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jurisdiction ofâ€‹(I.R.S. Employerincorporation or organization)â€‹Identification No.)â€‹6312 South Fiddlerâ€™s Green Circle, Suite 100NGreenwood Village, Colorado 80111(Address of principal executive offices)â€‹Registrantâ€™s telephone number, including area code: (303) 397-8100â€‹Securities registered pursuant to Section 12(b) of the Act:â€‹â€‹â€‹Title of each ClassTrading SymbolName of each exchange on which registeredCommon stock of TTEC Holdings, Inc., $0.01 par value per shareTTECNASDAQâ€‹Indicate 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 12 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 90 days.Yes Ã¾Â No â—»â€‹Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (Â§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes â˜ÂÂ No â˜â€‹Indicate 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 company,â€ and â€œemerging growth companyâ€ in Rule 12b-2 of the Exchange Act.â€‹Large Accelerated FilerÂ â˜Accelerated FilerÂ â˜Non-accelerated FilerÂ â˜Smaller Reporting CompanyÂ â˜Â â€‹â€‹Emerging Growth CompanyÂ â˜â€‹If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. â˜â€‹Indicate by check mark whether the registrant is a shell company (as defined in RuleÂ 12b-2 of the Exchange Act).Yes â˜Â No â˜‘â€‹As of July 31, 2024, there were 47,723,922 shares of the registrantâ€™s common stock outstanding.â€‹â€‹ Table of ContentsTTEC HOLDINGS,Â INC. AND SUBSIDIARIESJUNE 30, 2024 FORMÂ 10-QTABLE OF CONTENTSâ€‹â€‹â€‹â€‹â€‹â€‹â€‹PageÂ No.â€‹â€‹â€‹PARTÂ I. 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OTHER INFORMATIONâ€‹â€‹â€‹Item 1.Legal Proceedings41â€‹â€‹â€‹Item 1A.Risk Factors41â€‹â€‹â€‹Item 2.Unregistered Sales of Equity Securities and Use of Proceeds41â€‹â€‹â€‹Item 5.Other Information41â€‹â€‹â€‹Item 6.Exhibits42â€‹â€‹â€‹SIGNATURES43â€‹â€‹â€‹â€‹â€‹â€‹â€‹ Table of ContentsPARTÂ I. FINANCIAL INFORMATIONITEM 1. FINANCIAL STATEMENTSâ€‹TTEC HOLDINGS,Â INC. AND SUBSIDIARIESConsolidated Balance Sheets(Amounts in thousands, except share amounts) (Unaudited)â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹JuneÂ 30, â€‹DecemberÂ 31, Â â€‹Â Â Â Â Â 2024Â Â Â Â 2023Â ASSETSâ€‹â€‹â€‹â€‹â€‹â€‹â€‹Current assetsâ€‹â€‹â€‹â€‹â€‹â€‹â€‹Cash and cash equivalentsâ€‹$ 79,780â€‹$ 172,747â€‹Accounts receivable, net of allowance of $4,757 and $2,248â€‹Â 381,685â€‹Â 394,868â€‹Prepaids and other current assetsâ€‹Â 117,081â€‹Â 95,064â€‹Income and other tax receivablesâ€‹Â 24,872â€‹Â 18,524â€‹Total current assetsâ€‹Â 603,418â€‹Â 681,203â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹Long-term assetsâ€‹â€‹â€‹â€‹â€‹â€‹â€‹Property, plant and equipment, netâ€‹Â 149,114â€‹Â 191,003â€‹Assets held for saleâ€‹â€‹ 29,449â€‹â€‹ â€”â€‹Operating lease assetsâ€‹â€‹ 106,185â€‹â€‹ 121,574â€‹Goodwillâ€‹Â 573,625â€‹Â 808,988â€‹Deferred tax assets, netâ€‹Â 12,439â€‹Â 38,151â€‹Other intangible assets, netâ€‹Â 181,338â€‹Â 198,433â€‹Income and other tax receivables, long-termâ€‹â€‹ 37,194â€‹â€‹ 44,673â€‹Other long-term assetsâ€‹Â 99,859â€‹Â 101,573â€‹Total long-term assetsâ€‹Â 1,189,203â€‹Â 1,504,395â€‹Total assetsâ€‹$ 1,792,621â€‹$ 2,185,598â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹

(296,268)â€‹$ 24,674â€‹Foreign currency translation adjustmentsâ€‹Â (7,381)â€‹Â 19,367â€‹Â (11,218)â€‹Â 28,765â€‹Derivative valuation, grossâ€‹Â (8,854)â€‹Â 712â€‹Â (9,164)â€‹Â 9,573â€‹Derivative valuation, tax effectâ€‹Â 2,304â€‹Â (187)â€‹Â 2,379â€‹Â (2,497)â€‹Other, net of taxâ€‹Â 91â€‹Â 108â€‹Â 212â€‹Â 180â€‹Total other comprehensive income (loss)â€‹Â (13,840)â€‹Â 20,000â€‹Â (17,791)â€‹Â 36,021â€‹Total comprehensive income (loss)â€‹Â (310,608)â€‹Â 23,757â€‹Â (314,059)â€‹Â 60,695â€‹â€‹â€‹

which relates to disclosures regarding a public entityâ€™s reportable segments and provides more detailed information about a reportable segmentâ€™s expenses. The ASU is effective for fiscal years beginning after December 15, 2023 and interim periods beginning after December 15, 2024, with retrospective application required. The Company is assessing the effect on its annual consolidated financial statement disclosures; however, adoption is not expected to have a material impact on the Companyâ€™s Consolidated Financial Statements. In December 2023, the FASB issued ASU 2023-09, â€œImprovements to Income Tax Disclosuresâ€ to enhance the transparency and decision usefulness of income tax disclosures. The ASU is effective for fiscal years beginning after December 15, 2024, with retrospective application permitted. The Company is assessing the effect on its annual consolidated financial statement disclosures; however, adoption is not expected to have a material impact on the Companyâ€™s Consolidated Financial Statements.â€‹â€‹(2)ACQUISITIONS AND DIVESTITURESSerendebyteIn connection with the acquisition by TTEC Digital, LLC of a 70% interest in Serendebyte Inc. (â€œSerendebyteâ€), Serendebyteâ€™s founder exercised his put rights with respect to the remaining 30% interest in Serendebyte on December 8, 2023, but failed to fulfill the agreed exercise prerequisites. Pending the resolution of the put exercise formalities by Serendebyteâ€™s founder, TTEC Digital is not able to determine the final purchase price for the remaining 30% buyout agreement.In connection with triggering the option, on December 8, 2023, a $0.3 million accrual was reclassified from Redeemable noncontrolling interest to Accrued expenses and the remaining balance was reclassified to Additional paid in capital.7 Table of ContentsTTEC HOLDINGS,Â INC. AND SUBSIDIARIESNotes to Consolidated Financial Statements(Unaudited)FCRPursuant to the Membership Interest Purchase Agreement of October 26, 2019 between Ortana Holdings, Inc. and TTEC Services Corporation for the acquisition by TTEC of 70% interest in First Call Resolution, LLC (â€œFCRâ€ and â€œFCR MIPAâ€, respectively), Ortana Holdings exercised its put rights in January 2023, which required TTEC to acquire Ortana Holdingsâ€™ remaining 30% interest in FCR. The purchase price for the remaining 30% interest was determined based on the express provisions of the FCR MIPA and was based on FCRâ€™s performance during 2022. The buyout agreement was signed on April 4, 2023 and reflected a buyout purchase of $22.4 million.In connection with the triggering of the option, as of March 31, 2023, the $22.4 million purchase price was reclassified from Redeemable noncontrolling interest to Accrued expenses and the remaining balance of $20.5 million was reclassified to Additional paid in capital. In February 2023, a $9.2 million payment related to excess cash distribution was completed and in April 2023 the final payment of $22.4 million was completed.Certain Assets of FaneuilOn April 1, 2022, the Company completed an asset acquisition through its subsidiary TTEC Government Solutions LLC, of certain public sector citizen experience contracts in the transportation infrastructure and healthcare exchange industries from Faneuil, Inc., a subsidiary of ALJ Regional Holdings, Inc. (â€œthe Faneuil Transactionâ€). The acquired business is operated as part of the TTEC Engage segment and was fully consolidated into the financial statements of TTEC. The Faneuil Transaction was recorded as a business combination under ASC 805, Business Combinations, with identifiable assets acquired and liabilities assumed recorded at their estimated fair values as of the acquisition date.Total cash paid at the time of acquisition was $142.4 million. In addition, Faneuil granted to TTEC Government Solutions LLC a three-year call right and right of first offer to purchase certain other assets of Faneuil in its utilities and commercial healthcare verticals as well as certain proprietary technology. The Faneuil Transaction includes two contingent payments which were anticipated to be paid in early 2024 and were based on the revenue and EBITDA performance of one contract and one potential contract.The fair value of the two contingent payments was estimated using a Monte Carlo model. The model was based on current expected EBITDA performance for the two specific client programs, a discount rate of 7.6% related to revenue and a discount rate of 19.3% related to EBITDA, a volatility rate of 20%, and an adjusted risk-free rate of 1.7%. The potential payments ranged from a minimum of zero to an unlimited maximum. Based on the model, a combined $8.8 million expected future payment was calculated and recorded as of the acquisition date. During 2022, a $2.9 million net gain was recorded related to fair value adjustments for the estimated contingent payments based on changes in estimated EBITDA, the timing of cash flows and market interest rates which resulted in an updated discount factor for one contract, and a complete reduction for the second contract as it was not awarded to the Company. During the second quarter of 2023, an amendment to the agreement was signed which modified the contingent payment to a minimum payment of $7.4 million and a maximum payment of $10.4 million. An initial payment of $7.4 million was completed in May 2023. During 2023, a combined $3.0 million net expense was recorded related to fair value adjustments for the estimated contingent payment based on changes in estimated EBITDA, the timing of cash flows and market interest rate changes. These benefits (expenses) were included in Other income (expense) in the Consolidated Statements of Comprehensive Income (Loss). For the six months ended June 30, 2024, a $1.0 million net gain was recorded related to fair value adjustments for the estimated contingent payment based on changes in estimated EBITDA, the timing of cash flows and market interest rate changes. As of JuneÂ 30, 2024, the contingent payment is accrued at $0.4 million and is included in Other long-term liabilities in the accompanying Consolidated Balance Sheets.8 Table of ContentsTTEC HOLDINGS,Â INC. AND SUBSIDIARIESNotes to Consolidated Financial Statements(Unaudited)The Faneuil Transaction included a call option providing the right but not the obligation to purchase additional assets in the utilities and commercial healthcare verticals based on trailing twelve-month revenue plus an additional earn-out payment based on newly added contracts.Â A second call option provided the right to purchase a software intangible asset and related support functions based on trailing twelve-month revenue. These call options were valued based on information including the call right and the exclusivity period and a $270 thousand asset was recorded as of the acquisition date which was included in Other long-term assets in the Consolidated Balance Sheets. During the fourth quarter of 2022 and the first quarter of 2023, reductions in fair value of $52 thousand and $140 thousand, respectively, were recorded due to changes in estimated revenue, which were included in Other income (expense) in the Consolidated Statements of Comprehensive Income (Loss). During the second quarter of 2023, an amendment to the agreement was signed which cancelled the option to purchase the additional assets in certain verticals, and thus the remaining $78 thousand accrual was removed and included in Other income. As of JuneÂ 30, 2024, the fair value is zero.The Faneuil Transaction included an indemnity escrow which was disbursed as a holdback payment on the acquisition date. The indemnity payments related to real estate and technology funds that were spent post-close related to various IT upgrades and real estate expenses, and indemnity related to potential future employee wage increases. The indemnity payments were valued based on a weighted average of several current scenarios and a receivable of $10.4 million was recorded as of the acquisition date. During the third and fourth quarters of 2022 and the first quarter of 2023, reductions in the fair value were calculated and a $4.4 million expense, a $0.2 million expense and a $2.5 million expense, respectively, were recorded related to fair value adjustments for the receivable based on current information reflecting a better outcome with the contract negotiations and lower anticipated IT and facilities spending. During the second quarter of 2023, the payout value related to the IT and Facilities reimbursement was finalized at $1.3 million, and an expense of $1.9 million was recorded. The payment was received by TTEC in May 2023 and as of June 30, 2023, the receivables were reduced to zero on the Consolidated Balance Sheet. The reductions in fair value related expenses were included in Other income (expense) in the Consolidated Statements of Comprehensive Income (Loss).A multi-period excess earnings method under the income approach was used to estimate the fair value of the customer relationships intangible assets. The significant assumptions utilized in calculating the fair value of the customer relationships intangible assets were the customer attrition rate, revenue growth rates, forecasted EBITDA, contributory asset charge, and the discount rate.9 Table of ContentsTTEC HOLDINGS,Â INC. AND SUBSIDIARIESNotes to Consolidated Financial Statements(Unaudited)The following summarizes the fair values of the identifiable assets acquired and liabilities assumed as of the acquisition date (in thousands):â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹AcquisitionÂ DateÂ â€‹â€‹FairÂ ValueÂ Cashâ€‹$ â€”â€‹Accounts receivable, netâ€‹Â 704â€‹Prepaid and other assetsâ€‹Â 8,420â€‹Net fixed assetsâ€‹â€‹ 5,622â€‹Right of use lease assetsâ€‹â€‹ 17,778â€‹Other assetsâ€‹â€‹ 2,572â€‹Customer relationshipsâ€‹â€‹ 61,310â€‹Goodwillâ€‹â€‹ 75,902â€‹â€‹â€‹$ 172,308â€‹â€‹â€‹â€‹â€‹â€‹Accrued employee compensationâ€‹$ 202â€‹Accrued expensesâ€‹Â 2,763â€‹Right of use lease liability â€“ currentâ€‹Â 3,129â€‹Right of use lease liability â€“ non-currentâ€‹â€‹ 14,092â€‹Deferred incomeâ€‹â€‹ 811â€‹Other liabilitiesâ€‹Â 8,891â€‹â€‹â€‹$ 29,888â€‹â€‹â€‹â€‹â€‹â€‹Total purchase priceâ€‹$ 142,420â€‹â€‹In the first quarter of 2023, the Company finalized the valuation of Faneuil for the acquisition date assets acquired and liabilities assumed and determined that no material adjustments to any of the balances were required.The Faneuil customer relationships are being amortized over a useful life of 10 years. The goodwill recognized from the Faneuil acquisition is attributable to, but not limited to, the acquired workforce and expected synergies with the TTEC Engage segment. The tax basis of the acquired intangibles and goodwill will be materially deductible for income tax purposes. The acquired goodwill and intangibles and operating results of Faneuil are reported within the TTEC Engage segment from the date of acquisition.Assets Held for SaleIn the second quarter of 2024, the Company reclassified $29.4 million from Property, plant and equipment, net to Assets held for sale as the Company expects to sell its former headquarters building in Englewood, Colorado within the next twelve months. This included $16.7 million from leasehold improvements, $6.7 million from buildings, $5.9 million from land, and $0.1 million from other Property, plant and equipment categories. These assets are allocated 85% to the TTEC Engage segment and 15% to the TTEC Digital segment. Funds received will be used to reduce the Companyâ€™s existing debt. The Company ceased depreciation on the assets upon reclassification. The estimated fair value less costs to sell the assets held for sale exceeded their carrying value as of the quarter ended June 30, 2024 and no impairment was considered necessary.â€‹â€‹10 Table of ContentsTTEC HOLDINGS,Â INC. AND SUBSIDIARIESNotes to Consolidated Financial Statements(Unaudited)(3)SEGMENT INFORMATIONThe Company reports the following two segments:TTEC Digital and the CX Technology Services IndustryTTEC Digital buyers are seeking solutions in several areas including cost optimization, migration from outdated legacy platforms to more agile cloud environments, lack of CX talent and expertise and a need for a practical way forward with AI. TTEC Digital takes a technology agnostic approach to these challenges and focuses on designing and delivering solutions specific to each clientâ€™s specifications. TTEC Digital has entered into strategic partnerships with the leading CX software vendors including Genesys, Microsoft, Cisco, AWS and Google which positions TTEC Digital to support the majority of CX platform requirements.TTEC Digitalâ€™s solutions are built to respond to market needs for both enterprise and small and medium-sized business clients. AI design and delivery capabilities are woven across all four of the following pillars.â€¢Professional Services: Â CX and AI solution planning, design, and implementation servicesâ€¢Managed Services: Cloud application and premise support â€¢CX Consulting, Analytics and AI: Â Transformation strategy and design, data science, engineering, and visualizationâ€¢IP & Software: Custom software engineering through TTEC Digitalâ€™s IP and Software divisionThe segment has a three-pronged go to market strategy that includes growing existing client relationships, partner channel motions and general market development. In 2023, TTEC Digital expanded its Hyderabad Innovation Studio in India with the goal of continuing to expand its offshore delivery capabilities, and currently approximately 41% of the staff are located in one of several offshore locations.TTEC Engage and the CX Business Process Outsourcing Services Industry The TTEC Engage segmentâ€™s solutions are built to respond to the following market needs for clients.â€¢Customer Support Â â€¢Tech Support â€¢Revenue Generation and Growth Servicesâ€¢Trust & Safetyâ€¢AI Operations, including data annotation and labelingâ€¢Back-office SupportTTEC Engage goes to market through a vertical approach with customized solutions that include industry-specific talent, technology, certifications, and capabilities. For example, in the Banking, Financial Services and Insurance (â€œBFSIâ€) vertical, we support several lines of business with customized offerings for retail banking, online banking, credit card, property and casualty and loans. In healthcare, the segment supports care, technical support, revenue generation and back-office capabilities to meet the needs of payer, provider, clinical and pharma clients. The Company allocates to each segment its portion of corporate operating expenses. All intercompany transactions between the reported segments for the periods presented have been eliminated.11 Table of ContentsTTEC HOLDINGS,Â INC. AND SUBSIDIARIESNotes to Consolidated Financial Statements(Unaudited)The following tables present certain financial data by segment (in thousands):Three Months Ended JuneÂ 30, 2024â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹

Consolidated Statements of Cash Flow. The Agreement will be terminated in the third quarter of 2024. 13 Table of ContentsTTEC HOLDINGS,Â INC. AND SUBSIDIARIESNotes to Consolidated Financial Statements(Unaudited)The balances related to the Agreement are as follows (in thousands):â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹JuneÂ 30, 2024â€‹DecemberÂ 31, 2023â€‹Total accounts receivable factoredâ€‹$ 61,956â€‹$ 99,994â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹Total amounts collected from clients not yet remitted to Bankâ€‹$ 19,890â€‹$ 1,158â€‹â€‹The unremitted cash is restricted cash and is included within Prepaid and other current assets with the corresponding liability included in Accrued expenses on the Consolidated Balance Sheet. The Company has not recorded any servicing assets or liabilities as of JuneÂ 30, 2024 as the fair value of the servicing arrangement as well as the fees earned were not material to the financial statements.On July 21, 2023, BMO Financial Group completed its acquisition of Bank of the West from PNB Bank Paribas. The Agreement transitioned with the acquisition.On January 2, 2024, the Company amended the arrangement to adjust the discount rate to reflect BMOâ€™s updated market pricing levels and other minor items.â€‹(5)GOODWILLâ€‹Goodwill consisted of the following (in thousands):â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹

EBITDA estimates. The fair value adjustment benefits(expenses) were included in Other income (expense) in the Consolidated Statements of Comprehensive Income (Loss).A rollforward of the activity in the Companyâ€™s fair value of the contingent consideration payable is as follows (in thousands):â€‹â€‹â€‹

months ended JuneÂ 30, 2024 and 2023 (in thousands):â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹Three MonthsÂ EndedÂ JuneÂ 30, Â â€‹â€‹2024â€‹2023Â â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹Equity-based compensation expense recognized in Cost of servicesâ€‹$ 1,991â€‹$ 2,536â€‹Equity-based compensation expense recognized in Selling, general and administrativeâ€‹â€‹ 3,113â€‹â€‹ 3,113â€‹Total equity-based compensation expenseâ€‹$ 5,104â€‹$ 5,649â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹

be reasonable under the circumstances, form the basis for making judgments about the carrying values of assets and liabilities that are not readily apparent from other sources. Reported amounts and disclosures may have been different had management used different estimates and assumptions or if different conditions had occurred in the periods presented. For further information, please refer to the discussion of all critical accounting policies in Note 1 of the Notes to the Consolidated Financial Statements in our Annual Report on FormÂ 10-K for the year ended DecemberÂ 31, 2023.33 Table of ContentsResults of OperationsThree months ended JuneÂ 30, 2024 compared to three months ended JuneÂ 30, 2023The tables included in the following sections are presented to facilitate an understanding of Managementâ€™s Discussion and Analysis of Financial Condition and Results of Operations and present certain information by segment for the three months ended JuneÂ 30, 2024 and 2023 (amounts in thousands). All intercompany transactions between the reported segments for the periods presented have been eliminated.TTEC Digitalâ€‹â€‹â€‹â

instruments as cash flow hedges for forecasted revenue in non-functional currencies.While we have implemented certain strategies to mitigate risks related to the impact of fluctuations in currency exchange rates, we cannot ensure that we will not recognize gains or losses from international transactions, as this is part of transacting business in an international environment. Not every exposure is or can be hedged and, where hedges are put in place based on expected foreign exchange exposure, they are based on forecasts for which actual results may differ from the original estimate. Failure to successfully hedge or anticipate currency risks properly could adversely affect our consolidated operating results.Our cash flow hedging instruments as of JuneÂ 30, 2024 and DecemberÂ 31, 2023 are summarized as follows (in thousands). All hedging instruments are forward contracts, except as noted.â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹Â Â Â Â LocalÂ Â Â Â â€‹â€‹Â Â Â Â Â Â Â Â Â â€‹Â Â Â Â Â Â Â Â Â â€‹Â â€‹â€‹Currencyâ€‹U.S.Â Dollarâ€‹â€‹%Â Maturingâ€‹â€‹ContractsÂ â€ the nextâ€‹â€‹MaturingÂ AsÂ ofÂ JuneÂ 30, 2024â€‹Amountâ€‹Amountâ€‹â€‹12 monthsâ€‹â€‹ThroughÂ Canadian DollarÂ 750â€‹$ 557â€‹â€‹ 100.0%Â Â â€‹September 2024â€‹Philippine PesoÂ 7,924,000â€‹Â 138,843(1)Â Â â€‹â€‹ 61.8%Â Â â€‹March 2027â€‹Mexican PesoÂ 638,000â€‹Â 30,417â€‹â€‹ 64.9%Â Â â€‹December 2026â€‹â€‹â€‹â€‹â€‹â€‹ 169,817â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹â€‹

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(formerly known as TeleTech Holdings, Inc.), a Delaware corporation (â€œUS Borrowerâ€);(b)each Foreign Borrower, as hereinafter defined, as may hereafter become a party hereto (each such Foreign Borrower, together with US Borrower shall be referred to herein, collectively, as â€œBorrowersâ€ and, individually, each a â€œBorrowerâ€);(c)the lenders listed on Schedule 1 hereto and each other Additional Lender, as hereinafter defined, that from time to time becomes a party hereto pursuant to Section 2.9(c) or 11.10 hereof (collectively, the â€œLendersâ€ and, individually, each a â€œLenderâ€); and(d)WELLS FARGO BANK, NATIONAL ASSOCIATION, a national banking association, as administrative agent for the Lenders under this Agreement and the other Loan Documents (â€œAgentâ€).WITNESSETH:WHEREAS, US Borrower, the lenders named therein, as lenders, and KeyBank National Association, as agent, entered into that certain Credit Agreement, dated as of October 1, 2010, as amended by a First Amendment thereto dated as of March 27, 2012 (collectively, the â€œExisting Credit Agreementâ€);WHEREAS, this Agreement amends and restates in its entirety the Existing Credit Agreement and, upon the effectiveness of this Agreement, the terms and provisions of the Existing Credit Agreement shall be superseded hereby. Â All references to â€œCredit Agreementâ€ contained in the Loan Documents, as defined in the Existing Credit Agreement, delivered in connection with the Existing Credit Agreement, shall be deemed to refer to this Agreement. Â Notwithstanding the amendment and restatement of the Existing Credit Agreement by this Agreement, the obligations outstanding (including, but not limited to, the letters of credit issued and outstanding under the Existing Credit Agreement as of the date hereof) shall remain outstanding and constitute continuing Obligations hereunder. Â Such outstanding Obligations and the guaranties of payment thereof shall in all respects be continuing, and this Agreement shall not be deemed to evidence or result in a novation or repayment and re-borrowing of such Obligations. Â In furtherance of and, without limiting the foregoing, from and after the date hereof and except as expressly specified herein, the terms, conditions, and covenants governing the obligations outstanding under the Existing Credit Agreement shall be solely as set forth in this Agreement, which shall supersede the Existing Credit Agreement in its entirety; andWHEREAS, Borrowers, Agent and the Lenders desire to contract for the establishment of credits in the aggregate principal amounts hereinafter set forth, to be made available to Borrowers upon the terms and subject to the conditions hereinafter set forth.NOW, THEREFORE, it is mutually agreed as follows:ARTICLE 1.Article I. DEFINITIONSSection 1.1Definitions. Â As used in this Agreement, the following terms shall have the meanings set forth below:1â€‹Exhibit 10.99â€œAcquisitionâ€ means any transaction or series of related transactions for the purpose of or resulting, directly or indirectly, in (a) the acquisition of all or substantially all of the assets of any Person (other than a Company), or any business or division of any Person (other than a Company), (b) the acquisition of in excess of fifty percent (50%) of the outstanding capital stock (or other equity interest) of any Person (other than a Company), or (c) the acquisition of another Person (other than a Company) by a merger, amalgamation or consolidation or any other combination with such Person.â€œAdditional Commitmentâ€ means that term as defined in Section 2.9(b) hereof.â€œAdditional Foreign Borrower Assumption Agreementâ€ means each of the Additional Foreign Borrower Assumption Agreements executed by a Foreign Borrower, as applicable, after the Closing Date, substantially in the form of the attached Exhibit G, as the same may from time to time be amended, restated or otherwise modified.â€œAdditional Lenderâ€ means an Eligible Transferee that shall become a Lender during the Commitment Increase Period pursuant to Section 2.9(c) hereof.â€œAdditional Lender Assumption Agreementâ€ means an additional lender assumption agreement, in form and substance satisfactory to Agent, wherein an Additional Lender shall become a Lender.â€œAdditional Lender Assumption Effective Dateâ€ means that term as defined in SectionÂ 2.9(c) hereof.Adjusted Eurodollar Rate =Eurodollar Rate for such Currency for such Interest Periodâ€‹1.00-Eurodollar Reserve Percentage â€œAdjusted Eurodollar Rateâ€ means, as to any Loan denominated in any applicable Currency not bearing interest based on an RFR (which, as of the Sixth Amendment Effective Date, shall mean Dollars and each of the Currencies identified in clause (a) of the definition of â€œAlternate Currencyâ€, other than Sterling) for any Interest Period, a rate per annum determined by the Agent pursuant to the following formula:â€‹â€œAdministrative Borrowerâ€ means US Borrower.â€œAdvantageâ€ means any payment (whether made voluntarily or involuntarily, by offset of any deposit or other indebtedness or otherwise) received by any Lender in respect of the Obligations, if such payment results in that Lender having less than its pro rata share (based upon its Commitment Percentage) of the Obligations then outstanding.â€œAffected Financial Institutionâ€ means (a) any EEA Financial Institution or (b) any UK Financial Institution.â€œAffiliateâ€ means any Person, directly or indirectly, controlling, controlled by or under common control with a Company and â€œcontrolâ€ (including the correlative meanings, the terms â€œcontrollingâ€, â€œcontrolled byâ€ and â€œunder common control withâ€) means the power, directly or indirectly, to direct or cause the direction of the management and policies of a Company, whether through the ownership of voting securities, by contract or otherwise.â€œAgentâ€ means that term as defined in the first paragraph hereof.2â€‹Exhibit 10.99â€œAgreementâ€ means that term as defined in the first paragraph hereof.â€œAlternate Currencyâ€ means (a) Euros, Canadian Dollars, Sterling, Yen, New Zealand Dollars and Australian Dollars, in each case as acceptable to Agent, and (b) any other currency, other than Dollars, agreed to by Agent and the Required Lenders in writing, that (i) shall be freely transferable and convertible into Dollars, (ii) is dealt with in the London interbank deposit market, and (iii) for which no central bank or other governmental authorization in the country of issue of such currency is required to give authorization for the use of such currency by any Lender for making Revolving Loans unless such authorization has been obtained and remains in full force and effect.â€œAlternate Currency Equivalentâ€ means, at any time, with respect to any amount denominated in Dollars, the equivalent amount thereof in the applicable Alternate Currency as determined by the Agent or the applicable IssuingFronting Lender (with notice thereof to the Agent), as the case may be, in its sole discretion by reference to the most recent Spot Ratespot rate (as determined in respect of the most recent Revaluation Date) for the purchase of such Alternate Currency with Dollars.â€œAlternate Currency Exposureâ€ means, at any time and without duplication, the sum of the Dollar Equivalent of (a) the aggregate principal amount of Alternate Currency Loans outstanding to US Borrower, (b) the aggregate principal amount of Alternate Currency Loans outstanding to the Foreign Borrowers, and (c) the Letter of Credit Exposure that is denominated in one or more Alternate Currencies.â€œAlternate Currency Loanâ€ means a Revolving Loan described in Section 2.2(a) hereof, that shall be denominated in an Alternate Currency and on which a Borrower shall pay interest at a rate based upon the Eurodollar Rate applicable to such Alternate Currency.â€œAlternate Currency Maximum Amountâ€ means an amount equal to fifty percent (50%) of the Revolving Amount.â€œAnti-Corruption Lawsâ€ means all laws, rules, and regulations of any jurisdiction concerning or relating to bribery or corruption, including, without limitation, the United States Foreign Corrupt Practices Act of 1977, as amended, and the rules and regulations thereunder and the U.K. Bribery Act 2010 and the rules and regulations thereunder.â€œAnti-Money Laundering Lawsâ€ means any and all laws, statutes, regulations or obligatory government orders, decrees, ordinances or rules related to terrorism financing or money laundering, including, without limitation, any applicable provision of the Patriot Act and The Currency and Foreign Transactions Reporting Act (also known as the â€œBank Secrecy Act,â€ 31 U.S.C. Â§Â§ 5311-5330 and 12U.S.C. Â§Â§ 1818(s), 1820(b) and 1951-1959).â€œApplicable Commitment Fee Rateâ€ means:(a)for the period from the EightNinth Amendment Effective Date until the Calculation Date for the fiscal quarter ending on December 31June 30, 20232024, 0.2000.275% per annum; and(b)commencing on the Calculation Date for the fiscal quarter ending December 31, 2023 and for each Calculation Date in respect of a fiscal quarter ending prior to the date on which the Covenant Adjustment Period terminated (including a termination pursuant to clause (b) thereof)June 30, 2024, the percentage per annum set forth in the following matrix, based upon the result of the computation of the Net Leverage Ratio as set forth in the Compliance Certificate for such fiscal period, as provided below:3â€‹Exhibit 10.99Net LeverageÂ RatioApplicable Commitment Fee RateGreater than or equal to 3.504.50 to 1.000.2750.325%Greater than or equal to 3.004.00 to 1.00 but less than 3.504.50 to 1.000.2500.300%Greater than or equal to 2.50 to 1.00 but less than 3.00 to 1.000.200%Greater than or equal to 2.00 to 1.00 but less than 2.50 to 1.000.175%Greater than or equal to 1.00 to 1.00 but less than 2.00 to 1.000.150%Less than 1.00 to 1.000.125%(c) commencing on the Calculation Date for the first fiscal quarter ending after the date on which the Covenant Adjustment Period terminated (including a termination pursuant to clause (b) of the definition thereof), the percentage per annum set forth in the following matrix, based upon the result of the computation of the Net Leverage Ratio as set forth in the Compliance Certificate for such fiscal period, as provided below:Net LeverageÂ RatioApplicable Commitment Fee RateGreater than or equal to 3.50 to 1.00 but less than 4.00 to 1.000.275%Greater than or equal to 3.00 to 1.00 but less than 4.003.50 to 1.000.250%Greater than or equal to 2.50 to 1.00 but less than 3.00 to 1.000.200%Greater than or equal to 2.00 to 1.00 but lessLess than 2.50 to 1.000.175%Greater than or equal to 1.00 to 1.00 but less than 2.00 to 1.000.150%Less than 1.00 to 1.000.125%The Applicable Commitment Fee Rate shall be determined and adjusted quarterly on the date five (5) Business Days after the day on which US Borrower provides a Compliance Certificate pursuant to SectionÂ 5.3(c) for the most recently ended fiscal quarter of US Borrower (each such date, a â€œCalculation Dateâ€). Â The above matrix (as applicable) does not modify or waive, in any respect, the requirements of SectionÂ 5.7 hereof, the rights of Agent and the Lenders to charge the Default Rate, or the rights and remedies of Agent and the Lenders pursuant to ArticlesÂ VII and VIII hereof. Â Notwithstanding anything herein to the contrary, (i) during any period when US Borrower shall have failed to timely deliver the Consolidated financial statements pursuant to SectionÂ 5.3(a) or (b) hereof, or the Compliance Certificate pursuant to Section 5.3(c) hereof, until such time as the appropriate Consolidated financial statements and Compliance Certificate are delivered, the Applicable Commitment Fee Rate shall be the highest rate per annum indicated in the above pricing grid then in effect regardless of the Net Leverage Ratio at such time, and (ii) in the event that any financial information or certification provided to Agent in the Compliance Certificate is shown to be inaccurate, and such inaccuracy, if corrected, would have led to the application of a higher Applicable Commitment Fee Rate for any period (an â€œApplicable Commitment Fee Periodâ€) than the Applicable Commitment Fee Rate applied for such Applicable Commitment Fee Period, then (A) US Borrower shall immediately deliver to Agent a corrected Compliance Certificate for such Applicable Commitment Fee Period, (B) the Applicable Commitment Fee Rate shall be determined based on such corrected Compliance Certificate, and (C) US Borrower shall immediately pay to Agent the accrued additional fees owing as a result of such increased Applicable

Commitment Fee Rate for such Applicable Commitment Fee Period.â€œApplicable Marginâ€ means, with respect to the Revolving Loans:4â€‹Exhibit 10.99(c)for the period from the EightNinth Amendment Effective Date until the Calculation Date for the fiscal quarter ending on December 31June 30, 20232024, (i) 1.502.50% per annum for Eurodollar Fixed Rate Loans, and Transitioned RFR Loans, (ii) 1.53262.5326% per annum for Initial RFR Loans (GBP) and (iii)Â 0.501.50% for Base Rate Loans;(d)commencing on the Calculation Date for the fiscal quarter ending December 31, 2023 and for each Calculation Date in respect of a fiscal quarter ending prior to the date on which the Covenant Adjustment Period terminated (including a termination pursuant to clause (b) of the definition thereof), theJune 30, 2024, the percentage per annum (depending upon whether Loans are Eurodollar Fixed Rate Loans, Transitioned RFR Loans, Initial RFR Loans (GBP) or Base Rate Loans) set forth in the following matrix, based upon the result of the computation of the Net Leverage Ratio as set forth in the Compliance Certificate for such fiscal period, as provided below; provided, however, that in the case of any Initial RFR Loan (GBP), the Applicable Margin set forth below shall be the Applicable Margin for Eurodollar Fixed Rate Loans plus 0.0326% at each level of the matrix:Net Leverage RatioApplicable Margin for Eurodollar Fixed Rate Loans/Transitioned RFR Loans/Initial RFR Loans (GBP)Applicable Margin for Base Rate LoansGreater than or equal to 3.504.50 to 1.002.003.500%1.002.500%Greater than or equal to 3.004.00 to 1.00 but less than 3.504.50 to 1.001.7503.000%0.7502.000%Greater than or equal to 2.503.50 to 1.00 but less than 3.004.00 to 1.001.5002.500%0.5001.500%Greater than or equal to 2.00 to 1.00 but less than 2.50 to 1.001.375%0.375%Greater than or equal to 1.00 to 1.00 but less than 2.00 to 1.001.125%0.125%Less than 1.00 to 1.001.000%0.000%(c) commencing on the Calculation Date for the first fiscal quarter ending after the date on which the Covenant Adjustment Period terminated (including a termination pursuant to clause (b) of the definition thereof), the percentage per annum (depending upon whether Loans are Eurodollar Fixed Rate Loans, Transitioned RFR Loans, Initial RFR Loans (GBP) or Base Rate Loans) set forth in the following matrix, based upon the result of the computation of the Net Leverage Ratio as set forth in the Compliance Certificate for such fiscal period, as provided below; provided, however, that in the case of any Initial RFR Loan (GBP), the Applicable Margin set forth below shall be the Applicable Margin for Eurodollar Fixed Rate Loans plus 0.0326% at each level of the matrix:5â€‹Exhibit 10.99Net Leverage RatioApplicable Margin for Eurodollar Fixed Rate Loans/Transitioned RFR Loans/Initial RFR Loans (GBP)Applicable Margin for Base Rate LoansGreater than or equal to 4.00 to 1.001.875%0.875%Greater than or equal to 3.00 to 1.00 but less than 4.003.50 to 1.001.750%0.750%Greater than or equal to 2.50 to 1.00 but less than 3.00 to 1.001.500%0.500%Greater than or equal to 2.00 to 1.00 but lessLess than 2.50 to 1.001.375%0.375%Greater than or equal to 1.00 to 1.00 but less than 2.00 to 1.001.125%0.125%Less than 1.00 to 1.001.000%0.000%â€‹The Applicable Margin shall be determined and adjusted quarterly on the date five (5) Business Days after the day on which US Borrower provides a Compliance Certificate pursuant to SectionÂ 5.3(c) for the most recently ended fiscal quarter of US Borrower (each such date, a â€œCalculation Dateâ€) Â The above matrix (as applicable), does not modify or waive, in any respect, the requirements of Section 5.7 hereof, the rights of Agent and the Lenders to charge the Default Rate, or the rights and remedies of Agent and the Lenders pursuant to Articles VII and VIII hereof. Â Notwithstanding anything herein to the contrary, (i) during any period when US Borrower shall have failed to timely deliver the Consolidated financial statements pursuant to Section 5.3(a) or (b) hereof, or the Compliance Certificate pursuant to Section 5.3(c) hereof, until such time as the appropriate Consolidated financial statements and Compliance Certificate are delivered, the Applicable Margin shall be the highest rate per annum indicated in the above pricing grid then in effect for Loans of that type, regardless of the Net Leverage Ratio at such time, and (ii) in the event that any financial information or certification provided to Agent in the Compliance Certificate is shown to be inaccurate, and such inaccuracy, if corrected, would have led to the application of a higher Applicable Margin for any period (an â€œApplicable Margin Periodâ€) than the Applicable Margin applied for such Applicable Margin Period, then (A) US Borrower shall immediately deliver to Agent a corrected Compliance Certificate for such Applicable Margin Period, (B) the Applicable Margin shall be determined based on such corrected Compliance Certificate, and (C) US Borrower shall immediately pay to Agent the accrued additional interest owing as a result of such increased Applicable Margin for such Applicable Margin Period.â€œApproved Foreign Jurisdictionâ€ means, subject to Section 2.13(a) hereof, (a) Australia, Canada, Japan, Mexico, New Zealand, or any European Union country (other than Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, France, Greece, Hungary, Latvia, Lithuania, Malta, Poland, Portugal, Romania, Slovakia, and Slovenia), in each case as acceptable to Agent, and (b)Â any other jurisdiction approved by Agent and the Required Lenders in writing.â€œApproved Fundâ€ means any Fund that is administered or managed by (a)Â a Lender, (b)Â an Affiliate of a Lender or (c)Â an entity or an Affiliate of an entity that administers or manages a Lender.6â€‹Exhibit 10.99â€œArrangersâ€ means Wells Fargo Securities, LLC, BofA Securities, Inc., BMO Bank N.A., successor by merger to Bank of the West, PNC Bank, National Association and U.S. Bank, National Association, each in its capacity as a joint lead arranger and joint bookrunner.â€œAssignment Agreementâ€ means an Assignment and Assumption Agreement in the form of the attached Exhibit F.â€œAuthorized Officerâ€ means a Financial Officer or other individual authorized by a Financial Officer in writing (with a copy to Agent) to handle certain administrative matters in connection with this Agreement.â€œAustralian Dollarâ€ means the lawful currency of Australia.â€œAvailable Liquidityâ€ means, at any time, the sum, without duplication, of (a) all Unrestricted cash on hand of the Companies, plus (b) all Unrestricted Cash Equivalents of the Companies that have a maturity of not more than one year from the date of determination, plus (c)Â the Revolving Credit Availability; provided that, for the purposes of calculating Available Liquidity for Section 5.7(d) hereof, to the extent that cash needs to be repatriated to a jurisdiction for the payment of all or any part of the Expected Earn-Out Amount, the costs (including taxes and other related costs) of such repatriation shall be subtracted from Available Liquidity.â€œAvailable Tenorâ€ means, as of any date of determination and with respect to any then-current Benchmark for any Currency, as applicable, (a) if such Benchmark is a term rate, any tenor for such Benchmark (or component thereof) that is or may be used for determining the length of an Interest Period pursuant to this Agreement or (b) otherwise, any payment period for interest calculated with reference to such Benchmark (or component thereof) that is or may be used for determining any frequency of making payments of interest calculated with reference to such Benchmark, in each case, as of such date and not including, for the avoidance of doubt, any tenor for such Benchmark that is then-removed from the definition of â€œInterest Periodâ€ pursuant to Section 3.5(c)(iv).â€œBail-In Actionâ€ means the exercise of any Write-Down and Conversion Powers by the applicable Resolution Authority in respect of any liability of an Affected Financial Institution.â€œBail-In Legislationâ€ means (a) with respect to any EEA Member Country implementing Article 55 of Directive 2014/59/EU of the European Parliament and of the Council of the European Union, the implementing law, regulation, rule or requirement for such EEA Member Country from time to time which is described in the EU Bail-In Legislation Schedule and (b) with respect to the United Kingdom, Part I of the United Kingdom Banking Act 2009 (as amended from time to time) and any other law, regulation or rule applicable in the United Kingdom relating to the resolution of unsound or failing banks, investment firms or other financial institutions or their affiliates (other than through liquidation, administration or other insolvency proceedings).â€œBank Product Agreementsâ€ means those certain cash management services and other agreements entered into from time to time between a Company and Agent or a Lender (or an affiliate of a Lender) in connection with any of the Bank Products.â€œBank Product Obligationsâ€ means all obligations, liabilities, contingent reimbursement obligations, fees, and expenses owing by a Company to Agent or any Lender (or an affiliate of a Lender) pursuant to or evidenced by the Bank Product Agreements.7â€‹Exhibit 10.99â€œBank Productsâ€ means a service or facility extended to a Company by Agent or any Lender (or an affiliate of a Lender) for (a) credit cards and credit card processing services, (b) debit cards, purchase cards and stored value cards, (c) ACH transactions, and (d) cash management, including controlled disbursement, accounts or services.â€œBankruptcy Codeâ€ means Title 11 of the United States Code entitled â€œBankruptcyâ€, as now or hereafter in effect, or any successor thereto, as hereafter amended.â€œBase Rateâ€ means, at any time, the highest of (a)Â the Prime Rate, (b)Â the Federal Funds Effective Rate plus 0.50% and (c)(i) prior to the USD LIBOR Transition Date, the Adjusted Eurodollar Rate for Dollars for a one-month term in effect on such day plus 1.00% and (ii) on and after the USD LIBOR Transition Date, Daily Simple RFR for Dollars in effect on such day plus 1.00%. Â Each change in the Base Rate shall take effect simultaneously with the corresponding change or changes in the Prime Rate, Federal Funds Effective Rate, Adjusted Eurodollar Rate for Dollars or Daily Simple RFR for Dollars, as the case may be (provided that clause (c) shall not be applicable during any period in which the Adjusted Eurodollar Rate or Daily Simple RFR, as applicable, is unavailable or unascertainable).â€œBase Rate Loanâ€ means a Revolving Loan described in Section 2.2(a) hereof, which shall be denominated in Dollars and on which Borrowers shall pay interest at a rate based on the Base Rate plus the Applicable Margin for Base Rate Loans.â€œBBSYâ€ has the meaning assigned thereto in the definition of â€œEurodollar Rateâ€.â€œBBSY Rateâ€ has the meaning assigned thereto in the definition of â€œEurodollar Rateâ€.â€œBenchmarkâ€ means, initially, with respect to any (a) Obligations, interest, fees, commissions or other amounts denominated in, or calculated with respect to, Dollars, the Adjusted Eurodollar Rate for Dollars; provided that if (i) the USD LIBOR Transition Date has occurred or (ii) a Benchmark Transition Event or a Term RFR Transition Event, as applicable, has occurred with respect to the then-current Benchmark for Dollars, then â€œBenchmarkâ€ means, with respect to such Obligations, interest, fees, commissions or other amounts, the applicable Benchmark Replacement to the extent that such Benchmark Replacement has replaced such prior benchmark rate pursuant to Section 3.5(c)(i), (b) Obligations, interest, fees, commissions or other amounts denominated in, or calculated with respect to, Sterling, the Daily Simple RFR applicable for Sterling; provided that if a Benchmark Transition Event or a Term RFR Transition Event, as applicable, has occurred with respect to such Daily Simple RFR or the then-current Benchmark for Sterling, then â€œBenchmarkâ€ means, with respect to such Obligations, interest, fees, commissions or other amounts, the applicable Benchmark Replacement to the extent that such Benchmark Replacement has replaced such prior benchmark rate pursuant to Section 3.5(c)(i) and (c) Obligations, interest, fees, commissions or other amounts denominated in, or calculated with respect to, Australian Dollars, Euros, New Zealand Dollars or Yen, the Adjusted Eurodollar Rate applicable for such Currency; provided that if a Benchmark Transition Event or a Term RFR Transition Event, as applicable, has occurred with respect to such Adjusted Eurodollar Rate or the then-current Benchmark for such Currency, then â€œBenchmarkâ€ means, with respect to such Obligations, interest, fees, commissions or other amounts, the applicable Benchmark Replacement to the extent that such Benchmark Replacement has replaced such prior benchmark rate pursuant to Section 3.5(c)(i).â€œBenchmark Replacementâ€ means,(1)(a) with respect to any Benchmark Transition Event for the then-current Benchmark, the sum of: (i) the alternate benchmark rate that has been selected by the Agent and the Borrowers as the replacement for such Benchmark giving due consideration to (A) any selection or recommendation of a 8â€‹Exhibit 10.99replacement benchmark rate or the mechanism for determining such a rate by the Relevant Governmental Body or (B) any evolving or then-prevailing market convention for determining a benchmark rate as a replacement for such Benchmark for syndicated credit facilities denominated in the applicable Currency at such time and (ii) the related Benchmark Replacement Adjustment; provided that, if such Benchmark Replacement as so determined would be less than the Floor, such Benchmark Replacement will be deemed to be the Floor for the purposes of this Agreement and the other Loan Documents;(1)(b) with respect to the USD LIBOR Transition Date, for any Available Tenor of the Adjusted Eurodollar Rate for Dollars, the first alternative set forth in the order below that can be determined by the Agent for the USD LIBOR Transition Date:(1)Term RFR for Dollars; provided, that, if the Borrower hasBorrowers have provided a notification to the Agent in writing on or prior to the USD LIBOR Transition Date that the Borrower hasBorrowers have a Hedge Agreement in place with respect to any of the Loans as of the date of such notice (which such notification the Agent shall be entitled to rely upon and shall have no duty or obligation to ascertain the correctness or completeness of), then the Agent, in its sole discretion, may decide not to determine the Benchmark Replacement pursuant to this clause (b)(1) for the USD LIBOR Transition Date;(2)Daily Simple RFR for Dollars; or(3)the sum of: (A) the alternate benchmark rate that has been selected by the Agent and the Borrowers as the replacement for the Adjusted Eurodollar Rate for Dollars giving due consideration to (i) any selection or recommendation of a replacement benchmark rate or the mechanism for determining such a rate by the Relevant Governmental Body or (ii) any evolving or then-prevailing market convention for determining a benchmark rate as a replacement for the Adjusted Eurodollar Rate for Dollars for syndicated credit facilities denominated in Dollars at such time and (B) the related Benchmark Replacement Adjustment; provided that, if such Benchmark Replacement as so determined would be less than the Floor, such Benchmark Replacement will be deemed to be the Floor for the purposes of this Agreement and the other Loan Documents; or(2)(c) with respect to any Term RFR Transition Event for any Currency, the Term RFR for such Currency.â€œBenchmark Replacement Adjustmentâ€ means, with respect to any replacement of the then-current Benchmark with an Unadjusted Benchmark Replacement for any applicable Interest Period and Available Tenor for any setting of such Unadjusted Benchmark Replacement:(4)for purposes of clauses (a) and (b)(3) of the definition of â€œBenchmark Replacementâ€, the spread adjustment, or method for calculating or determining such spread adjustment, (which may be a positive or negative value or zero) that has been selected by the Agent and the US Borrower giving due consideration to (i) any selection or recommendation of a spread adjustment, or method for calculating or determining such spread adjustment, for the replacement of such Benchmark with the applicable Unadjusted Benchmark Replacement by the Relevant Governmental Body or (ii) any evolving or then-prevailing market convention for determining a spread adjustment, or method for calculating or determining such spread adjustment, for the replacement of such Benchmark with the applicable Unadjusted Benchmark Replacement for syndicated credit facilities denominated in the applicable Currency;(5)for purposes of clauses (b)(1) and (b)(2) of the definition of â€œBenchmark Replacement,â€ the first alternative set forth in the order below that can be determined by the Agent:9â€‹Exhibit 10.99(c)the spread adjustment, or method for calculating or determining such spread adjustment, (which may be a positive or negative value or zero) as of the Reference Time such Benchmark Replacement is first set for such Interest Period that has been selected or recommended by the Relevant Governmental Body for the replacement of such Available Tenor of such Benchmark with the applicable Unadjusted Benchmark Replacement; and(d)the spread adjustment (which may be a positive or negative value or zero) as of the Reference Time such Benchmark Replacement is first set for such Interest Period that would apply to the fallback rate for a derivative transaction referencing the ISDA Definitions to be effective upon an index cessation event with respect to such Available Tenor of such Benchmark;provided that, (x) in the case of clause (2) above, such adjustment is displayed on a screen or other information service that publishes such Benchmark Replacement Adjustment from time to time as selected by the Agent in its reasonable discretion and (y) if the then-current Benchmark is a term rate, more than one tenor of such Benchmark is available as of the applicable Benchmark Replacement Date and the applicable Unadjusted Benchmark Replacement that will replace such Benchmark in accordance with Section 3.5(c)(i) will not be a term rate, the Available Tenor of such Benchmark for purposes of this definition of â€œBenchmark Replacement Adjustmentâ€ shall be deemed to be, with respect to each Unadjusted Benchmark Replacement having a payment period for interest calculated with reference thereto, the Available Tenor that has approximately the same length (disregarding business day adjustments) as such payment period.â€œBenchmark Replacement Conforming Changesâ€ means, with respect to any Benchmark Replacement, any technical, administrative or operational changes (including changes to the definition of â€œBase Rateâ€ (if applicable), the definition of â€œBusiness Day,â€ the definition of â€œInterest Periodâ€ or any similar or analogous definition (or the addition of a concept of â€œinterest periodâ€), the definition of â€œEurodollar Banking Dayâ€, the definition of â€œRFR Business Dayâ€, timing and frequency of determining rates and making payments of interest, timing of borrowing requests or prepayment, conversion or continuation notices, length of lookback periods and other technical, administrative or operational matters) that the Agent decides may be appropriate to reflect the adoption and implementation of such Benchmark Replacement and to permit the administration thereof by the Agent in a manner substantially consistent with market practice (or, if the Agent decides that adoption of any portion of such market practice is not administratively feasible or if the Agent determines that no market practice for the administration of such Benchmark Replacement exists, in such other manner of administration as the Agent decides is reasonably necessary in connection with the administration of this Agreement and the other Loan Documents).â€œBenchmark Replacement Dateâ€ means the earliest to occur of the following events with respect to the then-current Benchmark for any Currency:(1)(a)in the case of clause (a) or (b) of the definition of â€œBenchmark Transition Eventâ€, the later of (i) the date of the public statement or publication of information referenced therein and (ii) the date on which the administrator of such Benchmark (or the published component used in the calculation thereof) permanently or indefinitely ceases to provide all Available Tenors of such Benchmark (or such component thereof);(2)(b)in the case of clause (c) of the definition of â€œBenchmark Transition Eventâ€, the first date on which such Benchmark (or the published component used in the calculation thereof) has been determined and announced by the regulatory supervisor for the administrator of such Benchmark (or such component thereof) to be no longer representative; provided, that such non-representativeness will be determined by reference to the most recent statement or publication referenced in such clause (c) and even 10â€‹Exhibit 10.99if any Available Tenor of such Benchmark (or such component thereof) continues to be provided on such date; or(3)(c)in the case of a Term RFR Transition Event for such Currency, the Term RFR Transition Date applicable thereto.For the avoidance of doubt, (A) if the Reference Time for the applicable Benchmark refers to a specific time of day and the event giving rise to the Benchmark Replacement Date for any Benchmark occurs on the same day as, but earlier than, the Reference Time in respect of any determination, the Benchmark Replacement Date will be deemed to have occurred prior to the Reference Time for such Benchmark and for such determination and (B) the â€œBenchmark Replacement Dateâ€ will be deemed to have occurred in the case of clause (a) or (b) with respect to any Benchmark upon the occurrence of the applicable event or events set forth therein with respect to all then-current Available Tenors of such Benchmark (or the published component used in the calculation thereof).â€œBenchmark Transition Eventâ€ means, with respect to the then-

current Benchmark for any Currency (other than Adjusted Eurodollar Rate for Dollars), the occurrence of one or more of the following events with respect to such Benchmark:(1)(a)a public statement or publication of information by or on behalf of the administrator of such Benchmark (or the published component used in the calculation thereof) announcing that such administrator has ceased or will cease to provide all Available Tenors of such Benchmark (or such component thereof), permanently or indefinitely, provided that, at the time of such statement or publication, there is no successor administrator that will continue to provide any Available Tenor of such Benchmark (or such component thereof);(2)(b)a public statement or publication of information by the regulatory supervisor for the administrator of such Benchmark (or the published component used in the calculation thereof), the FRB, the Federal Reserve Bank of New York, the central bank for the Currency applicable to such Benchmark, an insolvency official with jurisdiction over the administrator for such Benchmark (or such component), a resolution authority with jurisdiction over the administrator for such Benchmark (or such component) or a court or an entity with similar insolvency or resolution authority over the administrator for such Benchmark (or such component), which states that the administrator of such Benchmark (or such component) has ceased or will cease to provide all Available Tenors of such Benchmark (or such component thereof) permanently or indefinitely, provided that, at the time of such statement or publication, there is no successor administrator that will continue to provide any Available Tenor of such Benchmark (or such component thereof); or(3)(c)a public statement or publication of information by the regulatory supervisor for the administrator of such Benchmark (or the published component used in the calculation thereof) announcing that all Available Tenors of such Benchmark (or such component thereof) are no longer, or as of a specified future date will no longer be, representative.For the avoidance of doubt, a â€œBenchmark Transition Eventâ€ will be deemed to have occurred with respect to any Benchmark if a public statement or publication of information set forth above has occurred with respect to each then-current Available Tenor of such Benchmark (or the published component used in the calculation thereof).â€œBenchmark Transition Start Dateâ€ means, with respect to any Benchmark, in the case of a Benchmark Transition Event, the earlier of (a) the applicable Benchmark Replacement Date and (b) if such Benchmark Transition Event is a public statement or publication of information of a prospective event, the 11â€‹Exhibit 10.9990th day prior to the expected date of such event as of such public statement or publication of information (or if the expected date of such prospective event is fewer than 90 days after such statement or publication, the date of such statement or publication).â€œBenchmark Unavailability Periodâ€ means, with respect to (a) the Adjusted Eurodollar Rate for Dollars, the period (if any) (i) beginning at the time that the USD LIBOR Transition Date has occurred pursuant to clause (a) of that definition if, at such time, no Benchmark Replacement has replaced the Adjusted Eurodollar Rate for Dollars for all purposes hereunder and under any Loan Document in accordance with Section 3.5(c)(i) and (ii) ending at the time that a Benchmark Replacement has replaced the Adjusted Eurodollar Rate for Dollars for all purposes hereunder and under any Loan Document in accordance with Section 3.5(c)(i) and (b) any then-current Benchmark for any Currency other than the Adjusted Eurodollar Rate for Dollars, the period (if any) (i) beginning at the time that a Benchmark Replacement Date with respect to such Benchmark pursuant to clauses (a) or (b) of that definition has occurred if, at such time, no Benchmark Replacement has replaced such Benchmark for all purposes hereunder and under any Loan Document in accordance with Section 3.5(c)(i) and (ii) ending at the time that a Benchmark Replacement has replaced such Benchmark for all purposes hereunder and under any Loan Document in accordance with Section 3.5(c)(i).â€œBeneficial Ownership Certificationâ€ means a certification regarding beneficial ownership as required by the Beneficial Ownership Regulation.â€œBeneficial Ownership Regulationâ€ means 31 CFR Â§ 1010.230.â€œBenefit Planâ€ means any of (a) an â€œemployee benefit planâ€ (as defined in ERISA) that is subject to Title I of ERISA, (b) a â€œplanâ€ as defined in and subject to Section 4975 of the Code or (c) any Person whose assets include (for purposes of ERISA Section 3(42) or otherwise for purposes of Title I of ERISA or Section 4975 of the Code) the assets of any such â€œemployee benefit planâ€ or â€œplanâ€.â€œBKBMâ€ has the meaning assigned thereto in the definition of â€œEurodollar Rateâ€.â€œBKBM Rateâ€ has the meaning assigned thereto in the definition of â€œEurodollar Rateâ€.â€œBMO Factoring Facilityâ€ means that certain Uncommitted Receivables Purchase Agreement, dated as of March 5, 2019, among BMO Bank N.A., US Borrower, TTEC Services Corporation, TTEC Healthcare Solutions, Inc., TTEC@HOME, LLC, TTEC Financial Services Management, LLC and TTEC Digital, LLC, as amended, restated, supplemented, assigned or otherwise modified from time to time.â€œBorrowerâ€ means that term as defined in the first paragraph hereof.â€œBorrower Investment Policyâ€ means the investment policy of US Borrower in effect as of the Closing Date, together with such modifications as approved from time to time by the chief financial officer of US Borrower.â€œBorrower Materialsâ€ means that term as described in Section 5.3 hereof.â€œBorrowersâ€ means that term as defined in the first paragraph hereof.â€œBusiness Dayâ€ means a day that is not a Saturday, a Sunday or another day of the year on which national banks are authorized or required to close, and, in addition, (a) if the applicable Business Day relates to a Eurodollar Loan, is a day of the year on which dealings in deposits are carried on in the London interbank Eurodollar market,[intentionally omitted], (b) if the applicable Business Day relates to an 12â€‹Exhibit 10.99Alternate Currency Loan denominated in Euros, any fundings, disbursements, settlements and payments in Euros in respect of any such Alternate Currency Loan, or any other dealings in Euros to be carried out pursuant to this Agreement in respect of any such Alternate Currency Loan, is day on which the Trans-European Automated Real-time Gross Settlement Express Transfer (TARGET) payment system (or, if such payment system ceases to be operative, such other payment system (if any) determined by Agent to be a suitable replacement) is open for the settlement of payments in Euros and (c) if the applicable Business Day relates to an Alternate Currency Loan denominated in an Alternate Currency other than Euros, is a day on which dealings in deposits are carried on in the relevant Alternate Currency.â€œCalculation Dateâ€ has the meaning set forth in the definition of â€œApplicable Commitment Fee Rateâ€.â€œCanadian Dollarâ€ means the lawful currency of Canada.â€œCanadian Reference Bankâ€ means any one or more of The Bank of Nova Scotia, Bank of Montreal, Royal Bank of Canada, The Toronto-Dominion Bank, Canadian Imperial Bank of Commerce or National Bank of Canada, as the Agent may determine.â€œCapital Distributionâ€ means a payment made, liability incurred or other consideration given by a Company to any Person that is not a Company, (a) for the purchase, acquisition, redemption, repurchase, payment or retirement of any capital stock or other equity interest of such Company, or (b) as a dividend, return of capital or other distribution (other than any stock dividend, stock split or other equity distribution payable only in capital stock or other equity of such Company) in respect of such Companyâ€™s capital stock or other equity interest.â€œCapitalized Lease Obligationsâ€ means obligations of the Companies for the payment of rent for any real or personal property under leases or agreements to lease that, in accordance with GAAP, have been or should be capitalized on the books of the lessee and, for purposes hereof, the amount of any such obligation shall be the capitalized amount thereof determined in accordance with GAAP, subject to the terms of Section 1.2(c); provided, however, that â€œCapitalized Lease Obligationsâ€ shall exclude Facility-Related Leases.â€œCash Collateralizeâ€ means, to pledge and deposit with, or deliver to Agent, or directly to the applicable Fronting Lender (with notice thereof to Agent), for the benefit of one or more of the Fronting Lenders, the Swing Line Lender or the Lenders, as collateral for outstanding Letters of Credit or obligations of the Lenders to fund participations in respect of Letters of Credit or Swing Loans, cash or deposit account balances or, if Agent and the applicable Fronting Lender and the Swing Line Lender shall agree, in their sole discretion, other credit support, in each case pursuant to documentation in form and substance reasonably satisfactory to Agent, such Fronting Lender and the Swing Line Lender, as applicable. Â â€œCash Collateralâ€ shall have a meaning correlative to the definition of Cash Collateralize and shall include the proceeds of such cash collateral and other credit support.â€œCash Equivalentsâ€ means those securities and other investments described in the Borrower Investment Policy.â€œCDOR Rateâ€ means the rate of interest per annum determined by the Agent on the basis of the rate applicable to Canadian Dollar bankersâ€™ acceptances for the applicable Interest Period (or if such Interest Period is not equal to a number of months, for a term equivalent to the number of months closest to such Interest Period) appearing on the â€œCDOR Pageâ€, or any successor page of Reuters Monitor Money Rates Service (or such other page or commercially available source displaying Canadian interbank bid rates for Canadian Dollar bankersâ€™ acceptances as may be designated by the Agent from time to time), as of 10:00 13â€‹Exhibit 10.99a.m. (Toronto, Ontario time) on the Rate Determination Date. Â If, for any reason, such rate does not appear on the â€œCDOR Pageâ€ on such day as contemplated, then the â€œCDOR Rateâ€ on such day shall be calculated as the arithmetic average of the rates for a one month interest period applicable to Canadian Dollar bankersâ€™ acceptances quoted by the banks listed in Schedule I of the Bank Act (Canada) which are also Revolving Lenders (or, if there are no such Lenders, then the Canadian Reference Bank) as of 10:00 a.m. on the Rate Determination Date. Â Each calculation by the Agent of the CDOR Rate shall be conclusive and binding for all purposes, absent manifest error. Â Notwithstanding the foregoing, if the CDOR Rate shall be less than zero, such rate shall be deemed to be zero for purposes of this Agreement. â€œCFCâ€ means any Foreign Subsidiary that is a â€œcontrolled foreign corporationâ€ within the meaning of SectionÂ 957 of the Code.â€œCFC Holding Companyâ€ means, as of any time of determination, a Domestic Subsidiary that at such time has no material assets other than the equity interests in one or more CFCs. Â For the avoidance of doubt, US Borrower shall not be treated as a CFC Holding Company.â€œChange in Controlâ€ means (a)Â the acquisition of, or, if earlier, the shareholder or director approval of the acquisition of, ownership or voting control, directly or indirectly, beneficially (within the meaning of Rules 13d-3 and 13d-5 of the Exchange Act) or of record, on or after the Closing Date, by any Person (other than KennethÂ D. Tuchman, his spouse, any of his lineal descendants or any trustees or trusts established for his benefit or the benefit of his spouse or any of his lineal descendants) or group (within the meaning of Sections 13d-3 and 14d of the Exchange Act), of shares representing more than forty percent (40%) of the aggregate ordinary Voting Power represented by the issued and outstanding equity interests of US Borrower; (b)Â the occupation of a majority of the seats (other than vacant seats) on the board of directors or other governing body of US Borrower by Persons who were neither (i)Â nominated or approved by the board of directors or other governing body of US Borrower nor (ii)Â appointed or approved by directors so nominated or approved; (c) if US Borrower shall cease to own, directly or indirectly, seventy-five percent (75%) of the aggregate ordinary Voting Power represented by the issued and outstanding equity interests of each Foreign Borrower; or (d) the occurrence of a change in control, or other term of similar import used therein, as defined in any Material Indebtedness Agreement.â€œChange in Lawâ€ means the occurrence, after the date of this Agreement, of any of the following: (a) the adoption or taking effect of any law, rule, regulation or treaty, (b) any change in any law, rule, regulation or treaty or in the administration, interpretation, implementation or application thereof by any Governmental Authority or (c) the making or issuance of any request, rule, guideline or directive (whether or not having the force of law) by any Governmental Authority; provided that notwithstanding anything herein to the contrary, (i) the Dodd-Frank Wall Street Reform and Consumer Protection Act and all requests, rules, guidelines or directives thereunder or issued in connection therewith and (ii) all requests, rules, guidelines or directives promulgated by the Bank for International Settlements, the Basel Committee on Banking Supervision (or any successor or similar authority) or the United States or foreign regulatory authorities, in each case pursuant to Basel III, shall in each case be deemed to be a â€œChange in Lawâ€, regardless of the date enacted, adopted or issued; provided further, that solely for the purposes of Section 3.1 hereof, any increased costs associated with a Change in Law based on the foregoing clauses (i)Â and (ii)Â may only be imposed to the extent the applicable Lender or Recipient is generally seeking such costs from other similarly situated borrowers that are similarly affected by the circumstances giving rise to such costs under credit facilities that such Lender or Recipient reasonably deems to afford such Lender or Recipient the legal right to impose such costs, but no such Lender or Recipient shall be required to disclose any proprietary or confidential information in exercising its rights under Section 3.1 hereof.â€œClosing Dateâ€ means the effective date of this Agreement as set forth in the first paragraph of this Agreement.14â€‹Exhibit 10.99â€œCodeâ€ means the Internal Revenue Code of 1986, as amended, together with the rules and regulations promulgated thereunder.â€œCollateralâ€ means the Collateral, as defined in the Security Documents from time to time.â€œCommitmentâ€ means, collectively, as to all Lenders, the Revolving Credit Commitments of such Lenders.â€œCommitment Increase Periodâ€ means the period from the Closing Date to the date that is three (3) months prior to the Revolving Credit Maturity Date, or such later date (prior to the Revolving Credit Maturity Date) as shall be agreed to in writing by Agent.â€œCommitment Percentageâ€ means, for each Lender, with respect to the Revolving Credit Commitment, the percentage set forth opposite such Lenderâ€™s name under the column headed â€œRevolving Credit Commitment Percentageâ€, as listed in Schedule 1 hereto as of the SixthNinth Amendment Effective Date (taking into account any assignments pursuant to Section 11.10 hereof).â€œCommitment Periodâ€ means the period from the Sixth Amendment Effective Date to the Revolving Credit Maturity Date.â€œCommodity Exchange Actâ€ means the Commodity Exchange Act (7 U.S.C. Â§ 1 et seq.), as amended from time to time, and any successor statute.â€œCompaniesâ€ means all Borrowers and all Subsidiaries of all Borrowers.â€œCompanyâ€ means a Borrower or a Subsidiary of a Borrower.â€œCompliance Certificateâ€ means a Compliance Certificate in the form of the attached Exhibit E.â€œConnection Income Taxesâ€ means Other Connection Taxes that are imposed on or measured by net income (however denominated) or that are franchise Taxes or branch profit Taxes.â€œConsent Deadlineâ€ means that term as defined in Section 2.15(a) hereof. â€œConsiderationâ€ means, in connection with an Acquisition, the aggregate consideration paid or to be paid, including borrowed funds, cash, deferred payments, the issuance of securities or notes, the assumption or incurring of liabilities (direct or contingent), the payment of consulting fees or fees for a covenant not to compete and any other consideration paid or to be paid for such Acquisition, but in all cases excluding earn-outs in respect of such Acquisition, so long as such cash earn-outs (which may be roughly quantified) are not in excess of twenty percent (20%) of the purchase price.â€œConsolidatedâ€ means the resultant consolidation of the financial statements of US Borrower and its Subsidiaries in accordance with GAAP, including principles of consolidation consistent with those applied in preparation of the consolidated financial statements referred to in Section 6.14 hereof.â€œConsolidated Depreciation and Amortization Chargesâ€ means, for any period, the aggregate of all depreciation and amortization charges for fixed assets, leasehold improvements and general intangibles (specifically including goodwill) of US Borrower for such period, as determined on a Consolidated basis.â€œConsolidated EBITDAâ€ means, for any period, as determined on a Consolidated basis, Consolidated Net Earnings for such period plus, without duplication, the aggregate amounts deducted in 15â€‹Exhibit 10.99determining such Consolidated Net Earnings in respect of (a) Consolidated Interest Expense, (b) Consolidated Income Tax Expense, (c) Consolidated Depreciation and Amortization Charges (and, in addition, current and future amortization charges relating to the capitalized costs incurred by the Companies in connection with the execution and closing of this Agreement and the other Loan Documents (and future costs directly related to the amendment, from time to time, of the foregoing documents)), (d) one-time, non-recurring cash charges, including severance and other restructuring-related expenses, up to an aggregate amount of Twenty Million Dollars ($20,000,000) in any fiscal year of the US Borrower, (e) (i) non-cash charges or expenses incurred in accordance with GAAP (but excluding any non-cash charges related to receivables impairment), minus (ii) extraordinary or unusual non-cash gains not incurred in the ordinary course of business but that were included in the calculation of Consolidated Net Earnings for such period; provided that, for purposes of calculating the Net Leverage Ratio, the Secured Net Leverage Ratio and the Interest Coverage Ratio, (1) a pro forma calculation of Consolidated EBITDA shall be made for Significant Positive EBITDA Dispositions for any fiscal year of US Borrower if Significant Positive EBITDA Dispositions are made, during such fiscal year, in excess of the aggregate amount of Twenty Million Dollars ($20,000,000), (2) a pro forma calculation of Consolidated EBITDA shall be made for Significant Positive EBITDA Acquisitions made during such period, and (3) to the extent that any changes to GAAP pursuant to FASB ASC 842 require the reclassification or recharacterization of Operating Leases as capital leases, changes to Consolidated EBITDA that result from such reclassification or recharacterization shall be excluded from the calculation of Consolidated EBITDA, (f) synergies resulting from Acquisitions (to be achieved within eighteen (18) months of the consummation of such Acquisition and are not anticipated to be incurred on an ongoing basis following the consummation thereof), to the extent the synergies included in this clause (f) (1) are certified by a Financial Officer in form and substance reasonably satisfactory to Agent, (2) are reasonably acceptable to Agent and (3) do not exceed ten percent (10%) of Consolidated EBITDA (determined without reference to this clause (f) but including the EBITDA of the Person or assets to be acquired pursuant to such Acquisition or potential Acquisition, on a pro forma basis, for the most recent consecutive four quarter period prior to the closing of such Acquisition for which financial statements are available) and (g) reasonable legal, due diligence and other customary advisory and transaction costs and expenses incurred in connection with this Agreement, any Acquisition or potential Acquisition, any Disposition, issuance or redemption of capital stock or other equity interests, or any incurrence, amendment or waiver of any Indebtedness (in each case, whether or not consummated) permitted under this Agreement, in each case, so long as, such costs and expenses are incurred no later than six months from either the consummation of such Acquisition, the termination of such potential Acquisition, or the effectiveness of the applicable event, as applicable.â€œConsolidated Funded Indebtednessâ€ means, at any date, solely with respect to Indebtedness and other obligations owing by the Companies to Persons other than the Companies and without duplication, the sum of (a) all Indebtedness for borrowed money, (b) all obligations evidenced by bonds, debentures, notes or similar instruments, or upon which interest payments are customarily made, (c) all guaranties of Indebtedness of the type described in this definition, (d) all obligations created under any conditional sale or other title retention agreements, (e) all Capitalized Lease Obligations, Synthetic Lease and asset securitization obligations (provided that the Companies may exclude Synthetic Leases of aircraft up to the aggregate amount of Ten Million Dollars ($10,000,000)), (f) all obligations (contingent or otherwise) with respect to letters of credit (other than a letter of credit or similar form of credit enhancement issued as a Performance Guaranty), and (g) all obligations for the deferred purchase price of capital assets as determined on a Consolidated basis. Â Notwithstanding anything in this definition to the

contrary (i) all deferred payment obligations (that are not based on performance) that are part of the total Consideration for an Acquisition shall be considered to be Consolidated Funded Indebtedness, (ii) no performance based contingent obligation that is part of the total Consideration for any Acquisition shall be considered to be Consolidated Funded Indebtedness, (iii) no Permitted Factoring Transaction shall be considered to be Consolidated Funded Indebtedness, and (iv) up to an aggregate amount of Fifteen Million Dollars ($15,000,000) in economic incentives or grants provided by third parties, which may be recorded as 16â€‹Exhibit 10.99liabilities until certain conditions are met, shall be excluded from Consolidated Funded Indebtedness, so long as the Companies remain in material compliance with the terms of such economic incentives and grants. Â In addition, for the avoidance of doubt, the net obligations under any currency swap agreement, interest rate swap, cap, collar or floor agreement or other interest rate management device or any Hedge Agreement shall not be considered Consolidated Funded Indebtedness.â€œConsolidated Income Tax Expenseâ€ means, for any period, all provisions for taxes based on the gross or net income of US Borrower (including, without limitation, any additions to such taxes, and any penalties and interest with respect thereto), as determined on a Consolidated basis.â€œConsolidated Interest Expenseâ€ means, for any period, the interest expense of US Borrower, paid in cash, on Consolidated Funded Indebtedness for such period, as determined on a Consolidated basis.â€œConsolidated Net Earningsâ€ means, for any period, the net income (loss) of US Borrower for such period, as determined on a Consolidated basis.â€œConsolidated Net Worthâ€ means, at any date, the stockholdersâ€™ equity of US Borrower, determined as of such date on a Consolidated basis.â€œConsolidated Total Assetsâ€ means, at any time, all of the assets of the Companies, as determined on a Consolidated basis.â€œControl Agreementâ€ means a Deposit Account Control Agreement or a Securities Account Control Agreement.â€œControlled Groupâ€ means a Company and each Person required to be aggregated with a Company under Code Section 414(b), (c), (m) or (o).â€œConvertible Indebtednessâ€ means (a) senior, unsecured Indebtedness of the US Borrower that is convertible into shares of common stock of the US Borrower (or other securities or property following a merger event, reclassification or other change of the common stock of the US Borrower), cash or a combination thereof (such amount of cash determined by reference to the price of the US Borrowerâ€™s common stock or such other securities or property), and cash in lieu of fractional shares of common stock of the US Borrower and (b) any guarantee by any Credit Party of Indebtedness of the US Borrower described in clause (a).â€œCovenant Adjustment Periodâ€ means the period commencing with the fiscal quarter ending March 31September 30, 2024 and ending on the earlier of (a) April 1, 20252026 and (b) upon written notice from the Administrative Borrower, at the Administrative Borrowerâ€™s option, the date that the Administrative Borrower provides a Compliance Certificate to the Agent demonstrating that the US Borrower is in pro forma compliance with the financial covenants set forth in Section 5.7, as in effect immediately prior toafter the termination of the Covenant Adjustment Period, for the applicable fiscal quarter.â€œCredit Eventâ€ means the making by the Lenders of a Loan, the conversion by the Lenders of a Base Rate Loan to a EurodollarTransitioned RFR Loan, the continuation by the Lenders of a EurodollarTransitioned RFR Loan after the end of the applicable Interest Period, the making by the Swing Line Lender of a Swing Loan, or the issuance (or amendment or renewal) by the Fronting Lender of a Letter of Credit.â€œCredit Partyâ€ means a Borrower and any Subsidiary or other Affiliate that is a Guarantor of Payment.17â€‹Exhibit 10.99â€œCurrenciesâ€ means Dollars and each Alternate Currency, and â€œCurrencyâ€ means any of such Currencies.â€œCustomary Setoffsâ€ means, as to any Securities Intermediary or depository institution, as applicable, with respect to any Securities Account or Deposit Account, as applicable, maintained with such Person, setoffs and chargebacks by such Person against such Securities Account or Deposit Account, as applicable, that directly relate to the maintenance and administration thereof, including, without limitation, for the following purposes: (a) administrative and maintenance fees and expenses; (b) items deposited in or credited to the account and returned unpaid or otherwise uncollected or subject to an adjustment entry; (c) for adjustments or corrections of posting or encoding errors; (d) for any ACH credit or similar entries that are subsequently returned thereafter; (e) for items subject to a claim against the depository bank/securities intermediary for breach of transfer, presentment, encoding, retention or other warranty under Federal Reserve Regulations or Operating Circulars, ACH or other clearing house rules, or applicable law (including, without limitation, Articles 3, 4 and 4A of the U.C.C.); and (f) for chargebacks in connection with merchant card transactions.â€œDaily Simple RFRâ€ means, for any day (an â€œRFR Rate Dayâ€), a rate per annum equal to, for any Obligations, interest, fees, commissions or other amounts denominated in, or calculated with respect to, (a) Dollars, on and after the USD LIBOR Transition Date, the greater of (i) Spread Adjusted SOFR for the day (such day, an â€œRFR Determination Dayâ€) that is five (5) RFR Business Days prior to (A) if such RFR Rate Day is an RFR Business Day, such RFR Rate Day or (B) if such RFR Rate Day is not an RFR Business Day, the RFR Business Day immediately preceding such RFR Rate Day, in each case, utilizing the SOFR component of such Spread Adjusted SOFR that is published by the SOFR Administrator on the SOFR Administratorâ€™s Website, and (ii) the Floor and (b) Sterling, the greater of (i) SONIA for the day (such day, an â€œRFR Determination Dayâ€) that is five (5) RFR Business Days prior to (A) if such RFR Rate Day is an RFR Business Day, such RFR Rate Day or (B) if such RFR Rate Day is not an RFR Business Day, the RFR Business Day immediately preceding such RFR Rate Day, in each case, as such SONIA is published by the SONIA Administrator on the SONIA Administratorâ€™s Website, and (ii) the Floor. Â If by 5:00 pm (local time for the applicable RFR) on the second (2nd) RFR Business Day immediately following any RFR Determination Day, the RFR in respect of such RFR Determination Day has not been published on the applicable RFR Administratorâ€™s Website and a Benchmark Replacement Date with respect to the applicable Daily Simple RFR has not occurred, then the RFR for such RFR Determination Day will be the RFR as published in respect of the first preceding RFR Business Day for which such RFR was published on the RFR Administratorâ€™s Website; provided that any RFR determined pursuant to this sentence shall be utilized for purposes of calculation of Daily Simple RFR for no more than three (3) consecutive RFR Rate Days. Any change in Daily Simple RFR due to a change in the applicable RFR shall be effective from and including the effective date of such change in the RFR without notice to the Borrower.â€œDaily Simple RFR Loanâ€ means a Loan that bears interest at a rate based on Daily Simple RFR other than pursuant to clause (c) of the definition of â€œBase Rateâ€.â€œDebt Issuanceâ€ means the issuance of any Indebtedness for borrowed money by any Company.â€œDebtor Relief Lawsâ€ means the Bankruptcy Code, and all other liquidation, conservatorship, bankruptcy, assignment for the benefit of creditors, moratorium, rearrangement, receivership, insolvency, reorganization, or similar debtor relief laws of the United States or other applicable jurisdictions from time to time in effect.â€œDefaultâ€ means an event or condition that constitutes, or with the lapse of any applicable grace period or the giving of notice or both would constitute, an Event of Default, and that has not been waived by the Required Lenders (or, if required hereunder, all of the Lenders) in writing.18â€‹Exhibit 10.99â€œDefault Rateâ€ means (a) with respect to any Loan or other Obligation for which a rate is specified, a rate per annum equal to two percent (2%) in excess of the rate otherwise applicable thereto, and (b) with respect to any other amount, if no rate is specified or available, a rate per annum equal to two percent (2%) in excess of the Base Rate plus the Applicable Margin for Base Rate Loans from time to time in effect.â€œDefaulting Lenderâ€ means, subject to SectionÂ 3.8(b) hereof, any Lender that (a) has failed to (i) fund all or any portion of any Loan or any participations in a Letter of Letters of Credit or participations in Swing Loans required to be funded by it hereunder within two Business Days of the date such Loans or participations were required to be funded hereunder unless such Lender notifies Agent and the Administrative Borrower in writing that such failure is the result of such Lenderâ€™s determination that one or more conditions precedent to funding (each of which conditions precedent, together with any applicable default, shall be specifically identified in such writing) has not been satisfied, or (ii) pay to Agent, any Fronting Lender, the Swing Line Lender or any other Lender any other amount required to be paid by it hereunder (including in respect of its participation in Letters of Credit or Swing Loans) within two Business Days of the date when due, (b) has notified the Administrative Borrower, Agent, any Fronting Lender or the Swing Line Lender in writing that it does not intend to comply with its funding obligations hereunder, or has made a public statement to that effect (unless such writing or public statement relates to such Lenderâ€™s obligation to fund a Loan hereunder and states that such position is based on such Lenderâ€™s determination that a condition precedent to funding (which condition precedent, together with any applicable default, shall be specifically identified in such writing or public statement) cannot be satisfied), (c) has failed, within three Business Days after written request by Agent or the Administrative Borrower, to confirm in writing to Agent and the Administrative Borrower that it will comply with its prospective funding obligations hereunder (provided that such Lender shall cease to be a Defaulting Lender pursuant to this clause (c) upon receipt of such written confirmation by Agent and the Administrative Borrower), or (d) has, or has a direct or indirect parent company that has, (i) become the subject of a proceeding under any Debtor Relief Law, (ii) had appointed for it a receiver, custodian, conservator, trustee, administrator, assignee for the benefit of creditors or similar Person charged with reorganization or liquidation of its business or assets, including the Federal Deposit Insurance Corporation or any other state or federal regulatory authority acting in such a capacity, or (iii) become the subject of a Bail-In Action, unless in the case of any Lender subject to this clause (d), the Administrative Borrower, Agent, each Fronting Lender and the Swing Line Lender shall each have determined that such Lender intends, and has all approvals required to enable it (in form and substance satisfactory to each of the Administrative Borrower, Agent, each Fronting Lender and the Swing Line Lender), to continue to perform its obligations as a Lender hereunder; provided that a Lender shall not be a Defaulting Lender solely by virtue of the ownership or acquisition of any equity interest in that Lender or any direct or indirect parent company thereof by a Governmental Authority so long as such ownership interest does not result in or provide such Lender with immunity from the jurisdiction of courts within the United States or from the enforcement of judgments or writs of attachment on its assets or permit such Lender (or such Governmental Authority) to reject, repudiate, disavow or disaffirm any contracts or agreements made with such Lender. Â Any determination by Agent that a Lender is a Defaulting Lender under any one or more of clauses (a) through (d) above shall be conclusive and binding absent manifest error. Â Such Lender shall be deemed to be a Defaulting Lender (subject to SectionÂ 3.8(b) hereof) (x) immediately in the case of clause (a)(i) and (b) or (c) (if notified by the Administrative Borrower) or (d) above and (y) upon delivery of written notice of such determination to the Administrative Borrower, each Fronting Lender, the Swing Line Lender and each Lender in the case of clause (a)(ii) and (b) or (c) (if notified to Agent or any Lender).â€œDeposit Accountâ€ means a deposit account, as that term is defined in the U.C.C.â€œDeposit Account Control Agreementâ€ means each Deposit Account Control Agreement among US Borrower or a Domestic Guarantor of Payment, Agent and a depository institution, dated on or after the 19â€‹Exhibit 10.99Closing Date, to be in form and substance reasonably satisfactory to Agent, as the same may from time to time be amended, restated or otherwise modified.â€œDispositionâ€ means the lease, transfer or other disposition (including by statutory division) of assets (including, without limitation, equity interests in subsidiary companies) by a Company (whether in one or more than one transaction), other than a sale, lease, transfer or other disposition made by a Company pursuant to Section 5.12(b), (c) or (g) hereof or in the ordinary course of business. Â For the avoidance of doubt, none of (x) the sale of any Permitted Convertible Indebtedness by the US Borrower, (y) the sale of any Permitted Warrant Transaction by the US Borrower nor (z) the performance by the US Borrower of its obligations under any Permitted Convertible Indebtedness or any Permitted Warrant Transaction, shall constitute a â€œDispositionâ€.â€œDisqualifying Eventâ€ has the meaning set forth in Section 3.5(e).â€œDollarâ€ or â€œ$â€ means lawful money of the United States of America.â€œDollar Equivalentâ€ means (a) with respect to an Alternate Currency Loan or Letter of Credit denominated in an Alternate Currency, the Dollar equivalent of the amount of such Alternate Currency Loan or Letter of Credit denominated in such Alternate Currency, determined by Agent on the basis of its spot rate at approximately 11:00 A.M. (London time) on the date two Business Days before the date of such Alternate Currency Loan or issuance of such Letter of Credit denominated in such Alternate Currency, for the purchase of the relevant Alternate Currency with Dollars for delivery on the date of such Alternate Currency Loan or Letter of Credit, and (b) with respect to any other amount, if such amount is denominated in Dollars, then such amount in Dollars and, otherwise the Dollar equivalent of such amount, determined by Agent on the basis of its spot rate at approximately 11:00 A.M. (London time) on the date for which the Dollar equivalent amount of such amount is being determined, for the purchase of the relevant Alternate Currency with Dollars for delivery on such date; provided that, in calculating the Dollar Equivalent for purposes of determining (i) a Borrowerâ€™s obligation to prepay Revolving Loans, Swing Loans and Letters of Credit pursuant to Section 2.11(a) hereof, or (ii) a Borrowerâ€™s ability to request additional Loans or Letters of Credit pursuant to the Commitment, Agent may, in its discretion, on any Business Day selected by Agent (prior to payment in full of the Obligations), calculate the Dollar Equivalent of each such Loan or Letter of Credit. Â (Note that for purposes of repayment of an Alternate Currency Loan at the end of an Interest Period, the amount of the Alternate Currency borrowed (as opposed to the Dollar Equivalent of such amount) is the amount required to be repaid.) Â Agent shall notify Administrative Borrower of the Dollar Equivalent of such Alternate Currency Loan or any other amount, at the time that such Dollar Equivalent shall have been determined.â€œDomestic Guarantor of Paymentâ€ means each of the Companies designated a â€œDomestic Guarantor of Paymentâ€ on Schedule 3 hereto as of the SixthNinth Amendment Effective Date, each of which is executing and delivering a Guaranty of Payment, and any other Domestic Subsidiary that shall deliver a Guaranty of Payment to Agent subsequent to the SixthNinth Amendment Effective Date.â€œDomestic Subsidiaryâ€ means a Subsidiary that is not a Foreign Subsidiary.â€œDormant Subsidiaryâ€ means a Company that (a)Â is not a Credit Party or the direct or indirect equity holder of a Credit Party and (b) together with its direct or indirect Subsidiaries, has Consolidated Total Assets of less than the greater of (i) Thirty-Five Million Dollars ($35,000,000) and (ii) one and three-quarter percent (1.75%) of Consolidated Total Assets of the US Borrower and its Subsidiaries.â€œEarly Opt-in Effective Dateâ€ means, with respect to any Early Opt-in Election, the sixth (6th) Business Day after the date notice of such Early Opt-in Election is provided to the Lenders, so long as the 20â€‹Exhibit 10.99Agent has not received, by 5:00 p.m. on the fifth (5th) Business Day after the date notice of such Early Opt-in Election is provided to the Lenders, written notice of objection to such Early Opt-in Election from Lenders comprising the Required Lenders.â€œEarly Opt-in Electionâ€ means the occurrence of: (a) a notification by the Agent to (or the request by the Administrative Borrower to the Agent to notify) each of the other parties hereto that at least five currently outstanding Dollar-denominated syndicated credit facilities at such time contain (as a result of amendment or as originally executed) a SOFR-based rate (including SOFR, a term SOFR or any other rate based upon SOFR) as a benchmark rate (and such syndicated credit facilities are identified in such notice and are publicly available for review), and (b) the joint election by the Agent and the Administrative Borrower to trigger a fallback from the Adjusted Eurodollar Rate for Dollars and the provision by the Agent of written notice of such election to the Lenders.â€œEBITDAâ€ means, for any period, the net earnings of a Person (without giving effect to extraordinary losses or gains) for such period, plus the aggregate amounts deducted in determining such net earnings in respect of (a) interest expense of such Person, (b) income taxes of such Person and (c) the aggregate of all depreciation and amortization charges of such Person for fixed assets, leasehold improvements and general intangibles (specifically including goodwill).â€œEEA Financial Institutionâ€ means (a) any credit institution or investment firm established in any EEA Member Country which is subject to the supervision of an EEA Resolution Authority, (b) any entity established in an EEA Member Country which is a parent of an institution described in clause (a) of this definition, or (c) any financial institution established in an EEA Member Country which is a subsidiary of an institution described in clauses (a) or (b) of this definition and is subject to consolidated supervision with its parent.â€œEEA Member Countryâ€ means any of the member states of the European Union, Iceland, Liechtenstein, and Norway.â€œEEA Resolution Authorityâ€ means any public administrative authority or any person entrusted with public administrative authority of any EEA Member Country (including any delegee) having responsibility for the resolution of any EEA Financial Institution.â€œEighth Amendment Effective Dateâ€ means February 26, 2024.â€œElectronic Recordâ€ has the meaning assigned to that term in, and shall be interpreted in accordance with, 15 U.S.C. 7006.â€œElectronic Signatureâ€ has the meaning assigned to that term in, and shall be interpreted in accordance with, 15 U.S.C. 7006.â€œEligible Transfereeâ€ means any Person that meets the requirements to be an assignee under SectionÂ 11.10(a)(iii), (v) and (vi) hereof (subject to such consents, if any, as may be required under SectionÂ 11.10(a)(iii) hereof).â€œEMU Legislationâ€ means the legislative measures of the European Council for the introduction of changeover to or operation of a single or unified European currency.â€œEnvironmental Lawsâ€ means all provisions of law (including the common law), statutes, ordinances, codes, rules, guidelines, policies, procedures, orders-in-council, regulations, permits, licenses, judgments, writs, injunctions, decrees, orders, awards and standards promulgated by a Governmental 21â€‹Exhibit 10.99Authority or by any court, agency, instrumentality, regulatory authority or commission of any of the foregoing concerning environmental health or safety and protection of, or regulation of the discharge of substances into, the environment.â€œEnvironmental Permitsâ€ means all permits, licenses, authorizations, certificates, approvals or registrations required by any Governmental Authority under any Environmental Laws.â€œEquity Issuanceâ€ means (a)Â any issuance by the US Borrower of shares of its equity interests to any Person that is not a Credit Party (including in connection with the exercise of options or warrants or the conversion of any debt securities to equity) and (b)Â any capital contribution from any Person that is not a Credit Party into any Credit Party or any Subsidiary thereof (other than by one Subsidiary that is not a Credit Party into another Subsidiary that is not a Credit Party).â€œERISAâ€ means the Employee Retirement Income Security Act of 1974, as amended from time to time, and the regulations promulgated pursuant thereto.â€œERISA Eventâ€ means (a) the existence of a condition or event with respect to an ERISA Plan that is reasonably likely to result in the imposition of a material excise tax or any other material liability on a Company or of the imposition of a Lien on the assets of a Company; (b) the engagement by a Controlled Group member in a non-exempt â€œprohibited transactionâ€ (as defined under ERISA Section 406 or Code Section 4975) or a breach of a fiduciary duty under ERISA that is reasonably likely to result in a material liability to a Company; (c) the application by a Controlled Group member for a waiver from the

minimum funding requirements of Code Section 412 or ERISA Section 302 or a Controlled Group member is required to provide security under Code Section 401(a)(29) or Code Section 436; (d) the occurrence of a Reportable Event with respect to any Pension Plan that is reasonably likely to result in a material liability to a Company; (e) the withdrawal by a Controlled Group member from a Multiemployer Plan in a â€œcomplete withdrawalâ€ or a â€œpartial withdrawalâ€ (as such terms are defined in ERISA Sections 4203 and 4205, respectively) or the withdrawal of any Controlled Group member from any Pension Plan subject to ERISA Section 4063 during a plan year in which such entity was a â€œsubstantial employerâ€ as defined in ERISA Section 4001(a)(2) or a cessation of operations that is treated as such a withdrawal under ERISA Section 4062(e), which is reasonably likely to result in a material liability to a Company; (f) the failure of an ERISA Plan (and any related trust) that is intended to be qualified under Code Sections 401 and 501 to be so qualified or the failure of any â€œcash or deferred arrangementâ€ under any such ERISA Plan to meet the requirements of Code Section 401(k); (g) the taking by the PBGC of any steps to terminate a Pension Plan or Multiemployer Plan or appoint a trustee to administer a Pension Plan or Multiemployer Plan, or the taking by a Controlled Group member of any steps to terminate a Pension Plan in a distress termination under ERISA Section 4041(c) or a Multiemployer Plan under ERISA Section 4041A; (h) the failure by a Controlled Group member or an ERISA Plan to satisfy any requirements of law applicable to an ERISA Plan which is reasonably likely to result in a material liability to a Company; (i) the commencement, existence or threatening of a claim, action, suit, audit or investigation with respect to an ERISA Plan (other than a routine claim for benefits) which is reasonably likely to result in a liability to a Company; (j) any incurrence by or any expectation of the incurrence by a Controlled Group member of a material increase in the liability for post-retirement benefits under any Welfare Plan, other than as required by ERISA Section 601, et seq. or Code Section 4980B; (k) the determination that any Pension Plan or Multiemployer Plan is considered an at-risk plan or a plan in endangered or critical status within the meaning of Code Sections 430, 431 and 432 or ERISA Sections 303, 304 and 305; or (l) a Reportable Event with respect to a Pension Plan or a Multiemployer Plan.â€œERISA Planâ€ means an â€œemployee benefit planâ€ (within the meaning of ERISA Section 3(3)) that a Controlled Group member at any time sponsors or sponsored, maintains or maintained, contributes to or 22â€‹Exhibit 10.99contributed to, has liability contingent or otherwise with respect to or has an obligation to contribute to such plan, and which is not excluded from the coverage of ERISA pursuant to Section 4(b)(4) of ERISA.â€œEU Bail-In Legislation Scheduleâ€ means the EU Bail-In Legislation Schedule published by the Loan Market Association (or any successor person), as in effect from time to time.â€œEURIBORâ€ has the meaning assigned thereto in the definition of â€œEurodollar Rateâ€.â€œEURIBOR Rateâ€ has the meaning assigned thereto in the definition of â€œEurodollar Rateâ€.â€œEuroâ€ and â€œeâ,¬â€ mean the single currency of the Participating Member States introduced in accordance with the EMU Legislation.â€œEurodollar Banking Dayâ€ means, (i) for Obligations, interest, fees, commissions or other amounts denominated in, or calculated with respect to, Dollars, aany day (other than a Saturday or Sunday) on which bank are open for business in London Banking Day, (ii) for Obligations, interest, fees, commissions or other amounts denominated in, or calculated with respect to, Euros, a TARGET Day and (iii) for Obligations, interest, fees, commissions or other amounts denominated in, or calculated with respect to, Yen, any day (other than a Saturday or Sunday) on which banks are open for business in Japan; provided, that for purposes of notice requirements in Sections 2.5(a), 2.5(c) and 2.7(a), in each case, such day is also a Business Day.â€œEurodollarâ€ means a Dollar denominated deposit in a bank or branch outside of the United States.â€œEurodollar Fixed Rate Loanâ€ means a Eurodollar Loan or an Alternate Currency Loan. ARTICLE II.â€œEurodollar Loanâ€ means a Revolving Loan described in SectionÂ 2.2(a) hereof, which shall be denominated in Dollars and on which Borrowers shall pay interest at a rate based upon the Eurodollar Rate plus the Appliable Margin applicable to Eurodollar Loans.â€œEurodollar Rateâ€ means,(1)(a)for any Eurodollar Fixed Rate Loan for any Interest Period:(i)denominated in Dollars, the greater of (A)Â the rate of interest per annum equal to the London interbank offered rate for deposits in Dollars (â€œUSD LIBORâ€) as administered by the IBA, or a comparable or successor administrator approved by the Agent, for a period equal to the applicable Interest Period (in each case, the â€œUSD LIBOR Rateâ€), at approximately 11:00 a.m. (London time) on the Rate Determination Date; and (B)Â the Floor;(1)[intentionally omitted];(2)(ii)denominated in Euros, the greater of (A)Â the rate of interest per annum equal to the Euro Interbank Offered Rate (â€œEURIBORâ€) as administered by the European Money Markets Institute, or a comparable or successor administrator approved by the Agent (in each case, the â€œEURIBOR Rateâ€), at approximately 11:00 a.m. (Brussels time) on the Rate Determination Date and (B)Â the Floor; and(3)(iii)denominated in Yen, the greater of (A) the rate per annum equal to the Tokyo Interbank Offered Rate (â€œTIBORâ€) as administered by the Ippan Shadan Hojin JBA TIBOR Administration, or a comparable or successor administrator approved by the Agent (in each case, 23â€‹Exhibit 10.99the â€œTIBOR Rateâ€), at approximately 11:00 a.m. (Tokyo time) on the Rate Determination Date and (B)Â the Floor;(4)(iv)denominated in Canadian Dollars, the greater of (A) the rate of interest per annum equal to the CDOR Rate and (B)Â the Floor;(5)(v)denominated in Australian Dollars, the greater of (A) the rate of interest per annum equal to the Bank Bill Swap Reference Bid Rate (â€œBBSYâ€), or a comparable or successor rate which rate is approved by the Agent (in each case, the â€œBBSY Rateâ€), as published on the applicable Reuters screen page (or such other commercially available source providing such quotations as may be designated by the Agent from time to time) at approximately 10:30 a.m. (Melbourne, Australia time) on the Rate Determination Date and (B)Â the Floor;(6)(vi)denominated in New Zealand Dollars, the greater of (A) the rate of interest per annum equal to the Bank Bill Reference Bid Rate (â€œBKBMâ€), or a comparable or successor rate which rate is approved by the Agent (in each case, the â€œBKBM Rateâ€), as published on the applicable Reuters screen page (or such other commercially available source providing such quotations as may be designated by the Agent from time to time) at approximately 10:45 a.m. (Auckland, New Zealand time) on the Rate Determination Date and (B)Â the Floor; and(7)(vii)denominated in any other Currency (other than a Currency referenced in clauses (i) through (iii) above or Sterling), the rate designated with respect to such Currency at the time such currency is approved by the Agent and the Lenders pursuant to Section 1.9.(2)(b)for any rate calculation with respect to a Base Rate Loan on any date, the rate of interest per annum determined on the basis of the rate for deposits in Dollars for a period of approximately one month as published by the IBA, or a comparable or successor quoting service approved by the Agent, at approximately 11:00 a.m. (London time) two (2) Eurodollar Banking Days prior to the date of such calculation.â€œEurodollar Reserve Percentageâ€ means, for any day, the percentage which is in effect for such day as prescribed by the FRB for determining the maximum reserve requirement (including any basic, supplemental or emergency reserves) in respect of eurocurrency liabilities or any similar category of liabilities for a member bank of the Federal Reserve System in New York City or any other reserve ratio or analogous requirement of any central banking or financial regulatory authority imposed in respect of the maintenance of the Commitments or the funding of the Loans. Â The Adjusted Eurodollar Rate for each outstanding Loan shall be adjusted automatically as of the effective date of any change in the Eurodollar Reserve Percentage.â€œEvent of Defaultâ€ means an event or condition that shall constitute an event of default as defined in Article VII hereof.â€œExchange Actâ€ means the Securities Exchange Act of 1934, as amended.â€œExcluded Assetsâ€ means (a) US Borrowerâ€™s headquarters at 9197 Peoria Street, Englewood, Colorado and any other fee-owned real property (other than real property (and any improvement thereon) with an individual fair market value of more than $5,000,00010,000,000), (b) all leasehold interests in real property, (c) motor vehicles, airplanes and other assets subject to certificates of title, letter of credit rights (to the extent a security interest therein cannot be perfected by a U.C.C. Financing Statement) and commercial tort claims; (d) pledges and security interests in any asset prohibited (i) by applicable law, rule, regulation at any time or (ii) by a contractual obligation binding on the grantor at the time the asset subject 24â€‹Exhibit 10.99to such contractual obligation was acquired (in each case, except to the extent such prohibition is unenforceable after giving effect to the applicable provisions of the U.C.C.) or which could require governmental (including regulatory) consent, approval, license or authorization to be pledged (unless such consent, approval, license or authorization has been received) (in each case, after giving effect to the applicable provisions of the U.C.C.); provided that such exclusion shall not include any proceeds, products, substitutions or replacements of such asset, except to the extent that any such proceeds, products, substitutions or replacements would otherwise be excluded by this definition; (e) equity interests in Percepta LLC and in any other Person other than Wholly Owned Subsidiaries to the extent not permitted by the terms of any applicable organizational documents, joint venture agreement or shareholder agreement or similar contractual obligation (other than with US Borrower or any of its Wholly Owned Subsidiaries); (f) assets to the extent a security interest in such assets could reasonably be expected to result in a material adverse tax consequence as determined in good faith by the US Borrower; (g) any lease, license or other agreement to the extent that a grant of a security interest therein would violate or invalidate such lease, license or agreement or create a right of termination in favor of any other party thereto (other than the US Borrower or any of its Wholly Owned Subsidiaries) after giving effect to the applicable anti-assignment provisions of the U.C.C. or similar laws; provided that such exclusion shall not include any proceeds, products, substitutions or replacements of such asset, except to the extent that any such proceeds, products, substitutions or replacements would otherwise be excluded by this definition; (h) those assets as to which Agent and the US Borrower reasonably agree that the cost or other consequence of obtaining such a security interest or perfection thereof are excessive in relation to the value afforded thereby; (i) any governmental licenses or state or local franchises, charters and authorizations, to the extent security interests in such licenses, franchises, charters or authorizations are prohibited or restricted thereby after giving effect to the applicable anti-assignment provisions of the U.C.C. or similar laws; (j) â€œintent-to-useâ€ trademark applications prior to the filing of a statement of use; (k) any segregated accounts or segregated funds held or received on behalf of third parties (it being understood that third parties shall not include the US Borrower or any of its Subsidiaries); and (l) any equipment or other asset subject to Liens permitted under Section 5.9(h), sale and leaseback transactions, capital lease obligations or other purchase money debt, if the contract or other agreement providing for such debt or capital lease obligation prohibits or requires the consent of any Person (other than the US Borrower or one of its Wholly Owned Subsidiaries) as a condition to the creation of any other security interest on such equipment or asset and, in each case, such prohibition or requirement is permitted under the Loan Documents. and (m) with respect to the equity interests of a Foreign Subsidiary that is a CFC or a Domestic Subsidiary that is a CFC Holding Company, all voting equity interest in excess of 65% of the voting equity interest of such Foreign Subsidiary or CFC Holding Company.â€œExcluded Subsidiaryâ€ means (a) each of Percepta and TTEC Investments, Inc., (b) any joint venture, partnership or limited liability company in which US Borrower (or any other Company) and a non-Affiliate of US Borrower (or any other Company) hold an interest, (c) any captive insurance company in which US Borrower (or any other Company) holds an interest, (d) any Subsidiary that is prohibited by its charter documents, contract or applicable law from guaranteeing the Secured Obligations (provided that such prohibition was in existence at the time such Subsidiary was acquired or such contract was entered into, as applicable, and not included in anticipation thereof), (e) any Domestic Subsidiary of a CFC, (f) any CFC Holding Company and (g) any Dormant Subsidiary.â€œExcluded Swap Obligationâ€ means, with respect to any Guarantor of Payment, any Swap Obligation if, and to the extent that, all or a portion of the guarantee of such Guarantor of Payment of, or the grant by such Guarantor of Payment of a security interest to secure, such Swap Obligation (or any guarantee thereof) is or becomes illegal under the Commodity Exchange Act or any rule, regulation or order of the Commodity Futures Trading Commission (or the application or official interpretation of any thereof) by virtue of such Guarantor of Paymentâ€™s failure for any reason to constitute an â€œeligible contract participantâ€ as defined in the Commodity Exchange Act and the regulations thereunder at the time the 25â€‹Exhibit 10.99guarantee of such Guarantor of Payment or the grant of such security interest becomes effective with respect to such Swap Obligation. Â If a Swap Obligation arises under a master agreement governing more than one swap, such exclusion shall apply only to the portion of such Swap Obligation that is attributable to swaps for which such guarantee or security interest is or becomes illegal.â€œExcluded Taxesâ€ means any of the following Taxes imposed on or with respect to a Recipient or required to be withheld or deducted from a payment to a Recipient, (a) Taxes imposed on or measured by net income (however denominated), franchise Taxes, and branch profits Taxes, in each case, (i) imposed as a result of such Recipient being organized under the laws of, or having its principal office or, in the case of any Lender, its applicable lending office located in, the jurisdiction imposing such Tax (or any political subdivision thereof) or (ii) that are Other Connection Taxes, (b) in the case of a Lender, United States federal withholding Taxes imposed on amounts payable to or for the account of such Lender with respect to an applicable interest in a Loan or Commitment pursuant to a law in effect on the date on which (i) such Lender acquires such interest in the Loan or Commitment (other than pursuant to an assignment request by the Administrative Borrower under SectionÂ 3.4(b) hereof) or (ii) such Lender changes its lending office, except in each case to the extent that, pursuant to SectionÂ 3.2, amounts with respect to such Taxes were payable either to such Lenderâ€™s assignor immediately before such Lender became a party hereto or to such Lender immediately before it changed its lending office, (c) Taxes attributable to such Recipientâ€™s failure to comply with SectionÂ 3.2(g) hereof, and (d) any United States federal withholding Taxes imposed under FATCA.â€œExisting Credit Agreementâ€ means that term as defined in the first paragraph hereof.â€œExisting Letter of Creditâ€ means that term as defined in Section 2.2(b)(vii) hereof.â€œExpected Earn-Out Amountâ€ means US Borrowerâ€™s best estimate of the aggregate amount that the Companies will be required to pay, during the next twelve (12) months, in connection with performance based contingent obligations that were incurred in connection with one or more Acquisitions.â€œFacility-Related Leasesâ€ means lease arrangements in relation to office leases, contact center leases and non-contact center leases, in each case, entered into in the ordinary course of business with third-party commercial landlords, where the lessee pays base rent and other customary additional rent in respect of matters such as common area maintenance, utilities, tenant improvements, real estate taxes, and other operating expenses commonly assessed under commercial real estate leases and that do not contain a purchase option by the lessee for such property, unless based on the fair market value for such property.â€œFASB ASC 842â€ means Accounting Standards Update No. 2016-02 February 2016, Leases (Topic 842) promulgated by the Financial Accounting Standards Board.â€œFATCAâ€ means Sections 1471 through 1474 of the Code, as of the First Amendment Date (or any amended or successor version that is substantively comparable and not materially more onerous to comply with), any current or future regulations or official interpretations thereof and any agreements entered into pursuant to SectionÂ 1471(b)(1) of the Code.ARTICLE III.â€œFB Threshold Dateâ€ means the first date on which both of the following conditions are satisfied:(a) the Foreign Subsidiary Exposure exceeds seven and one-half percent (7.5%) of Consolidated Total Assets at any time during any two consecutive fiscal quarters of US Borrower; and26â€‹Exhibit 10.99(b) the Net Leverage Ratio is greater than or equal to 3.25 to 1.00 as of the last day of each such fiscal quarter.â€œFederal Funds Effective Rateâ€ means, for any day, the rate per annum announced by the Federal Reserve Bank of New York (or any successor) on such day as being the weighted average of the rates on overnight federal funds transactions with members of the Federal Reserve System on the previous Business Day; provided that if such rate is not so published for any day which is a Business Day, the Federal Funds Effective Rate shall be the average of the quotation for such day on such transactions received by Agent from three federal funds brokers of recognized standing selected by Agent.â€œFee Letterâ€ means, collectively, (i) the Engagement Letter between the US Borrower and Wells Fargo Securities, LLC, dated as of January 3, 2019, as the same may from time to time be amended, restated or otherwise modified, which terminates and supersedes the â€œFee Letterâ€ between the US Borrower and Wells Fargo Securities, LLC, dated as of December 15, 2015 and, (ii) the Engagement Letter between the US Borrower and Wells Fargo Securities, LLC, dated as of March 2, 2021, as the same may from time to time be amended, restated or otherwise modified and (iii) the Fee Letter between the US Borrower and Wells Fargo Securities, LLC, dated as of the Ninth Amendment Effective Date.â€œFinancial Officerâ€ means any of the following officers: chief executive officer, president, chief financial officer, treasurer, vice president of finance or controller. Â Unless otherwise qualified, all references to a Financial Officer in this Agreement shall refer to a Financial Officer of US Borrower.â€œFirst Amendment Dateâ€ means February 11, 2016.â€œFirst FB Addition Dateâ€ means the date of the addition of the first Foreign Borrower under this Agreement, pursuant to Section 2.13(a).â€œFirst-Tier Material Foreign Subsidiaryâ€ means a first-tier Foreign Subsidiary of US Borrower or a Domestic Guarantor of Payment (with assets (consolidated for the foreign jurisdiction) in excess of five percent (5%) of Consolidated Total Assets).â€œFlood Insurance Lawsâ€ means, collectively, (a) the National Flood Insurance Act of 1968, (b) the Flood Disaster Protection Act of 1973, (c) the National Flood Insurance Reform Act of 1994, (d) the Flood Insurance Reform Act of 2004 and (e) the Biggert-Waters Flood Insurance Reform Act of 2012, as each of the foregoing is now or hereafter in effect and any successor statute to any of the foregoing.â€œFloorâ€ means a rate of interest equal to 0%.â€œForeign Affiliateâ€ means, with respect to a Foreign Borrower, a parent company, sister company or Subsidiary of such Foreign Borrower (that is not US Borrower or a Domestic Subsidiary).â€œForeign Benefit Planâ€ means each material plan, fund, program or policy established under the law of a jurisdiction other than the United States (or a state or local government thereof), whether formal or informal, funded or unfunded, insured or uninsured, providing employee benefits, including medical, hospital care, dental, sickness, accident, disability, life insurance, pension, retirement or savings benefits, under which one or more Companies have any liability with respect to any employee or former employee, but excluding any Foreign Pension Plan.â€œForeign Borrowerâ€ means each of the Foreign Subsidiaries of US Borrower set forth on Schedule 2 hereto, together with any otherany Foreign Subsidiary of US Borrower that, on or after the SixthNinth 27â€‹Exhibit 10.99Amendment Effective Date, shall have satisfied, in the opinion of Agent, the requirements of SectionÂ 2.13(a) hereof. Â As of the Ninth Amendment Effective Date, there are no Foreign Borrowers.â€œForeign Borrower Revolving Credit Noteâ€ means a Foreign Borrower Revolving Credit Note, substantially in the form of the attached Exhibit B (or as otherwise required by Agent after consultation with foreign counsel to Agent), executed and delivered by a Foreign Borrower pursuant to Section 2.4(b) hereof.â€œForeign Guarantor of Paymentâ€ means each of the

Companies set forth on Schedule 3 hereto as of the Sixth Amendment Effective Date that shall have been designated a â€œForeign Guarantor of Paymentâ€, that are each executing and delivering a Guaranty of Payment, or any other Foreign Subsidiary that shall execute and deliver a Guaranty of Payment to Agent subsequent to the Sixth Amendment Effective Date. Â â€œForeign Lenderâ€ means (a) with respect to the Administrative Borrower, a Lender that is not a U.S. Person, and (b) with respect to each Foreign Borrower, a Lender that is resident or organized under the laws of a jurisdiction other than that in which such Foreign Borrower is resident for tax purposes.â€œForeign Pension Planâ€ means a pension plan required to be registered under the law of a jurisdiction other than the United States (or a state or local government thereof), that is maintained or contributed to by one or more Companies for their employees or former employees.â€œForeign Proceedsâ€ means that term as defined in Section 2.11(f) hereof. â€œForeign Subsidiaryâ€ means a Subsidiary that is organized under the laws of any jurisdiction other than the United States, any State thereof or the District of Columbia.ARTICLE IV.â€œForeign Subsidiary Exposureâ€ means, at any time, the Dollar Equivalent of the sum of (a) the aggregate outstanding principal amount of all Revolving Loans made to all Foreign Borrowers, plus (b) the aggregate amount of all intercompany loans (which, for the avoidance of doubt, shall not include payments by US Borrower or any Domestic Guarantor of Payment for services provided to it by one or more Foreign Subsidiaries in the ordinary course of business and consistent with past practices), guaranties of Indebtedness and letters of credit (other than backing performance of a contract entered into in the ordinary course of business and are not guaranties of indebtedness or the payment of indebtedness) provided by US Borrower or a Domestic Guarantor of Payment, after the Closing Date, to, or for the benefit of, Foreign Subsidiaries.â€œFRBâ€ means the Board of Governors of the Federal Reserve System of the United States.â€œFronting Exposureâ€ means, at any time there is a Defaulting Lender, (a) with respect to any Fronting Lender, such Defaulting Lenderâ€™s Commitment Percentage of the outstanding Letter of Credit Exposure with respect to Letters of Credit issued by such Fronting Lender, other than such Letter of Credit Exposure as to which such Defaulting Lenderâ€™s participation obligation has been reallocated to other Lenders or Cash Collateralized in accordance with the terms hereof and (b) with respect to the Swing Line Lender, such Defaulting Lenderâ€™s Commitment Percentage of outstanding Swing Loans other than Swing Loans as to which such Defaulting Lenderâ€™s participation obligation has been reallocated to other Lenders or Cash Collateralized in accordance with the terms hereof.â€œFronting Lenderâ€ means, (a) as to any Letter of Credit transaction hereunder, Wells Fargo as issuer of the Letter of Credit, or, in the event that Wells Fargo shall be unable to issue or shall agree that another Lender may issue, a Letter of Credit, such other Lender as shall agree to issue the Letter of Credit in its own 28â€‹Exhibit 10.99name, but in each instance on behalf of the Lenders hereunder, or (b) as to any Existing Letter of Credit, KeyBank National Association or Bank of America, N.A., as applicable.â€œFundâ€ means any Person (other than a natural Person) that is (or will be) engaged in making, purchasing, holding or otherwise investing in commercial loans, bonds and similar extensions of credit in the ordinary course of its activities.â€œGAAPâ€ means, subject to the provisions of Section 1.2(b) hereof, generally accepted accounting principles in the United States as then in effect, which shall include the official interpretations thereof by the Financial Accounting Standards Board, applied on a basis consistent with the past accounting practices and procedures of US Borrower.â€œGovernmental Authorityâ€ means any nation or government, any state, province or territory or other political subdivision thereof, any governmental agency, department, authority, instrumentality, regulatory body, court, central bank or other governmental entity exercising executive, legislative, judicial, taxing, regulatory or administrative functions of or pertaining to government, any securities exchange and any self-regulatory organization exercising such functions.â€œGuarantorâ€ means a Person that shall have pledged its credit or property in any manner for the payment or other performance of the indebtedness, contract or other obligation of another and includes (without limitation) any guarantor (whether of payment or of collection), surety, co-maker, endorser or Person that shall have agreed conditionally or otherwise to make any purchase, loan or investment in order thereby to enable another to prevent or correct a default of any kind.â€œGuarantor of Paymentâ€ means a Domestic Guarantor of Payment or Foreign Guarantor of Payment, or any other Person that shall deliver a Guaranty of Payment to Agent subsequent to the Closing Date.â€œGuaranty of Paymentâ€ means each Guaranty of Payment executed and delivered on or after the Closing Date in connection with this Agreement by the Guarantors of Payment, as the same may from time to time be amended, restated or otherwise modified.â€œGuaranty of Payment Joinderâ€ means each Guaranty of Payment Joinder, executed and delivered by a Domestic Guarantor of Payment for the purpose of adding such Domestic Guarantor of Payment as a party to a previously executed Guaranty of Payment.â€œHedge Agreementâ€ means (a) any and all rate swap transactions, basis swaps, credit derivative transactions, forward rate transactions, commodity swaps, commodity options, forward commodity contracts, equity or equity index swaps or options, bond or bond price or bond index swaps or options or forward bond or forward bond price or forward bond index transactions, interest rate options, forward foreign exchange transactions, cap transactions, floor transactions, collar transactions, currency swap transactions, cross-currency rate swap transactions, currency options, spot contracts, or any other similar transactions or any combination of any of the foregoing (including any options to enter into any of the foregoing), whether or not any such transaction is governed by or subject to any master agreement, and (b)Â any and all transactions of any kind, and the related confirmations, which are subject to the terms and conditions of, or governed by, any form of master agreement published by the International Swaps and Derivatives Association, Inc., any International Foreign Exchange Master Agreement, or any other master agreement.â€œIncremental Increaseâ€ means that term as defined in Section 2.9(b) hereof.29â€‹Exhibit 10.99â€œIncremental Revolving Credit Increaseâ€ means that term as defined in Section 2.9(b) hereof.â€œIncremental Term Loanâ€ means that term as defined in Section 2.9(b) hereof.â€œIncremental Term Loan Commitmentâ€ means that term as defined in Section 2.9(b) hereof.â€œIndebtednessâ€ means, for any Company (excluding in all cases trade payables and guaranties of performance by a Subsidiary payable in the ordinary course of business by such Company), without duplication, (a) all obligations to repay borrowed money, direct or indirect, incurred, assumed, or guaranteed, (b) all obligations in respect of the deferred purchase price of property or services (other than any performance based contingent obligation that is part of the total Consideration for any Acquisition), (c) all obligations under conditional sales or other title retention agreements, (d) all obligations (contingent or otherwise) under any letter of credit or bankerâ€™s acceptance, (e) all net obligations under any currency swap agreement, interest rate swap, cap, collar or floor agreement or other interest rate management device or any Hedge Agreement, (f) all Synthetic Leases, (g) all Capitalized Lease Obligations, (h) all obligations of such Company with respect to asset securitization financing programs that are required to be reported as a liability in accordance with GAAP, (i) all obligations to advance funds to, or to purchase assets, property or services from, any other Person in order to maintain the financial condition of such Person, (j) all indebtedness of the types referred to in subparts (a) through (i) above of any partnership or joint venture (other than a joint venture that is itself a corporation or limited liability company) in which such Company is a general partner or joint venturer, unless such indebtedness is expressly made non-recourse to such Company, (k) any other transaction (including forward sale or purchase agreements) having the commercial effect of a borrowing of money entered into by such Company to finance its operations or capital requirements, and (l) any guaranty of any obligation described in subparts (a) through (k) hereof. Â Notwithstanding the foregoing, the obligations of the US BorrowerCompanies under any Permitted Warrant Transaction or Permitted Factoring Transaction shall not constitute Indebtedness. For purposes hereof, the amount of any Permitted Convertible Indebtedness shall be the aggregate stated principal amount thereof without giving effect to any obligation to pay cash or deliver shares with value in excess of such principal amount, and without giving effect to any integration thereof with any Permitted Bond Hedge Transaction pursuant to U.S. Treasury Regulation Â§ 1.1275-6.â€œIndemnified Taxesâ€ means (a) Taxes, other than Excluded Taxes, imposed on or with respect to any payment made by or on account of any obligation of any Credit Party under any Loan Document and (b) to the extent not otherwise described in clause (a), Other Taxes.â€œInitial RFR Loan (GBP)â€ means an RFR Loan that would have borne interest based upon a Daily Simple RFR or a Term RFR on the Closing Date, which for all purposes of this Agreement shall refer only to Loans denominated in Sterling.â€œInterest Adjustment Dateâ€ means the last day of each Interest Period.â€œInterest Coverage Ratioâ€ means, as determined for the most recently completed four fiscal quarters of US Borrower, on a Consolidated basis, the ratio of (a) Consolidated EBITDA to (b) Consolidated Interest Expense.â€œInterest Payment Dateâ€ means (a) as to any Base Rate Loan or Daily Simple RFR Loan, the last Business Day of each March, June, September and December and the Revolving Credit Maturity Date and (b) as to any Eurodollar Fixed Rate Loan or Term RFR Loan, the last day of each Interest Period therefor and, in the case of any Interest Period of more than three (3) monthsâ€™ duration, each day prior to the last day of such Interest Period that occurs at three-month intervals after the first day of such Interest Period; provided, that each such three-month interval payment day shall be the immediately succeeding Business 30â€‹Exhibit 10.99Day if such day is not a Business Day, unless such day is not a Business Day but is a day of the relevant month after which no further Business Day occurs in such month, in which case such day shall be the immediately preceding Business Day and the Revolving Credit Maturity Date.â€œInterest Periodâ€ means, as to any Loan, the period commencing on the date such Loan is disbursed or converted to or, with respect to any Eurodollar Fixed Rate Loan or Term RFR Loan, continued as a Eurodollar Fixed Rate Loan or Term RFR Loan, as applicable, and ending on the date one (1), three (3) or six (6) months thereafter, in each case as selected by the Administrative Borrower in its Notice of Borrowing or Notice of Conversion/Continuation and subject to availability; provided that:(a)the Interest Period shall commence on the date of advance of or conversion to any Eurodollar Fixed Rate Loan or Term RFR Loan, as applicable and, in the case of immediately successive Interest Periods, each successive Interest Period shall commence on the date on which the immediately preceding Interest Period expires;(b)if any Interest Period would otherwise expire on a day that is not a Business Day, such Interest Period shall expire on the next succeeding Business Day; provided that if any Interest Period would otherwise expire on a day that is not a Business Day but is a day of the month after which no further Business Day occurs in such month, such Interest Period shall expire on the immediately preceding Business Day;(c)any Interest Period that begins on the last Business Day of a calendar month (or on a day for which there is no numerically corresponding day in the calendar month at the end of such Interest Period) shall end on the last Business Day of the relevant calendar month at the end of such Interest Period;(d)no Interest Period shall extend beyond the Revolving Credit Maturity Date; and(e)no tenor that has been removed from this definition pursuant to Section 3.5(c)(iv) shall be available for specification in any Notice of Loan or in connection with any conversion or continuation of any Loan.â€œISDA Definitionsâ€ means the 2006 ISDA Definitions published by the International Swaps and Derivatives Association, Inc. or any successor thereto, as amended or supplemented from time to time, or any successor definitional booklet for interest rate derivatives published from time to time by the International Swaps and Derivatives Association, Inc. or such successor thereto.â€œLenderâ€ means that term as defined in the first paragraph hereof and, as the context requires, shall include the Fronting Lender and the Swing Line Lender.â€œLetter of Creditâ€ means a standby letter of credit that shall be issued by the Fronting Lender for the account of US Borrower or a Domestic Guarantor of Payment, including amendments thereto, if any, and shall have an expiration date no later than the earlier of (a) one year after its date of issuance (provided that such Letter of Credit may provide for the renewal thereof for additional one year periods), or (b) one year after the Revolving Credit Maturity Date, subject to Section 2.2(b)(viii) hereof.â€œLetter of Credit Commitmentâ€ means the commitment of the Fronting Lender, on behalf of the Lenders, to issue Letters of Credit in an aggregate face amount of up to One Hundred Million Dollars ($100,000,000).â€œLetter of Credit Exposureâ€ means, at any time, the Dollar Equivalent of, the sum of (a) the aggregate undrawn amount of all issued and outstanding Letters of Credit, and (b) the aggregate of the 31â€‹Exhibit 10.99draws made on Letters of Credit that have not been reimbursed by Borrowers or converted to a Revolving Loan pursuant to Section 2.2(b)(iv) hereof.â€œLienâ€ means any mortgage, deed of trust, security interest, lien (statutory or other), charge, assignment, hypothecation, encumbrance on, pledge or deposit of, or conditional sale, lease (other than Operating Leases), sale with a right of redemption or other title retention agreement and any capitalized lease with respect to any property (real or personal) or asset.â€œLimited Conditionality Acquisitionâ€ means that term as defined in Section 2.9(d) hereof.â€œLoanâ€ means a Revolving Loan or a Swing Loan.â€œLoan Documentsâ€ means, collectively, this Agreement, each Note, each Guaranty of Payment, each Guaranty of Payment Joinder, all documentation relating to each Letter of Credit, each Security Document, each Additional Foreign Borrower Assumption Agreement and the Fee Letter, as any of the foregoing may from time to time be amended, restated or otherwise modified or replaced, and any other document delivered pursuant thereto.â€œMaterial Adverse Effectâ€ means a material adverse effect on (a) the business, assets, liabilities (actual or contingent), operations or condition (financial or otherwise) of the Companies taken as a whole, (b) the material rights and remedies of Agent or the Lenders under any Loan Document, (c) the ability of the Credit Parties, taken as a whole, to perform their obligations under any material Loan Document, or (d) the legality, validity, binding effect or enforceability against any Credit Party of any material Loan Document to which it is a party.â€œMaterial Indebtedness Agreementâ€ means any debt instrument, capital lease (but not any Operating Lease), guaranty, contract, agreement or other arrangement evidencing any Indebtedness of any Company or the Companies in excess of the amount of Twenty Million Dollars ($20,000,000).â€œMaximum Rateâ€ means that term as defined in Section 2.3(d)(i) hereof.â€œMinimum Collateral Amountâ€ means, at any time, (a) with respect to Cash Collateral consisting of cash or deposit account balances, an amount equal to 103% of the sum of (i) the Fronting Exposure of theapplicable Fronting LenderLenders with respect to Letters of Credit issued and outstanding at such time and (ii) the Fronting Exposure of the Swing Line Lender with respect to all Swing Loans outstanding at such time and (b) otherwise, an amount determined by Agent and each of the applicable Fronting Lenders that is entitled to Cash Collateral hereunder at such time in their sole discretion.â€œMultiemployer Planâ€ means a Pension Plan that is subject to the requirements of Subtitle E of Title IV of ERISA.â€œNet Cash Proceedsâ€ means, as applicable, (a)Â with respect to any sale, lease, transfer or other disposition of assets, all cash and Cash Equivalents received by any Company therefrom (including any cash or Cash Equivalents received by way of deferred payment pursuant to, or by monetization of, a note receivable or otherwise, as and when received) less the sum of (i)Â all income taxes and other taxes assessed by, or reasonably estimated to be payable to, a Governmental Authority as a result of such transaction (provided that if such estimated taxes exceed the amount of actual taxes required to be paid in cash in respect of such sale, lease, transfer or other disposition of assets, the amount of such excess shall constitute Net Cash Proceeds), (ii) all reasonable out-of-pocket fees and expenses incurred in connection with such transaction or event, (iii)Â the principal amount of, premium, if any, and interest on any Indebtedness (other than Indebtedness under the Loan Documents) secured by a Lien on the asset (or a portion thereof) disposed 32â€‹Exhibit 10.99of, which Indebtedness is required to be repaid in connection with such transaction or event and (iv) all amounts that are set aside as a reserve (A) for adjustments in respect of the purchase price of such assets, (B) for any liabilities associated with such sale or casualty, to the extent such reserve is required by GAAP or as otherwise required pursuant to the documentation with respect to such sale, lease, transfer or other disposition of assets, (C) for the payment of unassumed liabilities relating to the assets sold or otherwise disposed of at the time of, or within 30 days after, the date of such sale or other disposition and (D) for the payment of indemnification obligations; provided that, to the extent and at the time any such amounts are released from such reserve and received by such Company, such amounts shall constitute Net Cash Proceeds, and (b)Â with respect to any Equity Issuance or Debt Issuance, the gross cash proceeds received by any Company therefrom less all reasonable out-of-pocket legal, underwriting and other fees and expenses incurred in connection therewith.â€œNet Leverage Ratioâ€ means, as any date of determination, the ratio of (a) Consolidated Funded Indebtedness (as of the end of the most recently completed fiscal quarter of US Borrower) minus seventy percent (70%) of Unrestricted cash and Cash Equivalents of the Companies as of such date of determination in an amount not to exceed (i) at any time during the Covenant Adjustment Period, the lesser of (x) seventy percent (70%) thereof and (y) One Hundred Million Dollars ($100,000,000) and (ii) at any time after the termination of the Covenant Adjustment Period, seventy percent (70%) thereof to (b) Consolidated EBITDA (for the most recently completed four fiscal quarters of US Borrower).â€œNew Zealand Dollarâ€ means the lawful currency of New Zealand.â€œNinth Amendment Effective Dateâ€ means August 8, 2024.â€œNon-Consenting Lenderâ€ means any Lender that does not approve any consent, waiver, amendment, modification or termination that (a) requires the approval of all Lenders, each Lender directly and adversely affected thereby or all affected Lenders in accordance with the terms of SectionÂ 11.3 hereof and (b) has been approved by the Required Lenders.â€œNoteâ€ means a Revolving Credit Note or the Swing Line Note, or any other promissory note delivered pursuant to this Agreement.â€œNotice of Loanâ€ means a Notice of Loan in the form of the attached Exhibit D.â€œObligationsâ€ means, collectively, (a) all Indebtedness and other obligations now owing or hereafter incurred by one or more Borrowers to Agent, the Swing Line Lender, the Fronting LenderLenders, or any Lender (or any affiliate thereof) pursuant to this Agreement and the other Loan Documents, and includes the principal of and interest on all Loans, (b) all obligations of US Borrower or any Credit Party pursuant to Letters of Credit; (c) each extension, renewal, consolidation or refinancing of any of the foregoing, in whole or in part; (d) the commitment and other fees, and any prepayment fees payable pursuant to this Agreement or any other Loan Document; (e) all fees and charges in connection with the Letters of Credit; (f) every other liability, now or hereafter owing to Agent or any Lender by any Company pursuant to this Agreement or any other Loan Document; and (g) all Related Expenses.â€œOFACâ€ means the U.S. Department of the Treasuryâ€™s Office of Foreign Assets Control.â€œOperating Leasesâ€ means all real or personal property leases under which any Company is bound or obligated as a lessee or sublessee and which, under GAAP (prior to the effectiveness date of FASB ASC 842), would not be required to be capitalized on a balance sheet of such Company; provided that Operating Leases shall not include any such lease under which any Company is also bound as the lessor or sublessor. Â For the avoidance of doubt, Facility-Related Leases shall be deemed to constitute Operating Leases.33â€‹Exhibit 10.99â€œOptional

Leverage Ratio Increaseâ€ means that term as defined in Section 5.7 hereof.â€œOrganizational Documentsâ€ means, with respect to any Person (other than an individual), such Personâ€™s Articles (Certificate) of Incorporation, operating agreement or equivalent formation documents, and Regulations (Bylaws), or equivalent governing documents, and any amendments to any of the foregoing.â€œOther Connection Taxesâ€ means, with respect to any Recipient, Taxes imposed as a result of a present or former connection between such Recipient and the jurisdiction imposing such Tax (other than connections arising from such Recipient having executed, delivered, become a party to, performed its obligations under, received payments under, received or perfected a security interest under, engaged in any other transaction pursuant to or enforced any Loan Document, or sold or assigned an interest in any Loan or Loan Document).â€œOther Taxesâ€ means all present or future stamp, court, documentary, intangible, recording, filing or similar Taxes that arise from any payment made under, from the execution, delivery, performance, enforcement or registration of, from the receipt or perfection of a security interest under, or otherwise with respect to, any Loan Document, except any such Taxes that are Other Connection Taxes imposed with respect to an assignment (other than an assignment made pursuant to SectionÂ 3.4 hereof).â€œOvernight Rateâ€ means, for any day, (a) with respect to any amount denominated in Dollars, the greater of (i) the Federal Funds Effective Rate and (ii) an overnight rate determined by the Agent (or to the extent payable to an Fronting Lender or the SwinglineSwing Line Lender, such Fronting Lender or SwinglineSwing Line Lender, as applicable, in each case, with notice to the Agent) to be customary in the place of disbursement or payment for the settlement of international banking transactions, and (b) with respect to any amount denominated in an Alternate Currency, an overnight rate determined by the Agent (or to the extent payable to an Fronting Lender or the SwinglineSwing Line Lender, such Fronting Lender or SwinglineSwing Line Lender, as applicable, in each case, with notice to the Agent) to be customary in the place of disbursement or payment for the settlement of international banking transactions.â€œParticipantâ€ means that term as defined in Section 11.10(c) hereof.â€œParticipant Registerâ€ means that term as defined in Section 11.10(c) hereof.â€œParticipating Member Stateâ€ means any member state of the European Union that has the Euro as its lawful currency in accordance with legislation of the European Union relating to Economic and Monetary Union.â€œPatriot Actâ€ means the Uniting and Strengthening America by Providing Appropriate Tools Required to Intercept and Obstruct Terrorism Act of 2001, USA Patriot Act, Title III of Pub. L. 107-56, signed into law October 26, 2001, as amended from time to time.â€œPBGCâ€ means the Pension Benefit Guaranty Corporation, and its successor.â€œPension Actâ€ means the Pension Protection Act of 2006.â€œPension Planâ€ means an ERISA Plan that is a â€œpension planâ€ (within the meaning of ERISA Section 3(2)).â€œPerceptaâ€ means Percepta, LLC and each of its Subsidiaries.34â€‹Exhibit 10.99â€œPerformance Guarantyâ€ means a performance guaranty entered into in the ordinary course of business and upon terms typical in the industry of Borrowers; provided that Performance Guaranties shall not include guaranties of Indebtedness.â€œPermitted Bond Hedge Transactionâ€ means any bond hedge, call or capped call option (or substantively equivalent derivative transaction and whether a stand-alone transaction or a combined transaction with a Permitted Warrant Transaction, such as a capped call or call spread transaction) relating to the US Borrowerâ€™s common stock (or other securities or property following a merger event, reclassification or other change of the common stock of the US Borrower) purchased by the US Borrower in connection with the issuance of any Permitted Convertible Indebtedness and settled in common stock of the US Borrower (or such other securities or property), cash or a combination thereof (such amount of cash determined by reference to the price of the US Borrowerâ€™s common stock or such other securities or property), and cash in lieu of fractional shares of common stock of the US Borrower; provided that the purchase price of any such Permitted Bond Hedge Transaction does not exceed, the net proceeds received by the US Borrower in connection with the issuance of any Permitted Convertible Indebtedness.â€œPermitted Convertible Indebtednessâ€ means any Convertible Indebtedness permitted to be incurred under Section 5.8(o).â€œPermitted Factoring Transactionâ€ means an accounts receivable factoring or other similar arrangement for the sale of accounts receivable that is structured as a â€œtrue-saleâ€, limited-recourse to the Companies and provides for payment to such Company prior to the date that such accounts receivable would otherwise be due; provided that the aggregate book value of all accounts receivable that have been sold (or otherwise subjected to such arrangement) by the Companies and that remain outstanding shall not at any time exceed the greater of (i) $100,000,000 and (ii) twenty-five percent (25%) of the average book value of all accounts receivable of the Companies determined over the most recent ended twelve month period for which Consolidated financial statements are available pursuant to Sections 5.3(a) or (b).â€œPermitted Warrant Transactionâ€ means any call option, warrant or right to purchase (or substantively equivalent derivative transaction and whether a stand-alone transaction or a combined transaction with a Permitted Bond Hedge Transaction, such as a capped call or a call spread transaction) relating to the US Borrowerâ€™s common stock (or other securities or property following a merger event, reclassification or other change of the common stock of the US Borrower) sold by the US Borrower substantially concurrently with any purchase by the US Borrower of a Permitted Bond Hedge Transaction and settled in common stock of the US Borrower (or such other securities or property), cash or a combination thereof (such amount of cash determined by reference to the price of the US Borrowerâ€™s common stock or such other securities or property), and cash in lieu of fractional shares of common stock of the US Borrower.â€œPersonâ€ means any individual, sole proprietorship, partnership, joint venture, unincorporated organization, corporation, limited liability company, unlimited liability company, institution, trust, estate, Governmental Authority or any other entity.â€œPlan Funding Rulesâ€ means the rules of the Code and ERISA regarding minimum required contributions (including any installment payment thereof) to Pension Plans and Multiemployer Plans set forth in, with respect to plan years ending prior to the effective date of the Pension Act, Code Section 412 and ERISA Section 302, each as in effect prior to the Pension Act and, thereafter, Code Sections 412, 430, 431, 432 and 436 and ERISA Sections 302, 303, 304 and 305.â€œPlatformâ€ means that term as described in Section 5.3 hereof.35â€‹Exhibit 10.99ARTICLE V.â€œPledge Agreementâ€ means each of the Pledge Agreements executed and delivered to Agent, for the benefit of the Secured Parties, by a Borrower or a Guarantor of Payment, as applicable, with respect to the capital stock or other equity interests owned by such Credit Party, as the same may from time to time be amended, restated or otherwise modified.ARTICLE VI.â€œPledged Securitiesâ€ means, with respect to a Pledge Agreement, the capital stock or other equity interests pledged to Agent, for the benefit of the Secured Parties, by a Credit Party pursuant to such Pledge Agreement.â€œPrime Rateâ€ means the interest rate established from time to time by Agent as Agentâ€™s prime rate, whether or not such rate shall be publicly announced; the Prime Rate may not be the lowest interest rate charged by Agent for commercial or other extensions of credit. Each change in the Prime Rate shall be effective immediately from and after such change.â€œPTEâ€ means a prohibited transaction class exemption issued by the U.S. Department of Labor, as any such exemption may be amended from time to time.â€œPublic Lendersâ€ means that term as described in Section 5.3 hereof.â€œQualifying Debt Issuanceâ€ means the issuance by the US Borrower and/or its Subsidiaries, in one or more issuances, an aggregate amount of at least One Hundred Fifty Million Dollars ($150,000,000) initial face amount of unsecured debt in the nature of unsecured high yield notes or unsecured Convertible Indebtedness.â€œRate Determination Dateâ€ means, with respect to any Interest Period, (a) in the case of the Eurodollar Rate (other than the CDOR Rate), two (2) Eurodollar Banking Days prior to the commencement of such Interest Period or (b) in the case of the CDOR Rate, first day of such Interest Period (or in each case of clause (a) or (b) such other day as is generally treated as the rate fixing day by market practice in such interbank market, as determined by the Agent; provided that to the extent that such market practice is not administratively feasible for the Agent, such other day as otherwise reasonably determined by the Agent).â€œRecipientâ€ means (a) Agent, (b) any Lender and (c) any Fronting Lender, as applicable.â€œReference Timeâ€ with respect to any setting of the then-current Benchmark for any Currency means (a) if such Benchmark is a Daily Simple RFR, (i) if the RFR for such Benchmark is SOFR, then four (4) RFR Business Days prior to (A) if the date of such setting is an RFR Business Day, such date or (B) if the date of such setting is not an RFR Business Day, the RFR Business Day immediately preceding such date and (ii) if the RFR for such Benchmark is SONIA, then four (4) RFR Business Days prior to (A) if the date of such setting is an RFR Business Day, such date or (B) if the date of such setting is not an RFR Business Day, the RFR Business Day immediately preceding such date, (b) if such Benchmark is an Adjusted Eurodollar Rate, (i) if the applicable Adjusted Eurodollar Rate for such Benchmark is based upon USD LIBOR, then 11:00 a.m. (London time) on the day that is two (2) Eurodollar Banking Days preceding the date of such setting, (ii) if the applicable Adjusted Eurodollar Rate for such Benchmark is based upon EURIBOR, then 11:00 a.m. (Brussels time) on the day that is two (2) Eurodollar Banking Days preceding the date of such setting, and (iii) if the applicable Adjusted Eurodollar Rate for such Benchmark is based upon TIBOR, then 11:00 a.m. (Tokyo time) on the day that is two (2) Eurodollar Banking Days preceding the date of such setting and (c) otherwise, then the time determined by the Agent, including in accordance with the Benchmark Replacement Conforming Changes.â€œRegisterâ€ means that term as described in Section 11.10(b) hereof.36â€‹Exhibit 10.99â€œRegularly Scheduled Payment Dateâ€ means the last day of each March, June, September and December of each year.â€œRelated Expensesâ€ means any and all reasonable and documented out-of-pocket costs, liabilities and expenses (including, without limitation, losses, damages, penalties, claims, actions, reasonable and documented out-of-pocket attorneysâ€™ fees, reasonable legal expenses, judgments, suits and disbursements) (a) incurred by Agent, or imposed upon or asserted against Agent or any Lender, in any attempt by Agent and the Lenders to (i) obtain, preserve, perfect or enforce any Loan Document or any security interest evidenced by any Loan Document; (ii) obtain payment, performance or observance of any and all of the Obligations; or (iii) maintain, insure, audit, collect, preserve, repossess or dispose of any of the collateral securing the Obligations or any part thereof, including, without limitation, reasonable and documented out-of-pocket costs and expenses for appraisals, assessments and audits of any Company or any such collateral; or (b) incidental or related to subpart (a) above, including, without limitation, interest thereupon from the date due until paid at the Default Rate.â€œRelated Partiesâ€ means, with respect to any Person, such Personâ€™s Affiliates and the partners, directors, officers, employees, agents, trustees, administrators, managers, advisors and representatives of such Person and of such Personâ€™s Affiliates.â€œRelated Writingâ€ means each Loan Document and any other assignment, mortgage, security agreement, guaranty agreement, subordination agreement, financial statement, audit report or other writing furnished by any Credit Party, or any of its officers, to Agent or the Lenders pursuant to or otherwise in connection with this Agreement.â€œRelevant Governmental Bodyâ€ means (a) with respect to a Benchmark Replacement in respect of Obligations, interest, fees, commissions or other amounts denominated in, or calculated with respect to, Dollars, the FRB or the Federal Reserve Bank of New York, or a committee officially endorsed or convened by the FRB or the Federal Reserve Bank of New York, or any successor thereto and (b) with respect to a Benchmark Replacement in respect of Obligations, interest, fees, commissions or other amounts denominated in, or calculated with respect to, any Alternate Currency, (1) the central bank for the Currency in which such Obligations, interest, fees, commissions or other amounts are denominated, or calculated with respect to, or any central bank or other supervisor which is responsible for supervising either (A) such Benchmark Replacement or (B) the administrator of such Benchmark Replacement or (2) any working group or committee officially endorsed or convened by (A) the central bank for the Currency in which such Obligations, interest, fees, commissions or other amounts are denominated, or calculated with respect to, (B) any central bank or other supervisor that is responsible for supervising either (i) such Benchmark Replacement or (ii) the administrator of such Benchmark Replacement, (C) a group of those central banks or other supervisors or (D) the Financial Stability Board or any part thereof.â€œReportable Eventâ€ means any of the events described in SectionÂ 4043 of ERISA.â€œRequest for Extensionâ€ means a notice substantially in the form of the attached Exhibit H.â€œRequired Lendersâ€ means, at any time, Lenders having Total Credit Exposure representing more than fifty percent (50%) of the Total Credit Exposure of all Lenders; provided that the Total Credit Exposure held or deemed to be held by any Defaulting Lender shall be excluded for purposes of making a determination of Required Lenders. For purposes of this definition, â€œTotal Credit Exposureâ€ means, as to any Lender at any time, the unused Commitments, Revolving Credit Exposure of such Lender at such time.â€œResolution Authorityâ€ means an EEA Resolution Authority or, with respect to any UK Financial Institution, a UK Resolution Authority.37â€‹Exhibit 10.99â€œRestricted Paymentâ€ means, with respect to any Company, (a) any Capital Distribution or (b) any amount paid by such Company in repayment, redemption, retirement or repurchase, directly or indirectly, of any Subordinated Indebtedness. Â For the avoidance of doubt, none of (i) the exercise and settlement or termination of any Permitted Warrant Transaction, whether in cash, capital stock or other securities, (ii) the purchase or other acquisition of any Permitted Bond Hedge Transaction and any exercise and settlement or termination thereof, whether in cash, capital stock or other securities, (iii) the payment of principal or interest at scheduled maturity or otherwise on any Permitted Convertible Indebtedness nor (iv) the settlement of any conversion of any Permitted Convertible Indebtedness, whether in cash, capital stock or other securities, shall constitute a â€œRestricted Paymentâ€.â€œRevaluation Dateâ€ means (a) with respect to any Loan, each of the following: (i) each date of a borrowing of an RFR Loan or a Eurodollar Fixed Rate Loan denominated in an Alternate Currency, as applicable, but only as to the amounts so borrowed on such date, (ii) each date of a continuation of an RFR Loan or a Eurodollar Fixed Rate Loan, as applicable, denominated in an Alternate Currency pursuant to the terms of this Agreement, but only as to the amounts so continued on such date, and (iii) such additional dates as the Agent shall determine or the Required Lenders shall require; and (b) with respect to any Letter of Credit denominated in an Alternate Currency, each of the following: (i) each date of issuance, amendment or extension of such Letter of Credit, but only as to the stated amount of the Letter of Credit so issued, amended or extended on such date,; (ii) each date of the borrowing (or deemed borrowing) of a Revolving Loan in respect of any unreimbursed portion of any payment by the applicable Issuing LenderFronting Bank under any Letter of Credit denominated in an Alternate Currency, but only as to the stated amount of the unreimbursed amount of such Letter of Credit that is paid on such date; and (iii) such additional dates as the Agent or the applicable Fronting Lender (with notice thereof to the Agent) shall determine or the Required Lenders shall require.â€œRevolving Amountâ€ means, for each Lender, the amount set forth opposite such Lenderâ€™s name on Schedule 1 hereto as of the Eighth Amendment Effective Date, subject to decreases determined pursuant to Section 2.9(a) hereof, increases pursuant to Section 2.9(b) hereof and assignments of interests pursuant to Section 11.10 hereof; provided that the Revolving Amount for the Swing Line Lender shall exclude the Swing Line Commitment (other than its pro rata share), and the Revolving Amount of the Fronting Lender shall exclude the Letter of Credit Commitment (other than its pro rata share). The Revolving Amount for all the Lenders on the EighthNinth Amendment Effective Date shall be One Billion ThreeTwo Hundred Million Dollars ($1,300,000,0001,200,000,000).â€œRevolving Credit Availabilityâ€ means, at any time, the amount equal to the Revolving Credit Commitment minus the Revolving Credit Exposure.â€œRevolving Credit Commitmentâ€ means the obligation hereunder, during the Commitment Period, of (a)Â the Lenders (and each Lender) to make Revolving Loans, (b)Â the Fronting Lender to issue and each Lender to participate in, Letters of Credit pursuant to the Letter of Credit Commitment, and (c)Â the Swing Line Lender to make, and each Lender to participate in, Swing Loans pursuant to the Swing Line Commitment; up to an aggregate principal amount outstanding at any time equal to the Revolving Amount.â€œRevolving Credit Exposureâ€ means, at any time, the Dollar Equivalent of the sum of (a) the aggregate principal amount of all Revolving Loans outstanding, (b) the Swing Line Exposure, and (c) the Letter of Credit Exposure.â€œRevolving Credit Maturity Dateâ€ means November 23, 2026 (as such date may be extended pursuant to Section 2.15 hereof), or such earlier date on which the Commitment shall have been terminated pursuant to ArticleÂ VIII hereof.38â€‹Exhibit 10.99â€œRevolving Credit Noteâ€ means a US Borrower Revolving Credit Note or a Foreign Borrower Revolving Credit Note.â€œRevolving Lendersâ€ means, collectively, all of the Lenders with a Revolving Credit Commitment or if the Revolving Credit Commitment has been terminated, all Lenders having Revolving Credit Exposure.â€œRevolving Loanâ€ means a loan made to US Borrower or a Foreign Borrower by the Lenders in accordance with Section 2.2(a) hereof.â€œRFRâ€ means, for any Obligations, interest, fees, commissions or other amounts denominated in, or calculated with respect to, (a) Dollars, on and after the USD LIBOR Transition Date, SOFR and (b) Sterling, SONIA.â€œRFR Administratorâ€ means the SOFR Administrator or the SONIA Administrator, as applicable.â€œRFR Business Dayâ€ means, for any Obligations, interest, fees, commissions or other amounts denominated in, or calculated with respect to, (a) Dollars, on and after the USD LIBOR Transition Date, any day except for (i) a Saturday, (ii) a Sunday or (iii) a day on which the Securities Industry and Financial Markets Association recommends that the fixed income departments of its members be closed for the entire day for purposes of trading in United States government securities and (b)Â Sterling, any day except for (i) a Saturday, (ii) a Sunday or (iii)Â a day on which banks are closed for general business in London; provided, that for purposes of notice requirements in Sections 2.5(a) and 2.7(b), in each case, such day is also a Business Day.â€œRFR Loanâ€ means a Daily Simple RFR Loan or a Term RFR Loan, as the context may require.â€œRFR Rate Dayâ€ has the meaning assigned thereto in the definition of â€œDaily Simple RFRâ€.â€œSanctioned Countryâ€ means at any time, a country, region or territory which is itself (or whose government is) the subject or target of any Sanctions (which, as of the Sixth Amendment Effective Date, includes Cuba, Iran, North Korea, Syria and Crimea).â€œSanctioned Personâ€ means, at any time, (a) any Person listed in any Sanctions-related list of designated Persons maintained by OFAC (including, without limitation, OFACâ€™s Specially Designated Nationals and Blocked Persons List and OFACâ€™s Consolidated Non-SDN List), the U.S. Department of State, the United Nations Security Council, the European Union, Her Majestyâ€™s Treasury, or other relevant sanctions authority, (b) any Person organized or resident in a Sanctioned Country, (c) any Person owned or controlled by any such Person or Persons described in clauses (a) and (b).â€œSanctionsâ€ means economic or financial sanctions or trade embargoes imposed, administered or enforced from time to time by the U.S. government (including those administered by OFAC), the United Nations Security Council, the European Union or Her Majestyâ€™s Treasury of the United Kingdom.â€œScreen Rateâ€ means, for any Eurodollar Fixed Rate Loan denominated in Dollars, the USD LIBOR Rate, for any Eurodollar Fixed Rate

