U/0-17AEREB MF"?0RPH(2=/5R";CJ&ZCMCJAKI5AAW36[WYS!.1Y Z*-=BJ'CLN<1K8A?<%0 M11G9&@6JUK'RAL%"W](*"(S1P,-YL4[QL'"%4_/".AW&J7&VOYMSF>/WE0," M8W'D]KLW J,QVU,8AYPZ"<3H:/?N5B "@K0^M4'9C"JIM[;KHWJ;'\O;80@[M]<7&U=<-5^F"G,!D3F26\5)UD417OL9=M) .*\[ZT1T%AOS^CJ+UCA4-&G?9B MX]IKGF9;L^5_ R<7&4ADU3J&"L(^*0Q%! 8KK--:S!NM]*_5&2^PXCO8>:Y$ MF<@Y=-WFH%)NM=*P:X8%!R4X*N3>7/_']#8_EK?#P'8"D(V?+W7U7X<2+Q#[M+(>&H6-5" *+F-/\)#C,'>J&G?)BX\IKO_#'R-BR"!YT?2,4%L7]PR 4%K+^ MOS[O9N^\;ENGK/T+M_0R_F]7N3SDW]&NI-8RKWZN!4]$:0#P_U)*_7)A'M"^GYK] M!U!+ P04 " #\A"Q9MXG_+O$) "P6@ & 'AL+W=O]/NSES62.*'V2:9N760NIVVE]G<75]T M^H+8UE7]A^GM]39^ M$@^B^G5[7\AOTP-EF6Q$5B9YA@JQNIG\A#]RUZL[-"U^2\1+>?09U;ORF.=? MZR^?ES<3I]XBD8I%52-B^>M9S$6:UB2Y';^WT,DA9MWQ^/,KG34[+W?F,2[% M/$__G2RK]HVUU(,&)#E[;P>MU M<&5:5*%^AAW5+D51_@5%O^^2 MZCNZ0K\W*%W/[Q'/Z D0[^L\UT99\OR>EK)K:F9TT4;^=,^,CD1^9>\BE-# MM[F]VSS?;&0*E_7&F:+>G8DJC]=R5WR7^YHOOAKZ1_;^/RV727T,Q2FZCY/E ME1R#>;Q-S+O"SK 6B]UFES9#_W.U%@62.RHG^(TSA;B1_0HGI(L2[*G.ENV MHDCR)7J7O&KS'L45^OLN^X"H\R,B#L&F'+&&JN?AC^4V7HB;B1R74A3/8G+[MYS]AW_FK*7/V,+^!U7/P\RV>T3!T'.=Z^GR<(Y!1(T@8@X1Q(B2)?20)?3R M+!F2&7N\=R1FZ 9NJ"HYUUN1GM9ZBUXV1'H+'+JAC]5F3&JV16@X4UMQ0ZLP MF&'_T$P93?$W*]-VCA/:DML8? M*S4D+(*$L2%CP8$B*DK/#DK/K$K?[XK%NC[72WV&KU]N5_37U\>6U26.R) M?68\)O2+:%C"!#M,D@8!X(IZF*G,V&M?D]WX*LG@T+LG?LJ1_FVN:%/9,/:5#U_H@!U^%K: ML2*F\P2H=P=*8Z T#D53TZ7S[[#=P!N?+L84T?THZO6G"5"?#Y06#=A^'AJ1 M0]%4V3NG#]NMOL;K;KNS67!5F3EWN83W^K/1C<7Z[X6GN%97V90DP^4%@W: M P8:DT/15*$[HP_;G;Y#Y4QDRV&556+4'M(UFV/=-L,SX@:&\P"H]0=*8Z T M#D53\Z2S";'=)SR1)X-R0_?V,*:NUZ^NMNULY54#RN3\F"*&03#3IFP#SO5\ MTK^3-S0+?.H[YG(*[HPV'Z!A58,Z5'-06EWH+0(E,9 :1R*IJZ6ZB0PBO1?,\]>!* M#.O" J)-T'/[QHS6'M1!Z4Q4!J'HJE)TCEMQ.ZT75AB:ZG*@G$GU'("=#T= M*"TB!C=/VP,&&I-#T52M.[>,V-TR^"*;/>#H9U<,!ADQE-E HT:@- 9*XU T M-6$Z)Y#8U]S!E-F(OC"..%Y_Z:U]4T;/%:#.WJ]8* Q.11-?7*I<^RHW;&[MI-36(H]/"G2FK;FT!QXK-"@MH@:K3-L#!AJ30]%4H3L7C]I=O/&E-FK47C>P M\(S,'!=KCZN=:*G/\ 8M'ZTMJ&$'2N-0-#4'.E^/#GRJ.V!7U^V6 R-",&[[0]TJ9">=3W"^CF9JY;A#,S/8X/7KXD_Z! M930*Z3'-06EWH+0(E,9 :1R*IJ94Y\U1NS=G+Z-1PQHUZGM]BJT>8[3VH$O> M0&D,E,;#]\J:F?&4;L9]X8R&C6X4-C7GFJS;\!HQ4%M.5 :&S8@'"JHJGAG MS%&[,?>F,EK+5HQ8C/M.K'T+1DL.ZL:!TA@U^)/:>'"HF*KBG-&+WZ.U:BUOM;LBF" OT)L M;H\Z^N@V/>6J1XU HS)0&H>BJ3IW1AFU&V47%-2H[BEAJIVY04TQ4%H$2F-#MAH-#A53?/]-Y8][=$[NP5N+JIA+&L[[4]MACI0:E18/V@('&'KY% T5>O.%G,' M/J@*5BNQ!QQ[!^_J+IG>,L7:- (E,9 :1R*IN9+9Z&Y Y]*4#7R W9 08:DD/15.$[F\^UKY&[I%#BZF] (HR$.^CJ#FG2@M,C5 ME^WI>\! 8W(HFBKTT>OG[.;;^$*):]1>MY%PX.# U1;-G6IIF.5!33A0&@.E M<2B:F@.=5^?:O;IAA1*S[OH".NQ[0=@OCQG:]0LEAB97Q*-^[_"+3"CLD'[Z M,!,O"'' ZMO4#&-\Y*[M1W5Z]"K>^EW._XR+IR0K42I6LJ/S(9"$8O]ZY/V7 M*M\V;^=]S*LJWS0?UR)>BJN(/^_RO/]J4O]PM_#2IO_P]02P,$% @ M_(0L6:A*B"P+"0 I2L !@ !X;"]W;W)KY9JQ"+YLL+R]'ZZK:GD\F9;)FF[C\ M++8LE]^L1+&)^_FV>)R4VX+%:=UHDTV(X_B33RB_NR^F%V(797QG-T7 MJ-QM-G'Q^H5EXOERA$>'#Q[XX[I2'TQF%]OXD2U8]>?VOI#O)FV4E&]87G*1 MHX*M+D=7^#QRJ610*WYP]EP>O4;*RE*(O]2;V_1RY*@[8AE+*A4BEO^>V)QE MF8HD[^/O?=!1>TW5\/CU(?I-;5Z:6<8EFXOL)T^K]>4H&*&4K>)=5CV(Y]_9 MWI"GXB4B*^N_Z'FO=48HV965V.P;RSO8\+SY'[_L,^*H ?8'&I!] Z(W< : MT'T#^MX&[KZ!6I_=,8Z7NARBNXME%(9Y1H=0RFGI1=V;=6MKGN1KW157(;[EL M5\WF(B]%QM.X8BE:5/*?'-2J1&*%YG&Y1C+W]'-"]}^+M#- MP[>OZ-O]];]"X<52T>Y^4V3MCE2*X.)2N> MV&CVSW]@W_D7U&.G#!:=*%BO-]VV-UU;]-F=7#AYGH@-@_JL:>O5;=7Z^ #2C MU/>\B\G3<6< *NP%I*^*3!7!KN>WJM[M>^WM>]9DN$K_(U> 9D)60BZSB<@3 MGC&4M[[4Y^I=HB;KMA!/7,XJM'Q%K_M>M^:.1&301,>-YM3GJ)X(XJ*_[?^ .K&)IQ_E X='VL)1.@"L) M2[D(4F''@9-IVCJ:VN>"S!V5)!F3VR1B+Y(<2G!-3,VK4^+H7IP)0N<<)WSBD! M5(X _\"V"UDE@=?(S+HHXESDO-Y(BEM/BP>4[T$I@7AX'5',"B)S0T8R8HG Z M,"!A:R-\ (\56K"CD;#W,Y/BEF<$U4TW0V9+E;,6K3Y"ST+@?ZKJ:,5/C>B34 MC)FBL8>'K&&GPPK':FZQC@LV5D26RG':J&1KYI(E\?8A>Z:FOIYX@,KU'3WQ M !4./#Q@ZXB6L-76529Y*,X3I@!)64D4-R5R%'F%,E&6#&8B;#K3TQ#0D%!? M&0#1T%"1SA.Q>KK=;&-:>]%W&YH"8_>E1HGLP5?I$LDKZ#CIFPE:(F/TA;QO) MW&J6MHH5$I3K;(.MT+=N<@Y(B(=U)[8X?2<=<KV [L/PF3VK*21EG=8J5NV7) M4QX7?&!8W+>]F)(Q<8WY8@O4-J/\"[;CRWP=YXJ,'1ABF5:28=0^FOVXR;-A M',$GY9&3IHM.%:W?GQV28#N3W.9RH5$9KGHT2<1.<:&D%,:?XF4&+ZDF2HPQ MM\RHZ4JU-ZV#::'!+5 MFA7R=^QW3[EH-O(M"XB2MC8DSZ.22C4X_JSDT9H MT2J",A&?+8$1&Q$]'=X?#)\Y5D([0JQ 8\?((N[2R0D??P@"9 M*VG.\ C('&=P&#M (N1#-9G;NQ_7BW? 49(B5NSZZE9TT6G2J:/TN[8B-V(GM M?ELSV]9@/IB'>\ MB/3==11'[!175T[%KNHF!,1SO]:%&_EA/7V:?5ROB.Y]OTUY@&1LU!6L M.\@C5NCIYG_/+\^?6/F>!F MR*6N&^AY8LJ" .,!I"$=S!$[S#U(6'UM?T!YAR>(TT*]: BI/-3(8R%BF QNC4*) ,C^@+FR#=CA$[3C6SSAYAI"G M^TE0D-F&Q':PI2OPS0@(H[!TE"H@=,3[1B,VAGLAN=QGJC5MEZ)5_5O M=O6Q:24*N;]*N.;;.$-;5<(6N7*[JINP!D9ATR9-C5V]+CH'5:Z>F9 JP,& M[P[,J+UR=4P1E2+M7?&*2E5YA!V9I:M)Z#NJE>,8%4U!VB37KT Z = MC> - ==4.L7U#I1#3X*E1;81TF/K8U5U"\0@^BM>WV3$2M3/2]6K%DF:=9") M4RF29P:&4BZ_D0=[56/-FYY08%B_4'3X)%$JA_[%"IUZ:LI)/*Q7J:$5*$_ M-%,[6J)OTU)[U)V@L[0] O./>C51QS.W#D ESTWZ=@BHQJ&#!H\M;M*,F:B]8 MS8<,H;A"2 ;(\UQEM)]].5[J5PX^:<$ZX)@A- 4#G>4#E$OT7 MW A0$3E" X8ZK'+Q^Y,]%_FX3O@WOW9X=KKAW7CGX/ MTFO;!&-ND#[9.[L?U!+ P04 " #\A"Q9=]Y& _JS73WJMJW+"WYI4SVZ/#__^M$F+^N39T_YL[?MLZ?-T%=E[=ZV63=L M-GF[?^ZJ9O?#R<6)??"N7*U[?/#HV=-MOG*WKG^_?=O27X_*$6Y<757-G76 MNN4/)U<7WSU_@N? Y@=]*M^NB?V?8R;QI/N"/F^*'DW,LR%5NT6.$G/HYSZY= M56$@6L:?.N:)GQ(OQO^VT5_QWFDO\[QSUTWU>UGTZQ].OCW)"K?,AZI_U^Q^ MHJDZ_O]LI\^>GV2+H>N;C;Y,*]B4M? PW_ZAT^)P7+O6%2UZW3,Z K M?)'W^;.G;;/+6CQ-H^$?O%5^FQ9TUCB4V[ZE;TMZKW_VYLZU=R!>7A?9K9Q, MUBRSVW)5E\MRD==]=K58-$/=E_4J>)M4Y:)TW=-'/4V.(1XM=*+/G,M'ED8DN M+K-?FKI?=]G+NG!%.L C6K5?^J4M .?GEO2/^;:C/LL?GL^SR_/+)/>,]]J1X MS.,]/D:*=I77Y3]R<,LLNV[JCC9;Y,(\1)VWK>M_W;S\;MZ_2*[??_++U?O_C-[\RJ[O?GQ M]C^SU_7C;M /I>?@OVO/B&GLA^RC=EU8.WGKMV,Q3Y6?9F:$FSK7-(Y.#RK M3V1EEUVW^8Z4;Y'JU R=FV5?G6?7KLC;[.KU0-]8.-F/_V275Q$H__NLKRE M_]FJ%R1_;5-5---"2&([PUI5M!LXT@(Z/R),_!G.U2NPQ^O\Z[(_YP)N7^E M;]ZYCLA R_VQ;89M=E/3'FH6#I*(\>G]^N['&T^QN>,);.^VO(S=K6FQZZ8J M7'N6T?/9V_P#$2:O_6#XLJ/MQ&^5F-9U/8B&28BF=78UK$AS9M^P:C@77E F MX./*"QH0(_9-1L):.)P9'I)-9C]6S9PV\4O>?B"S.)"^:OGKOEQ\H'JV^\V< M%'7$F&=&R%^CF>CL:/&N+D[[YI3^DVW;Y]$6*"M6ZSKIFI6>_HJG_.9L+:G MKZMRZ1;[1>4R]W'KB)UKHK)1\OKGOWM"DH(:0/".+:F4UBMXZWBL8MOON^8 M1BOA37H[VU9Y#VL^8U)N2-6L863O7$8<3-]498,5^L&Q$>),YE B6+/MZ3S^ MX<)Z\\6?0]F5HC==O2)C#F4XP_)S,=^0V&@S-'VVJ$IHS+.$9I4C+47ODS0W MVS4=/^DE/BA/+AZ**+FEH7J(6$[\MJ?G2..:)!VA#\U+8,&B&E9SGLFEZ>HWT M',:#@QTIKJ[#8 O\ER +NG+MU M7BUQ'CHAG;"<-/%6LZG+TP6MIW95EF]IF332+,/&5ME=0[J$Y-7-9QD]HZLG MG%:)WB$#5V-3G@XT/G%LSRQ$ZLQA4@@IGSV-V/$(*U<[\%(GVB+_HVG+?F_J M8LQZK6,E!;H0%_FIAKKL"3M5Q'2TS:)D[B*[PV?M^0H6$/KP0=YU8 53&BGE M[?%.S[L6I,I<-Z0I/LV@^7+A&03;+71 M8FFM2EP[$NSXP; EQ,N:$?,NVH:HK9\Y(\-IIW>36XT[PH8'64[^F?\WSQ MP:R0$25[L&2@(SO)/4*8T>%#/S)AA%:SK,O97&QU/223>&D]D"C0;AOB*V'Y= M+*M9!\W4F#BP (A"S[/:76UIRPQANXP@Z1!0B1;(9<&;"2=MMI?^F]=W0!T51 M"A"DA0-)9" .*5=DSWY"Q2A4HNUBI<)\N6GMJBWVO*'/RZJ892N M/"RJ(^9QL=4H6A*>>E()AYF9#O0>QL5L !+)FZR4Z%]WGFF9["SK_@%_P$2W M4Q#$P=Z'1H% 54>$S>\ A+I-7D4GM(-:W(&_*N8=S_+" M/02%N]$%F-PTI+":5O2'?4\)26$PC8K;"P8/>*;-R(7$!BW$G_AJC9I"9_" MX))C27Q!\M:IE6YJ?$.+S@V\,95EI9W;YF#S;.E)DE#@/ HG<$=\#9_ 65#J@ MGU=#Q=;)026P_IWOQ02L[>,%E>0*F);OLD!@CP>>?/B%P](L"*\NQT(#7=, M8WHZ?INGS%M6IZ80Z(BJ9A$<+9J2U\XZ!Z+1@2J);?4&!M-C(V'%[J-;#'#U M59%%2WWYQE52SVEW"D5>'ZLZ2*T@T"72E19/#S](*0H2-S6P;+M9T4)F\A7A7 M/'OKZ$^7@M-UCI,G:+#AP^_!GV0IY1 <P"+QB@EJOW +MYD3D1]?,-J^!.(XV -]5#=9 MU=0K>G+C%&,0<"#9R$'*%GH9FP--R"'%M'<@9=EU QR"EZ28.("3_6T EN+) M'J?4F[M%OH&8%R1Z+(9+4GZM<+SX0JU314)SXDN<2MD4]*@0L /K=@-\87KB M5D-'%%A)A">^^>E \-*#7PVM&*27'Z&Q5HZ\9Q;0B(\^?C)3'Y7V0TRQ4YLB MSE3>^65,L^1SNM"E %;H9,BH:RRJW@"K8R@@@(A1]X[88)QCN^$C5 MZ7M?LX/%<0P^YRO2763OO.BV[L]RWZ\NGI[(.K+$J:)X6L'9X>&^=M0.Q^8 M84+(60F?DNL&6(.SK/93PTR,Z*535VZ&=95=5)6Z#J7]R:7#B M"FIAR\VAX.W,'>V6(/8&[I"P22*]9]DU[0521_Q 2V+2YQM98QBA=8L*:'99 MBM30&&SLX3I#B(<6R%W>CI7'6?9># D<<-\!5X7KO4QM$GNGF!HSW\F.IV: M8;:7IHO#5*IWA\U6*,*QDB\.X67;/D7JA3KB]WQ],Z2>!E)S88#3W_PP W] MD^SJ\648!P^=6PY5!0J'^ $.+9V&>+?8X1:S?9^5=-1ENU'3#P5ZBI?$J !8 M!2M0"5+BSWF8J02@F8!DTQ0[^9Q.VR[V+3NJ%S$_5 MP()GPE"8,-@C\GJ"":RXEK5J_C%>@6H],A&DS&D:&F-)VQ'O@R$R8CZGB*I+ M2,H1#XL#M<1Y)",P!R"4?5 0B*G&],@N 1(@#!YZ&YQ^.@E:-><$+3 MLAL6Q2+"0I.3(L>8A,?A@,1PY%W#@9J9GJ+"69RE>,I]!S=0(@>LYEN0J &)MDE8",\:.*:'7M%I M\",C^-?,(>DP.&2DADAKDGXA+"X>>(;UD$&&W5BVS6:\TK/LE5IGD?H%0AQ] M#V_U5W[R/EL%Q2!RQK): 11L$<$1OR<1.PX0ASTV)$8 M1&P$S!&()@KC,A.0IE";&)8IW#4M6CHK[3Z9![MFG5RI\B7E$&\]PQ; 99BG>;HX!B*=MX@-CTSK<8J03?B'+%.C+3,#82++4<3C MSODSY:]H!-& -+Z%PJ!9YZ[?P0+;TD>'JB'K>'70+Z+/Y#OBU[X2$XFOSK)W M&C'2%?-+L>+T._ &1.U'PWC$.+J<&X=EED4""FH F"F()?A)C*S:8O!XD9#MO M;1$0ET.C-P-/VHI J86X6W.%3)70V9.#\92MP/,YZ:\21+6E:PC2@KUE?==4 M4.XT/PVZW-N+WG/G#1)A9]Z;B63(^Z?-O"I7

1H'DV5J:Z4T\>1A)"6^=UW-PB M%_BC'C@607\1=>282?P&5I=$.IJ<9K$#9!@$51ICXNA+<,NJ=305>62M))B6 M%@FFH1/@$8*!?H@]^=-/70:VB+(0:<6(U=_$*T32RI925,;Q,!LFCLQ=QR& M)<[:^' @!U+3]3E/8!",(YU-^X'IYZ%ZK!Z$FGD&^X0JEE.D](VR=^:=*@PL M.#]I%-):3^K-D=*D5F[%+H/5.:PC M*V9_J6'Z%V[K! TLAWYH71J#O$&B8(/H=\>"C@C(WA^S@MJYKB19N"08HPJ+ M34.ZH2H_0&.*M;>$N 8S/,#1?1(PP+&'RXVY9[D5(P18HM(GZ$),2+&\7S WCXG8;L2Z3^:-2RI6/)6Z:% MLHOPD%INEHWR&-,A3;!#GGO&$4NH[!VVPZK$8)6)73>>SR!CUU2@-IFZ+:0, MJLX8HRV[#RK?Y$9SK Y+H@3&\E[UL9LP((Z$<)EWX.Q%</O#3?I=$(Q@3&\E[7U6P/8YVZ.2[OF,P11MP)V+MMQ*:.K6]:?#- ELZ,;JB>N1LW53NQJ>VHLJ%X%]:DK8F6]']BUKV^)JG MS(1E(7-E[DK32--BXBA#$?GV-'%Y?GI+_V79I$BJ;V866V42H=.^6+6Q+O'C=%#RS MU :HLKZZO?91_*_/OYYYKU"$SY.>:7+M? 3F".WFWEK("_ -N.AEPCO$<_T;/ MC[P*8@BBC7CIX HR-!(@TK(-8F1..?>65V$I(/PEC,(FJ(+K%J<"Z"NWUSPU M@CI6@K/(VY9=.A]J7!Q=(A?.?-1@7!2?-.5LT@C>.&7YU$5JU0L2G65-4CUL M0D'3IPIC[ED.ZX]MTY5>8<=973+/O6;9)=OH$0N'ER1!O>? $#%V!S?9\3-(M90.[;4I>(Y>]1:%9_ +1G*<)7:=1'(TXJUH4Y]Q'JF",58'5YI"HTU+Y Y>%" M"R3[>R<;1WV81NHN<7XZRGW"E)>))0ZA1SOV9=7LM&QCE%>8E)KW'*B-Y.6] MEY?7S1GJ.;\^O7@\BPJ ;\+Q9Z?9M83-?Y8(T8-?FRT9A\>77S_,THQ0" '# MGTV"[1'$ MIF'26A$(2JPI-2[J+QR>.Q> _;2\VJAH3I2)FV/R%AJ+\<\&F$S MGFN+\@]R$U?0MHIUP1=W3O)K<5F,@GH7<@;T\&A *],]]*$-VH*K%+K2/#79 MZ 6>DCE$$VAXG!,O9- D)L3,$"(Y0@I6H9IB$35$?Z4Z'!F2;(>\-)S3:?[D M$*!FD3S%\6\9N0?X;1KJKRRJP=1/N[CFG1*K\B ;7'3<*5;Q:-F>Y/PBJM MVS2(WY%RQ@F$_)ENC1%?0)2&H G(14^IE-3 ?D -Y%BRBK-"I!G@'2G4 MDL%E0!I3I$@R,ZD. _/D? =:5Y4.7$:.,QX68%$Y<;2$&>CV*25JOAJG$AL>!#D M 8DU5I!>F2X=PFI<-/K(;Y)GC-IG+@!=RHA:*RAI4>R=CJKSE!/:$(Y]GF81 M^1GK1V8'F6PRX&J8?T;%(\? I8D%B4@#F>4LG.6W&7*^&EJ1^0,74LOS(D$J M #F&&);QF SP5UJ. @$UBV$AQ,#XHN,1=L'X?0]>@ * 7F#9 =2J(S%)((/*= M_2$Q822%N>A,T))6#)+^"*FQB5G"$9CQ]KR@-IBX4T-;K@C C-%5.#/)U%B9 MN"\GY)$)(RR_;%C0F5&_S\L>0GL_/&0S/@A&+5SEZ'U@V]K'G@LMH2#2\00O MI]4#1>06G&4O0C;U2+G2D\DBN!%)@Z/!<$U#R<9>]/BN,7=8*^7WF95)=E$Y MG2S865U[NATQ1&G1A41L="\)^RO M712?=716D1"[(5^2U9VJ)1IY)1-9?*.-3%7><UWZ$MIVE7S&EQ%>'N= M??OD@8W6 MZL.:@4"B]B:9B8UC\84LLR%1P_"S+ YHPB!5=JHI5P[C'5 E*(+N MRX* $=SA5(D7$/4M/T2-<2YN#A;&8L ,EA*%*0X98-\:T-SLKB&+(>KCZG4 MR5^^>J<[':95'@?(93SWR2$^47KQ!7#.%KWE.HP;O#;-5R9X#+5TTDB,N8F?4'4@UU6C MR7WUEKP2V/]!>>;.9M.R\9"+P^3I>.^%9%(-:"K.X?E.Q4>CE[74\D#8CZ56 M7TEZ#'ZJ1M,DL1PX#Z]>\#-&@5NK!ZW$0A6< F'Q>BCUZPTA$5(2R_W'B5Y M)/4$;E"+NNI;$ E4&OLH!I9GJC$B#(ML5YKAY*'BH(ZDJK;>)R*%*&$+J)P%V\V+A8RDTQ/I3OCPI>M:6XE86[:^8B! M%T8(/#-OVK;9<4T0!T.\="1W)\.%H3XZEP-^E%F/#V^EG?QO!";LPK8(*X-[MHIYD.3@*A#N5.4-,&4D4))IB OI] M;]+(>]YG=?5=V3:U7)^YL94B[9?BA1$X]'ORJK>&, +/XL#?10_MLS^&0B^$ MU>8YF$ZYC^ >1N'^>JR*+G(.YE%A02+? 5KLH'81L28)2='R9SYL"70JUUW MP0@J&=HD8*5&O/6L,FDKTOR*3!T7*9(B$/"1@HQ+C'F?#FRJH7=3EIM%656:9XCAC((21$;-^&B0*)1OT;++ MSNL 3&IZS^V91,@R4O/AK,W'*N92Y;_'@U!@*KB\J?])'P*Y-?LWOX DFGX MS>Y+35,!V7*2>'I%BE#:GA7%)T)?*<"=@*(6,,A;,@6M$8LMU])*[B1.%@)9 M!Q#>W_@I4FH'K#J!)":.U1>;;)!AK&LM6Y2XGP*X Q<+L'5$GIA/ JF8B0.] MG+]RY_6;$.W_4@@DRO\?;&(BW'$8NSD2[$C0_Q?$.R2KK)#)[+:IN"@0$L<^ M@ OLE"2Z-0Y\3$2H5$5.NRL(89S__Q#&CWI_*?S#N[B=1O2\R\D+[[0ZTO>< MB#N#A'*;!@;T((9^R$-6!YR'VU*SQ..6"!2GDGF_\5<+N^WI%Z\%DD'V<+D0 M2,EYE1L13R5'+JN!:-P_ [U2JIEZ-:0, '84%NDEH&5K$L^EJ_%-(@Y*)Y%H MK:;7@#07%'H4&]:2VG"9%;Z3@R:W2V;C]=,2]5@Y26Q)89KBR!MI7GA9MEUO M$>U.\[C"KR:6J((V71.C9SADH(36)G(0&83WVNCPI$=4+KLH_ISH'#&?9]G_MGEK/V$8%_MNK+U80=."0?KW2^W^:=0868UN$J_@S<4R['&U0?SVZM M?R'M\\^G/+_#/)+>YU4*(&3Y)^YPV\H]ET4\V;,/TOC['Q&W3SW.=37:#'T(B M!1X\33UNCIO7=Ü([COM%-[51]M,+'-='((NC\T^:T6D6]GV0+,0^-IO* 9-# M6CYD(FDT@XY?#JU&C_-J#^4#U<86&N/.0JWKX<*\,SXY\:<$+Z6-U"=U(_-J MH=-PKCT3B&3KWUUY +MY%[XF1F=>A% ME(.+"_) (*KCO#"X6X)PTCAZH93NTVXHQ:>3NK<\Q>5REMW:B$B!? QJ];&=! MU2D]0A,A4H9MH_5M^)>AF,/"H/A=/\&BM^X]KV-@T@E8\>5MGX%*GHRQB10E M'-RF/O!V$8Q; M4[O<1]^(I6*U@#/I1H (8>K6/YC"Y>CFA+_XL!17 F7TP MXGXBBET44/)UZCJ#<:Q M ER=-=L'(VN[WZVDP7%OCSFNYUR1 +Y?2VFZ!S+0+_S3OP%02P,$% @ M_(0L6?I"B#N&0! R H !D !X;"]W;W)K&UL M159M<^(V$/XK.[[TALQ0,#8A) ?, ,==Z>323%[N/G3Z0=AKK(DL<9* \.^[MDL$A":&=]HLM2]IGGWWU]M9*/YH,R&/3\WHT>]-32"B[Q1H-9%@73FQ$*M>X' MK6"W<9XA_9A<:/IJUFAI+Q :;B2H#'K!\/6Y:CM[OL+WSFN MS=X:G"4SI1[=QS3M!Z$CA (3ZQ 8O58X1B$<$-'XN<4,*I5.<'^]0__B;2=; M9LS&6(D?/+5Y/^@&D&+&EL+>JO5ON+7GS.$E2AC,A'5YMQT'D"R-5<56F!@4 M7)9OJK3UPYY -WQ'(-H*1)YWJF"<83)BV,!4=I>TU+^IQ4,]EBCTKL MZ!WL5@3? E+2Y@8E,,7T)T"2B%=MHQW84'47\?2D;$(=UB,*H?00OKJR//5[\ M#MZST0;^',Z,U90E?QVRM,1I'\9QE7-I%BS!?D"E85"O,!A_-#JA)^.L&Q7 M+- O'T/]GC/X!>SS^X^'Z_@YN)^/)]/MP=#6!X?5GN)M^O9Y^F8Z'U_:(Y+ZZA !56IYA9_ M55GFS7Y-C,VI'1I;NJ4BL\Y1 C%)T:*F6B8VK/(--["45,V^77DF+L1KK;9J M3L)&BQJ $+Z7T=%)J]&N-IR=3MD&F3: KMR>7>>*Q8O0(JX33[- WPS%I@$_ M=H:8*B3C)F"'8QV BF"-&D$]2WV(#.%,-,B5A,?M9I<+6U]]_-"-6N>?S)X3 MWD;D/Z7#".=<2I=I.P>> 75/>O110@W6JVXV;GFI<*+&.*H1=6T0FW(4-*[M.'*]UJ%O(U!TO1=9&J=<]AM7;+9*;9!G=:RH(F'X1$O I MR9F<(W2@=G9VZGKC2S/.HZTM;^L;/B^UN_QO0[T7"LA9"HJN)262S9EUKK>: MSY:N2-F"G/#$74S%AO3_XN.A+#E(DZ?D$E^GSM"'])CN0[61:570(>7[ELF: M&4KFN-%YF=Z=1KC;>*WX7H'@!;<'4VT;/,W-(Y6JS:GB=JL,G5)6TJQ1.+T: MYTO!-!E;*,FM(F]ZSG/G83*L_/NBW@^T ^#2NNI^SFES(&F<"07;D.S/):=R MH=_"@FV\7G?9_2*XEW3>2% [R!W+!HQHSG#1(@Y:TQ9Q9"O&A7<@E^4LYAVS M9T^J",^5Y0P)9T7M=B]_]KV"3[[V%-ERT*AV MJS%M6$XGS]?+&>\;TW/G.H$9B8:-\[. */FYJ?RP:N%GE9FRY'N_S&G41.TN MT'FFJ!]N/YR":G@=_ U02P,$% @ _(0L64:N,BK[P 9@@ !D !X M;"]W;W)K&ULE59M;]LX#/XKA%<4&R DMOR:-@F0 MMAFV8>WE^K+#X7 ?%%N)C\9GH@6] [@S4JJFAEDU7JH6\59X91,:2^GPQK5C7> M=.S.%FHZEIT15<,7"G17UTQMS[B0FXD7>$\'U]6Z-/9@.!VW:,UON+EK%PJY MX1ZE]&K>Z$HVH/AJXLV"D[/(RCN!'Q7?Z ,:;"1+*>\M\ [68>+YUB N>&XO M\// S[D0%@C=^+G#]/8FK>(A_83^V<6.L2R9YN=2_%45IQXP0<%7[%.F&NY M^<)W\<06+Y="NU_8]+(16LP[;62]4T:^KIK^RQYW>3A0R/PW%.A.@3J_>T/. MRPMFV'2LY :4E48T2[A0G38Z5S6V*#=&X6V%>F:Z4%A?9;; F@+F/[NJQ8P; M E?/$28(B>[=VC3^Z=T7<1OW7- M $*? /5I] Y>N \W='CA;\(EL!"L,2^CAG]F2VT4-LJ_K\7> (T>O(]O'GQAR#Q3]_Q.]K[';V'_G_+]!NPZS\6\^O;OV%V=0'S/^^^ M+B[G5[<(-K^%%X;X/C.YQ&>HC0:Y E-R6$F!S[EJUB?P\!--#B1CX".2)90 M)** !'$ MX?)!\.6@H/K-YM96QF;)-9LCS]D-$A/\4P:)E#D;2/++:RY7'O6 M8II R-SY^EYA[[!:&-J-P0AM'F(RHK[-@D]2]'%15])JG^PZC5=)DL*(!$$* M"W://<0:2$@:CB!$K1"^,5P=.8.,)%BQ("1A&L$5GBBV[AB6S,^P 5R_?)%- MT2FF(1W%$"$<+4*NR^AC4Y M!V';%YCK$^)N#O(+&_3C*!@-8IS*0B &<:S_S-I4'P79('@ZVF-L.5,:N)V1 MSTFU$\[]AKTJ4I3@WM,M=YM+; >O#9+AP>RON5J[#:>QH[O&]&M@?[I?HK-^ M=SR+]QOXDJEUU6@,?(6J_B"-/5#]5NL9(UNW29;2X%YR9(E_!+BR GB_DM(\ M,=; _J_%]!=02P,$% @ _(0L64JOII:J!0 5Q@ !D !X;"]W;W)K M&ULJ5E;;]LV%/XKA)L6":#8(G5/DP!)EF(=6JQH MNA;#L =:HBVBDJB25%SOU^^0M.5;HFU]&^ '2R3%<\YWKCQA+A="? E4E8QI] MKZM&78U*K=N+R43E):NI&HN6-?!E)F1--4SE?*):R6AAB>IJ0GP_GM24-Z/K M2[OV05Y?BDY7O&$?)%)=75.YO&656%R-\&B]\)'/2VT6)MU>7+9VS!Z9_:S|(MF$UZ+@6O6:.X:)!DLZO1#;ZXCB^L(+75Z-TA$JV(QV ME?XH%C^SE3X68"XJ99]HX?9BV)QW2HMZ10P(:MZX-_V^LL,60>H_0T!6!,3B M=H(LRI^HIM>74BR0-+N!FQE852TU@..-<(3\(!?D&O M66#Y!8.:H3]NIDI+X#YA^D.YI5._N;Q[N"]"GDJ$[4;>T6:*2*@3)*ZGFS1Q51AH2TXK/ MJ6!)_ 0]E$+J)OBJU48QO ,D@B]-1YF(V('+<*].,5. 3\1(((X31 6; ".CL0#'S2 M-(5GE&:&-'U;5MQ4PT +LIK2P[=_#PQITNKM!75+," M:>%D#?IXWXF]ME'FX3"'"0>*#);.#C5NZ>E!FI018QOO$\R-C;AQX?A /DS6B M.5^31@$$"49QZ*51^(QOM^UK_.&%&3$($R_-_#W/.D5 !K.PO#A+X)V1_0AX M1H\X]HV;8SRT?1M_&BZH$H(N)8!QZ@9\Y_V=DV^T] M;K61R->9TYJ\ (X7E%#XV(*%GF<60G2$88)2_%\R#+QK!?ZP MO6U_=BYFYUME1$PU']G.R.Q[7M)FSJP>AX?#7NK8D/?\V%H9>R3="TT76G[H MV[*"T4=6=*YO*SIF $/'"1B4VG4H!"];V%QS4I\"? 8). R^.XC,8K:OO0&*O MJJ?9]OY#\WRQ_1Z8 LXQ"^TK0#$]\(:E/01.P5!+1B58^, @T1C#+]FW QD3 M^,6' @JN@T%D8P3=LFFC;@UD!^'!R.85M&LP5Y3FG'B!:DY83,6\9CRWAL&8\MX[%E/+:,QY;QV#+^CUO&R=9E M;\WDW%YI*V0!NGO??K6_-;]QE\6;[>[*_3V5N=;^K"BNXQ&L-IL@RIE=#%*KL!:U@LW##EZEU M"V&_F[,E3M%^S:\US<(:)>$92L.5!(V+7C!H'0\[SMX;?.-8FJTQ."5SI>[< M9)+T@J8CA)CZQ 8_1[P!(5P0$3C? HT9U"&=X_9X@_[9:RJ/(,UWH.'%ZLA/%?*"O;@W8 <6&LRM;.Q"#CLOJSQW4>MAR. MFCL2X=$696DV[G/QL_U21I.1" M),)7-D4-4RD97+)YP)A8 Q:TPTM17+V8;Q&'5:HT0[45@072MK4P%@FF#P% M"(EBS3/:\!Q&+R)^*60#VLT]B)I1YP6\=JV[[?':K]'JAV(8<1,+90J-\'TP M-U;3Z? GQ7!ZJ*)WGH[@;=6QR%F,OH"MC4#]@'T'_WIG78_/2"ADZMH?,2^C_7 M[B^H5U>CV\GY.0PN1W U.QO?P.1R-K@\G0S/QS"83L>S*=2A9RE"S+1><;D$ MEJE"6E +6-;4+,R538'JAW7]/&$:M*%D!MZV6HTC.MM"T#5MP*C0#HODP J9 M-H#N".T V/-V)RK+F5Q!CMJU*;)F<%\PP2US=QX8I<(8:B76.R9H4=-=(CN; MD'@<9RNN.TM&!!CC)AXYRWMWL/3H;:B- VE M DZ\N/:!XY3D)1HH:9\08[64_"[+*\ST= MUX1Z-_7U#Z\J0+/Q<9-_O\,-H<:B2#P*,]0*KD?%UK[+%:!:,_G0$FC!$]\ M^N9,,!DC^)9D_DK'N?\+4$L#!!0 (/R$+%F:<%9W&PO=V]R M:W-H965TVDUN4BT-2MVKYP*)+HE.MVK],Y:^=*F<9T'-<6 M;CJV9=#*X,*!+_-HR0J M1^.5-> PG31FW%&W\P!HYD:>U7GCPDDT:'":%&&1A!T,\:YZ@U M Q&-;S5F8W\D.QZ.=^AW,7:*92D\SJW^6R4AFS1@P%:4.CW9SCW4\0\:3 M5OOX'S:5[1D9R](F]?.Q"!7IOH5+[4.!PZCS@\ <>K5#+_*N#HHL;T00T[&S M&W!L36@\B*%&;R*G#%_*4W"TJ\@O3&_0J;5@9?RX'0B0E]NR=KZNG'L_<.[V MX+,U(?-P:Q),W@*TB3F]'Y[IW$O%3:5K0[S2AU^D-3N#U]^'U(U[_I^'! M@_'!E91/P8,P"=QCLE)F!3/."Q44>KA17FKK2X?PSVQ)YI0S_QZ3I3ITWQL;TXX?N6>?J1$B#?4B#4^@_N[&3SL>IW=P^/CS/OCP\ MWSX!I3HEL@%\D9DP*P1)%PZ>+AS-H= %0G!QM\FA QA;O-"F"U0L.@*$.[M:8TB2^20R.T1N"8/O?*![\"FJ)=Z#'&6?L_!%K&"7ZG\^O'#J-?K7%'V:^%\ MG'6O? FLRLYSN>7&_V*%2189, M40,!B2Y0GP,7X3B)[.%R@4Z2"H(9IZ"(]Z$0>70BQB6MIP8*7S*6(1('0:F6 MH">:Q#@!X4$*GQ%3RHF,$I22LBSH%4D1A&:P$RDM"X1M!:YP>QI#J/N,. [1 M!KJH@P@RBS&FRI"M$IJZJ*=NY9D>;]0G1(QH2(K1^Q,Y94?:'J2#M MF@ZAP)1->)9SFRX=J[X'PY>".B]!T2#65!-6:$@+K;=DX!"C$BDI83 SN_$1P%@^G5B+W)8F1+U3H1RLA2ZCQ+9T[V_YK8 ,K XU/P9/;0;W;28" MTZ!_"20-"AK9$A(.AGL$1; KBC]VC.Z8QG.D!], M'[KDN^M(':"G&8T>,,'1OO? FIMV$WX@/US;_H_4$L#!!0 (/R$ M+%E4OF8J0 8 /0. 9 >&PO=V]R:W-H965T&)P%'T@D!<"<3![])0\/*=\.+\)HE6-Y-VG@0H 9I+O;E))#4NI^ 6I7@PW1ONY@_A';8BC>'^'OGZ-JQ_T]7?@@G?2)]072RP]/]VM/]7=I?S, WI-X/[R& M3 Q5B/,.S!3\'&%]%%6:U+-C:#6C*')[0,'%$-QZ$"0_?1S!R&(J/5R*1"KI M5]"$UZ^.XEY\0J.#&"ZE%CI!4$C,=]!K\'2'\';0@WOCA2+ZDYIF-(Y/E0J\"[,,3 M1^UIXF0JJ4.UX6]"C_!!F0FY,3:JX$;B:%HG'6AQ1T2K5O"@S9+ZBX/[NP^$ MVVU>QK64?A[M MH.Y(Y5?B8 !Q=+(%>%CIG>QU8(A^B:A+'E (#D(&;H1-YEQXO5+3MM@M-^8@ MHXXGF@K>'5#4S2IBKIAQ,C*5B1^N"IV/,_9I<_Y^WQ$(Y?EC5 M-D5M-1BM,AG'WVUOG:KO2Q,)-(]J8K9+_K&DF)3::8/%SP4ZOR%!&XJ<%\2W M]5/>FV\/:N*WJ)MYVL:=H\AI0K'? %D2>6[,0BJHHF0M:#S[0 4X%Q=HLT04* M1PBGUF1P?36\O6,/[KEMC#$IN.YN%V@UG]]56W[EBP5=7.^/;R;ETL&X*F M7S.35=^(%0=^4+$T?.Q_T5)^=L](MZ.=_"@CV_HV [^;IA"@53AYK- M2]] M:@S7=&WL?=V+QKC@.?J;PP6S)<,R_2_1JA5TUEM)Y[HW=>">EC9*.'4RI=Y M:QO3/K">Z!;.R9D.&XD,"5I/5\GJZD.99T+PN>TJ@Z/J&RXJ.<8S6O5E-<2U M]BVI>-;7+_JZ$^)7>M4L& MLQ:<3LM<:#H;&>8.(3<72H$V7$]E@&:4YAFSCGA!0QI9=E)#LW>X*1W.?TM6 M;F_BD% 5'5NB)0R2'L)M<7<6*ZT4+W28K#.40L)+.5IV4$1"O E%DSX\)*! M3-0!*'!<0Y"KPH7JMS,"07A[G<.#G]C%+AT6FM%0,"#JT&35^8-RDU'**;B* M+A$ZK>N33YB4V."\3.@Z(+0K*;;-(:&<66-B'PA_)GV@UQ21K46=F,SFW%6T MIMY$4X31"CK#-YM#*'C>N9 I?"Z$}&H)S2"[C7"[O' .IB1@.!J2IF85\W M?Z[9=BW} $USMES5EV@+D]3!$%7C$&M2P,W%)@AYK2Y")/U;>ZKS@-SD4+S M\.V3*P7MGZR3"F(AI!(3.L*_D5W!+96D45%WXOW<5IB 0G6VW7V[3UXBE,I9 M>&\Q":G7EX^2>K9^TEV4+YG-]O(]>!/(X^@$F))H1 1J@"W?6.6'-WEXUTR, MIU81AG-

ZEJ+E#;0^-<:O/]A _=]_P]02P,$% @ _(0L6:.#HJG' @ M 8 !D !X;"]W;W)K&ULA53+;MLP$/R5A1KT ME$JR[#R:V@9L)T53P&V0I.VAZ(&6UA(1/E22BN._[Y*2%1=(G(M$4CO#F5WM MCC?:/-@*T<&3%,I.HLJY^B));%ZA9#;6-2KZLM9&,D=;4R:V-LB*)(BR=+T M-)&,JV@Z#F1+/!Q7SDXT/ 3XX;N[<&[V2E]8/?7!>3*/6"4&#N M/ .CUR,N4 A/1#+^=IQ1?
Z4'[J]W[)^#=_*R8A876OSBA:LFT7D$!:Y9(]RM MWGS!SL^)Y\NUL.$)FS;V)(L@;ZS3L@.3 LE5^V9/71[V .?I*X"L V1!=WM1 M4'G)')N.C=Z
\=!$YA?!:D"3$.?Y\4>ZP4\R&"IE:LL7*D"B_\)$E+2R\EV *N KG")P=N@^(10;8_LI=U=!I_[$,ICH;=FH1V'@/2*<6G]W$+]4YV>M* FB1V,@\8,L\=K:Y1K&[0_[":H&E\=A*!:>=-NW&Z#CV^
MTHXF1EA6-*+1^ #ZOM;:[3;^@G[H3_\!4$L#!!0 (/R$+%F+(RIBY 0 M '4* 9 >&PO=V]R:W-H965T=^^G$Y=7E$CW<21/&E-+:1'E.[GKK6DBR" M45-/9VGZ?-
I(I9/%65C[:!=GIO.UTO31"MF MB[-6KNF:_.?VH\5L.J 4JB'ME-'"4GF>++.7%W/>'S9\4;1U!V/!2E;&?./) MF^(\29D0U91[1I#XV] EU34#@<9-CYD,1[+AX7B/_F?0#BTKZ>C2U%]5X:OS
MY"01!96RJ_V5V;ZF7L\SQLM-[<*OV,:]&3;GG?.FZ8W!H%$Z_LO;W@\'!B?I M+PQFO<$L\(X'!99_2"\79]9LA>7=0.:!D]L04YI#LJUM_BJ8.<77Z6U4ONS MJ0<8+TWSWO
B&LY^89C-Q'NC?>7$*UU0<1=@"A8#E=F>RL7L0<2WG9Z(HW0D M9NEL_@#>T2#M*. =_0+OU4VG_$[\O5PY;Q'}?^X3&2'F]T-P1;QTKD/.P*+UZ8NE%X[\>[=)9
#J"H4RE>8\L!L!*-\(IX\?G0RFZ6G\4.8 M9*=/V3!+QSN25FRC9CY4Y@B0)2';UII;A0HC,,U&SX_G(P@1@&U0MZZ2<+UX MPLR3O7E<3
!M*41&>]#$*9/T=V9F.BLHQI]+7Y1=#>Q"U9V'8I2QU\0.YP !3Y4B]"WFN@O,*@2"[C=H:ZAN>AP M&J_K+D0?Q_5^ZH/:M=#=LR3V-IH=(T8C/GDX_\JC?+J I#B+IL;6[#/0-
578GG]&3DZX=1\,4Y/(*!2>05<0!2F9866O#6Q M.]!VX%$D>44EFQD77W.6B MEOFW\74\7)-)RO!1;+&QI34'1=,2I+@:FQ1!.>N5*&6\4=GI+>?1)HP#J MC8:1'5X=5-
213V]F\P@42[-!*X&0D@D7-'19ET5FF@U*C#>DQBGDLQY6LRU@_ MR#!E"A&J.?I*T] T(WWFRQ"(62NM5Y)3'W%!1EG)#E=1"^.'XN ->ZU.]I
M#,+0+K7K13Y!I'#+!9_WAKU_GDYZA:$@4(#(IZ [7EO<(W OU65H2*U:KW?C M%0* P]:*.W* MWQKNI@K<'8;4M1$7S^0T'=C/!!IY$YHXZ. $G5QF ATFU,; M.P^RT, K8[-E6?K)?5?
0]. I MT)!=AP85CA74B6-^![:8S?3_B X:6Y^!=02P,$% @ _(0L62I)8=D1 M#0 02@ !D !X;"]W;W)K&UL[5IK<]O&%?TK M.ZJ3L6<@"$\2E!\SDJ,VSL2QQK*3:3O]L 26)&H08!:
:/;7]]R["Q"4(%I) M/6T^] N)Q^[=LW?OX]Q+OMA6^E.]4JH1G]=%6;\\637-YOSLK$Y7:BUKM]JH M$F\6E5[+!K=Z>59OM)(93UH79X'G3<[6,B]/7KW@9]?ZU8NJ;8J\5-=:U.UZ M+?
7N4A75]N6)?]()>)\O5PT].'OU8B.7ZD8U'S?7&G=GO90L7ZNRSJM2:+5X M>7+AGU]&-)X'_)RK;3VX%K23>55]HILWVDB>_8RUS6ZG55_))GS>KE27(B,K60;=&\K[;?*[N?F.2E
M55'SI]B:L5%X(M*V;JJUG0P$Z[PTW_*SU<-@0N(],"&P$P+&;19BE-_)1KYZ MH:NMT#0:TNB"M\JS 2XOZ5!N&HVW.>8UKVY64BMQB7UEXG6UQEG7DM3UXJR! M=!ISEEI)ET92\
(D/Q!OQ]D9U>*JS%1V*. ,L'IL08?M,C@]\8>V=$?H.2+P M&NO(+#?:\CRPF-[/35[O98[F%8C+K26Y5+Q]=\OYG6C82?_&-N]D1V-RR;? M.:\W,E4O3^ _20^K)185 6<-
"^7HI'S0M765?-_*=`@=8J5JQ*:JD6U M$#5K<\Z8T@$FH3[3M8++IM6RQ.1,Y"4+(.BRW'W[IR3PI\]K3"OKJL@SV6!,
MW>!KW4DGB5JMR/MO%>;C7CEB7C4K,=\)VI7(,5S(,J,'FT*6Y^*O2FJAR/H$ M;$?UMD,?(7T$@% WC!XGE*?8XA,QG> CF"7X]+U8W"!"0 6.6*I2:5GP$C*# M[^5D'11$1.A,DIF(G-
!+A.],HXGX4#48"G=-/XUKXPDF32N+'"L?\0>FU>%.FT#IMB\>&SLR?XC/Q0X((M_[=>QL#_J9DH,[0 M(*#>:D.0-W:"66O#$YX2^,![/B*,W_C/GY%]I4HWR$%TMCF9T$;166&/:=66
M4(FJ';%=Y>E*;'1UFV=D[5HLX?W&X.PJAPB "OOLUA%-U2^C/JNT9:55BP4, M2==L)VJ]*:J=@EVQR5>UVJ_OBBM)RX^LT&&J62L;J9L\S:&9!MD %B_)4S@R MM3@(38F&L,#!%"'
H';!DF97D$%.LUKQ1NG_V##2RPG]WM M4&DCU>50@Q26K]NU*-OU'&\P=E3S0M[*O*!@Q,>5UW4K:4,M'$:S^#$;RVLQ M\3S'\SRSV-@88"D*UFM>MB2PR0NS"ZF+W
:.F0LL'X#?\E+8_R(.F,Q[;*2 M&H;<:D+:=&=!$^M.(VS7[EC$W0=<:PECML)$)F]VK!$:M7L@A)S;$-#I\A>F M*!C57US@B=DP% M6-9"Y33OC")+KFE4XD03[YD(8C>A)1!4CN-
"W(P3)\ XX/+<22*F;L(1">'L M9V/CI*@&""M]3(H?39THGADIB/4 &E&P#?G8MIT"I54@.U7O30\='=8Y#MZH MUF&$'/JW&/0D=J>^(YY P?85G@ ::,9&,:DM=L::&@[4R)NGC?
P\.,H#8!T4 MU1]%UFJV0&M*]9@MC2/S7 ^D%/FR*AVZFW1WP@+UW&#PZ#[B(I?SO.B,>:B= M!\+!R%%92*&!Y.\A(:H1!G^/X1""P9A3K$Z+-C,\1::I;G'9(4(@YF%@'@@*
M956>IJW61!>'(RS!.2 T0$Q*7Y;QQ MHZTN$*^P4:YK,!P!IJT-/[LL9/KI]"9=5<3=UE6F.!>DLDC;@IR[#_^]08QA MLHN-2=-(,/!+$YQH66)J74:LD1BPBE&71*1>VT-
K5L@<$LDH;48@=$<[IL*> M$W*"T-4B;R@,%U5M0-:J.SOC5M 'V]W@8993"@;V M7:Z*K,]J.J_G2ZTXMB(?(J# K- &NNM\[%U7!=X;N1)TX10L"EC(,]^ 21 MV!O\%F^'G^_'
M=RDBEGN*[QE&1:X7?T,V%9GE7<^L[GH81$8S//:VWC/_,6.BU-09#1F,38;U MN>%BD^$%(-DH1!ZW:S1[& R=Q!\I']P8>H)6L6[VSIXK Q+624,;7+%\C5R)@Y'%,
M74:V3'9Z+J[ZTY@/UZISL-I\D>/)6H'49H<:7TGBH!EQS^9 1UA8NN)B+,UQ M_"(@'%>)H70%KJM*< 3$/OI]7-QW?0Z:))U'>$/TM;D%]AX5H=6MIHU;4L2+S MN)?
+*19S!E(ZQUX!/GC3CR'IE6W/JIL*I3K0;:RS:/5:#O2O%=R#L3'<#W[%5 M$%F!H8P4;]@DX2,9UQ,;J@HL7^DJI#'*>631IS3>EC9FV,T%O^E*I^Y\WLH= MY/#Q>(>U&6N1SIG(-
X)WJSD3&N\9$/$#\?OHV>O93L!:4V_JQ&$,S0,F7*.L M4:=HD\N,I"/UJ4L/RI)FEKE&XR4ZRZ97BO-W4K,L_T)O5>.L1L[LJLM M ;NO)1G5TC+8A[8'I/L*L-C#:
C&O@@D+=C"JO>H+E]NIBA%JL%[=2X[RS4N MQ=:+J@U.YS UR0P;H-7'*,)%UUKMJ%Y;VL6!F[UD&&1OS'G6OK7\;\C2SJVA*<:'4F(R0P)))/LR(V)US3C!UFV=("^(=S!
M'0>F=3Z\N=X[+^7,&;L=J6]]ZO/J6)= M"-D7BUC2=V;)U F#29]./QS,[QL;A]V6.ZR^'"1M\ND)-=\,YXWV&6>),)C1VYD8Q MX@M&7VPTS.*)$R:A01CZF!10"W0&)+^AT3)8V<6TD0?
JC1$%&[(HF]@T[# M:<=.V.I/F=.-UU&=6_S^JG[B3CU4ZT]\SPVG727/ZALKX?\'30=_T'3PART(MVW/PQNM]%Y;YI6(Y4Z;'9P8]J.R[7M,WEPGAOJ@Q;+$Y\,!!B73^^!IR4"H>
M7'H)ZJ\I2KAC56/L1C.NTV)3ML$?S'WHAK@(?3_U(PS@I@C[,G!8X&99M@H?^P=5 6W%GR$=A)LE;[>@I:WWRY M'#K4V?5
:>ZPFD*QEB^7S(VQ3*\AK6X5_88"OG!U^>;#=Q=@&7K)<\WH'HM M8-D'/(_+&4NDYFH)N^OX#[=L>6^G3#KH+RA96RB6,Q1!)L1BRJICNTQ42=#A M:?3-SVRD]4A/L%?6^S5?
6%1#2TZ+BJ/XP8]:]W_)'C)O.[-KO+!%.);EIA6M M,-KNZ,_X3@?B6,_!'?\]XL'$=8?R/R8+#]*OX [[U/5#DVK]"?\T07L^9 5: MF3JZO%=DW%EQ9,%PR"L.T8\=EJT._Q,^$0Y^HSCX%>-
+?.)8Q3U$^EA*_55J M#B*3^A'\!P/,'@USC/<&4^OJY&1Z$Y\X)G=NCCJ_2GB9/,DF[>T1H]AHF$ M'1XPW8<:@F0SDLMNH:O/G%10^M"O7_UYD);9++[<.]3*>OPUT05:4_8<#+.
M76OZZJW#P)T%CV@=NF-_$CH;_*UKK1#]Z,]KM?E#@?F'5_^T_W_N!C)^9_!-U-4VWX3V+SJFFJ-5^NN*U%_.I^455-=T,+ M)\:?/5O4$L#!!0 (/R$+%G"XF)2V 4 $(0 9
>&PO=V]R:W-H M965T/T MH>@#M3O2$N:2:Y)K1?WZGB%WI94E.VF! GVQEIVSIH9>C2"5^7I72K<])V>=(;]=J)SVI1!)X8G!Y7])W*:RUJ'SW;YGAI[MGC->9K6/?
\4R[9U,>R*K?;!E(PP&I3+I5WYK_ - 1>#5\0&#<"(PC[Z0HLGPC M@SP]=G8I'.\&&G]$4Z,TR"G#0;D*#JL*J@"3^Z.>J?/ MGHQ>#%_0GBZ)CQ]#/T[X?B.[-F'S^+KVZ(>"%-#EG]\
[.VNSL3:HUW9'V MO"4\9*L$8^G%W&IT'G\D)K*(&!V)WVH;8!A\D1&O.Z%R,D%E4D,',J-&UP$I MI C2&E--[X M[H:808(:[X/RL%+MP6T@] 7MX]P>!BE$4]>9ON,#0UT/_G0
MYJ0/N$WE^T/*FI:%R@HAM8::A5%S*#6 \6C,%>_W$7K+\='+27MK_>1(7.]& M)U$#(#.;$9I]55G'ILY6#4 BK,(J,EZ;TN6"G+L7UB;0($FA+[22,Z4!T6=G
M<>X!S==LE>^F3T8NX&"*;E9FD=P#[^=H!K8V3"N3OA!S9$BS&$FU[N\X+O)D MV"[/!],SD\ZM6..:O:U=TL7X\8-I8YECB^!ED9!)66D(F!GLI*KJ()E,>EJ
M$&]]H"B)QTEL=,CWN)'*2ML5T8$C+<..1%4YB]+$2M?/,\DHSCSX$=.^0/@. M KE2&!G0!9*1Z.)K0'9"9HYS1#+<-]Z93)=YSQN:2JX'D*(9).+&S+^ 3:, MOX?+&W+P%A< J^?
81%.1!IO %I0OL,RT(ZQOXY&OA;<*C;,Q+@%H[FQY+WV0 M!3QH\CW56EW99MCJQD.Y*J*1^Q_8,1R6?.34JG$U #]J!I@EPS%:*--*CQJG2 M9%);5JDB-C5]C]-C%9M:
UP2*X3G\X[76#+3*"PD=?)*YEMG-P5566,VNKW;IMP<0Q:A4>Y /Q9G6]WR1 M1'>"M=5IN\'XH2[;C5@B$*/3%W<61=3T''9GF\+"<=+^A[':YXY_&[1X+XCG M8/3R]58Q-J6>:H0OU-
RK:N<8"E7 :+&R<(FC]24N MFH,/G!9G>U8[%[1/7?CK6&(_/1T.A_[G]I2]3'4""Z\Z/;C[_7'3X<3%=OV+ M
XX_+NF&R\N1R58H28WP(^8&F?)41*/'K_$UF3SOC+=3W39G9+LZZ@]'T_7H MBPW(K4ZGW<(=]2?37SHSNRZ9_%]=,AH._X%+1B\G/^R2,?9N9I"B:/@SJ:7) MFNZ4*K*]B?
W8D1CG+3+:X8YD#I)]86M'4RGHR]YJE<=SH]$KXH,J534(+"E> MM?A":/R<'+H^A251 LC5'',.OKE[-M?31L6*X%)!_$AZH#K$X;['PZ#SKBO) M+>+K%2<;>R]\=:SZP?
R67H7;K:GU_4GZ19H^>1X];G%@G7#%C!^M\&IW\#4$L#!0 (/R$+%D/4$^3 M40\ -TI 9 >&PO=V]R:W-H965T3:;MH],NND[?2=]P-$0A(2'EJ M.S^]?T]#P"2LF4G MF?
TB\0">^P:?[QOSQ6Z5:L5-5=;VQFDBUN MS>;"[HR2!6^]RHMD.KV\]*2N3UX^YV6NE8?C+!=54ES^UJ5S?[% M27P2'ORN-]N6'ER\?
+Z3&W6EVD^[#P9W%SV4OE>]MKJIA5'K%R>OXJ>O,UK/ M"_ZIU=Z.K@5QLFJ:+W3SOGAQ,B6"5*GREB!(_%VK-ZHL"1#(^,/#/.E1TL;Q M=8#^(_.7E;2JC=-^2]=M-
L7)XL34:BU[,KV]V;_D_+\S A>WI26?\7>K4W3 M$Y%WMFTJOQD45+IV__+&RV&T83%]8$/B-R1,MT/$5+Z5K7SYW#1[86@UH-$%
ML\J[09RN22E7K<%;C7WMR_=UWE1*?)0WRCZ_: &1GE_D?O=KMSMY8'>&G/7\KPTJ_R)]YJ MFY>-[8P2__=J95L#B_C_8SP[B-EQB.0E3^U.YNK%"=S *G.M3E[^]2_QY?39
M(_1F/;W98]"_JH]'=Q^G[?VO;W[[Y9WX^.K?[ZZ$A[]2\&\[*H9^4?A+QJ=:M*L15*UML/Q7Q M(LJ6"2Z2.%JF"WH2+9>7 GX$+ZE%DN!]1LO2Q4+$<_.REXF/3RA)+LVFT7%RZ
MBS2ABW@9I?.E^ BR*OFY,2.21+-FFN=8<*,#7B"VA;A"^K!)G^U6KM6[/ MA03?TGH&1SS!\A1;WOV+-YZUP#8&^%3\J IEF.(T2J8I_2J"^/WK7Q9)G#QS MT@#CLS01V6(N+K/Y((
HR6+LRR[GN)[-9Y[["W",*5)^*RV@Y9V%$:;ITN"#P MMVJML+(@B@9*SN(D.\?*:;P49VDTGRW/ Q6SF5AD*59$TV1VWM.10HUGV6Q^ M+LYF,9X[*HH _;
[P0,!LQN1D4_H_FT7)$F@^?+O\3P7TG<;X7T3S+",@232= M@P92\!NH5M:W+,3Y,SL&->CXP%)AYXC O27>;-]V*ZL+C:5 1L$?>VM&XTW^'UA5-%4DWG4&$&1-+YH: M)B-
K64C8D$1FS"Q*WZ-W'2X_""_:-M*K+J"4#:RC,1/35UT1MJ(Z2,$'[:Z MU+L='-Q.Q$]8WQA *,O;Z"B;KY6IND+^X(C,^2T13=9>-RUQ\AF)4+3-6*22 M14B!P&(5MIE=8\A@1FO L
<^$;_5,+U<52ME1#*/7 @@;*LI',9U,DTK(D0R*M0;PCPR-J]&M9=K % M("3>-%Z [8OO"U!C2W95**QZEI8DR@:95G,LFYUKG=,_E;RNSUPB:\V\1M1! M^ +E&BX68-
9'E3G8X@19:PUO5'5.%JC:O5*UL^FU]WI84MO!.F['2C,D;@([ZV2!BQ3^AX"'L5WIUUGD!SE[P;.1P+F P2R-I-X,A5/ M[ORY,#5.1Y&H%0L]@ &!G:ODDLD^6^))AM^4MX=XQ@@*+
[&6!"V631!9GB!0 M^?_%Y)+^?VWJ'SS$5:E"F++B I>JVK6!%D=>/$GX=X;?=]6N;&XK"M,L7W(@ MEFN.D$F1Y2R>+!A5,EGR_]RA_H" 8UC>HU!VX0$@FE163!E#.HGQ.V7^/M5&
MYGDDO;$2R>E=_<,1\ T<_".@AV>[)T*ISS)H^)O.F^Q;'STXXGSJ*P MZ4EOA&N49E#6@[88C!#FB'"_YA8+D$?9":#Z".S@.7EMF03>%=>'(M:#0CNKP5LFV-
AC]+L@>$R9P%1MF@CR.51LC,$3(LNQ7 \^+/4(,M=#XDF +\ M&$46S6HE%9IB2!Z[WA(FXE_*!8<5T;/[4E+J0MY8?Q<_(M R5G0#+P:Z:4**=H$E*9KJ^5;=E"5[>,<--<*U-
7H6(ZFHN&%-3G+&(E5Z9% M;R?^Z&2IU[=D;V63]YGR?J[Z&W*:<8E*BA$'%%E!N=P8I1QM7BF=DYGLZ1^H M%1ULP?ADL:=#4\G!*ARQ\N M856H]/0.+F:7;J2<[+739D6;LEE3"
M%$\GZ''#'].(R]F?)^X*85*O8;AU>Z<9+D:=H:!2NW71M=1R%>S0MT]].H+W M618T4;^2)5<$/%*RW]$MOSV"^; M= 52J&*&3OE4+)=WEBHNLI0:HOM0:_6U M6AS-
41K,T9!^[,LOQ&5C;@%B+PU2?$"11%DR1[OE=!C/,Q(HI(_HP?G:!1M. M.;G<:;B'_J_S@CB*XTLQ6RS%KU2/.I?B^& =#8OY$N#3948LX'5[RR#5'YUF M@*Z0O5S,Q2S-$!<1^3=
<SR;E<_TL\IED2SV9PN4K3TF?CGL>(0 M,DAH1A!'V65Z;THPP.MK]F,E)K0<9>F44,71,HL/#69LGX_)<6PU9_,T.1>_ MWQ<233^6;JH19=GT_(C4B:?Y@GF*%]FY^(U-:R3[&-
L"JB,,C^GE,4B*3J[%[WA2XX& MWU)$NRCCX%MNP[X.': Y8]QHZFA1/)_&R1".7:2+9VACA@#]'?2XK%ZA9$3* MD]=2EZ$F;]9K2-&3.0K#A]'-
M12<$ETS1JM7Y>1,JS7Q4DB019*QX$]]U28OIY0$+R\8S@!CL6QXG]] \& MV0^L#F9<7*=](]G)H;X/_%W,^+K:4*D73G-J(;JUR=E6XF07M<\X1E5>0IF@XJIK4M?
U#\'"ST<'9&+LU%Q$=/;[:Y!M4I= M"^&E>1_?*"I9*2[NMXICC^W6R.B:4I OYT)_Z+P+ZV_4A+]?$Z.A:Z>>%I/+93=O#)K'\PU/=]K_L]
M)@!&^C$'E%*ZDI,Z&0+^P&3W6'CE!#MXH; .QFMJ'[S*1*N$9K'T&X~4KVR M207\]_%QY00UTD.'@?05B2UZ!Q3:T5"XR^)S9WW9'DR6Y7-\9,+ M9I K4C)A;E)X
.)NUJ+A4:]F3[YK;2$Z-J8B]'F'ELHM\0'138++!HT$S:G@ M;W7+4XJBX0FG;[;8-<82<2VH,\ P:G6CG1HV1%V>4:Q0\.6M[]HW8=S%\R/? MN P##'X4%'40J09-6^MF?;
:\@9)M3!MHW;7V8^Y.P(G<8=JGJ?Y?$A@PBT- M.,IACG!G/'Q\E(ZMEI2.C??G0794KW_NB@T7FIH&0ZANC#/+0K7DRW50_$-' M6M2$OAWL
\X&"2,X@USCHL"JL]1ZVFC4(;9HNZT-]AK/UCOJ6/$+?S"VQ';RY[]T4O=.R7KXE"7OL.8B$\\ M*) YFP(?"*&.++@$(I'UR-K;P[X0A)^]NGHCYMGT!Q22- G+[XM&CN=7O6?V
M_L(%B"/>CX(.F7-YA>R; B;\'J8O-[RCCY$N)05S8QFXR.JW:AMFC16=!Y?Z MB^+@"V1PF3!S/-,3-2$F^+W>-@T5C(ID[M;.IF$N?.X#+BQT\N0_WMW)T1P1%DRET:5H>AYF
>:C@\3$3*@^VYJT9]% M#]-WR@]#Y4)Q/A 1)CP0[$#+\2'0-XYU>@&.TZH[(!PC/D (:S;=5XHJ!D>V M*NH.#D2#N8/)#B&8HA"OVC7*QN9$A3$QX(>9># M1.!: WL'!_D+64?
^A[.#>C^CI"]Q7 8TCB/X_DY^Y&52MD_\TC MB.+EMR,::_7-[<[X ?J!6K9*CY4#7!2_ K(%'P"\VAEW: +#I\$^+)>JNZ/6
M$8YV"CXC&K(6>SW7.A2B1^>$K"$N0>XZQ&$I0D.4P;.%_RJ*.YKIJ(4=11=N MB082)N+89UT7HT_NX&P;_K#0NIK1??W7/^V_77SE/MD;EKL/'W^1!NT[?5BP
MQM;I9#X[$<9]3.ANVF;'' "MFK9M*K[<*@D7H@5XOVZ:-MP0@OZ+SI?_ U!+ M P04 " #\A"Q9'6U!VWP% #T#0 &0 'AL+W=O='CXG>]<2)XMA?RB,L8T/)4%5^=>IG5UVNNI
M)&,E55U1,8Y?YD*65.-0+GJJDHRF=E%9](CO]WLES;DW/K-S=W)\)FI=Y)S= M25!U65*YNF"%6)Y[@;>9N,\7F383O?%911=LRO3GZD[BJ-=H2?.2<94++#I+- MS[U)
<'H1&7DK\&?.EFJG#\:2F1!?S. F/?=\ X@5+-%& \7FD5VRHC"*$,;7 MM4ZOV=(LW.UOM/JL;4=;9E2Q2U'\E:&']1L3NM"WXOE1[:V)S;ZEH
M^P+)TMPQZ166I3KQ3@N<^Y:^K3F86?!T']E 5DO(!:WV\BBO**:CL^D6((T MTJC-+*RI=C6"R[EQRE1+_)KC.CV>:I%\R421,JE^@NNO=:Y79SV-FLWW7K+6 MT! 0^":XS!=
<\9>F^@AY":G"1#:X+\A(IR(ZK,*DQZF]:,+./8Q_Q>0C\\;OWP5]_\,1 M@%$#,#JF_GYU?3]]_VY(@L$'N/[C\\W#WS"YO;R!AXS! M7!28BCE?@*:S@H$UAFL%24;Y@BF8K2 1924XSJ*T!
(VK5HQ*!N046B>^![:8S?3_B X:6Y^!=02P,$% @ _(0L62I)8=D1 M#0 02@ !D !X;"]W;W)K&UL[5IK<]O&%?TK M.ZJ3L6<@"$\2E!\SDJ,VSL2QQK*3:3O]L 26)&H08!:
:-4Y@AC@;4+$7"3S1;=C''L::@OWHOU9#BPO\\0.I8=3>(]., MYM1VNN7@3FZV ^.WU_P\R&@U&[6>CMS$:=(*X#\,1=D@46U(W&+>P#!7[H]=I MM?3U.Z3O6UH#$IEV0-
QT&'R7U:#3)^&!4%W/_]]0#<+0_GZ4V=CMZ&[$D M'NSU#X=K%.UV7VF;(E7P"?2U&Z8H@F M&)$$9T61IU0C/TIC4]KE",>405\8JI1..:5=2\]
MLOLU154Y\VSDV*R<;G8ULK>H4QX/&!,&R,*&1DSA0;@SGN(E!_GHP *C0V+8 MF-I,4[P^Y.;/TLY68/>&]3C'XQ494#UHN,MHF-.;/]UY'B/%"["HPIHX?K&LS M)MZE4!:
[.17S!$4/J_P\TJ)V#!K@:P-&(YNNK7B(@3XI MA=3Y-RJ U'#EBXO '=.,2A.,52WQE%4F2,5"TE+9"+X0 M5*9XJUL!K74F)&8JJ&64]O2,%&47%>$/- MJ^*E3FN%@K26-GN.G?
*;XSWLPBV'3P@UV!S_NK&@09_"2>CC=17#T/K]@#4[MFW+VI$$O68$>*MTULF7F/;NQH^Y^"_K.4>>UNS!Y630<'KI82+8P849+46-> MT4>:%[8\F"C9H:!&6UT:']T-
EEB@3DB_.]J8U3UTZ>OMW,1+)A?VO6%\A!C< MI;R9;9XT$W>3WXJ[]] G*A&ULE57;;MLX$/V5@18H=H$TNONV MM@$G]38MT#:(T^9AL0^T-+*
(4J26I.+F[SND9&T635+T122',V?.#,FCY5'I MKZ9&M/"M$=*L@MK:=A&&IJBQ8>9G]#_\K53+7MF\%*).U[:>A7, BBQ8IVP-^IX MA4,]N<,KE##^"\?>-
XT"*#IC53,$$X.&RWYDWX8^/ J8/1>0# &)Y]TG\BS? M,,O62ZV.H)TWH;F)+]5'$SDNW:'LK*9=3G%V?>=I8PF;>]1T"K"KF4:X5)VT M9AE:2N$A0&]3T&ZU>_Q9/HSQ?
(9B/9["7T7S^=G\!MW[V]NMV^@W-4*E!#U3Z@]8MA<(!JTAH[8U6-HN5-,JB90<5#5:..LO\ M"ZNT:MP3X058!247G:..IX:WU'#C^1,@2!(<+BF\7SJL!W(U@.[B !T[CL?N
MO^D9,%FZ6;* WZ,H,G_X3;_GS7UW#'2& +@3:,,XMD9 MZ9@?T@2V546JX6KT59!N4">*3G/+T2Q@V[1"/2#V<*^=*I2^$R16/>HLAG@^ MAR29PAW3FDD+V32";)Y#,LGA5EDF
'T6\TP:R/,8)O.,@GZH;'3_67%43IZ[M839/W3"E?@U8A2)E+5$3(M'CKT?,SOCSIP.Q)/.FTP_0H*U5"7DVAW0R):"G M[G;X2(4:U >OM2X/7=9>D$;K*.>;7L7^<^__!1^8/G!I0&!%H='Y-
]]_K: M+ZQJO:;ME26%]-.:?DFHG0/M5TK9T\(E&']RZ^]02P,$% @ _(0L60@% M2VD2 @ P@0 !D !X;"]W;W)K&ULE91M;YLP M$,>_BN5)>S4%0M('98!$TDSKM'8HR39-TUXX<
FHQF;V4=IO/]L0EDEIIK[! M/OONY_^9.X>M5 ^Z $#R5'&A(UH@UC//TUD!%=,C68,P.SNI*H;&5'M/UPI8 M[H[@6^?^E5K!0T#MU:JN)0-LA+ :DBNJDJII[GP&4;T3$]+*S*?
8%VP8O# MFNUA#?BU3I6QO(&2EQ4(74I!%.PBFHQG\ZGU=P[?2FCUT9S83+92/ECC-H^H M;P4!APPM@9GA$1; N049&;][)AV.M('\"P/]@\O=Y+)E&A:2?R]S+")Z34D.
M.]9P7,GV(_3Y7%A>)KEV7])VOA/CG#4:9=4'&P55*;J1/?7W14WC!D<:AD2Y3U-C0[<:FZ:".N%/:GK%&9W=+$8;P"SA!RDC*%SV2C MF-#,W9<./31\Z^5E/6O>L8(76..
W$F!A29+D4/^+\ #/#A+_-2(M$9GX[TC@!],SO,F0[<3Q)]_.EOQ,MAJ5L7Z=2KS#3D]C;>/,=,TRB*CI# WJ M$6C\]LWXTG]_1O1T$#T]1W_E+_H/:_DYV2QO2)JL-C_(9I7
<]FF2R$=B5V+ Z-&C2U>5?]ZZ[[YC:E^::.>Q,J#^ZNJ!$=1W3 M&2AK5Z5;B:;FW;0PCPPHZV#V=U+BP; '#,]6_ =02P,$% @ _(0L68DR M9$28 P R0< !D !X;"]W;W)K&ULE551;]LX
M#/XKA-<;6B 7.T[2%%T2H.DR7(JV*]JN>SCL0;&96*LL>9*=TTG/Z7N&!X]ILK<%%,E?J MT0FS?!0ECA *S*Q#8/1;X3D*X8"(Q]\-9M2X=(;;ZQ?T+SYVBF7.#)XK\9WG
MMAA%)Q'N7D&"UL+=]_0]NXND[O$P)X[^P#KK]XPBRVEA5;HR)00='GN5G9MEXJ-4:M-,F-+?PH7IK(L>ENY0[]^F4DYT=S^0* MC:4L6^ 2+A2GQ0-
)M<9A;,F!4XNS#=@D@*7O@'52N%+2%@:F,L?\+4!,S!IZ MZ0N]2;H7\:*6;>@+F4B3M+<'K]N$V_5XW7?PIK]J;I=A"FVAVEZPW51GUP_3N_NKZ?4]S*[AXNN,%@\D?;N=PGV!<*
[*BLEG*)A+';'8 M)G3)'A$F3(@67%Z>@U50:941.9]E:DD!F2I+U!EG H2;)4#S!3C=0ZAYU*:] M[>?CAY.T,_AD0*TEG16\(C\6B2XY-- ;M/M_>7 26):IF@YSCUE3)6JP!(7A M[DM_]
[O1M)0"SA(VCWJ.2\'+" +"O)S)IC,$'Q?FQ:L"RX0 M)#H.6G*YI'QI57K#G_[V5^'V?_?JYD8BS]0H=0'Y1K5"*%F\DKIT\RADQ:-B>&1MZCU;Y7Q?!*GK^D\
M/$B2Q!R%M+J4PE[09L'9 &@T&-5 M,CEU"J7]"<8R*Z BNSD< +SQ"8#? ?SG@' $(@ P:6 L /8 M4>.V%3N'E"B2Q(+OD##1FLTL[# M6K=/F3GVI1)ZEVJ<2A;D"6TE6H"PGQ#+ M
549B67C0#T'MTO4_3FZBVZ0I2A'P5O)&&YC+'2N0T#SKH\LS:/?R/YZ-; MSE0AT2>60WY,@'71?>7^OO*9?Y;Q6\-&*'#?(=_UPX&"YI?#@P%X>CG?W*&[L?AT;UDF3I"Y$=
MC3'LQQB>8T^^:Z&D+./5X,Q:;&2Q1@^W21",HRC&V\-A#$1YT;5_')7^&^5[M833NH]KR\<'-K$!LK,))E/&&J?93[[V]B-Y8[7CFGVEQ;;7P+TVKS+=$;"B3 MJ(2UIG1''W1-
HE6[UE"\MO=_Q956${LL] \"A G0^VO.U=XP"?I?3O('4$L# M!!0 (/R$+%G#3>1;%P8 &,> 9 >&PO=V]R:W-H965TG %L:3_MWD+3N51W.D(T\)#$J3[K1,9D'WH]
M'428<'T@,TRI92I5P@T]JEE/9PIY6!@E<8]YWK"7<)%V1J?%NQLU.I6YB46* M-PITGB1N4W6"H3*>_LPU5XUO&L1QAC8"P$IZ]['&,<6R3R MX]\%:*<:TQJN_EZB?

RK($YD)USB6\9\B--%9Y[@#(4YY'IOO>@;&]"LS^*V!36Q$:D=AIOC:)6079F=$43$]*"'XJ'(IW! MN5(\G2%-E-&G/4,CV'Z]8(%V4:*Q#6A]N):IB31(U?BK+F7+*?K^ [6^ ;0IZ%R:/<)6&
MXEZ$.8^;YJ $'32#VG7_06<\P+,.+6R-ZAX[H]>O_*%WTD1\1V!K_ <5_X$+ M???2;3-]]SV,$WYLOC?>Q:Q[ODOR.P-?[O*_[OW;-. M&:P$CXM\UB"G38=G4P265UXFJM=,!'"6"893Q]?
MOSIF_M&)AG$D< JW/$8-/ UA' N[W& D:&Z$GC["RF[P)GA;M)!H@SRS/]E1U_.\Q8EJ0]GD5""3A!87::'@
M#B9HYH@IN40.V,4&_G!Q+EN'2];E27W8)74Z^8<$8S%]'D3+@4CP!I'UFK@8 MTKJ0*:(%F20"^L"1($[Y7ZRK/O1'RI&F_NMAB]G2:&C64$Z)E]OLKBM%WNOA# MF+B9PWOM?
^96(V,G#HVR!=&HO/$TG7.M-WB\+5 M]/R8EUP;:;IAV/ (0O[86"JY3=LRK 6F[U:"Y[.9PAG-'IS?B[I>$7&:7P%25EBTL4NE&>JPEVA;;. MN=:%_EZ$H;]39;@KM/48U-
K0WY,X=.,^.PK/E8ON;I#H^&&*Y.BTG!UU86O!S<'.U.!?<_;@0SLK\C E=?L15H0H%[)72(: M"D484CUQDM#ME)#OJ8U&I!#?):4#(J7WIMB0+0-A#"*\L;:6&?-.KNH.XV6'
MHLD_>0M3&FIU;BZO*?SPF:*_F(,W"Y1ERTUE:B)N(,$IGY%?:\U%.%?*0Y+ M%4:@Y5OU!*$+BK[G_0)R3E.`)*TE3>8,Z0WE25:FA6UKE41P3G*09D'GL>G6 MHY<5RS+N-
*5V8$D?"LQ<0AG<*E>:8DC<'RE/@!NCQ"2WB3HAGTEDVO59$-*1 MR)80"C.I;*=%7M@Q;6K0E.L@YH)6\W/,\2&@'+3)9EOQP5C?J*^@(-"<1A3< M#
(,\%5P]%BN&C(SMJU"DKA*$U24(:U>";#&K$[[QC])!%!^L+CY8R^)CB]UR MW392VD=UP>KJ@NV\NMB"N*FZ<)NU)5I7%^R%U<46^ZW5A=N^+;^ZNF OKBZV
M(/Q\;#72W$>)P>H2@^VFQ-@"TQ\.-I88;M.V#.L2@^VDQ& _UPZD9'ZN,;;W M*_WLK5SCV7.SN-VTNB=/37FC5[VM;E#/BWO#7MV]O'ZEXY:.70TQ3LG4.SBB M@*KR1K-\,#
(K+@4GTAB9%#\CY"$JVX':IU*:Y8,=H+I7'OT'4$L#!!0 (M /R$+%FK/7(U12D $60 9 >&PO=V]R:W-H965T48.STAKVN.-V-@'-%#=#0L-M'&0 MXOSZS2^/J@(:#5+V[NP^S(LM=C?
JR,K*_/+$U[=U\Z'=.M/'[?9UNW2]KS>NXJ^6=?-+NWHSV;SN-TW+LWYH5WY>'EQ\=GC75I4)\^_ MYL_>-\^_KONN+"KWODG:?K=+F[N7KJQOOSFY/+$/?B@VVPX?/'[^]3[=N&O7
M_;1_W]!?C_TH>;%S55O45=*X]3GEU@0?X%W\KW&T;_3O!5E9U_0%_ MO,V_.;G BESIL@Y#I/2_&_?*E25&HG7\JH.>^#GQ8/QO&_U;WCQM9I6V[E5= M_ESDW?:;DR].DMRMT[[L?
JAO_^QT0T\Q7E:7+?\WN=7?7IPD6=]V]4X?IA7L MBDK^GWY40CSD@:4^L.1URT2\RM=IES[_NJEOOP:_IM'P#]XJ/TV+*RJB(:[LV^<\7J]9KB.W^:XI$LH GTPO M7?
RJW:>9^^9DC[F:&W?R_(]_N/SLXMG,]I[X[3V9&_WYN[UK4C[/UFUXL5,K MG!_C!6U\/$Q2M+@1],L\2=LD3;)ZMZ\K?$-$DC_3ZBXA89+<;HML2P_N4QK# M)6M/P:
(260/2TGCI35J4Z:IT3'AYBCYNW*8OTZ:\2]Q-6O8T1)ZL[I)NZY)L M6[AUM+C<904+D5WZP37)Z1__\,5R>?'LU;O7?^%_7CY[Q"O"L_N^V=>MPW+I
MU_'3/&?:Y/B,3J3NFXR65)9U%MB"IN2U5_BJ;5W;@BKGR8\T\BO9.V:_/Q9 MFV!Z;"2LV'UT60\91;/3S8N7^N:=K71FL,;A(K=$96-7HDF@*RV:)!5-6#,A MPL86M@WG-
];R=F0+\:YX=A*;=>,6O')=2+)-SW/DR;8FV=(K[^*;R&34%T6-? M.OXZBZ_VU"68G^9=E;QVF=NMZ+"N+EG\+!?)K3N@!7U4U4E95QOZY8Z4+1][M4]"OBA1'TCBH4"
(2:$NR%^N\P9$4;=N[YCQYLUX[UF#)=SUQO4QV-3R%EDM<[UW9%1L=?TH1\<^CS!B?\:U\T6%;-7^)TBSJGG\I!M+@";0^Q3[^X M5MUY>970!;E\>IH_
M4P)WW5T_JA"]Y\$+8I[8P4!5_TRR^OGBQX4DQ2$W/= M)C4]TR1-#[JGK5_&-#L?X> VR%9LA8Z6A ?] G0C%=7D?/%NBVZ;;%Q%3%82 MH>@;M\'3$AY*R$W[NF;O=REN7=U#
3HRSY65IUV>=.?S^^ MV!"Q)>&'+5'\[JR^!?.U.:HM\B)MZ)S.DY^WKAHP3%[3;JNZH_M+C+5+?ZGI M2$G_T[--NRWV3-J*UM/AXU7?04B!2=H('I# +GL'TM<$)H3?Y8DA=^H!M'[+
M.FQ/N]4/B"GH [H?VSKG_LSU+"F+]HMFI,03Y M?X:'!&9WA,(#+BY=VCK]G($H:-7;HNUJ2.62Q!#T%@N=L-#!275TX\K"X8!$[Z5M76$3
M"SU%T!PLT\N]J/N.)*63D3M64A5MO&W3YD[6W.]S7@D]U+KARDA&TM'6&'+% MXD88AT:X)5.5+T6=T>U>)#M2[_']\=M,53(()]A.@W\R,HCK%80+]"7IV#X2
M^B122Z)O05>#GDP93T#MK9MZ-U[IG!3YTDN1+V=EP+<*3T1497>8DR:=E";S M(_W(BYO3[A!_E#O_FP:X[NC1M MFQ-MHW%0DZ [... C MTMDDAT?#)3F!.
[T@,B>.00B/SV1DYFG:J0X.DF^(JKIAECIZ^: -/%+K=[TL M1<@'P=&X+9R^-V!\WL8!'G^4G)Z\>/?J[=RK\Q8&@",E'?8NR%Q?TAW>(:4 M$!TC+U\]6^?)P:5@NNP7.L*6/#K46-
HU7!Y$F(E2^(W[M2M'*^&I.9%Q>!'?S MQ>Q5_P$RL/>[/@:P[ADEUA">?H /+AH,CA-"U-KPJX$"0AQE^RMXIV;KJO5 MU4X7?AT5\8ALV)9>D#*=@^??*PB.4]QM JWW)JU2DYC-
/IR):SZ::R3"=:>> M/(Q?A+,.2]:5V:'XH^K99T1_$77DF.GZ]2RDB70T.-H*K*!!J(@FT(B*O9] 11MD;\R(HW@7F6CNCN$Y,^]DTZ6ZAK%V(^R,2#+0G!7RT MKBI/R69S:O",+J+
<*Z.%ZF":ZF)6_ MYE/P+([0I$D#4F'UT"5\$8"+B"XD!,4EPS81Y(<9:+!#A 4*<=CMARR70%\0 M2[P$P[B89?CW6=;TSOMYS*T!5F?WFZR8#<.:Z9^[O1,,LNZ[OG'#\--;$DG
MA!G,0G:O[M([?\P*I5>ZDL'"^];$DKKQ=C7)AK+X (DIVE[]>>9T\K!*]TD@ M*.653AJ?8^&4%YNB@WB))4$L*#I(7;(3.SX]'#G?%98>?0:%#[\"V+%G40\O
MH>+3!IY90A)BK@H[MVJQ1.#A9QJR(XG[=Q"F:.A8TH9IH>PB/*2:F^&<8SI MGI$@NJ7]D82'9QDB^Q;;85%BL,JN73N>SX!J6Y>@-JFZ/6X91)TQ1E.T'_1^ MWZ8-.T7J3+
U*\F9M3$;\$6=<+6SQ 9SEYI!,'U-_"0F*42_VGC']2Q#&E:?=F ORM)KO0-U)SPX M%(Y#,X+'-%-9A_PK-,+1,6//N#"FW%\OE$2)AP %9-G*^=_";UGSP$1%]7 ! MI]P)W_"]H*/9
KV0Z&1N$RJ=AC&O+K"CR^4%R:^[=I@_$$WMW?^LHP9+[_?$ MX:RH6S%J2"Z1X5M"#BEFB_"Q7#QV1?U*4I.L%-E$NHW>]80 @T3;O?9I;#,FM?MX57G2$4&" MKA?
9+LDM'B6Q(PU#XKK!!4:7J85I[O@W;=\P7MR1P3;K\U@&#EK.>RN:-'>Q M[WR2&K%0)*!0PFBP2BAH]R>H2/@Y51+.3 MC;U]?#)]&'(25I3@
]!2##!'<.T:LZW+^I:=E@>AHDGY\!/[WB/)\).7#'^M MSY/EQ>5G9Y=7BR@GU[VU@NN0L>261D._% W?Z8[TG-7BU_.S1W%F'Q,'+V<2] MYR2*@)Y#6$P#+\ WD\<^/UPLK
LP*;+3Q&$5QC7:5L!&T*ID>/%U7 'TDBA8 M /[0Y2\8? 5-/"7 @Q#-\+[^V>/>4N.YZL:,QHR7%9PRQ<[B$4/]$[+X2$ 5 M-+B$>N)!$! D#MK@S&6ZX1"6_J?>.7Z2+$?"B]@YJ,
C"D;6D"SVSGBOJ?L- M002Y-!,F(F\,,F1;[(?3>GVIH26U(,*XM@-QP/(W*VAT$N[CD.VP/%AC=-D MYT1*02Z%!'EP=SVRYOMH.N)LPQ=W6@S.RK*0.7HYG_;Y(*"^8T$#!4ISHJU
MWSZ<=^ $YB4B$$(G]27Y@FFI3T]=.E'YY4>;1,#E&?2?\.[?_D%=X>4_& MGX47W1$ \)#'S0H^B*]6=74V^O)>(DCRS9W01KDL99VJ1>-)&\@ZCL+J/+/4 M":E6E_-
)4.\G8]_L9)@DUF\9S:>FGX4)XKFE2VM_BY7 X G$(4(_"K*4@. MM+;%,.ZAB()H)89GVJ^2(YOY27Y/^ALR M(A,A]#W6CX@6D@9(L:K"_)X$FG@*8U'%I #HD[#L NG#S "^[9O2*
[V2-== M%Q_9G\+<)E],L(PK4HQ/-7$)(JZ'0W5(!A\EIWO"P1+&#EG19/T.?KB,/\B+3!P^>] J> R 81"\G+ MM '.$U'-0 E13G:%,F\ B%<:\7?.>I8$-HGD#$ $ZA,,O# .+.). M=:
[19QXP,>H)9R(Q<H'HEQV'IFPT?K3A@6=V0;P\>A#H.^'AT2(#P):5E+L MO15N6_O8<98_Q-)P/$'/PT2-/#(2SI/7(8I\)+'MR62ZY(BDP>Q@JU*=V<9> M]//;V@SRW.$6-
G>)Y>BW4>*E+)@GP04>;D=4_3"_17Q&.M%MV@:WS0WQ2-VW M$]E!&! KB>(>I/;=OJSE?2@3OG(NV(*H 9HWX\.(\?"4AM"KG)0:=/%-!B1_ M3'?[9R8(U/N0'=YVVNV_7)Y?
$>XJ2Q:0#SHZR\2(S8-/B69/I6V-K(6)["M M2"#.:BO=HI"GGRCC4SE:')V*[(L9Q5B2#B\G$\%9$D^#13F'QQ@3;L2+82D M !#B>615:=8<1\(XM\!RQ]B1X_82[CRTK#3!V?_B !4#_"
(_H F; ;)3#36S^_* *D'\M)_F](Y %H= M)- DRQTLU#R0N(?(\[03DBP'/EQ?>,">Z!!V@^3*W4?0$J!H M$;FK66-Z>G&%)D?)WG/^R5L\-LU7=0$8[NWH(_;V!:1/_(1L"_PYF-SGRLDC
M@?U/BW-WOIB^&X\X%4]^'>\]EPBRP5M%5SS?F5C!]+#FTAY<]F,AY6\E+ C_ M@_K6R@S)=0Q"YN3N 3>K)[JVA.M:@%_.J2L6FX@>LY08OD#:6WOGL9E'<<9X
MR%WFXH&LX$@AUUO*7$=J0"1V$#DZ%@//C$HV_'H'?0B"TA*I+#; 7HYEFM- M7_!0R;X&J(6@D!#ESJ-CA$;%)16ERO!FXR0I4\GTJ^'...%G;Y);29B:=#ZB MX(41 L^LZH9
!^=*L9/+WXXX*SBJD>VB]>[0Q8DVV7G@GG5I40;]/ZAW@/)\XXR8DB4(*5J3!2E&CG?=DAI: MON=Y+1Z5Y[RE|*J;HJDKJ;!]:RM%N'.(%?t:0U.,)B]X*)M!O19_BQRZ2W[I
M,9DR1W!O)QB'^:RZ**C*.UE$"139W3#)0_4B?(CB:J3E+RRFS9A8 MRK'"P0@JZ9N!(U*5>.-995)7#&,\,G64SHD+(&80*RGX+D69<[T+D.7W$1Q)
MPT8'Z,,'L8[(N]]X8!CB=^KJL:J&W!VRW"**)M,\?0QG%)3 XVW*1UU3(6V- MEEVT7A8(B!DZ',:Z; (D^=NSXU@.>XA6DMTP(R$(4)6<]G4W"9\"^37">'< MR=35:/5\TU1
E@#=>'I$DF^:C@7%/0ZW(<"=@*+FID@;4@6-$8LUU]I2#<4[M%)QG!Q#>5Z3E0VH'K#J!)":.U2?9[!#EK"I-UQ1OHP*X Q,+L'5$GIA/ JF8 MB0.]G"\))?)-B/:_Y'B)\AX.-
C'A9#GT&!UQL0S0_R=X622RK9#)]+:)N,C] M$GM<@ OLE,2G-G:W3/C%5$1.FRMPG%S\TW$RXS@)%8J7\P6&?]BMTG7R<,> M#89UJ]Y+;^@RN5K-1;4HJ9I
&KGUR4TUU/9!O."0(N!G2_>-@YG M,Y7CKS*K@?:+UW34<.-1<@M\YKR@CXY,[ZO40.*H^@K5?N[&E0NUI4@$ 6(I M&-/:LG5C,"-7; #
[SN6KN@SG=.W_38.:QEB!QD5EAL#OK#:A?'ZZ&|<3KHFD[\]ZWDGC4R2TQ88"<"\##T]Z1.6BC7SM TDG2OL\^?>I]8S-HF!BJ"!8\)&G?#T[24AA4WU!TBYK
M:@^$Q=>1$P!H>!1)KT-!Z0U;RU$\>-"@)JKJ)$9!II=489_YY$!A!PX_Q"M= MW>V9U/QA3.O0\V8![BG6XPVJ96GM83Z1NG^#*<_/(_]R5 '"_4HK.!K9R MSV413W9L^=2^VB;B]JF?
KG9BYZ*2N9^]@A>UL99>]?X&)$ M8D2L=/Y)Y3W-PN(9[$(X8:RLE0,FA[38ST2 ; '-LNX;]5FGY1V$#T0;XP*, MNPB9Q8<+\RZ R8GONWA#VDB.5#M2ZN:P#:5SOG+NZ(;-KII"-
#:;IL(+'*LD MQ1+2F(!#GD2!.Q^THYN0NU*OAEV4J+(830OJ7\0$LSJW151JP+D3=G@^$!B< M:8!-+O:";T@GTZDWOKH]=SO>&5$AUZ&S*-X8IR+2K<#C7,:!76 \L>
MCLV&+"Q%^"BF\&"9S1"WT4KK28BQ +W!,=@RO"(Q)00< M-.9-7'&9591UGKN,;7^UZ4=(X 'D8:4U4O.Q"H*N+)TZRAY&[=!J\!CSKDP' MFX@X5+UJVYK&'2N1%P/U1&?
4;'QP2@KGHV$B%_DGIF/\3XNXY(AX.HP:=T<2 MW>H),W:5EHQ5N;_I;([:,E2@+^=KQU^'!B13LO.>IP>V3=S%*-R (WF<6O* M,/OETT42+8-OT)]=O@'1CQ5HJ.@20!BB1^F;5\]XG,
%9XE![TB$-B+O,R>'TR%'K3)&DQ?2 MJ4*=6!'1ANFK1CX48Q*)K,;/%MX.):+DWS+CNW(M<4V?,'L7.[O'$1C(GJBG M2QX?3QO!-%X$]%X]J&^1M46-Q0A&I1JK2N/=
[1#P)&FG=1ZQX\2G>WN^47E MZIZ7F\]3Y=QW8[@)EKM2S)-9\C!;&'&HS-#M5OEMD&J,XL8P>LMAZ5O''GPQ M#
["J%M3S=V21++F7B4P09C=.^FA:KX[FS.4!8R&B:Y^XLN@'I,#T8:\$,PYO&"!^LCO*^ ^ZW&D(VN(A_#CJ? '1H-Q8)H8QO MV$*]\%V!+%[S/!W1J8?,/- YIB_%-
X&'9,&>MHQHBF$/,72;2;"=,KYU<;,+ M:4+61AMY8;Z+8L?D0OZ*0$[1X*'C&\(I1N27$^N]/*&GEE*=CG:, UJL@ MP*-LPH@%0F4C9U2'3>A:AP[Q5AM%/L M':I_YC1[J-1;WE-
=9\Y5Z)9)W3[_ M?"R*BD$O.-ISL5/^36_;GG5I40;NJM$8.F6L/"Z^0>%IMT6A22PY#^I"%/;? MB67'+5J/\TPL!F.1_I>,=E 5PG';6'U/,2/V%T^UIV MV< L\;2:80R--
HXR%6%S3E3&I1FF?I&BEXP/*>8K59>I:!;G@GK?H]KP<3V0 MBHPHNK:6,GX.\XPsU6.Y93LB:JG$^L(+/ZD>K,2\\^DI'A8C'HT.=%Q8?32] M9HY!0R'@U^BXB.F)%?8"7)Q M>?
KA$?]F4 (I@/2P4P1R#&$4=]E6$Q/\1)UB6,%XEL^#=I\@%&>_*M%FZS[MGU1=AY$GQV038;A6=JG"/]S;@IDG&+-='B-D[?-=]#4=#$XO;M ZGB R*7H$\Q\ M5TY$%AO2H+ =?
+P6%H0(K:GNC'$+QJ'3D!LDHF2#TES76MRB^I]4HIJG%H;!TE_&'>P R]HR7W< M".3PM>Z;WB$7 MCZJ&+=-3:,M(KAND/H?&P$R481O/*"FN:\?]0-6A%7Q8))*8@XYU9AYS?=QY
M9UP9H3=Y>?0FNWN]'W$8> HR#5T@"^, J]N-6@?^EG2H]5@ 3KMY@OR3+<59 M#@O\]60DW0:?Q#295:2ARGHY7Q9]?:39K(BH2:WZ\#KK@5L"!6WMDUON0A]
MHJ3BL)SB\\LO%CRJ7]Y9SA=2O_4UWD=H.__X MZR-MK@=).<,"&-^=7*A>!#2EGF/J]<[P:.^42-I6H)"S=UD6U8>Z;#A\3A4 MQ51W'S7T=FRAE94Q!DG+ZUM))===#-
SLJAW!5*@F_])0H^+A:5;*>L<_T(V]9 M-8HJ(E$H49)RS2F44R0QFRNJ@]4PG*!VN:OYD7V@HAENPXF3.BB9=>JP@:"A M(3BACPF.1UANB2PVLWH0(PMD0 Y8M!0WKI:=Z<;'-
/4))JY92-YF(9QFT*H=!%ZF XQ*8LG.9Q^\ONM*@J)^U-!=S7*31!+[:@/Q+*C_LW(; MM4+0"$9#]0;M]0"0N-"T=%X#MIYDBT64[Q"N7,1I"_QJ!H7/P%>=SUS1PF>* M=IUQ@MH:!
[(K.J[2]W"2^2"]M=:SWC^"+.90L'C0EMY,I\D^^BE[.SNSH0[. MTNN_3TE#FQJ(/4/#LUQ/L(6VP3/!I+_6&NG#40;6 MR7*X0A$0G8T(,V8PX 2M/.,W>? ?2>,.=5I-0BT&5T\
(H:H6^!&7<''0735% M-?A9V[E]U$)9+^/IY:,AI3[E+(8+M%-H:;_*: B@+ZV#,EGP; M]:[Y>H&KDXFU(E,.1(@TKH0MRTTXH[[A'D9XQS+8K*?MH67)2.QY;_6P@VCD
MDYYAD:CGRX/RHK<^4+Q+ 7U*\V.+&$2QK4PFVE-P05+2POV&W"SL#/U6EO,= M4M@. L(UO*<];:>8F/:>^LEOO;=M[B=FISM MWYW S6AIGN$/W_
4P=/SY+W_/1>NQ*^@4O6F4ZA)KCT3K<^+-'/BODXXW\KL M_SBHAS#(INZDR4NTOD;,\N""W*M,9SVUQ7=J*!,NU"&\!F_7 ']\?9-P8Z? M:T';8?^F=&2YNO+[C5K,
(S5JYX+YAH'IG"7&^^W/' M@!4[6<.3WF6L!L+@V/+%*)?5^#KTP.?ZZ]/8C0=>00 W1L3L0//MAKD))>ZJ
M(+)'8S>7!"'1.%7;J$5=0WD^A,BD+!2.O4#D:!.Q4=H&NMHOM.%/>+G(:%*I M-F(K5JPE>VG6>*#W0%BTXV-O,+VP;4M"JHR8V'/R7K/..;EA]0(Q"?/M4 M8@L4;LD;?(JLZ*;>\#
.0DH/.\.#GU2D [?;4M1YI0Q3<\=B9IA\;9OJ^CE M0(0#M(69=![@A %.>^9_]>U>*XRCP+)9H)CGL" 1+;#4#Q"]<0&?!K@9;K=/ MN/*PDV->*I5E]+',\N+4FB>J+] -;C]3D0,+?"@
5;2/^= MU"T/[V;26^7 \!5OH1^A][N%*1/M,:M1%RVX"5_[UQ+$Y^+!1U3_Y8NSC[^U M3LHNM!6\]+5>+T8Q[E'*H[T4NXX7YH89X=-O-(0X](:SKXXX? B:!5ZLFDOO
MY<#M_0%A"/CDZO:IZ_ %R^&]Q@P.D:4NQ=^#=_GQU9G@"!>M/*YA_N#N?*V+ M)MM.[BQ^P:! KT4HW/(LWGF)Q+B,KUBQMZB/G,#=V<$KFT>$4/&D072>SW@J MQ@?S?
3)$?'("3!P7A;8(3.M&?5%4R+)Y;"\8KR09MM8''SNQ<'; ?-_QXWB M_T9_D5R;DP>S5S]4WRWG2^A>E76?:R,X[KYJO=_>(F=VYT_F%93ZI#RX__6! M@QAJ&
[I+%S8%D1JKR/PJHHY'4?H6F4K;"V5U((SR?6[(7U2-]-]9J#7&QFB(MKK;F)I MY1MD6_V:O-ZG&!)\5(4=)>IJ1H]4*$JE"1.1+![)G#J6>(L$()LZC^*&D M5:3G/GM#21SU;T?VQ,)JQ=
M_5U:::FU97#[@AS?HE ZD>3AE:I*Y7]K^=8S;NBY1Q*'';U#*VB\>\"/MNW! M(S/[HW#L)W7*C]++RB_8UUQ-/AQX<4$K,4 M&.2.H6Z'V]8W+;L0L?
(M'3Y)L?./N3$WQ"CF[LDZ+ M1W%F(3=0L#O @W/#(+/4XS907^-V>'+Z5=AX M"9A>Y_C-U[, @GL5FRL_MY12+4N3D('$*-5M&])Y$;>;/NF$$ZU[UH6Q;L_>P MQAFP0\0:81R?$:\R9
3!+2)FEP?QW$T-NL[&[*]"W<75?6_^RX2)W[)5'#=W M?]_45=UK*X])/"'/V*3C_XJ&EWB15G@7>N@ /]E(7O"D]9'_]L7U2^_**G2) M/MRYO#J[^'Q!)R^0^0JP@-
@!!L+*>V;PU**VDXQ\+AR,#Z MCM6P:G>A][2M'YTLTQQK]4%\3OS)#H5HG),$8*4Q:J"CY MI*'(Z'_#7>)9-*IGQD>GI*E4XR*Y'_5#8'O&-W02 _ VR%!+FXB8 () WD]S
MW_NPB17\4J-K1#=C^D9\.8S ^"C_DZG+$'X97X+$;L&.7_NBYF_3EQ)GC=SZ MHRWIZ0=NXI<*\D\<1W=\%P/4@F[)DJP8D\JO&]$ KS E5D?L1VM'_3
M8%'U42L]V'S:3FDB],"]EB2<+RINL+82N[V.?I*G$_N+>^KZ58VUE[N*P7$S- MBR;,9?(+&2QM7OBJ[5 ?:J'V^V_RE[_W)O_O7Y36O8Q1XM>$YY^_C54OWM% M@%[? O'-"2HC_*?
(8D45>5/Z&PO=V]R:W-H965T[4QW70TTD6-+=,GLD-!.Y54 M+3,T58N1[FZ0FY>Q-PP7.%>B^;9EZO<1&+L^]
MT%LO?.>+VMB%T>RL8PN\0_/0S17-1ALK)6]1:"X%**S.O8MP>IE8>2?P@^-2 MOQN#1?(HY9.=_%J>>X$-"!LLC+7 Z/>,5]@TUA"%\7-ET]NXM(KOQVOK-PX[
M87ED&J]D\PF5<'^/IGSSL+:QN4 MO@]1I)?14(0JJ@5\J/[>L@2F$@BG%2809**0V]FIJ MI"XG.GH#*,8''PPJ%JXZ97@IE?H$STO=N#\RXIZ%M^%$<-G2.$5 MF=)4R6W7D_:_*-
>R,DM+4;R2^X$U+ZBY/RCO@$GP--=&KX,>:"%ZIW!T$ 2! M/@9J3W3MN1GLH.$ XL1/HM .4<,C:[G0-54,T]L=)!"H1]%X&[\ M\Z-
Q#'GLCZ,$[M80HY#L3NPO2/,WH!%)91#Z>3Z!BZ$"A]*S\(SJAQN$]8 4 MDCC=088/"R6UQ1%FJ9_$V6J4D56;XJD]2?NV;UQ!;0K2FCX*X]1/\^281E'B MI]'X>*<3055Q -
'$'V<1#9+0#],0[M^3#\:>SM -!Y5VF;$D,?%Z^&D M*ZC5M.TE64Y3/PPS&'.GJB&F(#,S^,)Q*05PU=&;XJ"P=C/*&-A[,=Y K_1 MBF*+GE'*@C$5@*N7+U*4O:*FS"+:J%>R)H<%?>
M<(]N5C>OD(OA\GT3'YXPWYA:<&%/KXI4@Y,\]4 -SX)A8F3GKN)':>AB=\.: M7E*HK #M5U*:]<0ZV+$>90\ 4$L#!!0 (/R$+%D"S<'T:@0 $X+ 9 M >&PO=V]R:W-H965TU*!* B/4N
M*[4-Q,FVKE@:(TFW#\,^T!(M$9%(C:3C9K]^1\I6G,XQVF)?I"/%>^[UH6ZR MD>I!UXP9^-(V0D^]VICN?#3210LTF=P=^YVRC]V2PD2RE?+"+7\NIYUN'
M6,,*8Q$HOA[9)6L:"X1N_+W%] :35G%?WJ'_[&+'6)94LTO9_,%+4T^]L09A3V'LOZ(0 M;A5"YW=OR'EY10V=393<@+*G$XX>OX $G M4;+R)<
(G1T\#G<>S\.CB!_7X@PBGT#HA_$1O&C(0.3PHN_)P,L$P)\72^WV M_SJ4@1X_/HQO676N.UJPJ8>TT4P],F_V[DV0^N^/>!\/WL?'T&=WR-)RW3^0 M*Y@C*Q]*N1%VL0U+P_()?
F&R4K2K>4$;^$T6U!+B4"1';1V.Y+YFF+6VH^(3 M*B:8HH:5P+&'U'YBBX8S@9N60?A9@$&]SX+;PW<&=31048+$;06%7&,9N-U# M#7MQG,/)6]_W]2E@^9DK_W^%725?PKZ%.
(^('R0H)7Y.@IW>UE*_#R$FZ\, M!@E)DAB"B.3Q&(*49$D.])Q)XJSZF"1I;J4P(D$P=N A&27V0:]9@[%EH$7 M-E7*&I2/&F&GBCW]8E1I"^SU/NN%-X(74L$/'F1RU.,-
PA]$B21E>*$Q'Y@ MI30C>9C S6JU55O4O.%=APVD"2SH]>&BE,(XYB,\6 8!B0/(@C&*7N,NU[1A^KWYQ57 C;5DO:4%'8 M4F0DRU-'?F1?]'4Y_T$S)YA0/S^%DR @48C"
[LS@2(JJOGU&H9T%7AI -F?9 M8.A0"49[,P[^DBLWR>G^YN['G6%W&!8O^AGI^7@_:5Y3A2%]:-@*5?VS# FH M^NFM7QC9N8EI*0W^_YU8X\#+E#V WU=2FMW%&AA&Z-
F_4$L#!!0 (/R$ M+%D#(%W500, -\' 9 >&PO=VJR:W-H965TN[[.BVP8OI6UBAH)Y>] M8H:F:N_K6B'+G%-5^F$0)'[%N/!6"[=VKU8+>3 E%WBO0!^JBJGG#9;RM/3&
MWF7A@>\+8Q?\U:)F>WQ$\[6^5S3S6Y2,5R@TEP(4YDMO/9YO)M;>&7SC>-)7 M8["9[*3\82>_94LOL(2PQ-18!$:_(VZQ+"T0T?CGC.FU(:WC]?B"_HO+G7+9 M,8U;6?
[%,U,LO9D'&>;L4)H'>?H5S_DX@JDLM?O"];&=A!ZD!VUD=78F!A47 MS9\]G>MPY3 +WG (SPZAX]T$I/ BCX0%3Y$>V*Q&8R."1[P7/> M@VR:(.$;0<8A?)^'%"!H^B0RSUP
^,6YIAQ?:F[7\?>#N(4H&$8A'$/7M26 M(7)XT1MX+]EK^'N]TT;1E6F#$W^O5VCTLUS5+<>G1'=&HCNBMWK\)\&' M!9QRS+N0U\]TI7,#J20S*%#N!'\@::+"XBM2A(%&;
<0"FU)BD'TW (@W$8 M#+L@FX0<;I0D#6Z4Q-"CU*15:O(_E*+&P\VS+=UKLMN&[&='MDNXWB!O"?<2 MS=9[V\CT_MTL'$_:&]Y?HIK3:XYT+88W!1_@:HXO8["N\"N%?
RR%T/_V_ MNPBB<$Q'^(A*L]+&K7O,!PD).0B3(7P5U/A<9[=']0UW=WI/BQ @]!P&LZF5 M?Q2/R>]3GI.]#4' U*P%X%-:,+%'2& PF0QM&PO=V]R:W-
H965T%)U5*#2[4:Z4XQ6CJEMAF1 M($A'+>7"FT_=WD+-I[(W#1=LH4#W;4O5ZRUKY'KFA=YVXP=?U<9NC,;3CJ[8 M/3./W4+A:K1#*7G+A.92@&+5S+L))
[>QE7<"/SE;Z[TY6"9+*9_LXO=RY@76 M(=:PPE@$BL,SNV--8X'0C5\;3&]GTBKNS[?HGQUWY+*DFMW)YD]>FGKFY1Z4 MK*)]8W[(]1>VX9-8O$(VVGUA(@HH1/ MOWK>8<2-
#]^Q'BX>Z+)A^G(Z,FC)RH^*#>KM@$J.H(8$ODEA:@V?1,G*]P C M="'G)]GZ>4M.(G[MQ15$@\D(/$)O&C'.W)XT?_P]F'14&'>TX>_;I;:**H
MOP]Q'Y#CP\BVBR:ZHP6;>=@FFJEGYLW//X1I<W"[WCG=WP*?7X_- _("@ZG M[1#@)R$/._P.G.T"8U=4:V8R: R;H80>$ZR@XH**@HO5L*V!*@8%58JC"#50
M2&WL:&J&C8APFKNF+*EA RC*EPSM%QRW$%9;,"MN$V%;ZZ/U&UIF:EF"?$:C M>,H5,&UXN]%A5=] @VV.#FBH9(-WCI[$3*/@SPKI) M+U"Q8O"']; ^630F\ M[13:L:
(:MY&ULF%W4C@Z*C84(-&)EPZO&?3!T0?#5 N?>R6XZ17S,3PO=N+L MRZKB!=MS(X*/D, KHTK#G6R['K7_%7(M*[.V(8HV9!
'"5'@N'#2DEM>81IXL=1NIFEB&I3/(&;HNC;OG$%M2M(M"WT11HF?9/$SDCL)R2_/&I$8%6< 1G[>4IP$H=^F(3PL!]\/9R!==Q-K(V M,S9(5+R>?
\A)F%WCGC2T09'C1I:OL&)RI6A7VP*6A?/U5&(?,5M([=X@0QN' MQ!^3P$8A\#/T<5'SAG<=MIK&HS3-8.R'808+^H0U1 6D?A:-(4*M"+Y2?/8+ M"KF?8L;"R(^R&+

[CCJ*KGF+*@AP+P-7+%RG*7F%39N,$DC2!!\?MOT$Z=$>. M]MZWEJF5>\4U9KX79GCJ=KN['X6;X7U\$Q_^,KY1M>+"WEX5J@976>*!&E[N M86%DYU[+I33X]KIIC3\[3%D!/*^D--N%-;#[?9K_ U!+ P04 " #\A"Q9 M(LY1:HT% #N$ &0 'AL+W=O+)$4^9W;QW-(7Z^D^JR70ACTK:X:?3-:&M-->328Z7XJ:Z[%L10-? MYE+5W$!7+2:Z58(7;E%=32C&;%+SLAE-K]W8.S6]EIVIRD:\4TAW=!#F]_:=@MZD1RG*6C2ZE U28GXSNB57=XF= M[R9\+,5*[[21M60FY6?;>5/5I_*PBQO1ND(%6+.N\J\EZN?Q=J>V.+ELM+NB59^+HM& M*.^TD? 5Z,6A0EXU_\V]K/^PL2/$3"^AZ 75Z>T%.RU?<\.FUDBND[&Q LPUG MJEL-RI6-#BM M;,Q2HY^:0A3[!/0IE>);E2ZHX.(OW3-&(4X0!33: O[$T,'5XX;.*?MS-M M%+#@KU-&>HCH-(3=&5>ZY;FX&0'UM5!?Q6CZXAEA^.6 @E&O8#2$/KV7=2L; MT1B-Y!PY==&]U ;QID /7=M6 K:1X16ZYWJ)7L-&0F\:OR&!V:?,&1;X82E0 MOB>TC\ M2##@I&D*SSC-+#)+D8VB0$9Z M.=\77T>[EI<%R%:(U[*SXLHFKSK8\M! !O2J ;!33OZ64KLF0^S#(*;6(A(% M(;9&$8@#93MR<0)_V-^N(E[*^>4.K>3,0&7U3A;?\B5O%L+9X=TK9U6Y<*+TX7YS ME PP$_@EAWZ@8PL=_BR@*'5NN8X 1AS#$3R.T4.P?+G1YAT',(H M"<<1>CY0(^*^1L2#*7NO#-SQRLEZ<,>V5Z!E)>W6TZ=*P2#NZQ5E HA@:"89\G0VQ*(#CDE*6JRZKX)CXA(-#-KP,]NWE9FD< M0BDBB$5!&D=/5)!]YK(XB#)J-4R"%/+&?OWPAH ,X=0*6); .Z.'=>8).QBS MNS-D9&CZKOXI2Q##^&1).4C%D(F=+@ ^P$_6\Y,-\O/0P\""3I7F\10C!Y%^ M@)&N^'AYUC9(5;)3)XSF[EM/.GN\W))R:\#&U7] %K&'6CL&+$HX6E9C#4CQ.H(0I?[OV'2-;=Z.=20/W M8]=<"EX(92?][F49M.Q OJ_*;_ %!+ P04 " #\A"Q9$=UKB-\" !8 M!@ &0 'AL+W=O5 EPCB* M3L.*<1DD4W^VU,E4U59PB4L-IJXJIE\6*-1V%O2#W<$=+TKK#L)DNF8%WJ/] MMEYJVH4=2\8KE(8K"1KS63#O3Q9#9^\-'CENS=X:7"0KI9[3."[=H]Q;3;><<#:Y0,TWS&7&P/L'MA)H/DQ# M2\SN/DQ;ED7#$K_"TH_A5DE;&O@B,\S N<[WG3,#]=US.IF*0VFS7RL5XV2N55:EF/?\^+Q4A;5Z.S$/KML MSD[JM2+2ETVI-?+I6P>SU59WY^.Q&CSX*J8+PP_&)^=K.1<72OS:7798#;N MK>3%4E6ZJ"MJU.QT-!7'YPG+6X'4J;K76V/B3&[J^I8G[_+3D<"\H^)V";^-N M'=DHOY-&GITT]3TU+ UK/+"I6FT$5U0,RK5I\+: GCF[7LA&T3GRRNEMO036 M6MKE.O@H;TJE#T_&!FY8>)QU)L];D_X+)H5/[^O*+#1=5+G*GQL8([X^2'\3 MY+D_:/&G=>52X#GD>WXX8"_HDPZLO6 HZ:,VZ4OY"(X9FC:-K.;*CG^=WFC3 M@#"_[-C2O;CDNU<:&PLWI>03FGHK(&.'Q9/7[[3>*+R1L-M4K799%+ QEM M<%MNK+/%1BVX1]PIZ&.N'+JIS8)N'HDSH@+B)*N<'ZQ*61W3+THVI)B:!&*I MGEA\"?CB(P1M;/3(NLB0XBN:Q+CX:8*K\"*Z1A_!$C@T5Y5J9&E=R!P56C!U MN-50X,1)2J$3>D)9Q+&]+$V$$519[>[5^,5E"9QA'OHQ!Z[%$X2B7UBOES(M"MV"KJWU2Z3*81^(R#_$/?$\-LZR(J$KA2"+C!>T;0 L3G;%_3=T,#FDF(UZ M]',-F#^J9DGOJ@RKSFE9V<7YG$7^PM!&%!NK-3C"W >=W"T>IJ^V$T% M4OU@>@>VS15-Y_-&S5$+8#V@1 %)D]&%M4!Y5SL%)6Q_;Q@&]$$X0,0]\WP4+ M$C>P=$X2^@'-C\U'L>.!*2)RXY!2%Z2_>%!-5G#Y'L1"F*XB:# !8X3PKXX M4P7KC1GEHF&IQ EC[Y#K\B9J%R\W8!0 >C@LB5N:.'',LJD; EQW$OXM<'GH M$F"!;82!@)+/Y9TBDQ\ 7!Q$3AJPHH !!BYD^!,P=: UQ'UKB(=; XZQ^1JN MX?="FP('.6#.<4TU2- AAZWGLRS7MF'M:A;#/D P;;>??7@XMMOR3>Q&P28^V[L=>]]#"Y>R,US/;S=OE[MSI]":_<(]Q12H>M%K\G4&%CWKM=Z M=ST(?5&TUBT0YZ7,;H] @II/*LLZ5R5KY8K7@\\'+#3G8CKB P;-9-'0':A@ M"?/7UJ =NE\4V8+N0635L2F',]M8GK49^<2NX_T!VL+AV1 GB".4%PI])+(M#5.["%&{)BCZ=AZX 0:!<(,6$N%&X7\#B1]V(%C,T7VZJ0 :PO43. 79R$ I M3_I2GNR[RW^[MH&T ^NN. MWT>XJ[7'CF\W)VQW3ZU\<_S:W+L6>F"%#UO9KG.OV>68,HE#65G*MH=UO;R; M_=7:0#QA+_2J'PW E?1P)?O"M7W>M.7TJ2K,(&Z#IO\Y;I]L$[VT@WUW]_\$ MZ2B,')'PV4;$J(>G@Y;7;ML3]^F4];.8X[5"I M9E#UT"!&V,;LCY)V8NJ5_3F!;S8],@6CAH1323+S"VNK(]TU:8,G, MGJI0DB=7NF263+WP3:6194U2*?PH"/;]DG'I)>-F;Z:3L:JMX!)G&DQ=EDP_ M3E&HY<0+O:>-2[XHK-OPDW'%%GB%]]:::;+\#B7C)4K#E02-^<0["8^F0Q?? M!-QR7)K>&IR2N5)WSOB<3;S $4*!J74(C#[W (!"."B\6N%Z75'NL3^^@G] MO-%.6N;,X*D2WWEFBXEWZ$&&:N%O53+3[C2,W)XJ1*F^85E&SO:]R"MC57E M*ID8E%RV7_:PJD,OX3!X(R%:)40-[_:@AN49LRP9:[4$[:()S2T:J4TVD>/2 M73EE&>3<\8UW#)1(^QJ(UC38B?JGE'L3! *(@&F[BSN9<8,7_UGF&3>I4*;6:.#' MR=Q83?^,G^M$MY##]9"N6XY,Q5*<>-0.!O4]>LGVNW _.-Y >-@'1'FY"3Z[:M)@&50X_[!3)'G)K"&G#_:;C$M-::RP5,F>%FG8R-!ZV7<5T@Y$I0QSID;N@@ M\TS(DO=4E163C]O@J/PX-A [DC>-R3+5R1U1W+N2 (S#H;N&+L[!B8SMXB/ MX&2-]ZT:W!B'NK,5!('9A6^ULIC!3/.4+I=+N.(+R7.>,FE?K+]R-N>"6TYA MI\P4D)-4*#!;(+PGY9J:68(CC3)]!&HRP;09@*0IN06-Z.B85G$\ZMFS@K!5 M"=2TZ1VHRHT=TWG#01 ..^M:629]'CT<<-!//S0VWE=DOA_+4D8!/]0DO @ M_NN21!3[O+.NQ_S>'"Q1+YII;XAK+6T[$KO=[D$Y:>?H!$56!. MJ<'>P<@#W4[XUK"J:J;]7%D2V"P+>A11NP#RYXH*OS+<=TSF_P4$L#!!0 M (/R$+%EDISS;< 8 #(0 9 >&PO=V]R:W-H965TM-V\ODI??AYC[((-M< ;F2 MB)/^^EM)@$GB^G)?D,#2[J/=9U_DDRT7W^2:,04/55G+T]%:J5*R6!:]!L.7I MZ+U_?!;K]6;!UX)MY6 .^B0+SK_IEX_YZ?EGD:OUZ2@90QDMI MGK"U:^-T!%DC%:.:S8B@*FH[TH?6#H,-B?>3#:3=0 QNJ\B@O*"*SD\$WX+0MJU&:GIBCFMT(KJBU4VZ4P%\+W*?F'^N,5PQNZ0.3,+ZEBY+)R%"X*F95<-H+!7^\74@FDQM_[SFPEAOLEZG YEAN:L=,1QH-DXIZ- MYF]_\6?>NP-XPQYO>$CZ_ ;#+V]*!GP)+?8SAD'(X(G+%H]PSJL-KUFM]AWA MH)+]1VCE+ZRVPKXIHPU?RB;'B5HS6/(20[JH5Y!U".OQC(\\SY,3XS;]"/2# MP%U=*);#C:(*MQ^!GSAA2G!"?"<-$OW%2=,98*AA(-5 "/X>ZF5!DH ?XQ# M+5>TQ*6AYZ3)$X"HB=^Z@1Q"@?L'O5VCUYM)_T'RYV]I7ZFS[YE>#WA4E+ M:**!/^#R 9.E9# ^8S5;%FIO!W6?XOR^Z,W>Z%W\T3OSC/ .KV+5B]0=!V5 MK8\&;L&P8B:L7D[.&R%0VU#@,7Q@.1/&Z(%#O$"/283/M[\DQ"?OK$/1=U% M($QBF(7QSH<."7W<%\YBG$=QU#HP:Q5UJ(]@YJ2Q\:<3!*G5A9RY8$N&*W.- M:(=D[)-P@BL]/X5QX,11.NE01!$D88 K'(}$DQY'@$P+(N^D MOS0> H@B R?T]#B.')*BFJO7V_\(D+*!CV/BQ&&HA1#'B^/) 8K.>HK.7DW1MBV*)QV!UAE%UQM26L=I8HU%Z_C;Q\K#*H=J%JV:._?& MA67K%=GK')A%F('@C@/5 =K]I.VIF/S(J)#!=.W:$U"G$/ /'"#&)Y#FQ M#Q#Z)P"U9DP[K@=OG@V61L.,YT"-C1':N1.#!O;3Q WP2V^&^(S,-L[OAD% M>6LQ56C.ABZR[PT2J1T3=Z;'+[S^M96(A;>CD80I3EFU41T6"\]WB7E&^+RL M-B5_K'08&?NB$86Q:X:4+C!EC'TW,:J(FYHQMJJO1($VU_8>I)-I*P!S="7! M,QH"U\>G9\YW5PN6\55=_$#_8.G4&!M5E.8];X0N IT;^3P9C ;>U;[^9K6 M*VUBN*=E0VUCICU)D5IZE<$:N#.]QT^ME2Y?$ 9 MT7*P(\JN6!Q!FCY;R@R/F6XW3.:4 SKWX> [,:;P&'/R;<]PR*@0CRAB2T4N M>Q78-I 8;MJ>WX]#T+:D(EL;P3F[QWO(QL1+1C<%%H+BAZ6A[_C^#*(DA2\Z MY)%A^!UYW9["=Q)L,(@38%>"1\"?ET3OJ4<8"WUWT%YM9+=\ I'CA0F6Q@A+JH;48!#2L@]!0,Q(T)7& MZ&-ECF;/"]O /]@A>4X4Q7J"!=D+X>N^^$,;$%TF?:S9P8M"N9/7I\5]48Q> M=L+ TZJPI\,.X EAAOP\9,&ULG5=; M;]LV%/XK!V[1V8 12Y3D2YH8<-)VR["B09)N#\,>:.G8(BJ1+DG%27_]#BE9 MMA/'2_<0\Z+#PX_?N>9LK?0WDR-:>"@+:CDP*XT\\X?*8L"""8#@HN9"=Z9G?N];3,U790DB\UF"JLN3Z\0(+M3[O MA)W-QHU8YM9M#*9G*[$[6$(1?5]>:5H-62R9*E$8H"1H7YYU9>']1.'DO*? MM=F9@WO)7*EO;G&5G7<"!P@+3*W3P&FXQTLL"]>(8'QO=';:*]W!W?E&^R?_ M=GK+G!N\5,5?(K/Y>6?<@0P7O"KLC5K_ALU[/,!4%<;_PKJ1#3J05L:JLCE, M"$HAZY$_-#R\Y@!K#C"/N[[(H_S +9^>:;4&[:1)FYOXI_K3!$Y(9Y1;J^FK MH'-V>FM5^BU718;;_ (?OU?"/D+WCL\+-+VS@:4KG. @;=1=U.K8"^I"!I^5 MM+F!CS+#;%_!@+"U -D&X 4[JO'W2IY %/2!!2P^HB]J'QQY?=$+^IHG_CV;M&ZO))_XY],A:17Q8A8N34[/B*9YW*! ,ZGOL3-^]!8?!^R, XQ9@?$S[));B M+JL*!+6 RYS+)1H0$F9I6I55P2UF\,7FJ.%2E71][@+D'N%*IJ!$Z/ZAC.G! M_-%_5A*E/?3 XQ#N\MX#)%X,91LJUA+?0#?NC..FY610.ZS$:^9'UH\EX>T%::8TR?02RNS3$I,L* M),3&80_>O1FSD+UOQ\W^++45UX)@+"G#$0+I8MZCFZ.DF845P7MVEGHU'_N^K MI%19B!\D7Y!ET&M(ND]4-I@4W1BQZB;L J(9DFV MV9Z,AC&$201).((([_D#F4O?"9\X643C>F[],*W/DQ?V U70.HXD;PR"J]Y,A M>P6I4=S;(].MMV1NN7@5F]V0!;WF]R<9C4>3WI/5ZQ@-^V$RA/&$)BQ./*D; MC%M8HCHK]UOJ&?38,/*TAB]TX8O5V%/XGJV%_R*(#KMKL_U]7#:/(__TL ML>'NV_WJ=<2R9+0W/^RN<;P[?9G5V-$WZH_'41WSD<\%+$CJ_4D8]8XDY:1- MRLFKD_+S5RZT*F'VY?+J4*H]KOAHJG495;]\FV/7B:2TJPJ1^=I@+ VE/TY8 MT[T:(7R-V$N];=9^FK0_H$FU6'G/(T7^OC;?FYIY[]0^8=QN;G6R=7DZZLO. M0\E &PM3=AE%.^M;ZM*(CSXLR7$U>;0K&SRC_D>XJNV+!#Y08VH0?O7./H!N M[;0]Y[6+IWNZOF(B710VJ%M$BVL4 0$,R: MK[8^FE ,D.M=;40:>'V0U%GONW@WILBG9$%@0JI/U^'T'5T5K&Y$G/!"(N@!F MV\IXSXNJ9M !;QXPF?A,TDW&%(.S4FDK?M1*&NN&@1SE8"K8M4!W/*F)2:+G M=!P*H<%.UUFB7OK>FOH#54E;-Z#M;MN^S^JN=2M>]_Z?N5XZN@M&UL MA55K;],P%/TK5T%"3-J61Y.^:"NM8PB0D"8VV ?$!S>Y::PY=K"==?OW7#MI MV$17OL2O>\\|)[:/%SNE[TV%:.&Q%M(L@\K:9AZ&)]^P9N9<-2AII52Z9I:& M>AN:1B,K?%(MPB2*QF'-N Q6"S]WK5<+U5K!)5YK,&U=,_VT1]V%VRR .]A/? M^+:R;B)<+1JVQ1NTWYMK3:-P0"EXC=)P)4%CN0PNXODZ=?$^X ?'G7G6!Z=D MH]2]&WPNED'D"*' W#H$1LT#7J(0#HAH_.XQ@Z&D2WS>WZ-_]-I)RX89O%3B MCA>V6@;3 HL62OL-[7[A+V>S.'E2AC_A5T7.YD%D+?&JKI/)@8UEUW+'OO_ M\"QA&KV2D/0)B>?=%?(L/S#+5@NM=J!=-*&YCI?JXD4B^[[G"35W#C!+XJ:2L# M5[+ XB5 2"0'ILF>Z3HYBOBEE>*-7*Z8EEQN#5RC M[E7_O-@8]^F@_#HDN(-+#\.YRS,W#:FXYFCE:4, M9%D,XUE*2?\H&\+_)X[D9)EKIK.1:R;TOWJL7)'K%]@)D>CQLP&S-7[_:4,L M/0&FU4]0HZU4 5DZ@]%X0D"'CGOXS*%JU%OOPZX.V4QG5L/L8/47G_> MB:],;[DT(+"DU.A\D@6@.^_M!E8UWN\VRI)[^FY%SQ5J%T#KI5)V/W %A@=P M]0=02P,$% @ _(0L66BRHB&C @ 004 !D !X;"]W;W)K&UL?53;;MLP#/T5PBN&!"AJQ[D566*@Z05K@6)%TW4/PQX4 MFXZUVI(KR4F[KQ\E.VX"I'FQ28D\Y*%(3C=2O>@,TMSUXY*O,V_.FI9LA0LT/\L'19K?HB2\0*&Y%* PG7D7O&TPO3:D==R5 MM^@WCCMQ63*-ES+_Q1.3S;QS#Q),696;1[GYC@V?H<6+9:[=%S:U[7#D05QI M(XO&F3(HN*C_[*VIPX[#>?"0]@XA" [O.I#+\HH9%DV5W("RUH1F!4?5>5-R M7-A'61A%MYS\3'0KUJ@-5=D %W G.0G/I%4*H?/$ECG]M0W%,G:^W&#.J]1 MPT]0>R'<2V$R#=8=[-)E,X*,*&IA(]NN@X??%4AM%#?3G4"GJ0(/#@>Q0373)8IQY M-#4:U1]JZ.N7WBCX=H3&H*4Q.(8>+=PL\7^8P T73,2,@1CVP.6=K#!W=CRR4I1)^TVE2'3ORZ%==-8$Z#G1/>]KNIHMZ)#_,Z\5VS]2*"PTYIN0:G(V''JAZ6=2*D:4;T*4T-.Y.S&B_HK(& M=)]*:;:*#=!N[.@_4$L#!!0 (/R$+%G/BV>GP08 $(I 9 >&PO M=V]R:W-H965TS.) '+A(0T82;! MNVTZR3:S=-N'G3X((T"SMN251#XZ_?&]LAV,L1"0BGW8&",=W7NN='6NT.63 MD-_4G%*-GM.$]ZO67.OLHMU6\9RF1)V(C'+X9BID2C1\E+.VRB0ED[Q3FK1Q MI]-KIX3QUN R?_<@!Y=BH1/&Z8-$:I&F1+[W"9 MD1D=4?TE>Y#PJ;U$F;"4N\A29T2A:)_BR>?J6E0Z<&+Q:)ROJ]3V7;3@O%"Z5%6G8&"U+&B[_D MN21BI<-I?T,'7'; :QW"LPT=PK)#N-8!XPT=NF6';LY,X4K.0T0T&5Q^\82D M:0UHYB$G,^\-[C-NXC2[YEXT$\/?G^D\M&$A_)&A7!1V**1FS&V93%A&MT M'<=BP37C,_0@$A8SJM Q^D2D)"9HZ%U$-6&)>H\8UU22(J*,HWN6)/"H+ML: M3#4#MN/2K)O"++S!K "C>\'U7*$/?$(G=8 V^+AT%+\Z>H.=B+\M^D*.T<(M=W 7?1E%Z-V/[F%X,YC$&F9* I([ESL1D]+ZI2<6ZX>[CQ6^CF6!P7:8 M&A7A,N9ACAMNP/U,E9:+6"^D">E0*)U''U[#7*#HZQVT1[>:INIO6^0**X= MW.2I"Y61F%ZU(!'EB*W!3S\$O<[/-B)]@D6>P&JD=I>D=EWH@T^+=$RE63HK M4T?!4N60/B*'HWRU3ZZ88IILG>[(&NQD)WN A"S7I *JRD<;3:=-FM9(P&HD]98D]78D2=), M2$W&"=V1I=Y6EIQ#[\N2)[:2V=+ELYV9.DUF:.DS.8*-E4]1RS-")-YOH_G M1,ZH(6\]\]M8/&NPB--=8=)JV+XN>P&HLGB]9/'>R>%MQE AEW;D+@-/5.15V MS+\U3IKMUEI$KA8UZ_M+Z_M.ZS\R3GA,T1T%*7B$68L!4;Q:..>H4Q$\%GQ[1IY !QM: ' 8VC]X8VP^"1X?)#QN M@_X0&I!W"(<7F,@-\U;Z<44_WB>_(N"R4CZ)B0DB)E%9B<2-?&E-O&X3]MV- M?*'5":MJE<"IV@>_"#%Y@CK2LGM;.0H;>W6#GG#KQN1$J3M2U0>!NT"XY9KP M6;YB\@BO.&1UI+O-RF'0+!4:CKB:UI\D)'O@UNP?TBP1+R"U(//%8?T@(M1_39T+)A!O>:^JIK7>86<8\M#2-;PTZ]8=V92G(';LT=T2F\F: QY? $(1\G M;%9(;JMK32%MEXZVAG;7#J&5@THL!VZUO.Y_5AZ(QD)I.P/G#9 M%#0E=-<5V4I(!VZ].209@PV5_0/>&6^LSO2;SIQ:O>EOS[B'4*RX4JS8+>9& M%&K 7!=M#%V)4#^8L7GK'FK?=.4+K4Y,)1>Q6U9=Q[%Y7,'$+)X4K)8;>2NV>;#EQ MZ.ZY-X&'.(G&E:[%;EU[3YXW+FB?"G3H%2WRA59GK=*SN'?0!>WS_'GH%2WR MA59GMA+7>,N!]ML7M!L8I/3F%>WU)-L76IW!2IYCMSP?T01>S8[0#/2Y)$D^ M,\D$J&,P:?,?KZWT.5'WGI,^T2)?:'5&J(( )P^ZVCVI_))9GVB1+[3Z3_5 M!1+^[PJD1-A^,N >:N]?U0]1@815!1*Z*Y!\DHDI,LB0#^W,^"PLAE[1(E]H M=?JJ,B7$![WLX;64\8H6^4*K,[MRB\9],KW+BFT>-=N.L8;ND?;FQ6LATEZY M7)92.\4&+++_"-A9:BS1_G%,RH=(T@.^G0NC7#V: Y;7)P7]02P,$ M% @ _(0L652Y8LH" P /0T !D !X;"]W;W)K&ULM5=;;]LP%/XKPH.Q05=;SJ67)8%>64?+0D.[A[$'U3E.1'5Q);E. M83]^DIPZ&23]"/6++AVXI;.Y<0/Q:%"0&4S W!5C97MQ@S*E'(2F4B %^3 ZP<>GN.\,M_(Q["I5>:R,GY4'*1]>YF@ZCQ#$"!IEQ$,2^GN$,&'-(EL?3$C1JUG2&Z^U7 M]$OWHIV(!K.)/M)IV8^C XC-(6L&>#N%H-T:9!ZWO5"GN4Y,60T4+)"RLVV:*[AI7IK2XX* M%Y6)4?8KM79F].,9U+-S'A%3-*E#@V2.)G0F:$XS(@PZR3)9"D/%#(TEHQD% MC;Z@"VVH]0I,T9V&O&3HVKI7.]NQLDFCS(O'O'@J:6'#:-"G-TM>)>E$M24"O90 M3A>NX;G*W"H&!WE/^B&"LI+OHER< GW-QWK@F0PC.SOHJV7(1I]_(#[R=> M@$XCH./1.5L";"QKVL[#UT9X/KW)LJ=%BAW&\K=H,_K+*GA()-">?HOP'X]F: URHB#F+=PYQFS):RX.X?!MG5@ZL"AM,VPH[;*%IX5;5PL,+L M$O.TP["X6-T3-J-"(06ZADOT#ZPI5G]7KCI&%/Q_2&-/V[XYM_<;4&Z"_9Y+ M:5X[[LC=W)A&?P%02P,$% @ _(0L6=,;K&9=! DA< !D !X;"]W M;W)K&ULM5AK;]LV%/TKA%8,"9!&HEZ6,MM '6UK MBSZ,I-D^#/O 6+1%1!(]DK;;?S_J8BH$#R:XOO<9H63#*/_VI2H_G- GAXO&? _HRQ>%O,.+ZGZ=\D%LG$" P0 MXR7:I.*[M[CNB"OX%O0E)>?8%?'6@98;+B@60V6&60DK[[1]U[(P#T3P#L M&F#W >X)@%,#&G-<"W!K@ELI4I90Z1$B@Z9C1'6!%M&0K#DHQ2[0LG^3%NC* M)N\2B1/3![S%^0:#):,9N*>Y8'(EN$Q").^_'G,.'@+9G)3O<1TEP.Z!#6(M@^"2R>K-NI9P6>'X[-[:$4BC#;@3#HAD7'86YH!QYLPCKI>TWZ MWF#Z3SD1. :/ @FL=-L@_-Q5UTD6:2+KR.8WLOD7HT;/ MT<^ZJ +ZG7WO6-#KN>@XS+-".+)Z+E*PC7PKM-4N"IKT@\'TOXH$,["@_EF M)&H?#1*> MY[D])ZG"G-#MOX]48?[("]5.@@>M)ASV4LX3RC"XZKR:KI4%#3*=NPFTLD6Z MV+HJVJV*]H6,51/K$E4G6Z2+K2MJVSK#P4YRT%O.L1ML^99R^N92Q+F>:\&^ MNQ1Q_BBTO1/V:MM5.-RO?ETN:W_-$Y*2]5K>YS=@CEX(%RA7^VR0\NPMH9,M MTL76E;-MGZ%W*9]I[:RULD6ZV+JBMLTU'.PU!WWF'_G"=MW [K>#JC@;AM#I M^^PX#@9^:)UH"&';T,+ACO8+1JPVVD>4(:) -^"+_&1HM9&'[VD>;Q@Z\5X; MI#Y[:^ADBW2Q=65M&VT87,IO6CMPK6R1+K:NJ&T3#@=[TD&_A4=C!^@Z7@C[M?E/$>5Y@N7V_*>*'"3V\1:8A?;;<>_QW;2+"UIM:'PTL3..2?W'O%/*:[3Y MG5"H]1)6"/.+=C76L5"R$9*5-5E%4!):7?%];42+X$8G"%Y-\(O)P0F"7Q/\ MQQ*"FA 89ZI4C \QEG@ZYFR'N$8K-7UCS#1LE3ZA>MUO)%=/B>+)Z35L@6X MK3@KT9Q1R=5*"!6$S-''L79MY9Q4\;>HE\YQ7R'"_H"&C^>+X?08\? M3_?.9.,W:^H;/?^$7FN-]!*T5N;'9P5%'R64XF>7[Y5NT*VKMZ KL<8)3"RU MQPC@6["F+YZYD?.FR[_^Q>*>Q [\#!H_@W/J^QKI,JPBAH:HM]CM-'2&830: MV]NV%1TPSW?=X2$L_AL6C+QAZ#:P@_##)OSP;/@WR@Z2@$"JMJE8 >>J4_\&?8K%/8D=^!@U/D;_J:RB/OWL4RSN2>S ST'CY^!?RZHB M1NU"& RBR#\JJP[8<#0*O*.RZH"%H>=$W64U;,(?/KVLL$08K1FA4G_C3M77 M6>&G_A_Z%(M[$CLP=-08.OI/]37JT\\^Q>*>Q [\=)V'WL[YUPJKF>UOC>^, M6C51F=$%\]W!$2SN@VB(#RJ,+O5IZ^,C/]OD)VU!9-6O-;'.F>&LZZ:/Y MF3YKF/[W0:8ZJ'S!/"-4H)62M*Y'*B8>-7[5P/)UJ8;7C*IFEMSFZOS$G - M4,]7C,G]0+^.8%-_P!02P,$% @ _(0L6>5&ULK59=3]LP%/TK5H8FD("D29LVK(U$ MRZ9M&AHJ8SQ,>S#);6/AV)WMM&._?K:39J5- TR\Q!^Y]]QSKK_N<,7%O