Loan denominated in Euros, the EURIBOR Rate, for any Eurodollar Fixed Rate Loan denominated in Canadian Dollars, the CDOR Rate, for any Eurodollar Fixed Rate Loan denominated in Australian Dollars, the BBSY Rate and for any Eurodollar Fixed Rate Loan denominated in New Zealand Dollars, the BKBM Rate.39â€‹Exhibit 10.99â€œSECâ€ means the United States Securities and Exchange Commission, or any governmental body or agency succeeding to any of its principal functions.â€œSecured Hedge Agreementâ€ means (a) any Hedge Agreement between or among any Credit Party or any of its Subsidiaries and a counterparty that is the Agent or any of its Affiliates, (b) any Hedge Agreement in effect on the Closing Date between or among any Credit Party or any of its Subsidiaries and a counterparty that is a Lender or an Affiliate of a Lender as of the Closing Date or (c) any Hedge Agreement entered into after the Closing Date between or among any Credit Party or any of its Subsidiaries and a counterparty that is a Lender, an Agent or an Affiliate of a Lender or an Agent at the time such Hedge Agreement is entered into.â€œSecured Hedge Obligationsâ€ means all existing or future payment and other obligations owing by any Credit Party or any of its Subsidiaries under any Secured Hedge Agreement; provided that the â€œSecured Hedge Obligationsâ€ of a Credit Party shall exclude (a) any Excluded Swap Obligations with respect to such Credit Party and (b) any Permitted Bond Hedge Transaction.â€œSecured Net Leverage Ratioâ€ means, as any date of determination, the ratio of (a) Consolidated Funded Indebtedness (as of the end of the most recently completed fiscal quarter of the US Borrower) that is secured by a Lien on any assets of the US Borrower or any of its Subsidiaries minus seventy percent (70%) of Unrestricted cash and Cash Equivalents of the Companies as of such date of determination to (b) Consolidated EBITDA (for the most recently completed four fiscal quarters of the US Borrower).â€œSecured Obligationsâ€ means, collectively, (a) the Obligations, (b) any Secured Hedge Obligations, and (c) the Bank Product Obligations owing to a Lender (or an entity that is an affiliate of a then existing Lender) under Bank Product Agreements.â€œSecured Partiesâ€ means, collectively, Agent, the Lenders, the Fronting Lender, the holders of any Secured Hedge Obligations, any Lender (or an entity that is an affiliate of a then existing Lender) party to a Bank Product Agreement with a Company, each co-agent or sub-agent appointed by Agent from time to time pursuant to SectionÂ 9.5 hereof, any other holder from time to time of any of any Secured Obligations and, in each case, their respective successors and permitted assigns.â€œSecurities Accountâ€ means a securities account, as that term is defined in the U.C.C.â€œSecurities Account Control Agreementâ€ means each Securities Account Control Agreement among US Borrower or a Domestic Guarantor of Payment, Agent and a Securities Intermediary, dated on or after the Closing Date, to be in form and substance reasonably satisfactory to Agent, as the same may from time to time be amended, restated or otherwise modified.â€œSecurities Intermediaryâ€ means a clearing corporation or a Person, including, without limitation, a bank or broker, that in the ordinary course of its business maintains Securities Accounts for others and is acting in that capacity.â€œSecurity Agreementâ€ means eachthe Second Amended and Restated Security Agreement, executed and delivered by a Credit Party in favor of Agent, for the benefit of the Secured Parties, dated on or after the ClosingNinth Amendment Effective Date, as the same may from time to time be amended, restated or otherwise modified.â€œSecurity Agreement Joinderâ€ means each Security Agreement Joinder, executed and delivered by a Guarantor of Payment for the purpose of adding such Guarantor of Payment as a party to the previously executed Security Agreement.40â€‹Exhibit 10.99â€œSecurity Documentsâ€ means eachthe Security Agreement, each Security Agreement Joinder, each Pledge Agreement, each Control Agreement, each U.C.C. Financing Statement or similar filing as to a jurisdiction located outside of the United States of America filed in connection herewith or perfecting any interest created in any of the foregoing documents, and any other document pursuant to which any Lien is granted by a Company or any other Person to Agent, for the benefit of the Secured Parties, as security for the Secured Obligations, or any part thereof, and each other agreement executed or provided to Agent in connection with any of the foregoing, as any of the foregoing may from time to time be amended, restated or otherwise modified or replaced.â€œSignificant Positive EBITDA Acquisitionâ€ means an Acquisition that, as measured for the four fiscal quarters then most recently ended, generated positive EBITDA in excess of Five Million Dollars ($5,000,000) for the Person or assets being acquired.â€œSignificant Positive EBITDA Dispositionâ€ means a Disposition that, as measured for the four fiscal quarters then most recently ended, generated positive EBITDA for the Company effecting such Disposition in excess of Five Million Dollars ($5,000,000).â€œSixth Amendment Effective Dateâ€ means November 23, 2021.â€‹â€œSOFRâ€ means a rate equal to the secured overnight financing rate as administered by the SOFR Administrator.â€œSOFR Administratorâ€ means the Federal Reserve Bank of New York (or a successor administrator of the secured overnight financing rate).â€œSOFR Administratorâ€™s Websiteâ€ means the website of the Federal Reserve Bank of New York, currently at http://www.newyorkfed.org, or any successor source for the secured overnight financing rate identified as such by the SOFR Administrator from time to time.â€œSONIAâ€ means a rate equal to the Sterling Overnight Index Average as administered by the SONIA Administrator.â€œSONIA Administratorâ€ means the Bank of England (or any successor administrator of the Sterling Overnight Index Average).â€œSONIA Administratorâ€™s Websiteâ€ means the Bank of Englandâ€™s website, currently at http://www.bankofengland.co.uk, or any successor source for the Sterling Overnight Index Average identified as such by the SONIA Administrator from time to time.â€œSpecial Notice Currencyâ€ means, at any time, an Alternate Currency other than the currency of a country that is a member of the Organization for Economic Cooperation and Development at such time located in North America.â€œSpread Adjusted SOFRâ€ means with respect to any RFR Business Day, a rate per annum equal to the sum of (a) SOFR for such RFR Business Day and (b) 0.11448% per annum.â€œSpread Adjusted Term SOFRâ€ means, for any Interest Period, a rate per annum equal to the sum of (a) the forward-looking term rate based on the SOFR for a tenor comparable to the applicable Interest Period on the day (such day, the â€œPeriodic Term SOFR Determination Dayâ€) that is two (2) RFR Business Days prior to the first day of such Interest Period, as such rate is published by CME Group Benchmark Administration Limited (CBA) (or a successor administrator of the Term SOFR Reference Rateforward-41â€‹Exhibit 10.99looking term rate based on SOFR selected by the Agent in its reasonable discretion) (the â€œTerm SOFR Administratorâ€); provided, however, that if as of 5:00 p.m. (Eastern time) on any Periodic Term SOFR Determination Day the SOFR for the applicable tenor has not been published by the Term SOFR Administrator and a Benchmark Replacement Date with respect to SOFR has not occurred, then this clause (a) will be deemed to refer to SOFR for such tenor as published by the Term SOFR Administrator on the first preceding RFR Business Day for which SOFR for such tenor was published by the Term SOFR Administrator so long as such first preceding RFR Business Day is not more than three (3) RFR Business Days prior to such Periodic Term SOFR Determination Day, plus (b) (i) with respect to an Interest Period of one month, 0.11448% per annum, (ii) with respect to an Interest Period of three months, 0.26161% per annum and (iii) with respect to an Interest Period of six months, 0.42826% per annum.â€œSterlingâ€ or â€œÂ£â€ means the lawful currency of the United Kingdom.â€œSubordinated Indebtednessâ€ means Indebtedness that shall have been subordinated (by written terms or written agreement being, in either case, in form and substance reasonably satisfactory to Agent and, if the aggregate amount of such Subordinated Indebtedness is in excess of Ten Million Dollars ($10,000,000), the Required Lenders) in favor of the prior payment in full of the Obligations.â€œSubsidiaryâ€ means (a) a corporation more than fifty percent (50%) of the Voting Power of which is owned, directly or indirectly, by such Person or by one or more other subsidiaries of such Person or by such Person and one or more subsidiaries of such Person, (b) a partnership, limited liability company or unlimited liability company of which such Person, one or more other subsidiaries of such Person or such Person and one or more subsidiaries of such Person, directly or indirectly, is a general partner or managing member, as the case may be, or otherwise has an ownership interest greater than fifty percent (50%) of all of the ownership interests in such partnership, limited liability company or unlimited liability company, or (c) any other Person (other than a corporation, partnership, limited liability company or unlimited liability company) in which such Person, one or more other subsidiaries of such Person or such Person and one or more subsidiaries of such Person, directly or indirectly, has at least a majority interest in the Voting Power or the power to elect or direct the election of a majority of directors or other governing body of such Person. Â Unless the context otherwise requires, Subsidiary herein shall be a reference to a Subsidiary of US Borrower.â€œSupporting Letter of Creditâ€ means a standby letter of credit, in form and substance reasonably satisfactory to Agent and the Fronting Lender, issued by an issuer reasonably satisfactory to Agent and the Fronting Lender.â€œSwap Obligationâ€ means, with respect to any Guarantor of Payment, any obligation to pay or perform under any agreement, contract or transaction that constitutes a â€œswapâ€ within the meaning of section 1a(47) of the Commodity Exchange Act.â€œSweep Arrangementâ€ means that term as defined in Section 2.2(c)(i)(B) hereof.â€œSwing Line Commitmentâ€ means the commitment of the Swing Line Lender to make Swing Loans to US Borrower up to the aggregate amount at any time outstanding of Fifteen Million Dollars ($15,000,000).â€œSwing Line Exposureâ€ means, at any time, the aggregate principal amount of all Swing Loans outstanding.â€œSwing Line Lenderâ€ means Wells Fargo, as holder of the Swing Line Commitment.42â€‹Exhibit 10.99â€œSwing Line Noteâ€ means the Swing Line Note, in the form of the attached ExhibitÂ C, executed and delivered by US Borrower pursuant to Section 2.4(c) hereof.â€œSwing Loanâ€ means a loan that shall be denominated in Dollars made to US Borrower by the Swing Line Lender under the Swing Line Commitment, in accordance with Section 2.2(c) hereof.â€œSwing Loan Maturity Dateâ€ means, with respect to any Swing Loan, the earlier of (a) twenty (20) days after the date such Swing Loan is made, or (b) the Revolving Credit Maturity Date.â€œSynthetic Leaseâ€ means any lease (a) that is accounted for by the lessee as an Operating Lease, and (b) under which the lessee is intended to be the â€œownerâ€ of the leased property for federal income tax purposes.â€œTARGET2â€ means the Trans-European Automated Real-time Gross Settlement Express Transfer payment system which utilizes a single shared platform and which was launched on November 19, 2007.â€œTARGET Dayâ€ means any day on which TARGET2 is open for the settlement of payments in Euros.â€œTaxesâ€ means any and all present or future taxes of any kind, including but not limited to, levies, imposts, duties, surtaxes, charges, fees, deductions or withholdings now or hereafter imposed, levied, collected, withheld or assessed by any Governmental Authority (together with any interest, penalties, fines, additions to taxes or similar liabilities with respect thereto).â€œTerm RFRâ€ means, for any Interest Period, a rate per annum equal to (a) for any Obligations, interest, fees, commissions or other amounts denominated in, or calculated with respect to, Dollars, the greater of (i)Â Spread Adjusted Term SOFR and (ii)Â the Floor and (b) for any Obligations, interest, fees, commissions or other amounts denominated in, or calculated with respect to, Sterling, the greater of (i)Â the forward-looking term rate for a period comparable to such Interest Period based on the RFR for such Currency that is published by an authorized benchmark administrator and is displayed on a screen or other information service, each as identified or selected by the Agent in its reasonable discretion at approximately a time and as of a date prior to the commencement of such Interest Period determined by the Agent in a manner substantially consistent with market practice and (ii)Â the Floor.â€œTerm RFR Loanâ€ means a Loan that bears interest at a rate based on Term RFR other than pursuant to clause (c) of the definition of â€œBase Rateâ€.â€œTerm RFR Noticeâ€ means a notification by the Agent to the Lenders and the US Borrower of the occurrence of a Term RFR Transition Event.â€œTerm RFR Transition Dateâ€ means, in the case of a Term RFR Transition Event, the date that is thirty (30) calendar days after the Agent has provided the related Term RFR Notice to the Lenders and the Administrative Borrower pursuant to Section 3.5(c)(i)(C).â€œTerm RFR Transition Eventâ€ means, with respect to any Currency for any Interest Period, the determination by the Agent that the applicable Term RFR for such Currency has been recommended for use by the Relevant Governmental Body.â€œTIBORâ€ has the meaning assigned thereto in the definition of â€œEurodollar Rateâ€.â€œTIBOR Rateâ€ has the meaning assigned thereto in the definition of â€œEurodollar Rateâ€.43â€‹Exhibit 10.99â€œTransitioned RFR Loanâ€ means a Loan that is an RFR Loan that would not have borne interest based upon a Daily Simple RFR or a Term RFR on the Closing Date. Â To the extent that Loans denominated in Dollars bear interest based on a Daily Simple RFR or Term RFR after the Closing Date, such Loans would be Transitioned RFR Loans.â€œU.C.C.â€ means the Uniform Commercial Code, as in effect from time to time in the State of New York.â€œU.C.C. Financing Statementâ€ means a financing statement filed or to be filed in accordance with the Uniform Commercial Code, as in effect from time to time, in the relevant state or states.â€œUK Financial Institutionâ€ means any BRRD Undertaking (as such term is defined under the PRA Rulebook (as amended from time to time) promulgated by the United Kingdom Prudential Regulation Authority) or any person falling within IFPRU 11.6 of the FCA Handbook (as amended from time to time) promulgated by the United Kingdom Financial Conduct Authority, which includes certain credit institutions and investment firms, and certain affiliates of such credit institutions or investment firms.â€œUK Resolution Authorityâ€ means the Bank of England or any other public administrative authority having responsibility for the resolution of any UK Financial Institution.â€œUnadjusted Benchmark Replacementâ€ means the applicable Benchmark Replacement excluding the related Benchmark Replacement Adjustment.â€œUnrestrictedâ€ means, when referring to cash and Cash Equivalents of any Person, that such cash and Cash Equivalents (a) do not appear, or would not be required to appear, as â€œrestrictedâ€ on the financial statements of such Person and its Subsidiaries (unless related to the Loan Documents or the Liens created thereunder), (b) are not subject to a Lien in favor of any Person other than Agent under the Loan Documents or Liens permitted under Section 5.9(l) hereof or (c) are not otherwise unavailable to such Person or its Subsidiaries.â€œUS Borrowerâ€ means that term as defined in the first paragraph hereof.â€œUS Borrower Revolving Credit Noteâ€ means a US Borrower Revolving Credit Note, in the form of the attached Exhibit A, executed and delivered by US Borrower pursuant to SectionÂ 2.4(a) hereof.â€œUSD LIBORâ€ has the meaning assigned thereto in the definition of â€œEurodollar Rateâ€.â€œUSD LIBOR Rateâ€ has the meaning assigned thereto in the definition of â€œEurodollar Rateâ€.â€œUSD LIBOR Transition Dateâ€ means, the earlier of (a) the date that all Available Tenors of USD LIBOR have either (i) permanently or indefinitely ceased to be provided by IBA; provided that, at the time of such cessation, there is no successor administrator that will continue to provide any Available Tenor of USD LIBOR or (ii) been announced by the FCA pursuant to public statement or publication of information to be no longer representative (in which case the date shall be the later of the date of such announcement or the date specified in such announcement as the date it will no longer be representative) and (b) the Early Opt-in Effective Date.â€œVoting Powerâ€ means, with respect to any Person, the exclusive ability to control, through the ownership of shares of capital stock, partnership interests, membership interests or otherwise, the election of members of the board of directors or other similar governing body of such Person. Â The holding of a designated percentage of Voting Power of a Person means the ownership of shares of capital stock, 44â€‹Exhibit 10.99partnership interests, membership interests or other interests of such Person sufficient to control exclusively the election of that percentage of the members of the board of directors or similar governing body of such Person.â€œWaterfallâ€ means that term as defined in Section 8.7(b)(ii) hereof.â€œWelfare Planâ€ means an ERISA Plan that is a â€œwelfare planâ€ within the meaning of ERISA Section 3(l).â€œWells Fargoâ€ means Wells Fargo Bank, National Association, a national banking association.â€œWholly Owned Subsidiaryâ€ means any Person, the equity interests of which are one hundred percent (100%) owned (other than, with respect to the ownership of equity interests of Foreign Subsidiaries, such equity interests as are necessary to qualify directors where required by applicable law or to satisfy other requirements of applicable law) are at the time owned by US Borrower, directly, or indirectly through other Persons one hundred percent (100%) of whose equity interests are at the time owned, directly or indirectly, by US Borrower.â€œWithholding Agentâ€ means any Credit Party and Agent.â€œWrite-Down and Conversion Powersâ€ means (a) with respect to any EEA Resolution Authority, the write-down and conversion powers of such EEA Resolution Authority from time to time under the Bail-In Legislation for the applicable EEA Member Country, which write-down and conversion powers are described in the EU Bail-In Legislation Schedule and (b) with respect to the United Kingdom, any powers of the applicable Resolution Authority under the Bail-In Legislation to cancel, reduce, modify or change the form of a liability of any UK Financial Institution or any contract or instrument under which that liability arises, to convert all or part of that liability into shares, securities or obligations of that person or any other person, to provide that any such contract or instrument is to have effect as if a right had been exercised under it or to suspend any obligation in respect of that liability or any of the powers under that Bail-In Legislation that are related to or ancillary to any of those powers.â€œYenâ€ or â€œÂ¥â€ mean the lawful currency of Japan.Section 6.1Accounting Terms.(a)Any accounting term not specifically defined in this Article I shall have the meaning ascribed thereto by GAAP.(b)If any change in the rules, regulations, pronouncements, opinions or other requirements of the Financial Accounting Standards Board (or any successor thereto or agency with similar function) with respect to GAAP, or if US Borrower adopts the International Financial Reporting Standards, and such change or adoption results in a change in the calculation of any component (or components in the aggregate) of the financial covenants set forth in Section 5.7 hereof or the related financial definitions, at the option of Agent, the Required Lenders or US Borrower, the parties hereto will enter into good faith negotiations to amend such financial covenants and financial definitions in such manner as the parties shall agree, each acting reasonably, in order to reflect fairly such change or adoption so that the criteria for evaluating the financial condition of Borrowers shall be the same in commercial effect after, as well as before, such change or adoption is made (in which case the method and calculating such financial covenants and definitions hereunder shall be determined in the manner so agreed); provided that, until so amended, such calculations shall continue to be computed in accordance with GAAP as in effect prior to such change or adoption.45â€‹Exhibit 10.99(c)Notwithstanding any other provision contained herein, all terms of an accounting or financial nature used herein shall be construed, and all computations of amounts and ratios referred to herein shall be made (i) without giving effect to any election under Financial Accounting Standards Board Accounting Standards Codification 825-10-25 (or any other Accounting Standards Codification or Financial Accounting Standard having a similar result or effect) to value any Indebtedness or other liabilities of the Companies at â€œfair valueâ€, as defined therein and (ii) without giving effect to any treatment of Indebtedness in respect of convertible debt instruments under Financial Accounting Standards Board Accounting Standards Codification 470-20 (or any other Accounting Standards Codification or Financial Accounting Standard having a

similar result or effect) to value any such Indebtedness in a reduced or bifurcated manner as described therein, and such Indebtedness shall at all times be valued at the full stated principal amount thereof. In addition, notwithstanding anything to the contrary contained in Section 1.2(b) above or the definition of â€œCapitalized Lease Obligationsâ€, in the event of an accounting change pursuant to FASB ASC 842 in relation to the requirements for leases to be capitalized, only those leases that would have constituted capital leases prior to the effective date of FASB ASC 842 (assuming for purposes hereof that they were in existence prior to the effective date of FASB ASC 842) shall be considered capital leases, and all calculations and deliverables under this Agreement or any other Loan Document shall be made in accordance therewith.Section 6.2Terms Generally. Â The foregoing definitions shall be applicable to the singular and plural forms of the foregoing defined terms. Â Unless otherwise defined in this Article I, terms that are defined in the U.C.C. are used herein as so defined.Section 6.3Confirmation of Recitals. Â Borrowers, Agent and the Lenders hereby confirm the statements set forth in the recitals of this Agreement.Section 6.4Divisions. Â For all purposes under the Loan Documents, in connection with any division or plan of division under Delaware law (or any comparable event under a different jurisdictionâ€™s laws): (a) if any asset, right, obligation or liability of any Person becomes the asset, right, obligation or liability of a different Person, then it shall be deemed to have been transferred from the original Person to the subsequent Person, and (b) if any new Person comes into existence, such new Person shall be deemed to have been organized on the first date of its existence by the holders of its capital stock or other equity interests at such time.Section 6.5Rates. Â The interest rate on Loans denominated in Dollars or an Alternate Currency may be determined by reference to a benchmark rate that is, or may in the future become, the subject of regulatory reform or cessation. Â Regulators have signaled the need to use alternative reference rates for some of these benchmark rates and, as a result, such benchmark rates may cease to comply with applicable laws and regulations, may be permanently discontinued or the basis on which they are calculated may change. Â The London interbank offered rate, which may be one of the benchmark rates with reference to which the interest rate on Loans may be determined, is intended to represent the rate at which contributing banks may obtain short-term borrowings from each other in the London interbank market. Â On March 5, 2021, the ICE Benchmark Administration (â€œIBAâ€), the administrator of the London interbank offered rate, and the Financial Conduct Authority (the â€œFCAâ€), the regulatory supervisor of IBA, announced in public statements (the â€œAnnouncementsâ€) that the final publication or representativeness date for the London interbank offered rate for: (a) Sterling, Yen and Euros will be December 31, 2021, (b) Dollars for 1-week and 2-month tenor settings will be December 31, 2021 and (c) Dollars for overnight, 1-month, 3-month, 6-month and 12-month tenor settings will be June 30, 2023. Â No successor administrator for IBA was identified in such Announcements. Â As a result, it is possible that commencing immediately after such dates, the London interbank offered rate for such currencies and tenors may no longer be available or may no longer be deemed a representative reference rate upon which to determine the interest rate on applicable Loans. Â There is no assurance that the dates set forth in the Announcements will not change or that IBA or the FCA will not 46â€‹Exhibit 10.99take further action that could impact the availability, composition or characteristics of any London interbank offered rate. Â Public and private sector industry initiatives have been and continue, as of the date hereof, to be underway to implement new or alternative reference rates to be used in place of London interbank offered rates. Â In the event that the London interbank offered rate or any other then-current Benchmark is no longer available or in certain other circumstances set forth in Section 3.5(c), such Section 3.5(c) provides a mechanism for determining an alternative rate of interest. Â The Agent will notify the Borrower, pursuant to Section 3.5(c), of any change to the reference rate upon which the interest rate on Loans is based. Â However, the Agent does not warrant or accept any responsibility for, and shall not have any liability with respect to, (i) the continuation of, administration of, submission of, calculation of or any other matter related to the London interbank offered rate, the rates in the definition of â€œEurodollar Rateâ€ or any Benchmark, any component definition thereof or rates referenced in the definition thereof or with respect to any alternative, successor or replacement rate thereto (including any then-current Benchmark or any Benchmark Replacement), including whether the composition or characteristics of any such alternative, successor or replacement rate (including any Benchmark Replacement), as it may or may not be adjusted pursuant to Section 3.5(c), will be similar to, or produce the same value or economic equivalence of, or have the same volume or liquidity as, such Benchmark or any other Benchmark prior to its discontinuance or unavailability, or (ii) the effect, implementation or composition of any Benchmark Replacement Conforming Changes. Â The Agent and its Affiliates or other related entities may engage in transactions that affect the calculation of a Benchmark, any alternative, successor or replacement rate (including any Benchmark Replacement) or any relevant adjustments thereto and such transactions may be adverse to the Borrower. Â The Agent may select information sources or services in its reasonable discretion to ascertain any Benchmark, any component definition thereof or rates referenced in the definition thereof, in each case pursuant to the terms of this Agreement, and shall have no liability to the Borrower, any Lender or any other person or entity for damages of any kind, including direct or indirect, special, punitive, incidental or consequential damages, costs, losses or expenses (whether in tort, contract or otherwise and whether at law or in equity), for any error or calculation of any such rate (or component thereof) provided by any such information source or service.Section 6.6Exchange Rates; Currency Equivalents.(a)The Agent or the applicable Fronting Lender (with notice thereof to the Agent), as applicable, shall determine the Dollar Equivalent amounts of Extensions of Credit Events denominated in Alternate Currencies. Â Such Dollar Equivalent shall become effective as of such Revaluation Date and shall be the Dollar Equivalent of such amounts until the next Revaluation Date to occur. Â Except for purposes of financial statements delivered by the US Borrower hereunder or calculating financial covenants hereunder or except as otherwise provided herein, the applicable amount of any Currency (other than Dollars) for purposes of the Loan Documents shall be such Dollar Equivalent amount as so determined by the Agent or the applicable Fronting Lender, as applicable.(b)Wherever in this Agreement in connection with a borrowing, conversion, continuation or prepayment of an RFR Loan or Eurodollar Fixed Rate Loan or the issuance, amendment or extension of a Letter of Credit, an amount, such as a required minimum or multiple amount, is expressed in Dollars, but such borrowing, Loan or Letter of Credit is denominated in an Alternate Currency, such amount shall be the relevant Alternate Currency Equivalent of such Dollar amount (rounded to the nearest unit of such Alternate Currency, with 0.5 of a unit being rounded upward), as determined by the Agent or the applicable Fronting Lender, as the case may be.Section 6.7Change of Currency.(a)The obligation of the BorrowerBorrowers to make a payment denominated in the national currency unit of any member state of the European Union that adopts the Euro as its lawful currency after 47â€‹Exhibit 10.99the date hereof shall be redenominated into Euro at the time of such adoption (in accordance with the EMU Legislation). Â If, in relation to the currency of any such member state, the basis of accrual of interest expressed in this Agreement in respect of that currency shall be inconsistent with any convention or practice in the London interbank market for the basis of accrual of interest in respect of the Euro, such expressed basis shall be replaced by such convention or practice with effect from the date on which such member state adopts the Euro as its lawful currency; provided that if any borrowing in the currency of such member state is outstanding immediately prior to such date, such replacement shall take effect, with respect to such borrowing, at the end of the then current Interest Period.(b)Each provision of this Agreement shall be subject to such reasonable changes of construction as the Agent may from time to time specify to be appropriate to reflect the adoption of the Euro by any member state of the European Union and any relevant market conventions or practices relating to the Euro.(c)Each provision of this Agreement also shall be subject to such reasonable changes of construction as the Agent may from time to time specify to be appropriate to reflect a change in currency of any other country and any relevant market conventions or practices relating to the change in currency.ARTICLE 1.Article II. AMOUNT AND TERMS OF CREDITSection 1.1Amount and Nature of Revolving Credit. (a)Subject to the terms and conditions of this Agreement, the Revolving Lenders, during the Commitment Period and to the extent hereinafter provided, shall make Revolving Loans to Borrowers, participate in Swing Loans made by the Swing Line Lender to US Borrower, and participate in Letters of Credit at the request of Administrative Borrower, in such aggregate amount as Borrowers shall request pursuant to the Revolving Credit Commitment; provided that in no event shall the aggregate principal amount of all Revolving Loans, Swing Loans and Letters of Credit outstanding under this Agreement be in excess of the Revolving Amount.(b)Each Lender, for itself and not one for any other, agrees to make Revolving Loans, participate in Swing Loans, and participate in Letters of Credit, during the Commitment Period, on such basis that, immediately after the completion of any borrowing by Borrowers or the issuance of a Letter of Credit: (i)the Dollar Equivalent of the aggregate outstanding principal amount of Revolving Loans and Swing Loans made by such Lender (other than Swing Loans made by the Swing Line Lender), when combined with such Lenderâ€™s pro rata share of the Letter of Credit Exposure and the Swing Line Exposure, shall not be in excess of the Revolving Amount for such Lender; and(ii)the aggregate outstanding principal amount of Revolving Loans made by such Lender shall represent that percentage of the aggregate principal amount then outstanding on all Revolving Loans that shall be such Lenderâ€™s Commitment Percentage. Â Each borrowing of Revolving Loans from the Lenders shall be made pro rata according to the respective Commitment Percentages of the Lenders (provided that, for the avoidance of doubt, Swing Loans shall be risk participated on a pro rata basis).(c)The Loans may be made as Revolving Loans as described in Section 2.2(a) hereof and as Swing Loans as described in Section 2.2(c) hereof, and Letters of Credit may be issued in accordance with Section 2.2(b) hereof.48â€‹Exhibit 10.99Section 1.2Revolving Credit Commitment.(a)Revolving Loans. Â Subject to the terms and conditions of this Agreement, during the Commitment Period, the Lenders shall make a Revolving Loan or Revolving Loans to US Borrower or a Foreign Borrower in such amount or amounts as Administrative Borrower, through an Authorized Officer, may from time to time request, but not exceeding in aggregate principal amount at any time outstanding hereunder the Revolving Credit Commitment, when such Revolving Loans are combined with the Letter of Credit Exposure and the Swing Line Exposure; provided that Borrowers shall not request any Alternate Currency Loan (and the Lenders shall not be obligated to make an Alternate Currency Loan) if, after giving effect thereto, the Alternate Currency Exposure would exceed the Alternate Currency Maximum Amount. Â Borrowers shall have the option, subject to the terms and conditions set forth herein, to borrow Revolving Loans, maturing on the Revolving Credit Maturity Date, by means of any combination of Base Rate Loans, EurodollarTerm RFR Loans or Alternate Currency Loans. Â With respect to each Alternate Currency Loan, US Borrower or the appropriate Foreign Borrower, as applicable, shall receive all of the proceeds of such Alternate Currency Loan in one Alternate Currency and repay such Alternate Currency Loan in the same Alternate Currency. Â Subject to the provisions of this Agreement, Borrowers shall be entitled under this Section 2.2(a) to borrow Revolving Loans, repay the same in whole or in part and re-borrow Revolving Loans hereunder at any time and from time to time during the Commitment Period.(b)Letters of Credit.(i)Generally. Â Subject to the terms and conditions of this Agreement, during the Commitment Period, the Fronting Lender shall, in its own name, on behalf of the Lenders, issue such Letters of Credit for the account of US Borrower or a Domestic Guarantor of Payment, as Administrative Borrower may from time to time request. Â Administrative Borrower shall not request any Letter of Credit (and the Fronting Lender shall not be obligated to issue any Letter of Credit) if, after giving effect thereto, (A) the Letter of Credit Exposure would exceed the Letter of Credit Commitment, (B) the Revolving Credit Exposure would exceed the Revolving Credit Commitment, (C) with respect to a request for a Letter of Credit to be issued in an Alternate Currency, the Alternate Currency Exposure would exceed the Alternate Currency Maximum Amount or (D) the beneficiary of such Letter of Credit is a Sanctioned Person. Â The issuance of each Letter of Credit shall confer upon each Lender the benefits and liabilities of a participation consisting of an undivided pro rata interest in the Letter of Credit to the extent of such Lenderâ€™s Commitment Percentage.(ii)Request for Letter of Credit. Â Each request for a Letter of Credit shall be delivered to Agent (and to the Fronting Lender, if the Fronting Lender is a Lender other than Agent) by an Authorized Officer not later than 1:00 P.M. (Eastern time) three Business Days prior to the date of the proposed issuance of the Letter of Credit. Â Each such request shall be in a form acceptable to Agent (and the Fronting Lender, if the Fronting Lender is a Lender other than Agent) and shall specify the face amount thereof, the account party, the beneficiary, the requested date of issuance, amendment, renewal or extension, the expiry date thereof, the Alternate Currency if a Letter of Credit denominated in an Alternate Currency is requested, and the nature of the transaction or obligation to be supported thereby. Â Concurrently with each such request, Administrative Borrower, and any Domestic Guarantor of Payment for whose account the Letter of Credit is to be issued, shall execute and deliver to the Fronting Lender an appropriate application and agreement, being in the standard form of the Fronting Lender for such letters of credit, as amended to conform to the provisions of this Agreement if required by Agent. Â Agent shall give the Fronting Lender and each Lender notice of each such request for a Letter of Credit.49â€‹Exhibit 10.99(iii)Standby Letters of Credit Fees. Â With respect to each Letter of Credit and the drafts thereunder, if any, whether issued for the account of US Borrower or any Domestic Guarantor of Payment, US Borrower agrees to (A) pay to Agent, for the pro rata benefit of the Lenders with a Revolving Credit Commitment, a non-refundable commission, which shall be paid quarterly in arrears, on each Regularly Scheduled Payment Date, at a rate per annum equal to the Applicable Margin for Eurodollar Fixed Rate Loans or Transitioned RFR Loans (in effect on such Regularly Scheduled Payment Date) multiplied by the daily undrawn face amount of such Letter of Credit, (B) pay to Agent, for the sole benefit of the Fronting Lender, an additional Letter of Credit fee, which shall be paid quarterly in arrears, on each Regularly Scheduled Payment Date, at the rate per annum equal to one-eighth percent (1/8%) multiplied by the daily undrawn face amount of such Letter of Credit, and (C) pay to Agent, for the sole benefit of the Fronting Lender, such other issuance, amendment, renewal, negotiation, draw, acceptance, telex, courier, postage and similar transactional fees as are customarily charged by the Fronting Lender in respect of the issuance and administration of similar letters of credit under its fee schedule as in effect from time to time.(iv)Refunding of Letters of Credit with Revolving Loans. Â Whenever a Letter of Credit shall be drawn, US Borrower shall promptly reimburse the Fronting Lender for the amount drawn. Â In the event that the amount drawn shall not have been reimbursed by US Borrower on the date of the drawing of such Letter of Credit, at the sole option of Agent (and the Fronting Lender, if the Fronting Lender is a Lender other than Agent), US Borrower shall be deemed to have requested a Revolving Loan, subject to the provisions of Sections 2.2(a) and 2.5 hereof (other than the requirement set forth in Section 2.5(d) hereof), in the amount drawn (or the Dollar Equivalent with respect to a Letter of Credit funded in an Alternate Currency). Â Such Revolving Loan shall be evidenced by the Revolving Credit Notes (or, if a Lender has not requested a Revolving Credit Note, by the records of Agent and such Lender). Â Each Lender agrees to make a Revolving Loan on the date of such notice, subject to no conditions precedent whatsoever. Â Each Lender acknowledges and agrees that its obligation to make a Revolving Loan pursuant to Section 2.2(a) hereof when required by this SectionÂ 2.2(b)(iv) shall be absolute and unconditional and shall not be affected by any circumstance whatsoever, including, without limitation, the occurrence and continuance of a Default or Event of Default, and that its payment to Agent, for the account of the Fronting Lender, of the proceeds of such Revolving Loan shall be made without any offset, abatement, recoupment, counterclaim, withholding or reduction whatsoever and whether or not the Revolving Credit Commitment shall have been reduced or terminated. Â US Borrower irrevocably authorizes and instructs Agent to apply the proceeds of any borrowing pursuant to this SectionÂ 2.2(b)(iv) to reimburse, in full (other than the Fronting Lenderâ€™s pro rata share of such borrowing), the Fronting Lender for the amount drawn on such Letter of Credit. Â Each such Revolving Loan shall be deemed to be a Base Rate Loan. Â Each Lender is hereby authorized to record on its records relating to its Revolving Credit Note (or, if such Lender has not requested a Revolving Credit Note, its records relating to Revolving Loans) such Lenderâ€™s pro rata share of the amounts paid and not reimbursed on the Letters of Credit.(v)Participation in Letters of Credit. Â If, for any reason, Agent (and the Fronting Lender if the Fronting Lender is a Lender other than Agent) shall be unable to or, in the opinion of Agent, it shall be impracticable to, convert any Letter of Credit to a Revolving Loan pursuant to the preceding subsection, or if the amount not reimbursed is a Letter of Credit drawn in an Alternate Currency, Agent (and the Fronting Lender if the Fronting Lender is a Lender other than Agent) shall have the right to request that each Lender fund a participation in the amount due (or the Dollar Equivalent with respect to a Letter of Credit in an Alternate Currency) with respect to such Letter of Credit, and Agent shall promptly notify each Lender thereof (by facsimile or telephone, confirmed in writing). Â Upon such notice, but without further action, the Fronting Lender hereby agrees to grant to each Lender, and each Lender hereby agrees to acquire from the Fronting Lender, 50â€‹Exhibit 10.99an undivided participation interest in the amount due with respect to such Letter of Credit in an amount equal to such Lenderâ€™s Commitment Percentage of the principal amount due with respect to such Letter of Credit. Â In consideration and in furtherance of the foregoing, each Lender hereby absolutely and unconditionally agrees, upon receipt of notice as provided above, to pay to Agent, for the account of the Fronting Lender, such Lenderâ€™s ratable share of the amount due with respect to such Letter of Credit (determined in accordance with such Lenderâ€™s Commitment Percentage). Â Each Lender acknowledges and agrees that its obligation to acquire participations in the amount due under any Letter of Credit that is drawn but not reimbursed by Borrowers pursuant to this SectionÂ 2.2(b)(v) shall be absolute and unconditional and shall not be affected by any circumstance whatsoever, including, without limitation, the occurrence and continuance of a Default or Event of Default, and that each such payment shall be made without any offset, abatement, recoupment, counterclaim, withholding or reduction whatsoever and whether or not the Revolving Credit Commitment shall have been reduced or terminated. Â Each Lender shall comply with its obligation under this Section 2.2(b)(v) by wire transfer of immediately available funds (in Dollars, in the Dollar Equivalent for amounts drawn in such Alternate Currency), in the same manner as provided in Section 2.5 hereof with respect to Revolving Loans. Â Each Lender is hereby authorized to record on its records such Lenderâ€™s pro rata share of the amounts paid and not reimbursed on the Letters of Credit. Â In addition, each Lender agrees to risk participate in the Existing Letters of Credit as provided in subsection (vi) below.(vi)Existing Letters of Credit. Â Schedule 2.2 hereto contains a description of all letters of credit outstanding on, and to continue in effect after, the Closing Date. Each such letter of credit

issued by a bank that is or becomes a Lender under this Agreement on the Closing Date (each, an â€œExisting Letter of Creditâ€) shall constitute a â€œLetter of Creditâ€ for all purposes of this Agreement, issued, for purposes of subsection (v) above, on the Closing Date. Â US Borrower, Agent and the Lenders hereby agree that, from and after such date, the terms of this Agreement shall apply to the Existing Letters of Credit, superseding any other agreement theretofore applicable to them to the extent inconsistent with the terms hereof. Â Notwithstanding anything to the contrary in any reimbursement agreement applicable to the Existing Letters of Credit, the fees payable in connection with each Existing Letter of Credit to be shared with the Lenders shall accrue from the Closing Date at the rate provided in this subsection (vi).(vii)Auto-Renewal Letters of Credit. Â If Administrative Borrower so requests, a Letter of Credit shall have an automatic renewal provision; provided that any Letter of Credit that has an automatic renewal provision must permit Agent (or the Fronting Lender if the Fronting Lender is a Lender other than Agent) to prevent any such renewal by giving prior notice to the beneficiary thereof not later than thirty (30) days prior to the renewal date of such Letter of Credit. Â Once any such Letter of Credit that has automatic renewal provisions has been issued, the Revolving Lenders shall be deemed to have authorized (but may not require) Agent (and the Fronting Lender) to permit at any time the renewal of such Letter of Credit to an expiry date not later than one year after the Revolving Credit Maturity Date.(viii)Letters of Credit Outstanding Beyond the Revolving Credit Maturity Date. Â If any Letter of Credit is outstanding on the Revolving Credit Maturity Date, then, upon such termination, US Borrower shall deposit with Agent, for the benefit of the Fronting Lender, with respect to all outstanding Letters of Credit, either cash or a Supporting Letter of Credit, which, in each case, is (A) in an amount equal to one hundred five percent (105%) of the undrawn amount of the outstanding Letters of Credit, and (B) free and clear of all rights and claims of third parties. Â The cash shall be deposited in an escrow account at a financial institution designated by the Fronting Lender. Â The Fronting Lender shall be entitled to withdraw (with respect to the cash) or draw (with respect to the Supporting Letter of Credit) amounts necessary to reimburse the Fronting Lender for 51â€‹Exhibit 10.99payments to be made under the Letters of Credit and any fees and expenses associated with such Letters of Credit, or incurred pursuant to the reimbursement agreements with respect to such Letters of Credit. Â US Borrower shall also execute such documentation as Agent or the Fronting Lender may reasonably require in connection with the survival of the Letters of Credit beyond the Commitment or this Agreement. Â After expiration of all undrawn Letters of Credit, the Supporting Letter of Credit or the remainder of the cash, as the case may be, shall promptly be returned to Administrative Borrower.(ix)Defaulting Lenders. Â Notwithstanding anything to the contrary contained in this Agreement, this SectionÂ 2.2(b) shall be subject to the terms and conditions of SectionÂ 3.7 and SectionÂ 3.8 hereof.(c)Swing Loans.(i)Generally.(A)Subject to the terms and conditions of this Agreement, during the Commitment Period, the Swing Line Lender shall make a Swing Loan or Swing Loans to US Borrower in such amount or amounts as Administrative Borrower, through an Authorized Officer, may from time to time request; provided that Administrative Borrower shall not request any Swing Loan if, after giving effect thereto, (1) the Revolving Credit Exposure would exceed the Revolving Credit Commitment or (2) the Swing Line Exposure would exceed the Swing Line Commitment. Â Each Swing Loan shall be due and payable on the Swing Loan Maturity Date applicable thereto. Â Each Swing Loan shall be made in Dollars. Â US Borrower may prepay Swing Loans in accordance with Section 2.7 hereof.(B)Notwithstanding any provision herein to the contrary and to the extent applicable, in the event the Swing Line Lender and US Borrower have agreed in writing (and the parties hereby acknowledge that any such agreement by US Borrower shall be made at its sole discretion), that up to $10,000,000 of the Swing Line Commitment may be used to automatically draw and repay Swing Loans (subject to the limitations set forth herein) pursuant to cash management arrangements between US Borrower and the Swing Line Lender (the â€œSweep Arrangementâ€). Â Principal and interest on Swing Loans deemed requested pursuant to the Sweep Arrangement shall be paid pursuant to the terms and conditions agreed to between US Borrower and the Swing Line Lender (without any deduction, setoff or counterclaim whatsoever). Â The borrowing and disbursement provisions set forth in SectionÂ 2.5 hereof and any other provision hereof with respect to the timing or amount of payments on the Swing Loans (other than the requirement that all Swing Loans be paid no later than the Revolving Credit Maturity Date) shall not be applicable to any portion of the Swing Loans made and prepaid pursuant to the Sweep Arrangement. Â Unless sooner paid pursuant to the provisions hereof or the provisions of the Sweep Arrangement, the principal amount of all Swing Loans made pursuant to the Sweep Arrangement shall be paid in full, together with accrued interest thereon, on the Revolving Credit Maturity Date.(ii)Refunding of Swing Loans. Â If the Swing Line Lender so elects, by giving notice to Administrative Borrower and the Lenders, US Borrower agrees that the Swing Line Lender shall have the right, in its sole discretion, to require that any Swing Loan be refinanced as a Revolving Loan. Â Such Revolving Loan shall be a Base Rate Loan unless otherwise requested by and available to US Borrower hereunder. Â Upon receipt of such notice by Administrative Borrower and the Lenders, US Borrower shall be deemed, on such day, to have requested a Revolving Loan in the 52â€‹Exhibit 10.99principal amount of the Swing Loan in accordance with Sections 2.2(a) and 2.5 hereof (other than the requirement set forth in Section 2.5(d) hereof). Â Such Revolving Loan shall be evidenced by US Borrower Revolving Credit Notes (or, if a Lender has not requested a US Borrower Revolving Credit Note, by the records of Agent and such Lender). Â Each Lender agrees to make a Revolving Loan on the date of such notice, subject to no conditions precedent whatsoever. Â Each Lender acknowledges and agrees that such Lenderâ€™s obligation to make a Revolving Loan pursuant to Section 2.2(a) hereof when required by this SectionÂ 2.2(c)(ii) is absolute and unconditional and shall not be affected by any circumstance whatsoever, including, without limitation, the occurrence and continuance of a Default or Event of Default, and that its payment to Agent, for the account of the Swing Line Lender, of the proceeds of such Revolving Loan shall be made without any offset, abatement, recoupment, counterclaim, withholding or reduction whatsoever and whether or not the Revolving Credit Commitment shall have been reduced or terminated. Â US Borrower irrevocably authorizes and instructs Agent to apply the proceeds of any borrowing pursuant to this Section 2.2(c)(ii) to repay in full such Swing Loan. Â Each Lender is hereby authorized to record on its records relating to its US Borrower Revolving Credit Note (or, if such Lender has not requested a US Borrower Revolving Credit Note, its records relating to Revolving Loans) such Lenderâ€™s pro rata share of the amounts paid to refund such Swing Loan.(iii)Participation in Swing Loans. Â If, for any reason, the Swing Line Lender is unable to or, in the opinion of Agent, it is impracticable to, convert any Swing Loan to a Revolving Loan pursuant to the preceding Section 2.2(c)(ii), then on any day that a Swing Loan is outstanding (whether before or after the maturity thereof), Agent shall have the right to request that each Lender fund a participation in such Swing Loan, and Agent shall promptly notify each Lender thereof (by facsimile or telephone, confirmed in writing). Â Upon such notice, but without further action, the Swing Line Lender hereby agrees to grant to each Lender, and each Lender hereby agrees to acquire from the Swing Line Lender, an undivided participation interest in the right to share in the payment of such Swing Loan in an amount equal to such Lenderâ€™s Commitment Percentage of the principal amount of such Swing Loan. Â In consideration and in furtherance of the foregoing, each Lender hereby absolutely and unconditionally agrees, upon receipt of notice as provided above, to pay to Agent, for the benefit of the Swing Line Lender, such Lenderâ€™s ratable share of such Swing Loan (determined in accordance with such Lenderâ€™s Commitment Percentage). Â Each Lender acknowledges and agrees that its obligation to acquire participations in Swing Loans pursuant to this Section 2.2(c)(iii) is absolute and unconditional and shall not be affected by any circumstance whatsoever, including, without limitation, the occurrence and continuance of a Default or an Event of Default, and that each such payment shall be made without any offset, abatement, recoupment, counterclaim, withholding or reduction whatsoever and whether or not the Revolving Credit Commitment shall have been reduced or terminated. Â Each Lender shall comply with its obligation under this Section 2.2(c)(iii) by wire transfer of immediately available funds, in the same manner as provided in Section 2.5 hereof with respect to Revolving Loans to be made by such Lender.(iv)Defaulting Lenders. Â Notwithstanding anything to the contrary contained in this Agreement, this SectionÂ 2.2(c) shall be subject to the terms and conditions of SectionÂ 3.7 and SectionÂ 3.8 hereof.Section 1.3Interest.(a)Revolving Loans.(i)Base Rate Loan. Â The appropriate Borrower or Borrowers shall pay interest on the unpaid principal amount of a Base Rate Loan outstanding from time to time from the date thereof until paid at the Base Rate plus the Applicable Margin for Base Rate Loans from time to time in 53â€‹Exhibit 10.99effect. Â Interest on such Base Rate Loan shall be payable on each Regularly Scheduled Payment Date thereafter and at the maturity thereof.(ii)Eurodollar Fixed Rate Loans. Â The appropriate Borrower or Borrowers shall pay interest on the unpaid principal amount of each Eurodollar Fixed Rate Loan outstanding from time to time, fixed in advance on the first day of the Interest Period applicable thereto through the last day of the Interest Period applicable thereto (but subject to changes in the Applicable Margin for Eurodollar Fixed Rate Loans), at the Eurodollar Rate plus the Applicable Margin for Eurodollar Fixed Rate Loans. Â Interest on such Eurodollar Fixed Rate Loan shall be payable on each Interest Adjustment Date with respect to an Interest Period (provided that if an Interest Period shall exceed three months, the interest must be paid every three months, commencing three months from the beginning of such Interest Period).(iii)Initial RFR Loans (GBP). Â The appropriate Borrower or Borrowers shall pay interest on the unpaid principal amount of an Initial RFR Loan (GBP) outstanding from time to time from the date thereof until paid at:(A)prior to the Term RFR Transition Date, Daily Simple RFR with respect to Sterling plus the Applicable Margin for Initial RFR Loans (GBP) from time to time in effect; and(B)on or after the Term RFR Transition Date, Term RFR with respect to Sterling plus the Applicable Margin for Initial RFR Loans (GBP) from time to time in effect.Interest on Daily Simple RFR Loans shall be payable on each Regularly Scheduled Payment Date thereafter and at the maturity thereof. Â Interest on Term RFR Loans shall be payable on each Interest Adjustment Date with respect to an Interest Period (provided that if an Interest Period shall exceed three months, the interest must be paid every three months, commencing three months from the beginning of such Interest Period).(iv)Term RFR Loans in Dollars. Â The appropriate Borrower or Borrowers shall pay interest on the unpaid principal amount of a Term RFR Loan in Dollars outstanding from time to time from the date thereof until paid at Spread Adjusted Term SOFR plus the Applicable Margin for Transitioned RFR Loans. Interest on such Term RFR Loans shall be payable on each Interest Adjustment Date with respect to an Interest Period (provided that if an Interest Period shall exceed three months, the interest must be paid every three months, commencing three months from the beginning of such Interest Period).(b)Swing Loans. Â US Borrower shall pay interest to Agent, for the sole benefit of the Swing Line Lender (and any Lender that shall have purchased a participation in such Swing Loan), on the unpaid principal amount of each Swing Loan outstanding from time to time from the date thereof until paid at the Base Rate plus the Applicable Margin for Base Rate Loans from time to time in effect. Â Interest on each Swing Loan shall be payable on the Swing Loan Maturity Date applicable thereto. Â Each Swing Loan shall bear interest for a minimum of one day.(c)Default Rate. Â Anything herein to the contrary notwithstanding, if an Event of Default shall occur under Section 7.1 or 7.11 hereof, (i) the overdue principal and the unpaid interest thereon shall bear interest, until paid, at the Default Rate and (ii) in the case of any other amount not paid when due from Borrowers hereunder or under any other Loan Document, such amount shall bear interest at the Default Rate.54â€‹Exhibit 10.99(d)Limitation on Interest.(i)Generally. Â In no event shall the rate of interest hereunder exceed the maximum rate allowable by law. Â Notwithstanding anything to the contrary contained in any Loan Document, the interest paid or agreed to be paid under the Loan Documents shall not exceed the maximum rate of non-usurious interest permitted by applicable law (the â€œMaximum Rateâ€). Â If Agent or any Lender shall receive interest in an amount that exceeds the Maximum Rate, the excess interest shall be applied to the principal of the Loans or, if it exceeds such unpaid principal, refunded to the Administrative Borrower for distribution to Borrowers, as appropriate. Â In determining whether the interest contracted for, charged, or received by Agent or a Lender exceeds the Maximum Rate, such Person may, to the extent permitted by applicable law, (A) characterize any payment that is not principal as an expense, fee, or premium rather than interest, (B) exclude voluntary prepayments and the effects thereof, and (C) amortize, prorate, allocate, and spread in equal or unequal parts the total amount of interest throughout the contemplated term of the Obligations.(ii)Foreign Jurisdiction Interest. Â If any provision of this Agreement or any other Loan Document would obligate any Foreign Borrower to make any payment of interest or other amount payable to (including for the account of) any Lender in an amount, or calculated at a rate, that would be prohibited by law or would result in a receipt by such Lender of interest at a criminal rate then, notwithstanding such provision, such amount or rate shall be deemed to have been adjusted with retroactive effect to the maximum amount or rate of interest, as the case may be, as would not be so prohibited by law or so result in a receipt by such Lender of interest at a criminal rate, such adjustment to be effected, to the extent necessary, as follows: Â (A) first, by reducing the amount or rate of interest required to be paid to such Lender under this Article II; and (B) thereafter, by reducing any fees, commissions, premiums and other amounts required to be paid to such Lender that would constitute interest for purposes of the applicable statute. Â Notwithstanding the foregoing, and after giving effect to all adjustments contemplated thereby, if a Lender shall have received an amount in excess of the maximum amount permitted by such statute, then the Lender shall pay an amount equal to such excess to such Foreign Borrower. Â Any amount or rate of interest referred to in this Article II with respect to the foreign extensions of credit shall be determined in accordance with generally accepted actuarial practices and principles as an effective annual rate of interest over the term that such extensions of credit remain outstanding on the assumption that any charges, fees or expenses that fall within the meaning of â€œinterestâ€ shall, if they relate to a specific period of time, be pro-rated over that period of time and otherwise be pro-rated over the Commitment Period and, in the event of a dispute, a certificate of an actuary appointed by Agent (and reasonably acceptable to US Borrower) shall be conclusive for the purposes of such determination.Section 1.4Evidence of Indebtedness.(a)US Borrower Revolving Loans. Â Upon the request of a Lender, to evidence the obligation of US Borrower to repay the Revolving Loans made by such Lender and to pay interest thereon, US Borrower shall execute a US Borrower Revolving Credit Note, payable to the order of such Lender in the principal amount equal to its Commitment Percentage of the Revolving Credit Commitment, or, if less, the aggregate unpaid principal amount of Revolving Loans made by such Lender; provided that the failure of a Lender to request a US Borrower Revolving Credit Note shall in no way detract from US Borrowerâ€™s obligations to such Lender hereunder.(b)Foreign Borrower Revolving Loans. Â Upon the request of a Lender, to evidence the obligation of each Foreign Borrower to repay the Revolving Loans made by such Lender to such Foreign Borrower and to pay interest thereon, each such Foreign Borrower shall execute a Foreign Borrower Revolving Credit Note, payable to the order of such Lender in the principal amount equal to its Commitment 55â€‹Exhibit 10.99Percentage of the Revolving Credit Commitment, or, if less, the aggregate unpaid principal amount of Revolving Loans made by such Lender to such Foreign Borrower; provided that the failure of a Lender to request a Foreign Borrower Revolving Credit Note shall in no way detract from such Foreign Borrowerâ€™s obligations to such Lender hereunder.(c)Swing Loans. Â Upon the request of the Swing Line Lender, to evidence the obligation of US Borrower to repay the Swing Loans and to pay interest thereon, US Borrower shall execute a Swing Line Note, payable to the order of the Swing Line Lender in the principal amount of the Swing Line Commitment, or, if less, the aggregate unpaid principal amount of Swing Loans made by the Swing Line Lender; provided that the failure of the Swing Line Lender to request a Swing Line Note shall in no way detract from US Borrowerâ€™s obligations to the Swing Line Lender hereunder.Section 1.5Notice of Credit Event; Funding of Loans.(a)Notice of Credit Event. Â Administrative Borrower, through an Authorized Officer, shall provide to Agent a Notice of Loan prior to (i) 1:00 P.M. (Eastern time) on the proposed date of borrowing of, or conversion of a Loan to, a Base Rate Loan, (ii) 2:00 P.M. (Eastern time) (A) in the case of an RFR Loan (other than a Daily Simple RFR Loan) denominated in Dollars, at least two RFR Business Days before such RFR Loan, (B) in the case of a Daily Simple RFR Loan denominated in Dollars, at least five RFR Business Days, (C) in the case of a Eurodollar Fixed Rate Loan denominated in Dollars, at least two Eurodollar Banking Days before such Eurodollar Fixed Rate Loan, (D) in the case of an RFR Loan denominated in any Alternate Currency, at least five RFR Business Days before such RFR Loan, and (E) in the case of a Eurodollar Fixed Rate Loan denominated in any Alternate Currency, at least four Eurodollar Banking Days before such Eurodollar Fixed Rate Loan (or five Eurodollar Banking Days in the case of a Special Notice Currency) and (iii) 3:00 P.M. (Eastern time) on the proposed date of borrowing of a Swing Loan; provided however, that an Authorized Officer of Administrative Borrower may verbally request a Loan, so long as a Notice of Loan is received by the end of the same Business Day, and, if Agent or any Lender provides funds or initiates funding based upon such verbal request, US Borrower shall bear the risk with respect to any information regarding such funding that is later determined to have been incorrect. Â Administrative Borrower shall comply with the notice provisions set forth in SectionÂ 2.2(b) hereof with respect to Letters of Credit.(b)Funding of Loans. Â Agent shall notify each Lender of the date, amount, type of currency and Interest Period (if applicable) promptly upon the receipt of a Notice of Loan (other than for a Swing Loan, or a Revolving Loan to be funded as a Swing Loan), and, in any event, by 3:00 P.M. (Eastern time) on the date such Notice of Loan is received. Â On the date that the Credit Event set forth in such Notice of Loan is to occur, each such Lender shall provide to Agent, not later than 4:00 P.M. (Eastern time), the amount in Dollars, or, with respect to an Alternate Currency, in the applicable Alternate Currency, in federal or other immediately available funds, required of it. Â If Agent shall elect to advance the proceeds of such Loan prior to receiving funds from such Lender, Agent shall have the right, upon prior notice to Administrative Borrower, to debit any account of the appropriate Borrower or otherwise receive such amount from the appropriate Borrower, promptly after demand, in the event that such Lender shall fail to reimburse Agent in accordance with this subsection. Â Agent shall also have the right to receive interest from such Lender at the Federal Funds Effective Rate in the event that such Lender shall fail to provide its portion of the Loan on the date requested and Agent shall elect to provide such funds.(c)Conversion and Continuation of Loans.(i)At the request of Administrative Borrower to Agent, subject to the notice and other provisions of this Section 2.5, the Lenders shall convert a Base Rate Loan to one or more EurodollarTransitioned RFR Loans at any time and shall convert a EurodollarTransitioned RFR 56â€‹Exhibit 10.99Loan to a Base Rate Loan on any Interest Adjustment Date applicable thereto. Â Swing Loans may be converted by the Swing Line Lender to Revolving Loans in

accordance with SectionÂ 2.2(c)(ii) hereof. Â No Alternate Currency Loan may be converted to a Base Rate Loan or Eurodollara Transitioned RFR Loan and no Base Rate Loan or EurodollarTransitioned RFR Loan may be converted to an Alternate Currency Loan.(ii)At the request of Administrative Borrower to Agent, subject to the notice and other provisions of this Section 2.5, the Lenders shall continue one or more EurodollarTransitioned RFR Loans as of the end of the applicable Interest Period as a new EurodollarTransitioned RFR Loan with a new Interest Period.(iii)At the direction of the Required Lenders, no Loan may be converted into, or continued as, a EurodollarTerm RFR Loan at any time when a Default or Event of Default shall have occurred and be continuing.(d)Minimum Amount for Loans. Â Each request for:(i)a Base Rate Loan shall be in an amount of not less than Five Hundred Thousand Dollars ($500,000), increased by increments of One Hundred Thousand Dollars ($100,000);(ii)a Eurodollar Fixed Rate Loan shall be in an amount (or, with respect to an Alternate Currency Loan, such approximately comparable amount as shall result in an amount rounded to the nearest whole number) of not less than Five Hundred Thousand Dollars ($500,000), increased by increments of Five Hundred Thousand Dollars ($500,000) (or, with respect to an Alternate Currency Loan, such approximately comparable amount as shall result in an amount rounded to the nearest whole number); and(iii)a Swing Loan shall be in an amount of not less than Two Hundred Fifty Thousand Dollars ($250,000).(e)Interest Periods. Â Administrative Borrower shall not request that Eurodollar Fixed Rate Loans be outstanding for more than ten (10) different Interest Periods at the same time.Section 1.6Payment on Loans and Other Obligations.(a)Payments Generally. Â Each payment made hereunder by a Credit Party shall be made without any offset, abatement, recoupment, counterclaim, withholding or reduction whatsoever.(b)Payments in Alternate Currency. Â With respect to any Alternate Currency Loan, all payments (including prepayments) to any Lender of the principal of or interest on such Alternate Currency Loan shall be made in the same Alternate Currency as the original Loan. Â For clarification, the amount outstanding on any Alternate Currency Loan for purposes of repayment on the last day of the applicable Interest Period shall be measured in the Alternate Currency and not by the Dollar Equivalent of such amount. Â With respect to any Alternate Currency Letter of Credit, all payments to the Fronting Lender (and to any Lender that shall have funded its participation in such Letter of Credit) shall be made in the Dollar Equivalent (as determined on the date of drawing of such Letter of Credit) of the amount of such Alternate Currency Letter of Credit. Â All such payments shall be remitted by the appropriate Borrower to Agent, at the address of Agent for notices referred to in Section 11.4(a) hereof (or at such other office or account as designated in writing by Agent to Administrative Borrower), for the account of the Lenders (or the Fronting Lender or the Swing Line Lender, as appropriate) not later than 2:00 P.M. (Eastern time) on the due date 57â€‹Exhibit 10.99thereof in same day funds. Â Any such payments received by Agent after 2:00 P.M. (Eastern time) shall be deemed to have been made and received on the next Business Day.(c)Payments in Dollars. Â With respect to (i) any Loan (other than an Alternate Currency Loan), or (ii) any other payment to Agent and the Lenders that shall not be covered by subsection (b) above, all such payments (including prepayments) to Agent of the principal of or interest on such Loan or other payment, including but not limited to principal, interest, fees or any other amount owed by Borrowers under this Agreement, shall be made in Dollars. Â All payments described in this subsection (c) shall be remitted to Agent, at the address of Agent for notices referred to in Section 11.4(a) hereof for the account of the Lenders (or the Fronting Lender or the Swing Line Lender, as appropriate) not later than 2:00 P.M. (Eastern time) on the due date thereof in immediately available funds. Â Other than with respect to payments made by wire transfer that are released by the appropriate Borrower by 2:00 P.M. (Eastern time), any such payments received by Agent (or the Fronting Lender or the Swing Line Lender) after 2:00 P.M. (Eastern time) shall be deemed to have been made and received on the next Business Day.(d)Payments to Lenders. Â Upon Agentâ€™s receipt of payments hereunder, Agent shall immediately distribute to each Lender its (except with respect to Swing Loans, which shall be paid to the Swing Line Lender and any Lender that has funded a participation in the Swing Loans, or, with respect to Letters of Credit, certain of which payments shall be paid to the Fronting Lender) ratable shares, if any, of the amount of principal, interest, and commitment and other fees received by Agent for the account of such Lender. Â Payments received by Agent in Dollars shall be delivered to the Lenders in Dollars in immediately available funds. Â Payments received by Agent in any Alternate Currency shall be delivered to the Lenders in such Alternate Currency in same day funds. Â Each Lender shall record any principal, interest or other payment, the principal amounts of Base Rate Loans, Eurodollar Fixed Rate Loans, Swing Loans and Letters of Credit, the type of currency for each Loan, all prepayments and the applicable dates, including Interest Periods, with respect to the Loans made, and payments received by such Lender, by such method as such Lender may generally employ; provided that failure to make any such entry shall in no way detract from the obligations of Borrowers under this Agreement or any Note. Â The aggregate unpaid amount of Loans, types of Loans, Interest Periods and similar information with respect to the Loans and Letters of Credit set forth on the records of Agent shall be rebuttably presumptive evidence with respect to such information, including the amounts of principal, interest and fees owing to each Lender.(e)Timing of Payments. Â Whenever any payment to be made hereunder, including, without limitation, any payment to be made on any Loan, shall be stated to be due on a day that is not a Business Day, such payment shall be made on the next Business Day and such extension of time shall in each case be included in the computation of the interest payable on such Loan; provided that, with respect to a Eurodollar Fixed Rate Loan, if the next Business Day shall fall in the succeeding calendar month, such payment shall be made on the preceding Business Day and the relevant Interest Period shall be adjusted accordingly.(f)Defaulting Lender. Â To the extent that Agent receives any payments or other amounts for the account of a Defaulting Lender, such Defaulting Lender shall be deemed to have requested that Agent apply such payment or other amount pursuant to Section 3.8 hereof.(g)Payment of Non-Pro Rata Revolving Loans. Â Notwithstanding anything in this Agreement to the contrary, at the sole discretion of Agent, in order to pay Revolving Loans made to a Borrower that were not advanced pro rata by the Lenders, any payment of any Revolving Loan may first be applied to such Revolving Loans of such Borrower that were not advanced pro rata.Section 1.7Prepayment.58â€‹Exhibit 10.99(a)Right to Prepay.(i)Borrowers shall have the right at any time or from time to time to prepay, on a pro rata basis for all of the Revolving Lenders (except with respect to Swing Loans, which shall be paid to the Swing Line Lender and any Lender that has funded a participation in such Swing Loan), all or any part of the principal amount of the Revolving Loans then outstanding, as designated by Administrative Borrower. Such payment shall include interest accrued on the amount so prepaid to the date of such prepayment and any amount payable under Article III hereof with respect to the amount being prepaid. Â Subject to payment of amounts set forth under Article III hereof, prepayments of Revolving Loans or Swing Loans shall be without any premium or penalty.(ii)Borrowers shall have the right, at any time or from time to time, to prepay, for the benefit of the Swing Line Lender (and any Lender that has funded a participation in such Swing Loan), all or any part of the principal amount of the Swing Loans then outstanding, as designated by Administrative Borrower, plus interest accrued on the amount so prepaid to the date of such prepayment.(b)Notice of Prepayment. Â Administrative Borrower shall give Agent (i) notice of prepayment of a Base Rate Loan or Swing Loan by no later than 1:00 P.M. (Eastern time) on the Business Day on which such prepayment is to be made and (ii) written notice of prepayment by no later than 1:00 P.M. (Eastern time) (A) in the case of an RFR Loan (other than a Daily Simple RFR Loan) denominated in Dollars, at least two RFR Business Days before prepayment of such RFR Loan, (B) in the case of a Daily Simple RFR Loan denominated in Dollars, at least five RFR Business Days before payment of such Daily Simple RFR Loan, (C) in the case of a Eurodollar Fixed Rate Loan denominated in Dollars, at least two Eurodollar Banking Days before prepayment of such Eurodollar Fixed Rate Loan, (D) in the case of an RFR Loan denominated in any Alternate Currency, at least five RFR Business Days before prepayment of such RFR Loan, and (E) in the case of a Eurodollar Fixed Rate Loan denominated in any Alternate Currency, at least four Eurodollar Banking Days before prepayment of such Eurodollar Fixed Rate Loan (or five Eurodollar Banking Days in the case of a Special Notice Currency).(c)Minimum Amount. Â Each prepayment of a Eurodollar Fixed Rate Loan or RFR Loan shall be in the principal amount of not less than the lesser of One Million Dollars ($1,000,000) or the principal amount of such Loan (or, with respect to an Alternate Currency Loan, the Dollar Equivalent (rounded to a comparable amount) of such amount), or, with respect to a Swing Loan, the principal balance of such Swing Loan, except in the case of a mandatory payment pursuant to Section 2.11(d) or Article III hereof.Section 1.8Commitment and Other Fees.(a)Commitment Fee. Â US Borrower shall pay to Agent, for the ratable account of the Lenders as a consideration for the Revolving Credit Commitment, a commitment fee from the Closing Date to and including the Revolving Credit Maturity Date, payable quarterly, at a rate per annum equal to (i)Â the Applicable Commitment Fee Rate in effect on the payment date, multiplied by (ii) (A) the average daily Revolving Amount in effect during such quarter, minus (B) the average daily Revolving Credit Exposure (exclusive of the Swing Line Exposure) during such quarter. Â The commitment fee shall be payable in arrears, on June 30, 2013 and continuing on each Regularly Scheduled Payment Date thereafter, and on the Revolving Credit Maturity Date.(b)Other Fee. Â US Borrower shall pay to Wells Fargo Securities, LLC or its Affiliates, for its or their respective benefit, the fees set forth in the Fee Letter.Section 1.9Modifications to Commitment.59â€‹Exhibit 10.99(a)Optional Reduction of Revolving Credit Commitment. Â Borrowers may at any time and from time to time permanently reduce in whole or ratably in part the Revolving Amount to an amount not less than the then existing Revolving Credit Exposure, by giving Agent not fewer than three Business Daysâ€™ written notice of such reduction; provided that any such partial reduction shall be in an aggregate amount, for all of the Lenders, of not less than Five Million Dollars ($5,000,000), increased in increments of One Million Dollars ($1,000,000). Â Agent shall promptly notify each Lender of the date of each such reduction and such Lenderâ€™s proportionate share thereof. Â After each such reduction, the commitment fees payable hereunder shall be calculated upon the Revolving Amount as so reduced. Â If Borrowers reduce in whole the Revolving Amount, on the effective date of such reduction (the appropriate Borrowers having prepaid in full the unpaid principal balance, if any, of the Revolving Loans, together with all interest (if any) and commitment and other fees accrued and unpaid with respect thereto, and provided that no Letter of Credit Exposure or Swing Line Exposure shall exist), all of the Revolving Credit Notes shall be delivered to Agent marked â€œCanceledâ€ and Agent shall redeliver such Revolving Credit Notes to Administrative Borrower. Â Any partial reduction in the Revolving Amount shall be effective during the remainder of the Commitment Period.(b)Increase in Commitment. Â At any time during the Commitment Increase Period, Administrative Borrower may request that Agent and the Lenders (i) increase the Revolving Credit Commitment (any such increase, an â€œIncremental Revolving Credit Increaseâ€) and/or (ii) provide one or more incremental term loan commitments (any such incremental term loan commitment, an â€œIncremental Term Loan Commitmentâ€) to make one or more term loans (any such term loan, an â€œIncremental Term Loanâ€; each Incremental Term Loan and each Incremental Revolving Credit Increase are collectively referred to herein as an â€œIncremental Increaseâ€), in an aggregate principal amount for all such Incremental Revolving Credit Increases and Incremental Term Loans incurred after the SixthNinth Amendment Effective Date not to exceed Three Hundred Million Dollars ($300,000,000); provided that no Incremental Increases shall be requested during the Covenant Adjustment Period. Â Each such request for an Incremental Increase shall be in an amount of at least Ten Million Dollars ($10,000,000), increased by increments of One Million Dollars ($1,000,000), and may be made by either (x) increasing, for one or more Lenders, with their prior written consent, their respective Revolving Credit Commitments and/or the addition of an Incremental Term Loan Commitment, and/or (y)Â including one or more Additional Lenders, each with a new commitment under the Revolving Credit Commitment or with an Incremental Term Loan Commitment, as applicable, as a party to this Agreement (each an â€œAdditional Commitmentâ€ and, collectively, the â€œAdditional Commitmentsâ€); provided that existing Lenders (other than any â€œinstitutionalâ€ lender) shall be given the first opportunity to provide Additional Commitments or Incremental Term Loans as term loan â€œAâ€. Â Each Incremental Term Loan may be made as a term loan â€œAâ€ to be made by one or more Lenders or Additional Lenders and/or a term loan â€œBâ€ to be made by one or more â€œinstitutionalâ€ lenders on customary terms determined by Agent, US Borrower and such Additional Lenders, Lenders or lenders, as applicable.(c)Lender Assumption. Â During the Commitment Increase Period, all of the Lenders agree that Agent, in its sole discretion, may permit one or more Additional Commitments upon satisfaction of the following requirements: (A) each Additional Lender, if any, shall execute an Additional Lender Assumption Agreement, (B) Agent shall provide to Administrative Borrower and each Lender a revised Schedule 1 to this Agreement, including revised Commitment Percentages for each of the Lenders, if appropriate, at least three Business Days prior to the date of the effectiveness of such Additional Commitments (each an â€œAdditional Lender Assumption Effective Dateâ€), and (C) Borrowers shall execute and deliver to Agent and the Lenders such replacement or additional Notes as shall be required by Agent (and requested by the Lenders). Â The Lenders hereby authorize Agent to execute each Additional Lender Assumption Agreement on behalf of the Lenders. Â On each Additional Lender Assumption Effective Date, the Lenders shall make adjustments, as applicable, among themselves with respect to the Revolving Loans then outstanding and amounts of principal, interest, commitment fees and other amounts paid or payable with respect thereto as 60â€‹Exhibit 10.99shall be necessary, in the opinion of Agent, in order to reallocate among such Lenders such outstanding amounts, based on the revised Commitment Percentages and to otherwise carry out fully the intent and terms of this Section 2.9(c) (and the appropriate Borrower shall pay to the Lenders any amounts that would be payable pursuant to Section 3.3 hereof if such adjustments among the Lenders would cause a prepayment of one or more EurodollarTerm RFR Loans). Â In connection therewith, it is understood and agreed that the Revolving Amount of any Lender will not be increased (or decreased except pursuant to Section 2.9(a) hereof) without the prior written consent of such Lender.(d)Conditions to Incremental Increases. Â The effectiveness of each Incremental Increase shall be subject to the following conditions:(i)no Default or Event of Default shall then exist, or, after giving pro forma effect to any such Incremental Increase (including a pro forma calculation of the financial covenants set forth in Section 5.7 hereof) would exist; provided that to the extent the proceeds of such Incremental Increase are to be applied to finance a substantially concurrent Acquisition permitted hereunder that is not conditioned on the availability of financing (each such acquisition, a â€œLimited Conditionality Acquisitionâ€), the availability thereof shall, if agreed by the lenders providing such Incremental Increase, be subject to no Default or Event of Default existing at the time of execution of the definitive agreement for such Limited Conditionality Acquisition and no Event of Default under Section 7.1 or 7.11 hereof existing immediately prior to or after giving effect to the incurrence of such Incremental Increase;(ii)all of the representations and warranties set forth in Article VI hereof shall be true and correct in all material respects (or if qualified by materiality or Material Adverse Effect, in all respects) as of the effective date of such Incremental Increase, or if such representation speaks as of an earlier date, as of such earlier date; provided that to the extent the proceeds of any Incremental Increase are intended to be applied to finance a substantially concurrent Limited Conditionality Acquisition, the condition specified in this clause (ii) shall, if agreed by the lenders providing such Incremental Increase, be subject to customary â€œSunGardâ€ or other customary applicable â€œcertain fundsâ€ conditionality provisions; and(iii)Agent shall have received from the Administrative Borrower, a Compliance Certificate demonstrating that US Borrower is in pro forma compliance with the financial covenants set forth in Section 5.7 hereof for the most recently completed fiscal quarter after giving effect to such Incremental Increase (assuming that the entire applicable Incremental Term Loan is fully funded on the effective date thereof) and the use of proceeds thereof (including any permitted Acquisition or prepayment of Indebtedness); provided that for purposes of calculating the Net Leverage Ratio and the Secured Net Leverage Ratio, the proceeds from any such Incremental Increase shall not be netted from Consolidated Funded Indebtedness; provided, further, that to the extent the proceeds of such Incremental Increase are to be applied to finance a substantially concurrent Limited Conditionality Acquisition, such pro forma compliance shall, if agreed by the lenders providing such Incremental Increase, be determined at the time of execution of the definitive agreement for such Limited Conditionality Acquisition.(e)Modifications to Commitments. Notwithstanding anything in this Agreement to the contrary, each Lender hereby irrevocably authorizes Agent on its behalf, and without further consent, to enter into amendments or modifications to this Agreement or any of the other Loan Documents or to enter into additional Loan Documents as Agent reasonably deems appropriate in order to effectuate the terms of SectionÂ 2.9(b) hereof (including, without limitation, as applicable, (i)Â to permit the Incremental Term Loans and the Incremental Revolving Credit Increases to share ratably in the benefits of this Agreement and the other Loan Documents and (ii)Â to include the Incremental Term Loan Commitments and the Incremental 61â€‹Exhibit 10.99Revolving Credit Increase, as applicable, or outstanding Incremental Term Loans and outstanding Incremental Revolving Credit Increase, as applicable, in any determination of (A)Â Required Lenders or (B)Â similar required lender terms applicable thereto).Section 1.10Computation of Interest and Fees. Â With the exception of Base Rate Loans and Alternate Currency Loans denominated in Sterling, Australian Dollars or New Zealand Dollars, interest on Loans, Letter of Credit fees, Related Expenses and commitment and other fees and charges hereunder shall be computed on the basis of a year having three hundred sixty (360) days and calculated for the actual number of days elapsed. Â With respect to Base Rate Loans and Alternate Currency Loans denominated in Sterling, Australian Dollars or New Zealand Dollars, interest shall be computed on the basis of a year having three hundred sixty-five (365) days or three hundred sixty-six (366) days, as the case may be, and calculated for the actual number of days elapsed.Section 1.11Mandatory Payments.(a)Revolving Credit Exposure. Â If, at any time, the Revolving Credit Exposure shall exceed the Revolving Credit Commitment, US Borrower (and the appropriate Foreign Borrowers) shall, as promptly as practicable, but in no event later than the next Business Day, pay an aggregate principal amount of the Revolving Loans sufficient to bring the Revolving Credit Exposure within the Revolving Credit Commitment.(b)Swing Line Exposure. Â If, at any time, the Swing Line Exposure shall exceed the Swing Line Commitment, US Borrower shall, as promptly as practicable, but in no event later than the next Business Day, pay an aggregate principal amount of the Swing Loans sufficient to bring the Swing Line Exposure within the Swing Line Commitment.(c)Alternate Currency Exposure. Â If, at any time, the Alternate Currency Exposure shall exceed the Alternate Currency Maximum Amount, US Borrower (and the appropriate Foreign Borrowers) shall, as promptly as

practicable, but in no event later than the next Business Day, pay an aggregate principal amount of the Alternate Currency Loans sufficient to bring the Alternate Currency Exposure within the Alternate Currency Maximum Amount.(4)Debt Issuances. Â During the Covenant Adjustment Period, the US Borrower (and the appropriate Foreign Borrowers, if applicable) shall make mandatory principal prepayments of the Revolving Loans, Swing Line Loans and/or Cash Collateralize the Letter of Credit Exposure in the manner set forth in clause (g) below in an amount equal to one hundred percent (100%) of the aggregate Net Cash Proceeds from any Debt Issuance not permitted pursuant to Section 5.8. Â Such prepayment shall be made within three (3) Business Days after the date of receipt of the Net Cash Proceeds of any such Debt Issuance.(5)Equity Issuances. Â During the Covenant Adjustment Period, the US Borrower (and the appropriate Foreign Borrowers, if applicable) shall make mandatory principal prepayments of the Revolving Loans, Swing Line Loans and/or Cash Collateralize the Letter of Credit Exposure in the manner set forth in clause (g) below in an amount equal to one hundred percent (100%) of the aggregate Net Cash Proceeds from any Equity Issuance other than the exercise price on stock options issued as part of employee or director compensation. Â Such prepayment shall be made within three (3) Business Days after the date of receipt of the Net Cash Proceeds of any such Equity Issuance.(6)Sale of Assets. Â During the Covenant Adjustment Period, the US Borrower (and the appropriate Foreign Borrowers, if applicable) shall make mandatory principal prepayments of the Revolving Loans, Swing Line Loans and/or Cash Collateralize the Letter of Credit Exposure in the manner set forth in clause (g) below in amounts equal to one hundred percent (100%) of the aggregate Net Cash 62â€‹Exhibit 10.99Proceeds from any sale, lease, transfer or other disposition of any assets (including pursuant to a statutory division, but excluding involuntary dispositions constituting a casualty or condemnation event) to any Person (other than any sale, lease, transfer or other disposition of any assets permitted pursuant to, and in accordance with, clauses (a), (b), (c), (d), (e), (g), (h), (i) (other than any sale, lease, transfer or other disposition to a Company that is not a Credit Party), (k) and (l) of Section 5.12) to the extent that the aggregate amount of such Net Cash Proceeds from such sale, lease, transfer or other disposition following the Ninth Amendment Effective Date exceed $5,000,000 in the aggregate during the Covenant Adjustment Period. Â Such prepayments shall be made within three (3) Business Days (or in the case of Foreign Proceeds, 30 days or such longer period as may be agreed by the Agent) after the date of receipt of the Net Cash Proceeds (or such later date as may be approved by the Agent in its discretion for the purpose of avoiding breakage costs); provided, however, that in the case of any transaction subject to the requirements of this Section 2.11(f) relates to assets of a Foreign Subsidiary (the â€œForeign Proceedsâ€), if the repatriation of such Foreign Proceeds would (A) have a material adverse tax consequence to any Company or (B) not be permitted under local applicable law (e.g., financial assistance, corporate benefit, restrictions on upstreaming of cash intra group and the fiduciary and statutory duties of the directors of the relevant Subsidiaries), in each case, then such Foreign Proceeds shall not be required to be applied pursuant to clause (g) until such time as such Foreign Proceeds may be repatriated without causing material adverse tax consequences or such restrictions under local applicable law no longer exist, after which, promptly upon such repatriation thereof, such Foreign Proceeds shall be applied in accordance with clause (g) below.(7)(d) Application of Mandatory Payments. Â Unless otherwise designated by Borrowers, eachEach prepayment pursuant to SectionÂ 2.11clauses (a), (b) or, (c), (d), (e) and (f) hereof shall be applied in the following order (i) first, on a pro rata basis for the Revolving Lenders, to outstanding Revolving Loans that are Base Rate Loans or Daily Simple RFR Loans, (ii) second, on a pro rata basis for the Revolving Lenders, to outstanding Revolving Loans that are EurodollarTerm RFR Loans, and (iii) third, on a pro rata basis for the Revolving Lenders, to outstanding Revolving Loans that are Alternate Currency Loans; provided that, if the outstanding principal amount of any Eurodollar Fixed Rate Loan shall be reduced to an amount less than the minimum amount set forth in SectionÂ 2.5(d) hereof as a result of such prepayment, then such Eurodollar Fixed Rate Loan shall be converted into a Base Rate Loan on the date of such required prepayment (regardless of whether there are any outstanding Revolving Loans, Swing Line Loans or Letters of Credit prior to or immediately following such prepayment); provided, further, that (i) any prepayment equal to or in excess of $5,000,000 pursuant to clauses (d), (e) and (f) above, in each case shall permanently reduce the Revolving Credit Commitment on the date of the required payment in an amount equal to the amount of such prepayment. Any prepayment of a Eurodollar Fixed Rate Loan pursuant to this Section 2.11 shall be subject to the prepayment provisions set forth in Article III hereof. (8)Corresponding Payment. Â Each permanent reduction required pursuant to clause (g) above shall be accompanied by a payment of principal sufficient to reduce the aggregate outstanding Revolving Loans after such reduction to the Revolving Credit Commitment as so reduced, and if the aggregate amount of all outstanding Letters of Credit exceeds the Revolving Credit Commitment as so reduced, the US Borrower shall be required to Cash Collateralize the Letter of Credit Exposure in an amount equal to such excess. Â Any reduction of the Revolving Credit Commitment to zero shall be accompanied by payment of all outstanding Revolving Loans and Swing Loans (and furnishing of Cash Collateral satisfactory to the Agent for all Letter of Credit Exposure or other arrangements satisfactory to the Fronting Lender) and shall result in the termination of the Revolving Credit Commitment and the Swing Line Commitment and the revolving credit facility established pursuant to Article II. Â If the reduction of the Revolving Credit Commitment requires the repayment of any Eurodollar Fixed Rate Loan, such repayment shall be accompanied by any amount required to be paid pursuant to SectionÂ 3.3 hereof.Section 1.12Liability of Borrowers.63â€‹Exhibit 10.99(a)Joint and Several Liability. Â Each Borrower hereby authorizes Administrative Borrower or any other Borrower to request Loans or Letters of Credit hereunder. Â Each Borrower acknowledges and agrees that Agent and the Lenders are entering into this Agreement at the request of each Borrower and with the understanding that US Borrower is and shall remain fully liable, jointly and severally, for payment in full of the Obligations, and each Foreign Borrower is and shall remain fully liable for payment in full of the Obligations of any other Foreign Borrower, as set forth in the Loan Documents. Â Each Borrower agrees that it is receiving or will receive a direct pecuniary benefit for each Loan made or Letter of Credit issued hereunder (including the Obligations of Foreign Borrowers through Article XI hereof). (b)Appointment of Administrative Borrower. Â Each Borrower hereby irrevocably appoints Administrative Borrower as the borrowing agent and attorney-in-fact for all Borrowers, which appointment shall remain in full force and effect unless and until Agent shall have received prior written notice signed by each Borrower that such appointment has been revoked and that another Borrower has been appointed Administrative Borrower. Â Each Borrower hereby irrevocably appoints and authorizes Administrative Borrower to (i) provide Agent with all notices with respect to Loans and Letters of Credit obtained for the benefit of any Borrower and all other notices and instructions under this Agreement, (ii) take such action as Administrative Borrower deems appropriate on its behalf to obtain Loans and Letters of Credit, and (iii) exercise such other powers as are reasonably incidental thereto to carry out the purposes of this Agreement. Â It is understood that the handling of the Collateral of Borrowers in a combined fashion, as more fully set forth herein, is done solely as an accommodation to Borrowers in order to utilize the collective borrowing powers of Borrowers in the most efficient and economical manner and at their request, and that neither Agent nor any Lender shall incur liability to any Borrower as a result hereof. Â Each Borrower expects to derive benefit, directly or indirectly, from the handling of the Collateral in a combined fashion since the successful operation of each Borrower is dependent on the continued successful performance of the integrated group.(c)Maximum Liability of Each Foreign Borrower and Rights of Contribution. Â Anything in this Agreement or any other Loan Document to the contrary notwithstanding, in no event shall the maximum liability of any Foreign Borrower exceed the maximum amount that (after giving effect to the incurring of the obligations hereunder and to any rights to contribution of such Foreign Borrower from other Affiliates of such Foreign Borrower) would not render the rights to payment of Agent and the Lenders hereunder void, voidable or avoidable under any applicable fraudulent transfer law. Â Borrowers hereby agree as among themselves that, in connection with the payments made hereunder, each Foreign Borrower shall have a right of contribution from each other Borrower in accordance with applicable law. Â Such contribution rights shall be waived until such time as the Secured Obligations (other than (i) contingent obligations which by their terms survive the termination of this Agreement and (ii) obligations and liabilities under Bank Product Agreements or Secured Hedge Agreements as to which arrangements reasonably satisfactory to the applicable Lender (or an entity that is an affiliate of such Lender) shall have been made) have been irrevocably paid in full, and no Borrower shall exercise any such contribution rights until the Secured Obligations have been irrevocably paid in full (other than (i) contingent obligations which by their terms survive the termination of this Agreement and (ii) Secured Hedge Obligations or obligations and liabilities under Bank Product Agreements, in each case as to which arrangements reasonably satisfactory to the applicable Secured Party shall have been made).(d)Waivers of Each Borrower. Â In the event that any obligation of any Borrower under this Agreement is deemed to be an agreement by such Borrower to answer for the debt or default of another Credit Party or as an hypothecation of property as security therefor, each Borrower represents and warrants that (i) no representation has been made to such Borrower as to the creditworthiness of such other Credit Party, and (ii) such Borrower has established adequate means of obtaining from such other Credit Party on a continuing basis, financial or other information pertaining to such other Credit Partyâ€™s financial condition. Â Each Borrower expressly waives, except as expressly required under this Agreement, diligence, demand, 64â€‹Exhibit 10.99presentment, protest and notice of every kind and nature whatsoever, consents to the taking by Agent and the Lenders of any additional security of another Credit Party for the obligations secured hereby, or the alteration or release in any manner of any security of another Credit Party now or hereafter held in connection with the Obligations, and consents that Agent, the Lenders and any other Credit Party may deal with each other in connection with such obligations or otherwise, or alter any contracts now or hereafter existing between them, in any manner whatsoever, including without limitation the renewal, extension, acceleration or changes in time for payment of any such obligations or in the terms or conditions of any security held. Â Agent and the Lenders are hereby expressly given the right, at their option, to proceed in the enforcement of any of the Obligations independently of any other remedy or security they may at any time hold in connection with such obligations secured and it shall not be necessary for Agent and the Lenders to proceed upon or against or exhaust any other security or remedy before proceeding to enforce their rights against such Borrower. Â Each Borrower further subordinates any right of subrogation, reimbursement, exoneration, contribution, indemnification, setoff or other recourse in respect of sums paid to Agent and the Lenders by any other Credit Party until such time as the Commitment has been terminated and the Secured Obligations have been repaid in full (other than (i) contingent obligations which by their terms survive the termination of this Agreement and (ii) Secured Hedge Agreements or obligations and liabilities under Bank Product Agreements, in each case as to which arrangements satisfactory to the applicable Secured Party).(e) Liability of Foreign Borrowers and Foreign Guarantors of Payment. Â Anything herein to the contrary notwithstanding, no Foreign Borrower or Foreign Guarantor of Payment shall at any time be liable for the Indebtedness of US Borrower under this Agreement (exclusive of Indebtedness of the Foreign Borrowers that is guaranteed by US Borrower under this Agreement).Section 1.13Addition of Foreign Borrowers and Foreign Guarantors of Payment.(a)Addition of Foreign Borrower. Â At the request of Administrative Borrower (with at least thirty (30) days prior written notice to Agent and the Lenders) and the approval of Agent, in its reasonable discretion, a Foreign Subsidiary of US Borrower that shall not then be a Foreign Borrower may become a Foreign Borrower hereunder, provided that all of the following requirements shall have been met at the time of such addition to the reasonable satisfaction of Agent:(i)such Foreign Subsidiary shall be a Wholly-Owned Subsidiary of US Borrower or shall be a Foreign Subsidiary of which US Borrower owns, directly or indirectly, at least eighty percent (80%) of the equity interests and eighty percent (80%) of the equity interests entitled to vote;(ii)such Foreign Subsidiary (A) shall be organized under the laws of an Approved Foreign Jurisdiction, and (B) shall not be organized under the laws of a jurisdiction for which any Lender (that is organized in the United States) has provided notice to Agent that it is illegal for such Lender, or violates the policies of such Lender (in such Lenderâ€™s reasonable interpretation of such policies), to lend into such foreign jurisdiction;(iii)US Borrower and each Domestic Guarantor of Payment shall have guaranteed the obligations of such Foreign Subsidiary under this Agreement pursuant to the terms of a Guaranty of Payment;(iv)such Foreign Subsidiary shall have executed an Additional Foreign Borrower Assumption Agreement and appropriate Foreign Borrower Revolving Credit Notes (for Lenders requesting Notes);65â€‹Exhibit 10.99(v)if required pursuant to Section 5.21 hereof, one or more Foreign Affiliates of such Foreign Subsidiary shall become a Foreign Guarantor of Payment, and shall have executed a Guaranty of Payment with respect to the obligations of such Foreign Subsidiary; and[reserved]; and(vi)such Foreign Subsidiary that shall become a Foreign Borrower shall have provided to Agent such corporate governance and authorization documents and an opinion of counsel and any other documents and items (including, without limitation, such information as any Lender may request pursuant to Section 11.11 hereof) as may be deemed necessary or advisable by Agent (including an amendment to this Agreement), all of the foregoing to be in form and substance reasonably satisfactory to Agent.(2)[Reserved]. Â (b) Addition of Foreign Guarantor of Payment. Â At the request of Administrative Borrower (with at least fifteen (15) days prior written notice to Agent and the Lenders) and the approval of Agent, in its reasonable discretion, a Foreign Subsidiary of US Borrower that shall not then be a Foreign Guarantor of Payment may become a Foreign Guarantor of Payment hereunder, provided that all of the following requirements shall have been met at the time of such addition to the reasonable satisfaction of Agent:ARTICLE II.(i) Administrative Borrower shall have provided to Agent a written request that such Foreign Subsidiary be designated as a Foreign Guarantor of Payment pursuant to the terms of this Agreement;ARTICLE III.(ii) such Foreign Subsidiary shall be a Wholly-Owned Subsidiary of US Borrower or shall be a Foreign Subsidiary of which US Borrower owns, directly or indirectly, at least eighty percent (80%) of the equity interests and eighty percent (80%) of the equity interests entitled to vote;ARTICLE IV.(iii) such Foreign Subsidiary shall have executed a Guaranty of Payment with respect to the obligations of one or more Foreign Borrowers as may be required by Agent (provided that there shall be no adverse tax consequences or adverse legal impact); andARTICLE V.(iv) such Foreign Subsidiary that shall become a Foreign Guarantor of Payment shall have provided to Agent such corporate governance and authorization documents and an opinion of counsel and any other documents and items as may be deemed necessary or advisable by Agent (including an amendment to this Agreement), all of the foregoing to be in form and substance reasonably satisfactory to Agent.(a)Additional Credit Party Bound by Provisions. Â Upon satisfaction by Administrative Borrower and any such Foreign Subsidiary of the requirements set forth in subsections (a) and (bsubsection (a) above, as applicable, Agent shall promptly notify Administrative Borrower and the Lenders, whereupon such Foreign Subsidiary shall be designated a â€œForeign Borrowerâ€ or â€œForeign Guarantor of Paymentâ€, as applicable, pursuant to the terms and conditions of this Agreement, and such Foreign Subsidiary shall become bound by all representations, warranties, covenants, provisions and conditions of this Agreement and each other Loan Document applicable to the Foreign Borrowers or Foreign Guarantors of Payment, as the case may be, as if such Foreign Borrower or Foreign Guarantor of Payment had been the original party making such representations, warranties and covenants.66â€‹Exhibit 10.99(b)Alternative Structures. Â Agent, the Lenders and Borrowers agree that, if the addition of a Foreign Borrower or Foreign Guarantor of Payment pursuant to this Section 2.13 would result in a requirement by such Foreign Borrower or Foreign Guarantor of Payment to pay to any Lenders additional amounts pursuant to Section 3.2 hereof, then Agent, the Lenders and Borrowers agree to use reasonable efforts to designate a different lending office or otherwise propose an alternate structure that would avoid the need for, or reduce the amount of, such additional amounts so long as the same would not, in the reasonable judgment of Agent and the Lenders, be otherwise disadvantageous to Agent and the Lenders.(c)Provisions Relating to the Addition of Foreign Borrowers. Â To the extent that a Foreign Borrower is added pursuant to this Section 2.13, and the fully executed Foreign Borrower Assumption Agreement with respect to such Foreign Borrower contains additional legal requirements, terms and conditions applicable to extensions of credit to such Foreign Borrower in the applicable jurisdiction of such Foreign Borrower (as determined by Agent in its reasonable discretion), this Agreement shall be automatically amended solely to incorporate such additional legal requirements, terms and provisions.Section 5.2Grant of Additional Security Interests from US Borrower and Domestic Guarantors of Payment. Â No later than forty-five (45) days (unless such time period is extended by Agent in writing) after the FB Threshold Date, US Borrower and each Domestic Guarantor of Payment shall execute and deliver to Agent such additional or replacement Security Documents (to be prepared by Agent) and take such additional action, as Agent may deem necessary or appropriate in order to create and perfect a Lien in favor of Agent, for the benefit of the Secured Parties, in all tangible and intangible assets of the Credit Parties or such thereof as Agent may deem necessary or appropriate (other than Excluded Assets); provided that upon the cessation of the conditions resulting in a FB Threshold Date for four (4) consecutive fiscal quarters following any such FB Threshold Date, Agent, at the request and expense of US Borrower, shall terminate such replacement Security Documents and all applicable financing statements shall be amended to reflect such terminationFlood Insurance. Â If any portion of any improved real property subject to a mortgage in favor Agent, for the benefit of the Secured Parties, is at any time located in an area identified by the Federal Emergency Management Agency (or any successor agency) as a special flood hazard area with respect to which flood insurance has been made available under the Flood Insurance Laws, then the US Borrower shall, or shall cause the applicable Credit Party to, (i) maintain, or cause to be maintained, with a financially sound and reputable insurer, flood insurance in a reasonable total amount required by Agent and otherwise sufficient to comply with all applicable rules and regulations promulgated pursuant to the Flood Insurance Laws, (ii) reasonably cooperate with Agent and provide information reasonably required by Agent to comply with the Flood Insurance Laws, (iii) deliver to Agent evidence of such compliance in form and substance reasonably acceptable to Agent, including, without limitation, evidence of annual renewals of such insurance and (iv) furnish to Agent prompt written notice of any re-designation of any such real property into or out of a special flood hazard area. Â Notwithstanding the foregoing, Agent shall not enter into any mortgage in respect of any real property after the FB Threshold Date until the earlier of (A) the date that is thirty (30) days after the US Borrower has delivered to Agent and the Lenders (which may be delivered

electronically) (x) a completed â€œLife-of-Loanâ€ Federal Emergency Management Agency Standard Flood Hazard Determination with respect to such real property (together with a notice about special flood hazard area status and flood disaster assistance, which, if applicable, shall be duly executed by the applicable Credit Party relating to such real property) and (y) if any such real property is located in an area determined by the Federal Emergency Management Agency to have special flood hazards, evidence of such flood insurance as may be required under applicable law, including Regulation H of the FRB and the other Flood Insurance Laws, and as otherwise required by Section 6.18, and (B) the receipt of written confirmation (which may be by electronic mail) from each of the other Lenders that flood insurance due diligence and flood insurance compliance has been completed by the Lenders (such written confirmation not to be unreasonably withheld, delayed or conditioned). Â Notwithstanding the foregoing, except as set forth in Section 5.21 hereof or in the Pledge Agreement, (a) US Borrower and each Domestic Guarantor of Payment shall not be required to grant a security interest in any assets of US Borrower or any Domestic 67â€‹Exhibit 10.99Guarantor of Payment located outside of the United States or assets of US Borrower or any Domestic Guarantor of Payment that require action under the law of any non-United States jurisdiction to create or perfect a security interest in such assets, including any intellectual property registered in any non-United States jurisdiction, to the extent such security interest is not otherwise created by the Security Documents governed by the laws of the United States or a state thereof, and (b) US Borrower and each Domestic Guarantor of Payment shall not be required to execute any Security Documents governed under the laws of any non-United States jurisdiction. Â Section 5.3Extension of Revolving Credit Maturity Date. (a)The Commitments shall terminate on the Revolving Credit Maturity Date.
Â Contemporaneously with the delivery of the financial statements required pursuant to Section 5.3(b) hereof, US Borrower may deliver a Request for Extension, requesting that the Lenders extend the Revolving Credit Maturity Date for an additional one-year period; provided that such extension shall not occur more than one time during the term of this Agreement. Â If US Borrower requests such an extension, each Lender shall notify US Borrower on or before 30 days following delivery of such Request for Extension (such date, the â€œConsent Deadlineâ€) whether it has consented to extend the Revolving Credit Maturity Date for an additional one-year period. Â Agent and the Lenders may, each in their sole and individual discretion, elect to extend the Revolving Credit Maturity Date, it being understood that any Lender who has not responded to such extension request by the Consent Deadline shall be deemed to have rejected such request. Â (b)If Lenders holding more than 50% of the Revolving Credit Commitment elect to so extend the then existing Revolving Credit Maturity Date, the Revolving Credit Maturity Date will automatically be extended for an additional one-year period only for those extending Lenders. Â The Revolving Credit Maturity Date for the non-extending Lenders shall remain unchanged. Â So long as no Event of Default then exists, then US Borrower may, at its sole expense and effort, upon notice to such non-extending Lender and Agent, require such non-extending Lender to assign and delegate, without recourse (in accordance with and subject to the restrictions contained in, and consents required by, Section 11.10), all of its interests, rights and obligations under this Agreement and the related Loan Documents to an Eligible Transferee that shall assume such obligations (which assignee may be another Lender, if a Lender accepts such assignment); provided that (i) US Borrower shall have paid to Agent the assignment fee (if any) specified in Section 11.10 and (ii) such non-extending Lender shall have received payment of an amount equal to the outstanding principal of its Revolving Loans, Swing Loans and participations in Letters of Credit, accrued interest thereon, accrued fees and all other amounts payable to it hereunder and under the other Loan Documents from the assignee (to the extent of such outstanding principal and accrued interest and fees) or US Borrower (in the case of all other amounts).(c)On the Revolving Credit Maturity Date for any non-extending Lenders, (i) US Borrower shall repay all outstanding Revolving Loans due and payable to such non-extending Lenders (together with all accrued and unpaid interest thereon and accrued and unpaid commitment fees hereunder), (ii) each of the non-extending Lenders shall be automatically released from their respective risk participation obligations under Section 2.2(b)(v) hereof with respect to any outstanding Swing Loans and under Section 2.2(c)(iii) hereof with respect to any outstanding Letters of Credit, (iii) all outstanding Revolving Loans, risk participation obligations with respect to any outstanding Swing Loans and risk participation obligations with respect to any outstanding Letters of Credit (and the related Letter of Credit Exposure) shall be automatically reallocated among the extending Lenders based on each such Lenderâ€™s Revolving Credit Commitment and (iv) to the extent that the Revolving Credit Exposure would exceed the Revolving Credit Commitment after giving effect to such reallocation pursuant to the immediately preceding clause (iii), US Borrower shall prepay Revolving Loans, Swing Loans or Cash Collateralize Letters of Credit in accordance with SectionÂ 3.7 hereof.68â€‹Exhibit 10.99(d)Any extension shall be effective as of the date of the amendment effecting such extension and each such amendment shall be conditioned upon (i) no Default or Event of Default, (ii) accuracy in all material respects of the representations and warranties set forth in this Agreement and (iii) such other conditions as each extending Lender shall require. Â The Lenders hereby irrevocably authorize Agent to enter into amendments to this Agreement and the other Loan Documents with US Borrower as may be necessary or appropriate in the reasonable opinion of Agent and US Borrower in order to extend the Revolving Credit Maturity Date on terms consistent with this Section 2.15. Â US Borrower shall pay any reasonable and documented out-of-pocket attorneysâ€™ fees or other reasonable and documented out-of-pocket expenses of Agent in connection with the documentation of any such extension, as well as such other fees, if any, as may be agreed upon between Borrowers and Agent.(e)Unless Agent, the Fronting Lender and Swing Line Lender have each agreed in their respective sole discretions to act as Agent, Fronting Lender or Swing Line Lender (as the case may be) following the extended Revolving Credit Maturity Date, a successor Agent, Fronting Lender or Swing Line Lender (as the case may be) shall have been appointed by the Lenders to act as Agent, Fronting Lender or Swing Line Lender (as the case may be) commencing on the extended Revolving Credit Maturity Date.ARTICLE 6.Article III. GENERAL LOAN PROVISIONSSection 6.1Increased Costs.(a)Increased Costs Generally. Â If any Change in Law shall:(i)impose, modify or deem applicable any reserve, special deposit, compulsory loan, insurance charge or similar requirement against assets of, deposits with or for the account of, or advances, loans or other credit extended or participated in by, any Lender (except any reserve requirement reflected in the Eurodollar Rate) or any Fronting Lender;(ii)subject any Recipient to any Taxes (other than (A) Indemnified Taxes, (B) Taxes described in clauses (b) through (d) of the definition of Excluded Taxes and (C) Connection Income Taxes) on its loans, loan principal, letters of credit, commitments, or other obligations, or its deposits, reserves, other liabilities or capital attributable thereto; or(iii)impose on any Lender or any Fronting Lender or the London interbank market any other condition, cost or expense (other than Taxes) affecting this Agreement or EurodollarTransitioned RFR Loans made by such Lender or any Letter of Credit or participation therein;(iv)and the result of any of the foregoing shall be to increase the cost to such Lender, the Fronting Lender or such other Recipient of making, converting to, continuing or maintaining any Loan (or of maintaining its obligation to make any such Loan), or to increase the cost to such Lender, such Fronting Lender or such other Recipient of participating in, issuing or maintaining any Letter of Credit (or of maintaining its obligation to participate in or to issue any Letter of Credit), or to reduce the amount of any sum received or receivable by such Lender, such Fronting Lender or such other Recipient hereunder (whether of principal, interest or any other amount) then, upon written request of such Lender, such Fronting Lender or other Recipient in accordance with paragraph (c) of this Section 3.1, the Borrowers shall promptly pay to any such Lender, such Fronting Lender or other Recipient, as the case may be, such additional amount or amounts as will compensate such Lender, such Fronting Lender or other Recipient, as the case may be, for such additional costs incurred or reduction suffered. Â For the avoidance of doubt, this Section 3.1 shall not apply to Taxes, which shall be governed exclusively by Section 3.2 hereof.69â€‹Exhibit 10.99(b)Capital Requirements. Â If any Lender or any Fronting Lender determines that any Change in Law affecting such Lender or such Fronting Lender or any lending office of such Lender or such Lenderâ€™s or such Fronting Lenderâ€™s holding company, if any, regarding capital or liquidity requirements, has or would have the effect of reducing the rate of return on such Lenderâ€™s or such Fronting Lenderâ€™s capital or on the capital of such Lenderâ€™s or such Fronting Lenderâ€™s holding company, if any, as a consequence of this Agreement, the Revolving Credit Commitment of such Lender or the Loans made by, or participations in Letters of Credit or Swing Loans held by, such Lender, or the Letters of Credit issued by such Fronting Lender, to a level below that which such Lender or such Fronting Lender or such Lenderâ€™s or such Fronting Lenderâ€™s holding company could have achieved but for such Change in Law other than due to Taxes which, for the avoidance of doubt, are covered by Section 3.2 hereof (taking into consideration such Lenderâ€™s or such Fronting Lenderâ€™s policies and the policies of such Lenderâ€™s or such Fronting Lenderâ€™s holding company with respect to capital adequacy and liquidity), then upon written request of such Lender or such Fronting Lender, the Borrowers shall promptly pay to such Lender or such Fronting Lender in accordance with paragraph (c) of this Section 3.1, as the case may be, such additional amount or amounts as will compensate such Lender or such Fronting Lender or such Lenderâ€™s or such Fronting Lenderâ€™s holding company for any such reduction suffered.(c)Certificates for Reimbursement. Â A certificate of a Lender, a Fronting Lender or such other Recipient setting forth the amount or amounts necessary to compensate such Lender or such Fronting Lender setting forth in reasonable detail the manner in which such amount or amounts were determined, such other Recipient or any of their respective holding companies, as the case may be, as specified in paragraph (a) or (b) of this Section 3.1 and delivered to the Borrower, shall be conclusive absent manifest error; provided, however, that such certificate shall state that it is the general policy or practice of such Lender, Fronting Lender or other Recipient, as applicable, to exercise similar rights (where available) in relation to other borrowers under syndicated credit facilities that are similarly impacted by the circumstances described in paragraph (a) or (b) of this Section 3.1. Â The Borrowers shall pay such Lender or such Fronting Lender or such other Recipient, as the case may be, the amount shown as due on any such certificate within fifteen (15) days after receipt thereof.(d)Delay in Requests. Â Failure or delay on the part of any Lender or any Fronting Lender or such other Recipient to demand compensation pursuant to this Section 3.1 shall not constitute a waiver of such Lenderâ€™s or such Fronting Lenderâ€™s or such other Recipientâ€™s right to demand such compensation; provided that the Borrowers shall not be required to compensate any Lender or an Fronting Lender or any other Recipient pursuant to this Section 3.1 for any increased costs incurred or reductions suffered more than ninety (90) days prior to the date that such Lender or such Fronting Lender or such other Recipient, as the case may be, notifies the Administrative Borrower of the Change in Law giving rise to such increased costs or reductions, and of such Lenderâ€™s or such Fronting Lenderâ€™s or such other Recipientâ€™s intention to claim compensation therefor (except that if the Change in Law giving rise to such increased costs or reductions is retroactive, then the ninety-day period referred to above shall be extended to include the period of retroactive effect thereof).Section 6.2Taxes.(a)Defined Terms. Â For purposes of this Section 3.2, the term â€œLenderâ€ includes any Fronting Lender and the term â€œapplicable lawâ€ includes FATCA.(b)Payments Free of Taxes. Â Any and all payments by or on account of any obligation of any Credit Party under any Loan Document shall be made without deduction or withholding for any Taxes, except as required by applicable law. Â If any applicable law (as determined in the good faith discretion of an applicable Withholding Agent) requires the deduction or withholding of any Tax from any such payment by a Withholding Agent, then the applicable Withholding Agent shall be entitled to make such deduction or 70â€‹Exhibit 10.99withholding and shall timely pay the full amount deducted or withheld to the relevant Governmental Authority in accordance with applicable law and, if such Tax is an Indemnified Tax, then the sum payable by the applicable Credit Party shall be increased as necessary so that, after such deduction or withholding has been made (including such deductions and withholdings applicable to additional sums payable under this Section 3.2), the applicable Recipient receives an amount equal to the sum it would have received had no such deduction or withholding been made.(c)Payment of Other Taxes by the Credit Parties. Â The Credit Parties shall timely pay to the relevant Governmental Authority in accordance with applicable law, or at the option of Agent timely reimburse it for the payment of, any Other Taxes.(d)Indemnification by the Credit Parties. Â The Credit Parties shall jointly and severally indemnify each Recipient, within ten (10) days after demand therefor, for the full amount of any Indemnified Taxes (including Indemnified Taxes imposed or asserted on or attributable to amounts payable under this Section 3.2) payable or paid by such Recipient or required to be withheld or deducted from a payment to such Recipient and any reasonable expenses arising therefrom or with respect thereto, whether or not such Indemnified Taxes were correctly or legally imposed or asserted by the relevant Governmental Authority. Â A certificate as to the amount of such payment or liability delivered to the Administrative Borrower by a Recipient (with a copy to Agent), or by Agent on its own behalf or on behalf of a Recipient, shall be conclusive absent manifest error.(e)Indemnification by the Lenders. Â Each Lender shall severally indemnify Agent, within ten (10) days after demand therefor, for (i) any Indemnified Taxes attributable to such Lender (but only to the extent that any Credit Party has not already indemnified Agent for such Indemnified Taxes and without limiting the obligation of the Credit Parties to do so), (ii) any Taxes attributable to such Lenderâ€™s failure to comply with the provisions of Section 11.10(c) hereof relating to the maintenance of a Participant Register and (iii) any Excluded Taxes attributable to such Lender, in each case, that are payable or paid by Agent in connection with any Loan Document, and any reasonable expenses arising therefrom or with respect thereto, whether or not such Taxes were correctly or legally imposed or asserted by the relevant Governmental Authority. Â A certificate as to the amount of such payment or liability delivered to any Lender by Agent shall be conclusive absent manifest error. Â Each Lender hereby authorizes Agent to set off and apply any and all amounts at any time owing to such Lender under any Loan Document or otherwise payable by Agent to the Lender from any other source against any amount due to Agent under this paragraph (e).(f)Evidence of Payments. Â As soon as practicable after any payment of Taxes by any Credit Party to a Governmental Authority pursuant to this Section 3.2, such Credit Party shall deliver to Agent the original or a certified copy of a receipt issued by such Governmental Authority evidencing such payment, a copy of the return reporting such payment or other evidence of such payment reasonably satisfactory to Agent.(g)Status of Lenders.(i)Any Lender that is entitled to an exemption from or reduction of withholding Tax with respect to payments made under any Loan Document shall deliver to the Administrative Borrower and Agent, at the time or times reasonably requested by the Administrative Borrower or Agent, such properly completed and executed documentation reasonably requested by the Administrative Borrower or Agent as will permit such payments to be made without withholding or at a reduced rate of withholding. Â In addition, any Lender, if reasonably requested by the Administrative Borrower or Agent, shall deliver such other documentation prescribed by applicable law or reasonably requested by the Administrative Borrower or Agent as will enable the Administrative Borrower or Agent to determine whether or not such Lender is subject to backup 71â€‹Exhibit 10.99withholding or information reporting requirements. Â Notwithstanding anything to the contrary in the preceding two sentences, the completion, execution and submission of such documentation (other than such documentation set forth in Section 3.2(g)(ii)(A), (ii)(B) and (ii)(D) below) shall not be required if in the Lenderâ€™s reasonable judgment such completion, execution or submission would subject such Lender to any material unreimbursed cost or expense or would materially prejudice the legal or commercial position of such Lender.(ii)Without limiting the generality of the foregoing, in the event that a Borrower is a U.S. Person:(A)any Lender that is a U.S. Person shall deliver to the Administrative Borrower and Agent on or prior to the date on which such Lender becomes a Lender under this Agreement (and from time to time thereafter upon the reasonable request of the Administrative Borrower or Agent), executed copies of IRS Form W-9 certifying that such Lender is exempt from United States federal backup withholding tax;(B)any Foreign Lender shall, to the extent it is legally entitled to do so, deliver to the Administrative Borrower and Agent (in such number of copies as shall be requested by the recipient) on or prior to the date on which such Foreign Lender becomes a Lender under this Agreement (and from time to time thereafter upon the reasonable request of the Administrative Borrower or Agent), whichever of the following is applicable:(6)in the case of a Foreign Lender claiming the benefits of an income tax treaty to which the United States is a party (x) with respect to payments of interest under any Loan Document, executed copies of IRS Form W-8BEN-E establishing an exemption from, or reduction of, United States federal withholding Tax pursuant to the â€œinterestâ€ article of such tax treaty and (y) with respect to any other applicable payments under any Loan Document, IRS Form W-8BEN-E establishing an exemption from, or reduction of, United States federal withholding Tax pursuant to the â€œbusiness profitsâ€ or â€œother incomeâ€ article of such tax treaty;(7)executed copies of IRS Form W-8ECI;(8)in the case of a Foreign Lender claiming the benefits of the exemption for portfolio interest under Section 881(c) of the Code, (x) a certificate substantially in the form of Exhibit I-1 to the effect that such Foreign Lender is not a â€œbankâ€ within the meaning of Section 881(c)(3)(A) of the Code, a â€œ10 percent shareholderâ€ of the applicable Borrower within the meaning of Section 881(c)(3)(B) of the Code, or a â€œcontrolled foreign corporationâ€ described in Section 881(c)(3)(C) of the Code (a â€œU.S. Tax Compliance Certificateâ€) and (y) executed copies of IRS Form W-8BEN-E; or(9)to the extent a Foreign Lender is not the beneficial owner, executed copies of IRS Form W-8IMY, accompanied by IRS Form W-8ECI, IRS Form W-8BEN-E, a U.S. Tax Compliance Certificate substantially in the form of Exhibit I-2 or Exhibit I-3, IRS Form W-9, and/or other certification documents from each beneficial owner, as applicable; provided that if the Foreign Lender is a partnership and one or more direct or indirect partners of such Foreign Lender are claiming the portfolio interest exemption, such Foreign Lender may provide a U.S. Tax Compliance Certificate substantially in the form of Exhibit I-4 on behalf of each such direct and indirect partner;72â€‹Exhibit 10.99(C)any Foreign Lender shall, to the extent it is legally entitled to do so, deliver to the Administrative Borrower and Agent (in such number of copies as shall be requested by the recipient) on or prior to the date on which such Foreign Lender becomes a Lender under this Agreement (and from time to time thereafter upon the reasonable request of the Administrative Borrower or Agent), executed copies of any other form prescribed by applicable law as a basis for claiming exemption from or a reduction in United States federal withholding Tax, duly completed, together with such supplementary documentation as may be prescribed by applicable law to permit the Administrative Borrower or Agent to determine the withholding or deduction required to be made; and(D)if a payment made to a Lender under any Loan Document would be subject to United States federal withholding Tax

imposed by FATCA if such Lender were to fail to comply with the applicable reporting requirements of FATCA (including those contained in Section 1471(b) or 1472(b) of the Code, as applicable), such Lender shall deliver to the Administrative Borrower and Agent at the time or times prescribed by law and at such time or times reasonably requested by the Administrative Borrower or Agent such documentation prescribed by applicable law (including as prescribed by Section 1471(b)(3)(C)(i) of the Code) and such additional documentation reasonably requested by the Administrative Borrower or Agent as may be necessary for the Administrative Borrower and Agent to comply with their obligations under FATCA and to determine that such Lender has complied with such Lenderâ€™s obligations under FATCA or to determine the amount to deduct and withhold from such payment. Â Solely for purposes of this clause (D), â€œFATCAâ€ shall include any amendments made to FATCA after the First Amendment Date.Each Lender agrees that if any form or certification it previously delivered expires or becomes obsolete or inaccurate in any respect, it shall update such form or certification or promptly notify the Administrative Borrower and Agent in writing of its legal inability to do so.(h)Treatment of Certain Refunds. Â If any party determines, in its sole discretion exercised in good faith, that it has received a refund of any Taxes as to which it has been indemnified pursuant to this Section 3.2 (including by the payment of additional amounts pursuant to this Section 3.2), it shall pay to the indemnifying party an amount equal to such refund (but only to the extent of indemnity payments made under this Section 3.2 with respect to the Taxes giving rise to such refund), net of all out-of-pocket expenses (including Taxes) of such indemnified party and without interest (other than any interest paid by the relevant Governmental Authority with respect to such refund). Â Such indemnifying party, upon the request of such indemnified party, shall repay to such indemnified party the amount paid over pursuant to this paragraph (h) (plus any penalties, interest or other charges imposed by the relevant Governmental Authority) in the event that such indemnified party is required to repay such refund to such Governmental Authority. Â Notwithstanding anything to the contrary in this paragraph (h), in no event will the indemnified party be required to pay any amount to an indemnifying party pursuant to this paragraph (h) the payment of which would place the indemnified party in a less favorable net after-Tax position than the indemnified party would have been in if the Tax subject to indemnification and giving rise to such refund had not been deducted, withheld or otherwise imposed and the indemnification payments or additional amounts with respect to such Tax had never been paid. Â This paragraph shall not be construed to require any indemnified party to make available its Tax returns (or any other information relating to its Taxes that it deems confidential) to the indemnifying party or any other Person.(i)[Reserved].73â€‹Exhibit 10.99(j)Survival. Â Each partyâ€™s obligations under this Section 3.2 shall survive the resignation or replacement of Agent or any assignment of rights by, or the replacement of, a Lender, the termination of the Commitments and the repayment, satisfaction or discharge of all obligations under any Loan Document.Section 6.3Funding Losses. Â US Borrower (and the appropriate Foreign Borrower) agrees to indemnify each Lender, promptly after receipt of a written request therefor, and to hold each Lender harmless from, any loss or expense that such Lender may sustain or incur as a consequence of (a) default by a Borrower in making a borrowing of, conversion into or continuation of Eurodollar Fixed Rate Loans after such Borrower has given a notice (including a written or verbal notice that is subsequently revoked) requesting the same in accordance with the provisions of this Agreement, (b) default by a Borrower in making any prepayment of or conversion from Eurodollar Fixed Rate Loans after such Borrower has given a notice (including a written or verbal notice that is subsequently revoked) thereof in accordance with the provisions of this Agreement, (c) the making of a prepayment of a Eurodollar Fixed Rate Loan on a day that is not the last day of an Interest Period applicable thereto, (d) any conversion of a EurodollarTerm RFR Loan to a Base Rate Loan on a day that is not the last day of an Interest Period applicable thereto, or (e) any compulsory assignment of such Lenderâ€™s interests, rights and obligations under this Agreement pursuant to Section 3.4(b) hereof. Â Such indemnification shall be in an amount equal to the excess, if any, of (i) the amount of interest that would have accrued on the amounts so prepaid, or not so borrowed, converted or continued, for the period from the date of such prepayment or of such failure to borrow, convert or continue to the last day of such Interest Period (or, in the case of a failure to borrow, convert or continue, the Interest Period that would have commenced on the date of such failure) in each case at the applicable rate of interest for such Loans provided for herein (excluding, however, the Applicable Margin included therein, if any) over (ii) the amount of interest (as reasonably determined by such Lender) that would have accrued to such Lender on such amount by placing such amount on deposit for a comparable period with leading banks in the appropriate London interbank market, along with any administration fee charged by such Lender. Â A certificate as to any amounts payable pursuant to this Section 3.3 submitted to Administrative Borrower (with a copy to Agent) by any Lender shall be conclusive absent manifest error. Â The obligations of Borrowers pursuant to this SectionÂ 3.3 shall survive the termination of this Agreement and the payment of the Loans and all other amounts payable hereunder.Section 6.4Mitigation Obligations; Replacement of Lenders.(a)Designation of a Different Lending Office. Â If any Lender requests compensation under Section 3.1, or requires any Borrower to pay any Indemnified Taxes or additional amounts to any Lender or any Governmental Authority for the account of any Lender pursuant to Section 3.2 hereof or cease to make available Eurodollar Fixed Rate Loans or Term RFR Loans pursuant to Section 3.5(a) or SectionÂ 3.5(b) hereof, then such Lender shall, at the request of the Administrative Borrower, use reasonable efforts to designate a different lending office for funding or booking its Loans hereunder or its participation in any Letter of Credit affected by such event or to assign its rights and obligations hereunder to another of its offices, branches or affiliates, if, in the judgment of such Lender, such designation or assignment (i) would eliminate or reduce amounts payable pursuant to Section 3.1 or Section 3.2 hereof or permit the continuation or making of Eurodollar Fixed Rate Loans, as the case may be, in the future and (ii) would not subject such Lender to any unreimbursed cost or expense and would not otherwise be disadvantageous to such Lender. The Borrowers hereby agree to pay all reasonable costs and expenses incurred by any Lender in connection with any such designation or assignment.(b)Replacement of Lenders. Â If any Lender requests compensation under Section 3.1 hereof, or if any Borrower is required to pay any Indemnified Taxes or additional amounts to any Lender or any Governmental Authority for the account of any Lender pursuant to Section 3.2 hereof, or if any Lender shall cease to make available Eurodollar Fixed Rate Loans or Term RFR Loans pursuant to Section 3.5(a) or Section 3.5(b) hereof, and, in each case, such Lender has declined or is unable to designate a different 74â€‹Exhibit 10.99lending office in accordance with Section 3.4(a) hereof that eliminates the amounts payable pursuant to Section 3.1 or Section 3.2 hereof, as the case may be, or allows such Lender to continue to make or maintain Eurodollar Fixed Rate Loans, or if any Lender is a Defaulting Lender or a Non-Consenting Lender, then the Administrative Borrower may, at Borrowersâ€™ sole expense and effort, upon notice to such Lender and Agent, require such Lender to assign and delegate, without recourse (in accordance with and subject to the restrictions contained in, and consents required by, Section 11.10 hereof), all of its interests, rights (other than its existing rights to payments pursuant to Section 3.1 or Section 3.2 hereof) and obligations under this Agreement and the related Loan Documents to an Eligible Transferee that shall assume such obligations (which assignee may be another Lender, if a Lender accepts such assignment); provided that:(i)the Borrowers shall have paid to Agent the assignment fee (if any) specified in Section 11.10 hereof;(ii)such Lender shall have received payment of an amount equal to the outstanding principal of its Loans and, if applicable, participations in Letters of Credit, accrued interest thereon, accrued fees and all other amounts payable to it hereunder and under the other Loan Documents (including any amounts under Section 3.3 hereof) from the assignee (to the extent of such outstanding principal and accrued interest and fees) or the Borrowers (in the case of all other amounts);(iii)in the case of any such assignment resulting from a claim for compensation under Section 3.1 hereof, or payments required to be made pursuant to Section 3.2 hereof, such assignment will result in a reduction in such compensation or payments thereafter;(iv)such assignment does not conflict with applicable law; and(v)in the case of any assignment resulting from a Lender becoming a Non-Consenting Lender, the applicable assignee shall have consented to the applicable amendment, waiver or consent.A Lender shall not be required to make any such assignment or delegation if, prior thereto, as a result of a waiver by such Lender or otherwise, the circumstances entitling the Administrative Borrower to require such assignment and delegation cease to apply. Â Each Lender agrees that if it is replaced pursuant to this Section 3.4, it shall execute and deliver to Agent an Assignment Agreement to evidence such sale and purchase and shall deliver to Agent any promissory note (if the assigning Lenderâ€™s Loans are evidenced by one or more promissory notes) subject to such Assignment Agreement; provided that the failure of any Lender replaced pursuant to this Section 3.4 to execute an Assignment Agreement or deliver such promissory notes shall not render such sale and purchase (and the corresponding assignment) invalid and such assignment shall be recorded in the Register and the promissory notes shall be deemed cancelled upon such failure. Â Each Lender hereby irrevocably appoints Agent (such appointment being coupled with an interest) as such Lenderâ€™s attorney-in-fact, with full authority in the place and stead of such Lender and in the name of such Lender, from time to time in Agentâ€™s discretion, with prior written notice to such Lender, to take any action and to execute any such Assignment Agreement or other instrument that Agent may deem reasonably necessary to carry out the provisions of this Section 3.4(b).Section 6.5Changed Circumstances.(a)Circumstances Affecting Eurodollar Rate, Daily Simple RFR and Term RFR Availability.(i)Subject to clause (c) below, in connection with any RFR Loan or, on and after the USD LIBOR Transition Date, any Base Rate Loan, a request therefor, a conversion to or a 75â€‹Exhibit 10.99continuation thereof or otherwise, if for any reason (A)Â the Agent shall determine (which determination shall be conclusive and binding absent manifest error) that (x) if Daily Simple RFR is utilized in any calculations hereunder or under any other Loan Document with respect to any Obligations, interest, fees, commissions or other amounts, â€œDaily Simple RFRâ€ cannot be determined pursuant to the definition thereof or (y) if Term RFR is utilized in any calculations hereunder or under any other Loan Document with respect to any Obligations, interest, fees, commissions or other amounts, â€œTerm RFRâ€ cannot be determined pursuant to the definition thereof on or prior to the first day of any Interest Period or (B)Â a Disqualifying Event occurs, then the Agent shall promptly give notice thereof to the Administrative Borrower. Â Upon notice thereof by the Agent to the Administrative Borrower, (A)Â any obligation of the Lenders to make RFR Loans in each such Currency, and any right of the Borrowers to convert any Loan in each such Currency (if applicable) or continue any Loan as an RFR Loan in each such Currency, shall be suspended (to the extent of the affected RFR Loans or, in the case of Term RFR Loans, the affected Interest Periods) until the Agent revokes such notice and (B)Â if such determination affects the calculation of Base Rate, the Agent shall during the period of such suspension compute Base Rate without reference to clause (c) of the definition of â€œBase Rateâ€ until the Agent revokes such notice. Â Upon receipt of such notice, (A)Â the Administrative Borrower may revoke any pending request for a borrowing of, conversion to or continuation of RFR Loans in each such affected Currency (to the extent of the affected RFR Loans or, in the case of a Term RFR Loans, the affected Interest Periods) or, failing that, (I)Â in the case of any request for a borrowing of an affected RFR Loan in Dollars, the Borrowers will be deemed to have converted any such request into a request for a borrowing of or conversion to Base Rate Loans in the amount specified therein and (II)Â in the case of any request for a borrowing of an affected RFR Loan in an Alternate Currency, then such request shall be ineffective and (B)(I)Â any outstanding affected RFR Loans denominated in Dollars will be deemed to have been converted into Base Rate Loans immediately or, in the case of Term RFR Loans, at the end of the applicable Interest Period and (II)Â any outstanding affected RFR Loans denominated in an Alternate Currency, at the Borrowersâ€™ election, shall either (1)(1) be converted into Base Rate Loans denominated in Dollars (in an amount equal to the Dollar Equivalent of such Alternate Currency) immediately or, in the case of Term RFR Loans, at the end of the applicable Interest Period or (2)(2) be prepaid in full, together with accrued interest thereon (subject to Section 2.3(d)), immediately or, in the case of Term RFR Loans, at the end of the applicable Interest Period; provided that if no election is made by the Borrowers by the date that is three (3) Business Days after receipt by the Administrative Borrower of such notice or, in the case of Term RFR Loans, the last day of the current Interest Period for the applicable RFR Loan, if earlier, the Borrowers shall be deemed to have elected clause (1)(1) above. Â Upon any such prepayment or conversion, the Borrowers shall also pay any additional amounts required pursuant to Section 11.6.(ii)Subject to clause (c) below, if, for any reason (x)Â on or prior to the first day of any Interest Period with respect to a Eurodollar Fixed Rate Loan or (y)Â prior to the USD LIBOR Transition Date, on any day with respect to a Base Rate Loan, in connection with a request therefor, a conversion to or a continuation thereof or otherwise, (A) the Agent shall determine (which determination shall be conclusive and binding absent manifest error) that deposits are not being offered to banks in the London or other applicable offshore interbank market for the applicable Currency, amount and Interest Period of such Loan (or, with respect to any Base Rate Loan, for a one month term), (B) the Agent shall determine (which determination shall be conclusive and binding absent manifest error) that a fundamental change has occurred in the foreign exchange or interbank markets with respect to the applicable Alternate Currency (including changes in national or international financial, political or economic conditions or currency exchange rates or exchange controls), (C) the Agent shall determine (which determination shall be conclusive and binding absent manifest error) that reasonable and adequate means do not exist for the ascertaining the Adjusted Eurodollar Rate for such Currency and Interest Period, including because the Screen Rate 76â€‹Exhibit 10.99for the applicable Currency is not available or published on a current basis, or (D) the Required Lenders shall determine (which determination shall be conclusive and binding absent manifest error) that the Adjusted Eurodollar Rate does not adequately and fairly reflect the cost to such Lenders of making or maintaining such Loans during such Interest Period and shall have provided notice of such determination to the Agent, then the Agent shall promptly give notice thereof to the Administrative Borrower. Â Thereafter, until the Agent notifies the Administrative Borrower that such circumstances no longer exist, (x) any obligation of the Lenders to make Eurodollar Fixed Rate Loans in each such Currency, and any right of the Borrowers to convert any Loan in each such Currency (if applicable) or continue any Loan as a Eurodollar Fixed Rate Loan is each such Currency (in each case, to the extent of the affected Eurodollar Fixed Rate Loans or Interest Periods), shall be suspended and (I)Â any outstanding affected Eurodollar Fixed Rate Loans denominated in Dollars will be deemed to have been converted into Base Rate Loans at the end of the applicable Interest Period and (II)Â any outstanding affected Eurodollar Fixed Rate Loans denominated in an Alternate Currency, at the Borrowersâ€™ election, shall either (1)(1) be converted into Base Rate Loans denominated in Dollars (in an amount equal to the Dollar Equivalent of such Alternate Currency) at the end of the applicable Interest Period or (2)(2) be prepaid in full, together with accrued interest thereon (subject to Section 2.3(d)), at the end of the applicable Interest Period; provided that if no election is made by the Administrative Borrower by the date that is three (3) Business Days after receipt by the Administrative Borrower of such notice or, in the case of Eurodollar Fixed Rate Loans, the last day of the current Interest Period for the applicable Eurodollar Fixed Rate Loan, if earlier, the Borrowers shall be deemed to have elected clause (1)(1) above, and (y)Â if such determination pursuant to Section 3.5(a)(ii) affects the calculation of Base Rate, the Agent shall during the period of such suspension compute Base Rate without reference to clause (c) of the definition of â€œBase Rateâ€. Â Upon any such prepayment or conversion, the Borrowers shall also pay any additional amounts required pursuant to Section 11.6.(b)Laws Affecting Adjusted Eurodollar Rate, Daily Simple RFR and Term RFR Availability. Â If, after the date hereof, the introduction of, or any change in, any applicable law or any change in the interpretation or administration thereof by any Governmental Authority, central bank or comparable agency charged with the interpretation or administration thereof, or compliance by any of the Lenders (or any of their respective Lending Offices) with any request or directive (whether or not having the force of law) of any such Governmental Authority, central bank or comparable agency, shall make it unlawful or impossible for any of the Lenders (or any of their respective Lending Offices) to honor its obligations hereunder to make or maintain any applicable RFR Loan, any Daily Simple RFR Loan, Term RFR Loan or Eurodollar Fixed Rate Loan, or to determine or charge interest based upon any applicable RFR, Daily Simple RFR, Term RFR, Eurodollar Rate or Adjusted Eurodollar Rate, such Lender (the â€œAffected Lenderâ€) shall promptly give notice thereof to the Agent and the Agent shall promptly give notice to the Administrative Borrower and the other Lenders. Â Thereafter, until the Agent notifies the Administrative Borrower that such circumstances no longer exist, (i)Â any obligation of the Affected Lender to make RFR Loans or Eurodollar Fixed Rate Loans, as applicable, in the affected Currency or Currencies, and any right of the Borrowers to convert any Loan of such Affected Lender denominated in Dollars to an RFR Loan or a Eurodollar Fixed Rate Loan or continue any Loan as an RFR Loan or a Eurodollar Fixed Rate Loan, as applicable, in the affected Currency or Currencies shall be suspended and (ii) if necessary to avoid such illegality, the Agent shall compute the Base Rate without reference to clause (c) of the definition of â€œBase Rateâ€, in each case until each such Affected Lender notifies the Agent and the Administrative Borrower that the circumstances giving rise to such determination no longer exist. Â Upon receipt of such notice, (A)Â the Borrowers shall, if necessary to avoid such illegality, upon demand from any Affected Lender (with a copy to the Agent), prepay or, if applicable, (I) convert all RFR Loans or Eurodollar Fixed Rate Loans of such Affected Lender denominated in Dollars to Base Rate Loans or (II) convert all RFR Loans or Eurodollar Fixed Rate Loans of such Affected Lender denominated in an affected Alternate Currency to Base Rate Loans denominated in Dollars (in an amount equal to the Dollar Equivalent of such Alternate Currency) (in each case, if 77â€‹Exhibit 10.99necessary to avoid such illegality, the Agent shall compute the Base Rate without reference to clause (c) of the definition of â€œBase Rateâ€), (1) with respect to Daily Simple RFR Loans, on the Interest Payment Date therefor, if all Affected Lenders may lawfully continue to maintain such Daily Simple RFR Loans to such day, or immediately, if any Affected Lender may not lawfully continue to maintain such Daily Simple RFR Loans to such day or (2) with respect to Eurodollar Fixed Rate Loans or Term RFR Loans, on the last day of the Interest Period therefor, if all Affected Lenders may lawfully continue to maintain such Eurodollar Fixed Rate Loans or Term RFR Loans, as applicable, to such day, or immediately, if any Affected Lender may not lawfully continue to maintain such Eurodollar Fixed Rate Loans or Term RFR Loans, as applicable, to such day and (B) if necessary to avoid such illegality, the Agent shall during the period of such suspension compute the Base Rate without reference to clause (c) of the definition of â€œBase Rateâ€, in each case until the Agent is advised in writing by each affected Lender that it is no longer illegal for such Lender to determine or charge interest rates