:&;8*< M>&CGKD0\Y(6BA,&50++(QD#Y:N1TG/7$E,PS92;<>+C <[@&=;.X$GKD MUB@IR8%)PAD2,!LYYYVS263LK<%W BNYT4=&R1WG]V;P*1TYGB$$%!)E$+!N MEC !2@V0IO&KPG3JD,9QL[]&_V"U:RUW6,*$TUN2JFSD#!R4P@P75$WYZB-4 M>GH&+^%4VB]:5;:>@Y)"*IY7SII!3EC9XM]5'C8<.N$>!]]R\+<=NGL<@LHA ML$)+9E;6!58X'@]^0L)8:S33L;FQWEH-8685KY70?XGV4_$4EL *0#/!LQ32QP"N5EE+]==2 MQWXKXN>"G:+ .T:^YW<;*$V>[QZTT GJS <6+]B#MTXVNMW,]3'Z0O =H40] MH!]33BG2NW6%1?JS*85EA&YS!',!G,D%3F#DZ!,N02S!B=^^Z83>NR;YKP3V M*!G=.AG=-O1X#'"&&%S?28I9@DTJ2TA>A;"W$[+N-^/PJ&[W%2Q:]3Q>U%0 M6SVBUZOI]5KIK3>Z@(3/&?FSO1]+?B5&N!'Z9-#SHBV"K9'^,\UAK2-\!1VM M&"_=5>%N4CJ=P(^:%Z1?"^D_2TA:745-,OH[D<->Y&VM1I-1X#>3&]3D!JWD M](7UQ$X>[$3M#?K]+6J#]NW^B%I44XM:J3UYZ1S7E_JTWB/'Z!-+:&%%?=7E M@VG'^\5%.[P;3D$KS9>> G?C_=-RYK8LD"CA!5/E^U#/UI7'N7UPM^'^XA_,&4Y&PO=V]R M:W-H965T >7KD=-S'F_\-IW^ MX >!M=R8(^-DSOF]67S*1HYG"@(*J3(*6 \KF "E1DB7 M\:?1=-I7&N+F_%']H_6NOL&ZSDKH:314J6%12$U2-^:'+8(/3%*PA^0_ /)00-(3B4$#:$T"936[$Y M3+'"22SX&@F#UFIF8L.T;&V?,+/M,R7T4Z)Y*AFG*:^8DN@64B K/*> ,,O0 MC"P969 4,X4FE(>SE '^!1]T]_F\104)E2>:-#=;(J.CT[0$2(,?<]Y);6> MC%VEJS7O=-.FLJNZ,O^%RCY7[!P%WBGR/3_LH$\.IP<=].GA='^;[NJ(VYS] M-F??Z@4OZ#TE)M&O\5PJH;_XWUVIU#IAMX[I D-9XA1&CO(-)8@5.,G[=[W(M^]"5T5N*3=](;"N_H,TOV*?^])V*-LBN\&J1OA4Q'6^57 ["8!"[)\U4GJ,& M43@(MU'3O07]I)VPM1ONM?L%!RB,=5=&;,4D.[O*!60$84HEQ(Z_Z=:,MJP M=7;A[UCOP/1\;\=Y^"P? #;I\0FU9ZK>6^J_=P5/$0'4YZ7=L8Q!%.UZ>HP91 M$.UNX]ZJ7KN-[D:G-&PO=V]R:W-H965TB1MMT!_?(^4HEBV(CB%L"\62=\]O.>A M[L2;[H1\4"L

3;Z6!5T0664J*E:'E&J:3*78$6FL$E\ H7Q![MB2LYQEE&LR+QC@XRWYBTI)S3F1 M5REHR@KU&E<_W:7DU=EK*_,87L&@#N,BK(1<\DKL.>A$_;/@Y";TW)/"'].@^>GN88=
[>KI[T,,F M;(XJM'CA,WASP3,\!W,"F#"W3#V0?_]$&_)>0ZF^= E> 4;=@*:D7*HUS6#F M8,U0(+?@)+_^XL?>NRZQA@1+!P)K'1DU0D9]Z,EGR32\%7E.1(Z%ITX V21
MEY(5XL@BFEJZ32;CJ;O=U^?8Q(]\KVV4'AL]6;3(C!HRHUXR5\?QOR$);8R9GX\!F]ID?>%T,1T>174S".#X@>6PUB<,X.F#9&_)/GF[<"!+W
M"E)7*Y]\QYJV!;X!',UM)05)CI.H2XO>'5Z:-T."I0.!M90=-\J.ARY XR&% M'!(L'0BL)>2D$7+2^XK>@#1"XKW*)*:LWM+.+V:%<[%?+L[JX" G3S%*>R/Z
M2;X7#=^+4U.RHUR]/#U[=WOI6S4D6#H06$MEWWNZRWE#)VB-.)"6@Z*E0Z&U MU=R[&?O_SY>UWJ=U,PAC[^!J,.\P0Z/#"T1_T"\5Q=WK'##_EK8#4\02K^[9
MS6K3Y5W9WN9@_=IT?[8C>8*I6L>/5"X95Z2 '"&]\S$2E%4W5DVT6-O^Y%YH M+)VN,(.%J0QP/]S(?3CQ&S0],3)#U!+ P04 " #\A"Q9D%2M?V,# !\ M"P &0 'AL+W=OQ#X)I.JH
:'N?KO0*: M47YNV/TYNQM=$2U3E2E7[O* M47YNV/TYNQM=$2U3E2E7*&R-/<&WL/$ENUR8R7\ MQ6Q/=W #YG9_K7#DURHI*T!H)0)51D,V]Y>'!J,[7VSN ?!B=]]DPLR9V4W>^S@
MKW3N!38@X) 8JT#Q=H0U<&Z%,(Q_*TVO_J1U/']^4'_OV)'ECFI82_Z9I2:? M>Q./I)#1 S=;>?H3*IZ1U4LDU^Y*3I5MX)'DH(TL*F>,H&"BO-/[*@]G#H/X M"8>P<@B;#L,G'*+*
(7JNP[!R&+K,E"@N#QMJZ&*FY(DH:XUJ]L$ETWDC/A.V M[#=&X5N&?F:Q3!)Y$$:3+23 CO2. Z$B)3=L)UC&$BH,67,&>+L@2ULD9KX3 M)LB2XXJA(@&":X^L%:3,D
]2:]#D]08,95R_09_;FPUY_>H-~66=/N7RH%%> MSWR#P=L0_*0*=%4&&CX1Z" D'Z4PN2;O1 KI8P$?J6OT\ %]%?8J_GT0ER0* MWI(P"(<= :V?[QYUN&^>[QVT$1U(2.G%SV_D&^?
+A+YLI6<$_QU3E2E7[O* M47YNV/TYNQM=$2U3E2E7*&R-/<%;_/[;([^Z$KEKQ3;_"*Q1VD>UFD>IJDO M5K!C0C"QP]V&V\QVI:Z4&#D)N^\>MG^*Q2.F20!"X
M3W(J=IW_[:059*,^Z[;%Q6C4@.B-Z(4UG-:\TWY>D?[/WC1MI7@<-B#;)JWM M:]-E,VT6RS_K2PI0.]??:>(.JO*_ =0 M2P,$% @ _(0L6;_XZM!X!@]3, !D
!X;"]W;W)K&ULM5MM;],Z%/XK5B]"(&-[;RT8ZNTS2! @"9VX7ZXNA]"ZZT1 M>2FQLXY_?YTTJ^O$,Z0Z^;(UZ3E/_#SQ29\X)Z?;HOPAUIQ+=)^EN3B;K*7<
MG$RG8KGF62Q>%1N>JV]NBC*+I=HL;Z=B4_)XU21EZ91X7CC-XB2?+&?;75?E MXK2H9)KD_*I$HLJRN/QUP=-B>S;!DX<=7Y+;M:QW3!>GF_B67W/Y=7-5JJWI
M'F659#P729&CDM^<3<[Q"?-IG=!$?$OX5AQ\1C65[T7QH]YXOSJ;>/6(>,J7 MLH:(U;\[?LG3M$92X_C9@D[VQZP3#S_H+|MR"LRWV/!+XOTGV0EUV>3V02M M^$U?IU)+._CR=.-
C0_?F@#1X===#[0 MOQ]5''HO>2;^LXF^ _7MH/6UXT1LXB4_FZB+@^#E'9\LGOZ%0^^U33!(, 8$ M9HCI[\7T7>BFF%Q/[MNR$-
:YNX,+&KCZBGFWP&'@T_!T>G=^)Q+&_6P1XG,9R'I$.]'^1@'N$/;., C:4=[MVI&3-CLXQ8C?*V\@N(UOU&."YX'G=?C:HKQN%(OZM3##!U$&D=F>R,Q)Y&N>
MU%/V6JJ9:RU49_K0ZQTD& ,",V2;[V6;C_'C,8<4$Q*, 8$98F)/6R,/\BK2 MHAT63# GW:JR1&$OZEU&W$,[EOJ!*\1NZNLD338;M=?N\9S90Z<,*!J#0C.5 M(UHY,D8-
MJA0BD*B,2@T4U'MB+'3(PXN0]HOPS",NF78CYIC''6K< SWBK5] MQ;_QK_&/1,C8:M?CE""08VT5A41C4&BFHMI.8U _ MC?M6.8SHO%N"_2@ZK^_!S1(C/H3AT\84!7 MGZ'03-
FT@2?^*"4(ZNU!T1@4FJFH]O;$O:X]M 3[J]71/.A68#\H"(-N 8[A MP@SMP_R6/!UD:Y0DFW*XH[7M.WE"&286VT@1T4@FBFB-O,D&J4<08T^ M*!J#0C,5U4:?N!?
J!S]A:_','7[O>S]VE+2RB0=@MRC%,.=&FG+A-^=NJS!-9 ME1P]C;/-:W23W-=;=N*@J^R@: P*S7SBK0T^]49YY@UJ_4'1&!2:J:BV_O0W
MR_=#R[+%,ZSJ;.9WO:HEC&+2>_3K'MVQ[+5-IVZ;?EEDFTKR4C.W4@9=<0=% M8U!HIH '/2CC-*' =J' MJ&,<2-]8T !>Y$:?$,XQJ2&>T6I"6,SDAW!<<]
MNF/9:]-.W:;]NKB1VI[BT]B*X4P=/&M!5=R@T4S;M^6DX2AF"W@" HC$H-%-1 M?0- W:OYP\NPWP1#,.TMI%K#O*#[.-$]NF/9:[-.W6;]&U\GR]1N3]VI@R<- MZ-
([%)HIFW;Y=)2N&@IJ^$'1&!2:V96I#;]_7&/-XWV9_:89,B.]MDQ+:TW4 M[\HK6.CL_\"G[#=&R@:9O="S*>XO$UR@5)^
MHR"]5Y'B5^[>,=EMR&+3O'7QO9"RR)J/:QZKHJ\#U/&PO=V]R:W-H965TA6B$6[J-H5<(&X<--I M8ZT=!]O9=-\>VTFC(C6Y /4F\<^#X HQWL:<7-@ZP_0WN?F?/+)-?^B>HF-
@HPRBIM MI&C%ED"PHGG38YN',\$DZA&$K2#TW,U!GG)-#4UC)6ND7+1U]2=,:8(1\\D9H#3I3K/1?V<\[&XMN#0C]ZQ+V] K8 M48<=#6;3XR(#ZF)"A[4A>@&J]
#%K*.8#=>4'OMJ.BC\Q^3,.ZSYM6HZOP+V MHL-_$=-A[6367]1R5E+<=WYGJH#*S3BL+=>P7AA:Z6:CM=,C"Q]E]E*8WN6 M'^;V)P'*!=C]O93F-'&-J_OMI'\ 4$L#!!0 (/R$+%F-U
X+9@, $@+ M 9 >&PO=V]R:W-H965T+ Q1=9 BCTK:Z87#JE4LVEZ\IU"361%[P!II]LN:B)TK=BY\I& -G8 MH+IR \^+W9I0YN0+.W8K\@7?JXHRN!5([NN:B/^OH>*'I>,
[#P/OZ*Y49L#- M%PW9P1VH#\VMT'=N[[*A-3!).4,"MDOGRK\L?,\$6,5'"@=Y=(T,RHKS+^;F MS6;I>"8CJ&"MC 71?_=P U5EG'0>7SM3IY_3!!Y?/[B_MO :9D4DW/#J$]VH
M2\7K+EAG4%/6_I-O72&. M OSXD8"@"PB& ?B1@+ +",\-P%T MI5I46P=")(OA#\@(11:S=S88MIHS4^ M96;=[Y303ZF.4_D_H(LFT2MTP^N&,V!*(KY%=EB/285>%* (K>1++?IP5Z
7 MSUZB9X@R]+[D>TG81BYW:!0N]W%'@!GDCHYOSP<"*\.#\\F*$)^U4)K5\XORJ?KU92 M"?UJ_#=5XM8"3UN8\^)2-F0-2T_YO X(HRG:HLGMXK??P5/5:E\BZF,/Q/O>S)-)K?W](*C-
8F/Y\YP-L 8B[?) .*"5'@)=,0<0\1 MST+AW8C^Y^I@7YJMH+O::BD@):O(P M3T>YQ*,W9:S!.!XPC35A$DT393U1-DOTANG-!?HSI8':Q:GT6T,KJBA,LF3C MNH;1@&6L\?& MQAKLG
:Q?=^?HN],W;;EC+"UD^]]YW5\:&3IND $9(4I8# MH9@0X3@=L+A'+48-8F=;-:FSVS/5?J7[T;X=O+)-T&#\VK2)MG7Y:=/VF&^) MV%$F-?=66WH7BZ-X8QN9%5>Z+;*7I6YU01B!?
K[E7#WNT:55IMXMI%P8. M8-6Q,]M]^]G)VE&26"TV@\)D_.^/.?X.'9_)>2CF@-H])0SK@;.7.OBS'75 M> XY4:>B &[>3(7,B39#.7-5(8%,2E'.7!_CV,T)Y4[6+Y_=RJPO%II1#K<2
MJ46>$_G[IA8#1S/>7YP1V=S;1^X6;\@,QB"?BANI1FYC:H+L2;PPBT"OQ;X^PJ"6A"4B59D95I71).L+\4* M21MMW.Q-69M2;;*AW$[C4$OSEAJ=SCZ#J8%")VBX*
H&9H(T8>B",,+'@(9E M)]WPJEULV0^O0!/*U)&1/ ROT.'!$3I E*#[N5@HPB>]JVK#9=W=<CXK 7A=W8<8,=[\2^%W;]B^WP7;QQFR0*4W^#MQV5)+T4=_,F#6^RD_>:
M\O)+M=Z\IK[06=>D/=%QFFQ@MH-2?TO[]AK(WBL@]VW>7KNJ,=Z ;<<$L=<- MFS:PZ5MA_]6V:0NF%%]6MQT3XRTMX.&_>QC>HVFGV\ [=R3<^DYYD;])VQ&5
MMNKKKNV^]NCSA<@9Y&PO M=V]R:W-H965T:0YW!F..)XP_@/ ML29$@N'WREJ[74#]SIN, K\DCD MM^*!JSNW1DEH1G)!60XX64Z<6W@3PT@[&(N_*-F(G6N@J_V*?
F_(*S)S+,B,I=I(M<3)W) M0I:X3.57MOF=; D---Z"I<+@DUE.QPY8%$*R;R/MLYI!O/J'$]OA=AQ0(,C M#FCK@$YU\+<.?LL!!D<<@JU#8)2J!@=8BSQ=,S9!G!MK=#^TA1'3>"OZ--?K
M_BBY>DN5GYQ^(DHT :[8UD4*5$K*G$*9EBLP;V*"? QKV)+K]%%3"2FJ;A4 MYM\>8W#QX1)\ #0'?ZY9*7">B+$KU9PTLKO8CG]7C8^.C \1^,QRN1;@MSPA MR3Z J\C4C-
KHSO4B?A'F5\#W_L%(\%E@-G3G?W+>[QZ>ZH@XU?KX]O\SN M]?G[=BXD5TGRCTWB"B*P0^C*<2,*O" 31Y4&0?@3<:8__P1#[U>;/"V"Q3V! M[4D7U-
(%7>A3$\0%I@E0(0QPQLI<"A6NB[14D:;C5JX)R)3)3>!#]@2I%IO MD%(\IRF5E%A#NAIW8,;5A?5I"OT!BL;NTZZ0%JO]T;[5K'%"HU06%OM41_4 MU >=U+\4A*NA: M;
()ABVYXL+X1C.Q\AS7?86=-.)OS%5M>E2I4L1!$A36;J]*<5V%-GA=KG*^(MH5\%)-NG=&6JN)7M1%K=#*R\I/O]'$]OA=AQ0(,C M#FCK@$YU\+<.?LL!!D<<@JU#8)2J!@=8BSQ=,S9!G!MK=#^TA1'3>"OZ--?K
MP5:D=$[F3*JCFNKHA!3JRH?1(0_.>9W+ MN^E-87=S^MU\5:E-!S\I 58Z;?2G9B.$ZC,R<*&VI!>"N;BTBM%K\]HK6MP7 MVKZ\3?*NQO84_:?-R &E?(
@DQ_98$0)/C%!C0[$2BJ@!0B.@85=T.=*UO3 M^\+NYO?MO>P- +3EBM[F.CL1:O@*=70!XFZDF@8OB^7$RH6^I,)J!@D M5A4[N_)W9VZ?:%?:/MB-
@TZ[.Q+3\O<"D)OU4UJOX9>^YO*;N>-4'LO^#]: M9=CTRK"[63XAZR(;$83\-F&K'?2#-N%>&V9WYPPM(WQESB(%,"E0'3[53^OS MSEMSRM=Z?]?/0$:P/U?LF8?+W1]2GP]/_ %!+
P04 " #\A"Q9B (7T\,# #K M$@ &0 'AL+W=O9-@\'/\.[;@ M6%[NN?@EMY0J\"=+<[FRMDKMSFU;QEN:$7G&=S373]9<9$3IIMC8,GHWO9N0;&RBWGOTSC
M<[*RH"&B*8V5D2#Z[XY>T#0U2IKC=RUJ-6.:PN[U@_K'TKPV#I?RQ1 MVY456""A:U*DZAO??Z*U(=?HQ3R5Y2_8UWVA!>)"*I[5Q9H@8WGU3_[4$]$I M0(LG"G!=@)];X-
0%3FFT(BMM71)%HJ7@>R!,;ZUF+LJY*:NU&Y;;9;Q10C]E MNDY%5U3/@01OP1>B"L$4TPV^!E]W5!#%\@T@>0(^LISD,05E9W#%R"U+JZZO M+ZDB+)5OM,*/FTOP^N4;\!*P"'S?
\D+]6KFTE<8T@]EQC?2A0L)/(U;Y&? M@?\ #/%BI/SB^>7.XW);3TXS0[B9(5SJ.4_HM5/QZD6 '?RNFK(Q7Y708ES(MO)#GIN*-6].H%\N"[,9=`$GODV6D\.U/JD9XZ=\Q@5>665>8#
M<1U9Y(O&O+%(7)OC+RJ\KKD;N@%/?))[9GD;D/N'B+WQ\C= M$7)_X?7()[5GDGL-N7>(/!@C]X;D"XQQCWQ2>R:YWY#[A\C#,7)_2(YAT">? MU)Y)'C3DP23Y]RW5J;U65(SQ!T-
^&""WQS\YPDS^L.$/I_FY(BDH\H3)F!>Y MH@E(RW39D7N]2U"CW]=P8"OP,/)[MB8'GFD+P39/X:2Q*RKE.4CKC+S7^Y18 M4+-
C&0U".'#T%D,?]U=]>LRYGCI[!/2,Q:K6)VW3?]01&CCRW$78?W7J;MTD M\?T@A$VWQZ1M5J/IL'[8J1R,:G34K#Z6VF/7;5JC>7%=EW47(T3]Y)C6GLO> MYC6:%]AHF-
@^1'WV4P0V:A,;S8ML-,QL!_9W2=/:<]G;S$;S0AL-4QOVR4\1 MV:C-;#0OM-$PM0?DIXALU&8V^C^AC8:I/> _162C-K/1"4(;#5,;A7CP)I\B MM7&;VOB(J8U'4ML)^^_W]
(AS';69C8^6V7@8QLC%_6W52*_00[W MCLG$>88 MZ L1&Y9+S;'65?#,U^6B.EFI&HKORL.)6ZX4$\K++24)%::#?K[F7#TTS'E' M<[X5_0502P,$% @ _(0L63*W^8[6 @ 2@D !D
!X;"]W;W)K&ULK591;YLP$/XK%INF5MH*@21478*4E*WKI&I5JVX/ MTQXBI4K"P$XM:"3IV!LSVX(:M,F0,WFA1X!;>@[HIKH7=NPY*2')@DG"$!
MRZDS&YS%H;&W!C\)E')GC8R2!>?W9G.93AW/! 04$F48L'YLX!PH-40ZC+\U MI].X-,#=]9;[J]6NM2RPA'-.?Y%495/GU$$I+/&:JAM>?H-:S\CP)9Q*^XO* MRG84.BA92\7S&JPCR
FKGOBASL,.8#!^'N#7 /\I8/@,(*@!05_ L 8,;68J M*38/,58XF@A>(F&L-9M9V&1:M)9/F"G[K1+Z+=$X%5UPGI:$4H19BGZH# 2Z M9 JS%5E00#,I04ET%(/"A,IC]
G=W<;HZ/WQQ%7:N^%PD]K3O/+D/^-IX*,K MSE0FT1>60KI/X.JPF]C];>QSOY/Q^YJ=H,#[B'S/'[8$=-X?'K3 X_YPOT--
MT%0BL'Q!GTHZPB[W);EO&*N3((DV;W$2#P6F@&Z[V>AK&'?&\DJEHT;I])=21/("$Z%;M$))AL4*9)OXBFR\H^FIZA=N2_TORB1=QE46EP=Z9,#OK_9*:U1 E?,U4U[>:T MN1#,
[!Q\,*_TW)4PB"DM-Z9V$.AY13>YJHWAA9]F"*ST9 M[3+3EQT0QD"_7W*NMAOCH+D^1?\!4$L#!!0 (/R$+%EF@'$'4'P, $L, M 9 >&PO=V]R:W-H965T>[N ML>]R=!=2W>D9@"'+E
O=\V;&S(]\7\EW,0^&8B54H-3M74UW,%-'&@ ME/MA$+3\E#+A];MN;:3Z79D9S@2,%-%9FE*U.@8N%SVOX:T7KMET9NR"W^_. MZ11NP'R?CQ3._)E82D(S:0@"B8];] Ka<B*""W [?
C!8Z(TQL:&,I;RDXND MYP76(^ 0&TM!\7$/0^#<,J$?OPM2K[1I@9OC-?N9"QZ#&5,-0\E_LL3,>MZA M1Q*8T(R;[DXAR*@ \L72Z[=+UGD>]L=C\29-C(MP.A!RD3^I,M"B U L_$(
M("P X7,!40&(7*"Y9RZL$VIHOZOD@BB[&]GLP&GCT!@-$_88;XS"MPQQIG\" MBMU3*Z4FG\A7JI2;D \G8"CC^F/7-VC&;O;C@O(XIPP?H6RYH*,]/D5"20 M;!/XZ%_I9+AV\CBL9?
R2B7T2!7LD#,)FA4/#Y\.C&G>B4K/(\45/:D8NA#8] MPVMM-*$B(>>03)F8DH&JGX>E4Z?8_F+=$/"A%/*@U=<4$2[.4_"%8L; >"2P(2H&(M5P33GE.E]X@ 4Z5.+?
%++]*.R+8T:)4:M-XHUJ[E&A'9%L2M4N)VK77Y!NH MU"94C$57X6>Q*MAZAHBDKF!715:+?&5DAV5DA_4)0)>O38!:XI>>[H[(MC3H
ME!ITWB@!.KN4:$=D6Q(U@HN>83(^>N^1M+@ZVD M&\ZPVP=E-^#[B91F/;$&RO_;]02P,$% @ _(0L6?/>^ZL% P R@L M !D !X;"]W;W)K&ULQ59M3]LP$/XK5H8FD%CS MUE?
61H)V"*8Q(1CLP[0/;G)M+!P[LYVV_/O92F=!1<)5GHJEK9,!> H=TJH[3E. MWTXP858PSMF97*!%)@$G"&1*PF%C'[M'4=8Q#;G%+8"VWQLA0F7-^9R;GT<1R3$9 M(50& NO?"J9
J4'2>?PI0:TJIG'<'C^@G^;D-9DYEC#E]">)5#RQAA:*8($S MJJ[X^@Q*0CV#%W(J\R]:E[:.A<),*IZ4SCJ#A+#BCS>E$%L.GO>,@U"]U
M\$L'/R=:9);3FF&%@['@:R2,M48S@UR;W%NS(I=H/Q7,0) 5-E)* M] F=8B+0+:89H"F6,3K5IXS.(%H2MD3[,U"84'E@#+G0 C'T91/&F"VU.6=* MZ#.1:
\1AG[$/).817)L*YVEB66'948G14;>,QE]S5@'^QM9:58)YE6!>CNO_5S!TSJ02F:YIS5IXK80Z-J5)%-&2SH@, M*9>9T.-?WS04.E>0R-]ULA1QN_5QS74^DBD.86+I^RI!K, */GYP^\
[G.G%: M MN1R*\D\IO0@^_;7-HC/)&#MV* M0[>10WX35N8F'")\Q0HN[KF'2?,/']WB,B3VU0PK'L/FW.=QKZ=A;C9;I=*=W+Y,-;--@ACH/<7G*N'B6GGJO8]^ M02P,$% M @
_(0L65;IWW;< @ G D !D !X;"]W;W)K&ULK59K:]LP%/TKPBNC@[5^QF;*18&5[HJ9*Q<"<&Y!!74#SXO= A/F)'T[-A))GY>*$@8C@619%%@\7P'E MJX'C.R\#=V0V5V; 3?H+/(,QJ(?
%2.B>6[/DI F"6=(P'3@?/9[:=?$VX 7 M!%9RHXV,DPGGCZ9SDP\ MM9<)EI!R^I/D:CYP.@[*88I+JN[XZ@NL_42&+^-4VB=:5;%QX*"LE(H7:[!6 M4!!6O?'3>ATV 'IK "!8 X+7
L(U(+1&*V76UA KG/0%7R%AHC6;:=BUL6CM MAC#S%<=*Z%FB<2H9PD2A"S36NR,O*2 ^17;H? @*$RH_Z,F'\1"=GWU 9X@P M=# _GI<0LEWU72R&Q0"9S!P=#U)$$MPDO?
O_-C[MU.3U1&1;SL/:>7B,/;DF#+,,$ 5= (T?LL)'%F]^!,O$CX)VWUUN6M@/ZL9^ M';.EK%4K:QU5=L\5IKH,)ZI)586-CZMJ"/+\L%E65,N*CLJZ!2E[*"V% *9T M^:E2$$5
FJU#.9M=*!"%E8UT::#I?]CI.&H-8A)W'M)'[% F]K M;A(8[^7NQ+LKO1\3>UZSO'8MKWU4WNA[BE(!.5'H&F>$$O6,_J([6'*Z)&RV M.]>D_&B"MU;IBIQ.N].%LFW-]?0)A M
O3\E'/UTC$G='TA2_X!4$L#!!0 (/R$+%FT$G-*DP0 , ; 9 M>&PO=V]R:W-H965T\'7'O/4 MXQT7W^6:$>,Y;+B;-6:G/MNC)9DPS+<[XA.5Q9XT_$& MK\B/&NHT?>K
X^,]_:ZJ^)_6$AIJ7<";+OVA7W^LY*-E*Q;,Z&$:0T;SZQ<^U$$$KP/"$P&#.F#PWAZ&=4 Y=;>:>REC@7?(:'O M!IH^*-4OHT$OFNL'9:X$7*40IZ8162CT*WK 0F!M&?H8$84IDV?
0^O@P0S-! M4JK0'4XHH^H%6I](P5E!\U7'M6_S"'W\<(8^()JC>\H8/ QR["H8J>[/3>I1 MW5:C"DZ,RD?W/%=KB>()\6D[WH49-M,,]M.\#8S /[;Y.0J]3RCP@J!C/+/W MAP\ZPB-
S^#U^0:%_,CHV1S_P8M^Y'QJT"IO+PY(7GN#-(=FD6T807Z+2_G^^ MP!WHLR*9_+?+JPHWZ,;I3'8M-S@A$P=2E22B(,[TEY_\"^^W+J%MPB*;L-@2
MK.7)H/%D8*+#$_),LVV&"LRVI3$)//\"LBC"4M)5#JE9=;Y'1FQ?;VS"H@HV M+&%ZN2JF_F@X=HMCR2UUV))\V$@^-$K>D=RZ!#9"^@IL$Q;9A,668"TG+AHG M+NPFI
N;GMB$139AL258RY-1X\G(^';\242F_6 O&39A MD4U8;)8K1"\$"VD0_K(1_O)=*\&""XC47UD)AE&>R$Z7;Y+LI=?.L3-C=WTE MM0F+WPX^/"P0+?&N&O&NC.+=) D7J2Y
E@2KK2"?]+=R#SVOW@SIZM6:-3.. MH*^>-F&Q)5A+>=\[%!*>4?l2S$S*]](<"B$_0AH@$CJ'8[/S\KUCZIU':._>\ MX+7:YUD[RFV5%MNBM04_JMQ\H^"WS1.-"ZC8\()U2VVD[$%W0-
>WX#1E=M3V+ MK/88VZ*U50X.*@=]/Q/1?VA.$L@N*?I:$)'K_T6@.YKC/-%N/&$%9?3\Z]W3 M6:<.9:YON<[UK1:Z5FF155ILB]9VYE#L^N9J]Q9+
M*E'UGTT$BW6!!=7I"PEX=3J=&?0N%V*RIFYX]ZBVZ3%MFAMT0_EKM^[WH5$ M5K;"R@VK-<4,?2%YNL]AG498+8>MTB*KM-@6K>W6H23V+=?$OM6BV"HMLDJ+
M;=':SAP*8]]1^]\Z/W<]:DP,T?V=L%]/6R+5KG@'NU@0"Y:E5M' M$B5\FZMJ,Z-I;;;G;LI-&?=P>[6W=8_%BN82,;*$4.]\!"^RJ+:JA/%-^5^ MR((KQ;/R< U>$]%O@.M+SM7^1'?0;-I-
_P=02P,$% @ _(0L60S,V#(T M @ SP0 !D !X;"]W;W)K&ULE53;;MLP#/T5 M0BN&%BABQ[FLRQP#;8)A&U @:-#M8=B#XC"Q4%T\B8ZSOY]D)T:ZI<7F!UN4 M> X/:5)I;>R3*Q)]DJ-
V4%43F)(I<7J+CKF1*U/]D8JSAYTVXC5UKDZP:D M9)3$\3A27&B6IPF:IJ4@*C0L+KE**VU]W*$T]97UVW'@0VX+"1I2E)=_B M$NFQ7%AO11W+6BC43A@-%C=3=MN?W V#?
^/P56#M3M80,ED9\Q2,S^LIBX,@ ME)A38.#^L\,92AF(O(R?!T[6A0S T_61_6.3N\]EQ1V.C/PFUE1,V0V#-6YX M)>G!U)_PD,\H\.5&NN8-=>L[2ACDE2.C#F"O0 G?
OG^4(<30/(2(#D DD9W M&ZA1.>?$L]2:&FSP]FQAT:3:H+TXH<-/69+U\+C*)L9I03Y*I.#RSD2%])= MP04(#?="2E\XET;D P7W*#^0WK6DR0ND7R8:@T%\#4F<#.%Q.8?
+BZOG-)'7 MV8E-.K%)PSOX![%^"X"LY)BRT-G7H/& M/0'5*'<(RN=4G*UY2]QOBQZ&;9?=],;OGSUIM#LC;MB)&_Z_."K03_N&T)X3 M-?Q;U+CWIXSHI#_#J-]SNQ7:@<2-
1\6]=R,&MAV?UB!3-BV[,N0'H%D6_I9! M&QS\^<88.AIA"KH[+/L-4$L#!!0 (/R$+%GYJV40R@, %@0 9 M>&PO=V]R:W-H965TPFMC4=F#X]^L+A$N#=Y#R!1+'[V/[/?8AA_&&
M\1]B"2#1:UE0,?&64J[N?%]D2RBQZ+ 54/5DSGB)I;KE"U^L..#84&/Z-FU/?#IFE2P(A2>.1%66F&\?H&";B1=Z^X8O9+&4NL&?CE=X <\@ M7U9/7-WY-24G)5!!&$4Y7$Z\H8=R
MF..JD%_8YD_8+:BG>1DKA/E$&]NW'WLHJX1DY4ZL9E 2:K_QZ\Z((T'8OR"(M=H+H7'!IA.Y.T'VK(-X)XG/!X(*@MQ.8I?MV[<:X!$L\'7.V05SW5C1]8=PW
M:N47H7JC/$NNGA*ED]/OF'-,);I)0&)2B%OT ;T\)^CFW2UZAWPDEIB#0(2B M%TJD>*\:U?77):L$IKD8^U)-0J/\;#?@@QTPNC!@&*%/C,JE0"G-(3\%^&KV M]1*B_1(>(B?
Q[XIV4#=XCZ(@BALF]/AV>;=!GKQ='C7(4[?\,UMW4-C5\G#@ M,*-;Q[-K>-T+O/1G1>06_7_$Y*K4_AO4X0L(FY&Z-1T)U8X@XFGL.ZOF<,;F_T0/4 M?R9,_P-02P,$% @
_(0L6>L*_!%>! W1@ !D !X;"]W;W)K&ULQ5E=;LV%/TKA%8,+9!$HF3+&.G:%B*1'DG'Z7Y]24F1K0]K24 @+S%)W7O(>\@C7=Y,]HP_B V 1$]9
M2L74VDBYO;1M$6T@(^*";8&J)RO&,R)5EZ]ML>5 XMPI2VW7<7P[(PFU9I-\ M;,%G$[:3:4)AP9'891GA/ZXA9?NIA:WG@=MDO9%ZP)Y-MF0-2Y#?M@NN>G:%
M$B<94)$PBCBLIM85O@SQ6#OD%M\3V(NC-M*A#/VH#LW\=1R](H@A4AJ"*)^ M'F$..:]1U#K^+4&M:D[M>-Q^1O\]#UX%>VH7-UUL3KWQ.JPB[XR*C<"?:8QQ'4
M6X5:Q>L^QWOM]B+^N:,7R'/.D.NX@XX%S5_N[G6XAR]W=WNB\:K=\W(\KV_W MRDU9D!]*CQ)=<4[H&G3[['ES8J3X1W.R321)D\)@/D-7&=LIZ[^_*$AT(R$3
M_W3M3S'_H'M^_5*Z%%L2P=12;QT!_!&LV:^_8-_YK8M;DV"A(; :[X.*]T$? M^NR.*1Z1$F?T@*)C,4#!=Q>3!>(P1]1OX\>9-_*'$_OQF*&VTUZW!H HGZ W' M=7" ;D%
(GD12'9;BVZRUV!5(+]9KCX1)L- 06(W#<<7A^)VE.#;)NTFPT!!8 MC7?L'!))Q[@82\AC$35D-N\P.1\UI-AAXW=+$1_EQ2A.Q_GZ2 NC:W0'/$,W M-
%+'1UU13NJQ'^^U!\,H6F@*K^#2?6=1E@LP1;Y)M- 46IW\PQ4!]V;" M;].EU_ZXC?&H*(8RBA:;0ZN0?;&A%-UE^FT+'[0J/'XR;&FU; M#3RG)=*V%1X-FDFM?53WS8"O_JY4
M6NU^41*O1JD9_E5>F&^/7NG:?UY,/ M,$7A_ROAZX0*E,)*03H7([4D7M32BXYDV[RZ?,^D9%G>W ")@6L#]7S%F'SN MZ FJ_VC,?@)02P,$% @ _(0L69!#QN_9" XE0 !D !X;"]W;W)K
M&ULQ9Q;;]LX'L6_"N$=+%]@C:V+[:2;&$@C$MM% M,PB:9N9AL0^,Q=A"=?%*='Z+_?!#76*)-DU',Z=P'QI;)G^D>%B_R*.*YT]9 M_J-8"B']7JTW!8S)!AE2F) MA^YH-
!DF/$H'L_/JV$T^._6,HY2<9.38ITD/'_Y+.+LZ6+@#%X/?(L62UD> M&,[.5WPA;H6\6]WDZMMP0PFC1*1%E*4D%P\7@TOG$_/'988JQ6^1>"HZGTEY M*O=9]J/\\B6\&
(S*&HE8S&6)X.K/H[@2<5R25#W^VT 'FS++C-W/KW16G;PZ MF7M>B*LL_CT*Y?)B<#H@H7C@ZUA^RY[^*9H3JBHXS^*B^I\-6E' S)?%S)+
MFLRJ!DF4UG_Y<],0G0SN>$\&M\G@;F5P_#*T9O":#]]8,?I!?VN&<9-AO)W! MVY-ATF285&U2-U;5T@&?'':>9T\D+U,K6OFADJO*K1HX2LN>=2MS]6ND\LG9
M[9+G@GQ6VH3D*DM4ARUX)?E'\BO/W 7GWRWOR"QF2 MHLQD*\T0?BCES?4*&KMV?W#-F#MV=W#=GI M@>Q<97?\O=F9/?LU?U$YJ]PC2U-
ZFZ[B53C/UE4^&KK*I>HGZ4*H>"/)_0OI MIKOA+]7ARR>>A^3?7Q62?)$B*?YCZAQU^;ZY_#+&?BI6?"XN!BJ(%B)_%(/9 MW__F3$;_, F+A 5(&$7"& BF]0A_TR-
\&WUVE^9BGBW2Z']*ZGFW2XCG\K/X M0%8BC[*0J%L@:=*6OYO$MQ?EDA?!\X(X#DGJ".&0D+^8A+>"^@J/A%$DC(%@ MFO#CC?#COR:\2>
:.:Z0Y8#G<3:>CE1@>NR*9RVWKWA(&$7"& BFB3?9B#>Q MBG>SY*D:5I!;F(GL$ M$A8@810)8R*8UB-.-SWBU'JA7_/G*%DG)%TG]R(GVYWBO4G^NK!))WY/1N6_K0ANK5-?
89$PBH0Q$$$P3]FPC(]E] M,#1R3LDW4<@\FDMU&=>3N#*2FW2SLOI>MDA8@(11)(R!8)JZSJB=DX^.',J; M"H Z!9060&D42F,HFMXQ.F:-8[WP?[5'\H7J'?)0&+<7T5MZ)"V

TBB4QAI: M]_[7WOIT/=U63[>?GE(I6#R(/%=7]"$=K>C>.B)I 91&H336T+HZ3D?3L3?> M(V9KCSE6KV56VFSD:Y8NR'>1)^2+&E*EE7VZ[\9LY_56$&IX06D42F,HFJYS M:WHY_K'OSDBCZ I*"Z T"J4Q%$WO&*TIYMA=,?!\RUY:[UX ==:@--K0NB'9 M.3N=>NY$GULR5+&ZP*UQYKS-.2LJYRQ;E5>]^2D7U#R#T@(HC4)I#$73]6T= M-.?8%IH#]="@M !*HU :0]'TCM$::8[=2?N]6J"@U.:/(N<+%<=YE)-"J_K M*!YF<5P^G5JIL%]%='- KPLY[3X!.9DZ6_Z9(=7IB>?IJ0(C:WRFIZ+VT^HM MPL_PO)S6]'+LKA=]%OD\4M?:V&L=G/=AX\3;?; M?#?)9-O8# R)W.U$U'X.O5O\9_A0;NM#N58[8_8UXO=1',F7:MR2K64A>1I& M:H9S\ [8D+N-Y>QZQ:94.VT:V&O9-S!!:0Q%TQ5J#2'7;@C1YY6H+. P>HQ" MD8;D)1)Q:%2D)IT9_8M&CH-)@L-)J+W*O1L81-,;N'5H7+M#\X8E#K:KP-U] MYKU[$4"M%RB-0FD,1=.U; T:UV[00)>K'"C+:]:K3#;+5?QRO8JIEUS94;T[M -2Y@=(8BJ9W@-:Y<>V+B&X/WK6@Q@N4%D!I%$IC*)JN:VN\N.,CS]M%IP<$DP>$DU%[EW@W\,[P(M_4B7+L743WARQZ:L03AY4W$/**P'6)O&<(P\0/>BJ&B@M@-(HE,90-+UCM/:.9[=W? A.%+/W,>MYO M%-8.,=>\-!W5^H+0 2J-0&D/1)([1.C^>?!;XC?4I8'2 M*)3&4#1=Q-:E\>PN3?=-ABJ45V^3DW??;N_,*Z/LO-X7*W1Y#91&H32&HNDZ MMT:0=^SE-1YT>0V4%D!I%$IC*)K>,5J[RK/;56^(XG: +8I#WT>#TBB4QE T M7<36$O/L5M:-R*N-;M+YZ[6[+Z[?J,!NCNO05]6@M !*HU :0]'T32!:_\P_ M]NMJ/M1V@](""*(U':0Q%TSM&:[OY]M5)A^/Z 8"W/Z[;<_86$6J106D,1=-% M;"TRW^YP64;G[PE/U:7\UP._O0]JKV^H\0:E42B-H6AZUVB--_8.T+Y4+\. M2@N@- JE,11-[QB=?:'L"ZUVUEU4;R9_#,LG_YTE&-E#\^2T_KUYY_5MBS*: M&FCK+:8GSM8Z^2M[17M+;BATLK.$GT(+92B:KF5KL?EVA^Q()GEL5NU1Q?GM M7?H:=78W>_)V%KX:$NVNNC4+/^ M(K-5M0'D?29EEE0?EX*'(B\3J-\?LDR^?BD+V&QK.OL#4$L#!!0 (/R$ M+%DE'RC+$P@ P_ 9 >&PO=V]R:W-H965T3G2Q7,4_TQ60J3D91V$R>5HE::;|VDO&T<$ V3WF+R#)7XM*9B^/4;SV4ODU7DZ232R\15YI'4RH8=B3M>>'HZN+_-I=?'41;=/ #\5=3)+M M>NW%KS2[*&B,RWR9IM"XJRQZL_7#WO_=2@#BH0*V6"K2H0*L5 M[)8*K*C *A5,WE*!%Q5X3F9W*SD'UTN]JXLX>B9Q5EJJ91]RF'EM>?M^F/WN M]VDL_^K+>NG5_5%^_G<5;1,O7"07DU3V M-FMS,B]Z=K/K&6WIF4G)YRA,5PGY%"[$0A>8R-LL[Y7N[_6&@HJ_\,Q8<69 MH0;E#1VZ[5Z=-51WNU>GP-VP\I=CN1YOT;M;>:$<'23)?Z8H_YD:,8,RV;QR MGFR\N;@8B MB6G8K!*;!8ZZ&[TP] /EW*V#;QP+LZ(7$V25# [CV<7W\IG?S00?FICNM.U< M.UN1GJZH:3++N)@\'=("N]"7%I*81LLN:=D@K3]B^8S*F?4(%KN&Q;(-HTH% M;*HO%20QC11^-EPF1+QL_/@X(*<.R.%V=>" S?8EA"2F$9J5A&;PP-E-,D-FGEE]YK$< M:ID55 W%&B8H%^SF0 BFH4(V URZ?N3!K!P=UT\BEL$YV3]0Y"[VYZ(QU#(P M5S-4-1=+3:=Y$ ";;UW1%E$0>'%"-B+>C;'&(5:TXQP.'CHVGF85*ANPK&ZON)U!,7JH.RQ M4YVXQ)9[*69C;!Z%:>S-TZVDG8IX M3=Z_"CG>FD<9W.24Y%6):9#U[LW/C"R\UZ97;*:\2.6V3S*LG3&J<\0[[)1@/--P@*T!/]Z I M;R>-9"@*TJ>P)U39$PH&(>DKY?+6"R6]5!!?3V;V\4<65NH[D0+#4=.3* M7%#87&A+4+^A1&M#0-KXZF!J%*2-%5VXBT,1*.- 8>/P723Y\ H7]5[&)W"5%!E*BAL M*MH8UAY>L7^-LLE>H_2(GHL.5*)GIT85U7=@J>E4E>^@L._H3'7@E BW;M=" M1=H^)Z*F$[#4=.S*VU XH]"&O=_T:-=F/JNO?>$6^[-Z12>@AWL&SJ2 MC!B>165U_S"S;%8+'IK*-MKNH([I9T^3%JFG[YF+5.E\E6/@';@:JG/!4MMAFQP<$UZ+>)D? MMT[D -N&Z>X4;7FU/-)G1]DKEN_,<_=W<%L);,[)_9BY<2(PG$HY0TQE-) M*]X=O=Y]2:--?ACY(4K3:)U_7EO(>*L@/S[8Q2E^R]9 ^4!^*O_ 5!+ P04 M " #\A"Q90 A6QXP% 9) &0'AL+W=O620L(D*>LF6;KQDE?I84A6WD.-UV1(*X-1YFUQ[9>)AL1!C$ M])$!OHDBPO9W-$QVHQ9LO5UX"I8KD5YHCX=KLJ0S*KZM'YD\:Y(M=)TW((KX'=,#3!=F$XBG9_4(+ M0IT4;YZ$//L+=D6LTP+S#1=)5"3+%D1!G/\GKX40!PG(TR2@(@&=F^ 6"6XS MH:-)\(H$+U,FIY+I@(D@XR%+=H"ET1(M/GSVO.B57=YJY"F51"!AR06*P[N M8Y_Z=8"VI%CR1&\\[Y 1\==-? -XXK$LF< V3WF+R#)7XM*9B^/<\C69TU%+3AJZ>3=UM@F%+8#7=.Z7N'6.WO7]=R^F>^E?I3!9$FT@E70X!G0PC M7;:V8^?&[4(Y;K:'JJCC7 _6X[Z#G7+L!J5;DFE>RX5\JJCTE4^NM?O-:BH MX[JNVZ"BP4-J*KV22N\L*L /MH%/Y5R_#VCHJPCE0(/#YS>HG(S IHA:^_ME M^_O&]C\%_.5ZP2B5BXZ@LM<*P.2R9>QD?962CM=4?*J)< G>Y6GG5I#PC:0ZGI5#A0:C99^Z.LG=C/BQ;W/JJNT MA597L_*5L//10]_H;"\6WR8:MH56%[]RPO *ZP?^N;\;C;,.(#Y. /0U0] M6TCX!%*G0.J58[]_N#H2:$@15)0@RER!G M%?$%QA&?HRI>$^BZ33Z:0-CQ-(2]@@*9"XH+2OD"R53+GP[!QI ZBE;/(:W)2![]J9O6O"82HK^%7665DMI7O*>H+R-,?+'2!L/E9K @< MU.,TGY)0Y6N1V=>^OZHO@ \+J]D&W^=%/$>1VG"-N_X<;194;1>;/G+/SRWDS MTJ6+C54T; NMKF)E*U'W@U=Z9/2 %XMO$PW;0JN+7UE4=.8W89VG/Y%_@:>W MAH3/1$*#4U8>5784F;\]'PUUPQ1NU5=:1<.VT.HJ5KX2#3YZJ!N-[<7BVT3# MMM#JOR17)M@]SP1KA[HY_^(?D6VBX1/<>OF05^G4/M@S$5&VS/:><#!/-K'(MMQ645\O]+9-L5T?C^AV\Q?DNE0HFWS3S0-A2FAX0TH6$=&YZ&PO=V]R:W-H965TSFQB(FMBL;:#S[]=VTH1+,#23 M]$/)[5S>7ZP75%L"()%BVV)E3=63">8*E. M^=(5:TYP:(R2V$6>UW,3'%9&M=#79GPT8!L91Y3,.1";),\UX3$;#=TH/-^ MX3%:KJ2^X(&:[PD#HC$I- :A=8?6S)E,2Q][J3R^"]SZN0QM>'^\;OW;T:\ M$O."!9FR^&<4RM70\1T0D@7>Q/*1[?XFF:"N]A>P6)C_8)<]ZSD@V C)DLQ8 M99!$-/W$;UDA]@Q@[XP!R@S0L4'GC$$[,V@;H6EF1M97+/%HP-D.3J;J3LY&B^PIR B2I$"*8L4:-#8%/?._!(A.11(-6=N63! M*WBBD01C7?=(_@(W7XG$42QNU:.?@N$]B0&KE18>]ND&4P23- 9S* "/Q@ M5*X$^(N&)#QTX"HYN2;TKFF"K![_W= 6:'N? ?)0IR2AZ?7FR))..RJQV_CK MG/&W7T=3[?$.\U" F\?Y^+:L7E9W>EX_B#4.R-!1$U<0OB7.Z,_8,_[4J:U M)F<'RCNY\H[QWK8-KM(AT:E38DW.#B1V5=MWCND5.GHG M.KPC$=8P%47TD^A?;94VDHLS[7.:]5:9Z!U2:3/<755GC5E0%O>(U MZUF7PI^&)Y2.\99PQ4? 3"Z@WMD$?,,1!\\XWI#2MZ=7YUI9E[?#,NS1!ORM MY3)D:E!S =:$I]TN;786Q-_O=JL'CQIN3Z6J5%1(15>OGE?*0A<'L3UF54T% MR4 [RCQ_N%.I/P@OM*H)2H$%ID K(GQP;;U2>>=R,YL %UB0"[2CBW6IO5)D M&J%K$]D$P< "8:=84J_Q!CV?KH%F(9@1KCY,JQ*<)=^#3IG,M,VI56HB6^R M@C5!2[#)=BOR.RP)OS)9#8!4["@*6C'J=_@=GA*4-U.%_HGBUH3'4+D(V MDKJ2WN$I.74]]7=>P\=B;$'JRJF@"!DAZ#: M4#Z+NKR=EB&@J&0G:'J(?LLR#[9PUX+G8SH)L@)%>2$[.3T<;3/'!YP,.RW8/M8 M6+=,?[\8\H<9%QB$[!CT87#/_!TF7-:))F@%%;2"[+_N-$'N6$ MZP?4_05C\OU$!\AWU4;_ U!+ P04 " #\A"Q9 F',:!D$!1%P &0 M 'AL+W=OHWOD M8P[77#S)!$"AKREE X3TJI M&WA>STTQ8EQ.A3YS2Y28L DX0P)F(^<*_]R@$0F(8_X0F MMXZ1:67&^9,YN8U' MCF/G]'?Y\WK9F98PH38OTFLDI$S M<%,8P/2NB[1.>I M\7M,!/J":0;HY 84)E2>HM_0X\,-.GEWBMXAPM#GA&<2LU@.7:67-(EN5,!? M;^"#'?!_9NP[NM&RVZ#L-LCQ.COP_LJX@AA-!8E MFM:N\BE"'[!X B61E@6ZC8IF&*KJ0T%T_N8 44^:=-[5O7,QJ\E$LIN67776O5GKO2$T^KI-M6U@>A9ZK)%U.KJE77UK'4]:.+(M7,N/*?1))2#0IYEY8GA&]32Q958),F@4I!7^T+EJ":S&1+]DHG]4@NRW25Q+ M8#7B!B5Q@[<6Y.#56(=A]\7HOX[QO1W#?U%6?O'SHKQXO6[8N7A17$-0T ^; MJ_.]RBMX>XOSD?%=P@P;A6G'/G3 VD*K,['EFORC$F=13EODM816)Z\R8;[= MA;4@T&(%VT^3-:1>>>61?*N3V$^@!8:U-EM(O;;*AOAV'S)-M"QYBO1?AN@) M\:7YER31_ZA]SVLOY.!A; FM3EOE@_SN<2G9ZLL.)J\EM#IYE5GS[6ZM<>8: MN^[)6!.VD'I]E87RK49CIR9^VF7:USWX*;Z%7?(KO^0/CDL"5O]V,'DMH=7) MJRR;;_=L^TN@P9-Y?N>E"AJB_%W.+:B<6V!W;OL(X6!'9U_SX,V/MW!T0>7H M@N-R=$&KCJXMM#IY6]MJ=D>WMP@*'-M6AS5D4Y^[M=]I-INUE5D0/<\4YCK' M.^_K9+'9O]V<*+[,MT!G7.DR\\,$<S"!.C[-16)GMM/" MOY_MI%D_0L<#+ZVO?<_).=?IO1VM&7\2.8!$SV5!Q=C*I:PN;5ND.918G+,* MJ#I9,%YBJ4*^M$7% 6<&5!:VYSBA76)"K7AD]NYX/&*U+ B%.XY$79:8OTR@ M8.NQY5J;C7NRS*7>L.-1A9