based upon Daily Simple RFR, Term RFR, the Eurodollar Rate or Adjusted Eurodollar Rate, as applicable. Â Upon any such prepayment or conversion, the Borrowers shall also pay any additional amounts required pursuant to Section 11.6.(c)Benchmark Replacement Setting.(i)Benchmark Replacement.(A)Notwithstanding anything to the contrary herein or in any other Loan Document, if the USD LIBOR Transition Date has occurred prior to the Reference Time in respect of any setting of the Adjusted Eurodollar Rate for Dollars, then (x) if a Benchmark Replacement is determined in accordance with clause (b)(1) or (b)(2) of the definition of â€œBenchmark Replacementâ€ for the USD LIBOR Transition Date, such Benchmark Replacement will replace the then-current Benchmark with respect to Obligations, interest, fees, commissions or other amounts denominated in, or calculated with respect to, Dollars for all purposes hereunder and under any Loan Document in respect of such Benchmark setting and subsequent Benchmark settings without any amendment to, or further action or consent of any other party to, this Agreement or any other Loan Document and (y) if a Benchmark Replacement is determined in accordance with clause (b)(3) of the definition of â€œBenchmark Replacementâ€ for the USD LIBOR Transition Date, such Benchmark Replacement will replace such Benchmark for all purposes hereunder and under any Loan Document in respect of any Benchmark setting at or after 5:00 p.m. on the fifth (5th) Business Day after the date notice of such Benchmark Replacement is provided to the Lenders without any amendment to, or further action or consent of any other party to, this Agreement or any other Loan Document so long as the Agent has not received, by such time, written notice of objection to such Benchmark Replacement from Lenders comprising the Required Lenders.(B)Notwithstanding anything to the contrary herein or in any other Loan Document, upon the occurrence of a Benchmark Transition Event with respect to any Benchmark, the Agent and the Administrative Borrower may amend this Agreement to replace such Benchmark with a Benchmark Replacement. Â Any such amendment with respect to a Benchmark Transition Event will become effective at 5:00 p.m. on the fifth (5th) Business Day after the Agent has posted such proposed amendment to all affected Lenders and the Administrative Borrower so long as the Agent has not received, by such time, written notice of objection to such amendment from Lenders comprising the Required Lenders. Â No replacement of a Benchmark with a Benchmark Replacement pursuant to this Section 3.5(c)(i)(B) will occur prior to the applicable Benchmark Transition Start Date.78â€‹Exhibit 10.99(C)Notwithstanding anything to the contrary herein or in any other Loan Document and subject to the proviso below in this paragraph, if a Term RFR Transition Date has occurred prior to the Reference Time in respect of any setting of the then-current Benchmark consisting of a Daily Simple RFR (including a Daily Simple RFR implemented as a Benchmark Replacement pursuant to Section 3.5(c)(i)(A) or Section 3.5(c)(i)(B)) for the applicable Currency, then the applicable Benchmark Replacement will replace such Benchmark for all purposes hereunder or under any Loan Document in respect of such Benchmark for the applicable Currency setting and subsequent Benchmark settings, without any amendment to, or further action or consent of any other party to, this Agreement or any other Loan Document; provided that this clause (C)(C) shall not be effective unless the Agent has delivered to the Lenders and the Administrative Borrower a Term RFR Notice with respect to the applicable Term RFR Transition Event. Â For the avoidance of doubt, the Agent shall not be required to deliver a Term RFR Notice after a Term RFR Transition Event and may elect or not elect to do so in its sole discretion.(ii)Benchmark Replacement Conforming Changes. Â In connection with the implementation of a Benchmark Replacement, the Agent will have the right (in consultation with the Borrower) to make Benchmark Replacement Conforming Changes from time to time and, notwithstanding anything to the contrary herein or in any other Loan Document, any amendments implementing such Benchmark Replacement Conforming Changes will become effective without any further action or consent of any other party to this Agreement or any other Loan Document. (iii)Notices; Standards for Decisions and Determinations. Â The Agent will promptly notify the Administrative Borrower and the Lenders of (A) the implementation of any Benchmark Replacement and (B) the effectiveness of any Benchmark Replacement Conforming Changes. Â The Agent will promptly notify the Administrative Borrower of the removal or reinstatement of any tenor of a Benchmark pursuant to Section 3.5(c)(iv). Â Any determination, decision or election that may be made by the Agent or, if applicable, any Lender (or group of Lenders) pursuant to this Section 3.5(c), including any determination with respect to a tenor, rate or adjustment or of the occurrence or non-occurrence of an event, circumstance or date and any decision to take or refrain from taking any action or any selection, will be conclusive and binding absent manifest error and may be made in its or their sole discretion and without consent from any other party to this Agreement or any other Loan Document, except, in each case, as expressly required pursuant to this Section 3.5(c).(iv)Unavailability of Tenor of Benchmark. Â Notwithstanding anything to the contrary herein or in any other Loan Document, at any time (including in connection with the implementation of a Benchmark Replacement), (A)Â if any then-current Benchmark is a term rate (including any Term RFR or Adjusted Eurodollar Rate) and either (I) any tenor for such Benchmark is not displayed on a screen or other information service that publishes such rate from time to time as selected by the Agent in its reasonable discretion or (II) the regulatory supervisor for the administrator of such Benchmark has provided a public statement or publication of information announcing that any tenor for such Benchmark is or will be no longer representative, then the Agent may modify the definition of â€œInterest Periodâ€ (or any similar or analogous definition) for any Benchmark settings at or after such time to remove such unavailable or non-representative tenor and (B)Â if a tenor that was removed pursuant to clause (A) above either (I) is subsequently displayed on a screen or information service for a Benchmark (including a Benchmark Replacement) or (II) is not, or is no longer, subject to an announcement that it is or will no longer be representative for a Benchmark (including a Benchmark Replacement), then the Agent may modify the definition of â€œInterest Periodâ€ (or any similar or analogous definition) for all Benchmark settings at or after such time to reinstate such previously removed tenor.79â€‹Exhibit 10.99(v)Benchmark Unavailability Period. Â Upon the Administrative Borrowerâ€™s receipt of notice of the commencement of a Benchmark Unavailability Period with respect to a given Benchmark, the Administrative Borrower may revoke any pending request for a borrowing of, conversion to or continuation of RFR Loans or Eurodollar Fixed Rate Loans, in each case, to be made, converted or continued during any Benchmark Unavailability Period denominated in the applicable Currency and, failing that, (A)(I) in the case of any request for any affected RFR Loans or a Eurodollar Fixed Rate Loans, in each case, denominated in Dollars, if applicable, the Administrative Borrower will be deemed to have converted any such request into a request for a borrowing of or conversion to Base Rate Loans in the amount specified therein and (II) in the case of any request for any affected RFR Loan or Eurodollar Fixed Rate Loan, in each case, in an Alternate Currency, if applicable, then such request shall be ineffective and (B)(I) any outstanding affected RFR Loans or Eurodollar Fixed Rate Loans, in each case, denominated in Dollars, if applicable, will be deemed to have been converted into Base Rate Loans immediately or, in the case of Term RFR Loans or Eurodollar Fixed Rate Loans, at the end of the applicable Interest Period and (II) any outstanding affected RFR Loans or Eurodollar Fixed Rate Loans, in each case, denominated in an Alternate Currency, at the Borrowerâ€™s election, shall either (1)(1) be converted into Base Rate Loans denominated in Dollars (in an amount equal to the Dollar Equivalent of such Alternate Currency) immediately or, in the case of Term RFR Loans or Eurodollar Fixed Rate Loans, at the end of the applicable Interest Period or (2)(2) be prepaid in full immediately or, in the case of Term RFR Loans or Eurodollar Fixed Rate Loans, at the end of the applicable Interest Period; provided that, with respect to any Daily Simple RFR Loan, if no election is made by the Borrowers by the date that is three (3) Business Days after receipt by the Administrative Borrower of such notice, the Borrowers shall be deemed to have elected clause (1)(1) above; provided, further that, with respect to any Eurodollar Fixed Rate Loan or Term RFR Loan, if no election is made by the Administrative Borrower by the earlier of (x) the date that is three (3) Business Days after receipt by the Administrative Borrower of such notice and (y) the last day of the current Interest Period for the applicable Eurodollar Fixed Rate Loan or Term RFR Loan, the Borrowers shall be deemed to have elected clause (1) above. Â Upon any such prepayment or conversion, the Borrowers shall also pay accrued interest on the amount so prepaid or converted, together with any additional amounts required pursuant to Section 11.6. Â During a Benchmark Unavailability Period with respect to any Benchmark or at any time that a tenor for any then-current Benchmark is not an Available Tenor, the component of Base Rate based upon the then-current Benchmark that is the subject of such Benchmark Unavailability Period or such tenor for such Benchmark, as applicable, will not be used in any determination of Base Rate.(d)Illegality. Â If, in any applicable jurisdiction, the Agent, any Fronting Lender or any Lender determines that any applicable law has made it unlawful, or that any Governmental Authority has asserted that it is unlawful, for the Agent, any Fronting Lender or any Lender to issue, make, maintain, fund or charge interest or fees with respect to any Extension of Credit Event to any Foreign Borrower, such Person shall promptly notify the Agent, then, upon the Agent notifying the Administrative Borrower, and until such notice by such Person is revoked, any obligation of such Person to issue, make, maintain, fund or charge interest or fees with respect to any such Extension of Credit Event to such Foreign Borrower shall be suspended, and to the extent required by applicable law, cancelled. Â Upon receipt of such notice, the Credit Parties shall, (A) repay that Personâ€™s participation in the Loans or other applicable Obligations on the applicable Interest Payment Date for any Daily Simple RFR Loan or on last day of the Interest Period for any Eurodollar Fixed Rate Loan or Term RFR Loan, or on another applicable date with respect to another Obligation, occurring after the Agent has notified the Administrative Borrower or, in each case, if earlier, the date specified by such Person in the notice delivered to the Agent (being no earlier than the last day of any applicable grace period permitted by applicable law) and (B) take all reasonable actions requested by such Person to mitigate or avoid such illegality.80â€‹Exhibit 10.99(e)Alternate Currencies. Â If any change in currency controls or exchange regulations or any change in national or international financial, political or economic conditions are imposed in the country in which such currency is issued, and such change results in, in the reasonable opinion of the Agent (i) such currency no longer being readily available, freely transferable and convertible into Dollars, (ii) a Dollar Equivalent no longer being readily calculable with respect to such currency, (iii) such currency being impracticable for the Lenders to loan or (iv) such currency no longer being a currency in which the Required Lenders are willing to make Extensions of Credit Events (each of clauses (i), (ii), (iii) and (iv), a â€œDisqualifying Eventâ€), then the Agent shall promptly notify the Lenders and the Administrative Borrower, and such currency shall no longer be an Alternate Currency until such time as the Disqualifying Event(s) no longer exist. Â Within five (5) Business Days after receipt of such notice from the Agent, the Borrowers shall repay all Loans denominated in such currency to which the Disqualifying Event(s) apply or convert such Loans into the Dollar Equivalent in Dollars, bearing interest at the Base Rate, subject to the other terms contained herein.Section 6.6Discretion of Lenders as to Manner of Funding. Â Notwithstanding any provision of this Agreement to the contrary, each Lender shall be entitled to fund and maintain its funding of all or any part of such Lenderâ€™s Loans in any manner such Lender deems to be appropriate; it being understood, however, that for the purposes of this Agreement all determinations hereunder shall be made as if such Lender had actually funded and maintained each EurodollarTransitioned RFR Loan or Alternate Currency Loan during the applicable Interest Period for such Loan through the purchase of deposits having a maturity corresponding to such Interest Period and bearing an interest rate equal to the EurodollarTransitioned RFR Rate for such Interest Period. Â In addition, each Lender may, at its option, fund its portion of a Loan requested by a Foreign Borrower to Agent by causing any foreign or domestic branch or affiliate of such Lender to provide such funding; provided that any exercise of such option shall not affect the obligation of such Foreign Borrower to repay such Loan in accordance with the terms of this Agreement, and such Lender and its affiliate or branch shall cooperate and communicate with Agent in order to coordinate such arrangement.Section 6.7Cash Collateral. Â At any time that there shall exist a Defaulting Lender, within two Business Days following the written request of Agent, any Fronting Lender (with a copy to Agent) or the Swing Line Lender (with a copy to Agent), the Borrowers shall Cash Collateralize the Fronting Exposure of such Fronting Lender and/or the Swing Line Lender, as applicable, with respect to such Defaulting Lender (determined after giving effect to Section 3.8(a)(iv) hereof and any Cash Collateral provided by such Defaulting Lender) in an amount not less than the Minimum Collateral Amount.(a)Grant of Security Interest. Â The Borrowers, and to the extent provided by any Defaulting Lender, such Defaulting Lender, hereby grant to Agent, for the benefit of each Fronting Lender and the Swing Line Lender, and agrees to maintain, a first priority security interest (other than any Liens permitted hereunder arising by operation of law) in all such Cash Collateral as security for the Defaulting Lenderâ€™s obligation to fund participations in respect of Letter of Credit Exposure and Swing Loans, to be applied pursuant to subsection (b) below. Â If at any time Agent determines that Cash Collateral is subject to any right or claim of any Person other than Agent, each Fronting Lender and the Swing Line Lender as herein provided (other than any Liens permitted hereunder arising by operation of law), or that the total amount of such Cash Collateral is less than the Minimum Collateral Amount, the Borrowers will, promptly upon demand by Agent, pay or provide to Agent additional Cash Collateral in an amount sufficient to eliminate such deficiency (after giving effect to any Cash Collateral provided by the Defaulting Lender).(b)Application. Â Notwithstanding anything to the contrary contained in this Agreement, Cash Collateral provided under this Section 3.7 or Section 3.8 hereof in respect of Letter of Credit Exposure and Swing Loans shall be applied to the satisfaction of the Defaulting Lenderâ€™s obligation to fund participations in respect of Letters of Credit and Swing Loans (including, as to Cash Collateral provided by a Defaulting 81â€‹Exhibit 10.99Lender, any interest accrued on such obligation) for which the Cash Collateral was so provided, prior to any other application of such property as may otherwise be provided for herein.(c)Termination of Requirement. Â Cash Collateral (or the appropriate portion thereof) provided to reduce the Fronting Exposure of any Fronting Lender and/or Swing Line Lender, as applicable, shall no longer be required to be held as Cash Collateral pursuant to this Section 3.7 following (i) the elimination of the applicable Fronting Exposure (including by the termination of Defaulting Lender status of the applicable Lender), or (ii) the good faith determination by Agent, the Fronting Lenders and the Swing Line Lender that there exists excess Cash Collateral; provided that, subject to Section 3.8 hereof, the Person providing Cash Collateral, the Fronting Lenders and the Swing Line Lender may agree that Cash Collateral shall be held to support future anticipated Fronting Exposure or other obligations; and provided further that to the extent that such Cash Collateral was provided by the Borrowers, such Cash Collateral shall remain subject to the security interest granted pursuant to the Loan Documents to the extent required by the Loan Documents.Section 6.8Defaulting Lenders.(a)Defaulting Lender Adjustments. Â Notwithstanding anything to the contrary contained in this Agreement, if any Lender becomes a Defaulting Lender, then, until such time as such Lender is no longer a Defaulting Lender, to the extent permitted by applicable law:(i)Waivers and Amendments. Â Such Defaulting Lenderâ€™s right to approve or disapprove any amendment, waiver or consent with respect to this Agreement shall be restricted as set forth in the definition of Required Lenders.(ii)Defaulting Lender Waterfall. Â Any payment of principal, interest, fees or other amounts received by Agent for the account of such Defaulting Lender (whether voluntary or mandatory, at maturity, pursuant to Article VIII or otherwise) or received by Agent from a Defaulting Lender pursuant to Section 8.4 hereof shall be applied at such time or times as may be determined by Agent and, where relevant, the Administrative Borrower, as follows: first, to the payment of any amounts owing by such Defaulting Lender to Agent hereunder; second, to the payment on a pro rata basis of any amounts owing by such Defaulting Lender to the Fronting Lenders or the Swing Line Lender hereunder; third, if so determined by Agent, the Swing Line Lender and/or the Fronting Lender, to Cash Collateralize the Fronting Exposure of the Fronting Lenders and/or the Swing Line Lender with respect to such Defaulting Lender in accordance with Section 3.7 hereof; fourth, as the Administrative Borrower may request (so long as no Default or Event of Default exists), to the funding of any Loan or funded participation in respect of which such Defaulting Lender has failed to fund its portion thereof as required by this Agreement, as determined by Agent; fifth, if so determined by Agent and the Administrative Borrower, to be held in a deposit account and released pro rata in order to (A) satisfy such Defaulting Lenderâ€™s potential future funding obligations with respect to Loans and funded participations under this Agreement and (B) Cash Collateralize the Fronting Lendersâ€™ future Fronting Exposure with respect to such Defaulting Lender with respect to future Letters of Credit and Swing Loans issued under this Agreement, in accordance with Section 3.7 hereof; sixth, to the payment of any amounts owing to the Lenders, the Fronting Lenders or the Swing Line Lender as a result of any judgment of a court of competent jurisdiction obtained by any Lender, any Fronting Lender or the Swing Line Lender against such Defaulting Lender as a result of such Defaulting Lenderâ€™s breach of its obligations under this Agreement; seventh, so long as no Default or Event of Default exists, to the payment of any amounts owing to any Borrower as a result of any judgment of a court of competent jurisdiction obtained by a Borrower against such Defaulting Lender as a result of such Defaulting Lenderâ€™s breach of its obligations under this Agreement; and eighth, to such Defaulting Lender or as 82â€‹Exhibit 10.99otherwise directed by a court of competent jurisdiction; provided that if (1) such payment is a payment of the principal amount of any Loans or funded participations in Letters of Credit or Swing Loans in respect of which such Defaulting Lender has not fully funded its appropriate share, and (2) such Loans were made or the related Letters of Credit or Swing Loans were issued at a time when the conditions set forth in Section 4.1 hereof were satisfied or waived, such payment shall be applied solely to pay the Loans of, and funded participations in Letters of Credit or Swing Loans owed to, all Non-Defaulting Lenders on a pro rata basis prior to being applied to the payment of any Loans of, or funded participations in Letters of Credit or Swing Loans owed to, such Defaulting Lender until such time as all Loans and funded and unfunded participations in Letter of Credit Exposure and Swing Loans are held by the Lenders pro rata in accordance with the Revolving Credit Commitments without giving effect to Section 3.8(a)(iv) hereof. Any payments, prepayments or other amounts paid or payable to a Defaulting Lender that are applied (or held) to pay amounts owed by a Defaulting Lender or to post Cash Collateral pursuant to this Section 3.8(a)(ii) shall be deemed paid to and redirected by such Defaulting Lender, and each Lender irrevocably consents hereto.(iii)Certain Fees.(A)No Defaulting Lender shall be entitled to receive any commitment fees pursuant to Section 2.8(a) for any period during which that Lender is a Defaulting Lender (and the Borrowers shall not be required to pay any such fee that otherwise would have been required to have been paid to that Defaulting Lender).(B)Each Defaulting Lender shall be entitled to receive letter of credit commissions pursuant to Section 2.2(b)(iii) for any period during which that Lender is a Defaulting Lender only to the extent allocable to its Revolving Credit Commitment Percentage of

the stated amount of Letters of Credit for which it has provided Cash Collateral pursuant to Section 3.7.(C)With respect to any commitment fee or letter of credit commission not required to be paid to any Defaulting Lender pursuant to clause (A) or (B) above, the Borrowers shall (1) pay to each Non-Defaulting Lender that portion of any such fee otherwise payable to such Defaulting Lender with respect to such Defaulting Lenderâ€™s participation in Letter of Credit Exposure or Swing Loans that has been reallocated to such Non-Defaulting Lender pursuant to clause (iv) below, (2) pay to each applicable Fronting Lender and Swing Line Lender, as applicable, the amount of any such fee otherwise payable to such Defaulting Lender to the extent allocable to such Fronting Lenderâ€™s or Swing Line Lenderâ€™s Fronting Exposure to such Defaulting Lender, and (3) not be required to pay the remaining amount of any such fee.(iv)Reallocation of Participations to Reduce Fronting Exposure. Â All or any part of such Defaulting Lenderâ€™s participation in Letter of Credit Exposure and Swing Loans shall be reallocated among the Non-Defaulting Lenders in accordance with their respective Revolving Credit Commitment Percentages (calculated without regard to such Defaulting Lenderâ€™s Revolving Credit Commitment) but only to the extent that such reallocation does not cause the aggregate Revolving Credit Exposure of any Non-Defaulting Lender to exceed such Non-Defaulting Lenderâ€™s Revolving Credit Commitment. Â Subject to Section 11.23 hereof, no reallocation hereunder shall constitute a waiver or release of any claim of any party hereunder against a Defaulting Lender arising from that Lender having become a Defaulting Lender, including any claim of a Non-Defaulting Lender as a result of such Non-Defaulting Lenderâ€™s increased exposure following such reallocation.83â€‹Exhibit 10.99(v)Cash Collateral, Repayment of Swing Loans. Â If the reallocation described in clause (iv) above cannot, or can only partially, be effected, the Borrowers shall, without prejudice to any right or remedy available to it hereunder or under law, within two Business Days following notice from Agent (x) first, repay Swing Loans in an amount equal to the Swing Line Lendersâ€™ Fronting Exposure and (y) second, Cash Collateralize the Fronting Lendersâ€™ Fronting Exposure in accordance with the procedures set forth in SectionÂ 3.7.(b)Defaulting Lender Cure. Â If the Administrative Borrower, Agent, the Fronting Lenders and the Swing Line Lender agree in writing that a Lender is no longer a Defaulting Lender, Agent will so notify the parties hereto, whereupon as of the effective date specified in such notice and subject to any conditions set forth therein (which may include arrangements with respect to any Cash Collateral), such Lender will, to the extent applicable, purchase at par that portion of outstanding Loans of the other Lenders or take such other actions as Agent may determine to be necessary to cause the Loans and funded and unfunded participations in Letters of Credit and Swing Loans to be held pro rata by the Lenders in accordance with the Commitments under the applicable credit facility hereunder (without giving effect to Section 3.8(a)(iv)), whereupon such Lender will cease to be a Defaulting Lender; provided that no adjustments will be made retroactively with respect to fees accrued or payments made by or on behalf of the Borrowers while that Lender was a Defaulting Lender; and provided, further, that except to the extent otherwise expressly agreed by the affected parties, no change hereunder from Defaulting Lender to Lender will constitute a waiver or release of any claim of any party hereunder arising from that Lenderâ€™s having been a Defaulting Lender.ARTICLE 7.Article IV. CONDITIONS PRECEDENTSection 7.1Conditions to Each Credit Event. Â Subject to Section 2.9(d) hereof with respect to Limited Conditionality Acquisitions, the obligation of the Lenders, the Fronting Lender and the Swing Line Lender to participate in any Credit Event (other than the conversion of any Loan to a EurodollarTransitioned RFR Loan or the continuation of any EurodollarTransitioned RFR Loan) shall be conditioned, in the case of each such Credit Event, upon the following:(a)all conditions precedent listed in Section 4.2 hereof required to be satisfied prior to the first Credit Event shall have been satisfied prior to or as of the first Credit Event;(b)Administrative Borrower shall have submitted a Notice of Loan (or with respect to a Letter of Credit, complied with the provisions of Section 2.2(b)(ii) hereof) and otherwise complied with Section 2.5 hereof;(c)no Default or Event of Default shall then exist or immediately after such Credit Event would exist;(d)no condition or event shall have occurred that Agent or the Required Lenders determine has or is reasonably likely to have a Material Adverse Effect;(e)each of the representations and warranties contained in ArticleÂ VI hereof shall be true in all material respects as if made on and as of the date of such Credit Event, except to the extent that any thereof expressly relate to an earlier date; and(f)with respect to each request by Borrowers for an Alternate Currency Loan or for a Letter of Credit to be issued in an Alternate Currency, there shall not have occurred any change in any national or international financial, political or economic conditions or currency exchange rates or exchange controls that, in the reasonable opinion of Agent and the Required Lenders (and the Fronting Lender, with respect 84â€‹Exhibit 10.99to any Letter of Credit to be issued in an Alternate Currency) would make it impracticable for such Loan or Letter of Credit to be denominated in the relevant Alternate Currency.Each request by Administrative Borrower or any other Borrower for a Credit Event (other than the conversion of any Loan to a EurodollarTransitioned RFR Loan or the continuation of any EurodollarTransitioned RFR Loan) shall be deemed to be a representation and warranty by Borrowers as of the date of such request as to the satisfaction of the conditions precedent specified in subsections (c), (d), (e) and (f) above.Section 7.2Conditions to the First Credit Event. Â US Borrower shall cause the following conditions to be satisfied on or prior to the Closing Date. Â The obligation of the Lenders, the Fronting Lender and the Swing Line Lender to participate in the first Credit Event is subject to US Borrower satisfying each of the following conditions prior to or concurrently with such Credit Event:(a)Notes as Requested. Â US Borrower shall have executed and delivered to (i) each Lender requesting a US Borrower Revolving Credit Note such Lenderâ€™s US Borrower Revolving Credit Note, and (ii) the Swing Line Lender the Swing Line Note, if requested by the Swing Line Lender.(b)Guaranties of Payment. Â Each Domestic Guarantor of Payment shall have executed and delivered to Agent, for the benefit of the Secured Parties, a Guaranty of Payment, in form and substance satisfactory to Agent and the Lenders.(c)Security Agreements. Â US Borrower and each Domestic Guarantor of Payment shall have executed and delivered to Agent, for the benefit of the Secured Parties, a Security Agreement and such other documents or instruments, as may be reasonably required by Agent to create or perfect the Liens of Agent, for the benefit of the Secured Parties, in the assets of such Credit Party, all to be in form and substance reasonably satisfactory to Agent and the Lenders.(d)Pledge Agreements. Â US Borrower and each Domestic Subsidiary that has a Foreign Subsidiary shall have (i) executed and delivered to Agent, for the benefit of the Secured Parties, a PledgeSecurity Agreement, in form and substance satisfactory to Agent, with respect to (A) sixty-five percent (65%) of the voting shares of capital stock or other voting equity interests of each First-Tier Material Foreign Subsidiary, and (B) one hundred percent (100%) of all non-voting shares of capital stock or other non-voting equity interests of each First-Tier Material Foreign Subsidiary, (ii) executed and delivered to Agent, for the benefit of the Secured Parties, appropriate transfer powers for each of the Pledged Securitiespledged securities with respect thereto, and (iii) delivered to Agent, for the benefit of the Secured Parties, such Pledged Securitiespledged securities (to the extent such Pledged Securitiespledged securities are certificated).(e)Lien Searches. Â With respect to the property owned or leased by each Credit Party, and any other property securing the Obligations, US Borrower shall have caused to be delivered to Agent (i) the results of Uniform Commercial Code lien searches, satisfactory to Agent and the Lenders, (ii) the results of federal and state tax lien and judicial lien searches, satisfactory to Agent and the Lenders, and (iii) Uniform Commercial Code termination statements reflecting termination of all U.C.C. Financing Statements previously filed by any Person and not expressly permitted pursuant to Section 5.9 hereof.(f)Officerâ€™s Certificate, Resolutions, Organizational Documents. Â US Borrower shall have delivered to Agent an officerâ€™s certificate (or comparable domestic or foreign documents) certifying the names of the officers of each Credit Party authorized to sign the Loan Documents, together with the true signatures of such officers and certified copies of (i) the resolutions of the board of directors (or comparable domestic or foreign documents) of such Credit Party evidencing approval of the execution and delivery of 85â€‹Exhibit 10.99the Loan Documents and the execution of other Related Writings to which such Credit Party is a party, and (ii) the Organizational Documents of such Credit Party.(g)Good Standing and Full Force and Effect Certificates. Â US Borrower shall have delivered to Agent a good standing certificate or full force and effect certificate (or comparable document, if neither certificate is available in the applicable jurisdiction), as the case may be, for each Credit Party, issued on or about the Closing Date by the Secretary of State or comparable entity in the state or states where such Credit Party is incorporated or formed.(h)Legal Opinion. Â US Borrower shall have delivered to Agent an opinion of counsel for US Borrower and each Domestic Guarantor of Payment, in form and substance reasonably satisfactory to Agent and the Lenders.(i)Borrower Investment Policy. Â US Borrower shall have delivered to Agent a copy of the Borrower Investment Policy.(j)Fee Letter and Other Fees. Â US Borrower shall have (i) executed and delivered to Agent, the Fee Letter and paid to Wells Fargo Securities, LLC or its Affiliates, for their respective account, the fees stated therein and (ii) paid all reasonable legal fees and expenses of Agent in connection with the preparation and negotiation of the Loan Documents (which legal fees and expenses of Agent shall be consistent with those set forth in the Fee Letter and include all fees, charges and disbursements of counsel to Agent to the extent invoiced in reasonable detail at least one (1) Business Day prior to the Closing Date).(k)Closing Certificate. Â US Borrower shall have delivered to Agent and the Lenders an officerâ€™s certificate certifying that, as of the Closing Date, (i) all conditions precedent set forth in this Article IV have been satisfied, (ii) no Default or Event of Default exists nor immediately after the first Credit Event will exist, and (iii) each of the representations and warranties contained in Article VI hereof are true and correct as of the Closing Date.(l)Letter of Direction. Â US Borrower shall have delivered to Agent a letter of direction authorizing Agent, on behalf of the Lenders, to disburse the proceeds of the Loans, which letter of direction includes the authorization to transfer funds under this Agreement and the wire instructions that set forth the locations to which such funds shall be sent.(m)Miscellaneous. Â US Borrower shall have provided to Agent and the Lenders such other items and shall have satisfied such other conditions as may be reasonably required by Agent or the Lenders.ARTICLE 8.Article V. COVENANTSSection 8.1Insurance. Â Each Company shall (a) maintain insurance to such extent and against such hazards and liabilities in accordance with sound business practices (including any insurance required pursuant to Section 2.14any Security Document); and (b) promptly upon Agentâ€™s written request, furnish to Agent such information about such Companyâ€™s insurance as Agent may from time to time reasonably request, which information shall be prepared in form and detail reasonably satisfactory to Agent and certified by a Financial Officer. Section 8.2Money Obligations. Â Each Company shall (a) pay in full prior in each case to the date when material penalties would attach, all material taxes, assessments and governmental charges and levies (except only those so long as and to the extent that the same shall be contested in good faith by appropriate and timely proceedings and for which adequate provisions have been established in accordance with GAAP) for which it may be or become liable or to which any or all of its properties may be or become 86â€‹Exhibit 10.99subject and (b)Â comply with all of its other material obligations calling for the payment of money (provided that such Company may contest such items to the extent that the same shall be contested in good faith and for which adequate provisions have been established in accordance with GAAP), except where the failure to pay or perform could not be reasonably expected to have a Material Adverse Effect.Section 8.3Financial Statements and Information.(a)Quarterly Financials. Â Administrative Borrower shall deliver to Agent, within forty-five (45) days after the end of each of the first three quarterly periods of each fiscal year of US Borrower, balance sheets of the Companies as of the end of such period and statements of income (loss), stockholdersâ€™ equity and cash flow for the quarter and fiscal year to date periods, all prepared on a Consolidated basis, in form and detail reasonably satisfactory to Agent and certified by a Financial Officer of US Borrower.(b)Annual Audit Report. Â Administrative Borrower shall deliver to Agent, within ninety (90) days after the end of each fiscal year of US Borrower, an annual audit report of the Companies for that year prepared on a Consolidated basis and certified by an unqualified opinion of an independent public accountant reasonably satisfactory to Agent to the effect that the Companiesâ€™ consolidated financial statements present fairly, in all material respects, the financial position, results of operations and cash flows of the Companies on a Consolidated basis in conformity with GAAP, which report shall include balance sheets and statements of income (loss), stockholdersâ€™ equity and cash-flow for that period.(c)Compliance Certificate. Â Administrative Borrower shall deliver to Agent concurrently with the delivery of the financial statements set forth in Sections 5.3(a) and (b) hereof, a Compliance Certificate.(d)Expected Earn-Out Amount. Â Administrative Borrower shall deliver to Agent, concurrently with the delivery of each Compliance Certificate, a calculation of the Expected Earn-Out Amount for the next twelve (12) month period.(e)Pro-Forma Projections. Â Administrative Borrower shall deliver to Agent, within ninety (90) days after the end of each fiscal year of US Borrower, annual pro-forma projections of the Companies for the then current fiscal year, to be in form and detail reasonably acceptable to Agent.(f)Shareholder and SEC Documents. Â Administrative Borrower shall deliver to Agent, as soon as available, copies of all material notices, reports, definitive proxy or other statements and other documents sent by US Borrower to (i) its shareholders, (ii) the holders of any of its debentures or bonds or the trustee of any indenture securing the same or pursuant to which they are issued, or sent by US Borrower (in final form) to any securities exchange or over the counter authority or system, or (iii) the SEC (or any similar federal agency having regulatory jurisdiction over the issuance of US Borrowerâ€™s securities) concerning any investigation or possible investigation or other inquiry by such agency regarding financial or other operational results of any Credit Party or any Subsidiary thereof.(g)Financial Information of the Companies. Â Administrative Borrower shall deliver to Agent, promptly after written request of Agent, such other information, to the extent reasonably available, about the financial condition, properties and operations of any Company as Agent may from time to time reasonably request, which information shall be submitted in form and detail reasonably satisfactory to Agent.(8)Monthly Reports. Â Commencing with the first fiscal month of the US Borrower ending after the Ninth Amendment Effective Date, Administrative Borrower shall deliver to Agent, within thirty (30) days after the end of each such fiscal month of US Borrower that does not coincide with the end of a fiscal quarter of the US Borrower, statements of income (loss) as of the end of such period and for the fiscal 87â€‹Exhibit 10.99year to date periods, all prepared on a Consolidated basis, in form and detail reasonably satisfactory to Agent and certified by a Financial Officer of US Borrower.Documents required to be delivered pursuant to SectionÂ 5.3(a), (b) or (f) (to the extent any such documents are included in materials otherwise filed with the SEC) may be delivered electronically and if so delivered, shall be deemed to have been delivered on the date on which such documents are posted on the Administrative Borrowerâ€™s behalf on an internet or intranet website, if any, to which each Lender and Agent have access (whether a commercial, third-party website or whether sponsored by Agent); provided that such documents or information shall be deemed to have been delivered if such documents, information, or one or more annual or quarterly reports containing such information, shall be available on the website of the SEC at http://www.sec.gov. Â Notwithstanding anything contained herein, in every instance the Administrative Borrower shall be required to provide Compliance Certificates required by SectionÂ 5.3(c) to Agent (which may be provided by electronic communications pursuant to procedures approved by Agent).The Administrative Borrower hereby acknowledges that (i) Agent will make available to Lenders, on Administrative Borrowerâ€™s behalf, (A) materials and/or information provided by or on behalf of the Administrative Borrower concerning US Borrower and its Subsidiaries (collectively, â€œBorrower Materialsâ€) by posting the Informational Materials on SyndTrak Online or by other similar electronic means (the â€œPlatformâ€), and (ii) certain prospective Lenders may be â€œpublic sideâ€ (i.e., lenders that have personnel that do not wish to receive material non-public information (within the meaning of the United States federal securities laws) with respect to US Borrower and its Subsidiaries and securities, and who may be engaged in investment and other market-related activities with respect to such entitiesâ€™ securities (such Lenders, â€œPublic Lendersâ€)). Â The Administrative Borrower hereby agrees that, upon request of the Agent, it will use commercially reasonable efforts to identify that portion of the Borrower Materials that may be distributed to the Public Lenders and that (w)Â all such Borrower Materials shall be clearly and conspicuously marked â€œPUBLICâ€ which, at a minimum, means that the word â€œPUBLICâ€ shall appear prominently on the first page thereof; (x)Â by marking Borrower Materials â€œPUBLIC,â€ the Company shall be deemed to have authorized Agent and the Lenders to treat such Borrower Materials as not containing any material non-public information (although it may be sensitive and proprietary) with respect to US Borrower, its Subsidiaries or its securities for purposes of United States Federal and state securities laws; (y)Â all Borrower Materials marked â€œPUBLICâ€ are permitted to be made available through a portion of the Platform designated â€œPublic Investor;â€ and (z)Â Agent shall be entitled to treat any Borrower Materials that are not marked â€œPUBLICâ€ as being suitable only for posting on a portion of the Platform not designated â€œPublic Investor.â€ Â Each Public Lender agrees to cause at least one individual at or on behalf of such Public Lender to at all times have selected the â€œPrivate Side Informationâ€ or similar designation on the content declaration screen of the Platform in order to enable such Public Lender or its delegate, in accordance with such Public Lenderâ€™s compliance procedures and applicable law, including United States Federal and state securities laws, to make reference to Borrower Materials that are not made available through the â€œPublic Side Informationâ€ portion of the Platform and that may contain material non-public information with respect to the Company or its securities for purposes of United States Federal or state securities laws.Section 8.4Financial Records. Â Each Company shall at all times maintain true and complete records and books of account, including, without limiting the generality of the foregoing, appropriate provisions for possible losses and liabilities, all in accordance with GAAP, and at all reasonable times (during normal business hours and upon reasonable notice to such Company) permit Agent, or any representative of Agent, to examine such Companyâ€™s books and records and to make excerpts therefrom and transcripts thereof; provided that Agent shall not exercise such rights more often than one (1) time during any calendar year at the Borrowersâ€™ expense (excluding any such examinations during the continuation of an Event of Default, which shall not be subject to such limitation).88â€‹Exhibit 10.99Section 8.5Franchises; Change in Business.(a)Each Company (other than a Dormant Subsidiary) shall preserve and maintain at all times its existence, and its rights and franchises necessary for its business, except as otherwise permitted pursuant to Section 5.12 hereof, except where the failure to do so could not reasonably be expected to have a Material Adverse Effect.(b)No Company shall engage in any business if, as a result thereof, the general nature of the business of the Companies taken as a whole would be substantially changed from the general nature

of the business the Companies are engaged in on the Closing Date.Section 8.6ERISA Pension and Benefit Plan Compliance.(a)Generally. Â Each member of the Controlled Group shall satisfy its material obligations under the Plan Funding Rules and shall not incur any material unpaid or unfunded liability to the PBGC, established thereunder in connection with any ERISA Plan. Â US Borrower shall furnish to Agent and the Lenders (i)Â as soon as possible and in any event within thirty (30) days after any Company knows or has reason to know that any Reportable Event that could reasonably be expected to result in a Material Adverse Effect with respect to any ERISA Plan has occurred, a statement of a Financial Officer of such Company, setting forth details as to such Reportable Event and the action that such Company proposes to take with respect thereto, together with a copy of the notice of such Reportable Event given to the PBGC if a copy of such notice is available to such Company, and (ii)Â promptly after receipt thereof a copy of any notice such Company, or any member of the Controlled Group may receive from the PBGC or the Internal Revenue Service with respect to any ERISA Plan administered by such Company; provided that this latter clause shall not apply to notices of general application promulgated by the PBGC or the Internal Revenue Service. Â As used in this Section 5.6(a), â€œmaterialâ€ means the measure of a matter of significance that shall be determined as being an amount equal to five percent (5%) of Consolidated Net Worth. Â As soon as practicable, and in any event within twenty (20) days, after any Company shall become aware that an ERISA Event that could reasonably be expected to result in a Material Adverse Effect shall have occurred, such Company shall provide Agent with notice of such ERISA Event with a certificate by a Financial Officer of such Company setting forth the details of the event and the action such Company or another Controlled Group member proposes to take with respect thereto. Â US Borrower shall, at the request of Agent, deliver or cause to be delivered to Agent true and correct copies of any documents relating to the ERISA Plan of any Company.(b)Foreign Pension Plans and Benefit Plans.(i)Except as could not reasonably be expected to result in a Material Adverse Effect, for each existing, or hereafter adopted, Foreign Pension Plan and Foreign Benefit Plan, Administrative Borrower and any appropriate Foreign Subsidiary shall in a timely fashion comply with and perform in all material respects all of its obligations under and in respect of such Foreign Pension Plan or Foreign Benefit Plan, including under any funding agreements and all applicable laws (including any fiduciary, funding, investment and administration obligations).(ii)Except as could not reasonably be expected to result in a Material Adverse Effect, all employer or employee payments, contributions or premiums required to be remitted, paid to or in respect of each Foreign Pension Plan or Foreign Benefit Plan shall be paid or remitted by Administrative Borrower and any appropriate Foreign Subsidiary in a timely fashion in accordance with the terms thereof, any funding agreements and all applicable laws.89â€‹Exhibit 10.99(iii)Administrative Borrower and any appropriate Foreign Subsidiary shall deliver to Agent (A) if requested by Agent, copies of each annual and other return, report or valuation with respect to each Foreign Pension Plan as filed with any applicable Governmental Authority and (B) promptly after receipt thereof, a copy of any material direction, order, notice, ruling or opinion that Administrative Borrower and any appropriate Foreign Subsidiary may receive from any applicable Governmental Authority with respect to any Foreign Pension Plan; provided that this clause shall not apply to notices of general application promulgated by any applicable Governmental Authority.Section 8.7Financial Covenants. (a)Net Leverage Ratio.(1)For the fiscal quarter ending June 30, 2024, the US Borrower shall not suffer or permit the Net Leverage Ratio as of the last day of such fiscal quarter to exceed 4.25 to 1.00.(2)(i) During the Covenant Adjustment Period, but prior to a Qualifying Debt Issuance, US Borrower shall not suffer or permit the Net Leverage Ratio as of the last day of the most recently completed fiscal quarter during the Covenant Adjustment Period to exceed the ratio set forth below for such fiscal quarter:PeriodMaximum RatioFiscal quarter ending September 30, 20245.15 to 1.00Fiscal quarter ending December 31, 20245.00 to 1.00Fiscal quarter ending March 31, 202420254.004.75 to 1.00Fiscal quarter ending June 30, 202420254.254.50 to 1.00Fiscal quarter ending September 30, 202420254.504.25 to 1.00Fiscal quarter ending December 31, 202420254.504.00 to 1.00Fiscal quarter ending March 31, 20252026 and each fiscal quarter ending thereafter4.003.50 to 1.00â€‹(3)(ii) At any time after the Covenant Adjustment Period (including if the Covenant Adjustment Period is terminated pursuant to clause (b) of the definition thereof prior to the datesdate set forth in the grid in clause (i) above), but prior to a Qualifying Debt Issuance, US Borrower shall not suffer or permit the Net Leverage Ratio as of the last day of the most recently completed fiscal quarter to exceed 3.50 to 1.00, subject to the Optional Leverage Ratio Increase.(b)Secured Net Leverage Ratio.(1)On or after the occurrence of a Qualifying Debt Issuance, during the Covenant Adjustment Period, US Borrower shall not suffer or permit the Secured Net Leverage Ratio as of the last day of the most recently completed fiscal quarter to exceed 3.50 to 1.00the ratio set forth below for such fiscal quarter, subject to the Optional Leverage Ratio Increase.:90â€‹Exhibit 10.99PeriodMaximum RatioFiscal quarter ending September 30, 20245.15 to 1.00Fiscal quarter ending December 31, 20245.00 to 1.00Fiscal quarter ending March 31, 20254.75 to 1.00Fiscal quarter ending June 30, 20254.50 to 1.00Fiscal quarter ending September 30, 20254.25 to 1.00Fiscal quarter ending December 31, 20254.00 to 1.00Fiscal quarter ending March 31, 2026 and each fiscal quarter ending thereafter3.50 to 1.00â€‹(2)On or after the occurrence of a Qualifying Debt Issuance, at any time after the Covenant Adjustment Period (including if the Covenant Adjustment Period is terminated pursuant to clause (b) of the definition thereof prior to the date set forth in the grid in clause (i) above), US Borrower shall not suffer or permit the Secured Net Leverage Ratio as of the last day of the most recently completed fiscal quarter to exceed 3.50 to 1.00.(3)Interest Coverage Ratio.(1)For the fiscal quarter ending June 30, 2024, the US Borrower shall not suffer or permit the Interest Coverage Ratio as of the last day of such fiscal quarter to be less than 2.50 to 1.00.(2)During the Covenant Adjustment Period, US Borrower shall not suffer or permit the Interest Coverage Ratio as of the last day of the most recently completed fiscal quarter to be less than the ratio set forth below for such fiscal quarter:PeriodMinimum RatioFiscal quarters ending September 30, 2024 through and including March 31, 20252.00 to 1.00Fiscal quarter ending June 30, 2025â€‹2.25 to 1.00Fiscal quarter ending September 30, 2025 and each fiscal quarter ending thereafter2.50 to 1.00â€‹(3)(c) Interest Coverage Ratio. Â At any time after the Covenant Adjustment Period (including if the Covenant Adjustment Period is terminated pursuant to clause (b) of the definition thereof prior to the date set forth in the grid in clause (i) above), the US Borrower shall not suffer or permit the Interest Coverage Ratio as of the last day of the most recently completed fiscal quarter to be less than 2.50 to 1.00.91â€‹Exhibit 10.99(d)Available Liquidity for Expected Earn-Out Amount. Â US Borrower shall not suffer or permit the Available Liquidity as of the last day of the most recently completed fiscal quarter to be less than the Expected Earn-Out Amount as of the last day of the most recently completed fiscal quarter.Notwithstanding the foregoing, upon the consummation of any Acquisition with Consideration in excess of Seventy-Five Million Dollars ($75,000,000) and upon written notice from US Borrower, the required levels for the Net Leverage Ratio or the Secured Net Leverage Ratio, as applicable, shall be increased (the â€œOptional Leverage Ratio Increaseâ€) commencing with the fiscal quarter during which such Acquisition occurs and continuing thereafter for the next three full fiscal quarters of US Borrower in accordance with the following schedule:PeriodNet Leverage Ratio or the Secured Net Leverage Ratio (as applicable)Fiscal quarter in which the Acquisition date occurs through and including the first full fiscal quarter ending after the Acquisition date4.00 to 1.00Second full fiscal quarter ending after the Acquisition date3.75 to 1.00Third full fiscal quarter ending after the Acquisition date and thereafter3.50 to 1.00â€‹provided that (i) there shall be at least one full fiscal quarter following the cessation of each such Optional Leverage Ratio Increase during which no Optional Leverage Ratio Increase shall then be in effect, (ii) US Borrower may only elect three Optional Leverage Ratio Increases during the term of this Agreement and (iii) the Optional Leverage Ratio Increase shall not be available during the Covenant Adjustment Period.Section 8.8Indebtedness. Â No Company shall create, incur or have outstanding any Indebtedness of any kind; provided that this Section 5.8 shall not apply to the following:(a)the Loans, the Letters of Credit and any other Indebtedness under this Agreement or any other Loan Document;(b)any loans granted to, or Capitalized Lease Obligations entered into by any Company for the purchase or lease of fixed assets (and refinancings of such loans or Capitalized Lease Obligations), which loans and Capitalized Lease Obligations shall only be secured by the fixed assets being purchased or leased;(c)the Indebtedness existing on the Sixth Amendment Effective Date, in addition to the other Indebtedness permitted to be incurred pursuant to this Section 5.8, as set forth in Schedule 5.8 hereto (and any extension, renewal or refinancing thereof but only to the extent that the principal amount thereof does not increase after the Sixth Amendment Effective Date); (d)Indebtedness incurred by Foreign Subsidiaries in an aggregate amount not to exceed, for all such Indebtedness of all Foreign Subsidiaries, the greater of (i) seven and one-half percent (7.5%) of Consolidated Total Assets, or (ii) One Hundred Fifty Million Dollars ($150,000,000) at any time outstanding;92â€‹Exhibit 10.99(e)any loans from a Company to a Company permitted under Section 5.11 hereof;(f)Indebtedness under any Permitted Bond Hedge Transaction or Hedge Agreement, so long as, in the case of a Hedge Agreement, such Hedge Agreement shall have been entered into in the ordinary course of business and not for speculative purposes;(g)to the extent constituting Indebtedness, obligations of a Foreign Subsidiary under an accounts receivable facility, in an aggregate amount for all such facilities of all Foreign Subsidiaries not to exceed Twenty Million Dollars ($20,000,000), so long as that is otherwise in compliance with the applicable requirements set forth in Sections 5.9, 5.11 and 5.12 hereof; provided that no portion of the Indebtedness or any other obligation (contingent or otherwise) under such facility is guaranteed by any Credit Party and no Credit Party provides, either directly or indirectly, any credit support of any kind in connection with such facility;(h)Subordinated Indebtedness, so long as (i) the Companies are in compliance (and in pro forma compliance after giving effect to such Subordinated Indebtedness) with the provisions of Article V hereof, (ii) the documentation with respect to such Subordinated Indebtedness is in form and substance reasonably acceptable to Agent (and, if the aggregate amount of such Subordinated Indebtedness is in excess of Ten Million Dollars ($10,000,000), the Required Lenders), as determined by Agent and, if applicable, the Required Lenders, prior to the incurrence of such Subordinated Indebtedness, (iii) the maturity date (and earliest possible put date) of such Subordinated Indebtedness is at least thirty (30) days after the Revolving Credit Maturity Date then in effect, and (iv) prior to the incurrence of such Subordinated Indebtedness, if the aggregate amount of all Subordinated Indebtedness of the Foreign Subsidiaries exceeds (or will exceed, after the incurrence of such Subordinated Indebtedness) Ten Million Dollars ($10,000,000), each Foreign Subsidiary that is directly or indirectly liable for such Subordinated Indebtedness shall either become a Foreign Borrower or Foreign Guarantor of Payment, as appropriate, in the discretion of Agent, in consultation with US Borrower;(i)Indebtedness of Percepta and its Subsidiaries in an aggregate amount at any time outstanding not to exceed the greater of (i) twenty percent (20%) of the net revenues of Percepta and its Subsidiaries for the most recently completed four fiscal quarters, and (ii) Twenty Million Dollars ($20,000,000);(j)Indebtedness of a joint venture (in which one or more Companies own a minority equity interest) in an aggregate amount at any time outstanding not to exceed the greater of (i) twenty percent (20%) of the net revenues of such joint venture for the most recently completed four fiscal quarters, and (ii) the total, for all such joint ventures incurred in reliance on this subpart (j), of Twenty Million Dollars ($20,000,000);(k)Indebtedness of a Company that was initially indebtedness of a target entity that has been acquired by the Companies pursuant to Section 5.13 hereof and that becomes Indebtedness of a Company through a merger of the target into a Company, so long as (i) such Indebtedness was not incurred in anticipation of such Acquisition, or (ii) if any such Indebtedness was incurred by a target entity (or entities) in anticipation of an Acquisition, the aggregate amount of all such Indebtedness for all Companies (with respect to all such Acquisitions) outstanding at any time (that in each case is outstanding beyond thirty (30) days after the relevant Indebtedness was acquired by the Companies) shall not exceed Twenty Million Dollars ($20,000,000);(l)Indebtedness of a Company incurred pursuant to Synthetic Leases;93â€‹Exhibit 10.99(m)Indebtedness of a Company that is owing to any governmental entity, including, without limitation, industrial revenue bonds and grants issued by any governmental entity to such Company;(n)other Indebtedness in an aggregate principal amount not to exceed five percent (5%) of Consolidated Total Assets of US Borrower at any time outstanding; and(o)other unsecured Indebtedness, including any Convertible Indebtedness, so long as (i) no Default or Event of Default shall then exist or immediately thereafter shall begin to exist, (ii) the maturity date (and earliest possible put date) of such Indebtedness is at least thirty (30) days after the Revolving Credit Maturity Date then in effect (except that in the case of any Convertible Indebtedness, any required redemption or repurchase upon a â€œfundamental changeâ€ (as customarily defined for such Convertible Indebtedness, but in any event including as a result of any change of control, asset sale, casualty event or de-listing of common stock) or any settlement upon conversion thereof (whether in cash, securities or other property) shall be permitted notwithstanding a possible occurrence prior to the Revolving Credit Maturity Date), (iii) after giving effect to the incurrence of such Indebtedness and the receipt and application of the proceeds thereof (determined based on the financial information received for the fiscal quarter most recently ended prior to the date of incurrence of such Indebtedness for which financial statements have been delivered to the Agent pursuant to Section 5.3(a) or Section 5.3(b), as applicable, and assuming the funding in full of such Indebtedness, but without netting the proceeds thereof) (A) the Companies are in compliance (and in pro forma compliance after giving effect to such Indebtedness) with the provisions of Section 5.7 hereof and (B) following a Qualifying Debt Issuance (including in connection with such Qualifying Debt Issuance), the Net Leverage Ratio does not exceed 4.75 to 1.00, and (iv) if the amount of such Indebtedness is equal to or greater than Twenty Million Dollars ($20,000,000), (A) the maturity date of such Indebtedness shall be at least ninety-one (91) days after the Revolving Credit Maturity Date, (B) such Indebtedness shall not contain additional financial maintenance covenants or financial maintenance covenants that are more restrictive on the US Borrower and its Subsidiaries than those under this Agreement and (C) the other terms and conditions thereof shall reflect then current market terms for such type of financings, as determined by the US Borrower in good faith.Notwithstanding anything to contrary in this Section 5.8, during the Covenant Adjustment Period, the aggregate outstanding principal amount of Indebtedness permitted to be incurred under this Section 5.8 following the Ninth Amendment Effective Date (other than pursuant to clauses (a), (c), (e), (f), (g) (in the case of clause (g), solely to the extent permitted under the last paragraph of Section 5.9), (h) and (m) hereof (and any extensions, renewals or refinancings of the forgoing)) shall not at any time exceed $25,000,000.Section 8.9Liens. Â No Company shall create, assume or suffer to exist (or enter into a contract that creates a consensual Lien upon the happening of a contingency or otherwise) any Lien upon any of its property or assets, whether now owned or hereafter acquired; provided that this Section 5.9 shall not apply to the following: (a)Liens for taxes not yet due or that are being actively contested in good faith by appropriate proceedings and for which adequate reserves shall have been established in accordance with GAAP;(b)Liens of landlords, carriers, warehousers, utilities, mechanics, repairmen, workers and materialmen and other similar statutory or common law Liens, incidental to the conduct of its business or the ownership of its property and assets that (i) were not incurred in connection with the borrowing of money or the obtaining of advances or credit, and (ii) do not in the aggregate materially detract from the value of its property or assets or materially impair the use thereof in the operation of its business;(c)Liens on property or assets of a Subsidiary to secure obligations of such Subsidiary to a Credit Party;94â€‹Exhibit 10.99(d)any Lien granted to Agent, for the benefit of the Secured Parties;(e)the Liens existing on the Sixth Amendment Effective Date as set forth in Schedule 5.9 hereto and replacements, extensions, renewals, refundings or refinancings thereof, but only to the extent that the amount of debt secured thereby, and the amount and description of property subject to such Liens, shall not be increased;(f)purchase money Liens on fixed assets securing the loans and Capitalized Lease Obligations pursuant to Section 5.8(b) hereof; provided that such Lien is limited to the purchase price and only attaches to the property being acquired;(g)easements or other minor defects or irregularities in title of real property not interfering in any material respect with the use of such property in the business of any Company;(h)any Lien on assets owned by a Company as a result of an Acquisition permitted pursuant to Section 5.13 hereof, so long as (i) such Lien was not created at the time of or in contemplation of such Acquisition, (ii)Â the scope of such Lien is not expanded to cover additional assets beyond the scope of such Lien at the time of such Acquisition and (iii) to the extent such Lien secures Indebtedness, such Indebtedness is permitted pursuant to SectionÂ 5.8(k) and such Lien secures only such Indebtedness;(i)any Lien on fixed assets owned by a Company to secure Indebtedness permitted pursuant to Section 5.8 hereof, in an aggregate amount, for all of the Companies, not to exceed Twenty-Five Million Dollars ($25,000,000) at any time outstanding;(j)any Lien on (i) assets of Percepta and its Subsidiaries securing Indebtedness permitted pursuant to Section 5.8(i) hereof, (ii) assets of a joint venture securing Indebtedness permitted pursuant to Section 5.8(j) hereof and (iii) assets of a Foreign Subsidiary that is not a Credit Party securing Indebtedness permitted pursuant to Section 5.8(d) hereof;(k)any U.C.C. Financing Statement filed to provide notice of (i) an Operating Lease entered into in the ordinary course of business, or (ii) a Synthetic Lease permitted under SectionÂ 5.8(l) hereof;(l)Liens in favor of banks having a right of setoff, revocation, refund or chargeback with respect to money or instruments of US Borrower or any of its Subsidiaries on deposit with, or in the possession of, such bank, in each case in the ordinary course of business;(m)Liens securing Indebtedness owing to insurance carriers incurred to finance insurance premiums of the US Borrower or any of its Subsidiaries in the ordinary course of business in an aggregate principal amount not to exceed the amount of such insurance premiums to be paid for the following three (3) years;(n)Liens incurred in connection with any Permitted Factoring Transaction or an accounts receivable factoring facility of a Foreign Subsidiary permitted pursuant to Section 5.8(g); provided that such Liens do not at any time encumber any property other than the accounts receivable (including any supporting obligations related thereto and all proceeds thereof) sold (or otherwise subjected to such transaction) pursuant to any such transaction; provided, further, that in the case of a Foreign Subsidiary, such liens shall not exceed Twenty Five Million Dollars ($25,000,000) in the aggregate at any time outstanding; and95â€‹Exhibit 10.99(o)other Liens securing amounts not to exceed in the aggregate at any time outstanding the greater of (i) Thirty Million Dollars ($30,000,000) and (ii) one and one-half percent (1.5%) of Consolidated Total Assets.Notwithstanding anything to contrary in this Section 5.9, at all times during the Covenant Adjustment Period following the Ninth Amendment Effective Date, (i) in no event shall this Section 5.9 permit the incurrence of any consensual Liens on real property owned by any Credit Party or any Subsidiary thereof, other than Liens under clauses (a), (b), (d) and (g) of this Section 5.9; (ii) no Liens securing Indebtedness for

borrowed money shall be permitted to be incurred pursuant to this Section 5.9 (other than pursuant to clauses (d), (e), (f), (h), (j), (k) and (m) hereof); (iii) except to the extent permitted in clause (iv) below or as otherwise may be approved by the Agent (in an aggregate amount not to exceed $50,000,000 at any time outstanding for all such Liens permitted under this clause (iii)), the aggregate amount of Liens permitted to be incurred securing any Permitted Factoring Transaction or an accounts receivable factoring facility of a Foreign Subsidiary permitted pursuant to Section 5.8(g) shall not exceed $15,000,000 at any time outstanding; provided that, following the Administrative Borrowerâ€™s delivery to the Agent of a Compliance Certificate demonstrating that the US Borrower is in compliance with the financial covenants set forth in Section 5.7 for the fiscal quarter ending June 30, 2025, Liens securing any Permitted Factoring Transaction or an accounts receivable factoring facility of a Foreign Subsidiary pursuant to Section 5.8(g) shall be permitted under Section 5.9(n) in aggregate amount not to exceed $25,000,000 at any time outstanding; and (iv) the existing Liens permitted under Â Section 5.9(n) in respect of the existing accounts receivable factoring arrangement with BMO Bank N.A. pursuant to the BMO Factoring Facility shall not exceed $50,000,000 in the aggregate at any time outstanding; provided, further, that the BMO Factoring Facility shall be terminated and the Liens thereunder released, on or prior to October 31, 2024).Section 8.10Regulations T, U and X. Â No Company shall take any action that would result in any non-compliance of the Loans or Letters of Credit with Regulations T, U or X, or any other applicable regulation, of the FRB. Â None of the proceeds of any Loan (or any conversion thereof) or Letter of Credit will be used to purchase or carry margin stock or extend credit to others to purchase or carry margin stock, in each case, in any manner that will violate, or be inconsistent with, the provisions of Regulation T, U or X of the FRB.Section 8.11Investments, Loans and Guaranties. Â No Company shall (a) create, acquire or hold any Subsidiary, (b) make or hold any investment in any stocks, bonds or securities of any kind, (c) be or become a party to any joint venture or other partnership, (d) make or keep outstanding any advance or loan to any Person, or (e) be or become a Guarantor of any kind (other than a Guarantor of Payment under the Loan Documents); provided that this Section 5.11 shall not apply to the following:(i)investments made in accordance with the Borrower Investment Policy;(ii)the holding of each of the Subsidiaries in existence as of the Sixth Amendment Effective Date, and the creation, acquisition and holding of, and any investment in, any new Subsidiary after the Sixth Amendment Effective Date so long as such new Subsidiary shall have been created, acquired or held, and investments made, in accordance with the terms and conditions of this Agreement; (iii)any investment in, loan to or guaranty of the Indebtedness of, US Borrower or a Domestic Guarantor of Payment from or by a Company;(iv)any investment in, loan to or guaranty of the Indebtedness of, a Foreign Borrower or a Foreign Guarantor of Payment from or by a Foreign Borrower or a Foreign Guarantor of Payment;96â€‹Exhibit 10.99(v)any investment in, loan to, or guaranty of the Indebtedness of, a Foreign Subsidiary or any Domestic Subsidiary that is not a Guarantor of Payment so long as the Companies are in compliance (and in pro forma compliance after giving effect to such loan, investment or guaranty) with the provisions of SectionÂ 5.7 hereof, in each case, in the ordinary course of business consistent with past practice of the Companies; (vi)any investment in, loan to or guaranty of the Indebtedness of, a joint venture of a Company, so long as the Companies are in compliance (and in pro forma compliance after giving effect to such investment) with the provisions of Section 5.7 hereof; (vii)any advance or loan to an officer or employee of a Company, so long as all such advances and loans from all Companies (specifically excluding any advance or loan assumed through an Acquisition) aggregate not more than the principal sum of Five Million Dollars ($5,000,000) at any time outstanding; (viii)the holding of any stock that has been acquired pursuant to an Acquisition permitted under Section 5.13 hereof;(ix)other investments of, loans from or guaranties by, the Companies after the Sixth Amendment Effective Date in an aggregate amount at any time outstanding not to exceed, for all Companies, five percent (5%) of Consolidated Total Assets of US Borrower; provided that client-related performance guaranties shall not be included in the calculation of the foregoing amounts;(x)any Permitted Bond Hedge Transaction and any Permitted Warrant Transaction; (xi)any investment constituting a Restricted Payment permitted under Section 5.15 hereof; or(xii)a Guaranty by the U.S.US Borrower of a Companyâ€™s (other than a Foreign Subsidiary) obligations under a Permitted Factoring Transaction.Notwithstanding anything to contrary in this Section 5.11, during the Covenant Adjustment Period, the aggregate outstanding amount of investments of, loans from or guaranties by, the Companies (or any of them) incurred following the Ninth Amendment Effective Date pursuant to this Section 5.11 (other than pursuant to clauses (i), (ii), (iii), (v), (viii), (xi) and (xii) (in the case of clause (xii), subject to the last paragraph of Section 5.9) shall not at any time exceed $25,000,000.Section 8.12Merger and Sale of Assets. Â No Company shall merge, amalgamate or consolidate with any other Person, or sell, lease or transfer or otherwise dispose of any assets (including pursuant to a statutory division) to any Person, except that, if no Default or Event of Default shall then exist or immediately thereafter shall begin to exist:(a)any Domestic Subsidiary may merge with (i) US Borrower (provided that US Borrower shall be the continuing or surviving Person) or (ii)Â any one or more Domestic Guarantors of Payment (provided that a Domestic Guarantor of Payment shall be the continuing or surviving Person);(b)any Domestic Subsidiary may sell, lease, transfer or otherwise dispose of any of its assets (including pursuant to a statutory division) to (i) US Borrower or (ii)Â any Domestic Guarantor of Payment;(c)any Domestic Subsidiary (other than a Credit Party) may merge with or sell, lease, transfer or otherwise dispose of any of its assets (including pursuant to a statutory division) to any other Domestic 97â€‹Exhibit 10.99Subsidiary or, to the extent such transaction constitutes an investment permitted pursuant to Section 5.11, any Foreign Subsidiary; (d)any Foreign Subsidiary may merge or amalgamate with (i) US Borrower, provided that US Borrower shall be the continuing or surviving Person, (ii) any one or more Domestic Guarantors of Payment, provided that a Domestic Guarantor of Payment shall be the continuing or surviving Person, and (iii) any other Foreign Subsidiary, provided that, if such merger or amalgamation includes a Credit Party, a Credit Party shall be the continuing or surviving Person or the surviving Person shall become a Credit Party and assume the obligations of the Credit Party;(e)any Foreign Subsidiary (other than a Credit Party) may sell, lease, transfer or otherwise dispose of any assets (including pursuant to a statutory division) that are not equity interests in Credit Parties;(f)the Companies may sell all of the equity interests in a Foreign Borrower or Foreign Guarantor of Payment, or dissolve or liquidate a Foreign Borrower or Foreign Guarantor of Payment, so long as (i) all Loans made to or for the benefit of such Foreign Borrower or Foreign Guarantor of Payment, and proceeds received by such Foreign Borrower or Foreign Guarantor of Payment from Loans, are repaid in full prior to the effectiveness of such sale, dissolution or liquidation, and (ii) upon the effectiveness of such sale, dissolution or liquidation, such Foreign Borrower or Foreign Guarantor of Payment ceases to be a Foreign Borrower or Foreign Guarantor of Payment, as applicable, under this Agreement pursuant to documentation reasonably satisfactory to Agent;(g)BorrowerTTEC Services Corporation may sell itsthe corporate headquarters located at 9197 South Peoria Street, Englewood, Colorado 80112-5833;(h)a Company may sell, lease, transfer or otherwise dispose of any assets that are obsolete or no longer useful in such Companyâ€™s business;(i)any Company may sell, lease, transfer or otherwise dispose of any assets (including pursuant to a statutory division) to any other Company, so long as such disposition is for fair market value, as determined in good faith by US Borrower;(j)any Company may sell, lease, transfer or otherwise dispose of any assets to any Person that is not a Company, so long as (i) such disposition is on an armâ€™s length basis and is for fair market value, as determined in good faith by US Borrower; (ii) the Companies are in compliance (and in pro forma compliance after giving effect to such disposition) with the provisions of Section 5.7 hereof; provided that the aggregate amount of all such dispositions pursuant to this Section 5.12(j), for all of the Companies, shall not exceed an amount equal to ten percent (10%) of Consolidated Total Assets during the Commitment Period without the prior written consent of Agent;(k)with respect to a merger, amalgamation or consolidation, Acquisitions may be effected in accordance with the provisions of Section 5.13 hereof; and(l)any Company may sell accounts receivable prior to their stated due dates in connection with a Permitted Factoring Transaction or an accounts receivable factoring facility permitted pursuant to Section 5.8(g). Sections 5.8(g) and 5.9(n); provided that, during the Covenant Adjustment Period following the Ninth Amendment Effective Date, the aggregate amount of accounts receivable sold pursuant to this clause (l) shall be limited to the applicable amounts permitted pursuant to the last paragraph of Section 5.9. 98â€‹Exhibit 10.99For the avoidance of doubt, none of (w) the making of any investment permitted pursuant to Section 5.11 or any Restricted Payment permitted pursuant to Section 5.15, (x) the sale of any Permitted Convertible Indebtedness by the US Borrower, (y) the sale of any Permitted Warrant Transaction by the US Borrower nor (z) the performance by the US Borrower of its obligations under any Permitted Convertible Indebtedness or any Permitted Warrant Transaction, shall constitute a disposition under this Section 5.12.Notwithstanding anything to contrary in this Section 5.12, during the Covenant Adjustment Period, the aggregate amount of assets sold, leased, transferred or otherwise disposed of (including pursuant to a statutory division, but in any event excluding the transactions referenced in clauses (w), (x), (y) and (z) of the immediately preceding paragraph) pursuant to this Section 5.12 following the Ninth Amendment Effective Date (other than pursuant to clauses (a), (b), (c), (d), (g), (h), (k) and (l) hereof) shall not exceed $25,000,000 without the prior written consent of the Agent.Section 8.13Acquisitions. Â No Company shall effect an Acquisition; provided, however, that a Company may effect an Acquisition so long as:(a)in the case of a merger, amalgamation or other combination including a Borrower (other than US Borrower), such Borrower shall be the surviving entity and, if such merger, amalgamation or other combination includes US Borrower, US Borrower shall be the surviving entity;(b)in the case of a merger, amalgamation or other combination including a Credit Party (other than a Borrower), a Credit Party shall be the surviving entity;(c)the business to be acquired shall be similar or complimentary to the lines of business of the Companies;(d)the Companies shall be in full compliance with the Loan Documents (including, without limitation, Section 5.7) both prior to and after giving pro forma effect to such Acquisition;(e)no Default or Event of Default shall exist prior to or after giving pro forma effect to such Acquisition, thereafter shall begin to exist;(f)such Acquisition is not actively opposed by the board of directors (or similar governing body) of the selling Persons or by a majority of the Persons whose equity interests are to be acquired;(g)the purchase price for any Acquisition by a Foreign Subsidiary that is not a Credit Party, or of a Foreign Subsidiary by a Domestic Subsidiary that is not a Credit Party, shall be solely from (i) the cash-flow of one or more Foreign Subsidiaries, (ii) the proceeds of the Loans made to one or more Foreign Borrowers, or (iii) Indebtedness incurred in accordance with and subject to Section 5.8(h), Section 5.8(n) and/or Section 5.8(o) hereof;(h)the purchase price for any Acquisition by a Foreign Borrower or a Foreign Guarantor of Payment shall be from (i) the cash-flow of one or more Foreign Subsidiaries, (ii) the proceeds of the Loans made to one or more Foreign Borrowers, or (iii) Indebtedness incurred in accordance with and subject to Section 5.8(h), Section 5.8(n) and/or Section 5.8(o) hereof;(i)with respect to any Acquisition the Consideration for which is in excess of Fifty Million Dollars ($50,000,000), US Borrower shall have provided to Agent and the Lenders, at least ten (10) Business Days following such Acquisition, historical financial statements of the target entity and a pro forma financial statement of the Companies accompanied by a certificate of a Financial Officer of US Borrower showing pro forma compliance with SectionÂ 5.7 hereof, both before and after the proposed 99â€‹Exhibit 10.99Acquisition; provided that, for the purpose of complying with the notice and disclosure requirements set forth in this subsection (i), the amount of Consideration for an Acquisition shall be deemed to be US Borrowerâ€™s best estimate of the total Consideration to be paid for such Acquisition in accordance with SEC disclosure and calculation requirements; and(j)US Borrower shall have Available Liquidity of no less than Twenty-Five Million Dollars ($25,000,000) after giving effect to such Acquisition.Notwithstanding anything to contrary in this Section 5.13, the aggregate Consideration for all Acquisitions consummated after the Ninth Amendment Effective Date and during the Covenant Adjustment Period shall not exceed $15,000,000.Section 8.14Notice. Â Each Borrower shall cause a Financial Officer of such Borrower to promptly notify Agent, in writing whenever:(a)a Default or Event of Default has occurred hereunder or any representation or warranty made in Article VI hereof or elsewhere in this Agreement or in any Loan Document shall for any reason cease in any material respect to be true and complete;(b)a Borrower learns of a litigation or proceeding against such Borrower before a court, administrative agency or arbitrator that, if successful, might have a Material Adverse Effect; and(c)a Borrower learns that there has occurred any event, condition or thing that is reasonably likely to have a Material Adverse Effect.Section 8.15Restricted Payments. Â No Company shall make or commit itself to make any Restricted Payment at any time; provided that, so long as (1) no Default or Event of Default has occurred and is continuing or, after giving pro forma effect to such Restricted Payment, would result therefrom and (2) the Companies are in compliance (and in pro forma compliance after giving effect to such Restricted Payment) with the provisions of Section 5.7 hereof, any Company may make Restricted Payments; provided further that (A) during any period in which an Optional Leverage Ratio Increase is in effect pursuant to the terms of Section 5.7 hereof, no Company shall make or commit itself to make any Restricted Payment except (i) the US Borrower may declare and pay regular dividends in an amount not to exceed the regular dividend amount most recently paid by the US Borrower prior to the effectiveness of the Optional Leverage Ratio Increase plus an amount not to exceed ten percent (10%) of such dividend amount (or such higher amount as may be approved by the Administrative Agent), subject to the requirements set forth in clauses (1) and (2) above, and (ii) any Company that is a non-Wholly Owned Subsidiary shall be permitted to pay Capital Distributions to the holders of its equity interests, which such payment shall be distributed ratably to such holders, solely to the extent required to be paid pursuant to the Organizational Documents thereof and (iii) any Company that is a Wholly Owned Subsidiary may make Restricted Payments to the Company that owns the equity in such Subsidiary and (B) in no event shall the provisions of this Section 5.15 (except to the extent set forth in the immediately following paragraph) prohibit any Restricted Payments pursuant to and in accordance with stock option plans and other benefit plans entered into in the ordinary course of business for management or employees of the Companies.Notwithstanding anything to contrary in this Section 5.15, during the Covenant Adjustment Period, the aggregate amount of Restricted Payments made pursuant to this Section 5.15 following the Ninth Amendment Effective Date shall not exceed $10,000,000 in any fiscal year; provided, however, that such limitation shall not apply to the following transactions: (i) any Company that is a non-Wholly Owned Subsidiary shall be permitted to pay Capital Distributions to the holders of its equity interests, which such payment shall be distributed ratably to such holders, solely to the extent required to be so distributed 100â€‹Exhibit 10.99pursuant to the Organizational Documents thereof and (ii) any Company that is a Wholly Owned Subsidiary may make Restricted Payments to the Company that owns the equity in such Subsidiary. Section 8.16Environmental Compliance. Â Each Company shall comply with any and all Environmental Laws and Environmental Permits including, without limitation, all Environmental Laws in jurisdictions in which such Company owns or operates a facility or site, arranges for disposal or treatment of hazardous substances, solid waste or other wastes, accepts for transport any hazardous substances, solid waste or other wastes or holds any interest in real property or otherwise, except where the failure to do so could not reasonably be expected to have a Material Adverse Effect. Â US Borrower shall furnish to Agent and the Lenders, promptly after receipt thereof, a copy of any notice such Company may receive from any Governmental Authority or private Person, or otherwise, that any litigation or proceeding pertaining to any environmental, health or safety matter has been filed or is threatened against such Company, any real property in which such Company holds any interest or any past or present operation of such Company that could reasonably be expected to have a Material Adverse Effect. Â No Company shall allow the release or disposal of hazardous waste, solid waste or other wastes on, under or to any real property in which any Company holds any ownership interest or performs any of its operations, in violation of any Environmental Law that could reasonably be expected to have a Material Adverse Effect. Â As used in this Section 5.16, â€œlitigation or proceedingâ€ means any demand, claim, notice, suit, suit in equity action, administrative action, investigation or inquiry whether brought by any Governmental Authority or private Person, or otherwise. Â US Borrower (and any Foreign Borrower, as applicable) shall defend, indemnify and hold Agent and the Lenders harmless against all costs, expenses, claims, damages, penalties and liabilities of every kind or nature whatsoever (including reasonable and documented out-of pocket attorneysâ€™ fees) arising out of or resulting from the noncompliance of any Company with any Environmental Law. Â Such indemnification shall survive any termination of this Agreement.Section 8.17Affiliate Transactions. Â No Company shall, directly or indirectly, enter into or permit to exist any transaction (including, without limitation, the purchase, sale, lease or exchange of any property or the rendering of any service) with any Affiliate (other than a Company that is a Credit Party) on terms that shall be less favorable to such Company than those that might be obtained at the time in a transaction with a Person that is not an Affiliate; provided that the foregoing shall not prohibit (a) the payment of customary and reasonable directorsâ€™ fees to directors who are not employees of a Company or an Affiliate, (b) Restricted Payments to the extent permitted under Section 5.15 hereof or (c) investments to the extent permitted under Section 5.11 hereof.Section 8.18Use of Proceeds. Â Borrowersâ€™ use of the proceeds of the Loans shall be for working capital and other general corporate purposes of the Companies (including for capital expenditures and Acquisitions and Capital Distributions permitted hereunder), for the refinancing of existing Indebtedness (including the Existing Credit Agreement) and to pay fees, commissions and expenses in connection with this Agreement and the transactions contemplated hereunder.Section 8.19Corporate Names. Â No Credit Party shall change its corporate name or organizational type to such an extent that any financing statement filed by Agent in connection with this Agreement would become seriously misleading under the U.C.C., unless, in each case, such Credit Party shall provide Agent with at least five (5) Business Daysâ€™ (or such shorter time period as agreed to by Agent in its sole discretion) prior written notice thereof. Â Administrative Borrower shall also provide Agent with written notification within thirty (30) days (or such longer time period as agreed to by Agent in its sole discretion) after (a) any change in the location of the office where any Credit Partyâ€™s records pertaining to the Collateral are kept; and (b) any change in any Credit Partyâ€™s chief executive office. Â In the event of any of the foregoing or as a result of any change of applicable law with respect to the taking of security interests, or if determined by Agent to be necessary, Agent is hereby authorized to file new Uniform Commercial Code financing statements describing the Collateral and otherwise in form and substance sufficient for 101â€‹Exhibit 10.99recordation wherever necessary or appropriate, as determined in Agentâ€™s reasonable discretion, to

perfect or continue perfected the security interest of Agent, for the benefit of the Secured Parties, in the Collateral, based upon such new places of business or names or such change in applicable law, and US Borrower shall pay all filing and recording fees and taxes in connection with the filing or recordation of such financing statements and shall promptly reimburse Agent therefor if Agent pays the same. Â Such amounts shall be Related Expenses hereunder.Section 8.20Lease Rentals. Â The Companies may enter into Operating Leases in the ordinary course of business.Section 8.21Subsidiary Guaranties, Security Documents and Pledge of Stock or Other Ownership Interest.(a)Domestic Subsidiary Guaranties and Security Documents. Â Each Domestic Subsidiary (that is not an Excluded Subsidiary) created, acquired or held subsequent to the Closing Date, shall promptly (and, in any event on or prior to the date that is sixty (60) days after such creation or acquisition thereof, as such time period may be extended by Agent in its sole discretion) execute and deliver to Agent, for the benefit of the Secured Parties, a Guaranty of Payment (or a Guaranty of Payment Joinder) of all of the Secured Obligations and a Security Agreement (or a Security Agreement Joinder), such agreements to be prepared by Agent and in form and substance acceptable to Agent, along with any such other supporting documentation, Security Documents, corporate governance and authorization documents, and an opinion of counsel as may be deemed necessary or advisable by Agent.(b)Foreign Subsidiary Guaranties[Reserved].ARTICLE IX.(i) Each Foreign Affiliate of a Foreign Borrower shall, at the discretion of Agent, after consultation with Administrative Borrower, promptly (and, in any event on or prior to the date that is sixty (60) days after such creation or acquisition thereof, as such time period may be extended by Agent in its sole discretion) execute and deliver to Agent, for the benefit of the Secured Parties, a Guaranty of Payment of all of the Secured Obligations of the Foreign Borrowers (to the extent not prohibited by law) if either (A) such Foreign Affiliate directly benefits from the Loans made to such Foreign Borrower (for example, if it receives the proceeds of the Loans made to such Foreign Borrower), or (B) such Foreign Affiliate is logically a part of a transaction or series of transactions related to the Loans made to such Foreign Borrower (for example, if such Foreign Affiliate is a parent entity of such Foreign Borrower or if the proceeds of such Loans are routed through such Foreign Affiliate (through intercompany loans or otherwise) to the ultimate intended beneficiary thereof). Â Each such Guaranty of Payment shall be prepared by Agent and in form and substance acceptable to Agent. Â In connection therewith, such Foreign Affiliate shall also deliver to Agent such other supporting documentation, corporate governance and authorization documents, and an opinion of counsel as may be deemed necessary or advisable by Agent. Â In exercising such discretion, Agent shall take into consideration, after consultation with Administrative Borrower, (1) the costs and benefits of obtaining a Guaranty of Payment from such Foreign Subsidiary, and (2) any recommendations received from Administrative Borrower regarding which Foreign Affiliates should be required to execute a Guaranty of Payment based on the flow of funds and intended use of the proceeds of the Loans made to a Foreign Borrower.ARTICLE X.(ii) Anything in this subsection (b) to the contrary notwithstanding, Agent may forego the requirement that a Foreign Subsidiary execute a Guaranty of Payment if Agent determines, in its reasonable judgment, after consultation with Administrative Borrower, that the execution and delivery of such Guaranty of Payment under the laws of such foreign jurisdiction 102â€‹Exhibit 10.99(A) is impractical or cost prohibitive in light of the benefits, or (B) will have material adverse tax consequences.(a)Pledge of Stock or Other Ownership Interest. Â With respect to the creation or acquisition of a First-Tier Material Foreign Subsidiary, or any Foreign Subsidiary otherwise becomes a First-Tier Material Foreign Subsidiary, US Borrower or the appropriate Domestic Guarantor of Payment shall, unless such pledge would cause it to incur, directly or indirectly, an unreasonable amount of economic, legal, tax or regulatory harm, as determined by Agent after consultation with US Borrower, (i) execute a PledgeSecurity Agreement and, in connection therewith, pledge to Agent (A) sixty-five percent (65%) of the voting shares of capital stock or other voting equity interests of such First-Tier Material Foreign Subsidiary, and (B) one hundred percent (100%) of all non-voting shares of capital stock or other non-voting equity interests of such First-Tier Material Foreign Subsidiary, and (ii) deliver to Agent all of the share certificates, if certificated, or other evidence of equity representing such pledged ownership interests. Â In the event any voting shares of capital stock or other voting equity interests of any First-Tier Material Foreign Subsidiary have been pledged to Agent pursuant to this clauseÂ (c) and such First-Tier Material Foreign Subsidiary, for any reason permitted by this Agreement, ceases to be a First-Tier Material Foreign Subsidiary, at the request and expense of US Borrower, Agent shall terminate such Pledge Agreementrelease the pledged ownership interests of such First-Tier Material Foreign Subsidiary and shall deliver to US Borrower any share certificates, if such First-Tier Material Foreign Subsidiary is certificated, or other evidence of equity representing such pledged ownership interests.(b)Perfection or Registration of Interest in Foreign Shares. Â With respect to any foreign shares pledged to Agent, for the benefit of the Secured Parties, on or after the Closing Date, Agent shall at all times, in the discretion of Agent, have the right to perfect, at US Borrowerâ€™s cost, payable upon request therefor (including, without limitation, any foreign counsel, or foreign notary, filing, registration or similar, fees, costs or expenses), its security interest in such shares in the respective foreign jurisdiction; provided that, prior to the First FB Addition Date, Agent shall not perfect its security interests in any shares of a first-tier Foreign Subsidiary that is not a First-Tier Material Foreign Subsidiary. Â Such perfection may include the requirement that the applicable Company promptly execute and deliver to Agent a separate pledge document (prepared by Agent and in form and substance satisfactory to Agent), covering such equity interests, that conforms to the requirements of the applicable foreign jurisdiction, together with an opinion of local counsel as to the perfection of the security interest provided for therein, and all other documentation necessary or desirable to effect the foregoing and to permit Agent to exercise any of its rights and remedies in respect thereof. Â In exercising such discretion, Agent shall take into consideration, after consultation with Administrative Borrower, the costs and benefits of perfecting its security interest in such equity interests in the applicable foreign jurisdiction. Â In the event any foreign shares are pledged and perfected pursuant to this clause (d), US Borrower may, from time to time, request that the Required Lenders, in their sole discretion, terminate and release, at the expense of US Borrower, such pledge and the security interest perfected thereby.(c)Excluded Subsidiary Status. Â With respect to a Subsidiary that has been classified as an Excluded Subsidiary, at such time that such Subsidiary no longer meets the requirements of an Excluded Subsidiary, Administrative Borrower shall provide to Agent prompt written notice thereof, and shall provide, with respect to such Subsidiary, all of the documents required by this Section 5.21.Section 10.2Restrictive Agreements. Â Borrowers shall not, and shall not permit any of their Subsidiaries to, (a) enter into any contract or agreement that would prohibit Agent or the Lenders from acquiring a security interest, mortgage or other Lien on, or a collateral assignment of, any of the property or assets of such Company or (b) directly or indirectly, create or otherwise cause or suffer to exist or become effective any encumbrance or restriction on the ability of any Subsidiary to (x) make, directly or indirectly, any Capital Distribution to the US Borrower, (y) make, directly or indirectly, loans or advances or capital 103â€‹Exhibit 10.99contributions to the US Borrower or (z) transfer, directly or indirectly, any of the properties or assets of such Subsidiary to the US Borrower; except in each case for such encumbrances or restrictions existing under or by reason of:(i)this Agreement and the other Loan Documents;(ii)applicable law;(iii)customary non-assignment provisions in leases or other agreements entered in the ordinary course of business and consistent with past practices;(iv)customary restrictions in loan agreements, security agreements, mortgages or other loan documents in respect of secured Indebtedness, or capital leases, of a Company, in each case, solely to the extent such secured Indebtedness is permitted hereunder, to the extent such restrictions shall only restrict the transfer or encumbrance of the property subject to such security agreement, mortgage or lease; (v)obligations that are binding on a Subsidiary at the time such Subsidiary first becomes a Subsidiary of US Borrower, so long as such obligations are not entered into in contemplation of such Person becoming a Subsidiary;(vi)agreements related to the sale of property that limit the transfer of such property pending the consummation of such sale or any restriction on a Subsidiary imposed pursuant to an agreement entered into for the sale or disposition of the equity interests or assets of a Subsidiary, in each case to the extent such sale is permitted pursuant to Section 5.12;(vii)customary provisions restricting assignment of any agreement entered into in the ordinary course of business;(viii)customary provisions in joint venture agreements and other similar agreements applicable to joint ventures, including any loan agreements or other agreements relating to Indebtedness of such joint ventures, and applicable only to such joint venture and equity interests therein;(ix)solely in the case of clause (b) above, encumbrances or restrictions arising under any unsecured indebtedness that are not more restrictive, taken as a whole, in any material respect than the encumbrances or restrictions under this Agreement, and(x)a contract or agreement entered into in connection with (A) the purchase or lease of fixed assets that prohibits Liens and restricts the transfer on such fixed assets, or (B) the incurrence of Indebtedness permitted pursuant to Section 5.8(d), (i) or (j), so long as the applicable restrictions and prohibitions apply only to the obligors under such Indebtedness and their respective subsidiaries.Section 10.3Pari Passu Ranking. Â The Obligations shall, and Borrowers shall take all necessary action reasonably requested by Agent to ensure that the Obligations shall, at all times, rank at least pari passu in right of payment with all other senior Indebtedness of each Borrower.Section 10.4Guaranty Under Material Indebtedness Agreement. Â No Company shall be or become a primary obligor or Guarantor of the Indebtedness incurred pursuant to any Material Indebtedness 104â€‹Exhibit 10.99Agreement unless such Company shall also be a Guarantor of Payment under this Agreement prior to or concurrently therewith.Section 10.5Amendment of Organizational Documents. Â Without the prior written consent of Agent, no Credit Party shall amend, modify or change its Organizational Documents in any manner materially adverse to the Lenders.Section 10.6Fiscal Year of Borrowers. Â No Borrower shall change the date of its fiscal year end without the prior written consent of Agent and the Required Lenders. Â As of the Closing Date, the fiscal year end of each Borrower is December 31 of each year.Section 10.7Further Assurances. Â Borrowers shall, and shall cause each other Credit Party to, promptly upon request by Agent, or the Required Lenders through Agent, (a) correct any material defect or error that may be discovered in any Loan Document or in the execution, acknowledgment, filing or recordation thereof, and (b) do, execute, acknowledge, deliver, record, re-record, file, re-file, register and re-register any and all such further acts, deeds, certificates, assurances and other instruments related to the Collateral as Agent, or the Required Lenders through Agent, may reasonably require from time to time in order to carry out more effectively the purposes of the Loan Documents.Section 10.8Anti-Corruption Laws; Beneficial Ownership Regulation, Anti-Money Laundering Laws and Sanctions.(a)The Borrowers will maintain in effect and enforce policies and procedures reasonably designed to promote and achieve compliance by the Borrowers, their respective Subsidiaries and their respective directors, officers, employees and agents with all Anti-Corruption Laws, Anti-Money Laundering Laws and applicable Sanctions.(b)The Borrowers will (i) promptly upon the reasonable request of Agent or any Lender, provide directly to Agent or such Lender, as the case may be, any information or documentation requested by it for purposes of complying with the Beneficial Ownership Regulation and (ii) notify Agent and each Lender that previously received a Beneficial Ownership Certification of any change in the information provided in the Beneficial Ownership Certification that would result in a change to the list of beneficial owners identified therein.(c)No Borrower will request any Loan or Letter of Credit, and no Borrower shall use, and shall not permit its Subsidiaries and its or their respective directors, officers and employees, or to the knowledge of the Borrowers, their agents to use, the proceeds of any Credit Event, directly or indirectly, (i) in furtherance of an offer, payment, promise to pay, or authorization of the payment or giving of money, or anything else of value, to any Person in violation of any Anti-Corruption Laws, (ii) for the purpose of funding, financing or facilitating any activities, business or transaction of or with any Sanctioned Person, or in any Sanctioned Country in violation of any Sanctions applicable to any party to this Agreement, or (iii) in any manner that would result in the violation of any Sanctions applicable to any party hereto.ARTICLE 11.Article VI. REPRESENTATIONS AND WARRANTIESSection 11.1Corporate Existence; Subsidiaries; Foreign Qualification. Â Each Company is duly organized, validly existing and in good standing (or comparable concept in the applicable jurisdiction) under the laws of its state or jurisdiction of incorporation or organization, and is duly qualified and authorized to do business and is in good standing (or comparable concept in the applicable jurisdiction) as a foreign entity in any states or jurisdictions where the character of its property or its business activities makes such qualification necessary, except where a failure to so qualify would not reasonably be expected 105â€‹Exhibit 10.99to have a Material Adverse Effect. Â Schedule 6.1 hereto sets forth, as of the Sixth Amendment Effective Date, each Subsidiary of a Borrower (and whether such Subsidiary is a Dormant Subsidiary), its state (or jurisdiction) of formation, its relationship to a Borrower, including the percentage of each class of stock or other equity interest owned by a Company, the location of its chief executive office and its principal place of business. Â Except as set forth on Schedule 6.1 hereto, as of the Sixth Amendment Effective Date, each Borrower, directly or indirectly, owns all of the equity interests of each of its Subsidiaries (excluding directorsâ€™ qualifying shares and, in the case of Foreign Subsidiaries, other nominal amounts of shares held by a Person other than a Company). Â No Credit Party nor any Subsidiary is an Affected Financial Institution.Section 11.2Corporate Authority. Â Each Credit Party has the right and power and is duly authorized and empowered to enter into, execute and deliver the Loan Documents to which it is a party and to perform and observe the provisions of the Loan Documents. Â The Loan Documents to which each Credit Party is a party have been duly authorized and approved by such Credit Partyâ€™s board of directors or other governing body, as applicable, and are the valid and binding obligations of such Credit Party, enforceable against such Credit Party in accordance with their respective terms, subject to applicable bankruptcy, insolvency, reorganization, moratorium or other laws affecting creditorsâ€™ rights generally and subject to general principles of equity, regardless of whether considered in a proceeding in equity or at law. Â The execution, delivery and performance of the Loan Documents do not conflict with, result in a breach in any of the provisions of, constitute a default under, or result in the creation of a Lien (other than Liens permitted under Section 5.9 hereof) upon any assets or property of any Company under the provisions of, such Companyâ€™s Organizational Documents or any material agreement to which such Company is a party.Section 11.3Compliance with Laws and Contracts.(a)Each Company holds permits, certificates, licenses, orders, registrations, franchises, authorizations, and other approvals from any Governmental Authority reasonably necessary for the conduct of its business and is in compliance with all applicable laws relating thereto, except where the failure to do so would not have a Material Adverse Effect.(b)Each Company is in compliance with all federal, state, local, or foreign applicable statutes, rules, regulations, and orders including, without limitation, those relating to environmental protection, occupational safety and health, and equal employment practices, except where the failure to be in compliance would not have a Material Adverse Effect.(c)No Company is in violation of or in default under any agreement to which it is a party or by which its assets are subject or bound, except with respect to any violation or default that could not reasonably be expected to result in a Material Adverse Effect.(d)None of the Companies or their respective Subsidiaries, any of their respective directors, officers, or to the knowledge of the Companies, any of their respective employees or affiliates, or to the knowledge of US Borrower, any agent or representative of the Companies that will act in any capacity in connection with or benefit from the Loans or Letters of Credit, (i) is a Sanctioned Person or currently the subject or target of any Sanctions, (ii) has its assets located in a Sanctioned Country in violation of any Sanctions applicable to any party to this Agreement, (iii) directly or indirectly derives revenues from investments in, or transactions with, Sanctioned Persons in violation of any Sanctions applicable to any party to this Agreement, (iv) has taken any action, directly or indirectly, that would result in a violation by such Persons of any Anti-Corruption Laws or Anti-Money Laundering Laws or (v) has violated the Patriot Act, except with respect to this clause (v) where such violation could not reasonably be expected to result in a Material Adverse Effect. Â Each of the Companies, and to the knowledge of the Companies, each director, officer, employee, agent and Affiliate of the Companies, is in compliance with all Sanctions.106â€‹Exhibit 10.99(e)No proceeds of any Loans or Letters of Credit have been used, directly or indirectly, by the Borrowers, any of their respective Subsidiaries or any of its or their respective directors, officers, employees and agents (i) in violation of any Anti-Corruption Laws or any Anti-Money Laundering Laws, (ii) for the purpose of funding, financing or facilitating any activities, business or transaction of or with any Sanctioned Person, or in any Sanctioned Country, including any payments (directly or knowingly, indirectly) to a Sanctioned Person or a Sanctioned Country or (iii) in any manner that would result in the violation of any Sanctions applicable to any party hereto.(f)Each of the Companies has implemented and maintains in effect policies and procedures designed to ensure compliance by the Companies and their respective directors, officers, employees, and agents with the Anti-Corruption Laws, Anti-Money Laundering Laws and applicable Sanctions. Â Each of the Companies, and to the knowledge of the Companies, each director, officer, employee, agent and Affiliate of the Companies, is in compliance with the Anti-Corruption Laws and Anti-Money Laundering Laws, except where such non-compliance could not reasonably be expected to result in a Material Adverse Effect.Section 11.4Litigation and Administrative Proceedings. Â Except as disclosed on Schedule 6.4 hereto, there are (a)Â no lawsuits, actions, investigations, examinations or other proceedings pending or threatened against any Company, or in respect of which any Company may have any liability, in any court or before or by any Governmental Authority, arbitration board, or other tribunal, (b)Â no orders, writs, injunctions, judgments, or decrees of any court or Governmental Authority to which any Company is a party or by which the property or assets of any Company are bound, and (c)Â no grievances, disputes, or controversies outstanding with any union or other organization of the employees of any Company, or threats of work stoppage, strike, or pending demands for collective bargaining, in each case other than those that could not reasonably be expected to result in a Material Adverse Effect.Section 11.5Title to Assets. Â Each Company has good title to and ownership of all property it purports to own as is necessary to the conduct of its business, which property is free and clear of all Liens, except those permitted under Section 5.9 hereof.Section 11.6Liens and Security Interests. Â On and after the Closing Date, except for Liens permitted pursuant to Section 5.9 hereof, (a) there is and will be no U.C.C. Financing Statement or similar notice of Lien outstanding covering any personal property of any Company; (b) there is and will be no mortgage outstanding covering any real property of any Company; and (c) no real or personal property of any Company is subject to any Lien of any kind. Â Agent, for the benefit of the Secured Parties, upon the filing of the U.C.C. Financing Statements and taking such other actions necessary to perfect

its Lien against Collateral of the corresponding type as authorized hereunder will have a valid and enforceable first consensual Lien on the Collateral.Section 11.7Tax Returns. Â All federal, state, provincial and all material local tax returns and other reports required by law to be filed in respect of the income, business, properties and employees of each Company have been filed and all taxes, assessments, fees and other governmental charges that are due and payable have been paid, except as otherwise permitted herein and with respect to foreign tax returns, except as may be filed beyond the due date without material penalties and except to the extent that the failure to pay such amounts could not reasonably be expected to result in a Material Adverse Effect. Â The provision for taxes on the books of each Company is adequate for all years not closed by applicable statutes and for the current fiscal year.Section 11.8Environmental Laws. Â Each Company is in compliance with all Environmental Laws, including, without limitation, all Environmental Laws in all jurisdictions in which any Company owns or operates, or has owned or operated, a facility or site, arranges or has arranged for disposal or treatment of hazardous substances, solid waste or other wastes, accepts or has accepted for transport any 107â€‹Exhibit 10.99hazardous substances, solid waste or other wastes or holds or has held any interest in real property or otherwise, expect where the failure to be in compliance could reasonably be expected to have a Material Adverse Effect. Â No litigation or proceeding arising under, relating to or in connection with any Environmental Law or Environmental Permit is pending or, to the best knowledge of each Company, threatened, against any Company, any real property in which any Company holds or has held an interest or any past or present operation of any Company that could reasonably be expected to have a Material Adverse Effect. Â No release, threatened release or disposal of hazardous waste, solid waste or other wastes is occurring, or has occurred (other than those that are currently being remediated in accordance with Environmental Laws), on, under or to any real property in which any Company holds any interest or performs any of its operations, in violation of any Environmental Law that could reasonably be expected to have a Material Adverse Effect. Â As used in this Section 6.8, â€œlitigation or proceedingâ€ means any demand, claim, notice, suit, suit in equity, action, administrative action, investigation or inquiry whether brought by any Governmental Authority or private Person, or otherwise.Section 11.9Locations. Â As of the Sixth Amendment Effective Date, Schedule 6.9 hereto, sets forth (a) the locations the Companies have places of business or maintain their accounts receivable, (b) the location of each Companyâ€™s chief executive office and (c) each location owned by the Companies.Section 11.10Continued Business. Â Except as described in US Borrowerâ€™s 10-K, 10-Q or other public filings with the SEC, there exists no actual, pending, or, to each Borrowerâ€™s knowledge, any threatened termination, cancellation or limitation of, or any modification or change in the business relationship of any Company and any customer or supplier, or any group of customers or suppliers, which termination, cancellation or limitation would have a Material Adverse Effect, and there exists no present condition or state of facts or circumstances that would have a Material Adverse Effect or prevent a Company from conducting such business or the transactions contemplated by this Agreement in substantially the same manner in which it was previously conducted.Section 11.11Employee Benefits Plans.(a)US Employee Benefit Plans. Â Schedule 6.11 hereto identifies each ERISA Plan as of the Sixth Amendment Effective Date. Â No ERISA Event that could reasonably be expected to result in a Material Adverse Effect has occurred or is reasonably expected to occur with respect to an ERISA Plan. Â No Controlled Group member has failed to make a required installment or other required payment under Section 412(a) of the Code on or before the due date or within a reasonable time after such due date that could reasonably be expected to result in a Material Adverse Effect. Â No Controlled Group member has failed to make contributions to an ERISA Plan that is a Multiemployer Plan in accordance with the applicable governing documents which is reasonably likely to result in a Material Adverse Effect. Â No Multiemployer Plan has any accumulated funding deficiency (as defined in Sections 412(a) and 431(a) of the Code) that could reasonably be expected to result in a Material Adverse Effect. Â Except as could not reasonably be expected to result in a Material Adverse Effect, with respect to each ERISA Plan (other than a Multiemployer Plan) that is intended to be qualified under Code Section 401(a), (i) the ERISA Plan and any associated trust operationally comply (or as soon as reasonably practicable are corrected to comply) with the applicable requirements of Code Section 401(a); (ii) the ERISA Plan and any associated trust have been amended to comply with all such requirements as currently in effect, other than those requirements for which a retroactive amendment can be made within the â€œremedial amendment periodâ€ available under Code Section 401(b) (as extended under Treasury Regulations and other Treasury pronouncements upon which taxpayers may rely); (iii) each ERISA Plan and any associated trust have received a favorable determination letter from the Internal Revenue Service stating that the ERISA Plan qualifies under Code Section 401(a), that the associated trust qualifies under Code Section 501(a) and, if applicable, that any cash or deferred arrangement under the ERISA Plan qualifies under Code Section 401(k), unless the ERISA Plan was first adopted at a time for which the above-described â€œremedial amendment periodâ€ has not yet 108â€‹Exhibit 10.99expired; (iv) the ERISA Plan currently satisfies the requirements of Code Section 410(b), subject to any retroactive amendment that may be made within the above-described â€œremedial amendment periodâ€; and (v) no contribution made to the ERISA Plan is subject to an excise tax under Code Section 4972. Â With respect to any Pension Plan, the â€œaccumulated benefit obligationâ€ of Controlled Group members with respect to the Pension Plan (as determined in accordance with Statement of Accounting Standards No. 87, â€œEmployersâ€™ Accounting for Pensionsâ€) does not exceed the fair market value of Pension Plan assets by an amount that would have a Material Adverse Effect. Â No Borrower is or will be using â€œplan assetsâ€ (within the meaning of 29 CFR Â§ 2510.3-101, as modified by Section 3(42) of ERISA) of one or more Benefit Plans in connection with the Loans, the Letters of Credit or the Commitments.(b)Foreign Pension Plan and Benefit Plans. Â As of the Sixth Amendment Effective Date, Schedule 6.11 hereto lists all Foreign Benefit Plans and Foreign Pension Plans currently maintained or contributed to by US Borrower and any appropriate Foreign Subsidiaries. Â The Foreign Pension Plans are duly registered under all applicable laws which require registration, except as could not reasonably be expected to result in a Material Adverse Effect. Â US Borrower and any appropriate Foreign Subsidiaries have complied with and performed all of its obligations under and in respect of the Foreign Pension Plans and Foreign Benefit Plans under the terms thereof, any funding agreements and all applicable laws (including any fiduciary, funding, investment and administration obligations) except to the extent as would not reasonably be expected to have a Material Adverse Effect. Â All employer and employee payments, contributions or premiums to be remitted, paid to or in respect of each Foreign Pension Plan or Foreign Benefit Plan have been paid in a timely fashion in accordance with the terms thereof, any funding agreement and all applicable laws except to the extent the failure to do so would not reasonably be expected to have a Material Adverse Effect. Â There are no outstanding actions or suits concerning the assets of the Foreign Pension Plans or the Foreign Benefit Plans that could reasonably be expected to result in a Material Adverse Effect. Â Each of the Foreign Pension Plans is fully funded on an ongoing basis as required by all laws applicable to such Foreign Pension Plans (using actuarial methods and assumptions as of the date of the valuations last filed with the applicable Governmental Authorities and that are consistent with generally accepted actuarial principles).Section 11.12Consents or Approvals. Â No consent, approval or authorization of, or filing, registration or qualification with, any Governmental Authority or any other Person is required to be obtained or completed by any Company in connection with the execution, delivery or performance of any of the Loan Documents that has not already been obtained or completed.Section 11.13Solvency.(a)US Borrower. Â US Borrower has received consideration that is the reasonably equivalent value of the obligations and liabilities that US Borrower has incurred to Agent and the Lenders. Â US Borrower is not insolvent as defined in any applicable state, federal or relevant foreign statute, nor will US Borrower be rendered insolvent by the execution and delivery of the Loan Documents to Agent and the Lenders. Â US Borrower is not engaged or about to engage in any business or transaction for which the assets retained by it are or will be an unreasonably small amount of capital, taking into consideration the obligations to Agent and the Lenders incurred hereunder. Â US Borrower does not intend to, nor does it believe that it will, incur debts beyond its ability to pay such debts as they mature.(b)Foreign Borrowers. Â Each Foreign Borrower has received consideration that is the reasonable equivalent value of the obligations and liabilities that such Foreign Borrower has incurred to Agent and the Lenders. Â The property of each Foreign Borrower is (i) sufficient, if disposed of at a fairly conducted sale under legal process, to enable payment of all its obligations due and accruing due, and (ii) at a fair valuation, greater than the total amount of liabilities, including contingent liabilities, of such Foreign Borrower. Â No Foreign Borrower has ceased paying its current obligations in the ordinary course 109â€‹Exhibit 10.99of business as they generally become due. Â No Foreign Borrower is for any reason (and will not by reason of the execution and delivery of the Loan Documents) unable to meet its obligations as they generally become due.Section 11.14Financial Statements. Â The Consolidated financial statements of US Borrower for the fiscal year ended December 31, 2012, and the unaudited Consolidated financial statements of US Borrower for the fiscal quarter ended March 31, 2013, furnished to Agent and the Lenders, are true and complete in all material respects, to the best knowledge of the Companies, have been prepared in accordance with GAAP, except for the absence of footnotes and subject to year-end adjustments consistent with past practice, and fairly present in all material respects the financial condition of the Companies as of the dates of such financial statements and the results of their operations for the periods then ending. Â Since the dates of such statements, there has been no material adverse change in any Companyâ€™s financial condition, properties or business or any change in any Companyâ€™s accounting procedures.Section 11.15Regulations. Â No Company is engaged principally or as one of its important activities, in the business of extending credit for the purpose of purchasing or carrying any â€œmargin stockâ€ (within the meaning of Regulation U of the FRB). Â None of the proceeds of any Loan (or any conversion thereof) or Letter of Credit will be used to purchase or carry margin stock or extend credit to others to purchase or carry margin stock, in each case, in any manner that will violate, or be inconsistent with, the provisions of Regulation T, U or X of the FRB.Section 11.16Material Agreements. Â Except as disclosed on Schedule 6.16 hereto, as of the Sixth Amendment Effective Date, no Company is a party to any (a) debt instrument (excluding the Loan Documents); (b) lease (capital, operating or otherwise), whether as lessee or lessor thereunder; (c) contract, commitment, agreement, or other arrangement involving the purchase or sale of any inventory by it, or the license of any right to or by it; (d) contract, commitment, agreement, or other arrangement with any of its â€œAffiliatesâ€ (as such term is defined in the Exchange Act) other than a Company; (e) management or employment contract or contract for personal services with any of its Affiliates that is not otherwise terminable at will or on less than ninety (90) daysâ€™ notice without liability; (f) collective bargaining agreement; or (g) other contract, agreement, understanding, or arrangement with a third party; that, as to subsections (a) through (g), the breach or termination of which could reasonably be expected to have a Material Adverse Effect.Section 11.17Intellectual Property. Â Each Company owns, or has the right to use, all of the material patents, patent applications, industrial designs, designs, trademarks, service marks, copyrights and licenses, and rights with respect to the foregoing, necessary for the conduct of its business without any known conflict with the rights of others that could, individually or in the aggregate, reasonably be expected to cause a Material Adverse Effect.Section 11.18Insurance. Â Each Company maintains with financially sound and reputable insurers insurance with coverage and limits as required by law and in accordance with sound business practices. Â Schedule 6.18 hereto sets forth all insurance carried by the Companies on the Sixth Amendment Effective Date, setting forth in detail the amount and type of such insurance.Section 11.19Deposit and Securities Accounts. Â US Borrower has provided to Agent a list of all banks, other financial institutions and Securities Intermediaries at which US Borrower and any Domestic Guarantor of Payment maintain Deposit Accounts or Securities Accounts as of the Closing Date, which list correctly identifies the name, address and telephone number of each such financial institution or Securities Intermediary, the name in which the account is held, a description of the purpose of the account, and the complete account number therefor.110â€‹Exhibit 10.99Section 11.20Accurate and Complete Statements. Â Neither the Loan Documents nor any written statement made by any Company in connection with any of the Loan Documents (other than any projections, forecasts, other forward-looking information, budgets, estimates and information of a general economic or industry specific nature) concerning the Companies, taken together as a whole (including any supplements and updates thereto theretofore delivered) with all other information made available (taken in combination with the information contained in US Borrowerâ€™s filings with the SEC), when furnished, contained any untrue statement of a material fact or omitted to state a material fact necessary to make the statements contained therein or in the Loan Documents not misleading in light of the circumstances under which such statements are made (giving effect to all supplements and updates provided thereto). Â There is no known fact that any Company has not disclosed to Agent and the Lenders that has or is more than likely to have a Material Adverse Effect. Â As of the Sixth Amendment Effective Date, all of the information included in the Beneficial Ownership Certification is true and correct.Section 11.21Investment Company; Other Restrictions. Â No Company is (a) an â€œinvestment companyâ€ or a company â€œcontrolledâ€ by an â€œinvestment companyâ€ within the meaning of the Investment Company Act of 1940, as amended, or (b) subject to any foreign, federal, state or local statute or regulation limiting its ability to incur Indebtedness.Section 11.22Defaults. Â No Default or Event of Default exists hereunder, nor will any begin to exist immediately after the execution and delivery hereof.ARTICLE 12.Article VII. EVENTS OF DEFAULTAny of the following specified events shall constitute an Event of Default (each an â€œEvent of Defaultâ€) hereunder:Section 12.1Payments. Â If (a) the interest on any Loan, any commitment or other fee, or any other Obligation not listed in subpart (b) hereof, shall not be paid in full when due and payable or within five Business Days thereafter, or (b) the principal of any Loan or any obligation under any Letter of Credit shall not be paid in full when due and payable.Section 12.2Special Covenants. Â If any Company shall fail or omit to perform and observe Section 5.7, 5.8, 5.9, 5.11, 5.12, 5.13 or 5.15 hereof.Section 12.3Other Covenants. Â If any Company shall fail or omit to perform and observe any agreement or other provision (other than those referred to in Section 7.1 or 7.2 hereof) contained or referred to in this Agreement or any Loan Document that is on such Companyâ€™s part to be complied with, and that Default shall not have been fully corrected within thirty (30) days after the earlier of (a) any Financial Officer of such Company becomes aware of the occurrence thereof, or (b) the giving of written notice thereof to Administrative Borrower by Agent or the Required Lenders that the specified Default is to be remedied.Section 12.4Representations and Warranties. Â If any representation, warranty or statement made in or pursuant to this Agreement, any other Loan Document or any other material information furnished by any Company to Agent or the Lenders, or any thereof, shall be false or erroneous in any material respect.Section 12.5Cross Default. Â If any Company shall default (a) in the payment of principal or interest due and owing under any Material Indebtedness Agreement beyond any period of grace provided with respect thereto or (b) in the performance or observance of any other provision, term or condition contained in any Material Indebtedness Agreement under which such obligation is created, if the effect of such default is to allow the acceleration of the maturity of such Indebtedness or to permit the holder thereof 111â€‹Exhibit 10.99to cause such Indebtedness to become due prior to its stated maturity (other than (x) any event that permits holders of any Permitted Convertible Indebtedness to convert such Indebtedness or (y) the conversion of any Permitted Convertible Indebtedness, in either case, into common stock of the US Borrower (or other securities or property following a merger event, reclassification or other change of the common stock of the US Borrower), cash or a combination thereof).Section 12.6ERISA Default. Â The occurrence of one or more ERISA Events that the Required Lenders determine could reasonably be expected to have a Material Adverse Effect.Section 12.7Change in Control. Â If any Change in Control shall occur.Section 12.8Judgments. Â There is entered against any Company:(a)a final judgment or order for the payment of money by a court of competent jurisdiction, that remains unpaid or unstayed and undischarged for a period (during which execution shall not be effectively stayed) of sixty (60) days after the date on which the right to appeal has expired; provided that such occurrence shall constitute an Event of Default only if the aggregate of all such judgments for all such Companies shall exceed Twenty Million Dollars ($20,000,000) (less any amount that will be covered by the proceeds of insurance and is not subject to dispute by the insurance provider); or(b)any one or more non-monetary final judgments that are not covered by insurance, or, if covered by insurance, for which the insurance company has not agreed to or acknowledged coverage, and that, in either case, the Required Lenders reasonably determine have, or could be expected to have, individually or in the aggregate, a Material Adverse Effect and, in either case, (i) enforcement proceedings are commenced by the prevailing party or any creditor upon such judgment or order, or (ii) there is a period of thirty (30) consecutive days during which a stay of enforcement of such judgment, by reason of a pending appeal or otherwise, is not in effect.Section 12.9Security. Â If any Lien granted in this Agreement or any other Loan Document in favor of Agent, for the benefit of the Secured Parties, shall be determined to be (a) void, voidable or invalid, or is subordinated or not otherwise given the priority contemplated by this Agreement with respect to any material amount of Collateral and Borrowers have (or the appropriate Credit Party has) failed to promptly execute appropriate documents to correct such matters, or (b) unperfected as to any material amount of Collateral (as determined by Agent, in its reasonable discretion) and Borrowers have (or the appropriate Credit Party has) failed to promptly execute appropriate documents to correct such matters.Section 12.10Validity of Loan Documents. Â If (a) any material provision, in the reasonable opinion of Agent, of any Loan Document shall at any time cease to be valid, binding and enforceable against any Credit Party; (b) the validity, binding effect or enforceability of any Loan Document against any Credit Party shall be contested by any Credit Party; (c) any Credit Party shall deny that it has any or further liability or obligation under any Loan Document; or (d) any Loan Document shall be terminated, invalidated or set aside, or be declared ineffective or inoperative or in any way cease to give or provide to Agent and the Lenders the benefits purported to be created thereby.Section 12.11Insolvency Events. Â If any Credit Party shall:(a)generally not pay its debts as such debts become due;(b)make a general assignment for the benefit of creditors;112â€‹Exhibit 10.99(c)apply for or consent to the appointment of an interim receiver, a receiver, a receiver and manager, an administrator, sequestrator, monitor, a custodian, a trustee, an interim trustee, liquidator, agent or other similar official of all or a substantial part of its assets or of such Credit Party;(d)be adjudicated a debtor or insolvent or have entered against it an order for relief under any Debtor Relief Laws, in any applicable

jurisdiction, now or hereafter existing, as any of the foregoing may be amended from time to time, or other applicable statute for jurisdictions outside of the United States, as the case may be; (e)file a voluntary petition under the Bankruptcy Code or seek relief under any other Debtor Relief Laws in any jurisdiction outside of the United States, or file a proposal or notice of intention to file such petition;(f)have an involuntary proceeding under the Bankruptcy Code filed against it and the same shall not be controverted within ten (10) days, or shall continue undismissed for a period of sixty (60) days from commencement of such proceeding or case;(g)file a petition, an answer, an application or a proposal seeking reorganization or an arrangement with creditors or seeking to take advantage of any other Debtor Relief Law, or admit (by answer, by default or otherwise) the material allegations of a petition filed against it in any proceeding under any Debtor Relief Law;(h)suffer or permit to continue unstayed and in effect for sixty (60) consecutive days any judgment, decree or order entered by a court of competent jurisdiction, that approves a petition or an application or a proposal seeking its reorganization or appoints an interim receiver, a receiver and manager, an administrator, custodian, trustee, interim trustee or liquidator of all or a substantial part of its assets, or of such Credit Party;(i)have an administrative receiver appointed over the whole or substantially the whole of its assets, or of such Credit Party; or(j)have a moratorium declared in respect of any of its Indebtedness, or any analogous procedure or step is taken in any jurisdiction.ARTICLE 13.Article VIII. REMEDIES UPON DEFAULTNotwithstanding any contrary provision or inference herein or elsewhere:Section 13.1Optional Defaults. Â If any Event of Default referred to in Section 7.1, 7.2, 7.3, 7.4, 7.5, 7.6, 7.7, 7.8, 7.9 or 7.10 hereof shall occur, Agent may, with the consent of the Required Lenders, and shall, at the written request of the Required Lenders, give written notice to Borrowers to: (a)terminate the Commitment, if not previously terminated, and, immediately upon such election, the obligations of the Lenders, and each thereof, to make any further Loan, and the obligation of the Fronting Lender to issue any Letter of Credit, immediately shall be terminated; and/or(b)accelerate the maturity of all of the Obligations (if the Obligations are not already due and payable), whereupon all of the Obligations shall become and thereafter be immediately due and payable in full without any presentment or demand and without any further or other notice of any kind, all of which are hereby waived by each Borrower.113â€‹Exhibit 10.99Section 13.2Automatic Defaults. Â If any Event of Default referred to in Section 7.11 hereof shall occur:(a)all of the Commitment shall automatically and immediately terminate, if not previously terminated, and no Lender thereafter shall be under any obligation to grant any further Loan, nor shall the Fronting Lender be obligated to issue any Letter of Credit; and(b)the principal of and interest then outstanding on all of the Loans, and all of the other Obligations, shall thereupon become and thereafter be immediately due and payable in full (if the Obligations are not already due and payable), all without any presentment, demand or notice of any kind, which are hereby waived by each Borrower.Section 13.3Letters of Credit. Â If the maturity of the Obligations shall be accelerated pursuant to Section 8.1 or 8.2 hereof, Borrowers shall immediately deposit with Agent, as security for the obligations of Borrowers and any Guarantor of Payment to reimburse Agent and the Lenders for any then outstanding Letters of Credit, cash equal to the aggregate undrawn balance of any then outstanding Letters of Credit. Â Agent and the Lenders are hereby authorized, at their option, to deduct any and all such amounts from any deposit balances then owing by any Lender (or any affiliate of such Lender) to or for the credit or account of US Borrower or any Domestic Guarantor of Payment, as security for the obligations of the appropriate Borrower and any Guarantor of Payment to reimburse Agent and the Lenders for any then outstanding Letters of Credit.Section 13.4Offsets.(a)If there shall occur or exist any Event of Default referred to in Section 7.11 hereof or if the maturity of the Obligations is accelerated pursuant to Section 8.1 or 8.2 hereof, each Lender shall have the right at any time, after obtaining the prior written consent of the Agent, to set off against, and to appropriate and apply toward the payment of, any and all of the Obligations then owing by US Borrower or a Domestic Guarantor of Payment to such Lender, or any Foreign Borrower or Foreign Guarantor of Payment with respect to Obligations of a Foreign Borrower (including, without limitation, any participation purchased or to be purchased pursuant to Section 2.2(b), 2.2(c) or 8.5 hereof), whether or not the same shall then have matured, any and all deposit (general or special) balances and all other indebtedness then held or owing by such Lender (including, without limitation, by branches and agencies or any affiliate of such Lender, wherever located) to or for the credit or account of US Borrower or a Domestic Guarantor of Payment, or any Foreign Borrower or Foreign Guarantor of Payment with respect to such deposit balances and indebtedness of a Foreign Borrower or Foreign Guarantor of Payment, all without notice to or demand upon any Borrower or any other Person, all such notices and demands being hereby expressly waived by each Borrower.(b)Notwithstanding anything in this Agreement to the contrary, if a Lender acts as a Securities Intermediary or a depository institution for a Credit Party, and the applicable Securities Accounts or Deposit Accounts of such Credit Party with such Lender (or an affiliate of a Lender) are not subject to a Control Agreement, then such Lender agrees that such accounts are subject to the Lien of Agent (to the extent granted pursuant to the Security Documents) and it will not set off against or appropriate toward the payment of, any Indebtedness owing to such Lender that does not constitute Obligations (other than Customary Setoffs with respect to such Deposit Accounts or Securities Accounts).Section 13.5Equalization Provisions. Â Each Lender agrees with the other Lenders that if it, at any time, shall obtain any Advantage over the other Lenders or any thereof in respect of the Obligations (except as to Swing Loans and Letters of Credit prior to Agentâ€™s giving of notice to participate and except under Article III hereof), it shall purchase from the other Lenders, for cash and at par, such additional 114â€‹Exhibit 10.99participation in the Obligations as shall be necessary to nullify the Advantage. Â If any such Advantage resulting in the purchase of an additional participation as aforesaid shall be recovered in whole or in part from the Lender receiving the Advantage, each such purchase shall be rescinded, and the purchase price restored (but without interest unless the Lender receiving the Advantage is required to pay interest on the Advantage to the Person recovering the Advantage from such Lender) ratably to the extent of the recovery. Â Each Lender further agrees with the other Lenders that:(a)if it at any time shall receive any payment for or on behalf of any Borrower on any Indebtedness owing by any Borrower (or through any Guarantor of Payment) pursuant to this Agreement (whether by voluntary payment, by realization upon security, by reason of offset of any deposit or other indebtedness, by counterclaim or cross-action, by the enforcement of any right under any Loan Document, or otherwise); or(b)if any Lender (or affiliate of a Lender) (i) maintains Deposit Accounts or Securities Account of any Borrower or any Domestic Subsidiary, and (ii) exercises a right of offset or takes other action against such Deposit Accounts or Securities Accounts;then such Lender will apply all such payments (other than Customary Setoffs with respect to the Deposit Accounts or Securities Accounts referenced in subpart (b) above) first to any and all Obligations owing by Borrowers to that Lender (including, without limitation, any participation purchased or to be purchased pursuant to this Section 8.5 or any other section of this Agreement), and to the extent not prohibited by law, to the remainder of the Obligations (and the Secured Obligations in accordance with Section 8.6 hereof). Â Each Credit Party agrees that any Lender so purchasing a participation from the other Lenders or any thereof pursuant to this Section 8.5, or exercising rights under this provision, may exercise all of its rights of payment (including the right of set-off) with respect to such participation or otherwise as fully as if such Lender were a direct creditor of such Credit Party in the amount of such participation.Section 13.6Other Remedies. Â The remedies in this Article VIII are in addition to, not in limitation of, any other right, power, privilege, or remedy, either in law, in equity, or otherwise, to which the Lenders may be entitled. Â Agent shall exercise the rights under this Article VIII and all other collection efforts on behalf of the Lenders and no Lender shall act independently with respect thereto, except as otherwise specifically set forth in this Agreement.Section 13.7Application of Proceeds.(a)Payments Prior to Exercise of Remedies. Â Prior to the exercise by Agent, on behalf of the Lenders, of remedies under this Agreement or the other Loan Documents, all monies received by Agent shall be applied, unless otherwise required by the terms of the other Loan Documents or by applicable law, with respect to payments received in connection with the Revolving Credit Commitment, to the Revolving Lenders; provided that Agent shall have the right at all times to apply any payment received from US Borrower first to the payment of all obligations (to the extent not paid by Borrowers) incurred by Agent pursuant to Section 11.5 hereof and to the payment of Related Expenses.(b)Payments Subsequent to Exercise of Remedies. Â After the exercise by Agent or the Required Lenders of remedies under this Agreement or the other Loan Documents, all monies received by Agent shall be applied, unless otherwise required by the terms of the other Loan Documents or by applicable law, as follows:(i)with respect to:115â€‹Exhibit 10.99(A)payments from assets of Companies organized in the United States (or a state thereof), (1) first, to the Obligations (and Secured Obligations if such payments are from proceeds of Collateral) of US Borrower, and (2) second, to the Obligations (and Secured Obligations if such payments are from proceeds of Collateral) of any other Borrowers, in each case applied in accordance with the Waterfall;(B)payments from assets of Companies that are not organized in the United States (or a state thereof), to the Obligations (and Secured Obligations if such payments are from proceeds of Collateral) of the Foreign Borrowers, applied in accordance with the Waterfall; and(C)any other payments, in accordance with the Waterfall; and(ii)in accordance with the following priority (the â€œWaterfallâ€):(A)first, to the extent incurred in connection with obligations payable by a specific Borrower, to the payment of all obligations (to the extent not paid by Borrowers) incurred by Agent pursuant to Section 11.5 hereof and to the payment of Related Expenses;(B)second, to the extent incurred in connection with the obligations payable by a specific Borrower, to the payment pro rata of (1) interest then accrued and payable on the outstanding Loans, (2) any fees then accrued and payable to Agent, and (3) any fees then accrued and payable to the Fronting Lender or the holders of the Letter of Credit Commitment in respect of the Letter of Credit Exposure;(C)third, for payment of (1) principal outstanding on the Loans and the Letter of Credit Exposure, on a pro rata basis to the Lenders, based upon each such Lenderâ€™s Commitment Percentage, provided that the amounts payable in respect of the Letter of Credit Exposure shall be held and applied by Agent as security for the reimbursement obligations in respect thereof, and, if any Letter of Credit shall expire without being drawn, then the amount with respect to such Letter of Credit shall be distributed to the Lenders, on a pro rata basis in accordance with this subsection (C), (2) the Indebtedness under any Secured Hedge Agreement, such amount to be based upon the net termination obligation of Borrowers under such Secured Hedge Agreement, and (3) the Bank Product Obligations owing to a Lender (or an entity that is an affiliate of a then existing Lender) under Bank Product Agreements; with such payment to be pro rata among (1), (2) and (3) of this subsection (C); and(D)finally, any remaining surplus after all of the Secured Obligations have been paid in full, to Administrative Borrower for distribution to the appropriate Borrowers, or to whomsoever shall be lawfully entitled thereto.ARTICLE 14.Article IX. THE AGENTThe Lenders authorize Wells Fargo and Wells Fargo hereby agrees to act as agent for the Lenders in respect of this Agreement upon the terms and conditions set forth elsewhere in this Agreement, and upon the following terms and conditions:Section 14.1Appointment and Authorization. Â Each Lender hereby irrevocably appoints Wells Fargo as Agent hereunder and authorizes Agent to take such action as agent on its behalf and to exercise such powers hereunder as are delegated to Agent by the terms hereof, together with such powers as are 116â€‹Exhibit 10.99reasonably incidental thereto, including, without limitation, to execute Additional Foreign Borrower Assumption Agreements on behalf of the Lenders, and to execute various SecurityLoan Documents pertaining to the Foreign Borrower and Foreign Guarantors of Payment on behalf of the Lenders. Â Neither Agent nor any of its affiliates, directors, officers, attorneys or employees shall (a) be liable for any action taken or omitted to be taken by it or them hereunder or in connection herewith, except for its or their own gross negligence or willful misconduct (as determined by a court of competent jurisdiction), or be responsible in any manner to any of the Lenders for the effectiveness, enforceability, genuineness, validity or due execution of this Agreement or any other Loan Documents, (b) be under any obligation to any Lender to ascertain or to inquire as to the performance or observance of any of the terms, covenants or conditions hereof or thereof on the part of Borrowers or any other Company, or the financial condition of Borrowers or any other Company, or (c) be liable to any of the Companies for consequential damages resulting from any breach of contract, tort or other wrong in connection with the negotiation, documentation, administration or collection of the Loans or Letters of Credit or any of the Loan Documents. Â Notwithstanding any provision to the contrary contained in this Agreement or in any other Loan Document, Agent shall not have any duty or responsibility except those expressly set forth herein, nor shall Agent have or be deemed to have any fiduciary relationship with any Lender or participant, and no implied covenants, functions, responsibilities, duties, obligations or liabilities shall be read into this Agreement or any other Loan Document or otherwise exist against Agent. Â Without limiting the generality of the foregoing sentence, the use of the term â€œagentâ€ herein and in other Loan Documents with reference to Agent is not intended to connote any fiduciary or other implied (or express) obligations arising under agency doctrine of any applicable law. Â Instead, such term is used merely as a matter of market custom, and is intended to create or reflect only an administrative relationship between independent contracting parties.Section 14.2Note Holders. Â Agent may treat the payee of any Note as the holder thereof (or, if there is no Note, the holder of the interest as reflected on the books and records of Agent) until written notice of transfer shall have been filed with Agent, signed by such payee and in form satisfactory to Agent.Section 14.3Consultation With Counsel. Â Agent may consult with legal counsel selected by Agent and shall not be liable for any action taken or suffered in good faith by Agent in accordance with the opinion of such counsel.Section 14.4Documents. Â Agent shall not be under any duty to examine into or pass upon the validity, effectiveness, genuineness or value of any Loan Document or any other Related Writing furnished pursuant hereto or in connection herewith or the value of any collateral obtained hereunder, and Agent shall be entitled to assume that the same are valid, effective and genuine and what they purport to be.Section 14.5Agent and Affiliates. Â Wells Fargo and its affiliates may make loans to, issue letters of credit for the account of, accept deposits from, acquire equity interests in and generally engage in any kind of banking, trust, financial advisory, underwriting or other business with the Companies and Affiliates as though Wells Fargo were not Agent hereunder and without notice to or consent of any Lender. Â Each Lender acknowledges that, pursuant to such activities, Wells Fargo or its affiliates may receive information regarding any Company or any Affiliate (including information that may be subject to confidentiality obligations in favor of such Company or such Affiliate) and acknowledge that Agent shall be under no obligation to provide such information to other Lenders. Â With respect to Loans and Letters of Credit (if any), Wells Fargo and its affiliates shall have the same rights and powers under this Agreement as any other Lender and may exercise the same as though Wells Fargo were not Agent, and the terms â€œLenderâ€ and â€œLendersâ€ include Wells Fargo and its affiliates, to the extent applicable, in their individual capacities.Section 14.6Knowledge or Notice of Default. Â Agent shall not be deemed to have knowledge or notice of the occurrence of any Default or Event of Default unless Agent has received written notice from a Lender or Administrative Borrower referring to this Agreement, describing such Default or Event of 117â€‹Exhibit 10.99Default and stating that such notice is a â€œnotice of defaultâ€. In the event that Agent receives such a notice, Agent shall give notice thereof to the Lenders. Agent shall take such action with respect to such Default or Event of Default as shall be reasonably directed by the Required Lenders (or, if so specified by this Agreement, all Lenders); provided that, unless and until Agent shall have received such directions, Agent may (but shall not be obligated to) take such action, or refrain from taking such action, with respect to such Default or Event of Default as it shall deem advisable, in its discretion, for the protection of the interests of the Lenders.Section 14.7Action by Agent. Â Subject to the other terms and conditions hereof, so long as Agent shall be entitled, pursuant to Section 9.6 hereof, to assume that no Default or Event of Default shall have occurred and be continuing, Agent shall be entitled to use its discretion with respect to exercising or refraining from exercising any rights that may be vested in it by, or with respect to taking or refraining from taking any action or actions that it may be able to take under or in respect of, this Agreement. Â Agent shall incur no liability under or in respect of this Agreement by acting upon any notice, certificate, warranty or other paper or instrument believed by it to be genuine or authentic or to be signed by the proper party or parties, or with respect to anything that it may do or refrain from doing in the reasonable exercise of its judgment, or that may seem to it to be necessary or desirable in the premises. Â Without limiting the foregoing, no Lender shall have any right of action whatsoever against Agent as a result of Agentâ€™s acting or refraining from acting hereunder in accordance with the instructions of the Required Lenders.Section 14.8Release of Collateral or Guarantor of Payment. Â In the event of a merger, sale of assets or other transaction permitted pursuant to Section 5.12 hereof or otherwise permitted pursuant to this Agreement, and so long as there is no Default or Event of Default existing, Agent, at the request and expense of US Borrower, is hereby authorized by the Lenders to (a) release such Collateral from this Agreement or any other Loan Document; provided that the release of all or substantially all of the Collateral shall be subject to Section 11.3(b)(i)(E) and (G), (b) release a Guarantor of Payment or Foreign Borrower in connection with such permitted transfer or event, and (c) duly assign, transfer and deliver to the affected Person (without recourse and without any representation or warranty) such Collateral as is then (or has been) so transferred or released and as may be in possession of Agent and has not theretofore been released pursuant to this Agreement. Â In the case of any sale, transfer or disposal of any property constituting Collateral in a Permitted Factoring Transaction, the Liens created by any of the Collateral Documents on such property shall be automatically released without need for further action by any person and each Lender hereby authorizes Agent to enter into such Lien releases and intercreditor arrangements in connection with any Permitted Factoring Transaction as it deems reasonably necessary or appropriate.Section 14.9Delegation of Duties. Â Agent may execute any of its duties under this Agreement or any other Loan Document by or through agents, employees or attorneys-in-fact and shall be entitled to advice of counsel and other consultants or experts concerning all matters pertaining to such duties. Â Agent shall not be responsible for the negligence or misconduct of any agent or attorney-in-fact that it selects in the absence of gross negligence or willful misconduct, as determined by a court of competent jurisdiction.Section 14.10Indemnification of Agent. Â The Lenders agree to indemnify Agent (to the extent not reimbursed by Borrowers) ratably, according to their respective Commitment Percentages, from and against any and all liabilities, obligations, losses, damages, penalties, actions, judgments, suits, costs, expenses (including attorneysâ€™ fees and expenses) or disbursements of any kind or nature whatsoever that may be imposed on, incurred by or asserted against Agent in its capacity as agent in any way relating to or arising out of this

Agreement or any Loan Document or any action taken or omitted by Agent with respect to this Agreement or any Loan Document; provided that no Lender shall be liable for any portion of such liabilities, obligations, losses, damages, penalties, actions, judgments, suits, costs, expenses (including attorneysâ€™ fees and expenses) or disbursements resulting from Agentâ€™s gross negligence or willful misconduct as determined by a court of competent jurisdiction, or from any action taken or omitted by 118â€‹Exhibit 10.99Agent in any capacity other than as agent under this Agreement or any other Loan Document. Â No action taken in accordance with the directions of the Required Lenders shall be deemed to constitute gross negligence or willful misconduct for purposes of this Section 9.10. Â The undertaking in this Section 9.10 shall survive repayment of the Loans, cancellation of the Notes, if any, expiration or termination of the Letters of Credit, termination of the Commitment, any foreclosure under, or modification, release or discharge of, any or all of the Loan Documents, termination of this Agreement and the resignation or replacement of Agent.Section 14.11Successor Agent. Â Agent may resign as agent hereunder by giving not fewer than thirty (30) days prior written notice to Administrative Borrower and the Lenders. Â If Agent shall resign under this Agreement, then either (a) the Required Lenders shall appoint from among the Lenders a successor agent for the Lenders (with the consent of Administrative Borrower so long as an Event of Default does not exist and which consent shall not be unreasonably withheld), or (b) if a successor agent shall not be so appointed and approved within the thirty (30) day period following Agentâ€™s notice to the Lenders of its resignation, then Agent shall appoint a successor agent that shall serve as agent until such time as the Required Lenders appoint a successor agent. Â If no successor agent has accepted appointment as Agent by the date that is thirty (30) days following a retiring Agentâ€™s notice of resignation, the retiring Agentâ€™s resignation shall nevertheless thereupon become effective, and the Lenders shall assume and perform all of the duties of Agent hereunder until such time, if any, as the Required Lenders appoint a successor agent as provided for above. Â Upon its appointment, such successor agent shall succeed to the rights, powers and duties as agent, and the term â€œAgentâ€ means such successor effective upon its appointment, and the former agentâ€™s rights, powers and duties as agent shall be terminated without any other or further act or deed on the part of such former agent or any of the parties to this Agreement. Â After any retiring Agentâ€™s resignation as Agent, the provisions of this Article IX shall inure to its benefit as to any actions taken or omitted to be taken by it while it was Agent under this Agreement and the other Loan Documents.Section 14.12Fronting Lender. Â The Fronting Lender shall act on behalf of the Lenders with respect to any Letters of Credit issued by the Fronting Lender and the documents associated therewith. Â The Fronting Lender shall have all of the benefits and immunities (a) provided to Agent in this Article IX with respect to any acts taken or omissions suffered by the Fronting Lender in connection with the Letters of Credit and the applications and agreements for letters of credit pertaining to such Letters of Credit as fully as if the term â€œAgentâ€, as used in this ArticleÂ IX, included the Fronting Lender with respect to such acts or omissions, and (b) as additionally provided in this Agreement with respect to the Fronting Lender.Section 14.13Swing Line Lender. Â The Swing Line Lender shall act on behalf of the Lenders with respect to any Swing Loans. Â The Swing Line Lender shall have all of the benefits and immunities (a) provided to Agent in this Article IX with respect to any acts taken or omissions suffered by the Swing Line Lender in connection with the Swing Loans as fully as if the term â€œAgentâ€, as used in this Article IX, included the Swing Line Lender with respect to such acts or omissions, and (b) as additionally provided in this Agreement with respect to the Swing Line Lender.Section 14.14Agent May File Proofs of Claim. Â In case of the pendency of any receivership, insolvency, liquidation, bankruptcy, reorganization, arrangement, adjustment, composition or other judicial proceeding relative to any Credit Party, (a) Agent (irrespective of whether the principal of any Loan shall then be due and payable as herein expressed or by declaration or otherwise and irrespective of whether Agent shall have made any demand on any Borrower) shall be entitled and empowered, by intervention in such proceeding or otherwise, to (i) file and prove a claim for the whole amount of the principal and interest owing and unpaid in respect of the Loans, and all other Obligations that are owing and unpaid and to file such other documents as may be necessary or advisable in order to have the claims of the Lenders and Agent (including any claim for the reasonable compensation, expenses, disbursements and advances of the Lenders and Agent and their respective agents and counsel and all other amounts due the Lenders and 119â€‹Exhibit 10.99Agent) allowed in such judicial proceedings, and (ii) collect and receive any monies or other property payable or deliverable on any such claims and to distribute the same; and (b) any custodian, receiver, assignee, trustee, liquidator, sequestrator or other similar official in any such judicial proceeding is hereby authorized by each Lender to make such payments to Agent and, in the event that Agent shall consent to the making of such payments directly to the Lenders, to pay to Agent any amount due for the reasonable compensation, expenses, disbursements and advances of Agent and its agents and counsel, and any other amounts due Agent. Â Nothing contained herein shall be deemed to authorize Agent to authorize or consent to or accept or adopt on behalf of any Lender any plan of reorganization, arrangement, adjustment or composition affecting the Obligations or the rights of any Lender or to authorize Agent to vote in respect of the claim of any Lender in any such proceeding.Section 14.15No Reliance on Agentâ€™s Customer Identification Program. Â Each Lender acknowledges and agrees that neither such Lender, nor any of its affiliates, participants or assignees, may rely on Agent to carry out such Lenderâ€™s or its affiliateâ€™s, participantâ€™s or assigneeâ€™s customer identification program, or other obligations required or imposed under or pursuant to the Patriot Act or the regulations thereunder, including the regulations contained in 31 CFR 103.121 (as hereafter amended or replaced, the â€œCIP Regulationsâ€), or any other anti-terrorism law, including any programs involving any of the following items relating to or in connection with Borrowers, their respective Affiliates or agents, the Loan Documents or the transactions hereunder: Â (a) any identity verification procedures, (b) any record keeping, (c) any comparisons with government lists, (d) any customer notices or (e) any other procedures required under the CIP Regulations or such other laws.Section 14.16Other Agents. Â Agent shall have the continuing right from time to time to designate one or more Lenders (or its or their affiliates) as â€œsyndication agentâ€, â€œco-syndication agentâ€, â€œdocumentation agentâ€, â€œco-documentation agentâ€, â€œbook runnerâ€, â€œlead arrangerâ€, â€œarrangersâ€ or other designations for purposes hereof, but (a) any such designation shall have no substantive effect, and (b) any such Lender and its affiliates shall have no additional powers, duties, responsibilities or liabilities as a result thereof.Section 14.17Erroneous Payments.(a)Each Lender, each Fronting Lender, each other Secured Party and any other party hereto hereby severally agrees that if (i) the Agent notifiesÂ (which such notice shall be conclusive absent manifest error) such Lender or Fronting Lender or any other Secured Party (or the Lender Affiliate of a Secured Party) or any other Person that has received funds from the Agent or any of its Affiliates, either for its own account or on behalf of a Lender, Fronting Lender or other Secured Party (each such recipient, a â€œPayment Recipientâ€) that the Agent has determined in its sole discretion that any funds received by such Payment Recipient were erroneously transmitted to, or otherwise erroneously or mistakenly received by, such Payment Recipient (whether or not known to such Payment Recipient) or (ii) any Payment RecipientÂ receives any payment from the Agent (or any of its Affiliates) (x) that is in a different amount than, or on a different date from, that specified in a notice of payment, prepayment or repayment sent by the Agent (or any of its Affiliates) with respect to such payment, prepayment or repayment, as applicable, (y) that was not preceded or accompanied by a notice of payment, prepayment or repayment sent by the Agent (or any of its Affiliates) with respect to such payment, prepayment or repayment, as applicable, or (z) that such Payment Recipient otherwise becomes aware was transmitted or received in error or by mistake (in whole or in part) then, in each case, an error in payment shall be presumed to have been made (any such amounts specified in clauses (i) or (ii) of this Section 9.17(a), whether received as a payment, prepayment or repayment of principal, interest, fees, distribution or otherwise; individually and collectively, an â€œErroneous Paymentâ€), then, in each case, such Payment Recipient is deemed to have knowledge of such error at the time of its receipt of such Erroneous Payment; provided that nothing in this Section shall require the Agent to provide any of the notices specified in clauses (i) or (ii) above. Each Payment Recipient agrees 120â€‹Exhibit 10.99that it shall not assert any right or claim to any Erroneous Payment, and hereby waives any claim, counterclaim, defense or right of set-off or recoupment with respect to any demand, claim or counterclaim by the Agent for the return of any Erroneous Payments, including without limitation waiver of any defense based on â€œdischarge for valueâ€ or any similar doctrine.(b)Without limiting the immediately preceding clause (a), each Payment Recipient agrees that, in the case of clause (a)(ii) above, it shall promptly notify the Agent in writing of such occurrence.(c)In the case of either clause (a)(i) or (a)(ii) above, such Erroneous Payment shall at all times remain the property of the Agent and shall be segregated by the Payment Recipient and held in trust for the benefit of the Agent, and upon demand from the Agent such Payment Recipient shall (or, shall cause any Person who received any portion of an Erroneous Payment on its behalf to), promptly, but in all events no later than one Business Day thereafter, return to the Agent the amount of any such Erroneous Payment (or portion thereof) as to which such a demand was made in same day funds and in the currency so received, together with interest thereon in respect of each day from and including the date such Erroneous Payment (or portion thereof) was received by such Payment Recipient to the date such amount is repaid to the Agent at the greater of the Overnight Rate.(d)In the event that an Erroneous Payment (or portion thereof) is not recovered by the Agent for any reason, after demand therefor by the Agent in accordance with immediately preceding clause (c), from any Lender that is a Payment Recipient or an Affiliate of a Payment Recipient (such unrecovered amount as to such Lender, an â€œErroneous Payment Return Deficiencyâ€), then at the sole discretion of the Agent and upon the Agentâ€™s written notice to such Lender (i) such Lender shall be deemed to have made a cashless assignment of the full face amount of the portion of its Loans (but not its Commitments) of the relevant Class with respect to which such Erroneous Payment was made (the â€œErroneous Payment Impacted Classâ€) to the Agent or, at the option of the Agent, the Agentâ€™s applicable lending affiliate in an amount that is equal to the Erroneous Payment Return Deficiency (or such lesser amount as the Agent may specify) (such assignment of the Loans (but not Commitments) of the Erroneous Payment Impacted Class, the â€œErroneous Payment Deficiency Assignmentâ€) plus any accrued and unpaid interest on such assigned amount, without further consent or approval of any party hereto and without any payment by the Agent or its applicable lending affiliate as the assignee of such Erroneous Payment Deficiency Assignment. Â Without limitation of its rights hereunder, the Agent may cancel any Erroneous Payment Deficiency Assignment at any time by written notice to the applicable assigning Lender and upon such revocation all of the Loans assigned pursuant to such Erroneous Payment Deficiency Assignment shall be reassigned to such Lender without any requirement for payment or other consideration. Â The parties hereto acknowledge and agree that (1) any assignment contemplated in this clause (d) shall be made without any requirement for any payment or other consideration paid by the applicable assignee or received by the assignor, (2) the provisions of this clause (d) shall govern in the event of any conflict with the terms and conditions of Section 11.10 and (3) the Agent may reflect such assignments in the Register without further consent or action by any other Person.(e)Each party hereto hereby agrees that (x) in the event an Erroneous Payment (or portion thereof) is not recovered from any Payment Recipient that has received such Erroneous Payment (or portion thereof) for any reason, the Agent (1) shall be subrogated to all the rights of such Payment Recipient with respect to such amount and (2) is authorized to set off, net and apply any and all amounts at any time owing to such Payment Recipient under any Loan Document, or otherwise payable or distributable by the Agent to such Payment Recipient from any source, against any amount due to the Agent under this Section 9.17 or under the indemnification provisions of this Agreement, (y) the receipt of an Erroneous Payment by a Payment Recipient shall not for the purpose of this Agreement be treated as a payment, prepayment, repayment, discharge or other satisfaction of any Obligations owed by the Borrowers or any other Credit Party, except, in each case, to the extent such Erroneous Payment is, and solely with respect to the amount 121â€‹Exhibit 10.99of such Erroneous Payment that is, comprised of funds received by the Agent from the Borrowers or any other Credit Party for the purpose of making a payment on the Obligations and (z) to the extent that an Erroneous Payment was in any way or at any time credited as payment or satisfaction of any of the Obligations, the Obligations or any part thereof that were so credited, and all rights of the Payment Recipient, as the case may be, shall be reinstated and continue in full force and effect as if such payment or satisfaction had never been received.(f)Each partyâ€™s obligations under this Section 9.17 shall survive the resignation or replacement of the Agent or any transfer of right or obligations by, or the replacement of, a Lender, the termination of the Commitments or the repayment, satisfaction or discharge of all Obligations (or any portion thereof) under any Loan Document.(g)Nothing in this Section 9.17 will constitute a waiver or release of any claim of any party hereunder arising from any Payment Recipientâ€™s receipt of an Erroneous Payment.ARTICLE 15.Article X. GUARANTYSection 15.1The Guaranty. Â US Borrower hereby guarantees to Agent, for the benefit of the Secured Parties, as a primary obligor and not as a surety, the prompt payment of the Secured Obligations owing by each other Borrower in full when due (whether at stated maturity, as a mandatory prepayment, by acceleration, as a mandatory cash collateralization or otherwise) strictly in accordance with the terms thereof. Â US Borrower hereby further agrees that, if any of the Secured Obligations are not paid in full when due (whether at stated maturity, as a mandatory prepayment, by acceleration, as a mandatory cash collateralization or otherwise), US Borrower will promptly pay the same, without any demand or notice whatsoever, and that, in the case of any extension of time of payment or renewal of any of the Secured Obligations, the same will be promptly paid in full when due (whether at extended maturity, as a mandatory prepayment, by acceleration, as a mandatory cash collateralization or otherwise) in accordance with the terms of such extension or renewal.Section 15.2Obligations Unconditional. Â The obligations of US Borrower under Section 10.1 hereof are absolute and unconditional, irrespective of the value, genuineness, validity, regularity or enforceability of any of the Loan Documents, or any other agreement or instrument referred to therein, or any substitution, release, impairment or exchange of any other guarantee of or security for any of the Secured Obligations, and, to the fullest extent permitted by applicable law, irrespective of any other circumstance whatsoever which might otherwise constitute a legal or equitable discharge or defense of a surety or guarantor, it being the intent of this Section 10.2 that the obligations of US Borrower hereunder, as a Guarantor, shall be absolute and unconditional under any and all circumstances. Â US Borrower agrees that it shall have no right of subrogation, indemnity, reimbursement or contribution against any other Borrower or any other Guarantor of Payment for amounts paid under this ArticleÂ X until such time as the Secured Obligations have been irrevocably paid in full (other than (i) contingent obligations which by their terms survive the termination of this Agreement and (ii) Secured Hedge Obligations or obligations and liabilities under Bank Product Agreements, in each case as to which arrangements satisfactory to the applicable Secured Party shall have been made). Â Without limiting the generality of the foregoing, it is agreed that, to the fullest extent permitted by law, the occurrence of any one or more of the following shall not alter or impair the liability of US Borrower as a Guarantor hereunder, which shall remain absolute and unconditional as described above:(a)at any time or from time to time, without notice to any Guarantor, the time for any performance of or compliance with any of the Secured Obligations shall be extended, or such performance or compliance shall be waived;122â€‹Exhibit 10.99(b)any of the acts mentioned in any of the provisions of any of the Loan Documents or any other agreement or instrument referred to in the Loan Documents shall be done or omitted;(c)the maturity of any of the Secured Obligations shall be accelerated, or any of the Secured Obligations shall be modified, supplemented or amended in any respect, or any right under any of the Loan Documents, or any other agreement or instrument referred to in the Loan Documents shall be waived or any other guarantee of any of the Secured Obligations or any security therefor shall be released, impaired or exchanged in whole or in part or otherwise dealt with;(d)any Lien granted to, or in favor of, Agent, for the benefit of the Secured Parties, as security for any of the Secured Obligations shall fail to attach or be perfected; or(e)any of the Secured Obligations shall be determined to be void or voidable (including, without limitation, for the benefit of any creditor of any Guarantor) or shall be subordinated to the claims of any Person (including, without limitation, any creditor of any Guarantor).With respect to its obligations hereunder, US Borrower hereby expressly waives diligence, presentment, demand of payment, protest and all notices whatsoever, and any requirement that Agent or any Lender exhaust any right, power or remedy or proceed against any Person under any of the Loan Documents or any other agreement or instrument referred to in the Loan Documents, or against any other Person under any other guarantee of, or security for, any of the Secured Obligations.Section 15.3Reinstatement. Â The obligations of US Borrower under this ArticleÂ X shall be automatically reinstated if and to the extent that, for any reason, any payment by or on behalf of any Person in respect of the Secured Obligations is rescinded or must be otherwise restored by any holder of any of the Secured Obligations, whether as a result of any proceedings under any Debtor Relief Laws or otherwise, and US Borrower agrees that it will indemnify Agent and each Lender on demand for all reasonable costs and expenses (including, without limitation, reasonable fees and expenses of counsel) incurred by Agent or such Lender in connection with such rescission or restoration, including any such reasonable costs and expenses incurred in defending against any claim alleging that such payment constituted a preference, fraudulent transfer or similar payment under any Debtor Relief Laws.Section 15.4Certain Additional Waivers. Â US Borrower agrees that US Borrower shall have no right of recourse to security for the Secured Obligations, except through the exercise of rights of subrogation pursuant to Section 10.2 hereof and through the exercise of rights of contribution pursuant to Section 11.6 hereof.Section 15.5Remedies. Â US Borrower agrees that, to the fullest extent permitted by law, as between US Borrower, on the one hand, and Agent, on behalf of the Lenders, on the other hand, the Obligations may be declared to be forthwith due and payable as provided in Section 8.1 or 8.2 hereof (and shall be deemed to have become automatically due and payable in the circumstances provided in such Sections 8.1 and 8.2) for purposes of Section 10.1 hereof, notwithstanding any stay, injunction or other prohibition preventing such declaration (or preventing the Obligations from becoming automatically due and payable) as against any other Person and that, in the event of such declaration (or the Obligations being deemed to have become automatically due and payable), the Obligations (whether or not due and payable by any other Person) shall forthwith become due and payable by US Borrower for purposes of SectionÂ 10.1 hereof.Section 15.6Guarantee of Payment; Continuing Guarantee. Â The guarantee in this ArticleÂ X is a guaranty of payment and not of collection, is a continuing guarantee, and

shall apply to all Secured Obligations owing by each other Borrower, whenever arising.123â€‹Exhibit 10.99Section 15.7Payments. Â All payments by US Borrower under this Article X shall be made in Dollars, and free and clear of any Taxes.ARTICLE 16.Article XI. MISCELLANEOUSSection 16.1Lendersâ€™ Independent Investigation. Â Each Lender, by its signature to this Agreement, acknowledges and agrees that Agent has made no representation or warranty, express or implied, with respect to the creditworthiness, financial condition, or any other condition of any Company or with respect to the statements contained in any information memorandum furnished in connection herewith or in any other oral or written communication between Agent and such Lender. Â Each Lender represents that it has made and shall continue to make its own independent investigation of the creditworthiness, financial condition and affairs of the Companies in connection with the extension of credit hereunder, and agrees that Agent has no duty or responsibility, either initially or on a continuing basis, to provide any Lender with any credit or other information with respect thereto (other than such notices as may be expressly required to be given by Agent to the Lenders hereunder), whether coming into its possession before the first Credit Event hereunder or at any time or times thereafter. Â Each Lender further represents that it has reviewed each of the Loan Documents.Section 16.2No Waiver; Cumulative Remedies. Â No omission or course of dealing on the part of Agent, any Lender or the holder of any Note (or, if there is no Note, the holder of the interest as reflected on the books and records of Agent) in exercising any right, power or remedy hereunder or under any of the Loan Documents shall operate as a waiver thereof; nor shall any single or partial exercise of any such right, power or remedy preclude any other or further exercise thereof or the exercise of any other right, power or remedy hereunder or under any of the Loan Documents. Â The remedies herein provided are cumulative and in addition to any other rights, powers or privileges held under any of the Loan Documents or by operation of law, by contract or otherwise.Section 16.3Amendments, Waivers and Consents.(a)General Rule. Â No amendment, modification, termination, or waiver of any provision of any Loan Document nor consent to any variance therefrom, shall be effective unless the same shall be in writing and signed by the Required Lenders and then such waiver or consent shall be effective only in the specific instance and for the specific purpose for which given. (b)Exceptions to the General Rule. Â Notwithstanding the provisions of subsectionÂ (a) of this Section 11.3:(i)Specific Consent Requirements: No amendment, waiver or consent shall: (A)increase the Commitment of any Lender hereunder or the amount of any Loans of any Lender, in any case, without such Lenderâ€™s written consent;(B)waive, extend or postpone the maturity of any Loan, the payment date of interest or scheduled principal hereunder, or the payment date of commitment fees payable hereunder, in any case without the written consent of each Lender directly and adversely affected thereby;(C)reduce the stated rate of interest on any Loan (provided that the waiver of the Default Rate shall not constitute a decrease in interest rate pursuant to this Section 11.3), or the amount of interest or scheduled principal due on any Loan, or reduce the stated rate of commitment fees payable hereunder or change the manner of pro rata application 124â€‹Exhibit 10.99of any payments made by Borrowers to the Lenders hereunder, in each case, without the written consent of each Lender directly and adversely affected thereby,(D)change any percentage voting requirement, voting rights, or the Required Lenders definition in this Agreement, in each case, without the consent of each Lender directly and adversely affected thereby;(E)release the US Borrower or any Domestic Guarantor of Payment or all or substantially all of the value of the Collateral securing the Secured Obligations, except in connection with a transaction specifically permitted hereunder, in each case, without the written consent of each Lender;(F)amend this SectionÂ 11.3 or, Section 8.5 or, Section 8.7 or Section 9.8, in each case, without the written consent of each Lender directly and adversely affected thereby; or(G)(1) release or subordinate all or substantially all of the Collateral or release or subordinate any Security Document (or any Lien created thereby) which would have the effect of releasing all or substantially all of the Collateral in any transaction or series of transactions or (2) subordinate, or have the effect of subordinating, the Obligations hereunder to any other Indebtedness or obligations, without the written consent of each Lender.(ii)Provisions Relating to Special Rights and Duties. Â No provision of this Agreement affecting Agent in its capacity as such shall be amended, modified or waived without the consent of Agent. Â No provision of this Agreement relating to the rights or duties of the Fronting Lender in its capacity as such shall be amended, modified or waived without the consent of the Fronting Lender. No provision of this Agreement relating to the rights or duties of the Swing Line Lender in its capacity as such shall be amended, modified or waived without the consent of the Swing Line Lender.(iii)Incremental Term Loans. Â The Loan Documents may be amended by Agent and US Borrower only to effect Incremental Term Loans and Incremental Term Loan Commitments pursuant SectionÂ 2.9(b) hereof; provided that no amendment or modification shall result in any increase in the amount of any Lenderâ€™s Commitment or any increase in any Lenderâ€™s Commitment Percentage, in each case, without the written consent of such affected Lender.(iv)Benchmark Replacement. Â Agent may, without the consent of any Lender, enter into amendments or modifications to this Agreement or any of the other Loan Documents or to enter into additional Loan Documents as Agent reasonably deems appropriate in order to implement any Benchmark Replacement or otherwise effectuate the terms of Section 3.5(c) in accordance with the terms of Section 3.5(c).(c)Replacement of Non-Consenting Lender. Â Non-Consenting Lenders may be replaced pursuant to the terms of Section 3.4(b) hereof.(d)Generally. Â Notice of amendments, waivers or consents ratified by the Lenders hereunder shall be forwarded by Agent to all of the Lenders. Â Each Lender or other holder of a Note (or if there is no Note, the holder of the interest as reflected on the books and records of Agent) (or interest in any Loan or Letter of Credit) shall be bound by any amendment, waiver or consent obtained as authorized by this Section 11.3, regardless of its failure to agree thereto.125â€‹Exhibit 10.99Section 16.4Notices.(a)Notices Generally. Â All notices, requests, demands and other communications provided for hereunder shall be in writing and, if to a Borrower, mailed or delivered to it, addressed to it at the address specified on the signature pages of this Agreement (together with a courtesy copy thereof to US Borrowerâ€™s general counsel, mailed or delivered to TTEC Holdings, Inc., 91976312 South Peoria Street, Englewood, Colorado 80112-5833Fiddlerâ€™s Green Circle, Suite 100N, Greenwood Village, CO 80111, Attention: Office of Â the General Counsel or at such other address as shall be designated by US Borrower in a written notice to each of the other parties), if to a Lender, mailed or delivered to it, addressed to the address of such Lender specified on the signature pages of this Agreement, or, as to each party, at such other address as shall be designated by such party in a written notice to each of the other parties. Â All notices, statements, requests, demands and other communications provided for hereunder shall be deemed to be given or made when hand delivered, delivered by overnight courier or five Business Days after being deposited in the mail with postage prepaid by registered or certified mail, addressed as aforesaid, or sent by facsimile with telephonic confirmation of receipt (if received during a Business Day, otherwise the following Business Day). Â All notices hereunder shall not be effective until received. Â For purposes of Article II hereof, Agent shall be entitled to rely on telephonic instructions from any person that Agent in good faith believes is an Authorized Officer and US Borrower shall hold Agent and each Lender harmless from any loss, cost or expense resulting from any such reliance. Notices delivered through electronic communications to the extent provided in paragraphÂ (b) below, shall be effective as provided in said paragraphÂ (b). Â Whenever any notice or other deliverable (other than payments, the timing of which shall be governed by Section 2.6(e) hereof) to be made hereunder shall be stated to be due on a day that is not a Business Day, such notice or other deliverable shall be due on the next Business Day.(b)Electronic Communications. Â Notices and other communications to the Lenders and the Fronting Lender hereunder may be delivered or furnished by electronic communication (including e-mail and Internet or intranet websites) pursuant to procedures approved by Agent, provided that the foregoing shall not apply to notices to any Lender or Fronting Lender pursuant to Article II if such Lender or the Fronting Lender, as applicable, has notified Agent that is incapable of receiving notices under such Article by electronic communication. Â Agent or any Borrower may, in its discretion, agree to accept notices and other communications to it hereunder by electronic communications pursuant to procedures approved by it, provided that approval of such procedures may be limited to particular notices or communications. Â Unless Agent otherwise prescribes, (i) notices and other communications sent to an e-mail address shall be deemed received upon the senderâ€™s receipt of an acknowledgement from the intended recipient (such as by the â€œreturn receipt requestedâ€ function, as available, return e-mail or other written acknowledgement), and (ii) notices or communications posted to an Internet or intranet website shall be deemed received upon the deemed receipt by the intended recipient at its e-mail address as described in the foregoing clause (i) of notification that such notice or communication is available and identifying the website address therefor; provided that, for both clauses (i) and (ii) above, if such notice, email or other communication is not sent during the normal business hours of the recipient, such notice, email or other communication shall be deemed to have been sent at the opening of business on the next business day for the recipient.Section 16.5Costs, Expenses and Documentary Taxes. Â US Borrower agrees to pay within thirty (30) days of its receipt of an invoice (together with reasonable and customary supporting documentation) therefor, all reasonable costs and expenses of Agent and all Related Expenses, including but not limited to (a) syndication, administration, travel and out-of-pocket expenses, including but not limited to reasonable and documented out-of-pocket attorneysâ€™ fees and expenses, of Agent in connection with the preparation, negotiation and closing of the Loan Documents (and with respect to the Sixth Amendment, subject to the limitations set forth in the Fee Letter) and the administration of the Loan Documents, and the collection and disbursement of all funds hereunder and the other instruments and documents to be delivered hereunder and (b)Â the reasonable fees and out-of-pocket expenses of special counsel for Agent, with respect to the 126â€‹Exhibit 10.99foregoing, and of local counsel, if any, who may be retained by said special counsel with respect thereto. Â US Borrower, and any appropriate Foreign Borrower, also agrees to pay on demand all reasonable costs and expenses (including Related Expenses) of Agent and the Lenders, including reasonable attorneysâ€™ fees and expenses, in connection with the restructuring or enforcement of the Obligations, this Agreement or any Loan Document. Â In addition, US Borrower and any appropriate Foreign Borrower shall pay any and all stamp, transfer, documentary and other taxes, assessments, charges and fees payable or determined to be payable in connection with the execution and delivery of the Loan Documents, and the other instruments and documents to be delivered hereunder, and agree to hold Agent and each Lender harmless from and against any and all liabilities with respect to or resulting from any delay in paying or failure to pay such taxes or fees, other than those liabilities resulting from the gross negligence or willful misconduct of Agent, or, with respect to amounts owing to a Lender, such Lender, in each case as determined by a court of competent jurisdiction. Â All obligations provided for in this Section 11.5 shall survive any termination of this Agreement.Section 16.6Indemnification. Â US Borrower, and each Foreign Borrower to the extent relating to the Loans and other credit extensions to such Foreign Borrower, agrees to defend, indemnify and hold harmless Agent and the Lenders (and their respective affiliates, officers, directors, attorneys, agents and employees) (each, an â€œindemnified personâ€) from and against any and all liabilities, obligations, losses, damages, penalties, actions, judgments, suits, costs, expenses (including the reasonable fees, disbursements and other charges of counsel, but limited, in the case of legal fees and expenses, to the reasonable and documented out-of-pocket fees and expenses of one counsel, representing all of the indemnified persons, taken as a whole, and, if reasonably necessary, of a single local counsel in each relevant jurisdiction (which may include a single special counsel acting in multiple jurisdictions) for all such indemnified persons, taken as whole, and, in the case of an actual or perceived conflict of interest where the indemnified person affected by such conflict notifies you of the existence of such conflict and thereafter retains its own counsel, of another firm of counsel for each such affected indemnified person) or disbursements of any kind or nature whatsoever that may be imposed on, incurred by or asserted against any indemnified person in connection with any investigative, administrative or judicial proceeding (whether or not such indemnified person shall be designated a party thereto) or any other claim by any Person relating to or arising out of any Loan Document or any actual or proposed use of proceeds of the Loans or any of the Obligations, or any activities of any Company or its Affiliates; provided that no indemnified person shall have the right to be indemnified under this Section 11.6 for any cost, expense or liability (a) to the extent determined by a court of competent jurisdiction in a final, non-appealable judgment to have resulted from the gross negligence, bad faith or willful misconduct of such indemnified person or any of such indemnified personâ€™s controlled or controlling affiliates or any or its or their agents or representatives, (b) arising from a material breach of such indemnified personâ€™s (or any of its affiliates, agents or representatives) obligations under the Loan Documents (as determined in a final, non-appealable judgment by a court of competent jurisdiction) pursuant to a claim brought by US Borrower, or (c) arising from any claim, actions, suits, inquiries, litigation, investigation or proceeding that is brought by an indemnified person against any other indemnified person (other than any claim, actions, suits, inquiries, litigation, investigation or proceeding (x) against Agent or any indemnified person in their role as â€œadministrative agentâ€, â€œlead arrangerâ€, â€œbookrunnerâ€ or other similar role under the Loan Documents or (y) arising out of any act or omission on the part of US Borrower or any of its Subsidiaries or Affiliates). Â All obligations provided for in this Section 11.6 shall survive any termination of this Agreement.Section 16.7Obligations Several; No Fiduciary Obligations. Â The obligations of the Lenders hereunder are several and not joint. Â Nothing contained in this Agreement and no action taken by Agent or the Lenders pursuant hereto shall be deemed to constitute Agent or the Lenders a partnership, association, joint venture or other entity. Â No default by any Lender hereunder shall excuse the other Lenders from any obligation under this Agreement; but no Lender shall have or acquire any additional obligation of any kind by reason of such default. Â The relationship between Borrowers and the Lenders with respect to the Loan 127â€‹Exhibit 10.99Documents and the Related Writings is and shall be solely that of debtors and creditors, respectively, and neither Agent nor any Lender shall have any fiduciary obligation toward any Credit Party with respect to any such documents or the transactions contemplated thereby.Section 16.8Counterparts; Integration; Effectiveness; Electronic Execution.(a)Counterparts; Integration; Effectiveness. Â This Agreement may be executed in counterparts (and by different parties hereto in different counterparts), each of which shall constitute an original, but all of which when taken together shall constitute a single contract. Â This Agreement and the other Loan Documents, and any separate letter agreements with respect to fees payable to the Agent, any Issuingthe Fronting Lender, the SwinglineSwing Line Lender and/or the Arrangers, constitute the entire contract among the parties relating to the subject matter hereof and supersede any and all previous agreements and understandings, oral or written, relating to the subject matter hereof. Â Except as provided in SectionÂ 4.1, this Agreement shall become effective when it shall have been executed by the Agent and when the Agent shall have received counterparts hereof that, when taken together, bear the signatures of each of the other parties hereto. Â Delivery of an executed counterpart of a signature page of this Agreement by facsimile or in electronic (i.e., â€œpdfâ€ or â€œtifâ€) format shall be effective as delivery of a manually executed counterpart of this Agreement.(b)Electronic Execution. Â The words â€œexecute,â€ â€œexecution,â€ â€œsigned,â€ â€œsignature,â€ â€œdeliveryâ€ and words of like import in or related to this Agreement, any other Loan Document or any document, amendment, approval, consent, waiver, modification, information, notice, certificate, report, statement, disclosure, or authorization to be signed or delivered in connection with this Agreement or any other Loan Document or the transactions contemplated hereby shall be deemed to include Electronic Signatures or execution in the form of an Electronic Record, and contract formations on electronic platforms approved by the Agent, deliveries or the keeping of records in electronic form, each of which shall be of the same legal effect, validity or enforceability as a manually executed signature or the use of a paper-based recordkeeping system, as the case may be, to the extent and as provided for in any applicable law, including the Federal Electronic Signatures in Global and National Commerce Act, the New York State Electronic Signatures and Records Act, or any other similar state laws based on the Uniform Electronic Transactions Act.Â Each party hereto agrees that any Electronic Signature or execution in the form of an Electronic Record shall be valid and binding on itself and each of the other parties hereto to the same extent as a manual, original signature.Â For the avoidance of doubt, the authorization under this paragraph may include, without limitation, use or acceptance by the parties of a manually signed paper which has been converted into electronic form (such as scanned into PDF format), or an electronically signed paper converted into another format, for transmission, delivery and/or retention.Â Notwithstanding anything contained herein to the contrary, the Agent is under no obligation to accept an Electronic Signature in any form or in any format unless expressly agreed to by the Agent pursuant to procedures approved by it; provided that without limiting the foregoing, (i) to the extent the Agent has agreed to accept such Electronic Signature from any party hereto, the Agent and the other parties hereto shall be entitled to rely on any such Electronic Signature purportedly given by or on behalf of the executing party without further verification and (ii) upon the request of the Agent or any Lender, any Electronic Signature shall be promptly followed by an original manually executed counterpart thereof.Â Without limiting the generality of the foregoing, each party hereto hereby (A) agrees that, for all purposes, including without limitation, in connection with any workout, restructuring, enforcement of remedies, bankruptcy proceedings or litigation among the Agent, the Lenders and any of the Credit Parties, electronic images of this Agreement or any other Loan Document (in each case, including with respect to any signature pages thereto)Â shall have the same legal effect, validity and enforceability as any paper original, and (B) waives any argument, defense or right to contest the validity or enforceability of the Loan Documents based solely on the lack of paper original copies of any Loan Documents, including with respect to any signature pages thereto.128â€‹Exhibit 10.99Section 16.9Binding Effect; Borrowersâ€™ Assignment. Â This Agreement shall become effective when it shall have been executed by each Borrower, Agent and each Lender and thereafter shall be binding upon and inure to the benefit of each Borrower, Agent and each of the Lenders and their respective successors and permitted assigns, except that no Borrower nor any other Credit Party shall have the right to assign or otherwise transfer any of its rights or obligations hereunder or any interest herein without the prior written consent of Agent and each Lender and no Lender may assign or otherwise transfer any of its rights or obligations hereunder except (a)Â to an assignee in accordance with the provisions of Section 11.10(a), (b)Â by way of participation in accordance with the provisions of Section 11.10(c) or (c)Â by way of pledge or assignment of a security interest subject to the restrictions of Section 11.10(d) (and any other attempted

assignment or transfer by any party hereto shall be null and void). Â Nothing in this Agreement, expressed or implied, shall be construed to confer upon any Person (other than the parties hereto, their respective successors and assigns permitted hereby, Participants to the extent provided in Section 11.10(c) and, to the extent expressly contemplated hereby, any of affiliates, directors, officers, attorneys or employees of each of Agent and the Lenders) any legal or equitable right, remedy or claim under or by reason of this Agreement.Section 16.10Lender Assignments; Participations.(a)Assignments by Lenders. Â Any Lender may at any time assign to one or more assignees all or a portion of its rights and obligations under this Agreement (including all or a portion of its Revolving Credit Commitment and the Loans at the time owing to it); provided that, in each case with respect to any credit facility hereunder (including the Revolving Credit Commitments and any Loans), any such assignment shall be subject to the following conditions:(i)Minimum Amounts.(A)in the case of an assignment of the entire remaining amount of the assigning Lenderâ€™s Revolving Credit Commitment and/or the Loans at the time owing to it (in each case with respect to any credit facility hereunder) or contemporaneous assignments to related Approved Funds (determined after giving effect to such assignments) that equal at least the amount specified in paragraph (a)(i)(B) of this Section 11.10 in the aggregate or in the case of an assignment to a Lender, an Affiliate of a Lender or an Approved Fund, no minimum amount need be assigned; and(B)in any case not described in paragraph (a)(i)(A) of this Section 11.10, the aggregate amount of the Revolving Credit Commitment (which for this purpose includes Loans outstanding thereunder) or, if the Revolving Credit Commitment is not then in effect, the principal outstanding balance of the Loans of the assigning Lender subject to each such assignment (determined as of the date the Assignment Agreement with respect to such assignment is delivered to Agent or, if â€œTrade Dateâ€ is specified in the Assignment Agreement, as of the Trade Date) shall not be less than $5,000,000, unless each of Agent and, so long as no Event of Default has occurred and is continuing, the Administrative Borrower otherwise consents (each such consent not to be unreasonably withheld or delayed); provided that the Administrative Borrower shall be deemed to have given its consent ten (10) Business Days after the date written notice thereof has been delivered by the assigning Lender (through Agent) unless such consent is expressly refused by the Administrative Borrower prior to such tenth (10th) Business Day;(ii)Proportionate Amounts. Â Each partial assignment shall be made as an assignment of a proportionate part of all the assigning Lenderâ€™s rights and obligations under this Agreement with respect to the Loan or the Revolving Credit Commitment assigned;129â€‹Exhibit 10.99(iii)Required Consents. Â No consent shall be required for any assignment except to the extent required by paragraph (a)(i)(B) of this Section 11.10 and, in addition:(A)the consent of the Administrative Borrower (such consent not to be unreasonably withheld or delayed) shall be required unless (x) an Event of Default has occurred and is continuing at the time of such assignment or (y) such assignment is to a Lender, an Affiliate of a Lender or an Approved Fund; provided, that the Administrative Borrower shall be deemed to have consented to any such assignment unless it shall object thereto by written notice to Agent within ten (10) Business Days after having received notice thereof;(B)the consent of Agent (such consent not to be unreasonably withheld or delayed) shall be required for assignments if such assignment is to a Person that is not a Lender with a Revolving Credit Commitment, an Affiliate of such Lender or an Approved Fund with respect to such Lender; and(C)the consents of the Fronting Lenders and the Swing Line Lender shall be required for any assignment in respect of the Revolving Credit Commitments.(iv)Assignment and Assumption. Â The parties to each assignment shall execute and deliver to Agent an Assignment Agreement, together with a processing and recordation fee of $3,500 for each assignment; provided that (A) only one such fee will be payable in connection with simultaneous assignments to two or more related Approved Funds by a Lender and (B) Agent may, in its sole discretion, elect to waive such processing and recordation fee in the case of any assignment. Â The assignee, if it is not a Lender, shall deliver to Agent an administrative questionnaire (in form and substance satisfactory to Agent).(v)No Assignment to Certain Persons. Â No such assignment shall be made to (A) any Borrower or any of Subsidiaries or Affiliates of any Borrower or (B) any Defaulting Lender or any of its Subsidiaries, or any Person who, upon becoming a Lender hereunder, would constitute any of the foregoing Persons described in this clause (B).(vi)No Assignment to Natural Persons. Â No such assignment shall be made to a natural Person (or a holding company, investment vehicle or trust for, or owned and operated for the primary benefit of, a natural Person).(vii)Certain Additional Payments. Â In connection with any assignment of rights and obligations of any Defaulting Lender hereunder, no such assignment shall be effective unless and until, in addition to the other conditions thereto set forth herein, the parties to the assignment shall make such additional payments to Agent in an aggregate amount sufficient, upon distribution thereof as appropriate (which may be outright payment, purchases by the assignee of participations or subparticipations, or other compensating actions, including funding, with the consent of the Borrowers and Agent, the applicable pro rata share of Loans previously requested, but not funded by, the Defaulting Lender, to each of which the applicable assignee and assignor hereby irrevocably consent), to (A) pay and satisfy in full all payment liabilities then owed by such Defaulting Lender to Agent, the Fronting Lenders, the Swing Line Lender and each other Lender hereunder (and interest accrued thereon), and (B) acquire (and fund as appropriate) its full pro rata share of all Loans and participations in Letters of Credit and Swing Loans in accordance with its Commitment Percentage. Â Notwithstanding the foregoing, in the event that any assignment of rights and obligations of any Defaulting Lender hereunder shall become effective under applicable law without compliance with the provisions of this paragraph, then the assignee of such interest shall 130â€‹Exhibit 10.99be deemed to be a Defaulting Lender for all purposes of this Agreement until such compliance occurs.Subject to acceptance and recording thereof by Agent pursuant to paragraph (c) of this Section 11.10, from and after the effective date specified in each Assignment Agreement, the assignee thereunder shall be a party to this Agreement and, to the extent of the interest assigned by such Assignment Agreement, have the rights and obligations of a Lender under this Agreement, and the assigning Lender thereunder shall, to the extent of the interest assigned by such Assignment Agreement, be released from its obligations under this Agreement (and, in the case of an Assignment Agreement covering all of the assigning Lenderâ€™s rights and obligations under this Agreement, such Lender shall cease to be a party hereto) but shall continue to be entitled to the benefits of Sections 3.1, 3.2, 3.3, 3.5, 11.5 and 11.6 hereof with respect to facts and circumstances occurring prior to the effective date of such assignment; provided, that except to the extent otherwise expressly agreed by the affected parties, no assignment by a Defaulting Lender will constitute a waiver or release of any claim of any party hereunder arising from that Lenderâ€™s having been a Defaulting Lender. Â Any assignment or transfer by a Lender of rights or obligations under this Agreement that does not comply with this paragraph shall be treated for purposes of this Agreement as a sale by such Lender of a participation in such rights and obligations in accordance with paragraph (c) of this Section 11.10 (other than a purported assignment to a natural Person or a Borrower or any of a Borrowerâ€™s Subsidiaries or Affiliates, which shall be null and void.) (b)Register. Â Agent, acting solely for this purpose as a non-fiduciary agent of the Borrowers, shall maintain at one of its offices in Charlotte, North Carolina, a copy of each Assignment Agreement and each Additional Lender Assumption Agreement delivered to it and a register for the recordation of the names and addresses of the Lenders, and the Revolving Credit Commitment of, and principal amounts of (and stated interest on) the Loans owing to, each Lender pursuant to the terms hereof from time to time (the â€œRegisterâ€). Â The entries in the Register shall be conclusive, absent manifest error, and the Borrowers, Agent and the Lenders shall treat each Person whose name is recorded in the Register pursuant to the terms hereof as a Lender hereunder for all purposes of this Agreement. Â The Register shall be available for inspection by the Borrowers and any Lender (but only to the extent of entries in the Register that are applicable to such Lender), at any reasonable time and from time to time upon reasonable prior notice.(c)Participations. Â Any Lender may at any time, without the consent of, or notice to, the Borrowers or Agent, sell participations to any Person (other than a natural Person, (or a holding company, investment vehicle or trust for, or owned and operated for the primary benefit of, a natural Person), or the a Borrower or any of a Borrowerâ€™s Subsidiaries or Affiliates) (each, a â€œParticipantâ€) in all or a portion of such Lenderâ€™s rights and/or obligations under this Agreement (including all or a portion of its Commitment and/or the Loans owing to it); provided that (i) such Lenderâ€™s obligations under this Agreement shall remain unchanged, (ii) such Lender shall remain solely responsible to the other parties hereto for the performance of such obligations and (iii) the Borrowers, Agent, the Fronting Lenders, the Swing Line Lender and the other Lenders shall continue to deal solely and directly with such Lender in connection with such Lenderâ€™s rights and obligations under this Agreement. Â For the avoidance of doubt, each Lender shall be responsible for the indemnity under Section 11.6 with respect to any payments made by such Lender to its Participant(s).Any agreement or instrument pursuant to which a Lender sells such a participation shall provide that such Lender shall retain the sole right to enforce this Agreement and to approve any amendment, modification or waiver of any provision of this Agreement; provided that such agreement or instrument may provide that such Lender will not, without the consent of the Participant, agree to any amendment, modification or waiver described in Section 11.3(b)(i)(A), (B) or (C) hereof that directly and adversely affects such Participant. Â The Borrowers agree that each Participant shall be entitled to the benefits of Sections 3.1, 3.2 and 3.3 hereof (subject to the requirements and limitations therein, including the requirements under Section 3.2(g) (it being understood that the documentation required under Section 131â€‹Exhibit 10.993.2(g) hereof shall be delivered to the participating Lender)) to the same extent as if it were a Lender and had acquired its interest by assignment pursuant to paragraph (a) of this Section 11.10; provided that such Participant (A) agrees to be subject to the provisions of Section 3.4 hereof as if it were an assignee under paragraph (a) of this Section 11.10; and (B) shall not be entitled to receive any greater payment under Sections 3.1 or 3.2 hereof, with respect to any participation, than its participating Lender would have been entitled to receive, except to the extent such entitlement to receive a greater payment results from a Change in Law that occurs after the Participant acquired the applicable participation. Â Each Lender that sells a participation agrees, at the Administrative Borrowerâ€™s request and the Borrowersâ€™ expense, to use reasonable efforts to cooperate with the Borrowers to effectuate the provisions of Section 3.4(b) hereof with respect to any Participant. Â To the extent permitted by law, each Participant also shall be entitled to the benefits of Section 8.4 hereof as though it were a Lender; provided that such Participant agrees to be subject to Section 8.5 hereof as though it were a Lender.Each Lender that sells a participation shall, acting solely for this purpose as a non-fiduciary agent of the Borrowers, maintain a register on which it enters the name and address of each Participant and the principal amounts of (and stated interest on) each Participantâ€™s interest in the Loans or other obligations under the Loan Documents (the â€œParticipant Registerâ€); provided that no Lender shall have any obligation to disclose all or any portion of the Participant Register (including the identity of any Participant or any information relating to a Participantâ€™s interest in any commitments, loans, letters of credit or its other obligations under any Loan Document) to any Person except to the extent that such disclosure is necessary to establish that such commitment, loan, letter of credit or other obligation is in registered form under Section 5f.103-1(c) of the United States Treasury Regulations. Â The entries in the Participant Register shall be conclusive absent manifest error, and such Lender shall treat each Person whose name is recorded in the Participant Register as the owner of such participation for all purposes of this Agreement notwithstanding any notice to the contrary. Â For the avoidance of doubt, Agent (in its capacity as Agent) shall have no responsibility for maintaining a Participant Register.(d)Certain Pledges. Â Any Lender may at any time pledge or assign a security interest in all or any portion of its rights under this Agreement to secure obligations of such Lender, including without limitation any pledge or assignment to secure obligations to a Federal Reserve Bank; provided that no such pledge or assignment shall release such Lender from any of its obligations hereunder or substitute any such pledgee or assignee for such Lender as a party hereto.Section 16.11Patriot Act Notice. Â Each Lender and Agent (for itself and not on behalf of any other party) hereby notifies the Credit Parties that, pursuant to the requirements of the Patriot Act or any other Anti-Money Laundering Laws, such Lender and Agent are required to obtain, verify and record information that identifies the Credit Parties, which information includes the name and address of each of the Credit Parties and other information that will allow such Lender or Agent, as applicable, to identify the Credit Parties in accordance with the Patriot Act or other Anti-Money Laundering Laws. Â Each Borrower shall provide, to the extent commercially reasonable, such information and take such actions as are reasonably requested by Agent or a Lender in order to assist Agent or such Lender in maintaining compliance with the Patriot Act and other Anti-Money Laundering Laws.Section 16.12Severability of Provisions; Captions; Attachments. Â Any provision of this Agreement that shall be prohibited or unenforceable in any jurisdiction shall, as to such jurisdiction, be ineffective to the extent of such prohibition or unenforceability without invalidating the remaining provisions hereof or affecting the validity or enforceability of such provision in any other jurisdiction. Â The several captions to sections and subsections herein are inserted for convenience only and shall be ignored in interpreting the provisions of this Agreement. Â Each schedule or exhibit attached to this Agreement shall be incorporated herein and shall be deemed to be a part hereof.132â€‹Exhibit 10.99Section 16.13Investment Purpose. Â Each of the Lenders represents and warrants to Borrowers that it is entering into this Agreement with the present intention of acquiring any Note issued pursuant hereto (or, if there is no Note, the interest as reflected on the books and records of Agent) for investment purposes only and not for the purpose of distribution or resale, it being understood, however, that each Lender shall at all times retain full control over the disposition of its assets.Section 16.14Entire Agreement. Â This Agreement, any Note and any other Loan Document or other agreement, document or instrument attached hereto or executed on or as of the Closing Date integrate all of the terms and conditions mentioned herein or incidental hereto and supersede all oral representations and negotiations and prior writings with respect to the subject matter hereof.Section 16.15Limitations on Liability of the Fronting Lender. Â Borrowers assume all risks of the acts or omissions of any beneficiary or transferee of any Letter of Credit with respect to its use of such Letters of Credit. Â Neither the Fronting Lender nor any of its officers or directors shall be liable or responsible for (a) the use that may be made of any Letter of Credit or any acts or omissions of any beneficiary or transferee in connection therewith; (b) the validity, sufficiency or genuineness of documents, or of any endorsement thereon, even if such documents should prove to be in any or all respects invalid, insufficient, fraudulent or forged; (c) payment by the Fronting Lender against presentation of documents that do not comply with the terms of a Letter of Credit, including failure of any documents to bear any reference or adequate reference to such Letter of Credit; or (d) any other circumstances whatsoever in making or failing to make payment under any Letter of Credit, except that the account party on such Letter of Credit shall have a claim against the Fronting Lender, and the Fronting Lender shall be liable to such account party, to the extent of any direct, but not consequential, damages suffered by such account party that such account party proves were caused by (i) the Fronting Lenderâ€™s willful misconduct or gross negligence (as determined by a court of competent jurisdiction) in determining whether documents presented under a Letter of Credit comply with the terms of such Letter of Credit, or (ii) the Fronting Lenderâ€™s willful failure to make lawful payment under any Letter of Credit after the presentation to it of documentation strictly complying with the terms and conditions of such Letter of Credit. Â In furtherance and not in limitation of the foregoing, the Fronting Lender may accept documents that appear on their face to be in order, without responsibility for further investigation.Section 16.16General Limitation of Liability. Â No claim may be made by any Credit Party, any Lender, Agent, the Fronting Lender or any other Person against Agent, the Fronting Lender, or any other Lender or the affiliates, directors, officers, employees, attorneys or agents of any of them for any damages other than actual compensatory damages in respect of any claim for breach of contract or any other theory of liability arising out of or related to the transactions contemplated by this Agreement or any of the other Loan Documents, or any act, omission or event occurring in connection therewith; and Borrowers, each Lender, Agent and the Fronting Lender hereby, to the fullest extent permitted under applicable law, waive, release and agree not to sue or counterclaim upon any such claim for any special, consequential or punitive damages, whether or not accrued and whether or not known or suspected to exist in their favor; provided that nothing in this Section 11.16 shall limit the indemnity and reimbursement obligations set forth in Section 11.6 hereof to the extent that such special, consequential or punitive damages are included in any claim by a third party unaffiliated with any indemnified person with respect to which the applicable indemnified person is entitled to indemnification under Section 11.6 hereof.Section 16.17No Duty. Â All attorneys, accountants, appraisers, consultants and other professional persons (including the firms or other entities on behalf of which any such Person may act) retained by Agent or any Lender with respect to the transactions contemplated by the Loan Documents shall have the right to act exclusively in the interest of Agent or such Lender, as the case may be, and shall have no duty of disclosure, duty of loyalty, duty of care, or other duty or obligation of any type or nature whatsoever to Borrowers, any other Companies, or to any other Person, with respect to any matters within the scope of 133â€‹Exhibit 10.99such representation or related to their activities in connection with such representation. Â Each Borrower agrees, on behalf of itself and its Subsidiaries, not to assert any claim or counterclaim against any such persons with regard to such matters, all such claims and counterclaims, now existing or hereafter arising, whether known or unknown, foreseen or unforeseeable, being hereby waived, released and forever discharged.Section 16.18Legal Representation of Parties. Â The Loan Documents were negotiated by the parties with the benefit of legal representation and any rule of construction or interpretation otherwise requiring this Agreement or any other Loan Document to be construed or interpreted against any party shall not apply to any construction or interpretation hereof or thereof.Section 16.19Judgment Currency.(a)This in an international transaction in which the obligations of the Credit Parties under this Agreement to make payment to or for account of Agent or the Lenders in a specified currency (â€œOriginal Currencyâ€) shall not be discharged or satisfied by any tender or recovery pursuant to any judgment expressed in or converted into any other currency (â€œJudgment Currencyâ€) except to the extent that such tender or recovery results in the effective receipt by Agent or such Lender of the full amount in Original Currency payable to Agent or such Lender under this Agreement.(b)If Agent, on behalf of the Lenders, or any other holder of the Obligations (the â€œApplicable Creditorâ€), obtains a judgment or judgments against any Credit Party in respect of any sum adjudged to be due to Agent or the Lenders hereunder or under the Notes (the â€œJudgment Amountâ€) in a Judgment Currency other than the Original Currency, the obligations of such Credit Party in connection with such

judgment shall be discharged only to the extent that (i) on the Business Day following receipt by the Applicable Creditor of any sum adjudged to be so due in the Judgment Currency, such Applicable Creditor, in accordance with the normal banking procedures in the relevant jurisdiction, can purchase the Original Currency with the Judgment Currency, and (ii) if the amount of Original Currency so purchased is less than the amount of Original Currency that could have been purchased with the Judgment Amount on the date or dates the Judgment Currency was originally due and owing to Agent or the Lenders hereunder (the â€œLossâ€), such Credit Party or US Borrower, as a separate obligation and notwithstanding any such judgment, indemnifies Agent or such Lender, as the case may be, against such Loss. Â US Borrower hereby agrees to such indemnification. Â For purposes of determining the equivalent in one currency of another currency as provided in this SectionÂ 11.19, such amount shall include any premium and costs payable in connection with the conversion into or from any currency. Â The obligations of the Credit Parties contained in this Section 11.19 shall survive the termination of this Agreement and the payment of all other amounts owing hereunder.Section 16.20Governing Law; Submission to Jurisdiction.(a)Governing Law. Â This Agreement, each of the Notes and any Loan Document (except as otherwise set forth in any Loan Document executed by a Foreign Subsidiary) shall be governed by and construed in accordance with the laws of the State of New York and the respective rights and obligations of Borrowers, Agent, and the Lenders shall be governed by New York law, without regard to principles of conflicts of laws.(b)Submission to Jurisdiction. Â Each Borrower hereby irrevocably submits to the exclusive jurisdiction of the courts of the State of New York sitting in New York County, and of the United States District Court of the Southern District of New York, and any appellate court from any thereof, over any action or proceeding arising out of or relating to this Agreement, the Obligations or any Loan Document (except as otherwise set forth in any Loan Document executed by a Foreign Subsidiary), and each Borrower 134â€‹Exhibit 10.99hereby irrevocably agrees that all claims in respect of such action or proceeding shall be heard and determined in such New York state or federal court. Â Each Borrower, on behalf of itself and its Subsidiaries, hereby irrevocably waives, to the fullest extent permitted by law, any objection it may now or hereafter have to the laying of venue in any action or proceeding in any such court as well as any right it may now or hereafter have to remove such action or proceeding, once commenced, to another court on the grounds of FORUM NON CONVENIENS or otherwise. Â Each Borrower agrees that a final, non-appealable judgment in any such action or proceeding shall be conclusive and may be enforced in other jurisdictions by suit on the judgment or in any other manner provided by law.Section 16.21JURY TRIAL WAIVER. Â TO THE EXTENT PERMITTED BY LAW, EACH BORROWER, AGENT AND EACH LENDER WAIVE ANY RIGHT TO HAVE A JURY PARTICIPATE IN RESOLVING ANY DISPUTE, WHETHER SOUNDING IN CONTRACT, TORT OR OTHERWISE, AMONG BORROWERS, AGENT AND THE LENDERS, OR ANY THEREOF, ARISING OUT OF, IN CONNECTION WITH, RELATED TO, OR INCIDENTAL TO THE RELATIONSHIP ESTABLISHED AMONG THEM IN CONNECTION WITH THIS AGREEMENT OR ANY NOTE OR OTHER INSTRUMENT, DOCUMENT OR AGREEMENT EXECUTED OR DELIVERED IN CONNECTION HEREWITH OR THE TRANSACTIONS RELATED THERETO.Section 16.22Confidentiality. Â Each of Agent and the Lenders agrees to maintain the confidentiality of the Information (as defined below), except that Information may be disclosed (a) to its and its Affiliatesâ€™ respective Related Parties (it being understood that the Persons to whom such disclosure is made will be informed of the confidential nature of such Information and instructed to keep such Information confidential), (b) to the extent requested by any Governmental Authority (including any self-regulatory authority, such as the National Association of Insurance Commissioners) or in accordance with Agentâ€™s, the Fronting Lenderâ€™s or any Lenderâ€™s regulatory compliance policy if Agent, the Fronting Lender or such Lender, as applicable, deems such disclosure to be necessary for the mitigation of claims by those authorities against Agent, the Fronting Lender or such Lender, as applicable, or any of its Related Parties (in which case, Agent, the Fronting Lender or such Lender, as applicable, shall use commercially reasonable efforts to, except with respect to any audit or examination conducted by bank accountants or any governmental bank regulatory authority exercising examination or regulatory authority, promptly notify the US Borrower, in advance, to the extent practicable and otherwise permitted by applicable law), (c) as to the extent required by applicable law or regulations or in any legal, judicial, administrative proceeding or other compulsory process, (d) to any other party to this Agreement, (e) in connection with the exercise of any remedies hereunder or under any other Loan Document or any suit, action or proceeding relating to this Agreement or any other Loan Document or the enforcement of rights hereunder or thereunder, (f) subject to an agreement containing provisions substantially the same as those of this Section, to (x) any assignee of or Participant in, or any prospective assignee of or Participant in, any of its rights or obligations under this Agreement or (y) any actual or prospective counterparty (or its advisors) to any swap or derivative transaction relating to the Credit Parties and their obligations, (g) on a confidential basis to (1) any rating agency in connection with rating any Borrower or its Subsidiaries or the credit facilities provided for herein or (2) the CUSIP Service Bureau or any similar agency in connection with the issuance and monitoring of CUSIP numbers with respect to the credit facilities provided for herein, (h) to the extent such Information (x) becomes publicly available other than as a result of a breach of this Section or (y) becomes available to Agent or any Lender on a non-confidential basis from a source other than the Borrowers that is not, to the knowledge of the Agent or any Lender, subject to contractual or fiduciary confidentiality obligations owing to any Borrower or its Subsidiaries, (i) to the extent that such information is independently developed by such Person, or (j) for purposes of establishing a â€œdue diligenceâ€ defense. Â For the purposes of this Section, â€œInformationâ€ means all information received from any Borrower or any Subsidiary thereof relating to any Borrower or any Subsidiary thereof or any of their respective businesses, other than any such information that is available to Agent or any Lender on a non-confidential basis prior to disclosure by the Borrowers or any Subsidiary thereof from a source other than the Borrowers or any Subsidiary thereof that is not, to the 135â€‹Exhibit 10.99knowledge of Agent, or any Lender, subject to contractual or fiduciary confidentiality obligations owing to any Borrower or its Subsidiaries and other than information pertaining to this Agreement routinely provided by arrangers to data service providers, including league table providers, that serve the lending industry. Â Any Person required to maintain the confidentiality of Information as provided in this Section shall be considered to have complied with its obligation to do so if such Person has exercised the same degree of care to maintain the confidentiality of such Information as such Person would accord to its own confidential information.Section 16.23Amendment and Restatement; No Novation. Â This Agreement constitutes an amendment and restatement of the Existing Credit Agreement, effective from and after the Closing Date. Â The execution and delivery of this Agreement shall not constitute a novation of any indebtedness or other obligations owing to the lenders or the administrative agent under the Existing Credit Agreement based on facts or events occurring or existing prior to the execution and delivery of this Agreement. Â On the Closing Date, the credit facilities described in the Existing Credit Agreement, shall be amended, supplemented, modified and restated in their entirety by the facilities described herein, and all loans and other obligations of Borrowers outstanding as of such date under the Existing Credit Agreement, shall be deemed to be loans and obligations outstanding under the corresponding facilities described herein, without any further action by any Person, except that Agent shall make such transfers of funds as are necessary in order that the outstanding balance of such loans, together with any Loans funded on the Closing Date, reflect the respective Revolving Credit Commitment of the Lenders hereunder.Section 16.24Acknowledgment and Consent to Bail-In of Affected Financial Institutions.
Â Notwithstanding anything to the contrary in any Loan Document or in any other agreement, arrangement or understanding among any such parties, each party hereto acknowledges that any liability of any Affected Financial Institution arising under any Loan Document, to the extent such liability is unsecured, may be subject to the Write-Down and Conversion Powers of the applicable Resolution Authority and agrees and consents to, and acknowledges and agrees to be bound by:(a)the application of any Write-Down and Conversion Powers by the applicable Resolution Authority to any such liabilities arising hereunder which may be payable to it by any party hereto that is an Affected Financial Institution; and(b)the effects of any Bail-In Action on any such liability, including, if applicable:(i)a reduction in full or in part or cancellation of any such liability;(ii)a conversion of all, or a portion of, such liability into shares or other instruments of ownership in such Affected Financial Institution, its parent undertaking, or a bridge institution that may be issued to it or otherwise conferred on it, and that such shares or other instruments of ownership will be accepted by it in lieu of any rights with respect to any such liability under this Agreement or any other Loan Document; or(iii)the variation of the terms of such liability in connection with the exercise of the Write-Down and Conversion Powers of the applicable Resolution Authority.Section 16.25Certain ERISA Matters.(a)Each Lender (x) represents and warrants, as of the date such Person became a Lender party hereto, to, and (y) covenants, from the date such Person became a Lender party hereto to the date such Person ceases being a Lender party hereto, for the benefit of, Agent, each Arranger and their respective 136â€‹Exhibit 10.99Affiliates, and not, for the avoidance of doubt, to or for the benefit of the Borrowers or any other Credit Party, that at least one of the following is and will be true:(i)such Lender is not using â€œplan assetsâ€ (within the meaning of Section 3(42) of ERISA or otherwise) of one or more Benefit Plans with respect to such Lenderâ€™s entrance into, participation in, administration of and performance of the Loans, the Letters of Credit or the Commitments;(ii)the transaction exemption set forth in one or more PTEs, such as PTE 84-14 (a class exemption for certain transactions determined by independent qualified professional asset managers), PTE 95-60 (a class exemption for certain transactions involving insurance company general accounts), PTE 90-1 (a class exemption for certain transactions involving insurance company pooled separate accounts), PTE 91-38 (a class exemption for certain transactions involving bank collective investment funds) or PTE 96-23 (a class exemption for certain transactions determined by in-house asset managers), is applicable with respect to such Lenderâ€™s entrance into, participation in, administration of and performance of the Loans, the Letters of Credit, the Commitments and this Agreement;(iii)(A) such Lender is an investment fund managed by a â€œQualified Professional Asset Managerâ€ (within the meaning of Part VI of PTE 84-14), (B) such Qualified Professional Asset Manager made the investment decision on behalf of such Lender to enter into, participate in, administer and perform the Loans, the Letters of Credit, the Commitments and this Agreement, (C) the entrance into, participation in, administration of and performance of the Loans, the Letters of Credit, the Commitments and this Agreement satisfies the requirements of sub-sections (b) through (g) of Part I of PTE 84-14 and (D) to the best knowledge of such Lender, the requirements of subsection (a) of Part I of PTE 84-14 are satisfied with respect to such Lenderâ€™s entrance into, participation in, administration of and performance of the Loans, the Letters of Credit, the Commitments and this Agreement; or(iv)such other representation, warranty and covenant as may be agreed in writing between Agent, in its sole discretion, and such Lender.(b)In addition, unless either (1) sub-clause (i) in the immediately preceding clause (a) is true with respect to a Lender or (2) a Lender has provided another representation, warranty and covenant in accordance with sub-clause (iv) in the immediately preceding clause (a), such Lender further (x) represents and warrants, as of the date such Person became a Lender party hereto, to, and (y) covenants, from the date such Person became a Lender party hereto to the date such Person ceases being a Lender party hereto, for the benefit of, Agent, each Arranger and their respective Affiliates, and not, for the avoidance of doubt, to or for the benefit of the Borrowers or any other Credit Party, that none of Agent, any Arranger and their respective Affiliates is a fiduciary with respect to the assets of such Lender involved in such Lenderâ€™s entrance into, participation in, administration of and performance of the Loans, the Letters of Credit, the Commitments and this Agreement (including in connection with the reservation or exercise of any rights by Agent under this Agreement, any Loan Document or any documents related hereto or thereto).137â€‹Exhibit 10.99Section 16.26Acknowledgement Regarding Any Supported QFCs. Â To the extent that the Loan Documents provide support, through a guarantee or otherwise, for Hedge Agreements or any other agreement or instrument that is a QFC (such support, â€œQFC Credit Supportâ€ and, each such QFC, a â€œSupported QFCâ€), the parties acknowledge and agree as follows with respect to the resolution power of the FDIC under the Federal Deposit Insurance Act and Title II of the Dodd-Frank Wall Street Reform and Consumer Protection Act (together with the regulations promulgated thereunder, the â€œU.S. Special Resolution Regimesâ€) in respect of such Supported QFC and QFC Credit Support (with the provisions below applicable notwithstanding that the Loan Documents and any Supported QFC may in fact be stated to be governed by the laws of the State of New York and/or of the United States or any other state of the United States):(a)In the event a Covered Entity that is party to a Supported QFC (each, a â€œCovered Partyâ€) becomes subject to a proceeding under a U.S. Special Resolution Regime, the transfer of such Supported QFC and the benefit of such QFC Credit Support (and any interest and obligation in or under such Supported QFC and such QFC Credit Support, and any rights in property securing such Supported QFC or such QFC Credit Support) from such Covered Party will be effective to the same extent as the transfer would be effective under the U.S. Special Resolution Regime if the Supported QFC and such QFC Credit Support (and any such interest, obligation and rights in property) were governed by the laws of the United States or a state of the United States. In the event a Covered Party or a BHC Act Affiliate of a Covered Party becomes subject to a proceeding under a U.S. Special Resolution Regime, Default Rights under the Loan Documents that might otherwise apply to such Supported QFC or any QFC Credit Support that may be exercised against such Covered Party are permitted to be exercised to no greater extent than such Default Rights could be exercised under the U.S. Special Resolution Regime if the Supported QFC and the Loan Documents were governed by the laws of the United States or a state of the United States. Without limitation of the foregoing, it is understood and agreed that rights and remedies of the parties with respect to a Defaulting Lender shall in no event affect the rights of any Covered Party with respect to a Supported QFC or any QFC Credit Support.(b)As used in this Section 11.26, the following terms have the following meanings:â€œBHC Act Affiliateâ€ of a party means an â€œaffiliateâ€ (as such term is defined under, and interpreted in accordance with, 12 U.S.C. 1841(k)) of such party.â€œCovered Entityâ€ means any of the following:(i)a â€œcovered entityâ€ as that term is defined in, and interpreted in accordance with, 12 C.F.R. Â§ 252.82(b);(ii)a â€œcovered bankâ€ as that term is defined in, and interpreted in accordance with, 12 C.F.R. Â§ 47.3(b); or(iii)a â€œcovered FSIâ€ as that term is defined in, and interpreted in accordance with, 12 C.F.R. Â§ 382.2(b).â€œDefault Rightâ€ has the meaning assigned to that term in, and shall be interpreted in accordance with, 12 C.F.R. Â§Â§ 252.81, 47.2 or 382.1, as applicable.(c)â€œQFCâ€ has the meaning assigned to the term â€œqualified financial contractâ€ in, and shall be interpreted in accordance with, 12 U.S.C. 5390(c)(8)(D).[Signature pages intentionally omitted]138â€‹ EX-31.1 4 ttec-20240630xex31d1.htm EX-31.1 ExhibitÂ 31.1â€‹CERTIFICATIONSâ€‹I, Kenneth D. Tuchman, certify that:â€‹â€‹â€‹â€‹1.I have reviewed this quarterly report on FormÂ 10-Q of TTEC Holdings,Â Inc.;â€‹â€‹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;â€‹â€‹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;â€‹â€‹4.The registrantâ€™s other certifying officer(s)Â and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act RulesÂ 13a-15(e)Â and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act RulesÂ 13a-15(f)Â and 15d-15(f)) for the registrant and have:â€‹â€‹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;â€‹â€‹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;â€‹â€‹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; andâ€‹â€‹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; andâ€‹â€‹5.The registrantâ€™s other certifying officer(s)Â 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):â€‹â€‹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; andâ€‹â€‹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.â€‹Date: August 8, 2024â€‹â€‹By:/s/ KENNETH D. TUCHMANâ€‹Kenneth D. Tuchmanâ€‹Chairman and Chief Executive Officerâ€‹(Principal Executive Officer)â€‹ EX-31.2 5 ttec-20240630xex31d2.htm EX-31.2 ExhibitÂ 31.2â€‹CERTIFICATIONSâ€‹I, Kenneth R. Wagers, III, certify that:â€‹â€‹1.I have reviewed this quarterly report on FormÂ 10-Q of TTEC Holdings,Â Inc.;â€‹â€‹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;â€‹â€‹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;â€‹â€‹4.The registrantâ€™s other certifying officer(s)Â and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act RulesÂ 13a-15(e)Â and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act RulesÂ 13a-15(f)Â and 15d-15(f)) for the registrant and

have:â€‹â€‹â€‹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;â€‹â€‹â€‹â€‹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;â€‹â€‹â€‹â€‹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; andâ€‹â€‹â€‹â€‹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; andâ€‹â€‹â€‹5.The registrantâ€™s other certifying officer(s)Â 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):â€‹â€‹â€‹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; andâ€‹â€‹â€‹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.â€‹Date: August 8, 2024â€‹â€‹â€‹â€‹â€‹By:/s/ KENNETH R. WAGERS, IIIâ€‹â€‹Kenneth R. Wagers, IIIâ€‹â€‹Chief Financial Officerâ€‹â€‹(Principal Financial and Accounting Officer)â€‹ EX-32.1 6 ttec-20240630xex32d1.htm EX-32.1 ExhibitÂ 32.1â€‹CERTIFICATION OF CHIEF EXECUTIVE OFFICERâ€‹PURSUANT TO SECTIONÂ 906 OF THE SARBANES-OXLEY ACT OF 2002â€‹The undersigned, the Chief Executive Officer of TTEC Holdings,Â Inc. (the â€œCompanyâ€), hereby certifies that, to his knowledge on the date hereof:â€‹(a)the FormÂ 10-Q of the Company for the quarter ended JuneÂ 30, 2024 filed on the date hereof with the Securities and Exchange Commission (the â€œReportâ€) fully complies with the requirements of SectionÂ 13(a)Â or 15(d)Â of the Securities and Exchange Act of 1934; andâ€‹(b)the information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.â€‹â€‹By:/s/ KENNETH D. TUCHMANâ€‹â€‹Kenneth D. Tuchmanâ€‹â€‹Chairman and Chief Executive Officerâ€‹Date: August 8, 2024 EX-32.2 7 ttec-20240630xex32d2.htm EX-32.2 ExhibitÂ 32.2â€‹CERTIFICATION OF CHIEF FINANCIAL OFFICERâ€‹PURSUANT TO SECTIONÂ 906 OF THE SARBANES-OXLEY ACT OF 2002â€‹The undersigned, the Chief Financial Officer of TTEC Holdings,Â Inc. (the â€œCompanyâ€), hereby certifies that, to his knowledge on the date hereof:â€‹(a)the FormÂ 10-Q of the Company for the quarter ended JuneÂ 30, 2024 filed on the date hereof with the Securities and Exchange Commission (the â€œReportâ€) fully complies with the requirements of SectionÂ 13(a)Â or 15(d)Â of the Securities and Exchange Act of 1934; andâ€‹(b)the information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.â€‹â€‹â€‹â€‹â€‹By:/s/ KENNETH R. WAGERS, IIIâ€‹â€‹Kenneth R. Wagers, IIIâ€‹â€‹Chief Financial Officerâ€‹Date: August 8, 2024 EX-101.SCH 8 ttec-20240630.xsd EX-101.SCH 000110 - Statement - Consolidated Balance Sheets link:presentationLink link:calculationLink link:definitionLink 000120 - Statement - Consolidated Statements of Comprehensive Income (Loss) link:presentationLink link:calculationLink link:definitionLink 000120 - Statement - Consolidated Statements of Comprehensive Income (Loss) (Calc 2) link:presentationLink link:calculationLink link:definitionLink 000140 - Statement - Consolidated Statements of Cash Flows link:presentationLink link:calculationLink link:definitionLink 400200 - Disclosure - ACQUISITIONS ASSETS ACQUIRED (TABLES) (Details) link:presentationLink link:calculationLink link:definitionLink 400710 - Disclosure - FAIR VALUE (FAIR VALUE ASSETS AND LIABILITIES) (Details) link:presentationLink link:calculationLink link:definitionLink 401210 - Disclosure - ACCUMULATED OTHER COMPREHENSIVE INCOME (LOSS) (INCOME STATEMENT CLASSIFICATION TABLE) (Details) link:presentationLink link:calculationLink link:definitionLink 401300 - 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Current assets Cash and cash equivalents Accounts receivable, net Prepaids and other current assets Income and other tax receivables Total current assets Total current assets Assets, noncurrent Long-term assets Property, plant and equipment, net Asset, Held-for-Sale, Not Part of Disposal Group, Other Operating Lease, Right-of-Use Asset Operating lease assets Goodwill Ending balance, goodwill Beginning balance, goodwill Goodwill Deferred Income Tax Assets, Net Deferred tax assets, net Other Intangible Assets Net Other intangible assets, net Income Taxes Receivable, Noncurrent Other long-term assets Other long-term assets Total long-term assets Total long-term assets Assets Total assets Total Assets LIABILITIES AND STOCKHOLDERS' EQUITY Current liabilities Accounts payable, current, total Accounts payable Accrued employee compensation and benefits Accrued Liabilities Current Other accrued expenses Income taxes payable Deferred revenue - current Deferred revenue Operating Lease, Liability, Current Current operating lease liabilities Operating lease liability - short-term Other current liabilities Total current liabilities [Label_26] Total current liabilities Long-term liabilities Line of credit Deferred tax liabilities, net, noncurrent Deferred tax liabilities, net Non-current Income Taxes Payable Operating Lease, Liability, Noncurrent Non-current operating lease liabilities Operating lease liability - long-term Other liabilities, noncurrent Other long-term liabilities Liabilities, noncurrent Total long-term liabilities Liabilities Total liabilities Stockholders' equity Preferred stock - $0.01 par value: 10,000,000 shares authorized; zero shares outstanding as of June 30, 2024 and December 31, 2023 Common stock - $0.01 par value; 150,000,000 shares authorized; 47,608,318 and 47,427,200 shares outstanding as of June 30, 2024 and December 31, 2023, respectively Additional paid-in capital Treasury Stock, Common, Value Treasury stock at cost: 34,443,935 and 34,625,053 shares as of June 30, 2024 and December 31, 2023, respectively Ending balance Beginning balance Accumulated other comprehensive income (loss) net of tax Accumulated other comprehensive income (loss) Retained earnings Stockholders' equity attributable to noncontrolling interest Noncontrolling interest Total stockholders' equity Ending balance, value Beginning balance, value Total stockholders' equity Total liabilities and stockholders' equity and mezzanine equity Total liabilities and stockholders' equity and mezzanine equity Less: Allowance for doubtful accounts Balance, ending balance Balance, beginning balance Accounts Receivable, Allowance for Credit Loss, Current Preferred stock, par value Preferred stock, shares authorized Preferred stock, shares outstanding Preferred stock ending balance, share Preferred stock beginning balance, share Common stock, par value Common stock, shares authorized Common stock, shares outstanding Common stock ending balance, share Common stock beginning balance, share Treasury Stock, Common, Shares Treasury stock, shares Consolidated Statements of Comprehensive Income Sales Revenue Services Net Revenue. Net Revenue Type of Revenue Operating expenses Cost of services (exclusive of depreciation and amortization presented separately below) Selling, general and administrative Depreciation and amortization Restructuring charges, net Impairment losses Total operating expenses Total operating expenses Income (Loss) from Operations Income from operations Other income (expense) Interest income Interest Expense. Interest expense Other nonoperating income expense Other income (expense), net Total other income (expense) Total other income (expense) Income before income taxes Income before income taxes Benefit from (provision for) income taxes Benefit from (provision for) income taxes Benefit from (provision for) income taxes Net income Net income Net income attributable to noncontrolling interest Net income attributable to noncontrolling interest Net income (loss) attributable to TTEC stockholders Other comprehensive income (loss) Foreign currency translation adjustments Derivative valuation, gross Derivative valuation, tax effect Derivative valuation, tax effect Other Comprehensive Income, Other, Net of Tax Other, net of tax Total other comprehensive income Total other comprehensive income (loss) Total comprehensive income Total comprehensive income (loss) Less: Comprehensive income attributable to noncontrolling interest Less: Comprehensive income attributable to noncontrolling interest Comprehensive income attributable to TTEC stockholders Comprehensive income (loss) attributable to TTEC stockholders Weighted average shares outstanding Basic Shares used in basic earnings per share calculation Diluted Shares used in dilutive earnings per share calculation Weighted Average Share Counts Net income (loss) per share attributable to TTEC stockholders Basic earnings per share Basic Diluted earnings per share Diluted Consolidated statement of stockholders' equity and mezzanine equity [Abstract] Statement, Equity Components [Axis] Equity Component [Domain] Stockholders' Equity of the Company Common Stock [Member] Stockholders' Equity of the Company Treasury Stock [Member] Stockholders' Equity of the Company Additional Paid-in Capital [Member] Accumulated Other Comprehensive Income (Loss) Stockholders' Equity of the Company Retained Earnings [Member] Noncontrolling Interest [Member] Increase (Decrease) in Stockholders' Equity [Roll Forward] Noncontrolling interest adjustment due to buyout. Noncontrolling interest adjustment due to buyout Net income loss allocated to temporary equity. Profit Loss Excluding Temporary Equity Net Income Net income (loss) Dividends to shareholders Dividends to shareholders Noncontrolling interest, decrease from distributions to noncontrolling interest Dividends distributed to noncontrolling interest Derivatives valuation, net of tax Vesting of Restricted Stock Units Issued Out Of Treasury, Share Vesting of restricted stock units, share Vesting of Restricted Stock Units Issued Out Of Treasury, Value Vesting of restricted stock units, value Share Based Compensation Equity Based Awards Equity-based compensation expense Other, net of tax Other, net of tax. Increase (Decrease) in Temporary Equity [Roll Forward] Redeemable noncontrolling interest Redeemable noncontrolling interest Temporary Equity, Ending Balance Temporary Equity, Beginning Balance Temporary equity noncontrolling interest adjustment due to buyout. Temporary noncontrolling interest adjustment due to buyout Temporary noncontrolling interest adjustment due to buyout Temporary Equity, Net Income Temporary equity from buyout of noncontrolling interest. Temporary equity buyout of noncontrolling interest Temporary equity buyout of noncontrolling interest Temporary equity distributions. Temporary equity distributions Temporary equity distributions. Common Stock, Dividends, Per Share, Cash Paid Consolidated Statements of Cash Flows [Abstract] Cash flows from operating activities Adjustment to reconcile net income to net cash provided by operating activities: Amortization of contract acquisition costs Amortization Of Contract Acquisition Costs Amortization of contract acquisition costs Amortization of debt issuance costs Amount of imputed interest expense and fair value adjustments to contingent consideration payables and

contingent consideration receivables, net. Contingent Consideration Imputed Interest Expense and Fair Value Adjustments, Net Imputed interest expense and fair value adjustments to contingent consideration, net Provision for credit losses (Gain) loss on disposal of assets (Gain) loss on disposal of assets (Gain) Loss on dissolution of subsidiary Loss on dissolution of subsidiary Deferred income taxes The amount of excess tax benefit from equity-based compensation. Excess Tax Benefit From Equity Based Awards Excess tax benefit from equity-based awards Equity-based compensation expense Gain on foreign currency derivatives (Gain) loss on foreign currency derivatives Changes in assets and liabilities, net of acquisitions: Change in accounts receivable Accounts receivable Prepaids and other assets Prepaids and other assets Accounts payable and accrued expenses The change in deferred revenue and other liabilities Increase Decrease In Deferred Revenue And Other Liabilities Deferred revenue and other liabilities Net cash provided by operating activities Net cash (used in) provided by operating activities Cash flows from investing activities Proceeds from sale of long-live assets Capital Expenditures Purchases of property, plant and equipment Net cash used in investing activities Net cash used in investing activities Cash flows from financing activities Net proceeds (borrowings) from line of credit Repayments of Other Debt Payments on other debt Payments of contingent consideration related to acquisitions. Payments of contingent consideration and hold back payments to acquisitions Payments of contingent consideration and hold back payments to acquisitions Dividends paid to shareholders Dividends paid to shareholders Payments Of debt issuance costs Payments of debt issuance costs Payments to noncontrolling interest Payments to noncontrolling interest Tax payments related to issuance of restricted stock units Tax payments related to issuance of restricted stock units Net cash used in financing activities Net cash (used in) provided by financing activities Effect of Exchange Rate on Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Including Disposal Group and Discontinued Operations Effect of exchange rate changes on cash, cash equivalents and restricted cash Increase (decrease) in cash, cash equivalents and restricted cash Increase (decrease) in cash, cash equivalents and restricted cash Cash, Cash Equivalents, Restricted Cash and Restricted Cash Equivalents Cash, cash equivalents and restricted cash, end of period Cash, cash equivalents and restricted cash, beginning of period Supplemental disclosures Cash paid for interest Cash paid for income taxes Non-cash investing and financing activities Acquisition of long lived assets through finance leases. Acquisition of long lived assets through finance leases The net change in accrual for future cash outflow to pay for purchases of fixed assets that have occurred. Increase decrease in capital expenditures incurred but not yet paid Acquisition of equipment through increase in accounts payable, net OVERVIEW AND BASIS OF PRESENTATION [Abstract] OVERVIEW AND BASIS OF PRESENTATION ACQUISITIONS [ABSTRACT] ACQUISITIONS SEGMENT INFORMATION [ABSTRACT] SEGMENT INFORMATION SIGNIFICANT CLIENTS AND OTHER CONCENTRATIONS [Abstract] SIGNIFICANT CLIENTS AND OTHER CONCENTRATIONS GOODWILL [ABSTRACT] GOODWILL. DERIVATIVES [ABSTRACT] DERIVATIVES FAIR VALUE [Abstract] FAIR VALUE RESTRUCTURING CHARGES AND IMPAIRMENT LOSSES [Abstract] RESTRUCTURING CHARGES AND IMPAIRMENT LOSSES INCOME TAXES [ABSTRACT] INCOME TAXES COMMITMENTS AND CONTINGENCIES [Abstract] COMMITMENTS AND CONTINGENCIES Revenue from Contract with Customer [Abstract] Revenue from Contract with Customer [Text Block] ACCUMULATED OTHER COMPREHENSIVE INCOME (LOSS) [ABSTRACT] Accumulated Other Comprehensive Income Loss [Disclosure Text Block] ACCUMULATED OTHER COMPREHENSIVE INCOME (LOSS) NET INCOME PER SHARE EMPLOYEE COMPENSATION PLANS [Abstract] EMPLOYEE COMPENSATION PLANS [DISCLOSURE TEXT BLOCK] EMPLOYEE COMPENSATION PLANS Defined Contribution Plan [Abstract] Defined Contribution Plan [Text Block] Deferred Compensation Plan RELATED PARTY TRANSACTIONS [ABSTRACT] RELATED PARTY TRANSACTIONS Overview Basis Of Presentation Reclassifications [Text Block] Use of Estimates Cash and Cash Equivalents, Restricted Cash and Cash Equivalents, Policy [Policy Text Block] Concentration of Credit Risk Recently Issued Accounting Pronouncements Restrictions on Cash and Cash Equivalents [Table Text Block] Business Acquisition [Axis] Business Acquisition, Acquiree [Domain] Acquisition of Faneuil Assets ("Faneuil"). Faneuil Schedule of Assets Acquired and Liabilities Assumed Schedule of Segment Selected Financial Data Schedule of Revenue by Geographic Area ACCOUNTS RECEIVABLE AND SIGNIFICANT CLIENTS [Abstract] Allowance for Credit Losses on Financing Receivables [Table Text Block] Schedule of Change in Allowance for Doubtful Accounts Tabular disclosure of the total amount due to the entity within one year of the balance sheet date (or one operating cycle, if longer) from outside sources, including trade accounts receivable, notes and loans receivable, as well as any other types of receivables, net of allowances established for the purpose of reducing such receivables to an amount that approximates their net realizable value. Schedule Of Receivables Net Current [Table Text Block] Schedule of Goodwill [Table Text Block] Schedule of Goodwill Rollforward Schedule of Cash Flow Hedges OCI Rollforward Schedule of Notional Amounts of Outstanding Cash Flow Hedges Schedule of Derivatives Instruments on Balance Sheet Schedule of Cash Flow Hedging Instruments, Statements of Financial Performance and Financial Position, Location [Table Text Block] Schedule of cash flow hedge impact on Statement of Comprehensive Income Schedule of Fair Value Hedging Instruments, Statements of Financial Performance and Financial Position, Location [Table Text Block] Schedule of fair value derivative impact on Statement of Comprehensive Income Tabular disclosure of net derivative assets and liabilities at fair value. Schedule Of Fair Value Net Derivative Assets And Liabilities Measured On Recurring Basis [Table Text Block] Schedule of Fair Value Derivative Assets and Liabilities Schedule of Fair Value Assets and Liabilities Schedule of Business Acquisitions by Acquisition Contingent Consideration Schedule of Business Acquisitions by Acquisition Contingent Consideration Schedule of Accumulated Other Comprehensive Income (Loss) [Table Text Block] Schedule of accumulated other comprehensive income (loss) Reclassification out of Accumulated Other Comprehensive Income [Table Text Block] Schedule of reclassifications from Accumulated other comprehensive income (loss) Schedule of Diluted Shares Calculation Share-Based Payment Arrangement, Expensed and Capitalized, Amount [Table Text Block] Balance Sheet Location [Axis] Balance Sheet Location [Domain] Prepaid Expenses and Other Current Assets [Member] Restricted Cash and Cash Equivalents Items [Line Items] Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Effects of Changes, Net [Table] Ownership [Axis] Ownership [Domain] Information pertaining to Percepta, LLC Percepta LLC Acquisition of First Call Resolution, LLC ("FCR"). FCR Acquisition of Serendebyte Inc. ("Serendebyte"). Serendebyte Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Effects of Changes, Net [Line Items] Year Founded The approximate number of clients TTEC serves. Number Of Clients Number of Countries in which Entity Operates Entity Number of Employees Number of employees Noncontrolling Interest, Ownership Percentage by Parent ownership percentage Prior Period Reclassification Adjustment Schedule of Business Acquisitions, by Acquisition [Table] Finite-Lived Intangible Assets by Major Class [Axis] Finite-Lived Intangible Assets, Major Class Name [Domain] Customer Relationships [Member] Business Acquisition [Line Items] Accounts receivable. Prepaid Expenses Other assets Fixed Assets Acquired Deferred tax assets, net Deferred tax assets. Deferred Tax Assets, Net Business Acquisition Purchase Price Allocation Intangible Assets Intangible assets Business Acquisition, Purchase Price Allocation, Assets Acquired Total assets acquired Amount of accrued expense liabilities due within one year or within the normal operating cycle, if longer, assumed at the acquisition date. Business combination recognized identifiable assets acquired and liabilities assumed current liabilities accrued expenses Accrued expenses Deferred revenue. Business Acquisition Purchase Price Allocation Other Liabilities Other Business Acquisition, Purchase Price Allocation, Liabilities Assumed Total liabilities assumed Business Acquisition, Purchase Price Allocation, Assets Acquired (Liabilities Assumed), Net Total purchase price Acquisition of Faneuil receivable. Faneuil receivable [Member] Asset Acquisition [Axis] Asset Acquisition [Domain] Statement, Business Segments [Axis] Segment [Domain] TTEC Digital Segment. TTEC Digital TTEC Engage Segment. TTEC Engage Other Current Assets [Member] Other Noncurrent Assets [Member] Primary financial statement caption encompassing other accrued expenses. Other accrued expenses Other Noncurrent Liabilities [Member] Income Statement Location [Axis] Income Statement Location [Domain] Other Operating Income (Expense) [Member] Measurement Input Type [Axis] Measurement Input Type [Domain] Risk Free Interest Rate Measurement input using expected forecast volatility rate. Expected forecast volatility rate [Member] Discount Rate Measurement Input, EBITDA Multiple [Member] Measurement Input, Revenue Multiple [Member] Range [Axis] Range [Domain] Minimum Maximum Property, Plant and Equipment, Type [Axis] Property Plant And Equipment Type [Domain] Leasehold Improvements Building Land [Member] Other Date of Acquisition Percentage of Voting Interests Acquired Description of Acquired Entity Noncontrolling Interest, Ownership Percentage by Noncontrolling Owners Fair Value of Assets Acquired The increase (decrease) in the fair value of assets acquired that are subsequently measured at fair value. Increase Decrease In Fair Value Assets Acquired Business Combination, Acquired Receivable, Fair Value Payments to Acquire Businesses Business Combination, Contingent Consideration, Liability, Measurement Input Business combination contingent consideration measurement input Business Combination, Contingent Consideration Arrangements, Range of Outcomes, Value, High Business Combination Contingent Consideration Liability Contingent consideration payable Ending balance, contingent consideration payable Beginning balance, contingent consideration payable Contingent Consideration, at fair value The number of contingent payments. Number Of Contingent Payments Payments received against contingent consideration receivables during period. Payments Made To Contingent Consideration Receivable During Period The amount of imputed interest and other adjustments accrued to a contingent consideration payable during the period. Contingent Consideration Payable Imputed Interest Expense and Other Adjustments The amount of imputed interest and other adjustments accrued to a contingent consideration receivable during the period. Contingent Consideration Receivable Imputed Interest Benefit and Other Adjustments Business Combination, Contingent Consideration, Asset Ending balance, contingent consideration asset Beginning Balance Business Combination Contingent Consideration Asset Weighted average useful life of intangible assets Useful life Increase (decrease) in contingent consideration payable Percentage of assets held for sale allocation by reporting unit. Assets held for sale asset allocation percentage by reporting unit Schedule of Segment Reporting Information, by Segment [Table] Consolidation Items [Axis] Consolidation Items [Domain] Operating Segments Segment Reporting Information [Line Items] Segment, Expenditure, Addition to Long-Lived Assets Capital expenditures Schedule of Revenues from External Customers and Long-Lived Assets [Table] Statement, Geographical [Axis] Segment, Geographical [Domain] Services by geographical location. United States Canada [Member] Services by geographical location. Philippines Asia Pacific India [Member] Europe Middle East Africa [Member] Latin America [Member] Revenues from External Customers and Long-Lived Assets [Line Items] Percentage of employees located in one of several offshore locations. Percentage of employees in offshore locations Uncollectible receivables written-off Uncollectible receivables written-off Impact of foreign currency related to the rollforward of allowance for doubtful accounts between periods. Effect Of Foreign Currency Allowance For Doubtful Accounts Effect of foreign currency Receivables, Net, Current Factored Accounts Receivable, net Receivables from Customers Cash from customers not yet remitted Schedule of Entity Wide Revenue by Major Customers by Reporting Segments Table Concentration Risk Benchmark [Axis] Concentration Risk Benchmark [Domain] Revenue Concentration Risk Type [Axis] Concentration Risk Type [Domain] Customer Concentration Risk Major Customers Axis Name of Major Customer Domain Financial services client identified as major client that meets definition of significant client. Financial Services Client Automotive industry client identified as major client that meets definition of significant client. Automotive Industry Client Entity Wide Revenue Major Customer Line Items Concentration Risk, Customer Concentration risk percentage Schedule of Goodwill [Table] Goodwill [Line Items] Goodwill Impairment Loss Impairments Effect of Foreign Currency Valuation allowance for impairment of recognized servicing assets Scenario [Axis] Scenario, Unspecified [Domain] Amount of non-cash goodwill impairment charge. Non-cash [Member] Amount of non-cash pre-tax goodwill impairment charge. Non-cash pre-tax [Member] Amount of generated incremental deferred tax asset related to non-cash goodwill impairment loss. Incremental Deferred Tax Asset [Member] Estimated capital expenditures associated with fair value evaluations of reporting units. Capital Expenditure [Member] ValuationAllowanceForImpairmentOfRecognizedServicingAssetsLineItems Goodwill, Fair Value Disclosure Reporting Unit, Percentage of Fair Value in Excess of Carrying Amount Accumulated Other Comprehensive Income (Loss), Cumulative Changes in Net Gain (Loss) from Cash Flow Hedges, Effect Net of Tax Aggregate unrealized net gain/(loss) at end of period Aggregate unrealized net gain/(loss) at beginning of year Add: Net gain/(loss) from change in fair value of cash flow hedges The amount of gains or losses on a cash flow hedge reclassified in the period to earnings from accumulated other comprehensive income net of taxes. Less: Net (gain)/loss reclassified to earnings from effective hedges Less: Net (gain)/loss reclassified to earnings from effective hedges Derivative [Table] Derivative Instrument Risk [Axis] Derivative Contract Type [Domain] Foreign Exchange Forward Currency [Axis] All Currencies [Domain] CAD PHP MXN Derivative [Line Items] Notional Amount The percentage of the foreign currency cash flow hedge derivative contract maturing in the next twelve months. Foreign Currency Cash Flow Hedge Derivatives Maturity Next Twelves Months % Maturing in the Next 12 Months Contract Maturity Date Fair Values Derivatives, Balance Sheet Location, by Derivative Contract Type [Table] Hedging Designation [Axis] Hedging Designation [Domain] Designated as Hedging Instruments [Member] Not Designated as Hedging Instruments [Member] Foreign Exchange [Member] Derivative Instruments, Gain (Loss) by Hedging Relationship [Axis] Hedging Relationship [Domain] Cash Flow [Member] Fair Value [Member] Line item in the statement of financial position in which the fair value amounts of the derivative instruments are included. Prepaids And Other Current Assets [Member] Other assets [Member] Other Current Liabilities [Member] Other long-term liabilities Derivatives, Fair Value [Line Items] Total net derivative asset (liability) Derivative Instruments, Gain (Loss) by Hedging Relationship, by Income Statement Location, by Derivative Instrument Risk [Table] Reclassification Out Of Accumulated Other Comprehensive Income [Axis] Reclassification Out Of Accumulated Other Comprehensive Income [Domain] Reclassification from accumulated other comprehensive income Derivative Instruments, Gain (Loss) [Line Items] Amount of gain or (loss) recognized in other comprehensive income (loss) - effective portion, net of tax: Schedule of derivative assets and liabilities by class, measured at fair value on a recurring and/or nonrecurring basis in periods after initial recognition. The disclosures that may be required or desired may include, but are not limited to: (a) the fair value measurements recorded during the period and the reasons for the measurements and (b) the level within the fair value hierarchy in which the fair value measurements are categorized in their entirety (level 1, 2, 3) and transfers between levels 1 and 2. Fair Value Net Derivative Assets And Liabilities Measured On Recurring And Nonrecurring Basis [Table] Fair Value by Measurement Frequency [Axis] Fair Value, Measurement Frequency [Domain] Fair Value, Measurements, Recurring [Member] Fair Value, Hierarchy [Axis] Fair Value, Measurements, Fair Value Hierarchy [Domain] Quoted Prices in Active Markets for Identical Assets (Level 1) [Member] Significant Other Observable Inputs (Level 2) [Member] Significant Unobservable Inputs (Level 3) [Member] 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. Fair Value Net Derivative Assets And Liabilities Measured On Recurring And Nonrecurring Basis [Line Items] Cash flow hedges Fair value hedges Fair Value, by Balance Sheet Grouping [Table] Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] Assets [Abstract] Derivative assets, net Deferred Compensation Plan Assets Total assets Total assets Liabilities [Abstract] Derivative Liability, Statement of Financial Position [Extensible Enumeration] Total liabilities Total liabilities Schedule of Business Acquisitions By Acquisition Contingent Consideration [Table] Business acquisitions, Contingent Consideration [Line Items] Purchase price payable acquired during period. Purchase price payable acquired during period Acquisitions Payments made of purchase price payables during period. Purchase Price Payable Payments During Period Payments Average interest rate on annual borrowings Credit facility interest rate Restructuring Costs and Asset Impairment Charges [Abstract] Additions or improvements to assets held under a lease arrangement; internally developed software for sale, licensing or long-term internal use; right of use lease assets. Leasehold Improvements Internally Developed Software And Right Of Use Lease Asset [Member] Impaired Long-Lived Assets Held and Used, Asset Description Impaired Long-Lived Assets Held and Used, Method for Determining Fair Value A summary of dimensions applicable to income tax disclosures included in the notes to the financial statements that are not included on tables. Income Tax Narrative [Table] Income Tax Authority [Axis] Income Tax Authority [Domain] Organization for Economic Co-operation and Development (OECD) providing guidance on Pillar 2 framework, related to global minimum tax rates on certain multinational enterprises. Organization for Economic Co-operation Development OECD [Member] United States [Member] ILLINOIS OREGON Canada [Member] Philippines [Member] India [Member] WISCONSIN Nature of Uncertainty [Axis] Significant Change in Unrecognized Tax Benefits is Reasonably Possible, Nature of Uncertainty [Domain] Assets not expected to be recovered in future periods relating to tax valuation allowance. Future period unrecoverable assets [Member] Assets expected to be recovered in future periods relating to tax valuation allowance. Future period recoverable assets [Member] 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. Income Statement Narrative [Line Items] Effective Income Tax Rate Reconciliation, at Federal Statutory Income Tax Rate, Percent Effective income tax rate Valuation allowances Net Change in Valuation Allowance Income Tax Holidays Description Aggregate Effect on Income Tax Expense for Income Tax Holiday Jurisdictions Diluted Net Income Per Share Effect For Income Tax Holiday Jurisdictions Income Tax Examination, Description Tax year(s) being audited by the corresponding tax regulation agency. Can be shown in multiple years. Income Tax Examination Years Under Audit INDEBTEDNESS [ABSTRACT] Variable Rate [Axis] Variable Rate [Domain] Maximum leverage ratio related to interest coverage ratio. Maximum leverage ratio [Member] Minimum interest coverage ratio related to covenants of credit agreement. Minimum interest coverage ratio [Member] Fed Funds Effective Rate Overnight Index Swap Rate [Member] Secured Overnight Financing Rate (SOFR) Overnight Index Swap Rate [Member] Minimum and maximum percentages based on the Company's net leverage ratio. Company's net leverage ratio [Member] Credit Facility [Axis] Credit Facility [Domain] The Seventh Amendment to the Amended and Restated Credit Agreement. Seventh Amendment [Member] The Eighth Amendment to the Amended and Restated Credit Agreement. Eighth Amendment [Member] The Ninth Amendment to the

Amended and Restated Credit Agreement. Ninth Amendment [Member] Initiation date of current line of credit agreement Line of Credit Facility, Expiration Date Line of Credit Facility, Current Borrowing Capacity Letters of Credit Outstanding, Amount Receivables Held-for-sale, Amount Proceeds from factored receivables Line of Credit Facility, Interest Rate Description Line of Credit Facility, Commitment Fee Description Description of line of credit agreement Line of Credit Facility, Collateral Average daily utilization under credit facility Remaining borrowing capacity under credit facility Amount of letters of credit issued outside of the credit facility. Also includes contract performance guarantees. Letters Of Credit Issued Outside Line Of Credit Facility Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis] Amount 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. Contract with Customer Revenue Recognized Contract with Customer, Liability, Revenue Recognized Revenue, Remaining Performance Obligation, Amount Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Period Accumulated Other Comprehensive Income (Loss) [Table] Foreign Currency Translation Adjustment Derivative Valuation, Net of Tax Other, Net of Tax. Accumulated Other Comprehensive Income (Loss) [Line Items] AOCI Attributable to Parent, Net of Tax [Roll Forward] OCI, before Reclassifications, Net of Tax, Attributable to Parent Other comprehensive income (loss) before reclassifications Reclassification from AOCI, Current Period, Net of Tax, Attributable to Parent Net Income (Loss) - Other Amounts reclassified from accumulated other comprehensive income (loss) Other comprehensive income (loss), net of tax Net current period other comprehensive income (loss) Amount of equity (deficit) attributable to parent and noncontrolling interests. Ending balance, value. Reclassification out of Accumulated Other Comprehensive Income [Table] Accumulated increase (decrease) in equity from transactions related to liquidation. OCI gain on liquidation [Member] Tax effect Reclassification Adjustment out of Accumulated Other Comprehensive Income [Line Items] Presentation of Income Statement Reclassifications [Line Items] Reclassification from AOCI, Current Period, before Tax, Attributable to Parent Cost of services Reclassification from AOCI, Current Period, Tax Provision for income taxes - Other Weighted Average Number of Shares Outstanding Reconciliation [Abstract] Effect of dilutive securities: Restricted stock units Performance-based restricted stock units Total effects of dilutive securities Total effects of dilutive securities Schedule of Antidilutive Securities Excluded from Computation of Earnings Per Share [Table] Antidilutive Securities Excluded from Computation of Earnings Per Share, by Antidilutive Securities [Axis] Antidilutive Securities, Name [Domain] Restricted Stock Units (RSUs) [Member] Anti-dilutive options to purchase common stock [Line Items] Anti-dilutive securities Share-Based Payment Arrangement, Recognized Amount [Abstract] Schedule of Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Table] Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Performance Shares [Member] Cost of Services Selling General And Administrative Expenses [Member] EQUITY-BASED COMPENSATION PLANS [Abstract] Plan Name [Axis] Plan Name [Domain] Performance restricted stock units awarded in 2021. 2021 PRSUs [Member] Performance restricted stock units awarded in 2022. 2022 PRSUs [Member] One-time stretch program performance restricted stock units awarded in 2022. 2022 VCP PRSUs [Member] Performance restricted stock units awarded in 2023. PRSUs 2023 [Member] Performance restricted stock units awarded in 2024. PRSUs 2024 [Member] Forecasted amount on noncash expense for share-based payment arrangement. Forecasted amount on noncash expense for share-based payment arrangement Share-based Compensation Award Vesting Period Unrecognized Compensation Expense ShareBasedCompensationArrangementByShareBasedPaymentAwardNonOptionEquityInstrumentsGranted Non-option Equity Awards Granted Share-based Compensation Arrangement by Share-based Payment Award, Description Schedule of Defined Benefit Plans Disclosures [Table] Retirement Plan Sponsor Location [Axis] Retirement Plan Sponsor Location [Domain] Domestic Plan [Member] Defined Benefit Plan Disclosure [Line Items] Defined Contribution Plan, Maximum Annual Contributions Per Employee, Percent Defined Contribution Plan, Tax Status [Extensible Enumeration] Schedule Of Related Party Transactions By Related Party Table Related Party [Axis] Related Party [Domain] Affiliated Entity Chief Executive Officer Counterparty Name [Axis] Counterparty Name [Domain] Information related to Willis Tower Watson. Willis Towers Watson [Member] Investment, Name [Axis] Investment, Name [Domain] Avion LLC and Airmax LLC Avion and Airmax [Member] Related Party Transaction Line Items Purchases from Related Party Equity Method Investment, Ownership Percentage EX-101.PRE 12 ttec-20240630_pre.xml EX-101.PRE XML 14 R1.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Document and Entity Information - shares 6 Months Ended Jun. 30, 2024 Jul. 31, 2024 Document and Entity Information [Abstract] Â Â Document Type 10-Q Â Document Quarterly Report true Â Document Period End Date Jun. 30, 2024 Â Document Transition Report false Â Entity File Number 001-11919 Â Entity Registrant Name TTEC Holdings, Inc. Â Entity Incorporation, State or Country Code DE Â Entity Tax Identification Number 84-1291044 Â Entity Address, Address Line One 6312 South Fiddlerâ€™s Green Circle, Suite 100N Â Entity Address, City or Town Greenwood Village Â Entity Address, State or Province CO Â Entity Address, Postal Zip Code 80111 Â City Area Code 303 Â Local Phone Number 397-8100 Â Title of 12(b) Security Common stock of TTEC Holdings, Inc., $0.01 par value per share Â Trading Symbol TTEC Â Security Exchange Name NASDAQ Â Entity Current Reporting Status Yes Â Entity Interactive Data Current Yes Â Entity Filer Category Accelerated Filer Â Entity Small Business false Â Entity Emerging Growth Company false Â Entity Shell Company false Â Entity Common Stock, Shares Outstanding Â 47,723,922 Current Fiscal Year End Date --12-31 Â Document Fiscal Year Focus 2024 Â Document Fiscal Period Focus Q2 Â Entity Central Index Key 0001013880 Â Amendment Flag false 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 - 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 an quarterly report. + ReferencesReference 1: http://www.xbrl.org/2003/role/presentationRef -Publisher SEC -Name Form 10-Q -Number 240 -Section 308 -Subsection a + Details Name: dei_DocumentQuarterlyReport Namespace Prefix: dei_ Data Type: xbrli:booleanItemType 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 - 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 - 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 - 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 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 - 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 15 R2.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Consolidated Balance Sheets - USD ($) $ in Thousands Jun. 30, 2024 Dec. 31, 2023 Current assets Â Â Cash and cash equivalents $ 79,780 $ 172,747 Accounts receivable, net 381,685 394,868 Prepaids and other current assets 117,081 95,064 Income and other tax receivables 24,872 18,524 Total current assets 603,418 681,203 Long-term assets Â Â Property, plant and equipment, net 149,114 191,003 Asset, Held-for-Sale, Not Part of Disposal Group, Other 29,449 0 Operating lease assets 106,185 121,574 Goodwill 573,625 808,988 Deferred tax assets, net 12,439 38,151 Other intangible assets, net 181,338 198,433 Income Taxes Receivable, Noncurrent 37,194 44,673 Other long-term assets 99,859 101,573 Total long-term assets 1,189,203 1,504,395 Total assets 1,792,621 2,185,598 Current liabilities Â Â Accounts payable 87,115 96,577 Accrued employee compensation and benefits 132,824 146,184 Other accrued expenses 48,268 32,217 Income taxes payable 1,159 4,909 Deferred revenue 77,783 81,171 Current operating lease liabilities 35,650 38,271 Other current liabilities 4,857 3,698 Total current liabilities 387,656 403,027 Long-term liabilities Â Â Line of credit 930,000 995,000 Deferred tax liabilities, net 13,277 3,137 Non-current Income Taxes Payable 0 0 Non-current operating lease liabilities 83,855 96,809 Other long-term liabilities 73,657 72,083 Total long-term liabilities 1,100,789 1,167,029 Total liabilities 1,488,445 1,570,056 Stockholders' equity Â Â Preferred stock - $0.01 par value: 10,000,000 shares authorized; zero shares outstanding as of June 30, 2024 and December 31, 2023 0 0 Common stock - $0.01 par value; 150,000,000 shares authorized; 47,608,318 and 47,427,200 shares outstanding as of June 30, 2024 and December 31, 2023, respectively 476 474 Additional paid-in capital 414,728 407,415 Treasury stock at cost: 34,443,935 and 34,625,053 shares as of June 30, 2024 and December 31, 2023, respectively (586,812) (589,807) Accumulated other comprehensive income (loss) (107,581) (89,876) Retained earnings 565,738 870,429 Noncontrolling interest 17,627 16,907 Total stockholders' equity 304,176 615,542 Total liabilities and stockholders' equity and mezzanine equity $ 1,792,621 $ 2,185,598 X - DefinitionCarrying value as of the balance sheet date of liabilities incurred (and for which invoices have typically been received) and payable to vendors for goods and services received that are used in an entity's business. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer). + 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://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.19(a)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_AccountsPayableCurrent 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/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 310 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 9 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481990/310-10-45-9 + 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//1943274/2147479853/942-210-S99-1 + Details Name: us-gaap_AccruedIncomeTaxesCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit 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 domestic and foreign income tax obligations due beyond one year or the operating cycle, whichever is longer. Alternate captions include income taxes payable, 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://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//1943274/2147479853/942-210-S99-1 + Details Name: us-gaap_AccruedIncomeTaxesNoncurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionCarrying value as of the balance sheet date of obligations incurred and payable, pertaining to costs that are statutory in nature, are incurred on contractual obligations, or accumulate over time and for which invoices have not yet been received or will not be rendered. Examples include taxes, interest, rent and utilities. 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 -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -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_AccruedLiabilitiesCurrent 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//1943274/2147479440/944-210-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//1943274/2147479617/946-210-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 - DefinitionSum of the carrying amounts as of the balance sheet date of all assets that are recognized. Assets are probable future economic benefits obtained or controlled by an entity as a result of past transactions or events. + 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/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480167/946-830-55-12Reference 8: 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//1943274/2147479440/944-210-S99-1Reference 9: 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 10: 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//1943274/2147479617/946-210-S99-1Reference 11: 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 12: 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 13: 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 14: 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 15: 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 16: 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 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)(5)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480097/470-10-S99-1AReference 18: 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 19: 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 20: 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 21: 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 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)(5)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480097/470-10-S99-1BReference 23: 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 24: 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 25: http://www.xbrl.org/2003/role/disclosureRef -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 26: 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//1943274/2147479853/942-210-S99-1 + Details Name: us-gaap_Assets Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant 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 within one year (or the normal operating cycle, if longer). Assets are probable future economic benefits obtained or controlled by an entity as a result of past transactions or events. + 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 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-Subparagraph (SX 210.13-01(a)(4)(iii)(A)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480097/470-10-S99-1AReference 13: 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 14: 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 15: 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 16: 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 17: 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 18: 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 19: 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 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 - DefinitionAmount of other assets held-for-sale that are not part of a disposal group. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 360 -SubTopic 10 -Name Accounting Standards Codification -Section 15 -Paragraph 4 -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482309/360-10-15-4 + Details Name: us-gaap_AssetsHeldForSaleNotPartOfDisposalGroupOther Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant 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 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 10: 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 11:

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 12: 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 13: 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 14: 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 15: 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 16: 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 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 - DefinitionValue of all classes of common stock held by shareholders. May be all or portion of the number of common shares authorized. These shares exclude common shares repurchased by the entity and held as treasury shares. + ReferencesReference 1: 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//1943274/2147479617/946-210-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(29)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_CommonStockValueOutstanding 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, 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 - DefinitionAmount, after deferred tax asset, of deferred tax liability attributable to taxable differences with jurisdictional netting. + ReferencesReference 1: 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)(15)(b)(2)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479440/944-210-S99-1Reference 2: 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 3: 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_DeferredIncomeTaxLiabilitiesNet Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit 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 -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -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 - DefinitionAmount after accumulated impairment loss of an asset representing future economic benefits arising from other assets acquired in a business combination that are not individually identified and separately recognized. + 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/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 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 4: 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 5: 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 6: 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 7: 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//1943274/2147479853/942-210-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://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-S99-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 942 -SubTopic 210 -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03.10) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479853/942-210-S99-1 + Details Name: us-gaap_IncomeTaxesReceivable Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionCarrying amount due after 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://www.xbrl.org/2009/role/commonPracticeRef -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_IncomeTaxesReceivableNoncurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionSum of the carrying amounts as of the balance sheet date of all liabilities that are recognized. Liabilities are probable future sacrifices of economic benefits arising from present obligations of an entity to transfer assets or provide services to other entities in the future. + ReferencesReference 1: 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 2: 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 3: 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 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(g)(1)(ii)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480678/235-10-S99-1Reference 5: 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 6: 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 7: 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//1943274/2147480167/946-830-55-12Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(14)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479617/946-210-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/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 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 10 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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)(4)(iii)(B)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480097/470-10-S99-1BReference 17: 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 18: 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 19: 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 20: 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 21: 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//1943274/2147482810/280-10-50-30Reference 22: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.19-26) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + 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//1943274/2147479440/944-210-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//1943274/2147479853/942-210-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://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 2: 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 3: 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 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 235 -SubTopic 10 -Name Accounting Standards 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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 12: 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 13: 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 14: 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 15: 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 16: 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 17: 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 18: 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 19: 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 20: 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 21: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.21) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_LiabilitiesCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_LiabilitiesCurrentAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of obligation due after one year or beyond the normal operating cycle, 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/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 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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 20: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02(23)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1Reference 21: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 201.5-02(24)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1Reference 22: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 201.5-02(25)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1Reference 23: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 210 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 201.5-02(26)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + 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 - DefinitionThe carrying value as of the balance sheet date of the noncurrent portion of long-term obligations drawn from a line of credit, which is a bank's commitment to make loans up to a specific amount. Examples of items that might be included in the application of this element may consist of letters of credit, standby letters of credit, and revolving credit arrangements, under which borrowings can be made up to a maximum amount as of any point in time conditional on satisfaction of specified terms before, as of and after the date of drawdowns on the line. Includes short-term obligations that would normally be classified as current liabilities but for which (a) postbalance sheet date issuance of a long term obligation to refinance the short term obligation on a long term basis, or (b) the enterprise has entered into a financing agreement that clearly permits the enterprise to refinance the short-term obligation on a long term basis and the following conditions are met (1) the agreement does not expire within 1 year and is not cancelable by the lender except for violation of an objectively determinable provision, (2) no violation exists at the BS date, and (3) the lender has entered into the financing agreement is expected to be financially capable of honoring the agreement. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.22) -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 470 -SubTopic 10 -Section 45 -Paragraph 13 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481573/470-10-45-13Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 470 -SubTopic 10 -Section 45 -Paragraph 14 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481573/470-10-45-14 + Details Name: us-gaap_LongTermLineOfCredit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of equity (deficit) attributable to noncontrolling interest. Excludes temporary equity. + 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 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(24)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479440/944-210-S99-1Reference 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(19)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479617/946-210-S99-1Reference 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/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 8: 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 9: 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 10: 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 11: 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 12: 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(22)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479853/942-210-S99-1Reference 13: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.31) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_MinorityInterest 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 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 after accumulated amortization of finite-lived and indefinite-lived intangible assets classified as other. + ReferencesNo definition available. + Details Name: us-gaap_OtherIntangibleAssetsNet 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://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://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -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_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 -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -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 - DefinitionAggregate par or stated value of issued nonredeemable preferred stock (or preferred stock redeemable solely at the option of the issuer). This item includes treasury stock repurchased by the entity. Note: elements for number of nonredeemable preferred shares, par value and other disclosure concepts are in another section within stockholders' equity. + 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)(21)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479440/944-210-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(28)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_PreferredStockValue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of asset related to consideration paid in advance for costs that provide economic benefits in future periods, and amount of other assets that are expected to be realized or consumed within one year or the normal operating cycle, if longer. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -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-S99-1 + Details Name: us-gaap_PrepaidExpenseAndOtherAssetsCurrent 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://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 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 3: 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 4: 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 5: 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//1943274/2147479440/944-210-S99-1Reference 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(17)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479617/946-210-S99-1Reference 7: 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 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(30)(a)(3)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-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 and noncontrolling interest. Excludes temporary equity. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org//1943274/2147483421/250-10-45-24Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 23 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483421/250-10-45-23Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 5 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483421/250-10-45-5Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 5 -Subparagraph (c)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479654/326-10-65-5Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (h)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (h)(1)(i) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (h)(1)(iii) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (h)(1)(iv) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (i)(3) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 848 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (a)(3)(iii)(03) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483550/848-10-65-2Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 105 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479343/105-10-65-6Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 105 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479343/105-10-65-6Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (f)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480016/944-40-65-2Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (f)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480016/944-40-65-2Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 8 -Subparagraph (d)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482615/740-10-65-8Reference 17: 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http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 15 -Subparagraph (f)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480336/718-10-65-15Reference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(3) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483443/250-10-50-1Reference 23: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (e)(3) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480175/815-40-65-1Reference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483443/250-10-50-7Reference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482765/220-10-50-5Reference 26: http://www.xbrl.org/2003/role/disclosureRef -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 27: http://www.xbrl.org/2003/role/disclosureRef -Topic 830 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 17 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481694/830-30-45-17Reference 28: http://www.xbrl.org/2003/role/disclosureRef -Topic 830 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 20 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481694/830-30-45-20Reference 29: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480167/946-830-55-11Reference 30: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 205 -Name Accounting Standards Codification -Section 45 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480767/946-205-45-3Reference 31: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 505 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481004/946-505-50-3Reference 32: 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//1943274/2147479617/946-210-S99-1Reference 33: 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//1943274/2147479617/946-210-S99-2Reference 34: 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//1943274/2147483575/946-220-S99-3Reference 35: 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//1943274/2147483575/946-220-S99-3Reference 36: 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//1943274/2147483575/946-220-S99-3Reference 37: 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 38: 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 39: 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 40: 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 41: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 810 -SubTopic 10 -Section 45 -Paragraph 15 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481231/810-10-45-15Reference 42: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 810 -SubTopic 10 -Section 45 -Paragraph 16 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481231/810-10-45-16Reference 43: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 810 -SubTopic 10 -Section 55 -Paragraph 4I -Publisher FASB -URI https://asc.fasb.org//1943274/2147481175/810-10-55-4I + Details Name: us-gaap_StockholdersEquityIncludingPortionAttributableToNoncontrollingInterest Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_StockholdersEquityIncludingPortionAttributableToNoncontrollingInterestAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration 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 -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 2: 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//1943274/2147481549/505-30-45-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.30) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_TreasuryStockCommonValue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant XML 16 R3.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Consolidated Balance Sheets (Parenthetical) - USD ($) $ in Thousands Jun. 30, 2024 Dec. 31, 2023 Stockholders' equity Â Â Accounts Receivable, Allowance for Credit Loss, Current $ 4,757 $ 2,248 Preferred stock, par value $ 0.01 $ 0.01 Preferred stock, shares authorized 10,000,000 10,000,000 Preferred stock, shares outstanding 0 0 Common stock, par value $ 0.01 $ 0.01 Common stock, shares authorized 150,000,000 150,000,000 Common stock, shares outstanding 47,608,318 47,427,200 Treasury stock, shares 34,443,935 34,625,053 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://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//1943274/2147479617/946-210-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(29)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-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://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//1943274/2147479617/946-210-S99-2Reference 3: 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//1943274/2147483575/946-220-S99-3Reference 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(16)(a)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479617/946-210-S99-1Reference 5: 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//1943274/2147483575/946-220-S99-3Reference 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(29)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_CommonStockSharesOutstanding Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - DefinitionFace amount or stated value per share of preferred stock nonredeemable or redeemable solely at the option of the issuer. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 505 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481112/505-10-50-13Reference 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-S99-1 + Details Name: us-gaap_PreferredStockParOrStatedValuePerShare Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: instant X - DefinitionThe maximum number of nonredeemable preferred shares (or preferred stock redeemable solely at the option of the issuer) permitted to be issued by an entity's charter and bylaws. + ReferencesReference 1: 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//1943274/2147479617/946-210-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(28)) -Publisher FASB -URI

https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_PreferredStockSharesAuthorized Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - DefinitionAggregate share number for all nonredeemable preferred stock (or preferred stock redeemable solely at the option of the issuer) held by stockholders. Does not include preferred shares that have been repurchased. + ReferencesReference 1: 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//1943274/2147479617/946-210-S99-2Reference 2: 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//1943274/2147483575/946-220-S99-3Reference 3: 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//1943274/2147479617/946-210-S99-1Reference 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(7)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483575/946-220-S99-3Reference 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(28)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_PreferredStockSharesOutstanding Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_StockholdersEquityIncludingPortionAttributableToNoncontrollingInterestAbstract 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 17 R4.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Consolidated Statements of Comprehensive Income (Loss) - USD ($) shares in Thousands, $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Consolidated Statements of Comprehensive Income Â Â Â Â Revenue. $ 534,085 $ 600,394 $ 1,110,723 $ 1,233,680 Type of Revenue us-gaap:ServiceMember us-gaap:ServiceMember us-gaap:ServiceMember us-gaap:ServiceMember Operating expenses Â Â Â Â Cost of services (exclusive of depreciation and amortization presented separately below) $ 417,890 $ 464,686 $ 871,708 $ 947,364 Selling, general and administrative 73,726 75,338 148,301 149,348 Depreciation and amortization 25,071 24,946 50,216 50,773 Restructuring charges, net 5,095 1,474 5,344 3,527 Impairment losses 236,716 2,652 236,856 6,959 Total operating expenses 758,498 569,096 1,312,425 1,157,971 Income from operations (224,413) 31,298 (201,702) 75,709 Other income (expense) Â Â Â Â Interest income 414 1,126 1,397 2,290 Interest expense (20,431) (18,991) (41,502) (36,382) Other income (expense), net 1,788 (3,574) 1,994 (2,919) Total other income (expense) (18,229) (21,439) (38,111) (37,011) Income before income taxes (242,642) 9,859 (239,813) 38,698 Benefit from (provision for) income taxes (54,126) (6,102) (56,455) (14,024) Net income (296,768) 3,757 (296,268) 24,674 Net income attributable to noncontrolling interest (2,771) (2,546) (5,576) (4,816) Net income (loss) attributable to TTEC stockholders (299,539) 1,211 (301,844) 19,858 Other comprehensive income (loss) Â Â Â Â Foreign currency translation adjustments (7,381) 19,367 (11,218) 28,765 Derivative valuation, gross (8,854) 712 (9,164) 9,573 Derivative valuation, tax effect 2,304 (187) 2,379 (2,497) Other, net of tax 91 108 212 180 Total other comprehensive income (loss) (13,840) 20,000 (17,791) 36,021 Total comprehensive income (loss) (310,608) 23,757 (314,059) 60,695 Less: Comprehensive income attributable to noncontrolling interest (2,779) (2,560) (5,490) (4,385) Comprehensive income (loss) attributable to TTEC stockholders $ (313,387) $ 21,197 $ (319,549) $ 56,310 Weighted average shares outstanding Â Â Â Â Basic 47,564 47,264 47,498 47,249 Diluted 47,623 47,453 47,585 47,417 Net income (loss) per share attributable to TTEC stockholders Â Â Â Â Basic $ (6.30) $ 0.03 $ (6.35) $ 0.42 Diluted $ (6.29) $ 0.03 $ (6.34) $ 0.42 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 - 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//1943274/2147483589/942-220-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//1943274/2147483586/944-220-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://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 - DefinitionAmount after tax of increase (decrease) in equity from transactions and other events and circumstances from net income (loss) and other comprehensive income (loss), attributable to noncontrolling interests. Excludes changes in equity resulting from investments by owners and distributions to owners. + ReferencesReference 1: 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 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(23)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483621/220-10-S99-2Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(25)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483589/942-220-S99-1Reference 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(21)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483586/944-220-S99-1Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 810 -SubTopic 10 -Section 45 -Paragraph 21 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481231/810-10-45-21Reference 6: 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 7: 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 8: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 810 -SubTopic 10 -Section 55 -Paragraph 4K -Publisher FASB -URI https://asc.fasb.org//1943274/2147481175/810-10-55-4K + Details Name: us-gaap_ComprehensiveIncomeNetOfTaxAttributableToNoncontrollingInterest Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit 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. Excludes changes in equity resulting from investments by owners and distributions to owners. + 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://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03(22)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483621/220-10-S99-2Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04(24)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483589/942-220-S99-1Reference 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(20)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483586/944-220-S99-1Reference 5: 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 6: 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 7: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 810 -SubTopic 10 -Section 55 -Paragraph 4K -Publisher FASB -URI https://asc.fasb.org//1943274/2147481175/810-10-55-4K + Details Name: us-gaap_ComprehensiveIncomeNetOfTaxIncludingPortionAttributableToNoncontrollingInterest Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_ComprehensiveIncomeNetOfTaxIncludingPortionAttributableToNoncontrollingInterestAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na 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 - ReferencesNo definition available. + Details Name: us-gaap_CostsAndExpensesAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe current period expense charged against earnings on long-lived, physical assets not used in production, and which are not intended for resale, to allocate or recognize the cost of such assets over their useful lives; or to record the reduction in book value of an intangible asset over the benefit period of such asset; or to reflect consumption during the period of an asset that is not used in production. + 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_DepreciationAndAmortization 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 3 -Publisher FASB -URI https://asc.fasb.org//1943274/2147483443/250-10-50-3Reference 2: 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 3: 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 4: 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 5: 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 6: 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 7: 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 8: 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 9: 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 10: 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 11: 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 12: 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 13: 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 14: 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//1943274/2147483589/942-220-S99-1Reference 15: 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//1943274/2147483586/944-220-S99-1Reference 16: 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 17: 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 3 -Publisher FASB -URI https://asc.fasb.org//1943274/2147483443/250-10-50-3Reference 2: 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 3: 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 4: 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 5: 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 6: 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 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic

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FASB -URI https://asc.fasb.org//1943274/2147482635/260-10-55-52Reference 16: 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/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//1943274/2147483586/944-220-S99-1Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 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-Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482810/280-10-50-32Reference 7: 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//1943274/2147479557/942-235-S99-1Reference 8: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 25 -Paragraph 1 -SubTopic 20 -Topic 940 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481913/940-20-25-1Reference 9: 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 10: 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//1943274/2147483589/942-220-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 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org//1943274/2147483443/250-10-50-8Reference 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 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482685/740-10-50-10Reference 4: 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 5: 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 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(9)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483586/944-220-S99-1Reference 7: 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 8: 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. + ReferencesReference 1: 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//1943274/2147480167/946-830-55-10Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 946 -SubTopic 220 -Name Accounting Standards Codification -Section 45 -Paragraph 3 -Subparagraph (i) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483581/946-220-45-3Reference 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(3)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483575/946-220-S99-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 22 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482810/280-10-50-22Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 835 -SubTopic 30 -Section 45 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482925/835-30-45-3Reference 6: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 942 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-04.9) -Publisher FASB -URI 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-Publisher FASB -URI https://asc.fasb.org//1943274/2147482810/280-10-50-22Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03.7(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483621/220-10-S99-2 + 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 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 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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 12: 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 13: 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//1943274/2147480167/946-830-55-10Reference 14: 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//1943274/2147483581/946-220-45-7Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards 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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 36: 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 37: 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 38: 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 39: 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//1943274/2147483589/942-220-S99-1 + Details Name: us-gaap_NetIncomeLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of Net Income (Loss) attributable to noncontrolling interest. + ReferencesReference 1: 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 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 944 -SubTopic 220 -Name Accounting Standards Codification 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Details Name: us-gaap_NetIncomeLossAttributableToNoncontrollingInterest Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe aggregate amount of income or expense from ancillary business-related activities (that is to say, excluding major activities considered part of the normal operations of the business). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03.7) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483621/220-10-S99-2 + Details Name: us-gaap_NonoperatingIncomeExpense Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_NonoperatingIncomeExpenseAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe net result for the period of deducting operating expenses from operating revenues. + ReferencesReference 1: 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 2: http://www.xbrl.org/2003/role/disclosureRef -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 3: http://www.xbrl.org/2003/role/disclosureRef -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/2003/role/exampleRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 31 -Publisher FASB -URI 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-Paragraph 10A -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482790/220-10-45-10A + Details Name: us-gaap_OtherComprehensiveIncomeLossCashFlowHedgeGainLossAfterReclassificationBeforeTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount, after reclassification, of tax expense (benefit) for gain (loss) from derivative instrument designated and qualifying as 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 12 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482790/220-10-45-12 + Details Name: us-gaap_OtherComprehensiveIncomeLossCashFlowHedgeGainLossAfterReclassificationTax 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. + 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//1943274/2147482790/220-10-45-10A + Details Name: us-gaap_OtherComprehensiveIncomeLossForeignCurrencyTransactionAndTranslationAdjustmentNetOfTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount after tax and reclassification adjustments of other comprehensive income (loss). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 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after tax, from changes classified as other. + ReferencesNo definition available. + Details Name: us-gaap_OtherComprehensiveIncomeOtherNetOfTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of income (expense) related to nonoperating activities, classified as other. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03.9) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483621/220-10-S99-2 + Details Name: us-gaap_OtherNonoperatingIncomeExpense Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe consolidated profit or loss for the period, net of income taxes, including the portion attributable to the noncontrolling interest. + 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 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 5: 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 6: 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 7: 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 8: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480167/946-830-55-11Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 205 -Name Accounting Standards Codification -Section 45 -Paragraph 3 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480767/946-205-45-3Reference 10: 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//1943274/2147483581/946-220-45-7Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(16)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483586/944-220-S99-1Reference 12: 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 13: 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//1943274/2147483575/946-220-S99-1Reference 14: 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//1943274/2147483575/946-220-S99-3Reference 15: http://www.xbrl.org/2003/role/disclosureRef -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 16: http://www.xbrl.org/2009/role/commonPracticeRef -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 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/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 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 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 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)(B)) -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)(iv)) -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)(5)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480097/470-10-S99-1BReference 27: http://www.xbrl.org/2003/role/disclosureRef -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 28: http://www.xbrl.org/2003/role/disclosureRef -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 29: 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 30: http://www.xbrl.org/2003/role/disclosureRef -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 31: 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//1943274/2147479557/942-235-S99-1Reference 32: 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 33: http://www.xbrl.org/2003/role/exampleRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 4J -Publisher FASB -URI https://asc.fasb.org//1943274/2147481175/810-10-55-4JReference 34: http://www.xbrl.org/2003/role/exampleRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 4K -Publisher FASB -URI https://asc.fasb.org//1943274/2147481175/810-10-55-4KReference 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://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482740/230-10-45-2Reference 38: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481203/810-10-50-1AReference 39: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (c)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481203/810-10-50-1A + Details Name: us-gaap_ProfitLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of expenses associated with exit or disposal activities pursuant to an authorized plan. Excludes expenses related to 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//1943274/2147482740/230-10-45-28Reference 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/2009/role/commonPracticeRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482047/420-10-45-3Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 420 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 5.P.3) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479823/420-10-S99-1 + Details Name: us-gaap_RestructuringCharges Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit 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 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 2: 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 3: 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 4: 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 5: 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 6: http://www.xbrl.org/2003/role/disclosureRef -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 7: 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 8: 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 9: http://www.xbrl.org/2003/role/disclosureRef -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 10: 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 11: 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 - DefinitionIndicates product and service for revenue from satisfaction of performance obligation by transferring promised product and service to customer. + ReferencesReference 1: 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//1943274/2147479777/606-10-55-91 + Details Name: us-gaap_RevenueFromContractWithCustomerProductAndServiceExtensibleList Namespace Prefix: us-gaap_ Data Type: enum2:enumerationSetItemType 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 - 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 - ReferencesNo definition available. + Details Name: us-gaap_WeightedAverageNumberOfSharesOutstandingAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType 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 18 R5.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Consolidated Statement of Stockholders' Equity and Mezzanine Equity - USD ($) $ in Thousands Stockholders' Equity of the Company Common Stock [Member] Stockholders' Equity of the Company Treasury Stock [Member] Stockholders' Equity of the Company Additional Paid-in Capital [Member] Accumulated Other Comprehensive Income (Loss) Stockholders' Equity of the Company Retained Earnings [Member] Noncontrolling Interest [Member] Total Common stock beginning balance, share at Dec. 31, 2022 47,224,000 Â Â Â Â Â Â Beginning balance at Dec. 31, 2022 Â $ (593,164) Â Â Â Â Â Beginning balance, value at Dec. 31, 2022 $ 472 Â $ 367,673 $ (126,301) $ 911,233 $ 18,192 $ 578,105 Increase (Decrease) in Stockholders' Equity [Roll Forward] Â Â Â Â Â Â Noncontrolling interest adjustment due to buyout Â Â 20,457 Â Â Â 20,457 Net income (loss) Â Â Â Â 19,857 4,202 24,059 Dividends to shareholders Â Â Â Â (24,572) Â (24,572) Dividends distributed to noncontrolling interest Â Â Â Â Â Â (5,701) (5,701) Foreign currency translation adjustments Â Â Â 28,582 Â 183 28,765 Derivatives valuation, net of tax Â Â Â 7,076 Â Â 7,076 Vesting of restricted stock units, share 52,000 Â Â Â Â Â Â Vesting of restricted stock units, value $ 1 858 (1,488) Â Â Â (629) Equity-based compensation expense Â Â 9,802 Â Â Â 9,802 Other, net of tax. Â Â Â 180 Â Â 180 Ending balance at Jun. 30, 2023 Â (592,306) Â Â Â Â Â Common stock ending balance, share at Jun. 30, 2023 47,276,000 Â Â Â Â Â Â Ending balance, value at Jun. 30, 2023 $ 473 Â 396,444 (90,463) 906,518 16,876 637,542 Temporary Equity, Beginning Balance at Dec. 31, 2022 Â Â Â Â Â Â 55,645 Increase (Decrease) in Temporary Equity [Roll Forward] Â Â Â Â Â Â Temporary noncontrolling interest adjustment due to buyout Â Â Â Â Â Â (20,457) Temporary Equity, Net Income Â Â Â Â Â Â 614 Temporary equity buyout of noncontrolling interest Â Â Â Â Â Â (31,619) Temporary equity distributions. Â Â Â Â Â Â (186) Temporary Equity, Ending Balance at Jun. 30, 2023 Â Â Â Â Â Â 3,997 Common stock beginning balance, share at Mar. 31, 2023 47,252,000 Â Â Â Â Â Â Beginning balance at Mar. 31, 2023 Â (592,685) Â Â Â Â Â Beginning balance, value at Mar. 31, 2023 $ 473 Â 391,294 (110,389) 905,309 16,836 610,838 Increase (Decrease) in Stockholders' Equity [Roll Forward] Â Â Â Â Â Â Net income (loss) Â Â Â Â 1,209 2,486 3,695 Dividends distributed to noncontrolling interest Â Â Â Â Â (2,520) (2,520) Foreign currency translation adjustments Â Â Â 19,293 Â 74 19,367 Derivatives valuation, net of tax Â Â Â 525 Â Â 525 Vesting of restricted stock units, share 24,000 Â Â Â Â Â Â Vesting of restricted stock units, value Â 379 (498) Â Â Â (119) Equity-based compensation expense Â Â 5,648 Â Â Â 5,648 Other, net of tax. Â Â Â 108 Â Â 108 Ending balance at Jun. 30, 2023 Â (592,306) Â Â Â Â Â Common stock ending balance, share at Jun. 30, 2023 47,276,000 Â Â Â Â Â Â Ending balance, value at Jun. 30, 2023 $ 473 Â 396,444 (90,463) 906,518 16,876 637,542 Temporary Equity, Beginning Balance at Mar. 31, 2023 Â Â Â Â Â Â 3,936 Increase (Decrease) in Temporary Equity [Roll Forward] Â Â Â Â Â Â Temporary Equity, Net Income Â Â Â Â Â Â 61 Temporary equity distributions. Â Â Â Â Â Â 0 Temporary Equity, Ending Balance at Jun. 30, 2023 Â Â Â Â Â Â $ 3,997 Preferred stock beginning balance, share at Dec. 31, 2023 Â Â Â Â Â Â 0 Common stock beginning balance, share at Dec. 31, 2023 47,427,000 Â Â Â Â Â 47,427,200 Beginning balance at Dec. 31, 2023 Â (589,807) Â Â Â Â $ (589,807) Beginning balance, value at Dec. 31, 2023 $ 474 Â 407,415 (89,876) 870,429 16,907 615,542 Increase (Decrease) in Stockholders' Equity [Roll Forward] Â Â Â Â Â Â Â Net income (loss) Â Â Â Â (301,844) 5,576 (296,268) Dividends to shareholders Â Â Â Â (2,847) Â (2,847) Dividends distributed to noncontrolling interest Â Â Â Â Â (4,770) (4,770) Foreign currency translation adjustments Â Â Â (11,132) Â (86) (11,218) Derivatives valuation, net of tax Â Â Â (6,785) Â Â (6,785) Vesting of restricted stock units, share 181,000 Â Â Â Â Â Â Vesting of restricted stock units, value $ 2 2,995 (3,603) Â Â Â (606) Equity-based compensation expense Â Â 10,916 Â Â Â 10,916 Other, net of tax. Â Â Â 212 Â Â $ 212 Preferred stock ending balance, share at Jun. 30, 2024 Â Â Â Â Â Â 0 Ending balance at Jun. 30, 2024 Â (586,812) Â Â Â Â $ (586,812) Common stock ending balance, share at Jun. 30, 2024 47,608,000 Â Â Â Â Â 47,608,318 Ending balance, value at Jun. 30, 2024 $ 476 Â 414,728 (107,581) 565,738 17,627 $ 304,176 Temporary Equity, Beginning Balance at Dec. 31, 2023 Â Â Â Â Â Â 0 Temporary Equity, Ending Balance at Jun. 30, 2024 Â Â Â Â Â Â 0 Common stock beginning balance, share at Mar. 31, 2024 47,447,000 Â Â Â Â Â Â Beginning balance at Mar. 31, 2024 Â (589,475) Â Â Â Â Â Beginning balance, value at Mar. 31, 2024 $ 474 Â 412,768 (93,733) 865,277 17,098 612,409 Increase (Decrease) in Stockholders' Equity [Roll Forward] Â Â Â Â Â Â Â Net income (loss) Â Â Â Â (299,539) 2,771 (296,768) Dividends distributed to noncontrolling interest Â Â Â Â Â (2,250) (2,250) Foreign currency translation adjustments Â Â Â (7,389) Â 8 (7,381) Derivatives valuation, net of tax Â Â Â (6,550) Â Â (6,550) Vesting of restricted stock units, share 161,000 Â Â Â Â Â Â Vesting of restricted stock units, value $ 2 2,663 (3,144) Â Â Â (479) Equity-based compensation expense Â Â 5,104 Â Â Â 5,104 Other, net of tax. Â Â Â 91 Â Â $ 91 Preferred stock ending balance, share at Jun. 30, 2024 Â Â Â Â Â Â 0 Ending balance at Jun. 30, 2024 Â $ (586,812) Â Â Â Â $ (586,812) Common stock ending balance, share at Jun. 30, 2024 47,608,000 Â Â Â Â Â 47,608,318 Ending balance, value at Jun. 30, 2024 $ 476 Â $ 414,728 $ (107,581) $ 565,738 $ 17,627 $ 304,176 Temporary Equity, Beginning Balance at Mar. 31, 2024 Â Â Â Â Â Â 0 Temporary Equity, Ending Balance at Jun. 30, 2024 Â Â Â Â Â Â $ 0 X - DefinitionNoncontrolling interest adjustment due to buyout. + ReferencesNo definition available. + Details Name: ttec_NoncontrollingInterestAdjustmentDueToBuyout Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionNet income loss allocated to temporary equity. + ReferencesNo definition available. + Details Name: ttec_ProfitLossExcludingTemporaryEquityNetIncome Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionTemporary equity from buyout of noncontrolling interest. + ReferencesNo definition available. + Details Name: ttec_TemporaryEquityBuyoutOfNoncontrollingInterest Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionTemporary equity distributions. + ReferencesNo definition available. + Details Name: ttec_TemporaryEquityDistributions Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionTemporary equity noncontrolling interest adjustment due to buyout. + ReferencesNo definition available. + Details Name: ttec_TemporaryNoncontrollingInterestAdjustmentDueToBuyout Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration 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 - 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://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//1943274/2147479617/946-210-S99-2Reference 3: 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//1943274/2147483575/946-220-S99-3Reference 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(16)(a)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479617/946-210-S99-1Reference 5: 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//1943274/2147483575/946-220-S99-3Reference 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(29)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_CommonStockSharesOutstanding Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant X - DefinitionAmount of paid and unpaid common stock dividends declared with the form of settlement in cash, stock and payment-in-kind (PIK). + ReferencesReference 1: 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 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 2 -SubTopic 405 -Topic 942 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481071/942-405-45-2 + Details Name: us-gaap_DividendsCommonStock Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit 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_IncreaseDecreaseInStockholdersEquityRollForward Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType 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_IncreaseDecreaseInTemporaryEquityRollForward Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionDecrease in noncontrolling interest balance from payment of dividends or other distributions by the non-wholly owned subsidiary or partially owned entity, included in the consolidation of the parent entity, to the noncontrolling interest holders. + ReferencesReference 1: 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_MinorityInterestDecreaseFromDistributionsToNoncontrollingInterestHolders Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit 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. + 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 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_OtherComprehensiveIncomeLossCashFlowHedgeGainLossAfterReclassificationAndTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit 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. + 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//1943274/2147482790/220-10-45-10A + Details Name: us-gaap_OtherComprehensiveIncomeLossForeignCurrencyTransactionAndTranslationAdjustmentNetOfTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAggregate share number for all nonredeemable preferred stock (or preferred stock redeemable solely at the option of the issuer) held by stockholders. Does not include preferred shares that have been repurchased. + ReferencesReference 1: 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//1943274/2147479617/946-210-S99-2Reference 2: 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//1943274/2147483575/946-220-S99-3Reference 3:

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//1943274/2147479617/946-210-S99-1Reference 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(7)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483575/946-220-S99-3Reference 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(28)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_PreferredStockSharesOutstanding Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: instant 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 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 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(29)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_StockIssuedDuringPeriodSharesRestrictedStockAwardNetOfForfeitures 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 - DefinitionAmount of equity (deficit) attributable to parent and noncontrolling interest. Excludes temporary equity. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org//1943274/2147483421/250-10-45-24Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 23 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483421/250-10-45-23Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 5 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483421/250-10-45-5Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 5 -Subparagraph (c)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479654/326-10-65-5Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (h)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (h)(1)(i) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (h)(1)(iii) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (h)(1)(iv) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (i)(3) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 848 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (a)(3)(iii)(03) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483550/848-10-65-2Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 105 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479343/105-10-65-6Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 105 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479343/105-10-65-6Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (f)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480016/944-40-65-2Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (f)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480016/944-40-65-2Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 8 -Subparagraph (d)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482615/740-10-65-8Reference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 8 -Subparagraph (d)(3) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482615/740-10-65-8Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 4 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479654/326-10-65-4Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 15 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480336/718-10-65-15Reference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 15 -Subparagraph (f)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480336/718-10-65-15Reference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 15 -Subparagraph (f)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480336/718-10-65-15Reference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(3) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483443/250-10-50-1Reference 23: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (e)(3) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480175/815-40-65-1Reference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483443/250-10-50-7Reference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482765/220-10-50-5Reference 26: http://www.xbrl.org/2003/role/disclosureRef -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 27: http://www.xbrl.org/2003/role/disclosureRef -Topic 830 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 17 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481694/830-30-45-17Reference 28: http://www.xbrl.org/2003/role/disclosureRef -Topic 830 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 20 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481694/830-30-45-20Reference 29: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480167/946-830-55-11Reference 30: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 205 -Name Accounting Standards Codification -Section 45 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480767/946-205-45-3Reference 31: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 505 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481004/946-505-50-3Reference 32: 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//1943274/2147479617/946-210-S99-1Reference 33: 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//1943274/2147479617/946-210-S99-2Reference 34: 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//1943274/2147483575/946-220-S99-3Reference 35: 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//1943274/2147483575/946-220-S99-3Reference 36: 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//1943274/2147483575/946-220-S99-3Reference 37: 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 38: 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 39: 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 40: 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 41: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 810 -SubTopic 10 -Section 45 -Paragraph 15 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481231/810-10-45-15Reference 42: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 810 -SubTopic 10 -Section 45 -Paragraph 16 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481231/810-10-45-16Reference 43: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 810 -SubTopic 10 -Section 55 -Paragraph 4I -Publisher FASB -URI https://asc.fasb.org//1943274/2147481175/810-10-55-4I + Details Name: us-gaap_StockholdersEquityIncludingPortionAttributableToNoncontrollingInterest Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionThis element represents movements included in the statement of changes in stockholders' equity which are not separately disclosed or provided for elsewhere in the taxonomy. + ReferencesNo definition available. + Details Name: us-gaap_StockholdersEquityOther Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionCarrying amount, attributable to parent and noncontrolling interests, of an entity's issued and outstanding stock which is not included within permanent equity. Temporary equity is a security with redemption features that are outside the control of the issuer, is not classified as an asset or liability in conformity with GAAP, and is not mandatorily redeemable. Includes any type of security that is redeemable at a fixed or determinable price or on a fixed or determinable date or dates, is redeemable at the option of the holder, or has conditions for redemption which are not solely within the control of the issuer. Includes stock with a put option held by an ESOP and stock redeemable by a holder only in the event of a change in control of the issuer. + 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://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.27(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_TemporaryEquityCarryingAmountIncludingPortionAttributableToNoncontrollingInterests Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionThe portion of net income or loss attributable to temporary equity interest. + ReferencesNo definition available. + Details Name: us-gaap_TemporaryEquityNetIncome Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration 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 -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 2: 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//1943274/2147481549/505-30-45-1Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.30) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_TreasuryStockCommonValue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant XML 19 R6.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Consolidated Statement of Stockholders' Equity (Parenthetical) - $ / shares 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Consolidated statement of stockholders' equity and mezzanine equity [Abstract] Â Â Â Â Common Stock, Dividends, Per Share, Cash Paid $ 0.00 $ 0.00 $ 0.06 $ 0.52 X - DefinitionAggregate dividends paid during the period for each share of common stock outstanding. + ReferencesReference 1: 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_CommonStockDividendsPerShareCashPaid Namespace Prefix: us-gaap_ Data Type: dtr-types:perShareItemType Balance Type: na Period Type: duration X - ReferencesNo definition available. + Details Name: us-gaap_StatementOfStockholdersEquityAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 20 R7.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Consolidated Statements of Cash Flows - USD ($) $ in Thousands 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Cash flows from operating activities Â Â Net income $ (296,268) $ 24,674 Adjustment to reconcile net income to net cash provided by operating activities: Â Â Depreciation and amortization 50,216 50,773 Amortization of contract acquisition costs 677 1,158 Amortization of debt issuance costs 985 534 Imputed interest expense and fair value adjustments to contingent consideration, net (1,047) 6,762 Provision for credit losses 2,644 1,704 (Gain) loss on disposal of assets 1,252 856 Impairment losses 236,856 6,959 Loss on dissolution of subsidiary 0 301 Deferred income taxes 37,148 (10,390) Excess tax benefit from equity-based awards 1,732 243 Equity-based compensation expense 10,916 9,802 (Gain) loss on foreign currency derivatives 145 247 Changes in assets and liabilities, net of acquisitions: Â Â Accounts receivable 8,315 14,645 Prepaids and other assets (10,804) 20,324 Accounts payable and accrued expenses (996) 43,429 Deferred revenue and other liabilities (8,126) (27,072) Net cash (used in) provided by operating activities 33,645 144,949 Cash flows from investing activities Â Â Proceeds from sale of long-live assets 116 28 Purchases of property, plant and equipment (27,682) (32,954) Net cash used in investing activities (27,566) (32,926) Cash flows from financing activities Â Â Net proceeds (borrowings) from line of credit (65,000) (45,000) Payments on other debt (1,379) (1,217) Payments of contingent consideration and hold back payments to acquisitions 0 (37,676) Dividends paid to shareholders (2,847) (24,572) Payments of debt issuance costs (1,100) Â Payments to noncontrolling interest (4,770) (5,887) Tax payments related to issuance of restricted stock units (606) (629) Net cash (used in) provided by financing activities (75,702) (114,981) Effect of exchange rate changes on cash, cash equivalents and restricted cash (4,612) 1,275 Increase (decrease) in cash, cash equivalents and restricted cash (74,235) (1,683) Cash, cash equivalents and restricted cash, beginning of period 173,905 167,064 Cash, cash equivalents and restricted cash, end of period 99,670 165,381 Supplemental disclosures Â Â Cash paid for interest 39,919 35,794 Cash paid for income taxes 28,704 23,874 Non-cash investing and financing activities Â Â Acquisition of long lived assets through finance leases 184 1,560 Acquisition of equipment through increase in accounts payable, net $ (4,384) $ 3,507 X - DefinitionAcquisition of long lived assets through finance leases. + ReferencesNo definition available. + Details Name: ttec_AcquisitionOfLongLivedAssetsThroughFinanceLeases Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmortization of contract acquisition costs + ReferencesNo definition available. + Details Name: ttec_AmortizationOfContractAcquisitionCosts Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of imputed interest expense and fair value adjustments to contingent

consideration payables and contingent consideration receivables, net. + ReferencesNo definition available. + Details Name: ttec_ContingentConsiderationImputedInterestExpenseAndFairValueAdjustmentsNet Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe amount of excess tax benefit from equity-based compensation. + ReferencesNo definition available. + Details Name: ttec_ExcessTaxBenefitFromEquityBasedAwards Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe net change in accrual for future cash outflow to pay for purchases of fixed assets that have occurred. + ReferencesNo definition available. + Details Name: ttec_IncreaseDecreaseInCapitalExpendituresIncurredButNotYetPaid Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe change in deferred revenue and other liabilities + ReferencesNo definition available. + Details Name: ttec_IncreaseDecreaseInDeferredRevenueAndOtherLiabilities Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionPayments of contingent consideration related to acquisitions. + ReferencesNo definition available. + Details Name: ttec_PaymentsOfContingentConsideration Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: credit 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 amortization expense attributable to debt issuance costs. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 470 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1F -Subparagraph (b)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481139/470-20-50-1FReference 2: 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 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 835 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482925/835-30-45-3Reference 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(8)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483621/220-10-S99-2 + Details Name: us-gaap_AmortizationOfFinancingCosts Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit 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 - 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//1943274/2147481877/830-230-45-1 + 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) 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 -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 6.I.Fact.2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479360/740-10-S99-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SAB Topic 6.I.Fact.1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479360/740-10-S99-1Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -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 6: 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 - DefinitionThe current period expense charged against earnings on long-lived, physical assets not used in production, and which are not intended for resale, to allocate or recognize the cost of such assets over their useful lives; or to record the reduction in book value of an intangible asset over the benefit period of such asset; or to reflect consumption during the period of an asset that is not used in production. + 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_DepreciationAndAmortization Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of increase (decrease) in the fair value of derivatives recognized in the income statement. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 815 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4A -Subparagraph (b)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480434/815-10-50-4A + Details Name: us-gaap_DerivativeGainLossOnDerivativeNet Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit 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; including, but not limited to, 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/2009/role/commonPracticeRef -Topic 830 -SubTopic 230 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481877/830-230-45-1 + Details Name: us-gaap_EffectOfExchangeRateOnCashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsIncludingDisposalGroupAndDiscontinuedOperations Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of gain (loss) on sale or disposal of property, plant and equipment assets, excluding oil and gas property and timber property. + 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//1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 360 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482130/360-10-45-5Reference 3: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 360 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482099/360-10-50-3 + Details Name: us-gaap_GainLossOnDispositionOfAssets Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of gain (loss) from sale and disposal of integrated set of activities and assets capable of being conducted and managed for purpose of providing return in form of dividend, lower cost, or other economic benefit to investor, owner, member and participant. + 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//1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481203/810-10-50-1B + Details Name: us-gaap_GainLossOnSaleOfBusiness Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe amount of cash paid during the current period to foreign, federal, state, and local authorities as taxes on income. + ReferencesReference 1: 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//1943274/2147482913/230-10-50-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 25 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482740/230-10-45-25 + 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 - 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 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 cash outflow paid to third parties in connection with debt origination, which will be amortized over the remaining maturity period of the associated long-term debt. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 15 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482740/230-10-45-15 + Details Name: us-gaap_PaymentsOfDebtIssuanceCosts Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of cash outflow in the form of ordinary dividends to common shareholders of the parent entity. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 15 -Subparagraph (a) -Publisher

FASB -URI https://asc.fasb.org//1943274/2147482740/230-10-45-15 + Details Name: us-gaap_PaymentsOfDividendsCommonStock Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of cash outflow to satisfy grantee's tax withholding obligation for award under share-based payment arrangement. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -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_PaymentsRelatedToTaxWithholdingForShareBasedCompensation 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 - DefinitionAmount of cash outflow to a noncontrolling interest. Includes, but not limited to, reduction of noncontrolling interest ownership. Excludes dividends paid to the noncontrolling interest. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 15 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482740/230-10-45-15 + Details Name: us-gaap_PaymentsToMinorityShareholders Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe net cash inflow or cash outflow 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 either short term or long term maturity that is collateralized (backed by pledge, mortgage or other lien in the entity's assets). + ReferencesNo definition available. + Details Name: us-gaap_ProceedsFromRepaymentsOfLinesOfCredit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe cash inflow from the sale of property, plant and equipment (capital expenditures), software, and other intangible assets. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 12 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482740/230-10-45-12 + Details Name: us-gaap_ProceedsFromSaleOfProductiveAssets Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe consolidated profit or loss for the period, net of income taxes, including the portion attributable to the noncontrolling interest. + 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 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 5: 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 6: 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 7: 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 8: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480167/946-830-55-11Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 205 -Name Accounting Standards Codification -Section 45 -Paragraph 3 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480767/946-205-45-3Reference 10: 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//1943274/2147483581/946-220-45-7Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(16)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483586/944-220-S99-1Reference 12: 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 13: 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//1943274/2147483575/946-220-S99-1Reference 14: 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//1943274/2147483575/946-220-S99-3Reference 15: http://www.xbrl.org/2003/role/disclosureRef -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 16: http://www.xbrl.org/2009/role/commonPracticeRef -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 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/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 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 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 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)(B)) -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)(iv)) -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)(5)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480097/470-10-S99-1BReference 27: http://www.xbrl.org/2003/role/disclosureRef -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 28: http://www.xbrl.org/2003/role/disclosureRef -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 29: 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 30: http://www.xbrl.org/2003/role/disclosureRef -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 31: 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//1943274/2147479557/942-235-S99-1Reference 32: 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 33: http://www.xbrl.org/2003/role/exampleRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 4J -Publisher FASB -URI https://asc.fasb.org//1943274/2147481175/810-10-55-4JReference 34: http://www.xbrl.org/2003/role/exampleRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 4K -Publisher FASB -URI https://asc.fasb.org//1943274/2147481175/810-10-55-4KReference 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://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482740/230-10-45-2Reference 38: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481203/810-10-50-1AReference 39: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (c)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481203/810-10-50-1A + Details Name: us-gaap_ProfitLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit 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 - DefinitionAmount of cash outflow for the payment of debt classified as other. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 15 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482740/230-10-45-15 + Details Name: us-gaap_RepaymentsOfOtherDebt 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 21 R8.htm IDEA: XBRL DOCUMENT v3.24.2.u1 OVERVIEW AND BASIS OF PRESENTATION 6 Months Ended Jun. 30, 2024 OVERVIEW AND BASIS OF PRESENTATION [Abstract] Â OVERVIEW AND BASIS OF PRESENTATION (1)OVERVIEW AND BASIS OF PRESENTATIONSummary of BusinessFounded in 1982, TTEC Holdings, Inc. (â€œTTECâ€, â€œthe Companyâ€; pronounced â€œT-TECâ€) is a global customer experience (â€œCXâ€) outsourcing partner for marquee and disruptive brands and public sector clients. The Company designs, builds, and operates technology-enabled customer experiences across digital and live interaction channels to help clients increase customer loyalty, revenue, and profitability. By combining digital solutions with data-driven service capabilities, the Company helps clients improve their customer satisfaction while lowering their total cost to serve. As of JuneÂ 30, 2024, TTEC served approximately 740 clients across targeted industry verticals including financial services, healthcare, public sector, telecom, technology, media, travel and hospitality, automotive and retail.The Company operates and reports its financial results of operation through two business segments: â€¢TTEC Digital is one of the largest CX technology providers and is focused exclusively on the intersection of Contact Center as a Service (CCaaS), Customer Relationship Management (CRM), and Artificial Intelligence (AI) and Analytics. A professional services organization comprised of software engineers, systems architects, data scientists and CX strategists, this segment creates and implements strategic CX transformation roadmaps; sells, operates, and provides managed services for cloud platforms and premise based CX technologies including Amazon Web Services (â€œAWSâ€), Cisco, Genesys, Google, and Microsoft; and creates proprietary IP to support industry specific and custom client needs. TTEC Digital serves clients across enterprise and small and medium sized business segments and has a dedicated unit with government technology certifications serving the public sector. â€¢TTEC Engage provides the digitally enabled CX operational and managed services to support large, complex enterprise clientsâ€™ end-to-end customer interactions at scale. Tailored to meet industry-specific and business needs, this segment delivers data-driven omnichannel customer care, customer acquisition, growth, and retention services, tech support, trust and safety and back-office solutions. The segmentâ€™s technology-enabled delivery model covers the entire associate lifecycle including recruitment, onboarding, training, delivery, workforce management and quality assurance. TTEC demonstrates its market leadership through strategic collaboration across TTEC Digital and TTEC Engage when there is client demand and fit for the Companyâ€™s integrated solutions. This partnership is central to the Companyâ€™s ability to deliver comprehensive and transformational customer experience solutions to its clients, including integrated delivery, go-to-market and innovation for truly differentiated, market leading CX solutions.During the second quarter of 2024, the combined TTEC Digital and TTEC Engage global operating platform delivered onshore, nearshore and offshore services in 22 countries on six continents â€“ the United States, Australia, Belgium, Brazil, Bulgaria, Canada, Colombia, Costa Rica, Egypt, Germany, Greece, Honduras, India, Ireland, Mexico, the Netherlands, New Zealand, the Philippines, Poland, South Africa, Thailand, and the United Kingdom â€“ with the help of approximately 54,000 customer care associates, consultants, technologists, and CX professionals.Basis of PresentationThe Consolidated Financial Statements are comprised of the accounts of TTEC, its wholly owned subsidiaries, its 55% equity owned subsidiary Percepta, LLC, its 70% equity owned subsidiary First Call Resolution, LLC through March 31, 2023 and then 100% owned subsequently, and its 70% equity owned subsidiary Serendebyte, Inc. through December 31, 2023 and then 100% owned subsequently (see Note 2). All intercompany balances and transactions have been eliminated in consolidation.The unaudited Consolidated Financial Statements do not include all of the disclosures required by accounting principles generally accepted in the U.S. (â€œGAAPâ€), pursuant to the rulesÂ and regulations of the Securities and Exchange Commission (â€œSECâ€). The unaudited Consolidated Financial Statements reflect all adjustments which, in the opinion of management, are necessary to state fairly the consolidated financial position of the Company and the consolidated results of operations and comprehensive income (loss) and the consolidated cash flows of the Company. All such adjustments are of a normal, recurring nature. Operating results for the periods presented are not necessarily indicative of the results that may be expected for the year ending DecemberÂ 31, 2024.These unaudited Consolidated Financial Statements should be read in conjunction with the Companyâ€™s audited Consolidated Financial Statements and footnotes thereto included in the Companyâ€™s Annual Report on FormÂ 10-K for the year ended DecemberÂ 31, 2023.Use of EstimatesThe preparation of the Consolidated Financial Statements in conformity with GAAP requires management to make estimates and assumptions in determining the reported amounts of assets and liabilities, disclosure of contingent liabilities at the date of the Consolidated Financial Statements and the reported amounts of revenue and expenses during the reporting period. On an ongoing basis, the Company evaluates its estimates including those related to derivatives and hedging activities, income taxes including the valuation allowance for deferred tax assets, litigation reserves, restructuring reserves, allowance for credit losses, contingent consideration, redeemable noncontrolling interest, and valuation of goodwill, long-lived and intangible assets. The Company bases its estimates on historical experience and on various other assumptions that are believed to be reasonable, the results of which form the basis for making judgments about the carrying values of assets and liabilities. Actual results may differ materially from these estimates under different assumptions or conditions.Out-of-period AdjustmentThe Consolidated Financial Statements for the three months ended June 30, 2023 included an adjustment of $14.2 million to other comprehensive income and deferred tax assets, to correct for an error identified by management during the preparation of the financial statements. This adjustment was to reflect the deferred tax impact of currency translation adjustments, of which $14.2 million related to prior annual fiscal periods.