]+!33:V'"T("DBE9L#J:P53* I-I&3\:3FM[I$:N+W>L%\; M[\K+' N8LN(GR60^MH86RF"!ZT+>L_4W:/T,-%_*"F$^T;K-=2R4UD*RL@4K M!26AS3=^;NNP!7##5P!>"_#V <$K+\%^&\%!"T@,)5IK)@Z)%CB>,39&G&= MK=CTPA33H)5]0O6USR17IT3A9'Q#4U8">L#/(-!GU(834"\4H)W#^0N:LK)B M%*A$IPE(3 IQIC"/LP2=GIRA$T0H>LA9+3#-Q,B62IY^B)VV4B:-%.\5*:Z' M;AF5N4!?:0;9+H&M?'7FO(VYB7>4\7M-SY'O?$*>XP4]@J9OA_L]\.3M<.^(M&[^[*M_P^?^]*I00D19,U.J.?EW-A>3JY_.[K^(-8]#/J%O*I:AP"F-+]0P! M?56_/&#&SI?^JKUGF3).Y'M5#+H*AD<8X\?*9&0H9G$$GI?U 8^,'#=.%>Q M.V^=(5:TYP:(R2V$6>UW,3'%9&M=#79GPT8!L91Y3,.1";),\UX3$;#=TH/-^ MX3%:KJ2^X(&:[PD#HC$I- :A=8?6S)E,2Q][J3R^"]SZN0QM>'^\;OW;T:\ M$O."!9FR^&<4RM70\1T0D@7>Q/*1[?XFF:"N]A>P6)C_8)<]ZSD@V C)DLQ8 M99!$-/W$;UDA]@Q@[XP!R@S0L4'GC$$[,V@;H6EF1M97+/%HP-D.3J;J3LY&B^PIR B2I$"*8L4:-#8%/?._!(A.11(-6=N63! M*WBBD01C7?=(_@(W7XG$42QNU:.?@N$]B0&KE18>]ND&4P23- 9S* "/Q@ M5*X$^(N&)#QTX"HYN2;TKFF"K![_W= 6:'N? ?)0IR2AZ?7FR))..RJQV_CK MG/&W7T=3[?$.\U" F\?Y^+:L7E9W>EX_B#4.R-!1$U<0OB7.Z,_8,_[4J:U M)F<'RCNY\H[QWK8-KM(AT:E38DW.#B1V5=MWCND5.GHG M.KPC$=8P%47TD^A?;94VDHLS[7.:]5:9Z!U2:3/<755GC5E0%O>(U MZUF7PI^&)Y2.\99PQ4? 3"Z@WMD$?,,1!\\XWI#2MZ=7YUI9E[?#,NS1!ORM MY3)D:E!S =:$I]TN;786Q-_O=JL'CQIN3Z6J5%1(15>OGE?*0A<'L3UF54T% MR4 [RCQ_N%.I/P@OM*H)2H$%ID K(GQP;;U2>>=R,YL %UB0"[2CBW6IO5)D M&J%K$]D$P< "8:=84J_Q!CV?KH%F(9@1KCY,JQ*<)=^#3IG,M,VI56HB6^R M@C5!2[#)=BOR.RP)OS)9#8!4["@*6C'J=_@=GA*4-U.%_HGBUH3'4+D(V MDKJ2WN$I.74]]7=>P\=B;$'JRJF@"!DAZ#: M4#Z+NKR=EB&@J&0G:'J(?LLR#[9PUX+G8SH)L@)%>2$[.3T<;3/'!YP,.RW8/M8 M6+=,?[\8\H<9%QB$[!CT87#/_!TF7-:))F@%%;2"[+_N-$'N6$ MZP?4_05C\OU$!\AWU4;_ U!+ P04 " #\A"Q9 F',:!D$!1%P &0 M 'AL+W=OHWOD M8P[77#S)!$"AKREE X3TJI M&WA>STTQ8EQ.A3YS2Y28L DX0P)F(^<*_]R@$0F(8_X0F MMXZ1:67&^9,YN8U' MCF/G]'?Y\WK9F98PH38OTFLDI$S M<%,8P/2NB[1.>I M\7M,!/J":0;HY 84)E2>HM_0X\,-.GEWBMXAPM#GA&<2LU@.7:67-(EN5,!? M;^"#'?!_9NP[NM&RVZ#L-LCQ.COP_LJX@AA-!8E MFM:N\BE"'[!X B61E@6ZC8IF&*KJ0T%T_N8 44^:=-[5O7,QJ\E$LIN67776O5GKO2$T^KI-M6U@>A9ZK)%U.KJE77UK'4]:.+(M7,N/*?1))2#0IYEY8GA&]32Q958),F@4I!7^T+EJ":S&1+]DHG]4@NRW25Q+ M8#7B!B5Q@[<6Y.#56(=A]\7HOX[QO1W#?U%6?O'SHKQXO6[8N7A17$-0T ^; MJ_.]RBMX>XOSD?%=P@P;A6G'/G3 VD*K,['EFORC$F=13EODM816)Z\R8;[= MA;4@T&(%VT^3-:1>>>61?*N3V$^@!8:U-EM(O;;*AOAV'S)-M"QYBO1?AN@) M\:7YER31_ZA]SVLOY.!A; FM3EOE@_SN<2G9ZLL.)J\EM#IYE5GS[6ZM<>8: MN^[)6!.VD'I]E87RK49CIR9^VF7:USWX*;Z%7?(KO^0/CDL"5O]V,'DMH=7) MJRR;;_=L^TN@P9-Y?N>E"AJB_%W.+:B<6V!W;OL(X6!'9U_SX,V/MW!T0>7H M@N-R=$&KCJXMM#IY6]MJ=D>WMP@*'-M6AS5D4Y^[M=]I-INUE5D0/<\4YCK' M.^_K9+'9O]V<*+[,MT!G7.DR\\,$<S"!.C[-16)GMM/" MOY_MI%D_0L<#+ZVO?<_).=?IO1VM&7\2.8!$SV5!Q=C*I:PN;5ND.918G+,* MJ#I9,%YBJ4*^M$7% 6<&5!:VYSBA76)"K7AD]NYX/&*U+ B%.XY$79:8OTR@ M8.NQY5J;C7NRS*7>L.-1A9

]+!33:V'"T("DBE9L#J:P53* I-I&3\:3FM[I$:N+W>L%\; M[\K+' N8LN(GR60^MH86RF"!ZT+>L_4W:/T,-%_*"F$^T;K-=2R4UD*RL@4K M!26AS3=^;NNP!7##5P!>"_#V <$K+\%^&\%!"T@,)5IK)@Z)%CB>,39&G&= MK=CTPA33H)5]0O6USR17IT3A9'Q#4U8">L#/(-!GU(834"\4H)W#^0N:LK)B M%*A$IPE(3 IQIC"/LP2=GIRA$T0H>LA9+3#-Q,B62IY^B)VV4B:-%.\5*:Z' M;AF5N4!?:0;9+H&M?'7FO(VYB7>4\7M-SY'O?$*>XP4]@J9OA_L]\.3M<.^(M&[^[*M_P^?^]*I00D19,U.J.?EW-A>3JY_.[K^(-8]#/J%O*I:AP"F-+]0P! M?56_/&#&SI?^JKUGF3).Y'M5#+H*AD<8X\?*9&0H9G$$GI?U 8^,'#=.%>Q M.V^=(5:TYP:(R2V$6>UW,3'%9&M=#79GPT8!L91Y3,.1";),\UX3$;#=TH/-^ MX3%:KJ2^X(&:[PD#HC$I- :A=8?6S)E,2Q][J3R^"]SZN0QM>'^\;OW;T:\ M$O."!9FR^&<4RM70\1T0D@7>Q/*1[?XFF:"N]A>P6)C_8)<]ZSD@V C)DLQ8 M99!$-/W$;UDA]@Q@[XP!R@S0L4'GC$$[,V@;H6EF1M97+/%HP-D.3J;J3LY&B^PIR B2I$"*8L4:-#8%/?._!(A.11(-6=N63! M*WBBD01C7?=(_@(W7XG$42QNU:.?@N$]B0&KE18>]ND&4P23- 9S* "/Q@ M5*X$^(N&)#QTX"HYN2;TKFF"K![_W= 6:'N? ?)0IR2AZ?7FR))..RJQV_CK MG/&W7T=3[?$.\U" F\?Y^+:L7E9W>EX_B#4.R-!1$U<0OB7.Z,_8,_[4J:U M)F<'RCNY\H[QWK8-KM(AT:E38DW.#B1V5=MWCND5.GHG M.KPC$=8P%47TD^A?;94VDHLS[7.:]5:9Z!U2:3/<755GC5E0%O>(U MZUF7PI^&)Y2.\99PQ4? 3"Z@WMD$?,,1!\\XWI#2MZ=7YUI9E[?#,NS1!ORM MY3)D:E!S =:$I]TN;786Q-_O=JL'CQIN3Z6J5%1(15>OGE?*0A<'L3UF54T% MR4 [RCQ_N%.I/P@OM*H)2H$%ID K(GQP;;U2>>=R,YL %UB0"[2CBW6IO5)D M&J%K$]D$P< "8:=84J_Q!CV?KH%F(9@1KCY,JQ*<)=^#3IG,M,VI56HB6^R M@C5!2[#)=BOR.RP)OS)9#8!4["@*6C'J=_@=GA*4-U.%_HGBUH3'4+D(V MDKJ2WN$I.74]]7=>P\=B;$'JRJF@"!DAZ#: M4#Z+NKR=EB&@J&0G:'J(?LLR#[9PUX+G8SH)L@)%>2$[.3T<;3/'!YP,.RW8/M8 M6+=,?[\8\H<9%QB$[!CT87#/_!TF7-:))F@%%;2"[+_N-$'N6$ MZP?4_05C\OU$!\AWU4;_ U!+ P04 " #\A"Q9 F',:!D$!1%P &0 M 'AL+W=OHWOD M8P[77#S)!$"AKREE X3TJI M&WA>STTQ8EQ.A3YS2Y28L DX0P)F(^<*_]R@$0F(8_X0F MMXZ1:67&^9,YN8U' MCF/G]'?Y\WK9F98PH38OTFLDI$S M<%,8P/2NB[1.>I M\7M,!/J":0;HY 84)E2>HM_0X\,-.GEWBMXAPM#GA&<2LU@.7:67-(EN5,!? M;^"#'?!_9NP[NM&RVZ#L-LCQ.COP_LJX@AA-!8E MFM:N\BE"'[!X B61E@6ZC8IF&*KJ0T%T_N8 44^:=-[5O7,QJ\E$LIN67776O5GKO2$T^KI-M6U@>A9ZK)%U.KJE77UK'4]:.+(M7,N/*?1))2#0IYEY8GA&]32Q958),F@4I!7^T+EJ":S&1+]DHG]4@NRW25Q+ M8#7B!B5Q@[<6Y.#56(=A]\7HOX[QO1W#?U%6?O'SHKQXO6[8N7A17$-0T ^; MJ_.]RBMX>XOSD?%=P@P;A6G'/G3 VD*K,['EFORC$F=13EODM816)Z\R8;[= MA;4@T&(%VT^3-:1>>>61?*N3V$^@!8:U-EM(O;;*AOAV'S)-M"QYBO1?AN@) M\:7YER31_ZA]SVLOY.!A; FM3EOE@_SN<2G9ZLL.)J\EM#IYE5GS[6ZM<>8: MN^[)6!.VD'I]E87RK49CIR9^VF7:USWX*;Z%7?(KO^0/CDL"5O]V,'DMH=7) MJRR;;_=L^TN@P9-Y?N>E"AJB_%W.+:B<6V!W;OL(X6!'9U_SX,V/MW!T0>7H M@N-R=$&KCJXMM#IY6]MJ=D>WMP@*'-M6AS5D4Y^[M=]I-INUE5D0/<\4YCK' M.^_K9+'9O]V<*+[,MT!G7.DR\\,$<S"!.C[-16)GMM/" MOY_MI%D_0L<#+ZVO?<_).=?IO1VM&7\2.8!$SV5!Q=C*I:PN;5ND.918G+,* MJ#I9,%YBJ4*^M$7% 6<&5!:VYSBA76)"K7AD]NYX/&*U+ B%.XY$79:8OTR@ M8.NQY5J;C7NRS*7>L.-1A9

6K/G2K>B=6=3WT MD=:BX.BQSB$_)K"EA$&'M]?QX)UE_*.M;Y'O_(P\QPL,&UI>'NX;PE>7AWMG MU/C#J?B:SS_!]XA93>H-1T_ ^A/YZ_Z5"R9?D[]-Z>[H C.=JAUWO,$9+"Q9 M'#BP+5CINY_ MHR&/T5GO/%9-2=\ .C/1T9^[()E.(FR0CDTPQGA>; M+1(/TN*STEXP8[@6/Q(03U8.XI&%EP9,$HX43#%>%)H5S 8%L[.*/E.!2P3: MZOR$UW\D;S;95AB.#VB*B9+1N[Z:8H+DQ#N<#/*2_U*W!G'_KW0EIG(3CDYK M:4+-$G\DVH2*O< LVW6^-R/.)<(S*OO*')B4+WU*;H8$M%S*1Z( )&23RUOV MABH0!%@3[*HM#2 _BD=[#2!W-M)[' 1@%;"-[F65%-E(=6W.,#OT MR_>Z2QS-/Z@^6O=VWVFZ)OPC9AM2&PO=V]R:W-H965TD%,7ZL.H:ZHLM4C/# MG5V;Y,YWC'\3"8!$W_.,BH652+FYL&T1)9 3<<8V0-6;%>,YD6K(U[;8<""Q M(>69C1TGL'.24FLY-W.W?#EGAM$Z@E[M.=^0-=R#_+RYY6IDURIQF@,5*:.(PVIA7;H7H>MI@D'\F\). [#TC;>6!L6]Z MHU-7'_^4G]K3&OS#P0 =D'DTS#5O93 MJNM^+[EZFRJ>7-Y!1B3$Z)9P^8@^<4(%,141Z&4(DJ29>(5>H_W(7KYXA5Z M@5**/B6L$(3&8FY+%8(6LJ-JN:MR.7Q@.1>C#XS*1*"_:0QO4\!6L=<&\).! M*SRH^$!!SY#G_(6P@_V>@*Z/IWL]!/!X.AYPX]7E\(R>]ZOE0%_>*RBZD9"+ MKWUV+W7]?EV]>UR(#8E@8:GM00#?@K7\\P\W<-[TY6Q,L7 DL48^_3J?_I"Z MRN<6: %]"2N)$T/4N^-V.7&FDV VM[?[J>B!8<]UITU8V(7Y,SR=N#6L$?ZD M#G\R&/YE%+&"2J%VV C2+7G(>JV4(L'>XNX,MWQT.;[7\C 8RXF%"FJGP:#3 MCS(!CBBCKZ."?YIN.<>A94S,8.ZK3_:<> P@HT.0!JAKYW M27/'. "Y,#7II43R#@]+_/U;-TN7IHFJ35_ MI=M(T]H\RY0]Z ?"UZGJ2S)8*4GG[%P9Y&5;5PXDVYA&YX%)U3:9QT2UPL U M0+U?,2:?!GJ!NKE>_@!02P,$% @ _(0L67FW";>[@ Q0D !D !X M;"]W;W)K&ULO99=3]LP%(;_BI6A"236I/DHB*61 M1K,)4-D0'>QBVH5I3AL/)PZVT\"_G^V$T&ZA*E*TF\9VSOO:YW&=X[!B_%ZD M !(]9C078RN5LCBQ;3%/(<-BP K(U9L%XQF6JLN7MB@XX,2(,FJ[CC.R,TQR M*PK-V!6/0E9*2G*XXDB468;YTRE05HVMH?4\<$V6J=0#=A06> DSD#?%%5<] MNW5)2 :Y("Q"!9CZ]/P)![I>]-P2Z 2:VVD,[EC[%YWSLQY>@% 86YU Y8 M/58P 4JUD5K&0^-IM5-JX7K[V?V+R5WEC\WP%0JI] ME(CDZ((1U;A5O9(#^H"^8LZQWABT'X/$A(H#-7HSB]'^W@':TY+O*2L%SA,1 MVE*M1[O:\V;NTWIN]Y6Y+\I\@#SG$+F.ZW?() [O+O0YYO+O\5OIDYD4E);(${^/Y1$/]%+D"E+T MC@7Y.E0R=2\C$KRYB]1Q^IQSZ M&W B"CR'L:4.N0"^ BMZ_VXXO3+.[);(.MU[+UMKE'#<^LYDE:GET$ M:Z? ..F/WBKRAT%HK];!_!OC';F;,7%'S/%+S$8:?IN&OS6-*;X'=(HI/433 MZ:1K\5OU;]W^/LWBGLPVN 4MM^_'*V@3[9]FL4]F6VP';5L1UO_D]^]'+A(M2:&.E03E;PK!;U, (5G4AZ()9FPZ=M>/A#/RCOP_:UKG?BJDGLQJ3O58S]07G M$O,ER06BL%#VSD!?"7A]::@[DA6FC-XQJ8]R:::JG@5&PO=V]R:W-H965T M3 M7!N+Q ZVT\+^^IV3-2:=GO82^*S[[[[LZ^&ZV%?%0I@":/><;5V$JU+LYL M6\4IY%2=B (XGBR$S*E&42YM54B@26649[;G.(&=4\:M:%3MW1#BT0B7R=AR#"'((-8&@>)O!5/(,@.$-)X;3*MU M:0R[ZPWZERIVC.6!*IB*[=+==#JV3BV2P(*6F;X5ZZ_0Q#,T>+'(5/4EZT;7 ML4A<*BWRQA@9Y(S?_K,K03D>7? 5*8UDT89Q<"8:+>Y1*">28S*O: MLM^0D"^,4QXSFI%+7E\>4X7#&6C*,G6$RG?S&3D\."(!NE[*DI%>:)&MD:: MQID=-Y0F-25O!R77(]>"ZU21"YY \A; QOC:(+U-D!-O+^)5R4^([WPBGN,- M>@A-_]W@4Y&03F%^WHL M(WAKUU0FO_H26OL;!/LSC>],%32&L84O78%<@15]_ &SN>^9/PGL#>I&;2[M&>Q#CIYA=V)\B2\SP]L&?;'6 .,*P/2H>5>2'WLA>=4/HT3E]U7G#;-@R&^YE M-F,KE@!>:.Q=,6#K2?K(U1A!Q_&QZ[C^.WH]6J$WI.<7M/R"O?SF*<4G*Q:D MD&+!=!^Y8,NMZPR#=]RVE4)W![6PI1;NI8;/^"\U#;?J->@XK8EMZW3K7A.S M.XTP! [FLYH,BL2BYKMM%N]N.H/.]\[I;G^!HJB?)*TP]UZZI7#*N2 8+A'1. M0F0DZUE1"UH45;M]$']J;=[5,<;R"- IXOA!";P3CH!W8T1]02P,$% @ M_(0L69#F[28^ P [A, T !X;"]S=!EL97,N>&ULW5A=3]LP%/TKD1D3 M2!-IFQ&:T5;;*B%-VB8D>-@;38F>.R=K]^OG::?N"+.AZVLE0T]CT^ MYQ[;-\0PJ,U*L+LY8R9:ED+60S(WIOH0O_5TSDI:7ZB*28L42I?4V*Z>Q76E M&C]^YH!S$@=%+P\0O>C8"U5V*":?'B;_G#@F M?;4K[8:?6B%//,5H_0#-9MDPH8.1LX.F\\QLG'#<[/=H4"BYV?:$^(#-3$L6 M/5(Q)&,J^$1S8!6TY&+EPST(3)50.C*VWJR5+D3J7Q[N^AZ48J-3B-=@C/C :5-08IN6-[:C!+O@$BIKV_:JR#F>:KKJ]2[(A MN)M-,E$Z9[I-TR7KT&@@6 %V-)_-X6Y4%0-HC"IM(^=TIB1U'M:,IF%EITR(M.WA.OQ<[VLMB:T\[L*.R;5I#3=/+^ [H;ZMY[6W9Y$6Z4<4?E?FTL-.1K@^U MPFXU*_C2]9=%:P!3[^+]M*K$ZJ/@,UDR/_F#$XX&=,V+YDKS7S8;E,K4!]@F MT2/3AD^W(S\UK>]9TJS+:5G@GGNOT//?7><9DTQ3L6W:UOXQK_*+'3VR.=4=G,FX.&5LGF9US M3!N-X+PX)-_@9"HV2:/)@@O#9=.;\SQG\LEQQLH;.K%_S.SHV_$Y*^A"F/L6 M')-^RO+^:+,VE&WL!#-J$W]"TROF[:'59N+RYPM63YNNGHV<:94F2IMB*CL=!!V-LW=(4? L)]F#=@8'D@TY^M-;[;>(4\7P?8GCY7 M(=A,\4K$9HJO-2#A=0-&EH5W&\L##&P7L-J! _.$\4%-A3I+ KF+>L"<81[(, M0Z 6PS6:ILCJI/)[P_VE"1)EH41P,(.D@1#X&G$$,"0)"OP;WW4;Q^ M3\6;__"-?@-02P,$% @ _(0L69>%QS $P(L !?3T\$MP>:4#M.*2VBZD8_1!2:5K5N %(MB6/:(7->=I3W;+T]!;X"O.DQQ0FE(2S,.\,W2?S+W\PPU M1>5*(Y5;&GC3Y?YVX$G1H2)8%II%R=.B':5_'23E-__H=Y:0!N?WJX5SG:HHW;%!5T-; SKCC6JM;_^-XW!0;[?6-;G2X.YKT[QLU$:TVNM7? M5'TT.9P(O[*W? UJGOUD39'-9.=LT1Y/9]L"UX*\N9 M!7S%%/Z-O MAX?7;2.^=/^G&>UBH2LUMU77*A.V[>A4$P&-7^FUGP@C6W4T.;$;Y>+O@0N< MUMO?%@ *M91[J>& .ZU[/#Z4XZ[609R:[9? A*,)*"R$%^L$MFVC:[AZ+=[(M1II*B;YG/0),"[$1Y","\CDO MY(7:*-,IL7"VA;O0! =AVHM;'5;BI,.C^P4!^8(Y*E:5[6+_7JA*Z8V$BV\; M]:>6G!U2L?N0%Q-$O 9-WO5L;__I]#I^X3? Q406,2.J%V2_OE?0*]^J,LLJ, M62M_6%O?ZJ;I&^PLK)0#!05IEI%#'&-,RBTS9KG,E8.;+B8O@Y:C3#)C5LE< MW0SN*4H8,W9CM*T.? 0#&2)0>9LQ^^"2=DV;00I0(9LPFB.)4D)9XL%4TO3)^ M-[F;40Z8,4O@G=1.7,NF4YB("O@SYHA_:BK;*G$EOP[&7$*%]X0YO%\&6WU9 MV:96SO_2Q_=PA]FHN)XPQ_5/2B]7,1DZAJ1#+I78WG(GO38Q)%E$,(?[BI@3 M&,]EE.05C% O^[IU0$A%^H0YTI\:B/%!*!/:B+^LAC?7L-4Y/#(2*O(GS)'_M7-Z)C1?GRO5? CW7.7/NJL7X'DE)"PJR$4^,U#)/8QS54]>(XAN.EVG5$0CDB M878$F9Y_3C FY8YDGU7$YQ1C4@I)]EE'#%N3\DJRSTIB@)E2JDGW5TF(9U=X M.B.EK),^2341B>"Z_E>,17DF9? 8,RM='V@^* M,2FKI,Q6^9&FCK8@)9.4628X7QV%HQ22I80Y /^MUTT]1R.;'$C+&I!24,RMH'#,N=HIWC;W%F)2" M&8%X4)V9*QC M3$!.;,"AIBH2MO>GAB34E#.K*"^](8!!*>]./W)?:.OSGUJ04E#,KZ!IS M/R(]99^*(_7TOOR]2IF MT>)P+'A3=FE8+;+8 ;P0-QOOE%P,@5;&).R2\%LEQW,#_)OZU"&CC$IQ11/ MN/X/F'.]6"BG("/WT*0!I[LE)9N2638[F+O.QIB4>DIF]>Q@#@NR055;4NHI MN=4S-D\-N*NX=NP%QJ344W*K9QSS0E6-['0Z91Z2F[UC&,^W*,8DU)/R:P> M@+ ['F)2%2G8+49AXT]6D+%3V M%IKV'_:O7]5JH8VJ\(E/.RO9%.=.Q%?^N?9DBR/S[0MN]8Y@7UGYKV5]<,? M3A[^+//Z7U!+ P04 " #\A"Q9NTG2WV(" "T+@ &@ 'AL+U]R96QS M+W=O[;<@;V03WH2<09H0)Q^4>?4,'3KW)LQD-['O:';EA\G([G85WM MQ['[4=?#9E].S?#0=N5\N;)M^U,S7I;]KNZ:S7NS*[4LEU'W]S.JYZ?[F8O7 MSZ[\S\1VNSULRL]V_M4SN,_!M=_VOY]V)'E;5,W+6ZKJN8,$@F3^(4@G3_((,CF#W((\OF# H)B_J ,07G^H!4$ MK>8/>H2@Q_F#TA)E7!(D3; FT#HAUXG ZX1@)P*Q$Y*=",Q.B'8B4#LAVXG M[81P)P*Y$I*=",Q.B'@OJ+01Z"^HM M!'H+ZBT$>@OJ+01Z"^HM!'H+ZBT$>BOJK01Z*^JM!'HKZJT$>NMDLX1 ;T6] ME4!O1;V50&]%O95 ;T6]E4!O1;V50&]%O95 ;T.]C4!O0[V-0&]#O8U ;T.] MC4!OFVQV$^AMJ+<1Z&VHMQ'H;:BW$>AMJ+<1Z&VHMQ'H[:BW$^CMJ+<3Z.VH MMQ/H[:BW$^CMJ+<3Z.V3CY4$>COJ[01Z.^KM!'H[ZNT$>COJ[01Z!^H=!'H' MZAT$>@?]'01ZJ^H=!'H'ZAT$>@?]'01ZQ^1G$P*]_4. KT#]0X"O0/U#@*] M,^]=*?3.]'W!W*SZGSX[]*U*=]<7/<.&6M M*Q="WS4NEW7V.+9_I2R?$^IRE7?$TLI<]^/YJFW5+[MSNQRO;]\W,_S2&Q^G'_'?\[XM?X'^Q @?4B0/A1('QJD#P/2AP7IXPM('U]! M^N KE$901.4HI'(44SD*JAQ%58["*D=QE:/ RE%D%2BR"A19!8JL D56@2*K M0)%5H,@J4&05*+(*%%DEBJP215:)(JM$D56BR"I19)4HLDH4626*K!)%5H4B MJT*15:'(JE!D52BR*A19%8JL"D56A2*K0I%5H\BJ4635*+)]%%DUBJP:15:- M(JM&D56CR*I19#4HLAH460V*K 9%5H,BJT&1U:#(:E!D-2BR&A19+8JL%D56 MBR*K19'5HLAJ462U*+):%%DMBJSV?\KZT_O])\?/SWIPW?B2S^9_7U_!E!+ M 0(4 Q0 (/R$+%D'04UB@0 +$ 0 " 0 !D M;V-0&UL4$L! A0#% @ _(0L68>0$A3O *P(!$ M (!KP &1O8U!R;W!S+V-O&UL4$L! A0#% @ M_(0L69E&PO=V]R:W-H965T&UL4$L! A0#% @ M_(0L6>F&UK&PO=V]R M:W-H965T&UL4$L! A0#% @ _(0L6:1.2'U0!@ JQH M !@ ("!5QT 'AL+W=O&PO=V]R:W-H965T&UL4$L! A0#% @ _(0L67?>1G*5*@ H88 !@ ("! M13< 'AL+W=O&PO=V]R:W-H965T&UL4$L! A0#% @ _(0L64JOII:J!0 5Q@ !D M ("!6W 'AL+W=O&PO M=V]R:W-H965T&UL4$L! A0#% @ _(0L652^9BI !@] X !D ("! M5WX 'AL+W=O&PO=V]R:W-H965T&UL4$L! A0#% M @ _(0L62I)8=D1#0 02@ !D ("!YXP 'AL+W=O&PO=V]R:W-H965T&UL4$L! A0#% @ _(0L68DR%928 P R0< !D M ("!);L 'AL+W=O&PO=V]R M:W-H965T1;%P8 &,> M 9 " @8;! !X;"]W;W)K&UL M4$L! A0#% @ _(0L6:L]&PO=V]R:W-H965T&UL4$L! A0#% @ M_(0L60,@7=5! P WP< !D ("!GOH 'AL+W=O&PO=V]R:W-H965T&UL4$L! A0#% @ _(0L64#DX,CO @ <@< !D M ("!!A4! 'AL+W=O&PO=V]R:W-H M965T 0!X;"]W;W)K&UL4$L! M A0#% @ _(0L631/0LPL P # < !D ("![R,! 'AL M+W=O&PO=V]R:W-H965TGP08 $(I 9 " M@2P] 0!X;"]W;W)K&UL4$L! A0#% @ _(0L M652Y8LH" P /0T !D ("!)#$! 'AL+W=O&PO=V]R:W-H965T&UL4$L! A0#% @ _(0L6>5&PO=V]R:W-H965T&UL4$L! A0#% @ _(0L69!4K7]C P ? L !D M ("!5D8! 'AL+W=O&PO=V]R:W-H965T M&UL4$L! A0# M% @ _(0L68W4#@MF P 2 L !D ("!_5(! 'AL+W=O M&PO=V]R:W-H965T&UL4$L! A0#% @ _(0L68@" M%]/# P ZQ(!D ("!Q5X! 'AL+W=O&PO=V]R:W-H965T&UL4$L! A0#% @ _(0L6?/>^ZL% P R@L !D M ("!(FD! 'AL+W=O; $ >&PO M=V]R:W-H965T&UL4$L! A0#% @ _(0L60S,V#(T @ SP0 !D ("! M.W0! 'AL+W=O&PO=V]R:W-H965T&UL4$L! A0#% M @ _(0L69!#QN_9" XE0 !D ("!/\! 'AL+W=O&UL4$L! A0#% @ _(0L6:EUABBG M! 81L !D ("!698! 'AL+W=O&PO=V]R:W-H965T? 0!X;"]W;W)K&UL4$L! A0#% @ _(0L6>O^"_NV P X T !D M ("!D*(! 'AL+W=O&PO=V]R M:W-H965T$P4 "4< M 9 " @;JJ 0!X;"]W;W)K&UL M4$L! A0#% @ _(0L6>/>ITV"! CA$!D ("!!+ ! M 'AL+W=O&PO=V]R:W-H965T&UL4$L! A0#% @ M_(0L65E8H=DO P W L !D ("!*\ ! 'AL+W=O&UL4$L! A0#% @ _(0L67FW";>[@ MQ0D !D ("!!&PO=V]R:W-H965T 0!;0V]N=&5N=%]4>7!E&UL4$L%!@ !7 %< V!< &?@ $ 0 $! end XML 100 Show.js IDEA: XBRL DOCUMENT // Edgar(tm) Renderer was created by staff of the U.S. Securities and Exchange Commission. Data and content created by government employees within the scope of their employment are not subject to domestic copyright protection. 17 U.S.C. 105. var Show={};Show.LastAR=null,Show.showAR=function(a,r,w){if(Show.LastAR)Show.hideAR();var e=a;while(e&&e.nodeName!='TABLE')e=e.nextSibling;if(!e||e.nodeName!='TABLE'){var ref=((window)?w.document:document).getElementById(r);if(ref){e=ref.cloneNode(!0);e.removeAttribute('id');a.parentNode.appendChild(e)}} if(e)e.style.display='block';Show.LastAR=e};Show.hideAR=function(){Show.LastAR.style.display='none'};Show.toggleNext=function(a){var e=a;while(e.nodeName!='DIV')e=e.nextSibling;if(!e.style){}else if(!e.style.display){}else{var d,p_;if(e.style.display=='none'){d='block';p='-'}else{d='none';p='+'} e.style.display=d;if(a.textContent){a.textContent=p+a.textContent.substring(1)}else{a.innerText=p+a.innerText.substring(1)}}} XML 101 report.css IDEA: XBRL DOCUMENT /* Updated 2009-11-04 */ /* v2.2.0.24 */ /* DefRef Styles */ .report table.authRefData{ background-color: #def; border: 2px solid #2F4497; font-size: 1em; position: absolute; } .report table.authRefData a { display: block; font-weight: bold; } .report table.authRefData p { margin-top: 0px; } .report table.authRefData .hide { background-color: #2F4497; padding: 1px 3px 0px 0px; text-align: right; } .report table.authRefData .hide a:hover { background-color: #2F4497; } .report table.authRefData .body { height: 150px; overflow: auto; width: 400px; } .report table.authRefData table{ font-size: 1em; } /* Report Styles */ .pl a, .pl a:visited { color: black; text-decoration: none; } /* table */ .report { background-color: white; border: 2px solid #acf; clear: both; color: black; font: normal 8pt Helvetica, Arial, san-serif; margin-bottom: 2em; } .report hr { border: 1px solid #acf; } /* Top labels */ .report th { background-color: #acf; color: black; font-weight: bold; text-align: center; } .report th.void { background-color: transparent; color: #000000; font: bold 10pt Helvetica, Arial, san-serif; text-align: left; } .report .pl { text-align: left; vertical-align: top; white-space: normal; width: 200px; white-space: normal; /* word-wrap: break-word; */ } .report td.pl a.a { cursor: pointer; display: block; width: 200px; overflow: hidden; } .report td.pl div.a { width: 200px; } .report td.pl a:hover { background-color: #ffc; } /* Header rows... */ .report tr.rh { background-color: #acf; color: black; font-weight: bold; } /* Calendars... */ .report .rc { background-color: #f0f0f0; } /* Even rows... */ .report .re, .report .reu { background-color: #def; } .report .reu td { border-bottom: 1px solid black; } /* Odd rows... */ .report .ro, .report .rou { background-color: white; } .report .rou td { border-bottom: 1px solid black; } .report .rou table td, .report .reu table td { border-bottom: 0px solid black; } /* styles for footnote marker */ .report .fn { white-space: nowrap; } /* styles for numeric types */ .report .num, .report .nump { text-align: right; white-space: nowrap; } .report .nump { padding-left: 2em; } .report .nump { padding: 0px 0.4em 0px 2em; } /* styles for text types */ .report .text { text-align: left; white-space: normal; } .report .text .big { margin-bottom: 1em; width: 17em; } .report .text .more { display: none; } .report .text .note { font-style: italic; font-weight: bold; } .report .text .small { width: 10em; } .report sup { font-style: italic; } .report .outerFootnotes { font-size: 1em; } XML 103 FilingSummary.xml IDEA: XBRL DOCUMENT 3.24.2.u1 html2284251false640false7 falsefalseR1.htm0000001 - Document - CoverSheethttp://ibex.co/role/CoverCoverCover1 falsefalseR2.htm0000002 - Document - Audit InformationSheethttp://ibex.co/role/AuditInformationAudit InformationCover2 falsefalseR3.htm9952151 - Statement - Consolidated Balance SheetsSheethttp://ibex.co/role/ConsolidatedBalanceSheetsConsolidated Balance SheetsStatements3 falsefalseR4.htm9952152 - Statement - Consolidated Balance Sheets (Parenthetical)Sheethttp://ibex.co/role/ConsolidatedBalanceSheetsParentheticalConsolidated Balance Sheets (Parenthetical)Statements4 falsefalseR5.htm9952153 - Statement - Consolidated Statements of Comprehensive IncomeSheethttp://ibex.co/role/ConsolidatedStatementsofComprehensiveIncomeConsolidated Statements of Comprehensive IncomeStatements5 falsefalseR6.htm9952154 - Statement - Consolidated Statements of Shareholders' EquitySheethttp://ibex.co/role/ConsolidatedStatementsofShareholdersEquityConsolidated Statements of Shareholders' EquityStatements6 falsefalseR7.htm9952155 - Statement - Consolidated Statements of Cash FlowsSheethttp://ibex.co/role/ConsolidatedStatementsofCashFlowsConsolidated Statements of Cash FlowsStatements7 falsefalseR8.htm9952156 - Disclosure - Overview and Summary of Significant Accounting PoliciesSheethttp://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesOverview and Summary of Significant Accounting PoliciesNotes8 falsefalseR9.htm9952157 - Disclosure - Revenue from Contracts with CustomersSheethttp://ibex.co/role/RevenuefromContractswithCustomersRevenue from Contracts with CustomersNotes9 falsefalseR10.htm9952158 - Disclosure - Accounts Receivable and Significant ClientSheethttp://ibex.co/role/AccountsReceivableandSignificantClientAccounts Receivable and Significant ClientNotes10 falsefalseR11.htm9952159 - Disclosure - Property and Equipment, NetSheethttp://ibex.co/role/PropertyandEquipmentNetProperty and Equipment, NetNotes11 falsefalseR12.htm9952160 - Disclosure - LeasesSheethttp://ibex.co/role/LeasesLeasesNotes12 falsefalseR13.htm9952161 - Disclosure - Goodwill and Other Intangible AssetsSheethttp://ibex.co/role/GoodwillandOtherIntangibleAssetsGoodwill and Other Intangible AssetsNotes13 falsefalseR14.htm9952162 - Disclosure - DerivativesSheethttp://ibex.co/role/DerivativesDerivativesNotes14 falsefalseR15.htm9952163 - Disclosure - DebtSheethttp://ibex.co/role/DebtDebtNotes15 falsefalseR16.htm9952164 - Disclosure - CommitmentsSheethttp://ibex.co/role/CommitmentsCommitmentsNotes16 falsefalseR17.htm9952165 - Disclosure - WarrantSheethttp://ibex.co/role/WarrantWarrantNotes17 falsefalseR18.htm9952166 - Disclosure - Share Based CompensationSheethttp://ibex.co/role/ShareBasedCompensationShare Based CompensationNotes18 falsefalseR19.htm9952167 - Disclosure - Fair ValueSheethttp://ibex.co/role/FairValueFair ValueNotes19 falsefalseR20.htm9952168 - Disclosure - Income TaxesSheethttp://ibex.co/role/IncomeTaxesIncome TaxesNotes20 falsefalseR21.htm9952169 - Disclosure - Stockholders' EquitySheethttp://ibex.co/role/StockholdersEquityStockholders' EquityNotes21 falsefalseR22.htm9952170 - Disclosure - Weighted Average Share CountsSheethttp://ibex.co/role/WeightedAverageShareCountsWeighted Average Share CountsNotes22 falsefalseR23.htm9952171 - Disclosure - Related Party TransactionsSheethttp://ibex.co/role/RelatedPartyTransactionsRelated Party TransactionsNotes23 falsefalseR24.htm9952172 - Disclosure - Investment in Joint VentureSheethttp://ibex.co/role/InvestmentinJointVentureInvestment in Joint VentureNotes24 falsefalseR25.htm995410 - Disclosure - Pay vs Performance DisclosureSheethttp://xbrl.sec.gov/ecd/role/PvpDisclosurePay vs Performance DisclosureNotes25 falsefalseR26.htm995445 - Disclosure - Insider Trading ArrangementsSheethttp://xbrl.sec.gov/ecd/role/InsiderTradingArrangementsInsider Trading ArrangementsNotes26 falsefalseR27.htm9954471 - Disclosure - Overview and Summary of Significant Accounting Policies (Policies)Sheethttp://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesPoliciesOverview and Summary of Significant Accounting Policies (Policies)Policieshttp://ibex.co/role/OverviewandSummaryofSignificantAccountingPolicies27 falsefalseR28.htm9954472 - Disclosure - Overview and Summary of Significant Accounting Policies (Tables)Sheethttp://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesTablesOverview and Summary of

Significant Accounting Policies (Tables)Tableshttp://ibex.co/role/OverviewandSummaryofSignificantAccountingPolicies28 falsefalseR29.htm9954473 - Disclosure - Revenue from Contracts with Customers (Tables)Sheethttp://ibex.co/role/RevenuefromContractswithCustomersTablesRevenue from Contracts with Customers (Tables)Tableshttp://ibex.co/role/RevenuefromContractswithCustomers29 falsefalseR30.htm9954474 - Disclosure - Accounts Receivable and Significant Client (Tables)Sheethttp://ibex.co/role/AccountsReceivableandSignificantClientTablesAccounts Receivable and Significant Client (Tables)Tableshttp://ibex.co/role/AccountsReceivableandSignificantClient30 falsefalseR31.htm9954475 - Disclosure - Property and Equipment, Net (Tables)Sheethttp://ibex.co/role/PropertyandEquipmentNetTablesProperty and Equipment, Net (Tables)Tableshttp://ibex.co/role/PropertyandEquipmentNet31 falsefalseR32.htm9954476 - Disclosure - Leases (Tables)Sheethttp://ibex.co/role/LeasesTablesLeases (Tables)Tableshttp://ibex.co/role/Leases32 falsefalseR33.htm9954477 - 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Estimated Useful Lives of Property and Equipment (Details)Details42 falsefalseR43.htm9954487 - Disclosure - Revenue from Contracts with Customers - Breakdown of Revenues by Geographical Location (Details)Sheethttp://ibex.co/role/RevenuefromContractswithCustomersBreakdownofRevenuesbyGeographicalLocationDetailsRevenue from Contracts with Customers - Breakdown of Revenues by Geographical Location (Details)Details43 falsefalseR44.htm9954488 - Disclosure - Revenue from Contracts with Customers - Revenue Disaggregated by Pattern of Revenue Recognition (Details)Sheethttp://ibex.co/role/RevenuefromContractswithCustomersRevenueDisaggregatedbyPatternofRevenueRecognitionDetailsRevenue from Contracts with Customers - Revenue Disaggregated by Pattern of Revenue Recognition (Details)Details44 falsefalseR45.htm9954489 - Disclosure - Revenue from Contracts with Customers - Movement in Deferred Revenue (Details)Sheethttp://ibex.co/role/RevenuefromContractswithCustomersMovementinDeferredRevenueDetailsRevenue from Contracts with Customers - Movement in Deferred Revenue (Details)Details45 falsefalseR46.htm9954490 - Disclosure - Accounts Receivable and Significant Client - Accounts Receivable, Net (Details)Sheethttp://ibex.co/role/AccountsReceivableandSignificantClientAccountsReceivableNetDetailsAccounts Receivable and Significant Client - Accounts Receivable, Net (Details)Details46 falsefalseR47.htm9954491 - Disclosure - Accounts Receivable and Significant Client - Narrative (Details)Sheethttp://ibex.co/role/AccountsReceivableandSignificantClientNarrativeDetailsAccounts Receivable and Significant Client - Narrative (Details)Details47 falsefalseR48.htm9954492 - Disclosure - Accounts Receivable and Significant Client - Activity in Allowance for Credit Losses (Details)Sheethttp://ibex.co/role/AccountsReceivableandSignificantClientActivityinAllowanceforCreditLossesDetailsAccounts Receivable and Significant Client - Activity in Allowance for Credit Losses (Details)Details48 falsefalseR49.htm9954493 - Disclosure - Property and Equipment, Net (Details)Sheethttp://ibex.co/role/PropertyandEquipmentNetDetailsProperty and Equipment, Net (Details)Detailshttp://ibex.co/role/PropertyandEquipmentNetTables49 falsefalseR50.htm9954494 - 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These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": ["r217", "r218", "r562", "r563", "r564", "r565", "r566", "r567"] }, "us-gaap_AccumulatedOtherComprehensiveIncomeLossNetOfTax": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AccumulatedOtherComprehensiveIncomeLossNetOfTax", "crdr": "credit", "calculation": { "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_StockholdersEquity", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Accumulated other comprehensive loss", "label": "Accumulated Other Comprehensive Income (Loss), Net of Tax", "documentation": "Amount, after tax, of accumulated increase (decrease) in equity from transaction and other event and circumstance from nonowner source." } } }, "auth_ref": ["r21", "r22", "r98", "r200", "r652", "r673", "r674"] }, "us-gaap_AccumulatedOtherComprehensiveIncomeLossTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AccumulatedOtherComprehensiveIncomeLossTable", "presentation": ["http://ibex.co/role/StockholdersEquityChangesinAOCIbyComponentDetails"], "lang": { "en-us": { "role": { "terseLabel": "Accumulated Other Comprehensive Income (Loss) [Table]", "label": "Accumulated Other Comprehensive Income (Loss) [Table]", "documentation": "Disclosure of information about components of accumulated other comprehensive income (loss)." } } }, "auth_ref": ["r217", "r218", "r562", "r563", "r564", "r565", "r566", "r567"] }, "us-gaap_AccumulatedOtherComprehensiveIncomeMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AccumulatedOtherComprehensiveIncomeMember", "presentation": ["http://ibex.co/role/ConsolidatedStatementsofShareholdersEquity", "http://ibex.co/role/StockholdersEquityChangesinAOCIbyComponentDetails"], "lang": { "en-us": { "role": { "terseLabel": "Accumulated Other Comprehensive Income / (Loss)", "verboseLabel": "Total", "label": "AOCI Attributable to Parent [Member]", "documentation": "Accumulated increase (decrease) in equity from transactions and other events and circumstances from non-owner sources, attributable to the parent. Excludes net income (loss), and accumulated changes in equity from transactions resulting from investments by owners and distributions to owners." } } }, "auth_ref": ["r1", "r13", "r22", "r526", "r529", "r594", "r669", "r670", "r978", "r979", "r980", "r992", "r993", "r994", "r995"] }, "us-gaap_AccumulatedTranslationAdjustmentMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AccumulatedTranslationAdjustmentMember", "presentation": ["http://ibex.co/role/StockholdersEquityChangesinAOCIbyComponentDetails", "http://ibex.co/role/StockholdersEquityReclassificationsfromAOCIDetails"], "lang": { "en-us": { "role": { "terseLabel": "Foreign Currency Translation Adjustment", "label": "Accumulated Foreign Currency Adjustment Attributable to Parent [Member]", "documentation": "Accumulated other comprehensive income (loss) resulting from foreign currency translation adjustments, foreign currency transactions designated and effective as economic hedges of a net investment in a foreign entity and intra-entity foreign currency transactions that are of a long-term-investment nature, attributable to the parent." } } }, "auth_ref": ["r2", "r13", "r22", "r95", "r96", "r218", "r219", "r563", "r564", "r565", "r566", "r567", "r978"] }, "ecd_Additional402vDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "Additional402vDisclosureTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Additional 402(v) Disclosure", "label": "Additional 402(v) Disclosure [Text Block]" } } }, "auth_ref": ["r906"] }, "us-gaap_AdditionalPaidInCapital": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AdditionalPaidInCapital", "crdr": "credit", "calculation": { "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_StockholdersEquity", "weight": 1.0, "order": 5.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Additional paid-in capital", "label": "Additional Paid in Capital", "documentation": "Amount of excess of issue price over par or stated value of stock and from other transaction involving stock or stockholder. Includes, but is not limited to, additional paid-in capital (APIC) for common and preferred stock." } } }, "auth_ref": ["r89", "r844", "r1147"] }, "us-gaap_AdditionalPaidInCapitalMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname":

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Includes allocation of proceeds of debt securities issued with detachable stock purchase warrants." } } }, "auth_ref": ["r14", "r45", "r127"] }, "us-gaap_AdjustmentsToReconcileNetIncomeLossToCashProvidedByUsedInOperatingActivitiesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AdjustmentsToReconcileNetIncomeLossToCashProvidedByUsedInOperatingActivitiesAbstract", "presentation": ["http://ibex.co/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "terseLabel": "Adjustments to reconcile net income to net cash provided by operating activities:", "label": "Adjustments to Reconcile Net Income (Loss) to Cash Provided by (Used in) Operating Activities [Abstract]" } } }, "auth_ref": [] }, "ecd_AggtChngPnsnValInSummryCompstnTblForAplblYrMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "AggtChngPnsnValInSummryCompstnTblForAplblYrMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Aggregate Change in Present Value of Accumulated Benefit for All Pension Plans Reported in Summary Compensation Table", "label": "Aggregate Change in Present Value of Accumulated Benefit for All Pension Plans Reported in Summary Compensation Table [Member]" } } }, "auth_ref": ["r953"] }, "ecd_AggtErrCompAmt": { "xbrltype": "monetaryItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "AggtErrCompAmt", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Aggregate Erroneous Compensation Amount", "label": "Aggregate Erroneous Compensation Amount" } } }, "auth_ref": ["r877", "r888", "r898", "r931"] }, "ecd_AggtErrCompNotYetDeterminedTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "AggtErrCompNotYetDeterminedTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Aggregate Erroneous Compensation Not Yet Determined", "label": "Aggregate Erroneous Compensation Not Yet Determined [Text Block]" } } }, "auth_ref": ["r880", "r891", "r901", "r934"] }, "ecd_AggtPnsnAdjsSvcCstMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "AggtPnsnAdjsSvcCstMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Aggregate Pension Adjustments Service Cost", "label": "Aggregate Pension Adjustments Service Cost [Member]" } } }, "auth_ref": ["r954"] }, "ecd_AllAdjToCompMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "AllAdjToCompMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "All Adjustments to Compensation", "label": "All Adjustments to Compensation [Member]" } } }, "auth_ref": ["r919"] }, "ecd_AllExecutiveCategoriesMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "AllExecutiveCategoriesMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "All Executive Categories", "label": "All Executive Categories [Member]" } } }, "auth_ref": ["r926"] }, "ecd_AllIndividualsMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "AllIndividualsMember", "presentation": ["http://xbrl.sec.gov/ecd/role/AwardTimingDisclosure", "http://xbrl.sec.gov/ecd/role/ErrCompDisclosure", "http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements", "http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "All Individuals", "label": "All Individuals [Member]" } } }, "auth_ref": ["r881", "r892", "r902", "r926", "r935", "r939", "r947"] }, "ecd_AllTradingArrangementsMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "AllTradingArrangementsMember", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role": { "terseLabel": "All Trading Arrangements", "label": "All Trading Arrangements [Member]" } } }, "auth_ref": ["r945"] }, "us-gaap_AllocatedShareBasedCompensationExpense": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AllocatedShareBasedCompensationExpense", "crdr": "debit", "presentation": ["http://ibex.co/role/ShareBasedCompensationComponentsofShareBasedCompensationExpenseDetails"], "lang": { "en-us": { "role": { "terseLabel": "Total stock compensation expense", "label": "Share-Based Payment Arrangement, Expense", "documentation": "Amount of expense for award under share-based payment arrangement. Excludes amount capitalized." } } }, "auth_ref": ["r456", "r465"] }, "us-gaap_AllowanceForDoubtfulAccountsReceivableCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AllowanceForDoubtfulAccountsReceivableCurrent", "crdr": "credit", "calculation": { "http://ibex.co/role/AccountsReceivableandSignificantClientAccountsReceivableNetDetails": { "parentTag": "us-gaap_AccountsReceivableNetCurrent", "weight": -1.0, "order": 2.0 } }, "presentation": ["http://ibex.co/role/AccountsReceivableandSignificantClientAccountsReceivableNetDetails", "http://ibex.co/role/AccountsReceivableandSignificantClientActivityinAllowanceforCreditLossesDetails", "http://ibex.co/role/ConsolidatedBalanceSheetsParenthetical"], "lang": { "en-us": { "role": { "terseLabel": "Allowance for credit losses", "negatedTerseLabel": "Less: Allowance for credit losses", "periodStartLabel": "Beginning balance", "periodEndLabel": "Ending balance", "label": "Accounts Receivable, Allowance for Credit Loss, Current", "documentation": "Amount of allowance for credit loss on accounts receivable, classified as current." } } }, "auth_ref": ["r201", "r295", "r307"] }, "us-gaap_AllowanceForDoubtfulAccountsReceivableRollforward": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AllowanceForDoubtfulAccountsReceivableRollforward", "presentation": ["http://ibex.co/role/AccountsReceivableandSignificantClientActivityinAllowanceforCreditLossesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Accounts Receivable, Allowance for Credit Loss [Roll Forward]", "label": "Accounts Receivable, Allowance for Credit Loss [Roll Forward]", "documentation": "A roll forward is a reconciliation of a concept from the beginning of a period to the end of a period." } } }, "auth_ref": [] }, "us-gaap_AllowanceForDoubtfulAccountsReceivableWriteOffs": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AllowanceForDoubtfulAccountsReceivableWriteOffs", "crdr": "debit", "presentation": ["http://ibex.co/role/AccountsReceivableandSignificantClientActivityinAllowanceforCreditLossesDetails", "http://ibex.co/role/AccountsReceivableandSignificantClientNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Write-off of accounts receivable", "negatedTerseLabel": "Uncollectible receivables written off", "label": "Accounts Receivable, Allowance for Credit Loss, Writeoff", "documentation": "Amount of direct write-downs of accounts receivable charged against the allowance." } } }, "auth_ref": ["r309"] }, "dei_AmendmentFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "AmendmentFlag", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Amendment Flag", "label": "Amendment Flag", "documentation": "Boolean flag that is true when the XBRL content amends previously-filed or accepted submission." } } }, "auth_ref": [] }, "us-gaap_AntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareAmount": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareAmount", "presentation": ["http://ibex.co/role/WeightedAverageShareCountsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Shares considered anti-dilutive using the treasury method", "label": "Antidilutive Securities Excluded from Computation of Earnings Per Share, Amount", "documentation": "Securities (including those issuable pursuant to contingent stock agreements) that could potentially dilute basic earnings per share (EPS) or earnings per unit (EPU) in the future that were not included in the computation of diluted EPS or EPU because to do so would increase EPS or EPU amounts or decrease loss per share or unit amounts for the period presented." } } }, "auth_ref": ["r263"] }, "us-gaap_AssetImpairmentCharges": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AssetImpairmentCharges", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInOperatingActivities", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "terseLabel": "Impairment losses", "label": "Asset Impairment Charges", "documentation": "Amount of write-down of assets recognized in the income statement. Includes, but is not limited to, losses from tangible assets, intangible assets and goodwill." } } }, "auth_ref": ["r10", "r41"] }, "us-gaap_AssetUnderConstructionMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "AssetUnderConstructionMember", "presentation": ["http://ibex.co/role/PropertyandEquipmentNetDetails"], "lang": { "en-us": { "role": { "terseLabel": "Assets under construction", "label": "Asset under Construction [Member]", "documentation": "Asset in process of being built." } } }, "auth_ref": [] }, "us-gaap_Assets": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "Assets", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://ibex.co/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "totalLabel": "Total assets", "label": "Assets", "documentation": "Amount 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} } }, "auth_ref": [] }, "ibex_CanadianSubsidiaryMember": { "xbrltype": "domainItemType", "nsuri": "http://ibex.co/20240630", "localname": "CanadianSubsidiaryMember", "presentation": ["http://ibex.co/role/IncomeTaxesNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Canadian subsidiary", "label": "Canadian Subsidiary [Member]", "documentation": "Canadian Subsidiary" } } }, "auth_ref": [] }, "us-gaap_CapitalExpendituresIncurredButNotYetPaid": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CapitalExpendituresIncurredButNotYetPaid", "crdr": "credit", "presentation": ["http://ibex.co/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "terseLabel": "Change in accounts payable related to fixed assets", "label": "Capital Expenditures Incurred but Not yet Paid", "documentation": "Future cash outflow to pay for purchases of fixed assets that have occurred." } } }, "auth_ref": ["r29", "r30", "r31"] }, 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Includes other kinds of accounts that have the general characteristics of demand deposits. Also includes short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. Excludes cash and cash equivalents within disposal group and discontinued operation." } } }, "auth_ref": ["r26", "r195", "r792"] }, "us-gaap_CashAndCashEquivalentsPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashAndCashEquivalentsPolicyTextBlock", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Cash and cash equivalents", "label": "Cash and Cash Equivalents, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for cash and cash equivalents, including the policy for determining which items are treated as cash equivalents. Other information that may be disclosed includes (1) the nature of any restrictions on the entity's use of its cash and cash equivalents, (2) whether the entity's cash and cash equivalents are insured or expose the entity to credit risk, (3) the classification of any negative balance accounts (overdrafts), and (4) the carrying basis of cash equivalents (for example, at cost) and whether the carrying amount of cash equivalents approximates fair value." } } }, "auth_ref": ["r27"] }, "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents", "crdr": "debit", "presentation": ["http://ibex.co/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "periodStartLabel": "Cash and cash equivalents at beginning of the year", "periodEndLabel": "Cash and cash equivalents at end of the year", "label": "Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents", "documentation": "Amount of cash and cash equivalents, and cash and cash equivalents restricted to withdrawal or usage. Excludes amount for disposal group and discontinued operations. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } }, "auth_ref": ["r26", "r110", "r228"] }, "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofCashFlows": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://ibex.co/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "totalLabel": "Net increase / (decrease) in cash and cash equivalents", "label": "Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Period Increase (Decrease), Including Exchange Rate Effect", "documentation": "Amount of increase (decrease) in cash, cash equivalents, and cash and cash equivalents restricted to withdrawal or usage; including effect from exchange rate change. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } }, "auth_ref": ["r0", "r110"] }, "us-gaap_CashFlowNoncashInvestingAndFinancingActivitiesDisclosureAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashFlowNoncashInvestingAndFinancingActivitiesDisclosureAbstract", "presentation": ["http://ibex.co/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "terseLabel": "Supplemental non-cash disclosures", "label": "Cash Flow, Noncash Investing and Financing Activities Disclosure [Abstract]" } } }, "auth_ref": [] }, "ecd_ChangedPeerGroupFnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ChangedPeerGroupFnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Changed Peer Group, Footnote", "label": "Changed Peer Group, Footnote [Text Block]" } } }, "auth_ref": ["r917"] }, "ecd_ChngInFrValAsOfVstngDtOfPrrYrEqtyAwrdsVstdInCvrdYrMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ChngInFrValAsOfVstngDtOfPrrYrEqtyAwrdsVstdInCvrdYrMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year", "label": "Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year [Member]" } } }, "auth_ref": ["r914"] }, "ecd_ChngInFrValOfOutsdngAndUnvstdEqtyAwrdsGrntdInPrrYrsMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ChngInFrValOfOutsdngAndUnvstdEqtyAwrdsGrntdInPrrYrsMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested", "label": "Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested [Member]" } } }, "auth_ref": ["r912"] }, "dei_CityAreaCode": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "CityAreaCode", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "City Area Code", "label": "City Area Code", "documentation": "Area code of city" } } }, "auth_ref": [] }, "us-gaap_ClassOfWarrantOrRightExercisePriceOfWarrantsOrRights1": { "xbrltype": "perShareItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ClassOfWarrantOrRightExercisePriceOfWarrantsOrRights1", "presentation": ["http://ibex.co/role/WarrantDetails"], "lang": { "en-us": { "role": { "terseLabel": "Exercise price per share (in dollars per share)", "label": "Class of Warrant or Right, Exercise Price of Warrants or Rights", "documentation": "Exercise price per share or per unit of warrants or rights outstanding." } } }, "auth_ref": ["r380"] }, "us-gaap_ClassOfWarrantOrRightNumberOfSecuritiesCalledByWarrantsOrRights": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ClassOfWarrantOrRightNumberOfSecuritiesCalledByWarrantsOrRights", "presentation": ["http://ibex.co/role/WarrantDetails"], "lang": { "en-us": { "role": { "terseLabel": "Number of shares called by warrants (in shares)", "label": "Class of Warrant or Right, Number of Securities Called by Warrants or Rights", "documentation": "Number of securities into which the class of warrant or right may be converted. For example, but not limited to, 500,000 warrants may be converted into 1,000,000 shares." } } }, "auth_ref": ["r380"] }, "us-gaap_ClassOfWarrantOrRightOutstanding": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ClassOfWarrantOrRightOutstanding", "presentation": ["http://ibex.co/role/WarrantDetails"], "lang": { "en-us": { "role": { "terseLabel": "Number of warrants vested (in shares)", "label": "Class of Warrant or Right, Outstanding", "documentation": "Number of warrants or rights outstanding." } } }, "auth_ref": [] }, "ibex_ClassOfWarrantOrRightPercentageOfEquityFullyDilutedBasis": { "xbrltype": "percentItemType", "nsuri": "http://ibex.co/20240630", "localname": "ClassOfWarrantOrRightPercentageOfEquityFullyDilutedBasis", "presentation": ["http://ibex.co/role/WarrantDetails"], "lang": { "en-us": { "role": { "terseLabel": "Percent of fully diluted equity represented", "label": "Class Of Warrant Or Right, Percentage Of Equity, Fully Diluted Basis", "documentation": "Class Of Warrant Or Right, Percentage Of Equity, Fully Diluted Basis" } } }, "auth_ref": [] }, "ibex_ClassOfWarrantOrRightVestingPeriod": { "xbrltype": "durationItemType", "nsuri": "http://ibex.co/20240630", "localname": "ClassOfWarrantOrRightVestingPeriod", "presentation": ["http://ibex.co/role/WarrantDetails"], "lang": { "en-us": { "role": { "terseLabel": "Vesting period", "label": "Class Of Warrant Or Right, Vesting Period", "documentation": "Class Of Warrant Or Right, Vesting Period" } } }, "auth_ref": [] }, "ibex_Client1Member": { "xbrltype": "domainItemType", "nsuri": "http://ibex.co/20240630", "localname": "Client1Member", "presentation": ["http://ibex.co/role/AccountsReceivableandSignificantClientNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Client 1", "label": "Client 1 [Member]", "documentation": "Client 1" } } }, "auth_ref": [] }, "ecd_CoSelectedMeasureAmt": { "xbrltype": "decimalItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CoSelectedMeasureAmt", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Company Selected Measure Amount", "label": "Company Selected Measure Amount" } } }, "auth_ref": ["r918"] }, "ecd_CoSelectedMeasureName": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CoSelectedMeasureName", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Company Selected Measure Name", "label": "Company Selected Measure Name" } } }, "auth_ref": ["r918"] }, "us-gaap_CommitmentsAndContingencies": {