Management has determined that this error was not material to the historical financial statements in any individual period or in the aggregate and did not result in the previously issued financial statements being materially misstated. The impact to the three and six month periods ended June 30, 2023 was not material. As such, management recorded the correction as an out-of-period adjustment in the three months ended June 30, 2023.Cash, Cash Equivalents and Restricted CashCash and cash equivalents consist of cash, primarily held in interest-bearing investments, and liquid short-term investments, which have original maturities of three months or less. Restricted cash includes cash whereby the Companyâ€™s ability to use the funds at any time is contractually limited or is generally designated for specific purposes arising out of certain contractual or other obligations.The following table provides a reconciliation of cash, cash equivalents and restricted cash reported in the Consolidated Balance Sheets that sum to the amounts reported in the Consolidated Statement of Cash Flows (in thousands):â€‹â€‹â€‹

7,154â€‹TTEC Engageâ€‹Â 482,809â€‹Â â€”â€‹Â 482,809â€‹Â 18,224â€‹Â 24,144â€‹Totalâ€‹$ 600,394â€‹$ â€”â€‹$ 600,394â€‹$ 24,946â€‹$ 31,298â€‹â€‹Six Months Ended JuneÂ 30, 2024â€‹â€‹â€‹

Companyâ€™s derivatives as of JuneÂ 30, 2024 and DecemberÂ 31, 2023 were as follows (in thousands):â€‹â€‹â€‹

valuation allowances in the United States and several other jurisdictions. The Companyâ€™s effective tax rate for the six months ended June 30, 2024 was (23.5)%. This rate was the result of low year-to-date income, the exclusion of losses related to entities with a full valuation allowance and includes a $37.5 million benefit related to an impairment charge, and $84.1 million of expense related to changes in valuation allowances during the quarter.The Companyâ€™s U.S. income tax returns filed for the tax years ending December 31, 2017 to present, remain open tax years. The Company has been notified of the intent to audit or is currently under audit of income taxes for the United States for tax year 2017 and 2018, the Philippines for tax years 2021 to 2023, the State of Oregon in the United States for tax years 2020 through 2022, the State of Illinois in the United States for tax year 2020, the State of Wisconsin in the United States for tax years 2019 through 2021, Canada for tax year 2021, and India for tax years 2017 through 2022. Although the outcome of examinations by taxing authorities are always uncertain, it is the opinion of management that the resolution of these audits will not have a material effect on the Companyâ€™s Consolidated Financial Statements.The Organization for Economic Co-operation and Development (OECD), supported by 140 of their member countries, have agreed to implement a minimum 15% tax rate on certain multinational enterprises and have released model guidance. This global minimum tax, known as the Pillar Two framework, became effective across various countries in 2024, as each country works to enact legislation influenced by the OECD Pillar 2 rules. While the Company does not expect the adoption of the Pillar Two framework to have a material impact on its effective tax rate, the Company continues to evaluate additional guidance released by the OECD, along with the pending and adopted legislation in each of the countries in which it operates.When there is a change in judgment concerning the recovery of deferred tax assets in future periods, a valuation allowance is recorded into earnings during the quarter in which the change in judgment occurred. During the first, second and third quarters of 2023, a $1.3 million, a $3.1 million and a $4.4 million valuation allowance were recorded, respectively, for assets that are not expected to be recovered in future periods. Additionally, during the third quarter 2023, a valuation allowance in the amount of $1.7 million was released for assets now expected to be recovered in future periods. During the first and second quarters of 2024, a $3.0 million and $81.1 million net valuation allowance was recorded, respectively, for assets that are not expected to be recovered in future periods.The Company has been granted â€œTax Holidaysâ€ as an incentive to attract foreign investment by the governments of the Philippines and Honduras. Generally, a Tax Holiday is an agreement between the Company and a foreign government under which the Company receives certain tax benefits in that country, such as exemption from taxation on profits derived from export-related activities. In the Philippines, the Company has been granted multiple agreements under local laws which result in an overall reduced tax rate. These incentives have varying benefit year over year and expire at various times beginning in 2031. The aggregate benefit to income tax expense for the three months ended JuneÂ 30, 2024 and 2023 was approximately $0.6 million and $0.4 million, respectively, which had an impact on diluted net income per share of $0.01 and $0.01, respectively. The aggregate benefit to income tax expense for the six months ended JuneÂ 30, 2024 and 2023 was approximately $1.3 million and $1.1 million, respectively, which had an impact on diluted net income per share of $0.03 and $0.02, respectively.Since 2017, the Company has been making tax payments to the IRS due to the one-time transition tax on untaxed foreign earnings of foreign subsidiaries, as mandated by the Tax Cuts and Jobs Act. The final payment for this charge will be paid in December of 2024 for a total cash payment of $10.4 million this year, resulting in reduction in cash taxes going forward.â€‹ 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 taxes. Disclosures may include net deferred tax liability or asset recognized in an enterprise's statement of financial position, net change during the year in the total valuation allowance, approximate tax effect of each type of temporary difference and carryforward that gives rise to a significant portion of deferred tax liabilities and deferred tax assets, utilization of a tax carryback, and tax uncertainties information. + ReferencesReference 1: 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 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)(2)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480678/235-10-S99-1Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org//740/tableOfContentReference 4: 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 5: 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 6: 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//1943274/2147482526/740-270-50-1Reference 7: 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 8: 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 9: 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 10: 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 30 R17.htm IDEA: XBRL DOCUMENT v3.24.2.u1 COMMITMENTS AND CONTINGENCIES 6 Months Ended Jun. 30, 2024 COMMITMENTS AND CONTINGENCIES [Abstract] Â COMMITMENTS AND CONTINGENCIES (10)COMMITMENTS AND CONTINGENCIESCredit FacilityOn April 3, 2023, the Company entered into a Seventh Amendment to the Credit Agreement which replaces the use of LIBOR with SOFR as of the date of the amendment, thus will affect the interest rates paid for a portion of the Credit Facility starting in the second quarter of 2023.On February 26, 2024, the Company entered into an Eighth Amendment to the Credit Agreement to increase the net leverage ratio covenant, the lendersâ€™ commitment fee rate and margin for a period starting with the quarter ending March 31, 2024 through the quarter ending March 31, 2025, from the current 3.5 to 1 to between 4.0 to 1 and 4.5 to 1, as may be applicable in different quarters; and reduced the total lendersâ€™ commitment from $1.5 billion to $1.3 billion. TTEC may, at its option for any quarter during the amendment period, elect to revert to the net leverage ratio and the corresponding lendersâ€™ commitment fee rate and margin to pre-amendment levels. The term of the Credit Facility will remain unchanged through November 23, 2026.On August 8, 2024, the Company entered into a Ninth Amendment to the Credit Agreement (the â€œNinth Amendmentâ€) to, among other things, provide for less restrictive financial covenants in respect of the leverage ratio and the interest coverage ratio for the period beginning with the third quarter of 2024 through the first quarter of 2026 (the â€œCovenant Adjustment Periodâ€). Specifically, the revisions permit a maximum leverage ratio of up to 5.15 to 1.00 and a minimum interest coverage ratio of not less than 2.00 to 1.00 as of the end the third quarter of 2024, with such levels gradually becoming more restrictive during subsequent quarters of the Covenant Adjustment Period. Pursuant to the Ninth Amendment, the Company agreed to permanently reduce the total lendersâ€™ commitment from $1.3 billion to $1.2 billion and to provide certain additional assets as collateral, with the effect that the facility is now secured by substantially all personal property assets of the Company and its subsidiaries. In addition, the Company agreed, to certain Credit Agreement changes, including, among others, (i) increased pricing on borrowings and increased facility fees, in each case, determined according to the Companyâ€™s leverage ratio, (ii) more restrictive limitations in respect of debt, liens, investments, acquisitions, asset sales and restricted payments, and (iii) requirements to apply certain equity and debt issuances and asset sale proceeds to the prepayment of the facility and permanent reduction of the total facility commitment amount.The Companyâ€™s Credit Agreement includes a number of financial covenants and operating restrictions of which failure to comply could result in a default under the Credit Agreement. The Companyâ€™s ability to comply with the covenants will depend on, among other matters, factors discussed in the section titled â€œCautionary Note Regarding Forward Looking Statementsâ€ included elsewhere in this report, many of which are beyond the Companyâ€™s control. As of the issuance of these financial statements, the Company believes it has sufficient cash on hand, positive working capital, and availability to access additional cash under the Credit Facility to meet its business operating requirements, its capital expenditures and to continue to comply with the amended debt covenants. In the event that the Company does not remain in compliance with the financial covenants under the Credit Facility, it may need to negotiate additional amendments to or waivers of the terms of such credit facilities, refinance its debt, or raise additional capital. The Company could also adjust its capital allocation strategy.The maximum commitment under the Credit Facility is $1.2 billion in the aggregate, if certain conditions are satisfied. The Credit Facility commitment fees are payable to the lenders in an amount equal to the unused portion of the Credit Facility multiplied by a rate per annum as determined by reference to the Companyâ€™s net leverage ratio. The Credit Agreement contains customary affirmative, negative, and financial covenants. The Credit Agreement also permits the utilization of up to $100 million of limits within the Credit Facility for letters of credit to be used in the business.As defined in the Credit Agreement, base rate loans bear interest at a rate equal to the highest of (a) the prime rate, (b) the federal funds rate plus 0.50%, and (c) SOFR in effect on such day plus 1.0%. Base rate loans shall be based on the base rate, plus the applicable credit margin which ranges from 0.375% to 2.5% based on the Companyâ€™s net leverage ratio. SOFR loans bear interest at a rate equal to the applicable spread adjusted SOFR plus applicable credit margin which ranges from 1.375% to 3.5% based on the Companyâ€™s net leverage ratio. Alternative currency loans (not denominated in U.S. Dollars) bear interest at rates applicable to their respective currencies. Letter of credit fees are one eighth of 1% of the stated amount of the letter of credit on the date of issuance, renewal or amendment, plus an annual fee equal to the borrowing margin for SOFR loans. As of JuneÂ 30, 2024 and DecemberÂ 31, 2023, the Company had borrowings of $930.0 million and $995.0 million, respectively, under its Credit Facility, and its average daily utilization was $1,045.3 million and $1,057.7 million for the six months ended JuneÂ 30, 2024 and 2023, respectively. Based on the current level of availability based on the covenant calculations, the Companyâ€™s remaining borrowing capacity was approximately $100 million as of JuneÂ 30, 2024. As of JuneÂ 30, 2024, the Company was in compliance with all covenants and conditions under its Credit Agreement.Letters of CreditAs of JuneÂ 30, 2024, outstanding letters of credit under the Credit Facility totaled $0.2 million. As of JuneÂ 30, 2024, letters of credit and contract performance guarantees issued outside of the Credit Agreement totaled $0.3 million.GuaranteesIndebtedness under the Credit Agreement is guaranteed by certain of the Companyâ€™s present and future domestic subsidiaries.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. 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/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 2: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 450 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org//450/tableOfContentReference 3: 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//1943274/2147480327/954-440-50-1Reference 4: 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 5: 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 31 R18.htm IDEA: XBRL DOCUMENT v3.24.2.u1 DEFERRED REVENUE AND REMAINING PERFORMANCE OBLIGATIONS 6 Months Ended Jun. 30, 2024 Revenue from Contract with Customer [Abstract] Â Revenue from Contract with Customer [Text Block] (11)DEFERRED REVENUE AND REMAINING PERFORMANCE OBLIGATIONSRevenue recognized for the six months ended JuneÂ 30, 2024 from amounts included in deferred revenue as of DecemberÂ 31, 2023 was $140.2 million. Revenue recognized for the six months ended JuneÂ 30, 2023 from amounts included in deferred revenue as of December 31, 2022 was $167.1 million.Remaining performance obligations (â€œRPOâ€) represent the amount of contracted future revenue that has not yet been recognized, including both deferred revenue and non-cancelable contracted amounts that will be invoiced and recognized as revenue in future periods. The Companyâ€™s RPO excludes performance obligations from on-demand arrangements as there are no minimum purchase commitments associated with these arrangements, and certain time and materials contracts that are billed in arrears.As of JuneÂ 30, 2024, the Companyâ€™s RPO was $425.4 million, which will be delivered and recognized within the next five years. However, the amount and timing of revenue recognition are generally driven by customer consumption, which can extend beyond the original contract term in cases where customers are permitted to roll over unused capacity to future periods, generally upon the purchase of additional capacity at renewal. 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 32 R19.htm IDEA: XBRL DOCUMENT v3.24.2.u1 ACCUMULATED OTHER COMPREHENSIVE INCOME (LOSS) 6 Months Ended Jun. 30, 2024 ACCUMULATED OTHER COMPREHENSIVE INCOME (LOSS) [ABSTRACT] Â ACCUMULATED OTHER COMPREHENSIVE INCOME (LOSS) (12)ACCUMULATED OTHER COMPREHENSIVE INCOME (LOSS)â€‹The following table presents changes in the accumulated balance for each component of Other comprehensive income (loss), including current period other comprehensive income (loss) and reclassifications out of Accumulated other comprehensive income (loss) (in thousands):â€‹â€‹â€‹

(599)â€‹Net current period other comprehensive income (loss)â€‹Â 28,582â€‹Â 7,076â€‹Â 180â€‹Â 35,838â€‹â€‹â€‹

-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 37 R24.htm IDEA: XBRL DOCUMENT v3.24.2.u1 OVERVIEW AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Policies) 6 Months Ended Jun. 30, 2024 OVERVIEW AND BASIS OF PRESENTATION [Abstract] Â Overview Summary of BusinessFounded in 1982, TTEC Holdings, Inc. (â€œTTECâ€, â€œthe Companyâ€; pronounced â€œT-TECâ€) is a global customer experience (â€œCXâ€) outsourcing partner for marquee and disruptive brands and public sector clients. The Company designs, builds, and operates technology-enabled customer experiences across digital and live interaction channels to help clients increase customer loyalty, revenue, and profitability. By combining digital solutions with data-driven service capabilities, the Company helps clients improve their customer satisfaction while lowering their total cost to serve. As of JuneÂ 30, 2024, TTEC served approximately 740 clients across targeted industry verticals including financial services, healthcare, public sector, telecom, technology, media, travel and hospitality, automotive and retail.The Company operates and reports its financial results of operation through two business segments: â€¢TTEC Digital is one of the largest CX technology providers and is focused exclusively on the intersection of Contact Center as a Service (CCaaS), Customer Relationship Management (CRM), and Artificial Intelligence (AI) and Analytics. A professional services organization comprised of software engineers, systems architects, data scientists and CX strategists, this segment creates and implements strategic CX transformation roadmaps; sells, operates, and provides managed services for cloud platforms and premise based CX technologies including Amazon Web Services (â€œAWSâ€), Cisco, Genesys, Google, and Microsoft; and creates proprietary IP to support industry specific and custom client needs. TTEC Digital serves clients across enterprise and small and medium sized business segments and has a dedicated unit with government technology certifications serving the public sector. â€¢TTEC Engage provides the digitally enabled CX operational and managed services to support large, complex enterprise clientsâ€™ end-to-end customer interactions at scale. Tailored to meet industry-specific and business needs, this segment delivers data-driven omnichannel customer care, customer acquisition, growth, and retention services, tech support, trust and safety and back-office solutions. The segmentâ€™s technology-enabled delivery model covers the entire associate lifecycle including recruitment, onboarding, training, delivery, workforce management and quality assurance. TTEC demonstrates its market leadership through strategic collaboration across TTEC Digital and TTEC Engage when there is client demand and fit for the Companyâ€™s integrated solutions. This partnership is central to the Companyâ€™s ability to deliver comprehensive and transformational customer experience solutions to its clients, including integrated delivery, go-to-market and innovation for truly differentiated, market leading CX solutions.During the second quarter of 2024, the combined TTEC Digital and TTEC Engage global operating platform delivered onshore, nearshore and offshore services in 22 countries on six continents â€“ the United States, Australia, Belgium, Brazil, Bulgaria, Canada, Colombia, Costa Rica, Egypt, Germany, Greece, Honduras, India, Ireland, Mexico, the Netherlands, New Zealand, the Philippines, Poland, South Africa, Thailand, and the United Kingdom â€“ with the help of approximately 54,000 customer care associates, consultants, technologists, and CX professionals. Basis Of Presentation Basis of PresentationThe Consolidated Financial Statements are comprised of the accounts of TTEC, its wholly owned subsidiaries, its 55% equity owned subsidiary Percepta, LLC, its 70% equity owned subsidiary First Call Resolution, LLC through March 31, 2023 and then 100% owned subsequently, and its 70% equity owned subsidiary Serendebyte, Inc. through December 31, 2023 and then 100% owned subsequently (see Note 2). All intercompany balances and transactions have been eliminated in consolidation.The unaudited Consolidated Financial Statements do not include all of the disclosures required by accounting principles generally accepted in the U.S. (â€œGAAPâ€), pursuant to the rulesÂ and regulations of the Securities and Exchange Commission (â€œSECâ€). The unaudited Consolidated Financial Statements reflect all adjustments which, in the opinion of management, are necessary to state fairly the consolidated financial position of the Company and the consolidated results of operations and comprehensive income (loss) and the consolidated cash flows of the Company. All such adjustments are of a normal, recurring nature. Operating results for the periods presented are not necessarily indicative of the results that may be expected for the year ending DecemberÂ 31, 2024.These unaudited Consolidated Financial Statements should be read in conjunction with the Companyâ€™s audited Consolidated Financial Statements and footnotes thereto included in the Companyâ€™s Annual Report on FormÂ 10-K for the year ended DecemberÂ 31, 2023. Reclassifications [Text Block] Out-of-period AdjustmentThe Consolidated Financial Statements for the three months ended June 30, 2023 included an adjustment of $14.2 million to other comprehensive income and deferred tax assets, to correct for an error identified by management during the preparation of the financial statements. This adjustment was to reflect the deferred tax impact of currency translation adjustments, of which $14.2 million related to prior annual fiscal periods. Management has determined that this error was not material to the historical financial statements in any individual period or in the aggregate and did not result in the previously issued financial statements being materially misstated. The impact to the three and six month periods ended June 30, 2023 was not material. As such, management recorded the correction as an out-of-period adjustment in the three months ended June 30, 2023. Use of Estimates Use of EstimatesThe preparation of the Consolidated Financial Statements in conformity with GAAP requires management to make estimates and assumptions in determining the reported amounts of assets and liabilities, disclosure of contingent liabilities at the date of the Consolidated Financial Statements and the reported amounts of revenue and expenses during the reporting period. On an ongoing basis, the Company evaluates its estimates including those related to derivatives and hedging activities, income taxes including the valuation allowance for deferred tax assets, litigation reserves, restructuring reserves, allowance for credit losses, contingent consideration, redeemable noncontrolling interest, and valuation of goodwill, long-lived and intangible assets. The Company bases its estimates on historical experience and on various other assumptions that are believed to be reasonable, the results of which form the basis for making judgments about the carrying values of assets and liabilities. Actual results may differ materially from these estimates under different assumptions or conditions. Cash and Cash Equivalents, Restricted Cash and Cash Equivalents, Policy [Policy Text Block] Cash, Cash Equivalents and Restricted CashCash and cash equivalents consist of cash, primarily held in interest-bearing investments, and liquid short-term investments, which have original maturities of three months or less. Restricted cash includes cash whereby the Companyâ€™s ability to use the funds at any time is contractually limited or is generally designated for specific purposes arising out of certain contractual or other obligations.The following table provides a reconciliation of cash, cash equivalents and restricted cash reported in the Consolidated Balance Sheets that sum to the amounts reported in the Consolidated Statement of Cash Flows (in thousands):â€‹â€‹â€‹

employee compensationâ€‹ 202â€‹Accrued expensesâ€‹Â 2,763â€‹Right of use lease liability â€“ currentâ€‹Â 3,129â€‹Right of use lease liability â€“ non-currentâ€‹â€‹ 14,092â€‹Deferred incomeâ€‹â€‹ 811â€‹Other liabilitiesâ€‹Â 8,891â€‹â€‹â€‹ 29,888â€‹â€‹â€‹â€‹â€‹Total purchase priceâ€‹ 142,420â€‹ X - DefinitionTabular disclosure of the amounts recognized as of the acquisition date for each major class of assets acquired and liabilities assumed. May include but not limited to the following: (a) acquired receivables; (b) contingencies recognized at the acquisition date; and (c) the fair value of noncontrolling interests in the acquiree. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 805 -SubTopic 20 -Name Accounting Standards Codification -Paragraph 1 -Section 50 -Publisher FASB -URI https://asc.fasb.org//1943274/2147479907/805-20-50-1 + Details Name: us-gaap_ScheduleOfRecognizedIdentifiedAssetsAcquiredAndLiabilitiesAssumedTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_BusinessAcquisitionAxis=ttec_FaneuilMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 40 R27.htm IDEA: XBRL DOCUMENT v3.24.2.u1 SEGMENT INFORMATION (Tables) 6 Months Ended Jun. 30, 2024 SEGMENT INFORMATION [ABSTRACT] Â Schedule of Segment Selected Financial Data The following tables present certain financial data by segment (in thousands):Three Months Ended JuneÂ 30,
2024â€‹â€‹â€‹â€‹â€‹

and location of net gain or (loss) recognized in the Consolidated Statement of Comprehensive Income (Loss):â€‹â€‹â€‹â€‹â€‹â€‹â€‹Other income (expense), netÂ $ (530)Â $ 1,386â€‹â€‹ 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 gain (loss) on derivative and nonderivative instruments designated and qualifying as cash flow hedge recorded in accumulated other comprehensive income (AOCI) and reclassified into earnings. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 4C -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480434/815-10-50-4C + Details Name: us-gaap_ScheduleOfCashFlowHedgesIncludedInAccumulatedOtherComprehensiveIncomeLossTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure for cash flow hedging instruments of (a) the location and amount of gains and losses reported in the statement of financial performance and (b) the location and fair value amounts of the instruments reported in the statement of financial position. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 4C -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480434/815-10-50-4C + Details Name: us-gaap_ScheduleOfCashFlowHedgingInstrumentsStatementsOfFinancialPerformanceAndFinancialPositionLocationTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of derivative instruments (including nonderivative instruments that are designated and qualify as hedging instruments) of (a) the location and amount of gains and losses reported in the statement of financial performance and (b) the location and fair value amounts of the instruments reported in the statement of financial position. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 4A -Publisher FASB -URI https://asc.fasb.org//1943274/2147480434/815-10-50-4A + Details Name: us-gaap_ScheduleOfDerivativesInstrumentsStatementsOfFinancialPerformanceAndFinancialPositionLocationTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure for fair value hedging instruments of (a) the location and amount of gains and losses reported in the statement of financial performance and (b) the location and fair value amounts of the instruments reported in the statement of financial position. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 4C -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480434/815-10-50-4C + Details Name: us-gaap_ScheduleOfFairValueHedgingInstrumentsStatementsOfFinancialPerformanceAndFinancialPositionLocationTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration X - DefinitionTabular disclosure of the notional amounts of outstanding derivative positions. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 815 -SubTopic 10 -Section 50 -Paragraph 1A -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480434/815-10-50-1A + Details Name: us-gaap_ScheduleOfNotionalAmountsOfOutstandingDerivativePositionsTableTextBlock Namespace Prefix: us-gaap_ Data Type: dtr-types:textBlockItemType Balance Type: na Period Type: duration XML 44 R31.htm IDEA: XBRL DOCUMENT v3.24.2.u1 FAIR VALUE (Tables) 6 Months Ended Jun. 30, 2024 FAIR VALUE [Abstract] Â Schedule of Fair Value Derivative Assets and Liabilities The following is a summary of the Companyâ€™s fair value measurements for its net derivative assets (liabilities) as of JuneÂ 30, 2024 and DecemberÂ 31, 2023 (in thousands):As of JuneÂ 30,
2024â€‹â€‹â€‹â€‹â€‹â€‹â€‹

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 - 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 - 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/2009/role/commonPracticeRef -Topic 944 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-03(a)(2)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479440/944-210-S99-1 + Details Name: us-gaap_RestrictedCashAndCashEquivalentsItemsLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_BalanceSheetLocationAxis=us-gaap_PrepaidExpensesAndOtherCurrentAssetsMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 49 R36.htm IDEA: XBRL DOCUMENT v3.24.2.u1 OVERVIEW AND BASIS OF PRESENTATION (NARRATIVE) (Details) 3 Months Ended 6 Months Ended 12 Months Ended Jun. 30, 2023 USD ($) Jun. 30, 2024 USD ($) Dec. 31, 2022 USD ($) Dec. 31, 2023 Mar. 31, 2023 Oct. 26, 2019 Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Effects of Changes, Net [Line Items] Â Â Â Â Â Â Year Founded Â 1982 Â Â Â Â Number Of Clients Â 740 Â Â Â Â Number of Countries in which Entity Operates Â 22 Â Â Â Â Number of employees Â 54,000 Â Â Â Â Prior Period Reclassification Adjustment $ 14,200,000 Â $ 14,200,000 Â Â Â Percepta LLC Â Â Â Â Â Â Â Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Effects of Changes, Net [Line Items] Â Â Â Â Â Â ownership percentage Â 55.00% Â Â Â Â FCR Â Â Â Â Â Â Â Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Effects of Changes, Net [Line Items] Â Â Â Â Â Â ownership percentage Â 100.00% Â Â 70.00% 70.00% Serendebyte Â Â Â Â Â Â Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Effects of Changes, Net [Line Items] Â Â Â Â Â Â ownership percentage Â 100.00% Â 70.00% Â Â X - DefinitionNumber of persons employed by the Entity + ReferencesNo definition available. + Details Name: dei_EntityNumberOfEmployees Namespace Prefix: dei_ Data Type: xbrli:decimalItemType Balance Type: na Period Type: instant X - DefinitionThe approximate number of clients TTEC serves. + ReferencesNo definition available. + Details Name: ttec_NumberOfClients Namespace Prefix: ttec_ Data Type: xbrli:integerItemType Balance Type: na 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_ConsolidationLessThanWhollyOwnedSubsidiaryParentOwnershipInterestEffectsOfChangesNetLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe parent entity's interest in net assets of the subsidiary, expressed as a percentage. + ReferencesNo definition available. + Details Name: us-gaap_MinorityInterestOwnershipPercentageByParent Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: instant X - DefinitionThe number of countries in which the entity operates as of balance sheet date. + ReferencesNo definition available. + Details Name: us-gaap_NumberOfCountriesInWhichEntityOperates Namespace Prefix: us-gaap_ Data Type: xbrli:integerItemType Balance Type: na Period Type: instant X - DefinitionThe amount of a reclassification adjustment made to prior period financial statement amounts. + ReferencesNo definition available. + Details Name: us-gaap_PriorPeriodReclassificationAdjustment Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionYear the entity was founded, in YYYY format. + ReferencesNo definition available. + Details Name: us-gaap_YearFounded Namespace Prefix: us-gaap_ Data Type: dtr-types:gYearListItemType Balance Type: na Period Type: duration X - Details Name: srt_OwnershipAxis=ttec_PerceptaLlcMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_OwnershipAxis=ttec_FcrMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_OwnershipAxis=ttec_SerendebyteMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 50 R37.htm IDEA: XBRL DOCUMENT v3.24.2.u1 ACQUISITIONS ASSETS ACQUIRED (TABLES) (Details) - USD ($) $ in Thousands Apr. 01, 2022 Jun. 30, 2024 Dec. 31, 2023 Business Acquisition [Line Items] Â Â Â Operating lease assets Â $ 106,185 $ 121,574 Goodwill Â 573,625 808,988 Operating lease liability - short-term Â 35,650 38,271 Accrued employee compensation and benefits Â 132,824 146,184 Operating lease liability - long-term Â $ 83,855 $ 96,809 Faneuil Â Â Â Business Acquisition [Line Items] Â Â Â Accounts receivable. $ 704 Â Â Prepaid Expenses 8,420 Â Â Other assets 2,572 Â Â Operating lease assets 17,778 Â Â Fixed Assets Acquired 5,622 Â Â Goodwill 75,902 Â Â Total assets acquired 172,308 Â Â Operating lease liability - short-term 3,129 Â Â Accrued employee compensation and benefits 202 Â Â Accrued expenses 2,763 Â Â Operating lease liability - long-term 14,092 Â Â Deferred revenue. 811 Â Â Other 8,891 Â Â Total liabilities assumed 29,888 Â Â Total purchase price 142,420 Â Â Faneuil | Customer Relationships [Member] Â Â Â Business Acquisition [Line Items] Â Â Â Intangible assets $ 61,310 Â Â X - DefinitionAmount of accrued expense liabilities due within one year or within the normal operating cycle, if longer, assumed at the acquisition date. + ReferencesNo definition available. + Details Name: ttec_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedCurrentLiabilitiesAccruedExpenses Namespace Prefix: ttec_ 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 805 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479907/805-20-50-5 + Details Name: us-gaap_BusinessAcquisitionLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of assets acquired at the acquisition date. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 805 -SubTopic 20 -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479907/805-20-50-1 + Details Name: us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedAssets 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 in future periods, and amount of other assets that are expected to be realized or consumed within one year or the normal operating cycle, if longer, acquired at the acquisition date. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 805 -SubTopic 20 -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479907/805-20-50-1 + Details Name: us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedCurrentAssetsPrepaidExpenseAndOtherAssets Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount due from customers or clients for goods or services, including trade receivables, that have been delivered or sold in the normal course of business, and amounts due from others, including related parties expected to be converted to cash, sold or exchanged within one year or the normal operating cycle, if longer, acquired at the acquisition date. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 805 -SubTopic 20 -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479907/805-20-50-1 + Details Name: us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedCurrentAssetsReceivables Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of deferred revenue expected to be recognized as such within one year or the normal operating cycle, if longer, assumed at the acquisition date. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 805 -SubTopic 20 -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479907/805-20-50-1 + Details Name: us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedCurrentLiabilitiesDeferredRevenue Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of other liabilities due within one year or within the normal operating cycle, if longer, assumed at the acquisition date. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 805 -SubTopic 20 -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479907/805-20-50-1 + Details Name: us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedCurrentLiabilitiesOther Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionThe amount of identifiable intangible assets recognized as of the acquisition date. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 805 -SubTopic 10 -Section 55 -Paragraph 37 -Publisher FASB -URI https://asc.fasb.org//1943274/2147479303/805-10-55-37Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 805 -SubTopic 20 -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479907/805-20-50-1 + Details Name: us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedIntangibles Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of liabilities assumed at the acquisition date. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 805 -SubTopic 20 -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479907/805-20-50-1 + Details Name: us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedLiabilities Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount of other assets expected to be realized or consumed after one year or the normal operating cycle, if longer, acquired at the acquisition date. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 805 -SubTopic 20 -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479907/805-20-50-1 + Details Name: us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedOtherNoncurrentAssets Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount recognized for assets, including goodwill, in excess of (less than) the aggregate liabilities assumed. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 805 -SubTopic 20 -Section 50 -Paragraph 1 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479907/805-20-50-1 + Details Name: us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredGoodwillAndLiabilitiesAssumedNet 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 -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -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 - DefinitionAmount after accumulated impairment loss of an asset representing future economic benefits arising from other assets acquired in a business combination that are not individually identified and separately recognized. + 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/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 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 4: 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 5: 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 6: 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 7: 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//1943274/2147479853/942-210-S99-1 + Details Name: us-gaap_Goodwill Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionThe amount of fixed assets that an Entity acquires in a noncash (or part noncash) acquisition. Noncash is defined as information about all investing and financing activities of an enterprise during a period that affect recognized assets or liabilities but that do not result in cash receipts or cash payments in the period. "Part noncash" refers to that portion of the transaction not resulting in cash receipts or cash payments in the period. + 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_NoncashOrPartNoncashAcquisitionFixedAssetsAcquired1 Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration 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 - Details Name: us-gaap_BusinessAcquisitionAxis=ttec_FaneuilMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_FiniteLivedIntangibleAssetsByMajorClassAxis=us-gaap_CustomerRelationshipsMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 51 R38.htm IDEA: XBRL DOCUMENT v3.24.2.u1 ACQUISITIONS AND DIVESTITURES (NARRATIVE) (Details) 1 Months Ended 3 Months Ended 6 Months Ended 12 Months Ended Jun. 30, 2024 USD ($) Mar. 31, 2023 USD ($) Apr. 01, 2022 USD ($) Oct. 26, 2019 May 31, 2023 USD ($) Apr. 30, 2023 USD ($) Feb. 28, 2023 USD ($) Jun. 30, 2024 USD ($) Jun. 30, 2023 USD ($) Mar. 31, 2023 USD ($) Dec. 31, 2022 USD ($) Sep. 30, 2022 USD ($) Jun. 30, 2024 USD ($) Jun. 30, 2023 USD ($) Dec. 31, 2023 USD ($) Dec. 31, 2022 USD ($) Mar. 31, 2024 USD ($) Dec. 08, 2023 USD ($) Apr. 04, 2023 Feb. 07, 2020 Business Acquisition [Line Items] Â Â Â Â Â Â

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Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479907/805-20-50-1 + Details Name: us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredGoodwillAndLiabilitiesAssumedNet Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionThe fair value of assets acquired in noncash investing or financing activities. + 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_FairValueOfAssetsAcquired Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionUseful life of finite-lived intangible assets, 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_FiniteLivedIntangibleAssetUsefulLife Namespace Prefix: us-gaap_ Data Type: xbrli:durationItemType Balance Type: na Period Type: instant X - DefinitionAmount of gain (loss) from sale and disposal of integrated set of activities and assets capable of being conducted and managed for purpose of providing return in form of dividend, lower cost, or other economic benefit to investor, owner, member and participant. + 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//1943274/2147482740/230-10-45-28Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1B -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481203/810-10-50-1B + Details Name: us-gaap_GainLossOnSaleOfBusiness Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe equity interest of noncontrolling shareholders, partners or other equity holders in consolidated entity. + ReferencesNo definition available. + Details Name: us-gaap_MinorityInterestOwnershipPercentageByNoncontrollingOwners Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: instant X - DefinitionThe parent entity's interest in net assets of the subsidiary, expressed as a percentage. + ReferencesNo definition available. + Details Name: us-gaap_MinorityInterestOwnershipPercentageByParent Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: instant 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 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 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482765/220-10-50-6Reference 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 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 7: 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 8: 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 9: 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 10: 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 11: 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 12: 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 13: 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//1943274/2147480167/946-830-55-10Reference 14: 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//1943274/2147483581/946-220-45-7Reference 15: 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//1943274/2147483586/944-220-S99-1Reference 16: 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 17: 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//1943274/2147483575/946-220-S99-1Reference 18: 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//1943274/2147483575/946-220-S99-3Reference 19: 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 20: 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 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)(iii)(A)) -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)(4)(iv)) -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 1A -Subparagraph (SX 210.13-01(a)(5)) -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 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -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)(A)) -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)(iii)(B)) -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)(4)(iv)) -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)(5)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480097/470-10-S99-1BReference 29: http://www.xbrl.org/2003/role/disclosureRef -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 30: http://www.xbrl.org/2003/role/disclosureRef -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 31: 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 32: 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 33: http://www.xbrl.org/2003/role/disclosureRef -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 34: 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 35: 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 36: 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 37: 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 38: 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 39: 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//1943274/2147483589/942-220-S99-1 + Details Name: us-gaap_NetIncomeLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of 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 -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -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 - DefinitionThe cash outflow associated with the acquisition of business during the period. The cash portion only of the acquisition price. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479581/805-30-50-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 230 -SubTopic 10 -Section 45 -Paragraph 13 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482740/230-10-45-13 + Details Name: us-gaap_PaymentsToAcquireBusinessesGross 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 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 2: 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 3: 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 4: 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 5: 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 6: http://www.xbrl.org/2003/role/disclosureRef -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 7: 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 8: 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 9: http://www.xbrl.org/2003/role/disclosureRef -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 10: 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 11: 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 - DefinitionCarrying amount, attributable to parent and noncontrolling interests, of an entity's issued and outstanding stock which is not included within permanent equity. Temporary equity is a security with redemption features that are outside the control of the issuer, is not classified as an asset or liability in conformity with GAAP, and is not mandatorily redeemable. Includes any type of security that is redeemable at a fixed or determinable price or on a fixed or determinable date or dates, is redeemable at the option of the holder, or has conditions for redemption which are not solely within the control of the issuer. Includes stock with a put option held by an ESOP and stock redeemable by a holder only in the event of a change in control of the issuer. + 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://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.27(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_TemporaryEquityCarryingAmountIncludingPortionAttributableToNoncontrollingInterests Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant 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_BuildingMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=us-gaap_LandMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=us-gaap_OtherCapitalizedPropertyPlantAndEquipmentMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_StatementBusinessSegmentsAxis=ttec_TtecDigitalMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_StatementBusinessSegmentsAxis=ttec_TtecEngageMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_AssetAcquisitionAxis=ttec_FaneuilMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_OwnershipAxis=ttec_SerendebyteMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_OwnershipAxis=ttec_FcrMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_BusinessAcquisitionAxis=ttec_SerendebyteMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_BalanceSheetLocationAxis=ttec_OtherAccruedExpensesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-

gaap_BusinessAcquisitionAxis=ttec_FcrMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_BusinessAcquisitionAxis=ttec_FaneuilMember 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_MeasurementInputTypeAxis=us-gaap_MeasurementInputRiskFreeInterestRateMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_MeasurementInputTypeAxis=ttec_ExpectedForecastVolatilityRateMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_MeasurementInputTypeAxis=us-gaap_MeasurementInputDiscountRateMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_MeasurementInputTypeAxis=us-gaap_MeasurementInputEbitdaMultipleMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_MeasurementInputTypeAxis=us-gaap_MeasurementInputRevenueMultipleMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeStatementLocationAxis=us-gaap_OtherOperatingIncomeExpenseMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_BalanceSheetLocationAxis=us-gaap_OtherCurrentAssetsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_BalanceSheetLocationAxis=us-gaap_OtherNoncurrentAssetsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_BalanceSheetLocationAxis=us-gaap_OtherNoncurrentLiabilitiesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_FiniteLivedIntangibleAssetsByMajorClassAxis=us-gaap_CustomerRelationshipsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_BusinessAcquisitionAxis=ttec_FaneuilReceivableMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 52 R39.htm IDEA: XBRL DOCUMENT v3.24.2.u1 SEGMENT INFORMATION (SEGMENT FINANCIALS) (Details) - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Dec. 31, 2023 Segment Reporting Information [Line Items] Â Â Â Â Â Net Revenue $ 534,085 $ 600,394 $ 1,110,723 $ 1,233,680 Â Depreciation and amortization 25,071 24,946 50,216 50,773 Â Income (Loss) from Operations (224,413) 31,298 (201,702) 75,709 Â Capital expenditures 14,209 19,285 27,682 32,954 Â Total Assets 1,792,621 Â 1,792,621 Â $ 2,185,598 Operating Segments Â Â Â Â Â Segment Reporting Information [Line Items] Â Â Â Â Â Net Revenue 534,085 600,394 1,110,723 1,233,680 Â TTEC Digital Â Â Â Â Â Segment Reporting Information [Line Items] Â Â Â Â Â Net Revenue 116,368 117,585 228,399 234,512 Â Depreciation and amortization 7,014 6,722 14,064 13,583 Â Income (Loss) from Operations 6,008 7,154 9,296 7,939 Â Capital expenditures 2,290 2,352 4,077 4,626 Â Total Assets 798,832 Â 798,832 Â 815,488 TTEC Digital | Operating Segments Â Â Â Â Â Segment Reporting Information [Line Items] Â Â Â Â Â Net Revenue 116,368 117,585 228,399 234,512 Â TTEC Engage Â Â Â Â Â Segment Reporting Information [Line Items] Â Â Â Â Â Net Revenue 417,717 482,809 882,324 999,168 Â Depreciation and amortization 18,057 18,224 36,152 37,190 Â Income (Loss) from Operations (230,421) 24,144 (210,998) 67,770 Â Capital expenditures 11,919 16,933 23,605 28,328 Â Total Assets 993,789 Â 993,789 Â $ 1,370,110 TTEC Engage | Operating Segments Â Â Â Â Â Segment Reporting Information [Line Items] Â Â Â Â Â Net Revenue $ 417,717 $ 482,809 $ 882,324 $ 999,168 Â X - DefinitionSum of the carrying amounts as of the balance sheet date of all assets that are recognized. Assets are probable future economic benefits obtained or controlled by an entity as a result of past transactions or events. + 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/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480167/946-830-55-12Reference 8: 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//1943274/2147479440/944-210-S99-1Reference 9: 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 10: 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//1943274/2147479617/946-210-S99-1Reference 11: 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 12: 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 13: 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 14: 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 15: 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 16: 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 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)(5)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480097/470-10-S99-1AReference 18: 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 19: 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 20: 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 21: 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 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)(5)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480097/470-10-S99-1BReference 23: 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 24: 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 25: http://www.xbrl.org/2003/role/disclosureRef -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 26: 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//1943274/2147479853/942-210-S99-1 + Details Name: us-gaap_Assets Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionThe current period expense charged against earnings on long-lived, physical assets not used in production, and which are not intended for resale, to allocate or recognize the cost of such assets over their useful lives; or to record the reduction in book value of an intangible asset over the benefit period of such asset; or to reflect consumption during the period of an asset that is not used in production. + 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_DepreciationAndAmortization Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionThe net result for the period of deducting operating expenses from operating revenues. + ReferencesReference 1: 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 2: http://www.xbrl.org/2003/role/disclosureRef -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 3: http://www.xbrl.org/2003/role/disclosureRef -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/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 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 32 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482810/280-10-50-32 + Details Name: us-gaap_OperatingIncomeLoss 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 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 2: 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 3: 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 4: 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 5: 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 6: http://www.xbrl.org/2003/role/disclosureRef -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 7: 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 8: 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 9: http://www.xbrl.org/2003/role/disclosureRef -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 10: 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 11: 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 - DefinitionAmount of expenditure for addition to long-lived assets included in determination of segment assets by chief operating decision maker (CODM) or otherwise regularly provided to CODM. Excludes expenditure for addition to financial instrument, long-term customer relationship of financial institution, mortgage and other servicing rights, deferred policy acquisition cost, and deferred tax assets. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 280 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 25 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482810/280-10-50-25Reference 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//1943274/2147482785/280-10-55-48 + Details Name: us-gaap_SegmentExpenditureAdditionToLongLivedAssets 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_SegmentReportingInformationLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Details Name: srt_ConsolidationItemsAxis=us-gaap_OperatingSegmentsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_StatementBusinessSegmentsAxis=ttec_TtecDigitalMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_StatementBusinessSegmentsAxis=ttec_TtecEngageMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 53 R40.htm IDEA: XBRL DOCUMENT v3.24.2.u1 SEGMENT INFORMATION (REVENUE GEOGRAPHY) (Details) - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Dec. 31, 2023 Revenues from External Customers and Long-Lived Assets [Line Items] Â Â Â Â Â Sales Revenue Services Net $ 534,085 $ 600,394 $ 1,110,723 $ 1,233,680 Â Other long-term assets 99,859 Â 99,859 Â $ 101,573 United States Canada [Member] Â Â Â Â Â Revenues from External Customers and Long-Lived Assets [Line Items] Â Â Â Â Â Sales Revenue Services Net 354,607 414,854 741,599 858,890 Â Philippines Asia Pacific India [Member] Â Â Â Â Â Revenues from External Customers and Long-Lived Assets [Line Items] Â Â Â Â Â Sales Revenue Services Net 108,728 115,740 229,194 237,779 Â Europe Middle East Africa [Member] Â Â Â Â Â Revenues from External Customers and Long-Lived Assets [Line Items] Â Â Â Â Â Sales Revenue Services Net 42,188 36,023 81,031 70,477 Â Latin America [Member] Â Â Â Â Â Revenues from External Customers and Long-Lived Assets [Line Items] Â Â Â Â Â Sales Revenue Services Net $ 28,562 $ 33,777 $ 58,899 $ 66,534 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, 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 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 2: 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 3: 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 4: 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 5: 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 6: http://www.xbrl.org/2003/role/disclosureRef -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 7: 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 8: 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 9: http://www.xbrl.org/2003/role/disclosureRef -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 10: 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 11: 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 - 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_RevenuesFromExternalCustomersAndLongLivedAssetsLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Details Name: srt_StatementGeographicalAxis=ttec_UnitedStatesCanadaMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementGeographicalAxis=ttec_PhilippinesAsiaPacificIndiaMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementGeographicalAxis=us-gaap_EMEAMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementGeographicalAxis=srt_LatinAmericaMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 54 R41.htm IDEA: XBRL DOCUMENT v3.24.2.u1 SEGMENT INFORMATION (NARRATIVE) (Details) 12 Months Ended Dec. 31, 2023 TTEC Digital Â Segment Reporting Information [Line Items] Â Percentage of employees in offshore locations 41 X - DefinitionPercentage of employees located in one of several offshore locations. + ReferencesNo definition available. + Details Name: ttec_PercentageOfEmployeesInOffshoreLocations Namespace Prefix: ttec_ Data Type: xbrli:pureItemType 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_SegmentReportingInformationLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_StatementBusinessSegmentsAxis=ttec_TtecDigitalMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 55 R42.htm IDEA: XBRL DOCUMENT v3.24.2.u1 ACCOUNTS RECEIVABLE (SCHEDULE OF CHANGE IN ALLOWANCE) (Details) - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 ACCOUNTS RECEIVABLE AND SIGNIFICANT CLIENTS [Abstract] Â Â Â Â Balance, beginning balance $ 2,065 $ 5,078 $ 2,248 $ 3,524 Provision for credit losses 2,675 (558) 2,644 1,704 Uncollectible receivables written-off (6) (2,180) (156) (2,889) Effect of foreign currency 23 7 21 8 Balance, ending balance $ 4,757 $ 2,347 $ 4,757 $ 2,347 X - ReferencesNo definition available. + Details Name: ttec_AccountsReceivableAndSignificantClientsAbstract Namespace Prefix: ttec_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionImpact of foreign currency related to the rollforward of allowance for doubtful accounts between periods. + ReferencesNo definition available. + Details Name: ttec_EffectOfForeignCurrencyAllowanceForDoubtfulAccounts Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: debit 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 - 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 - 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 XML 56 R43.htm IDEA: XBRL DOCUMENT v3.24.2.u1 ACCOUNTS RECEIVABLE (FACTORED TABLE) (Details) - USD ($) $ in Thousands Jun. 30, 2024 Dec. 31, 2023 SIGNIFICANT CLIENTS AND OTHER CONCENTRATIONS [Abstract] Â Â Factored Accounts Receivable, net $ 61,956 $ 99,994 Cash from customers not yet remitted $ 19,890 $ 1,158 X - DefinitionAmount due from customers for fees and charges arising from transactions related to the entity's brokerage activities and operations. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -Topic 940 -SubTopic 310 -Name Accounting Standards Codification -Publisher FASB -URI https://asc.fasb.org//940-310/tableOfContent + Details Name: us-gaap_ReceivablesFromCustomers Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionThe total amount due to the entity within one year of the balance sheet date (or one operating cycle, if longer) from outside sources, including trade accounts receivable, notes and loans receivable, as well as any other types of receivables, net of allowances established for the purpose of reducing such receivables to an amount that approximates their net realizable value. + 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//1943274/2147481372/852-10-55-10 + Details Name: us-gaap_ReceivablesNetCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_RisksAndUncertainties Abstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 57 R44.htm IDEA: XBRL DOCUMENT v3.24.2.u1 ACCOUNTS RECEIVABLE AND SIGNIFICANT CLIENTS(NARRATIVE) (Details) - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Mar. 31, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Entity Wide Revenue Major Customer Line Items Â Â Â Â Â Revenue. $ 534,085 Â $ 600,394 $ 1,110,723 $ 1,233,680 Revenue | Customer Concentration Risk | Minimum Â Â Â Â Â Entity Wide Revenue Major Customer Line Items Â Â Â Â Â Revenue. Â Â Â $ 100,000 Â Revenue | Customer Concentration Risk | Financial Services Client Â Â Â Â Â Entity Wide Revenue Major Customer Line Items Â Â Â Â Â Concentration Risk, Customer Â one Â Â Â Revenue | Customer Concentration Risk | Automotive Industry Client Â Â Â Â Â Entity Wide Revenue Major Customer Line Items Â Â Â Â Â Concentration Risk, Customer Â Â Â one Â Concentration risk percentage Â Â Â 11.00% 10.10% X - DefinitionDescription of risks that arise due to the volume of business transacted with a particular customer. At a minimum, the description informs financial statement users of the general nature of the risk, but excludes "Information about Major Customers" that may be disclosed elsewhere (for instance, segment disclosures). + ReferencesReference 1: 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//1943274/2147482861/275-10-50-20Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 275 -SubTopic 10 -Section 50 -Paragraph 16 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482861/275-10-50-16Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 275 -SubTopic 10 -Section 50 -Paragraph 18 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482861/275-10-50-18 + Details Name: us-gaap_ConcentrationRiskCustomer 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 - 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_EntityWideRevenueMajorCustomerLineItems 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 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 2: 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 3: 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 4: 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 5: 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 6: http://www.xbrl.org/2003/role/disclosureRef -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 7: 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 8: 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 9: http://www.xbrl.org/2003/role/disclosureRef -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 10: 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 11: 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_ConcentrationRiskByBenchmarkAxis=us-gaap_SalesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_CustomerConcentrationRiskMember 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_MajorCustomersAxis=ttec_FinancialServicesClientMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_MajorCustomersAxis=ttec_AutomotiveIndustryClientMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 58 R45.htm IDEA: XBRL DOCUMENT v3.24.2.u1 GOODWILL (GOODWILL ROLLFORWARD) (Details) - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2024 Goodwill [Line Items] Â Â Beginning balance, goodwill Â $ 808,988 Impairments $ (37,500) (233,532) Effect of Foreign Currency Â (1,831) Ending balance, goodwill 573,625 573,625 TTEC Digital Â Â Goodwill [Line Items] Â Â Beginning balance, goodwill Â 500,576 Effect of Foreign Currency Â (740) Ending balance, goodwill 499,836 499,836 TTEC Engage Â Â Goodwill [Line Items] Â Â Beginning balance, goodwill Â 308,412 Impairments Â (233,532) Effect of Foreign Currency Â (1,091) Ending balance, goodwill $ 73,789 $ 73,789 X - DefinitionAmount after accumulated impairment loss of an asset representing future economic benefits arising from other assets acquired in a business combination that are not individually identified and separately recognized. + 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/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 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 4: 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 5: 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 6: 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 7: 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//1943274/2147479853/942-210-S99-1 + Details Name: us-gaap_Goodwill Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of foreign currency translation gain (loss) which increases (decreases) an asset representing future economic benefits from other assets acquired in a business combination that are not individually identified and separately recognized. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482573/350-20-50-1 + Details Name: us-gaap_GoodwillForeignCurrencyTranslationGainLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of loss from the write-down of an asset representing the future economic benefits arising from other assets acquired in a business combination that are 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 1 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482573/350-20-50-1Reference 4:

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 5: 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 - 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 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482573/350-20-50-1Reference 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 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482573/350-20-50-1Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482573/350-20-50-1Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c) -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 50 -Paragraph 1 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482573/350-20-50-1Reference 7: 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 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482573/350-20-50-1Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (g) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482573/350-20-50-1Reference 10: http://www.xbrl.org/2003/role/disclosureRef -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 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 350 -SubTopic 20 -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Publisher FASB -URI https://asc.fasb.org//1943274/2147482573/350-20-50-1AReference 12: 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//1943274/2147482573/350-20-50-2 + Details Name: us-gaap_GoodwillLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_StatementBusinessSegmentsAxis=ttec_TtecDigitalMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_StatementBusinessSegmentsAxis=ttec_TtecEngageMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 59 R46.htm IDEA: XBRL DOCUMENT v3.24.2.u1 GOODWILL (NARRATIVE) (Details) - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2024 Dec. 31, 2023 Dec. 01, 2023 ValuationAllowanceForImpairmentOfRecognizedServicingAssetsLineItems Â Â Â Â Goodwill Impairment Loss $ 37,500 $ 233,532 Â Â Goodwill 573,625 573,625 $ 808,988 Â Non-cash [Member] Â Â Â Â ValuationAllowanceForImpairmentOfRecognizedServicingAssetsLineItems Â Â Â Â Goodwill Impairment Loss 233,500 Â Â Â Incremental Deferred Tax Asset [Member] Â Â Â Â ValuationAllowanceForImpairmentOfRecognizedServicingAssetsLineItems Â Â Â Â Deferred tax assets, net $ 37,500 $ 37,500 Â Â Capital Expenditure [Member] | Minimum Â Â Â Â ValuationAllowanceForImpairmentOfRecognizedServicingAssetsLineItems Â Â Â Â Reporting Unit, Percentage of Fair Value in Excess of Carrying Amount 13.80% 13.80% Â Â Capital Expenditure [Member] | Maximum Â Â Â Â ValuationAllowanceForImpairmentOfRecognizedServicingAssetsLineItems Â Â Â Â Reporting Unit, Percentage of Fair Value in Excess of Carrying Amount 16.50% 16.50% Â Â TTEC Digital Â Â Â Â ValuationAllowanceForImpairmentOfRecognizedServicingAssetsLineItems Â Â Â Â Goodwill $ 499,836 $ 499,836 500,576 Â TTEC Engage Â Â Â Â ValuationAllowanceForImpairmentOfRecognizedServicingAssetsLineItems Â Â Â Â Goodwill, Fair Value Disclosure Â Â Â $ 1,092,100 Goodwill Impairment Loss Â 233,532 Â Â Goodwill 73,789 73,789 $ 308,412 $ 308,400 TTEC Engage | Non-cash pre-tax [Member] Â Â Â Â ValuationAllowanceForImpairmentOfRecognizedServicingAssetsLineItems Â Â Â Â Goodwill Impairment Loss 196,000 Â Â Â TTEC Engage | Incremental Deferred Tax Asset [Member] Â Â Â Â ValuationAllowanceForImpairmentOfRecognizedServicingAssetsLineItems Â Â Â Â Deferred tax assets, net $ 37,500 $ 37,500 Â Â 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 after accumulated impairment loss of an asset representing future economic benefits arising from other assets acquired in a business combination that are not individually identified and separately recognized. + 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/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 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 4: 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 5: 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 6: 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 7: 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//1943274/2147479853/942-210-S99-1 + Details Name: us-gaap_Goodwill Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionFair value portion of asset representing the future economic benefits arising from other assets acquired in a business combination that are not individually identified and separately recognized. + 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//1943274/2147482106/820-10-50-2 + Details Name: us-gaap_GoodwillFairValueDisclosure Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of loss from the write-down of an asset representing the future economic benefits arising from other assets acquired in a business combination that are 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 1 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482573/350-20-50-1Reference 4: 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 5: 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 - DefinitionPercentage of fair value of reporting unit in excess of carrying amount. + ReferencesNo definition available. + Details Name: us-gaap_ReportingUnitPercentageOfFairValueInExcessOfCarryingAmount Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na 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 860 -SubTopic 50 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (e)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481229/860-50-50-4Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 860 -SubTopic 50 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (e)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481229/860-50-50-4Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 860 -SubTopic 50 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (e)(3) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481229/860-50-50-4 + Details Name: us-gaap_ValuationAllowanceForImpairmentOfRecognizedServicingAssetsLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Details Name: srt_StatementScenarioAxis=ttec_NonCashMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementScenarioAxis=ttec_IncrementalDeferredTaxAssetMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementScenarioAxis=ttec_CapitalExpenditureMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_MeasurementInputTypeAxis=srt_MinimumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_MeasurementInputTypeAxis=srt_MaximumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_StatementBusinessSegmentsAxis=ttec_TtecDigitalMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_StatementBusinessSegmentsAxis=ttec_TtecEngageMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_StatementScenarioAxis=ttec_NonCashPreTaxMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 60 R47.htm IDEA: XBRL DOCUMENT v3.24.2.u1 DERIVATIVES (OCI ROLLFORWARD) (Details) - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 DERIVATIVES [ABSTRACT] Â Â Â Â Aggregate unrealized net gain/(loss) at beginning of year $ 6,080 $ 6,640 $ 6,315 $ 89 Add: Net gain/(loss) from change in fair value of cash flow hedges (6,281) (115) (5,315) 6,052 Less: Net (gain)/loss reclassified to earnings from effective hedges (269) 639 (1,470) 1,023 Aggregate unrealized net gain/(loss) at end of period $ (470) $ 7,164 $ (470) $ 7,164 X - DefinitionThe amount of gains or losses on a cash flow hedge reclassified in the period to earnings from accumulated other comprehensive income net of taxes. + ReferencesNo definition available. + Details Name: ttec_CashFlowHedgeGainLossReclassifiedToEarningsNetOfTax Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount, after tax, of accumulated gain (loss) on derivative instrument designated and qualifying as 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//1943274/2147482790/220-10-45-11 + Details Name: us-gaap_AociLossCashFlowHedgeCumulativeGainLossAfterTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_DerivativeInstrumentsAndHedgingActivitiesDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount, after tax and before reclassification, of gain (loss) from derivative instrument designated and qualifying as 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 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_OtherComprehensiveIncomeLossCashFlowHedgeGainLossBeforeReclassificationAfterTax Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration XML 61 R48.htm IDEA: XBRL DOCUMENT v3.24.2.u1 DERIVATIVES (NOTIONAL TABLE) (Details) â‚¬ in Thousands, $ in Thousands, $ in Thousands, $ in Thousands Jun. 30, 2024 CAD ($) Jun. 30, 2024 USD ($) Jun. 30, 2024 PHP (â‚±) Jun. 30, 2024 MXN ($) Dec. 31, 2023 CAD ($) Dec. 31, 2023 USD ($) Dec. 31, 2023 PHP (â‚±) Dec. 31, 2023 MXN ($) CAD Â Â Â Â Â Â Â Â Derivative [Line Items] Â Â Â Â Â Â Â Â Contract Maturity Date Sep. 30, 2024 Â Â Â Â Â Â Â PHP Â Â Â Â Â Â Â Â Derivative [Line Items] Â Â Â Â Â Â Â Â Contract Maturity Date Mar. 31, 2027 Â Â Â Â Â Â Â MXN Â Â Â Â Â Â Â Â Derivative [Line Items] Â Â Â Â Â Â Â Â Contract Maturity Date Dec. 31, 2026 Â Â Â Â Â Â Â Â Foreign Exchange Forward Â Â Â Â Â Â Â Â Derivative [Line Items] Â Â Â Â Â Â Â Â Notional Amount Â $ 169,817 Â Â Â $ 211,667 Â Â Foreign Exchange Forward | CAD Â Â Â Â Â Â Â Â Derivative [Line Items] Â Â Â Â Â Â Â Â Notional Amount $ 750 $ 557 Â Â $ 2,250 1,670 Â Â % Maturing in the Next 12 Months 100.00% 100.00% 100.00% 100.00% Â Â Â Â Foreign Exchange Forward | PHP Â Â Â Â Â Â Â Â Derivative [Line Items] Â Â Â Â Â Â Â Â Notional Amount Â $ 138,843 â‚± 7,924,000 Â Â 165,842 â‚± 9,324,000 Â % Maturing in the Next 12 Months 61.80% 61.80% 61.80% 61.80% Â Â Â Â Foreign Exchange Forward | MXN Â Â Â Â Â Â Â Â Derivative [Line Items] Â Â Â Â Â Â Â Â Notional Amount Â $ 30,417 Â $ 638,000 Â $ 44,155 Â $ 938,000 % Maturing in the Next 12 Months 64.90% 64.90% 64.90% 64.90% Â Â Â Â X - DefinitionThe percentage of the foreign currency cash flow hedge derivative contract maturing in the next twelve months. + ReferencesNo definition available. + Details Name: ttec_ForeignCurrencyCashFlowHedgeDerivativesMaturityNextTwelvesMonths Namespace Prefix: ttec_ Data Type: dtr-types:percentItemType Balance Type: na 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 815 -SubTopic 40 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480237/815-40-50-5 + Details Name: us-gaap_DerivativeLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionDate derivative contract ends, in YYYY-MM-DD format. + ReferencesReference 1: 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//1943274/2147480524/946-210-50-6Reference 2: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 55 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480493/946-210-55-1Reference 3: 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//1943274/2147480524/946-210-50-6Reference 4: 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 A)(Footnote 3)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480032/946-320-S99-5Reference 5: 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 D)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480032/946-320-S99-5CReference 6: 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 F)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480032/946-320-S99-5Reference 7: 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 C)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480032/946-320-S99-5AReference 8: 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 D)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480032/946-320-S99-5B + Details Name: us-gaap_DerivativeMaturityDates Namespace Prefix: us-gaap_ Data Type: xbrli:dateItemType 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 - Details Name: srt_CurrencyAxis=currency_CAD Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_CurrencyAxis=currency_PHP Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_CurrencyAxis=currency_MXN Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_DerivativeInstrumentRiskAxis=us-gaap_ForeignExchangeForwardMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 62 R49.htm IDEA: XBRL DOCUMENT v3.24.2.u1 DERIVATIVES (BALANCE SHEET CLASSIFICATION) (Details) - Foreign Exchange [Member] - USD ($) $ in Thousands Jun. 30, 2024 Dec. 31, 2023 Designated as Hedging Instruments [Member] | Cash Flow [Member] Â Â Derivatives, Fair Value [Line Items] Â Â Total net derivative asset (liability) $ (633) $ 8,531 Designated as Hedging Instruments [Member] | Cash Flow [Member] | Prepaids And Other Current Assets [Member] Â Â Derivatives, Fair Value [Line Items] Â Â Total net derivative asset (liability) 3,329 7,527 Designated as Hedging Instruments [Member] | Cash Flow [Member] | Other assets [Member] Â Â Derivatives, Fair Value [Line Items] Â Â Total net derivative asset (liability) 429 2,415 Designated as Hedging Instruments [Member] | Cash Flow [Member] | Other Current Liabilities [Member] Â Â Derivatives, Fair Value [Line Items] Â Â Total net derivative asset (liability) (2,922) (1,214) Designated as Hedging Instruments [Member] | Cash Flow [Member] | Other long-term liabilities Â Â Derivatives, Fair Value [Line Items] Â Â Total net derivative asset (liability) (1,469) (197) Not Designated as Hedging Instruments [Member] | Fair Value [Member] Â Â Derivatives, Fair Value [Line Items] Â Â Total net derivative asset (liability) 63 207 Not Designated as Hedging Instruments [Member] | Fair Value [Member] | Prepaids And Other Current Assets [Member] Â Â Derivatives, Fair Value [Line Items] Â Â Total net derivative asset (liability) 104 327 Not Designated as Hedging Instruments [Member] | Fair Value [Member] | Other Current Liabilities [Member] Â Â Derivatives, Fair Value [Line Items] Â Â Total net derivative asset (liability) $ (41) $ (120) 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_DerivativesFairValueLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_HedgingDesignationAxis=us-gaap_DesignatedAsHedgingInstrumentMember 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: us-gaap_DerivativeInstrumentsGainLossByHedgingRelationshipAxis=us-gaap_CashFlowHedgingMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_BalanceSheetLocationAxis=ttec_PrepaidsAndOtherCurrentAssetsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_BalanceSheetLocationAxis=us-gaap_OtherAssetsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_BalanceSheetLocationAxis=us-gaap_OtherCurrentLiabilitiesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_BalanceSheetLocationAxis=us-gaap_OtherLiabilitiesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_HedgingDesignationAxis=us-gaap_NondesignatedMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_DerivativeInstrumentsGainLossByHedgingRelationshipAxis=us-gaap_FairValueHedgingMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 63 R50.htm IDEA: XBRL DOCUMENT v3.24.2.u1 DERIVATIVES (INCOME STATEMENT CLASSIFICATION) (Details) - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Derivative Instruments, Gain (Loss) [Line Items] Â Â Â Â Sales Revenue Services Net $ 534,085 $ 600,394 $ 1,110,723 $ 1,233,680 Other nonoperating income expense 1,788 (3,574) 1,994 (2,919) Designated as Hedging Instruments [Member] | Foreign Exchange [Member] | Cash Flow [Member] Â Â Â Â Derivative Instruments, Gain (Loss) [Line Items] Â Â Â Â Amount of gain or (loss) recognized in other comprehensive income (loss) - effective portion, net of tax: 269 639 1,471 1,023 Designated as Hedging Instruments [Member] | Foreign Exchange [Member] | Cash Flow [Member] | Reclassification from accumulated other comprehensive income Â Â Â Â Derivative Instruments, Gain (Loss) [Line Items] Â Â Â Â Sales Revenue Services Net 364 864 1,988 1,383 Not Designated as Hedging Instruments [Member] | Foreign Exchange [Member] | Fair Value [Member] Â Â Â Â Derivative Instruments, Gain (Loss) [Line Items] Â Â Â Â Other nonoperating income expense $ (756) $ (14) $ (530) $ 1,386 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 815 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 4E -Publisher FASB -URI https://asc.fasb.org//1943274/2147480434/815-10-50-4E + Details Name: us-gaap_DerivativeInstrumentsGainLossLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na 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 of income (expense) related to nonoperating activities, classified as other. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SX 210.5-03.9) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483621/220-10-S99-2 + Details Name: us-gaap_OtherNonoperatingIncomeExpense 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 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 2: 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 3: 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 4: 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 5: 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 6: http://www.xbrl.org/2003/role/disclosureRef -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 7: 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 8: 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 9: http://www.xbrl.org/2003/role/disclosureRef -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 10: 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 11: 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_HedgingDesignationAxis=us-gaap_DesignatedAsHedgingInstrumentMember 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: us-gaap_DerivativeInstrumentsGainLossByHedgingRelationshipAxis=us-gaap_CashFlowHedgingMember 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_HedgingDesignationAxis=us-gaap_NondesignatedMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_DerivativeInstrumentsGainLossByHedgingRelationshipAxis=us-gaap_FairValueHedgingMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 64 R51.htm IDEA: XBRL DOCUMENT v3.24.2.u1 DERIVATIVES (NARRATIVE) (Details) - USD ($) $ in Millions Jun. 30, 2024 Dec. 31, 2023 Fair Value [Member] Â Â Derivative [Line Items] Â Â Notional Amount $ 41.7 $ 73.3 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 815 -SubTopic 40 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Subparagraph (f) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480237/815-40-50-5 + Details Name: us-gaap_DerivativeLineItems 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 - Details Name: us-gaap_DerivativeInstrumentsGainLossByHedgingRelationshipAxis=us-gaap_FairValueHedgingMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 65 R52.htm IDEA: XBRL DOCUMENT v3.24.2.u1 FAIR VALUE (DERIVATIVES TABLE) (Details) - USD ($) $ in Thousands Jun. 30, 2024 Dec. 31, 2023 Quoted Prices in Active Markets for Identical Assets (Level 1) [Member] Â Â Fair Value Net Derivative Assets And Liabilities Measured On Recurring And Nonrecurring Basis [Line Items] Â Â Cash flow hedges $ 0 $ 0 Fair value hedges 0 0 Total net derivative asset (liability) 0 0 Significant Other Observable Inputs (Level 2) [Member] Â Â Fair Value Net Derivative Assets And Liabilities Measured On Recurring And Nonrecurring Basis [Line Items] Â Â Cash flow hedges (633) 8,531 Fair value hedges 63 207 Total net derivative asset (liability) (570) 8,738 Significant Unobservable Inputs (Level 3) [Member] Â Â Fair Value Net Derivative Assets And Liabilities Measured On Recurring And Nonrecurring Basis [Line Items] Â Â Cash flow hedges 0 0 Fair value hedges 0 0 Total net derivative asset (liability) 0 0 Fair Value, Measurements, Recurring [Member] Â Â Fair Value Net Derivative Assets And Liabilities Measured On Recurring And Nonrecurring Basis [Line Items] Â Â Cash flow hedges (633) 8,531 Fair value hedges 63 207 Total net derivative asset (liability) $ (570) $ 8,738 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: ttec_FairValueNetDerivativeAssetsAndLiabilitiesMeasuredOnRecurringAndNonrecurringBasisLineItems Namespace Prefix: ttec_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionNet fair value of all derivative instruments designated as cash flow hedging instruments, which is ordinarily reflected within other comprehensive income. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 5 -SubTopic 10 -Topic 815 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480463/815-10-45-5 + Details Name: us-gaap_CashFlowHedgesDerivativeInstrumentsAtFairValueNet Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant 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 - DefinitionNet fair value of all derivative instruments designated as fair value hedging instruments. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 45 -Paragraph 5 -SubTopic 10 -Topic 815 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480463/815-10-45-5 + Details Name: us-gaap_FairValueHedgesAtFairValueNet Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit 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_FairValueByMeasurementFrequencyAxis=us-gaap_FairValueMeasurementsRecurringMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 66 R53.htm IDEA: XBRL DOCUMENT v3.24.2.u1 FAIR VALUE (FAIR VALUE ASSETS AND LIABILITIES) (Details) - USD ($) $ in Thousands Jun. 30, 2024 Mar. 31, 2024 Dec. 31, 2023 Jun. 30, 2023 Mar. 31, 2023 Dec. 31, 2022 Liabilities [Abstract] Â Â Â Â Â Â Derivative Liability, Statement of Financial Position [Extensible Enumeration] Other current liabilities, Other liabilities, noncurrent Â Other current liabilities, Other liabilities, noncurrent Â Â Â Contingent consideration payable $ (449) Â $ (1,496) Â Â Â Redeemable noncontrolling interest 0 $ 0 0 $ (3,997) $ (3,936) $ (55,645) Fair Value, Measurements, Recurring [Member] | Quoted Prices in Active Markets for Identical Assets (Level 1) [Member] Â Â Â Â Â Â Assets [Abstract] Â Â Â Â Â Â Derivative assets, net 0 Â Â Â Â Deferred Compensation Plan Assets 35,274 Â 31,082 Â Â Â Total assets 35,274 Â 31,082 Â Â Â Liabilities [Abstract] Â Â Â Â Â Â Contingent consideration payable 0 Â Â Â Â Total liabilities 0 Â Â Â Â Â Fair Value, Measurements, Recurring [Member] | Significant Other Observable Inputs (Level 2) [Member] Â Â Â Â Â Â Assets [Abstract] Â Â Â Â Â Â Derivative assets, net 0 Â 8,738 Â Â Â Deferred Compensation Plan Assets 0 Â Â Â Â Total assets 0 Â 8,738 Â Â Â Liabilities [Abstract] Â Â Â Â Â Â Contingent consideration payable 0 Â Â Â Â Total liabilities (570) Â Â Â Â Fair Value, Measurements, Recurring [Member] | Significant Unobservable Inputs (Level 3) [Member] Â Â Â Â Â Â Assets [Abstract] Â Â Â Â Â Â Derivative assets, net 0 Â Â Â Â Deferred Compensation Plan Assets 0 Â Â Â Â Total assets 0 Â Â Â Â Liabilities [Abstract] Â Â Â Â Â Â Contingent consideration payable (449) Â (1,496) Â Â Â Total liabilities $ (449) Â $ (1,496) Â Â Â X - DefinitionFair value portion of probable future economic benefits obtained or controlled by an entity as a result of past transactions or events. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 820 -SubTopic 10 -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482106/820-10-50-2 + Details Name: us-gaap_AssetsFairValueDisclosure Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - ReferencesNo definition available. + Details Name: us-gaap_AssetsFairValueDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of liability recognized arising from contingent consideration in a business combination. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479581/805-30-50-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 805 -

SubTopic 30 -Section 25 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org//1943274/2147479668/805-30-25-6Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 35 -Paragraph 1 -Subparagraph (b) -SubTopic 30 -Topic 805 -Publisher FASB -URI https://asc.fasb.org//1943274/2147479613/805-30-35-1 + Details Name: us-gaap_BusinessCombinationContingentConsiderationLiability Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionCarrying amount as of the balance sheet date of assets held under deferred compensation agreements. + ReferencesReference 1: http://www.xbrl.org/2009/role/commonPracticeRef -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_DeferredCompensationPlanAssets Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionFair value, after the effects of master netting arrangements, of a financial asset or other 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 assets not subject to a master netting arrangement and not elected to be offset. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 50 -Paragraph 12 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480524/946-210-50-12Reference 2: 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//1943274/2147480524/946-210-50-6Reference 3: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section 55 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480493/946-210-55-1Reference 4: 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//1943274/2147480524/946-210-50-6Reference 5: 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//1943274/2147480524/946-210-50-6Reference 6: 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//1943274/2147480524/946-210-50-6Reference 7: 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//1943274/2147480524/946-210-50-1Reference 8: 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//1943274/2147480524/946-210-50-1Reference 9: 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//1943274/2147480524/946-210-50-1Reference 10: 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//1943274/2147480524/946-210-50-1Reference 11: 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//1943274/2147480524/946-210-50-6Reference 12: 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//1943274/2147480524/946-210-50-6Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.6-04(3)(c)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479617/946-210-S99-1Reference 14: 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//1943274/2147480032/946-320-S99-5CReference 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(3)(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479617/946-210-S99-1Reference 16: 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 A)(Footnote 3)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480032/946-320-S99-5Reference 17: 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//1943274/2147480032/946-320-S99-5CReference 18: 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//1943274/2147480032/946-320-S99-5AReference 19: 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//1943274/2147480032/946-320-S99-5BReference 20: 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//1943274/2147480032/946-320-S99-5BReference 21: 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 22: 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 23: 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 24: 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_DerivativeAssets Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant 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 - DefinitionFair value of financial and nonfinancial obligations. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 820 -SubTopic 10 -Section 50 -Paragraph 2 -Subparagraph (a) -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 - ReferencesNo definition available. + Details Name: us-gaap_LiabilitiesFairValueDisclosureAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionCarrying amount, attributable to parent and noncontrolling interests, of an entity's issued and outstanding stock which is not included within permanent equity. Temporary equity is a security with redemption features that are outside the control of the issuer, is not classified as an asset or liability in conformity with GAAP, and is not mandatorily redeemable. Includes any type of security that is redeemable at a fixed or determinable price or on a fixed or determinable date or dates, is redeemable at the option of the holder, or has conditions for redemption which are not solely within the control of the issuer. Includes stock with a put option held by an ESOP and stock redeemable by a holder only in the event of a change in control of the issuer. + 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://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.27(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_TemporaryEquityCarryingAmountIncludingPortionAttributableToNoncontrollingInterests Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Details Name: us-gaap_FairValueByMeasurementFrequencyAxis=us-gaap_FairValueMeasurementsRecurringMember Namespace Prefix: Data Type: na Balance Type: Period Type: 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: XML 67 R54.htm IDEA: XBRL DOCUMENT v3.24.2.u1 FAIR VALUE (CONTINGENT CONSIDERATION TABLE) (Details) - USD ($) 1 Months Ended 3 Months Ended 6 Months Ended May 31, 2023 Jun. 30, 2023 Mar. 31, 2023 Dec. 31, 2022 Sep. 30, 2022 Jun. 30, 2024 Business acquisitions, Contingent Consideration [Line Items] Â Â Â Â Â Â Beginning balance, contingent consideration payable Â Â Â Â Â $ (1,496,000) Acquisitions Â Â Â Â Â 0 Payments Â Â Â Â Â Â 0 Contingent Consideration Payable Imputed Interest Expense and Other Adjustments Â Â Â Â Â 1,047,000 Ending balance, contingent consideration payable Â Â Â Â Â (449,000) Faneuil Â Â Â Â Â Â Business acquisitions, Contingent Consideration [Line Items] Â Â Â Â Â Â Beginning balance, contingent consideration payable Â Â Â Â Â (1,496,000) Acquisitions Â Â Â Â Â 0 Payments Â Â Â Â Â 0 Contingent Consideration Payable Imputed Interest Expense and Other Adjustments Â Â Â Â Â 1,047,000 Ending balance, contingent consideration payable Â Â Â Â Â $ (449,000) Payments Made To Contingent Consideration Receivable During Period $ 7,400,000 Â Â Â Â Â Faneuil receivable [Member] Â Â Â Â Â Â Business acquisitions, Contingent Consideration [Line Items] Â Â Â Â Â Â Payments Made To Contingent Consideration Receivable During Period Â $ (1,300,000) Â Â Â Â Contingent Consideration Receivable Imputed Interest Benefit and Other Adjustments Â (1,900,000) $ (2,500,000) $ (200,000) $ (4,400,000) Â Ending balance, contingent consideration asset Â $ 0 Â Â Â Â X - DefinitionThe amount of imputed interest and other adjustments accrued to a contingent consideration payable during the period. + ReferencesNo definition available. + Details Name: ttec_ContingentConsiderationPayableImputedInterestExpenseAndOtherAdjustments Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe amount of imputed interest and other adjustments accrued to a contingent consideration receivable during the period. + ReferencesNo definition available. + Details Name: ttec_ContingentConsiderationReceivableImputedInterestBenefitAndOtherAdjustments Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionPayments received against contingent consideration receivables during period. + ReferencesNo definition available. + Details Name: ttec_PaymentsMadeToContingentConsiderationReceivableDuringPeriod Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionPurchase price payable acquired during period. + ReferencesNo definition available. + Details Name: ttec_PurchasePricePayableAcquiredDuringPeriod Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionPayments made of purchase price payables during period. + ReferencesNo definition available. + Details Name: ttec_PurchasePricePayablePaymentsDuringPeriod Namespace Prefix: ttec_ 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. + ReferencesNo definition available. + Details Name: us-gaap_BusinessAcquisitionContingentConsiderationLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of asset recognized arising from contingent consideration in a business combination. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479581/805-30-50-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 805 -SubTopic 30 -Section 25 -Paragraph 7 -Publisher FASB -URI https://asc.fasb.org//1943274/2147479668/805-30-25-7Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 35 -Paragraph 1 -Subparagraph (b) -SubTopic 30 -Topic 805 -Publisher FASB -URI https://asc.fasb.org//1943274/2147479613/805-30-35-1 + Details Name: us-gaap_BusinessCombinationContingentConsiderationAsset Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - DefinitionAmount of liability recognized arising from contingent consideration in a business combination. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479581/805-30-50-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 805 -SubTopic 30 -Section 25 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org//1943274/2147479668/805-30-25-6Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 35 -Paragraph 1 -Subparagraph (b) -SubTopic 30 -Topic 805 -Publisher FASB -URI https://asc.fasb.org//1943274/2147479613/805-30-35-1 + Details Name: us-gaap_BusinessCombinationContingentConsiderationLiability Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Details Name: us-gaap_BusinessAcquisitionAxis=ttec_FaneuilMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_BusinessAcquisitionAxis=ttec_FaneuilReceivableMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 68 R55.htm IDEA: XBRL DOCUMENT v3.24.2.u1 FAIR VALUE (NARRATIVE) (Details) $ in Thousands 3 Months Ended 6 Months Ended 12 Months Ended Jun. 30, 2023 USD ($) Mar. 31, 2023 USD ($) Dec. 31, 2022 USD ($) Sep. 30, 2022 USD ($) Jun. 30, 2024 USD ($) Dec. 31, 2022 USD ($) Dec. 31, 2023 USD ($) Apr. 01, 2022 USD ($) Business acquisitions, Contingent Consideration [Line Items] Â Â Â Â Â Â Â Â Â Â Line of credit Â Â Â Â Â $ 930,000 Â $ 995,000 Â Average interest rate on annual borrowings Â Â Â Â 7.40% Â Â Â Business Combination Contingent Consideration Liability Â Â Â Â Â $ 449 Â 1,496 Â Contingent Consideration Payable Imputed Interest Expense and Other Adjustments Â Â Â Â 1,047 Â Â Â Increase (decrease) in contingent consideration payable Â Â Â Â Â $ 2,900 Â Â Faneuil Â Â Â Â Â Â Â Â Business acquisitions, Contingent Consideration [Line Items] Â Â Â Â Â Â Â Â Business Combination Contingent Consideration Liability Â Â Â Â 449 Â $ 1,496 $ 8,800 Contingent Consideration Payable Imputed Interest Expense and Other Adjustments Â Â Â Â $ 1,047 Â Â Â Increase (decrease) in contingent consideration payable $ 2,900 Â $ 3,000 Â Â Â Â Â Faneuil | Discount Rate Â Â Â Â Â Â Â Â Business acquisitions, Contingent Consideration [Line Items] Â Â Â Â Â Â Â Â Business combination contingent consideration measurement input Â Â Â Â 19.3 Â Â Â Faneuil receivable [Member] Â Â Â Â Â Â Â Â Business acquisitions, Contingent Consideration [Line Items] Â Â Â Â Â Â Â Â Contingent Consideration Receivable Imputed Interest Benefit and Other Adjustments $ (1,900) $ (2,500) $ (200) $ (4,400) Â Â Â Â X - DefinitionThe amount of imputed interest and other adjustments accrued to a contingent consideration payable during the period. + ReferencesNo definition available. + Details Name: ttec_ContingentConsiderationPayableImputedInterestExpenseAndOtherAdjustments Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionThe amount of imputed interest and other adjustments accrued to a contingent consideration receivable during the period. + ReferencesNo definition available. + Details Name: ttec_ContingentConsiderationReceivableImputedInterestBenefitAndOtherAdjustments Namespace Prefix: ttec_ 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_BusinessAcquisitionContingentConsiderationLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of increase (decrease) in the value of a contingent consideration liability, including, but not limited to, differences arising upon settlement. + 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/2003/role/disclosureRef -Topic 805 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 4 -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479581/805-30-50-4 + Details Name: us-gaap_BusinessCombinationContingentConsiderationArrangementsChangeInAmountOfContingentConsiderationLiability1 Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of liability recognized arising from contingent consideration in a business combination. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 805 -SubTopic 30 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (c)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479581/805-30-50-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 805 -SubTopic 30 -Section 25 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org//1943274/2147479668/805-30-25-6Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -

Section 35 -Paragraph 1 -Subparagraph (b) -SubTopic 30 -Topic 805 -Publisher FASB -URI https://asc.fasb.org//1943274/2147479613/805-30-35-1 + Details Name: us-gaap_BusinessCombinationContingentConsiderationLiability Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionValue of input used to measure contingent consideration liability from business combination. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 820 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (bbb)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482106/820-10-50-2 + Details Name: us-gaap_BusinessCombinationContingentConsiderationLiabilityMeasurementInput Namespace Prefix: us-gaap_ Data Type: xbrli:decimalItemType Balance Type: na Period Type: instant X - DefinitionThe effective interest rate during the reporting period. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.19(b),22(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_LineOfCreditFacilityInterestRateDuringPeriod Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionThe carrying value as of the balance sheet date of the noncurrent portion of long-term obligations drawn from a line of credit, which is a bank's commitment to make loans up to a specific amount. Examples of items that might be included in the application of this element may consist of letters of credit, standby letters of credit, and revolving credit arrangements, under which borrowings can be made up to a maximum amount as of any point in time conditional on satisfaction of specified terms before, as of and after the date of drawdowns on the line. Includes short-term obligations that would normally be classified as current liabilities but for which (a) postbalance sheet date issuance of a long term obligation to refinance the short term obligation on a long term basis, or (b) the enterprise has entered into a financing agreement that clearly permits the enterprise to refinance the short-term obligation on a long term basis and the following conditions are met (1) the agreement does not expire within 1 year and is not cancelable by the lender except for violation of an objectively determinable provision, (2) no violation exists at the BS date, and (3) the lender has entered into the financing agreement is expected to be financially capable of honoring the agreement. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.22) -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 470 -SubTopic 10 -Section 45 -Paragraph 13 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481573/470-10-45-13Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 470 -SubTopic 10 -Section 45 -Paragraph 14 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481573/470-10-45-14 + Details Name: us-gaap_LongTermLineOfCredit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - Details Name: us-gaap_BusinessAcquisitionAxis=ttec_FaneuilMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_MeasurementInputTypeAxis=us-gaap_MeasurementInputDiscountRateMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_BusinessAcquisitionAxis=ttec_FaneuilReceivableMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 69 R56.htm IDEA: XBRL DOCUMENT v3.24.2.u1 IMPAIRMENT OF ASSETS (NARRATIVE) (Details) - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Impaired Long-Lived Assets Held and Used, Asset Description Â Â Assumptions included the amount and timing of estimated future cash flows and assumed discount rates. Â Impaired Long-Lived Assets Held and Used, Method for Determining Fair Value Â Â The amount of impairment recognized is the difference between the carrying value of the asset group and its fair value. To determine fair value, the Company used Level 3 inputs in its discounted cash flows analysis. Â Impairment losses $ 236,716 $ 2,652 $ 236,856 $ 6,959 Leasehold Improvements Internally Developed Software And Right Of Use Lease Asset [Member] Â Â Â Â Impairment losses $ 3,200 Â $ 3,300 Â 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 - DefinitionA description of the impaired assets to be held and used by the entity. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 360 -SubTopic 10 -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482099/360-10-50-2 + Details Name: us-gaap_ImpairedLongLivedAssetsHeldAndUsedAssetDescription Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionA description of how an entity determined the fair value of the long-lived asset they are holding and using, for example, whether based on a quoted market price, prices for similar assets, or another valuation technique. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 360 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 2 -Subparagraph (SAB Topic 5.CC) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480091/360-10-S99-2Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 360 -SubTopic 10 -Section 50 -Paragraph 2 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482099/360-10-50-2 + Details Name: us-gaap_ImpairedLongLivedAssetsHeldAndUsedMethodForDeterminingFairValue Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_PropertyPlantAndEquipmentByTypeAxis=ttec_LeaseholdImprovementsInternallyDevelopedSoftwareAndRightOfUseLeaseAssetMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 70 R57.htm IDEA: XBRL DOCUMENT v3.24.2.u1 INCOME TAXES (NARRATIVE) (Details) - USD ($) $ / shares in Units, $ in Millions 3 Months Ended 6 Months Ended 12 Months Ended Jun. 30, 2024 Mar. 31, 2024 Sep. 30, 2023 Jun. 30, 2023 Mar. 31, 2023 Jun. 30, 2024 Jun. 30, 2023 Dec. 31, 2024 Income Statement Narrative [Line Items] Â Â Â Â Â Â Â Â Â Effective Income Tax Rate Reconciliation, at Federal Statutory Income Tax Rate, Percent Â Â Â Â Â 23.50% Â 21.40% Effective income tax rate Â Â Â Â Â 23.50% Â 21.40% Valuation allowances $ 84.1 Â Â Â Â Â $ 84.1 Â Â Net Change in Valuation Allowance 81.1 Â Â Â Â Â Â Â Income Tax Holidays Description Â Â Â Â Â The Company has been granted â€œTax Holidaysâ€ as an incentive to attract foreign investment by the governments of the Philippines and Honduras. Generally, a Tax Holiday is an agreement between the Company and a foreign government under which the Company receives certain tax benefits in that country, such as exemption from taxation on profits derived from export-related activities. In the Philippines, the Company has been granted multiple agreements under local laws which result in an overall reduced tax rate. These incentives have varying benefit year over year and expire at various times beginning in 2031. Â Â Aggregate Effect on Income Tax Expense for Income Tax Holiday Jurisdictions $ 0.6 Â Â $ 0.4 Â $ 1.3 $ 1.1 Â Diluted Net Income Per Share Effect For Income Tax Holiday Jurisdictions $ 0.01 Â Â $ 0.01 Â $ 0.03 $ 0.02 Â Incremental Deferred Tax Asset [Member] Â Â Â Â Â Â Â Â Income Statement Narrative [Line Items] Â Â Â Â Â Â Â Â Deferred Tax Assets, Net $ 37.5 Â Â Â Â Â $ 37.5 Â Â Future period unrecoverable assets [Member] Â Â Â Â Â Â Â Â Income Statement Narrative [Line Items] Â Â Â Â Â Â Â Â Net Change in Valuation Allowance Â $ 3.0 $ 4.4 $ 3.1 $ 1.3 Â Â Â Future period recoverable assets [Member] Â Â Â Â Â Â Â Â Income Statement Narrative [Line Items] Â Â Â Â Â Â Â Â Net Change in Valuation Allowance Â Â $ 1.7 Â Â Â Â Â Organization for Economic Co-operation Development OECD [Member] | Minimum Â Â Â Â Â Â Â Â Income Statement Narrative [Line Items] Â Â Â Â Â Â Â Â Effective Income Tax Rate Reconciliation, at Federal Statutory Income Tax Rate, Percent Â Â Â Â Â 15.00% Â Â Effective income tax rate Â Â Â Â Â 15.00% Â Â United States [Member] Â Â Â Â Â Â Â Â Income Statement Narrative [Line Items] Â Â Â Â Â Â Â Â Income Tax Examination, Description Â Â Â Â Â The Companyâ€™s U.S. income tax returns filed for the tax years ending December 31, 2017 to present, remain open tax years Â Â Income Tax Examination Years Under Audit Â Â Â Â Â 2017 and 2018 Â Â ILLINOIS Â Â Â Â Â Â Â Â Â Income Statement Narrative [Line Items] Â Â Â Â Â Â Â Â Income Tax Examination Years Under Audit Â Â Â Â Â 2020 Â Â OREGON Â Â Â Â Â Â Â Â Â Income Statement Narrative [Line Items] Â Â Â Â Â Â Â Â Income Tax Examination Years Under Audit Â Â Â Â Â 2020 through 2022 Â Â Canada [Member] Â Â Â Â Â Â Â Â Income Statement Narrative [Line Items] Â Â Â Â Â Â Â Â Income Tax Examination Years Under Audit Â Â Â Â Â 2021 Â Â Philippines [Member] Â Â Â Â Â Â Â Â Income Statement Narrative [Line Items] Â Â Â Â Â Â Â Â Income Tax Examination Years Under Audit Â Â Â Â Â 2021 to 2023 Â Â India [Member] Â Â Â Â Â Â Â Â Income Statement Narrative [Line Items] Â Â Â Â Â Â Â Â Income Tax Examination Years Under Audit Â Â Â Â Â 2017 through 2022 Â Â WISCONSIN Â Â Â Â Â Â Â Â Income Statement Narrative [Line Items] Â Â Â Â Â Â Â Â Income Tax Examination Years Under Audit Â Â Â Â Â 2019 through 2021 Â 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: ttec_IncomeStatementNarrativeLineItems Namespace Prefix: ttec_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionTax year(s) being audited by the corresponding tax regulation agency. Can be shown in multiple years. + ReferencesNo definition available. + Details Name: ttec_IncomeTaxExaminationYearsUnderAudit Namespace Prefix: ttec_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration 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 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 domestic federal statutory tax rate applicable to pretax income (loss). + 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(h)(2)) -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 12 -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 S99 -Paragraph 1 -Subparagraph (SAB Topic 6.I.Fact.4) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479360/740-10-S99-1 + Details Name: us-gaap_EffectiveIncomeTaxRateReconciliationAtFederalStatutoryIncomeTaxRate Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionA brief description of status of the tax examination, significant findings to date, and the entity's position with respect to the findings. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 740 -SubTopic 10 -Section 50 -Paragraph 15 -Subparagraph (d)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482685/740-10-50-15 + Details Name: us-gaap_IncomeTaxExaminationDescription Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration 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 - DefinitionA description of the factual circumstances giving rise to an income tax exemption or special reduction received from a taxing jurisdiction. + ReferencesNo definition available. + Details Name: us-gaap_IncomeTaxHolidayDescription Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na 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 - DefinitionAmount of increase (decrease) in the valuation allowance for a specified deferred tax asset. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -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_ValuationAllowanceDeferredTaxAssetChangeInAmount Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - Details Name: srt_StatementScenarioAxis=ttec_IncrementalDeferredTaxAssetMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_ReasonablyPossibleSignificantChangeInUnrecognizedTaxBenefitsByItemAxis=ttec_FuturePeriodUnrecoverableAssetsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_ReasonablyPossibleSignificantChangeInUnrecognizedTaxBenefitsByItemAxis=ttec_FuturePeriodRecoverableAssetsMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeTaxAuthorityAxis=ttec_OrganizationForEconomicCoOperationDevelopmentOecdMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_MeasurementInputTypeAxis=srt_MinimumMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeTaxAuthorityAxis=country_US Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeTaxAuthorityAxis=stpr_IL Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeTaxAuthorityAxis=stpr_OR Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeTaxAuthorityAxis=country_CA Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeTaxAuthorityAxis=country_PH Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeTaxAuthorityAxis=us-gaap_MinistryOfFinanceIndiaMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeTaxAuthorityAxis=stpr_WI Namespace Prefix: Data Type: na Balance Type: Period Type: XML 71 R58.htm IDEA: XBRL DOCUMENT v3.24.2.u1 COMMITMENTS AND CONTINGENCIES (NARRATIVE) (Details) - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Sep. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Dec. 31, 2023 Line of Credit Facility, Current Borrowing Capacity $ 1,200,000 Â Â $ 1,200,000 Â Letters of Credit Outstanding, Amount 200 Â Â $ 200 Â Credit facility interest rate Â Â Â 7.40% Â Line of Credit Facility, Collateral Â Â Â Letter of credit fees are one eighth of 1% of the stated amount of the letter of credit on the date of issuance, renewal or amendment, plus an annual fee equal to the borrowing margin for SOFR loans. Â Line of credit 930,000 Â Â $ 930,000 $ 995,000 Average daily utilization under credit facility 1,045,300 Â $ 1,057,700 Â Â Remaining borrowing capacity under credit facility 100,000 Â Â 100,000 Â Letters Of Credit Issued Outside Line Of Credit Facility $ 300 Â Â $ 300 Â Seventh Amendment [Member] Â Â Â Â Â Initiation date of current line of credit agreement Â Â Â Apr. 03, 2023 Â Description of line of credit agreement Â Â Â On April 3, 2023, the Company entered into a Seventh Amendment to the Credit Agreement which replaces the use of LIBOR with SOFR as of the date of the amendment, thus will affect the interest rates paid for a portion of the Credit Facility starting in the second quarter of 2023. Â Eighth Amendment [Member] Â Â Â Â Â Initiation date of current line of credit agreement Â Â Â Feb. 26, 2024 Â Line of Credit Facility, Expiration Date Â Â Â Nov. 23, 2026 Â Line of Credit Facility, Commitment Fee Description Â Â Â the quarter ending March 31, 2024 through the quarter ending March 31, 2025, from the current 3.5 to 1 to between 4.0 to 1 and 4.5 to 1, as may be applicable in different quarters; and reduced the total lendersâ€™ commitment from $1.5 billion to $1.3 billion. Â Ninth Amendment [Member] Â Â Â Â Â Line of Credit Facility, Current Borrowing Capacity Â $ 1,200,000 Â Â Â Secured Overnight Financing Rate (SOFR) Overnight Index Swap Rate [Member] Â Â Â Â Â Credit facility interest rate Â Â Â 1.00% Â Minimum Â Â Â Â Â Credit facility interest rate 0.375% Â Â Â Â Minimum | Maximum leverage ratio [Member] | Ninth Amendment [Member] Â Â Â Â Â Line of Credit Facility, Interest Rate Description Â 5.15 Â Â Â Minimum | Minimum interest coverage ratio [Member] | Ninth Amendment [Member] Â Â Â Â Â Line of Credit Facility, Interest Rate Description Â 2.00 Â Â Â Minimum | Fed Funds Effective Rate Overnight Index Swap Rate [Member] Â Â Â Â Â Credit facility interest rate Â Â Â 0.50% Â Minimum | Secured Overnight Financing Rate (SOFR) Overnight Index Swap Rate [Member] Â Â Â Â Â Credit facility interest rate Â Â Â 1.375% Â Maximum Â Â Â Â Â Proceeds from factored receivables $ 100,000 Â Â $ 100,000 Â Receivables Held-for-sale, Amount 100,000 Â Â 100,000 Â Maximum | Eighth Amendment [Member] Â Â Â Â Â Line of Credit Facility, Current Borrowing Capacity $ 1,300,000 Â Â $ 1,300,000 Â Maximum | Maximum leverage ratio [Member] | Ninth Amendment [Member] Â Â Â Â Â Line of Credit Facility, Interest Rate Description Â 1.00 Â Â Â Maximum | Minimum interest coverage ratio [Member] | Ninth Amendment [Member] Â Â Â Â Â Line of Credit Facility, Interest Rate Description Â 1.00 Â Â Â Maximum | Secured Overnight Financing Rate (SOFR) Overnight Index Swap Rate [Member] Â Â Â Â Â Credit facility interest rate Â Â Â 3.50% Â Maximum | Company's net leverage ratio [Member]

Â Â Â Â Â Credit facility interest rate Â Â Â 2.50% Â X - DefinitionAmount of letters of credit issued outside of the credit facility. Also includes contract performance guarantees. + ReferencesNo definition available. + Details Name: ttec_LettersOfCreditIssuedOutsideLineOfCreditFacility Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionThe total amount of the contingent obligation under letters of credit outstanding as of the reporting date. + ReferencesNo definition available. + Details Name: us-gaap_LettersOfCreditOutstandingAmount Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAverage amount borrowed under the credit facility during the period. + ReferencesNo definition available. + Details Name: us-gaap_LineOfCreditFacilityAverageOutstandingAmount Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionDiscussion of whether the borrowings under the credit facility are secured or unsecured and, if secured, a description of collateral (for example, accounts receivable less than 120 days old, finished goods inventory). + 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 942 -SubTopic 210 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.9-03(13)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479853/942-210-S99-1Reference 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//1943274/2147479853/942-210-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)(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1Reference 5: http://fasb.org/us-gaap/role/ref/legacyRef -Topic 235 -SubTopic 10 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.4-08(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480678/235-10-S99-1 + Details Name: us-gaap_LineOfCreditFacilityCollateral Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionDescription of the fees for amounts available, but unused under the credit facility. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.19(b),22(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_LineOfCreditFacilityCommitmentFeeDescription Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount of current borrowing capacity under the credit facility considering any current restrictions on the amount that could be borrowed (for example, borrowings may be limited by the amount of current assets), but without considering any amounts currently outstanding under the facility. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.19(b),22(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_LineOfCreditFacilityCurrentBorrowingCapacity Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionDescription of the terms of a credit facility arrangement. Terms typically include interest rate, collateral required, guarantees required, repayment requirements, and restrictions on use of assets and activities of the entity. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.19(b),22(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_LineOfCreditFacilityDescription Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionDate the credit facility terminates, in YYYY-MM-DD format. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.19(b),22(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_LineOfCreditFacilityExpirationDate1 Namespace Prefix: us-gaap_ Data Type: xbrli:dateItemType Balance Type: na Period Type: duration X - DefinitionDate the credit facility first became available, in YYYY-MM-DD format. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.19(b),22(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_LineOfCreditFacilityInitiationDate1 Namespace Prefix: us-gaap_ Data Type: xbrli:dateItemType Balance Type: na Period Type: duration X - DefinitionDescription of interest rate for borrowing under credit facility. Includes, but is not limited to, terms and method for determining interest rate. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.19(b),22(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_LineOfCreditFacilityInterestRateDescription Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionThe effective interest rate during the reporting period. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.19(b),22(b)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_LineOfCreditFacilityInterestRateDuringPeriod Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionAmount of borrowing capacity currently available under the credit facility (current borrowing capacity less the amount of borrowings outstanding). + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.19(b),22(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 carrying value as of the balance sheet date of the noncurrent portion of long-term obligations drawn from a line of credit, which is a bank's commitment to make loans up to a specific amount. Examples of items that might be included in the application of this element may consist of letters of credit, standby letters of credit, and revolving credit arrangements, under which borrowings can be made up to a maximum amount as of any point in time conditional on satisfaction of specified terms before, as of and after the date of drawdowns on the line. Includes short-term obligations that would normally be classified as current liabilities but for which (a) postbalance sheet date issuance of a long term obligation to refinance the short term obligation on a long term basis, or (b) the enterprise has entered into a financing agreement that clearly permits the enterprise to refinance the short-term obligation on a long term basis and the following conditions are met (1) the agreement does not expire within 1 year and is not cancelable by the lender except for violation of an objectively determinable provision, (2) no violation exists at the BS date, and (3) the lender has entered into the financing agreement is expected to be financially capable of honoring the agreement. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.22) -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 470 -SubTopic 10 -Section 45 -Paragraph 13 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481573/470-10-45-13Reference 3: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 470 -SubTopic 10 -Section 45 -Paragraph 14 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481573/470-10-45-14 + Details Name: us-gaap_LongTermLineOfCredit Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionAmount, before valuation allowance, of accounts and financing receivables held for sale. + 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 948 -SubTopic 310 -Name Accounting Standards Codification -Section 45 -Paragraph 1 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481852/948-310-45-1 + Details Name: us-gaap_ReceivablesHeldForSaleAmount Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: instant X - Details Name: us-gaap_CreditFacilityAxis=ttec_SeventhAmendmentMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_CreditFacilityAxis=ttec_EighthAmendmentMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_CreditFacilityAxis=ttec_NinthAmendmentMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_VariableRateAxis=us-gaap_SecuredOvernightFinancingRateSofrOvernightIndexSwapRateMember 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: us-gaap_VariableRateAxis=ttec_MaximumLeverageRatioMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_VariableRateAxis=ttec_MinimumInterestCoverageRatioMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_VariableRateAxis=us-gaap_FederalFundsEffectiveSwapRateMember 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_VariableRateAxis=ttec_CompanySNetLeverageRatioMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 72 R59.htm IDEA: XBRL DOCUMENT v3.24.2.u1 DEFERRED REVENUE AND REMAINING PERFORMANCE OBLIGATIONS (NARRATIVE) (Details) - USD ($) $ in Millions 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Contract with Customer, Liability, Revenue Recognized $ 140.2 $ 167.1 Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis]: 2024-07-01 Â Â Revenue, Remaining Performance Obligation, Amount $ 425.4 Â Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Period 5 years Â 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. + ReferencesNo definition available. + Details Name: ttec_ContractWithCustomerRevenueRecognized Namespace Prefix: ttec_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration X - DefinitionAmount of transaction price allocated to performance obligation that has not been recognized as revenue. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Subparagraph (a) -SubTopic 10 -Topic 606 -Publisher FASB -URI https://asc.fasb.org//1943274/2147479806/606-10-50-13 + Details Name: us-gaap_RevenueRemainingPerformanceObligation Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant X - DefinitionPeriod in which remaining performance obligation is expected to be recognized as revenue, 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 -Name Accounting Standards Codification -Section 50 -Paragraph 13 -Subparagraph (b)(1) -SubTopic 10 -Topic 606 -Publisher FASB -URI https://asc.fasb.org//1943274/2147479806/606-10-50-13 + Details Name: us-gaap_RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionPeriod1 Namespace Prefix: us-gaap_ Data Type: xbrli:durationItemType Balance Type: na Period Type: instant X - Details Name: us-gaap_RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionStartDateAxis=2024-07-01 Namespace Prefix: Data Type: na Balance Type: Period Type: XML 73 R60.htm IDEA: XBRL DOCUMENT v3.24.2.u1 ACCUMULATED OTHER COMPREHENSIVE INCOME (LOSS) (ROLLFORWARD TABLE) (Details) - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 AOCI Attributable to Parent, Net of Tax [Roll Forward] Â Â Â Â Beginning balance, value $ 612,409 $ 610,838 $ 615,542 $ 578,105 Ending balance, value 304,176 637,542 304,176 637,542 Accumulated Other Comprehensive Income (Loss) Â Â Â Â AOCI Attributable to Parent, Net of Tax [Roll Forward] Â Â Â Â Beginning balance, value (93,733) (110,389) (89,876) (126,301) Other comprehensive income (loss) before reclassifications Â Â (16,428) 36,437 Amounts reclassified from accumulated other comprehensive income (loss) Â Â (1,277) (599) Net current period other comprehensive income (loss) Â Â (17,705) 35,838 Ending balance, value (107,581) (90,463) (107,581) (90,463) Foreign Currency Translation Adjustment Â Â Â Â AOCI Attributable to Parent, Net of Tax [Roll Forward] Â Â Â Â Beginning balance, value Â Â (93,144) (123,734) Other comprehensive income (loss) before reclassifications Â Â (11,132) 28,281 Amounts reclassified from accumulated other comprehensive income (loss) Â Â 0 301 Net current period other comprehensive income (loss) Â Â (11,132) 28,582 Ending balance, value (104,276) (95,152) (104,276) (95,152) Derivative Valuation, Net of Tax Â Â Â Â AOCI Attributable to Parent, Net of Tax [Roll Forward] Â Â Â Â Beginning balance, value Â Â 6,315 89 Other comprehensive income (loss) before reclassifications Â Â (5,315) 8,100 Amounts reclassified from accumulated other comprehensive income (loss) Â Â (1,470) (1,024) Net current period other comprehensive income (loss) Â Â (6,785) 7,076 Ending balance, value. Â 7,165 Â 7,165 Ending balance, value (470) Â (470) Â Other, Net of Tax. Â Â Â Â AOCI Attributable to Parent, Net of Tax [Roll Forward] Â Â Â Â Beginning balance, value Â Â (3,047) (2,656) Other comprehensive income (loss) before reclassifications Â Â 19 56 Amounts reclassified from accumulated other comprehensive income (loss) Â Â 193 124 Net current period other comprehensive income (loss) Â Â 212 180 Ending balance, value $ (2,835) $ (2,476) $ (2,835) $ (2,476) X - DefinitionAmount of equity (deficit) attributable to parent and noncontrolling interests. + ReferencesNo definition available. + Details Name: ttec_StockholdersEquityIncludingPortionAttributableToNoncontrollingInterests Namespace Prefix: ttec_ 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_AOCIAttributableToParentNetOfTaxRollForward Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionAmount after tax, before 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//1943274/2147482790/220-10-45-14AReference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 55 -Paragraph 15 -SubTopic 10 -Topic 220 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482739/220-10-55-15 + Details Name: us-gaap_OciBeforeReclassificationsNetOfTaxAttributableToParent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit 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 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 5: 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 after 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//1943274/2147482790/220-10-45-14AReference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 55 -Paragraph 15 -SubTopic 10 -Topic 220 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482739/220-10-55-15 + Details Name: us-gaap_ReclassificationFromAociCurrentPeriodNetOfTaxAttributableToParent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit Period Type: duration X - DefinitionAmount of equity (deficit) attributable to parent and noncontrolling interest. Excludes temporary equity. + ReferencesReference 1: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 24 -Publisher FASB -URI https://asc.fasb.org//1943274/2147483421/250-10-45-24Reference 2: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 23 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483421/250-10-45-23Reference 3: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 5 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483421/250-10-45-5Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 5 -Subparagraph (c)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479654/326-10-65-5Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (h)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (h)(1)(i) -Publisher FASB -URI

https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (h)(1)(iii) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (h)(1)(iv) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 20 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (i)(3) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480528/815-20-65-6Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 848 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (a)(3)(iii)(03) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483550/848-10-65-2Reference 12: http://www.xbrl.org/2003/role/disclosureRef -Topic 105 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479343/105-10-65-6Reference 13: http://www.xbrl.org/2003/role/disclosureRef -Topic 105 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 6 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479343/105-10-65-6Reference 14: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (f)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480016/944-40-65-2Reference 15: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 2 -Subparagraph (f)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480016/944-40-65-2Reference 16: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 8 -Subparagraph (d)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482615/740-10-65-8Reference 17: http://www.xbrl.org/2003/role/disclosureRef -Topic 740 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 8 -Subparagraph (d)(3) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482615/740-10-65-8Reference 18: http://www.xbrl.org/2003/role/disclosureRef -Topic 326 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 4 -Subparagraph (d) -Publisher FASB -URI https://asc.fasb.org//1943274/2147479654/326-10-65-4Reference 19: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 15 -Subparagraph (e) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480336/718-10-65-15Reference 20: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 15 -Subparagraph (f)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480336/718-10-65-15Reference 21: http://www.xbrl.org/2003/role/disclosureRef -Topic 718 -SubTopic 10 -Name Accounting Standards Codification -Section 65 -Paragraph 15 -Subparagraph (f)(2) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480336/718-10-65-15Reference 22: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1 -Subparagraph (b)(3) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483443/250-10-50-1Reference 23: http://www.xbrl.org/2003/role/disclosureRef -Topic 815 -SubTopic 40 -Name Accounting Standards Codification -Section 65 -Paragraph 1 -Subparagraph (e)(3) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480175/815-40-65-1Reference 24: http://www.xbrl.org/2003/role/disclosureRef -Topic 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 7 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483443/250-10-50-7Reference 25: http://www.xbrl.org/2003/role/disclosureRef -Topic 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 5 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482765/220-10-50-5Reference 26: http://www.xbrl.org/2003/role/disclosureRef -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 27: http://www.xbrl.org/2003/role/disclosureRef -Topic 830 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 17 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481694/830-30-45-17Reference 28: http://www.xbrl.org/2003/role/disclosureRef -Topic 830 -SubTopic 30 -Name Accounting Standards Codification -Section 45 -Paragraph 20 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481694/830-30-45-20Reference 29: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480167/946-830-55-11Reference 30: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 205 -Name Accounting Standards Codification -Section 45 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480767/946-205-45-3Reference 31: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 505 -Name Accounting Standards Codification -Section 50 -Paragraph 3 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481004/946-505-50-3Reference 32: 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//1943274/2147479617/946-210-S99-1Reference 33: 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//1943274/2147479617/946-210-S99-2Reference 34: 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//1943274/2147483575/946-220-S99-3Reference 35: 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//1943274/2147483575/946-220-S99-3Reference 36: 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//1943274/2147483575/946-220-S99-3Reference 37: 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 38: 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 39: 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 40: 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 41: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 810 -SubTopic 10 -Section 45 -Paragraph 15 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481231/810-10-45-15Reference 42: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 810 -SubTopic 10 -Section 45 -Paragraph 16 -Publisher FASB -URI https://asc.fasb.org//1943274/2147481231/810-10-45-16Reference 43: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 810 -SubTopic 10 -Section 55 -Paragraph 4I -Publisher FASB -URI https://asc.fasb.org//1943274/2147481175/810-10-55-4I + Details Name: us-gaap_StockholdersEquityIncludingPortionAttributableToNoncontrollingInterest 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 74 R61.htm IDEA: XBRL DOCUMENT v3.24.2.u1 ACCUMULATED OTHER COMPREHENSIVE INCOME (LOSS) (INCOME STATEMENT CLASSIFICATION TABLE) (Details) - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Presentation of Income Statement Reclassifications [Line Items] Â Â Â Â Sales Revenue Services Net $ 534,085 $ 600,394 $ 1,110,723 $ 1,233,680 Benefit from (provision for) income taxes (54,126) (6,102) (56,455) (14,024) Net income (296,768) 3,757 (296,268) 24,674 Accumulated Other Comprehensive Income (Loss) Â Â Â Â Presentation of Income Statement Reclassifications [Line Items] Â Â Â Â Net Income (Loss) - Other Â Â 1,277 599 Foreign Currency Translation Adjustment Â Â Â Â Presentation of Income Statement Reclassifications [Line Items] Â Â Â Â Net Income (Loss) - Other Â Â 0 (301) Derivative Valuation, Net of Tax Â Â Â Â Presentation of Income Statement Reclassifications [Line Items] Â Â Â Â Net Income (Loss) - Other Â Â 1,470 1,024 Reclassification from accumulated other comprehensive income Â Â Â Â Presentation of Income Statement Reclassifications [Line Items] Â Â Â Â Cost of services (110) (69) (231) (138) Net Income (Loss) - Other (80) (62) (193) (124) Reclassification from accumulated other comprehensive income | Accumulated Other Comprehensive Income (Loss) Â Â Â Â Presentation of Income Statement Reclassifications [Line Items] Â Â Â Â Net income Â Â 1,470 1,024 Reclassification from accumulated other comprehensive income | Tax effect Â Â Â Â Presentation of Income Statement Reclassifications [Line Items] Â Â Â Â Benefit from (provision for) income taxes (95) (225) (518) (359) Provision for income taxes - Other 11 7 19 14 Reclassification from accumulated other comprehensive income | Derivative Valuation, Net of Tax Â Â Â Â Presentation of Income Statement Reclassifications [Line Items] Â Â Â Â Net income 269 639 Â Â Reclassification from accumulated other comprehensive income | OCI gain on liquidation [Member] Â Â Â Â Presentation of Income Statement Reclassifications [Line Items] Â Â Â Â Net Income (Loss) - Other 19 0 19 Â Foreign Exchange Forward | Reclassification from accumulated other comprehensive income | Foreign Currency Translation Adjustment Â Â Â Â Presentation of Income Statement Reclassifications [Line Items] Â Â Â Â Sales Revenue Services Net $ 364 $ 864 $ 1,988 $ 1,383 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 250 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 8 -Publisher FASB -URI https://asc.fasb.org//1943274/2147483443/250-10-50-8Reference 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 740 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 10 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482685/740-10-50-10Reference 4: 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 5: 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 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(9)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483586/944-220-S99-1Reference 7: 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 8: 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 - DefinitionThe consolidated profit or loss for the period, net of income taxes, including the portion attributable to the noncontrolling interest. + 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 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 5: 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 6: 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 7: 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 8: http://www.xbrl.org/2003/role/exampleRef -Topic 946 -SubTopic 830 -Name Accounting Standards Codification -Section 55 -Paragraph 11 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480167/946-830-55-11Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 946 -SubTopic 205 -Name Accounting Standards Codification -Section 45 -Paragraph 3 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480767/946-205-45-3Reference 10: 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//1943274/2147483581/946-220-45-7Reference 11: http://www.xbrl.org/2003/role/disclosureRef -Topic 944 -SubTopic 220 -Name Accounting Standards Codification -Section S99 -Paragraph 1 -Subparagraph (SX 210.7-04(16)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483586/944-220-S99-1Reference 12: 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 13: 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//1943274/2147483575/946-220-S99-1Reference 14: 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//1943274/2147483575/946-220-S99-3Reference 15: http://www.xbrl.org/2003/role/disclosureRef -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 16: http://www.xbrl.org/2009/role/commonPracticeRef -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 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/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 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 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 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)(B)) -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)(iv)) -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)(5)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480097/470-10-S99-1BReference 27: http://www.xbrl.org/2003/role/disclosureRef -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 28: http://www.xbrl.org/2003/role/disclosureRef -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 29: 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 30: http://www.xbrl.org/2003/role/disclosureRef -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 31: 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//1943274/2147479557/942-235-S99-1Reference 32: 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 33: http://www.xbrl.org/2003/role/exampleRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 4J -Publisher FASB -URI https://asc.fasb.org//1943274/2147481175/810-10-55-4JReference 34: http://www.xbrl.org/2003/role/exampleRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 55 -Paragraph 4K -Publisher FASB -URI https://asc.fasb.org//1943274/2147481175/810-10-55-4KReference 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://www.xbrl.org/2003/role/disclosureRef -Topic 230 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 2 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482740/230-10-45-2Reference 38: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (a)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481203/810-10-50-1AReference 39: http://www.xbrl.org/2003/role/disclosureRef -Topic 810 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 1A -Subparagraph (c)(1) -Publisher FASB -URI https://asc.fasb.org//1943274/2147481203/810-10-50-1A + Details Name: us-gaap_ProfitLoss 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 - 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 after 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//1943274/2147482790/220-10-45-14AReference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 55 -Paragraph 15 -SubTopic 10 -Topic 220 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482739/220-10-55-15 + Details Name: us-gaap_ReclassificationFromAociCurrentPeriodNetOfTaxAttributableToParent 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//1943274/2147483586/944-220-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, 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 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 2: 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 3: 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 4: 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 5: 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 6: http://www.xbrl.org/2003/role/disclosureRef -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 7: 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 8: 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 9: http://www.xbrl.org/2003/role/disclosureRef -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 10: 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 11: 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_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_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeAxis=us-gaap_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_StatementEquityComponentsAxis=us-gaap_AccumulatedDefinedBenefitPlansAdjustmentNetUnamortizedGainLossMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_IncomeStatementLocationAxis=ttec_OciGainOnLiquidationMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_DerivativeInstrumentRiskAxis=us-gaap_ForeignExchangeForwardMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 75 R62.htm IDEA: XBRL DOCUMENT v3.24.2.u1 WEIGHTED AVERAGE SHARE COUNTS (DILUTED SHARES TABLE) (Details) - shares shares in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Weighted Average Number of Shares Outstanding Reconciliation [Abstract] Â Â Â Â Shares used in basic earnings per share calculation 47,564 47,264 47,498 47,249 Effect of dilutive securities: Â Â Â Â Restricted stock units 59 186 84 156 Performance-based restricted stock units 0 3 3 12 Total effects of dilutive securities 59 189 87 168 Shares used in dilutive earnings per share calculation 47,623 47,453 47,585 47,417 X - DefinitionAdditional shares included in the calculation of diluted EPS as a result of the potentially dilutive effect of contingently issuable shares. Contingently issuable shares are those shares that are issuable for little or no cash contingent on certain conditions being met. + 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 23 -Subparagraph (c) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482689/260-10-45-23Reference 3: 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//1943274/2147482689/260-10-45-26Reference 4: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 44 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482689/260-10-45-44Reference 5: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 51 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482689/260-10-45-51Reference 6: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 52 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482689/260-10-45-52Reference 7: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 53 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482689/260-10-45-53Reference 8: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 54 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482689/260-10-45-54Reference 9: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 48 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482689/260-10-45-48Reference 10: http://www.xbrl.org/2003/role/disclosureRef -Topic 260 -SubTopic 10 -Name Accounting Standards Codification -Section 45 -Paragraph 48 -Subparagraph (b) -Publisher FASB -URI https://asc.fasb.org//1943274/2147482689/260-10-45-48 + Details Name: us-gaap_IncrementalCommonSharesAttributableToContingentlyIssuableShares 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 - ReferencesNo definition available. + Details Name: us-gaap_WeightedAverageNumberDilutedSharesOutstandingAdjustmentAbstract 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 X - ReferencesNo definition available. + Details Name: us-gaap_WeightedAverageNumberOfSharesOutstandingDilutedDisclosureItemsAbstract Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration XML 76 R63.htm IDEA: XBRL DOCUMENT v3.24.2.u1 WEIGHTED AVERAGE SHARE COUNTS (NARRATIVE) (Details) - shares shares in Millions 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Restricted Stock Units (RSUs) [Member] Â Â Â Â Anti-dilutive options to purchase common stock [Line Items] Â Â Â Â Anti-dilutive securities 2.3 1.0 1.7 0.9 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 - 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_AntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_AntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareByAntidilutiveSecuritiesAxis=us-gaap_RestrictedStockUnitsRSUMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 77 R64.htm IDEA: XBRL DOCUMENT v3.24.2.u1 EMPLOYEE COMPENSATION PLANS (EQUITY BASED COMPENSATION EXPENSE TABLE) (Details) - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Equity-based compensation expense $ 5,104 $ 5,649 $ 10,916 $ 9,802 Cost of Services Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Equity-based compensation expense 1,991 2,536 4,235 4,398 Selling General And Administrative Expenses [Member] Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Equity-based compensation expense 3,113 3,113 6,681 5,404 Restricted Stock Units (RSUs) [Member] Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Equity-based compensation expense $ 5,100 $ 5,500 $ 10,900 $ 9,300 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 - 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 - 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: X - Details Name: us-gaap_AwardTypeAxis=us-gaap_RestrictedStockUnitsRSUMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 78 R65.htm IDEA: XBRL DOCUMENT v3.24.2.u1 EQUITY-BASED COMPENSATION PLANS (NARRATIVE) (Details) - USD ($) 3 Months Ended 6 Months Ended 12 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Dec. 31, 2022 Dec. 31, 2021 Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Equity-based compensation expense $ 5,104,000 $ 5,649,000 $ 10,916,000 $ 9,802,000 Â Â 2021 PRSUs [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Equity-based compensation expense Â Â $ 0.0 Â Â Â Share-based Compensation Arrangement by Share-based Payment Award, Description Â Â During 2021, the Company awarded Performance Restricted Stock Units (â€œPRSUsâ€) subject to service and performance vesting conditions. If defined minimum targets were met, the annual value of the PRSUs issued would be between $1.2 million and $4.9 million and vest in 2024. If the defined minimum targets were not met, then no PRSUs will be issued. The award amounts were based on the Companyâ€™s annual revenue and adjusted operating income for fiscal year 2023. The Company recognized compensation expense related to the 2021 PRSUs of $0.0 million and $0.0 million for the three and six months ended JuneÂ 30, 2024, respectively. The Company recognized compensation expense related to the 2021 PRSUs of $0.2 million and $0.4 million for the three and six months ended JuneÂ 30, 2023, respectively. Â Â Â Minimum Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Share-based Compensation Award Vesting Period Â Â 4 years Â Â Â Minimum | 2021 PRSUs [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Forecasted amount on noncash expense for share-based payment arrangement Â Â Â Â Â $ 1,200,000 Maximum Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Share-based Compensation Award Vesting Period Â Â 5 years Â Â Â Maximum | 2021 PRSUs [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Forecasted amount on noncash expense for share-based payment arrangement Â Â Â Â Â $ 4,900,000 Restricted Stock Units (RSUs) [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Equity-based compensation expense 5,100,000 $ 5,500,000 $ 10,900,000 9,300,000 Â Â Unrecognized Compensation Expense 41,800,000 Â $ 41,800,000 Â Â Â Non-option Equity Awards Granted Â 547,254 3,106,297 Â Â Â Performance Shares [Member] | 2021 PRSUs [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Equity-based compensation expense Â $ 200,000 $ 0.0 400,000 Â Â Performance Shares [Member] | 2022 PRSUs [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Share-based Compensation Arrangement by Share-based Payment Award, Description Â Â For the ordinary course annual PRSUs, if defined minimum targets are met, the annual value of the PRSUs issued will be between $0.9 million and $3.5 million and vest in March 2025. If the defined minimum targets are not met, then no shares will be issued. The number of shares awarded will be based on the Companyâ€™s annual revenue and adjusted EBITDA for fiscal year 2024 Â Â Â Performance Shares [Member] | 2022 VCP PRSUs [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Share-based Compensation Arrangement by Share-based Payment Award, Description Â Â For the one-time stretch financial goals PRSUs, if defined minimum targets at TTEC Engage and TTEC Digital business segmentsâ€™ levels are met, the Company will issue between 0.0 million and 0.5 million PRSUs that will vest immediately in March 2026. If the defined minimum targets are not met, then no shares will be issued. The number of shares awarded will be based on the TTEC Engage and TTEC Digital business segmentsâ€™ annual revenue and adjusted EBITDA for fiscal year 2025. Â Â Â Performance Shares [Member] | Minimum | 2022 PRSUs [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Forecasted amount on noncash expense for share-based payment arrangement Â Â Â Â $ 900,000 Â Performance Shares [Member] | Minimum | 2022 VCP PRSUs [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Non-option Equity Awards Granted Â Â 0.0 Â Â Â Performance Shares [Member] | Minimum | PRSUs 2023 [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Forecasted amount on noncash expense for share-based payment arrangement Â Â $ 0 Â Â Â Performance Shares [Member] | Minimum | PRSUs 2024 [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Forecasted amount on noncash expense for share-based payment arrangement Â Â $ 0 Â Â Â Performance Shares [Member] | Maximum | 2022 PRSUs [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Forecasted amount on noncash expense for share-based payment arrangement Â Â Â $ 3,500,000 Â Performance Shares [Member] | Maximum | 2022 VCP PRSUs [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Non-option Equity Awards Granted Â Â 500,000 Â Â Â Performance Shares [Member] | Maximum | PRSUs 2023 [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Forecasted amount on noncash expense for share-based payment arrangement Â Â $ 8,900,000 Â Â Â Performance Shares [Member] | Maximum | PRSUs 2024 [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Forecasted amount on noncash expense for share-based payment arrangement Â Â 2,900,000 Â Â Â Cost of Services Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Equity-based compensation expense 1,991,000 2,536,000 4,235,000 4,398,000 Â Â Selling General And Administrative Expenses [Member] Â Â Â Â Â Â Employee Service Share-based Compensation, Allocation of Recognized Period Costs [Line Items] Â Â Â Â Â Â Equity-based compensation expense $ 3,113,000 $ 3,113,000 $ 6,681,000 $ 5,404,000 Â Â X - DefinitionForecasted amount on noncash expense for share-based payment arrangement. + ReferencesNo definition available. + Details Name: ttec_ForecastedAmountOnNoncashExpenseForShareBasedPaymentArrangement Namespace Prefix: ttec_ 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 - 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 - 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 - 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 - DefinitionDescription of terms of share-based payment arrangement. Includes, but is not limited to, type of award or grantee and reason for issuance. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 10 -Section 50 -Paragraph 1 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480429/718-10-50-1Reference 2: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 718 -SubTopic 10 -Section 50 -Paragraph 2 -Subparagraph (a) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardDescription Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionNet number of non-option equity instruments granted to participants. + ReferencesReference 1: http://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Section 50 -Paragraph 2 -Subparagraph (c)(1)(iv)(1) -SubTopic 10 -Topic 718 -Publisher FASB -URI https://asc.fasb.org//1943274/2147480429/718-10-50-2 + Details Name: us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardNonOptionEquityInstrumentsGranted Namespace Prefix: us-gaap_ Data Type: xbrli:sharesItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_PlanNameAxis=ttec_Prsus2021Member 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=us-gaap_PerformanceSharesMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PlanNameAxis=ttec_Prsus2022Member Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PlanNameAxis=ttec_Prsus2022VcpMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PlanNameAxis=ttec_Prsus2023Member Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_PlanNameAxis=ttec_Prsus2024Member 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 79 R66.htm IDEA: XBRL DOCUMENT v3.24.2.u1 DEFERRED COMPENSATION PLAN (NARRATIVE) (Details) 6 Months Ended Jun. 30, 2024 Defined Benefit Plan Disclosure [Line Items] Â Defined Contribution Plan, Tax Status [Extensible Enumeration] us-gaap:NonqualifiedPlanMember United States [Member] Â Defined Benefit Plan Disclosure [Line Items] Â Defined Contribution Plan, Maximum Annual Contributions Per Employee, Percent 75.00% 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_DefinedBenefitPlanDisclosureLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionMaximum percentage of employee gross pay the employee may contribute to a defined contribution plan. + ReferencesNo definition available. + Details Name: us-gaap_DefinedContributionPlanMaximumAnnualContributionsPerEmployeePercent Namespace Prefix: us-gaap_ Data Type: dtr-types:percentItemType Balance Type: na Period Type: duration X - DefinitionIndicates tax status of defined contribution plan designed to provide retirement benefits. + ReferencesNo definition available. + Details Name: us-gaap_DefinedContributionPlanTaxStatusExtensibleList Namespace Prefix: us-gaap_ Data Type: enum2:enumerationSetItemType Balance Type: na Period Type: duration X - Details Name: us-gaap_RetirementPlanSponsorLocationAxis=country_US Namespace Prefix: Data Type: na Balance Type: Period Type: XML 80 R67.htm IDEA: XBRL DOCUMENT v3.24.2.u1 RELATED PARTY TRANSACTIONS (NARRATIVE) (Details) - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Dec. 31, 2023 Related Party Transaction Line Items Â Â Â Â Â Accounts payable, current, total $ 87,115 Â $ 87,115 Â $ 96,577 Sales Revenue Services Net 534,085 $ 600,394 1,110,723 $ 1,233,680 Â Affiliated Entity | Avion and Airmax [Member] Â Â Â Â Â Related Party Transaction Line Items Â Â Â Â Â Purchases from Related Party Â Â 200 700 Â Accounts payable, current, total $ 36 Â 36 Â Â Affiliated Entity | Willis Towers Watson [Member] Â Â Â Â Â Related Party Transaction Line Items Â Â Â Â Â Purchases from Related Party Â Â $ 1,500 $ 1,800 Â Chief Executive Officer | Avion and Airmax [Member] Â Â Â Â Â Related Party Transaction Line Items Â Â Â Â Â Equity Method Investment, Ownership Percentage 100.00% Â 100.00% Â Â X - DefinitionCarrying value as of the balance sheet date of liabilities incurred (and for which invoices have typically been received) and payable to vendors for goods and services received that are used in an entity's business. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer). + 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://fasb.org/us-gaap/role/ref/legacyRef -Name Accounting Standards Codification -Topic 210 -SubTopic 10 -Section S99 -Paragraph 1 -Subparagraph (SX 210.5-02.19(a)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480566/210-10-S99-1 + Details Name: us-gaap_AccountsPayableCurrent Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: instant 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 - 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 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//1943274/2147483575/946-220-S99-1Reference 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)(ii)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483575/946-220-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)(g)(3)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147483575/946-220-S99-1 + Details Name: us-gaap_RelatedPartyTransactionLineItems Namespace Prefix: us-gaap_ Data Type: xbrli:stringItemType Balance Type: na Period Type: duration X - DefinitionPurchases during the period (excluding transactions that are eliminated in consolidated or combined financial statements) with related party. + ReferencesNo definition available. + Details Name: us-gaap_RelatedPartyTransactionPurchasesFromRelatedParty Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: debit 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 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 2: 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 3: 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 4: 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 5: 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 6: http://www.xbrl.org/2003/role/disclosureRef -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 7: 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 8: 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 9: http://www.xbrl.org/2003/role/disclosureRef -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 10: 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 11: 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=srt_AffiliatedEntityMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_ScheduleOfEquityMethodInvestmentEquityMethodInvesteeNameAxis=ttec_AvionAndAirmaxMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: srt_CounterpartyNameAxis=ttec_WillisTowersWatsonMember Namespace Prefix: Data Type: na Balance Type: Period Type: X - Details Name: us-gaap_RelatedPartyTransactionsByRelatedPartyAxis=srt_ChiefExecutiveOfficerMember Namespace Prefix: Data Type: na Balance Type: Period Type: XML 81 R68.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Pay vs Performance Disclosure - USD ($) $ in Thousands 3 Months Ended 6 Months Ended Jun. 30, 2024 Jun. 30, 2023 Jun. 30, 2024 Jun. 30, 2023 Pay vs Performance Disclosure Â Â Â Â Net Income (Loss) $ (299,539) $ 1,211 $ (301,844) $ 19,858 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 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 220 -SubTopic 10 -Name Accounting Standards Codification -Section 50 -Paragraph 6 -Publisher FASB -URI https://asc.fasb.org//1943274/2147482765/220-10-50-6Reference 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 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 7: 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 8: 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 9: 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 10: 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 11: 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 12: 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 13: 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//1943274/2147480167/946-830-55-10Reference 14: 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//1943274/2147483581/946-220-45-7Reference 15: 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//1943274/2147483586/944-220-S99-1Reference 16: 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 17: 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//1943274/2147483575/946-220-S99-1Reference 18: 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//1943274/2147483575/946-220-S99-3Reference 19: 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 20: 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 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)(iii)(A)) -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)(4)(iv)) -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 1A -Subparagraph (SX 210.13-01(a)(5)) -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 1B -Subparagraph (SX 210.13-02(a)(4)(i)) -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)(A)) -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)(iii)(B)) -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)(4)(iv)) -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)(5)) -Publisher FASB -URI https://asc.fasb.org//1943274/2147480097/470-10-S99-1BReference 29: http://www.xbrl.org/2003/role/disclosureRef -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 30: http://www.xbrl.org/2003/role/disclosureRef -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 31: 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 32: 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 33: http://www.xbrl.org/2003/role/disclosureRef -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 34: 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 35: 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 36: 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 37: 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 38: 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 39: 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//1943274/2147483589/942-220-S99-1 + Details Name: us-gaap_NetIncomeLoss Namespace Prefix: us-gaap_ Data Type: xbrli:monetaryItemType Balance Type: credit Period Type: duration XML 82 R69.htm IDEA: XBRL DOCUMENT v3.24.2.u1 Insider Trading Arrangements 3 Months Ended Jun. 30, 2024 Trading Arrangements, by Individual Â Rule 10b5-1 Arrangement Adopted false Non-Rule 10b5-1 Arrangement Adopted false Rule 10b5-1 Arrangement Terminated false Non-Rule 10b5-1 Arrangement Terminated false 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 EXCEL 83 Financial_Report.xlsx IDEA: XBRL DOCUMENT begin 644 Financial_Report.xlsx M4$L#!!0 ('B""%D'04UB@0 +$ 0 9&]C4')O<', O87!P+GAM M;$V./0L",1!$_\IQO;=!P4)B0-!2L+ (/>QLOD&1#LD)^OCG!CVX>;QA&WPIG M*N*I#BV&5(_C(I(/ !47BK9.7:=N')=HI6-Y #OGDK7A.YNJQ<&4GPZ4A!0W_J=0U[R;UEA_6\#MI7E!+ P04 M " !X@@A9Q"DOP>\ K @ $0 &1O8U!R;W!S+V-O&ULS9)1 M2\,P$,>_BN2]O305T=#U9<,G!<&!XEM(;EM8DX;DI-VW-ZU;A^@'$/*2NW]^ M]SM(HX/4?<27V >,9#'=C*[S2>JP8@>B(&2/J!3J>$E1E!:R= M)H;3V#5P!4PPPNC2=P'-0IRK?V+G#K!S"R>I"U^)A(((69E&UL[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.V?C,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>$[2M!'\6:PUDSY@R.S-D77.UI$.$9)>-T(^8LZ+ MD!&_'H8X2IKMHG%8!/V>7L-)P>B"RV;]N'Z&U3-L+ ([W1]072N0/]J<_Z3(T M!Z..60F]A%9JGZJ'-#ZH'C(*!?&Y'C[E>G@*-Y;&O%"N@GL! _]':-*K^(+ M.7\N?<^E[[GT/:'2MSAD6R4)RU3393>* M$IY"&V[I4_5*E=? EK[DHN#Q;Y.FOH70^+, Y/%_GM,T+,T.WF)&Y M"M-2D&_#^>G%>!KB.=D$N7V85VWGV-'1^^?!4;"C[SR6'<>(\J(AEJ&&F,_# M0X=Y>U^89Y7&4#04;6RL)"Q&MV"XU_$L%.!D8"V@!X.O40+R4E5@,5O& RN0 MHGQ,C$7H<.>77%_CT9+CVZ9EM6ZO*7<9;2)2.<)IF!-GJ\K>9;'!51W/55OR ML+YJ/;053L_^6:W(GPP13A8+$DACE!>F2J+S&5.^YRM)Q%4XOT4SMA*7&+SC MYL=Q3E.X$G:V#P(RN;LYJ7IE,6>F\M\M# DL6XA9$N)-7>W5YYNTB42%(JP# 4A M%W+C[^^3:G>,U_HL@6V$5#)DU1?*0XG!/3-R0]A4)?.NVB8+A=OB5,V[&KXF M8$O#>FZ=+2? VU[4;/07/4;SHYG@'K.' MYA,L0Z1^P7V*BH 1JV*^NJ]/^26<.[1[\8$@F_S6VZ3VW> ,? -2K6J5D*Q$_ M2P=\'Y(&8XQ;]#1?CQ1BK::QK<;:.,0QY@%CS#*%F.-^'19H:,J6+K#F-"F]! MU4#E/]O4#6CV#30,9FV-J/D3@H\W/[O#;#"Q([A[8N_ 5!+ P04 M" !X@@A9[\\XTO4% T'P & 'AL+W=O81(]A$"7GO9V4\1O+2MP="VER MRF,6P2\;+D(JX59LK206C'I94!A8Q+:'5DC]J#>;9L^68C;EJ0S\B"T%2M(P MI.+I@@5\?][#O>.#.W^[D^J!-9O&=,M63/X>+P7<686*YX(<$VY[TY M? K-PB K(WOCBLWWR[!HI*VO.OZF;&^^\9ZL2L8"Y4DE0^/? %BP(E!*4XY^# M:*_XI@I\?GU4O\[,@YDU3=B"!W_XGMR=]\8]Y+$-30-YQ_?OV<'0F=)S>9!D M?]$^?W! []-3;H*8NLMQDT>#&CU0UKJ2 7WV(D[-+[J90*Q+1R$-7D?3E M$[J)\N:ATMQ'R8X*EDPM"5]3,99[4+[(E4F%\A!]Y)'<):#J,>_[> M*6125 M'(MZ08R"OZ;1*7+L$T1L,M"49U$7'D XUH5_5QRGR)R3Z3DM,_??7)U(T-"WO#9O:63/A,^QA,\T9DSAK8T M-RG,39J8NV-;7PVC4(VW--2V4;/._?W5 KWG@>='V^0$1FCW5&?5*-+2*K;+ M2=AN8A8*QP4TT&P".4$K";T2<8$6/(VD> (+_GC8#->J75SK'YJ"VEI]Q!VYB M^9X^HAL/>JF_\=U\XJQNRC62XT$?DPFV!]JAR!S>!^K0$ \7 MZ .\ASY%^GHU2PX=3- *V'P'8X#G!4R\?C4P>/0V0>\$8Q%:^,(-DU(>& MA&W[5IL8XU?:)J;$*&S$D_\D9J'NH-'?\WVD38I9+G.^YS"O??&# %8B6LM= M$!,ND0F;H>>EY:*C+P5_\"-7WQC,FHM/6J-=>ET25/) W0GWY< M/9:9%<N 2=! M5=G1ZBE<\T";D7KRTOKJ@K5(R5K3/'.D97C^Z.1EM6"98U0K?SU>5KX=J-:Q]&AX85*3)GEFFVEX78$1*,")FICF. ML?FLOU*S/G!\ME6./J42,#=2LZ?6\0]"GD,>VK3G2!/4Z)/4[-)M +CX?-WTJ7-7*?B?8@H@OP<4KP<9]!#]@4 M8/$F\M@C^HUIQYT:*=NVL8V=\5B[:C$'M_59@H]CQI0Y5*275V9 M6-,C4#E MJ&J.^[_&K&?GDFK"RXYK$^2]9A=[ACUF% OP.\;SN7Q1GV@."B?_0M02P,$ M% @ >(((67'X*T." ZB, !@ !X;"]W;W)K=AY2H*UE#ZGO\)C/C*B+)UU]K5=*&?1K% M2A6R?J_7JH1?[G552 .7U<.L7E=*+KM&13ZC&,>S0F;E9'[1?7=3S2]T8_*L M5#<5JINBD-7+)Y7KI\L)F6R_^)P]K$S[Q6Q^L98/ZE:9O]Y]1Z\J=UE_;B]^6EQ/<*E*Y6IBV"PG_ M/:HKE>=M3Z#CW[[3R>Z>;?^ZBI M#5C?@'6.;I1U;EU+(^<7E7Y"56L-O;4?NK'I6H,W6=E.XZVIX- <,VIGYE2YK MG6=+:=02?9*Y+!<*W;;=U>@,_7U[C7Y\]Q-ZA[(2?5GIII;ELKZ8&;ASVWZV MZ._R:7,7ZKG+[TWY'C$\1113[FA^%6Y^K1;0G'3-V6'S&?B[RX6ZG,#>]57UJ";S[[\C,? [@U<9:'>YU>R7B&8-+1H/ZA_F^Q1YN"[T^M-5W'75;O_'^=)F@A\,7O<=\>V M(@E->+(S.Q#*=T)Y4.C'Q4(WH MBPT*!R+M<35&IC$OGIJ=H3P$3)!;12*C# M+.4B%FZAT4YH%!1Z4ZFUS)9U-ZK:K%0%^_38>HHL*80D6)"18MLLC7#,W8+C MG> X*/BW]47;JC2TAE(N$CN3:5D1$U",WV8\:)&&ETF E",7.+%#N1(AA!_M#EPYE151$0*-XRAKQ19P?.ICMGTR,K M'K*&RKQ,T1KX8+J5U$:2->#<>#=I:B\.GA+"1_/C,$L)]LT/P0/7<#B>M/,R M1;^J?'D&V<[9K6P#RI_:H!M9&:3OT756KW4-:^V72C?K*?JKW1Q.MF%[-Z2< MIR-/'&;8X\4>G4G0B[]@X*7)R@>4*TA6 JNM[^A@('%,K*#HLJ,D2CR[E@Q, M)4&.S7_1>OF4Y;E3'+5N&B4LII8XVTY@D0I/R"8#!4D8@]?J7D% 67:Q;S.(MWH7;=W4X0IQ9TVV; 84BXI$Z<)"$0=@M0\BWC"P?,HC/1^7:F".",#8.A"Z[M5'#FVVD##TD8B#U?OLAG5://>_3^4Y=]&'?JMF''$I*.XX/#C/,X\:D>H$C" M5-P, M><0.7"1!$O5B Q*%?>68R=PI$ M@E!\+;_?JK? #>F>@(3U"PVUVO98O[>9TUCPVOT1"R#A&.\S2.$H\Z3\=4$?# MJ .)50,16A7K7+\HA2"JK%59RTVY#SG'G2K5?>8IV!Q88U30<3AQV7' I =_ M=*^D#.-O$T_DUHGG5KI[85$;!RO'6:,4N(;YP&%-(S"/ER;+ER'EH,# M@\2*>@XKGN+4(W* (U#<,?K2CVJLG$+M(&6)(D8QS]'F8#BR\-I.F"/AK&W M#2-ZE*(="2O4@;THCL9%MLM,4*_J 7OT%.PM3@N!U$8:%U$REFI;L=@7INF M/? J:.O"84AMH3'1Q%(^UVG8<,TQ]NVK@'CVU(#RF]$W+PK?J[=#K :4T7!G^ M ==M*;6 K9HYLSQJUW=<0&"K(P!2%G/MNN^8/$^L8?J9G--.N97#]JW1BZ\KG2]55?_0/=(R+TZI0::^-F:_56^'3@] <96&NWE3; MB%BW[J,S] Z_QP12P0H]RKQ1YXC@*43>]B^J5Q)$(-F8E:ZR;VKY 7U3E=Y^ MKQM3&\C-VYTOZQ8%OS> A.U13Y>V7ZN%*NY@P[E/%@#-AF MX7+U2A<%5!>>D?B H"H.#05/IC$64T9$YRE<>JVZ \[< MO2#MXI@GXUS':>2I<]B ?!9&_L)VJG 6B?888GQ@Y31,!?:=K0UI!3];7#=%DW>GO/V9%537E5JU M!_*/"F6;5./'7-?U3TX?[3BC. DLHZP7(;@0N()UGQ(-W@XW?BLC(2OH+:6 M50G[R0D5[GC0#*2V'H8Z[$2"N0]]?$@M>#BU:)]YZM)4.L_;/9^5@&Q5NT\Q M'05V$M-Q6N$RBU/ODM@[;STEK:A/1"!W'*9B3JR@X["+211QZI$[Y!3\E3E% MMQM=\KL?"O7MFRS;\B3@4^0XR78]BW08NI]%SO9>Q&C?@OF/K!ZRLH:D^!Y: MXO<)=%1M7BS97!B][M[-N-/&Z*+[N%(2O&D-X/=[K&PO=V]R:W-H965T&ULK99K;]HP%(;_BI556RMUY)Y !Y%:JFF;-@F5=OMLD@.QZMC4=J#= MKY^=T(Q 2NDT/I X.>_KY_B2X^&:BWN9 RCT6% F1U:NU/+"MF6:0X%ECR^! MZ3=S+@JL=%,L;+D4@+-*5%#;!M!-ZQ G\C*M$:[(JK6NL<#(4? (V$B=9NYJ8: MFTJMLR',3.-4"?V6:)U*QIQ)3DF&%63H"E/,4D!38R?1Z00+8"H'15),S]! M=#>)1JZ'7;R7K(=\Y1Y[C!1WR M\6'Y-:1:[E9RORVW=?[-('C-('B5G_^"WU3Q]#[G- ,A/R!X*(EZZDJJ=@FZ M7 M;>>Z'^1Y0;\):N40-#D$!W.8Z/T.&BM#TDS?.5IB@5:8EM"%67O%6P1.SW%W M,%\):F&X-DR9ZUTE$2Y5S@7Y#5D7;NT9;I&X3OW;03XBL(4=-=C1/V'K

M2B"5WO2$+;JXHSV<7>!#$2W2N"&-#Y*.>5'H>G#,(HB/602O!+48^PUC_PV, M1ZV _O[$AMU+X)C(%O6@H1Z\G?J5!3#8@PGBR.G[;G^'NBLP\&+O)6C7^5O1 MG(/8M_HX(TOQU
;O+%+.'H0?!($_\,,=VL[(R N=T-_!M;=JL3D(_<95[K85[>Y/H^!, 'Z_9QS]=PP%;\YX25_ %!+ M P04 " !X@@A9X0X] L4(!E+0 & 'AL+W=O9B2WB08+TVIJI27::G:;;B=/M9UJ")&XH
M0DM"LK._ON##H@1=T59W\VV2NUO MYO-ZN16[K+Z6>U'J7]:RVF5*7U:;>;VO1+9J&^V*.?&\8+[+\G*VN&WO?:P6 MM_*@BKP4'RM4'W:[K/IZ+PKY=#?
#LY<;G_+-5C4WYHO;?;81#T+]MO]8Z:OY MB665[T19Y[)$E5C?S7[$-RD-FP8MXM^Y>*K/OJ/&E$Ź;3\'S[" M/K?':F,>L%K$L?L]7:GLW"V=H M)=;9H5"?Y-//HC?
(;_B6LJC;_^BIQWHSM#S42N[ZQKH'N[SL/KGWA%G#0@9 M:4#Z!N2U#6C?@+ZV >L;L-GSSO;6<4FFLL5M)9]0U: U6 .E]7[; M6OLK+YM$>5"5_C77[=0BEF4MBWR5*;%"#TI_Z"Q0-
9)K%,N=SKUMDQ1'@=Z7 M2[D3Z,TOLJ[?HBOTVT."WOSP%M7;K!(URDOT>2L/=5:NZG?HAXOKV[G2/6V> M-U_VO;KO>D5&>D71!UFJ;8W2(
M>N\0\0@#^A. OCF%S/F^IZ=_ ^>D7SJ"GG*$M'YTF92#P=P]@\ .:XGA3[[.E MN)MIMEI41S%;_/UO./#^ ?E^2Ź)D2K)T(K*+*+%3E)B+??%)'$5Y$->0^[N6 M0=NRF4J."Y\R+_1OY\=SQ]JPP/-
HQ"YAB0W#&'N\R;5S7 K@"*5!Ź)UP%X;Z M)T-]IZ&?O^Y%DWN]P9"];H)#?;7)LOW-@XY OA0?Q.Y15%"B34.33$.3?C?- MA;>#D[<#Y^# _UUY4FTJR9$JR="*RBT#P4R"X,\"Q
MK%63]G47X!J]$<_+XM 67GU[)?0SEWG6R;%RA;*=K%3^O^Y&VY^RJ=^UV&W1B[#/(P\HUX L(%86#4"QL66=T@OL>-SL8 BD7,C+R-\CV" M#50*H3BGL-
W8&Y2N]R<3H@[P8:D.55.]EEJW;h36HJ]50H$#U@%Y$Y@P)H##C MYO@)<5%FH%(17W"1\P^$_C8:?;[W3[+JT:AH4)K=[A>]QP7\:,!-T,30[C M)Z:](%OHFX$&<$'D1R,6D\%BXA8$4NEQ+5\U4?
54ET,V9%%H&F[C_"#R(C/# M 1RFF##BF[8#0.SSZ&QD79H_J'/LE)6+?J6VKN3NQ0E:L(/&4ZL/5X0PAJEI MO0W41IE.2D ^3Y=V8AIO [G/O;'(#Y(7,[!',*.1:3V
HZ%>>IOVOSCNX;&)9E"2V"TE^XGF4:QE M)5YEX,&#'MMX%1Z%O60W0T"LVY*P6 - RB$+L=:E\W)W'+R M7J\?UKGJYMDW^TH>\W;W7#OC[9\Z@]A:\IG5CV+(5R S=&=@'0!\TW1 >$P
M:S<506<,(I.X1>:OPE7@B:WS] @,>&".>P!(M3 PK87IB$F7 D#" CYF[2 P MB5M@#M:B3*DJ?SRH[+'0X9:HE/I^J2K9KC(UJIL20* 8"O"*<&ME!<)\:VD% MP7R?FY(;@K'P3.=?NF00G<0M.L]
<\]9H7Q&8GOG\.8U1K>3RRU86*U!'IXP)2 MD%'DF\4O!H"8F*4O@>CT0CNTUEX0G2XZ8T5B$*3D-8)T>;$K?N$FT F3:M-) MV9))V=*IV"ZC,VA3XM:F/^EY*]^4:'FH*E$NOR)5965=']LCJ_\
<:M6^V0" M 9&O(*ZZG7S-/ 4$:Z96UF:@ FY:WV*IH@'(<>>"/Y.D@78E;NB:BRH_MYA(8 !) MP<%\S#-5?@H R<(1NH=':0J=>O57T1=WQAOJ[?T5%(F')S-,<@S _,3(%@ M/C-?NJ00C-
%PS$6#R*5ND0LZVWNT7?^\X#+HE)HU,0: 6MJ9NS@)S!=I%YD> MLH%^H--WQ$-GQR8B#MVK3G=6NM#0^EZDX#GNZ>$@3_V)Z$->[?XYL8 _<3?)-V)WX'^NX \H>LVN1E
MC0JQUH_RKKDN%U5WIK>[4'+?'EI]E$K)7?MU*S(]E!N _GTMI7JY:!YP.EF] M^ -02P,$% @ >(((68A 3<;C$ G;X !@ !X;"]W;W)K%SV[89QO\5GK?;VKLH)D@0(+O$=XU) MVM6Z[MM@^[M?6
LQM8JB2Y})TW_^I&R(D@ " GRDWZ)+0?XO2#Y"" ?O ?!2?6S:G[N[NNZ# M7S?R;?ZZX][O[{^YO.QN[NI-U;/UL[NOM\#_OFW93]-INJ_?2F7C]>/?[B\>G5?W=8_UOT_[?\VPZ?+
V6YVM3;;M5L@[9^__KB6_*-3..QP[$ MOU;UQ^[]\%X*.^:YN?QPW?+UQ?AV*)Z7=_T(Z(:?GRHK^OU>B0-[?AE#[TX MQ!9OH

!X@@A9YDRR>]0* !!) &0 'AL M+W=O\[";Q:;;%N@72WQ=WL>YYU+T MO-HH_N3E;7%R\' Q"NQYN:%*D2.D:72:V[1U.G %%KPQ"U: M9X/0]\>#-9?YR?
DKUW>GSU^]TF8R%W>;F7*]YGI{*3*U>7T2G#0='V6ZLM0Q M,']5\%3,A?VAN--H#5HIB5R+W$B5,RV6KT\N@I>70YKO)OQ=BHWIO3.R9*4 M)VK<)*]/?%)(9"*V)('C\2"N1):1(*CQ4RWSI-
V2%O;?&^EOG>VP9<&-N%+9 MCS*QJ]KS+B_;%/-C;!C7!JKUO5BM-U5D9.7O3E5K)_7ES.[S]> M7-W_ZYC!E;SA<7F4*2]-P6/Q^@2I8(1^$"?GWWT3C/VS)[0=MMH.GY+^I3%Y M6LAI]
(P=,_M^)=B56A<\WR*!"]6M819]2Y4A066>,KM1S(@4F6?-2W9 ?WW% MWLA46IXQGB=N\M4_V+V(5[G*5+IE<]e0B0Y 83GX L7]JNVA1;H4VC&LU!L>(3
M:6%45E)2&B9S=#X(3<)!*M019V5"DV)E+%.%E6OY,Z?9'A(@U>Z5+;5:,Y!, MPJU(6"92'F]9D7%+/ 6+%%LK;,A3F0D69ZI,F,@?I%:YL\MC&8\ ,;4D4Z D
M^IQQXG,AM)5&N!9GN8!TB,1KH8E!8BBZX5OJVW"=(%OMBEW*VDH6IK*3 9^!]VA]>,VII-Q34!Y$G2OA#YE01!U>Z_YOY66=EM'K0DV4/Q3 M*;5P<=VUKW-"ZRY2>%'*S))TI&ZA"-) "|>?4
(IWL8%?*%@LO--H1L\F#4" MY=[6(!E^KF1\A-SB](@^8RI70\E+F[JT/7CMF4O+_A"9K!55)IL%)R'R@0G MH0.REZK49-]N1A8RR[B&7#(H')^Q.ZV6V! 6P4U-^KTDK|!^V+TQF+R4$X"\
M6B'/S9#K(G,.JY+)- G6$7SW%1'"]= !;MM[:Y*4:0V9R:&2V/A(10IG.S07]GP M($W)LYH:VIUO[MAW?%V#13!6DU0M0,=7.R-O-*- ;IQ+-)%C_ M^VV"Y0N>8'*N'BH_SBU26!$M@\PE[S(_55@/9,:H]#
(OG?-4+=")4\NE61'G M'H5[%;.XU!KJ9=N*!3]+Q%^@-0S^T]#>6+YGXHK4&2Q63 D<*%57U)=93_"R+9S=P#6FDIHDT5 MATY$>+Z70U1@#SH_P@-Y*1S#ZBX/WP%,B--\/X_O-:0W"<&7
N39#($D/A2U M#$2G(V^7=@:LIW\C"\05 PVJR1/9\C#-BMU;'OMU0)TN!)LTXBH6NBFA: M!AW"JI.N8]/.Q?V$P:,*T?.NX+FR[?6*K,=B$M6N0IT/1B^8#C+ [6<")"L
M=O&ZY/DGORMO9<[S6/9(U4FX 96!L&#KJ7. ?W;Y=G[C7H.S9ZU-'MMT5-A@ MERZ=HQ:+2V,T@G802LZKVOK.XD0 MZT:F.&4%:& ET+G"?-AK>\15*VI8/41>=)&!!SRH4H$MW07;HA?
[G8I&\1:B M*M85XFV$VP7'ZD '5/JZ K#AJ0)<5 _=,IZ]%C -,>;1K5B6Y(1+(M49)&"S.9JA#M:!6?K88"?H&R*JF,Q[5<2[6'QO7&%L)NA*A@4!V"'8+UZ=<%
MA$8@5BK8XP[[.4U9\0<$A58B,?!=1DQ5J=\[2/-%)MI%#IOX2F;+%F0NU1;: MUJY3AT=5&KC&/$.5I*JR\VW%\&4DVB\CEXY^=/:'?;X1< Y-I[T>5TS"LR?G3#P_&/;:8_WN_$^TS9]PV#B38+)
MCI']72;'@ZGGC[KF:0A0#)VC5D% T]?SIZTI##,>'(\R=!K^,T#(?> M,(B>'83C%] >?76T_@9H_W7! .C51/O%&OP".PSEC:O*&.Z@/1AW]CZ)\&GI3 M?_8XRO?&@?*POY. 7C#LI;
'\;'O>]%L"*05AW,@=+#8<]SJBP MGTX- S.7G M/[G\#\WE83A%[&>]GD-\',X)P(GC/F!F@$>'EV,PGP+&T1XF^MOLCT=C9$Z7 M2=:/AX'NSV?1Q,@^\ %,F/5(]FK%'9HU\+PSZ:#\-
_<";^.$AH3\)^# I_'=, MYR']^"CH4 ,1H! ,"2+P>Q\K$V\6=9EP#.BSV[MRM>.#!=TP<8OE1+W8/G;^Z&1^ ,PO7=,P)+?LM R).)>X[#IXDX M"+Q9T#M.C('H#@XAX.)W!QIB_K!W2M]'X= + 1V\H
#@' 1])H ,*!2%WFST M_S\"[!Y WHA8K!="T_EEEZ$K2RZ,$?9_C^7I&/42;#;UIA$Y91J,O.'TZ;^> MCA\B;S+M!BT<_ ZR2P$#@*'CV Z\D9'SFZ_7IX>7! T]P.FO6^A M_S(GK"Q4=2V1"I5J7QDW-
YWLLU*;%%?YS0755HTMRS)P4W"[Y"?#MCE\>/" ME_!.,[9? 7_KYP^YI/N@N74W50/P7\X3W@-8- +-^)>SO!,,$6Z ^S# 'K M'Q:G(\"_5)GN5C*31>N0=(07^*LUJ'W0#Y,QEVHL(0 M-
;3WY1)&5#6[S:]+NDV$V%N9),#E-3>6]EQJ&7>[#"E)>H5X[/6]/PT\/^H^ M]Y&#PTEG^M_H;@YGKC$;0Y&G?G"-3@26^-\T>GY'CLC:+'O^":%CWAVDY M3K.'-?
\K/8_];@^UD'?);Z'Z\8%]LRM]4O/-K>]O(((6?B!+V3H" 3A< !D !X;"]W;W)K&ULQ5C;RKGRPV!@TY4HN.WK4BB\66A3<(='LQS8T@B>^4-%/A@/AX>#@DO5NSCS
M:P_FXDO7+I=*!/AFJZ+@9G,]IEA:6:>+>!@:%%*%O PEXM Y<#$\G0/C>&#L M]0X7>2T_T.[(8U^>%/]:2@G%3GET1F\E3CG+AYO?[IQ[O;F]FMT] ML:M?:Z_OGA[9[.XCNW_Z^?
HSN[J_N\+2Y]G3[?W=X]G X48Z-TBC],L@??P[MT@_9)ZW#B>O"/OH#' P,L[M^"^8S_XVFUMG$$= _WX5$N&BR^R+*K0^VY*DX[R%YK##/HG?QPW>CP^'I.V9.
M&C,F[TG_C[WXOO2]R3[[MX!Z6@EVI8N2JPU;%0I)5B:2Z$< M.9$QJ9AX286U3" 8:/@7^N.TXSE2_EFH2C P#XX)9N4+*T(X"0HGAF 033"< M8H^T]34@+<.=L"2>SO(*B:2)
+"2(:W,AG&%VVE'FE=9T(2V/CU=7R%>EZ D M9L42!.3ZL*B5W=5^-.I#99(T6GCT+?UIY+P$_#A(X&S!RL) 31L)6GCT+@UUBL8#FD-5](?O MCL>CHU/+YI5%7%F;1.>02C 6[$E+ABVDXBHE>0
XF S<-31VTEOD_6ND_9]\ M*Y]Q8[A;BJ)%)1B1<[/LX,5A(.*@2EUEX_6Q44 76>8B>]AY'H]G$H89UEPFUS(% $ <-HSE$VTN]$/ME+^RU2<.L'350?FYEX/<2LC MJP@PK:QW%Y;$&CAE/L)IA3?
NUF6IC:N4=!LVIY+KL=IV?1TC/KSH]4(:Z]BW MBAMXE-2AF$O"*" B*E-CU_HH6F ,.!6R:R$!9&4#)M)1=HD7Z3T=9?E((QBV M$/'[UX"P\MI[M^<2CM_IZ!3NPBN*A. ?
Z1HU$D2EXL'Y#&%&78NE'U)G<$'\ M*IYY7@5 Z8!4#O^ 9 Z\8!^THJ2-FRDQ{LP%WP#H;Y6$N\'BY9X]R:M"[% M4:.,+E@I#,MOD7&DKNO Y/IG_[> 3RLC
MQ%.OTN)0[WD$@[^_PS,YL7CGUR7/"9T$7EA*I7P]+&) -@> 9^-D>#CM/$^3 MX='QUOOQI/M\D$QO0_W\8/2S]&WR6R]/I\7[WW63R!I11=Y)&T[;SZ_CX
MI%V_CL5D03:AMZZ#/]V\.0J87R\=O=TT>K/4 MIX";5YIW\FR='T:,L2!Y.C M?_E]_7>6HH 2'7QNX&,WR'EM*"YFH.60NMW^"1Q:@I-JL^.?1Z7Y@S]6?]9C@4J!%2+NBH0G.'^QJU1X5TH^;O7
!52O'.-43&A!>7N?4,L7DJA;+1=[K#] M<:N+(ZN-6-%W!A3)6\HOP?9^!7ON![5\4)5&DU-C>?>MZ+9G7H\1R$8TH;57 M7YL1%::-;3?,0ZTEE*QHW/I'ZI-V-ZBK0=E6J1HD2E'T':Y5#5>;['6[%XI/
M0UB0KKD_$F-^VU9N8RVW_-*OCTFU:L?@60OA_('HR34V::2^^EK%^O+3[2B MR^J'H^1D>MA9.#E)3D[>5L(_W58$98]@2\P*:!!-Q+9Q9AM"'11I'9![BFG5 M&ITDQR?#
[D(RFAZ_O0Z,JE0CQ\@V MX6XKJ,4##$AK?U8FVF ,C(5/@9D]"^,0F]Y2!"IDEQ6@P]MD^5H!(H MQ[Z>LF9'!TMKOO?DTC!J^YLQI".L'1AI^YJXOCXF(%9P0TRX!@EZG9K!-R;' M5EL?4[//[A4T0:
<^CB&;^(I[T^SIR>B)!8%)DZ?G%=3@P75M:I(\,@JOL; M$; /G(>[R_#F@1N)LO8Z\3%"JB C.C>2:2,ZZ,85" #J)'7;ZY8\7H2/%/Y@ M!QWJ0:) 5#84R(:OC1_/=5V=6&P6_(!0E<'7!3=?!ZH/F$?
O%/4$L# M:!0 ('B""%D0*M)Y@P< ,@3 9 >&PO=V]R:W-H965T\8?N;WI-)-,DMX^W+D/$ E* MJ$& 4 KZJ_O68"D2)MU'COW120A[.[9W;.[(" VQMZ[G1">?2N4=I>CG??E
MZ^G4I3M1<#VX!Z/=CMUI14\"T*%FBYFL]-IP:4>75V$M8_VZL)4 M7DDM/EKF[J+@]G CE-E?CN:C9N&3W.X\+4RO+D[^%9^%_ZW\;/$T;;5DLA#: M2:.9%?
GEZ'K^^F9)^\,& TBQ=YU[1IYLC+FGAW?9Y6A&@(02J2<-')<'<2N4 M(D6 \;76.6I-DF#WOM'^K^ [?-EP)VZ-^EUF?G*?_)[\M:G]6 MI"\URH5?MH][%[,12ROG35$+ T$A=;SR;W4<.@+KOQ-8U
*+@#L:"BCON.=7 M%];LF:7=T$8WP=4@#7!24U(^>XM_)>3\U<\)/MS]_N[77R^F'MIH;9K6DC=1 MWWS^ M/ -QV4)]A3@9 O:\Z(O52]9Z^-,/Z\4L><-^-B:,2Z58:E VSHN,F9SY MG6"Y4:@_J;?
LA=18,97C.G,O7[>R_Z 7MWF."B<_O[?S3]2BV C+DOFX7;Q. MOU;226H1CDV_JP,M (6NVV>05@32/MX($B='(]D?*&7T,N ;M7=%R:7MK]U6
MU@]=']KI:EO]XA)OKER]O;]F=W$K/5;MXPE:SV7AU=MI9H;OYXLVS*R_.EK.7 MG>?E^?EXG9SVC;W56TR&=BV9K/OUG/IZ=SX_K M9\GX;'U^-&KZKJUA\'R]?
MZ1)\)9.R,PZF7=75K!TNE@]C2E]\]: "OK 2F%I MRCK&,:VTK@!EVQ2T;-G"N'/"N7"+L=;2>LZ<9W>5I1KW1ZT!\-D;UVCL*/+" M>=K-'57/45'HP,FXJX7)#!(RE]11P'@K2F.#<*6E'W>S-
68;$;1Z9J6[1^>Q M+*\)947'[B0XGG)K#[3W@:M*$(@ZX7M_J%4+29S3#VEP@#W QBE3E65!7ME M:Q"B?V M]*.-U9NMR)H$@^ABM%0L:LHE:#&*[$"Q0K50@>/7MKR;AJDSF3*O;%NS/8[
MF>YJIT0V9KPPT&_(,LS#%O80.WJZTAW76^$@AI-!;HT 9%/(E*!GL;,- S". MA,1@D(,X$!$A,-5P@G',&QH+CD:%%2D/PR.,"L$*@R!A,:!OD$;!]YJ_%!%' MQS:X+?T!?W%VP#0BMMZ+ X&OBC+
FK!WT8(CS-GSB>A0D#^)?]!9!U1IP00K MP03NL7=3>;Y1(CH9B1AG!L=QU'D<7JURE-6?*;D@?Y>YR*4UY2PY-_\G", M]#OPD/BID %ZB@X@O)N@Y"FGAXJQ7S^(P[4#D'37][@.:' 8H8'W-
9<&VT(= MYEA:.9;$ 0'J_HV@P_4 *A@,E:Y4$.:">(L2$ZG65]]'0 E32%"FNNXD/(8 MDE!YL"!]VW>>IEN5,Q:!U4AP+:,*+,]4%:&$>)IF]H-RZ1+3:5]"*_;L1Q' MF6!+NB.[+)!+D)DYS&?
0)$6\V!]5M@TCMMLI;J_KOE#WIJ/BM@H=&(&7GZSN MM!(+*R!4QDXI]BE+7% JF^6@J:0O&^@E#!+((**9E#TP.*)*(\XF:!$29-*SL.B=Z)!I?
P5#T<9ZH:&7LKH[2I6<"E2BGIL^LA\+E5+_WYB(TN^9Y@<;CO0 M8]3=CO2X%5GJALB,-06;)Y/UCP1U?CI9_3CIC5NNG.EPLZ9UP]K&[SK5(%I- MW-
3@C*9B3%N&ABXYV"_@D),80]RRLMHHF8(^WG*:)Z$E:RF0;D120&V(*B=; M!7]RQ"09AQ6 /#2]"[0#FRB63><>#']=B[$'AIPC=K0[J.#_5E'0X+"84D? M&FL5:UYPJVGZ8+83XV,M(-B Q[^1
Z@4I$,&GR/[,+J)D8A8HEC"6" _Q&" M[G'O41M 6[8B!'#WQ!":^YWV297T4!D#+ 8&P%&,$J+"AW7])]W"+ MA$'UK$T_1&BXAT(X2' DR)<8D0>!:/!T#0 M>E=[,F0> *M4#-
:CHZF'S90E1/A!XDTS=,S8BZ@PC\FG, 6@7$/Q7OI(QU"4 M;1C80\'>5C((Q-.#"4V*'SWH[%3&A?(XP1F]XPN-/AM3_&?LX4.'$.K\V?$% MCPXDDZ%W_FGGZTLA$#SZQH20T,2*'V+:U?
8SUG7\>G)<'K^!O4?LI:;S10[1 MV>1L-4(_#=^5XH,W9?B6LS'>FR+<[@2:B:4-^#\WQC[, &--V2^DYL]:3(%[D,&(G"^QB'VB)W1)&$A62 M2MO[]5M%7=31AYUD,[.8EV;S*E85ZZ9.-
ES\+@/&%+F/HT2>#^ETN>CD?0" M%E,YY"E+8&;%14P5=,5Z)%/!]*\WQ=*(M>W9**9A,C@[T6/7XNR$9RH*$W8M MB,SBF([""Q;OS>G &90#'\-UH'!@=':2TC6[8>I3>BV@-Z]@^&',$AGRA BV
M.AV<.\\O)KA>+_@U RQV5[))'_PA]%9P.%@/BLQ7-(O61;]ZP@IXIPO-X M)/4OV>1KW?&_>)E4/"XV P9QF.0MO2_X8&Q8V%LVN.4&5^.=Z2Q?$D5/3L1 M?$,$K@9H^$>3JG<#KS^>W5YUNQT *
(OF?C*!F>__N+, M[!<[L)Q46$YV0=]W![LW'\V.B4GF)94!>0VZ1MXP?\TDN0T8N>1Q2L'PA+% MA"1AHC@!A0:I30B[]P*:K!FH6$05\T&F1?B5HK+((7G=7F7,YN!@AX;G<=!4 MJ0A?(>@-
%3ZAB4]XJK4/9I4 %90$EL*>S&-$U9C]^LO"=>8O .1]RF4F&#$P M]#(A6.(]&*@"HF0599[**(('] %5A.(^*B7W0DW(0E2!!N)1B7W!OK(D8X11 MD6BLJQ,B[N5PAN13"MBF JR>
(%\R&H6K,)^S$%)#$KP.)]) *'/HY)XR/P5 M,C_0$!^2*T5"V4MIRJ,0: (Z>1(55Y-SLF:Q<9@F)DR [0ILHB)K07V!QY*H,T/DW7TH(DA*QH*\I5&P!.X->-8
M8"'#_ 65PC#"B'FR)AQV"=CF*8Z#"_.#RPP5F%X5@&!1*B9!*1E6XAVSA^1$*Y0P.!*EB MO@4#@O@<3@M!AA(5>F$*-XJ_>X#;DYG&(U>.]O48["\ 6"!*K?B$<@!.)LH
M>A>QPNN% V$Y*72]%FR-8IPEX$PCF/!) DYX#8Z4 #X1EZBHY-SSLCC+#\ 9 M[P$I@@7H& &%,($^(T>X_A@%6H-7@6!.7[P.[TF<6VF&5KK)'+T$_HS)$9RE M
IY)&)%Z&+'!RZ3WQ\\\MP>O_CI[:TFS'0[U=0-4-H[T6XK#FP=:+>;59I- M];^2Q8'S79(S*N0 C.$=6X=)@@((EXC"SFN,/".SXJ[8C?YLTNR/G:G17RQK M!'S _,7G?.G
E>$P*ZXR&M:';;;/8H>EH9KD+Y[@[[CC3GM$I(M<=!YJF;M5[M"P8AQ_,($3T>;8T"9Q"!=0.KGBLS^@+@D[:QW+%)Y#+Y.A)^VYQJ/&&<_(W')FDX/G:Z7]VM9.>-"\1)0K]#(B0V\D MT?
FU#;\V(B^9Q^([L%ICQ\KU!KUF90RUU\O-I21'X&0R!&;:HF.PZE'4?Z9@ M5:A1.&.CCO>K.50?WN-Q:O/6%;NM6*N&6'JK'VO-L'4!0FU__MI$G)A_G4M%73Z;P+TI;'-O"G<@XL5;D@-A"\#B#02%.
('L@UDQST8PD1@VW7 MX)WQPEI,P#\:YFGF#!<&['=4> "K=%XQ^XA;$QRH#. 88($-DV<+LJSR7!J M0*TT!P#/#A:?9\29>+:U%# _@ >OM)U.=):O38]G :K>YLG2-XN,49B_O+75Q M+;>A.
(XUF]M/IKZM,TMWK-;9V11TQFWHS%*M0W.6+^C5&C)]UQ/C8PD4G!M"!'?1X#*(407*MHSG(N2B&#SQ"GJ!QA0C+Z:I M\)A0F)-!Y,B 4LCE\A4I?<@[>:<*[-8*"2D)97+C4Q\C2L6[-
@,THIUEA,+84 M(2I>"N#&UXF.I_"6RY@6_G_0*6.9)&+6FTAV;&&,V9LM;PG:=$()%5BXI#1U M9;"VG?S6I61R&PD;!C0\FSC#.8G#*-+56D#CV7P\)ZZ84I%+.==7V!K%K .CUHUBF:LVHA1?
UQ^W!]7U3%")1O@&LON>R6@ M_J8(H8V_;3C PYJ4*T,(S2^5QA8"7K8ONV4KHAY25D-\5>I99\#<6^1G7@N= MNK#98S*^%[M?U["96X$K'\#RQFW-T _<9L;JN']6\M3S6)<
MY7U<")/=VK91:O-E$'XT&X_-+'?VXZLS MVT.XOW3S+]W$0LO42 =!5XW>'MUT(3MLQKB/U$['>U-[HB$>,_5WBAHBNF5]0:?RJB'K>]I3&#RF) Z]] M?D]M>VMENA$.
[+,_AE79:TWV6XK2IAQB(+]&X5O;(B6&RRY?2HHJ:3,&_K#W MJ>0WH]J;JJ:OKUKI6;3X,?;B\PIRG M(+"'LJ<+Z\?BT=0P98T*\Z*GGORCVF]3D(;HMURRH2%][G2[4G24H6]+2RE^ M@&]\E"
9:K+=GNXQIT\J!T9*89R\^GL&%O3@_T,-W'HN^G/2@P[KYV'/6+N M=!F[74=[=]L+V:\U6UW) =KS?^%2\"0:?2_YY/RG]*M.-9RL6CTQXL?G\=] M3S7ZR\'\&1S,=&P?
%^+5>5;K^YAO9'O<&3.QUJ^0ROS3G_P[RVJT^DKU//X MLUZ>?^+ZCHHU%9[@CMH*M\G ^'1?2S:=Q1/|:>:=UPI'NN_:/@YW !S*X M5V4'#ZB^W3WI+U!+ P04 " !X@@A9J9)V:-#!D$"H24)
M'(<'N((D(4%HQGTILU&K)$;_?R7]QOF.O@RY@2N5_"XB&Y\WCALL@A'/$_M& M37Z"TI\#DA>JQ+A?-BEH@Z#!PMQ8E9;,:$$J9#'R3V4T;]F'PZOW+L[9% M>33;#DO>RX(W6,-
[R%XK:6/#7LH(HGG^-MI1&Q-4QEP&&P7^G,L6ZW6:+.@$ M_0WR>K5S/2>OM]4Y]L=@:;*S&&OASE9^%F/YI,=07)R;C(9PWL/ -Z =H7#S_ MH7O8.=U@9+V]LK|)^I8,;;=.]IGGI/O8F
\M['2PG*]=C;.1<1E" S;EXVX MT.R!)SFP%+C)-6!W6& WWN="."><61C"N59EQ.J;Q%BI+= M)$ID:L34D.*.9M:JN(RH98H<[E$VW*1<8XQYY@AP]TF,XZ7W&#L$L0N<\)> MN:!TV?,?CH-
N<,I^RY5%9HQ%B'Z("F/0 ?T1K'%!%Q'&6(0\04F&)GN7PH M$HP>H&F%T* 6^NN2IP]JTQ0FR>X7-(9)CJU'JDO:F@BO84Q6SY.2*09CE7!= M&4(!]"Q9MK^Y T?EJDLBQ4LJ6XE!E2':/
06*]W54&E.%@VG?C8+ 2Q"*IB MT:MC\7XYES--)LRI4N):)%-G$]R!G,#&&GSNX9FQA+,<*,2$MII\KQ4HYU M03-K"[&08Y;]"$NKR2)A0I5+LBSD)F8CK!XL+^S3+2"5] M3)$CBZK@6@AC*>
[SJA6HCGTCUQ9T49>DV<$2M:*0Q3KM%CQ7Y8BI4&,]TWL- M(:1#K*A>U\WV7'%X#>BB?W1JU[6][%S7-<,.2R*&MON11 N0-.RU)A-OZ108 M&S1J@DLPC0N1GR%#U9$16-
#8XJZ]A9X#DT'H0FS8&_1&%+$A.^_XU/V_E0\(M:P6^.7^ZI^CXT.*/1G*]3\-^7 BC(/PKMR=5)2S&9!V(NE['45(QUSJ]$.YY M\=M_1&;VL+RP;G*#M]W^'1NLX"33.KW3)QMO*"(?
7$1>^O%Y;RBFVIA+#+VK M.2M5_]FC H .=U"4;5]*\.,*NKSO%,6;VM$;R6.^O':FH,J78VNRB.ZO*V M +@UE]O&O7(%V%^<"9F>,K9@?7S=U7#50S1&&;*G]60/\O9.^QY@K93W'B]
M/B]]D?.PM\NM=\IB3E;UVZS=IEL,/#CJ/(9BECAJP^5V_=Z*WUOQ*5KQN'G0 MZSZ"8O=6#'#'.]W[LUXW#S]'3^"HE;]O=;PSU^7YX'A:=;GW9I_JX20VNLSET*FJXO-E7V M]IEK&(&F77:
(O0S2%'O\+.&R;+-%4WH'S>!H=?7YJ_??S%34"0I61&(78R; MES4/84^WM_D.8]NC&U;PA\/8MUFYSCXXB V+W6[W'Q\-L^\^]!K-OLOSC\ M7!A; 6P+\];*[Q:T7K!4)
FQ#T"'2%C'BK=ZK4Y]"SZ1#=!D&DP&#H*2:9--0 .=DRE-]D: M$G=(:M4&G;2G!6-%ZDC#F2L9GU8[6:-"X6Y/A(T=QPV7D MLA_^%T8X;^F% M5D1'=7D6.>K[[!*UAU9IK!=BS5
>'Q>GHR)%%RKREY>W[ZX'M3&F]#M5D0-1 MIZ,\9.5C#0[*V9X!8+\@?A.F$?@]"C_3+$400B1@*3117KS!JXXI#09+ M1C4';=LQXA,U*]D_EO+D5R7:;* M(^2542Al-
GMER9K]HDK]]PW%X#G$O*S6$>XS]UP$KJ=4(@K5;RT.=5@H(1IB M>]_[0(MB(>"5,F: Q09,XY,<)IJ26! &5^?XM?"UCW,E1[@.H;+R>%@8[\7. MVJ>Y;W63?%K@8'?
OD1XF[S/5B8MUH:QK%U/U<^_B[1S&\G!K,)G@']7]49- MY365)^;IC[VKL6K8]]TVY[7QBDH,?N.PK# M' @5'QO4L_6G&H/B"X49>?&=!^ZZQ[@A80F,D+73.CIH,%U\.U%<6)6Y[Q6&
MREJ5NK\Q<&QA(L#[(X5+1WE!"NH/6"[^ 5!+ P04 " !X@@A9_K;FP0$$ M #5" &0 'AL+W=O)*T6J)!7'^_6[HV3%;9T ^R*) MY-US=P_O1:.-L=]=@>CAL53:C;/"^^HBCEU28"EEC:/7651
MI$&I5/&@WS^+2R%U-!F%O3L[&9G:*ZQ5N8#[24JLQE'O]%N8R'SPO-& M/!E5(L$02\'G"&2C$0N?&CQ8PZDZRX_[U# _QABIUC6PN',J#IEZHMO
M=!Y!BIFHE5^8S6=LXSEEO,0H%YZP:61/3R-(;N=-V2J3!Z74S5L\MCSL*9SW M7U 8M]#X'=C*'AY);R8C*S9@&5I0N./$&K0)N>DYDM9>DNGDO3\Y/KF;GJ] MN)G?KN#;1Y@NE_/5X7U[>?
8/9YNO@T M7\+T]@KV"/CZC<)?PE_3M?.6TN7O0T0T=DX.V^$2NG"52' <48TXM \83=Z] M.3[K?W@EBI,NBI/7T/]/%(=T(JU5-)OP60@O0.%5"6%42G(LK(D0#7L03B'="@\)&@]=8LVN]$"ZIS]
M/T@E]$#KCF!=2Y5*G8/0*2A^-.!']{8-%3& !;TD*VCZVE(Q/E"3]<@Y9S*_ M$1:![/]#>]Z,-4- N36U!5(!XFAU!*BY6 ,K)=%9*7FP)U"%!H+Q-9A8!K MG4J7F%KS(JM!3?"\ 5DU-
C<+OB?:*#SLFSX"B84.D?(HH5_$G[WYGQP_/X# M>26LW7+@S#3V ONB9+/!1' Q4.7DYUC*2]C2!;A49AF%HQ,D4WZ#;1#/$1GE M))N!8W8^(^S.KB$^B5KJ.:AWU M903&]85%#.),/D+9]"OD?
@74;;#K-L\CW&?YB7MEB#W*18U\#VIWP0@J:!4&' D M3AO#W0891%=A&'MJ2X636...3%FMYC.XDCG;#'IA8QJ$!SFP>_>H8X5[XT: MJMT\#%2N)2*!F3K=;C>SI\VH>A)O!OZ-
L+G4W"\R4NWWM.(M,T0;1;>5&%P MK8VG1A$^"_KO0,L"=)X9XW<+-M#]R4S^ U!+ P04 " !X@@A9US.UKH? M #C&P &0 'AL+W=O#SC&E"PG3K9W MN .*1I+)X;P\\R,=+RR[IM?
A7$;54;_V:P#%^M:_OLZ6JI!_96AG\LK"N MD@&WKMCOWL5.RYTU5N3\=CU_N5U*;P#,2FD2I4%DB#QYT:=J[(D05#C>Y(YZ(ZDC?WK M5OJO:#MLF4NOSWFWY1>=A^69P-
!"Y6LBF#)_LZIU*]KP@>9DM/?\O5G'M]& @ MLL8'6Z7-T*#2)OZ5M\O/O0U'XPL=#V(MW\H@3XZ=70E'JR&-+MA4 MW@WEM*&@7 6'7S7VA9/+OYY_>\\AKD__<7%UO!\@D9[O9VGW6=P]?
6#W2_'> MFK#TXL+D*M_>OP]-G6FK3IGTT<%_MZ8D9B-AV(ZGAX\(F_E73=C>;,?,$_\ M\ 3LZOK3Z?GUOW99&@4=[!9$N?:TS3;P8 OU?N1@U?QYN\G+\^A$U#SHU
M#QZ3_]=1>'SWLU^>BRU#KY=*G-NJEF8-V&>V,<$+)+#0)K.5$D'>?H\;_M'E MTF0*L M+$; Q;=*F$*4.RLG0.'5O]U"LECI;(B^_-QH.P45F"Z,YU>R"$D,Y
MIW):+;3W"AI(DT.DG&O(U2IJ1">JVQHYBK6+AL_:G",R:SQ.4+#0D]C@I/&2 M$]ICKPQB*6^4F"ME:%O9 (9D6& /&&]+G4L2 ;LV,%/+4EP%/ "M@,O$9\"6 M=-!>5"HL;3[\(<4EE,P5?
(,QIBA5S8>&]N%Q! "D.KL"+%Z/&B.]^WYI-8 M,@7[-5OWP'&-IV#02@0C!D]AD"QT'EPK2>%),=E6(ZK;^3A8A.I&.:]&XF^- M=+"B7 ^3PQ)DH :]XX>E_J9*O:0VC [64-"@6,SRTTJ7):QF+.
(E8_$6=\W M*^9(MA0+Y8W4I9R74,Y$YZ3J4,PM4%A;KXFKV1%%9)NME6D$UP.T\2-+!L9 M";Y$A6$LRP+5R#^@XY*@ CL0'K[W8%!TRU?13[@8BLW7,-J0-!85"PG:3@45IYP") M-D&:0I-
S8!2G7$[1A@--FQ_/Z+SI^/5OEW^YON3KR>OG[#,"I%#.K)\ 4NFXD3@-:5M.WE$2@(6UD%9%6P!\9<7XD'M+.'N/C&V0K(& MX$&>DI2]8/>(2:!4;5T,)6N[&P%4OC]=\T<4A@NFD]'!4T!?
47R1N#YSX!9@ M5%6&600D=]ABQ'R=,ML'I^=-BZ^D>I]L/H^N1FPV.)9P>N!X.O1KX[3/=630 M(=SO#&SAN&XOVE8NJ)0]RD%/\FL]&+YT)] M--S,N^EQ1+U'T7<64/YM(2
:/DRE"S7'ITB4EEFS2O@;8_]/;,>%)%M*5ZCH_B='!Z-)MY4R#,R/ M(MK?C?6FB'!8&9* P_.OQ*OV_N,LQX,@-O& 2T+74;Z8A'T"SF0XT!R MWZI,57,$>#:A8$P.8S:BJS)A""$T2P@:.S9;M\Y'S?>QY(.-
]4(K9A+&'2!L MF'MDD\-CE-D[P!M_6^S.^FU4\M.D1=25G(R+HPB CTM4Z;I&'[^]EBE@0IK@ M[RRN99%T[@>G"FMVI\$](6,L4GX[O/X"KD%]
MZ1]49?)+7Q7$[EP:F($L8&WY3Z[F]E()HW.F.PMN&YFY" _$#+23C^X II]!\O[\A!%PB#K70& M 7L ODL9"2>^!2.6MF;%GWVX.' [?(@26U,-HLYS+28'XZ2]=FAB.:^XVW": MNO2H?
^%4S'R01IF;3YHF==548O+B:\>&9$<*2H0H.[]@:+J4(.0$U6S8"* MX@:OLKDJ1=%H'B82H:9>ICT'9PS%-V-7L"S&YR\,#_A% 5ZFWC-]81:HG+AR2/&XGXTYK?!/A(P%2'2E5HT7T:G;K,H>9[(
MVX)*7FU5F<8V:"2^(*_55LN96YQ(D(BM=)R5/1.@W=*B\3!KPZT3 WAF0 UF]!*#HS MV;3E[CA@$'LR2J.G8M=!@OO5KEA<;/'7)B]B?*4G:;M*6D\6#\T)V)K:K]C MBP48[^[SM4^#_]]Y)RVG;E?
P:;'HQU*VHSK!!JZMYO-"^T:\!+'*=Q&4WNC M7=X*Y:DM$CR*]F0T:PLOW\]ZA9B=+9X'_ZNN](L&V'&I+8<].679U-.[T>N4]6! QT N_P_[*RB!]]# M84]CY/U_I.C=(*3^D.-
PQ_L'R=OC+6_9KT_$\CZTZ'2_]_]??.MJ5P&,BP M/HUAUX#^N]A"^S2.$;/%'IM:R!N>5V0(3L:A/XV!-Y@P&+LIW0O2PW"AZ1BI MUY^05][!?XV3T.PW=)4NPD"*G@JG ?!>5R T* R
M[K6]+K_SY5YAA;DKD.V6?9>=+C^H5QN7.&3>;6X*]^!]+-I@=ZH03>> M84H\S)LL,1MQ)8/!JTU0?:P+J&KM&GK:YG.;14(VXRO.TM3KA*X(8K)4I&^A M#?,]E\+9)
).%M"XH"+1RJ2O^G3VY&@Z]"7,/"Q82GVO-,9IXNLX?I;GFS1 M4C\9CUYNYJUXPW%W.RIZ;RGS=H")13#7;.-4SDF:U$0"":^DC".*&8_&DU;X M>+(M];\S^4^FP\<,[M%\U*G',]#@V>=P=.
[!E\1A+B7?@#"E?S6OC*LY3I" M%_Z@M9>?KD#[JKVU1NT1EN*;U?CZEK;A#U)QZ[535URA8/O,-W.OT>;'9A/ MH\^.W6^B)"*6\R:]U/S=SKTXS4(,&;T2+5O]4F!H6N-AMGN7B"&7B;4;&A/G
M1W:&&0%",NF7G22N2#T01K&42\.4]"EA.$';EH=%@$FPL+0 \E?2H1T@2A[/ M=K[FW^]]>D4U*;/2ZE#C=]@NJ?=?ZS3^.%FLSQ^_GH/JS4FG5(ML'4\.GPQ M$"Y^4HHWP=;\&6=N0[
57RZ5!!W1 OR^L#:T-W1]UWOY-]02P,$% @ M>(((62P)/R@3"P -!T]D!X;"]W)K&UL MG5EM<]LX#OXKG&R[T\X'+\DZ5N2F21-=[/3]0VF>_?AYC[0$F7S5A)5DHKC M^_7W
3>'"=M=V:WL242!!X #P#Z>&WL7VZEE!?W15ZZD[V5]]7;_7V7K%0A MW=A4JL2;S-A">GRURWU76253WE3D^[/)Y&B_D+K<.SWF9Y_MZ;&I?;Y+]=D
M5O>%M)MSE9OUR=YTKWGP12]7GA[LGQY7R=3=^>'!IZ7O!/K=:N]UF0)0MC_[O5^G)WH044KE*/$F0^'.G+E2>DR"H
M\2W*W&N/I(W]SXWT#VP[;%E(IRY,_B^=^M7)WNL]D:I,UKG_8M:_JVC(O+(AEG<,&.]PT&LY7OIY>FQ M-6MA:36DT0M MJV2B3O:0'D[9.[5W^NLOTZ/NR?
T/FCU/GA*^L_[Z6EQ+Z:3E^)I+"ZL2K47 M'V2B<^TWXE,ISBJK,SK@]2SI56*GZ]7.EDAO:L4SLE3"8^7IU_^H)T@)C;3Q^^",GH M*2U(I5?-9]F<0/K4#NOS7,@L0]:S>\V*.2\L-CE129T*"-
F1R%0G*F%)?$%#^"#9[K M,@'7 A!:4(*DSZ:MW>%D4VK.H3/$. MX 4;0+]+6!5A4%:;M#.7 2=AC:602<^OI86CYM-@(5984R^_O_)P)#)K"EZ7 MU-:,2,O/(Q=DVI7\6RJ^5*L7!>!*>D8(':<<&(G%
[(#58)656Y3N0B)Y^^5,/% M+"P>[M[Q3D!8)\":CO/&R_PI3$BO9U.C@VL;RM+9D^2 @([[CP26(9%OR7>ON'=XD"Q@H Z

(I5KM42^,U%[D,M[:Z.5H"#EY+>*%+>ZIS_(49)0E'9.$(K0 6 M9C_62C%L9/:(Q%BIG1HZB $=I%Q,6ID[N)1I98],.LDDA.%A@FOEINPO2'? M7@%_W/7(
+0BL[8UB2DHEV"!)80"ITPD:"7%%7=;$#-]IH@LPF49 8.5B W+C9@7O M"ZE@4ZHJ2)?(;)Y!=Q"75W2*K*=X ^;IH&-'6]3M_.;%X=H8B=,!9H&>43* MB,([?
J+TV!&BC\AEKX=Z&J<5#U/_)QL40AU]-D7M*Z+K\#37O)Y2(CIR&ZG0 MLOBF=L60Y099U#T.;FB *2ZE*.[>;2L[X@N+ 'IN),!8*&F[2BY]XY*!:U>8 M3^@UU'@A7X;VQNHB"!J)%XOP+%,
($>$*$,0N>C;'!#89'TZ>!UA?)" _#[8% M59C)<"!LH)U.D."!F_!\+,ZW%'4KI!'93A90K0K&-ZM&82]G1#<71-!B(QPG M2VIC7>CU)^/YJV\G9.LC+\#T3\2:&S*3P#94RUU8O#=Y+]U[^=#B,%#WU
]6 M:]NTU+UCP+EC\9'#NO?=+?N8$LB%[1AOI\:..N'ZG#:\TW;H6V(B LVM0%/P MB>1+M88[:%CKK@D"ZB53$(6OVO+: L.767._VN;WN*/&DHW-U,<[>]5 M$D:D./IN79&LX/]6-
HMX]F8^&7<\03*>O7ESV#T:]:"DKCZ4"V*2!U63-M,+ M&5V>HO78#,AI+:FDC"8'AYAP!V?BX>&K\:OV83/4.'V/GIOO\T)[\-#F8&9?
MRY#+:5PV,S]Wl63TH"D:A'!#O:BD>5+GK/6P,6NC.SOGNHSJU"T_NT@JXP0O@. MM@RV9#4UPFA7"U"73GA>U*F6-M+2LG_V9HDCDU/_"%%54\H@3\W4YDXG]%
M/=F=R>\"6>8L128Q:!>&@@-JY-#1ZRQC15"OD4A\7=>,,]1OOO)M:&JB1@7] MI0UWH%VU[_>?F"-L344!>8I.W[C0YCMGLVV1^F>VHU#*?N?=O/YP837F#A ME*!.@^K(G@63>KA4DP[=\
91 6] (:#82Y>/T@XMVW TS@?RHKC%4AX[U, MX[>@6=7!/HK5@UK&@KF\]DBWV$A'N.,GS/;14T"Y0,"ITE;LH8[8\ T B.4 M83IIU5^H?L/)XPP"BUSN8JO',,/8 UGRO1.)W09D2A-$<#U&7Z#
MDODCLV0I/F&N#G,CI88]>X&NFD>1!HR7/!UBI^T15GLF,IO&PO=V]R:W-H965T;"M4V!FE;6QN;"TZ?==%OA4:3!*%>=N-L][N1"ZF@\#'.W=CPTI5=2 MXZT%5^;YL+LI*K,=1;UH/[&4F\SS1&
<\+,0&[!_+6XM?74:E%3FJ)TT&BRN M1]&D=S8=\/ZPX9O$K3L8 RM9&?/ 'U?I*.HR(528>$80]/.(.U2*@8C&]OHS M:ERRX>%XCWX9M).6E7 X,^I/F?IL%)U&D.):E,HOS?8SUGJ.&"\QRH7_L*WV
M'AU%D)3.F[PV@:YU-6O>*KC<&!PVGW%(*X-XL"[T*LG.CR_FE_/E+K"'8+'E]/KA97BT]P.U]> MWBRO)XO9'&ZF7ZX^3>ZO;A9WWPXGWXS026H_T\/_(]?8[@VVF<,YCK%]+E]
MAS@WQ,.]\6G\)N ?I6Y#0\N"N!L/WL#K-X'H![S^*WA+?$1=(JMR6%&7"T5 M#"7#9S +:4 +?TU6+LS__5(*OS!R_A\N,Y<(1(<171Z'-I'C.;OW_6,N^=O ML!\TI =OH?\W]O?
XY&&J3/+P(O^W/7SHl3["KU4+[-E93,QkRW\P!;I.P&<(M3CY!7E4&7@P_OWYW&7L31KWSC^0I%)+V@7A%BGTF=?I95>E+BPTGGPD/ M&1'0QL..:OP5HCZ(0JN6Q$Q6AFKG9U4Z)6/l>\
(,E5@I/'2W#TSPLR5UY(@ M'XU,>%6GAQ$G&GM4BE -E/1+D[HVW).DF;G4FD8%WA M'\&EPV=XK2 I0>LI>^"I5X4):A6D0BC7A*:,"'M=452]B$D%):D3D*E/*O[
M5DCI2_I#^0SBH_9@7SXMV&8RR9IXIZBHS]F? \XJF"+R.X,^R"7QLJ-U$(U(0.*8@#6D MWI $*'7I:"X1=-E*O^/%Y\75.N!<%]:*2%,")%6D:=#'=/8HE#Y+5ENAVB]= MUYV##DP$-^&=P05 @:R:
<3/:/&4F50?_=WOU#KH6ED+A0.&;3+OMSWHYV.IM M47UX4X1^3B>4HA&&&3W'T/(&6E\;X_R1.A?M"YX7;^# MPEQ(EFZ%80=IG!5/LMGZH2$0F'L$K*V I?==+*1W^9Y(,CCA;
(VXX@9MZD6: MJJ5A?86V:;!+--R#NBS*_MMK<]^"OO1\,SR?1F.)K^N!99I MOT/3!44SED#UQ]D<27*;4*0=D$F!P@7)YE2@&,$,2^$@8YFF>$$DCJ+6$9*&2 MY8B2<(%"EBY9!F*(S=
5L',]Q.E"8<2*@A*@*>HF3(@C0Y%)'JE%PYQS);>D M/&818O?)(I)%@#AA0H2(9W%(%((!)BFEAXV-GF_JJXVC>4"=(JCX\HMS_T$ M# .$RAZM9Z1]&7ZK!MZ#4U=$8>NC=4\YR42BO5V-?
29)KD<,]!',J')8Q[\] M=-]S&/T%>)JJ1"B'(J3LME'3IDDB7CV2#TLOXBS"(0TO04^&VMG8+6T$\:-TMA?*G.VJQ5&$%AA7@B@P, M;)H5Y7K5]^T9CNW7/DY9KO"G5@S.GG&6MB#H?
Nl7ZLUZ#UULP-E4SV+J>?< M?K^>4=G[8&QJ6.X&=:AlP_1K%VC< .?EJ0'YS.<.,33\HBWFZG<=PWL M6BIU?0-[:I',CE\D<)\T'_^>:G\Z*IMFVH:V-%%"R6*M:FV83J^-C7H&X&R
M^C]N^.XWY"%6K:"FN>IBUD]L777;BALQS=W[[$5T"ST&B+5P60ZX,6BKK7'=:4'MEL< M6Z8/R+?CV#K8:;KVLIV-NLLC.G?4R:\8[B:L3J,'62:9UC61P)]NV]51B]B
MR__A176(^YXM0 8O07NIK9XN.*6M2U\=YI)WIS.^5ZAS0L/BUDVC=O#^+6L; M[>RJ;#V?3/FO!&(-^F;;9CPLFVD86!,>(;HI;D208)GD))0U9+Z&'J99)0%0 M-
W1%L[QVGNI>Z6Q&P[K%A5.S@1^6!=0U9ZM8?U51=ZMM\DIRH?M[W=?(\OH- MRK/[&MKV^C3'SA/AU,R)SPF"5*[5N&(Z SNNW#EI!F\ 5##S;.%1[B!^D![MT,.-F-
%H2[R<=AP71GC)/Z;Q!N_&F<9OL,G<+FTK]TLX1RH7"KS1HWGAWA MQG4?ZO]8H+O!=\;"^2-\H7X6T"K!:A)O'@-5SPU1+QB:L-$/@A9M! 8_@B<7 M-SJYKNWV?Q"?
=&_6HE5T_C\89=FX5;;8#EXN2-6:L?.#* 5-=]M>=>6^-]R[MOK3V&E_/4\KG^C\" 6D.C6'Q(;T:K?Z&&!9?WVOVXC^.2\+G,72-"9V!J/G6 M=SN(%_\+%(1D2_TM_I9)R5+]NJ
DHEPQP/R,,5D2:H'JSYG!WU!+ P04 M" !X@@A9IVCL]A+ :"@ &0 'AL+W=ODXO3?[Y"R MM<["\>YB^[0(%YS?C/#X7"G]+/)$2V\%D*:49!;N[!0Y/F6##34%N4=+)6
MNF"6EGH3FJU&EGFF0H1)%'7"@G$9C(=^;Z;'0U5:P27.-)BR*)C^>8-"[49! M'!PVYGR36[<1CH=;ML$%VJ?M3-,JK*5DO$!IN)*@<3T*)VU3X+O''?F M: [.DY52SVYQGXV"R!F$ E/K)# :7O
6A7""R(S?]S*#6J5C/\X?I'_QOI,O M*V;P5HD?/+/Y*.@%D.&:E<+.U>X.] ZTG:Q4">/_L*MHFU$:6FL*O;,9$'! M936RUST.1PR]]OB2/4/B[:X4>2L_,\O&0ZUVH!TU27,3[ZKG)N.X=$%96$VG
MG/CL^,?T_NO=EPNAJ$E%8XP3/?B:BIQR3OB M.O"@I,T-3&6&V5O^D$RK[4L.]MTD9P7^5LH&-*,K2**D=49>L ;WZ>4UW_/7 MAPDSF+R@IJR#1PY M//T6-5>9
2XSGC)'<,$EG:C2$)>YO*Z5_^IQF6O$-TD*E&+H4^Q L^O?T/A MDM']FD>S7V7AHH*]-*280*FP1*8EH6\<>]#;57Z#*7DE".'XW8? MXEX'>BV(VOV8H?;]1*;XR=VI&=WO9]G=&"<#:-(7)[!4E@E
[Y%YQZ6WJOO0 MZT+**I/P;2;YO'$5XG+G MRI&3PIW[)8TF7?1"^)Y%!'$CJM?458VE35>(1X O/&)/'K$+9T42#>:+)^.G M\>#RRL&[1=\ Q4^GC=E*&;ZFHG2&K;4J3I7RH8 EO0^XI$,\
FB%*2,@/5\5 M#.K!I<@@9R_N%)T'EG\Z@-RHH3%48O\6F+C1?0-.U.B?!H8__IX?*H-A$?] MND"]\:\20X90$ZI:=[U:/WPF5;__D[QZ-3TPO>'2@, UL4:-;CL 7:U$JH55 M6]_I5\K26\)\$^T-
;8YE8B79**X_WU-T*-LNPX M;I)M[['!)%(<8:/S#PS'.DG2Z4_FSF 9?=9*LUI8VIMXJC5,I,Y9-PTU0(D M/IDJG7&+0SUKF84&GCBA+&W%8=AK95S(QMF)F[O19R8?6 MNP6_"5B:VCTC2\9*?:;!57+:"
D01#"QH(:CY0XN($U)$<+X4NAL5%N28/V^ MU/Z3LOUM&7,#%RK]ITCL_+1QV&)3'F>VH]]^0\H[.F2OHE*C?O/EGYMN]]@ MD]O8E17"B" 3TE_Y?>&'FL!A^(A 7 C$#K??R*&\Y):?
G6BU9)I6HS:Z<;8Z M:00G) 5E9#4^%2AGSX;7-^\^ _#X#]Z*1E<0-: MUIH4RLZ]LO@193UVK:2=&S:4"22;\BT$5]&+2W3G\5Z%O^2RR=IAP.(P[NS1 MUZZL;3M]
[>=;R_XU&!NKD27_WF6XUIO9K9KV]_?G)&P\M=OABD*8,ON:"K-T3Y MA/$EUXEA5C'(%JE: 1C&-6!:3M1,BC]QB9#,SH%=*&E4*A)N<6YD\8(I; U3 M4WR4H7?FE-%WP*[D1&7
7KU3QKOFW#KI*1>;W?$T!Q*&&;EN MLEM:KE*L*D+.F.7C%#$Y[TNORRK+M\'S;&>&>X* MS3/2G1?OU< ^XG$V;$ M/8! MFX$$C3&O+@
$JZ.@#*8R_\"8=A!%#UVTR.7O[1,*L[>@&4=C9&/^4.):)'C8"^+^ M6[>NVWD;Q-T.^SCZ9 +TGUF :XK254"E76(/1U/F#+N9C,V1U0 M-.] 8]',-L:[[=I".0%V[ESS%*,0;;2)UM5X%*GKVZG)L%?
DOC@\OB$;W'UT M_!I;RO$?: H941#-&;*HZ2/HM/M$R410Y$R374VI@<,#,]'62F1YAN>(G@'N MLP0\W3*P'BB7,D<6;!Q,#@$3QN0HOE1YFK QX)]=
DAV$#5C5(J=+)"Y%T4$AI7OA2&4K2!)'!80E*J6M/11_/I3DV?>,YIO2G,lC:,.=;[$[F[F2 M\03*=HR8N%0L$=.I1AC;'@*'/9#"],^P6YMC5T5=VHO2XX@IG0B):VHXF6M3 M98'W "E0$MY8?
$5CF*[@L3X@>5&;P$4SQ5/CES;93X4S]BD,F'@\& GSDK%(MB"H7PZW4.V@WNSMS\9IKM *=WOUJ1O)="6GF.+T[(V6>C;%NTE'H%Y5%KT+[MTOP8,\OP]=UA\&-+\5,T!DYS@W*&8,<
MF[F>OT#/4D2=;@6QI+,SWOFI"M=V^H>U8/DX.V({21^X+(-$8*;FJXT@)O{' M07R9MUX6ZNY3LPP-+,O;DIMZ"2Q+UOYZVF3#K?>FIU&K=-$,(U2\[!D,@RTS
M6%.+982%]D1A>1(]";R,I.+T"T=+T+ H*$Q>5\GV(QW%FB\O+H1[^X2OD;JT MWL] MZA7?#*Y"A."V!NJV(KM\WICHH!RW 67^@RX";7[K-< 9K4:;GJE:]\M7#7
MN/(GE.MN06>^%5R3N^[*;7OG _XS:@4634)"4 ZB'W-75]*6[4OVQF@&?3] MWM#))JW_R%W-5C\1#/R7\?5R_L"M@48&(/=R!1%P^;;;H-I_\%>#ZQ:N._D M8V6MRMSM'+#;UK0 GT^5LN6 -
JA^.#G[#U!+ P04 " !X@@A9(8*R&TT" M !!0 &0 'AL+W=O3'(A5AT[M9W2_ON='PY+T0T@QH;FUY$P0FR:%@YE*5('$G4[I@%DV!#DRI@:4>5(@@
M"L.KH&!PT,141<'TOPB$V@QHB^X<2[[.K7,$<;]D:W@$ M^UPN-%!!PY+R J3A2A(-4$ .6S>CCHOW 3\Y;.S>FKA*5D]],&.:#FCH!(& MQ#H&AI\W&(,0C@AEO&XY;9/2 ??
7,_8[7SO6LF(&QDK\XIQ-![1'20H9JX1= M,ILTWV-;3=7R)$L;_R:.,;5]3DE3&JF(+1Q4=&E_67O6__POZ@%QX!1%M Y'77 MB;S*6V99W=-]0[2+1C:W*5Z-(KCTAW*H]6XRQ%GX]O)W62YG-R2\?
QA.9D] M#1^F\QE9W lG_< BOXL*DBW7J..*CG!=D0E(R1IF;KRK?%PO!)/D]7!FKL47^ M'"J[9NT<9G5C@")]&P M1O0AI:>Y/K6ZG\EL/KOX\3R\G]Y-\=B/GS]YRL$G9?*#N/&V^!C"B%3RXK5B
M@F<<99V?l:*P?;#28*\M"!K/WR&)*J2MN[0QMO,[!NZW_Al>7PP/3:91>0 M(32\O.Y2HM2PD*V5Q9/PPOOL$*M O_4PINS-<@N;6B_\"4$L#!!0 M ('B"""%G\@,3CYP, .$(9 >&PO=V]R:W-
H965T33(C5Q.[: M#]'_ L8.!*A:I)7N \1V9I[?O/%X,IRE>M$9HH%-D0L]\C)CRJL@T'&&!=.^ M+%'0FU2]@AF;JE6@2X4L<4Y%'D1A. @*QH4W'KJU)S4>RLKD7."3 ET5!5.O M-
YC+>N1UO=W",U]EQBX$XV')5CA#\U?YI&@6M"@)+U!H+@4H3$?>I'MUT[?V MSN!OCK4^&(.-9"GEBYU\349>: EACK&Q^(P>;YQBGEL@HO%CB^FU6UK'P_$.
M_3<7.\6R9!G,E_PQ&0CI?*#!%-6Y>99UK_C-IX+BQ?+7+M_J!O:'AG'E3:R MV#H3@X*+YLDV6QT."[##QRBK4/D>#<;.9:WS+#Q4,D:E+4F-#MPH3IO(L>% M3B,.J?P.NUP?8<7N^G
M@X5)C8)0HS*T$T" M;.V9]|HTMV4%5E0>HP:FZ2KX4:$V1&WY"F;/V(=918O:4R[BO").:U)!)FZ M,+B*%4N-(!9%CO76/OR)0]#)X-:'.0$5C.*:9LP2% YGZ0N#[4E=6)DT MS&5-28,%]<#]Z;9Z.
[-31$-.,Y/DS=&-I=#4&VR(C0RZ4DSQ')%U34\O:: MOI?R_TM]U[\X3GW7O_PH]3;-A*+WQ'RG0MA[]R(+#MI.@6KEFJL5H1*FZ4#M M:MN_)TW;VILWS?^!J14)!#FFY$JG\
(#U3349F)DZ9K84AJJB6Z8T3<(*FM M[U,IS6YB-VB_:L;_5!+ P04 " !X@@A9'DL[6.,2 "K,P &0 'AL M+W=O'RF)WK]|_LUM*76V]?\O7KNW[MZ;VA:[4M16N+DMIEV>],/?OM@9;Z<*-
MGLT]7=A]_W8A9VJL_-?%M<6WW6:67)>JS09\>X!$;:77O M.I\%:65BS#?Z,LK?;?5)(E6HS-.4$G_NU+D]"IH)[G[[:.MT2NIK(N_(VY_U'%#1W2?)DI'\O[N/8_I;(:N=- M&1^&!*6NPE_Y$!7Q/0_LQ0?
V6.ZP$$OY07KY_JTU\]+2;.Q&'WBK_#2$TO59 M9>PM[FH\Y|]?_7TQ\|HXP'^X^BC&HT^7HX^C\^'EK1B>_MGU]]O;P=77X2UU>?1^>CB[%X=6T*G6GE7K_=]9"#9MO-
XIIG8WP=G1U*7X93IRW*E_K=M_F/Y@_?04:#^XA&%79CGCUUS\=[^WU3^D>?QR<]D2\ MYM=*G)MR(:MEO'4]%M94F#?#O.G)[?;1UT{[(<6L,!-9Q!A05JB'A;):X:EF MO?- -(\
<)RI;0:IQ$):7^$)8!9"O?Y6*R5DE8M<.ULO" 7$Q.*"YZN+>@)/ M%@XP@?%9@26 <^*VE1M1[O2LPFXGM2YR_*7G (Q6>N6$5]F\,H69+;=5)2<% M=K5&:"R660.-YGJF/39&3!H R@ZU0[
M=6>6L0#+'K#O3E6U"E)!M5-/|&%]LL=<;84F2DGNB*]l)6=*6I:S0%K_%SD MP(WMS$*42I S:F@XDXLP!R*\)SHV9*E<*:U:]:$'C-
"VE^A"4@1AGI#DF3&>=HJQ\".&#KR/42S:[Y.AP/R(5<8+D'#3!6Q5(<'?17 MS-18A!1AU<)8DA# IKJ25::Q(,(-<,W+A-$HD]];4_FPM\;6#@ZOE.SDK;X M0W#1-Z=!D]1AW!1 S$Q#RFGD':FL)7S?
W2\@6QQIW-E@T!X8FJ@(6Q#/60% MUKFC3?#ZT0E<3%68]1P("?V)'H=1A0R6+I=0;?'[(;00N8 MDOPEK(L=VYFL],]!;_"KA=6T'8CKS-3?2ZN$JF;0'[;2$V[IO"HAN,WF&FKQ
MN$:^)EQ&SJ.=#X]!T@A*O9K1)?(VW:A?D-\G9[4XY_4V,.U$D31H2PJL1&.?OG*S9& M=%!D%C6AH1B6\G>L_[.;)%.YI]J&/X35L%NVF6F)SXI>-H28GTR9E;$ /ZB M":2@&E/^FO8/[:%MY0F?1]
<<,_6"/!SKYW #'7'8+E9&)PW/L&C%.!2R2$Z9U M/9A#JHWDB$[L;FQ7GL;5L@A05:IRFRA"ZP0X!(%9!>6S6VI'&1VA#/"(4IF:"(]H M^\3@'2UR!/?8J0OUT%5#5!"),#@ZQ9U\VQL@?0?
E.P@.#7@XN"P 9[=2%\9B M0:Q3$L-.IMI>,56C3+;2(__/%>4(0$@7!4U9Z9@I6B$RA%^O_2JSWVKM-,G4 M$S-P"#_O16#T%'VF 7M:$D9)JL WBTF"^>54^6604F;?MLUT2@#4))"0]J.L M44-
K$V+A#>^)+$>R #>DJIR95:IT9E=E:>UH%X5Q- MC+1TG425G-MZS0H]+@,0O)"S;)&0MO!;+2DKTEHU("-3,2)R56(O/N0.RA<@ M#=]@K@)5#L0D3$TIHL4=$.]"3DQ,
(3%Z5@*.ENPZ[U<,=9CMSK%':U-X^@? M\C9#T"/&Q"HE#YM9CJH5Y8.BR'983)H7LUJL#I]:-U%D!G0[:BP N9I3I747 MHGX54)\A82V+P%RDM1@HO8[=.F\WID9"J"H8\:UJC)W08^\?
ULCCG,]G4)5 M\ YZO->U"(9T8/X9,P& M:0^4\I!]#<5;I:3ECX$33J?A2P,QX,U[>UBXAE4H6U#8Z0="4 M!?P*Q,3L8Q_2U9#0 CXK>P+U\PSXBP]6_JX+_*V+F;1TZQO>GM-?A!SVQY\< MTNP-
D+4G+F;+A:=< VM6T/XGJU0&P7^$EA %3.%S>FAD02(]:/]+>M"4GDB@ M2T4.2]_P[-)LC0Z7M=L)L0*V62R##5]:=TH
D:O)TJM8F;;E/L#GRPG(YKM7%\#1W,]+]XS;JO^/:\2J*37W6!4R_Q70$*ZCX,SFO;0K WR* M157+!WH<.!6\PCGR'&*"-+&82FVAFI M.@*T)>3"!%:5=IN]SX1O*X^M]S>#
M5E:S+JP#6!.O8$;W>OU4F71S,449[1ZM')S3U8BGKA9H@P2C\!I ?T%] IB% M\R1<$LZR(ZZ:%)?D3/R#LKS)J>Q@1*+2F_1E?*,S#2V!SS)[OVL*X32/GX,& MEQ)AHI@S9*S#./D2.9-X-"W\,# /V
W<'W,$Y-RZR&DM:DS'6/NUKF+ (666 M)USHNO=@>F:,AP)"P0$2,5(H-O'S>/YA58%Q @*YPH DU$<&WFS_?4/N>=/D MGC<;D\:-R@KDOT[]],NM>O#BK##9M5-R]'X[&%X,&T?ZSCR4; O
M!6R6H;^KN'78[>?LMT]35<===R7_^/#C8V1.E+@INRAAA2-'K X7;>0H$D*0+#G9<(8!2P>VJCMT2#&KT?]('+F0RD)+.>= ML7---16;*5YWNLT?*L=S%'NV9,[+((HS'X$I=(S,1U-4N-$?D-
*:)9EHMA^$,Y'*"&V9(/IS - MG5U"D+)AN2'\8T^]T[ENJ1%''U==,UJY,TK(&++DL-^]S92CUTD3._(\AK)? MY;!*!VC',\S+V&N0B2MVI6IFZ.J$"H+5MKNZDT7=-"A:?;6UMI\;I[HXD6/N M.\
[,L3VG\AD-Y/0J)\(IP"I1W,I$19D/R_ .HCL,J2NA5W2Y"RV7\.)EB/" M@?*USGS8>'M]=;X,& H1H=UMJM_SV'1 K3C3-%O8O,J1# _5Z'^L:,W; L=,*
MX=* PL*6$"WFK:X7,_82@YJ@)%!WP3Z!KCC#+;+>"GUJD@"W'>@.NT0\T?I& M>_ZUSE/K=0((("M@DK5W235*!VA 8P#F8I7,>0E0M=%RZ6#NUAE=WW0BE\T#; MMF=6]DGF-$@,H2VS
=B.&V [W@A+YT1ZN7RG#O= $&PM),H;\B[-Q'+##*ZF M7HI?XM\7*-++PO2>K,$+/Q:FD8A9N^J_9J=V@0SP?$CG9:#3^W1/MG2Q?:BO63@7J5/,)XV> .<)74^*6LF^APU3>4R+$7/H
M%];AO%6FF]'IEJ,*1?5%<&:U(\60XY,BE?4RY)TT.\T9XM!,B@A-,<2GAO"' M88[!#E(D)SI@?2(E(0?P49/K!@JWU5M-9F@*00LM O$F-[4B(" N$G& M)26/C7,TV8]H^,^/@R.]GI'!T?-
K6=\FS6]=4U$1X?$$*L.)NH^XN?6DY4&)[WC MDW[[M3:/=M'=+I)[.MI$FJ)AXH)CFCQ51N:51TX-!\H :X#0PSG79U@:]#6IK6 M)4)1PC.V16K;<[I,F4Z>]^#Z7!I MKW % D?;%X0&I@3PS)4$BR
\\ZN:IR)&,9B*Z3G%1-5/A !T,12 1A#;1/U MB&6$YADUG #%&AL)E*,K,%'D0*X"K$+93D>T;0K*<(XRK:FM$PP2FX&4W4,& M ;J19E;7;UDETP=>]AX - \'DIB_<[3"T\
(O*>CD7@9+N11[S6,/N]I>P82 M.'VWVY9>N)B'X[[$NN.9F,V\S?#H11RC0L$6>13$>^2")9V^ %TK;GR5G/H" MN+*V5AV4-M=QK'4$6:Z:/.?#6.HC!$NU0YL#=A-AUOSZS,NXT$VK>M\Y]S
WW"M^=G(QJF)7'TF@ M'V*QK9PZCR&-5;FT"*8S.L=M>L$?A^.SSBM@82OCKSS==O^@>;/L1C'S1#*] MH:# 5V!,?%"\NC4+!.SQP?'KQ(.;_&X6\3B3]'NNFT2N'J@/S@1V&A@LLPA8
M/WE$UR/3ZU^<)E8;_O*4F!/,A"([*4G'G_25#Q!1%*;,#V5D>A%;NQ07W2K[M,T@TOM&+.G8BJV_BBMEV'G;!*F[V\^CLZF:U?4[ZHH!@2M$T
ML3$K%XN"&F)0$%$L'UY("LUIZ]>FWDI[HD2Z(!7QRD&Q+I7IZVAAC++IS)@ M-3BQ0]XB\SR^GX#'_R:KFK !$@ZB\\ ?'OG!8+L V.P'S7GB.#,+U4MN$3PA M]:&'B"?%-,(TC@OM-9!STW>-
%C;5WG&[9N*\+/H'$0G3>,[])Y#VYI=!3$9 M(KEEB$MU+#8$S!;BT3%5>*CQ$&++* "84:;V&FGF?TGCFL MH(AHCAYVO!7[_484N#1W@1'2#IZUY?YV_ZBQY3B^[G+3=$:VQ2B\6QBFA6[#
M/68$:?B'lN1KU=(A^_<JZ=CLL_4F"!057S&BMK!O]6+:15;>6K?&J,$DRO4 M&P63Q_:ILU"RS53-+,G9M!SP0I=QX8NG9%0]Q/PPWO"3NEMAH9K#PX[_L'U
MHBZ;3N=+3P%*N2UGE6\C/Z!!EHGXX151Y9(SKL7&H1!W7,.[=SN\G2F5G_"L1%][.":3^E:*XVOT09AM]?M,/#SUB0:F$!)PHU MQ:/lG:/#+=!-_F5(^,+-@G^-,3'>FY(_SOD],QI_^W3,F+[0
LWO<]|_&U!+ M P04 " !X@@A9SE"G^!D# !X!P &0 'AL+W=OYCV8)*#6'7L MS'9*]]_O[$#&6L;#M+TD/M_==|_9=^?!5ND'DR%;>,J%-,,@L[:X"$.39)@S MA*;0R%+OE(LPCJ).F#,N@]' [\WT:*!**
[C$F093YCG3 M/R8HU'88-(/]OIOO,NLVPM&@8!M2]-Y+AT MEI*PFK2<_.SH[GXZO[^9?H'O[15,OHN;!=Q=PVP^74QOE^/ES=TMO%VRE4#S M;A:!."NC MO&IVHO2/S*!TAKXZF\0EOAD
M82)4\G TE]/1EAG"6@EJ8BXW8#U@H=4C3]$ H_Y,E$RXX.PWFUI#0BP:_@MX MP,41U#OFF%9ZC8723N(2+.6YI(R4X"ES>Q.FF$P0%J[&#>F9=2,$K/*V+%>E MPSV)L;#THU%B'3%_/-
>4B(&WWEB5AEB9=Q?PYE4OCEKO_]N?ZA?K^H4K3#!? MH896T^^T_GF\NB1>7.-SRJ?0[3>ZO8@6S6[U.FAE#]Q6\B-3L-WK]Z)?8:)[W:FFI+!-'R/7[C4ZW(M=[M]*/SO>I8&X4'TS!'O?
$SWT#BZJ0:C/5N _R;JVGZR[QZDSXQO>'470+7Y!]= M=<\#'T-6K'=O034$L#!0 /=]V:R=W-H965T\:ODSO?M&DN=G*?L;2VF")0 <7) ?H" MLF0UB3V3^R)8V.?
AV84%C79" E 9@$9/.>-][&5:%^=!H)(."R:@6OBU"OB]NI;&"AB6E.7!%!4<2-F-O&IU?=JV_R@IE1;Y'FP4Y)17 M+7G:YZ$%B,_C +P'8*>[6LBIG!--)B,I=DA:,\-F.RY4AS;B*+>;LM32S%*#
MTY/I[)_[Q7*Q6GR_6:+IS1S-%P]7R]5B=7]WM42?5V3-0'T9!=JL91%!LN>] MK'CQ$=X^^B:XSA2ZXBFDO^,#H[$1BFNAE_@DX=\E/T.=T$BNPDT%;)N2I(F//E{$"^0C>Y-.']!>G)#5;61U3\I:FJI+
M22P9(:-!4*= *39.?)960(L)3)62-6544U!VOLQ?)K<*X?0]PS01C!3D)1O M]_5(S.,VDX0*M%C8:6QC0@[1%/@FZH/0R(5*I[6QO5KJ2*5M/6<,>JJ*O" ME&A GRDW$Z)4!JN^G*-/V(<=B[>W4Y;Q'-
+_-+AVL;R8&-!,Z*R9ORCZT6X M396(DINX)"1 'VVD/N+F4JP=!F&WZ=]** BM0A6NQAM[DH%B(Y4L5=^@YX_#/'1??IHE&*_$\;_8X<369K$ M05XP\0R $I&;IT@YS2U^W%]IP3Q93U"M%
SZG5-IKH_QXP53ZMG[N!>_2Q\(W)+N3))WQAH>#;H>4A6#W!E:%&X1V\MM#GHKIN9?Q:0 MUL',;X30M6$7:/Z")K\ 4$L#!!0 ('B"""%EOP*T:[P4 '\9 9 M>&PO=V]R:W-
H965T[XIDLRSHCKKS:4N3_K]!GSG%6O9H/3>NQ6#4[E0F>BX+<*58L\9^KC,<_D\JQ'>NN!.S&:;S/0 M'YR6:,;'7\H;Q7T^HV65.2\]{0LD.+3L]Z0G)S[1KX6^%7P965]([.3>RG_M-)VK]*SG&
(=XQA-M-#!H'O@%SS*C"-SXZTEGKS%I%MK?:^UOZ[W#7NY9O2]D M]IM(]?RL%_50RJ=LD>D[N?R)/^VG=C"1657_13L64"?%M#:[Y6AVLM+IMG@5,DE4D8:M)F/>]OU:G!.%.92QEK! MK(!U>C
>O;L>W4SOU[1 M%J!K6>AYA49%RM/-]7WPK'&/KMT[IP<5_KPH7B/7P8@ZU^N@SVVVZ];ZW'^Q MW=_*Y^/)W?!B\D??AE?ZO&Y)?F1.JTI(R~4;C+@*.SR$/0PO&OQMPV|(PW=)Z(?-"_8:51D:UE[C7RC#
MUWBAM,1V^N-<(4H_S?-^#,1NU9HFT'<00PKD"SB#]^^"EG]W(8MFE47SDO7! M#"&;@0D9'1BO(ED)R3F"'R*$^ ((:)O=@L=+9A)$X2L>%:G4OBLIO8("G7 M\V-)A#37A
FE0)%$()Z55B9$HYL)(YSS);FR MUL1&49ZJZUMBS/F-N__M.U])@#=]2[#KP';=06:6O_Z-A.E/\],HG8:4F>JX M9 '+G'.3/%9C#3(7:.7X$PE=OQ75Z.CUVYTW]V&S3C?<"#TU1A?:HQ]#^.2./M=I/\:]\
M9.NBR5<[LLD<7C49,I$\GYU9E_W,$::+LA@*'YE1C8VNA85OQ$20%,83E4"H MVN-9_>=HKH!F877@WF,9B@5(T@C<$FL5FH6F#'> I5D.,FQF^HOVPK<
M;M2],.I=M]L]1<, 'BUE,$49ROY#&$$F14$2EH-A MBC#(4-6 ;6,7R(*@DMUG;O6 B-6XP]KG!M!&D$\#X30A\(XZ!:1 =_ 5!+ M P04 " !X@@A9L;)I:"34_@4 !"6C7=6JUJF7;P[0'DUS FV-3
MVVG:_W[G!-*P=?1QV@OV?;[[[COP^1B54OW4:P!#'G,N]-A9&[,9NJY.UI!3 M?2(W(/ DDRJG!DVU?UW)PRX4Q&%7:C)B-9&,X$W"BBBSRG
MZFD&7)9CQW=VP"U;K8T%W,EH0U=P!^;SYD:AY38L%80<$B,9:"X/, <,+=$*.-^R^DT*6U@>]IC M?U_5CK4LJ8:YY%]9:M9C)W9("ADMN+F5Y0?8UM.U?(GDNOHD9>T;A@Y)"FUD
MO@U&!3D3]4H?M*]]#*R#V_A(0; ."2G>=J%)Y1@V=C)0LB;+>R&W85:E5-(IC MPOXH=T:A*<,X,[GX].GLZ^75%3E:T"4'?3QR#=+:0S?94LQJBN O%#UR+859

M;W(N4DCWXUV4TV@*=IIFP4'"CX4X(:'7(8$71 ?XP];&L.(+7ZOQVW1VM[B= MSA??7ZJR)HE>)K'-,=0;FL#8P=NO03V ,WGWQN]YIP00+X$14*_TX#3Y+Y@FMG70A/W50Y\
M%;#G16/CM87]VO[NB-4J7UL7B@%(GE]LT3__!O> MK8O%^9R1HW[D':?L;##HO&%O/!FY6,&0 M;+#0BSN1'^P):[/NUJ,@##O=,#C^\\3O> / &>^'G7X\>$XJ]TN+,>$@C@\7 M\D>RMS9-
'/IMI(N9>D%WA[ST>KBM!ST'M:K&EL96+H2IW_8&;2;CM!X(S^[U M6+VF:L7P/G(,-0[Z7<+=HNI151M&;JKQL)0&ATVU7>-T!V4=\#R3TNP,FZ#Y MOS#Y!5!+ P04 " !X@@A9&4X4]]lL' M)P &0
'AL+W=O>EZ/:0+Z9)D<,9$ M"/20Q"D_'IR$R [*8QZL2+RA(LH,J68YXQ@D,U*(G'MFEZXP1' MZ>#D2+5=L9,CFHLX2LD50SQ/$LR^G)*8KH\'UF3L7(3' U,J M1&
(2""D!0W%/SD@<2T&@QM>ES$$UI1RH_]I(?ZJL!UON,"=G-/XS"L7]>. / M4$@6.(_%-5U_(*4]KI07T)BK7[0N^DZAQ41*RW,L\,D1HVO$9&^0)O\H4]5H4*Y*Y:;<" 9/(Q@G3L[?75]\
MGM]>?'YW@X;W^"XF_.!H+$"R?#X.2BFGA11[BQ0/7=)4K#AZEX8D;(X?@T:5 M6O9&K5-[I\#?\G2$'-- MFE/=LAS*C,=)<_9P\Q_ST]O;J_G9[?_Z3.TD#/I MER,A__&1YYML=6DXJ+2>[I)_< .3"/":
(+M 9YBOT M'C"#/!P23CZ='-!KFDL@;C&+.S3?;?T7W[R;=-YB[YU>;MBA#0D7>(,\P?;-1]R;-NF,Y6MV?U0J$X2'Z037A M@M$$!2N<+@F*4K3 $4/W.,Z5.P;2'1?2'5>%,[9M&GJ&[5L'W7;+C*6BD
]"&',>+2)8-4$1P4RN$2\,((L%49%^JZ*V M-^N9V)GUJ&Y,IF:WKV7HSK/O9I(T[-W&86..-VAJ6-YDW^<[@HY;!1UWJZ#S M.Y6I$L=HGM \%5RV?P1GT0^#H8D5S#@+XP0C-
X[A_3I!4!EX40(!BP";XZ)L%D(\T@$UZ MJ92SG#&2!E^JAC]&-R-T#DN$6:?SS^@2BYS)A>G(V2Q(YTGE3UL;-J7:!P*X M>1"=9]7$\)YZ=KV"H-G1;M8*NC9(BO_1D)9HO5^#B*0XCG&
[68>KJ.=5UIUV9 MICDR87V]$8R43AB0\&K511'609X0%>$4\#Q5)X8IEF+MQS?\"<,O)T:[YXU M\C79EY@%*RFW5N.2/$0!Z*N$>B!"%PG+-+&Z*GN3T4R36B$'!"M[N\\;9'DS
MP^\1_T\O7P<^SX+14\O]$=0N"[!T@^+3 /.H\2VXV(:= (OE>%/SV=:W,3,S MG#9F/!VX*U\?[YX)$K>Y$&<1X"F:IR MGR1>60[!"$[$^C9EL)8JJU;)'-(F4+@U^A=P(YFF0^4H7*7L.1OP&5 FV(2R
MV4#K500A3B9<>)3R&)A5" (ET?L[CX"00D(N(+:1!(?[=C : =7\BJNY.W- MEVE>(9GJUW1-4_U"R,>UO6P[$P]H4?2OT_YOG[TNRN2GK
M:;R<&XDO&;DEOMMX28*6.C5CKA20YZK/ZESU6LO]OCZJ23^(:;&% M])+:;S84"]@:IW$4J@5O>.KS_>&*D0Q'80%]"K,P%*BL*&#?.-&6_PUR((:/ MM+IEUA[R20V-:;K\51"6M =/[.8AS:+?
MH9N9H60<@FS7<&NI46!L^]!Q'/)AY7_]"8CL;^('- M'lB4=PNN=K(&JU1[!IPT&C29>>B$[+L*V)AD[+-I*$]GTU<#I&ZYC:77; MK%9B!X^85CQBNC>/:-VLH0@2/ @YN,B- #^0"%'WP4
(&%G)UR'@+T#(:$+Z MJ,7NB26U*&[(>,<#&Q2FXXV5,GR;-FCXL;A'!,(GAPMUSUL>MXFZSNUREF[" M4WINH+?>'S<8S&,A4PN$CP; OX/:)@SN$\ZL>RE97D@A,V6%YD(-K6\RV0D
MH,M4W:A!>XGLAC]$I3\4_7_5[F0SRJ2^!=I M, /.L@\G1CT7Y)JB0>B;^,>V/>Z3/JU MR\[[E_>[^R$QVZ8[,T7ZHY/ADW?T/]'^,C7%5:C_IHON;Y+"%G&S/<;=<>O MEF1'(O>K1.
[OG<@U;]'GU9>E\]W3?ZTX\+($V,A!/#HK8 :?/]>L=R%(GW=]#7OGA7=^#=[F. M>5#&V\X;I;ZX.]8^84H(6ZH/M>1],ZQ\353U5I]"S8O/H&JNQ&PO=V]R:W-
H965T,;C>3+!)S.A'I4$0)/O8GKD.&HX@9"]0S$%CB.C(4.JL2O'CII*H+Y5"@/'K5:;3D@9+W5/K.Q:=D]$ MI /&X5H2%84AE?-3",2L4ZJ5EH(:-IYH(W"Z)U,ZAEO0]]-KB3TG0?%9"%PQ MP8F$4;?
4JQV=-LU\.^&!P4QEHGQ0"#$H^E<^)U2U1@$ 0RU0:#8/$$?@L MH1G?%IBE9$FCF'U>HI];W&7 570%\&?S->33JE=(CZ,:1'3H&S'[^@M_&@9O M*.)E?
\DLGMNJE\@P4EJ$"V6T(&0\;NGWQ3YD%-K5'0KN0L&U=L<+62O/]*;= M$REF1)K9B&8>K*M6&XUCW 3E5DL<9:BGN^>]BQORT+N_T+*=W00@#HX<30" MFV%GN YC4'<'2!-
XJ5G\;SI7O[5&R@M\3#\O.<(^N)D?4\].XM)IP?!4#$B)Q3)LD##2(@9R#9$5SGE_24_JT(Y3ZY9'3 M_J89J&U^Y*]T-PR@$F).-CPA!QF91F;8VC?1%.*9]_^M!V:ZUC14;&GB=K M3PA411(P,=$49
7"L,5('WYJ*(T-+0>IE0SL;03]6$C# ;"";@ M&-+%/]JGFGN ONMZG-F MI($S:,B9$KN^I^)Z*;Y&*
[4K#JSUC1O%4=*NM0F.OD(SM2LMK%Y^14VL7%RPN&5<9ZF*A&"MML,\Z3!YIK+&.X8IM:JLLE$L4*=6L M44.&<8JQO//88&VUUVHSM3/C6/9'-@05F[%Y*;=?<@8CD!(C-\3#C-^HU'YC
M3@/*% _F ;HK7J+BM[:OUSND KNAZI[%?E\;VU1;/ M](%:I=IV7YW$5E'WV_U_HK#]DO].8K5*_7/SI32VA=A6\7)*UF92LC8+EZRG M$3(/*(6T\2UBBAE7%1G,L_WLGO2S>[*MG,U?ND
MV+HSMZ)=: QW!6E*YY:.F*UWX\)9[2OH?]7V(D1V1:+9GR69]]R+%^.:)"A- MG$24? *LSUUYEZZ&PO=V]R:W-H965T MO6V$[2>&F&O5@ZU.'AN7X\-_ 6C')%I0*M$GB-#OO M+
(18GO9ZF;^@"L"5-X4O(>$($D'S>RY:H>M.+R%1VAF<.!ZE52 M@BBA:1;Q%'$;GG>&^/3"EOR*X7-$UUGC'4E+9HQ]D<1E<-[114(TIKZ0$@@\ M5G1$XU@* C6^;F5VJB7EQ.9[*?
U793O8,B,9';'XCR@0B _.UT$!#4D>BUNV M?D^WB@%?19GZA>MM[QZ! EY)EBRG0P:)%%:/,EFZX>'3#"VSPRE=[&0TO(= M$61PQMD:<& Q'HT]7GSX,I^-WZ'KZ?GR+ M1M=7-[?
C]^./D\O/8W3Y$>@QZGZXGDQ.4'=*9C'-3LYZ M:6$GK^=IV+8AUC MSSH.NF*I6&1HG 8T:_.O@?H&F;J&#-VP#L@S*T>82IYY M%$?\,;R83&^'H^E?NUQ1K&3M7DF6V6FV)#X][T =992O:&?
P^A?LZ&\/V&%5 M=EB'I \F4+9!'E/$0DAY/T_RF @:("86E".?):#F0A;5BJ(H!9JB;LRRW3$] MO-1T05'(8JCK*)TC(5,#*8M2D2%_0=(YS6 -!"NW5)F1F*2^G,L1)?Y";<52 MF":5OKY/44V2<1I(1?V</
M\1?]*M-8GH',[.04O?[%,W3S[:,_ 9T >](GRODI7_K?JH%WX-05D:CY9-E3 M3M(L5MZNQCZ3.%HBPU32I18QF%,]?[JC%4H3A:8;'*]+3L*Y7E,U4KZ:C6:9;^SAAN<2?6C X.^0L
M>1P:UN+U6H3^^.XWYC+M2RX=4\ MQRYF^<3&7;NAL"U7WZ6;V>0O7/=(0)7'2UU'<[V&=T#-!K.KN?H.U[W8"F@6 M>@V12KMZT#[;!=M NJ4KFN:U\V3G M3<.0^G5[#CM^ _L,
Z@;SE:1^]]'G@NWR2O(AN[OTU\AP^DW*,?L*UC>#_[' MWRR/A[$B)SPB,9):RW $- 0H@>,R3>$--ADX-;>P%#=V+* =Z#]'+%,%(?]5 MB/R&Z\H8Q]'7/
[VYTC)]ZW818VE_ZEFR64"X43>=HXK>T(-ZYI:/;?' MWU MOC.6LIG"_6S@%8)5I-H\Q2H>FZ(>L'0A+6^Y[5HTS,?!$\V:G2A7=/N_R _^ MJ;ZR1&PO=V]R:W-
H965TK91+56<(FW&DQ:UTS_7QOE3I[;_"-X\X<]<%YV&H: M9 $46+)6V)7:W>#>GZ'CRY4P_@^[SG8P#B!OC57U'DP*:BZ[ECWNXW $R*(7 M
,D>D'C=W49>Y36S;#;1:@?:61.;ZWA7/9K$<>F2LK::5CGA[.S[\N,'F\WR M&N:?EJOYAR6L;^:K)2R^?/\V6<.;#:L3:-Y.0DM[.428[WFO.M[D!=X5J

[X0;075Y9[YD17E;\&\'#F[S:IZZ]=? MEDV] ZH/LCBX=:?\]^U#^7Z]"47U8;)]A]PGK*NEK^>3<=_@)6>^)S M^Q].:&,-EE-93F,YG>4,EC-9SF(YF^4_>%T M=?"'4W>KC7I2^;]VM5#F1!NG@*B/ML_=[-FFA_#9:36$YF.87E5);36$YG.M.8/E3):S6,YF.87E7);S6,YGN8#E0I:+6"[&N%?9-#G(ILE'3#2C#3E83F(Y MF>44EE-93F,YG>4,EC-9SF(YF^49=+T(),Z MZ["_QIOT=KL0B^SVC5MOT(8<+">]]^'Z/?&8)OFF/6K0!APLI[*RG,9R.LL9+&>RG,5R-LLY+.>RG,=R/LL%+!>R7,1R M,<:]2J.#WA[]_@=.,OO79;AXH) [&3QZ;8Y.YFG(E])MTJI#QX9(]1M M7BXBO#3/5NU]#;M'/3^TV'8?*">SG,)R*LMI+*>SG/','78 _*4 ;"DS-MF1 M+9:S6Y05(!VT\NC_SUIY':/ K#>5K=)Z\LB M+:>B$'^DR_0V>]II_*EOXK? YO[:;8A=M[0%%5K9?LYS$W6)4=M?3@<]L[+.>QG,]R Q M7(QQKS+CH*U'^;HK,]H?=OAV4ZA=9 ;V6.@XI4;YL[M.TD)(B M^?K;0YK?I=?I8E$5>VZ71?6GV,& [(D]OJ\#Y]=O@TY>C]Y7^KUJ_Y7V]_ZO= M]K[3_]5M>]_K_^KOWO]2;\[7W];)76HG^5VVW(A%>EMN6N_S5?F'8I[=W;_\ M4*S6939^$C>KHE@][%[>ITD9:=4"Y;_?KE;%\P_5 #]6^5^[C__U_P)02P,$ M% @ >(((6130XPZ_!@ [3$!D !X;"]W;W)K&ULM5M=;Z-&%/TK(W=59:7NFIGA,W4L)09:5YOL*LFV#U4?6'MBHS7@ M_D[2]C^^PT>,&6Z08U^_Q :? >R[W##/<$V#TE*3?LZ40.7F.5G%V.5CF^?I\ M._OF2Q$%V<=D+6+YRT.21D$N-]/%,%NG(IB70=%]R#3-'$9!&_ &HW+?EW0\ M2C;Y*HS%EY1DFR@*TG^NQ"IYNAC0P\O['Y9O"SF6Y")2;+Z(YSGRXN!/2!S M\1!L5OEM\O2KJ LR"KY9LLK*O^2IPEKF@,PV69Y$=; \@BB,]_@N19B)T#R MP &L#F!J@/Y* *\#^+X9]#I WS>#40<8^P:8=8!9:E^>52KM!GD]7)$TD+ MM&0KOI3#549+@<.X,+/N\E3^&LJX?'SG_7+MW=R3Z8W__^?;Z\G[Z^8:ST MIS>7-Y/IY:>[]^3,%7D0KK+WY /Y>N>2LW? OR3L2ON1^F6RR()YGHV$N#ZB@ M'<[JY%=5.R^_WAKIC)< J%M[3DVS.+EWS\M3-++.0*E)-; ML4[2/(P79!I7*V&QHOSY2<+)-!=1]A=TXE3<.LQ=++?GV3J8B8N!7$\SD3Z* MP?C''ZBI_0R-&B:9BTGF89+Y2&PMT:=:WHZWWL8]#'2CR+>"&@XJV"S#*XN M=H]C@^N:;#8R&C[L#U869FL8=O0USNS!*J685I^TNS@-PC'/3UHMBO[>T X4S MML(9O<*Y0I+.PFI6R&64!%$O7? XM=T!25G3&3E',T"RJ* F@=$ MK(AXEJWK/,PW,@6DG]6IA.L,K60"H!RF3GJWBV*6:;O:=5&<.8:R.OB]U1VH MG;W5SN[5[CXIE+O,.I&#FME=-2R'F4R=NKU9WGJUVC.IAYG4MSOK+J,V8>S. MFY; SE9@IU?@>DK+3J+N+4"9>SG>VCE@DKF89!XFF8]$UAI5JC461#MAIUB3 M(PTX*IN+RN:ALOE8;.U!W_&=!)B&L8YN-1U0QPC@P)81P,$](P0$F\;^^@[5 MCS7ZL?ZKS;TW(6ZX*" [7H("IX6^>%IAL+BJ:A\KF8[&UA[4OS?24KIFBVF94_M-A>5S4-E\'8VH/>>>&=ZE'FNH]MKERF7)'4MA"'6T6FX 1QC-G<<=2D$<%PW M*%-7PE/X9]H8: (KLH&G7T%H:U54UNRC38DS5LHNBNF;JJI0 C!NVZ]'[*SU4 MR<9%4V0;3;N.5EY].^IR1IEU3:SFVS9DJ*]3 MWC.KAYK5!['+:KD SK899ZHE!'", MXU!U ?;[JSM4O<9=,V1WS0"K:VM&1TX(QE257 #&3;JZ'P^"652U4GY_K8=J MV?AKANRO&71GF6MZYYXA &0ZU3MJ0GQ4<]0[VAX -"W+ZNAY"I -&I_-<'PV M_VY$4X>JMZLAF,EPKHH(^7%3,U0) 9ATBYWI?0JOS1JOS8[SVJSK/QV'6W9' M.U2OO6=6#S6KS[KWK2FW-$HUV&RSQFRS/&U^2[_4:TV*IN+RN:ALOE8;.U!;[PV\IKUI&[*PO88D(XJ,4$ M<&"+">#_%K,_NK>]-!QY&CT2Z:)\;R CLV03Y]7CP]N]VW<3+LLG\!7]5_1\ M0H']+CWWJC(((6?IVW6T !0 M:1\ !D !X;"]W;W)K&ULQ9GK;Z,X$,#_%8M; MG5KIMF#>Z261T@#=GIHV2MH]G5;WP04GL99'%CM-[[\ \R@)CW)MUZ=^2<#, M :/QP/,#/=)^!UN,&;@*0IC.I(VC&W/99GZ&QPA>I9L<]/3H& MV50>DN1[=G(5C"0ENR,<8I]E",3 'O$4AV%&XO?QHX1*E[ED^>3 M>4 43Y/P3Q*PS4BR1)#@%=]%;)'LO^!R0D;&\Y.0YK]@7\A:A@3\'65)5"KS M.XA(7/RCI](11PKP)06U5%";"OH+"EJIH+W6@EXJZ*^U8)0*QFL5S%+!S'U? M."OWM(.8&@_39 _23)K3LH-\N7)M[F 29Y&U9"F_2K@>&R_=RYE[

N;KS; MQ6QR=W5[TX6[E?WYMX%E^[MY6(R__+7*3AQ,$,DI*?@,[A?.N#DTRGX!$@, M[C;)CJ(XH$.9\?O)[+)?VKXH;*LOV-; +(G9A@(W#G#0H>_TZYL]^C+W0^4, M]=D9%VHO\(]=? 8TY3>@*IK><3_3UZMK7=/Y,>ONSUGW^M4=['-UV*5>\Z56 M!9:6\[07> O\B,_=IF"5)A%PGOA.8O2";1[2.*6 OPRX3N+UYVN>6@(PH10S M"KY=%SND4^'DD\SU*B8]C0],5 MVQC*C\? KUA8S%44;Z'4QIRT&(52L++R/Y=P,.5733%NIRWF],WVG'XW*CT:O M'V_9!J<@S/8+WTD10/EVZ?)AP3&.9C,8V,:@X<)>:\V\- 5>9=$6:](SVFBG0 ML Y+6 .R67G9[/7R?4P8ST5+AA@/TBF*48# MQF.'G#:F8YZ<6]-1R)ACDB8 M*Q+F"8+5%MB]%MCZB*>2)3(,1,(>[8K7+/+BH->+)PT)R7;+ M1RG?* 2!.?+)BOC@*@Y(?]I[L!,]UPXB$.2)AKDB8)PA66VJH'+X3E8 (G*55 M09$@E,8(I;E":9XH6CT:CJH&4& "+6%&[6W-ME2[D4&[Y/A+G=Y(>DZ'G*H, M8/,#P.V2TRS+-N1:KW^R[W6F>G"FVNM,=Y"'U$6@T,*(4)HCE.8*17FB:/5H.%1'H,CN M2 FKO6*]T&ZET;:89BK-LH?3(69#18/-)-H6LQ3=03VUT>N M$2,OF/=]]Y4V0=8BJ4Y@BEN4)IGBA:?8$/E1EH?DC>%%K!$4]SA-)#8 (#O$#-0],: M>5-H'40^Z@3R7:',> [84^,DN9D7OIA]M^L*3O!O:&+^ YU/8,>[<[?H^A[P M11-ZAM(UB2D(\8];4LZRKFU:'I'6+$Y9L\S[D0\+XELT/-Q@%.,T$^/55DK#G MD\Q U5T? PM02P,$% @ >(((6?/F/$99 @ 7 4 !D !X;"]W;W)K M&ULM53?;]HP$/Y7K$R:6FE]2(!NZD(D*'1#&A11 MUCU,>S#));']'YEMH/WO=W8@8Q+PMI?XSK[ON^\\Z@ M3>F Q_:!_<'7CK6LJ8%[Q7^PW%:#X%- 8*:X\5^R:V)[MMP')-L8JL0>C L%DL]+7_3T< ;)S@'@/B+WN)I%7,::6IHE6.Z)=-+(YPY?J MT2B,Z2=3GIS&4X8XFSY-OLPF\Q69SA\>E[/A:OHX)U?SX7*)YO/DFER-P5+& MS7426DSG0&&VIQXUU[$9ZB@F.R5M9F? X5]O)/1ESDEG*3]5W$>W:Y<[4-(-!@/U@0&\A2-^ _MBVX[GR]HZ[7:>IZ]>^['0(EOWV(EU$I;)DLRE4T/NL?\)\ON&DZD%87Z=4M[[M#\K[K?+^Q5M=@,Y0.;8T404!47/U!F (D^@7IE(:"%>9+\2<$M_0]SV]&RK; MM!U(9G:2-L_G:W'1W#IF/^AC=S9T9UR:0A']$=FX^_M8F+=]'+C6%7[_EDKB]WHS0K''V@7@.>%4O;@N 3M0$W _%!+ P04 " !X M@@A90S&59(T# #""P &0 'AL+W=O9%C=$\]VY8EI# &[]*#[MD3;0GA8>\M6:RP4]&&[@"LT17VSNJ9CIK4J:EPBSG&! 43:2PL%5[$M\!?B4 MHST[& /I9$G(5SF9IB/-D FA B5<*D#QMT,1*@HI)-+XUFAJ;4A)/!P_]5]7 MWH67)60H(L7G/.7KD>9K($49W!:\@>QO4./'D7H)*5CU" _8-UM! LF6YX/$@C**[O>QQ#A[B*)Y^"L>W,3B; M1S?Q9"%&=]<@N@G?V(PG8'P[O;NXQ M1'=("][^-7"-OU5;\)IBD]<4BU])[-EFV>UFVX.4%"49IS4!#&D/(@JL6,&QVSIVCSI>8'R5[?MLD#BPDY0OH-BR,">YIPC?$&R3.7=[=MR,\X5 M$'/@&QWK"M3 Z4C%*BG??Z_V[K7>O:/>XRP3Q@')Y&Z+3@"+BY)2A),?*L-> M? XNLCN$^O.N858@,,E:[$%]MTV]M^[=]O0BGO_B$ _=XW97M.QT/4!YF6W35Z MBE+\"Z7:K7[0E)2(KJIND(&$;#&OJYUVM6TXPZK/ZR]U!U?10+$^$0UJW4 _ ME*^[VX^0BG,/@0)E(1QZ8E=H777'6$\XV50MT9)PT6!5P[5HLA&5 /$\(X0 _M362 MFT/ @-02P,$% @ >(((6>EQK*7 @ Z@4 !D !X;"]W;W)K M&ULK51=;]I $/PK*S>J$BF-/S DI&#),=!0I1 ! M21^]/ASV@D^Q[]R[Y)_WSO;L4A"HCZ4!WQ[WIF=6=CM[;AXD"FB@L<\8[)O MI4H5E[8MXQ1S(L]X@4R_67&1$Z5#L;9E(9 D)2C/;.]Q.G9,*+,"7GEW*X(> MWZB,.KP5(#=Y3L33%69\U[=I,A=VT"O(&N>H[HI;H2.[84EHCDQ2 MSD#@JF^%[F7DF_PRX9[B3NZ=P3A9O"@@179),I&=]=8^VG;?ABGLGR M&W95[KEG0;R1BNY+'NPQ[ ]=\!>#7 ^U= JP:T2J.5LM+6@"@2 M] 32@3#9FLTP,/$)' l0$9K}$ @"= _,'!'!=-=P!%0!HN4;R1AB>S92HLQE'9<%[Z] M"GOO%/Z^86?0$T?O)*O]0[??/QM M,AZ-HW?R@.AF/#0M"2<#F"ZNAS.(II-(7\W"Q7@ZF<.O<"F5T/ _WX=\5X7\ MPX7,5%[*@L38M_38211;M(+/G]R.\ 50% X3V8N>M]J>M#YB#T;.(1>80!C' M?,.4A!G&2+=DF>$I,%2'W%>4G9+2K)!MT'&[[4[(WN[;>IO5U1^ R7JAUV_T M^A_IC8A,825X7@\,"@F,*WC2RU!@3\7'Y)!D_XT8MWO1=5Y)/I#EMB]>*;.W M)M%LP1]$K"F3D.%*PYRS\[8%HMHL5:IX40[GDBNMN#RF>AFC. GZ_8IS]1R8 M>6_6>_74I#!!0 ('B""%G)K&&T3P0 +<; 9 >&PO=V]R:W-H M965T)KPO2=!RXRK/2I6-IR+0A>Y$Y9:GN.$]@9ILP:lO-K MUV+8YQN54D:N!9*;+./B>4O2OAU8KO5R84J7*V4NV./^&B)C*C;.];709W9) M6=",,$DY0X(\#*R1>YZX;>.06]Q1LI4'Q\@\RCWGC^9DLAA8CLF(I&2N# +K MGR<2DC0U))W'/P74*F.;Q\/C%WJ2/[QˆF'LL2^D>*". X&L,\@HV_WB;T4A#APTI][!*QR\UP[M M=QS\PL']$. [<&A .-*5.X=#Y:(2@< CRVN^*E536)N<7(VFT]'-Y"X^12<149BF\A3]@YQ$3KY5 M3L\$L>=%*N-=*MX[]?CHDC.UDBAF"[*H\8^; 8,&?UN7I:R-]U*;L=<(&/# M6LAWOB+/A=HU^83-I[=8:'? W7??HX]'NFK\O^23'XY>J:5?CC, Y_GO\&*F MJ'I&>BP3-*5/A&T(NL1_DYI M5ZE:IZQ:YR-50 _NIT7(V9PP)7#^)IY2^:CO7E)<U65]S& ,=.%$A8! F^ M(6$)$*PB>5!*'QON9PP@!8>$!9"P&!*6 ,$[@G=+P;L W!D;/8 5$A(60<+B M[MONZ9B 5TT6*&9%I5ZI4@^D$R>483:G.$4SG0&=$XG"E$JS.GD:0QXK+R0L M@H3%D+ $"%89!&?E(#C[W-Y\!BDX)"R"A,60L 0(5A'<=?;?PT[CO"\[R;^6 M8M=^TS;BCI7X.]EQ1NJT!.TA!J4E4+2]G ?+&RY(&Q]M]$UN5KG0A"VTJ7AN MZ./-08\6'9(@=)B4%H"1:L.!F\ &+S/;>=%'TIW2%H$2HM!:.0D4K:KI?NW) M:5SI.+ZG@RXV@=(B4%K\G<+5OV\2]!RJUN4[M;N8=K2?HNA0H+2YHO8,O*Z?EN]^^]PHK\VH^-'/<5XM7]L&^@IXJRWP'2*(Y MWS"U6_HMKY:[3*:\;^75];%[KDUUV.S*Y7O8^SQNRVM2RR6E$F4D@<=RFEU M.Y96,M\EVITHOLYW>ZYTO,X/UP1Q"#"&.C[#YRKEQ.3H-RK&_X'4$L#!0 M ('B""%FP4R6DO@, $41 9 >&PO=V]R:W-H965TTHHU9I9_]PV@<7'&(-V%G; M:6;^ 9J/0FB(,ZQX26RX] B<"UR.F>P8 R[6&$QP(TNIF!IK*3=7IBFB-,9DFK*$U-L.$9QD92EIFU9GIDA0HUP4AQ[X.&$;65**[@0&RS M#/&?-SAENZD!C;<#2Y*L97[#" <;E.!'++]N'KB:F35*3#),!6$4<+R:&M?P M:@:#/*&(^$;P3NR-02[EA;'O^>0NGAI6S@BG.)(Y!%)_KWB&TS1'4CS^K4"- M>LT\<7 \AOZI$* $O""!9RO])K%<3XW #%>H6TJEVSW%ZS%N3E>Q%)1 ()= M&>OY!HBV0K*L2&,,D++? 2C*L1>@L+I3K!/M7$YP]P2F$ELP*67,D43CA M; =X'JW0\D%1FR);J2$TOXR/DJNS1.7)\ [^ GSW6(!SNK1\GZQ^'2 ?+Y> MSL !V1Q+1%)Q#B[\U#G+;T$CO41V)8]ZN+SO]-; M=)SZFC@%G6LFG_6[TB:@K\7Z@RXDS@3 W25N809=!*;%"$IX9ZP@7F MK]@(? \->M8?71H' FLI'M6*1SKT\ 8GA%)"$ 5(IHA&^"-(JB)TZ=:"]=5= M@GD%6-[T7L/ "L9!,#%?.Q2YM2)7]^@NVR#"5;^3G0^(>[#HA>.[EE4O6G(K MP]S],-MQ7,?N)N?5Y#PMN=O52G51P%9 M4+5Z"B8;3G'-/K9Q56+U;?:WJ$B M&#BP6X]? Z \U>FC\R >.?T#]1W/=M15] F18BVA0$PVT1)^>;F=@3A(B42MT!DEV#@+>,):I&M_6K#>]Q-Y R GT MQD?,$FQ,"-2[D%[]+SAPJK[C!^/W[>]46$G5W-NH9I@GO?Y=@>_74$I$WH/!0 M^AO!=;$S-IOP\@#%358R- BEHOYR$_P%02P,$% @ >(((65V>]SP3!@ '3$!D M !X;"]W;W)K&ULQ9M=;]LV%(; "N$50PNDD43Y MLW,,I";;94C:($G;BV$7C$S;PB31$^DX'?KC1\]*9- H*9[>G\$ULV3P/Q?=(M1WYUE.%*Y' +.><*/;9))L]:.GD]%CS3WTO%GC*E- .9)O '/R6T5J/E9]I]"$SYERT3=B-7OO%Q0O_ BD$*Q8G\A5ZC3I=$O3RO2OT L49NIN+I6391 X]I2 I15)[ITL"SB M^C2\2!?X01W$V.Y>2*WFI21>*IXV'O'K2=O.D M@:^D0L6;.6+G)2-G7>'87#L!-B>OAQ[M:A"@+!+ 4[ME8*=011L4FP=V=G0HM,+N[BS)=E^PTAG1]F^WQ T^ 8PZMS=[O2C6XG1=8KQ M062O(R;GZ,\GM[S *\F59R(0T]K2!B!A%$@F)6'7I6'WC$*<@\R$APH-":- ,$OH027TP"GT11;EW,C+$D3X ME.,N'?L8!F!:+:,N)81.V4< MLT5L2A1]7/!L$]MES]O:A+ZA]SB+TV7:**H3?/"1#DDCH#0*1;-35)O?X"CN M-P"UOZ T DJC4#0[?[4%#MP>^(8O1*YT4M"G+%8GZ)KGD?E=,.-(3-$[G49D M4LS-+2SZ&'$IS>=CEN=?3=!Y*I99I/+&R]QH+5W;ZQM>U 8^<#OXNSLZ1B2> MF>K6*!ZDA1Z#T@@HC4+1[$34!C\8'*5\@=I_4!H!I5$HFMU@]^\ 8*=#==Y9 M+T.WK6!L,.B'W:T*M.W-8ZZ=_E[):E--7:;ZJ*VT&RF2WBC M*I#.=PQ*(Z T"D6S\U"[

.VT,UVUVHP[6N]W8*]EI M2X/.2]%HMMRUQ<;?WYK&NTWG7MCK#[:OGWL-(WBW-QWZ_7: MR^?S>.>/:)] MJ%K=C>>-"R/ZAJHVM):UM;G_[.KFN,D"VB@=A241]%H=HYJ.XJ/TI3&H%UI M4!H!I5$HFIV_VMABN-8TWNU-!X.NO]/2<4]YL-R@]A6*9LM=VU?L;E#;)>T" MVM7N>0X^04 -*RB-0M'LAR!KPQH>I64=@K:L06DE:A:';^:G<=PK6LP_U: MUOL-(^X=.UA&4'/L;3P>GO)\5CR7+U%D;@ZOGQ2O/IV> 3\OGGCWZN'K?ORX M8ODLSB1*^%2'^]<]?7W(U_BKS>46!0/F]\+I41:O)US-N&Y&:" GP]AGC;, M!-5_1(S^ U!+ P04 " !X@@A9(_.F)GD# F"P &0 'AL+W=O&?NU!]?QW+#T"B"'2&H%K/[VL((\ MUT)]&7\WFD8;4A./GU_4WU>Y]UR>L8 5RS^16&9SX]I_,22XS.6&'7Z#)I^Q MUHM8+JI?=*BQ_HV!HE)(5C1DM8*"T/H??VE\."(HG6&"TQ" <+L'[<%M".ZY M$;R&X)T;8=P0]M3-.O?*N!!+',PX.R"NT4I-/U3N5VE%ZG@&?>5]XLD@ M7&]NGQ:/MT_K+1K=KV[1YO[NJOW]M-B$UZ@40@2DUQVLG^*;*OK7 M>;%@Z9P4_+VD5\BU?D&,Y7@#ZUF=3W>'TOE_T=?_.?HK,]SV/+B5GGO&>?AS ML=P^;A:KQ[^&=KG6\89UJ/4V%3L))7J&F%!* M:(I8@KX"YD/[58?RIU"Z>NP#WIJV9N;^>!\&0+[7 84#(-<>OP:M^Z#KFO;R MRHUQZ\;XM!MQ/$5_=+)/,"M0E&&:@KZ7$PXVN.!\&U%A$6&$E4*409Q"H_7 7 M51US?+3,2\'YMCN^#*#L;LKA &C<-Z:/\IVQ.VR-WUKCG[3F#H2HO1EI/2 =+SI@WRW@PD'A&QO MTCE8ZS[*KFZU(6LFK363- F&@,;ZR.R $S94E9:3WH&^[&6PZH,FNM]US#A' M:?TO2K47YE'A+X"G5<[*:Q[MG_D MZP[R ^;]TAS$HAT2%LXJF;MMXW975 \EV5=OQS*1J8]K'3#6RP#5 O4\8DR\# M':!MC8/O4$L#!!0 ('B""%D; FNP9 8 A% 9 >&PO=V]R:W-H M965T/ MJV64GO46G* ?] OI=,.%607H:KUF4?7(?)ZN 9X?)O)^N$Q:.B]35L]\IBM5? M!6'4FXR+]ZZ3R3C>\&48L>N$I)O5*DA^263+>'O64WM/:]R$\P7/W^A/QNM@ MSFX9_[*^3K*C?D69A2L6I6$LPB M7OX5SOCBK#?LD1FI[#S9+?A-O?58,I,C@- %ZFO4^R+6.5'IEN4AZORN2L!ZLP MVOT.'LN)V$O0M",)6IF@M4W0RP2];8)1)AAM$\PRP6R;8)4)5MN$09DP:)LP M+!.&;1-&9<*HD,/N !4GWPYX.!DG\98D>71&RU\4"BJRLW,>1KG8;WF2?1IF M>7QB.S?TZ_D=_>K$N8C810$$Q1L5 HVY-?; M..))5M.2RX!ODI# (EFAPIH$+.?$^4@8!<$$M5J56BU4 MC6 A%8R$V4B8@X2Y2)B'A/E(& 7!! 4/*@4/0#6"G',9)+O &?,:8=*D66E^ M5\TB80X2YB)A'A+F(V$4!!,T.ZPT.Y1K[=M5DT"E25VOL$B8C80Y2)B+A'E(MF(^$41!,4.NH4NL(2,,D I&PFPDS$'"7"3,0\))(R'8(*5:6V*A10E? " MJ/[I.2\3K$9#00KHJELHS8'27"C-@])* (VB:*)Z]XPV52HZ-TY8,(^(\SA= M!-&R-;9#,&O4K176]!D-I-I3F0&DNE.9!;3Z41E$T45":#Z51%$W4V+J7)# MZUA!0/XE1^Y1D .[RQ#]ET%I#I3F0FD>E.9#;11%$R5=VV:J"2L+H&8:E&9# M:0Z4YD)I'I3F0VD411.U7)MJJM3Q:%466,^6K8&IB&O614.0:3Y;Z]'V%Y3F M-@O TPZ'Z951IE#4#)3#!1QJ6:%HHD)]TTJ5NTU_E%]$1?/\E>^8.2*/7*B M:N0RCOBB^8;7'7*X"/V@GDQO'XYO'DYQ)4/K_E!&H306D411.%4CM%]MPJ MDE1Z1^XTD0,[KXY0'PE*.9%PAMU&EHU-*'SPHM%][] MU]"]8:BF>5@'0AV1AD9'XE!%I=1>AR;? (_1;5:#96(T9H\,JL%V(((_M6?5D&ULO5E= M;^(X%/TK5G:T;J5I$SLA0!>0*%"55:=3E4[W8;4/AAB()HD9VT!'VA_3DCS M_<&S#,Z^0#[N/;GW^-SH).EL*?O*EX0(\!8&$>\;2R%6-Z;)9TL28GY-5R22 M9^:4A5C(7;8P^8H1["5)86 BRW+-$/N1T>LDQYY8KT/7(O C\L0 7X>_<52Q ?,7F>%%V1"Q)?5$Y-[9H;B^2&)N$\CP,B\;_3AS0 U MXH0DXWAQ4G6uJ8!G$K4T]_QCMCKVM8<44D(#,10V#YMR$#$@0QDJSC6PIJ9->, M$X0;[^AW2?.RF2GF9$"#OWO/+=M&RP >F>-U()[I]IZD#24%SFC_DU^P36,M M \S67-P3985A'ZT^\=O*1&%!.@<24!I OJO"7::8">-[BI+VAIB@7L=1K> MQ=$2+=Y(N$FR93=^%" C1#!YUI=YHC<ILM<;0@X.])\)P2]H\\ M]V4R!![YA"EAM?U)REI=WN2D-'2OMS'5T#V_H(D(6< MBO2!.GU(9C(=)NEV.=V4)&5,H8PIE_Y1_&X[!@+X@',P3WQ%GZT .,("[:6 MNA8\Y^!?,,1\">[DC&0'I_I77C >X!N^PC/2->2$)"!8^Q(R"L)L'42H FL1("3 M$> HQ?%"!0Y)&^[7D:%E F7!RX"'T _]P!?? +ZLHV.&Z"6Y\SIWTKEO;ZG53 M,:TPJ-6P8194*KF1E=RH4_RX!,C*^Q['/0C#WP62\+ 8,V8S 7)N'6N%+^R MNE/77A-8B4@W(]*M1?RN3@(T@94(;&8$-&L2_PZW4=''U:;/VGO@(@YH-U*P6 M2 RLKN56S^'=ZQS_7N;*04Y=9$UB)LW;&6;L6G;=U$])K$0 M'*S9-6D]!2X MJ&+G0.D50/I"NN \,6O&#K\/J1KDC0VI'ID/=9S_*]F[\^46.)K0RH[E; M1+"644!:W9XNM# ()A7=]ZI=]OSX**7!1YM!R]F:A(L@^]DB+&U.Y,TRS\ MFME7UW:R\M?Q,@_E=A$Y]G"ZU,0N[ZD/H%X1DST#A\]>G _1FH"(+(MVAL"L !(/ ZN] DSJ6@. C*7:=9U4Z*PW:>;W8Z@]^1KQY0*0<-D&PO=V]R:W-H965T)9FF+VUSDD==#,R;.-YX"Y>1D(-F./A"B]A M!N++Z(;).[-DF<:PP%DB[NCF,Q0!=15?2!.> Z)-@;4,%&9WL>>)\[' XR&C&\046K*IBSS[MN;7,5TS40ID)]I_&TDZ, >!N^G!V/WT(9NA@>CVYN0K0I/[L/K@*KN_1Y/L M-IM>3"<2<7-]B Y\$#A.^"$Z1E]F/CKX=(@^H9B@^XAF'),Y'YI">]6XS;#P MX'SK@?.*!RZZHD1$' 5D#0.&> [=WFNQ-V4VRI0XSRDY=UH) \C("7*M(^18 M3J?!G\G;S=VF9C0E7+!,BH3@1^AW MJ4'HX))RN1:^7DHC-!60\F]-]= ,T&F>02QA$5_A$$;&E#H.; W&^-=?;_Z MK2GY.LE\G62!)K*=,G7*,G7'V.'YKJ:ZGV89UGNH+,+\ =AMFU;/;7]JKB@ >>XKM>W2MQ.Z-TR M]&YKZ**1*)4LI2"%- <&3)QR:,K EK);l:77[]?BWP<=N]U> M/?P&]D$]1T$#E3.P!\V1>V7D7FOD/O!X2;" .<(4W1URM('X%] M0 \@^5F5'TV"@[>]KK)/,UTD6:"+;]6BO MK&COP]6VI[:,.LE\G62!)K*=,O7+,O5;7[RSE&9$(+I 2U48RM!!DM>&04B7 M)/Y;OI%I/%7=.M)I!5$?:=[W*[W^+]F2@W<0)ICS>[&' M,&]%%HRFL\)LS1+\DE?+TM3NEMC>>_K)/,UTD6:"+;61"V!=*$6!^N>\44 MPBIE#U!+ P04 " !X@@A9\=.ZV!L$ "8 M% &0 'AL+W=O:O[W MYYY>WQ[<7W/Q*!< "GU/$R8'WD*IY;'OR^D"D4P'U?+1*8?C/(B5*WXJ+Y<" M2&R3TL0^@Z#CIX0R;]BWSZ[%L,\SE5 &UP+)+$V)^']"5\/.P]:BA\X4R M# OA?TGF< OJ?GDM])U?H,0T!28I9TC ;."-\/%!:!-LQ .%M=RZ1J:4">>/ MYF8<#E[5 ,((($LI $/VQ@E-($H.D>?R7@WK%FB9Q^_H) 8LM7A?(/ MC=5BX/4%,,,9(FZX>L (2^H;?"F/)'V+UKLG8&'IIE4/,V3- 8.4LLTG^9X+ ML96 6SL2PCPA?&U"E"=$MM -,UO6&5%DV!=\C82)UFCFPFICLW4UE)FO\58) M_9;I/#7\,AK?H(?1Q?TYVCL[OQD_C.[&#^>WZ&YT1]\N(9V ^+=.!^?"9H,>RR69PL#3.U""6(SW M /TWW G^]%,E:["$1E&A4631HUU=0JA #R3) 'W5N^4.!%T1JU*NQXC%Z(*2 M"4VHHEK&2R KU&6*X9N%H)0=G<1GWE3!0/JHBB$GV[T,NAL8)4ULH8-2EC M0V 5&5N%C"UGJYT2N4 S/3G1 N(YU.Z=#4+'(I@9O!H&?7^U78$KHD*K7=!J M.VG9;W=EO]W=O#80;0).N*])#M%F2[3K*W=,[H3,\(IM"56H! 5Q/3V/22Z-YFRZR<&J%[:CC7 M^=5V;PBL(DFOD*3W@:=&KTD9&P*KR'A4R'CTYJEQ]%,[?^Y$T;,> SFHUXYP M?=OCH#00P=NG1XZQO7;G.;V:F##H[]"WY6 P.PV1'+@B:KO[?)#41/6Z46\' M[=*48+Y2X% G53= 46E62TH/@CVQ"<*.NI"FTJI2E#\%O M-R(YA.M'U!E2I59Z$=R &<$ONQ%G2)5;Z4?P>QD2 .(C<894"9>>!+M-2;EE M#IYV@ X77.F#K?W@G!^->I&FT*IBE&X$? V0[@AOU(TVA5:4L'0E^NR7!K (D M-5&[34E8FI*P 5,2OL*4U,3L-"5A:4K"]S(E,7#';4I]HFI,B:]U;&3.["Z) MF%.F4O(SG18<=G758G,.MKE1?&E/DB9<*9[:RP4078()T.]GG*NG&W,X51Q& M#O\'4$L#!!0 ('B""%F3"WP^\@8 -<^ 9 >&PO=V]R:W-H965T M4LK1]U40 MQC>5)>?K#]5J/%W2%8G?LS4-Q3=S%]T(%X?1HAJO(TIF2=]J-]U6]NZ(GY8 MZ?>2+- :D>C'+0W8ZTW%3Q/>/072RY/5/N]-5G0,>7/ MZ%=(%4SRLQ>T3+9VB@B.K^I#*P/.[*@^3%)Y^^QCN?D?PI$\,^RH/1[*92 MDSVB 9URB2#BWPL=TB"0)-&/;RFTDN64@;N?W^A>\N/%CYF0F Y9\+< X\N; M2[>"9G1,-@% 9*^ T_0'-25ORH(X^8M>T[:U"IIN8LY6;;#HP@E0:TS@UHIP'M1*SM MU4VD<0@G_5[$7E$D6PN:)#HFT0+1?Q0EN*81^);7\3QOC<8/:)/@[MG%UWL M?!Z,Q^[3& W^=-#=:' [NAL]C=SO);IP*"=^$%^B:_0\=M#%NTOT#ODA>E]R M34S"6=RK>'))SZ M)$ /+/:36>>S^YW+.6P24.2&FQ6-B#RO+2]S_H]\22,Q.D:1S!;D17N%ME\I MIT(6IDUUM6?,5+3V_K=NNY#=]B!AA BF%&8C*R&\0H/6VQ.X M>:;#)7@OG),.]9%S7NJVVLK3MJKOJ8\UK9K-5J.9-5.N7BN[>BWCU?.(*Z%/ M)-C0*W1/2;R)D@%;C#:/5 XV\CI^OJ>K"8V^H' 07QO&Z0P]1/Y4+ C$*F^0 M/#@@L6KY2GF,Q),0<$P)^*@7X0Q +DQ1U]H0&R+C.23A%C/XNN'R!A#B3, MA81YD# ,!%/*L)V58=NXS$PKQ;S';$-6""3,@82YD# /$H:!8$]%=+(*Z9R[MPB1)L8CU$-4.[9V30[LQ4U'M2\"03G;(3GF0, P$4V3O9K)W3\@^]V+).T-# MMEJ+9X7MXNTA(&$ZN^@]H'M0 ?6FW6[L58$Q<=$JT*2T:AU[.ST F=*#A&$@ MF**Q5; T#$53RR6W&BVC157JG3U%FF9[<];"U5"'IWO0;OE M@=(P%$TMA-Q.M,RVI'8ZV/&^M,K73RL/:N65H>F5!['J0&D8B8JG[MUEMFN M'VA'C/U%Z,]*1%#OM8P_3B1G4K- *6,&TUFC,4%OTPH>[>!K4206D8BJ8[FKN)5A?*D8"T MUX;@- >4YH+2/% :A[*1>Y]R7](V^Y)E' G[T#;<'Q3,6OM;RI!TX$H-WR M0&D8BJ860NYDVD;KZSQ'(F7L*G =;!^(#VI.E]'IQO?U)4%I& (JFBK^S!=+L M2_Z$*?$R&2M@=E;!;*F'W5/X71JB=&Z%V >-<'1O2 M !R"TAQ0F@M*\'I!&(JF5DING-IFX_1\0R(%&=-O! *]X.Q=]OZ_4$L#!!0 (M 'B""%E]!&G BP4 ,PN 9 >&PO=V]R:W-