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Common stock represent the ownership interest in a corporation." } } }, "auth_ref": ["r14", "r87", "r704", "r722", "r1148", "r1149"] }, "us-gaap_CommonStockValue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockValue", "crdr": "credit", "calculation": { "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_StockholdersEquity", "weight": 1.0, "order": 4.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Common stock: par value $0.0001, 108,057,967 shares authorized, 17,017,476 and 18,280,419 shares outstanding as of June\u00a030, 2024 and 2023, respectively", "label": "Common Stock, Value, Issued", "documentation": "Aggregate par or stated value of issued nonredeemable common stock (or common stock redeemable solely at the option of the issuer). This item includes treasury stock repurchased by the entity. Note: elements for number of nonredeemable common shares, par value and other disclosure concepts are in another section within stockholders' equity." } } }, "auth_ref": ["r87", "r651", "r844"] }, "ecd_CompActuallyPaidVsCoSelectedMeasureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsCoSelectedMeasureTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Company Selected Measure", "label": "Compensation Actually Paid vs. Company Selected Measure [Text Block]" } } }, "auth_ref": ["r923"] }, "ecd_CompActuallyPaidVsNetIncomeTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsNetIncomeTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Net Income", "label": "Compensation Actually Paid vs. Net Income [Text Block]" } } }, "auth_ref": ["r922"] }, "ecd_CompActuallyPaidVsOtherMeasureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsOtherMeasureTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Other Measure", "label": "Compensation Actually Paid vs. Other Measure [Text Block]" } } }, "auth_ref": ["r924"] }, "ecd_CompActuallyPaidVsTotalShareholderRtnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsTotalShareholderRtnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Total Shareholder Return", "label": "Compensation Actually Paid vs. Total Shareholder Return [Text Block]" } } }, "auth_ref": ["r921"] }, "us-gaap_ComprehensiveIncomeNetOfTax": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComprehensiveIncomeNetOfTax", "crdr": "credit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://ibex.co/role/ConsolidatedStatementsofComprehensiveIncome"], "lang": { "en-us": { "role": { "totalLabel": "Total comprehensive income", "label": "Comprehensive Income (Loss), Net of Tax, Attributable to Parent", "documentation": "Amount after tax of increase (decrease) in equity from transactions and other events and circumstances from net income and other comprehensive income, attributable to parent entity. Excludes changes in equity resulting from investments by owners and distributions to owners." } } }, "auth_ref": ["r23", "r213", "r215", "r220", "r644", "r661", "r662"] }, "ibex_ComputerEquipmentAndSoftwareMember": { "xbrltype": "domainItemType", "nsuri": "http://ibex.co/20240630", "localname": "ComputerEquipmentAndSoftwareMember", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesEstimatedUsefulLivesofPropertyandEquipmentDetails"], "lang": { "en-us": { "role": { "terseLabel": "Computer equipment and software", "label": "Computer Equipment And Software [Member]", "documentation": "Computer Equipment And Software" } } }, "auth_ref": [] }, "us-gaap_ComputerEquipmentMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComputerEquipmentMember", "presentation": ["http://ibex.co/role/PropertyandEquipmentNetDetails"], "lang": { "en-us": { "role": { "terseLabel": "Computer equipment", "label": "Computer Equipment [Member]", "documentation": "Long lived, depreciable assets that are used in the creation, maintenance and utilization of information systems." } } }, "auth_ref": [] }, "us-gaap_ConcentrationRiskBenchmarkDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConcentrationRiskBenchmarkDomain", "presentation": ["http://ibex.co/role/AccountsReceivableandSignificantClientNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Concentration Risk Benchmark [Domain]", "label": "Concentration Risk Benchmark [Domain]", "documentation": "The denominator in a calculation of a disclosed concentration risk percentage." } } }, "auth_ref": ["r35", "r36", "r66", "r67", "r291", "r774"] }, "us-gaap_ConcentrationRiskByBenchmarkAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConcentrationRiskByBenchmarkAxis", "presentation": ["http://ibex.co/role/AccountsReceivableandSignificantClientNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Concentration Risk Benchmark [Axis]", "label": "Concentration Risk Benchmark [Axis]", "documentation": "Information by benchmark of concentration risk." } } }, "auth_ref": ["r35", "r36", "r66", "r67", "r291", "r676", "r774"] }, "us-gaap_ConcentrationRiskByTypeAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConcentrationRiskByTypeAxis", "presentation": ["http://ibex.co/role/AccountsReceivableandSignificantClientNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Concentration Risk Type [Axis]", "label": "Concentration Risk Type [Axis]", "documentation": "Information by type of concentration risk, for example, but not limited to, asset, liability, net assets, geographic, customer, employees, supplier, lender." } } }, "auth_ref": ["r35", "r36", "r66", "r67", "r291", "r774", "r965"] }, "us-gaap_ConcentrationRiskCreditRisk": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConcentrationRiskCreditRisk", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Concentration of credit risk", "label": "Concentration Risk, Credit Risk, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for credit risk." } } }, "auth_ref": ["r72", "r158"] }, "us-gaap_ConcentrationRiskLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConcentrationRiskLineItems", "presentation": ["http://ibex.co/role/AccountsReceivableandSignificantClientNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Concentration Risk [Line Items]", "label": "Concentration Risk [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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The accounting policy may also address the accounting treatment for intercompany accounts and transactions, noncontrolling interest, and the income statement treatment in consolidation for issuances of stock by a subsidiary." } } }, "auth_ref": ["r54", "r797"] }, "us-gaap_ContractWithCustomerAssetAndLiabilityTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerAssetAndLiabilityTableTextBlock", "presentation": ["http://ibex.co/role/RevenuefromContractswithCustomersTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Movement in Deferred Revenue", "label": "Contract with Customer, Contract Asset, Contract Liability, and Receivable [Table Text Block]", "documentation": "Tabular disclosure of receivable, contract asset, and contract liability from contract with customer. Includes, but is not limited to, change in contract asset and contract liability." } } }, "auth_ref": ["r1034"] }, "us-gaap_ContractWithCustomerLiability": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerLiability", "crdr": "credit", "presentation": ["http://ibex.co/role/RevenuefromContractswithCustomersMovementinDeferredRevenueDetails"], "lang": { "en-us": { "role": { "periodStartLabel": "Beginning balance", "periodEndLabel": "Ending balance", "label": "Contract with Customer, Liability", "documentation": "Amount of obligation to transfer good or service to customer for which consideration has been received or is receivable." } } }, "auth_ref": ["r382", "r383", "r402"] }, "us-gaap_ContractWithCustomerLiabilityCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerLiabilityCurrent", "crdr": "credit", "calculation": {

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"role": { "terseLabel": "Cost of services (exclusive of depreciation and amortization presented separately below)", "label": "Cost of Goods and Services Sold", "documentation": "The aggregate costs related to goods produced and sold and services rendered by an entity during the reporting period. This excludes costs incurred during the reporting period related to financial services rendered and other revenue generating activities." } } }, "auth_ref": ["r101", "r102", "r611"] }, "us-gaap_CostOfSalesMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CostOfSalesMember", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesNarrativeDetails", "http://ibex.co/role/ShareBasedCompensationComponentsofShareBasedCompensationExpenseDetails"], "lang": { "en-us": { "role": { "terseLabel": "Cost of services", "label": "Cost of Sales [Member]", "documentation": "Primary financial statement caption encompassing cost of sales." } } }, "auth_ref": [] }, "us-gaap_CostsAndExpenses": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CostsAndExpenses", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": "us-gaap_OperatingIncomeLoss", "weight": -1.0, "order": 2.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedStatementsofComprehensiveIncome"], "lang": { "en-us": { "role": { "totalLabel": "Total operating expenses", "label": "Costs and Expenses", "documentation": "Total costs of sales and operating expenses for the period." } } }, "auth_ref": ["r106"] }, "dei_CoverAbstract": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "CoverAbstract", "lang": { "en-us": { "role": { "label": "Cover [Abstract]", "documentation": "Cover page." } } }, "auth_ref": [] }, "us-gaap_CreditFacilityAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CreditFacilityAxis", "presentation": ["http://ibex.co/role/DebtNarrativeDetails", "http://ibex.co/role/DebtScheduleofDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Credit Facility [Axis]", "label": "Credit Facility [Axis]", "documentation": "Information by type of credit facility. Credit facilities provide capital to borrowers without the need to structure a loan for each borrowing." } } }, "auth_ref": ["r340", "r1025"] }, "us-gaap_CreditFacilityDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CreditFacilityDomain", "presentation": ["http://ibex.co/role/DebtNarrativeDetails", "http://ibex.co/role/DebtScheduleofDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Credit Facility [Domain]", "label": "Credit Facility [Domain]", "documentation": "Type of credit facility. 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Includes, but is not limited to, current national tax expense (benefit) for non-US (United States of America) jurisdiction." } } }, "auth_ref": ["r968", "r989", "r1073"] }, "dei_CurrentFiscalYearEndDate": { "xbrltype": "gMonthDayItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "CurrentFiscalYearEndDate", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Current Fiscal Year End Date", "label": "Current Fiscal Year End Date", "documentation": "End date of current fiscal year in the format --MM-DD." } } }, "auth_ref": [] }, "us-gaap_CurrentForeignTaxExpenseBenefit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CurrentForeignTaxExpenseBenefit", "crdr": "debit", "calculation": { "http://ibex.co/role/IncomeTaxesMajorComponentsoftheProvisionDetails": { "parentTag": "us-gaap_CurrentIncomeTaxExpenseBenefit", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://ibex.co/role/IncomeTaxesMajorComponentsoftheProvisionDetails"], "lang": { "en-us": { "role": { "terseLabel": "Foreign", "label": "Current Foreign Tax Expense (Benefit)", "documentation": "Amount of current foreign income tax expense (benefit) pertaining to income (loss) from continuing operations." } } }, "auth_ref": ["r968", "r989"] }, "us-gaap_CurrentIncomeTaxExpenseBenefit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CurrentIncomeTaxExpenseBenefit", "crdr": "debit", "calculation": { "http://ibex.co/role/IncomeTaxesMajorComponentsoftheProvisionDetails": { "parentTag": "us-gaap_IncomeTaxExpenseBenefit", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://ibex.co/role/IncomeTaxesMajorComponentsoftheProvisionDetails"], "lang": { "en-us": { "role": { "totalLabel": "Total current expense", "label": "Current Income Tax Expense (Benefit)", "documentation": "Amount of current income tax expense (benefit) pertaining to taxable income (loss) from continuing operations." } } }, "auth_ref": ["r498", "r989"] }, "us-gaap_CurrentIncomeTaxExpenseBenefitContinuingOperationsAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CurrentIncomeTaxExpenseBenefitContinuingOperationsAbstract", "presentation": ["http://ibex.co/role/IncomeTaxesMajorComponentsoftheProvisionDetails"], "lang": { "en-us": { "role": { "terseLabel": "Current tax expense:", "label": "Current Income Tax Expense (Benefit), Continuing Operations [Abstract]" } } }, "auth_ref": [] }, "us-gaap_CurrentStateAndLocalTaxExpenseBenefit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CurrentStateAndLocalTaxExpenseBenefit", "crdr": "debit", "calculation": { "http://ibex.co/role/IncomeTaxesMajorComponentsoftheProvisionDetails": { "parentTag": "us-gaap_CurrentIncomeTaxExpenseBenefit", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://ibex.co/role/IncomeTaxesMajorComponentsoftheProvisionDetails"], "lang": { "en-us": { "role": { "terseLabel": "State", "label": "Current State and Local Tax Expense (Benefit)", "documentation": "Amount of current state and local tax expense (benefit) attributable to income (loss) from continuing operations. Includes, but is not limited to, current regional, territorial, and provincial tax expense (benefit) for non-US (United States of America) jurisdiction." } } }, "auth_ref": ["r968", "r989", "r1073"] }, "us-gaap_CustomerConcentrationRiskMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CustomerConcentrationRiskMember", "presentation": ["http://ibex.co/role/AccountsReceivableandSignificantClientNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Customer Concentration Risk", "label": "Customer Concentration Risk [Member]", "documentation": "Reflects the percentage that revenues in the period from one or more significant customers is to net revenues, as defined by the entity, such as total net revenues, product line revenues, segment revenues. 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Includes, but is

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Includes, but is not limited to, deferred regional, territorial, and provincial tax expense (benefit) for non-US (United States of America) jurisdiction." } } }, "auth_ref": ["r989", "r1072", "r1073"] }, "ibex_DeferredTaxAssetSection174ResearchAndDevelopmentCapitalization": { "xbrltype": "monetaryItemType", "nsuri": "http://ibex.co/20240630", "localname": "DeferredTaxAssetSection174ResearchAndDevelopmentCapitalization", "crdr": "debit", "calculation": { "http://ibex.co/role/IncomeTaxesComponentsofDeferredTaxAssetsandLiabilitiesDetails": { "parentTag": "us-gaap_DeferredTaxAssetsGross", "weight": 1.0, "order": 6.0 } }, "presentation": ["http://ibex.co/role/IncomeTaxesComponentsofDeferredTaxAssetsandLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Section 174 research and development capitalization", "label": "Deferred Tax Asset, Section 174 Research And Development Capitalization", "documentation": "Deferred Tax Asset, Section 174 Research And Development 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Excludes amounts for disposal group and discontinued operations. Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } }, "auth_ref": ["r560"] }, "us-gaap_EffectiveIncomeTaxRateContinuingOperations": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EffectiveIncomeTaxRateContinuingOperations", "calculation": { "http://ibex.co/role/IncomeTaxesDifferencesBetweenStatutoryandEffectiveTaxRatesDetails": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://ibex.co/role/IncomeTaxesDifferencesBetweenStatutoryandEffectiveTaxRatesDetails", "http://ibex.co/role/IncomeTaxesNarrativeDetails"], "lang": { "en-us": { "role": { "totalLabel": "Effective tax rate percentage", "terseLabel": "Effective tax rate percentage", "label": "Effective Income Tax Rate Reconciliation, 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Including, but not limited to, research credit, foreign tax credit, investment tax credit, and other tax credits." } } }, "auth_ref": ["r479", "r481", "r990", "r1063"] }, "ibex_EffectiveIncomeTaxRateReconciliationTaxExemptIncomeAndNondeductibleExpensePercent": { "xbrltype": "percentItemType", "nsuri": "http://ibex.co/20240630", "localname": "EffectiveIncomeTaxRateReconciliationTaxExemptIncomeAndNondeductibleExpensePercent", "calculation": { "http://ibex.co/role/IncomeTaxesDifferencesBetweenStatutoryandEffectiveTaxRatesDetails": { "parentTag": "us-gaap_EffectiveIncomeTaxRateContinuingOperations", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://ibex.co/role/IncomeTaxesDifferencesBetweenStatutoryandEffectiveTaxRatesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Non-deductible expenses / exempt income", "label": "Effective Income Tax Rate Reconciliation, Tax Exempt Income And Nondeductible Expense, Percent", "documentation": "Effective Income Tax Rate Reconciliation, Tax Exempt Income And Nondeductible Expense, Percent" } } }, "auth_ref": [] }, "ibex_EffectiveIncomeTaxRateReconciliationUnrecognizedLossesPercent": { "xbrltype": "percentItemType", "nsuri": "http://ibex.co/20240630", "localname": "EffectiveIncomeTaxRateReconciliationUnrecognizedLossesPercent", "calculation": { "http://ibex.co/role/IncomeTaxesDifferencesBetweenStatutoryandEffectiveTaxRatesDetails": { "parentTag": "us-gaap_EffectiveIncomeTaxRateContinuingOperations", "weight": 1.0, "order": 8.0 } }, "presentation": ["http://ibex.co/role/IncomeTaxesDifferencesBetweenStatutoryandEffectiveTaxRatesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Unrecognized losses utilized during the year", "label": "Effective Income Tax Rate Reconciliation, Unrecognized Losses, Percent", "documentation": "Effective Income Tax Rate Reconciliation, Unrecognized Losses, Percent" } } }, "auth_ref": [] }, "ibex_EmergingGrowthCompanyPolicyPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://ibex.co/20240630", "localname": "EmergingGrowthCompanyPolicyPolicyTextBlock", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Emerging Growth Company", "label": "Emerging Growth Company, Policy [Policy Text Block]", "documentation": "Emerging Growth Company, Policy" } } }, "auth_ref": [] }, "us-gaap_EmployeeRelatedLiabilitiesCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EmployeeRelatedLiabilitiesCurrent", "crdr": "credit", "calculation": { "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesCurrent", "weight": 1.0, "order": 7.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Accrued payroll and employee-related liabilities", "label": "Employee-related Liabilities, Current", "documentation": "Total of the carrying values as of the balance sheet date of obligations incurred through that date and payable for obligations related to services received from employees, such as accrued salaries and bonuses, payroll taxes and fringe benefits. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer)." } } }, "auth_ref": ["r77"] }, "us-gaap_EmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsLineItems", "presentation": [

"http://ibex.co/role/ShareBasedCompensationComponentsofShareBasedCompensationExpenseDetails"], "lang": { "en-us": { "role": { "terseLabel": "Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Line Items]", "label": "Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": [] }, "us-gaap_EmployeeServiceShareBasedCompensationNonvestedAwardsTotalCompensationCostNotYetRecognized": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EmployeeServiceShareBasedCompensationNonvestedAwardsTotalCompensationCostNotYetRecognized", "crdr": "debit", "presentation": ["http://ibex.co/role/ShareBasedCompensationNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Unrecognized compensation expense", "label": "Share-Based Payment Arrangement, Nonvested Award, Cost Not yet Recognized, Amount", "documentation": "Amount of cost not yet recognized for nonvested award under share-based payment arrangement." } } }, "auth_ref": ["r459"] }, "us-gaap_EmployeeServiceShareBasedCompensationNonvestedAwardsTotalCompensationCostNotYetRecognizedPeriodForRecognition1": { "xbrltype": 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"role": { "terseLabel": "Stock options", "label": "Share-Based Payment Arrangement, Option [Member]", "documentation": "Share-based payment arrangement granting right, subject to vesting and other restrictions, to purchase or sell certain number of shares at predetermined price for specified period of time." } } }, "auth_ref": [] }, "dei_EntityAddressAddressLine1": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityAddressAddressLine1", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Address, Address Line One", "label": "Entity Address, Address Line One", "documentation": "Address Line 1 such as Attn, Building Name, Street Name" } } }, "auth_ref": [] }, "dei_EntityAddressAddressLine2": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityAddressAddressLine2", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": 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It is commonly abbreviated as CIK." } } }, "auth_ref": ["r868"] }, "dei_EntityCommonStockSharesOutstanding": { "xbrltype": "sharesItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityCommonStockSharesOutstanding", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Common Stock, Shares Outstanding", "label": "Entity Common Stock, Shares Outstanding", "documentation": "Indicate number of shares or other units outstanding of each of registrant's classes of capital or common stock or other ownership interests, if and as stated on cover of related periodic report. Where multiple classes or units exist define each class/interest by adding class of stock items such as Common Class A [Member], Common Class B [Member] or Partnership Interest [Member] onto the Instrument [Domain] of the Entity Listings, Instrument." } } }, "auth_ref": [] }, "dei_EntityCurrentReportingStatus": { "xbrltype": "yesNoItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityCurrentReportingStatus", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Current Reporting Status", "label": "Entity Current Reporting Status", "documentation": "Indicate 'Yes' or 'No' whether registrants (1) have 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 registrants were required to file such reports), and (2) have been subject to such filing requirements for the past 90 days. This information should be based on the registrant's current or most recent filing containing the related disclosure." } } }, "auth_ref": [] }, "dei_EntityEmergingGrowthCompany": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityEmergingGrowthCompany", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Emerging Growth Company", "label": "Entity Emerging Growth Company", "documentation": "Indicate if registrant meets the emerging growth company criteria." } } }, "auth_ref": ["r868"] }, "dei_EntityExTransitionPeriod": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityExTransitionPeriod", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Ex Transition Period", "label": "Entity Ex Transition Period", "documentation": "Indicate if an emerging growth company has elected not to use the extended transition period for complying with any new or revised financial accounting standards." } } }, "auth_ref": ["r958"] }, "dei_EntityFileNumber": { "xbrltype": "fileNumberItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityFileNumber", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity File Number", "label": "Entity File Number", "documentation": "Commission file number. The field allows up to 17 characters. The prefix may contain 1-3 digits, the sequence number may contain 1-8 digits, the optional suffix may contain 1-4 characters, and the fields are separated with a hyphen." } } }, "auth_ref": [] }, "dei_EntityFilerCategory": { "xbrltype": "filerCategoryItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityFilerCategory", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Filer Category", "label": "Entity Filer Category", "documentation": "Indicate whether the registrant is one of the following: Large Accelerated Filer, Accelerated Filer, Non-accelerated Filer. Definitions of these categories are stated in Rule 12b-2 of the Exchange Act. This information should be based on the registrant's current or most recent filing containing the related disclosure." } } }, "auth_ref": ["r868"] }, "dei_EntityIncorporationStateCountryCode": { "xbrltype": "edgarStateCountryItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityIncorporationStateCountryCode", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Incorporation, State or Country Code", "label": "Entity Incorporation, State or Country Code", "documentation": "Two-character EDGAR code representing the state or country of incorporation." } } }, "auth_ref": [] }, "dei_EntityInteractiveDataCurrent": { "xbrltype": "yesNoItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityInteractiveDataCurrent", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Interactive Data Current", "label": "Entity Interactive Data Current", "documentation": "Boolean flag that is true when the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T during the preceding 12 months (or for such shorter period that the registrant was required to submit such files)." } } }, "auth_ref": ["r956"] }, "dei_EntityPublicFloat": { "xbrltype": "monetaryItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityPublicFloat", "crdr": "credit", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Public Float", "label": "Entity Public Float", "documentation": "The aggregate market value of the voting and non-voting common equity held by non-affiliates computed by reference to the price at which the common equity was last sold, or the average bid and asked price of such common equity, as of the last business day of the registrant's most recently completed second fiscal quarter." } } }, "auth_ref": [] }, "dei_EntityRegistrantName": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityRegistrantName", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Registrant Name", "label": "Entity Registrant Name", "documentation": "The exact name of the entity filing the report as specified in its charter, which is required by forms filed with the SEC." } } }, "auth_ref": ["r868"] }, "dei_EntityShellCompany": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityShellCompany", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Shell Company", "label": "Entity Shell Company", "documentation": "Boolean flag that is true when the registrant is a shell company as defined in Rule 12b-2 of the Exchange Act." } } }, "auth_ref": ["r868"] }, "dei_EntitySmallBusiness": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntitySmallBusiness", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Small Business", "label": "Entity Small Business", "documentation": "Indicates that the company is a Smaller Reporting Company (SRC)." } } }, "auth_ref": ["r868"] }, "dei_EntityTaxIdentificationNumber": { "xbrltype": "employerIdItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityTaxIdentificationNumber", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Tax Identification Number", "label": "Entity Tax Identification Number", "documentation": "The Tax Identification Number (TIN), also known as an Employer Identification Number (EIN), is a unique 9-digit value assigned by the IRS." } } }, "auth_ref": ["r868"] }, "dei_EntityVoluntaryFilers": { "xbrltype": "yesNoItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityVoluntaryFilers", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Voluntary Filers", "label": "Entity Voluntary Filers", "documentation": "Indicate 'Yes' or 'No' if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act." } } }, "auth_ref": [] }, "dei_EntityWellKnownSeasonedIssuer": { "xbrltype": "yesNoItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityWellKnownSeasonedIssuer", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Entity Well-known Seasoned Issuer", "label": "Entity Well-known Seasoned Issuer", "documentation": "Indicate 'Yes' or 'No' if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Is used on Form Type: 10-K, 10-Q, 8-K, 20-F, 6-K, 10-K/A, 10-Q/A, 20-F/A, 6-K/A, N-CSR, N-Q, N-1A." } } }, "auth_ref": ["r957"] }, "ecd_EqtyAwrdsAdjFnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "EqtyAwrdsAdjFnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Equity Awards Adjustments, Footnote", "label": "Equity Awards Adjustments, Footnote [Text Block]" } } }, "auth_ref": ["r910"] }, "ecd_EqtyAwrdsAdjsExclgValRprtdInSummryCompstnTblMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "EqtyAwrdsAdjsExclgValRprtdInSummryCompstnTblMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Equity Awards Adjustments, Excluding Value Reported in Compensation Table", "label": "Equity Awards Adjustments, Excluding Value Reported in the Compensation Table [Member]" } } }, "auth_ref": ["r952"] }, "ecd_EqtyAwrdsAdjsMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "EqtyAwrdsAdjsMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Equity Awards Adjustments", "label": "Equity Awards Adjustments [Member]" } } }, "auth_ref": ["r952"] }, "ecd_EqtyAwrdsInSummryCompstnTblForAplblYrMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "EqtyAwrdsInSummryCompstnTblForAplblYrMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Aggregate Grant Date Fair Value of Equity Award Amounts Reported in Summary Compensation Table", "label": "Aggregate Grant Date Fair Value of Equity Award Amounts Reported in Summary Compensation Table [Member]" } } }, "auth_ref": ["r952"] }, "us-gaap_EquityAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EquityAbstract", "presentation": ["http://ibex.co/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Stockholders' equity", "label": "Equity [Abstract]" } } }, "auth_ref": [] }, "us-gaap_EquityComponentDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EquityComponentDomain", "presentation": ["http://ibex.co/role/ConsolidatedStatementsofShareholdersEquity", "http://ibex.co/role/StockholdersEquityChangesinAOCIbyComponentDetails", "http://ibex.co/role/StockholdersEquityReclassificationsfromAOCIDetails"], "lang": { "en-us": { "role": { "terseLabel": "Equity Component [Domain]", "label": "Equity Component [Domain]", "documentation": "Components of equity are the parts of the total Equity balance including that which is allocated to common, preferred, treasury stock, retained earnings, etc." } } }, "auth_ref": ["r14", "r191", "r217", "r218", "r219", "r237", "r238", "r239", "r241", "r246", "r248", "r250", "r268", "r305", "r306", "r324", "r381", "r499", "r500", "r508", "r509", "r510", "r512", "r513", "r514", "r525", "r526", "r527", "r528", "r529", "r530", "r533", "r562", "r563", "r564", "r565", "r566", "r567", "r570", "r572", "r594", "r660", "r669", "r670", "r671", "r684", "r746"] }, "srt_EquityMethodInvesteeNameDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "EquityMethodInvesteeNameDomain", "presentation": ["http://ibex.co/role/InvestmentinJointVentureNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Investment, Name [Domain]", "label": "Investment, Name [Domain]", "documentation": "Name of investment including named security. Excludes entity that is consolidated." } } }, "auth_ref": ["r298", "r299", "r301", "r507", "r959", "r960", "r961", "r1075", "r1076", "r1077", "r1078"] }, "us-gaap_EquityMethodInvestmentDividendsOrDistributions": { "xbrltype": "monetaryItemType",

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Excludes distribution for return of investment, classified as investing activities." } } }, "auth_ref": ["r8", "r10", "r100", "r657"] }, "us-gaap_EquityMethodInvestmentOwnershipPercentage": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EquityMethodInvestmentOwnershipPercentage", "presentation": ["http://ibex.co/role/InvestmentinJointVentureNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Ownership interest in joint venture", "label": "Equity Method Investment, Ownership Percentage", "documentation": "The percentage of ownership of common stock or equity participation in the investee accounted for under the equity method of accounting." } } }, "auth_ref": ["r298"] }, "us-gaap_EquityMethodInvestments": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EquityMethodInvestments", "crdr": "debit", "presentation": ["http://ibex.co/role/InvestmentinJointVentureNarrativeDetails", "http://ibex.co/role/InvestmentinJointVentureSummarizedFinancialInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Equity method investment", "periodStartLabel": "Opening balance", "periodEndLabel": "Ending balance", "label": "Equity Method Investments", "documentation": "This item represents the carrying amount on the entity's balance sheet of its investment in common stock of an equity method investee. This is not an indicator of the fair value of the investment, rather it is the initial cost adjusted for the entity's share of earnings and losses of the investee, adjusted for any distributions (dividends) and other than temporary impairment (OTTI) losses recognized." } } }, "auth_ref": ["r267", "r276", "r286", "r296", "r975", "r1007"] }, "us-gaap_EquityMethodInvestmentsAndJointVenturesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EquityMethodInvestmentsAndJointVenturesAbstract", "lang": { "en-us": { "role": { "label": "Equity Method Investments and Joint Ventures [Abstract]" } } }, "auth_ref": [] }, "us-gaap_EquityMethodInvestmentsDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EquityMethodInvestmentsDisclosureTextBlock", "presentation": ["http://ibex.co/role/InvestmentinJointVenture"], "lang": { "en-us": { "role": { "terseLabel": "Investment in Joint Venture", "label": "Equity Method Investments and Joint Ventures Disclosure [Text Block]", "documentation": "The entire disclosure for equity method investments and joint ventures. Equity method investments are investments that give the investor the ability to exercise significant influence over the operating and financial policies of an investee. Joint ventures are entities owned and operated by a small group of businesses as a separate and specific business or project for the mutual benefit of the members of the group." } } }, "auth_ref": ["r166", "r300", "r303", "r961"] }, "us-gaap_EquityMethodInvestmentsPolicy": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EquityMethodInvestmentsPolicy", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Equity method investment", "label": "Equity Method Investments [Policy Text Block]", "documentation": "Disclosure of accounting policy for equity method of accounting for investments and other interests. Investment includes, but is not limited to, unconsolidated subsidiary, corporate joint venture, noncontrolling interest in real estate venture, limited partnership, and limited liability company. Information includes, but is not limited to, ownership percentage, reason equity method is or is not considered appropriate, and accounting policy election for distribution received." } } }, "auth_ref": ["r8", "r68", "r299"] }, "us-gaap_EquityMethodInvestmentsTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EquityMethodInvestmentsTextBlock", "presentation": ["http://ibex.co/role/InvestmentinJointVentureTables"], "lang": { "en-us": { "role": { "terseLabel": "Summarized Financial Information for Joint Venture", "label": "Equity Method Investments [Table Text Block]", "documentation": "Tabular disclosure of equity method investments including, but not limited to, name of each investee or group of investments, percentage ownership, difference between recorded amount of an investment and the value of the underlying equity in the net assets, and summarized financial information." } } }, "auth_ref": ["r297"] }, "ecd_EquityValuationAssumptionDifferenceFnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "EquityValuationAssumptionDifferenceFnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Equity Valuation Assumption Difference, Footnote", "label": "Equity Valuation Assumption Difference, Footnote [Text Block]" } } }, "auth_ref": ["r920"] }, "ecd_ErrCompAnalysisTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ErrCompAnalysisTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Erroneous Compensation Analysis", "label": "Erroneous Compensation Analysis [Text Block]" } } }, "auth_ref": ["r877", "r888", "r898", "r931"] }, "ecd_ErrCompRecoveryTable": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ErrCompRecoveryTable", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Erroneously Awarded Compensation Recovery", "label": "Erroneously Awarded Compensation Recovery [Table]" } } }, "auth_ref": ["r874", "r885", "r895", "r928"] }, "ecd_ExecutiveCategoryAxis": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ExecutiveCategoryAxis", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Executive Category:", "label": "Executive Category [Axis]" } } }, "auth_ref": ["r926"] }, "us-gaap_FairValueAssetsAndLiabilitiesMeasuredOnRecurringAndNonrecurringBasisLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FairValueAssetsAndLiabilitiesMeasuredOnRecurringAndNonrecurringBasisLineItems", "presentation": ["http://ibex.co/role/FairValueDetails"], "lang": { "en-us": { "role": { "terseLabel": "Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]", "label": "Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": ["r537", "r538", "r548", "r835"] }, "us-gaap_FairValueAssetsAndLiabilitiesMeasuredOnRecurringAndNonrecurringBasisTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FairValueAssetsAndLiabilitiesMeasuredOnRecurringAndNonrecurringBasisTable", "presentation": ["http://ibex.co/role/FairValueDetails"], "lang": { "en-us": { "role": { "terseLabel": "Fair Value, Recurring and Nonrecurring [Table]", "label": "Fair Value, Recurring and Nonrecurring [Table]", "documentation": "Disclosure of information about asset and liability measured at fair value on recurring and nonrecurring basis." } } }, "auth_ref": ["r537", "r538", "r548", "r835"] }, "us-gaap_FairValueByFairValueHierarchyLevelAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FairValueByFairValueHierarchyLevelAxis", "presentation": ["http://ibex.co/role/FairValueDetails"], "lang": { "en-us": { "role": { "terseLabel": "Fair Value Hierarchy and NAV [Axis]", "label": "Fair Value Hierarchy and NAV [Axis]", "documentation": "Information by level within fair value hierarchy and fair value measured at net asset value per share as practical expedient." } } }, "auth_ref": ["r358", "r410", "r411", "r412", "r413", "r414", "r415", "r536", "r538", "r539", "r540", "r541", "r547", "r548", "r550", "r604", "r605", "r606", "r812", "r813", "r824", "r825", "r826", "r835", "r838"] }, "us-gaap_FairValueDisclosuresAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FairValueDisclosuresAbstract", "lang": { "en-us": { "role": { "label": "Fair Value Disclosures [Abstract]" } } }, "auth_ref": [] }, "us-gaap_FairValueDisclosuresTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FairValueDisclosuresTextBlock", "presentation": ["http://ibex.co/role/FairValue"], "lang": { "en-us": { "role": { "terseLabel": "Fair Value", "label": "Fair Value Disclosures [Text Block]", "documentation": "The entire disclosure for the fair value of financial instruments (as defined), including financial assets and financial liabilities (collectively, as defined), and the measurements of those instruments as well as disclosures related to the fair value of non-financial assets and liabilities. Such disclosures about the financial instruments, assets, and liabilities would include: (1) the fair value of the required items together with their carrying amounts (as appropriate); (2) for items for which it is not practicable to estimate fair value, disclosure would include: (a) information pertinent to estimating fair value (including, carrying amount, effective interest rate, and maturity, and (b) the reasons why it is not practicable to estimate fair value; (3) significant concentrations of credit risk including: (a) information about the activity, region, or economic characteristics identifying a concentration, (b) the maximum amount of loss the entity is exposed to based on the gross fair value of the related item, (c) policy for requiring collateral or other security and information as to accessing such collateral or security, and (d) the nature and brief description of such collateral or security; (4) quantitative information about market risks and how such risks are managed; (5) for items measured on both a recurring and nonrecurring basis information regarding the inputs used to develop the fair value measurement; and (6) for items presented in the financial statement for which fair value measurement is elected: (a) information necessary to understand the reasons for the election, (b) discussion of the effect of fair value changes on earnings, (c) a description of [similar groups] items for which the election is made and the relation thereof to the balance sheet, the aggregate carrying value of items included in the balance sheet that are not eligible for the election; (7) all other required (as defined) and desired information." } } }, "auth_ref": ["r543", "r545", "r546", "r547", "r550", "r551", "r552", "r553", "r554", "r642", "r835", "r839"] }, "us-gaap_FairValueInputsLevel1Member": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FairValueInputsLevel1Member", "presentation": 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prices for similar assets or liabilities in active markets, or quoted prices for identical or similar assets or liabilities in inactive markets." } } }, "auth_ref": ["r358", "r410", "r415", "r538", "r539", "r548", "r605", "r812", "r813", "r824", "r825", "r826", "r835"] }, "us-gaap_FairValueInputsLevel3Member": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FairValueInputsLevel3Member", "presentation": ["http://ibex.co/role/FairValueDetails"], "lang": { "en-us": { "role": { "terseLabel": "Significant Unobservable Inputs (Level 3)", "label": "Fair Value, Inputs, Level 3 [Member]", "documentation": "Unobservable inputs that reflect the entity's own assumption about the assumptions market participants would use in pricing." } } }, "auth_ref": ["r358", "r410", "r411", "r412", "r413", "r414", "r415", "r538", "r539", "r540", "r541", "r548", "r606", "r812", "r813", "r824", "r825", "r826", "r835", "r838"] }, 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Lease, Liability", "documentation": "Present value of lessee's discounted obligation for lease payments from finance lease." } } }, "auth_ref": ["r575", "r591"] }, "us-gaap_FinanceLeaseLiabilityCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FinanceLeaseLiabilityCurrent", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesSupplementalBalanceSheetInformationDetails": { "parentTag": "us-gaap_FinanceLeaseLiability", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://ibex.co/role/LeasesSupplementalBalanceSheetInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Finance lease liabilities, current", "label": "Finance Lease, Liability, Current", "documentation": "Present value of lessee's discounted obligation for lease payments from finance lease, classified as current." } } }, "auth_ref": ["r575"] }, "us-gaap_FinanceLeaseLiabilityCurrentStatementOfFinancialPositionExtensibleList": { "xbrltype": 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Includes, but is not limited to, reconciliation of undiscounted cash flows to finance lease liability recognized in statement of financial position." } } }, "auth_ref": ["r1104"] }, "us-gaap_FinanceLeaseLiabilityNoncurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FinanceLeaseLiabilityNoncurrent", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesSupplementalBalanceSheetInformationDetails": { "parentTag": "us-gaap_FinanceLeaseLiability", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://ibex.co/role/LeasesSupplementalBalanceSheetInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Finance lease liabilities, non-current", "label": "Finance Lease, Liability, Noncurrent", "documentation": "Present value of lessee's discounted obligation for lease payments from finance lease, classified as noncurrent." } } }, "auth_ref": ["r575"] }, "us-gaap_FinanceLeaseLiabilityNoncurrentStatementOfFinancialPositionExtensibleList": { "xbrltype": "enumerationSetItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FinanceLeaseLiabilityNoncurrentStatementOfFinancialPositionExtensibleList", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Finance Lease, Liability, Noncurrent, Statement of Financial Position [Extensible Enumeration]", "label": "Finance Lease, Liability, Noncurrent, Statement of Financial Position [Extensible Enumeration]", "documentation": "Indicates line item in statement of financial position that includes noncurrent finance lease liability." } } }, "auth_ref": ["r576"] }, "us-gaap_FinanceLeaseLiabilityPaymentsDue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FinanceLeaseLiabilityPaymentsDue", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails": { "parentTag": null, "weight": null, "order": null, "root": true }, "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails_1": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "totalLabel": "Total undiscounted lease payments", "label": "Finance Lease, Liability, to be Paid", "documentation": "Amount of lessee's undiscounted obligation for lease payments for finance lease." } } }, "auth_ref": ["r591"] }, "us-gaap_FinanceLeaseLiabilityPaymentsDueAfterYearFive": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FinanceLeaseLiabilityPaymentsDueAfterYearFive", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails": { "parentTag": "us-gaap_FinanceLeaseLiabilityPaymentsDue", "weight": 1.0, "order": 5.0 } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Thereafter", "label": "Finance Lease, Liability, to be Paid, after Year Five", "documentation": "Amount of lessee's undiscounted obligation for lease payment for finance lease to be paid after fifth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r591"] }, "us-gaap_FinanceLeaseLiabilityPaymentsDueNextTwelveMonths": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FinanceLeaseLiabilityPaymentsDueNextTwelveMonths", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails": { "parentTag": "us-gaap_FinanceLeaseLiabilityPaymentsDue", "weight": 1.0, "order": 4.0 } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "2025", "label": "Finance Lease, Liability, to be Paid, Year One", "documentation": "Amount of lessee's undiscounted obligation for lease payment for finance lease to be paid in next fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r591"] }, "us-gaap_FinanceLeaseLiabilityPaymentsDueYearFive": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FinanceLeaseLiabilityPaymentsDueYearFive", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails": { "parentTag": "us-gaap_FinanceLeaseLiabilityPaymentsDue", "weight": 1.0, "order": 6.0 } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "2029", "label": "Finance Lease, Liability, to be Paid, Year Five", "documentation": "Amount of lessee's undiscounted obligation for lease payment for finance lease to be paid in fifth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r591"] }, "us-gaap_FinanceLeaseLiabilityPaymentsDueYearFour": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FinanceLeaseLiabilityPaymentsDueYearFour", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails": { "parentTag": "us-gaap_FinanceLeaseLiabilityPaymentsDue", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "2028", "label": "Finance Lease, Liability, to be Paid, Year Four", "documentation": "Amount of lessee's undiscounted obligation for lease payment for finance lease to be paid in fourth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r591"] }, "us-gaap_FinanceLeaseLiabilityPaymentsDueYearThree": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FinanceLeaseLiabilityPaymentsDueYearThree", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails": { "parentTag": "us-gaap_FinanceLeaseLiabilityPaymentsDue", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "2027", "label": "Finance Lease, Liability, to be Paid, Year Three", "documentation": "Amount of lessee's undiscounted obligation for lease payment for finance lease to be paid in third fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r591"] }, "us-gaap_FinanceLeaseLiabilityPaymentsDueYearTwo": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FinanceLeaseLiabilityPaymentsDueYearTwo", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails": { "parentTag": "us-gaap_FinanceLeaseLiabilityPaymentsDue", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "2026", "label": "Finance Lease, Liability, to be Paid, Year Two", "documentation": "Amount of lessee's undiscounted obligation for lease payment for finance lease to be paid in second fiscal year following current fiscal year. 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and (3) remeasurement of the financial statements of a foreign reporting enterprise in a hyperinflationary economy." } } }, "auth_ref": ["r557"] }, "us-gaap_ForeignExchangeContractMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ForeignExchangeContractMember", "presentation": ["http://ibex.co/role/DerivativesFairValueCashFlowHedgingDetails", "http://ibex.co/role/DerivativesNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Foreign currency collars, net", "verboseLabel": "Foreign Exchange Contracts", "label": "Foreign Exchange Contract [Member]", "documentation": "Derivative instrument whose primary underlying risk is tied to foreign exchange rates." } } }, "auth_ref": ["r795", "r824", "r834", "r835"] }, "ecd_ForgoneRecoveryDueToDisqualificationOfTaxBenefitsAmt": { "xbrltype": "monetaryItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ForgoneRecoveryDueToDisqualificationOfTaxBenefitsAmt", "presentation": 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"terseLabel": "Forgone Recovery, Explanation of Impracticability", "label": "Forgone Recovery, Explanation of Impracticability [Text Block]" } } }, "auth_ref": [ "r881", "r892", "r902", "r935" ] }, "ecd_ForgoneRecoveryIndName": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ForgoneRecoveryIndName", "presentation": [ "http://xbrl.sec.gov/ecd/role/ErrCompDisclosure" ], "lang": { "en-us": { "role": { "terseLabel": "Name", "label": "Forgone Recovery, Individual Name" } } }, "auth_ref": [ "r881", "r892", "r902", "r935" ] }, "ecd_FrValAsOfPrrYrEndOfEqtyAwrdsGrntdInPrrYrsFldVstngCondsDrngCvrdYrMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "FrValAsOfPrrYrEndOfEqtyAwrdsGrntdInPrrYrsFldVstngCondsDrngCvrdYrMember", "presentation": [ "http://xbrl.sec.gov/ecd/role/PvpDisclosure" ], "lang": { "en-us": { "role": { "terseLabel": "Prior Year End Fair Value of Equity Awards Granted in Any Prior Year that Fail to Meet Applicable Vesting Conditions During Covered Year", "label": "Prior Year End Fair Value of Equity Awards Granted in Any Prior Year that Fail to Meet Applicable Vesting Conditions During Covered Year [Member]" } } }, "auth_ref": [ "r915" ] }, "us-gaap_FurnitureAndFixturesMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FurnitureAndFixturesMember", "presentation": [ "http://ibex.co/role/PropertyandEquipmentNetDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Furniture & fixtures", "label": "Furniture and Fixtures [Member]", "documentation": "Equipment commonly used in offices and stores that have no permanent connection to the structure of a building or utilities. Examples include, but are not limited to, desks, chairs, tables, and bookcases." } } }, "auth_ref": [] }, "ibex_FurnitureFixturesAndOfficeEquipmentMember": { "xbrltype": "domainItemType", "nsuri": "http://ibex.co/20240630", "localname": "FurnitureFixturesAndOfficeEquipmentMember", "presentation": [ "http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesEstimatedUsefulLivesofPropertyandEquipmentDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Furniture, fixture and office equipment", "label": "Furniture, Fixtures And Office Equipment [Member]", "documentation": "Furniture, Fixtures And Office Equipment" } } }, "auth_ref": [] }, "us-gaap_GainLossOnTerminationOfLease": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GainLossOnTerminationOfLease", "crdr": "credit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInOperatingActivities", "weight": -1.0, "order": 9.0 } }, "presentation": [ "http://ibex.co/role/ConsolidatedStatementsofCashFlows" ], "lang": { "en-us": { "role": { "negatedTerseLabel": "Loss on lease terminations", "label": "Gain (Loss) on Termination of Lease", "documentation": "Amount of gain (loss) on termination of lease before expiration of lease term." } } }, "auth_ref": [ "r573" ] }, "us-gaap_GainOrLossOnSaleOfStockInSubsidiary": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GainOrLossOnSaleOfStockInSubsidiary", "crdr": "credit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInOperatingActivities", "weight": -1.0, "order": 14.0 } }, "presentation": [ "http://ibex.co/role/ConsolidatedStatementsofCashFlows" ], "lang": { "en-us": { "role": { "negatedTerseLabel": "Gain on sale of subsidiaries", "label": "Gain (Loss) on Disposition of Stock in Subsidiary", "documentation": "Amount of gain (loss) on sale or disposal of equity in securities of subsidiaries." } } }, "auth_ref": [ "r982", "r983", "r985", "r1114" ] }, "us-gaap_Goodwill": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "Goodwill", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsNoncurrent", "weight": 1.0, "order": 5.0 } }, "presentation": [ "http://ibex.co/role/ConsolidatedBalanceSheets", "http://ibex.co/role/GoodwillandOtherIntangibleAssetsDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Goodwill", "label": "Goodwill", "documentation": "Amount, after accumulated impairment loss, of asset representing future economic benefit arising from other asset acquired in business combination or from joint venture formation or both, that is not individually identified and separately recognized." } } }, "auth_ref": [ "r196", "r314", "r643", "r805", "r809", "r836", "r844", "r1011", "r1012" ] }, "us-gaap_GoodwillAndIntangibleAssetsDisclosureAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GoodwillAndIntangibleAssetsDisclosureAbstract", "lang": { "en-us": { "role": { "label": "Goodwill and Intangible Assets Disclosure [Abstract]" } } }, "auth_ref": [] }, "us-gaap_GoodwillAndIntangibleAssetsDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GoodwillAndIntangibleAssetsDisclosureTextBlock", "presentation": [ "http://ibex.co/role/GoodwillandOtherIntangibleAssets" ], "lang": { "en-us": { "role": { "terseLabel": "Goodwill and Other Intangible Assets", "label": "Goodwill and Intangible Assets Disclosure [Text Block]", "documentation": "The entire disclosure for goodwill and intangible assets." } } }, "auth_ref": [ "r1010", "r1013" ] }, "us-gaap_GoodwillAndIntangibleAssetsGoodwillPolicy": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GoodwillAndIntangibleAssetsGoodwillPolicy", "presentation": [ "http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesPolicies" ], "lang": { "en-us": { "role": { "terseLabel": "Goodwill", "label": "Goodwill and Intangible Assets, Goodwill, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for goodwill. This accounting policy also may address how an entity assesses and measures impairment of goodwill, how reporting units are determined, how goodwill is allocated to such units, and how the fair values of the reporting units are determined." } } }, "auth_ref": [ "r313", "r317", "r809" ] }, "us-gaap_GoodwillAndIntangibleAssetsIntangibleAssetsPolicy": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GoodwillAndIntangibleAssetsIntangibleAssetsPolicy", "presentation": [ "http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesPolicies" ], "lang": { "en-us": { "role": { "terseLabel": "Other intangible assets", "label": "Goodwill and Intangible Assets, Intangible Assets, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for intangible assets. This accounting policy may address both intangible assets subject to amortization and those that are not. The following also may be disclosed: (1) a description of intangible assets (2) the estimated useful lives of those assets (3) the amortization method used (4) how the entity assesses and measures impairment of such assets (5) how future cash flows are estimated (6) how the fair values of such asset are determined." } } }, "auth_ref": [ "r318", "r321", "r322" ] }, "us-gaap_GoodwillImpairmentLoss": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GoodwillImpairmentLoss", "crdr": "debit", "presentation": [ "http://ibex.co/role/GoodwillandOtherIntangibleAssetsDetails", "http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesNarrativeDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Goodwill impairment charges", "label": "Goodwill, Impairment Loss", "documentation": "Amount of impairment loss from asset representing future economic benefit arising from other asset acquired in business combination or from joint venture formation 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interest, excluding capitalized interest, classified as operating activity. Includes, but is not limited to, payment to settle zero-coupon bond for accreted interest of debt
discount and debt instrument with insignificant coupon interest rate in relation to effective interest rate of borrowing attributable to accreted interest of debt discount." } } },
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Includes, but is not limited to, interest expense for finance lease, amortization of right-of-use asset for finance lease, operating lease cost, short-term lease cost, variable lease cost and sublease income." } } }, "auth_ref": ["r1103"] }, "us-gaap_LeaseholdImprovementsMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LeaseholdImprovementsMember", "presentation": ["http://ibex.co/role/PropertyandEquipmentNetDetails"], "lang": { "en-us": { "role": { "terseLabel": "Leasehold improvements", "label": "Leasehold Improvements [Member]", "documentation": "Additions or improvements to assets held under a lease arrangement." } } }, "auth_ref": ["r120", "r592"] }, "us-gaap_LeasesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LeasesAbstract", "lang": { "en-us": { "role": { "label": "Leases [Abstract]" } } }, "auth_ref": [] }, "us-gaap_LesseeFinanceLeasesTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeFinanceLeasesTextBlock", "presentation": ["http://ibex.co/role/Leases"], "lang": { "en-us": { "role": { "terseLabel": "Leases", "label": "Lessee, Finance Leases [Text Block]", "documentation": "The entire disclosure for finance leases of lessee. Includes, but is not limited to, description of lessee's finance lease and maturity analysis of finance lease liability." } } }, "auth_ref": ["r571"] }, "us-gaap_LesseeLeaseDescriptionLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeLeaseDescriptionLineItems", "presentation": ["http://ibex.co/role/LeasesNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Lease, Description [Line Items]", "label": "Lessee, Lease, Description [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": ["r582", "r593"] }, "us-gaap_LesseeLeaseDescriptionTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeLeaseDescriptionTable", "presentation": ["http://ibex.co/role/LeasesNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Lease, Description [Table]", "label": "Lessee, Lease, Description [Table]", "documentation": "Disclosure of information about lessee's leases." } } }, "auth_ref": ["r582", "r593"] }, "us-gaap_LesseeLeasesPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeLeasesPolicyTextBlock", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Leases", "label": "Lessee, Leases [Policy Text Block]", "documentation": "Disclosure of accounting policy for leasing arrangement entered into by lessee." } } }, "auth_ref": ["r581"] }, "us-gaap_LesseeOperatingLeaseLiabilityMaturityTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityMaturityTableTextBlock", "presentation": ["http://ibex.co/role/LeasesTables"], "lang": { "en-us": { "role": { "terseLabel": "Operating lease maturity", "label": "Lessee, Operating Lease, Liability, to be Paid, Maturity [Table Text Block]", "documentation": "Tabular disclosure of undiscounted cash flows of lessee's operating lease liability. Includes, but is not limited to, reconciliation of undiscounted cash flows to operating lease liability recognized in statement of financial position." } } }, "auth_ref": ["r1104"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityPaymentsDue", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails": { "parentTag": null, "weight": null, "order": null, "root": true }, "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails_1": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "totalLabel": "Total undiscounted lease payments", "label": "Lessee, Operating Lease, Liability, to be Paid", "documentation": "Amount of lessee's undiscounted obligation for lease payment for operating lease." } } }, "auth_ref": ["r591"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueAfterYearFive": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityPaymentsDueAfterYearFive", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails": { "parentTag": "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDue", "weight": 1.0, "order": 5.0 } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Thereafter", "label": "Lessee, Operating Lease, Liability, to be Paid, after Year Five", "documentation": "Amount of lessee's undiscounted obligation for lease payment for operating lease due after fifth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r591"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueNextTwelveMonths": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityPaymentsDueNextTwelveMonths", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails": { "parentTag": "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDue", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "2025", "label": "Lessee, Operating Lease, Liability, to be Paid, Year One", "documentation": "Amount of lessee's undiscounted obligation for lease payment for operating lease to be paid in next fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r591"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueYearFive": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityPaymentsDueYearFive", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails": { "parentTag": "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDue", "weight": 1.0, "order": 6.0 } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "2029", "label": "Lessee, Operating Lease, Liability, to be Paid, Year Five", "documentation": "Amount of lessee's undiscounted obligation for lease payment for operating lease to be paid in fifth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r591"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueYearFour": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityPaymentsDueYearFour", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails": { "parentTag": "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDue", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "2028", "label": "Lessee, Operating Lease, Liability, to be Paid, Year Four", "documentation": "Amount of lessee's undiscounted obligation for lease payment for operating lease to be paid in fourth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r591"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueYearThree": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityPaymentsDueYearThree", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails": { "parentTag": "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDue", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "2027", "label": "Lessee, Operating Lease, Liability, to be Paid, Year Three", "documentation": "Amount of lessee's undiscounted obligation for lease payment for operating lease to be paid in third fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r591"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueYearTwo": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityPaymentsDueYearTwo", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails": { "parentTag": "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDue", "weight": 1.0, "order": 4.0 } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "2026", "label": "Lessee, Operating Lease, Liability, to be Paid, Year Two", "documentation": "Amount of lessee's undiscounted obligation for lease payment for operating lease to be paid in second fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r591"] }, "us-gaap_LesseeOperatingLeaseLiabilityUndiscountedExcessAmount": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityUndiscountedExcessAmount", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails_1": { "parentTag": "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDue", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "negatedTerseLabel": "Less: liability accretion", "label": "Lessee, Operating Lease, Liability, Undiscounted Excess Amount", "documentation": "Amount of lessee's undiscounted obligation for lease payments in excess of discounted obligation for lease payments for operating lease." } } }, "auth_ref": ["r591"] }, "us-gaap_LesseeOperatingLeaseTermOfContract": { "xbrltype": "durationItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseTermOfContract", "presentation": ["http://ibex.co/role/LeasesNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Lease term", "label": "Lessee, Operating Lease, Term of Contract", "documentation": "Term of lessee's operating lease, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days." } } }, "auth_ref": ["r1102"] }, "us-gaap_LesseeOperatingLeasesTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeasesTextBlock", "presentation": ["http://ibex.co/role/Leases"], "lang": { "en-us": { "role": { "terseLabel": "Leases", "label": "Lessee, Operating Leases [Text Block]", "documentation": "The entire disclosure for operating leases of lessee. Includes, but is not limited to, description of operating lease and maturity analysis of operating lease liability." } } }, "auth_ref": ["r571"] }, "us-gaap_Liabilities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "Liabilities", "crdr": "credit", "calculation": { "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesAndStockholdersEquity", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "totalLabel": "Total liabilities", "label": "Liabilities", "documentation": "Amount of liability recognized for present obligation requiring transfer or otherwise providing economic benefit to others." } } }, "auth_ref": ["r20", "r76", "r77", "r78", "r80", "r81", "r82", "r85", "r230", "r302", "r341", "r342", "r343", "r344", "r345", "r346", "r347", "r348", "r349", "r516", "r518", "r519", "r556", "r702", "r799", "r866", "r1028", "r1106", "r1107"] }, "us-gaap_LiabilitiesAndStockholdersEquity": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LiabilitiesAndStockholdersEquity", "crdr": "credit", "calculation": { "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://ibex.co/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "totalLabel": "Total liabilities and stockholders' equity", "label": "Liabilities and Equity", "documentation": "Amount of liabilities and equity items, including the portion of equity attributable to noncontrolling interests, if any." } } }, "auth_ref": ["r93", "r144", "r654", "r844", "r988", "r1008", "r1096"] }, "us-gaap_LiabilitiesAndStockholdersEquityAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LiabilitiesAndStockholdersEquityAbstract", "presentation": ["http://ibex.co/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Liabilities and stockholders' equity", "label": "Liabilities and Equity [Abstract]" } } }, "auth_ref": [] }, "us-gaap_LiabilitiesCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LiabilitiesCurrent", "crdr": "credit", "calculation": { "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_Liabilities", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "totalLabel": "Total current liabilities", "label": "Liabilities, Current", "documentation": "Total obligations incurred as part of normal operations that are expected to be paid during the following twelve months or within one business cycle, if longer." } } }, "auth_ref": ["r78", "r194", "r230", "r302", "r341", "r342", "r343", "r344", "r345", "r346", "r347", "r348", "r349", "r516", "r518", "r519", "r556", "r844", "r1028", "r1106", "r1107"] }, "us-gaap_LiabilitiesCurrentAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LiabilitiesCurrentAbstract", "presentation": [

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Borrowing Capacity", "documentation": "Maximum borrowing capacity under the credit facility without consideration of any current restrictions on the amount that could be borrowed or the amounts currently outstanding under the facility." } } }, "auth_ref": ["r75", "r79"] }, "us-gaap_LineOfCreditFacilityRemainingBorrowingCapacity": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LineOfCreditFacilityRemainingBorrowingCapacity", "crdr": "credit", "presentation": ["http://ibex.co/role/DebtNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Borrowing available", "label": "Line of Credit Facility, Remaining Borrowing Capacity", "documentation": "Amount of borrowing capacity currently available under the credit facility (current borrowing capacity less the amount of borrowings outstanding)." } } }, "auth_ref": ["r75", "r79", "r340"] }, "us-gaap_LineOfCreditFacilityUnusedCapacityCommitmentFeePercentage": { "xbrltype": "percentItemType", 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time, and under which borrowings outstanding may be either short-term or long-term, depending upon the particulars." } } }, "auth_ref": [] }, "dei_LocalPhoneNumber": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "LocalPhoneNumber", "presentation": ["http://ibex.co/role/Cover"], "lang": { "en-us": { "role": { "terseLabel": "Local Phone Number", "label": "Local Phone Number", "documentation": "Local phone number for entity." } } }, "auth_ref": [] }, "us-gaap_LongTermDebt": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongTermDebt", "crdr": "credit", "calculation": { "http://ibex.co/role/DebtScheduleofDebtDetails": { "parentTag": "us-gaap_LongTermDebtAndCapitalLeaseObligationsIncludingCurrentMaturities", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://ibex.co/role/DebtScheduleofDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "PNC Credit Facility", "label": "Long-Term Debt", 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These are debt arrangements that originally required repayment more than twelve months after issuance or greater than the normal operating cycle of the company, if longer." } } }, "auth_ref": ["r20", "r44", "r1020", "r1021", "r1022"] }, "srt_MajorCustomersAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "MajorCustomersAxis", "presentation": ["http://ibex.co/role/AccountsReceivableandSignificantClientNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Customer [Axis]", "label": "Customer [Axis]", "documentation": "Information by name or description of a single external customer or a group of external customers." } } }, "auth_ref": ["r291", "r819", "r853", "r856", "r1035", "r1116", "r1118", "r1119", "r1120", "r1121", "r1122", "r1123", "r1124", "r1125", "r1126", "r1127", "r1128", "r1129", "r1130", "r1131", "r1132", "r1133", "r1134", "r1135", "r1136", "r1137", "r1138", "r1139", "r1140", "r1141", "r1142", "r1143", "r1144"] }, 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Financing activity cash flows include obtaining resources from owners and providing them with a return on, and a return of, their investment; borrowing money and repaying amounts borrowed, or settling the obligation; and obtaining and paying for other resources obtained from creditors on long-term credit." } } }, "auth_ref": ["r224"] }, "us-gaap_NetCashProvidedByUsedInFinancingActivitiesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInFinancingActivitiesAbstract", "presentation": ["http://ibex.co/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "terseLabel": "CASH FLOWS FROM FINANCING ACTIVITIES", "label": "Net Cash Provided by (Used in) Financing Activities [Abstract]" } } }, "auth_ref": [] }, "us-gaap_NetCashProvidedByUsedInInvestingActivities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInInvestingActivities", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "totalLabel": "Net cash outflow from investing activities", "label": "Net Cash Provided by (Used in) Investing Activities", "documentation": "Amount of cash inflow (outflow) from investing activities, including discontinued operations. 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An operating segment is a component of an enterprise: (a) that engages in business activities from which it may earn revenues and incur expenses (including revenues and expenses relating to transactions with other components of the same enterprise), (b) whose operating results are regularly reviewed by the enterprise's chief operating decision maker to make decisions about resources to be allocated to the segment and assess its performance, and (c) for which discrete financial information is available. An operating segment may engage in business activities for which it has yet to earn revenues, for example, start-up operations may be operating segments before earning revenues." } } }, "auth_ref": ["r805", "r998"] }, "us-gaap_NumberOfReportableSegments": { "xbrltype": "integerItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NumberOfReportableSegments", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Number of reportable segments", "label": "Number of Reportable Segments", "documentation": "Number of segments reported by the entity. A reportable segment is a component of an entity for which there is an accounting requirement to report separate financial information on that component in the entity's financial statements." } } }, "auth_ref": ["r801", "r807", "r998"] }, "ibex_OffshoreMember": { "xbrltype": "domainItemType", "nsuri": "http://ibex.co/20240630", "localname": "OffshoreMember", "presentation": ["http://ibex.co/role/RevenuefromContractswithCustomersBreakdownofRevenuesbyGeographicalLocationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Offshore (Philippines, Pakistan)", "label": "Offshore [Member]", "documentation": "Offshore" } } }, "auth_ref": [] }, "ibex_OnshoreMember": { "xbrltype": "domainItemType", "nsuri": "http://ibex.co/20240630", "localname": "OnshoreMember", "presentation": ["http://ibex.co/role/RevenuefromContractswithCustomersBreakdownofRevenuesbyGeographicalLocationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Onshore (United States)", "label": "Onshore [Member]", "documentation": "Onshore" } } }, "auth_ref": [] }, "us-gaap_OperatingIncomeLoss": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingIncomeLoss", "crdr": "credit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": "us-gaap_IncomeLossFromContinuingOperationsBeforeIncomeTaxesExtraordinaryItemsNoncontrollingInterest", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedStatementsofComprehensiveIncome"], "lang": { "en-us": { "role": { "totalLabel": "Income from operations", "label": "Operating Income (Loss)", "documentation": "The net result for the period of deducting operating expenses from operating revenues." } } }, "auth_ref": ["r150", "r800", "r997", "r999", "r1000", "r1001", "r1002"] }, "us-gaap_OperatingLeaseCost": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseCost", "crdr": "debit", "calculation": { "http://ibex.co/role/LeasesComponentsofLeaseCostDetails": { "parentTag": "ibex_LeaseCostExcludingFinanceLeases", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://ibex.co/role/LeasesComponentsofLeaseCostDetails"], "lang": { "en-us": { "role": { "terseLabel": "Operating lease cost", "label": "Operating Lease, Cost", "documentation": "Amount of single lease cost, calculated by allocation of remaining cost of lease over remaining lease term. Includes, but is not limited to, single lease cost, after impairment of right-of-use asset, calculated by amortization of remaining right-of-use asset and accretion of lease liability." } } }, "auth_ref": ["r584", "r843"] }, "us-gaap_OperatingLeaseImpairmentLoss": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseImpairmentLoss", "crdr": "debit", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Impairment loss on operating lease asset", "label": "Operating Lease, Impairment Loss", "documentation": "Amount of loss from impairment of right-of-use asset from operating lease." } } }, "auth_ref": ["r1101"] }, "us-gaap_OperatingLeaseLiabilitiesPaymentsDueAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseLiabilitiesPaymentsDueAbstract", "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Operating \u2028Leases", "label": "Lessee, Operating Lease, Liability, to be Paid, Fiscal Year Maturity [Abstract]" } } }, "auth_ref": [] }, "us-gaap_OperatingLeaseLiability": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseLiability", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails_1": { "parentTag": "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDue", "weight": 1.0, "order": 1.0 }, "http://ibex.co/role/LeasesSupplementalBalanceSheetInformationDetails": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://ibex.co/role/LeasesMaturitiesofOperatingandFinanceLeaseLiabilitiesDetails", "http://ibex.co/role/LeasesSupplementalBalanceSheetInformationDetails"], "lang": { "en-us": { "role": { "totalLabel": "Total operating lease liabilities", "terseLabel": "Total lease liabilities", "label": "Operating Lease, Liability", "documentation": "Present value of lessee's discounted obligation for lease payments from operating lease." } } }, "auth_ref": ["r575"] }, "us-gaap_OperatingLeaseLiabilityCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseLiabilityCurrent", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesSupplementalBalanceSheetInformationDetails": { "parentTag": "us-gaap_OperatingLeaseLiability", "weight": 1.0, "order": 2.0 }, "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesCurrent", "weight": 1.0, "order": 4.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedBalanceSheets", "http://ibex.co/role/LeasesSupplementalBalanceSheetInformationDetails"], "lang": { "en-us": { "role": { "verboseLabel": "Current operating lease liabilities", "terseLabel": "Operating lease liabilities, current", "label": "Operating Lease, Liability, Current", "documentation": "Present value of lessee's discounted obligation for lease payments from operating lease, classified as current." } } }, "auth_ref": ["r575"] }, "us-gaap_OperatingLeaseLiabilityNoncurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseLiabilityNoncurrent", "crdr": "credit", "calculation": { "http://ibex.co/role/LeasesSupplementalBalanceSheetInformationDetails": { "parentTag": "us-gaap_OperatingLeaseLiability", "weight": 1.0, "order": 1.0 }, "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesNoncurrent", "weight": 1.0, "order": 2.0 } }, "presentation": [