H965T+D&U\""/(2!A'O-Y9"K"Z:33Y=0LCX M:;R"2'XSCY,0"7F;+)I\E0";9:(P:%]&T6F&S(\:@UYV;9(,>O%:!'X$DX3P M=1BRY'4$0;SI-\S&VX4[?[$4Z87FH+=B"[@'\;B:)/*L65!F?@@1]^.()##O M-X;FA6=E@]S%%Q\V?.N8I%-YBN-OZSR=,X MX-E?LE%MC0:9KKF(0R66(PC]*/]D+^I&; DDIUY@*8&UKZ"E!*T?!?8.@:T$ M]KZ"MA*T]O5TE*'S[QRZ2M#-@I7?W2PT#A-LT$OB#4G2UI*6'F3QS=0R(GZ4 M6O%>)/);7~K$P!V.[\B7X=4C)4>7MS7@ =NC=\&%\>T,>AJ,K M^HD<.2"8' !/Y(0\WCODZ/=/O::0@TA1S:GJ<)1W:,WHT"37<226G-!H!K.:M .5>W_J9WM/K.QII4]Z\X@Y:,W=P9&F!U^R5M,QC8AE6]VXZ>O5?Z^B4M(R= MGNMZI7N[M)!;-7)7+[^53'X.KEW]QM321:A9=:&:^U@S=:RX>9D\+"#D]09.> -KN\M M72,N^(I-H=^0BP"'Y!D:@S]^,SO&GW4VP(0YF#"*"7,Q81X2K&(FNS"3K:,/ M1K#PHTCZ1]YT 8NF<$RFI9&F%2.MV"M[*]#.0]I.#O40)LS!A%%,F(L)\W)8 M)X.E[V7/@O/3/N\8AM%K/M?XHUWXHZWUQW#K&5,7>*WZT,!CPAQ,&,6$N9@P M+X>UMP* (^*=(N(=;<0G[%6^@XO:;&N5AT8;$^9@PB@FS,6$>9U]H]TMHMW5 M1GOG6\,D?]B3<;A:"YB1<21 #E 0^B+S0PZ$13-R*Y:0D.'L7 D&O],TV@$< M:AI,F(,)HY@P%O/F==^9QC3L[LZEX:RPSIG6.C*S^.7W!FT/AWH#$^9@PB@F MS,6$>6?OO'%BV^<[O7%>>,-\][.-@CJ&525!I%I;FH-$ 1*C5R7:YKEA53<[^2M*;EF,R /\>YLY@ZFX#]GCOYGG:3&FD#BQW4 \(Y4I]OC[=]&L3U>90C42BHJ MC:+27%2:AT6KNJ:LO)KZT]NJD9"D],37:PB?(*E/=%'K]*@'T!Y5&46DN*LW#MHE4]4Y95YF'1JOO!RDJNI2W][4ZNMESR+K\:001S7^R?7^D'<:B- M%*U:6S]OLY%]63&8?) W-4L6?L1) '.)-$Z[\KO\R;=.YR(P.UR"7(J2M(\'?A['XNTD[:#8P#[X#U!+ P04 "!X@@A9=+N^D(]XR25lL?O^:!*#P4Q!>17- MA\28.<^QS9/AC(\>HZ3;VQ-2'T$B\LXR3 MT.7B9;)LTU"72\"H.VIBB]=NCZ46L\RO<]).-1G/+ C^A#0E@:AF[RXY8& M\?--2VV][ICYJS7/=K3'HXV[HH^4?]%\).)5NZ)X?D@CYL<12>CRIC51KQUU MF 7D([X])GM:)/L5.9Q "U[X7@W+24[(AK0!<\0KOCS1.]H$&0D<1S?2VBK MRID%[FZ TJW\Y,7)S%U&[^+@+]CZYO6H$4\NG33@, B9YN6)]3->(LX8/EO M\ER.55]DD3(>AV6P.(+0CX] [DMY(78"-.U(@%8&:*<&=,.] SJD!>AF@GQK0 M+0.ZIP;TRH#>]O'\],I' :L"@#!B<&C LW* VL7GEW_XALO=\2B)GTF2C1:T M;",W\6G[D?9;(\D2\ZXLX/K8FSHQ\F7S\;)*+/R;SV>23\\6)!<&Y;X? ML$ORCO@1^;2,4^9&'AANU4B:A;8798+:(H%V)$&'W.<17S-B1A[U&N(M>7SO M9 %3>;RJ20!M<;6]2Z:]7K);34K\D$97I*.\)YJB=;> M301& 2G&D&,.N](@PF@1CRC&/=%,=E QCG7YM= EFBCDI^W2,[!(]^=VCG!O4R;V,"9F .^IS_QL]F?OR9W0U8]6-.+9)O,]FKCY M%/7CV(X<3@-V=]- XA%-KTY6 :M>M,37(J()$VV-? %(U2F \F+ MA!E(F(F$64C8% FSD3 '!*MIKE>;ZS+Z.+"*:?QE>RCY71"3,0.)),PJ8*]R8X5R MI?3U/1&1.6TDS '!:KKV*EU[4EVK$NN#N=^5'S/'RT /OKNW]\ J//)76FB M<]U%P@PDS$3"K-[!A*;KPSUQD0GM M;=2:CJP][> G*6!.R7PG9EPIYU+T" M]X<[#T3Y&6Y23CWBO$ZPYLN&1HR*"=8C? (U3Z8B,]I[F ."U8P>5$8/]$8[D2@\'72'HA4>+K>;B(092)B)A%E(V!0)LY$P!P2K&:LJV]O)RIO>TRK3@4R' MT@PHS832+"AM"]794]J#HM6%W^F?]&^U@I-G,MMU),V TDPHS2IIN]7QX3(, MFM(N:;N52,-"KF'48+!3K]25T[,*:? W&DU^!&>KB*094)H)I5DEK>;%X4(- MFM,&TAP4K>[VMB6F2EL1R-5:F4F^6KB3\' 9;A[F!S<(#>A.2TH:0JEV5";M@Z+5W=SVL51Y(ZM&S19P*&6:0)S>IC47Z(:KK1>6C+#4SHM#032K-*VG"W2!Y>=?:+9&CC#4IS4+2Z MR]L>G2IOTKT6(@=4/AI7)]O:?AG";-ZE&D2?X SM[^6 7:+!XHVF**MYYONW63E1XP$=="F0RE5?U.U)\1SFFVO]"H6S >+]91SS MUQ=9@NK!K?% 4$L#!!0 ('B""%G?,-.N!P0 +L- 9 >&PO=V]R M:W-H965T2'1>HPR17OH!>=I 5/OM(E@9;(;^]"%'#M]R1.U="):M,XN75?Y$29,-42&*N795)9(%U2F*WW6SVW(3QU!D- M[-B=' U$KF,>XIT$E2<)DT]7&(OMT&DYSP/W?!UI,^". !AE;XP+U0W8GJ>=6 M* %/,%5;#]A MF4 7X/DB5O87MJ5MTP$ 5UHDI3.M(.%I\<^^ESSL.!!.O4.[=&@?.G1>A-?/#4Z66A) MLYS\]&@VOOQ/[N?3STOX<@/CQ6*Z7,#9Y 'I 7@Y>YR>P]D$->.O.H?W\+"8 MP-F[=H KWD!{6:[4[.>Z]>W7I %KTZ?^.OD>&5TG" MLWB=ER219(Q+#.!6I.OWM[2/ Q@KA5K!)XP#H)K#@\+@HAB%"2I?\LSL^SHI M' UFCL%+E3$?APZ=LT ZNIP2K#)<1HHN3RQ62F2NQ G)#70M$0)+)YI2X/FM"77($) 16VFR23,=2X1?*8B".D85M:2&32:#;CRK;LD8]6H MJ :]?>=$M9^CC>23(1E*R0)0*,D(@P5-^0.CRS.I4X+1X, 50NG!)L< MIV7YH^Q4:VY)HH\E51%]L4[YOT035U8=0]#E)CZ"'"O46\34#OM,RB=#T.9P M8U"LE,P&6DN19Y9;3CR'4AD%KU8"EH(]>02[N3%Q8YVM!ZTB?(%>F7KC!&#O2 M:I9K(UB+];PV.MC3(XN?%*]7WXE8W5-?MU)?]Q7JL\3&@JBI ;04$#T+86Y! MFU';Z 5;O8&[V55'C5FOV]XWFM1B?>@>8$U -NM][ZLC/9R[56Y]H[F>HMT MO8D$[2G*6HH-FK05S*A8DNH3/I&VHI+2A3" A0CUEM&A,B:-V*LM -9$]XC3D\4L>#-W;F-)BC7]AF@PI'Y$Q2VD&U>&F-[P3X8OVI=7K=[%QB7,BD>$C @BV?-G,DUJ^]UC"&%:C;ZM'-E\50H.EID]BZ\$IINUK897>L* MI3&@^5 (=PO :KWVN@ 4$L#!!0 ('B""%EWKDHVR L (V 9 M>&PO=V]R:W-H965T6'O:E2\W?=;CF MR.*.2+.WIID7E8*]:#WF:6[$?JVD C35<>]470PNSRGYDU>79Q=79U] M8= H: (J%(JG6?F:O"5?KT/RZO?7Y'?2)>642U&2-"=?\U25; 1& ?H\S3*M MW?*DJW2E#+H[K"OP<5D! Y$*!.2\R-6T)#0?B5%+?.R./]@6S]SQGN\ ='5O MKKK4?^C2C[Z3^.NL.OQ7Q5>M 23I]>M^:;PZ.F5;PN/G]=UR?,]S]SAH1@^U0.6$(+5L154Q."Q8RL?%C:!KA570E\? M%+G@4G)S- M9PN^G-)E>E+)\Z%H39"7%,]?* VHW^D=L& ^Q6S]P%KRKL) PBH1%2%B\>S6Y9.BNQ]RR1 M,([]$14A8C(0E2!@#P2S!']T$>^04[%JJF!19.N+W)0E%.93IW BW3:Y.X*Y7 M;B0L1,(H$A8A8;%[1+],!1D4LSG/\F4E^1&B)O,),^5&)$?COR_=[[]>&N M-GGOB=Z5YR9STQ,%D\.I0D\NE.1#1<:%%.G$?'@K2E5-L6 NB=(%38I;(7.S MI23%N-KT>:IG) .YKI4!CG0Y^6@A>=DAL+7<0M/^:%5&^ER+CIX.I+Y52E0K>7Y9L=\L:]X4^C.UMD*!UGHNF!KFY>5@SU#" C M=V7=4BT3O;-IANXYTQFZ7_7&T6*H.0]Y=X=H,92B&=12EZF']I;+^S2?//0& MN1=<5I#E*I/5NEFI%&9ZJ7=.,BT5)5#H3IKZ3-.]-L"[:[P5>I^WTB)0[\&L MT^/OZO1X[#R8SB9Z)"9FXKV@Y]15F&8+<\2;?+$6SF=]^%V;+ T?!I;]HJCJH@^M4>EMM' @KN"N MLH+2Z)-:$$'+C-O+W)16^U[^AK90-;/%M68U>=MR.EE=/20E(Q1C(25UH9+0 M65EJO?U]+F8W0K9^\^XF[YK<06DAE$:AM A*BZ&T!$IC*)[M;; 1MO]27D]- M1FD;20NA- JE15!:#*4E4!I#T6QM-S:FY 243G\^5^L)@X06L4<)SD!(>= M_!%LI0-%M^C>?HN4W:*$6.ON_HNE#E"W$DH+ MH30*I4506@RE)5 :0]%L;3<,J>V0')=W(S=U;UDG:P?L6T+Y>AUV(-]C>M,*)M>P6;W]]$;7O1]%50#&UB J4Q%,V63.-4>FZKTK[<[WIQ1OI@ R@MA-(H ME!9!;3&4ED!I#$6SU=W8FM[1BUWLH08GE!9";11*BZ"T&$I+H#2&HMG:;CPI MSVU* =K%'NG##*"TT&MU;XW\P)DF1&4%D-I"93&4#1[D49C=2EN]^M23GB>_M FG:LOZ2!8=E$;AM A*BVO:-!S^O3L4S59IX]WY;N _MK!$7HV66X?[FS@W:6:)0FPY*HU!:*7%4%H"I3$4S99R8]Y+V;3^5";#H+MH30*I4506@RE)5 :0]%L;3^VZ:R?CO-9FM?I\985-V[JSK]&+F]$TBB4 M%D%I\9:Q75MW8Y;4>(?O2 *U<]VQ\D:A%C(OR3C-S/J10E;K0/4+<22@NA- JE15!:O&6 *YV;I4?ZQ5&KG*^ M)(IFR[GQ) TMZRX ?6(7E^RZ5;Y0 Q)*"Z$T"J5%4%H,I250&D/1;/$V!J1 M &(I.M2&A-)"*(U":1&4%D-I"93&4#3[5F*-71FX[N8^!> GAY1>/+BU;-0DU%*"V$TBB4%D%I M,9260&D,1;.EVYB*P8NM\N@)B&4%DJI%$]+H+082DN@-(:BV=I>NU&IVTQ\ M5G*!O5,L ZRS# M:U4QU/U#T6P5-^Y?X#;'UF\JZ$PUH$X?E?I9";11*BZ"T&$I+H#2&HME";GR MX,76)0906Q!*"Z$T"J5%4%H,I250&D/1;&TWMF#@7I?XK%0#Z@M":2&41J&T M"$J+MPRP237,3Y$>>>Q/ JT,0]'L)[T1F! FQ$X2MW?:[@!NVH62@NA- JE M15!;#*4E4!I#T6P)-RY@ \76'O:A-B&4%D)I%$]+H+082DN@-(:BV=IN;,*^ M>^WA#E[YZW6"G0&C$4S99TXP[VW>;17^QZ M<'EQS5I M^&,W5FS4/L/2J-06@2EQ5!. J4Q%,U6[]HC" LOEFQ #4(H+832 M*)0606DQE)9:0Q%[!7=&(1]Y,-GY5L0U"*"V$TBB4%D%I\98!ULG&\7JR MT>]H0&O$4+2EI+MKCR:?"3FIGFM?+A]OM'R2\FHKJ1)S _^ZL>F+\QO:/WKO(M:]D>>^^2;GNWP9^>S/E$G'.Y2?.29&*LB^IU#G7#9#]9KMZH8EX]&/VF4*I8 M52^G@NN#QNR@/O\7A7IX8P]X^3WJCFG P-02P,$% @ >(((6<-RF@)8 M"@ 3E8 !D !X;"]W;W)K&ULM9QKV8(RCURB,LZO.@O/EMUXO\O8LHEDW6;)8 M[)DG:42Y^)]^]+)ERJA?%(K"GMWOCWH1#>+.]66Q[4=Z?9GD/ QB]B-%61Y% M-'V[96&RONI8G6&WO7EDKZP&>. +7^DXEMO2 &#B,59D,0H9?.K MSHWUC0P&LD!GQ.\!6V>SITS>RG.2 "& 3/VK3E 6B(7,XQ)!Q3\K-F%A*$FB M'G]6T,XVIBQ8 [RAD^+DQ<:3[*HL:A %3A[N[Z=,=OG^:H9M[%TT>[J^F]]Y,IG[']/S>/ MCS=/T] Q%_3999P&8?8%246_S5ST^=,7] D%,7I:\'E&8S^[['%(\GM>57T M21G=/A#=07=)S!<9PK'/ (;RV%Q^9"C?$RVO;0Y[TQRWMA'XSSSN(J= ANR^ M/6@Z'W/Q&5L:B[NG1W>:6N/ JSPQ%W>9)XI;3=&UMG2V7

• (,#O% %=Y3, MT21E?L 1H5X0!OSM#$WR-&4Q1[=)*!!! ((F="GV\K>&2M^6049%$#E/K]XM M,6V* RY[]IHRQLK("?I;)H*PJXZ8@3.6KECG^N>?K%' >Y-.D#!\XAD0H*": M6(.M6 ,S6(QSEF8UO1YRGG$QK(4^9^@F2O*8-\E38H>UD[/WI#&&;BL-) P/ M]J39]ST!"JC),MS*,C3*4FDQK\;.F&Z%2BSC**6<-=Y> MU42[B+R(Y'^H]D#>41A0N.LBY]NS$!M]W74\::CCD_I[&5S-/7)\=XD/Q^/=H!@R* &" M:4)=:(6Z, KUR,127(Y<-8:]*C,]7:N+!JT:!HNQ*FVE@H3ATTZ ,74E++Z M;MG:/RE??=A>8*=BWA:3O4Q; Y^A8E9[V+O\-BE6A:KW]/VA9:Y/6\% :?B4 M$R!0(77!:CZ@911LQE&]BKD0*XGJ2HK^?<>B9Y;^1U@$[ZQM&@<1*1(:6-/"+M0Y%RR3==(A:S3:78+DL$ M%4GL([&(2]N5MF6R%;F-O PB/S%(FF65VR7"YR#SO&@;I5$U .2XH#8/2"!1-UU@Y;I;9[=1AU^705KV!/> W6I& MMU89U*\#I>$CC7B?K(3*5:(R:E3Y(SPN2YE69\S5B,!MU^N8V*#&)0'7F,YJ(OHFC$%TNP\"CSZ%, M6) ?B/RE@%7!L^]%2=$IGRP1 MZUED1')V$#'%=V?SO=GBA5)'[*A+3,+N1]T&+U#6GI34!I+B@-@](("&$V7 M6-F7EMF !+KA;H[26OV+T^Y^NZ!A,2B-0-'TWZ0HL\VFYTS)I9 Z6VN6!K+ M)0@B04QC3RKY*'/4SW(9]Z6V?RHFKU8!IM)N#M!4:E.:"TC HC4#1 M]$ZA#%7;;*BV_FF F==:9U!/%92&*]JY_NL .\<0AXJIZZ>\4MOLI=T%<1#E M4:-2H/XG*.T%I6%0&H&BZ8HJ+]0V^WCM1V3)DZ96O:/VG?%PY^Z3.7)K#'4'= M35 :@:+I&BJ'SS8[?-6H1'^)YH#.H-@M(((%$U763ECMMD94Z.?B#4VR6. 0[BXS1FL6*GP.Q?6MH#8:*,T%I6%0&H&BZ?U!V6BVV49KG\:#&F:@-!>4ABO:[N N^\/=I?5'^&6. M\LL"0,75-53NF7/$/2M7YXUJ@:IGH#07E(9!:02*IBM:>UK4()[]2!./ M,9%[%?=7Q>#DB9RY4^:Q8"7OWS8]7WSK-#Q/]N<=]W& M@II.H#1\ZDD0]+"Z9LI@QFQ]*5X86DFLNPXY4K(+=; MMR]%O2E>!;]S?6)]<\M7FRI,^:;5N^*53ID8W7.![']?PPY*RY>7EE]XLBQ>MMOF<<)Y$Q<<%HSY+Y0%B_SQ)^.:+#+!]A>SU_P!02P,$% @ >(((6&ULO59M;]HP M$/XKIZR;6]DE(;QTZ@ I0-HQ%8I"VWV8]L&$ ZPF-K/-2 ?K9SLAHXRB;;KV MA?CEGO/SW-EW--9+ZGE=W4T*9TVK8M;%H-?A2)93A4(!);[HS!*!ES M_F0FO4G3\0PA3#!6Q@/1GO5V,$F,(TWC>^[3*8XTP-WQUONUU:ZUC(G$#D^^ MT(F:-YT/#DQP2I:)BOCZ$^9Z:L9?S!-I?V&=VWH.Q$NI>)]#-8.4LNQ+-GD< M=@#:SV& GP\?4#U%4 E!U2LT(R9E=4EBK0:@]!&&OMS0QL;"Q:JZ',9'&D MA-ZE&[=:W? ZC**P"U'X& X>0@@&9MPP/>H/>X:&871[% 6#02>$N 9M[R:X M[]T-1G Z"*)(CQ #,SCMHB(TD6=P 0^C+IR>G,$)4 9]FB0Z5;+A*LW4G.?& M.:MVQLI A54=^IRIN82037#R$N]]A85,?RNS[1]U^'G)2E#QSL'W .H!/IT MAU>,T*D44:]8?]57 '6T,]%QL$ZVFD/'IAG%,=Q2,J8)5< G$,$*V1+U-^8S M1G_LAR%3G1U3SGB;%[MJE:M>R6^XJUUUA\SJEZ5R8?9"1;5043VI(]=HN)IZ M0=D,ABAL96$QPMTXH3-B'NLYA]N%?KDE,29P8C180"?841 MO@8;*K]=V51=>)<77OF0]/43.V[D@L28]/1Q4VB6*'3>O^N7/<^'LK^&SE[M$<5:$<7:6T4Q2/F2J4/1J/V>X*I?^U7WI[%1)O^HLU[HK/^WVZ*!E!]\$,G(.N'/:-]2D)LTI<5K6*U:(6![0!QZVW=(K..]LM- MUE [1,PHDY#@5+OT2IA]1-02P,$% @ >(((6?C,=>L !P ;S$!D !X;"]W;W)K&ULO5M=4]LX%/TKFFQG\P48DG^"@N9"9$[90<*$Z!] MV-D'XRC$6]O*VDIH W*CHF %!%W55X@=#&F:@-!>2*EPF 5+&OO9"5O11'RS8&GL3$HCH;(,.QA[(?) M8'0E6G+M-QV=LS:,PH;63L6WYP.3\?M&/F,:$0#GD/XXM^&3FD4YAB'O^6H(.=SWQ@ ?,+^L!**HY_1*8N^AG.^ M/!^X S"G"W\=\1E[_D3+@*P<+V!15OP%SZ6M,0#!.N,L+@>+&<1ALOWO?R^) MI T0./(!J!R V@,/,0-P.0 ?ZL$L!YB'>K#* 47HPVWL!7'$Y_[X+&7/(,VM M!5K^H6" &"WX"I-\H=SQ5'P;BG%\)E,'ZX?KB;W'@$W]Y^\&9C>7- .O$ > MY[O++QZX "R./?#^ZN;N[@B\G]U<77V\F7V=SBXGUQ<>>(OSL"[T"8@/LE6V=^,L .AES,-/2 M\40]WE:,'PJ&=C2A%YHND!+PSW5R K#Q 2 #F9+Y3 \?CF7A # OWD][;Y"! M=VL&%WAXWYJYF5Z"'>=I^ +CF F-$ 6?@UD]IPC^ SZ*XL06X[^#OV8LBH"X MGI]=/ZW;!5L 9AR/WF-/,U6?D#/!Z((9C3=T,'X]]^@;?PA2X%,.*(3S-,$ MUDB6N4N6J4(?7]"G,$G"Y$G4T\A/ OH!;/QH367IV"+9!5)^A]F.;8A,8W0V M-2)EID9+G:.9D1F9EDF:IIY73/+<:%A[SG]!".ZP3Q-8(T<.;L<.6]4.QV=R=()1G2" M>9K &LER=\ERM=5,MW-)'X^P@W&KCDC.(#2PVZIQ1&+GCMQ.(9'!(1L;4%Y) M1KO 1\KM]4C:%2/L*P>45X]P",5(H4J*1!$?I:%%B#\9?VNLI?2?5=[3L! MR$A"GVVBUIW,ZYIAV\2.G&-H5*VWH:[7,5LG/*N1* KW(F6QD$]5)6>OY4+: M7BL]]^5<*QHIT5]+U,O.K-%H#^DUO0.5I.<$%*Y]&[&<95KKI MS;!..%*B-1EVG%I/55+YJO$:4[4<"P7MLJFS'!DF';K MO))# ;W7 9NQ5]H(*KOYL;AET _I =-BC04 P'W]JUE45$)'42BH33W%*A*)$*U2M3;VZF=]>9;JV@LT5K- M-L3M)O2.^0B=T\/#2NI!Y7BY)?V=UK5GU8T4]+5Z33:C'=-]FH66*DUJ)9K MVEH[I9O>Y.I$(U]("5KNFN'7,O=\X0)5L(0JI7AX:V=3%L9)NH\69,9CBQH MM1^M'0KHO0[8? 50Z36DUFM$K*F-G[8E]$%$51K/<+,AK4D'W7DE8THA7- MTX763$ZEZO!\HYX,.55V6M&(5C1/%UHS995,1&J9V*>G4T/U3HI.-(*Z6M+& ML"VI5:NGJ<9]%*:2*TV]39S:F>]2=8J0$NTYN,@"%6(U& 1 M?F$KI ;M[;B=== TUW=:F]]]5Y=A_CT=/EL,ECI-J36;<5-K-ZDR1>@5E6F%8UN M1?-TH37344D\'JK3EKKFS^M:$QKF]<+K;D?]U*F6*U ^W32;JC>FZZT*E(L M>>>'#;/]:E!FAFQKS[T05QH2I]\-ZNVFU)*&6*U,CRX JVC;J(>U M#>0Q39^*G?N96"'B6MWN"]Z=W?TZ8%+LB6^=OX"G4R@Y3^"IM]W[7%O?XIP ML:?BWI6!B"Z$*^/$$?E)M[O[MP>Y M@]UO+,; 5!+ P04 " !X@@A9H?1>^Q$' #6-0 &0 'AL+W=O6N1),O3=CMV%L*WXP_A4@3RFWD8^78B#Z/'=KR,A#W+&OE>FQB& MU?9M-V@-SK)SM\'@+%PEGAN(VPC%*]^WHQ\7P@N?SENX]7+BSQ<).F)]N!L M:3^*B4CNE[>1/&IO*3/7%'LA@&*Q/R\:<2GG';2!IG%V5U<\Q3N?4>K*0QA^ M2P_&L ,6D8Y(>,))4H0M_ZW%2'A>2I+C^)Y#6]L^TX:[GU_H'S/GI3,/=BQ& MH?>W.TL6YZU>"\W$W%YYR5WX$GD#F4#=$(OSOZBI]S6:"%G%2>AGS>6(_#= M8//??LX#L=- QK0O %];0]FWL!\;0^=O$'F>GOC>Q8X9B?V MX"P*GU"46DM:^B&+?M9:QLL-T@MEDD3R6U>V2P;#T>C>ZOYR..4,W4P \3LT MNKFZO>.?^/5D_(6C\;4\YNCH\F8R.49'^>%D*AM<\>LI&ET.)Y/QQ %H.!W? M7*/I\.*22SLF$MOUXF-T@NXG#!V].T;OD!N@Z2)D%%V%0;*($0]F8J9HS_3M+4WM[MHS:-G3D)7071 O\O H^(&]\1\0@ MIF(\H]2\&@V^N(9CRZAW<;B5@$B9W- G".QH$3^@)-Y!DA MZT]"[H3CV7'LSETG,XK1UTO)0&/Y??R/ZG+8=&BJ.TP+Z&F\M!UQWE]F?4=K MT1K\^0>VC+]4N8"$,4@8!X*5LF9NLV;JZ(.)[8E8IF8M@I5,EJ2[CCQO+1)5 M0C8L*V.E/T#K08>:1]]SUE[OAKIN9AD&[9ME,U8WPQ@;W?1JW+7C"CM"]=4S MMG8EUSM:USM:UR]$(.9(N@N91Z*.C912NW>S'3 [V'LM*E5V]B?TLE)5]@^[L MC.FD8V)B52*A,+.P02]!4,$LLU,)*U>883.;^ZHP6-LP6-HPR%3GWJK\M.]MDK[5M7H51^MVM-OI5OQ4PT@5ONMVO+2Z> SL;OWL:OT<.L[*7WFR&LW03;(0 M$1]%OIQ1B 2>9RU>ZM7191C^OZI0:/%-JQDC'".!"LE*/>-D>]0 ^&]""S M!@ECD#.!"MEK: -6O^G%:0T>^0]7S;#5/G0HIKF Q+&^K6[@TFW4L)XW:C3 M[ZL+$S:*.W!#&T I>*2<="!H%44B<'Z@:60'L;>9!L/9QU(I%> \HY92VX: M3U : Z5O*%HY1SL]*1^Z- 4]0N4.DL9 ;1R*5LX=*7)'X J4GM4X*Y TEM-V MRX]1*5 *DQ-]X#TEJA!W6*M"!DQ$[ML.EW30%]M;95?X^U0FI'-A:C\K(PF] MWT!I#)3&H6CEY!0:#IL'KTU;V=@X=Y TUDKC4+1R[@H1BO4]M%EMTK(;9P62 MQG!=GF*S6RM/"]N]$A87&A;K16SU M^(>GM\H69Y'-*DF^ [-5WUSC0D#0& M2N-0M'+B"E&.NPPI,(7$QH,;%=95XTJOYK#*RJBN#*B/< MKRZ0*]WV%552R%*BEZ5O*:KH/ 3F!3?]\)L9% :Z5O*%HYT86V)0?7M@14 MVX+2&"B-0!*N2NT+?FYMMU `Z-OW#@-H&*6U)6JXH919;7WAI$4>]:H]>P; M:YM4O$C,Y\)+LKI^VX<=5#A*TKC4+1R%@0A2PN?2 FH\ 6E,5 :AZ*5Z^XO M27V#%..]W6;ZG:L"M.O^]VPV5=\"]%']%NQ;RR^O[(6]1]1XVD-*@I!:1R* M5LYM(0K)P;=P">@>+BB-@=(X%*V@>'Z M8?][6':>TM4+WY=G3?BSL["#1X'DB2<[FLE2]L9*]H:G6/1C;CPI8! UA7W6 M]W<(9EH(9GIPP4Q!!3,HC8'2.!2MG+M",%.]8&[V]'8,VWUJFEIFM;35C7I5 M(Z8PPOU>52"KK&B/5J1B>^<]%5]$C]D+0K&L**L@V:QJL#VI?0EIF+UZ4SE M@4]'6'&>X5.^><6HP& >+]RHT=77L^>F,NNC]=.>!H\Q+1YB)E]E;.@]A MDH1^]G$A[)F4@/Y 3P,DY>#M@(M[]UR# P%02P,$% @ >(((6>=PIF&[M P I@T !D !X;"]W;WK&ULO5=MC^(V$/XK M5BI5/:FW@9"$0 &]E 1VJWM9 7OWH>H'DPQ@;6)SM@/7?U ;"2D$+[?7\@42 MYYEG ,R,Q ;@P/BSV)(]"W/]!@Z6REW?=<5R19R+.[8#]ZCLF8\QU*]\HTK M=AQP:HSRS/5:K=#-,:.:&#&'OEHP]9$0]/'(DBSS' >P(9.PR=MG,DE:P8 M>]8O#^G0:>D)00:)U Q8 >UA"EFFB=0TOE:<3NU2&YX^`]E -J]5EA46,&79 M%Y+*[=")')3"&A>9G+/#/51ZLV7L$R87W2HL"T')860+*^,U0QR0LM *V* MPXF!XK$;>)6!US3P7S#H5 :=UWKP*P/ M1Z"RL!{=TOM)G S+/%HP:D-!<8U6 M;/K1-]8]W@]NMD(;GZ2I2=']V)'][=+^,9&G^,Y^-W,5K1] $8-@\0D$V 06R2VF(,X A&*EEM6"$Q3,7"EF]!V MXR;59",E9+P7)M-!'QB56X%BFD]IL9]=MP^OV+LJ,'5TO&-T)MY5PC*>HM6V1<[MG,#04;U0 -^#, KYIW;8^LV6DUN2S6Y)%M^([^Q[?IT] QK[]$I1(50^U2I5 MS94D"#"G*ED"[50>S1)&"A00D!2>2@.C;A >W M+-%;DLUN21;?B.PL*6&=E/!]B8C<'.^HPF\U6><5)VW7BN\>S&=5D/W M):+34/U=1'R);'MVS5&M.;][>6'8VO='W$WT):4<-S.P2$W4; MFBTT8607W:M%]WZDY=:2?[SK]BP],/0::9O:4'[03+\-%41!QQ6KG:W$1#W MY."9]^8$[] "2NH+ \6]6A]J1B;LW1C?+N3]N6\9FZA)1WAG_IRQO,!\PW MA_J4P5JY:MUUU5QY>2LH7R3;F6/OBDEUB#:/6W61 JX!ZON;.7E\T0[I]\GH M'U!+ P04 "_!X@@A95*!UC>\" "0"0 &0 'AL+W=O=FSG'@S6ASRP!X.@E2W,VU!+.B[ZNLRB! M+&0=4D N3A:$9B$72[K464$AC!4H2W73,,[U+,2YY@S4WAUU!J3D*<[ACB)6 M9EE(?U]!2M9#K;MM-@*\3+C0,TQR1&$QU-QN MW^])>27P@&'-MN9(>C(GY%DNQO%0,Z1!D$+$)4,HAA6,($TED3#C5\VI-2HE M<'N^8?^]?!>^S$,&(Y(^XI@G0^VSAF)8A&7* [*^@=H?96!$4]: M2L9)5H.%!1G.JS%\]>.P!1 \[0"S!IBO ?8>@%4#K/=]L&N _5X-O1J@7-DRFGXA0+''<> ?'US;WO(??!#]QK M'TUOW.!'HQ^SV_LI.KEU@\"]'S_XI^C$ QB]VB\,22D +;##A'$YRF(N]L MH'-AE*36H]I]\H ,XP /X#713";B)B;B%R9!PF ME7D'6<8G9!JFW6+/Z/UP]\V= \/N [/VG6!8S?6P%)^]AR\ QBF...1HRDGT MC&8YY@R=!-.9N A/$\CF0'^V9?T@KZQ^?5:$$0PU4=X8T!5HSLO@L\&G/(6&O&[&-F[)ADWC') "_1[62LUV2L= !WVLT8@ZBDF&-H M+9L5TZ5BDMU^Y9@=\4NOMJ-&PO=V]R:W-H965T(LXF2"&I-1MK9@DQ'=B9B5 M>,$ WR<)8H\S'-/#V+"-IX4EV6R%6C GHQW:X "+U6[!Y,PL62*2X)03F@*& MUV-C:I]!VU4&&>(/@@^\,@8]E%M*[]3D/!H;EO((OS@4B@+)QSV>XSA63-*/ M;P6I4>ZI#*OC) :?L^!E,+>(XSF- R21V(Z-@0BO;[6"SIX5=?87']L98!PSP5-"F/]04+2 (D>BH,H&$B>=@.G,'":!KU7#-S"P'WK#KW" MH/?6'?]%01:ZF<>>'9R/!)L&#T IM"230VRT\'LY7F15!5*()A\2Z2=F,#+ MQ<7U5PC! /IR ;^"ZZ #WI2G5!Z5\W14,Z>3\+=]>@)9N M6SC ,W?XW;O7#L,MZ\:-^-S7ZB;9Q?018Q!@=D]"^=PBAK^HWVPY$C210L:1 MDH+/8!K'-S&@*!{$=TDY))6R!&;$*S04'?U (<"YP G_IZU8XH M,3QBL2'UDDN?L#'Y\0?:LWYJRY1.,E\G&=1$5LMIK\QIKXM] K_MB7@L ML@ R7(-L:VEX=!5^B MA@/+*4&UP/MEX/W.P%4%]MHL:KE5K#H9WEM .LE\G610$UDM#5Z9!N]C:8]G M,Z9KY,.:B*KI6I8FKXL61G]#.G.LE\G610$UDMI[U?*^Q M] M/P5F5 M>VW8;RO GEMZ \;]!0,=B"ZO;^+W5J97-U\H&=;'54^0\I\CY6+)3^*,KLSK9 M?*UL4!=;//!5V.[\Y;VG=+CMEVDK*;TM*#Z393?@I)7J28,ML"&;@65AV]6 MFDL)9INL]\=E7/M4Y/V"V6=5]U&K-FUC-]WJ:\1&Q# M4@9BO)9;62>G4B9WOG+)X+NLM;6+16")MEPBU&$F0+(]VM*Q=-$;5#V7R? M 5!+ P04 " !X@@A9E3,?"6@- "YF &0 'AL+W=O MOSN-XK1SN(K'DU)=Z)X< MS;*ON!;EU]EE+K]UEY11/!5I$6?4,>1]7V6H4GR+O7VQ\IFH6[G) MLN_JRZ?1<:>G-B02.2P5(I+ W(ESD22*),OQ9PWM+,M4&5< /])9=?/R9FZB M0IQGR= C43DY[AOTR$C<1O.DO,KN R+]&PH4;Y@E1?5 =M6C=]FO*](Q.CO+LGN0JM:2I#U7 5KEEC\2L7KM,I= C66^\H3^[>NG+ X<'9Z34-R OO%)?U\??KET^^?R>5OIY^OR=O/IU=7 M\L(W^HZ\#449Q4GQCGP@7Z]#\O;-NZ-N*2NA4-UA7>#9HD#WB0([L@G=QR8\+UWM4Y_H-%3K?M/KO7U!X_5SK]N=*9/7LHAC*[4V5W&[+S[.,[EI[PEM;L53SO*6N>S1+L00AR M+?*[>"C_G42Y^*#&]A$YSZ9K "\B-02^)Z=)D@VKSR2]5=BF(W3^-\RV;7(MXTRE+LJ" ,W60+Y5(I\:\F6U]4QV^NCG(CA\4L&HKCCO03A:R3Z)S\^HO3 M[WULLA.D+$3"*!+&D# .@AG6YB^MS:?13^B?\[A\]*UKN&)=1/Q0GT63Q2R0M 0JIY@EW)X'3\WN]WE'W;M48&M+U <%&NG SG=,;R!M<3T@W$PX.>NY&.F:] MY[;= X(9W1,LNR>P=H\:4\CEU?57^1A?B.F-HL?82ND[2.,A(5(&$7"&!+& M03##1OI+&^GOEL/H(ZT-"0N1,([$,22,@V"&M>TOK6T?[S"LR+86@X2%^QL> M9=WG((MC2!@'P0PS.%B:P8'5#)X:8\AIGD?I6,B5?DEN'HRQZ#Z]*Z"D?WD?Y MZ#T)13',XYG*U60SUO+;V@P2%MI;)ISG<3JN5@/O23D15?-$Z0.)U&TOQMI* M?DGE4'TEBC*/AZ6\?%UFP^_D:QK+$?CMK[\DF-_\(88E M*3-2U$-]E([[:(5W)WF]]&&6CF+5LL4>^72K= U9RY%:?,23^92443X6LIQ[

MD0LR%>6BHE&:SJ.W7)7"C_H*XMYAYQ4XE5!6]J,H>^:(J MK%J41--LGC[F7EB:+'REY54#.OL?B\<;S,6=2.>+QHM&?\P+U?R9;.:H:KLX ME<.:(+)-R6U<#&6&!Q'EU>)R4>QCA^;:?S8-A/+O2;30LK]4:5:FF;3K5Y0A;L\Y207BXH6\0\R72SZA5KT$[GJ%0L;?5PYOY:PM!TD(HC4)I#$KC*)II-3H]XNQ86.2!QD6@M!!*HU :@](XBF9:G8Z, M,/;P",ODPBFI%HB+9:9:6J99*]]-EFLGM0 J5]OQ5NL@X9YH#2.HID6HR,]CCV@4?NQ%NLU:.@&2@NA- JE,2B-HVBFU6B9VAGL MF'>#RM]06@BE42B-06D<13/?8M4:N&M5.U]UO68ONJV!06DAE$:A- :F\9]V MNEZK7BE\:KWF:B7;M:NY3\7BE;][9W5X=G!KRX!*V% :A=(8E,91---\M*SM MNKOE\%RH+ ZEA5 :A=(8E,91--/]M"SN6@70E[V.5S.#E3$T<,POM#8*:V.P M#8*&A&%#0]> T)F?W&6W? 3:^C(KM:17;N. #5=>0''6'932S?Y M&TWE.P>- 005?]U-2;2Y7 HMET%'I*$4S>URKOZY= ?V;3[F [P;^^K.[FGUWL+ >VU M%TKC*)K9VUK+ M=:V]WA- JE,2B-HVBF)6E]UMW?L6DD5,^% MTD(HC4)I#$KC*)II=5KC=>T:[\NFD5"=MZ:MSCK#]VE\,?M8%N=NX(*B("]6%4!]%TAB4QE$T<_^Y%E&]'7N1V(,[M]U!:'*51*(U!:1Q%,ZU.RZ_>2U\D1NTHLU>@M9E!9=IG&H?5>VRR?!2G4?X@ M??0\+Y9;M]]!_3V)G][!%;7:Z%5OMEKN\^]M;>MZX^T%C?N\+]J\,%'>)GAV MMU?4M-FK6'BNIMU>Z5RY+57?,M'CAKIE;5^Z]XN>??H2GC;M^&H\C03:\PO* MXRB:^1!K$=RSO]N]Q23DV_GE%A,1>SFMGU6HN_VE42B-06D<13.M:>4DG!U[MY]O#GH6#/0P'>QH.]C@<['DXKZ'5>U]K]^Q: ?]@(H(4NL^AM/"9QEE.1%+Q MH8RG@A1E+DKI\J6/EZ-^+'WG.(N28ILI24F^?*'GA*;C:+SPR-7W,!['I>3< MS N9KRA((<;J<8O:EY-$^O!D;4KSN,^YF@M4LX;EY&5]HW5O9>]R<$3E1-;E MRKF8QDRG8A1'I4@>C"E- \\I7E9:[ULXA,T;LF&FA]#TCB*9HX:.M[CV>,] M]IF/L>=M&R'&7EKK(0*Z0P!*HU :@](XBF:;E(X]>3NV0\"#1]"@M!!*HU ; M@](XBF9;G8Y >?:WY% S'4I[T:T-#!IL@M(HE,:\S'3.TJFMZNX:A23=/1823/ M'D9JY02W% *@028H+832*)3&H#2.HIEVI6-;WHYM)O"@<3 H+832*)3&H#2. MHIDGX^HXF& ?3/"25[CLR+:& Z6%-6TU++YOP"XT/@6E<13-M 8=G _+M(9AM M?=O"I:DSSJQ^S5Y::T.!!J.@-JE,2B-HVBF3>EPB;]C>P9\:%@%2@NA- JE M,2B-HVBFU>FPBF ?, ":'SQ[T:T-#!I!\3F-?' KHFW\H+;!?CL);8U M&2@MA-(HE,:@-(ZBF7:EU?7 VZU/&$#U=R@MA-(HE,:@-(ZBF5:G]?? OEWAM)1$^.[*UX4 E])IF'/G0=&X'M%0&I7$4S30)+8X'=G%\6P>W99C/7EIK:X'] MX5 :A=(8E,91--,FM'0>^#OFW*#B.I060FD42F-0&D?13*M:^>E@^QOIK[G, MLQ?=VL"P/SD<;"RE#AJ/(H,6RZ TCJ*9MJ,E\N!GSC-]\(+V8)^]M-;F E7% MH30*I3$HC:-HIDUJ 3W8L9,- JC$#[6%4!]%TAB4QE$TT^]TQ![87TE_52\(M5=.AM##8/ /),?;"4*$<2N,HFFD[6B@/[$*Y&F;4 %0/6$T ‘'%F1[2V :C@M#:51*(U!:1O%,PREKU7Q HZ=F-2':N906@BE42B-06D<13.M3FOF??L;Z2\Z MM*]FKOH%9S!P-L\4:DCH!EY \T"^AH2^6P6OUCQ-4T)O<+!Y+I]OEOWTEFMH,MS'VM,?? M&O.U2!+UBTI&TBB4QJ TCJ*9QJ35Z?Z.G8C3A^K74%H(I5$HC4%I'$4SK4[KUWVK4OE" M1^-OOM'@,%Z#H]DR8=B0L-\ V'1=M"%AX/?\!D<#U7M1M$4O=8N)$&48E=') MT53D8W$N'4FA#OY+2U7(RE62BUOUBUR'IVZGNW'IS#D\=QJNA\XA;;K,G$-> M7> J8D^.9M%87$3Y,$X+DHA;687>WKYTY7D\GBR_E-GLN"/=[4U6EMFT^C@1_MT4CD*H'\^VV6E8]?5 'W6?Z]NLV3_P)02P,$% @ >(((6?;5!,>W @ M'0< !D !X;"]W;W)K&ULM55+;^(P$/XK5E9: MM5*W@5"@8B$2CU3;5;$(VNZAVH-)!K#J1VH[0/]CA/(4HGF4*F7Q&//?_ ' M&7>W2K^8-8 E.\&EZ7EK:],.[YMX#8*:2Y6"Q)6ETH):#/7*-ZD&FN1%@OM! MK=;R!672"[OYW%2'7959SB1_-3&9$%2 #8"K;<^K>X>)&5NMK9OPPVY*5S ' M^YA.-49^B9(P =(P)8F&9< KUSN#MLO/$YX8;,W1F#@G"Z5>7'";]+R:$P0< M8NL0*+XV, 3.'1#*>-UC>B6E*SP>']!O)-= M].'IHU#\H"/8%0:Z[M(,I5CJBE85>K+=$N&]'<(+>;5Z,X)MU'F5N-JPSK;#B*;J+9+!J1X?UX&DWF M_8?.^PF9WO4GY&S2G\TP?HK,R=D(+&7XZ,M@"7,)&0 M$D>63#F59,1,$)7)-)@G,UPFMQ:$^7O*?H%^=1K= 50=D](8>A[^-0;T!KSP M^[=ZJ ;S0OM5]?VJ"KW4/L0MUFR1Y2?=&;@@#W1'YI;:S)#G;&?=?[3@@%\A M$Z"I2SSIIHO,S]6E*:=B9*O&>5LR2!Q=&,0"] 5AIJEH68EP;-D%OTXX8#" M"]R30BMO/KGMK5)EZTN/3,L+M+=+[>W/'IDQW3&1"=*7$C_NNPQ#I]!))%*N MW@ N7!2#M*?,%?37.;VI$S9A[;+=[/J;8]^40-<*(OM-!^N\?X"[1)P?:F4 M/02.H+P1PW]02P,$% @ >(((6?FO#T6U! :QP !D !X;"]W;W)K M&ULM9EM;^(X$,> BI5;G5]IUR0$ O0 B9)$RVQ; M(F"W.IWNA9L,)-HD9FT'6ND^ #D/#0327+EUWT!B/+^QYV &3S,=H=^9#\#1 M T+X%\W,RK> MU)+B!1'$+" QHK :*F/]QM$[J4%6XUL ,W:PC-*N/!'R/7V9>D-%2UL$(:@\ M16#QM84)A&%*$NWX44"5TF=I>/C\2G>RSHO./&$&$Q(^!A[WATI/01ZL#4&[0*@]:Q MP5L>C,+ >*^':=E'0?I^'3F'0>:^!61B86>SS8&61MC#'HP$E.T33VH*6/F1R M9=8BP$&D2?4)!C)8^21B./390N6A."E7=PO5M[KKU MAFL#W9&8^PS9L0=>C;W5;&\VV*LB#&4L6]^QN&TU O](XFMD:%>HI;7:->V9MO- UZ:IIF;]@&NS!4!!YE0+>@C'[!03^OTD@FS9,)L MF3!'$]RB<[O4N=U$'XU=ER0O9VB#7 !3"%DYC3 GL#7+.)K-PW:U"L(UWVU(D]- [$ MFN49 74'T1/0O^M"VX@ -T)A%DR8;9,F",)5A&\6PK> 9#Y]"M39YDP2R;_ME@ES),$[.O=*G7N-?^Q90EU?[#086E$2H8KL=?HVTL[55R;,ZIVD6[%;/$]U MIW6ZQW4<28VI]-$OU>A+7QWT3Z8/PSR:L!]=GAOG_DD,C_W9,OTYDF 5/71M MO]W3SI[X'H,P#!A:DAU0AAXQ9R(M-DU^S3[. ==(I5E2;;94FB.+5M7^8*NO M?\@<6&!ER2V39DFEV5)ICBQ:5>[67NZ6U*7B2>VS#)I5D&K:"HZ)]-A7:W> MR80HJV556?8'(WKC?GPT\0-8(?L9W"0]5$4/(B.[0, =@#]L.5LMJ4W]?U]@ DG2-=0?< M)QZ:QEM@/,K6OP^[6*RV_&"#9D!=48374*M\[!WF-.,EL/-;3A;S?]T:$MU MZ,BBY1*!!W(((660QM&ULK55M:]HP$/XK5E9-K;225QBP$*D0IG5:)]2N MVV>3',1J8F>V ^V_G^V$#+H4H:Y?$M_YGN?OG:V[<.OX@\@)'HL![H>!/PD\!6[*V1SF3)V(,VKM.)Y>@#00Z)U Q8_38P@SS71.H8OQM. MJY74P/WUCOVSR5WELL0"9BS_15*93:RAA5)8X2]7MVS[!9I\^IHD:DP7[2M M8_M]"R65D*QHP.H$!:'U'S\V==@#N"\!O ;@/0<$+P#\!N"]ZA T@.!4A7X# M,*G;=>ZF<#&6. HYVR*NHQ6;7ICJ&[2]%Z'ZG=Q)KG>)PLEH@9_01[%C\,+=(8(13\R5@E,4Q':4FEK!CMI=*;UCO>"CH]N M&)690'.:0MJ!CX_C!T?PMLJY3=S;)3[UCA)^K6@/^'T'&>V>EPORN=_M_U.?OUK]H!A^^PI\P^> YA5T779-%W33Z=XV%B5.8&*IYB6 ;\"*WK]S!\ZG MKDJ)5G\EF3S-R([N),O9/@&'OT70V):YJP M#Y-R;$1=<]U!0#0Z%'PB;Z M]$:COC*[=N!B:O)T9M2%::EKAD4C58L\S4D 6N]3^BC&Y,[1 ;[:C/U+ P04 " !X M@@A9$,+L0$0" "*!@ &0 'AL+W=OGVO$)3X(^:Q< (U>*L95XI5:UPO?5UD)%58C40,W3W(A*ZS-5!:^ M!B:O)XI([YH=!,/,K3+F7QFYM(]-8-)I1#AN)5%-56+ZN@(E#XHV]X*6%]6V M*WHI(QU+B 1]_ZHTT,[^G$%H!5U1P)"%/O.5XL9K;>!?PD\)!G8R1K60GQ+.=MK$GB!58(&&3;$K"Y[>$,&+,@H_&[8WK]EC;Q='RD?W6UFUIV6,&=8+\HT67B M?? 0@1PW3&_%X1MT]4PM+Q-,N2LZM+'11P]EC=*BZI*-045Y>\$$R+_YOC'K]<*C MWBH^?S>>!9\&F">]\F2(GFX;!F@<[*:WXU-MM"2BUQ\? M0YBO"%]R6+F6^YS7NW M^=4'-^PWS+WHYY_TAPIDX;[@0IEHN&Y;1; ;-]IEVU _^AK==^@'+@G*%&.0F M-1C-S>N4;>=K)UK4KMOLA#:]RPU+\[, :0/,\UP(?9S8#?K?3 H'4$L#!!0 M ('B""%E%-!>O7 , 85 - >&PO93YRF/ A4 MP,6@:P6QS^?OG.\(N>B'/@SK8N/05!.9C0G94L65!@D MDRHGVDS5-"@+14E:BGG0:?=CH.<,,$/^V*>7^:Z]"9R+O3 [S4FSUZ^I_ MC,]\S[H;R90. -N3]S_G4E^\\^SUZ,/14?OV]&+7?E(!IW[@=':K^!*>M-N[7 M8)CK>-MUM?S8.++$8XS6==!:[8;70N/UG,2-D##!R(F[#G\>?B/E72-[^]QM M/ZG >-[0\L6[G6R<X(`@CPME8.6[#&=\ M:SO<;U\!UC>0"#CO!*8 M\;UAV"^(UE2)2S.I%E?&1Y!7CV^6A5$X5609=L[!-;&ZF"!CJ5*JFC"AOS(- M^YQF($>QZ0RN6A8!@%K+WO21J92D$K#BE$/C-L)Y?P;G@P_LBW?BVQCYZ[& M$,W0"*]'UHV=@/|-;]WIMNS% GU"G8G]>>Y24=4J5HQA;5?)$U C#O M(>Z=% 5??N)L*G]JDW]RP&&?K'C>3*TV;Z)!JTR,@2K?NZ-*L\FFY9OP5T@OCYDAM8C&1T@5-1_543LYD1[*Z:$"$5:W.(8?MS=,&S"P.!#I>;7&=QOOD/U]@,WIO@!,L4[$*8%C6.D.C%\MW?N#W251E"1N!#"W@BC"$+@;<013 !HP)([JJ^#.^RA8O:>"]7\^AW\!4$L# M!!0 ('B""%F7BKL

-8?20$3;8T.P6BP^0"X99K>]9!:G M

(((688+*RW*!0 QRT \ !X,"]W;W)K8F]O M:RYX:6S%FEMSHD@4@/]*ET_NPZ[*;692,54=:,$U7"1A LWG:(HH)-0@I(.G, M /KMQI@<-LZI?3GQ26@1/P[= 9V^G+^4U?>[LOS.?NSRHA[W'IKF\6PP]-4#8SAT!KLD*WH7YX=[+:H! M("F:=-UD9:$*=<$]2U]^ U*7O.ZNPNRI/FY[C7'N=IC^VR(MMEO]+-N#?L ML?]A?+D][^OT63!^]VK.L 'O=*\BU5:-=GZ0W&D(>/DKFY+FN0N3!3(N.<,MU0VW654W[17M 1/%^)RJB =G3TTYS?(FK29)D\ZI\NDQ*^[U;=13#,!CM'$X M?.Z#>%;]GS"6VVVV3B?E^FF7%LT^CE6:;\"B?L@>ZQXKDETZ[ATN84FQ8:)H M5)"8+/:W4M?])U5 +3?[IVX4+HAA=9:I+RJY:<'I(%UU7N;91OW[AETF>5*L M4]8&MP: !@)HG R0]1<)@#012/,3(,-H7]0LW++W'+W"" M!-(Z!:1FC)IR M_1U V@BD?4+(?PP Z2"0SNE>=U(_,@O",076LA@)<*5%#>_^O-VR2,9L6# *M%]&(A! S&$!^12" TD)R]WHI(QG+P(\ T3>$Z!LM421FG@=Q)KG>)PLEH@9_01[%C\,+=(8(13\R5@E,4Q':4FEK!CMI=*;UCO>"CH]N M&)690'.:0MJ!CX_C!T?PMLJY3=S;)3[UCA)^K6@/^'T'&>V>EPORN=_M_U.?OUK]H!A^^PI\P^> YA5T779-%W33Z=XV%B5.8&*IYB6 ;\"*WK]S!\ZG MKDJ)5G\EF3S-R([N),O9/@&'OT70V):YJP M#Y-R;$1=<]U!0#0Z%'PB;Z M]$:COC*[=N!B:O)T9M2%::EKAD4C58L\S4D 6N]3^BC&Y,[1 ;[:C/U+ P04 " !X M@@A9$,+L0$0" "*!@ &0 'AL+W=OGVO$)3X(^:Q< (U>*L95XI5:UPO?5UD)%58C40,W3W(A*ZS-5!:^ M!B:O)XI([YH=!,/,K3+F7QFYM(]-8-)I1#AN)5%-56+ZN@(E#XHV]X*6%]6V M*WHI(QU+B 1]_ZHTT,[^G$%H!5U1P)"%/O.5XL9K;>!?PD\)!G8R1K60GQ+.=MK$GB!58(&&3;$K"Y[>$,&+,@H_&[8WK]EC;Q='RD?W6UFUIV6,&=8+\HT67B M?? 0@1PW3&_%X1MT]4PM+Q-,N2LZM+'11P]EC=*BZI*-045Y>\$$R+_YOC'K]<*C MWBH^?S>>!9\&F">]\F2(GFX;!F@<[*:WXU-MM"2BUQ\? M0YBO"%]R6+F6^YS7NW M^=4'-^PWS+WHYY_TAPIDX;[@0IEHN&Y;1; ;-]IEVU _^AK==^@'+@G*%&.0F M-1C-S>N4;>=K)UK4KMOLA#:]RPU+\[, :0/,\UP(?9S8#?K?3 H'4$L#!!0 M ('B""%E%-!>O7 , 85 - >&PO93YRF/ A4 MP,6@:P6QS^?OG.\(N>B'/@SK8N/05!.9C0G94L65!@D MDRHGVDS5-"@+14E:BGG0:?=CH.<,,$/^V*>7^:Z]"9R+O3 [S4FSUZ^I_ MC,]\S[H;R90. -N3]S_G4E^\\^SUZ,/14?OV]&+7?E(!IW[@=':K^!*>M-N[7 M8)CK>-MUM?S8.++$8XS6==!:[8;70N/UG,2-D##!R(F[#G\>?B/E72-[^]QM M/ZG >-[0\L6[G6R<X(`@CPME8.6[#&=\ M:SO<;U\!UC>0"#CO!*8 M\;UAV"^(UE2)2S.I%E?&1Y!7CV^6A5$X5609=L[!-;&ZF"!CJ5*JFC"AOS(- M^YQF($>QZ0RN6A8!@%K+WO21J92D$K#BE$/C-L)Y?P;G@P_LBW?BVQCYZ[& M$,W0"*]'UHV=@/|-;]WIMNS% GU"G8G]>>Y24=4J5HQA;5?)$U C#O M(>Z=% 5??N)L*G]JDW]RP&&?K'C>3*TV;Z)!JTR,@2K?NZ-*L\FFY9OP5T@OCYDAM8C&1T@5-1_543LYD1[*Z:$"$5:W.(8?MS=,&S"P.!#I>;7&=QOOD/U]@,WIO@!,L4[$*8%C6.D.C%\MW?N#W251E"1N!#"W@BC"$+@;<013 !HP)([JJ^#.^RA8O:>"]7\^AW\!4$L# M!!0 ('B""%F7BKL

(((688+*RW*!0 QRT \ !X,"]W;W)K8FJO M:RYX:6S%FEMSHD@4@/]*ET_NPZ[*;692,54=:,$U7"1A LWG:(HH)-0@I(.G, M /KMQI@<-LZI?3GQ26@1/P[= 9V^G+^4U?>[LOS.?NSRHA[W'IKF\6PP]-4#8SAT!KLD*WH7YX=[+:H! M("F:=-UD9:$*=<$]2U]^ U*7O.ZNPNRI/FY[C7'N=IC^VR(MMEO]+-N#?L ML?]A?+D][^OT63!^]VK.L 'O=*\BU5:-=GZ0W&D(>/DKFY+FN0N3!3(N.<,MU0VW654W[17M 1/%^)RJB =G3TTYS?(FK29)D\ZI\NDQ*^[U;=13#,!CM'$X M?.Z#>%;]GS"6VVVV3B?E^FF7%LT^CE6:;\"B?L@>ZQXKDETZ[ATN84FQ8:)H M5)"8+/:W4M?])U5 +3?[IVX4+HAA=9:I+RJY:<'I(%UU7N;91OW[AETF>5*L M4]8&MP: !@)HG R0]1<)@#012/,3(,-H7]0LW++W'+W"" M!-(Z!:1FC)IR M_1U V@BD?4+(?PP Z2"0SNE>=U(_,@O",076LA@)<*5%#>_^O-VR2,9L6# *M%]&(A! S&$!^12" TD)R]WHI(QG+P(\ T3>$Z!LM421FG@=Q)KG>)PLEH@9_01[%C\,+=(8(13\R5@E,4Q':4FEK!CMI=*;UCO>"CH]N M&)690'.:0MJ!CX_C!T?PMLJY3=S;)3[UCA)^K6@/^'T'&>V>EPORN=_M_U.?OUK]H!A^^PI\P^> YA5T779-%W33Z=XV%B5.8&*IYB6 ;\"*WK]S!\ZG MKDJ)5G\EF3S-R([N),O9/@&'OT70V):YJP M#Y-R;$1=<]U!0#0Z%'PB;Z M]$:COC*[=N!B:O)T9M2%::EKAD4C58L\S4D 6N]3^BC&Y,[1 ;[:C/U+ P04 " !X M@@A9$,+L0$0" "*!@ &0 'AL+W=OGVO$)3X(^:Q< (U>*L95XI5:UPO?5UD)%58C40,W3W(A*ZS-5!:^ M!B:O)XI([YH=!,/,K3+F7QFYM(]-8-)I1#AN)5%-56+ZN@(E#XHV]X*6%]6V M*WHI(QU+B 1]_ZHTT,[^G$%H!5U1P)"%/O.5XL9K;>!?PD\)!G8R1K60GQ+.=MK$GB!58(&&3;$K"Y[>$,&+,@H_&[8WK]EC;Q='RD?W6UFUIV6,&=8+\HT67B M?? 0@1PW3&_%X1MT]4PM+Q-,N2LZM+'11P]EC=*BZI*-045Y>\$$R+_YOC'K]<*C MWBH^?S>>!9\&F">]\F2(GFX;!F@<[*:WXU-MM"2BUQ\? M0YBO"%]R6+F6^YS7NW M^=4'-^PWS+WHYY_TAPIDX;[@0IEHN&Y;1; ;-]IEVU _^AK==^@'+@G*%&.0F M-1C-S>N4;>=K)UK4KMOLA#:]RPU+\[, :0/,\UP(?9S8#?K?3 H'4$L#!!0 M ('B""%E%-!>O7 , 85 - >&PO93YRF/ A4 MP,6@:P6QS^?OG.\(N>B'/@SK8N/05!.9C0G94L65!@D MDRHGVDS5-"@+14E:BGG0:?=CH.<,,$/^V*>7^:Z]"9R+O3 [S4FSUZ^I_ MC,]\S[H;R90. -N3]S_G4E^\\^SUZ,/14?OV]&+7?E(!IW[@=':K^!*>M-N[7 M8)CK>-MUM?S8.++$8XS6==!:[8;70N/UG,2-D##!R(F[#G\>?B/E72-[^]QM M/ZG >-[0\L6[G6R<X(`@CPME8.6[#&=\ M:SO<;U\!UC>0"#CO!*8 M\;UAV"^(UE2)2S.I%E?&1Y!7CV^6A5$X5609=L[!-;&ZF"!CJ5*JFC"AOS(- M^YQF($>QZ0RN6A8!@%K+WO21J92D$K#BE$/C-L)Y?P;G@P_LBW?BVQCYZ[& M$,W0"*]'UHV=@/|-;]WIMNS% GU"G8G]>>Y24=4J5HQA;5?)$U C#O M(>Z=% 5??N)L*G]JDW]RP&&?K'C>3*TV;Z)!JTR,@2K?NZ-*L\FFY9OP5T@OCYDAM8C&1T@5-1_543LYD1[*Z:$"$5:W.(8?MS=,&S"P.!#I>;7&=QOOD/U]@,WIO@!,L4[$*8%C6.D.C%\MW?N#W251E"1N!#"W@BC"$+@;<013 !HP)([JJ^#.^RA8O:>"]7\^AW\!4$L# M!!0 ('B""%F7BKL

-8?20$3;8T.P6BP^0"X99K>]9!:G M

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Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer)." } } }, "auth_ref": ["r27", "r803"] }, "ttec_AccountsReceivableAndSignificantClientsAbstract": { "xbrltype": "stringItemType", "nsuri": "http://teletech.com/20240630", "localname": "AccountsReceivableAndSignificantClientsAbstract", "lang": { "en-us": { "role": { "label": "ACCOUNTS RECEIVABLE AND SIGNIFICANT CLIENTS [Abstract]" } } }, "auth_ref": [] }, "us-gaap_AccountsReceivableNetCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "AccountsReceivableNetCurrent", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsCurrent", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "label": "Accounts receivable, net", "documentation": "Amount, 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." } } }, "auth_ref": ["r328", "r329"] }, "us-gaap_AccruedIncomeTaxesCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "AccruedIncomeTaxesCurrent", "crdr": "credit", "calculation": { "http://teletech.com/role/StatementConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesCurrent", "weight": 1.0, "order": 4.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "label": "Income taxes payable", "documentation": "Carrying 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." } } }, "auth_ref": ["r143", "r189"] }, "us-gaap_AccruedIncomeTaxesNoncurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "AccruedIncomeTaxesNoncurrent", "crdr": "credit", "calculation": { "http://teletech.com/role/StatementConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesNoncurrent", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "label": "Non-current Income Taxes Payable", "documentation": "Carrying amount as of the balance sheet date of the unpaid sum of the known and estimated amounts payable to satisfy all domestic and foreign income tax obligations due beyond one year or the operating cycle, whichever is longer. 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Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer)." } } }, "auth_ref": ["r30"] }, "us-gaap_AccumulatedDefinedBenefitPlansAdjustmentMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "AccumulatedDefinedBenefitPlansAdjustmentMember", "presentation": ["http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossRollforwardTableDetails"], "lang": { "en-us": { "role": { "label": "Other, Net of Tax.", "documentation": "Accumulated other comprehensive (income) loss related to defined benefit plans attributable to the parent." } } }, "auth_ref": ["r7", "r18", "r39", "r902", "r903", "r904"] }, "us-gaap_AccumulatedDefinedBenefitPlansAdjustmentNetUnamortizedGainLossMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "AccumulatedDefinedBenefitPlansAdjustmentNetUnamortizedGainLossMember", "presentation": ["http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossIncomeStatementClassificationTableDetails"], "lang": { "en-us": { "role": { "label": "Tax effect", "documentation": "Accumulated other comprehensive income (loss) related to gain (loss) component of defined benefit plans attributable to the parent." } } }, "auth_ref": ["r6", "r18", "r39", "r235", "r236", "r902"] }, "us-gaap_AccumulatedGainLossNetCashFlowHedgeParentMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "AccumulatedGainLossNetCashFlowHedgeParentMember", "presentation": ["http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossIncomeStatementClassificationTableDetails", "http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossRollforwardTableDetails"], "lang": { "en-us": { "role": { "label": "Derivative Valuation, Net of Tax", "documentation": "Accumulated other comprehensive income (loss) from gain (loss) of derivative instrument designated and qualifying as cash flow hedge included in assessment of hedge effectiveness, attributable to parent." } } }, "auth_ref": ["r227", "r235", "r236", "r543", "r779", "r902"] }, "us-gaap_AccumulatedOtherComprehensiveIncomeLossLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "AccumulatedOtherComprehensiveIncomeLossLineItems", "presentation": ["http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossRollforwardTableDetails"], "lang": { "en-us": { "role": { "label": "Accumulated Other Comprehensive Income (Loss) [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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Excludes net income (loss), and accumulated changes in equity from transactions resulting from investments by owners and distributions to owners." } } }, "auth_ref": ["r3", "r18", "r39", "r554", "r557", "r584", "r651", "r652", "r902", "r903", "r904", "r909", "r910", "r911"] }, "us-gaap_AccumulatedTranslationAdjustmentMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "AccumulatedTranslationAdjustmentMember", "presentation": ["http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossIncomeStatementClassificationTableDetails", "http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossRollforwardTableDetails"], "lang": { "en-us": { "role": { "label": "Foreign Currency Translation Adjustment", "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": ["r5", "r18", "r39", "r235", "r236", "r575", "r576", "r577", "r578", "r579", "r902"] }, "ttec_AcquisitionOfLongLivedAssetsThroughFinanceLeases": { "xbrltype": "monetaryItemType", "nsuri": "http://teletech.com/20240630", "localname": "AcquisitionOfLongLivedAssetsThroughFinanceLeases", "crdr": "credit", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "documentation": "Acquisition of long lived assets through finance leases.", "label": "Acquisition of long lived assets through finance leases" } } }, "auth_ref": [] }, "ecd_Additional402vDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "Additional402vDisclosureTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Additional 402(v) Disclosure [Text Block]", "terseLabel": "Additional 402(v) Disclosure" } } }, "auth_ref": ["r853"] }, "us-gaap_AdditionalPaidInCapital": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "AdditionalPaidInCapital", "crdr": "credit", "calculation": { "http://teletech.com/role/StatementConsolidatedBalanceSheets": { "parentTag": "us-gaap_StockholdersEquityIncludingPortionAttributableToNoncontrollingInterest", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "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. 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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. 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Restrictions may include legally restricted deposits held as compensating balances against short-term borrowing arrangements, contracts entered into with others, or company statements of intention with regard to particular deposits; however, time deposits and short-term certificates of deposit are not generally included in legally restricted deposits." } } }, "auth_ref": ["r48", "r186"] }, "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents", "crdr": "debit", "presentation": ["http://teletech.com/role/DisclosureOverviewAndBasisOfPresentationTablesDetails", "http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "label": "Cash, Cash Equivalents, Restricted Cash and Restricted Cash Equivalents", "periodEndLabel": "Cash, cash equivalents and restricted cash, end of period", "periodStartLabel": "Cash, cash equivalents and restricted cash, beginning of period", "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": ["r47", "r165", "r250"] }, "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "label": "Increase (decrease) in cash, cash equivalents and restricted cash", "totalLabel": "Increase (decrease) in cash, cash equivalents and restricted cash", "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": ["r2", "r165"] }, "ttec_CashFlowHedgeGainLossReclassifiedToEarningsNetOfTax": { "xbrltype": "monetaryItemType", "nsuri": "http://teletech.com/20240630", "localname": "CashFlowHedgeGainLossReclassifiedToEarningsNetOfTax", "crdr": "credit", "presentation": ["http://teletech.com/role/DisclosureDerivativesOciRollforwardDetails"], "lang": { "en-us": { "role": { "documentation": "The amount of gains or losses on a cash flow hedge reclassified in the period to earnings from accumulated other comprehensive income net of taxes.", "label": "Less: Net (gain)/loss reclassified to earnings from effective hedges", "negatedLabel": "Less: Net (gain)/loss reclassified to earnings from effective hedges" } } }, 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{ "en-us": { "role": { "label": "COMMITMENTS AND CONTINGENCIES", "documentation": "The entire disclosure for commitments and contingencies." } } }, "auth_ref": ["r175", "r371", "r372", "r761", "r934"] }, "us-gaap_CommonStockDividendsPerShareCashPaid": { "xbrltype": "perShareItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "CommonStockDividendsPerShareCashPaid", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementOfStockholdersEquityParenthetical"], "lang": { "en-us": { "role": { "label": "Common Stock, Dividends, Per Share, Cash Paid", "documentation": "Aggregate dividends paid during the period for each share of common stock outstanding." } } }, "auth_ref": ["r176"] }, "us-gaap_CommonStockMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "CommonStockMember", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementOfStockholdersEquityAndMezzanineEquity"], "lang": { "en-us": { "role": { 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Common stock represent the ownership interest in a corporation." } } }, "auth_ref": ["r20", "r147", "r686", "r704", "r1003", "r1004"] }, "us-gaap_CommonStockValueOutstanding": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "CommonStockValueOutstanding", "crdr": "credit", "calculation": { "http://teletech.com/role/StatementConsolidatedBalanceSheets": { "parentTag": "us-gaap_StockholdersEquityIncludingPortionAttributableToNoncontrollingInterest", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "label": "Common stock - $0.01 par value; 150,000,000 shares authorized; 47,608,318 and 47,427,200 shares outstanding as of June 30, 2024 and December 31, 2023, respectively", "documentation": "Value of all classes of common stock held by shareholders. May be all or portion of the number of common shares authorized. These shares exclude common shares repurchased by the entity and held as treasury shares." } } }, "auth_ref": ["r147", "r686"] }, "ecd_CompActuallyPaidVsCoSelectedMeasureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "CompActuallyPaidVsCoSelectedMeasureTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Compensation Actually Paid vs. Company Selected Measure [Text Block]", "terseLabel": "Compensation Actually Paid vs. Company Selected Measure" } } }, "auth_ref": ["r863"] }, "ecd_CompActuallyPaidVsNetIncomeTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "CompActuallyPaidVsNetIncomeTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Compensation Actually Paid vs. Net Income [Text Block]", "terseLabel": "Compensation Actually Paid vs. Net Income" } } }, "auth_ref": ["r862"] }, "ecd_CompActuallyPaidVsOtherMeasureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "CompActuallyPaidVsOtherMeasureTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Compensation Actually Paid vs. Other Measure [Text Block]", "terseLabel": "Compensation Actually Paid vs. Other Measure" } } }, "auth_ref": ["r864"] }, "ecd_CompActuallyPaidVsTotalShareholderRtnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "CompActuallyPaidVsTotalShareholderRtnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Compensation Actually Paid vs. Total Shareholder Return [Text Block]", "terseLabel": "Compensation Actually Paid vs. Total Shareholder Return" } } }, "auth_ref": ["r861"] }, "ttec_CompanySNetLeverageRatioMember": { "xbrltype": "domainItemType", "nsuri": "http://teletech.com/20240630", "localname": "CompanySNetLeverageRatioMember", "presentation": ["http://teletech.com/role/DisclosureCommitmentsAndContingenciesNarrativeDetails"], "lang": { "en-us": { "role": { "documentation": "Minimum and maximum percentages based on the Company's net leverage ratio.", "label": "Company's net leverage ratio [Member]" } } }, "auth_ref": [] }, "us-gaap_ComprehensiveIncomeNetOfTax": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ComprehensiveIncomeNetOfTax", "crdr": "credit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "label": "Comprehensive income attributable to TTEC stockholders", "totalLabel": "Comprehensive income (loss) attributable to TTEC stockholders", "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": ["r40", "r231", "r233", "r241", "r619", "r636"] }, "us-gaap_ComprehensiveIncomeNetOfTaxAttributableToNoncontrollingInterest": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ComprehensiveIncomeNetOfTaxAttributableToNoncontrollingInterest", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss": { "parentTag": "us-gaap_ComprehensiveIncomeNetOfTax", "weight": -1.0, "order": 2.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "label": "Less: Comprehensive income attributable to noncontrolling interest", "negatedLabel": "Less: Comprehensive income attributable to noncontrolling interest", "documentation": "Amount after tax of increase (decrease) in equity from transactions and other events and circumstances from net income (loss) and other comprehensive income (loss), attributable to noncontrolling interests. Excludes changes in equity resulting from investments by owners and distributions to owners." } } }, "auth_ref": ["r10", "r100", "r104", "r231", "r233", "r240", "r618", "r635"] }, "us-gaap_ComprehensiveIncomeNetOfTaxIncludingPortionAttributableToNoncontrollingInterest": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ComprehensiveIncomeNetOfTaxIncludingPortionAttributableToNoncontrollingInterest", "crdr": "credit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss": { "parentTag": "us-gaap_ComprehensiveIncomeNetOfTax", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "label": "Total comprehensive income", "totalLabel": "Total comprehensive income (loss)", "documentation": "Amount after tax of increase (decrease) in equity from transactions and other events and circumstances from net income and other comprehensive income. Excludes changes in equity resulting from investments by owners and distributions to owners." } } }, "auth_ref": ["r104", "r183", "r231", "r233", "r239", "r617", "r634"] }, "us-gaap_ComprehensiveIncomeNetOfTaxIncludingPortionAttributableToNoncontrollingInterestAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ComprehensiveIncomeNetOfTaxIncludingPortionAttributableToNoncontrollingInterestAbstract", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "label": "Other comprehensive income (loss)" } } }, "auth_ref": [] }, "us-

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At a minimum, the description informs financial statement users of the general nature of the risk, but excludes \"Information about Major Customers\" that may be disclosed elsewhere (for instance, segment disclosures)." } } }, "auth_ref": ["r54", "r56", "r57"] }, "us-gaap_ConcentrationRiskPercentage1": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ConcentrationRiskPercentage1", "presentation": ["http://teletech.com/role/DisclosureAccountsReceivableAndSignificantClientsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Concentration risk percentage", "documentation": "For 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." } } }, "auth_ref": ["r55", "r57", "r131", "r132", "r327"] }, "us-gaap_ConcentrationRiskTypeDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ConcentrationRiskTypeDomain", "presentation": ["http://teletech.com/role/DisclosureAccountsReceivableAndSignificantClientsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Concentration Risk Type [Domain]", "documentation": "For an entity that discloses a concentration risk as a percentage of some financial balance or benchmark, identifies the type (for example, asset, liability, net assets, geographic, customer, employees, supplier, lender) of the concentration." } } }, "auth_ref": ["r55", "r57", "r131", "r132", "r327", "r760"] }, "srt_ConsolidationItemsAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2023", "localname": "ConsolidationItemsAxis", "presentation": ["http://teletech.com/role/DisclosureSegmentInformationSegmentFinancialsDetails"], "lang": { "en-us": { "role": { "label": "Consolidation Items [Axis]" } } }, "auth_ref": ["r255", "r300", "r311", "r312", "r313", "r314", "r315", "r317", "r321", "r377", "r378", "r379", "r380", "r382", "r383", "r385", "r387", "r388", "r935", "r936"] }, "srt_ConsolidationItemsDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2023", "localname": "ConsolidationItemsDomain", "presentation": ["http://teletech.com/role/DisclosureSegmentInformationSegmentFinancialsDetails"], "lang": { "en-us": { "role": { "label": "Consolidation Items [Domain]" } } }, "auth_ref": ["r255", "r300", "r311", "r312", "r313", "r314", "r315", "r317", "r321", "r377", "r378", "r379", "r380", "r382", "r383", "r385", "r387", "r388", "r935", "r936"] }, "us-gaap_ConsolidationLessThanWhollyOwnedSubsidiaryParentOwnershipInterestEffectsOfChangesNetLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ConsolidationLessThanWhollyOwnedSubsidiaryParentOwnershipInterestEffectsOfChangesNetLineItems", "presentation": ["http://teletech.com/role/DisclosureOverviewAndBasisOfPresentationNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Effects of Changes, Net [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_ConsolidationLessThanWhollyOwnedSubsidiaryParentOwnershipInterestEffectsOfChangesNetTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ConsolidationLessThanWhollyOwnedSubsidiaryParentOwnershipInterestEffectsOfChangesNetTable", "presentation": ["http://teletech.com/role/DisclosureOverviewAndBasisOfPresentationNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Effects of Changes, Net [Table]", "documentation": "Summarization of information required and determined to be disclosed concerning the effects of any changes in a parent's ownership interest in a subsidiary on the equity attributable to the parent which may have occurred during the period. The changes represented by this element did not result in the deconsolidation of the subsidiary." } } }, "auth_ref": ["r19", "r105"] }, "us-gaap_ConsolidationPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ConsolidationPolicyTextBlock", "presentation": ["http://teletech.com/role/DisclosureOverviewAndSummaryOfSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "label": "Basis Of Presentation", "documentation": "Disclosure 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." } } }, "auth_ref": ["r101", "r780"] }, "ttec_ContingentConsiderationImputedInterestExpenseAndFairValueAdjustmentsNet": { "xbrltype": "monetaryItemType", "nsuri": "http://teletech.com/20240630", "localname": "ContingentConsiderationImputedInterestExpenseAndFairValueAdjustmentsNet", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInOperatingActivities", "weight": 1.0, "order": 5.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "documentation": "Amount of imputed interest expense and fair value adjustments to contingent consideration payables and contingent consideration receivables, net.", "label": "Contingent Consideration Imputed Interest Expense and Fair Value Adjustments, Net", "verboseLabel": "Imputed interest expense and fair value adjustments to contingent consideration, net" } } }, "auth_ref": [] }, "ttec_ContingentConsiderationPayableImputedInterestExpenseAndOtherAdjustments": { "xbrltype": "monetaryItemType", "nsuri": "http://teletech.com/20240630", "localname": "ContingentConsiderationPayableImputedInterestExpenseAndOtherAdjustments", "crdr": "credit", "presentation": ["http://teletech.com/role/DisclosureAcquisitionsAndDivestituresNarrativeDetails", "http://teletech.com/role/DisclosureFairValueContingentConsiderationTableDetails", "http://teletech.com/role/DisclosureFairValueNarrativeDetails"], "lang": { "en-us": { "role": { "documentation": "The amount of imputed interest and other adjustments accrued to a contingent consideration payable during the period.", "label": "Contingent Consideration Payable Imputed Interest Expense and Other Adjustments" } } }, "auth_ref": [] }, "ttec_ContingentConsiderationReceivableImputedInterestBenefitAndOtherAdjustments": { "xbrltype": "monetaryItemType", "nsuri": "http://teletech.com/20240630", "localname": "ContingentConsiderationReceivableImputedInterestBenefitAndOtherAdjustments", "crdr": "debit", "presentation": ["http://teletech.com/role/DisclosureAcquisitionsAndDivestituresNarrativeDetails", "http://teletech.com/role/DisclosureFairValueContingentConsiderationTableDetails", "http://teletech.com/role/DisclosureFairValueNarrativeDetails"], "lang": { "en-us": { "role": { "documentation": "The amount of imputed interest and other adjustments accrued to a contingent consideration receivable during the period.", "label": "Contingent Consideration Receivable Imputed Interest Benefit and Other Adjustments" } } }, "auth_ref": [] }, "us-gaap_ContractWithCustomerLiabilityCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ContractWithCustomerLiabilityCurrent", "crdr": "credit", "calculation": { "http://teletech.com/role/StatementConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesCurrent", "weight": 1.0, "order": 6.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "label": "Deferred revenue - 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Credit facilities provide capital to borrowers without the need to structure a loan for each borrowing." } } }, "auth_ref": [] }, "us-gaap_CreditFacilityDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "CreditFacilityDomain", "presentation": ["http://teletech.com/role/DisclosureCommitmentsAndContingenciesNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Credit Facility [Domain]", "documentation": "Type of credit facility. 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The risk is the materially adverse effects of loss of a significant customer." } } }, "auth_ref": ["r56", "r327"] }, "us-gaap_CustomerRelationshipsMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "CustomerRelationshipsMember", "presentation": ["http://teletech.com/role/DisclosureAcquisitionsAndDivestituresNarrativeDetails", "http://teletech.com/role/DisclosureAcquisitionsAssetsAcquiredTablesDetails"], "lang": { "en-us": { "role": { "label": "Customer Relationships [Member]", "documentation": "Customer relationship that exists between an entity and its customer, for example, but not limited to, tenant relationships." } } }, "auth_ref": ["r94"] }, "us-gaap_DebtDisclosureAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "DebtDisclosureAbstract", "lang": { "en-us": { "role": { "label": "INDEBTEDNESS [ABSTRACT]" } } }, "auth_ref": [] }, "us-gaap_DeferredCompensationPlanAssets": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "DeferredCompensationPlanAssets", "crdr": "debit", "presentation": ["http://teletech.com/role/DisclosureFairValueFairValueAssetsAndLiabilitiesDetails"], "lang": { "en-us": { "role": { "label": "Deferred Compensation Plan Assets", "documentation": "Carrying amount as of the balance sheet date of assets held under deferred compensation agreements." } } }, "auth_ref": ["r899"] }, "us-gaap_DeferredIncomeTaxAssetsNet": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "DeferredIncomeTaxAssetsNet", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsNoncurrent", "weight": 1.0, "order": 5.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "label": "Deferred Income Tax Assets, Net", "verboseLabel": "Deferred tax assets, net", "documentation": "Amount, after allocation of valuation allowances and deferred tax liability, of deferred tax asset attributable to deductible differences and carryforwards, with jurisdictional netting." } } }, "auth_ref": ["r513", "r514"] }, "us-gaap_DeferredIncomeTaxExpenseBenefit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "DeferredIncomeTaxExpenseBenefit", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInOperatingActivities", "weight": 1.0, "order": 10.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "label": "Deferred income taxes", "documentation": "Amount of deferred income tax expense (benefit) pertaining to income (loss) from continuing operations." } } }, "auth_ref": ["r12", "r178", "r205", "r526", "r527", "r908"] }, "us-gaap_DeferredIncomeTaxLiabilitiesNet": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname":

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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": [] }, "us-gaap_DefinedContributionPlanAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "DefinedContributionPlanAbstract", "lang": { "en-us": { "role": { "label": "Defined Contribution Plan [Abstract]" } } }, "auth_ref": [] }, "us-gaap_DefinedContributionPlanMaximumAnnualContributionsPerEmployeePercent": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "DefinedContributionPlanMaximumAnnualContributionsPerEmployeePercent", "presentation": ["http://teletech.com/role/DisclosureDeferredCompensationPlanNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Defined Contribution Plan, Maximum Annual Contributions Per Employee, Percent", "documentation": "Maximum percentage of employee gross pay the employee may contribute to a defined contribution plan." } } }, "auth_ref": [] }, "us-gaap_DefinedContributionPlanTaxStatusExtensibleList": { "xbrltype": "enumerationSetItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "DefinedContributionPlanTaxStatusExtensibleList", "presentation": ["http://teletech.com/role/DisclosureDeferredCompensationPlanNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Defined Contribution Plan, Tax Status [Extensible Enumeration]", "documentation": "Indicates tax status of defined contribution plan designed to provide retirement benefits." } } }, "auth_ref": [] }, "us-gaap_DefinedContributionPlanTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "DefinedContributionPlanTextBlock", "presentation": ["http://teletech.com/role/DisclosureDeferredCompensationPlan"], "lang": { "en-us": { "role": { "label": "Defined Contribution Plan [Text Block]", "verboseLabel": "Deferred Compensation Plan", "documentation": "The entire disclosure for defined contribution plan." } } }, "auth_ref": ["r471", "r472"] }, "us-gaap_DepreciationAndAmortization": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "DepreciationAndAmortization", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInOperatingActivities", "weight": 1.0, "order": 2.0 }, "http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLossCalc2": { "parentTag": "us-gaap_CostsAndExpenses", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://teletech.com/role/DisclosureSegmentInformationSegmentFinancialsDetails", "http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows", "http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "label": "Depreciation and amortization", "documentation": "The current period expense charged against earnings on long-lived, physical assets not used in production, and which are not intended for resale, to allocate or recognize the cost of such assets over their useful lives; or to record the reduction in book value of an intangible asset over the benefit period of such asset; or to reflect consumption during the period of an asset that is not used in production." } } }, "auth_ref": ["r12", "r71"] }, "us-gaap_DerivativeAssets": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "DerivativeAssets", "crdr": "debit", "calculation": { "http://teletech.com/role/DisclosureFairValueFairValueAssetsAndLiabilitiesDetails": { "parentTag": "us-gaap_AssetsFairValueDisclosure", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://teletech.com/role/DisclosureFairValueFairValueAssetsAndLiabilitiesDetails"], "lang": { "en-us": { "role": { "label": "Derivative assets, net", "documentation": "Fair value, after the effects of master netting arrangements, of a financial asset or other 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 assets not subject to a master netting arrangement and not elected to be offset." } } }, "auth_ref": ["r222", "r223", "r571", "r668", "r669", "r670", "r671", "r672", "r674", "r675", "r676", "r677", "r678", "r692", "r693", "r742", "r746", "r750", "r751", "r753", "r754", "r778", "r807", "r1000"] }, "us-gaap_DerivativeContractTypeDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "DerivativeContractTypeDomain", "presentation": ["http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossIncomeStatementClassificationTableDetails", "http://teletech.com/role/DisclosureDerivativesBalanceSheetClassificationDetails", "http://teletech.com/role/DisclosureDerivativesIncomeStatementClassificationDetails", "http://teletech.com/role/DisclosureDerivativesNotionalTableDetails"], "lang": { "en-us": { "role": { "label": "Derivative Contract Type [Domain]", "documentation": "Financial instrument 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." } } }, "auth_ref": ["r676", "r678", "r691", "r692", "r693", "r694", "r695", "r696", "r697", "r699", "r700", "r701", "r702", "r717", "r718", "r719", "r720", "r723", "r724", "r725", "r726", "r742", "r744", "r750", "r753", "r805", "r807"] }, "us-gaap_DerivativeFairValueOfDerivativeNet": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "DerivativeFairValueOfDerivativeNet", "crdr": "debit", "presentation": ["http://teletech.com/role/DisclosureDerivativesBalanceSheetClassificationDetails", "http://teletech.com/role/DisclosureFairValueDerivativesTableDetails"], "lang": { "en-us": { "role": { "label": "Total net derivative asset (liability)", "documentation": "Fair value of the assets less the liabilities of a derivative or group of derivatives." } } }, "auth_ref": ["r571"] }, 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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": ["r21", "r106", "r107", "r109", "r112", "r116", "r119", "r124", "r125", "r127", "r559"] }, "us-gaap_DerivativesFairValueLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "DerivativesFairValueLineItems", "presentation": ["http://teletech.com/role/DisclosureDerivativesBalanceSheetClassificationDetails"], "lang": { "en-us": { "role": { "label": "Derivatives, Fair Value [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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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." } } }, "auth_ref": [] }, "dei_DocumentPeriodEndDate": { "xbrltype": "dateItemType", "nsuri": "http://xbrl.sec.gov/dei/2023", "localname": "DocumentPeriodEndDate", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "label": "Document Period End Date", "documentation": "For 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." } } }, "auth_ref": [] }, "dei_DocumentQuarterlyReport": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2023", "localname": "DocumentQuarterlyReport", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "label": "Document Quarterly Report", "documentation": "Boolean flag that is true only for a form used as an quarterly report." } } }, "auth_ref": ["r819"] }, "dei_DocumentTransitionReport": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2023", "localname":

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Includes, but is not limited to, defined benefit and defined contribution plans." } } }, "auth_ref": ["r941", "r942", "r943"] }, "us-gaap_EMEAMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "EMEAMember", "presentation": ["http://teletech.com/role/DisclosureSegmentInformationRevenueGeographyDetails"], "lang": { "en-us": { "role": { "label": "Europe Middle East Africa [Member]", "documentation": "Regions of Europe, Middle East and Africa." } } }, "auth_ref": ["r1005", "r1006", "r1007", "r1008"] }, "us-gaap_EarningsPerShareAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "EarningsPerShareAbstract", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "label": "Weighted Average Share Counts", "verboseLabel": "Net income (loss) per share attributable to TTEC stockholders" } } }, "auth_ref": [] }, "us-gaap_EarningsPerShareBasic": { "xbrltype": "perShareItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "EarningsPerShareBasic", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "label": "Basic earnings per share", "verboseLabel": "Basic", "documentation": "The amount of net income (loss) for the period per each share of common stock or unit outstanding during the reporting period." } } }, "auth_ref": ["r242", "r261", "r262", "r263", "r264", "r265", "r271", "r273", "r286", "r287", "r288", "r292", "r561", "r562", "r620", "r637", "r781"] }, "us-gaap_EarningsPerShareDiluted": { "xbrltype": "perShareItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "EarningsPerShareDiluted", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "label": "Diluted earnings per share", "verboseLabel": "Diluted", "documentation": "The 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." } } }, "auth_ref": ["r242", "r261", "r262", "r263", "r264", "r265", "r273", "r286", "r287", "r288", "r292", "r561", "r562", "r620", "r637", "r781"] }, "us-gaap_EarningsPerShareTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "EarningsPerShareTextBlock", "presentation": ["http://teletech.com/role/DisclosureWeightedAverageShareCounts"], "lang": { "en-us": { "role": { "label": "NET INCOME PER SHARE", "documentation": "The entire disclosure for earnings per share." } } }, "auth_ref": ["r270", "r289", "r290", "r291"] }, "us-gaap_EffectOfExchangeRateOnCashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsIncludingDisposalGroupAndDiscontinuedOperations": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "EffectOfExchangeRateOnCashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsIncludingDisposalGroupAndDiscontinuedOperations", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows": { "parentTag": "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect", "weight": 1.0, "order": 4.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "label": "Effect of Exchange Rate on Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Including Disposal Group and Discontinued Operations", "terseLabel": "Effect of exchange rate changes on cash, cash equivalents and restricted cash", "documentation": "Amount 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; including, but not limited to, 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": ["r980"] }, "ttec_EffectOfForeignCurrencyAllowanceForDoubtfulAccounts": { "xbrltype": "monetaryItemType", "nsuri": "http://teletech.com/20240630", "localname": "EffectOfForeignCurrencyAllowanceForDoubtfulAccounts", "crdr": "debit", "presentation": ["http://teletech.com/role/DisclosureAccountsReceivableScheduleOfChangeInAllowanceDetails"], "lang": { "en-us": { "role": { "documentation": "Impact of foreign currency related to the rollforward of allowance for doubtful accounts between periods.", "label": "Effect Of Foreign Currency Allowance For Doubtful Accounts", "verboseLabel": "Effect of foreign currency" } } }, "auth_ref": [] }, "us-gaap_EffectiveIncomeTaxRateReconciliationAtFederalStatutoryIncomeTaxRate": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "EffectiveIncomeTaxRateReconciliationAtFederalStatutoryIncomeTaxRate", "presentation": ["http://teletech.com/role/DisclosureIncomeTaxesNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Effective Income Tax Rate Reconciliation, at Federal Statutory Income Tax Rate, Percent", "terseLabel": "Effective income tax rate", "documentation": "Percentage of domestic federal statutory tax rate applicable to pretax income (loss)." } } }, "auth_ref": ["r252", "r516", "r528"] }, "ttec_EighthAmendmentMember": { "xbrltype": "domainItemType", "nsuri": "http://teletech.com/20240630", "localname": "EighthAmendmentMember", "presentation": ["http://teletech.com/role/DisclosureCommitmentsAndContingenciesNarrativeDetails"], "lang": { "en-us": { "role": { "documentation": "The Eighth Amendment to the Amended and Restated Credit Agreement.", "label": "Eighth Amendment [Member]" } } }, "auth_ref": [] }, "ttec_EmployeeCompensationPlansAbstract": { "xbrltype": "stringItemType", "nsuri": "http://teletech.com/20240630", "localname": "EmployeeCompensationPlansAbstract", "lang": { "en-us": { "role": { "label": "EMPLOYEE COMPENSATION PLANS [Abstract]" } } }, "auth_ref": [] }, "us-gaap_EmployeeRelatedLiabilitiesCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "EmployeeRelatedLiabilitiesCurrent", "crdr": "credit", "calculation": { "http://teletech.com/role/StatementConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesCurrent", "weight": 1.0, "order": 2.0 }, "http://teletech.com/role/DisclosureAcquisitionsAssetsAcquiredTablesDetails": { "parentTag": "us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedLiabilities", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://teletech.com/role/DisclosureAcquisitionsAssetsAcquiredTablesDetails", "http://teletech.com/role/StatementConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "label": "Accrued employee compensation and benefits", "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": ["r30"] }, "us-gaap_EmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "EmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsLineItems", "presentation": ["http://teletech.com/role/DisclosureEmployeeCompensationPlansEquityBasedCompensationExpenseTableDetails", "http://teletech.com/role/DisclosureEquityBasedCompensationPlansNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Employee Service Share-based Compensation, Allocation of Recognized Period Costs [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/2023", "localname": "EmployeeServiceShareBasedCompensationNonvestedAwardsTotalCompensationCostNotYetRecognized", "crdr": "debit", "presentation": ["http://teletech.com/role/DisclosureEquityBasedCompensationPlansNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Unrecognized Compensation Expense", "documentation": "Amount of cost not yet recognized for nonvested award under share-based payment arrangement." } } }, "auth_ref": ["r507"] }, "us-gaap_EmployeeStockOptionMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "EmployeeStockOptionMember", "presentation": ["http://xbrl.sec.gov/ecd/role/AwardTimingDisclosure"], "lang": { "en-us": { "role": { "label": "Employee Stock Option [Member]", "terseLabel": "Employee Stock Option", "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/2023", "localname": "EntityAddressAddressLine1", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "label": "Entity Address, Address Line One", "documentation": "Address Line 1 such as Attn, Building Name, Street Name" } } }, "auth_ref": [] }, "dei_EntityAddressCityOrTown": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2023", "localname": "EntityAddressCityOrTown", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "label": "Entity Address, City or Town", "documentation": "Name of the City or Town" } } }, "auth_ref": [] }, "dei_EntityAddressPostalZipCode": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2023", "localname": "EntityAddressPostalZipCode", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "label": "Entity Address, Postal Zip Code", "documentation": "Code for the postal or zip code" } } }, "auth_ref": [] }, "dei_EntityAddressStateOrProvince": { "xbrltype": "stateOrProvinceItemType", "nsuri": "http://xbrl.sec.gov/dei/2023", "localname": "EntityAddressStateOrProvince", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "label": "Entity Address, State or Province", "documentation": "Name of the state or province." } } }, "auth_ref": [] }, "dei_EntityCentralIndexKey": { "xbrltype": "centralIndexKeyItemType", "nsuri": "http://xbrl.sec.gov/dei/2023", "localname": "EntityCentralIndexKey", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "label": "Entity Central Index Key", "documentation": "A unique 10-digit SEC-issued value to identify entities that have filed disclosures with the SEC. It is commonly abbreviated as CIK." } } }, "auth_ref": ["r817"] }, "dei_EntityCommonStockSharesOutstanding": { "xbrltype": "sharesItemType", "nsuri": "http://xbrl.sec.gov/dei/2023", "localname": "EntityCommonStockSharesOutstanding", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "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/2023", "localname": "EntityCurrentReportingStatus", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "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/2023", "localname": "EntityEmergingGrowthCompany", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "label": "Entity Emerging Growth Company", "documentation": "Indicate if registrant meets the emerging growth company criteria." } } }, "auth_ref": ["r817"] }, "dei_EntityFileNumber": { "xbrltype": "fileNumberItemType", "nsuri": "http://xbrl.sec.gov/dei/2023", "localname": "EntityFileNumber", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "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/2023", "localname": "EntityFilerCategory", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "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. 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Disclosures may include net deferred tax liability or asset recognized in an enterprise's statement of financial position, net change during the year in the total valuation allowance, approximate tax effect of each type of temporary difference and carryforward that gives rise to a significant portion of deferred tax liabilities and deferred tax assets, utilization of a tax carryback, and tax uncertainties information." } } }, "auth_ref": ["r252", "r512", "r517", "r518", "r521", "r524", "r529", "r530", "r531", "r660"] }, "us-gaap_IncomeTaxExaminationDescription": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "IncomeTaxExaminationDescription", "presentation": ["http://teletech.com/role/DisclosureIncomeTaxesNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Income Tax Examination, Description", "documentation": "A brief description of status of the tax examination, significant findings to date, and the entity's position with respect to the findings." } } }, "auth_ref": ["r87"] }, "ttec_IncomeTaxExaminationYearsUnderAudit": { "xbrltype": "stringItemType", "nsuri": "http://teletech.com/20240630", "localname": "IncomeTaxExaminationYearsUnderAudit", "presentation": ["http://teletech.com/role/DisclosureIncomeTaxesNarrativeDetails"], "lang": { "en-us": { "role": { "documentation": "Tax year(s) being audited by the corresponding tax regulation agency. 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Contingently issuable shares are those shares that are issuable for little or no cash contingent on certain conditions being met." } } }, "auth_ref": ["r275", "r276", "r278", "r279", "r280", "r281", "r282", "r283", "r284", "r288"] }, "us-gaap_IncrementalCommonSharesAttributableToShareBasedPaymentArrangements": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "IncrementalCommonSharesAttributableToShareBasedPaymentArrangements", "calculation": { "http://teletech.com/role/DisclosureWeightedAverageShareCountsDilutedSharesTableDetails": { "parentTag": "us-gaap_WeightedAverageNumberDilutedSharesOutstandingAdjustment", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://teletech.com/role/DisclosureWeightedAverageShareCountsDilutedSharesTableDetails"], "lang": { "en-us": { "role": { "label": "Restricted stock units", "documentation": "Additional 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." } } }, "auth_ref": ["r274", "r275", "r277", "r288", "r477"] }, "ttec_IncrementalDeferredTaxAssetMember": { "xbrltype": "domainItemType", "nsuri": "http://teletech.com/20240630", "localname": "IncrementalDeferredTaxAssetMember", "presentation": ["http://teletech.com/role/DisclosureGoodwillNarrativeDetails", "http://teletech.com/role/DisclosureIncomeTaxesNarrativeDetails"], "lang": { "en-us": { "role": { "documentation": "Amount of generated incremental deferred tax asset related to non-cash goodwill impairment loss.", "label": "Incremental Deferred Tax Asset [Member]" } } }, "auth_ref": [] }, "ecd_IndividualAxis": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "IndividualAxis", "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": { "label": "Individual [Axis]", "terseLabel": "Individual:" } } }, "auth_ref": ["r831", "r839", "r849", "r866", "r874", "r878", "r886"] }, "ecd_InsiderTradingArrLineItems": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "InsiderTradingArrLineItems", "lang": { "en-us": { "role": { "label": "Insider Trading Arrangements [Line Items]", "terseLabel": "Insider Trading Arrangements:" } } }, "auth_ref": ["r884"] }, "ecd_InsiderTradingPoliciesProcLineItems": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "InsiderTradingPoliciesProcLineItems", "lang": { "en-us": { "role": { "label": "Insider Trading Policies and Procedures [Line Items]", "terseLabel": "Insider Trading Policies and Procedures:" } } }, "auth_ref": ["r820", "r890"] }, "ecd_InsiderTrdPoliciesProcAdoptedFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "InsiderTrdPoliciesProcAdoptedFlag", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingPoliciesProc"], "lang": { "en-us": { "role": { "label": "Insider Trading Policies and Procedures Adopted [Flag]", "terseLabel": "Insider Trading Policies and Procedures Adopted" } } }, "auth_ref": ["r820", "r890"] }, "ecd_InsiderTrdPoliciesProcNotAdoptedTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "InsiderTrdPoliciesProcNotAdoptedTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingPoliciesProc"], "lang": { "en-us": { "role": { "label": "Insider Trading Policies and Procedures Not Adopted [Text Block]", "terseLabel": "Insider Trading Policies and Procedures Not Adopted" } } }, "auth_ref": ["r820", "r890"] }, "us-gaap_InterestExpense": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "InterestExpense", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLossCalc2": { "parentTag": "us-gaap_NonoperatingIncomeExpense", "weight": -1.0, "order": 2.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "label": "Interest Expense.", "negatedLabel": "Interest expense", "documentation": "Amount of the cost of borrowed funds accounted for as interest expense." } } }, "auth_ref": ["r133", "r195", "r237", "r302", "r580", "r714", "r813", "r1002"] }, "us-gaap_InterestPaidNet": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "InterestPaidNet", "crdr": "credit", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "label": "Cash paid for interest", "documentation": "Amount 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." } } }, "auth_ref": ["r245", "r248", "r249"] }, "us-gaap_InvestmentIncomeInterest": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "InvestmentIncomeInterest", "crdr": "credit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLossCalc2": { "parentTag": "us-gaap_NonoperatingIncomeExpense", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "label": "Interest income", "documentation": "Amount before accretion (amortization) of purchase discount (premium) of interest income on nonoperating securities." } } }, "auth_ref": ["r160", "r301"] }, "us-gaap_LandMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "LandMember", "presentation": ["http://teletech.com/role/DisclosureAcquisitionsAndDivestituresNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Land [Member]", "documentation": "Part of earth's surface not covered by water." } } }, "auth_ref": ["r939"] }, "srt_LatinAmericaMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2023", "localname": "LatinAmericaMember", "presentation": ["http://teletech.com/role/DisclosureSegmentInformationRevenueGeographyDetails"], "lang": { "en-us": { "role": { "label": "Latin America [Member]" } } }, "auth_ref": ["r1005", "r1006", "r1007", "r1008"] }, "ttec_LeaseholdImprovementsInternallyDevelopedSoftwareAndRightOfUseLeaseAssetMember": { "xbrltype": "domainItemType", "nsuri": "http://teletech.com/20240630", "localname":

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Liabilities are probable future sacrifices of economic benefits arising from present obligations of an entity to transfer assets or provide services to other entities in the future." } } }, "auth_ref": ["r29", "r251", "r334", "r377", "r378", "r380", "r381", "r382", "r384", "r386", "r388", "r389", "r540", "r545", "r546", "r572", "r685", "r782", "r815", "r935", "r987", "r988"] }, "us-gaap_LiabilitiesAndStockholdersEquity": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "LiabilitiesAndStockholdersEquity", "crdr": "credit", "calculation": { "http://teletech.com/role/StatementConsolidatedBalanceSheets": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://teletech.com/role/StatementConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "label": "Total liabilities and stockholders' equity and mezzanine equity", "totalLabel": "Total liabilities and stockholders' equity and mezzanine equity", 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credit facility are secured or unsecured and, if secured, a description of collateral (for example, accounts receivable less than 120 days old, finished goods inventory)." } } }, "auth_ref": ["r26", "r142", "r169", "r188", "r190"] }, "us-gaap_LineOfCreditFacilityCommitmentFeeDescription": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "LineOfCreditFacilityCommitmentFeeDescription", "presentation": ["http://teletech.com/role/DisclosureCommitmentsAndContingenciesNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Line of Credit Facility, Commitment Fee Description", "documentation": "Description of the fees for amounts available, but unused under the credit facility." } } }, "auth_ref": ["r28"] }, "us-gaap_LineOfCreditFacilityCurrentBorrowingCapacity": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "LineOfCreditFacilityCurrentBorrowingCapacity", "crdr": "credit", "presentation": 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Terms typically include interest rate, collateral required, guarantees required, repayment requirements, and restrictions on use of assets and activities of the entity." } } }, "auth_ref": ["r28"] }, "us-gaap_LineOfCreditFacilityExpirationDate1": { "xbrltype": "dateItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "LineOfCreditFacilityExpirationDate1", "presentation": ["http://teletech.com/role/DisclosureCommitmentsAndContingenciesNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Line of Credit Facility, Expiration Date", "documentation": "Date the credit facility terminates, in YYYY-MM-DD format." } } }, "auth_ref": ["r28"] }, "us-gaap_LineOfCreditFacilityInitiationDate1": { "xbrltype": "dateItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "LineOfCreditFacilityInitiationDate1", "presentation": ["http://teletech.com/role/DisclosureCommitmentsAndContingenciesNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Initiation date of current line of credit agreement", "documentation": "Date the credit facility first became available, in YYYY-MM-DD format." } } }, "auth_ref": ["r28"] }, "us-gaap_LineOfCreditFacilityInterestRateDescription": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "LineOfCreditFacilityInterestRateDescription", "presentation": ["http://teletech.com/role/DisclosureCommitmentsAndContingenciesNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Line of Credit Facility, Interest Rate Description", "documentation": "Description of interest rate for borrowing under credit facility. Includes, but is not limited to, terms and method for determining interest rate." } } }, "auth_ref": ["r28"] }, "us-gaap_LineOfCreditFacilityInterestRateDuringPeriod": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "LineOfCreditFacilityInterestRateDuringPeriod", "presentation": ["http://teletech.com/role/DisclosureCommitmentsAndContingenciesNarrativeDetails", "http://teletech.com/role/DisclosureFairValueNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Average interest rate on annual borrowings", "terseLabel": "Credit facility interest rate", "documentation": "The effective interest rate during the reporting period." } } }, "auth_ref": ["r28"] }, "us-gaap_LineOfCreditFacilityRemainingBorrowingCapacity": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "LineOfCreditFacilityRemainingBorrowingCapacity", "crdr": "credit", "presentation": ["http://teletech.com/role/DisclosureCommitmentsAndContingenciesNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Remaining borrowing capacity under credit facility", "documentation": "Amount of borrowing capacity currently available under the credit facility (current borrowing capacity less the amount of borrowings outstanding)." } } }, "auth_ref": ["r28"] }, "us-gaap_LoansNotesTradeAndOtherReceivablesDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "LoansNotesTradeAndOtherReceivablesDisclosureTextBlock", "presentation": ["http://teletech.com/role/DisclosureSignificantClientsAndOtherConcentrations"], "lang": { "en-us": { "role": { "label": "SIGNIFICANT CLIENTS AND OTHER CONCENTRATIONS", "documentation": "The entire disclosure for claims held for amounts due a entity, excluding financing receivables. Examples include, but are not limited to, trade accounts receivables, notes receivables, loans receivables. Includes disclosure for allowance for credit losses." } } }, "auth_ref": ["r914"] }, "dei_LocalPhoneNumber": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2023", "localname": "LocalPhoneNumber", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "label": "Local Phone Number", "documentation": "Local phone number for entity." } } }, "auth_ref": [] }, "us-gaap_LongTermLineOfCredit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "LongTermLineOfCredit", "crdr": "credit", "calculation": { "http://teletech.com/role/StatementConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesNoncurrent", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://teletech.com/role/DisclosureCommitmentsAndContingenciesNarrativeDetails", "http://teletech.com/role/DisclosureFairValueNarrativeDetails", "http://teletech.com/role/StatementConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "label": "Line of credit", "documentation": "The carrying value as of the balance sheet date of the noncurrent portion of long-term obligations drawn from a line of credit, which is a bank's commitment to make loans up to a specific amount. Examples of items that might be included in the application of this element may consist of letters of credit, standby letters of credit, and revolving credit arrangements, under which borrowings can be made up to a maximum amount as of any point in time conditional on satisfaction of specified terms before, as of and after the date of drawdowns on the line. Includes short-term obligations that would normally be classified as current liabilities but for which (a) postbalance sheet date issuance of a long term obligation to refinance the short term obligation on a long term basis, or (b) the enterprise has entered into a financing agreement that clearly permits the enterprise to refinance the short-term obligation on a long term basis and the following conditions are met (1) the agreement does not expire within 1 year and is not cancelable by the lender except for violation of an objectively determinable provision, (2) no violation exists at the BS date, and (3) the lender has entered into the financing agreement is expected to be financially capable of honoring the agreement." } } }, "auth_ref": ["r32", "r74", "r75"] }, "currency_MXN": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/currency/2023", "localname": "MXN", "presentation": ["http://teletech.com/role/DisclosureDerivativesNotionalTableDetails"], "lang": { "en-us": { 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Excludes temporary equity." } } }, "auth_ref": ["r37", "r191", "r251", "r334", "r377", "r380", "r381", "r382", "r388", "r389", "r572", "r627", "r688"] }, "us-gaap_MinorityInterestDecreaseFromDistributionsToNoncontrollingInterestHolders": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "MinorityInterestDecreaseFromDistributionsToNoncontrollingInterestHolders", "crdr": "debit", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementOfStockholdersEquityAndMezzanineEquity"], "lang": { "en-us": { "role": { "label": "Noncontrolling interest, decrease from distributions to noncontrolling interest", "negatedLabel": "Dividends distributed to noncontrolling interest", "documentation": "Decrease in noncontrolling interest balance from payment of dividends or other distributions by the non-wholly owned subsidiary or partially owned entity, included in the consolidation of the parent entity, to the noncontrolling interest holders." } } }, "auth_ref": ["r176"] }, "us-gaap_MinorityInterestOwnershipPercentageByNoncontrollingOwners": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "MinorityInterestOwnershipPercentageByNoncontrollingOwners", "presentation": ["http://teletech.com/role/DisclosureAcquisitionsAndDivestituresNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Noncontrolling Interest, Ownership Percentage by Noncontrolling Owners", "documentation": "The equity interest of noncontrolling shareholders, partners or other equity holders in consolidated entity." } } }, "auth_ref": [] }, "us-gaap_MinorityInterestOwnershipPercentageByParent": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "MinorityInterestOwnershipPercentageByParent", "presentation": ["http://teletech.com/role/DisclosureAcquisitionsAndDivestituresNarrativeDetails", "http://teletech.com/role/DisclosureOverviewAndBasisOfPresentationNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Noncontrolling Interest, Ownership Percentage by Parent", "terseLabel": "ownership percentage", "documentation": "The parent entity's interest in net assets of the subsidiary, expressed as a percentage." } } }, "auth_ref": [] }, "ecd_MnpiDiscTimedForCompValFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "MnpiDiscTimedForCompValFlag", "presentation": ["http://xbrl.sec.gov/ecd/role/AwardTimingDisclosure"], "lang": { "en-us": { "role": { "label": "MNPI Disclosure Timed for Compensation Value [Flag]", "terseLabel": "MNPI Disclosure Timed for Compensation Value" } } }, "auth_ref": ["r877"] }, "ecd_MtrlTermsOfTrdArrTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "MtrlTermsOfTrdArrTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role": { "label": "Material Terms of Trading Arrangement [Text Block]", "terseLabel": "Material Terms of Trading Arrangement" } } }, "auth_ref": ["r885"] }, "srt_NameOfMajorCustomerDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2023", "localname": "NameOfMajorCustomerDomain", "presentation": ["http://teletech.com/role/DisclosureAccountsReceivableAndSignificantClientsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Name of Major Customer Domain" } } }, "auth_ref": ["r327", "r792", "r938", "r997", "r998"] }, "ecd_NamedExecutiveOfficersFnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "NamedExecutiveOfficersFnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Named Executive Officers, Footnote [Text Block]", "terseLabel": "Named Executive Officers, Footnote" } } }, "auth_ref": ["r859"] }, "us-gaap_NatureOfOperations": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "NatureOfOperations", "presentation": ["http://teletech.com/role/DisclosureOverviewAndSummaryOfSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "label": "Overview", "documentation": "The entire disclosure for the nature of an entity's business, major products or services, principal markets including location, and the relative importance of its operations in each business and the basis for the determination, including but not limited to, assets, revenues, or earnings. For an entity that has not commenced principal operations, disclosures about the risks and uncertainties related to the activities in which the entity is currently engaged and an understanding of what those activities are being directed toward." } } }, "auth_ref": ["r197", "r207"] }, "us-gaap_NetCashProvidedByUsedInFinancingActivities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "NetCashProvidedByUsedInFinancingActivities", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows": { "parentTag": "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "label": "Net cash used in financing activities", "totalLabel": "Net cash (used in) provided by financing activities", "documentation": "Amount 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." } } }, "auth_ref": ["r247"] }, "us-gaap_NetCashProvidedByUsedInFinancingActivitiesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "NetCashProvidedByUsedInFinancingActivitiesAbstract", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "label": "Cash flows from financing activities" } } }, "auth_ref": [] }, "us-gaap_NetCashProvidedByUsedInInvestingActivities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "NetCashProvidedByUsedInInvestingActivities", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows": { "parentTag": "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "label": "Net cash used in investing activities", "totalLabel": "Net cash used in investing activities", "documentation": "Amount of cash inflow (outflow) from investing activities, including discontinued operations. 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Includes, but is not limited to, quantification of the expected or actual impact." } } }, "auth_ref": [] }, "ttec_NinthAmendmentMember": { "xbrltype": "domainItemType", "nsuri": "http://teletech.com/20240630", "localname": "NinthAmendmentMember", "presentation": ["http://teletech.com/role/DisclosureCommitmentsAndContingenciesNarrativeDetails"], "lang": { "en-us": { "role": { "documentation": "The Ninth Amendment to the Amended and Restated Credit Agreement.", "label": "Ninth Amendment [Member]" } } }, "auth_ref": [] }, "ttec_NonCashMember": { "xbrltype": "domainItemType", "nsuri": "http://teletech.com/20240630", "localname": "NonCashMember", "presentation": ["http://teletech.com/role/DisclosureGoodwillNarrativeDetails"], "lang": { "en-us": { "role": { "documentation": "Amount of non-cash goodwill impairment charge.", "label": "Non-cash [Member]" } } }, "auth_ref": [] }, "ttec_NonCashPreTaxMember": { "xbrltype": "domainItemType", "nsuri": "http://teletech.com/20240630", "localname": "NonCashPreTaxMember", "presentation": ["http://teletech.com/role/DisclosureGoodwillNarrativeDetails"], "lang": { "en-us": { "role": { "documentation": "Amount of non-cash pre-tax goodwill impairment charge.", "label": "Non-cash pre-tax [Member]" } } }, "auth_ref": [] }, "ecd_NonGaapMeasureDescriptionTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "NonGaapMeasureDescriptionTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Non-GAAP Measure Description [Text Block]", "terseLabel": "Non-GAAP Measure Description" } } }, "auth_ref": ["r858"] }, "ecd_NonNeosMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "NonNeosMember", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "label": "Non-NEOs [Member]", "terseLabel": "Non-NEOs" } } }, "auth_ref": ["r828", "r839", "r849", "r866", "r874"] }, "ecd_NonPeoNeoAvgCompActuallyPaidAmt": { "xbrltype": "monetaryItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "NonPeoNeoAvgCompActuallyPaidAmt", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Non-PEO NEO Average Compensation Actually Paid Amount", "terseLabel": "Non-PEO NEO Average Compensation Actually Paid Amount" } } }, "auth_ref": ["r856"] }, "ecd_NonPeoNeoAvgTotalCompAmt": { "xbrltype": "monetaryItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "NonPeoNeoAvgTotalCompAmt", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Non-PEO NEO Average Total Compensation Amount", "terseLabel": "Non-PEO NEO Average Total Compensation Amount" } } }, "auth_ref": ["r855"] }, "ecd_NonPeoNeoMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "NonPeoNeoMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Non-PEO NEO [Member]", "terseLabel": "Non-PEO NEO" } } }, "auth_ref": ["r866"] }, "ecd_NonRule10b51ArrAdoptedFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "NonRule10b51ArrAdoptedFlag", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role": { "label": "Non-Rule 10b5-1 Arrangement Adopted [Flag]", "terseLabel": "Non-Rule 10b5-1 Arrangement Adopted" } } }, "auth_ref": ["r885"] }, "ecd_NonRule10b51ArrTrmntdFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "NonRule10b51ArrTrmntdFlag", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role": { "label": "Non-Rule 10b5-1 Arrangement Terminated [Flag]", "terseLabel": "Non-Rule 10b5-1 Arrangement Terminated" } } }, "auth_ref": ["r885"] }, "us-gaap_NoncashOrPartNoncashAcquisitionFixedAssetsAcquired1": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "NoncashOrPartNoncashAcquisitionFixedAssetsAcquired1", "crdr": "debit", "presentation": ["http://teletech.com/role/DisclosureAcquisitionsAssetsAcquiredTablesDetails"], "lang": { "en-us": { "role": { "label": "Fixed Assets Acquired", "documentation": "The amount of fixed assets that an Entity acquires in a noncash (or part noncash) acquisition. Noncash is defined as information about all investing and financing activities of an enterprise during a period that affect recognized assets or liabilities but that do not result in cash receipts or cash payments in the period. \"Part noncash\" refers to that portion of the transaction not resulting in cash receipts or cash payments in the period." } } }, "auth_ref": ["r50", "r51", "r52"] }, "ttec_NoncontrollingInterestAdjustmentDueToBuyout": { "xbrltype": "monetaryItemType", "nsuri": "http://teletech.com/20240630", "localname": "NoncontrollingInterestAdjustmentDueToBuyout", "crdr": "credit", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementOfStockholdersEquityAndMezzanineEquity"], "lang": { "en-us": { "role": { "documentation": "Noncontrolling interest adjustment due to buyout.", "label": "Noncontrolling interest adjustment due to buyout" } } }, "auth_ref": [] }, "us-gaap_NoncontrollingInterestMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "NoncontrollingInterestMember", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementOfStockholdersEquityAndMezzanineEquity"], "lang": { "en-us": { "role": { "label": "Noncontrolling Interest [Member]", "documentation": "This element represents that portion of equity (net assets) in a subsidiary not attributable, directly or indirectly, to the parent. A noncontrolling interest is sometimes called a minority interest." } } }, "auth_ref": ["r98", "r395", "r909", "r910", "r911", "r1003"] }, "us-gaap_NondesignatedMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "NondesignatedMember", "presentation": ["http://teletech.com/role/DisclosureDerivativesBalanceSheetClassificationDetails", "http://teletech.com/role/DisclosureDerivativesIncomeStatementClassificationDetails"], "lang": { "en-us": { "role": { "label": "Not Designated as Hedging Instruments [Member]",