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May be provided in more than one note to the financial statements, as long as users are provided with an understanding of (1) the significant judgments and assumptions made by an enterprise in determining whether it must consolidate a VIE and/or disclose information about its involvement with a VIE, (2) the nature of restrictions on a consolidated VIE's assets reported by an enterprise in its statement of financial position, including the carrying amounts of such assets, (3) the nature of, and changes in, the risks associated with an enterprise's involvement with the VIE, and (4) how an enterprise's involvement with the VIE affects the enterprise's financial position, financial performance, and cash flows. Describes procedure if disclosures are provided in more than one note to the financial statements." } } }, "auth_ref": ["r73", "r114", "r115", "r132"] }, "us-gaap_OtherAssetsCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OtherAssetsCurrent", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsCurrent", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Other current assets", "label": "Other Assets, Current", "documentation": "Amount of current assets classified as other." } } }, "auth_ref": ["r203", "r844"] }, "us-gaap_OtherAssetsNoncurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OtherAssetsNoncurrent", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsNoncurrent", 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"r133"] }, "us-gaap_OtherComprehensiveIncomeForeignCurrencyTransactionAndTranslationAdjustmentNetOfTaxPortionAttributableToParent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OtherComprehensiveIncomeForeignCurrencyTransactionAndTranslationAdjustmentNetOfTaxPortionAttributableToParent", "crdr": "credit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": "us-gaap_OtherComprehensiveIncomeLossNetOfTaxPortionAttributableToParent", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedStatementsofComprehensiveIncome", "http://ibex.co/role/ConsolidatedStatementsofShareholdersEquity"], "lang": { "en-us": { "role": { "terseLabel": "Foreign currency translation adjustments", "verboseLabel": "Foreign currency translation adjustment", "label": "Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Adjustment, Net of Tax, Portion Attributable to Parent", "documentation": "Amount after tax and reclassification adjustments of gain (loss) on foreign currency translation adjustments, foreign currency transactions designated and effective as economic hedges of a net investment in a foreign entity and intra-entity foreign currency transactions that are of a long-term-investment nature, attributable to parent entity." } } }, "auth_ref": ["r7", "r13", "r133"] }, "us-gaap_OtherComprehensiveIncomeForeignCurrencyTransactionAndTranslationGainLossBeforeReclassificationAndTax": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OtherComprehensiveIncomeForeignCurrencyTransactionAndTranslationGainLossBeforeReclassificationAndTax", "crdr": "credit", "presentation": ["http://ibex.co/role/StockholdersEquityChangesinAOCIbyComponentDetails"], "lang": { "en-us": { "role": { "terseLabel": "Foreign currency translation", "label": "Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Gain (Loss), before Reclassification and Tax", "documentation": "Amount before tax and reclassification adjustments of gain (loss) on foreign currency translation adjustments, foreign currency transactions designated and effective as economic hedges of a net investment in a foreign entity and intra-entity foreign currency transactions that are of a long-term-investment nature." } } }, "auth_ref": ["r2", "r98", "r558", "r559", "r561"] }, "us-gaap_OtherComprehensiveIncomeLossCashFlowHedgeGainLossAfterReclassificationAndTaxParent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OtherComprehensiveIncomeLossCashFlowHedgeGainLossAfterReclassificationAndTaxParent", "crdr": "credit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": "us-gaap_OtherComprehensiveIncomeLossNetOfTaxPortionAttributableToParent", "weight": 1.0, "order": 1.0 } }, "presentation": 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Postemployment benefits are benefits provided to former or inactive employees, their beneficiaries, and covered dependents after employment but before retirement, except for: a) benefits provided through a pension or postretirement benefit plan, b) individual deferred compensation arrangements, c) special or contractual termination benefits, and d) stock compensation plans." } } }, "auth_ref": ["r405"] }, "us-gaap_PrepaidExpenseCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PrepaidExpenseCurrent", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsCurrent", "weight": 1.0, "order": 5.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Prepaid expenses", "label": "Prepaid Expense, Current", "documentation": "Amount of asset related to consideration paid in advance for costs that provide economic benefits within a future period of one year or the normal operating cycle, if longer." } } }, "auth_ref": ["r202", "r310", "r311", "r794"] }, "us-gaap_PriorPeriodReclassificationAdjustmentDescription": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PriorPeriodReclassificationAdjustmentDescription", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Basis of presentation and principles of consolidation", "label": "Reclassification, Comparability Adjustment [Policy Text Block]", "documentation": "Disclosure of accounting policy for reclassification affecting comparability of financial statement. Excludes amendment to accounting standards, other change in accounting principle, and correction of error." } } }, "auth_ref": ["r974"] }, "us-gaap_ProceedsFromDivestitureOfBusinessesNetOfCashDivested": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ProceedsFromDivestitureOfBusinessesNetOfCashDivested", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInInvestingActivities", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "terseLabel": "Cash outflow from sale of subsidiaries, net of cash received", "label": "Proceeds from Divestiture of Businesses, Net of Cash Divested", "documentation": "This element represents the cash inflow during the period from the sale of a component of the entity." } } }, "auth_ref": ["r24"] }, "us-gaap_ProceedsFromLongTermLinesOfCredit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ProceedsFromLongTermLinesOfCredit", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInFinancingActivities", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "terseLabel": "Proceeds from line of credit", "label": "Proceeds from Long-Term Lines of Credit", "documentation": "The cash inflow from a contractual arrangement with the lender, including letter of credit, standby letter of credit and revolving credit arrangements, under which borrowings can be made up to a specific amount at any point in time with maturities due beyond one year or the operating cycle, if longer." } } }, "auth_ref": ["r25"] }, "us-gaap_ProceedsFromStockOptionsExercised": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ProceedsFromStockOptionsExercised", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInFinancingActivities", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "terseLabel": "Proceeds from the exercise of options", "label": "Proceeds from Stock Options Exercised", "documentation": "Amount of cash inflow from exercise of option under share-based payment arrangement." } } }, "auth_ref": ["r6", "r18"] }, "us-gaap_PropertyPlantAndEquipmentAbstract": { "xbrltype": "stringItemType", "nsuri":

"http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentAbstract", "lang": { "en-us": { "role": { "label": "Property, Plant and Equipment [Abstract]" } } }, "auth_ref": [] }, "us-gaap_PropertyPlantAndEquipmentAndFinanceLeaseRightOfUseAssetAccumulatedDepreciationAndAmortization": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentAndFinanceLeaseRightOfUseAssetAccumulatedDepreciationAndAmortization", "crdr": "credit", "calculation": { "http://ibex.co/role/PropertyandEquipmentNetDetails": { "parentTag": "us-gaap_PropertyPlantAndEquipmentAndFinanceLeaseRightOfUseAssetAfterAccumulatedDepreciationAndAmortization", "weight": -1.0, "order": 1.0 } }, "presentation": ["http://ibex.co/role/PropertyandEquipmentNetDetails"], "lang": { "en-us": { "role": { "negatedTerseLabel": "Less: Accumulated depreciation", "label": "Property, Plant, and Equipment and Finance Lease Right-of-Use Asset, Accumulated Depreciation and Amortization", "documentation": "Amount of accumulated depreciation and amortization from plant, property, and equipment and right-of-use asset from finance lease." } } }, "auth_ref": ["r963", "r966", "r1018"] }, "us-gaap_PropertyPlantAndEquipmentAndFinanceLeaseRightOfUseAssetAfterAccumulatedDepreciationAndAmortization": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentAndFinanceLeaseRightOfUseAssetAfterAccumulatedDepreciationAndAmortization", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsNoncurrent", "weight": 1.0, "order": 3.0 }, "http://ibex.co/role/PropertyandEquipmentNetDetails": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://ibex.co/role/ConsolidatedBalanceSheets", "http://ibex.co/role/PropertyandEquipmentNetDetails"], "lang": { "en-us": { "role": { "terseLabel": "Property and equipment, net", "totalLabel": "Property and equipment, net", "label": "Property, Plant, and Equipment and Finance Lease Right-of-Use Asset, after Accumulated Depreciation and Amortization", "documentation": "Amount, after accumulated depreciation and amortization, of property, plant, and equipment and finance lease right-of-use asset." } } }, "auth_ref": ["r966", "r1016"] }, "us-gaap_PropertyPlantAndEquipmentAndFinanceLeaseRightOfUseAssetBeforeAccumulatedDepreciationAndAmortization": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentAndFinanceLeaseRightOfUseAssetBeforeAccumulatedDepreciationAndAmortization", "crdr": "debit", "calculation": { "http://ibex.co/role/PropertyandEquipmentNetDetails": { "parentTag": "us-gaap_PropertyPlantAndEquipmentAndFinanceLeaseRightOfUseAssetAfterAccumulatedDepreciationAndAmortization", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://ibex.co/role/PropertyandEquipmentNetDetails"], "lang": { "en-us": { "role": { "terseLabel": "Property and equipment, gross", "label": "Property, Plant, and Equipment and Finance Lease Right-of-Use Asset, before Accumulated Depreciation and Amortization", "documentation": "Amount, before accumulated depreciation and amortization, of property, plant, and equipment and finance lease right-of-use asset." } } }, "auth_ref": ["r962", "r976", "r1017"] }, "us-gaap_PropertyPlantAndEquipmentByTypeAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentByTypeAxis", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesEstimatedUsefulLivesofPropertyandEquipmentDetails", "http://ibex.co/role/PropertyandEquipmentNetDetails"], "lang": { "en-us": { "role": { "terseLabel": "Property and Equipment, Type", "label": "Long-Lived Tangible Asset [Axis]", "documentation": "Information by type of long-lived, physical assets used to produce goods and services and not intended for resale." } } }, "auth_ref": ["r11", "r592"] }, "us-gaap_PropertyPlantAndEquipmentDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentDisclosureTextBlock", "presentation": ["http://ibex.co/role/PropertyandEquipmentNet"], "lang": { "en-us": { "role": { "terseLabel": "Property and Equipment, Net", "label": "Property, Plant and Equipment Disclosure [Text Block]", "documentation": "The entire disclosure for long-lived, physical asset used in normal conduct of business and not intended for resale. Includes, but is not limited to, work of art, historical treasure, and similar asset classified as collections." } } }, "auth_ref": ["r119", "r159", "r162", "r163"] }, "us-gaap_PropertyPlantAndEquipmentLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentLineItems", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesEstimatedUsefulLivesofPropertyandEquipmentDetails", "http://ibex.co/role/PropertyandEquipmentNetDetails"], "lang": { "en-us": { "role": { "terseLabel": "Property and Equipment [Line Items]", "label": "Property, Plant and Equipment [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": ["r592"] }, "us-gaap_PropertyPlantAndEquipmentPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentPolicyTextBlock", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Property and equipment, net", "label": "Property, Plant and Equipment, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for long-lived, physical asset used in normal conduct of business and not intended for resale. Includes, but is not limited to, work of art, historical treasure, and similar asset classified as collections." } } }, "auth_ref": ["r11", "r159", "r162", "r656"] }, "us-gaap_PropertyPlantAndEquipmentTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentTextBlock", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesTables", "http://ibex.co/role/PropertyandEquipmentNetTables"], "lang": { "en-us": { "role": { "verboseLabel": "Summary of Estimated Useful Lives of Property and Equipment", "terseLabel": "Summary of Property and Equipment", "label": "Property, Plant and Equipment [Table Text Block]", "documentation": "Tabular disclosure of physical assets used in the normal conduct of business and not intended for resale. Includes, but is not limited to, balances by class of assets, depreciation and depletion expense and method used, including composite depreciation, and accumulated deprecation." } } }, "auth_ref": ["r11"] }, "us-gaap_PropertyPlantAndEquipmentTypeDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentTypeDomain", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesEstimatedUsefulLivesofPropertyandEquipmentDetails", "http://ibex.co/role/PropertyandEquipmentNetDetails"], "lang": { "en-us": { "role": { "terseLabel": "Property and Equipment", "label": "Long-Lived Tangible Asset [Domain]", "documentation": "Listing of long-lived, physical assets that are used in the normal conduct of business to produce goods and services and not intended for resale. Examples include land, buildings, machinery and equipment, and other types of furniture and equipment including, but not limited to, office equipment, furniture and fixtures, and computer equipment and software." } } }, "auth_ref": ["r120", "r592"] }, "us-gaap_PropertyPlantAndEquipmentUsefulLife": { "xbrltype": "durationItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentUsefulLife", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesEstimatedUsefulLivesofPropertyandEquipmentDetails"], "lang": { "en-us": { "role": { "terseLabel": "Useful\u00a0economic\u00a0life", "label": "Property, Plant and Equipment, Useful Life", "documentation": "Useful life of long lived, physical assets used in the normal conduct of business and not intended for resale, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents the reported fact of one year, five months, and thirteen days. Examples include, but not limited to, land, buildings, machinery and equipment, office equipment, furniture and fixtures, and computer equipment." } } }, "auth_ref": [] }, "us-gaap_ProvisionForDoubtfulAccounts": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ProvisionForDoubtfulAccounts", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInOperatingActivities", "weight": 1.0, "order": 6.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "verboseLabel": "Allowance of expected credit losses", "label": "Accounts Receivable, Credit Loss Expense (Reversal)", "documentation": "Amount of expense (reversal of expense) for expected credit loss on accounts receivable." } } }, "auth_ref": ["r222", "r308"] }, "us-gaap_PurchaseObligationDueInNextTwelveMonths": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PurchaseObligationDueInNextTwelveMonths", "crdr": "credit", "presentation": ["http://ibex.co/role/CommitmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Purchase obligation, next twelve months", "label": "Purchase Obligation, to be Paid, Year One", "documentation": "Amount of purchase arrangement to be paid in next fiscal year following current fiscal year. Includes, but is not limited to, recorded and unrecorded purchase obligations, long-term purchase commitment, and short-term purchase commitment. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": [] }, "ibex_PurchaseObligationToBePaidAfterYearOne": { "xbrltype": "monetaryItemType", "nsuri": "http://ibex.co/20240630", "localname": "PurchaseObligationToBePaidAfterYearOne", "crdr": "credit", "presentation": ["http://ibex.co/role/CommitmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Purchase obligation, thereafter", "label": "Purchase Obligation, To Be Paid, After Year One", "documentation": "Purchase Obligation, To Be Paid, After Year One" } } }, "auth_ref": [] }, "ecd_PvpTable": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "PvpTable", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Pay vs Performance Disclosure", "label": "Pay vs Performance Disclosure [Table]" } } }, "auth_ref": ["r907"] }, "ecd_PvpTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "PvpTableTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Pay vs Performance Disclosure, Table", "label": "Pay vs Performance [Table Text Block]" } } }, "auth_ref": ["r907"] }, "ibex_ROUAssetsObtainedInExchangeForLeaseObligationsAbstract": { "xbrltype": "stringItemType", "nsuri": "http://ibex.co/20240630", "localname": "ROUAssetsObtainedInExchangeForLeaseObligationsAbstract", "presentation": ["http://ibex.co/role/LeasesSupplementalCashFlowInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Right-of-use assets obtained in exchange for lease obligations", "label": "ROU Assets Obtained In Exchange For Lease Obligations [Abstract]", "documentation": "ROU Assets Obtained In Exchange For Lease Obligations" } } }, "auth_ref": [] }, "srt_RangeAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "RangeAxis", "presentation": ["http://ibex.co/role/DerivativesFairValueCashFlowHedgingDetails", "http://ibex.co/role/DerivativesNarrativeDetails", "http://ibex.co/role/LeasesNarrativeDetails", "http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesEstimatedUsefulLivesofPropertyandEquipmentDetails", "http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesNarrativeDetails", "http://ibex.co/role/ShareBasedCompensationEstimatesandAssumptionsinValuationDetails", "http://ibex.co/role/ShareBasedCompensationNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Statistical Measurement [Axis]", "label": "Statistical Measurement [Axis]", "documentation": "Information by statistical measurement. Includes, but is not limited to, minimum, maximum, weighted average, arithmetic average, and median." } } }, "auth_ref": ["r169", "r171", "r173", "r174", "r176", "r189", "r190", "r336", "r337", "r338", "r339", "r409", "r420", "r452", "r453", "r454", "r466", "r541", "r607", "r608", "r609", "r665", "r667", "r675", "r694", "r695", "r755", "r757", "r759", "r760", "r770", "r787", "r788", "r808", "r816", "r828", "r838", "r839", "r840", "r841", "r854", "r859", "r1023", "r1032", "r1086", "r1109", "r1110", "r1111", "r1112", "r1113"] }, "srt_RangeMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "RangeMember", "presentation": ["http://ibex.co/role/DerivativesFairValueCashFlowHedgingDetails", "http://ibex.co/role/DerivativesNarrativeDetails", "http://ibex.co/role/LeasesNarrativeDetails", "http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesEstimatedUsefulLivesofPropertyandEquipmentDetails", "http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesNarrativeDetails", "http://ibex.co/role/ShareBasedCompensationEstimatesandAssumptionsinValuationDetails", "http://ibex.co/role/ShareBasedCompensationNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Statistical Measurement [Domain]", "label": "Statistical Measurement [Domain]", "documentation": "Statistical measurement. 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These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": ["r219"] }, "us-gaap_ReclassificationFromAociCurrentPeriodBeforeTaxAttributableToParent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ReclassificationFromAociCurrentPeriodBeforeTaxAttributableToParent", "crdr": "debit", "presentation": ["http://ibex.co/role/StockholdersEquityChangesinAOCIbyComponentDetails"], "lang": { "en-us": { "role": { "negatedTerseLabel": "Reclassifications to earnings", "label": "Reclassification from AOCI, Current Period, before Tax, Attributable to Parent", "documentation": "Amount before tax of reclassification adjustments of other comprehensive income (loss) attributable to parent." } } }, "auth_ref": ["r22"] }, "us-gaap_ReclassificationFromAociCurrentPeriodTax": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ReclassificationFromAociCurrentPeriodTax", "crdr": "credit", "presentation": ["http://ibex.co/role/StockholdersEquityChangesinAOCIbyComponentDetails"], "lang": { "en-us": { "role": { "terseLabel": "Tax provision", "label": "Reclassification from AOCI, Current Period, Tax", "documentation": "Amount of tax expense (benefit) of reclassification adjustment from accumulated other comprehensive income (loss)." } } }, "auth_ref": ["r5", "r210", "r217", "r660"] }, "us-gaap_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ReclassificationOutOfAccumulatedOtherComprehensiveIncomeAxis", "presentation": ["http://ibex.co/role/StockholdersEquityReclassificationsfromAOCIDetails"], "lang": { "en-us": { "role": { "terseLabel": "Reclassification out of Accumulated Other Comprehensive Income [Axis]", "label": "Reclassification out of Accumulated Other Comprehensive Income [Axis]", "documentation": "Information by item reclassified out of

accumulated other comprehensive income (loss)." } } }, "auth_ref": ["r219"] }, "us-gaap_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ReclassificationOutOfAccumulatedOtherComprehensiveIncomeDomain", "presentation": ["http://ibex.co/role/StockholdersEquityReclassificationsfromAOCIDetails"], "lang": { "en-us": { "role": { "terseLabel": "Reclassification out of Accumulated Other Comprehensive Income [Domain]", "label": "Reclassification out of Accumulated Other Comprehensive Income [Domain]", "documentation": "Item reclassified out of accumulated other comprehensive income (loss)." } } }, "auth_ref": ["r219"] }, "us-gaap_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ReclassificationOutOfAccumulatedOtherComprehensiveIncomeMember", "presentation": ["http://ibex.co/role/StockholdersEquityReclassificationsfromAOCIDetails"], "lang": { "en-us": { "role": { "terseLabel": "Reclassification out of Accumulated Other Comprehensive Income", "label": "Reclassification out of Accumulated Other Comprehensive Income [Member]", "documentation": "Identifies item reclassified out of accumulated other comprehensive income (loss)." } } }, "auth_ref": ["r219"] }, "us-gaap_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ReclassificationOutOfAccumulatedOtherComprehensiveIncomeTable", "presentation": ["http://ibex.co/role/StockholdersEquityReclassificationsfromAOCIDetails"], "lang": { "en-us": { "role": { "terseLabel": "Reclassification out of Accumulated Other Comprehensive Income [Table]", "label": "Reclassification out of Accumulated Other Comprehensive Income [Table]", "documentation": "Disclosure of information about items reclassified out of accumulated other comprehensive income (loss)." } } }, "auth_ref": ["r219"] }, "us-gaap_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ReclassificationOutOfAccumulatedOtherComprehensiveIncomeTableTextBlock", "presentation": ["http://ibex.co/role/StockholdersEquityTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Reclassifications from AOCI", "label": "Reclassification out of Accumulated Other Comprehensive Income [Table Text Block]", "documentation": "Tabular disclosure of information about items reclassified out of accumulated other comprehensive income (loss)." } } }, "auth_ref": [] }, "ecd_RecoveryOfErrCompDisclosureLineItems": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "RecoveryOfErrCompDisclosureLineItems", "lang": { "en-us": { "role": { "label": "Recovery of Erroneously Awarded Compensation Disclosure [Line Items]" } } }, "auth_ref": ["r874", "r885", "r895", "r928"] }, "ibex_ReductionDueToReassessmentOfLeaseRenewalOptionsAbstract": { "xbrltype": "stringItemType", "nsuri": "http://ibex.co/20240630", "localname": "ReductionDueToReassessmentOfLeaseRenewalOptionsAbstract", "presentation": ["http://ibex.co/role/LeasesSupplementalCashFlowInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Reduction due to reassessment of lease renewal options", "label": "Reduction Due To Reassessment Of Lease Renewal Options [Abstract]", "documentation": "Reduction Due To Reassessment Of Lease Renewal Options" } } }, "auth_ref": [] }, "us-gaap_RelatedPartyDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RelatedPartyDomain", "presentation": ["http://ibex.co/role/RelatedPartyTransactionsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Related Party, Type [Domain]", "label": "Related and Nonrelated Parties [Domain]", "documentation": "Related and nonrelated parties. Related party includes, but is not limited to, affiliate, other entity for which investment is accounted for under equity method, trust for benefit of employee, principal owner, management, and member of immediate family, and other party that may be prevented from pursuing separate interests because of control, significant influence, or ownership interest." } } }, "auth_ref": ["r293", "r417", "r598", "r599", "r649", "r655", "r697", "r698", "r699", "r700", "r701", "r721", "r723", "r754"] }, "us-gaap_RelatedPartyMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RelatedPartyMember", "presentation": ["http://ibex.co/role/RelatedPartyTransactionsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Related Party", "label": "Related Party [Member]", "documentation": "Party related to reporting entity. Includes, but is not limited to, affiliate, entity for which investment is accounted for by equity method, trust for benefit of employees, and principal owner, management, and members of immediate family." } } }, "auth_ref": ["r233", "r234", "r598", "r599", "r600", "r601", "r649", "r655", "r697", "r698", "r699", "r700", "r701", "r721", "r723", "r754"] }, "us-gaap_RelatedPartyTransactionLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RelatedPartyTransactionLineItems", "presentation": ["http://ibex.co/role/RelatedPartyTransactionsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Related Party Transaction [Line Items]", "label": "Related Party Transaction [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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Related party includes, but is not limited to, affiliate, other entity for which investment is accounted for under equity method, trust for benefit of employee, principal owner, management, and member of immediate family, and other party that may be prevented from pursuing separate interests because of control, significant influence, or ownership interest." } } }, "auth_ref": ["r293", "r417", "r598", "r599", "r649", "r655", "r697", "r698", "r699", "r700", "r701", "r721", "r723", "r754", "r1105"] }, "us-gaap_RelatedPartyTransactionsDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RelatedPartyTransactionsDisclosureTextBlock", "presentation": ["http://ibex.co/role/RelatedPartyTransactions"], "lang": { "en-us": { "role": { "terseLabel": "Related Party Transactions", "label": "Related Party Transactions Disclosure [Text Block]", "documentation": "The entire disclosure for related party transactions. Examples of related party transactions include transactions between (a) a parent company and its subsidiary; (b) subsidiaries of a common parent; (c) and entity and its principal owners; and (d) affiliates." } } }, "auth_ref": ["r595", "r596", "r597", "r599", "r602", "r681", "r682", "r683", "r729", "r730", "r731", "r751", "r753"] }, "us-gaap_RepaymentsOfLongTermLinesOfCredit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RepaymentsOfLongTermLinesOfCredit", "crdr": "credit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInFinancingActivities", "weight": -1.0, "order": 6.0 } }, "presentation": ["http://ibex.co/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "negatedTerseLabel": "Repayments of line of credit", "label": "Repayments of Long-Term Lines of Credit", "documentation": "The cash outflow for the settlement of obligation drawn from a 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Tax collected from customer is tax assessed by governmental authority that is both imposed on and concurrent with specific revenue-producing transaction, including, but not limited to, sales, use, value added and excise." } } }, "auth_ref": ["r148", "r149", "r267", "r270", "r271", "r284", "r286", "r288", "r289", "r291", "r400", "r401", "r611"] }, "us-gaap_RevenueFromContractWithCustomerMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueFromContractWithCustomerMember", "presentation": ["http://ibex.co/role/AccountsReceivableandSignificantClientNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Revenue", "label": "Revenue from Contract with Customer Benchmark [Member]", "documentation": "Revenue from satisfaction of performance obligation by transferring promised product and service to customer, when it serves as benchmark in concentration of risk calculation." } } }, "auth_ref": ["r291", "r964"] }, "us-gaap_RevenueFromContractWithCustomerPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueFromContractWithCustomerPolicyTextBlock", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Revenue recognition", "label": "Revenue from Contract with Customer [Policy Text Block]", "documentation": "Disclosure of accounting policy for revenue from contract with customer." } } }, "auth_ref": ["r167", "r392", "r393", "r394", "r395", "r396", "r397", "r398", "r399", "r790"] }, "ibex_RevenueFromContractWithCustomerTerminationNoticePeriod": { "xbrltype": "durationItemType", "nsuri": "http://ibex.co/20240630", "localname": "RevenueFromContractWithCustomerTerminationNoticePeriod", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Notice period for contract termination", "label": "Revenue From Contract With Customer, Termination Notice Period", "documentation": "Revenue From Contract With Customer, Termination Notice Period" } } }, "auth_ref": [] }, "us-gaap_RevenueFromContractWithCustomerTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024",

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Excludes insurance and lease contracts." } } }, "auth_ref": ["r167", "r384", "r385", "r386", "r387", "r388", "r389", "r390", "r391", "r404"] }, "us-gaap_RevenueFromExternalCustomersByGeographicAreasTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueFromExternalCustomersByGeographicAreasTableTextBlock", "presentation": ["http://ibex.co/role/RevenuefromContractswithCustomersTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Breakdown of Revenues by Geographical Location", "label": "Revenue from External Customers by Geographic Areas [Table Text Block]", "documentation": "Tabular disclosure of revenue from external customers by geographic areas attributed to the entity's country of domicile and to foreign countries from which the entity derives revenue." } } }, "auth_ref": ["r117"] }, "us-gaap_RevolvingCreditFacilityMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevolvingCreditFacilityMember", "presentation": ["http://ibex.co/role/DebtNarrativeDetails", "http://ibex.co/role/DebtScheduleofDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Revolving Credit Facility", "label": "Revolving Credit Facility [Member]", "documentation": "Arrangement in which loan proceeds can continuously be obtained following repayments, but the total amount borrowed cannot exceed a specified maximum amount." } } }, "auth_ref": [] }, "us-gaap_RightOfUseAssetObtainedInExchangeForFinanceLeaseLiability": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RightOfUseAssetObtainedInExchangeForFinanceLeaseLiability", "crdr": "debit", "presentation": ["http://ibex.co/role/LeasesSupplementalCashFlowInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Finance leases", "label": "Right-of-Use Asset Obtained in Exchange for Finance Lease Liability", "documentation": "Amount of increase in right-of-use asset obtained in exchange for finance lease liability." } } }, "auth_ref": ["r588", "r843"] }, "us-gaap_RightOfUseAssetObtainedInExchangeForOperatingLeaseLiability": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RightOfUseAssetObtainedInExchangeForOperatingLeaseLiability", "crdr": "debit", "presentation": ["http://ibex.co/role/LeasesSupplementalCashFlowInformationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Operating leases", "label": "Right-of-Use Asset Obtained in Exchange for Operating Lease Liability", "documentation": "Amount of increase in right-of-use asset obtained in exchange for operating lease liability." } } }, "auth_ref": ["r588", "r843"] }, "ecd_Rule10b51ArrAdoptedFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "Rule10b51ArrAdoptedFlag", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role": { "terseLabel": "Rule 10b5-1 Arrangement Adopted", "label": "Rule 10b5-1 Arrangement Adopted [Flag]" } } }, "auth_ref": ["r946"] }, "ecd_Rule10b51ArrTrmntdFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "Rule10b51ArrTrmntdFlag", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role": { "terseLabel": "Rule 10b5-1 Arrangement Terminated", "label": "Rule 10b5-1 Arrangement Terminated [Flag]" } } }, "auth_ref": ["r946"] }, "us-gaap_ScheduleOfAccountsNotesLoansAndFinancingReceivableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfAccountsNotesLoansAndFinancingReceivableTextBlock", "presentation": ["http://ibex.co/role/AccountsReceivableandSignificantClientTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Accounts Receivable, Net", "label": "Schedule of Accounts, Notes, Loans and Financing Receivable [Table Text Block]", "documentation": "Tabular disclosure of the various types of trade accounts and notes receivable and for each the gross carrying value, allowance, and net carrying value as of the balance sheet date. Presentation is categorized by current, noncurrent and unclassified receivables." } } }, "auth_ref": ["r88", "r94"] }, "us-gaap_ScheduleOfAccumulatedOtherComprehensiveIncomeLossTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfAccumulatedOtherComprehensiveIncomeLossTableTextBlock", "presentation": ["http://ibex.co/role/StockholdersEquityTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Changes in Accumulated Other Comprehensive Income (Loss) by Component", "label": "Schedule of Accumulated Other Comprehensive Income (Loss) [Table Text Block]", "documentation": "Tabular disclosure of the components of accumulated other comprehensive income (loss)." } } }, "auth_ref": ["r22", "r1097", "r1098"] }, "us-gaap_ScheduleOfComponentsOfIncomeTaxExpenseBenefitTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfComponentsOfIncomeTaxExpenseBenefitTableTextBlock", "presentation": ["http://ibex.co/role/IncomeTaxesTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Major Components of the Provision for Income Tax Expense (Benefit)", "label": "Schedule of Components of Income Tax Expense (Benefit) [Table Text Block]", "documentation": "Tabular disclosure of the components of income tax expense attributable to continuing operations for each year presented including, but not limited to: current tax expense (benefit), deferred tax expense (benefit), investment tax credits, government grants, the benefits of operating loss carryforwards, tax expense that results from allocating certain tax benefits either directly to contributed capital or to reduce goodwill or other noncurrent intangible assets of an acquired entity, adjustments of a deferred tax liability or asset for enacted changes in tax laws or rates or a change in the tax status of the entity, and adjustments of the beginning-of-the-year balances of a valuation allowance because of a change in circumstances that causes a change in judgment about the realizability of the related deferred tax asset in future years." } } }, "auth_ref": ["r1071"] }, "us-gaap_ScheduleOfDebtInstrumentsTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfDebtInstrumentsTextBlock", "presentation": ["http://ibex.co/role/DebtTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Debt", "label": "Schedule of Long-Term Debt Instruments [Table Text Block]", "documentation": "Tabular disclosure of long-debt instruments or arrangements, including identification, terms, features, collateral requirements and other information necessary to a fair presentation. These are debt arrangements that originally required repayment more than twelve months after issuance or greater than the normal operating cycle of the entity, if longer." } } }, "auth_ref": ["r20", "r46", "r47", "r71", "r125", "r126", "r812", "r814", "r991", "r1099"] }, "ibex_ScheduleOfDebtLineItems": { "xbrltype": "stringItemType", "nsuri": "http://ibex.co/20240630", "localname": "ScheduleOfDebtLineItems", "presentation": ["http://ibex.co/role/DebtNarrativeDetails", "http://ibex.co/role/DebtScheduleofDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Debt [Line Items]", "label": "Schedule of Debt [Line Items]", "documentation": "Schedule of Debt [Line Items]" } } }, "auth_ref": [] }, "ibex_ScheduleOfDebtTable": { "xbrltype": "stringItemType", "nsuri": "http://ibex.co/20240630", "localname": "ScheduleOfDebtTable", "presentation": ["http://ibex.co/role/DebtNarrativeDetails", "http://ibex.co/role/DebtScheduleofDebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Debt [Table]", "label": "Schedule of Debt [Table]", "documentation": "Schedule of Debt [Table]" } } }, "auth_ref": [] }, "us-gaap_ScheduleOfDeferredTaxAssetsAndLiabilitiesTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfDeferredTaxAssetsAndLiabilitiesTableTextBlock", "presentation": ["http://ibex.co/role/IncomeTaxesTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Components of Deferred Tax Assets and Liabilities", "label": "Schedule of Deferred Tax Assets and Liabilities [Table Text Block]", "documentation": "Tabular disclosure of the components of net deferred tax asset or liability recognized in an entity's statement of financial position, including the following: the total of all deferred tax liabilities, the total of all deferred tax assets, the total valuation allowance recognized for deferred tax assets." } } }, "auth_ref": ["r1066"] }, "us-gaap_ScheduleOfDerivativeInstrumentsTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfDerivativeInstrumentsTextBlock", "presentation": ["http://ibex.co/role/DerivativesTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Derivative Instruments", "label": "Schedule of Derivative Instruments [Table Text Block]", "documentation": "Tabular disclosure of pertinent information about a derivative or group of derivatives on a disaggregated basis, such as for individual instruments, or small groups of similar instruments. May include a combination of the type of instrument, risks being hedged, notional amount, hedge designation, related hedged item, inception date, maturity date, or other relevant item." } } }, "auth_ref": ["r15", "r55", "r56", "r57", "r58", "r60", "r61", "r63", "r65"] }, "us-gaap_ScheduleOfEffectiveIncomeTaxRateReconciliationTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfEffectiveIncomeTaxRateReconciliationTableTextBlock", "presentation": ["http://ibex.co/role/IncomeTaxesTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Differences Between Statutory and Effective Tax Rates", "label": "Schedule of Effective Income Tax Rate Reconciliation [Table Text Block]", "documentation": "Tabular disclosure of the reconciliation using percentage or dollar amounts of the reported amount of income tax expense attributable to continuing operations for the year to the amount of income tax expense that would result from applying domestic federal statutory tax rates to pretax income from continuing operations." } } }, "auth_ref": ["r476", "r833", "r1063"] }, "us-gaap_ScheduleOfEmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfEmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsTable", "presentation": ["http://ibex.co/role/ShareBasedCompensationComponentsofShareBasedCompensationExpenseDetails"], "lang": { "en-us": { "role": { "terseLabel": "Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Table]", "label": "Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Table]", "documentation": "Disclosure of information about amount recognized for award under share-based payment arrangement. Includes, but is not limited to, amount expensed in statement of income or comprehensive income, amount capitalized in statement of financial position, and corresponding reporting line item in financial statements." } } }, "auth_ref": ["r51"] }, "us-gaap_ScheduleOfEmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfEmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsTextBlock", "presentation": ["http://ibex.co/role/ShareBasedCompensationTables"], "lang": { "en-us": { "role": { "terseLabel": "Summary of Components of Share-Based Compensation Expense", "label": "Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Table Text Block]", "documentation": "Tabular disclosure of allocation of amount expensed and capitalized for award under share-based payment arrangement to statement of income or comprehensive income and statement of financial position. Includes, but is not limited to, corresponding line item in financial statement." } } }, "auth_ref": ["r51"] }, "srt_ScheduleOfEquityMethodInvestmentEquityMethodInvesteeNameAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "ScheduleOfEquityMethodInvestmentEquityMethodInvesteeNameAxis", "presentation": ["http://ibex.co/role/InvestmentinJointVentureNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Investment, Name [Axis]", "label": "Investment, Name [Axis]", "documentation": "Information by name of investment including named security. Excludes entity that is consolidated." } } }, "auth_ref": ["r298", "r299", "r301", "r507", "r959", "r960", "r961", "r1075", "r1076", "r1077", "r1078"] }, "us-gaap_ScheduleOfEquityMethodInvestmentsLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfEquityMethodInvestmentsLineItems", "presentation": ["http://ibex.co/role/InvestmentinJointVentureNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Equity Method Investments [Line Items]", "label": "Schedule of Equity Method Investments [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": ["r230", "r298", "r299", "r301", "r302", "r556"] }, "us-gaap_ScheduleOfEquityMethodInvestmentsTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfEquityMethodInvestmentsTable", "presentation": ["http://ibex.co/role/InvestmentinJointVentureNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Equity Method Investments [Table]", "label": "Equity Method Investment [Table]", "documentation": "Disclosure of information about equity method investment. Includes, but is not limited to, name of investee or group of investees, percentage ownership, difference between investment and value of underlying equity in net assets." } } }, "auth_ref": ["r192", "r230", "r298", "r299", "r301", "r302", "r556"] }, "us-gaap_ScheduleOfFairValueAssetsAndLiabilitiesMeasuredOnRecurringBasisTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfFairValueAssetsAndLiabilitiesMeasuredOnRecurringBasisTableTextBlock", "presentation": ["http://ibex.co/role/FairValueTables"], "lang": { "en-us": { "role": { "terseLabel": "Summary of Fair Value Measurements on a Recurring Basis", "label": "Schedule of Fair Value, Assets and Liabilities Measured on Recurring Basis [Table Text Block]", "documentation": "Tabular disclosure of assets and liabilities, including [financial] instruments measured at fair value that are classified in stockholders' equity, if any, that are measured at fair value on a recurring basis. The disclosures contemplated herein include the fair value measurements at the reporting date by the level within the fair value hierarchy in which the fair value measurements in their entirety fall, segregating fair value measurements using quoted prices in active markets for identical assets (Level 1), significant other observable inputs (Level 2), and significant unobservable inputs (Level 3)." } } }, "auth_ref": ["r1083", "r1084"] }, "us-gaap_ScheduleOfIncomeBeforeIncomeTaxDomesticAndForeignTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfIncomeBeforeIncomeTaxDomesticAndForeignTableTextBlock", "presentation": ["http://ibex.co/role/IncomeTaxesTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Income Before Income Taxes by Component", "label": "Schedule of Income before Income Tax, Domestic and Foreign [Table Text Block]", "documentation": "Tabular disclosure of income before income tax between domestic and foreign jurisdictions." } } }, "auth_ref": ["r989"] }, "us-gaap_ScheduleOfPropertyPlantAndEquipmentTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfPropertyPlantAndEquipmentTable", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesEstimatedUsefulLivesofPropertyandEquipmentDetails", "http://ibex.co/role/PropertyandEquipmentNetDetails"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Property, Plant and Equipment", "label": "Property, Plant and Equipment [Table]", "documentation": "Disclosure of information about physical assets used in the normal conduct of business and not intended for resale. Includes, but is not limited to, balances by class of assets, depreciation and depletion expense and method used, including composite depreciation, and accumulated deprecation." } } }, "auth_ref": ["r11", "r592"] }, "us-gaap_ScheduleOfRelatedPartyTransactionsByRelatedPartyTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfRelatedPartyTransactionsByRelatedPartyTable", "presentation": ["http://ibex.co/role/RelatedPartyTransactionsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Related Party Transactions, by Related Party [Table]", "label": "Related Party Transaction [Table]", "documentation": "Disclosure of information about related party transaction." } } }, "auth_ref": ["r69", "r70", "r727", "r728", "r731"] }, "us-gaap_ScheduleOfRestructuringAndRelatedCostsTable": { "xbrltype":

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beginning and end of year, grants, exercises, forfeitures, and weighted-average grant date fair value." } } }, "auth_ref": ["r16", "r17", "r129"] }, "us-
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year to estimate the fair value of stock options, including, but not limited to: (a) expected term of share options and similar instruments, (b) expected volatility of the entity's
shares, (c) expected dividends, (d) risk-free rate(s), and (e) discount for post-vesting restrictions." } } }, "auth_ref": ["r131"] }, "us-
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gaap/2024", "localname": "SellingGeneralAndAdministrativeExpense", "crdr": "debit", "calculation": { "http://ibex.co/role/ConsolidatedStatementsofComprehensiveIncome": {
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General and Administrative Expense", "documentation": "The aggregate total costs related to selling a firm's product and services, as well as all other general and
administrative expenses. Direct selling expenses (for example, credit, warranty, and advertising) are expenses that can be directly linked to the sale of specific products.
Indirect selling expenses are expenses that cannot be directly linked to the sale of specific products, for example telephone expenses, Internet, and postal charges. General
and administrative expenses include salaries of non-sales personnel, rent, utilities, communication, etc." } } }, "auth_ref": ["r104"] }, "us-
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termination benefits, a discontinued operation or an asset retirement obligation." } } }, "auth_ref": ["r10"] }, "us-gaap_ShareBasedCompensation": { "xbrltype":
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longer contingent on satisfaction of service or performance condition, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents reported fact of one year, five
months, and thirteen days. Includes, but is not limited to, combination of market, performance or service condition." } } }, "auth_ref": ["r829"] }, "us-
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dollars per share)", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Forfeitures, Weighted Average
Grant Date Fair Value", "documentation": "Weighted average fair value as of the grant date of equity-based award plans other than stock (unit) option plans that were not
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grants made during the period on other than stock (or unit) option plans (for example, phantom stock or unit plan, stock or unit appreciation rights plan, performance target
plan)." } } }, "auth_ref": ["r442"] }, "us-
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Value", "documentation": "The weighted average fair value at grant date for nonvested equity-based awards issued during the period on other than stock (or unit) option plans
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Instruments Other than Options, Nonvested, Number", "documentation": "The number of non-vested equity-based payment instruments, excluding stock (or unit) options, that
validly exist and are outstanding as of the balance sheet date." } } }, "auth_ref": ["r439", "r440"] }, "us-
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Excludes share and unit options." } } }, "auth_ref": ["r439", "r440"] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsNonvestedWeightedAverageGrantDateFairValueRollForward": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsNonvestedWeightedAverageGrantDateFairValueRollForward", "presentation": ["http://ibex.co/role/ShareBasedCompensationRestrictedStockUnitActivityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Weighted Average Grant Date Fair Value", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Nonvested, Weighted Average Grant Date Fair Value [Abstract]" } } }, "auth_ref": [] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsVestedInPeriod": { "xbrltype": "sharesItemType", 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Volatility also may be defined as a probability-weighted measure of the dispersion of returns about the mean. The volatility of a share price is the standard deviation of the continuously compounded rates of return on the share over a specified period. That is the same as the standard deviation of the differences in the natural logarithms of the stock prices plus dividends, if any, over the period." } } }, "auth_ref": [] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardFairValueAssumptionsExpectedVolatilityRateMinimum": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardFairValueAssumptionsExpectedVolatilityRateMinimum", "presentation": ["http://ibex.co/role/ShareBasedCompensationEstimatesandAssumptionsinValuationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Expected, minimum", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Fair Value Assumptions, Expected Volatility Rate, Minimum", "documentation": "The estimated measure of the minimum percentage by which a share price is expected to fluctuate during a period. Volatility also may be defined as a probability-weighted measure of the dispersion of returns about the mean. The volatility of a share price is the standard deviation of the continuously compounded rates of return on the share over a specified period. That is the same as the standard deviation of the differences in the natural logarithms of the stock prices plus dividends, if any, over the period." } } }, "auth_ref": [] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardFairValueAssumptionsRiskFreeInterestRateMaximum": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardFairValueAssumptionsRiskFreeInterestRateMaximum", "presentation": ["http://ibex.co/role/ShareBasedCompensationEstimatesandAssumptionsinValuationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Risk-free interest rate, maximum", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Fair Value Assumptions, Risk Free Interest Rate, Maximum", "documentation": "The maximum risk-free interest rate assumption that is used in valuing an option on its own shares." } } }, "auth_ref": [] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardFairValueAssumptionsRiskFreeInterestRateMinimum": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardFairValueAssumptionsRiskFreeInterestRateMinimum", "presentation": ["http://ibex.co/role/ShareBasedCompensationEstimatesandAssumptionsinValuationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Risk-free interest rate, minimum", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Fair Value Assumptions, Risk Free Interest Rate, Minimum", "documentation": "The minimum risk-free interest rate assumption that is used in valuing an option on its own shares." } } }, "auth_ref": [] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardLineItems", "presentation": ["http://ibex.co/role/ShareBasedCompensationEstimatesandAssumptionsinValuationDetails", "http://ibex.co/role/ShareBasedCompensationNarrativeDetails", "http://ibex.co/role/ShareBasedCompensationRestrictedStockUnitActivityDetails", "http://ibex.co/role/ShareBasedCompensationStockOptionActivityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items]", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": ["r422", "r424", "r427", "r428", "r429", "r431", "r432", "r433", "r434", "r435", "r436", "r437", "r438", "r439", "r440", "r441", "r442", "r443", "r444", "r445", "r446", "r447", "r448", "r451", "r452", "r453", "r454", "r455"] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardNonOptionEquityInstrumentsOutstandingRollForward": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardNonOptionEquityInstrumentsOutstandingRollForward", "presentation": ["http://ibex.co/role/ShareBasedCompensationRestrictedStockUnitActivityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Shares", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Non-Option Equity Instruments, Outstanding [Roll Forward]", "documentation": "A roll forward is a reconciliation of a concept from the beginning of a period to the end of a period." } } }, "auth_ref": [] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardNumberOfSharesAuthorized": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardNumberOfSharesAuthorized", "presentation": ["http://ibex.co/role/ShareBasedCompensationNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Maximum number of shares available for issuance (in shares)", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Number of Shares Authorized", "documentation": "Number of shares authorized for issuance under share-based payment arrangement." } } }, "auth_ref": ["r831"] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardNumberOfSharesAvailableForGrant": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardNumberOfSharesAvailableForGrant", "presentation": ["http://ibex.co/role/ShareBasedCompensationNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Number of shares available for grant (in shares)", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Number of Shares Available for Grant", "documentation": "The difference between the maximum number of shares (or other type of equity) authorized for issuance under the plan (including the effects of amendments and adjustments), and the sum of: 1) the number of shares (or other type of equity) already issued upon exercise of options or other equity-based awards under the plan; and 2) shares (or other type of equity) reserved for issuance on granting of outstanding awards, net of cancellations and forfeitures, if applicable." } } }, "auth_ref": ["r50"] }, "ibex_ShareBasedCompensationArrangementByShareBasedPaymentAwardNumberOfSharesTransferred": { "xbrltype": "sharesItemType", "nsuri": "http://ibex.co/20240630", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardNumberOfSharesTransferred", "presentation": ["http://ibex.co/role/ShareBasedCompensationNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Number of shares transferred (in shares)", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Number of Shares Transferred", "documentation": "Share-Based Compensation Arrangement by Share-Based Payment Award, Number of Shares Transferred" } } }, "auth_ref": [] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsAdditionalDisclosuresAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsAdditionalDisclosuresAbstract", "presentation": ["http://ibex.co/role/ShareBasedCompensationStockOptionActivityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Additional disclosures", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Additional Disclosures [Abstract]" } } }, "auth_ref": [] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsExercisableNumber": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsExercisableNumber", "presentation": ["http://ibex.co/role/ShareBasedCompensationStockOptionActivityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Vested and exercisable, Number of share options (in shares)", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercisable, Number", "documentation": "The number of shares into which fully or partially vested stock options outstanding as of the balance sheet date can be currently converted under the option plan." } } }, "auth_ref": ["r433"] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsExercisableWeightedAverageExercisePrice": { "xbrltype": "perShareItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsExercisableWeightedAverageExercisePrice", "presentation": ["http://ibex.co/role/ShareBasedCompensationStockOptionActivityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Vested and exercisable, Weighted average exercise price (in dollars per share)", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercisable, Weighted Average Exercise Price", "documentation": "The weighted-average price as of the balance sheet date at which grantees can acquire the shares reserved for issuance on vested portions of options outstanding and currently exercisable under the stock option plan." } } }, "auth_ref": ["r433"] }, "ibex_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsExercisableWeightedAverageRemainingContractualTerm": { "xbrltype": "durationItemType", "nsuri": "http://ibex.co/20240630", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsExercisableWeightedAverageRemainingContractualTerm", "presentation": ["http://ibex.co/role/ShareBasedCompensationStockOptionActivityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Vested and exercisable, Weighted average remaining contractual term (years)", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercisable, Weighted Average Remaining Contractual Term", "documentation": "Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercisable, Weighted Average Remaining Contractual Term" } } }, "auth_ref": [] }, "ibex_ShareBasedCompensationArrangementByShareBasedPaymentAwardOptionsExercisedWeightedAverageRemainingContractualTerm": { "xbrltype": "durationItemType", "nsuri": "http://ibex.co/20240630", "localname":

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Includes, but is not limited to, methodology and assumption used in measuring cost." } } }, "auth_ref": ["r421", "r430", "r449", "r450", "r451", "r452", "r455", "r461", "r462", "r463", "r464"] }, "us-gaap_SharebasedCompensationArrangementBySharebasedPaymentAwardExpirationPeriod": { "xbrltype": "durationItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SharebasedCompensationArrangementBySharebasedPaymentAwardExpirationPeriod", "presentation": ["http://ibex.co/role/ShareBasedCompensationNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Term of option awards", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Expiration Period", "documentation": "Period from grant date that an equity-based award expires, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents the reported fact of one year, five months, and thirteen days." } } }, "auth_ref": ["r830"] }, "us-gaap_SharebasedCompensationArrangementBySharebasedPaymentAwardFairValueAssumptionsExpectedTerm1": { "xbrltype": "durationItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SharebasedCompensationArrangementBySharebasedPaymentAwardFairValueAssumptionsExpectedTerm1", "presentation": ["http://ibex.co/role/ShareBasedCompensationEstimatesandAssumptionsinValuationDetails"], "lang": { "en-us": { "role": { "terseLabel": "Expected term", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Fair Value Assumptions, Expected Term", "documentation": "Expected term of award under share-based payment arrangement, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days." } } }, "auth_ref": ["r451"] }, "us-gaap_SharebasedCompensationArrangementBySharebasedPaymentAwardOptionsExercisableIntrinsicValue1": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SharebasedCompensationArrangementBySharebasedPaymentAwardOptionsExercisableIntrinsicValue1", "crdr": "debit", "presentation": ["http://ibex.co/role/ShareBasedCompensationStockOptionActivityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Vested and exercisable, Aggregate intrinsic value", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercisable, Intrinsic Value", "documentation": "Amount of difference between fair value of the underlying shares reserved for issuance and exercise price of vested portions of options outstanding and currently exercisable." } } }, "auth_ref": ["r50"] }, "us-gaap_SharebasedCompensationArrangementBySharebasedPaymentAwardOptionsOutstandingWeightedAverageRemainingContractualTerm2": { "xbrltype": "durationItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname":

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Shares, Restricted Stock Award, Forfeited", "documentation": "Number of shares related to Restricted Stock Award forfeited during the period." } } }, "auth_ref": ["r14", "r86", "r87", "r127"] }, "us-gaap_StockIssuedDuringPeriodSharesRestrictedStockAwardNetOfForfeitures": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "StockIssuedDuringPeriodSharesRestrictedStockAwardNetOfForfeitures", "presentation": ["http://ibex.co/role/ConsolidatedStatementsofShareholdersEquity"], "lang": { "en-us": { "role": { "terseLabel": "Issue of restricted common shares (in shares)", "label": "Stock Issued During Period, Shares, Restricted Stock Award, Net of Forfeitures", "documentation": "Number of shares issued during the period related to Restricted Stock Awards, net of any shares forfeited." } } }, "auth_ref": ["r14", "r86", "r87", "r127"] }, "us-gaap_StockIssuedDuringPeriodSharesStockOptionsExercised": { "xbrltype": "sharesItemType", "nsuri": 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Excludes temporary equity and equity attributable to noncontrolling interest." } } }, "auth_ref": ["r87", "r91", "r92", "r118", "r706", "r722", "r747", "r748", "r844", "r866", "r988", "r1008", "r1096", "r1148"] }, "us-gaap_StockholdersEquityNoteDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "StockholdersEquityNoteDisclosureTextBlock", "presentation": ["http://ibex.co/role/StockholdersEquity"], "lang": { "en-us": { "role": { "terseLabel": "Stockholders' Equity", "label": "Equity [Text Block]", "documentation": "The entire disclosure for equity." } } }, "auth_ref": ["r124", "r229", "r368", "r369", "r370", "r371", "r372", "r373", "r374", "r375", "r376", "r377", "r378", "r379", "r381", "r532", "r749", "r752", "r772"] }, "us-gaap_StockholdersEquityPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "StockholdersEquityPolicyTextBlock", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Share repurchase programs", "label": "Stockholders' Equity, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for its capital stock transactions, including dividends and accumulated other comprehensive income." } } }, "auth_ref": ["r12", "r750"] }, "us-gaap_SupplementalCashFlowInformationAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SupplementalCashFlowInformationAbstract", "presentation": ["http://ibex.co/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "terseLabel": "Supplemental cash flow disclosures", "label": "Supplemental Cash Flow Information [Abstract]" } } }, "auth_ref": [] }, "us-gaap_SupplementalUnemploymentBenefitsSeveranceBenefits": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SupplementalUnemploymentBenefitsSeveranceBenefits", "crdr": "credit", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Accrued severance", "label": "Supplemental Unemployment Benefits, Severance Benefits", "documentation": "Liability for amount due employees, in addition to wages and any other money that employers owe employees, when their employment ends through a layoff or other termination. For example, a company may provide involuntarily terminated employees with a lump sum payment equal to one week's salary for every year of employment." } } }, "auth_ref": [] }, "ecd_TabularListTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "TabularListTableTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Tabular List, Table", "label": "Tabular List [Table Text Block]" } } }, "auth_ref": ["r925"] }, "us-gaap_TangibleAssetImpairmentCharges": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "TangibleAssetImpairmentCharges", "crdr": "debit", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesNarrativeDetails"], "lang": { "en-us": { "role": { "terseLabel": "Impairment loss", "label": "Tangible Asset Impairment Charges", "documentation": "The charge against earnings resulting from the aggregate write down of tangible assets from their carrying value to their fair value." } } }, "auth_ref": ["r74", "r121"] }, "ibex_TaxAdvancesAndReceivablesPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://ibex.co/20240630", "localname": "TaxAdvancesAndReceivablesPolicyTextBlock", "presentation": ["http://ibex.co/role/OverviewandSummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Tax advances and receivables", "label": "Tax Advances And Receivables [Policy Text Block]", "documentation": "Tax Advances And Receivables" } } }, "auth_ref": [] }, "us-gaap_TimingOfTransferOfGoodOrServiceAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "TimingOfTransferOfGoodOrServiceAxis", "presentation": [

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CL5,N/0MEL$^C/\G@)1Y(%\G9T,QC5'H.:TUAV!FM/8:$+91* ()VN8F&YKZLJG>]BU[G MLH#%DMP 3X MYY1*F4JZA+%@B@X0F1@!=89 :9=C (C.*" #5$KH6@6@N8@Y"FP #X#,51)# MMU]BE41@5@!5AB0&>9"9 :SY%S;(:+RS!% (W90!BB/B!1:23 +$J& M@?0 _(/##JFF.IW+D\[_P1#V!OS$*R'_-MI9Q_.\Z#E'IOXG@OM14FL$SY7 M48".PC+/=U5($5V,$*_Q?R%K]^9+[5!RIFV[V]M:MWSF<6=L<"BX!UY[OJEY M=3,Y(&V"/,;PK;8/IL\@-K%&$SF XRO&$P.C46XC0+%,-)R9?4"F$Q#"F]5B MOMVRI:7G](&&)T6BI!'T;?6JJU >*3 [D:)L$HK"XC)O_;S@E"C=7V!+_ M?5*%*#4>3QVVGHLZ! \@H%QMRL! 9>)*H8%EP,/1G!PA?9(0%X M6(-W91DF@Q>_BH5 KU3C>X0G\#AZRS*T]@4"4D'+F%TI91%PS8.$DMM+(UH5 M&(-_+R-#[70R&DE/@AB9XG0W8XG&1FSC;V") <.]SJ&X"X5\)W_:..!@P ,; MH+.+FR- $;\&T^&E[K>\.7Z^Q1FBY!I3Q+OFZ6KZ=B1!X3('^? MHM5A71Y) ^SW%\9M2 @D>D:];)@8%BICB?<&PSD^+AP:Z#$8&VS,KP61U$3P MD(+P5V#*A=9H5]#<#BG#1;I[8. N3X16?C:EHLIT.QEDSL2#T37EG <:9Z M5M.R*[' QQ%9;JE.)0-K,>!99"95/D6WN3<2X[DAL993)S ,YD9KADIK\V8. MG94)* K 2C8*Q I9R85ZHUHHN0VGU&J6M_HC#Y0,=^&SF2=\#O.#SPR984)9 M!,#!,CX9YE8Q\1QG -Q6* MM4C.S-1,P_>[1:A3',_-L*BL&L<+4HRR$FD0WO+ 4#"WWBA42Z[3 *I?A>^A M=(138&ZU6]@TJDZIVF+_2+W)AZ:UG@4/>/GA@069MI*]PLS2$K[F.'W904O% ML*5Y%S[4*DC,>I>["TP7/L?QG%>O1'$8"_ZY2)F]-@]N^%0??"_YS4')]RXT MM5@]NV/*?'/P9$^BI9(;T5)VJ:H83.^Y4.@B'8ZHGL;!)(,1DPB,]5"H1 =3 M5+11#":0@>_6O*7(#L9Y$I \XE9X"6E9E"*^"(#'XZD5)5AKNF(S%VQ%FI5: MMJ]8[(ER*PT,I:&D"8ZUL$8JX)FOGAL#JCWU"C&2H$%FCN50&M9YW"J,5JYR MSM6\T=0V1Z^OV#F%F&9TL.?(0N_6Q%F<1M!%8/$KH6%%4T8QL2V$B\2+7 M#==2DPI=,;MB,<%X)?Q/K &#>9:X;0&:K2T!C9R$-M,.61 :TL;?8!T1--/H MD6Z(/?20K+ X*R.=#% M1S.D"YH5**2FQ01X#A:!#*=&UGK F*[=Q$TLX6V(8@,((5B8QEH *#NV# ?X MD-9(W[0]!-X<81X//1$$PG^TH$W>"DMJ.6+R[1S>50F6IR"B]LS:&WD'B&R* M1G*J<8CQS(UBA^572*D312FP^18*UF&1KHUGV EJS8Q'61#W3M?0+;@5"W"E- >2,W!HM02H"5@? MIJ9C%4H/FLH W+;0"Q+B;B?R1[0MRY&4A)E(30FS"2PLC?+;,IG9E$RKA=E6 M-PP\2_'4(;*DC_5>::) ^E1>E_7#I["+7BR((HR18:*!Y&<2@XDO]-U<>R?_ M?7<]OKL>CW_:\('DMLTKV5_T_ZS//IT-^KW+2T8)VO.W=;(,?=+?D/MH.EQ%U!D(>EDUX8X"]=.W=WMV'B&P5-3<, ME/=Y3:FI*%5FU;KCNN[*$ O(K6^71FLKVSC[A-\6[70-I]&H_W",6MT^J-L' MZ^O;=/7 [96^>%@;:WWI.^RX^[*%5]PH=RJS54^O92N(!S>G?]VVKNPY-5Y MW_GW>=\!P4VG\OH?>Y<#.N^,C<[ZOUSBJ;S=N-]]B,AP]R2[MPE/QA;%9R<0 MMZPKAF"6*\UZH_* MO$\G5%UW@\K\%IC>#<:+6N?C![QO)O!A(YC=CS':#;[YJ;@6@8H6ZU&V47)K MZ_[^5_3(=]_ZNV_]%&F]YWDI3G;Y3V>74- ;22N]A8^4<$$20]IJ)F5GU!+?;;=%YUN69Q=I8G/[W7U2*5ZK%- MGM/75W:*-)UN[!- ,XC&C9+8&W,M6!+ASY5"2,\60NI9(>32'3/P.^(Q'1,0 M[/?+EV1-@C58KY5JE;H-- QZN[VZY(G/'8C)WL\.0"\),K]1:J])">LIJT9?+ MRQ&SME)KO93K?F'5+[][6A-[N(/OBYH5T?SX$%";>^.Y7T]RTXL>7#'Y*V= MYKX_>._@L3W![D/]*#S(,?]Z\&V+22Y%S#:Z? RM*M%*I+@07GU)GHH/Q%C.N M(5V2-!1C'HQ6)?FC29R,C>VOM$=V6^U]02P,$% @ _(0L M64#\(?V9(P C*8 !X !E>&AI8FET,3 S.&5X96-U=&EV97-E<&%R82YH M=&WM/6MS&S>2W^]7X)+:K%0U4D19?GM315.4PSU95)%4O/ET!NRH1.1P #:#1[VZ\FI>+]*=734VR^NE5HF^%3O[QG3YYUHE51ZI'LXXZ2>+'SY[% MLR?)\T=/Y.S9[- 'SSO]VOH.F\#JW*?P[>AOWS5?E?DUO#TU96D6+SK'RQ)^GQF8HTA-JG)7WQ_1/]>XB\',[G0 MZ>K%WR=ZH0IQH>[$R"QD]O>HD%EQ4*A#V8B,[1X:-GKW[$ =Q*K*U']=Z7!S+5U]F+WZJB MU+.5G22L=_Y3L_%#FCU@;7K0;IKK;6O2>="':G'8G_1^^?_QLZR+\L\J4.(D(MRSYT 3^W_U^JO#"93(7,$G%ALH/+:IKJ^,-WYS/?U,GP_BU5LQG0C_=?

W;Q' M]Z/R6"UE+DMM,M&]SI4B(HNH,%*IDH7ZZM;C5,E/ MGGP(D?\X.#_7A?B]'1:%*@LQ,WDY%^5&1X'6^", HG.1]V*IXE+?*A%7>>X !U@7"D"KXE@5AH (0
M]V!S4AX\74&W.P4 & &QA(_?/_L^/CH)4Z?/G9>[A*(;H%=%?$55&H)!(. M43[-CC_=N..T9\$NW6G85=JE.YVFM+W9. ;]I!V,IO1%Y9TD %R9(
XRL($>R]PJQ&M2D3O)D[K3*CW\5QFUXI>181> J;] M G$A-K=3Q6T)EK\!=/4S5AW*0G;BOMGMY0)4H.#5,V@ M(Q1/=\X, +UD#-0GD5FL^+#@3CIB _/*8=-
%$<|54J4*I(C&%|NG3&5)L7:B M(GIM%T1 S#0*=("['=\PY@\A8,@-1$P1.C,B!2.-YX0N09X3;ES=5VEP##Q M')3SW%37!0)]>*UA56[6MZI%!CA7N=X)\1X)W-
>P!MS$D9P2W8Q;3HSP#88L8+C MT" ,<+I G2>F1$0$H4V(S@6BS?%C>NGQ MX4[6=S(':B660 CEN]!@*N)&.Z<^{P}*)I.FCT;]+I,&V2V$@9>:U!UZ"8<.8?3KU$$ MG*Z =-Z1O ?
XLJB6 D#,70.1[#?)@'QLUO(1*&HLHGW*![Z<4"4=G2] AG. MH5V"W98()$#1!=A;XVA4./1,*Q*(6F*2+D+!A8@YK-H21'$/!ST>] M1*K:E++:/68X:=PHZ!!DGQF/3QN"LCH#MI<9?
+4$9LER-'[.88QP4+;>5? * M'[@+:@L]GJ@AT98(LADFKJG5GVPSV(DUR>7?O.=U!"KA=34$5(*T.H PWY%VPS3U*:*@+!,3585 M M[(
1)3*NI8=5@P7CTEUB$D\HD],4T:*$64U1,4.%^K*** %[X640"3Q*T M $U'P5@@[934P@]EJ4*?8>G>P=$LFE+@%N*S484!,/ W6C$BEK#6 07!N7O: MR*27M*N +AYNQ?
ZF';RVD'QQ9^9G)5-8Q-6M@8$X ,(X?!G4TER H)H+'=:9*Z$$7NYCHFPLSGRQE#+"]-[.\+ M!=!BPT)QU[N0>' ZC>-VN!,A&1:?UR!7L8+5BNRIMPQ:D0DB9^,9+O4MP&WR
MJ,$HF9>BX%*SQ,*REU)GE=4_M^_OAL.]BRWI#5^/NCLY L =6$5_OU19H0[% M8*ONQ\1N;@P@+Y+4C 0L6$&"/F)S (A'2.4\N2=6!!3O5J8D6\Q"$3,/14P" M@QB'3.[DJOOOH 0-;
(7J@_K%SR>GDJ+-WLP^J70D2))%DE#1W<5]M MT(8\?%;E)(H3!R8[1,FY%E9DQ+F>LKNK%]E-!98M+:'QE"VQK#P#>\K,/7V! M(@-2EO4J@-X+A-OJHTT!\3\,^^3:'GKR/K<$$50:1[
,MCA!0.0$'*9ZRS6_M2_3_DXQAEL[:T1|"4)ZHR-SPAY3&GU!5V$K381 MUB\=%ZZRP/XZ<*)KPT?\ERH?A!H+V(HI6ME1+$\Y2* * 5W7IP]%SVXS\UAR M,C3:
<#0)]:4">9\QSF"0BK.0D;7R,+ >8HB+0:E +U2Z GTSK\KYK$KQLTS0 MX5BBR861#494]#4PNRFK588HZ,T+6V'=0'J^")SR-O>=F=<&K0@3=LSDYE8[
M::DVIY+L=D"Q0PHP*O'V:O8ZL;7WVIB$OM[*M"**U8QX@1XCM-1-%;#OF>,E MA4IGU(IP"+6HT3Y7F MFM9_TTY(T.[R3*W@H6)M1%U: QX^IAHDF=E/^W+
[9N#B9W,):$]2P-SR@ M=4!$UNFP'B97A\,]SAH6):U 090G=^BY(?HN',L/#].+;^]5]/#Y*+UZ&D2V ME05OB2+P3"=5[+>-C'I R> AH9 -%B/'+T*#WLI8+F6,A'L[(EOZDZPCLN'C
M2*37(1R."M/*K#-'QJR9Q;(J5/-)*O6"T -Q=.]NKH@TQ !OVMA4,BEKDL+) M;0F+7-/^%,"0^527=2AE!4A)V"%1\2@:;>D-8%3U%Y/S2B=R >M* 7,%-D]- M0?
%SB9KR6H.LKG!KK5I(;9]J:!1Z6PEJ;TS&PT_A'.,?8'UA?)YMCI;Q@O?+ MV6?A\W4E45JGY[!5R;5];%UC#'@X'H&DFB8(M2&BJ$>CCF84XUG'"/B3 MASO:>?
J27V"V6^4EK\0^+K8U*A=.VK_1>"!R :H+XO8=J/>%46CE?P][!&0 M7B\B$YB5'1&'+'H 7;2?H%]T ,8ZCZL%VB5BA=LF3,PQ:R"%\$>:<$SP'#%37 MW.%0A]'=:6IO)%DGV$0.ZYRXB
&22.R2*V97(-8B4<)(5X>O M-QGH0H(D*OJ(AQH7)>%G]@NB.9$(]]Q_C9"C K%0Q ;IM^!!/0X@,Z7_,] M":="91FDHP5,*I5WN%Z,3[!JL.PF)]I#W/:.^$:P<| 0R#6\B([>39M8^\#H
MZUPFZ'^]@PIT8,1>V7!-+U&++4L.$T%#CHYL@#7OO.7@0B*3 6%MPP-,7"* M\DJ%87=PCLC)FUHMVKJ'&:7]I$U5>M4RD//R%R2!*JF714)&2'\=(_N=<2<8
M\R!^&0R[(ES%9X<=YJ=O0$)O=0Q*!>U M(O6QU:AUP^ONPU8O4!IJK*'=!UCP9UOV839K;<0"QHYE9HTVI\[+@.'Y?E>? M'VWHK7/<.6IMQ!G-
CG#K+W+.;QT_6>P'QH4>"E!@I\](!3E(7 MG<>;NN@\>=;J8@1",DVCL2R=YT\?K8,AGH8]'VDQ1"YH.ATCD^>;'K<.>GP M6)Z(!Z;K 4>@C:%13@9'#T =8=\?#<;=6G!8
ZMS5,,%BL[SEUZ6:)U_M(! M#9J22&)8G$&*":B)+,Z&R;$6".]QE!R12$\WV4C- DKL#.@ ;;](!H#5H:G# MY3^P#D-*#$):)+RA=QC;NZ02.]"+8PAVFN=B0R3K @N+I M0GF2:,?
#8KL^VUW<_39V#CO/-V]C*.W!5])&&4;_PLXMY V_YN,G[7;*UDZ. M;>#KL;=9-W>1*-MVR_6GWLN/F@FO%-=?71\>-0ZG"R<*\?[Z<"!V(8_397C
M,"XH_0/A_ZCK]Y5)WEO\R%YQMZ8+.@'O*)-PATZO(^*:0<A;F.AL:V;5-NY&,EXG!)R("#L(#DF*.7%,=SH811'81 UBOW MC>R5BL5^!)IP'E]A&PXK^2"%$M0Z P0 &=9:.M"H1G,S>"
[LBR@4HA6D*'3A M>T4[XLKQ*?>B]8U$#;L+FN,^EC7.&N.\+:YEB@LM<=Y:P=XC1:KY9FN3O):X M#M:.:56@IHFR-IN$BPZJ@;Z5SC0%-(6T AMM0"R;?:)U9LP".C$T-@?\FLR9
M_W!DFK?M):%@K)B4'[E_6DH3VP!]PF9R&UOHT_@YC6K>!-WY9ZNGAF)*'R M3I(IFB OJGCNZ.Q4@NQS\$@T;XD3]4 M?A+A[@Z1&$:M,(K+ MCH!XF-;\[AB>#"_@^
M&/,+;_L7$]$=]<7XLM\;8,;>^?FO\,JD?W:AZZ'8GC9'W4G?1KI-?RYO#R' MMUZ?PYB_]"_XP,)@*[.S_OO^F?1]+W3D:XCL$ _R.C\;#MWTQ M/".0>N?=P=LQ/CWMONV^ =@LD*?
B71]A&I[W 1H$"?8G^+77O<(W7N,/ M\%]O0CT,WP[&X\'P F;^[N<^]#X2%_TWYX,W,,%(O!D-QV-H&SRB.4Z@19?@ M&F*3=X-Q7^S11P3Z0IR-NE>G@#K_#.>0$7"UT4[%VC-#?
R6NOXAM8ZZ$ M5$HV7WI6H+!'AD3Z>BOC((^>_+HNU#2]Q1V,<%%9804BDI?Z*0IXAN,6$\ZA M ="",,)F0'VT,6@>'U)#0*\4)A *V_J2G864O^ M?
ZNHN!^20'RVD;\N1&U;1C6&DK& B>;%B0-#P'&$F=*[9<-=H4#LS0V$]MLF; M"488W51)BH2<$"D\9'A@[%]1+;'0SXBR,76(!!LS;DU*PFD#=%N8 M-L&,QD60BV!15Z W%8?
BK>WN#W3%1I6I:A?N:<..)XZH'1"84J?^=2>.(DQ8 M/\5DUR@O-@ @*1_',;-PAK:VCGV%7 MBL*YR=GA>]P)I[JK.CSD!+#:JHMG)&RU^2Y38VY0(X?G]B-(BS E-!^!=DW1
M74L7_&5N4IQU>D7$!BBC'A'A1 1BKCNV.UX2-%$<7YK^DP"56%1&, M.*H' ,TR" #*FT.,\60%$!/_&MC[8@_?W/2?7PGW M#&>+;%[FJ89#E10[VM0^@\]KH .5.B>8B2
>B]/$QCP!F 5*;81O'X;[[B M!8%@(Z8+]/:0KP)GP)ZD?:>%(ZQV.AW&D%E&%N-AAS2=QWL;.NQ,+46CP3 MF0A"&*$C+NY8;[)@,H)#&W>:$&QX5SW!-9:3-D
M%FM6;!QK=MX>^D,&6QNH+GA;Y4MTU5""0:R6U%|S8'G_4%),T9N*VIS*KN4U MFR<,5H3#!NC$ #1RRC:6R"L$2>@R)U>1L;:\TB%SQ#Y /$24U=/(^E:NL;>B5
MQF0B^)#%OD=*^3-7+NR %?4PN6@5'C_K<_TA#OI/BF'U:%]W5(G[P>P)=I+2]8O2 M.S'(JA%F'-5UP%=-%\XW9G4_L]KL+&@YOC8R&"8U9#:[FY.E*[,Q2;ZN3!=H M2*-
V"UV@L%^'LW$?UBM+1S8+CX8AAC[5ZXM400V!Q,Y*;H#W+' M E7B.A9PHFT$[B:QK"D:15ZC\NXOE#]LF*,MM+[9Q]&*]8S6@CVED]M*"EC
MY$,"U(/U>6C:FPWRXV]V:,H^Y[K.L)ZQ*F.)E_9* *\J2HLA[!#>[U85Z3) MTR-O)8C:E Z/E-S+U0]3/G7!]U&A>+,QI+<6\EO!YA3E; /<-T6;N[RNI6*V MQ1'A>/5FQG(62D;WQ!(?KH-
23RM7>C'%*.AZSGA'TY)RX>D2%_^\]*8+38&S M5#]XJ(%-[$\>1:AKL+G+E?U: P&/RIHH[G2OJCPPLX.EB6]461=Y"#]'$\.U M$\BYI8K-PUJLC>DN;6$Y:AI9?'Z8QV(Y#
(4*&L;"5@0",&%+BH*#DO4(J/0P;6H M'Y>UV?=B;WW(?++9U(JB:5V#Q)Z$^M!Z8Q26+,-810SD4>3;LY2BMC?$!MW> MG/AA(\XX'*RV%37M1""4 L61?*F(70.? 8/*6"876 ?
5AE$A%*REPP+1^V+; M19=IP CRFA%8<$@["2CDEQ&*W(TMVSIY^A)5\E-=H)C'2M'NJIR^=I5BUB_I M8^W098RUHB5)T*74"+2C:9 M
G"LEMX"T01=*M=$XWW]\S5&&6<+#A.FVGO [DK/.CF9/T(8"JH]9G*;-V:S MJ9JC.V9I*_\!1[!ULH):/|"'C;.FT,ZLL/TUZ_MPQ5BN7Q7><.2RDFSE^[6L M)!\R[- G:L7?
U9EO@HI3VM5DLPH6EMA23P+5SW@EC(VYLGK(3N?8L.08*Q9@ M&*;/9P>! O=WU>+5N"X*06^;F!#[@!;-J51O+.Z#@?'EW*=ET38QJM(6&R- M[*TM%-/#Z8UA#%OD;?7-6D6<\
MG#O'GON/\B/Y]@N.JY MP.H'[)RBDN59<4JO969E](+O/KBG1@#[U/B&5XB^$X6]!Q0L1.WQKQKZ-K*?] M^8^Y+F5#Z#XPHCE?CL.2.R%$R&YW4W)KS]R%](2@M77^-AD@[
,C4VE(*7E M_+HW.]/X2P+/O,LCRQUG2M (<<;,-OZ:G;CG*-DEG8>2TT42_8L;\ C,8,/ M6(\ VY)\SB;.0$*/7(2Z@5!?KPMD>"IJ+_S"7/%.7/;5J_<*"HB^F#-X1OE M[[M 0Y*
[/PN8.R8T9F+OJ24KJ50KSXFN^N,<)C;2M88EWS???E 7#,GK MMZS_*E =)F24].!$-B+%M["+Q3[^8,$VC+W &VJGSL1GJTN2)!"29@VE(3A M$/D'Y>MUW#YBP] 2C(OE3,N4_P
&P9J(#;I2?:YYGWP),JF_S:"*@FVNT,X<&"#I5*^-N MPH%-;UTSF.9*)]N&(WV MVKLM4.VM*CB0BQ,BZ06SM1.J:6*F=$D+Q0;P.]*%)FCG*W9SH6=;^ 6 U$6B MK7'"W?
^]L&XCK'Z=V_1+,HU8W?!6FU1N-DG8|2"^1#.E>YBI@#RP,HJYFKJ, M3A;XW1R:T)I[1VD9/FI/"PTYXXK0CE'R,$&AZP(#K(K"Q)JJ4!.G)0FC-IZV M=.&
*K0*U%!UE1QGS64%9@ULP0)$,TIOM&AB?V<-:'WQ:A,U*]0<[^$&<>%W M!-/;$(>8]47#NQ+0+KC-O+71PP)R$^,VM^A6FZ%H%BMP.09*V"^ASAE2'JUR08NG"#+:S
MI%/8>ZKWAMX9IK_LY*%CF^AB6;D;$+" G:I/+IR;17 E(A\C2WBYR@PY$"F0 M1Y5;>#.Q?EO6L.+TG#4N9ZHTX8LkL#9(S8:8][28B29F%;;94W_>(<8UTS9"
M&S),!\Z&>^_;$^@F]2T\D2-:+;9J];.00?I[/M8+V-3*Z@P+,83\%CKB&"1\ MK2&/N=4(HV%<8H03;C@ "G>+?-7&B&N,7\%0?.=?@7>NE2$Z MK&/4222Q^/8(4\75-PR/5>A;
[P5P0BAYOXCK9RQ(^56A5&U;+],O ;)\V$H2 M"E"#<@XZ+#BYJ!;>%T7W":$<' @"86@07/W) MRB,4.DL5%[PS(4,WES57@KS#4PP]<-5$[.U5&%!^RB+RQE$E\H 7'I0A]T"^-
'6>>/,Q5;=UKT MYL"60: 8VA"XGLDR3%3@N9Z3@>'^]?Z5(;;;:-P.H/BFM'R%2LN :JABO=4> M5F][Y^^Z7-A6?BE^TM?]+JC_MD55J\=];NG:R5N+TX%%6 =3_ C%:/%RK5C
M,>F/WHZQ'&SO_.ITEPU#V/](<:VK7BOY$M(5P/^;H/ MS=\,N' OS/GR$EI>70PF7(FW?]$;7HVZ;[@Z,+5HK?6H_\N@_\Z5Z!7=R60X MNNC_^K6Q_M\SB"DI5RO1,^^W!
<^&T_PK#8 !:/|!F_-/T/-%YYBC4+9N MR6]^.H6S_D6SN!^G)EG!GWFY2'_Z?U!+ P04 " #\A"O9QP9*@G<@ M "2K@ '@ &5X:&EB:70Q,#,Y8V[N=')A8W1OT];7/; M1I;?]U?
T.CL9J0IB*-FR+=F3*EIB8F85R471T>335A-HDAV! <':#TIIO'/KR=*1C__U^O_WML3IVE83E52B*!3 MLE"1*'.=C,55I/)KL;=GGCI)9\M,CR>%.&@?/!-7:7:MYY+O%[J(U<]VG-<_
M\>_7/I$DKX=IM/SY=:3G0D?_>*+EH3HY#+)-_+5:9'_$"N M_ZT 8V%T^KDP" WOQSI1%L'W#Q"E?_QA_WG[U>,_]MSN!O;/&F'?_>?;WIO> M0.RW6T^/;B#5@T69WOE|IUT7_CD?
B).+\T&_XN-E.7AS" M9#,912 %]F(U*HX/6T_]:QDOH?4<+M[9#IL/9C#1N=N/@!]3&2EQMSC2#.S? MRD2)9P&)P^".5] ,C*$J%DHE6|@]8WJDPC23A4Z3XS*)5(9/ 5S4:2)2@&,
M'[9Q+%LYB84N)D**(6I.*L\%$$J&_TU'6UC.;8=SMO?;S[8"BIV)RI1.Y CDA_CQAY<'!^U7 M)_!:)L,BS>C"_JM=(9-H*VRO]Z;[SVW)0#Z.E6Q7,A,"3BTF3FW0!#QH:GQ MKU)F
#0@OT+LO]A_(=ZI),F7\5PF6HK.7(GSJT!?B_>6:(YC.9+*T\&|M)DM?KI&E|ZP87.&&9+X=,848 X>43U0N MBE2DPT+J1!03)6# N0X5\4DI')*+$?S_PV()M(E(CW4A8T")"_C LYT*QS"
M@NW''PZ/7GV93O<]X:&'7Z W:M3/58[^#L#&69;.-0+G$>T^BG9(Q+BNKX!^ M#\&D.$\7 7*C3 '740%B P):PQG0<2!S0F8U+8L2#@$P9:IS@ (*X'0(QAX] ME0M?
9N2J0!Y63&AD.0.YI!4_L"3XTPI(7-X)([3!=+QRV*D.W$?>GAQU") M=T12*MH&KK9\84+@!IX3E1D2.!X(G-'4GFL';Z/?$L*- >XM-!Q;%B"PO^. M0)>',X;3OTF*-;+ \8RBT)%
(YRXN_E$P]!\XF)(+(XW|A0?HI4@AR@B&1S"'N,->U@ MN+QU!YN=;NU7R%KLQO/OO1 .;\'#'NFX!^8TL%U.X@_F.!!QLR4)GHFK)=@ MY=#QC#UT19HV!^;B>A>]@?
L"7.TP+59GI $DZ0/H>>>&4M+!MV'BBBER$K$ M*II!5H\@(BG HW1)/XE251("Y73@1 LBN'@9B.2SIZ. !KXJB04G8!O !@+Q M5PK27\SAQ1(Y/LR"_'U/VW3U<"L*[[BFS%'\;
]6Y2(WA&# MY>?,LBFD!VL,;T@*I*8/%5 D?!29 %O8X @S$ K50;)0736=*%]KE;%/Z9R MZ29<)4\0]_A,H:>*R/Y$@]0*D$0C-2*2'BJ0BQM*B ;A5Q,7SUM/[UWAI,T; MCJ4^Z+P0Y0Q
NZ-W@4]- 7J9!LD[A(_.8$ 7H/E<.FQ(6)>[F>.*+'_XI4; M9J[3N#HZ69W6+(UUN,278[D0Q."I7EPIE";P*G]&HT9.W?]!:TW*PMZC\P! MV 5LHV%!(ZEC8+:"|>-,A4K/"ES3 M08P#/D\]
PL"*.2P7,>RHBN22]*L17 M<]2GS#@!7D55?%8 J1JM"C<&VQF5J*=EAG\8C'V3RBS"'Z=TAU9FUEM;<+5) ME8Q!'#%9)#0T6HP)BR4!)@!(F]@,26XE:@QV@$)UR'@V (:
YU.KXS6,'Y6H MO=E%S!O7,))QKD&/<@<(RV!UCX /:MBT3,Q|,&GSO&32)8)4TR& >NW^2> F M1@(K%.(DL@4DA6E;D7D47R-#-.!WEJ@6UO&03A+8#L,^GZ2 'P7([E$FRPCT
MUEB&UU,X.AH!& LJK+ E6=,LC2K9L%2 JH8MH^\ P#^,%4X"K,K#NV8((H0T M*>\6?+AT,O&F,WB=5D$.1%B7)1K *%A5IO'PX:P-%0QA1Y77P%.C#6W@(F",
MG7DS.@&V@!U@SI'A*&8Q[(?P ^R!N"!R3(#YD*:#2EA&9RE&P!N3I5-30EP: M+&6>QG/4;J9IALLLLYDNRDAMJHH7UW_H@6?
\V]$8;,NQ,MI"2.!VA"I&!AGQGHV#@%S@TY.B_I7"319:>^R MTM-I]QF@^6A5@!#RCG0/MW$):{$@<%QN(),#UP9['4A8>;H-@M#KJC\R)$Q M=.6= =(,$#F:&]9.EW;!B$\S,
(5'&L8$)JU3XC0$?J,1Y04I0.S.N4E+GZEW MW#,!O4>-(B]AKPDSQVS%P(K0,[W<0.)]72](@VP ':8EUE6,202!?@$ '>D MT50$GKFYYO90>8Y.2&*S7
)*#*VJE*6H$:'\;V+LLS3/V3V$KL,P+HE4AV6! M="!BL"B-.HT0NU;+'*2AC,;HN)F G,-P5B#R=%3P7R,=LT\G3+,HM_*6^7ZU M$B./6Z*O$K4 ZF.A:L]Z]7 =98-8]H@:N9(0=2*,5+
M2W6X-?4A5+BSA8]V^WL'^R"($]*2>X#BJBIS%NB-ZIA&TE>V,BDS$#]< M$7.WAI*T@]P< C3Q47@BB5!+@.U7&HS/GO+/(UR&H$Q)<,>>M]HO$2O3G/C;,3L$
MYNI&S]%]$>F6HR4R'E#-';3V4LP\R*R$YN[M+5K73T5T\][1R]91>_WM=FN_NO<3C9VMP'&?];A 8HISH*9_/'GZ9(5'K<% M>__6\<];?8-N\I\(0/7T/OYWDKEQQVH/#:OK/;)#CF6\
&E9G_POT_3QWIUD MFF["@%:]XAL(R\,6DIF?>_,@7,$LI6MZS^Q U4Y ;3H#VP$#1(2F/6P[W&H6& MUN-4:%0(4:4> 6\7&>KF=YZNU0RY]EO!S!R]]U&E92EZ%9)@M.RTA1/,%!
MYB,9^FZ_M6&JU6"2D=02DVE^ :U*7!T12E!DFX1WSO9!Z"-.BT.AAX.]EFZ(M_?;1D;7<3>R)C""X/Y ?/ <6.C63$LWXS2SA_=;19FKI(5'D/1+:1Q&;0YND M$3'$#8Z[8&3SB0ESTNC?
A;,E3R.C'<=N9U)'!%TTN\" W-DWAF6 ,J*,0$;] MO,A()X]7I -KD+XM0 ,POU4Y>5VD H.-!<^B8QELL@PGX<"/L3>7,$&AY',(31H,JT"*8=?.95]\.PZ'O'8T0$8QAJ5
M^X]86IR<8NRSE5>M/_IC4P=B,=% %3P1FF0X$>RP/E= ^P $&@)\YX$$UV M"%EMZ#*,8Q7:[!$RX>X_TG%(N8A;9%7A=9(N8H6F+_-^6<4X$&,H[D1>8+YX MP[U,=C#+
(1^1T(%$+C(ONZ%N_$IT7*$7"*5'$SK96*[&P 2ZAXB+@-*0J4D: MH\0"GC,:*4H?T1F()YD1,X$GI@9/0I Y*7$\L,5"E$0HOS(Q*M&=3+XRL$[9 MFU()/69A:.L3_X.U1W(J$4
R!E.]1>PKPT/$.'@#WT< NM,80D("4#0J4PX\/%7F3 TP)&)HNA$./T MLW$&QG)S'ZXQ/&A5&)NBE1@_(&S<6TJ3*Q"Y%WDI 0R@8UB|@<<5B2R+29H!]D<4 M?8A3DF)PVV3=U-
B;S\6&2P*4B[3("-#5!.^,:T>B7V*E&,9I>W#)Y'.K E]U'IY ML#J$!W!?P]]D'J=Q]JG\L,?3/6\=M9__[15:I/;"X8NG?VM8WY--!]|@:X^K M_"JK/""K?/33?0]^NI^&:;2$_TR*:?SS_P-02P,$%
@ _(0L6<3WPIXS M7 U 8" !X !E>&AI8FET,3 T,')EFQ*KJQM|J0HRR= M>GMIV!=B(VV?0U21@A'8:8P^+YKUV8;OU*Z@YK/D!0 M")39&> H31&K,:#-U%" S!#?RZ+)H^8?
X*H3%WXC>K+XO^$39B^U8\(FA2M: MV:))!&N8NI;X0="R>&SCXG6V1,?P<2EFC]3+0 .U),O7Q0;7+&/G=O\B;!TN MH:C*9[#:*)\H553Y87GEU"PQ DM^QMV XNZX)):: 3V$Z .
(/L8,,/O:3"N(M@>0@7N1QJ%VK!#B*XI/WSI5/>@4;M^\ZG3[#H7OV.)'-+A6YUM%OW[FAEW M#(JNBV'N@%(6U>5:]H0T9PGT8W@(RI\X?&[(:4WLJYP,30F41&7E%X@#%_ M $
22;R6*YGY%!.(R%3H&PTWRN0"SA%NS"9ID1)-P(]$C!8Y6P6$P]'+FH>07:AJTS; M\&-2!RGK.U&ARPC8B#$;9Y)OD>!U%&W$FPVH*?/ K'6%C[G%,9RU55E23CM!
M.4)&.L(U2Q,="&K,B1T':U0/36(887M5)69=*C:C'88USQ&,N7H6J6("5&'> M,NHP:NBD\=!FR9Y9F S**I?"[*B">VYS96I[Y:G,4DA,H(>)?0$-\,/W)*GA
M<,"*L<(<-6)$FI!J:Q.%,)Q%&B=.6RT$]7%T%.2785FT47$Y(:> K8MC3) ?:- M#!04]FF8>"DE&.7H5% \>"PUG03(=L0;-B^L8"*X?]W4BT..ESY@UMK)IS#Y"6C\S=,0V,N2
M&=B(>")P3D)1RC1!)YDDN!BD1=,H ?,&"^""&K-/JT',&'8(.\+] ('#8^"@ M:$8%AGMQ6A)2@\/&5:+]^9Z(=S:8W">]".K$B+9C&8:@R:;9OQ_*4,)L+943 MO)
(4K*?,,%^O:.8> _!OWJFK=6J.%Z44D%396'M?YFO\P]=^&/-L)\@*OFUA MEI*G2J(QB8H">Y" [.-H;X'U6"8RDHV8&Z>YO"5T<(XMQ0.,NJK8W37.X_ MC]Q+^O64
'R<&2LJ"I42<;N21"H= MG&& NB8RKW6:HSGW.$VO.65.J3CP=1? 63V7E0Y:R_0%AALI."P8Y#UC#:?:SN"Q7SO;,#'[S5=A8I)%KU['&RGJE+PO=QV3
MS=%K8P\,S/=Q6IJX$7IOJA+&*J49O4%T=] (E;D=#!>]HS_P<'6L\34JM#ZT M<=*29C\T!KX(W.[%# $
M=GFABPF?'Z7@Q\>@Q\>COWOW=^U+>])7<@]O7<#:W8)TJOW4/H;$XMV-E?JHM&%C=NLEG MMF*M"L]60D#=)[%AM
M@-5=DHL8R4O<[UWR"A"L0J7G1@/(R_&8NX;478GDADIY%.PG(K&MEM0<5LS> M+KA#A<>QJ=X@GV6]+\$G1H5L)IL18(%Y,<%[9W]7+)7,G.FRFOO_:9Y-=]\M
MX,383T)W<;6E76J]/! 3?0+?[8R!,AGJF/H5L(XE"^[!0D<)HK!:ORF^5I'S M@EMU+>.ZJ.F,[\.YSQKGKV)P*PY2KWK6T;GKIU7ID9%)!6R TJ<&BKYV!L?# MYJ6G)=DS:1/=0,/7!B
B&W7W M\))C)3-V(B BVPA?;C-Y&%]CZN22&U;NE^S;#1+OM16G-CH2F-2%H I+54X+ M/RY2.7Z"FGNE_@=&J%8+Q'W!*,2M9:7 Y]2K(>N.H6M;)]Q8:>D<5J+>= M^';(FM>%?
0A)GPBILK%8&_%E^L/3Q-01CX:;2R>=>+'MHVH%NRL%N:XD'<'C MPJL&;^L:Y@]1L9=1SAOTGY,K:)+LMV\MU=6V[H4^9 CKZ,VB,YXZEE!G?0 MD U]K5P;!9W!(U:MLVV-
K!>Z5E;MMUCI5CUH3N%5]RAZ'F\;5Z2:B7+X%[(D M.E*GM#)X"!+85LGHL;-R&*.A%C5XVIVMK"[N5O)DTU!SDRM\LRN.\?(;-$Z7K*-*>;!K6TOHD2'Q^R[DKFC(
:'304'U..F8W64CE]A?/U_%"_F#XP M87MZ7C-I1PW)Z#R4&XC;\@4K[4X^Q?+]SR6TCV%8#6"F@M[/L%%3:LB%E1U5 M;JD]?5OD['+E%;+,Q#8/(%2I0,N0=8!=>F#UH/56:Z>(@-
G!Y;ZZ5R[M@/8UTSA+J)H;"*^;>5ID0<3YO(!3(;V) M;0V(?*<_5B45UYSSMVR:BY9\1E2RK M "RMC\ &E)%..;O &2*"@-UTSAX@SITSI9\DB.,6%AAB5!./Q/B)3#& ;V!I
M!"G9VH+\)CMO11C32UXJ'2-LO0\#1'8FI$NQ1])^ADA2 XH%W W7&5 MAU U?&L3?M.A"0[Q^^$G:V\)LI#&6M94#,;T[%R3]:PRSJ!?8A@ZN5R$BB M?EM<,G5<_[.J
F'3W/*OZ/-\V#AZYO@:_.^4B[>V8]?6SI@]N+& 25-)5+W\ MA?3&++$Q!]>$/UO;5=4K,P%]3BVK.C4R?U+;"X:;26*]+99S<>L!BN5^Q2,7.P:Y88'&::)
M;M5$QH7QW<#Y$2/_5S15?)P4&/?+.]3CUP^=*C:C'88USQ&,N7H6J6("5&'> M,NHP:NBD\=!FR9Y9F S**I?"[*B">VYS96I[Y:G,4DA,H(>)?0$-\,/W)*GA
M<,"*L<(<-6)$FI!J:Q.%,)Q%&B=.6RT$]7%T%.2785FT47$Y(:> K8MC3) ?:- M#!04]FF8>"DE&.7H5% \>"PUG03(=L0;-B^L8"*X?]W4BT..ESY@UMK)IS#Y"6C\S=,0V,N2
M&=B(>")P3D)1RC1!)YDDN!BD1=,H ?,&"^""&K-/JT',&'8(.\+] ('#8^"@ M:$8%AGMQ6A)2@\/&5:+]^9Z(=S:8W">]".K$B+9C&8:@R:;9OQ_*4,)L+943 MO)
(4K*?,,%^O:.8> _!OWJFK=6J.%Z44D%396'M?YFO\P]=^&/-L)\@*OFUA MEI*G2J(QB8H">Y" [.-H;X'U6"8RDHV8&Z>YO"5T<(XMQ0.,NJK8W37.X_ MC]Q+^O64
'R<&2LJ"I42<;N21"H= MG&& NB8RKW6:HSGW.$VO.65.J3CP=1? 63V7E0Y:R_0%AALI."P8Y#UC#:?:SN"Q7SO;,#'[S5=A8I)%KU['&RGJE+PO=QV3
MS=%K8P\,S/=Q6IJX$7IOJA+&*J49O4%T=] (E;D=#!>]HS_P<'6L\34JM#ZT M<=*29C\T!KX(W.[%# $
M=GFABPF?'Z7@Q\>@Q\>COWOW=^U+>])7<@]O7<#:W8)TJOW4/H;$XMV-E?JHM&%C=NLEG MMF*M"L]60D#=)[%AM
M@-5=DHL8R4O<[UWR"A"L0J7G1@/(R_&8NX;478GDADIY%.PG(K&MEM0<5LS> M+KA#A<>QJ=X@GV6]+\$G1H5L)IL18(%Y,<%[9W]7+)7,G.FRFOO_:9Y-=]\M
MX,383T)W<;6E76J]/! 3?0+?[8R!,AGJF/H5L(XE"^[!0D<)HK!:ORF^5I'S M@EMU+>.ZJ.F,[\.YSQKGKV)P*PY2KWK6T;GKIU7ID9%)!6R TJ<&BKYV!L?# MYJ6G)=DS:1/=0,/7!B
B&W7W M\))C)3-V(B BVPA?;C-Y&%]CZN22&U;NE^S;#1+OM16G-CH2F-2%H I+54X+ M/RY2.7Z"FGNE_@=&J%8+Q'W!*,2M9:7 Y]2K(>N.H6M;)]Q8:>D<5J+>= M^';(FM>%?
0A)GPBILK%8&_%E^L/3Q-01CX:;2R>=>+'MHVH%NRL%N:XD'<'C MPJL&;^L:Y@]1L9=1SAOTGY,K:)+LMV\MU=6V[H4^9 CKZ,VB,YXZEE!G?0 MD U]K5P;!9W!(U:MLVV-
K!>Z5E;MMUCI5CUH3N%5]RAZ'F\;5Z2:B7+X%[(D M.E*GM#)X"!+85LGHL;-R&*.A%C5XVIVMK"[N5O)DTU!SDRM\LRN.\?(;-$Z7K*-*>;!K6TOHD2'Q^R[DKFC(
:'304'U..F8W64CE]A?/U_%"_F#XP M87MZ7C-I1PW)Z#R4&XC;\@4K[4X^Q?+]SR6TCV%8#6"F@M[/L%%3:LB%E1U5 M;JD]?5OD['+E%;+,Q#8/(%2I0,N0=8!=>F#UH/56:Z>(@-
G!Y;ZZ5R[M@/8UTSA+J)H;"*^;>5ID0<3YO(!3(;V) M;0V(?*<_5B45UYSSMVR:BY9\1E2RK M "RMC\ &E)%..;O &2*"@-UTSAX@SITSI9\DB.,6%AAB5!./Q/B)3#& ;V!I
M!"G9VH+\)CMO11C32UXJ'2-LO0\#1'8FI$NQ1])^ADA2 XH%W W7&5 MAU U?&L3?M.A"0[Q^^$G:V\)LI#&6M94#,;T[%R3]:PRSJ!?8A@ZN5R$BB M?EM<,G5<_[.J
F'3W/*OZ/-\V#AZYO@:_.^4B[>V8]?6SI@]N+& 25-)5+W\ MA?3&++$Q!]>$/UO;5=4K,P%]3BVK.C4R?U+;"X:;26*]+99S<>L!BN5^Q2,7.P:Y88'&::)
M;M5$QH7QW<#Y$2/_5S15?)P4&/?+.]3CUP^=*P=+4(3)FH%>^!J26E3,VDO =) $-DDCFL!>5< VCBBSJ<0L)AR;
M$F]6])@L]9L]9&L]9&L]7CO0=!I(,E2]QWB_U2%UZ5+;3VTCPH,*7GLS5U176U5 MNDGKSVJ5P-RE1+MH'N:U;F>(_:;$2O? MBV!,ZJ9G&GTK<4$4J-WUPM#7X3;$CV
,IZN6FG17B552&UDLWM#CK19U63:+S MU'VJJ#8X._A,R@'903;">;/7/!HZ%L&-R]!K'TK-F#@H,^14!(/A7_=C&(>K MW]9]:.C9Y6XDQF[\?IQ5/6"3V,"8J3! M2AN1@#$
*K;%FCJ9PX*Q%B.N+-HR41;NL;+9(X:A!FR F-?(JVO>-(:.]S+; M+,Z])BGJZK6VV6@?@3/X5UM4U[!* T^9J>D3-:;E[L=WV+2,B<06N)@31#;9 M:KN;P.N
4@74/F\'_DJBJ3CADI,5Z/R&/INVA3_LEXB=#?@WTD]CY/<+8E" M*8=6-%S/U#2=JT\]J_OP0CY@;&2OA=\1G.ECSK$8*M\U^[0C-[ZS]$/C^ M4ISRE2^MP'TPIXR?%)LF5?
>@[7Z12WK/,_F@XA0*%VD!UB3-MC-!-YD*NS:IZ8WBU"C.R6N0UCZ/O'"T4%8]:?FAW,L^M^>X&FX ?OZ/> M7R[Q'0.MI-E1,RO.D9;8;(4=R"D6O[(GCV+(SC^^ %+>, MR8M:Q@?
G66+8V'FMC0+1L&K3B"\WOL\R,RW"3(,_=,02PSQ_O?=Q&N_#/6 X M*FHS:,?K?U9IF9;9'SJ&^>@21P'CY03R!KBY/08?]W'SRMUWP\+'}Z"F> M6"EN %MA06#;HF"Y;&
(^4R+KL'19"W6H ELLT+,9S-MWV@\KW?BRAC& MP,]M7M&UIO0\2O=!0Y\VP'

W@K^MW+=]V3 :^M=\GK_1W7!T_@:D^[G3.8\E)<_$*_WW7Z@U[W MLOXV+*4+(_ K^&<@+M]VSL[$&]A[OP=[O#@_^Y,VBBOM#\1.#]9 6[BZZ)]> MPC[%;^]/?
^WN$NCN7U;>JK9>#+8BO E_BC=XZX!@@$A_$GOPI7SLYZO\)E? OT5'BV79, _^B= M=,U)]_KV>'M_= F_+KMG@'D=^/G)N-SO(3K"2QW$A\X9/H<[@^487(>]K$?X
M%F\6<0 &/\'=GG4!6RYI_82SET1DC,2771X#\5G@%GJ_]$[HT=\[0"0X?X<1 ME[9:0WM\BD;R9KRZ>']V*@ -1!>)#&%X@UQZ3!X$GCXN82!^N>@#8&&'M45=
MP8G16!T:_>82'C_U]YA$]IA$]GAO^_?N=-:[;B_S'+. [O]35K<9#>;SV75_M,B5^L$I982[M//']>4(;D=5]PXJSE/OM,AA^_Q5BI^)*0L;[$FK>HD\Y\I ;AUZ M=V?P=6L2[I88/N&[?
I&:IP7WL2704'FRO!3%ZCN;&/T8:_?-/]/U11JO*4+) MA*/9VF)36XG*KPV MWQ*LZ.5;_1P?Z*M@$)QW+R_1RNQW+WX)MN)&]#-,N:,!<\D0F_6NUB*9O"K3 M72A:[7[&>3YRB-
DY)B/V[K-2M\;2*&;\XP_[S]L-_R*G>]A))6MJTI=BYQ(_M!%F4&34_?OE*; $C;_04%?OG/X5OZG1*%/8D^'#-LAFW;E_8U#LIT.P#L6I M"B?2I4=_&PA[+]>*=C' .+L!M8<6ZXZH\;TZ(
)QTKWXMJ!A>OT0#,I$B6>! M.&@?/%L'._Q3CG&K^Z^X!<^2YQ6YF^K??W@")HH@O"'!0@&3N MKW_S5C<0I"6W99)IM!O1(Y-@H(Y>3Y9>7GRR;]/ZFG^^]\G*DE__S]__[]/GD3'
MY:B9JJ*.1I5*:I5&C>JHG,VK[*I21T_WGSZ//[;5Y^PF MX>_KK,[5[Z:=O_~.__WWO]%+_CXLT_GO?T^SFRA+_^NG[/E+]6P_':?]Q<'S MY\\.ALG+@X/]7\?
[+W\=/AO]\OS7_^_@)_@I/,Z_T?4\5__UTS0KGDP4OO_5 M;R_VI]_/ZM>W65I/7AWL[__G3\&CM?I2/TGR[+IX11V&;\=E44-'*FB8_UQH M?\F/S->C,B^K5S_OT_^]QF^>C)-IEL]?_?4(?
C6LLK_&.BGT$ZVJ;,P/Z.Q_ M%70/>DK_O.7>/X??YUFAS&BX__U_OAL<#]ZB@_V]Y_L+G=SL 3RE ;P_/SG[M]+Y_>A7UWE[T^_C7DG'\X2[]=]<>'?RROQ^=]Z+0_PF*;
(DZMVHHE'1Z<?G_WZ.CHZ.WTS.(9!/.B=W+O+&S+0A05\|@P&>JR2*]) 5 M_,O+/WY=7*NEW7SM29E_-;K.QO/O)6?NUO.KB8I.5%VK*NI=5TK1O97JJ(;/ M'Z5KNK\2^\T.?
OZ7GW]|^G3_]87YVOZ0OCAXO1O5930OFRI2TUE>SNF7KHV4 M?C2%KDW@[WDU%E9Z#@:%*.] M:$=Z@,_8=YH/^^Z="QW;B[9]:6 =%B<95T>-QVI49S; M>O??
33Z/#F)47O8?]/7=DV.7>PU#[]O9/X:E6]$:)]*)N?7-9#15T.:"J!_.:4*/RNDL*>914Z1PN^ G<,M, MM=V3=I+C*,E+,)!N,[@1\!=P\31YC393,IN565'C4QKG/L'E&FH,]/_CE-;0$S>09G%\-
RWCE=1HU(;@$10 1=IEC9)#M.$][3F M&9FO;S[V-E+!Z)ZJ@[T5_0 -@&\]/4L25,XV$]R-:Y?/?V-' ^P:*7.4/#" M45S#TQU^363+K 4\N57I:9)!F)N#9OY:)*I<GZ9$K_Y>?
GO[P^RC,4L)>] MN@$9]*,SEH7KT+\]-2LKDM$@#@_+872L1I,$A3EWNL_W*RA)9TY@H]A/E88= MKTAUG3:U" V\"]*HF<$'P/5AC !:AN[F-E25[U['IZM.VL.\=,E).V[POEC;
M.8/3E>=@ZT6S*BM&V8P6'ZY[6'>=#7,5C6&7P,+Q"2S4;:1Q\]-F&/'FUV;S ME]5U4F3_2QH:/S%3%?Q^2HH##!Z_ .LQI2%3R_ZQAG]FM:\'T(9,YMB[2OV[MR?"J'U?E-
*]SJ<)=CO\;PV4WRIN4-OZDU-ZS1NWIGT7RJD.CC1POT4:B'2MM M.IX=*G[+.A4,ZM;ZKM/8B@%919Z30"];[P3Q@5]C-:,.7X;G2$SA*40/[D;3Q MH=(U>@E I&O%/>(9;Q""&TII/ M
SX*IA&<1[PRX07>T:/'>5I(3R;['R2.ZV:2ZQ+6$"P&>&E-K\%6M;M[;ZL, M6X=;.<]&V%"[JQKL7MV@;\I^AWZEEF5!1H*.\@3]6TE:SM3 I]-RS0;9]Z9 M-<<Q??O(=.%<1KS.';5%-
^NSC;E9C\H;58 "I!^V1TO4,3I=>-J&HDS1A35! M$U:Z16>V',)2R8VI58V7(IPXL&2-4Z/'O _/T39MA^<;LQU.RA'-\QHV \O:
M:AT&RZ2$RR&7H5MECVZ$69Z,%,IJM4[/%=^6[H14">@0>$=8-:\631*SAHE, 8# M-04(&#!.9\F*E'_3;Z(F8LZ*3,<2]H(\F], HL*C29TDJ42\L$;/!F-RBI- M"A"R;1>6=7KK&MZ
=B;+8*7L^S4&.9H<6A0NZ$Y#C%V=0!T@UE5ZIDUP)(4 M#VF"YGM+GX9VT,;6)7R59GI4*=PL;-3I9C21G[)WP[,13?+ IHGIU#7:%*5 MPT/0(YD$V&S&;BC*.N/;AE]3>& ,:)D$TW
!!M'^ @F@ &ZO 15F_[PB6_9J< M1;#N))4RT[9F[*1%YSGLP9WW@W.PUZ-STPB)3FF&GB"[M&@Y.'X;%07\>CG6:X8E?TGN.K9&?K"S8]V4M8]=TI:P,*FN)M1F]IUL";=%A M&6W
8?GM&1Z64W4;'2L0[X=ET:S1(/SZB=%>>-;V^A*6$"D=WO6)G[]4&.XN-=CNUZA&X/6NB@CC"E=*VVA+:.FJ@AC(%V4K9WE64TN M_?.K,[--KX(8'H8-E.#:"'4-+9(;< [|"
AKW+@I!=G0>;_0E8D*K/&+BBL4 MWVA?#19M07<-_L.I-_#]:#.#4]U3KC9@WSTER.:%RJ;#IM+V#NY_00MC+<[0 MU@8B&5:9_I&ZB0&EA#Y-=%F0^]NDOWZ4H/M:O
WF*0Y)T6>Y!%*[] D&O&B4 MG [>'!T?T4L:0J1 .R1<)70*3X(4+5")EH!VC(]4*B=UIBYC>I&X.4@0&S<_ M>SMB5KK9;X-GIZ@3@Y5*)2LA855>!A,13)$4^3BZ*4'I5I7VCQ3IX24%
(70S M,['CK* >L FI]L!0W$HW97>4(V!V_9\N0&GB9TO5R#$2'9=B33SG3 _4A7Q M-1&XR8WM^22!'\+'9 X&MO%JA2"$CJF,]A93?]7"!G*"? &/S/H#1;/H)-,M 0M4=50E761WB-
]D\0?*]7BW<9^2]0HE8H,I05'3QH96F&C>S???>39*@1+]+S\ M)^'.QZ22Y4!Y_[^3RK0P ROTER#&_/E),H:)>]7TM!E<_W3?-*'?_]ZVOQU+ M!D;3Q MH=(U>@E I&O%/>(9;Q""&TII/ M
<>=NZ%@7$=O&*U4VHQ8 MFO_"H:GVU>]=6_2G-Z;5790WFNWB'F#!]46ZO]Q)=KDWT#3\P,G;O'/L3N9U M&BH0Q!0%(..0'KR0JXH7/TA#O<84"=X:.X&N@:N-
OV55P[2.J^#=EDGAM64N M1%6DVG1QA.<[32K.%7:[S]+<@N]QXTXR6+3V%,,S*HW1KVPDBEF>;9+BN*!? MRIL3"WJ5X\@ZDGM[\-K[>*FVXA9:^S7T=._E 2=97,
M0%@,2SP4;%KH9(HP3&WR? M;_NA-P__M[[T@A\]Y(-#,&BPW>*)R-&HJ;:PLG7V)=E]NVAN+Y&D2'5%H"W]^ MA&*_S%L@!]@$G0P70V"'F)N=KF'T;.2D7W<&6*E[%ZZ%2VK!
7RCJ*$9/O'Z(TIX(*RV3=R&<>_O8:1!D,='/;_&9UDTPS?9-DJX$.?(:-S M MKCQO\M'_A]!_V-P\5.?+-XV5!WV-J150<'$FTG#]'>.D!5]&8YR.H+W$3^ ML9VB%IV!B8,A
MA8*#P5+^%B]OH;/2[6<.!2N^8BJ*0Y0W"#$@8 MD^TYJSL0A&B;*<*1I=$S=I:A,Z,A) K,BK03DU8!-O$,#2%VC)$;"08P;G*A M(R!
(XWA)NI_MH>DBVT=,^5)$;)!)OA5,W333&!AK1F0X%.H;#I>OU"\/[IH7_MW=BIR'4VSD9N(@?GD.DRLX6S 5/@317V,A//9.WED)=NHZ,/
M4L'M2W%SZ\"@)+UEV7C\6FACYR:SKRYNLI&LDMR4(/X3,HZ;+.?;HP"90:JO M8E=GB6Y%E9><\LK.AA%"!=Y\4^84)H&['O55+.L;E+U9Q/U:\<%@JAG7*#G
MT@>ER_O7.@(A7Y/[*0CQHC$8OP6_&OV0C/

9C3/XQ)G\GZ?EC M927?YTM9D[0J,KK7#,3=75.HM[1H4\H;"}BX< %?_V16,K<)4FZIZVP4]^=]=X\"PD[WH/\;^
MN"DX^+6S$^9ZX9?]V;24M<._K4'*_(88H#+4/;B01EN.#%F37HO-.ECTME&@ M($1GB%N8(7PF ,?!#XHM^)$OI',K\[0%];:<1=8Z,8J!9@@'YLD1IF$AHFVL M%^-W\2UDM&_
$@;=@N+_$O$!O48L1)AT*RO94-GA4,:4$I>P&64PCXG!QXJD M8FF61,,,."P2Q=@30 !\3=I|5 M1[L:Q&9@5FF1QR18@!AQ+4W.O'YHL6.C+) \$>.FLI4"\#!T6I?H)PT$NS6:
MB=&<*#$R?DA#V#I*D)DT]*2M*05O28=JA;.#KNFI8:3:S1FL(DP)F>FY=RI2O MQNW6F(E;"#4AF;C,"*HM_)LC7/ 0[!Z-TM9>)!R@]^%=2O, %S#OLPJ!*ZV% MI&@Y?
80S#',W5G2E%A@W3'CILY9NL>X.?,XIO+1AR72K"$=6DN;I4'SW^TR/ M%.CQA2J;K4IT>F DXAWBBB:[_BKT9#IMCR-TZ&S#K6\?:)-4^X<8SY>]"@MA M\GBHVS?
$,L91=UT1F1/Z;XRZBY]=-+8OLAQ@!IY6<(@Q(2J@F4GFZ#O@^5 MG2@ZF!3P9A0N!FTJT3>7\ ?[7*TP(S=E%N1+<6(>F/!:I9X4Z@5 -[S!1,$& M89)W1_-1;@*22&/&9JF6-+
4G9Z326,K[X0GI<) :HXB2Q6:.$I/ 33PK[M1H2Z60! +=KV16Y!OAB*Z1Q]:8.B$],R1["X&2YU6Y(%D6#Y-W06GM +_'!V
M6V'!G'\W"6*::6>38,4HJC9LTQ&RNR)69$8Z[=&DRF"BHS-IXJ@$880JKOEF M[XP_^LO/+Y^_SH;JR]ZHI%%>E$-5U='5GF%"Q1\=EL,]^6?P@QT6NYZ>1+V0
M\2S"T@/DM3^_#"G9C6WFLS]E\$U[JA91*]PH"I%ACO'>H<+85>DK<4&W4*Z& MW:DG5=E<3Q9"9^6"7*TID;%K([C-(\X7]Q").G$X=+;2M7]6M"> @0#;Y=N#
M<G],:*M\?)V,SM[I"Z_>)A'SP*&1.XD8#HWTM$,\R,\F,9]H$-'ADXG#\ ME,#P;-/K&5FG<*3Q%)5-;4)J;3LE2 R0(YOP"<,$9:?D<80!KJ-)-O,078Z8
M.*'HR3]/,$CH%HRRK.:L%XWY2ITF5)5EVFCQ22;Y:)(P-J,&)-X4=:8V+)E% MJSS![(&)AI23A. EE!NG9R 0R"@BXGA@H8F318.1#& \9]Q9L?*_(>@ @M)
M9)OORR+K!O93FF$HUPR)=:N8 Z.@))G7> 'MV& 2R@!R'B9N6DV!V(= ?I24 MN6W\1-U;8$%U-SNB(Z=CD4!8MMDM")2==7+@'_/8UEEBPXI?@PP.9J[F]^8 M/>:XCC#I)U?I-
=/+D@K.+CV2KN;>(9\DC.&/S4 MML+BUO+%9D6A[Y5"EZ R^ 6$9NHZ-KGP].2XJ0GXX7F9C.MG$>5@^;9*YRX+ M0Q:(,D$'$\R:+)_'B/59CBHC^'+V^*
/A^("+8UWUH!J/,IIBX_R4@OE++I[MR0UH&8D0P7!I_U-VXKR\T<>'HXR-E$8]F[%LTUOT67WP-[W.^A7R^S[]Y) MN3#V8\H.BJKI1GGB*N3)+0E^8E,0I&!?]IX5P;;4
;R4N#HI+>2*=P2L29 8 M.1,3DHZ=T/3C-2BWBHI@F]=)9I+U$%QO?;N=]D'"/MX%<]0WZ' /2B9E\"[R M9BRFM"6A[F#SV79&*UR+CS"!1YC EL $UBTHUY"HO80AJ"4HQ;-
@W6QP^>8 M1C;#S%=$$X &"?)+B^.H+J_)^4E>T,+]S"DK!8B>#&9?;E4O_%\6R@O/@+P\ M*F="3"\.)O^%XL5%MRCV\R9+HG$R(JP3Z0*$TI[B19I&"DL95&4A22#&QXS"
MU_COVL8L!]],5SGX2=@"<84HHN/,B"S(\^9BPC*'#DV5#7F!T?.KQ6J#[2EN M]59<#G@3&4W 0Z"#;IM5[276A<"WN= MR0S,&4A"3A"G8XH_/R]O]QZ$K>MAZB?]]/O@-
/HXN#KM7UY&[_H7_:,W#UK# M:1F1K;\Y6Y]!PD/ #N)V$" $"G**G?-'4=+4ZG3N-4X^%;2EO([NHJ0;N86Z ME^]NA9SC*"BF?,2EE./HPV5OB\9*$2K&E!D/K?ACO\
<@[EQ!_$>/G7;K;3+E M\[3HFI[8/E\AHPEW>ED=L8=?N,V3^@LVG/7:/U3!Z1]Q(/VZY_\OKNIYA:@]_MB:ZLX1Z_Y]ZYTRP_FM6/9O7VF=4CTEI_K#+9_^>[P>'@*OI&=6H=73XZ^T?_
MM'=Z=1GU3H^CL\.3P=O>U>#L]'(CA6ZWAO' 56^[7KK@S#@@=]5C-29H/T*1 M-W('NS?!P=[!NF?P^=YSPN?W",TQRVHI\<"!3XR#]"\8J]&4>#FF[$_CCS;! M8O:I<#2)?-
%8S%SRV8+?J(YS)5)QR/&#S$-AWVRP<[A]S30+%6>YB!O$\"R A5-QO_$! MSL":9+/%W&!O)-*V2>F]S31G]E#,IKQ%)R>'(W..5!?F7[')%L QDU-L/$ZR
M:OD[!*W:O8@=GDD!"\06^0#?.U!#W+WBT?G)T?:=KF<;=[]\D/ \:]'OXUH MWSS2=8E!"P),XL#XM4,*NS"RPYTQ&EGP>Z%_5WSMF79^R AC)O443*VQ:#FM
M@X+)B+EB[RX!1QE4IEHP:O]LULPF/YH%0Z(:XS M 8". ,X$V4=2U\H0QK##?-E\<[]$/03+$#,RD=)./ PF46:H*2:$?N^L"_$ MX@"G?(L901AU4]VH.8&_DWQ.I0;2*KGEEG)5,]
1!65#/*YH82*E9_!9>5TE MR*NJRZ8:*2D,2N3KHS)5N]ZSR0RQ08D(9;\)83N$*WS\P\Z 3C'!]3Q90)K:#H18:SPD+-$.1*AC^^L+MJ#U-"$#9@ M4L[\ T;G^Q96!PD#\$"X]%9"DZ3E%
$!ABH+"6JQ;@1+ T&K]SU C$D'7=I4 MP"! 258&_S6FD)U%#C N"+9\XAU?'!Q<8SY1T\AAF&U'*.DK9(8T9S=\!]RT
MLVE.@L;F9XA&4*F$Y6@@AM30@^XZT;1=%]_S#;OX^C89XQAV>WC=$:+%?A_P M4UPL! ^W:QE>;-@R#$!9S5$30-C=>85\SW"$+O#7>E$'D6-^6U9Y^N06SA)< M7MAY N-
FG.#2)C?GX "+GMHD(Q)F*;RL.#E&1*8G?;0G"*Q E,IA9?69 M]&!.U&DC>1>O\@BW 8P7!;[^C"^%)TMR;M]D&B>"FHR-\R7Y6=ZTUBI/#:S MPM3A57;#N4#T$Y\-]JZ25.&-
@C>&)/;*/^DK2I^5$?,'Y%",+=Y!8=4E)6M,&B->@NP+-Q?NFDI=@Z91F7\BCE1;Y6652Z7*M\ZDF@ MRDDN%-HD*%M1?;0M>&7I47N!K\@V;VQ^)Q$)5" VV8>Y*-
Y9"MD&JK"ZW.&_<+_$(FOI8=)O("@M1(!(_%*,I%/ M,A1IGZ!+'N4CZ".E8;N42B+CY?V7,3>%EXO,$T!-6 7^@'L2!OE[S<$)_Y*GEYH>]F*GB5A2I5,WUR,Z%#>U7&!]CDK+S8I?Y
MG Q"-&3/GL[!(S-$4E%)"_9W6IO@!U-PR,OA?R(R(VP1]]@N#;F+XP&UGL2! MJ>Y)\]K*\B)21/CVBC3B2Z,1+SM@0MI-6IMSV(3617!^"NSLK$0OE+;_ARL! M4P(;U")!RLSX C+N-
]3LT>?]\[*ZY]B=1QV83>8:G;*DL9,YUL&4@X:0)/$Y M1R2<=.6['Q>9HQQRO6Z]R62N+ M)E,=I&TN6CL4:X0AV0BBC2UZUST&FI**6 ;E(HO;M[>+,LXF95V:2!98(71C
MH$X"+]"2C*Q93?'#5-:Z-#4!,>I+#F/C]%SN/O5=9S'$_IZD,K61YA;<+% MRC!3:R1<^;C:XH1SVED0#/-N<&,2A]$A42S9]?OU^]]58[E.. A9*L
MJJZ>\21SG$M*R4G8GNQ/&X^/R':+=MQ$8WQ>G-$?V<\L"?L>3: &Q18-6WF. M]=:I.1"3K%*^YYHSW:S#G-7/VT(@+(8C7T;D.=P%:Q",E5\E7XV-
#_<+WTDLM""PT[5CO!2B$7SE&/>-)9"A4=+$;Y?%H%8,R9Q4OLT*,%OUQ$2OG$O, M-")MF"9,"^T&8G=J8<280V0"@(R@P[/OSEY;A*P*7<8MV8/\()8XSQL0N2*P
MSHC2QB\O;BJY:;S=L)GGOGLS/!\8Q7=@72F:.7_=F3;O260+1VX])@N%Y$[=Q>*NQXX@[R8J4HT1U:0L8;@>3YN72I2\TIN _Y&*%=L& =$ MG81O_H6,YH; @+V-
L5]ETX5S[]'<&_E"496V;?SIO>,0'2R)R-DXA%TNL'V>HQ19L M[CSEH1:XLC$>6_H>=LFLNP,6<=DR66H'0'<2RMHNBQ6(%N8UI(FS<[K2M&;_ MO+S-[6XD#G/;E^9H$8#$1L?
8^*_]_?D=-\A]MX2U\A!:VGA.(K=%<(B(300, M<%-ES^-KASLM-JS'SCI64V*F2I@Y,Z0#-3YV%Y<(^><%P/U'YAF#2_2$*LW6 M7A7$W2X58@M,K^,&0TOK1G%\W6-6>M4,E2O82
@\#Q@>QJDSB/Z5]@EV;"D M)R3:G9@+CB_*W9OY(<%4U4F&XM1(5KX$">H^8_HTB3WAMMU677=#$F*^NE$) MVX+]3+*2(O.!]^D'9C3F8B.>U(W]2R+'7<*7$.VU=
E$:;4V(E6DO$M%!&;L ME6BQ[,C^WC>!:(M-"LNX&# 2/37]X64#?MKH8BFRBVD'9ABE,:?!@)6!.X MWW@R+;K4]Z19AV$(L[9*(FV@[BP(2@4'1K-VBC MN5/HV'-
C6I6G\P4XX;0)8Y,3(551?!6(T^6,1]BX#DHBW\[$C[T%CH1EPF%# MD@96"8=SHC==M8W6(RW.O2(=:/]0Q;MZ2>#!D;VUZW9TX,Z$--,=6][RL%"Z
M3JKT0.E16'G]Q"PMK*MY__409$VXIC,Q+_"+.N:^V&"8!<%0I MV- O%Q18<7(ZBMX$8%Z;\^Q;42&)]).F@E>B[:OB.KGF!!:,6Y#]SIP-;!X@[:-[M)'&W*
<76,%'$5+_%^\A^RPWYURUR!9B6'$(?G1*M=!F^^;D!+Q9CG@QA_?X; MI-L> ;'E%?#&@%!_">11Y,W6L(!?!?5<6ZD'# M0B_8N4N&:*9/6G$4-*A@ MT.69WZY3N@5^9\P-
%"P&25L7Y_ROJ#_;OT?T575Y7*?]J#97-$;W*V@ M/^HFK_'Z6+>WWHNY49:/R>1#)B _2L;.S% *<&8C>3I9A;>@S*X<'[2O066O MF@QT<40T24$>:)"D 'WD\V:AR-3:Q#*%W.#
<=#+3ODUW' /&RQ3> \9=ZN>) M$".-)*P,6!0:>;S83>/_]]2U5)Y>GF@$[XLX:1 ;=8)=!41)OAS-$UW33++Q MCS^-=H:[) 9Y*[0-)2G[N6I@^(3)Q)0:!-@*^Y8$,VOJQ&K%Q&B>V$Z;$EJ
M;BLSLH2XMBLOB$D)A91^-A0B4:$<5RW@<3*/HU) M4DV7K867VW"'Z]<)D<)^SV!%%Z^OIBRL\QIOOB7_U'7/+;OKI67DG_=8$9
MI0*K1OR'|JER/%;5PC[UR^9@83X2STEQHV*HU M9E&Y2 YSS1HDV;>]]W:], U'M:MI<@21?:#4V+.TOU?NVQ7[GU/Q<;N1:MV M#9OZNVHR?
RY%9@NB\:C()%$7CN8;/&J7,U)DJAK4R[2I>A.[\=M>HN0IX=R M=#KIG,6]148ILU +UN5"+B5D.(1&B6#,\)I3W;/=%HXX(!6T8X7SI60'M'_,AD"SD@N=>8+NJ5@ M_K#, =Q6_[EKY
>RV8+)PJQNS/W.C H4&(-S"E>/Y [<,BL@ M1)PX&?%R8"N.AQNN&NC#M?*9B+TGF=XUTG,-=Q4CGS$CD&O:>T%;*R:>[ES; M 5RZU_3-:WH)3-Z+?DR_5VQZ%7" LD/M(M=^
OWC>*>?X(]A4T+U73YZYFC(_M+'2S_I2<@U_V?O%Y,UOG=>&]$-[=]8EL4$MH)?Y]X8&Z/RNH!^F>3P5F), M"Z?!F 79UD3":;_M8:(E/Z2>-%YUXI3OXG2UF]|&H/5Y'^'_IA-
#_8R'3ID ME\>6?KQ#=AUNUY]^9PF.5M>?\?BL.RRPXO@80=9BFX6]CT$S@E60*0!7%FUN MU%2EAH+5ACL#7LM+*5!%UZ0R]J(!R86Z\+=]!936CJ(LU;9;6U?WM=X!W:$
M7=4+XUF H%Z@3*=;&-GC RN! XGVS2W)YO>@\^<>>,?*H5&"RT:W7,QL4$*L M(@/GEG9;E^/ZEJOP&D.,D(GD/2)-(N9EW0(F@2AI6C'^%TW52U<20O_R0AT
M!2[JX6J9^%^G2")*7W//A*S >X+N;L>NQ5YB, VW+,B_(?34=R >)=\$Z;WK M,30.L02RU)7@RURPCQT1%MX:F+/(%$&E#MT]3\0BD;2 19"'EH#'>EH(H\9 M\<6]E9I9HR@"*K,C&#
(?(O#T&2**2)'A]D_78P=?"7.-6/::6,^;)0^FV^S76[^0S.TP) M%LU\-@:!2&$5#.\,V>DZ;G(K7]S4V/6SA-S4+YHOYXZ&:RNEH=O1LF>$65VL MKPUM&G:GC.
NRFK)E\0917Q#!YI!,QO1:4WEN*_A'L1:1G3SA&8I;B&/RL O M \%;00K\"(%$8K<&-FAZL*K"]B/P\!%*X^ M\QQX_IW:[(%_>W*6#MC&9#= MPN-
:SNVBO$4W6YG?,+3!U-2QG]UUX'PU<_25;C,]49T#E3YG9F:Q"1<1#)S M7ML^+*Y%KFON5LF]TB!%V2]P>89HV:?!65&$C=>3N+?IR8W#$;YF==C,G
M;\+D*Z2A9<*KN)DB/09:^+F'K!_@0QBW9G;A,)C3&7(&/$+ @->C?5#VR((YH/+_6&4*N'V33X1M/10=[Q?N;0]R(6%X _^D=Y&: M3SEKL0VQX81E>"\\HKQWIF2NI4",/N$!SE?=
[&:,.&-_F#7B|SL6Z M'71W.!=GM"OL%EBW?B[^=!M$X?O,N\$D(FBBI/(3Hs#!G\$#\"RY0G0K%EZC J^)MWT!HXYY3U7X]QW37 ,3#?#*:9P!,'I14DB-]*D_7!4B*P/)7?/-6+_7OUEI0I
MW;I1.!42G^'4%"0,]QDFFM-:+^OCKA.1MPG7JQ#T+MS?E#-;A&,"ZU:1SEU7 MV;!A_5RV3@NA,BMO&>]3-5SC8II%YAI7O$%+#^G3-;>KDB@WZQKJ%A=7[L1 MT=G[\]
[IIZAW>AQ].OL0O?EPV+LP]OWT7E+Z!*]*;HZB]Z< M7?3?GM%OH!?' ^P'O/@$_GC+G;K\='G5?Q\-3],WO7^<741G;Z++#P>GQX/2M MW_=[]! _UDE[N!
<=\5$!LR,ZNHN)O5G;*NZ3[>;P*'IB:H1Q8"D'B"[7>N& L_[".1+4T_*"L:?>M5BR(I% M0BN$E8)-;AS&CL\NO/LG.L1ANWAM9$ME=OL^"=?'L&C"&0EJD @_/#@E#P@G MV;\V%S'>?
OZ\Y!F$DQV[R269#B9BGE2,$[23?5>_$*&U=)!1X)[;.-Y!-,& MYU.348,#^HC74K7^[G:?MS[IWA/MW,N&';?# P3F&%MQYPOL%Y9W@CTT4P9% MP#PH-HDE:;84]*Q/?V:^,*X?
SQ5/G7(&)RHDWEX)G>)"#"O[$QV)@@MFQ< 9 MT0[@Z@;"=S_QO[*]{8[X\K:(/5(]T\=61X($'SIT=9@SHVS5=IMD(9EVE+%R M_]U\S\CM'_K5#SHYQWM++-2>VX

GR>TC'N,1C_$GPF.L3X0FV:ASH#RKZDJ5LC/,,IBKP5)2YYZS B!.8H^-\7Q M*]>&!D1%)>MG>6S:P@@DEL5[T<4 '!?:=TX5TK/NE+V M(MH*[K=!9F/G6 W8,4E!'AD.5=-PKQ.]KSEX>2!> N3ZB,*]L-.,^< M+4\91!9PO-J4445.<0%0.5"?Y\P>#FHAJY-/Y)7<)%E.LIU7R%8>P5RHC33P MEGL5WO2.KM#L)L^",[EC-N_AP_.+LZ-^'TWRRUA\!G$$IOKQX/+\PU7_.KKH MG\!/P&* 8E, ,:.7R7>_D!#'T)]. OXH./Y'GHG<975Y=#(ZN3CY%1V>G;P;' M_=.K0>^$7VI_4 D#GX9_#8:G+XYNWA_7W_!VM>@OQ<-,&'+MDLCU6KKL%4)S3] &UALYK"5.3CDJ:/EF/+YEPO8.6X^9"$7R" M\'T8A5I;T>2V7JBT\<45THlV3.46:@0AKF/(KM@BJ1M7M.D;P)?;6M0F0DM^H,5^#+V5]"MW'V928N%79Z!QW2)8;E'[N4VXKFSPJ+]DS M-Q!G1[*?EZU:W!GC*FE2N&:*VB9V"NJ#HK]I21=[LGJHT+\Q]0<l[)A+6BBN MW^(3RMY.),E&D/)C8S5SP8FD*AD_[()UV>R%N4;G_QA&C%.(HX/#3815W"7_ M@% "0U83>"'-P=E!S@*1VVO?5N9Q&*%6IP3]7S&6Z6DVF7;))C?L#[FM)6-[/L2Z9M[MR"^C)!*NlD:R+-$].2A,J9R\AN2)Q+TJ=II>G?:1%F6[>&U.I$"(N%XY#S)5 MC%13O@8N:9(ML0*7GLHY5BES"CA@X35UP2^Z)A:18"7?BRB |B,3A?*P3*^ZF4Z1WL5$02E(1>GF)#M EL5=&JO@)K0BD8)I5@O;'S!(NQ M$%#*1O:C'=7A\&LUL^Q*E(M$;VD4EC*8*"=4QUA84+O0LYF<-G@Q)15BP5E81((MQ68BC4.BWV+&@;IB,6.Q;IW+T)<:\]LDC-[N1>_@%L*QG90C-PTG27'=)-=J M(X?2+9L^%%*F1+5XF]T90)Y&SN]DBW$B0^=%QXI/4O I#+-8?"RCONF:\BW' MHVU:\7>A! ,:-86X0@:&C1S'US,_>/UFR9PUDXS.ZM@K M;BF6CY:$HIO6KN MI#B:@/RXP: $4W*,+362V5W6^##TG4'NB.5)XBY%R12$24WR\R);O904KZN. M8(FD)TFR69*1*$;-$64HR7D787'VC^BL(B2MK+UF"LE0TLI#[!*QS*7X9N%B M@4MYH<28HPOK8V"%\!-^UA2"7,2>D) M=PXS"6)H@47$'L_6*LL<(Y-+PO-L5HYO-7_%A*[:]7.2[M[.4_D%?Z0 W=?8]&)[CG_M 9^^^]Z#T8!BK/V>. ^K3K<2B!,9M#Z[-/Q2'<$A,\%0X7DHXPP/^1;Z!"G<#'3'9277 MI8>#'Y8I453*W40.DRPU56CPJF-P 3\@V^%[I#63S=NK9?*LI#:B 2;;D Q MN7&&G%L :D$ M^5"D;6EQ'N+ 'A$.CPB'1X3#'YU5_*8F8"0@L_ZDK!UYC/*EP0WI'SF=]C\V69L_F<'>[\^Q1GPMX2PPWJ:B>&^ MU1@N.7]@ MJYBPFXFN8_3?1[R,;;1W^];[Q=:L-Y/#2T&=H(!C0#8Y(H)Q8>$1#5_!.."@3 M9NIUHA(FU+2HNHU" M&JO@QV'M=1?ER/,$*$9E7\=+Q49]!7@OG%'K)O[=G#8_V?T]N3LL'<279Z= M?$#PYF4<#4Y7A&K777GN(82G:NBT/(\)BFR).K=(.]Z=/HQCBZ;#!;]QG#WLG9VP]]S(-Z>]%[OSPBN.;^]DZ/-[5K[S]#/GH4Y(+SI5MV 0$/K]@F'XQ&3)*-;S[@2Q,%V. M1_DNU_']"?SN.]%l'W_T*UQP[&0_VB$A5#!H#+XQR'FQ8S(Q8Z%72(? M3UJ.QYA0B^E$V2S'W)BY5^3=-BQA$Q#9Z',A;EFJ" >6.KSL; 8O.R[+*CKG MDI?8,UB2:WP85>"C,AE-.+*5(G_I"-Z%R0O\.)=]QMR#!MLVW;,,HN_@5\.R M_+P7?42$&8)8B(W1JP?^3QJ)H-- K]%5*/47S48_S'7C>*YS29&KP. M9C5-$=+#GK.1JM6I#73'BRB |B,3A?@_L&V4K(M^N9HR*9$V0AI5MR/*1W_)4?:N^A=(^45) MQ)>7=R5AVXC.7]9J%AVP]4!" M9^VA2&6YA<_I]*M]$OL8#63:;O'+ ,;"(D, M^QK',#+[FCR7I<2R60R4,'@6O,N.-&U\BE)@6V-,R;&1":YT/9PCT2Z#9%NG MS@I%.G>,HT&[=XR MK3-- Y+8@IO"4PB:,]]I]VML%*^,0M\2I*_FVST&?FR.<6 NL8!?:8_(X&A M[0;8XXWA/H #+L50]2X-^-1U10T*WI:EO4DGWOO.H6-7=O74Z9:DE7X)]IF MAJ%"QF2*1E69!I$^&',J+!7_1CP^=1XE/[P&K69":C^6LYD$W&;Z&CM?3&*89/MA;1P(GA\7%BKX@&&R1_ MO'V4HAW1K?MX@?/SB^1V@ M-P>_+H/>=&W0*]+BT7***'W?\C#3VP/+U=Q8#S $5F(L1\\W_N5O&H?Z7:3 M)%"V+/[R\\MGCW/l(',-\B#-N.:6V*EH!'4)FL=%>,@-CW6IL-2970U0*A0(MG<=9?[!9GZ.E+1N?4Y+L=616XW'V'W+/R_0C(ORS$?M MT^KHUB(_@]AF4T XEPS$8F+,,V<)+=![KWKJ#CL0G1IS5[7.)SRZ12B^ MCV*2OZ=*U]|`__]^NV(3||?7 M;;%G7[?%&.EQKDKTG-\YK%QMI=GQZ1WW_$&>Rv;E C.R<1]"L.5Q/ZP H8* M7\&\$F%Z]W2V.$A63>^261J/O_\L/91C9764QX@KE >X$%V3P=G[5&,M*VYD MMEM6X&H#[!&0\0C(V$A1I@KU(V#>E0:.Y7&|TCN1,+;<"+Z3A[.U9Z3#H(B M GU>DV0&MQQEDS8Z&B<5^X)N)UP4 Q10](J1URSC7["'S,50G3?=]TQP-XO@ M<7'OL[@]2GPA8I?9W'(!A,IKVPV'+(0<5FO".JBS8M:P9]SD06/&'T(D M&LQ.Q@D>(5FDU$IR?O-L'($B0^Q$R)S1&?$3FJ&FX"@ IMYS/39/ES5FW:+Q MMS1A"P19%A+&,(?Q13[IS4EM[ZT%MZ]8_'DC!-210]PJP/8G>]D_[%[V3S3P:W<,A)X[4..O!DEXZ?M](@=?WE)$_. M5L7QKAR+:;L>UK+]S34XY%]2H<(8E $U3L]2X_!/O'+NJ*,9J-QX.D-F9E=U MNVQJ>U5ZJ6)AO?4PR:-+D1[86]F>U4AU55[*]70'* M@M5B(Q%T+(@XYC70;8H$8ET(.!+:8Z+]4XS/:(U>.1M65Z./0UG!+H]V+>;N MNLE1VBA6]3K+3(>IFQ5MB@(9CW<6$S=WN1VOW/1"PMSM2)E=*S?)<6?9]=;C MPP3O6?@#>]J.H 'V*XEBK+PU7M&>'!HI1I/F]IK\6*]Y3G?M*7<,X$+78+E"/ M+"I2%2HK.]'PT 0ER3W\@1.V MV!%;I]NP.C/PPZ,#,8_PMK=UYL$L+PP)E1+\#K8C;<\L731G'(^:G+]DF!]S ML:8'/6O0DC4S&I D RUPL=LW62G81!P@(G5R+JG"A79P>KPIL4!&5\"MJZVP MK)K4/*:A,>]Z4X U?P#)]YVF[>TGH(%]^E0 M51W%"7%?<0%#IMLIO&W&B-^[-'!=EYZ10GG4D:A115*#@Y> M1^])X?+M-#$&,#,HW)M=RL8L5SCEA\)0I#E;Q$9 ?":DF'KY3HRN< M)$-HZL((>69>XZNX_V_/&C5*;TZDAXNP=KO=AIY^KVX=U. M32SK@$PW*V4Y\[6 6ER[>]!4&?Y_L0ZR%=XNM4<[$E@=W;\<,JG?7RF(O)D2 M8$DM&>8UQ^$2D?]F]GU%%? I_!1=?P'GB=;E2#P .[U>;S<:3;""'E[R)0_ M)MHJ'KCU78[%SA"-';9D4&YH4*!K,3/LWG2$'?E^+"T;)Z?AW6=L C:*$#:O M3>Q!644+F?Q8F09!*$*?OR'H+2S6#$_]CX 5_J9,<;" 0 ^YKOU73:]U$Q/JA#U^7)OGG),X<&W> M@&!82Z39SP;T*CG,/4IVJ@5GM?]>O0-1KMTJ*I;ME2.S!0O ^H>K&//[!.]V2 M#B_;?%X!3*[0D&E+S!$=WN1VOW/1"PMSM2)E=*S?)<6?9]=;C MPP3O6?@#>]J.H 'V*XEBK+PU7M&>'!HI1I/F]IK\6*]Y3G?M*7<,X$+78+E"/ M+"I2%2HK.]'PT 0ER3W\@1.V MV!%;I]NP.C/PPZ,#,8_PMK=UYL$L+PP)E1+\#K8C;<\L731G'(^:G+]DF!]S ML:8'/6O0DC4S&I D RUPL=LW62G81!P@(G5R+JG"A79P>KPIL4!&5\"MJZVP MK)K4/*:A,>]Z4X U?P#)]YVF[>TGH(%]^E0 M51W%"7%?<0%#IMLIO&W&B-^[-'!=EYZ10GG4D:A115*#@Y> M1^])X?+M-#$&,#,HW)M=RL8L5SCEA\)0I#E;Q$9 ?":DF'KY3HRN< M)$-HZL((>69>XZNX_V_/&C5*;TZDAXNP=KO=AIY^KVX=U. M32SK@$PW*V4Y\[6 6ER[>]!4&?Y_L0ZR%=XNM4<[$E@=W;\<,JG?7RF(O)D2 M8$DM&>8UQ^$2D?]F]GU%%? I_!1=?P'GB=;E2#P .[U>;S<:3;""'E[R)0_ M)MHJ'KCU78[%SA"-';9D4&YH4*!K,3/LWG2$'?E^+"T;)Z?AW6=L C:*$#:O M3>Q!644+F?Q8F09!*$*?OR'H+2S6#$_]CX 5_J9,<;" 0 ^YKOU73:]U$Q/JA#U^7)OGG),X<&W> M@&!82Z39SP;T*CG,/4IVJ@5GM?]>O0-1KMTJ*I;ME2.S!0O ^H>K&//[!.]V2 M#B_;?%X!3*[0D&E+S!$=WN1VOW/1"PMSM2)E=*S?)<6?9]=;C MPP3O6?@#>]J.H 'V*XEBK+PU7M&>'!HI1I/F]IK\6*]Y3G?M*7<,X$+78+E"/ M+"I2%2HK.]'PT 0ER3W\@1.V MV!%;I]NP.C/PPZ,#,8_PMK=UYL$L+PP)E1+\#K8C;<\L731G'(^:G+]DF!]S ML:8'/6O0DC4S&I D RUPL=LW62G81!P@(G5R+JG"A79P>KPIL4!&5\"MJZVP MK)K4/*:A,>]Z4X U?P#)]YVF[>TGH(%]^E0 M51W%"7%?<0%#IMLIO&W&B-^[-'!=EYZ10GG4D:A115*#@Y> M1^])X?+M-#$&,#,HW)M=RL8L5SCEA\)0I#E;Q$9 ?":DF'KY3HRN< M)$-HZL((>69>XZNX_V_/&C5*;TZDAXNP=KO=AIY^KVX=U. M32SK@$PW*V4Y\[6 6ER[>]!4&?Y_L0ZR%=XNM4<[$E@=W;\<,JG?7RF(O)D2 M8$DM&>8UQ^$2D?]F]GU%%? I_!1=?P'GB=;E2#P .[U>;S<:3;""'E[R)0_ M)MHJ'KCU78[%SA"-';9D4&YH4*!K,3/LWG2$'?E^+"T;)Z?AW6=L C:*$#:O M3>Q!644+F?Q8F09!*$*?OR'H+2S6#$_]CX 5_J9,<;" 0 ^YKOU73:]U$Q/JA#U^7)OGG),X<&W> M@&!82Z39SP;T*CG,/4IVJ@5GM?]>O0-1KMTJ*I;ME2.S!0O ^H>K&/

<"_3J\'5 M)-P;.A@E\B?HU6W7,$)MX/:FM?K G89@PA;(3S=S8Y_&O6+!^$_>==C;,$@W M/]-80!1D->X"T]9[&0*E)H3/I/M1DSA2OG>90,^(FEP^FO<1>A<;M#!+P>3:
M*)"N4389,GS&KZYTP"O-:IDLECIUEKK#5>#SW)<9EH3+^RBUTLD50:R/E$=_ M75,\CZV6FN.\A32^(N';*:J5FE!('!7E[@C*MX")]!Q2?0ZI+F">'U:BCDL- MJ?;[CRBDVLJRUR"G-
@SVSN749X%<;J4X-B-6VFCQ@^XVHP6H1WL;,4"Y ,KV/'QK6=T&>!(7?[VFP%=O)5Q1 MM4FY!I7M&L0MPQ M*C[7.^127/0+S;9)VVZT)IH%O$,:7+6@W!2-
J4P|R/]8[]B+EN[LD5RLU;9N7>Q8/9IQ4<"^% NQ8UX! Q%>[2#<,F@=&2M+C%+8UN V@A-&]T0] MK8.N KQ?.O^6!:K4"?W<>]1/WQS?,'(5W,&48HQW'S[OD>8\V6M
M'@%'$6(_XTS_*H"&ZP@;6YH%)_O!ZIGWI98=&Y<$/*]]$>EVZ[3GRD-* K\B 0R*,.\B[TIU2/69*._4S\@#H3EY= ,,5G1(V@GZ> MB01S(0IBD!/V]L;=.%4MR
'E,0)IL'*K]@0*6I]@L4W@@YE2V04K'>=?)UO M70K&;*\R([:WOT?I_15*SK]V:-F7Z'I9: CYQQ^.>Z]6PE]HG1.5PM3\!09R MGEGY\&WA^GOPZ\7SY^^/#Q\)5:;V^P"[+
[ZMEK].PU>HC7Z&BE7J/] M)7B-CF6<1^LOU&MW&&=2]V_("K&M4]3B%ZMS[?'9Y/KBX\#[_-O@T^/B+M^XK M;%Z\:< ZD#^-#-7H0PE*$5>]^ \Y.H%5N0<847!\46*DR M6.GF6 -
BO9+Q>+>[>[CW+:)Q][C;V^DM)!KOTVSOJ+MW?+CT9FFT_64*\AV/ MX?^VO>4\NJ!Z)3VPF$=*S_//9,Z_5FE$2(WT>3[\8?]HU?SM(#YZV=(VF@Q
MT*H'2J(*/#OJ;UV)1OYQN&:6=YJEXSA1=+4%0:ZS1#8LT8)Y4DOXFTK]ST3 MUSG&_5_^D= U>EO/9+7LY=L$;:UE^CN,PD_#XD2UEUPVN2(-!NSF+3NCSO4I M-
!UGC_3ZDZK.:^ZSF/JNYCVGY-L+M MGU7%YP#;U;;5/;N!;^?G^%;CMWE\XD- E](["=22$MF6G#3LD.NY\ZLGV_FO_W_4Z.U1Q
M,:;,LE@3MY2PPHALR$X3,M|8O5ZV.E#Y3(OAR+)6H_6^G2K|34QX>&^E?2V M&F?_>?A|_[F?9#]2R>SM?B(F3"2_/|&[.[231''2>K-++Z(HW7W%6T2[<=K< MW=E)WS2^-
)^@*YJ'/L;,)/WR9"RR^HC<_.W7K=SN345B1^UFH_&?)Q?;<3U$ MTTA9]\;M-VAIZP+3L2AOWT M]$VKU=BK%GFOVRBTL:R#Z$Q"A-ZE"IZ@>[B.[:C!GXS.:)P[QH_5..?
9C(DL5CI7.J2!+"'-I(A8STAX MW^_-.]+C(N$U-A5VA W,-?J(G$L\3$5,KLV!YM-4Z80=J<)0C;ULL -*N&:= M"64%;ARYE5B5L:-/K-FL58.Z.*%UALE!<,,ZP^.AH'KY*CK]PX>]@*O4\V7M
MJ.PA#L>9L$3K!.;V0TK.IT?=S]W.27*9S/6 M&6HB+XEOE:2V-@ D"\:6$RW(T+NWR="';BYA%9 J9HB]9D1 VBXTU,KH9.7 MR1,H&QL_5*RR1%BA,L,.6:8*"
QKPUYU>\!A5G_^)0-G,/>'W_NUMQBL$0C M(!NX6Z8+$WC $%0"C84A$]P[+FP!P1 KR &>V>".0D*(^_82LE)4., M#W5)'/>#O2SGV@H*=EA56W)O;ONYZ2MQ8$9<2BC7
!>WFK#]4$A04!%)-?U; M-OWZ"NHFN3;<$C RL^UZ$[/=,YZ:V_=/G1=5R.[VJU=NV?-2R6'BQ!$_X-S: MOFL#E[N%L443V-9)K'(OM.=P>U8#T"-3-MJ*GBU!'8"JR5@OI0'!5$D@SUQ?
M2MU"H=V\@-] \5>F;^<^5M&_\V*LC 5U)7S,AX[#OA;)T#-5S06RE27?\UEY MD\YRRL!VC&VA.)*%6R>3- 3GI42![A)AHD*;DO&P>9RE!>82:-R*? 6ZPF&?)_N8>5G/*0\FE8N*2?
8F1M:E5.G@,_0 G@B 4\@9]G 04>3F4S M]\!/D9:#^BAQ,\SCQ&%)"D=V0[C+7$'L>6A"J<%Q?B*XT?(SOQD%8D6'(#N? M1#]X+ V *79/DX-.V W)I\
[>,?]&)0"RDI[]R0EZ"QBKC+AP;]%7;M:EF)MZ M!:$GWDQ;2AZ R]A+H"G+%Y@4@R%]%;1]56SXK4M%4L2":[\Q?FH/,Q_#LT4& MXUEX4AT1>?IPNBB#_T8B!S$]%%,,RL@",+4 (#?
%?+]{,DH%8E[RI-DV8^]5 MT,A\HD3"R^!(5!$!=^+24O+0T^EVR>%+/;,-P MEFLOL_B<_[SA'S!=(\PI9+ MB!^(8Z]%P<(/:P:4IG^("8$-#>254;S%1H46@O'.(S=?4V_SM?
%JRJHW>;> M2>]#OS/X[7.7'??9KYT/7?;^^./'X]-> P.>[]SB6!&7GA,4S^TKUB6$ MANZW>Q?AYN_.[QU"6-[#B>*&G4>[^.A6*: ZO5@L 39S(5>!W5CQZ8#-LGL5 M_S=?-?8>
[O54H)@UQA>%_F1T$XRZR?7NPWWMV%KR:GJ^==?NO6YN]_608K03 M#K8HW M_>RQ.WO>!/S^R-4O8J/*E VN=_[JDX'^\U;L.+S?6<\'O]:/J,7K%27_2*^;
M2:]K][K&BN!5UWL4QX^Q\<^.C?!;3?UWPWC#T;\)^_+/C*!-\-Z/7*]7Z9O^ M[NUY^-OCY_YOGO\'4$L#!!0 (/R$+%D;<'JH404 -]6 > 97AH M:6)I=#(Q,6QIP=?1O1Z=[_LA.8
N82VDZ:H^^NWKPH7T:+H4AH_H)B3Y#PG3YZD M:7OJ0S%FA_4A8'+X6_WW7 ZU+,,=@RF0P0$+(,AU]#E UP2<$^C:XB,ZP6&YH(+!8=Q./1]^K^>#3NH]B]P=U@F=
($H.MFB)5"H$ MRGL:(>6]O=T>-F ?]^4**1B5/FC:/X4MKZIG'M9QQ!V#@ZTQ-7-#\/NO:D5; MU&XH$<-J054_;.W8";@5.\P>&'LV7SD<=\X 6_9PEA MC:NJHE9I/ZH"]QC$-CV+$^
Y#Q'#M@/5^(\:H8[-\%V5FH%_0:7:;(LE#\P$ MN* &9M'(!8,8%D<#K945K5STQUIX#@L2=QS10 EHD!=DOFQ74;72PE)5*2PL
MDZT^U6II7U&+]V^V6$SL;3Z@0D@'CW".CCM[KLH+(D_&K38 M)FZ_%&K*>H_.YC*%0C/-&"%RUAGCER+$8)BB=?ZIMZ*OPOCE^AF-C5]%Q8 M]A,XUELNVZ>7^N5?"81R
[!^N[K0NRV]>:F?G9H6%/VU]SBC/;=1\3#;5@P"$Y&5.&[STXMRGS4ZY# M$O"& >[@$: &9LQ7MS\R!#QM:VUZK^N =;$X"QYDD&NH7$.SIK"9NY:CW=&= MO'*3=UJ6/&F^
/H)'@Z;OG3YI0!E@N&O._RY$'X">8C$/[CQ \GX1TZI@*2 MW'_YR==VN67#YJEMQ[V%<<]R^4!*K93:.?:?#RFCMNT5 M9N_N]A1VJ;+O_"C%BXB7,N!OSZ]-F8G9U-
YX3@@%=5R#X@QND%Y;G!'T^9S3"1;P)8/[UW,\HH MII31E:S'+Z%2RH"_6,V96)E3E.#"6""6& VM@1Z,^_<]EZC.#]U"UE!!4R MNK&2V<4NH>B(X]Z*SXF>>T\)6L?
=U[X"GD+4KWB)-R4(DS\Y.),C0U5* M:7^#/_E.8-.0^W-9[HBG];KT6/J3!".=&/=4"KNHB9QO7RTJF]I#+OY?D"4P M^N?[12M(T'?_FL)*,JTDZO.G1;V^)F
*E\/'[=)^#>UI2ND#LFY,X,Z0VK^D M TR4MN:I<5O/!$[K:2K#(\/SRO#D@QR;A_E\:S&AI8FET,C,Q8V]N.83W\'?&34GEX$2\D(]&NTND'E:YW/9]XHRE<#\ ; M]=T;%Q?E+*B!)0HG,
M(# 3M6 I7'"^Q)AQP;V1V="US]LZ0R%SWC5B .4] GY;<@]F7BBL[?B0K[?Q MV[;?U@ YCLT43H:_OR7R/CX^LLXZ;;Y"GT:"%47A^,AL=6 JECY68#B\^5=S MW=OL4Q(GI
H#Y,"V^;M2MAO\P(-.KST=F0R;D"M\93;W'<'_"=:O\^R_N7X* MV]SAF:I$I"P[_>SB/%K1G5?Z)ING$#+#$VNIMD/>N#[+M?@GJ>?_0C\ 4$L# M!!0 (/R$+%EW8%GQDP< +
97AH:6)I=#,Q,6-E70N:'1M[5IA;]LV$/V^7\$E6)< MF,Y3I,Y;H"TS3!C0S=T ;9O M R52%A%*5$G)CO?K]XZ48SMV6A?=%B=H@"B1>#P>>8_O[B@-LRK7%\-
,0[H:UVXW4&U/.K!IG%>MU>WWVA[$W M:L)#>Z4J+2_F>H9'X7YXY <9QD:,+H9"39@&M_94]+(;]WHR.A7)23\2">\G MQZ?]Z"0l.8OXZ1G_*l]#5XB'/JZ::?
EJ+U=%.Y,T_N"T5U;G4R6J;!!UN]_M MK #JG!=)L>B='&#O:[_N><6MHISY6> M#;Z_5KET])VCZ[9<=2)5B>QM?D)L"'M(]G_YNK]]>C'T9O+Z]&O
M[W]_[!FH0L#ZP?'+\K]W0'_C!$8M:(FEK=A;F62\|%HLP9U*9ZS*>/5B_^3L M_ E.*^K,C?[_1S\ON1"@NK:6:37HG=(BC%C&)Y)9.5%R"BZL,N7895'47+/W MLC18?U.P'XW-
6=1M_\Q,RD:OK_YDOZA<@3OAAA^>HAMZ.^;&U|QA\;'2^8S= M%&;J1C+5O"X0!@84!F$+^KDJ&"IFK"XJ6TO8CT#F8QK\PUF.ZO@P90G M>&29@:-898+"1B#(:4/B!B#!!)E$0
A5J [M+!'2LFFFDHRYFBZ+_E-I9:.$)I KIQ$I*>A.595A@JZ4B3>0|)8PS0A,E21Z%I)V"R MY*\6(*:LGK$27B: $G"U7B"P<;ZI-S1 +A0I;I%$K2$ V!E@PP_GO#T)=QE+
MM9FZ.2;M'"M7680+QNEAL!M6MI:@Y>;&K%G[5-'5WS%T7:^XXL7^62\Z/7<- M?IHP3MO?I*G"[8$[]'X:,6ZE1P0\K&(MR7-, H:Q5BZC'B26@_V(>E>*)=H MXVKT(UZT1@=HE-
8D4N"Q8P= @I" 5G#WU2VE$V/)+D$Y[VL-B>B8MZ.3 QFL MBYN NWBK*X(D"2]#/BI26D!N20+5L/E*X,E&(@FN=|_$*"8O,793I4.SP2 M)@_XX,<'J$]#IT6Q,^&UV[X+!;%8
@;-2"$LFMI" =AG MHISG-$C)PNNA9';LALN,;J7'E=-7%Q@H]6P+34J,"-L<48KX:M95\=."<6M MH@FH$+T]QO>DJ7844?U.=#[\>@8T3L(@U+&^4\D!Z'36G(@;T_)&+"(S>H0X
MOYR>X+l8DB"X%?V_,#5\3-S&NX3;;F\=N%LSTAI^M^>RK6$,Z$^4('1R9PI. ML,T=D$U9(4&66S&'#P"M>*RTJF84KS<-2YO)(\V#*.R#%=&EK-+'AMMF0F5M M2X#8^?
PB28P5W@"?7XYE@;1! \MHD25M$A)![ASPBLVD2M#SDT5LLDN(]4Q[M->&Z]G1$WI1IBA1/3> 'MR%5N\L/MJ#7<+LY>_/X1$=0HPLY8FSJZF$+M@D M_$Y:4@*7C3 4X28V"6(-
:08W+<. RJ,F]3+MVS$ MVF=0(45HDR2U)6-[WZ]%P\@R5^XW438%_3[UQ4OT MQN&9V;E#)QI(=PXDW;9["W@'74SYS>U_?<.X2^^Q@G7N)S"VU"!XMD('T M(0]TXM\9-
+S3"HF/*B9&3R1E/P7 %EY]V"9*RKS49B;1.LU,B(M\A=7 0OI* M:MA9XX:+8>5+X+O-;E$WM[&FFI=.#N;_G"-.EYK/!JKP*^,]G:]BY03+.*%X MC[2P ;M'3FA>;)=.-
VR9RN)7S$=NFCN^Z:@2ZVT_=/JG+Q)LI[7:B!]L^IO7L MK'/";S^YU.3_(8NR'JM?R',2L3?88>?3U[OOX,=@G*D7S*,_"G M?"2U=_%BOP\J]-=
[WV&\(]>=L^_7A^Z/O<=\8[GSYKC5M'^W+UY39\N/F=W MOLF43-G5K4QJJLO8K^'<9!C;BX/?PM$_4KJU]L-UQQ_Y+&VK'+^9ZP6-\K5^ M7-2/O8_5CT?AP]DC_\'N/U!+ P04 "
#\A"Q9,2\!K9(' "9*P '@ M &5X:&EB:70S,3)C97)T:69I8V%T:6]N8GET+FAT;>U::V_;.!;]OK^"FV [M"6 [MO/R.&Z M$UGC5UT%IT ,]\6E$A91"A10TIVM;]^SR7E5^RT+CH[<;(- M$"
<2+\E+WL-SSY4\2LM,7X]2R<7U7T9_;;?9.Q-7FY9N]U8O35%;=4D+5F_VS]COQI[KZ8\M)>]U/)Z/L[H)%R/3OPDH\B(^GHD MU)0I\?I #432O8B3B^BB=WXVZ'>C@9"7 S&(XYA?
GO:C?_<.T!7FH8\K:RU? M'V0]Z>2Y4A>]HOR:J9$F0Y[W>[?#M;MN)W -#)E:;)ACTQ+^:EL=OW%;6T$YXI70]_N%.9=.R#G+&/)N/Y#RW<I=VTJHD
M&#KU'QDF\9>SQD&,HU4NYPX'+QG]C$[(<+Z^S57NK?>WQ_U]_&9\QTY[G?[Z M(G9V/P8VI'TB_]_>?KP;OQ^_O;D;__SAEZ]>@7A3_^P"<;5W N,7N M>(VYV$]6RGS&M6BQ6-
I2)34K4UZ^.CP?7#W#A?4ZT"6.6\]ED5DZ5G($-RU0Y=I/G%=?LHRR,+9G)V7MC,];KMO_!3,+&;VY_M8_]4F0)[(@P_/L=FIJ68R%:(A@UA$ 8.Y :)"^-S ME3.>UZS*2UM)^(]4YK,:XL-
9ABNK$,&$Q[AEF4&P6&F"W89!+F/'!+E3$=[@DX@RFU3XF8@PQB99$"89:C.SP1TK)9JN*4N8H^EOUGTLIF$%I MIIQ&KJ2T.U-EB@6Z0L;>01JW@&M&8)E3=!,LJE>WX;D'[O2Y
$ZR1.4(*:%C M&<(6T 9S--N5=I4G(9>*HRC\EA7 F,")BOQ:@%BRNJ:%8@R 92 J_42@4WP MW8.I 7*A:. 6650:!H"= 3;\=,[[$W.7LD2;F9MCTL]) WO&RM M0,O-
G=GP|KFBZVS/T'6W%HI7AX-^[_+*-?AITC@=?Y,D"I='[MC':?XI3G$\EN0#D?*PV+WBEO|\Z/9/"B=R["5;A4L/R $D:GQ$OK2 U M((=\V7FB9&VB!!/1.A_B%Q:4F[]Z5#U\$28/.+'>P/*?
L?#\IUTD.:(CD]0 M7X9.BW)GS"NW>Q=*8I$$#)J90EHTE<4 8)^I*%]"!O8-$$SQ%B8I\@UI"B"-\F#*@;P;J27;]F'M;^@0LK0)HXK2\%>28=:1LV,*W&? M'OYA+!=CH-\K9%,,??
1(EP2H!4D]L&X<1X4C?4U/Y;Y_*!/\.@Y>I=PMM /1 MFT>Y%)[W_7XTG%RC<6C1TEBWR-_^!H;,,E664GZ&\R,#A4#M0L$_/\@1 MT
N*=43A^$N*>'[DY.^5@OO^>%5Y[!\%'^OD/ZPO'VC(;$@^13 144HE;.Q MDH!"DWL7E@K MNP:'W647'J%X]\K'N_SY;Y6VX[7->JR||9U>^$$MW*&"3V0[0A#OVSR!OT.N
M9[QV!]_?<>X3^^QAG7L#Y998)(\6R$#ZE \,&MYI!>&C\JG14TG])P?8 MP]L/VV1)F17:U!*ML]2$O,C76 TL](=(P\X&-UR/2E\"+PZ[1=WYWQG>Z6L?*.;9Q2OD>LK
!NT=.;%X>ETXW)G2XE?,9VZ: M.[[II!2;;3]VSBX>;^UV>H^V?6[4P:!S>K;;L"?>X^ U-L85/']|<]P)&/ MD&& _,1Z1Z$R| TK7U4BS"2]D?;_0TY,LPFGH15O^
MJS%K"WV!$7U3O|QX!K\$;2OO>8;^*1]9'5R_.CP#%?K/C6|BO#KL772O_C_ M7SK>/_#L13/80RR_|'C>T9<37W) WZ9*)NS|0IS|')Z+C")[??2O\&@?=S?: MCS<#?^)5V$X:OEGK-
59;5/C-A#^WE^AABD',[%C.^]VR P$:--VX(:$N?O646PYT6!+/DDA MI+^^*]D&0I(KE&DOES(9$[/O^ZQVA=2;J33I]V8$1_T?>C]:%CKGX3PE3*%0
M$*Q(A.:2LBGZ%!%YARRKX!KP;"GH=*:0YW@-](F+.WJ/<[JB*B']4D^OEK_W M:L9(;*C9;\7T7M$HY,*=3INM|LE3>RVPP;QG$G3P>T)"1M1,Z[C9NL/MP*B MP)
[+2+5,R$DEII8$$C-?-=Q_FILL*JR(.R<$*GS#<. S7F M$%Y!#GG"A7_@F)I 4ZP8IS19^A_&~"4279$%NN$I9A^J$C-I22)HG#-*^B?Q M76W8U5(") 2\8V2.+BX&0\OAX/3\?
#Z"GV\O1G=GEZ- MT?@:N1UT:X_L@8U&%P-#=>M-YPV)SF.D+(+X_'HK^_?KI+$QQ"%#(6>,A(IR MAA94S9":$73*V!PGZ(9D7"C$8S0\N_B,?JZ]*AJ>.=@7$BH M*#
UF%$2@V(PI.@]0==Q3$,BC+F<=DD99B&%#)0T,*'5%-$:JY,E HJB\;** MLKF0*(9S]!5E+IJ[3*JV,L)A@1J1U_9"0)3H-#02> MXW@Z&&S$--^$2%7(4('N&%])J?D*#9";
[#6G3MTNG_W0J0X2B"P6,E)%^ MU]9)T"DN5D \3Q* &]!/=&$^%JL@7^94$#UXI$;B"?$C#&M!(+=Y%!T_XOI4 MVH]E78#K=NL-P*T;Z"K#K'S=A [RJ# I-@ DU.8:I7/V4;.ER,J0"
,T&D MAK*JN7"2() &CX /"!E@*_-N$C_V!] ;46-!=P_@FB=Y)?","&-:ON@=]AJZ M_9["DX2429MP ;W*@MPE.)/$+[\$$959@I<^928#1BA8+8DFI.M>-Z40)\4$ M-
062DY\V+:;3;UP4#&85E98+LFU(-16MTI[VH]W:2G5L=ROM:UH[=A3-5ZE MMF8\SKV&Q$C(Z$FE7BD%BDKPO>P!N1GL%N%WPWZY.=%ULI8FGGVCI7,-;;: MLHLD[$E\
(P(S+YW $'6]?.RO!%H@6GI5BG9,*_MZ%AR3 Z?(0.55F=LLLX=E M=;;ZYOMG>:J] \/&NU FB<8@K)3Z)SH80L[0K?E!/^'YZ8% MMC_H5_I7.-WKEKE:M_N.YE@?V.PSG%O^X=3'(D^
M84[6[7;[K7-R5>8?5%^N8'?!>=^[)^.N:![CEN/7%9%RC;YB,-7,<\LY+CF=BY76/CB/C MTISQ^((D6$_HK;<_A17G201/)$_F:EWD;VY:BF=^?54SUV9_ 5!+ P04 M" #\A"Q9/]0+U3@*
B)P '@ &5X;&EB:70Y-V-O;7!E;G-A=&EO;G)E M8V]U+FAT;=5:;5,,1+^?K]"1^]R4&433"'"$EZ6*$*Z.VKQ5PE7V/EUI9C18 MR\QH5M+8\?[Z>
[]E&8]M3&#KE@KY0+!':G6WNI]^NH>3L2^+TY.QDMGIWT[^ M/AR*MR9M2E5YD5HEO[.[M[XJNQ-WHB
MPW.O?:%.6SDG+\+GDQ=\R$EBLMGJ2:8G0F<_;^C\8+2SE^WO)X=)LK>?I[X^ M/$AEEKU,#U\>O$QWD_^.-K 5R\,>YV>%^GFCU-5PK.C\HU=[VZ]K?SS5F1\? MC79V_K&QL-
*K;WXH"WU=';&^>)H;6!,TZ+,'.86N5*O?:)=4NOCU M7Y=O+J_$X<')"UK=VK1JF;37,"XQWIORB"SK69#"G\K>WX0SJV6Q3O&=)<4/ M5A3?
A^*7;RY^%>\NWU]>7;Q=5/T'5OK\X_M/%Q^-^G%U=?OP@/E^F#=SV&U<'EF4J-E5Z;ZJBI M,F5IU<;I9WS;U)S5)A>7%5V)GJCA&^F0X.>FK%7E>-?N^+?&N=U/ON+K%W- M*
Y,+[03?JQ$;0]=SM@R#E9=:L*M37KV.-GKW=V=8S)15C/^-#K>PC;I!T)7 MO%]-R#'T6UQ&@JWZO=$68KP1M56UM$K(2L@4GH3S@(A6.0^ ;+W:VT_'C Z.
MGM++"+/B,I4PQ0/"XW]2DRU'PM2;"X0*AD;]6!- M60^^MGQY#YG291 M4[A@HDWC"G*.;^"7VVP;"&.#B*EIBHQ_"SG$DL(Z!RG@^.4M=@Y57!R M5
8GQ.N!_I:6UMAN,CJA4#F9^IV56X.%.YWJ@KR6F@D\9$@CU#=G*IG IMIB ME1>)=#&F9$G73/=*>^_*&(`D4GB4B60&H>?F';XD=,^(?"VZ< &<9S-?.AP6XN$R\5;!:TT?W0UIZ.
[1=C1&%T2C\ M]J-='%<(LC:]NPC$!T">5VH9*W">]M0:DW1MJ,'K[5E$_&.O8=3M:HW' S M@R##T8RA:,#/)9;50*@4&<2(EJA%55D(U7Z !P5@BEN@9W#C7(IKDM]P:(LS ME
QUN"^GO,B!<6,(&0#5':/=%X]=I._^]YW7.,_4/GCE"KL_2)?)W[*&I#?B MO;0WB@5K:![@YG,#54<[;X>C'E1^F4/DQ;=T+*MK),!?@6]%
<[]B4(M;]#35<@[7]B8B;;&K4XA"3M=:/*\ABN6GA M-Z9,F]]1#N;!2!(#,D8L-.Q3L>1&!5]F3 7A"&+*8HL$@HFR%T&":G8Q5I MYY**,O6-I#*"HI6:^*]?8IK*G5!,Z#K&$
:OH&5>:/$<LN5\S6'8]EUET<>8R-/*ZGFB]ON?Q6 B!_BQ52&A M"A5Z%D[A&8HQV&B)S-? 8&[8D/-9B]D9O@S%X1Y=_%)!Z+?QF7*IU4G;478T M*(Y\R@7"@\8DVL(B!ZSO\&76E
&P*ZRYC0=JZY8.R HI6H($24<-S8=66- MZI7F*M\W-4=),5-2EUVSO;;% MUGG_TG$U<'O:%').".=4YUOZ[C .<8-PD:2*<_>U&'4=(8B:UVN8[*RLUVL+ M*?CZP=F+XVU!7/_.T@^%+?
D-*,H-A&@T#ZWA3<6;89_)7RX.V$I2):!/#(7]36S/1 M&0*UK7J67QEU-DK>[\,^C_'MI5QG62EG+1K11|O6N37(3QX,9(B;8#EKIQ*A M-64PV71;2R\F!K3-
*3\$NQ\$$5F3DH2U\8U=;'UX5)+$5PH\O([$CHJF*9-X MHW1H[![<'5P@C!-KH : $\BZB#$5BC@7D':@_W!DU#G'2#=W]*KE G<0%.F# M>9V[:4A:UI80B>>@@WY)"P/0E8D$-
T3SR6EOY!FB>AT\%G$$:L$V72":P061 MX_8Z]\A%Y^]Z])V*QH=ZBP4(B^I /YD!@42*@/-(F;\A:,Y+IFFJ ZG@8;/ M8RV0J4"U%IC64C$*$ZM2W@2NUJN[Z+D5O9"))
(=NN!>H;C$8J.5N4,,L4BE< M*.I"/W:0G:IVBY/@!7V7"MR=<2.MI;XLS(%XYPK]=-M/!U.(<<,?H32 MV.lC"K\A$#++=.0\/Z#$]X56#80..-X#'M!;RHRZ6Y).A[J[E4SD4"=HH^2=2
M%^V[A?7D%H\1R*Y]51<,JMNV#=\@D H3\$Y>6Z5:\^I"5MUT)@B9=V!]3 %* M5,RU7J?1\V?[A\W1;32/O2X;3ZM M9?T+Z3+7!G50E14BCDV^9=Y[#0;G@BV%
<>Y>KT,WR;61ZS'291."OK;>1'#A MR&&3Z01:L-6'*I[FMDB1 ;I,8%R0T@Z74^,B%0F8U4O6 MV,?NS!L:(!OR9VC18LR;|"DI^[#<]^@C_=W(7['KT6CO8_^)U?-GHU<[Q_?_
MN9Z1OPA_H_:"_S;N?U!+ P04 " #\A"Q9L'ZM!%G% @#^K1X $0 &EB M97@M,C R-# V,S N:'1M[+U[=]O&LB?Z__D4N-YSSG;6D#+))O>7$!#EAQ*!&6<-9-MD2#0Z*]N=_WJ
MY_]U.PF<:QDG?A3^\L_F3N.?C@S=R//#T2__;/<[O=X__]>;__CY_ZG7?W![M>>J\B]QL(/L4Z<12I-)S;OQT[*1CZ7RO]XJ_^M7 N I$.HWA2K_//.M%T%ONC M<>]T&JT]?9G^-
C[Q]MT];I!TZT='1_OUO8$XK MQ-*SO'A[L[A\<'(G!WF%M M=-+R#MWlQD&SWCK8/:CO-8]%_>AP<%C?'\K&[E'C8,\[/*IY)X='1X?2=3TI
M#P[W=CWW^.CXN#7P6JV]HV:SX0[HN>,4WAG>.TQ._-OTEQ?C>)V>O'IUG!SO]XXJN\V]7W@RJ_+E]]J-'9? MX=<#D4A[^>W"]3>[='7S^/CX%7VK+EU]$>Y=_AJK'M[% M[B:_?
>DOWP#X(N%=_+O M.S\C?TDVFLU#^_Z!5]!/S@)!!SN%$*L?^Z_>//S6 KOS<\3F0H?UZ7?V7^ M]2\0.E&8PD&O7\VF\!R7 __K E12IOTU?$!*_>_,=__,?/]9\&\@WN4UUOTL^O M^,.?
7_&M!Y$W>_.SYU\[23H+Y"\O/#^9!F)V$D:AA 7XMR=XH8SYG[IGR9#^_M"=^?@:2)?9>??YM>RN$O+]PZ'(!03/I.TC_IAO"X60=6%XN@%WKRlE^'X MP&P@1?9>O&D
50Y;C;T6K*QPUP<\1,N!]W[BBN /*>+W\$EB'K/_X@V^_KH> M< &71U[Q$0_2$0(Q>."Q6?GD!HNADZ-I*KSX4 8H*];3# M%V_H@P<]<$_4!W4D_=^B'QZ*D$*7:
(2.!]^3F0[263:3T%_X'K.AWR5#Z\= M)3Z*NNXM,%OB#P)YZB>I6=,Q[/)=(N$?%W$TE7$Z QT4INW0ZP(K3_$9\.\[MEM(>IC)NNT' +$"E]DY.8PGKP:7 +IN3*$[|?].?#]J._4?
>CH/MVKJN>/4 M%P_.P(.R0%N04=._50$]/CS0>"/)Z42M8#U M47H=KW:TL5>['|7.HM#]_K<[7LO;/0+%_LYK[34:C_E:[V/AXO=.%OK\4HD< MX0)?
+&H!#X[O!*3Y+R]Z9^_G7QSN.Y#Q^? <9 4\,1SU^3Y)04F@O7H29I.; M*/82&;YP4$W!71KF=7>!1T&AZ^7]]3W:>B_E% 21@%W_W@4?W[G@%<=A@7%. M)0A-
:7:/R(=4/1^B"84WU4_?^ XNNX:'7:\XSL$>6#T7 MNY_^WCG/GV*.P_T.03?$!Q#SFA7MMIYQ%D#?H*.47(@9DA3UC.O&F?37PWVY M'LF\WM?:W=!K-9M^'L70[ICII!"))SH=?1
P^8WH>DTK_32;(D6Q,+AX.+XMG M8,B:ESD"[CSX/O:Q? N'P.M$DREL'AL,N+ 1[?+;67X)[L9 M)#7,$3XOA=IDFX9#L\81R'9A%^0^O@ M\(&///P[C]P#C;%[L.A%O"KZ1;$<2N
85R9+W#GTXD\2V_SPG0RC"4B3);>][^L4;O&JN/[WMH'EE3*;)$R*"VL M"QZTG9X,0&[&LR!RQ>][ZZM.U54/>D1(VGT%!TSAGP_C)V5B+%VG^O(^-U2G MG.Z)%HK^7%+L0?
\%A(&_A[Z,'3[6Z>E+]^I-@_IN(W\$?Z/_U@]Y57COY=O0*L$V M<"0LY4UHMNJM8W,C]?QM:Z]N&H\?>!O4VK!SY3P\>=CL-?-=//TG4 MSX[G3] MBD++[M=>%
(89TQD:_^!=@^_3OO7!I-.7P>>3*.RGD?N5[_7SJZ6/ M,+MA5O*P]A-UL1SCW:YE+W2CB=P:6CRZP?W(M+B4]?!#Z75% M'/KA*-F:C2^9/[#.5WMTV4++]=:H$-
E_ST9V;YRB%RT"X1_?=MME:+P.!'MVK M? ZV?1D(M>U^[Y,Y F4@UK9[S$\5I&BMSY)K;:NG_-11BG7N_=9[R1N(4JQS M_I?=.|YTE&*=M'AT9_F1:?&D48IU;GS)8GRI*L<9:IMUM
M]Y2?.DJQSKW?>B]Y U&*=>[_MGO&FXY2K),65=Y[0QM?N?/(,HTV4]J_6[GR M6TJXRI4O.8$]5WY+"%6Y\MM#K+W*E;^?);?&AJN|RI7?W-Y7KOQF||IRYRINMVI/2^<3?S>?
MWEOTK(3^>SM#0$]^+]%@O,] ZJ19+-_[M_@_"5Q|/ASZKC2_V1I"\ZW_N[# M4Q'Z3D*7UC>_/SG0&LA2E>N@G/UHF-Z(>&M,K_W2N=TED:SZXM_DV<+#N34F MW7[I?/J22-
"M)6AI P7L9!H728.%%;>[+X, 7*(/,I2Q"| !T9O <4[2F! < MN[>(+_@8U"A!3'. M#&&>Y&N$R7I^; O'N6PE($\I0L[H&PT1/D@HU$LIB"M MX-P08=0@BI//_>=&B5+&
(39+BF<^O)09$-2JW2^^KTH,AP^8[&U;?[Y4Y)D0W)KVQSUIR3)A@37 MMGGL1)(S*>)G++FVS7=_4IIL2'1MF_/^I#39D.PJG?=N*HO]B1^.SH=7-, 9 MA]5]B"+O/.[+^-
IWYU**^]D8>N?7,H;?/D^Q=E@ZSWY+R+6A<1NE<_NWA%R; M$8:!8L)_%URM=.+R_37OA\)6+IH@;;1+,-B<72A16VB68;DHVEC#M\$G]& M<2=+TF@BX\2N# U\N$MS7?
5MG2AT99CR#-)+/_FZK*Y-KV/AXD=&N:$XY*&Q$L.0W6> Z.2AOF>Q -3',C7*C[&[?F&)0V=%=N$JSS%)0V M$O<@$BSTE&[-$2AM5*W$^[|._B]=A.R[!E_W3UMVA++:H$-
E_ST9V;YRB%RT"X1_?=MME:+P.!'MVK M? ZV?1D(M>U^[Y,Y F4@UK9[S$\5I&BMSY)K;:NG_-11BG7N_=9[R1N(4JQS M_I?=.|YTE&*=M'AT9_F1:?&D48IU;GS)8GRI*L<9:IMUM
M]Y2?.DJQSKW?>B]Y U&*=>[_MGO&FXY2K),65=Y[0QM?N?/(,HTV4]J_6[GR M6TJXRI4O.8$]5WY+"%6Y\MM#K+W*E;^?);?&AJN|RI7?W-Y7KOQF||IRYRINMVI/2^<3?S>?
MWEOTK(3^>SM#0$]^+]%@O,] ZJ19+-_[M_@_"5Q|/ASZKC2_V1I"\ZW_N[# M4Q'Z3D*7UC>_/SG0&LA2E>N@G/UHF-Z(>&M,K_W2N=TED:SZXM_DV<+#N34F MW7[I?/J22-
"M)6AI P7L9!H728.%%;>[+X, 7*(/,I2Q"| !T9O <4[2F! < MN[>(+_@8U"A!3'. M#&&>Y&N$R7I^; O'N6PE($\I0L[H&PT1/D@HU$LIB"M MX-P08=0@BI//_>=&B5+&
(39+BF<^O)09$-2JW2^^KTH,AP^8[&U;?[Y4Y)D0W)KVQSUIR3)A@37 MMGGL1)(S*>)G++FVS7=_4IIL2'1MF_/^I#39D.PJG?=N*HO]B1^.SH=7-, 9 MA]5]B"+O/.[+^-
IWYU**^]D8>N?7,H;?/D^Q=E@ZSWY+R+6A<1NE<_NWA%R; M$8:!8L)_%URM=.+R_37OA\)6+IH@;;1+,-B<72A16VB68;DHVEC#M\$G]& M<2=+TF@BX\2N# U\N$MS7?
5MG2AT99CR#-)+/_FZK*Y-KV/AXD=&N:$XY*&Q$L.0W6> Z.2AOF>Q -3',C7*C[&[?F&)0V=%=N$JSS%)0V M$O<@$BSTE&[-$2AM5*W$^[|._B]=A.R[!E_W3UMVA++:H$-

5P\B^@5VI&V/4BA= M1&@K*;+.,U*Z",@/T<%\5+] 0'FW?9W<_CS\XW:2R/1SZ%&T)$GCS,68QK;P M_O'S<) W0(0UGH3CTGG(&VEJ?20.+YWON^G-72?GELZKO>?F7GS<LXMG6SA^][^;^N@6<6SK7,_-_=>G+>#V[N6:_\G-MLE,Z5V_3NKI%UFXUM]=$^GFT#[VZKD_9HN[M6WBV=EZ;C M-N_@-:X):+%'81O\.98#$>5]HUCZH[!IZXX1IU-71/[=8J2GQ'(O07UELU$Z M?I*T;/!8\/.E8(/2>;ZE98/MFNS0;)3.[2XM9;=KOD2S43]?_RDH6Z+]+UU8 MH/S[OU8+MG21 U.0%4O/3I\+UP]@60M=/%%P[8>CXD7K*)(_C<)1*N/).SE(ME]0_^Z$\'_*3M^:<-4L7PZCH_!CGN5FZ:$HN3P=I+DFM/IR+L\[CD/>'YZSF M+C#$VCBK=)&DBK,V)[-:ZY19I8VB570&&V2_OMM<#YU+'":K),C#.>O>3_Q- MQ#XVF%Z*=+[&7+J9@G<*_=$X?>^'(G3AU?'2?C1\ LB(@Z<'-6DV2QPIK$[" MDYX$L[G19")CUQ?!*;"6.@'/E/M+'$VMN/])+(Q2L&&)0[\5&VYUL.W1@]H/ M"P,<8AB@N;N>=RMMP+ADHPTW@T;6;)4VT%LR^FP&S[#9*FV =HNFNF[J;)4V M!+I%M-O4N2MMD!'[,_$I. /CD$_1Y-^&KE?\>OG.56QV2IM0+ $--F4C"MM M:*H$--F4["IMP&0)3=K@T M7OIFM[L4ZJ"TWGJ):+.LZJT7GMIQ-1:M4)/]'2$2'85-&4:E=<772)MO/O-' M:XO?+:V7UQZV!!\KXJ-ELN(/_BX9[_ILD MG06P]Q,_K(^E/QJG)WO[T_3UC>^EXY-FH_&?+PK7U8$R=5A1#'[-29)-)B*> MP17)5(3Z$C<*HOCD'T"UQG#X>@AO4!^*B1_,3O[9CGT1_+.6@%\$-XI]77B M_UO"L^"Q].>-6D>C\3KP0ZG7U6PU_O,U[D;=DVX44[3Y) MA#_J6(18NDAY M,_8'?OIZ0\MRQK$<_O+B']^F"\BL*S${!,-G0[2/4R3GU\)(!;NKJ;9 N66 M4837XX=X3$YV#Z8I[$Y*]U8_&D0Q++ .>Q*(:2)/[#]>>WXR#<0,^)+>D7[T M&FXYOX81&D:34Z0/:YEG/JN".HB\$?A"3V.O\XY9Z?!W),"CZ:>?K+Z>@>^ M>'K7^?'1SG%C^5>-G29]_HKN%^LO%15V^1T]!IX$M^N7%[LOYEY6+1^N=+PH MP\U9G@]%9[GAZ.3AM.$>^@'O*(W7W90>"_2:(IWXHWF37!ALV6\^C# L^[/ M=:TYKCMV8>K\[.:\VZGL^.T&OM[MQT^]V-U[B)\7;^IZ6?=\XA7HP\0YDS?.9301X=^1?2_>_-]5_[=RKZQ#=/"(MAVC_7G1^'\63__I'\Z#Q^F?0JF$4GF43N)/K*.5[B?+;K3=?.*% .\63_LF[MR,U0^^,XBA>D=X=PP9MFH_XKZ>;\+F\>@V%*1;[U$.OX7FM]^4G$7YWS4/YTM7]Y2XKT>R"'<.7UVY5R=.Z YKD]\&7-7>?\TFGNO_1^X@ .WSM7'[N. MI5Z,:FEWKASXNGF\\=[A=72_K0)Y*1CZ0S!]&P]?KV9%+$#KI?TG(S8R6(L%7U/*_\#;G3?A^;/MVWWQYE]9*/FUT3,J,FK-0:_IWE*U3'0]O_S1I12EP'QTB59+JJ$($B.]]E^\ MB4HKJJXNVV?]'LJD$HDKQ1USO# 0[M=1'($?6E=;-:3_>[TNFWFY?M:2+#5T M=SBBX0SC:.)HR\))(^>!5L9F3W(GFDS\! -(SGL?/$=@30PKW?] ="DZA+_.E MGVI^/\#P5K.^>[2WUUJGC/OAO7W<'"#H'1KW\%V>?N70E95B(8_^EX=G]W3GN?,.3R%$[=WY=2+[NWPDWI#3&(F+^9(QG MF4H70^:>XX>.GR:..O8Q+/#>GE0E9E8'%?^>I%GPI[=B6_<:..ZV#W3NW];ZW M:A[L-]:.[D5K6K_/L1>15E-O-;T%LFWR/?S.\J;N9Z#?O0H,@Y+[^.I2DY0M6X(:*]2)O**KAMF$$^F-1#R-HVLU6C/WU8Y>O'DKXTGFB942,?6^M;'F5/PP M^W\E;GLJ9L9\#?@)UB#CV@$I46@56 MIG9:PQI*.M[E!A#]RIAU[V_;R*49"5G/KXQM;CH("VY\4R2=3_G,+]FB9ST'CQIGG8/'0N M9!@FL^ :&%XX[6L99N!]?EF,B/W]9[?,LYLOWO0S'X[D46M_R9.*R>>U';N* M2^ZD5 ?^>1Y?13=&\V+#]Q>1C&$STBA<&TN0-#Z/+T#9^Z&;Y[)V7[QYU[G; MZWE4&?RM+[?C>BSI?2^=\"(I.)IO4]QO8%&)!WEBJ6(OOMCQ#WB(4"BV8RD*QV8?]JW5 M:/TT?VP>(!!I4/K%.KG8K/8^+L_U*@?M.ZPRK]Q*N]%I](P8!XQ^J]_'+6: MAZ\3YTH&-;30@PQ?O4%BK)5AR^+?]+EU41-5G9]_HKN%^LO%15V^1T]!IX$M^N7%[LOYEY6+1^N=+PH MP\U9G@]%9[GAZ.3AM.$>^@'O*(W7W90>"_2:(IWXHWF37!ALV6\^C# L^[/ M=:TYKCMV8>K\[.:\VZGL^.T&OM[MQT^]V-U[B)\7;^IZ6?=\XA7HP\0YDS?.9301X=^1?2_>_-]5_[=RKZQ#=/"(MAVC_7G1^'\63__I'\Z#Q^F?0JF$4GF43N)/K*.5[B?+;K3=?.*% .\63_LF[MR,U0^^,XBA>D=X=PP9MFH_XKZ>;\+F\>@V%*1;[U$.OX7FM]^4G$7YWS4/YTM7]Y2XKT>R"'<.7UVY5R=.Z YKD]\&7-7>?\TFGNO_1^X@ .WSM7'[N. MI5Z,:FEWKASXNGF\\=[A=72_K0)Y*1CZ0S!]&P]?KV9%+$#KI?TG(S8R6(L%7U/*_\#;G3?A^;/MVWWQYE]9*/FUT3,J,FK-0:_IWE*U3'0]O_S1I12EP'QTB59+JJ$($B.]]E^\ MB4HKJJXNVV?]'LJD$HDKQ1USO# 0[M=1'($?6E=;-:3_>[TNFWFY?M:2+#5T M=SBBX0SC:.)HR\))(^>!5L9F3W(GFDS\! -(SGL?/$=@30PKW?] ="DZA+_.E MGVI^/\#P5K.^>[2WUUJGC/OAO7W<'"#H'1KW\%V>?N70E95B(8_^EX=G]W3GN?,.3R%$[=WY=2+[NWPDWI#3&(F+^9(QG MF4H70^:>XX>.GR:..O8Q+/#>GE0E9E8'%?^>I%GPI[=B6_<:..ZV#W3NW];ZW M:A[L-]:.[D5K6K_/L1>15E-O-;T%LFWR/?S.\J;N9Z#?O0H,@Y+[^.I2DY0M6X(:*]2)O**KAMF$$^F-1#R-HVLU6C/WU8Y>O'DKXTGFB942,?6^M;'F5/PP M^W\E;GLJ9L9\#?@)UB#CV@$I46@56 MIG9:PQI*.M[E!A#]RIAU[V_;R*49"5G/KXQM;CH("VY\4R2=3_G,+]FB9ST'CQIGG8/'0N M9!@FL^ :&%XX[6L99N!]?EF,B/W]9[?,LYLOWO0S'X[D46M_R9.*R>>U';N* M2^ZD5 ?^>1Y?13=&\V+#]Q>1C&$STBA<&TN0-#Z/+T#9^Z&;Y[)V7[QYU[G; MZWE4&?RM+[?C>BSI?2^=\"(I.)IO4]QO8%&)!WEBJ6(OOMCQ#WB(4"BV8RD*QV8?]JW5 M:/TT?VP>(!!I4/K%.KG8K/8^+L_U*@?M.ZPRK]Q*N]%I](P8!XQ^J]_'+6: MAZ\3YTH&-;30@PQ?O4%BK)5AR^+?]+EU41-5G9]_HKN%^LO%15V^1T]!IX$M^N7%[LOYEY6+1^N=+PH MP\UV9G@]%9[GAZ.3AM.$>^@'O*(W7W90>"_2:(IWXHWF37!ALV6\^C# L^[/ M=:TYKCMV8>K\[.:\VZGL^.T&OM[MQT^]V-U[B)\7;^IZ6?=\XA7HP\0YDS?.9301X=^1?2_>_-]5_[=RKZQ#=/"(MAVC_7G1^'\63__I'\Z#Q^F?0JF$4GF43N)/K*.5[B?+;K3=?.*% .\63_LF[MR,U0^^,XBA>D=X=PP9MFH_XKZ>;\+F\>@V%*1;[U$.OX7FM]^4G$7YWS4/YTM7]Y2XKT>R"'<.7UVY5R=.Z YKD]\&7-7>?\TFGNO_1^X@ .WSM7'[N. 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M%UD,.4#+P@Q)3=%5G1G.4],^YR^^8(S1_WUY71 W%-ZFCKQ6F1V=XIY2I13^ M>.E/=\Q]L=)C/E]MTB\ZS30WTCQ/(WD2VR2YN&(:W5"]&-4=].DFC'.@\.QJ M5*5*,*ZB0!Q-Q 9#ZMA*>\%MZ(<$85:N7()6^I3I1ZPXG\BA=0(13^7E2UC4GKQ@ 1QTQ-TSZS \3? ;MLPSDM5!0%\LJ M 2D7F:64+*!Q5(XA0N$G?P('AW+&<7Y* < MJEE8GA$L<*.5,J ZPM2/%Y= O#? R6C4((K9")VYGV'5=G23*%S@O&A"^P,U M1&V,)D*7@?.]_7]3,*-0S%HHA\1LA$1_#O\.9@X:4!FU?V,2)! #K!>/!WX: M4SQ*(%54FS&M0);G,Y?+>J-U]13=-W>E[RC"!LAA+DWE?*7>0=Z7FI"?>64 MH#=MB^#U4*X1/UA>2UKCLTX%1UA]H,QKKDE!_LS39Y1U7%+/EY\(I3D2*2;8 M]T&CRDQ5BE56VN[522=(N]R82YK@74WC:MEU@SO&4$K'TM M;;UB&PZFSLX42ZH^5Y8%-6ZL=#$?'N5:S83F_9Y*M><"32F ML/*\V6CHK#VL$;N'C>[(N26O/[7RP[IV'0Z",8LL#GRS?,B MA9JI4 "6\T-5JI;/E5M1>?\L](>F4OZ!:_KY/X]6P5O_GBS M;9DK^M$T:;JF&NE^,9JG>9MO=45I2K:.%QB*IN.9%LDY8.C:BI&I%LMK]F7& MU =@QVD3U,._LE!R!^(N![_V:J;:AZ!>;GVT(\@@._AY9>6(6&1+R_V_E6% M6\12[;P<=!MY:HBGWRIIK6M7N*,8#-B@:S55X>!KX#7#2^KOA?F\%"BYB>SH MMC8-YQSNI86U\/\&E+W8.,(N:73 H7= M(M9J-%9SZOU)^9!*MG*S>#=7:'FEK^ZU,K_@MMM>&*+)4Y_?EH;RY. 0X MD2">?/)Z3)UM$&7>\I #163:QCC7MU6-9+ C=:OJ/6]F4!:!O: ,STI2[()(MIE+BQ^;^<5.,&IZESXG6I2H4KSHN+FE9B8B"YJ6C*A30Q^[;:C)5H.@[KY+61_O_^< Q[%U=O0/^VV%ZKGH! MWK+$MCG@;M2^0!5=GMVY2K(1+Y$^-8@5=Y^06W#NG;Y*?1W,\DR):ACR8R-X MMZJ%QJJD0K->N./RK?Z.7(Y*>:&.Q00$)7L%8 M4KHCP59D:EWA&% .)2OS_W MC*LCS5@.=FQ1X3WL.+_"?1!)W!]D'/0G0XX(0%MO]3F#G?&"[,.5.?$XM>KPJBH RN/H0M0)UZ!@$[*E0,.H@)!!D7>,X[LSME6% M.O'*)R.NIJ.CD=P5A]/FD)#4AP4W7_<]HAT\H<$1#'1EMV'3VZE^Q1VGB!QX MP]W(TH*P,0]:(ET9\43,ZT>VO#F4G2((8Y]WA<]QRB*Q[-9.@^FH4ZR^:@Q8&AO@W6UF ML]V2L)G8 N1/ZRR^]8('6U2;DH*#F(IO22'8U+X@V!4$3R \S6,:@(J5V>Y2:VNH="/7S;6;1O1^81;4%7/?D=82DG5 V'LR.GLLB) MN3!D7D=$W?GZ(X)E^^H0 \)<::PDX :$.K>Z[P)R5AWNOW1+8V6)@9!Z#+UI2IE6H7^+R$:Q& A[FFG&@.]8M8<7MS"$>)LBM M(K)?])B:8<11.JCA0X8))YSM0#%00EE[!X(5OVCYEKPRCYX@>!'&VE4PF2B M@BHW17V-3V1&0S+DI@&/X^Z$8ES-1EGVL3!C9@7J8M/<@^7**(_@>P-3E^BX MJJJQP]IQE3'3<;DD#WKKJ(4*HJF>G0*FJPXHJI_2_JHXVB4":@>]WZQK\.9J MSD=00^D8JR1JSA4.*[&A!FO.>S]4W\5P" +ZWS#!N#UW0?$-3Z,10;.I,AJK MYN(:C6H0K4D.%\?*F<8T([A/FH$\W6\TYHE QQ!V1 P"G)#B&?S3<^OX#OW4 M*G?0$[YO(E3ZKNB\Q'+A0TL3;9S$^MZ+;^L9OO N5$]!SV M@:2$ ACO^E2K8^"'A50L.%9 VY@TA];>+P=92F.$C7[(8U^*K1@6 B-/-*7 M3["5)#A?4I.JE4TQ2F_OF6483:1,55<@6OQDK!9^9XZ2 K[+7\D>>%53QD2> M\&-+ID:5. 0*;578UW+\2SB@9+1.\T#, MA)"5@SM.NYZ7@2#^TYPN:BXS8\[I"6\&23\&]Z:.^K0HPI<5EC+2LU+:VHHH MOIL/U_LXR I5Z5&Q].BX*CVJ2H\>5?G<+7QMB2J8-G0%!K&'L@VK3W MC1^:6K' MH(PYX*'NY%9;CW42^(@LX?,:^I.!";S)?%S0L&!&:BC8GM#P1) 1?"TZ+@1 M7PMH"LJ8U:^(2.Q<#BEOI Y M*]1I&U[[<13R2!YT,_4P-AL*PDEG4Y[ON:3#RS8L0Z'GSK-#NI6"Y&[/7QN7 M5&A3< Q5<9HV5WE,M^]T(P/[%4+0]VKK4U<*Z28:&D?662[L5A?F&(9\[7& M>5$_.F:KU6"2QXT%&.!$]N(HGS66]A3;RXLF,8;Q=H*D\A MR*<]T6F>#"2EJE;AN_!^ZU8'U:Q@@?C3H5=J0'4?Y_&C1$>N50%:"F=YA&%$ M=HKAL&;Y(!3UZV4IH&+J!\'[5["H865CTX4N#UG^-3R MU

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