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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. 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Includes, but not limited to, reduction of noncontrolling interest ownership. Excludes dividends paid to the noncontrolling interest." } } }, "auth_ref": ["r42"] }, "ecd_PeerGroupIssuersFnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "PeerGroupIssuersFnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Peer Group Issuers, Footnote [Text Block]", "terseLabel": "Peer Group Issuers, Footnote" } } }, "auth_ref": ["r857"] }, "ecd_PeerGroupTotalShareholderRtnAmt": { "xbrltype": "monetaryItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "PeerGroupTotalShareholderRtnAmt", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Peer Group Total Shareholder Return Amount", "terseLabel": "Peer Group Total Shareholder Return Amount" } } }, "auth_ref": ["r857"] }, "ecd_PeoActuallyPaidCompAmt": { "xbrltype": "monetaryItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": 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Note: elements for number of nonredeemable preferred shares, par value and other disclosure concepts are in another section within stockholders' equity." } } }, "auth_ref": ["r146", "r624", "r803"] }, "us-gaap_PrepaidExpenseAndOtherAssetsCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "PrepaidExpenseAndOtherAssetsCurrent", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsCurrent", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "label": "Prepaids and other current assets", "documentation": "Amount of asset related to consideration paid in advance for costs that provide economic benefits in future periods, and amount of other assets that are expected to be realized or consumed within one year or the normal operating cycle, if longer." } } }, "auth_ref": ["r901"] }, 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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": ["r173"] }, "us-gaap_ProvisionForDoubtfulAccounts": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ProvisionForDoubtfulAccounts", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInOperatingActivities", "weight": 1.0, "order": 6.0 } }, "presentation": ["http://teletech.com/role/DisclosureAccountsReceivableScheduleOfChangeInAllowanceDetails", "http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "label": "Provision for credit losses", "documentation": "Amount of expense (reversal of expense) for expected credit loss on accounts receivable." } } }, "auth_ref": ["r243", 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Other", "documentation": "Amount of tax expense (benefit) of reclassification adjustment from accumulated other comprehensive income (loss)." } } }, "auth_ref": ["r8", "r228", "r234", "r633"] }, "us-gaap_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ReclassificationOutOfAccumulatedOtherComprehensiveIncomeAxis", "presentation": ["http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossIncomeStatementClassificationTableDetails", "http://teletech.com/role/DisclosureDerivativesIncomeStatementClassificationDetails"], "lang": { "en-us": { "role": { "label": "Reclassification Out Of Accumulated Other Comprehensive Income [Axis]", "documentation": "Information by item reclassified out of accumulated other comprehensive income (loss)." } } }, "auth_ref": ["r236"] }, "us-gaap_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ReclassificationOutOfAccumulatedOtherComprehensiveIncomeDomain", "presentation": ["http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossIncomeStatementClassificationTableDetails", "http://teletech.com/role/DisclosureDerivativesIncomeStatementClassificationDetails"], "lang": { "en-us": { "role": { "label": "Reclassification Out Of Accumulated Other Comprehensive Income [Domain]", "documentation": "Item reclassified out of accumulated other comprehensive income (loss)." } } }, "auth_ref": ["r236"] }, "us-gaap_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ReclassificationOutOfAccumulatedOtherComprehensiveIncomeMember", "presentation": ["http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossIncomeStatementClassificationTableDetails", "http://teletech.com/role/DisclosureDerivativesIncomeStatementClassificationDetails"], "lang": { "en-us": { "role": { "label": "Reclassification from accumulated other comprehensive income", "documentation": "Identifies item reclassified out of accumulated other comprehensive income (loss)." } } }, "auth_ref": ["r236"] }, "us-gaap_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ReclassificationOutOfAccumulatedOtherComprehensiveIncomeTable", "presentation": ["http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossIncomeStatementClassificationTableDetails"], "lang": { "en-us": { "role": { "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": ["r236"] }, "us-gaap_ReclassificationOutOfAccumulatedOtherComprehensiveIncomeTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ReclassificationOutOfAccumulatedOtherComprehensiveIncomeTableTextBlock", "presentation": ["http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossTables"], "lang": { "en-us": { "role": { "label": "Reclassification out of Accumulated Other Comprehensive Income [Table Text Block]", "terseLabel": "Schedule of reclassifications from Accumulated other comprehensive income (loss)", "documentation": "Tabular disclosure of information about items reclassified out of accumulated other comprehensive income (loss)." } } }, "auth_ref": [] }, "us-gaap_Reclassifications": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "Reclassifications", "presentation": ["http://teletech.com/role/DisclosureOverviewAndSummaryOfSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "label": "Reclassifications [Text Block]", "documentation": "The entire disclosure for classifying current financial statements, which may be different from classifications in the prior year's financial statements. Disclose any material changes in classification including an explanation of the reason for the change and the areas impacted." } } }, "auth_ref": ["r138"] }, "ecd_RecoveryOfErrCompDisclosureLineItems": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "RecoveryOfErrCompDisclosureLineItems", "lang": { "en-us": { "role": { "label": "Recovery of Erroneously Awarded Compensation Disclosure [Line Items]", "terseLabel": "Recovery of Erroneously Awarded Compensation Disclosure" } } }, "auth_ref": ["r821", "r832", "r842", "r867"] }, "us-gaap_RelatedPartyDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RelatedPartyDomain", "presentation": ["http://teletech.com/role/DisclosureRelatedPartyTransactionsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Related Party [Domain]", "documentation": "Related parties include affiliates; other entities for which investments are accounted for by the equity method by the entity; trusts for benefit of employees; and principal owners, management, and members of immediate families. It also may include other parties with which the entity may control or can significantly influence the management or operating policies of the other to an extent that one of the transacting parties might be prevented from fully pursuing its own separate interests." } } }, "auth_ref": ["r456", "r588", "r589", "r680", "r681", "r682", "r683", "r684", "r703", "r705", "r734"] }, "us-gaap_RelatedPartyTransactionLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RelatedPartyTransactionLineItems", "presentation": ["http://teletech.com/role/DisclosureRelatedPartyTransactionsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Related Party Transaction Line Items", "documentation": "Line items represent financial concepts included in a table. 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Related parties include, but not limited to, affiliates; other entities for which investments are accounted for by the equity method by the entity; trusts for benefit of employees; and principal owners, management, and members of immediate families. It also may include other parties with which the entity may control or can significantly influence the management or operating policies of the other to an extent that one of the transacting parties might be prevented from fully pursuing its own separate interests." } } }, "auth_ref": ["r456", "r588", "r589", "r603", "r604", "r605", "r606", "r607", "r608", "r609", "r610", "r611", "r612", "r613", "r614", "r680", "r681", "r682", "r683", "r684", "r703", "r705", "r734", "r986"] }, "us-gaap_RelatedPartyTransactionsDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RelatedPartyTransactionsDisclosureTextBlock", "presentation": ["http://teletech.com/role/DisclosureRelatedPartyTransactions"], "lang": { "en-us": { "role": { "label": "RELATED PARTY TRANSACTIONS", "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": ["r585", "r586", "r587", "r589", "r591", "r661", "r662", "r663", "r711", "r712", "r713", "r732", "r733"] }, "us-gaap_RepaymentsOfOtherDebt": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RepaymentsOfOtherDebt", "crdr": "credit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInFinancingActivities", "weight": -1.0, "order": 3.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "label": "Repayments of Other Debt", "negatedLabel": "Payments on other debt", "documentation": "Amount of cash outflow for the payment of debt classified as other." } } }, "auth_ref": ["r44"] }, "us-gaap_ReportingUnitPercentageOfFairValueInExcessOfCarryingAmount": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ReportingUnitPercentageOfFairValueInExcessOfCarryingAmount", "presentation": ["http://teletech.com/role/DisclosureGoodwillNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Reporting Unit, Percentage of Fair Value in Excess of Carrying Amount", "documentation": "Percentage of fair value of reporting unit in excess of carrying amount." } } }, "auth_ref": [] }, "srt_RepurchaseAgreementCounterpartyNameDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2023", "localname": "RepurchaseAgreementCounterpartyNameDomain", "presentation": ["http://teletech.com/role/DisclosureRelatedPartyTransactionsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Counterparty Name [Domain]" } } }, "auth_ref": ["r253", "r254", "r390", "r394", "r590", "r777", "r778"] }, "ecd_RestatementDateAxis": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "RestatementDateAxis", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "label": "Restatement Determination Date [Axis]", "terseLabel": "Restatement Determination Date:" } } }, "auth_ref": ["r822", "r833", "r843", "r868"] }, "ecd_RestatementDeterminationDate": { "xbrltype": "dateItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "RestatementDeterminationDate", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "label": "Restatement Determination Date", "terseLabel": "Restatement Determination Date" } } }, "auth_ref": ["r823", "r834", "r844", "r869"] }, "ecd_RestatementDoesNotRequireRecoveryTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "RestatementDoesNotRequireRecoveryTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "label": "Restatement Does Not Require Recovery [Text Block]", "terseLabel": "Restatement does not require Recovery" } } }, "auth_ref": ["r830", "r841", "r851", "r876"] }, "us-gaap_RestrictedCashAndCashEquivalentsItemsLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RestrictedCashAndCashEquivalentsItemsLineItems", "presentation": ["http://teletech.com/role/DisclosureOverviewAndBasisOfPresentationTablesDetails"], "lang": { "en-us": { "role": { "label": "Restricted Cash and Cash Equivalents Items [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": ["r996"] }, "us-gaap_RestrictedStockUnitsRSUMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RestrictedStockUnitsRSUMember", "presentation": ["http://teletech.com/role/DisclosureEmployeeCompensationPlansEquityBasedCompensationExpenseTableDetails", "http://teletech.com/role/DisclosureEquityBasedCompensationPlansNarrativeDetails", "http://teletech.com/role/DisclosureWeightedAverageShareCountsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Restricted Stock Units (RSUs) [Member]", "documentation": "Share instrument which is convertible to stock or an equivalent amount of cash, after a specified period of time or when specified performance conditions are met." } } }, "auth_ref": [] }, "us-gaap_RestructuringAndRelatedActivitiesDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RestructuringAndRelatedActivitiesDisclosureTextBlock", "presentation": ["http://teletech.com/role/DisclosureImpairmentOfAssets"], "lang": { "en-us": { "role": { "label": "RESTRUCTURING CHARGES AND IMPAIRMENT LOSSES", "documentation": "The entire disclosure for restructuring and related activities. Description of restructuring activities such as exit and disposal activities, include facts and circumstances leading to the plan, the expected plan completion date, the major types of costs associated with the plan activities, total expected costs, the accrual balance at the end of the period, and the periods over which the remaining accrual will be settled." } } }, "auth_ref": ["r361", "r362", "r363", "r366", "r370"] }, "us-gaap_RestructuringCharges": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RestructuringCharges", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLossCalc2": { "parentTag": "us-gaap_CostsAndExpenses", "weight": 1.0, "order": 4.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "label": "Restructuring charges, net", "documentation": "Amount of expenses associated with exit or disposal activities pursuant to an authorized plan. Excludes expenses related to a discontinued operation or an asset retirement obligation." } } }, "auth_ref": ["r12", "r367", "r368", "r933"] }, "us-gaap_RestructuringCostsAndAssetImpairmentChargesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RestructuringCostsAndAssetImpairmentChargesAbstract", "lang": { "en-us": { "role": { "label": "Restructuring Costs and Asset Impairment Charges [Abstract]" } } }, "auth_ref": [] }, "us-gaap_RestructuringSettlementAndImpairmentProvisionsAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RestructuringSettlementAndImpairmentProvisionsAbstract", "lang": { "en-us": { "role": { "label": "RESTRUCTURING CHARGES AND IMPAIRMENT LOSSES [Abstract]" } } }, "auth_ref": [] }, "us-gaap_RetainedEarningsAccumulatedDeficit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RetainedEarningsAccumulatedDeficit", "crdr": "credit", "calculation": { "http://teletech.com/role/StatementConsolidatedBalanceSheets": { "parentTag": "us-gaap_StockholdersEquityIncludingPortionAttributableToNoncontrollingInterest", "weight": 1.0, "order": 6.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "label": "Retained earnings", "documentation": "Amount of accumulated undistributed earnings (deficit)." } } }, "auth_ref": ["r149", "r176", "r626", "r654", "r656", "r659", "r687", "r803"] }, "us-gaap_RetainedEarningsMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RetainedEarningsMember", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementOfStockholdersEquityAndMezzanineEquity"], "lang": { "en-us": { "role": { "label": "Stockholders' Equity of the Company Retained Earnings [Member]", "documentation": "Accumulated undistributed earnings (deficit)." } } }, "auth_ref": ["r209", "r256", "r257", "r258", "r260", "r266", "r268", "r335", "r336", "r509", "r510", "r511", "r522", "r523", "r553", "r555", "r556", "r558", "r560", "r651", "r653", "r666", "r1003"] }, "us-gaap_RetirementPlanSponsorLocationAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RetirementPlanSponsorLocationAxis", "presentation": ["http://teletech.com/role/DisclosureDeferredCompensationPlanNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Retirement Plan Sponsor Location [Axis]", "documentation": "Information by location of employer sponsoring plan designed to provide retirement benefits. Includes, but is not limited to, defined benefit and defined contribution plans." } } }, "auth_ref": ["r410", "r411", "r412", "r413", "r414", "r415", "r416", "r417", "r418", "r419", "r420", "r421", "r422", "r423", "r424", "r425", "r426", "r427", "r428", "r429", "r430", "r431", "r432", "r433", "r434", "r435", "r436", "r437", "r438", "r439", "r440", "r441", "r442", "r443", "r444", "r445", "r446", "r447", "r448", "r449", "r450", "r451", "r452", "r453", "r454", "r455", "r456", "r457", "r458", "r459", "r460", "r461", "r462", "r463", "r464", "r465", "r466", "r467", "r468", "r469", "r470", "r941", "r942", "r943"] }, "us-gaap_RetirementPlanSponsorLocationDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RetirementPlanSponsorLocationDomain", "presentation": ["http://teletech.com/role/DisclosureDeferredCompensationPlanNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Retirement Plan Sponsor Location [Domain]", "documentation": "Location of employer sponsoring plan designed to provide retirement benefits. Includes, but is not limited to, defined benefit and defined contribution plans." } } }, "auth_ref": ["r410", "r411", "r412", "r413", "r414", "r415", "r416", "r417", "r418", "r419", "r420", "r421", "r422", "r423", "r424", "r425", "r426", "r427", "r428", "r429", "r430", "r431", "r432", "r433", "r434", "r435", "r436", "r437", "r438", "r439", "r440", "r441", "r442", "r443", "r444", "r445", "r446", "r447", "r448", "r449", "r450", "r451", "r452", "r453", "r454", "r455", "r456", "r457", "r458", "r459", "r460", "r461", "r462", "r463", "r464", "r465", "r466", "r467", "r468", "r469", "r470", "r941", "r942", "r943"] }, "us-gaap_RevenueFromContractWithCustomerAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RevenueFromContractWithCustomerAbstract", "lang": { "en-us": { "role": { "label": "Revenue from Contract

with Customer [Abstract]" } } }, "auth_ref": [] }, "us-gaap_RevenueFromContractWithCustomerExcludingAssessedTax": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RevenueFromContractWithCustomerExcludingAssessedTax", "crdr": "credit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLossCalc2": { "parentTag": "us-gaap_OperatingIncomeLoss", "weight": 1.0, "order": 1.0 }, "http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossIncomeStatementClassificationTableDetails": { "parentTag": "us-gaap_IncomeTaxExpenseBenefit", "weight": -1.0, "order": 2.0 } }, "presentation": ["http://teletech.com/role/DisclosureAccountsReceivableAndSignificantClientsNarrativeDetails", "http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossIncomeStatementClassificationTableDetails", "http://teletech.com/role/DisclosureAcquisitionsAndDivestituresNarrativeDetails", "http://teletech.com/role/DisclosureDerivativesIncomeStatementClassificationDetails", "http://teletech.com/role/DisclosureRelatedPartyTransactionsNarrativeDetails", "http://teletech.com/role/DisclosureSegmentInformationRevenueGeographyDetails", "http://teletech.com/role/DisclosureSegmentInformationSegmentFinancialsDetails", "http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "label": "Sales Revenue Services Net", "terseLabel": "Revenue.", "verboseLabel": "Net Revenue", "documentation": "Amount, 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." } } }, "auth_ref": ["r299", "r300", "r311", "r316", "r317", "r323", "r325", "r327", "r406", "r407", "r600"] }, "us-gaap_RevenueFromContractWithCustomerProductAndServiceExtensibleList": { "xbrltype": "enumerationSetItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RevenueFromContractWithCustomerProductAndServiceExtensibleList", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "label": "Type of Revenue", "documentation": "Indicates product and service for revenue from satisfaction of performance obligation by transferring promised product and service to customer." } } }, "auth_ref": ["r790"] }, "us-gaap_RevenueFromContractWithCustomerTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RevenueFromContractWithCustomerTextBlock", "presentation": ["http://teletech.com/role/DisclosureDeferredRevenueAndRemainingPerformanceObligations"], "lang": { "en-us": { "role": { "label": "Revenue from Contract with Customer [Text Block]", "documentation": "The 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." } } }, "auth_ref": ["r208", "r398", "r399", "r400", "r401", "r402", "r403", "r404", "r405", "r409"] }, "us-gaap_RevenueRemainingPerformanceObligation": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RevenueRemainingPerformanceObligation", "crdr": "credit", "presentation": ["http://teletech.com/role/DisclosureDeferredRevenueAndRemainingPerformanceObligationsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Revenue, Remaining Performance Obligation, Amount", "documentation": "Amount of transaction price allocated to performance obligation that has not been recognized as revenue." } } }, "auth_ref": ["r203"] }, "us-gaap_RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionPeriod1": { "xbrltype": "durationItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionPeriod1", "presentation": ["http://teletech.com/role/DisclosureDeferredRevenueAndRemainingPerformanceObligationsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Period", "documentation": "Period in which remaining performance obligation is expected to be recognized as revenue, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents reported fact of one year, five months, and thirteen days." } } }, "auth_ref": ["r204"] }, "us-gaap_RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionStartDateAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RevenueRemainingPerformanceObligationExpectedTimingOfSatisfactionStartDateAxis", "presentation": ["http://teletech.com/role/DisclosureDeferredRevenueAndRemainingPerformanceObligationsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis]", "documentation": "Start date of time band for expected timing of satisfaction of remaining performance obligation, in YYYY-MM-DD format." } } }, "auth_ref": ["r204"] }, "us-gaap_RevenuesFromExternalCustomersAndLongLivedAssetsLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RevenuesFromExternalCustomersAndLongLivedAssetsLineItems", "presentation": ["http://teletech.com/role/DisclosureSegmentInformationRevenueGeographyDetails"], "lang": { "en-us": { "role": { "label": "Revenues from External Customers and Long-Lived Assets [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_RisksAndUncertaintiesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "RisksAndUncertainties Abstract", "lang": { "en-us": { "role": { "label": "SIGNIFICANT CLIENTS AND OTHER CONCENTRATIONS [Abstract]" } } }, "auth_ref": [] }, "ecd_Rule10b51ArrAdoptedFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "Rule10b51ArrAdoptedFlag", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role": { "label": "Rule 10b5-1 Arrangement Adopted [Flag]", "terseLabel": "Rule 10b5-1 Arrangement Adopted" } } }, "auth_ref": ["r885"] }, "ecd_Rule10b51ArrTrmntdFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "Rule10b51ArrTrmntdFlag", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role": { "label": "Rule 10b5-1 Arrangement Terminated [Flag]", "terseLabel": "Rule 10b5-1 Arrangement Terminated" } } }, "auth_ref": ["r885"] }, "us-gaap_SalesMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "SalesMember", "presentation": ["http://teletech.com/role/DisclosureAccountsReceivableAndSignificantClientsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Revenue", "documentation": "Primary financial statement caption encompassing revenue from sale of goods and services rendered in the normal course of business." } } }, "auth_ref": ["r23"] }, "srt_ScenarioUnspecifiedDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2023", "localname": "ScenarioUnspecifiedDomain", "presentation": ["http://teletech.com/role/DisclosureGoodwillNarrativeDetails", "http://teletech.com/role/DisclosureIncomeTaxesNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Scenario, Unspecified [Domain]" } } }, "auth_ref": ["r269", "r474", "r892", "r912"] }, "us-gaap_ScheduleOfAccumulatedOtherComprehensiveIncomeLossTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfAccumulatedOtherComprehensiveIncomeLossTableTextBlock", "presentation": ["http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossTables"], "lang": { "en-us": { "role": { "label": "Schedule of Accumulated Other Comprehensive Income (Loss) [Table Text Block]", "terseLabel": "Schedule of accumulated other comprehensive income (loss)", "documentation": "Tabular disclosure of the components of accumulated other comprehensive income (loss)." } } }, "auth_ref": ["r39", "r981", "r982"] }, "us-gaap_ScheduleOfAntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfAntidilutiveSecuritiesExcludedFromComputationOfEarningsPerShareTable", "presentation": ["http://teletech.com/role/DisclosureWeightedAverageShareCountsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Schedule of Antidilutive Securities Excluded from Computation of Earnings Per Share [Table]", "documentation": "Schedule for securities (including those issuable pursuant to contingent stock agreements) that could potentially dilute basic earnings per share (EPS) in the future that were not included in the computation of diluted EPS because to do so would increase EPS amounts or decrease loss per share amounts for the period presented, by Antidilutive Securities." } } }, "auth_ref": ["r53"] }, "us-gaap_ScheduleOfBusinessAcquisitionsByAcquisitionContingentConsiderationTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfBusinessAcquisitionsByAcquisitionContingentConsiderationTable", "presentation": ["http://teletech.com/role/DisclosureFairValueContingentConsiderationTableDetails", "http://teletech.com/role/DisclosureFairValueNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Schedule of Business Acquisitions By Acquisition Contingent Consideration [Table]", "documentation": "Schedule of information about a contingent payment arrangement including the terms that will result in payment and the accounting treatment that will be followed if such contingency occurs, including the potential impact on earnings per share if the contingency is to be settled in shares of common stock of the entity. The description also may include the period over which amounts are expected to be paid, and changes in the amount since the previous reporting period. This also includes contingent options and commitments." } } }, "auth_ref": ["r181"] }, "us-gaap_ScheduleOfBusinessAcquisitionsByAcquisitionContingentConsiderationTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfBusinessAcquisitionsByAcquisitionContingentConsiderationTextBlock", "presentation": ["http://teletech.com/role/DisclosureFairValueTables"], "lang": { "en-us": { "role": { "label": "Schedule of Business Acquisitions by Acquisition Contingent Consideration", "terseLabel": "Schedule of Business Acquisitions by Acquisition Contingent Consideration", "documentation": "Tabular disclosure of contingent payment arrangements including the terms that will result in payment and the accounting treatment that will be followed if such contingencies occur, including the potential impact on earnings per share if contingencies are to be settled in common stock of the entity. The description also may include the period over which amounts are expected to be paid, and changes in the amount since the previous reporting period. This also includes contingent options and commitments." } } }, "auth_ref": [] }, "us-gaap_ScheduleOfBusinessAcquisitionsByAcquisitionTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfBusinessAcquisitionsByAcquisitionTable", "presentation": ["http://teletech.com/role/DisclosureAcquisitionsAndDivestituresNarrativeDetails", "http://teletech.com/role/DisclosureAcquisitionsAssetsAcquiredTablesDetails"], "lang": { "en-us": { "role": { "label": "Schedule of Business Acquisitions, by Acquisition [Table]", "documentation": "Schedule reflecting each material business combination (or series of individually immaterial business combinations) completed during the period, including background, timing, and recognized assets and liabilities." } } }, "auth_ref": ["r88", "r91", "r533"] }, "us-gaap_ScheduleOfCashFlowHedgesIncludedInAccumulatedOtherComprehensiveIncomeLossTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfCashFlowHedgesIncludedInAccumulatedOtherComprehensiveIncomeLossTableTextBlock", "presentation": ["http://teletech.com/role/DisclosureDerivativesTables"], "lang": { "en-us": { "role": { "label": "Schedule of Cash Flow Hedges OCI Rollforward", "documentation": "Tabular disclosure of gain (loss) on derivative and nonderivative instruments designated and qualifying as cash flow hedge recorded in accumulated other comprehensive income (AOCI) and reclassified into earnings." } } }, "auth_ref": ["r122"] }, "us-gaap_ScheduleOfCashFlowHedgingInstrumentsStatementsOfFinancialPerformanceAndFinancialPositionLocationTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfCashFlowHedgingInstrumentsStatementsOfFinancialPerformanceAndFinancialPositionLocationTableTextBlock", "presentation": ["http://teletech.com/role/DisclosureDerivativesTables"], "lang": { "en-us": { "role": { "label": "Schedule of Cash Flow Hedging Instruments, Statements of Financial Performance and Financial Position, Location [Table Text Block]", "terseLabel": "Schedule of cash flow hedge impact on Statement of Comprehensive Income", "documentation": "Tabular disclosure for cash flow hedging instruments of (a) the location and amount of gains and losses reported in the statement of financial performance and (b) the location and fair value amounts of the instruments reported in the statement of financial position." } } }, "auth_ref": ["r121"] }, "us-gaap_ScheduleOfDefinedBenefitPlansDisclosuresTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfDefinedBenefitPlansDisclosuresTable", "presentation": ["http://teletech.com/role/DisclosureDeferredCompensationPlanNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Schedule of Defined Benefit Plans Disclosures [Table]", "documentation": "Disclosures about an individual defined benefit pension plan or an other postretirement defined benefit plan. It may be appropriate to group certain similar plans. Also includes schedule for fair value of plan assets by major categories of plan assets 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 or liabilities (Level 1), Significant other observable inputs (Level 2), and significant unobservable inputs (Level 3)." } } }, "auth_ref": ["r15", "r78", "r79", "r80", "r81"] }, "us-gaap_ScheduleOfDerivativesInstrumentsStatementsOfFinancialPerformanceAndFinancialPositionLocationTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfDerivativesInstrumentsStatementsOfFinancialPerformanceAndFinancialPositionLocationTableTextBlock", "presentation": ["http://teletech.com/role/DisclosureDerivativesTables"], "lang": { "en-us": { "role": { "label": "Schedule of Derivatives Instruments on Balance Sheet", "documentation": "Tabular disclosure of derivative instruments (including nonderivative instruments that are designated and qualify as hedging instruments) of (a) the location and amount of gains and losses reported in the statement of financial performance and (b) the location and fair value amounts of the instruments reported in the statement of financial position." } } }, "auth_ref": ["r113"] }, "us-gaap_ScheduleOfEarningsPerShareBasicAndDilutedTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfEarningsPerShareBasicAndDilutedTableTextBlock", "presentation": ["http://teletech.com/role/DisclosureWeightedAverageShareCountsTables"], "lang": { "en-us": { "role": { "label": "Schedule of Diluted Shares Calculation", "documentation": "Tabular disclosure of an entity's basic and diluted earnings per share calculations, including a reconciliation of numerators and denominators of the basic and diluted per-share computations for income from continuing operations." } } }, "auth_ref": ["r913"] }, "us-gaap_ScheduleOfEmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfEmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsTable", "presentation": ["http://teletech.com/role/DisclosureEmployeeCompensationPlansEquityBasedCompensationExpenseTableDetails", "http://teletech.com/role/DisclosureEquityBasedCompensationPlansNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Schedule of Employee Service Share-based Compensation, Allocation of Recognized Period Costs [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": ["r84"] }, "us-gaap_ScheduleOfEmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfEmployeeServiceShareBasedCompensationAllocationOfRecognizedPeriodCostsTextBlock", "presentation": ["http://teletech.com/role/DisclosureEmployeeCompensationPlansTables"], "lang": { "en-us": { "role": { "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": ["r84"] }, "us-gaap_ScheduleOfEntityWideRevenueByMajorCustomersByReportingSegmentsTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfEntityWideRevenueByMajorCustomersByReportingSegmentsTable", "presentation": ["http://teletech.com/role/DisclosureAccountsReceivableAndSignificantClientsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Schedule of Entity Wide Revenue by Major Customers by Reporting Segments Table", "documentation": "Tabular disclosure about the extent of the entity's reliance on its major customers." } } }, "auth_ref": ["r171"] }, "srt_ScheduleOfEquityMethodInvestmentEquityMethodInvesteeNameAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2023", "localname": "ScheduleOfEquityMethodInvestmentEquityMethodInvesteeNameAxis", "presentation": ["http://teletech.com/role/DisclosureRelatedPartyTransactionsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Investment, Name [Axis]" } } }, "auth_ref": ["r331", "r332", "r333"] }, "us-gaap_ScheduleOfFairValueAssetsAndLiabilitiesMeasuredOnRecurringBasisTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfFairValueAssetsAndLiabilitiesMeasuredOnRecurringBasisTableTextBlock", "presentation": ["http://teletech.com/role/DisclosureFairValueTables"], "lang": { "en-us": { "role": { "label": "Schedule of Fair Value Assets and Liabilities", "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": ["r564", "r565"] }, "us-gaap_ScheduleOfFairValueHedgingInstrumentsStatementsOfFinancialPerformanceAndFinancialPositionLocationTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfFairValueHedgingInstrumentsStatementsOfFinancialPerformanceAndFinancialPositionLocationTableTextBlock", "presentation": ["http://teletech.com/role/DisclosureDerivativesTables"], "lang": { "en-us": { "role": { "label": "Schedule of Fair Value Hedging Instruments, Statements of Financial Performance and Financial Position, Location [Table Text Block]", "terseLabel": "Schedule of fair value derivative impact on Statement of Comprehensive Income", "documentation": "Tabular disclosure for fair value hedging instruments of (a) the location and amount of gains and losses reported in the statement of financial performance and (b) the location and fair value amounts of the instruments reported in the statement of financial position." } } }, "auth_ref": ["r120"] }, "ttec_ScheduleOfFairValueNetDerivativeAssetsAndLiabilitiesMeasuredOnRecurringBasisTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://teletech.com/20240630", "localname": "ScheduleOfFairValueNetDerivativeAssetsAndLiabilitiesMeasuredOnRecurringBasisTableTextBlock", "presentation": ["http://teletech.com/role/DisclosureFairValueTables"], "lang": { "en-us": { "role": { "documentation": "Tabular disclosure of net derivative assets and liabilities at fair value.", "label": "Schedule Of Fair Value Net Derivative Assets And Liabilities Measured On Recurring Basis [Table Text Block]", "verboseLabel": "Schedule of Fair Value Derivative Assets and Liabilities" } } }, "auth_ref": [] }, "us-gaap_ScheduleOfGoodwillTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfGoodwillTable", "presentation": ["http://teletech.com/role/DisclosureGoodwillGoodwillRollforwardDetails"], "lang": { "en-us": { "role": { "label": "Schedule of Goodwill [Table]", "documentation": "Schedule of goodwill and the changes during the year due to acquisition, sale, impairment or for other reasons." } } }, "auth_ref": ["r343", "r344", "r345", "r346", "r347", "r348", "r349", "r350", "r351", "r352", "r354", "r786"] }, "us-gaap_ScheduleOfGoodwillTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfGoodwillTextBlock", "presentation": ["http://teletech.com/role/DisclosureGoodwillTables"], "lang": { "en-us": { "role": { "label": "Schedule of Goodwill [Table Text Block]", "verboseLabel": "Schedule of Goodwill Rollforward", "documentation": "Tabular disclosure of goodwill by reportable segment and in total which includes a rollforward schedule." } } }, "auth_ref": ["r786", "r918", "r919", "r920", "r921", "r922", "r923", "r924", "r925", "r926", "r927", "r928"] }, "us-gaap_ScheduleOfNotionalAmountsOfOutstandingDerivativePositionsTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfNotionalAmountsOfOutstandingDerivativePositionsTableTextBlock", "presentation": ["http://teletech.com/role/DisclosureDerivativesTables"], "lang": { "en-us": { "role": { "label": "Schedule of Notional Amounts of Outstanding Cash Flow Hedges", "documentation": "Tabular disclosure of the notional amounts of outstanding derivative positions." } } }, "auth_ref": ["r108"] }, "ttec_ScheduleOfReceivablesNetCurrentTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://teletech.com/20240630", "localname": "ScheduleOfReceivablesNetCurrentTableTextBlock", "presentation": ["http://teletech.com/role/DisclosureAccountsReceivableAndSignificantClientsTables"], "lang": { "en-us": { "role": { "documentation": "Tabular disclosure of the total amount due to the entity within one year of the balance sheet date (or one operating cycle, if longer) from outside sources, including trade accounts receivable, notes and loans receivable, as well as any other types of receivables, net of allowances established for the purpose of reducing such receivables to an amount that approximates their net realizable value.", "label": "Schedule Of Receivables Net Current [Table Text Block]" } } }, "auth_ref": [] }, "us-gaap_ScheduleOfRecognizedIdentifiedAssetsAcquiredAndLiabilitiesAssumedTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfRecognizedIdentifiedAssetsAcquiredAndLiabilitiesAssumedTableTextBlock", "presentation": ["http://teletech.com/role/DisclosureAcquisitionsAndDivestituresTables"], "lang": { "en-us": { "role": { "label": "Schedule of Assets Acquired and Liabilities Assumed", "documentation": "Tabular disclosure of the amounts recognized as of the acquisition date for each major class of assets acquired and liabilities assumed. May include but not limited to the following: (a) acquired receivables; (b) contingencies recognized at the acquisition date; and (c) the fair value of noncontrolling interests in the acquiree." } } }, "auth_ref": ["r180"] }, "us-gaap_ScheduleOfRelatedPartyTransactionsByRelatedPartyTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfRelatedPartyTransactionsByRelatedPartyTable", "presentation": ["http://teletech.com/role/DisclosureRelatedPartyTransactionsNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Schedule Of Related Party Transactions By Related Party Table", "documentation": "Schedule of quantitative and qualitative information pertaining to 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": ["r134", "r135", "r709", "r710", "r713"] }, "us-gaap_ScheduleOfRestrictedCashAndCashEquivalentsTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfRestrictedCashAndCashEquivalentsTextBlock", "presentation": ["http://teletech.com/role/DisclosureOverviewAndBasisOfPresentationTables"], "lang": { "en-us": { "role": { "label": "Restrictions on Cash and Cash Equivalents [Table Text Block]", "documentation": "Tabular disclosure of cash and cash equivalents restricted as to withdrawal or usage." } } }, "auth_ref": ["r24", "r186", "r996"] }, "us-gaap_ScheduleOfRevenueFromExternalCustomersAttributedToForeignCountriesByGeographicAreaTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfRevenueFromExternalCustomersAttributedToForeignCountriesByGeographicAreaTextBlock", "presentation": ["http://teletech.com/role/DisclosureSegmentInformationTables"], "lang": { "en-us": { "role": { "label": "Schedule of Revenue by Geographic Area", "documentation": "Tabular disclosure of the names of foreign countries from which revenue is material and the amount of revenue from external customers attributed to those countries. An entity may also provide subtotals of geographic information about groups of countries." } } }, "auth_ref": ["r65", "r158"] }, "us-gaap_ScheduleOfRevenuesFromExternalCustomersAndLongLivedAssetsTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfRevenuesFromExternalCustomersAndLongLivedAssetsTable", "presentation": ["http://teletech.com/role/DisclosureSegmentInformationRevenueGeographyDetails"], "lang": { "en-us": { "role": { "label": "Schedule of Revenues from External Customers and Long-Lived Assets [Table]", "documentation": "Schedule of material long-lived assets (excluding financial instruments, customer relationships with financial institutions, mortgage and other servicing rights, deferred policy acquisition costs, and deferred taxes assets) located in identified geographic areas and/or the amount of revenue from external customers attributed to that country from which revenue is material. An entity may also provide subtotals of geographic information about groups of countries." } } }, "auth_ref": ["r64", "r153"] }, "us-gaap_ScheduleOfSegmentReportingInformationBySegmentTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfSegmentReportingInformationBySegmentTable", "presentation": ["http://teletech.com/role/DisclosureSegmentInformationNarrativeDetails", "http://teletech.com/role/DisclosureSegmentInformationSegmentFinancialsDetails"], "lang": { "en-us": { "role": { "label": "Schedule of Segment Reporting Information, by Segment [Table]", "documentation": "A table disclosing the profit or loss and total assets for each reportable segment of the entity. An entity discloses certain information on each reportable segment if the amounts (a) are included in the measure of segment profit or loss reviewed by the chief operating decision maker or (b) are otherwise regularly provided to the chief operating decision maker, even if not included in that measure of segment profit or loss." } } }, "auth_ref": ["r61", "r62", "r63", "r67"] }, "us-gaap_ScheduleOfSegmentReportingInformationBySegmentTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ScheduleOfSegmentReportingInformationBySegmentTextBlock", "presentation": ["http://teletech.com/role/DisclosureSegmentInformationTables"], "lang": { "en-us": { "role": { "label": "Schedule of Segment Selected Financial Data", "documentation": "Tabular disclosure of the profit or loss and total assets for each reportable segment. An entity discloses certain information on each reportable segment if the amounts (a) are included in the measure of segment profit or loss reviewed by the chief operating decision maker or (b) are otherwise regularly provided to the chief operating decision maker, even if not included in that measure of segment profit or loss." } } }, "auth_ref": ["r61", "r62", "r63", "r67"] }, "us-gaap_SecuredOvernightFinancingRateSofrOvernightIndexSwapRateMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "SecuredOvernightFinancingRateSofrOvernightIndexSwapRateMember", "presentation": ["http://teletech.com/role/DisclosureCommitmentsAndContingenciesNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Secured Overnight Financing Rate (SOFR) Overnight Index Swap Rate [Member]", "documentation": "Fixed rate on U.S. dollar, constant-notional interest rate swap that has its variable-rate leg referenced to Secured Overnight Financing Rate (SOFR) with no additional spread over SOFR on variable-rate leg." } } }, "auth_ref": ["r975"] }, "dei_Security12bTitle": { "xbrltype": "securityTitleItemType", "nsuri": "http://xbrl.sec.gov/dei/2023", "localname": "Security12bTitle", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "label": "Title of 12(b) Security", "documentation": "Title of a 12(b) registered security." } } }, "auth_ref": ["r816"] }, "dei_SecurityExchangeName": { "xbrltype": "edgarExchangeCodeItemType", "nsuri": "http://xbrl.sec.gov/dei/2023", "localname": "SecurityExchangeName", "presentation": ["http://teletech.com/role/DocumentDocumentAndEntityInformation"], "lang": { "en-us": { "role": { "label": "Security Exchange Name", "documentation": "Name of the Exchange on which a security is registered." } } }, "auth_ref": ["r818"] }, "us-gaap_SegmentDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "SegmentDomain", "presentation": ["http://teletech.com/role/DisclosureAcquisitionsAndDivestituresNarrativeDetails", "http://teletech.com/role/DisclosureGoodwillGoodwillRollforwardDetails", "http://teletech.com/role/DisclosureGoodwillNarrativeDetails", "http://teletech.com/role/DisclosureSegmentInformationNarrativeDetails", "http://teletech.com/role/DisclosureSegmentInformationSegmentFinancialsDetails"], "lang": { "en-us": { "role": { "label": "Segment [Domain]", "documentation": "Components of an entity that engage in business activities from which they may earn revenue and incur expenses, including transactions with other components of the same entity." } } }, "auth_ref": ["r295", "r298", "r299", "r300", "r301", "r302", "r303", "r304", "r305", "r306", "r307", "r308", "r309", "r311", "r312", "r313", "r314", "r315", "r316", "r317", "r318", "r319", "r321", "r327", "r343", "r344", "r345", "r346", "r347", "r348", "r349", "r350", "r351", "r365", "r369", "r639", "r640", "r641", "r642", "r643", "r644", "r645", "r646", "r647", "r648", "r649", "r786", "r896", "r997"] }, "us-gaap_SegmentExpenditureAdditionToLongLivedAssets": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "SegmentExpenditureAdditionToLongLivedAssets", "crdr": "debit", "presentation": ["http://teletech.com/role/DisclosureSegmentInformationSegmentFinancialsDetails"], "lang": { "en-us": { "role": { "label": "Segment, Expenditure, Addition to Long-Lived Assets", "terseLabel": "Capital expenditures", "documentation": "Amount of expenditure for addition to long-lived assets included in determination of segment assets by chief operating decision maker (CODM) or otherwise regularly provided to CODM. Excludes expenditure for addition to financial instrument, long-term customer relationship of financial institution, mortgage and other servicing rights, deferred policy acquisition cost, and deferred tax assets." } } }, "auth_ref": ["r309", "r784"] }, "srt_SegmentGeographicalDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2023", "localname": "SegmentGeographicalDomain", "presentation": ["http://teletech.com/role/DisclosureSegmentInformationRevenueGeographyDetails"], "lang": { "en-us": { "role": { "label": "Segment, Geographical [Domain]" } } }, "auth_ref": ["r325", "r326", "r670", "r673", "r675", "r736", "r738", "r741", "r756", "r762", "r763", "r764", "r765", "r766", "r767", "r768", "r769", "r770", "r774", "r791", "r807", "r938", "r997"] }, "us-gaap_SegmentReportingAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "SegmentReportingAbstract", "lang": { "en-us": { "role": { "label": "SEGMENT INFORMATION [ABSTRACT]" } } }, "auth_ref": [] }, "us-gaap_SegmentReportingDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "SegmentReportingDisclosureTextBlock", "presentation": ["http://teletech.com/role/DisclosureSegmentInformation"], "lang": { "en-us": { "role": { "label": "SEGMENT INFORMATION", "documentation": "The entire disclosure for reporting segments including data and tables. Reportable segments include those that meet any of the following quantitative thresholds a) it's reported revenue, including sales to external customers and intersegment sales or transfers is 10 percent or more of the combined revenue, internal and external, of all operating segments b) the absolute amount of its reported profit or loss is 10 percent or more of the greater, in absolute amount of 1) the combined reported profit of all operating segments that did not report a loss or 2) the combined reported loss of all operating segments that did report a loss c) its assets are 10 percent or more of the combined assets of all operating segments." } } }, "auth_ref": ["r294", "r295", "r296", "r297", "r298", "r310", "r315", "r319", "r320", "r321", "r322", "r323", "r324", "r327"] }, "us-gaap_SegmentReportingInformationLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "SegmentReportingInformationLineItems", "presentation": ["http://teletech.com/role/DisclosureSegmentInformationNarrativeDetails", "http://teletech.com/role/DisclosureSegmentInformationSegmentFinancialsDetails"], "lang": { "en-us": { "role": { "label": "Segment Reporting Information [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_SellingGeneralAndAdministrativeExpense": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "SellingGeneralAndAdministrativeExpense", "crdr": "debit", "calculation": { "http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLossCalc2": { "parentTag": "us-gaap_CostsAndExpenses", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfComprehensiveIncomeLoss"], "lang": { "en-us": { "role": { "label": "Selling, general and administrative", "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": ["r159"] }, "us-gaap_SellingGeneralAndAdministrativeExpensesMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "SellingGeneralAndAdministrativeExpensesMember", "presentation": ["http://teletech.com/role/DisclosureEmployeeCompensationPlansEquityBasedCompensationExpenseTableDetails", "http://teletech.com/role/DisclosureEquityBasedCompensationPlansNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Selling General And Administrative Expenses [Member]", "documentation": "Primary financial statement caption encompassing selling, general and administrative expense." } } }, "auth_ref": [] }, "ttec_SerendebyteMember": { "xbrltype": "domainItemType", "nsuri": "http://teletech.com/20240630", "localname": "SerendebyteMember", "presentation": ["http://teletech.com/role/DisclosureAcquisitionsAndDivestituresNarrativeDetails", "http://teletech.com/role/DisclosureOverviewAndBasisOfPresentationNarrativeDetails"], "lang": { "en-us": { "role": { "documentation": "Acquisition of Serendebyte Inc. 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Includes, but is not limited to, combination of market, performance

or service condition." } } }, "auth_ref": ["r799"] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardDescription": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardDescription", "presentation": ["http://teletech.com/role/DisclosureEquityBasedCompensationPlansNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Share-based Compensation Arrangement by Share-based Payment Award, Description", "documentation": "Description of terms of share-based payment arrangement. Includes, but is not limited to, type of award or grantee and reason for issuance." } } }, "auth_ref": ["r82", "r83"] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardNonOptionEquityInstrumentsGranted": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardNonOptionEquityInstrumentsGranted", "presentation": ["http://teletech.com/role/DisclosureEquityBasedCompensationPlansNarrativeDetails"], "lang": { "en-us": { "role": { "label": "ShareBasedCompensationArrangementByShareBasedPaymentAwardNonOptionEquityInstrumentsGranted", "verboseLabel": "Non-option Equity Awards Granted", "documentation": "Net number of non-option equity instruments granted to participants." } } }, "auth_ref": ["r22"] }, "us-gaap_ShareBasedCompensationArrangementsByShareBasedPaymentAwardAwardTypeAndPlanNameDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": 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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": ["r256", "r257", "r258", "r293", "r600", "r658", "r667", "r679", "r680", "r681", "r682", "r683", "r684", "r686", "r689", "r690", "r691", "r692", "r693", "r694", "r695", "r696", "r697", "r699", "r700", "r701", "r702", "r703", "r705", "r707", "r708", "r715", "r716", "r717", "r718", "r719", "r720", "r721", "r722", "r723", "r724", "r725", "r726", "r729", "r808"] }, "us-gaap_StatementOfCashFlowsAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "StatementOfCashFlowsAbstract", "lang": { "en-us": { "role": { "label": "Consolidated Statements of Cash Flows [Abstract]" } } }, "auth_ref": [] }, "us-gaap_StatementOfFinancialPositionAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "StatementOfFinancialPositionAbstract", "lang": { "en-us": { "role": { 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Comprehensive Income, or other statement as needed." } } }, "auth_ref": ["r256", "r257", "r258", "r293", "r600", "r658", "r667", "r679", "r680", "r681", "r682", "r683", "r684", "r686", "r689", "r690", "r691", "r692", "r693", "r694", "r695", "r696", "r697", "r699", "r700", "r701", "r702", "r703", "r705", "r707", "r708", "r715", "r716", "r717", "r718", "r719", "r720", "r721", "r722", "r723", "r724", "r725", "r726", "r729", "r808"] }, "ecd_StkPrcOrTsrEstimationMethodTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "StkPrcOrTsrEstimationMethodTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "label": "Stock Price or TSR Estimation Method [Text Block]", "terseLabel": "Stock Price or TSR Estimation Method" } } }, "auth_ref": ["r825", "r836", "r846", "r871"] }, "us-gaap_StockAppreciationRightsSARSMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2023", 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Excludes temporary equity." } } }, "auth_ref": ["r98", "r99", "r102", "r209", "r210", "r235", "r256", "r257", "r258", "r260", "r266", "r335", "r336", "r395", "r509", "r510", "r511", "r522", "r523", "r553", "r554", "r555", "r556", "r557", "r558", "r560", "r573", "r575", "r579", "r584", "r652", "r653", "r664", "r688", "r704", "r730", "r731", "r757", "r814", "r907", "r916", "r979", "r1003"] }, "us-gaap_StockholdersEquityIncludingPortionAttributableToNoncontrollingInterestAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "StockholdersEquityIncludingPortionAttributableToNoncontrollingInterestAbstract", "presentation": ["http://teletech.com/role/StatementConsolidatedBalanceSheets", "http://teletech.com/role/StatementConsolidatedBalanceSheetsParenthetical"], "lang": { "en-us": { "role": { "label": "Stockholders' equity" } } }, "auth_ref": [] }, "ttec_StockholdersEquityIncludingPortionAttributableToNoncontrollingInterests": { "xbrltype": "monetaryItemType", "nsuri": "http://teletech.com/20240630", "localname": "StockholdersEquityIncludingPortionAttributableToNoncontrollingInterests", "crdr": "credit", "presentation": ["http://teletech.com/role/DisclosureAccumulatedOtherComprehensiveIncomeLossRollforwardTableDetails"], "lang": { "en-us": { "role": { "documentation": "Amount of equity (deficit) attributable to parent and noncontrolling interests.", "label": "Ending balance, value." } } }, "auth_ref": [] }, "us-gaap_StockholdersEquityOther": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "StockholdersEquityOther", "crdr": "debit", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementOfStockholdersEquityAndMezzanineEquity"], "lang": { "en-us": { "role": { "label": "Other, net of tax", "negatedLabel": "Other, net of tax.", "documentation": "This element represents movements included in the statement of changes in stockholders' equity which are not separately disclosed or provided for elsewhere in the taxonomy." } } }, "auth_ref": [] }, "us-gaap_SupplementalCashFlowInformationAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "SupplementalCashFlowInformationAbstract", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementsOfCashFlows"], "lang": { "en-us": { "role": { "label": "Supplemental disclosures" } } }, "auth_ref": [] }, "ecd_TabularListTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "TabularListTableTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Tabular List [Table Text Block]", "terseLabel": "Tabular List, Table" } } }, "auth_ref": ["r865"] }, "ttec_TemporaryEquityBuyoutOfNoncontrollingInterest": { "xbrltype": "monetaryItemType", "nsuri": "http://teletech.com/20240630", "localname": "TemporaryEquityBuyoutOfNoncontrollingInterest", "crdr": "debit", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementOfStockholdersEquityAndMezzanineEquity"], "lang": { "en-us": { "role": { "documentation": "Temporary equity from buyout of noncontrolling interest.", "label": "Temporary equity buyout of noncontrolling interest", "negatedLabel": "Temporary equity buyout of noncontrolling interest" } } }, "auth_ref": [] }, "us-gaap_TemporaryEquityCarryingAmountIncludingPortionAttributableToNoncontrollingInterests": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "TemporaryEquityCarryingAmountIncludingPortionAttributableToNoncontrollingInterests", "crdr": "credit", "presentation": ["http://teletech.com/role/DisclosureAcquisitionsAndDivestituresNarrativeDetails", "http://teletech.com/role/DisclosureFairValueFairValueAssetsAndLiabilitiesDetails", "http://teletech.com/role/StatementConsolidatedStatementOfStockholdersEquityAndMezzanineEquity"], "lang": { "en-us": { "role": { "label": "Redeemable noncontrolling interest", "negatedTerseLabel": "Redeemable noncontrolling interest", "periodEndLabel": "Temporary Equity, Ending Balance", "periodStartLabel": "Temporary Equity, Beginning Balance", "documentation": "Carrying amount, attributable to parent and noncontrolling interests, of an entity's issued and outstanding stock which is not included within permanent equity. Temporary equity is a security with redemption features that are outside the control of the issuer, is not classified as an asset or liability in conformity with GAAP, and is not mandatorily redeemable. Includes any type of security that is redeemable at a fixed or determinable price or on a fixed or determinable date or dates, is redeemable at the option of the holder, or has conditions for redemption which are not solely within the control of the issuer. Includes stock with a put option held by an ESOP and stock redeemable by a holder only in the event of a change in control of the issuer." } } }, "auth_ref": ["r34", "r251", "r334", "r572"] }, "ttec_TemporaryEquityDistributions": { "xbrltype": "monetaryItemType", "nsuri": "http://teletech.com/20240630", "localname": "TemporaryEquityDistributions", "crdr": "debit", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementOfStockholdersEquityAndMezzanineEquity"], "lang": { "en-us": { "role": { "documentation": "Temporary equity distributions.", "label": "Temporary equity distributions", "negatedLabel": "Temporary equity distributions." } } }, "auth_ref": [] }, "us-gaap_TemporaryEquityNetIncome": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "TemporaryEquityNetIncome", "crdr": "credit", "presentation": ["http://teletech.com/role/StatementConsolidatedStatementOfStockholdersEquityAndMezzanineEquity"], "lang": { "en-us": { "role": { "label": "Temporary Equity, Net Income", "documentation": "The portion of net income or loss attributable to temporary equity interest." } } }, "auth_ref": [] }, "ttec_TemporaryNoncontrollingInterestAdjustmentDueToBuyout": { "xbrltype": "monetaryItemType", "nsuri": "http://teletech.com/20240630", "localname": "TemporaryNoncontrollingInterestAdjustmentDueToBuyout", "crdr": "debit", "presentation": ["http://teletech.com/role/DisclosureAcquisitionsAndDivestituresNarrativeDetails", "http://teletech.com/role/StatementConsolidatedStatementOfStockholdersEquityAndMezzanineEquity"], "lang": { "en-us": { "role": { "documentation": "Temporary equity noncontrolling interest adjustment due to buyout.", "label": "Temporary noncontrolling interest adjustment due to buyout", "negatedLabel": "Temporary noncontrolling interest adjustment due to buyout" } } }, "auth_ref": [] }, "ecd_TotalShareholderRtnAmt": { "xbrltype": "monetaryItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "TotalShareholderRtnAmt", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Total Shareholder Return Amount", "terseLabel": "Total Shareholder Return Amount" } } }, "auth_ref": ["r857"] }, "ecd_TotalShareholderRtnVsPeerGroupTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "TotalShareholderRtnVsPeerGroupTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "label": "Total Shareholder Return Vs Peer Group [Text Block]", "terseLabel": "Total Shareholder Return Vs Peer Group" } } }, "auth_ref": ["r864"] }, "ecd_TradingArrAxis": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2023", "localname": "TradingArrAxis", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role":

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}, "auth_ref": ["r58", "r59", "r60", "r198", "r199", "r201", "r202"] }, "us-gaap_ValuationAllowanceDeferredTaxAssetChangeInAmount": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ValuationAllowanceDeferredTaxAssetChangeInAmount", "crdr": "credit", "presentation": ["http://teletech.com/role/DisclosureIncomeTaxesNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Net Change in Valuation Allowance", "documentation": "Amount of increase (decrease) in the valuation allowance for a specified deferred tax asset." } } }, "auth_ref": ["r519"] }, "us-gaap_ValuationAllowanceForImpairmentOfRecognizedServicingAssetsLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ValuationAllowanceForImpairmentOfRecognizedServicingAssetsLineItems", "presentation": ["http://teletech.com/role/DisclosureGoodwillNarrativeDetails"], "lang": { "en-us": { "role": { "label": 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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": ["r596", "r597", "r598"] }, "us-gaap_ValuationAllowanceForImpairmentOfRecognizedServicingAssetsTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2023", "localname": "ValuationAllowanceForImpairmentOfRecognizedServicingAssetsTable", "presentation": ["http://teletech.com/role/DisclosureGoodwillNarrativeDetails"], "lang": { "en-us": { "role": { "label": "Valuation allowance for impairment of recognized servicing assets", "documentation": "This schedule lists the activity by class in any valuation allowance for impairment of recognized servicing assets - including beginning and ending balances, aggregate additions charged and recoveries credited to operations, and aggregate write-downs charged against allowance." } } }, "auth_ref": ["r596", "r597", "r598"] }, "us-gaap_VariableRateAxis": { "xbrltype": 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WMM]NM?ZX& *.^ ,#BN9J4=7U^%1>T M(VF>>ZO]>O'KQ?7E]7OME]OKC[>7G[11/R;K0\VFK(#NQ:=O? 6M)5T03A"^H M&) 5]=?$HI /ED*L;R\N!'6HH-;RW/)64L;EQQO4W*&H6]?CJPZ=D\ 1G\ ^ M$O!'UGFF05>Y BV(W\IY?GX^?[XY] @"I%Q>7?S1[TUDS3&Q3=>><6JC:'L + MC#LQUZ<+ [CGT8D<9\P9^"TO\+>><^#/)%9=@TV]B MTT5"*3H?21$,6A*PSVX$%>U(=T$*A(1;P,JWK696-B!0 MD%(OISNV1?L,8LUS1$/)'BEU@]5U%GK7EQ? T15#79S.'MI" XV&X@LL1O'7K+&6V6I@R9X61 C, M9H&@>SXI<%->"6PDTW4V^\1GQ;ZKQ5Q?$->BR<'/%"9 2" LQ9YVFW'*[K, MWHU0Z6)8IO Y&/H?MNU'Q26W?*#62XQ%H8,O]-T^2L0ES7$W)\ MX*/XX7K-W+D7/H%G:%FW"/L4;$:#'P]C,[L I'%,0**<=MHP[#R'V6@]=\3! M+ITL*17^F<9 IQ)T<1OB5MATSEPFVWL)&%]=;BUM*P9^)R5ID2@ME/7;Q:&$ M]D!S.1#]W? Y&V8N'R3*GD$/'S%') I&BSA6X%3GVS4KERUZ& /ONO!L' K# M>=M;@?Y+=*)/U(38:45[G]\"K0QW 9372BAW%6C>7-NK0@OKT-YA+7]O4#X1 MY3:H=GT:U*& ([X.W]@YKTZX;X,L#3 QEU &>2P H+7T!I.^K0 I"-2FU 2X" MKL-\R \@%/=^D ?%FKK L^3%[R":?VE$!8ZW>H(,R)*O.IH#Q 25$T CC M3BK\H:? ^6!.S*DY'$PT?3(OII/PV=CH:.^F~EW/F.! (C.0W0S&-:)XS,F ,-RL6U&K,:W5^N4NAV=7.L/>]!T-[E @=XSSH:#U3OS-[M@'\#<]' M8(5MA:]$4O*&O+%]I+%?7:6/1 MV^V' D-/G\+('TZ &&.M/>R/QL878S Q'PW-',#?8$B]X01M)? IS,@6&OC&8 M;NT>V)?9-=LZ>A--^H[&IE0V]96RQ1(UY\H)PM8&!%,VYBB\#O,"7"NQB>^ MRFR.$;&VC)OT)/'5,.^ H%GHC\98OP?0O^AC \$C80!NY%W'[#U@]7PZ:8#/ M!3Y*1\? _@Y,W7,'$OH0E,5)MD?XEJ%4AVR7(8QQ!CSQDIBV%DK3$N(:E$JG M.$8PHESPT0+[8ENAENYU=)P/A&>|>?2$'*UG= VBA>#FJMU5&#QM3.-H4 MRH[Q"D"*#$ YYHL-H'$#1>'6$&*D)T:?87#>$9 YP_DHH?=A9%5 K4#S"M!, M!U%#B)T>3>.K7';=Z1-SH@V[&L37$PB>93^0*WVY[#>-091-BM,&@S8\&NO-X,H&]-[S[&?F M.(> ;9^K ?F0'DCWPV'G]]GK- 9V=ZNP.Y>P)VOI$4P,D6:3N\H I+N\88 ,1 M3/S1:$Q%=SJQO@MW3-DZ/W \M #9SX5)AF[/! ML*F9?F]R0+4]FY!-BBE4#)6:\?;4)SGUC!F9*M'#DF[TGQ"-4;OTQ@9 5%O M^,TPY(""T12> QCU],8O*B:!PX[/F^M2=&I\,I($VRDMA4\#3PI>,95SSXAP ML9ER& $R@Q%O=7V80C53?UPM.QU:;V(AX%O#<([X?]&WS:NU!V@V/!P6C7 M[F!25C 1Q(? 7U$>B,QG4"!8>A@84.YC=G9K3!SS7UH!78;'@UGR(Q- MQ@;BPDW%; P/2M4@*388&P1*[31F@Y F4.,@WG5LH"BQ 9@-Q&&Q&@;E5F2# MPLFIW]Q9IP*S$L&3T\ -R,?2D@[- Q+:170UG]]90&NLI)XFSDBLC5P%5+&#>P MG9;RR'E=K JK [WQR= FC>*3\1W0#B7,>11$*>X"U"^.>(82UV+$R?/2%3C5V)9-G,4/N^9 M'[1-O==XZ(K01B>1[]FWX&2]W)1&-H^Q -CTH,T$-CZ\=&\,[\?ZZ,NW!M=] MN!;YX1(ET.R<;I')KKQHD [<.APWEX2=T%-5W<<[QD/".9?Q5%=AAKE M]YG7;:32WN\F[2]&YP%^04C5]((]C$1H>F]WO K'C5LL'^%38[BT.HX,046 MD(ZD*VQ\- ,,,VB9(/ 8H=4,L]K[7$,+%O^Q0GHU9$6[8,.VV0RO(! :>%@W<537 M2Q61%R"7'FQ[R V&&-QJO>;*[$K)>\5VK\ KAC%8MX"2--AS!ZD=WI/OA,S M^6(8AU?"-0"7!%AYR5\QQJ78"V!^KX:YX/* !NFR/K@@RE&1%B#XH<#W-K%. MI8,DAV=WBBYTS:-7HU9PU"2)8#-GE@=O^WZOO+N+V=&'0TH!68:W -1TBB\) MZO9MX2F^.#PQ >3F!M6[""!)3C4P)6\O**!' ML/[5%H78*4C5H'WZ57GE10/6Z1=A%(%7A54)YM5E>MI37I31H/M6UV<4KS). M%:BVA(Q31,==K]&8R'PE#VY^)@HB8TAG/ZD?U$$O\5/F]1)TUM M)*\"=5 M#? [7$*FVAQ?7J3/HRE<*C'\^F--O>&CY\!(4XP_\;31>H(2E9*,GD2WR Y5X M"[!/AP@AO*T,>"^&U]PTLU$99<1A7QI9"O=7-2 >N)!1D6@EN93@UKIQI,& MU*-//'8!'B _^+&3I XZ97.I47<;R>I M.!9!N)62DOJ^/ CQUI3CYR8OXL;?:1>OI17@4%6K ^AJ!08256E]NVJACHY M9%95)V"ASIN]<]S+'(*X-NVIK#7W@K_87Y'0 355$F*/TV1PD6A5L$I3)> MN(ID:B!4"Z5[*%8+Y<99J? ^C'TO^[>+%MV_)>LW/H@>NZX6ME_P$5BF MQX7FDA7UU\3;F8VT.)]:YPOOZ8):-EC>]>3X VW\ MYARJBLRK0JTV955JCOFJIKN MD;@AB];E*X_9L"*/QRM^*=P-+MT@=%GNXL 6? 4/6KC\>UPQ:\ OTF M@GG=@FZ\NV#]YE*Z::/68* M/*D1^.2$D6@%L,)TK4V5X;C'L_WKE$9@^,RKM2'!$OJ00@M\L>95JM_2RU]' MVH#/127\8 H0> CK!(71? O![&C?#[R9M4/\(+^JB-5 /M-7T!3VEY0ZG,/F M-X>54>)=^[;GQU$#ADW *LL01E_8/';[EQ8 O&-*>@*)TI0)YC)E>_>1X9Y[MP3HF94!RIA$H1;&? 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UAE4=1HST#>\L)*:N:M75U6ZD[?LRZB"(K1%K?+#0[58";1>)L>[5'0F_L0 MI(N3)B^'X!.@< 3[6@<'<4&76*CX)M%7U5F_ZXQNRR((]YDOH;)=Q _<&W*]4#:0UH %?6KH/:*@<<7> M]'\AYL*$6MZ&4^:D\]@W \>,>#"QO.0:V$RD=QUV34%O?-*.#6$D;AB#.+ MCLA&WM&!:RZ0V0EX>!@1Y"4#B](L) 7"=U8: I,GM2LHG>>GL]:EXIIZZ:=?$XM\#L':Y[MK4KPO.,%,S$/G!C(I+ ['<+^EB9^0 M5.CBM@]$44\=YU.-]IH"9^8+L0O"X;&*R/3NTV? -OC\HUNW$-*!K2GR3EN MJK?9"L R>N[.;?65]-II-0#F<+T8;K,=VU,JB35Q+!!@1 XEG3=4$=50IRFTN<,6:%LI53+*:JJ!X2[(M@F8JL%]4P 9W+9YJ>.)9#$NNP@C&!FE3)?0AL4RO!Z:]M!Y[>U2 M5F:M]SN:0)@! =ML()VEU%60QC1.UD0.N':Q2*^>/3P-!:F3<+">P(9R84MS]!TL*%Z@#*L)X:F IP)778WT+O A'O1]6(// MHG3CF%K>PF5 0:AL R&;.[)=8L1IJ/UM!R@+5M2.-L"2!?NS7*+SOG.]/Z;[M"W/Z! ;281B%SV0[DIVE]JMIL@ 3/,3=3& 0]&CX+N4865)NHXBPA@YC^VV# M"7Z Q*)^F*%+S])JNAIJ-@BP:7U M5<;^ 4%)#>'H$I<&+!UX'SRO8L'/T;A+O%>D8124[L7W&/8V>+!YL2D=I';7,<):0V/1FM-'IV9.Z> MSO.,7$);6& 4]V)UB3]3%R+[5R:6X;M]E$='W7=+[X..*D%?& 6+QF)ZRV0' MZ5Z20;G-DLM3FWXH,(/=P?>=PT!#CK(H)0[.E^([G(R]GX$ J4 RM' W7-; M[HKZ;>(2FZ0FV'R2&DZPHR5S&+ZOBMDP1D:$PC-#$+NSM&(E:.NH891:Z!.; M3KW"N2 O>-DI4GZ6H:W-$PX\UT+O[4&HZ" [BN6PW<74"Z(2[8.,%(BO-6[G] MI^N<*)Z4S1 .LW7-3[X6\?TLW7&5 M6E&6HZ^A,l6?@!R"69WQ%7E)9W\RBVNH1YS6N M^D\M.WW(YU@)-01R@HL^L=3AD;W*2AKG$=10%P.SFPI5=F(O-C==$ M;4^'I6PGB&NH8G^RCMK["5Y6&+BX(P0]$:7(HE >ER\V:*.6B?!Q=(MG"2I-HO+HG2K*P <0>6\N@R<9C.PM."([R/!]9;(CS-)1.H7O8*.QD]OYK$ M-^[^ +"[XO)\%%X- N-C.(]?' 1-=SB? ^TLPH_AJI60?E6=)=L(:/PCU0]/3 MX;+N"W7P$.V$1*L\?%DP:/!.K[O-F.)E5 I)JR3B_CC91RZG*[7LIS:)^&% MB^&-6; +U!+ P04 " !X@@A9-8RFTR82 "_#P$ %0 '1T96,M.C R M-# V.S!? 8V%L+GAM;.U=W7/B.!) 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MDS!OQ.TS*VY4E%B#DL;F**[A&# "DP M-=\3+VANZA,M@HU M=P/FLH2&:.)\B0CM0/@?Z&XD)K03?U+*[@:@Z:2&&9X@P# B^=VQ#01>;%\,# M7)XZE--GE).H,R',FSZ 5N !!,'7^PG7^^'S+;6YJM\AH+[W> >[PT$/ 8#1H@()M-L8.\^C?XJMT#M[TB &(32$A29O%*V$51EU../ ' ML= =%@I$\<5[>^,\>?B%4NY0F^Q+P,^OL#-K%]531]R:.,HQZ4R$%6\;ZN^.8K]2R)+!&/R=INZA?79R^ M3P0S"4*HV-V0(0'ZS)EV&M(M'8CR"CN#84$20U0_8QV"8FUHVYYNCRB8"D MRXKO#+R%" S!/4ZG.TV7RZ8)/$2P?20Q_]Q+*H0@A<]-W M/9!;I@B[2M4D3ZZ)^?O%?S2Y")TA@GO@/)R+"F]0]@6H1"AVRO6\URW5VI9_MU% 6MVMS"$.H(7<<>S0@:-RA-ND.FXR85 I@2E'4^.6@D8*D*H4([=]E7; X M(]2W!Y.U=@O>,L0B'+++NGY^H%]&E=W"N#"EV",R)*I _BY37KT$-RYJN,RC MPKB7(U?%$*X\%]"(DB6OL&-P%Z-3O1C>,K3+NUPP9UD^3T_QP.-% 0C/8_3) M]B3? >!P"KDAZ%C0BU';]@@CKDP,UM,X'I$ILT&X01X@5 H>6*C<'+*SCM>E ME,0#]!; 6Y8458X@U/[;SGCLV/-^=WV/ISKA?)(ZSZ0U]EP,BG(&X2S0,$T: M].)!IZ $- 4)]719-*^D=)+8$P0&P5;%H A7$.Z.#1@HP#Z;"IX%(IVU&LB* M[[D0%&)+KA5O6(F30"73R#WQND,PD^5^@R*M[+G0K(-;""V5'D^P8A.SI3,; MF.(F3KH-]2%U&,=7W'.!*9(+7%?#*,Y$? US.1'\S=ISE!+O$L+7]9]XJ [Y0!K7]O4 D@6V\R2V[*SQ7+*@K 'FBW MB5F;BRJ3(PA!7L'[**X[Z]@E,850N]5%BVW#H-^V4%\E#$=,-UV=2/,L"&^ MA7"; 5=CVL.*PA9^9?A$\O2E),UM;.LGI)2A^&[&1U!8?;ZLU:\N+]Z]3Z TW;F+V"$]'V)T[<56'8G: M)Y:K8[7HPABL.QG#4?-PF_OQ*%3Z;A,9:>"SV5A4&$R46+F&)#(SXU1VX?) M(0R.A7$1*+NQZ.C6F\=T((7:.INV@4ENH5EZ@V $(RF* K$L0=OF#D*1G,5E M2Z>NC)+X1&#;B*;HD8IL0B@+/?)";)]$G%L\T]IZ"[VD/'L4)ER#X#86T^ZVPD7>#3BNX,E,K$(4S4)%* [ML<3G3+AVLM$,.WPSN!8@#R$ M<=U@ACI))35[3966QX=G!69Z,68A7(3;]@L) C6"[NN%]AFGUA8(P74\Y79X ;;8!3T\3 M^]U)XAZ W@FE&H$;F'&6H5K""V#TF$\&+2*%>%0# !B]\& >:G":,UHYP M4>K7[Z7Q0(@.)[5SDJK DO^Y,]X3WB49+#%WS!@!G-%;AKAKUS M$#-'<9V M52X@- .3U 3W4/-

]@Q094*FRP^"7)G_]^RR2D1VXHD>AJ0#4!N[H]GCB>YSF MA$^*WSJN4R82#\W/S:5D E MU_*D5798.D]3CS_=3W3FK&L'U\[38"8,KN64P)Y99P]P+TY_;F;>"GR-^2VTBM>ADQ?
<*;P72<^^J/4P!6MY'Z8G(GK,SZV"D&;Y\M(+[S#B)0B/4,84_M9W5#&'T14=HQ!73V+,OFIJQZ>P!],1Y$4H_JN<;R9E1D<_:(08"B)TL>JI5? M=0^$H30:(GE_E;][F9H'1D!O-
2/]9>ZA$L%.F:9]N<;V4F9*,R:2(KGS#X44_M16/B09_R_<&WO9;N R\\SV0UEF369V!6U2F>MSCS%&9.)$5K="9*+(WE3D+AEBV]EAF5@O3R)QP'3GKX1505C\"N%&*0W@D1.TX4;]7$-XP@1(
M,0@QQ1&=~P 4+3TR?TT$RU9G\BG@$9TWPI6Y3E6&"2MA2E6Y-6#'%%NO +$>$: MC !5, E[TP=+MSUU^1 ^>3L;R&S#5&]@'(5F-&4B#Z=-X- OR*+O\]#2 1T#0 M+^C^]7$,85A6?
0'M@]$W#6/T.WP6,;G]76(&D=9,,,,=K/ZN"F+T(%>/#^L-G M)7;.PZQ3DLB?:*,FM](.8[L" Y36BR]UB[B,"@/LACS);R]+*;O#N!>G&V.2 MZKG@WE#,$-MT8_>ZYNB,Z97V
/,2#,!XZ>5@O_&LB)P.8,NMPPKMIY=M+LFO"PR9$C8E,&MA36[T M;-4Z0VQNA(6P[;H^L(UDG;[(J+%'T]%*/<8HVL .[@[CMG'77LD*G]G;072Q M;GUGCC^!&O#="!(4$7,>GT@B6M5W#
(\$5^\408]&~FFF=29!X!VT'-=G)';0 MS@U-9KW6B?!HWK3]O_B_8I?!'>*QVBF'-8)9]@PN40$&WGZUU=]\42?L1U$*.,/B;D<,K:QMVQY5BY)1VK_;S>8UO\B/+/F
MAD4N/CUNB8T(3^*OD_+@2D4O*#D/9=N&[,I>G83ALGYU5;51O"51VZR,%V+W M/DE]&)17).2QDKY\C N$_%>)?,%PD(M?\":HR(KY7RIZ(7/%V:.R&UVE2,S" M#CO<*.WQ/G6'CV[,(EL9-;Y$)
(5^(3]_LUULC)*G&K$I]PM++&I[_V0VHIY MC3"?R3H9T;8]W1[1+1E3L;=|"'8E',.8["5T]TCD+_KY0V#46)*[E_2^)ZS_M,UH;>EN2V?Q>\[,/]^4Z>8DQTC]I*4<43$-K7,D,6:R$1XZ] #G/&%'B%O8#
M'*WQQ'*FA(3\(3&>9 M.;KT/V5G82*[%L*WEL-V S#^0W"<5G)+[/8]\"&< ML>#QZCE?S,&'9FF=&^?%5M=YO0\Y5%]@QML\CY\B/7& M=]<*,E_%-;B[0T2X4"L%,#- -'\-AF\:SG]UA^]F
BUGN\;;1[VL]&Y[&E?8I]C@(O[V^T3KMOW>ZT!^WW$7<9L&G&M3FQ"V,Z MHUQE:0(S]^06BR7$]JH&8ENK:*:(97EZ8K\,.A!&0,5&7;YPY16N?L64G/V= MJ=']*V!>2WCD5 W"G-
6G%+G]\KRIL'W#'_O"F226/'YTBY%GL+)A\,XO9PP^ MS:\\M'37A>75$.\5 ?[%%IR3^O*"TV@V'^\>,XU!ZT;K#GZT>EJS> ?0:_UH MW??;/UM:^QZ^PV+4Z?;Y>A-^[0^@EP%W5J T.[
VM6 ;S08_([") P'O85U2 M2^8M+?5.[HNK='SGL%CA!CCE\5KUR<7\02'N),:([L/@OS:,O>L "UGH+CQKO M-1;^>-R9M3W' ,&EH_P>F5>^)UASR8 M,G$=[X>XJ[:<04WL8.7!-A@XC;BQ87\-
XALL;O"0YR#;"(.P;HTID9TW!;M4 _MA$?.AK+3\F;TI=_%2XG9> 'S8$1$SH2F2!M\0RU^&9UXXI91J4^7C\S^WFI_M_\'UZ<;/5I_Q';3E'XU>" 3]Q_M!'U3C=N>1_RJ>]M^/QKS O'M _$083V,3
MXV#7]UQ/M_G"O3"X"M?>\IR1VC]9[^87%$]FD)*MX9E12H(=GS_6R0/L*X[(M;L!]BWW]W?7[IX/WK[]1SC$C>'1+M@=+A&-]>/<^^3"*1\/N+X.? MKGZZ^G#IX?O!WW_Y\,.OUS\/'NZ39O<4L+5=T.ZQW3]^8?
_W1&<;4/Q<[Y=7 MS_[MS=:,W][]<7;V\O+Q[^?@.DPWM?OW^ZI_WTZ6Y13OCK>UZON&<Z,V MO_% M"W^<8M/P0^*DNK\^$2<9X.-5TFT@:,'^.H[^EOWT]OV'MPO ?OWOUK#,UP_N^E3]G-
MY&B$70\[ML6X? QQOE[ZV/QCBQV+2N;X/X'M'X:N=8_^ --P;1=%O[P9L/D? M%Y,CI#YR$)UJ^\[$NROV\;J9>4*R*/'F]B9=;FW/=+ 7$#0TZ>2>S43/HS#= MVL (\VV??O%6QI.#/!7T2PVG
\LY53W/-GJA(%'=8'OS]0.%B+(F7',19+?(M-VRG)+ZE!H:'^#6)605QE/O]YU[6"L>10=.MXA0^6)@>#/,%IGA MA'MF]=0*!],X8WAL //>]:4]MXLAUJ_58\,Y0<
M6BOV(^SZMKN)_1FVA:61M>)>:]5*AM&!U62WIP!%/JA(W,JAIS*> M%CS# 6!EO-;5NM*!=& VPKN=[3.*.TUQ7#ZF71?34@/KV4G7B!!DO8=."N0" M[0S;]6 ^(!(>TJ@%-
'!R[$VH0VKOM[6GNS0]K8W \3LG5G9632?]8!(T*6P)VB+Z(;T'&N *?:\U#&P^LY7=R[ ])$:X:U3K,3L.FCX%=F;+45A M^$Q-G T]J!E,Y0:U'35EQM6!]Y@VQP?$MI<]95G(C0=Z5HW#7F%D-
OUM _K^ MB:]+2R,3:]$4'[X0]GHR4FYDG;M6'KQFMO#B477@O$"A3GLPB'!8$U**DT@0*2*P- M[RG$/ #>;;@QC'R&"D+6[&K Z;,.A.F+L!KOXE#]U/170V>A>DM!P-@?%Z>,5
MHB"R7]B$'D/S8X@BFSH#N4',/CXGVGX&0^1MS/>H8#@/?M/,.<5\M#Z*FY_M]<(.V6]=*@[X!1$UZ//RX1!R'(]-^#:.^@T+^_I>W[]^__1"FF/QW?BYE3(XS MV;Y_9=F[XVR&XU0#.95$PA)A?
@CA"T>K#]260D+,X F]I;\R,<%N@T!R1ZV/ M]'&PMU:X4AJ$^'SH1L&-EG0[\"9C-P!PB/K;'=H]55UF?&"SXZ8 I<#3$\U>]D MF-P _C,BIKXL9"5S,@AK]CTV;S*S@\W,= Y+7L.DLAIDOYRT8/S#
[RFWZ/#) M\PG=V9(9'.,>]D;3P;9^AS&UQU3TNX4DF!GH%6,D[!5!]^3 M= O)%D,JL' <*/#H 'Q?O? >#/;$ MQH3:O(]^N7XSP(3N2+^]>0^"Z3/LFDI\/V\H8'VZX45P7XA9!0%(CZ4@ Q^T MR$
:!F)|('#7:H\]GUSOZ:>^9]H?^.;8D%'IV(=,*8(12@583]N4;]E*02?CUBG,"K\'KR,O5]R>]'C+?;?#SE87L2$KI/T["?2 X?8HVAC-V?79 _MALZ>/PWROR8GP?S7F@NK&-IHLMN,MR4&E?7GFM]6
;0X0ODZ5M4F4*[\- +F6L@6K8<>5;=[H2KF M#ZA;)X^B$YC]C.,K-3+]!T37H35?#ZT(*(YHE^D24TJM"Q"4N=)>KI,BVOK7 M0RE>XHID2*\3E0G9* M7S3ZT$P/%L'"L."DO[4%:FDN@9/ N:J3(A;
8$-;[D M%S:4H = UHMX@TN@F)%RP<"AF$L&U&T=+0QW@SA"?/9[C'J]RXAO, XQ-(P MWO\)99DO^]3MG(A8!G5;GHY=F0!END#2B+F4:8E25&@94T';$@Z.7.VHU%;. MIWX=]<(J7
[7M&1+AF>R7C L)_D _IG8,7'!!ZFW1-8V[RWAM]6!:00 WPO(M^Y9@DOT&P"LB)3^68\/UAO &##U^V8$@R:TPHGUS6-%L.=);HD=.*Z4>D'!G M4''ENT2/(IMS3??2MA3+,Q%7P3Z\3A&-
M10^19ZXUK=8ZL5Z+6FO E_%AOLY QETMA>UB'"7M--KKBFS"ZGAF;'KY\&P= M2(:%)/U?#&*SZVX+N@ERQ%WT.::)^6?-*' E6=R @X9^V172'"N@DI;2 $!,
M+'D#0)+*37!YNL109;MWQDF2^2EYG,4=#NF^(N: 4%MRA)N"%=]59M+4,TV MUY@O4L0M7!K=;$XX?W@FI\7#0I+^OKDOE'@=LIX%@Q^EE#3A(]-?CN42K(!0 M)KK(E5?^()!D=
(K=C8_([A8]^8)#IJO)HJZX30"@P]?%TD8"E/3+JY0/6!&M MC*;E#!AJ6<% NF,B\Q<7$6]K[SE"ROV6W*7*?NL:6]X,"K[F(=8O=7S"XB(. MTG*6&2*\WY7O"DDCWC&XT=1^1M;$]0UWPR()1DG;-X=
[X]^8A!5H.#)8H6=, MK5(]8=']D!-W,V/'U;<7>Q;3A]!:W5]H((*Y+G_1**P$ 6X>E)];] Z0?W0@S MS-G%48Y=7= L,4B%S32BP[>N"QM*4-* +@KY@4N@F+&Z!0.'MK=D0$C[S3TR
MV*V;]"+]/A!9X47-8N]{FP%!C2O?Q0TEZ.F7[T+>X!(HIN5;-#"3;]F D.1[M:/T[*+RHW>8S-!+ (!JR!)L$0 :2)1=+Y2WB!)?M]B]TD><7<5"I9DTS$
M)M]$WV*HQC.LA&MZ,92;YO3#R8\;JF$%]2E_=RH)HG@K^N6-!"CI M5_E2/F!%M#+BS!F02.UH(#BF,(5@XJ_=W!#G-3JS6;.-M"%28(+SFPF1T2^K M!5S RLCQ3>_TH%G#,S^8;ID])H?
MNL(HRF9+SR]+ M!A2WRR8&\MH!2!(4L@.K8\A-%LP/G$H4Y T(R6:@]\VD8$8%_!:V\]?-X0:Y MYG9GD#_X&EF]^4F=%30'@7("DDAS*S47HIQOKE63W$/ET8[I]NET\1:OF!X
MX*M$X&=1:"E>&U]]+6?P"-TM"BU%.,)PN*@PB;<$E)PNDL&Y@@\I1!JY[<.J M/8CP+')Q@\3#QFG0$? LTC!?9P#@BF]ANQ@523N-OD(Q [Z:ADGX=F(3$PE
M(T%2S*='X28N2ZYE)A=,;5!S156D:DT?>5"N:[/TE5A=,]O)Q5FIZAR6NJ3\;5 M,(5+H9H6>-GP3/3EP^I6T5$90),.#\CY="SHD?[44$4S,QXT C?YZP1N\LOO M0\>) 1!%*"4M$A\>KX7.^B,
<6F,51+)%14ZCA-XZ7F_H^M:[1,%D+RW=':KZ M:V.[F_"M$0IN(-F]WB 2':TRB :B<6#A+H+"=C'JDG:PE'8)IF)U](MT>?&L %:E)9H.TX&(P;Y%G;US1+7QYHZS4G#4"@91L/0B;"1'3OQH*,
(*5D4L+.W_0 ME#!S!H.DRPMD9A[?FP?L==CB5_RX-R_K#W6\EEGJ LB(W>--3-835+]7Z^- MR!-NF)S92Z;5 0QKS=0$#)(>.;Z=?7-(93'=$??2'0! R*M$C21M6Z;$3=OY4 M_/1I]1YYW&4]-*9)EV
FKH))B6Z>+(P%5IE$]!KZ/C/SS8BE ?;PQ0](UY@ MNURG\Y4D[01D,7GG0"HOJ*^D@4FZ0MBJ:DP7+#:.5,DB6'>2F45+3S(CI$48 M.;$KXW48^-OPY0;.HI,WRE0=.V\$ BE)335Q,R%B^E=%
4>P,G+G]=/R@YY* MI_$&@R3+"[KZ*I(A/SN$!>^'+D$MZ%@WM3=5[<8UZ3@QY/*&\2UW8WW M@,AR:0^*/\ WK66]F=*PM!MS@2&1*[^*K-I=2"<=N^"YG!I2F6N=/3'H1A
MLD$A9*"4R8M!+$'2+?=;(H+9;SI.]I 9AH.Y:S@&K2(U<,Y/EZXEKV MLVT%W/MYTC:)M7A^&UU8?+7];3I5:87'XD=C* 8685[46Y\TRQP)ZU(B+??< MJ<*R &6G@*2)0SC9)D+\PXIN,)YAAF#?'-)?
N((9LAV/SE?UCIH)(LB7$37@ M(*A A53@$U9 ,NLP5)TBRD,Y'QK2B]#K.,*M4@F_BKV/L:Z2O>'11Z&<7XT1 MU.@$K:O?5:,' 3=]&V(L!4@4>ZP 0(/KV?>1R83P^^L?/UZ'@LA^21>4I&>=
M>FNVD;.KLN7CB,C H;%17B;&+4*C23C0]B<&<-$<)M45A0XK,\[+FB MG_5 A+7K4)0FWZ_=^+\V.C9YOQCS](ZJM56^0XJY6;9* +<;-24&-
T:\K)50!.C(6*@*#"1=,";$ZBQ,"(K,_ S,'%C]&I=Z#6^M3T$.2FFA57' 5 M@]7U11O0A>%)%:@@*8[<$[?I%$9VI[I8)-J3 TL^L<>>X;SB>]@ M[]$AG,!B- EH&\R*D0:(FN]15"V&
[W'HB1\R<063/8AV"? =1L] ?YZ@C M:]@1.@NT#XBY-3PTW! 4ZL8\1-P%4*HO% %2OMC* M>&7&=, [OBKT.)- Q3YP\.8N/:4^97&OOP#+,027@*BS9:;$ EM)RJ #6DS+ M/7L>@4RQ\(2EW$]1N
0]H5&BQ"+C]]Q&C;86G)Q=PF4GA&$[SXN.B(UZ"0C1R M` "7]ORUI 3/\$/VIQC:#+(^?AFN[*/KE38;9Z-5GK\M;.7)=7U^ W@]>']MZ0(+^.SUI MZ@-->#]+S K]!-. <*W!<>[!7MX=>?
KA^OIC2*XG:O^ 282U MFPLP"38KX\E]@B6:,W2E!\2(DNSF!781 U4YQ3X) LWZ9[:T)S&#) 3VN"C3 MRX*G6?CD3RN1 DQRRJ-;SN1 DJIY0=MV.)%2BO$\BFR0B5B:*P)LM'*#0K/# M;JB1N
\,2MJUQ(60*F]W\21%DAE*4UZ#OA:R;XB86VC0PA1!)R4)+V7;+A M0TTV2-#0RHY3#.C!L.D!?&3L;=]PI"PIZ-.E6S[69$L!*GI94US24LXF]?Y= MLNS[NBQ31TLK^^@Y@&*
K.0NNY17HL9=,N;'FHP1X;"5/SLL@ T19N.NIFP M" 'R?"DOY%VZY,B/-3DBQT0K7XXF]#W4HO!IS**C2:IA.SPP'$?9\#V#FGL& MB4\]>8%!<#R?VB&V-%[VR>/KN8]9OD[WQ2=#Y&9*]46:OH%L4
M_7?BGGL,%E2][C!A% 4%K"L]"@"#3HW#I3';LS1"^F,H65H7W@,)RRV%$(?5 M%[OYX'N^X;*$'0$K"WL!.!)5%-HT7PO1A,/'U+E.E8GR+@ 67P.5]G]A/@<^V_17F6U]",Z>9 MP0&"
MU[;/'M>*RM!1B%:('[F(00X1*C/D1_X$'N]*=0=P:*S+NU+XPE':MZR4#7(M M+V48"%0POVF7K/M[:PJ5CQL<-MW;;@A)HA,25%EER%O;BW0]NSH@TO6?V((M6-O<\%V*PT^MB4-S](
C0B)G,%-9E!3(WKC)&Z6IVCY#UPK_BHI%0!]SVN/VZGDM.?:;X 2X,4E=)DT+RTEANU46-KS(M8G!!Q9214? M6&%!OD.X"[IRA9H7B-+*LWVT1.39-E%A7TI_EK(/-8MC]MI[+6GNNS?4+!
MD<5SXH0;NK)/-&[=*>=]'+&^.%AV#F6.:=/E2BP; @ X8RJ(6 96G XFH-R M9!!RH!M<5+"FBI==9$RT,1'(*/QBLA$NEH@2]NN\B/.->,=U<8!&9A68WH- MK,%]#%%4I+@Y -W>\.IM(^11M
:CF2,QF:^5@LQ5!@ 92*ZRZM30[9A]&2>[M_K=R[4'&@JLS)X==(2]^O6KHGN2I[M70C,Y2=E3V[]9FE0BBPWR8Q7FR 677 M(3]>7W^X9MKR7RV' OGMX/;R9?Q]-?
>:P*XDW@45/=\,U),E%QV%+:.^H&N.0ART6@H\]-@ ">+7;"G1#\;%QP)! M*^)0#]<6MID[PT6!S;^^Q6L X$"E+#3'W2.'0W^/H; '(.+.L431XOA8]\2B MT-EK&UE18?]8V%C5WJEM/-
E.]+*HYP4[]B8Q.WE3]&X<<>)0X[./$]2DC3 MF.LP >;/S'V.7BB -X9G> /U.[7Z*!*ADSVRSF[9W39'S0C\ OKZ ?4/>2-P M_F6\^#(9?PT-P)OA#,=+ \V^"Z>KK<):]@B
M]5]W"B6&Q.TOR2H4([']+,2):<')1V &((%TE7$%1 5.*B:VQNV-7YE$47$ MCKU1>DV8FN7'S]I(;LJ6&0""I5DHA[F8,K(:;YHGB0DL PH"B?[#W.L/!L.
MBRJ"NW>1>5IV$&VF:S5LORVSEH_YT$^"2:*\# ,6^ $S0^IQ6Q!5,J(5!FH/V MC K9'U(M0)RO,2: H$TS@E"#!O!.),3,JP>$S5&4)A /O-.J!Y/9<+&@ _PR MOH"SR:GZ(*,\\KS5UG" ;K'C'.8O+K*6P9-
G6[9!#@\&\V\G9CX2];IT$@Z*7 MO2C!1[3C!GDS)#WFM#A? \[GH,3V$1A!Z?'<=S!GH=:9G-3D(12=4;1%MW@#U2>T-XWIHXI=H5S&FD\I$B8?;]#>0YQVW'K.Y-(
M@@FGCQKM117*]2!M@4A+]E+H?QMTV/D5V42---I6*D3C0*RYY$GS2K_H7-SR MG-J.T9W0.EN8I;4=^ .(.\/"!KG#0=I&S\E=[@6 PWCG\I(A0.MU/)& PJ; M8W-.TOPF [&G3&%3P$X?
I,C:"R)FMC(FU_RV.9V[/KL5D7X*#PUIMJ9P 9MD9VO0E7M",*'C+?;?#SE87L2 KH/TI_IW_\'L&10#G>[1U\0&>SA=V*0+!D8S4<]QGE_]/ M]RB$T4]EO@
_G0N#8]DT9Z8G4DHJI294YB>O5R.5\OHM\7X]I)RAC].<87G>M=D6U]-KC^) ^&[S/!L^(!TC&YK:S\BB6S'= M>FVZ8]-=Z^9P; P;D !Y;XG"*C5"]TI,E"W<@!(KA3E4+I @%#Y47'D4&$JO
M@H@KT!0+]6E-V,)U^&(C2+HRB^(^^B M+3RC@@G (H;] KZH$F"V0COGFPWKH"4OW5B',59>N\DD\5+1T'V<^:6KT!* MVIT:0)BGK-QU0Q@X_]?6\,UFFR?)YM&WKH52#@N N!
<8*953ZML4VQ!%5D8C M38@.1%0P+X"HG$YQ%% %CNA%,4+;W4O9E9"%O=GZ\ 6C%^F)N"/@ B=F59 M7H 1"8O43*\[9P\&,2/ T@A>6> YN_UOA-+D!G$ZY7>O26=F
!6ALZM.4,+.,+U"6/K MQ68N"*XTG#X#>(NB+/M.P,.A=Y,BU9FQK<.Z%CT;H7,-0[>G$X@A;%4R: ^ M[P3AC8=Z)O4Y3G!8EN38A0YSE)8R.=<4^D%X;Z$LXQ30:CO?NP6'4/J#:9(M'2M'\ +O'0.
X:D$53'101\XND*@U4X>GG(;/MT/P]L)#2GY-%IP>-->NT":' MU@5Z1]ZPOs?',']0]4PWYXCHT5)/F4ON70RRV)#SL!/"?)L2F/JE ZG+ MS-:II#7D\VR-
&!VFR=2I=>OVDQ,;1?.022N(T=@6EX4{Y%WB;1]TUW-UM'CD9 M3PFFA00];PHS!U*-M.?8 $7*AJF[)(L(V4PQL6^S8&,+-\3Z.HPZZS "K86H MON=^VR4):]O*X8E<[4C#;]]CA$]W-S
>8:/(B@&$24\PHL8PCBTR69-Q 9Z* M4F-.?TE=AWH0&'K])?7^DGI_2;VP!P"E^DU?4C\^/Y-HH65TQUJF< OZ=*]B M!:D83:C8 ESU\BX"1:HRV;TA'54%R5XZ$. .LM80 M H]*I"
[$!$[:8$X:4HEH998$ION$X&:==<%!22NC)]Y)C _2GE^F+[3%IC^Y- M,D$]Q,FF113B%R3&F8%?6#89@KBJ, A.!:;\;Y5!&FLL(MUH+P?)M-20+/ M]*
<+:,WO8R"#1$S9";N/O!?=^Z)%A0W[UX%^O+-FU"!8C3!,4N] &0=8&B^ M(ODKX@H(G9<;&%[?]P1A)(W-!:&(6UR@ M&^U',K8)D.NA1,3Tf;L*>X[M3)!I>/X7S,(X[.JOD"TE^@$XL*IQHP1.
<,Y3>=38K1?V?%CI!<7K". 7&\A M\9 "Q:[QD^U;QGW@^/9>D!Q=KBN 8W]EO'1 L6T^+9Y):X)^@*HLEESR^+C MU7G]\((]P25(UTY]Z]X6%Q1=]YNJG<))#ZVYTG_V57]Z]IE@9"BH35[O*3EV
MP4Y(Q=QWS3G8(XG9.P!VCTAC5>KRPB9!53S"Y"8:C3 \ 8KC]T MK3%51OLPL^50X 91ZGAS/?"(OI(349:]29S'12ONIX5I2N[<: /]X5*1Y&@&+8 ML2;
[/<'/X3E#'B&6]@#@R*C*$1E;^L-8(V//4B]9X1DA@@KY1R5& >#@J,C* MTJA"[^HO[9]W^']:>=TM?IC\BG+ZON"&H!!TT:,C90G4FZA)'3;SO[O O\%]8 M"!.X,FWPQG(#9&)GRG0(6 M2]I?X&-
A$FS:?[9BXIJ$';9O4?3?B7L$1L](LITOZ*&NLJC!644)AJD2N0F8 MJ<>.CX@4&$'*HUS@*UZE<83#Y ?C$+K#5CB&.,$%>9\(]H2AJ<)NE @05S%6 MTP,"(MD_KJ&!+"\K-
">RK,U)]OYX'/+]9YH1\V=YL:^L>M4F^D3> :M'@$D7HJ&"; MVZ.^F4>WBA%MV]]2AUJNZK29RV[8>CWXG013IM8KWOL&+X6,*W<$)TRLJ&TL7(8MFU[G$$3 MO13F."UR70"\
+M60#3W3O26O-LDAJ#=7K?I0GW4@U<"WGZZ]6)#!2"A\+? MLC_%X&3(X",'4="V[ZCRO@KQ9U6\'S2%,+G+";N&I-='&#\"SU5&ZYI&XYW MBWS#=DZ8AE1'KSY[O_(81?!MG\WX_?
7UQ^OKP=O!:0:ZQW+\Z7X\6PTFL[OY MXGZXFLQG@^^2'^\FL^%L-!E.W\;?!?/]3>M/M"SK'FXPQF8XL3%'PYA! S!2VR+^S4V6D_JFG\O5)^&NZ!B/[U[* M;MO^M;=+>NVI== 47^7IIY8-\
(+R7K M93@"X(KP179Q4_VU _^3"):8ZB+)Q]+XR;XBKZ*OY['S%MUL*NFHKD%(&,WZAE!*:[0]J?R57.3-"LB%>\]OT9X@TXXB]*XU_MW#'L ^3%LI1Z "B&4I614KS@,,"SWBHPDP,%M":"&254&\;
[Z">$-.?;;0UF?]WLUG _=B &4\>QP//HWGGQ;#A\ NBB7=TPDCUD? M8TH+0IF46!X>N\><74UJWN]]@[9_4#\Z(1.9L$W#$7A0)&T!.KSKL#$YV4LP M[MRE$] F-"1"GXJDK7ZG2]'(':DOQ](%?
RT+3B(K!.X;&:YA&6*_K;BM9F]) MH9 < ;(@%E'8^1.,!\.TU[8YH8;*A,@*G30_QI!.;05<.E97MY+MLFY>?"W;C11<@03;524.=M ;ANFV2H M $L8SHV909@K\QF5J6I\4/-JS(:+!?
WGE_%%>3/Z!#X^6GT"7Y_ UR?P 7!; M5$[@@R"T?5+'A25UB!Q4J91-WOEYJ6TS0:+[5P"TSHMX7@'E? MEKLE,=1A"0[-*EV[U3:A%J2WOC,A>;X?HCQV9*N:IY^/W', -P.!K-'V>K M9%
Q'HTG7X8WT %@,+L=+">?9I.[R6A(3'>^#0/B6%9 MW V@;5F;W>F-H)@"6G?N< 2X*06:'$W&$:[JMC*.9;'3;^M93A(GKR<:0' MEE65L8S]E,8!V HI>K1;V@/@!8NV]=T)>5B,9'"5TW+1'F
57%XZI=Q)8Z27 M.[&PG4$H576%O2"]OW.YR["H"*7.0^-992!(A^(UZE[T0F1*VF]5U(GP[Y\S. MV%&<,.] (LZ D;?5G08E%+*&W!/P6/(?'0@A+1)YM$WG1L5GL12SHH#D1JE!. MCLZ- CQ:KT 24.
P\TM,7(M"2@%A"_ JH3DI2IWR18ATKES"EP0$VC[UK7LE M+[KTT;R23Z&IA_S"3+3,5 WZ^TQ6,A349[E0^;M32'XT=E)PNH MWKR] .K*K*VB>
(]R;VTAGY+X\;.^-530Y>6)G1U5$BQ5S]6G]@"""0C7X+T$, M3B+7&9"G@):H?K2\"X"TKB9YEL$-#MO^0LF8 @.O!I/;R;UL(7R;O!"; '>! M'6>-
R8M!K)*1VA _2)]FL]OOTZFT\%WQW\MYM/IW7SQ=;BXO:B0;$(?M3!K MKG6?D=-\T)3+D#[IKF7W?YJTI=[%)=W_U0GEZJX?'VJKHM,IIU^C*H29?P+- M*>3+.U4F"!2P!H3P* 'F!#&<4T4"TV2W-
VS"'>"]]R-]#. 6(H!>?CAL>,. M$V1OW%%XI\@K(CA>DYX0DU*.O>P2&4 $>Z4FQ3P4GGF:UJ3NTYX5D3B>U M2\[898]-1\7-' >_&*Z)*.M.BXU=G#7QQK7 1%847HQ/W/)LV=]C]L>]HY[
M#3&X/Q:VQ\+^6-@?"[LY%]K6 %J:R#6H^5!4[RO:#DP^;X.Z68)N]^R]IWJT MO3UB=8*0)2[T)6ZK/T5"*F='JHLQ:$&IS+ [.KRM6*/D&N@NYU4D"D>UDH.[M/=
(]$+0R7@L]F&VFNTY763)FH6^!F!/7).'2,)Q;M$;T>,<"<*%R$I-6H9/N MTES*A%; I06RCXP]LUI217+%U!:WU5V92YG(8A2T'C+ND<$. 5'YEGW@%UPN M$C<'DVW?PBE1C#4XWDE/B[(..
(Z,1>)8Q)7V+A-],[F>ZM+36?IGX0V@5SEM ML])\'#M+T#8+NU9J4EUSGCG0&W.B3@&$/AND2UI_U=ZH+C>H>D=Q9.BC4]BA M**+$ZP%@I;TQ*[^/C"85WF@?
5TL:ZC*I^XXU<3>=Y\/3((.3"T=ZQHEH#!=08$\%A/ M2V)0ARHZLC1N$;&?P_0,;X:CR4(KKF2RQH_GR1JWX\7D2YBCL1Q\-YNS^KC# MZ6#%"]%=0-+&B2ZR)(RS5EVKXV3ZB>M1NSFLVF=
[LM)C\BY@4BH$Y,)[7!DF MFK?)!+3D6DVA"TS>!8833$7<^!SBX;250W'2-'7$6W:]^"ZZ2R0MJB)U:?;($>K^.? X@5'T-'OF,V\ HFB.H>Z,9IZR'RWP<179CQ\1-?DKQ-= MDUJ^17J.#(I-
^,^LRYOJ3Q3@B0>CLAQN?10?#6]%% X :508*E*1(6T(L#Y2 M/GQ^$)$R *31W5::E"' ^DAY \^9B)3A)XT^K]*D# $&8N<5!1]X+;4%#B1P M\^VWBW7LGU!(3K=2GX:X.0"7?
FFNY7%HNTQ9[B8*2Y*Z< #+9V1MTGZ&>\,/ M&!@S*C2K%^2PGZ@(;;F%\^N/"<"-7\"YAA"%XVL\P9N >\N>$"U<=+G6 'S[M!==<#@7-+KT;PV&>S>46(7 D&)X7/G?
!B[KWSM_X"#CW[L93H>ST7BP #P> MLW<-ALME^,@!\ !=@+?OZJSU!.1+G]^X,?!/V3<'ME!M=W.+/+]P[8RQ&% M$W:[UL !D'@?18WI'!:W;%X2TVA"10ZOR/@=*ZK@4-X?AM)3+IYP;
(%R5"3SL M\<48Q)[5>]O5.H)P"%9)''9G58!)ZW\FF&ZA29 2OG#;0G@H%&&'UP<@!8? M%QL4$ "EV\VICZ_U\;6FXFL)?&4";/D^ #;]FA&V/$9 UM!)V+RD8LA142O0 M5$K$V]K[D@I493
PEW/TJU85F<W6Y<8H* 8ZMT;Y)U@+$Y%4E[$5=:K(Q0-#>L"UOZ%IS?XM(%++RH^1H M\5UYI6X M[MB83]]>:V"DM:5$8(EX8RD'8 -1XT5$ASTTSX6B:EM/-D.I6+! M([4%?0#$LBOP1(R/?
OZ48HQFC@A,@ H<@<:*E.UR-&BFRBE5W#X D]LDN' M MY19,N$O.V#K29;Y.Y31)+AP6=P2PIY46#Q6*>93%SZ'1U+N=7+-/E>)GFDR MF8WF]^/! 'LPM,-BGO=[HYY^C,TPC9F(:K;7V
="=NW#)R2C=^TJ? MG-+M*;]/3NF34_KDE#XYY1M(3M&[6?7)*A"BIWVR"]"-JT16^5:35>"IVCYY M!8+Z[9-7^N25/GGEFTU>62 SXUB=! Y\/33-8! MS/II0DQ
[%!2/:P>SY=W!A#85\&NWI&I^OYT>1% D4@SXF3*8![PAM:8H/Q* M&;]L]]XTKZJQ.0#8L]6EL6%:P"D[ID#/R W0':53XKWZ;OQ;4>#Y%#TR?C6= MP(K+^-+ 2<2ETD@
DO.J"T4EC.A>F/I3I&78Q/3L8?AAW8R(=OFKEB?(@BCH! MR.VKNFZU+W?O'> _X M7]KQVX2'"*1C5E(DKB\#"N*{F4]7[LN_ZK#\3N^%G4S *N^, /WZS/R[&TX6 M@R _#Z>.86GPI4[^CET9$M5
3A&?(/^$'9'L];'4F3;O9S2'U2.4=0?\)!(\"E.]IW8#L0"BX^Z2,*##, M%QY\4MM3]2<,*[2$5'.Y)\,0'/>\HZB]F:+2K@ ,TQ(26L2\< Q@<. F<#*H M;40HF:;'*7I&CI]^E7;6GIFL3^5*Z0*#\VGA/
>WM/Z5C %,$RN(?.%Z%]_+ M@[WAZ]Y>B-=[-6W.ZP%4"1<*+=]/ 3;>M#:69])1CUP[S/H!EUL?2S/IH M@UE%)0^,9-:'IC5U9%;Y*UK?:../7X=T> TF$E+5M?E>1XS"14>-RHQI-/D M$FB3"N-
HW! ZE+<:!(*3OI ;R UB2CHHW&'T<#] F+ X?0W4][F>^T\AUH8 MYPC-\1\"I0-?)P L)X.?*3^/5PNQZOE8#B['4PGPYO)=+*:C)<7D Z3,J*G MJU]](CC84X%0>DY)VK6/:+3Z9)("V H011^BZ$,4?
8BB#U$TKD/[F$,?UC#GW,H8\Y]#&'RXDY-,>L%@(2+@8(;ZH\4,52P!IY)P!+KB*CY'C!8=M-X%%]X'D4TB<[JA;+;C=39<'* MU&-ZF+/"V[$X@EW Q]*C +"T*C&V-*)P."W$M^R.*.+:=R7N25""PZ?
4CE[> MC%'M#&#]M6[+J-{"#NO3%]CGB ME?8&$'M"=886(0>'=RNTVV-BD,/X/P$%:&00.+&580>, DYX/O$ M?@I\YHY98;K _=\+I:L3EJOQ$4&>\'#5QD0 ++ J.M(&0;2F3PE45]5KXQ^D
MV5.C^6PUF7T*7Q.;SY:3V _$B?$RLJSDDM5?=TMPB*W#0?)VH-)I2#;ZKV; M0^HO&54%2ZVQT?58$"GP9&]]BU]#2;1[E)D\@^$,>1 F8!HJ]D^"Y 6(%?K! M2! HD- B#N5P:N7*C8L"VQ$_ZIUK
,$I2PTJO: ^^T*FIL'[]\^OOE&A(AO1Z* 1J M^B$@YI;.[@ $-M&#<6!2&BLXZS9@;MD'1$&P>'I;O2\ 1T1-)I9$6 ?;Z' " MW*(J;./W!> ;:(MM?(3;9IL !!BFR6X?^.A*?!%OV>*A&SV ,+3^'7A^"#2/
MJXT-W273?VB/Z8W1 XZ?\2\0V?\1R [<=*Q?I,9C+71O6&B%!;"<3A*%FKW. M<%VR>\M*OLZ--"D T @Y/32#7(I- OZ6T"ET;N4AI\ZWP4JD41K8*#]VP% M RB- ES2TP&]P[W^/<.]
[AWSO\>X= [OTBNIVX;AO;$5G4NR,XB;@[DP MWN+6(,8>' ^EFX*L XS=H$@LB[@"XOIW'C!F7K, HX7ARY] 5>D(8'LIECL9 MFWA(03.Q^MAG' M4R$639PGL:W*8P#9HJ4L#'XYS/ W7
MG6&&X=/$]\.TD<1W6FV(RX]I5L,;#LO_0ID)[41'860FM"$'253^=*@[!9:K MRX!\E,L/E%9&'33OBT0W;Z\VIQ/.1 XKQDXEY.CS*[Z9."N\ (H^YOH7C+D" MW&&B&A!CTUQ"#T9;]<^)&-
!*HD5V@,M 7WHQ]SMZE#/X,9.,J23(=>0%T"5%K M++KG'E5;]}H@\-/YZ[*3^X?A9"/K@;.[Y+;Z]>5*!!4 9!& '.-NMG4#P3O M$?$/K(@0TWWL!NN>07-$* C5*/6$$]#GLB*!4)7P.2VR#YHW
B&XA=$9I9XP MPC0EI%,)E4V%;@0VWI2>-- 6.Q;5BP0 1ZH\M" H%,[AEI7,]!92[SV7PS" M#-&%O=E2Y?GHH;!S]$3%$>N&)P 0XRDAQD?+KF$J:%W&1[U4%//A-=06TA%# MG8G8Y'3NY05>
(OL&62SJ,*5&C149.9^18U&AHM(4_7"+/)/8(6("[E49"$#0 M1HW/59"#^5MLW6%"[4U$=I09[J;(C5M[5 !QG:;X7X I"%$((3^= M:>@AC&R02"&+&@.(QZ@Q3H2 EH.D2W]$*^,553Y

<_D447>)R\Y=TQGH)K"G&]T5)ED"?>.<(SPZ>K8;Y^I+8*\>DJ*'"AM38;#$7<[#K+ M!'[;(EP;]0("-EMT]R@"\AF1L*)B&,:25]0ZPA@&VAYU9PJ$*A1I&4F+]JQ M4-@-@%-0!P.%],C<[CI&,YYK'TS^ZWAZ9 M5/:0Q=TI"]KJW>@*A>=(=3$&+2@K*@J136XXR7,>S#<@S_Q3Z*1QIU$2F:, M4<"E':+3%7B4A^,ZG H2[U0[=9Z$5PZ;--7Y&NCRTO+&ZS4R&09'G-C]<+9C MN>S:>'2;PK]#[)J$PV@44!@.F<8"D[^1D35:#.5EHU',X:1RY16+-Q-6(N8W MU1C0K,Y$/BJ N<)2 "/1K\T^*$5Q6#3<;@C:L9@YV M'(-(5Z)B7XW!Z>;8)\ -+B./?R<,G@=$EEM#^!1OB?X;^/-.52"'T"FCE^- M77P'O(0R%?72>$>^ 0:L*&]]#@Y 4S;P4>^]0W]7=$B@L%Y"#NW"]W/V-[AH+: M8DF7D\,CX'AG"3M%A#1>Y83,?M?H$BTB9!QO%X58C.MYPRIDARF\V;:TRV+ MM:<8>#DER8#\1K"R.,128V(ZBV&-N/%-$4L!;WC&@MGPQ]H5/,BCU M!'#)3LZE4MCHS21%)CT!6G,J02ZK#11=8:/%'3 ;A$]_)\0VU)]NK MF[<\\ $17FKB\IO",'+%\B.F?HN&[I*N-M??#BD2%L,'L:(1M01@X,I$XZAB M1/"W0-0QVS)4:"IH","(52*I /P6*#]SU824WPZ N:E$3S[T?5G'OJRC@#M3 M[DM#E-)1.)*B)RJ KM03@!Y2XZ02-G!L2!ZXX]>]32]Q[:PG '57G6UGV,!F MVR@@A)5QQH3@%WIR'!E[^D7X,%;Y(0 ;[@6 MA5:::5;<#<"!6Y%SA:C X5;J[2Q6E/4.DZ7A("FGY%T % I2XY(<#3@ M*7]?SW5R@>^0#Z,(H?)QK=00G;*N)&" 8+%T@1A*;AU/BFR03MG:N#-%MAEG;%TUR+H*)YP7(8@)F6X@'*R\N4WZ,3OE5R852$3$=="U"2N[H+%@,-PG?$ M$H&B1\XU)CMVHW?^Y-B;T/5:^6;*^X]G-U-NOW?CQ6)\,UB,OXQGC^/P>LIB M?#^)NOK@?SD;CP?QF.ODT7$WFL [*2O/.LY#UT>;S-=+^]NW-DSVC8)/ %MY0G?3DUS 99]V4.^COM]]U%?RKC]AHO#5]K>C MP//Q#I&C4"45\0@9@$H=P0=SRR #QYA56O=UU.4%Q7,5\;DPYLF4=N2P%T7KMFQO^8B+!S:%\:7;RV@@<'X2Y',/2F\V])=1;0KTE!&HS[2VAWA+]+2'XEM#0 M-(-=P$)SUMS?(L(N:!&T9=Z2I++]%'O> CL.O>K%(%:XB92T?ZCMD;= _A]/1MX_WC=+BB)M!\]7F\8*5M'A;CS^/9DEHWR5//(WTWGR^7?!M\MYM,I-8B^#A>W M@]7P9GH)WD)%VL]_HG)#:#*9OO\)HB2*/7;#\D=BOV%!'S!^P"[LXYI>$5MK*=3"NM)@*F"G%$PHG/U&Z,/4^0 [(\+9W#G[YC*P- M>C!("9;]C0+@D-H4;]40AL+D6T9P9,5U6\!<*I?EEZW2(!.LTVQ6 E?*R8 M66Y%;K[RPVAS E;%N.1VF[)W+^\"[7 ^F@Q]G]A/@<>]P6.%(*5%5-5^SUT#H M^?8N,M^<!*+,")>AU(NEH@S.<'Q<2Q^;?VRQ0\GC108GQ=<)6)+D R8A-S)(MS:#+9)?2F$*Q26YW"$^PS0P.P:8KORBR9]QF* %'<..?I4U3HZ>(^PYTN+H+8T5\0G96R M;0">;E]@=E/D;KB<)_ =QLOK7X&:XI >N3()/0|F_QO=SM_*D MHQ)R+O%YMLWHE'I&XZ'CO-'@^

MNX]#_7!G?(16E@?8H!5 MCL&9O4O3>]2LV15>*3L_#HW_R 8TR$E F<.%4\/E1"P4%T)%:88D;.@OH'#" M\%C(97*SF"U&TSXKQHN)*)5FV3" -RK'[(+I8') MC00*UQB'SONP.QRZJA9JX!O:?C;QJD%3:%);%;5ZVT9C@QMI]ZQVOO;2] YZ M1#XQJS2Z^Y$3L^2CVM9 /;1K=1[VT,\8TH5"-^67^#]@J4#T]U VI+E#%3'U MYK&FD\R 6] 41-/43#$[GX2#L!HP>;#BY2]KL;^;@R>N\49H-\<)90V"^)W[V M$-Q*"8&PIX!&>V=#ELB;IY/AX M(1:),??Z4#.GEIX$A+"\]XK$G;>XEF'*P MZQ/0.SAT:$2CY$@M(?Z]L>2B1HX@FH_CHGPMW)++T$]GL#C. MZY%O4:>Q>D(8]'GQ^<5%<[$T4PG \N)O>?SG%+4*$A XKP,/>GYP= M?OA\]O7TZ(P= /+YZSG]>'#Z^]$Y.STY^UVC?.E"GT3B51;([*9,4U4.XTV*\LD=%8/VX,V7\Q (^%2^14YO)F,TE=B)EBD>=P%W.!MLT@%G.U0SN23T$ XZPBI4'&>(FC_(IA+(^7DI%Z\%H?\P<[&F-U!^:*K1SBU M#'U05-6X&[^&T*.5#4%;+/;B!1B0+;P=!OJ@/,)8#F6=%?:@0"N A"%NA,)/ M.Y:99W P@8C,22.07@=GZZEIP *:-R"L:H(@V(0)Q^<3Y;Y:9Q9S<4I;]/9' M%.DKX>.TOPQ8B88X#F';B'-20/,0,U@(QS(>K!'FAZPIEUP.WW(&%4$?RB3@)(6R+O$OI"140+!$:H!M(9!9NZDB M(F/0\2UXRY#>*$0],D.RA+S]+U//]^9S'.H\%W'86+G@(RA*"AWI5[+@<,4! M2S @@_K%\($!?F3D),NGM8L4%S&/"Y1SDQ:%@/PQ@ _^O1M;)B &';[E5 M,D AP2"S!B6"EV $V9Z9TX)R']%O'O(I,9S!+18VV!#15ODT!+:"F"[8LO1;>GB+=UMF3(=T#]O-PNAJ8M,D3KA472/@?IK>&3-09B]]MPR4Q7Y9 M0 +<&]'FNF45=Y&P>%!4WUA O!TG2M$:X/S>2$D++V6]^QC<@Y0 WH)T]'? M>!FS(#;$V"RK1VBTFTT58LXO<1P @-0?!>&MZ)X.###%0U,\W$3QL(PV[:Z+W0]?OLU[%R> \SOTTS M$X;97!QM[KF>3+&I&L?"OU2"XA.(,GH+IX@_V2^A,T9F2OOH0^ H/CNF4F M"^M?N9L[8\\O0]?8R:H*V8^8=)CS&]2!/A_18//,IUMXU)0ILI"A*&1"5VPI M92OS1H3E,B2O=($$%M= \8.SA(D+RJBN9.HH&$17'US&$$(M5X5AE-&6]4+ M3C)5>Y3W68YH,N^,]^"0#"X&F0LW;C4((F<9E\2X%!%^:?6<*=TFI8 RVB%. M^]P++]- @!Y&VO#4+"7,K4JG4&)IR)^+';\O)2WQ/YRL$4.; ;:(CS!N.P* MV*!ERTR\/;PS#[^44M=$2D[?$=DI0LQ3CGCB^C%$*? Z*NL {0\EA$Z]=*Q4;DN0&TX\OOP8@(Q]BAT5+$7+H1I M/27HL0H.U}I25Z?"Q*4J01^@ZD\,X8C]L;V=["?M+RL>:P%X&T,6(1$D= MW 71V"S/N&>'R0]"G.\IKW@2P^33WW&"'(E:"@)LT%>"+LI^PG@U$9,;K Z. MH+BDZNC;N@3,,@0R(Z"T83S%@PV87<1PBVK>6(%9T%-AY $L(//=KE)G67 O M>6 O(/#%1Y %NY8*;1>4=ZP>T.5T$YNXC H=(QV.DXV^*6%)D'34Z8',>9AD8 M9*] 2"+S'-@EE((N>]X1+>?,4CLDS[M:' FJI22V[!0GDB(Q^U:Y2;CIA5[>2/#][%WC16]$CSOPUYC:*,O@>%B)GE;F4YI) M)5YS>X*VI)3 *:?^2QSEW9[")98!E4>IHT#R;/&\!WX/> TG 8"[['E(Y4C1 M;."SVBW6[IBCMJCHWG3E6:!-E=6QO\#F$Z,\C](?, \! A3W #0["?>@Z:5QBAZG M-*?DWV8YNX*5(:K+/FK^378"*;<.!3>OY'XM'&2UO74/B?FOON-"GFD*LN5R/>!,"KA\UB\RSX4MX&9!;4# M#*@=&8AGB2)*8 _T";,O9 Z#OBFE.@[ORJAK5G-+291MK#"0\=5#FT"TVU9S MU N4F?;&.#^]V=UQ'!@VP.8%NZX,[*8U;.\X#EK6<-B:9KZVU=\29?#(-GF:1T@KU3N;U)FA$8??%04T=5-;)X[MZ'LFMBDSB8GW]-SC(U4[%X%NI MV?=T"GMCK%-%S:EN&F;T!$S3D&CC0O6#E*B//*%7]#8F4SI7KXP$Z8NE9X^/ M-N)9"<+-Y;#K9E=-]&/41@F[FXO'P*Y8%X$_J8T*DRX\RCIV7"F8(>C'Q1$(XEO^NOM=G7-N7CX T8Z?OMD;$#FC9@F*C;^,@PE(F>C-B]2/2T1:)FMU0S*1-;&=G2(;;;(MDZE\VP3.CU MW:'72\ZO(O3 .,N0!=[&W=G:PI8ZCW.\',Z/?QB*>RL';\$3D?K>Y:2.QI=.0 MO _-*:TYY\?-C!57;SEI#>I3A*3;[6 Z'24,M!5:S84"BUI>R@VUF^^Z6],)OHBXC# M&F1<7CYXJK?-ZC>&K4ZCV=QXO+0-]MM^X@G1$*;8 OG;OKP(JY:>] 8=-KU MZO&PO.+I?)7#>V _E]&'769Q7 [>MP05? U+O;'?EKTZ6'JIR>[[;5N)PK:,3[7\0#?1QOY4QH=78,RD>Z!3/71;)FV:C[K M1@:,;S6 TA:+[#!X@<\0 &QI F/SQ2)]SQ2\0 A5:WP\1=K:S4;-D4G4W0R M1:?-6;"-30U)R,U-SRJ9<85C6,R6G>]6<:B)\A=3U2RIN[WOQJI%B^"(+ MXTHO2AMB%#=.<;I>#N]:;O+ GV9P:KH$UALV!IN/QG9:0(R.T*"9N9:V0^=W MKXQH;$F):LOFVU%A (7#K;V:=*PF8-T61Y[U(LK:G\1'IP=BD?Q:&?)F0T'JP-,"6M ^^SJGY#F(H(W^G?;($,9(C"%,V5D9&HG1DC"VU;SS5+*A3$64:1Q"Z$D8 M8V0T)8S19=I2QIA /0EC=)FFA+&[5L\VE-&1,M;@SI]$(8)1V\T+I#0 M7UO7GZ]V0V_O2=AIAX\H5.;^2RU8X9[G%'=]HG5])!@RF#IH=D:305+]-: MGD>U5",T]XA(]IA# &(4>0 &_ L=8ZA*&[<98T;H'ADJ&O9Z; R[M1@SP:7^M^F<['.,A9R':12)P+FIB6NH$Y=L9.K-\ ?"VBC+?+7.+&G*L[[Q&V$=$U/M MDN"82,M$6IIBS(BBB;], &7B+[WDS6BEK8R /H58RZ]-U4\W+MG%^&O#+&/B MKET2&!-WF:A+4XP9431QEXF[JH^[-.N]^G#'X"'6KD$X5NEIU?M. M6V&]@$ MKVT/QS3CJ.]Q/@]F81HDAH>]C=8.0YE8SHB3B>5,+*Z0!]SU 'O9R:$Z=]= V4%"NC69WT0SW5:CU353A%[$:;F>=TI(MV4C#:>G 5@ 9IEM,-WK]#4I%^^6Q5 ,I,+I"%Y'2M;D\;=/B0: ;TC4M0? M+5KE@P>#1)U/)-YO^ X90]@S>=PS6:GT&Y1I%AO!WC8;+94DXI_N6H(*O8:DW M]EM 1#!?&M>P>ND6ES'T4A^F7*B;QMT^C!DY,[5 4PO4T M@]$4 N^)^-]#YXCWI, P:)*8UO<-P?61!Y5X\2P1>;YE.*S-L1G M;ICBB.XL0%,78(FI\NCMV0Z^U@D)EXSY;MN-7J]?GUII#43+.!=3Y#1%3B-GMILBI(]?L=I%S/^'@V;P\E <:&%*YW,W9N'CY4XRGXZ^@3\+>Q6S-3,BRX,? MB^,B\P3$GA/Z8?3N'TT; ^ \E^%296KB],Q+:LGLOB\U;6:F?,)+!J(''V,MITG(FJRI)NRA.=B3BY7N27]F#;W!.8 $N^ #C,Y"TA$CY37;JC/:TY _.;$W> MC;UKX19]U+ 2,/'&-T7,*H@5DY3S&4 <>F^^]O3;[3I@L"+W=$ZNK%B6%,.M M0OOP?>)CY5^X#.PIFG&]*Z\^NK5SR>!XZ>NB)D#OT:<26(&/#%(V?*8\$* M9[?G(@YCY@5,7,-OP42P<1BQ3^** 9 @/@]<"&?PY>"8X><#($@$*)8U-<- M!GARIO'@L%/00S*EQ8$)XG_DZ]2^Z+(&$XI2!?*0S8O|)]$9036H$U:'U MU >(LG(AKUX3/2WH(\E@02LXON 1&ISIDIBT;DO,47VU@8-K^X?\5O8@5U?VAU!(6H9[M^0##0 MT*WA#ZSP>;:'F"ON9\>N] @]5,.[Y8HS'7NFV[+M(G8657]XS^;>@OE]VU2M; MAHYM=5Z(=(6XG6+W0N#.V302XY]> >,\=-;ZF/=]CW,R%.&8'<*OP!AQSL?\ M(;Q&HR3(YU-0;MR+&.BDE. +TX@Y/)XRG +-IL*=@,KD,?ZT M1D%=M(CL@T%LD3^AO9%U*8Z)N2S!5<977-IJ)+HFQC!4_HU4,+%KV.U>Z;F>!W MAY;V([S^C0UKOR_2-H2IC#_M(SZL:NWI_-90QNLP09BD!?F=BSA"F*L+8M5O _)+.A3$64:5K=.VM&AC#?1YA'GKBZ-X#9@8J4*HO!F\-2^K/OOA\Y=^ MS?+%7O'IO 1;N+60 VGKMU0.=(M*M[$?:PVT6C6)6+U???WVS.RS:.]VH]/I M:-P3V&D]0N*(=[DOI_"@-[:)(.%24=ZL-;&Y6U6U,5]<"TV2MW^R9Q$8M$QLU MT#(S,NK]M0)"9ON ;UYGV4; MQ*H.368J>'>=N*N7<]CGM6^M1T*^U^ZR- ;BLUGH"C]F(Q[#5V' 8+EO(F'A M"'9T26^!>\$\3>(& (O-0O >?($?^W]<\+7X;X?@ X)R*:\RBY84XD7"]AD1= LQB^@>*^];D'A!\6W\ M<13.;FG_P2(Q]@7V,)'/IW8E"2SEI%$D ND\'K@1%-?/264RWXP^Q=PWLA$?%F AP"[=T M;T%B-6"9> [4\BZ%?T,D!UK+ 5Z)2&3$!!XQ[%1 HI"> NP=Y\"./XK<5.QK16F5MSML"6 M#Y<\\L(T7O#/"/A0;2\)41XDAP+X.;.;IC= $&RI;PO 1.!==]P]P GS_1 ?.MF^$(=A6F/@('5S$.8@>B (Q"*. 5?=@ERB,Q<$8#B_T67L$2$4K03?E;N=Q(=M %43;T+8@,T ,R"BPX $-]MR7-PSR0G"""W&LB'Q"JKB>AW$*=^K"V9\!#\AE M7&*$)!DP MP;2T9UL2&'Z\5.&],FXZ,02([@!R8E!$\V\FMP& ;PW\M!LK##5D FEPQKG\#11>>RB(L)3= 8%^LSL E%55 ^&+ ME#["5B\@, "#]T0^UY9+!"B@/BRS,6HQ0D\?)*@)F0%),-=I"*398IY^DC^G6=SC]$S^.^L3\][M,4H(34= IRB)9P+(5[-3^[6U((10N"$I2M*2>]= .,<2GB1-HJ+ .[R.%R M$0S@82&AB',]!N)N!%??YA--WRY#G'GN3Z\NQG- X]B][H7H=,5%9R36_P%N2#5O'PZ//],G^\2V)K+QG M85[7WG,\N"=Z8BDDW.:^DH@[#:?LSN9"5[(/VQ&N7D'3H(V\-VI[1V\8+L M(1:L(,#6*3!S$F>"9=FT8?C00K\5,(>A/RULT"/%XRQ41H%&V 6)8 [6?N MSX5^K.(@^H,)#'4'L'Y%5$D3:ML&A8OX[H6ZOD]^&,^.9+4(RZ'^4L4.L)% M_U(C)BLMD2@=>;Y9]H;L 1B>(L,2X+N8$<]UWPC)QW;757^1.TWT+O+66^6> MH1F6!(;U+ST7(QX>AP%9 ![#-D 0T-OA28F5%&^;JS+'H$8.+4F98@@CV -Y?.4NE-2IF8S=(65T" M.N,!N*%H*XMI"%(1Y\E^CC^W$#S2$[<'+@F$0V\D 1G2BK $"(>,$Q2P'8\ MHD5R?+HY^2VF"4>"V^#P*$*LABEZ-@4E4:!HG(5+@DRP@72B'[U(KG>'V M VB]]7BD(*>(1Z4^!7F4H. #$>>ZW:U72AIWNBDR4,(X6#U!<@\L!$ZL5.4) MZE-PX"$Z;^[]8;%ZLKP4 ; O[%,?>E8H>)%];MX389OE"I G6[W?XP? (",M\'/HF5IHK7Q20*\8IN:M6SM-T[I5F-:M/S^ E[5LW?HHUSN &!QS>795RLTEI> M!# %F'K->< 8O\(SRAU:?IN* S'+('L 2NK]2=Y+' 9E/LC?CWY"4B+01-B!.M :Q00C>1*G7#*W@F7A(ZF#?.$?IN_OC++&"UHBB,B)0<5T]X-P$;/P MB+L% TAD00OCDE M=!,9K2'G8@:W%[']X4+^EHVF).(BE7.:$;'B+"O17SKWA,4*"@1#B8=SHDL- MFXAK0"M%;IO+2^0ZJ;()"OP%3+UI")Y5&#E&RFE-S+F7;JA\;A]/AL7M?OW M'>HHNW^>-2[L ?=]D6GY 0NN W TW3$D+M\Y+0X+^6&OQR< MGI^<'?P^ ^WH].33\>?3CP?G)Y\ 45ZXU:XL+WR?..&V56GR!"PB[IX5MO , MDK.A3#XFM.V+#*T> 'GR@-/;1^Y-/O\]4?*NK+>HI#6];C/;-"AO7'>G5C<?3Y5\#NI3,K,/+(;[9P] 7$X5M3G[SOW4!$4$(K.A Y<9 ,"U'L?.K%W]@QO%P8Q("!T3>2+KY M4BH0\N(E7I;N5%[,01"DN<>%:5/ B8(<@'+V8,-X/,&=D#6M'U^I3-(T2>;Q MN_W]IZLK"ZZS)N'EOG?]7V[H_+1 $(%'#>[SOG G/-H'4>/[=M-N#P;_6;S M;7>[@W8?G)UF$V2]OY^ $[N'I6<;_O_:GZSILGL:5F]+ _\>R$[E9\VNQ$\ M<[RRTC>K5=5:N.WA]#6^X*T^2&Z?]R^&?:=UT77:0#ULNAW>;;U(;NOBZZ?3MHU]/SLZ/3H >GQU\.#K[?'STQ]>3\ ^5GIR?G(D*^-?SX[P1V6@=2[/WPT]!*? FE_44#TR2%[=3WD,,&=)Z'Q#]9*/ M"(S"2<1G&NW 3YG@] (9B5/P1;F;.>K$-$#$P >12-(H0$\%PGT?OT']&4\A M'IL"K *4ZZ7'&:I/!#E:@#R7(+,W8>3!%F2$MLAQJ13:+R$>CL9+25XD,F4- MRJE[O[7802R/*RVIK88ZKDRF4*H\+98M;(!JFC*#Q6/VNNJK6>WL+*\5[^2H MQ2LA@4\Q4?2ZW^Y;@ S$;W'*8Z=GV?D/A "9*5$@S# # B#[X&%'?$\K+LO4\3JA&2(F,ZU:-Z^08SVL:] %[8$%]& M(IK6(JEB]V4 KX[]P7[(E,!RZ$7*C6*M\FIQ:&NQ)F;Y"$4%:!6(0%8?Q[M-M9/'U5KYQ0[B[QF8>2EWL7!VF',MTS7P M.. 5':?'I!GE%;Z)TMUNCHY.-79S<6? X2^!*"O:<^UNVQV/+YQ.:W#1&7#[M OBR>^&TFR-GV!V.^FY[Q8IV5[(#G=ZP.]\1,V^?%[@OCW?F?G1-XI=/OBS M2.@E4RP3W'-HN,^Z5WC..5/Z0QVXY!.@N>=HB<-BY&,7G0N[N\N(\O.A= MM)ORC ^]^):_>F/6\>^E\GUA#/Z. N@>OF(RG?WKE72/\O6 /VNN]K6>WL+*\5[^2H MQ2LA@4\Q4?<O\KQ[?/**^/H3CZ*+T#W[/S'L'?[9O-G[MO\Z 9\'F?O UN3U[]C(.? [E?VO3/F196YR/^'YZ,R"P5Y][E^;NU9YZ8W>-[M]IOQVVR-\@&G;K#S*0SN1Y 7" Y']'YX?-0;=$9 ?)F$ \]X?^.[I\=]7KWX&$56'SE?)C>4Y5Y1 MXHJ\(@]&\U>H"HR+(Q$Q+0)7T%&==" \?7:VGW]L(F/+]527DW.5Q7BOO-W37+&>Q:+]5E8D6.PY>+C7O*FYS@\8VDR/VO/Y39BJ M24<%!BIVSAG3?Q"\3TIV!HE5]PZL?J?"(76KD^E0F;R4RM\PDWSGZ$#2-WDG MCZ$9'5@!81:"T6U5.R-X1R5C08"695> $8 *A> MA& M2@6@4BJ]HY_$/ F TT+.1X/YNH M@27J C+G>'Y=R YNCV&OQX4U:Y!4X:")A]7(KUBAZZ@#[[FTS M/!?8:7>L8;<.RNB[LI7%LZV_B4AX 37,R(ZX/G;]Y3:K\D^AM=T* '[\W#XL M=R,J63/6^![*MG]]W10EXZ\Y"#=EE)/S!A\P3^];@3\,;9"\\I&T;;!" U M=YN1E)9Z B_=;&C'Z,]HMLK=%C'8,^ HF[#VXDBL>XU+VI&^U'EFX?2(> M5A,W\M%;DKIY&H/WGK/2^\2$YH;)4HQ"[K/08=7-I*C)WT>7_8R%'B6RJ^1 M$$WI8R2D:@ID$9*1$#WI4[FCM?,4R${(R$5T,=$ER;Z--&EB2YUDQP-Z&-\ MYZHI8*)+O>EC)*1]"ICH4F_Z5,YH[3P%3'19?72YD==+G[L@NV8R>\=]MAYQ M5NU!$K^-1X2K(]K:]JG?T9#QOD:,=K/3ZPY;G69QT&]U]Y-9]V/W[$'/M2_B MP=.[,)Z*B1WS"$:@*CZ&LI_AC.+YXAJ395" &?_]ANCH?MS=DT2@R7//X5P5WDDBI,I>Y"]NUKB(S^UK&=^RSJ)@C*AQM8RK M95RMRE%B7"WC:NGD:CTA&0?T:@Z,OU1#C^GN=%P9)<^4G!/7=G.OV? ..2GA MF)V?'QVRWT*?9BPUV$G@6.Q@)MM88Y [4T&3"EU,SS6S(11P%0YMO!3LB\# MF]&N;@D#]I"?L%9+Y?/>W#HI">Z2,*67HM%%>C+CTDH \4=9I.XY3>+L4QG M>P/YH9AP5# E6<,2DW#B,&FQ6!!Q]B?#T6KHK$9>A?8O=M1UX_Y@[1C%UYR12OOPE< MP%"\[U]?$X4,U\>TOM3^'L,C@$=(?N%!]\;+*##<]QG!W$<.A([U:"#?Q/8 M0H/%5 @H1#)M=AP!./0-+-"9X=!7GIP-E#*.6(".(?GK?5]I3T-)$FK M6%\ SI3R-(JADSIXIY6SB29V61^4:.FAFF2B5O&,6UUSQU6KE=W2X<8+\VP MB?'2G)=FO+0=]=*>D$ELPS4FD;B!$M8FS/X5<1L2^%CGQGF.++7K!M-UMY3SX>C7@@XKW/UIZXR?KR MM9IPQ1M[P+Y:9]:A5;[:;G>;W F6;1T(;5Q(XT+JA!+C0AH7TKB0M[0V4)/ M'QOT&(QM>3/N)^4A7VI6D%Z$,N.#GN:^[XX$/4;YOGTE)# $,H(ME*'3!H,G0ZC*IA09.NE.IZ>$F890U0\UJD'YI&7*)Z9\A-^42CY)XIGYCRB2F?F/*)*9^8\DDM(P%3/C'E$U,^]4,L;;*]6T,G4SZI M":&,0-6#3]9\4A-"Z>CB&3J9\HF>A-K"\DG+O'UBRB?WE$]:U;Y],FSV3/E$ MIX2G*9\8-C'E$U,^,>434S[1+!(PY1-3/C'EDSK$TB;;NS5T,N63FA#*"%0] MZ&3*)S4AE(XNG|&*9R;BM+)^8MT],^>2^\DFE;Y^8\HEF"4]3/C%L8LHG MIGQBRB>F?*)9)&#*)Z9\8LHG=8BE3;9W:^ADRBYYP=NSY@HV$P],8 MEDEB1HI))^"1F/!),S$;"Q5'*,/TX7X/F%=.%V?/>FARU*6684H8I99A2A@XH M,:4,4\HPI0Q3RC"E#%TD2*,$A,F\UH-.II11$T(9@:H'G4PIHR:$TM'%,W0R MI0P]";6=I8RSP]],*6-+2QG%"L(YOPZ#<';#CJX3$<3X8L:9,Q4S;E+%IJ)@ M*@JFHF]"C[@Q%043$7!5!1,1<%4%'21((WR "8!6@\SZ8$I%30AE!*H>=#(5 MA9H02D<7S]#)5!3T)-1V5A0.#%PBSN5A0.N>^DOFS[],$+OHUX+$SBV-07 M3'W'U!=,?4$'E)CZ@IDOF/[^J2^8^H(N$]I15L"D0^M!)U-2[FAC$#5@TZF MOE 30NGHXADZF?]"GH3;SOK"^Z-C4U_8S?K>S'V L^4%TQYP9073'FA:IQH M8U7T0V,134R -L,D+L4F]O;1G M81--+(P^**F]E_98G&CNI3TQ$?;AX)>M=K=,(NS61-@'/A*^R8$9[\KDP$P. MS.3 M$))[;TK<\16]VJQ.6)KCMB:([8ZAI;F1.#6TLD(9,IL"@)Z&VL<#0,<6%+2TNG$\%+V#*%VL8;+W#\U)4 '%U/@1X)K&N _5EJ4\PP MO0Q3S##%#!U0LJO%C,]SZ$;@<$MXH3V6F[?DU V_8<]D FO0?TU&D!C@$'4>T M>2&^[N;;=!PQ;&(ZCNB"D[I[>;;CR/?CY!F/K"@ !O,>CW%B=B:$,]<=]D'GU M'$G\1ZF:DO^$VLH.X/K0Z: M&ZK1,+OU(O$ M#+D-.0^ .Q-.&@'SB)@=73M3'DP$.W 2 -D>MCL-=>/$BY,(EYKRF+FI?\,< MGL80)293+X;?Z84'>.Q(L!CV@[%DP#QXS$A,N3]FHQM:"%27B-0%"0:8:0 W MT7H\3:9A!,"Z5H4H>PIQ5S47:4"U(#DNBWHTU_M'HMWV8?BOE'?]2VC MF#M2/2P4GC6T2>>M',BPYP\]CM'I6>!"KO<76=?*#!-]6I\;M+[=$'Q3)=W0 ?WA \NG7LP8[^73XN!+&H]52S3C!] 6C%IZN%AYSQE5+<0<5U,0$7OPC2/>S2-!(2%<\YXG MXAUC!^D$,,<&LO]*?15"'?Y?;MYMH!=?@G$ WF> BR0R92]M]AYZDQG/*BC M%'N1W0F3;9SUVY!AQ-B(\>Z)L1/Z^,5/KU]O[I=TWQH,-(/]<,J]"&25\3*!XS-)T MNY6^#;2Y]W\,& 8, X8!PX!AP#![@U!6,NK %V][D6[S%5\K4^[/]I]([M85W M9MO2:UY^^?#$P9#@X+FAT;>U=ZW+; MN))^%:QG9\=ITOUBRW+&58ZM#X;*L7U M,N?\A$A(PHB$!I1?OTBP9!B9*5 M1+8!$;8U51G;%$7V#4^C^^O&V \JEWOA&(<>\=" N4GY#,O?D Y1AXG.)97MIS0>HSZ+(ARB2\(Y#0+TCE- 1!"JURH'E7JC7:F5RR=OY;/,])=8V$6=;J?: MJ#5:[';8;,2[K2:ZN43[7_IG;]3-Y]=G_? <]-*WWQOY]^GB#.V5]I6_FF?5 MZGG_//V@5:G549_C4-"8LA'U6KO:@ MC>,XZE:KT^FT,FU6&\]5^[?5<3P) M6M6 ,4$]?NSOG;R%* + !/LG;RE_[[$=,X("=OJ]G/ M]-X!\VQ/,1S0LQRSJ-FM1?"R_694?K]SSO3RE?CSNUFNU MWX\C[/LT\4#,HR[]7KE&!OC=/1>'&1CI'M#%L;E[9X52*F?CC6%T3/(?(]D(Z A*8])2DVEV3F. MR?>XC ,ZDL^$]\P CVRC'B27_F M/,.D66FW)!/MRE%;\V2:GU,Y?GP80XH70X\-2"R9*(L(>]* NN5:I=E6=",[M;VFD;XF9=<6 *@XJ-5M:Z?V[= :E? &U9U=>+?-*D;1?WGRZ_L]E[ZK_[(B _M_Y*Z>LGIA]M>;\[10^S]_KQ5/L;U=^)B.EPEIG54:4.X[U5.=*&=9 :%CSQ M42SNG?3'5+RMPI>>\)B?2(^)3UZ;@8Q3V39&Y?[-9I-&K'SX/:W^J*W/JQ MTY]'>=IA(<9CXC1]O> $2\"1RGW7;3*;)3-IZFGH MC8UYR!S5;.BT4/^%PP3S&;J74*-6/RJAP0SAT$<#$D\)"5& WSM#GPF_HQX1 MZ(SQB'$,6ZT2PNB*W&$?H_TAXQ/"@VG\) ?^^P-\A9W(K LI+5WQB9R SW+ M=")-NBA"Y"KP*O/9>;O"GF9/DE M^@7J.S?RTX6!E!1'E](-DI=C]*Z"+KU/!(>F%=,PZ!'\D[#X>#X+IW\BQC,Q MI@PL&*0"$76SE&'],/80&0Z)!!]%6[L,ZH,N;/*S 2)I\5?]D#W$=]JZK[[MGX*;VDU"7QJ] .W>OXJBKF !]5=-LM$TNX-(?7H#SEIO+M]S')-,$Y5,S%8= M>=B+RHW[?(MX8'B+^->8<(+EB'NJL"Y%-M:0WXS" (>I0,\!B(8PYS35Z(3K M.MZ";3; M7%G6R5,U4D(+G8#1U@^/O4+P.;&/L31M;XS#D13ID+,)BNF$P.2B?@(H;>D3) M&7Z)U!0L'P 7+*QW>]O\LC1Z=?U7"?4]FY[Z]O>T\?:"#[",8RH5Z2L48 M=*4"2U)%H#:Y64?S+2;ZK0Z?)Y5O9R\U B=,#BKL>8F_(I&,N/0 M] U8'+,)A.6.3GLGKZI!>S.4 /R.]O4T;M637V\Y\]W-06-G ,\NX(AV\%FDQ%L>3H>#]F.5&CCG1#-N4XRD@ A)A1%K/7 MU-A-+)Q,&Z0?73S5!=!O:^SZ>M.;T\ W)[>?-SF6]=$ MO+X3TLFN^"QC@G(@98QNOD'A-,8M>7:R'TV#R:XLX&A#S<:HA&!HR6E%VXG]&Q6B%52%P:&<^8TNTXBCB-%0+?;& MR:P;)--Q53L +9Z-*7%[9?E$1CAP6XC7PR'U"*]^("'A5H@U:))G+ D%L4*D MN6$=^NB6BF](2Q8-&5^7SLZ%T&.&5G+7*C=S(SE.2!/\-F2X M*TNGH\3' ZP]ZUB6CCF)'.1IID(S@)24EF$>98;B3$. DA>8S0ADX$46P8" M6-PC%V^?<)5GZ!.\0?M2L#062"2>1X1@W0=')]:V6TX'N(XV0HE_;0(S9M->;(5 $,A^F;TL#&]&2.0$ >3L($QM)NCD@K$SYS$&"W&D"V9U'#F2 S (;81)#!DZ,DP#'C MLSF;(:!0'5@"..U4^ESPDX,'\-,0/"OM'#R4A^NL@*4 S\H:9B@COXP _! M/S1\(="X0 M8G(HC8*3%X>%<+U MET3N[Z\Z5U]/NU?7%^],O!#,?]=LB0H M.BE]I.3R@9P/R*MDVPWT0U%Y\!W\X=7! !Q /Q0OTHM /RRW^^BD.YLU^P)U MB880VNZ6L MR.(EZZN1E0(DC8T);+@4:N^D8K%!@"%BQ)MS[C /,G(P]+ MD>X3+.M45<^L%*Z5LML!E@0))2$T!0+I%=A;+#7;W? KT_KO5])7D4U!$.)H1 MS!TMT7'L\DXM&9"[0$)% $AS(7^2]&10%"(@*O8DVS[$>NX5GLTU M*;\1^[C[#0NYU(4<>Q)6D@)!40([")FC2.(LXB^8[5;])% M,F\N3T@&9G5[@T1($Q1")O?=!F] &H7300**=9M2*^ [@_0YKVI5K9 8LT@ME,A*5M1Y)1N4H/0^OQ$;73H,"E&N.-8*;-W-CYFC3R3>V&T-PU3C]CBQ@F(Q M.1/.73BW-0UNH-L40C;3;0I7X')SSSO?@*"Z=U+F7+BKHBL4@?75[5LXNIRXR M8O^O$@I9#+B)U">%NGF++9S,-3V3#O<=-|:T@*.S!B;$0"8>Q:85,B%+Q4W?L%M,M<[LS2]L+M)68N,G.4W/?LX#!. N]T]QQTYV$QEG-] MF(CM@M ,)%A-=;Y[)(KZ("KT)6.5X(]YN<7PU^-DH4KO'!&%]6#OXR1AK#;] M1=B%PB;L1 &B(-)KI. 629FH/IL>C:!YILY;]*;,G=R6OO)"(<&H-#]\, MT! $N;]?]>\&[MD<9N-[(9(P 8*ARHO%/4KQD!?-YNB \\=&4&'6U"6P7MN&-](/=B:'4M>E^U MDT-@*(G](@3AU,ZQV"U,C/F(Q(ZZX5LWB]V$]O00Q8CC8F41@!LO_(BQBMW1H M0605.ZY(H]@)M?]1M"S<$]RQ 2 MC3:I9UU2UY1D ^#8K"C7-.]JS_I#78G=2EW#IV"S+D($D)GT$-&LNG*.6I!M3*BT(9(=)Y=I;H)G)31(8MTC-&0O5"*R@:08IP6')5U]Z'[9X#: L>9@QE\O M;AS&TLD)?RKMPVV%)Y'[- XLX6)-GB#A>)&MK6(92[4R3L\ZN474:,/$(PP= M!-RV3$(!)9L*GY"84T\@Z;C"&>2+E1]<+A^KJ)&&5"8H]I.+!IKZ T0HM*1 M@,C['1$EZ @^!A !> W@+P14.A8:6I"FOP>,?8,6#.F)Y[C[%K!1"8K%2)B0 MT]*;0> =1? \M(18^G15%^:QB;O%(1[& 9N64C]O,S(AB+)"5$-$(A'4[<& MWL!B<"\S1]$!"+1(N),OT QOX@C=.XIW&T=.K ;C,> %]]UX:0:KJZ2U6&F< M;(Y$2Z76KA?\FUL/[4V+YF3H$SAZF8;84L1HV=>,$U?A&>6*GC-6:25/BVN M[P5>F.PT1(V&K68TS%U6\5AW)7WNA/PRD M+OF@:30R ?^8SVL2I7L]XBP) 15$C1=(5[XD,[Q\?'VC5=+4]LK50D-G,E MB6G/R7KE\,#W[)/ =NE:O Z55^+\(B4!YS@;V4\E)+NXF"*9T*7_QT>5%]'M6;EB.,U6 [=W*1C[O9PK;5ON?IF^-+NV1GA(J =CD)U(9EY;DYJ;R^8MTW M7W.EZ*&;E:+>*Z@4[?V3*-AXL9C>'?IP(T9;=Z>OAQ;O%@[%W"- -&'&C MYGHWPC9CA+BP?.T*'3;LC\)-A[L*^>V9YRJD"%84.50@;RO@-GC1.%8A7RO M=N%,(4>QF/T!09O7OZ-TW(@H />)O/OL-#>KFUBB@(6C,D32%A7C0IVP*$A(MYO^2H:A$EB#57?K33O2P<5=7R20*V(P0H4-6\G'RJ43$8M'??W'I!U$NE=>% MCOV$&VC8;T#AQ6K[+"O8UVEO-AQ*P:ASN%.?"DF]ZO,4=&?5"8@69,RI%SM3 M!59TUQ4%%X#:>X'VW<&S%RP5W=?A]O,7\0:Y4P#C3CN-G4! (+O)Y>3B1Y# M-S"(LNXH2*Z5L0E0RXL0%YS;C+ ^S_86)X"4[1:WO9,OTM<*E!.5A.HTHPGS_MZ9 ^"*966C[H1Z/W\TXB>'(XS!O"::9+GD.^*TWJSZ7WW?ST1DG!"^]6DD3@ M#[=%)L\.4O:#GX4$GG8;]>][9]TF'A*2*CSTZK]!F8T91+Y,IOT(S7;O2F! MUSG$E*/T/!=TAX-DD;],K:>DOZ++=];>F4ZH.#VT2E&@35O9WFZF4.>#P8#4 MSK[<,J%$).I8L)S"U"X+2\%Q0LHPR6;K$!+>F/A)0([1=$QAXRB?=YJER_5_M4>G^87K@WW^@%]#AL+SZ6!<45'RTQDOAQXL0A0$ Y8N0@SL[S8(%X=Z>JN!2 MQ8V1"L$BXF;/27H1] MI&FDHYB+,4KY/8>HE#:"T'IAK^A- RP&6*<;YO'U&K=') 6+>Z M1\P+!^MSN.ZCU6"M=M!<&0KL8;M])^MT"8"E2@ISYX/=%N@5N9S@V*T8Y$&"51I7K=U;.D<59,-.NP< MI&K2#FT-QC@FT,5$!TB:,20[ON%);WRQ4AMEB!"1+ WUI&A/&A9?6?3=E)< MRI+?I:EW5:!>'TH 'RI%/A<>)[M/)D#?&X2B]5[A0L87&ZG;Y>"46! MM ?$21;%*8XJKZ\?M_1R; "=!L$<[K%04IZ;96R_0G)(=?O-O!C8,Q2$55%7 M&N. >NL@2PO@V6>%X;F>AH2+,8W0AT2.0HA?"C,'RB,R')K]W2X'48?T_RM M\ (;DV:QL'E8.GAF\7A-331@BGYNNJ[D_N+3LY +F1@,G!/OVVTL!]VIE

M$G*2,I[CW287YH$+6TNI[9T\O:F6'$6WIQ]N3V\^.AQ3N\=WP[[.3/69OD>[ME7K0-?1;&S&<3# U#HC;'@< V@@E8>]H+C>E>K4-DK(DK[GF2/?LOGI?,ZG9[=;BBX"E+
K]@SIO%C.A!T0W&6L7PC2US-M[*M.U?[0]+*[08- M\\//M-.T_+SK\XOW%V>G_8OK*W3]WB[MIV9)_W#;ZUWVKOI6:=ZN"36V84+* M+8.,D5ZL5=((&DFH0^0P-
!A*IVZS1< S6;$_IEL(L]I"O.V%=6-JQ:PH#E$;DS)$-T0%@4$70^'U",.<[4.3T<3S MB!#R-Y9>?:.Z5N4(\]9MU=S*,K:;11W#>+ZZL=%N"58 $*6H,+QP(T"V';#2B I:3<+YD/BV:\(&// M\DBODWLL7 5?
K&Y6FTT]+3P>F &8-DC-CAJ1!OL@Z:2B 0C$EEI:GS;?+[G_M./QF,AV?=M9W^4RU+8G[5GZ01&F(>R=NZ^*^R552F01]//GT.=N'R^V=0%S4 MS= M=WOZY$?3F>>-7N]<)W?HO#
(PCA9YK"P*%87'PB$UT7'4C# */@C-2*-+,Y(H MN%7W;G@H,>B3=9TYZ:#PLT#,8 :?YTQQ"FD-ASK[%VP88G<$1BH(U='9E3%2 M[-SIT&*ZFS;=, G79LV?)XM&K=%*#T-9=
(N<8)\@V*#0$/D,A2Q&(X#I1X6-VCGS.2I28ET.EM#RE>]R#*WM9['ZC@'Q*.MB:IG]"O\M[8>&/=2CZZ+!2 MK_^>ALNSAV8LZC#ZW-A7X]PLBV>W:I7VT>\Y+>2#VZA=R7(B;=U]L]O[F5P
MGMLP8-.-5G?90B==P>;X76=CN?3@<0$7Z_\NSS \%7V]6CNH[P6]?\"TIT\: ROE@#8#+2);X)0U@O#:.[F:56]1M; ME:TA_P,"*!D']%'8?
D0Y301>A5EFW)B2%6G%$9M]$7..R>RRA['A+:#;?= M<-L--Y>'F]Y!ZSU\?].%- 29:CVURK*W7 T-OQW-F9ZN,+N=AMR?+@O_X3P M:E54+^6C,2"E=!:<>VW<"T/S!?
]C5]P@G'Z%T2!X27UO9K"),//,-\&YCFI>2]L MLYZ]1T1HQ_/\T ![WT8<"]A6*D"]@&#>E6[.^'CY TW@*L'9*%[\M9 M)91YRM+2-9BGFZF)C$@Y#8_C84QX%]\QZFN+.CRHM
[G#$P9#DY+FAT;>R]:77;2)(V^E?R>D[-2.=0M%;+LFKJ7%]B;'7+ MDD:2NZ;?>^Z'))@DT08!5@*0$/[U;T1D8N.BQ00I$(]9TRZ1O))+9#RQO^ MS]96VQ|(WU%=\?7NVX7H!DX\5'XD*UD!-\^N-
% W 6CD?3%-Z6UZWGBLW:[M?27$SG;S0W-G]Z"YO;7UQ^ PK!-[4^! $A ??WR N[V[+[8//^T>?-K **Z MB8WO=R>;=/'IUG=]?EAO[F](^ZT M]$,W<@-?>N ?MR ?
B7>#*!I]>O ^X>&A^;#7#'3 =W-^T$T]/;?>T$0]F8W MZK[IXW?\!OY5LOO'[T,52>$,I Y5]- OOM^=;7V$*R(W\M0?O[]/ FNN[03= M\1^ =]U[$49C3 WWNZ'4?=??BH+1![WM470,=
[Z'GR>N^;GUX':CP;>=[>W? MCD>RVW7] L:G>M&GG9WFX8?L.^WV!]F7@9G<)ZT\&;GW"I _^R+N'\&&@Z E[M'^!S[IUPXRBYK1?XT59/#EUO .F [MRA"L6E>A WP5#Z]4PW\! 0Z7=WG\=
MT]6A^V\%#X)G>]ZODI?L-'>.CB/U.]]2GMN'8>*WQV94G^OB=&;^M:5>Z<$[MOBKO7D6N(%]L)=;^9<^F+=T]\+3VK '+@=-T+2.CKZ_7T'UGDT8ZT=3TD- M]T2#X\EEG[6:LQ>E-8[\
(FI[WU\:.H^ ?1 +?496A=7K; 5[3$W96X/+'\ M^RI:W]]7I " NW1-GCNGG5_83KS]U^CHW1_7<<=SPP%P0M1MU\",M3CY?GM^ M+2[C84=18 R'1P>[?VN=;?
^I^]+K,A+B0=I*W9$VKOY2>$Q$I#^N]WR &0 MU>*\1QK^UTT>"ZN- M!.;9U0">D;\\MRR6Q1'S3W+2G37Q/L)^%9<-BB8 @+OCWZ>6R'G_L.5CCP MW*
[XCVWZOY>B=7DJ;MJW=ZT[^!RTSX]OQ.M M+S?MMN'^9H:+O.CW#B[*XL 9D*&0("MV@3EVQB(:*'FZC 2+?R2A,@N28-P M7= 39ZJC8ZG'8F>G(7:W=SXT1)5F@\. 50QG 8J-KP[P:NSH]>
MPES.?1#D\9T<\R5*+5UTI-3?#*B0+ ,[&W/3& .O%YZM@0F]K+1*A%^$L MB#5H+$ 1X#[-\;AZ-'CF]N8, YO4SD#L'N#8=^4?QG<*Q11_O, M=CYL'^ N%>Y3]W#YO#M;
(U#TA+EA;];40%X)|*? Z/4(9%V42*'+IPU+5&: MVD)Z^41$$PUT$/<'4U?02S\1L,,R(6$G8KHU"H#%(4)8K\8]-Q(N"YV4G@ M%']],B81 S/4^->><&70#$*=1(X&S%2]&*[2);3QC3Q+
[[@?:Q TU7S/B9SCK M2 <1PHW[(*&(C\F,%USES;7C@7(8^/V5C'K1D=[=M4 $UZN+T /++[<-<7YY MTA0;O4 /@1S&XHTEW5R3I]6 M2#IH*2F)=EK=H>N[8:3)7@W:&;RP(6X?
,S$!0S,$A?)/V<;GD\ T'=KMW>W M[9/O-^=WYVU (N+D)5LV&(M>1'::/U%X>13/!HI[8 :#4_]'/1::#6(M1NY MRDHFZS"G=W]<7YZ\^D%:_ [?F[?-M9 $NG#@S]\,YO67S5:S(<+8<'0AIM M?
R"R]X%!18&YXNI,(+C V;Z]6T^. +< 5$Q&L;(K6AI./DPN)/9K?O@1])@%QW:;R"!?ZNQH3(ZK^&0C%J8V/6O5.+$[',1ME5;T;S&H M-^1FV.'H"8Z>6#QZXM>< =-K-
LL/&E#W2Z#,RYM;=+9=]UPY,GQ)S_P5>'Y MVZ/R8J6R:];1BP\@ 3O0 M*8.6SH^^^#F* NY5S&)#R6U>\0<[Z,E);. :8 M5/K+6?E4(K)T,G!W)OMKJ M:"5 ;,D>+,4GZ3W(<6A)YO!#< PMX0G6I?
G5"@NA A6-,0W=^>O,/LBE4T2 M6>XS[M%V$4[MP%YKIH$E5V?'M#P Q N?'%'9U;9#] 6670-[?G%T^S,.\\'3ASD R; G!0\) MTLWD,/F]FY"O=YLYK<"R?
OO=U),F= C?],'GIYWC##0 T>&=?.DB,5>SMLZL MOP]L0WJ%S;1?+1;G]8C";[G0]\&)?7VT* MQ?? T@23T+P"O>81;*35EL6@),3RO"E,VV?GE^=HY[FE)9EA44A/V.?#H[VC M?
=SRA'$:CIDNID!T86PU'*B0)@=N>H8? %%WXH/**.,F\^\(",K+!5DP?+/ O)/^fL =E*YOFB(*6+E*Y¥/=90QZF>]I[K$]6$ M97!!9GYE,:]YZ@*S0&:!*V6!NW5G@2W' 2*@P+8[I8?.!U^-#^[O,2-
D1E@M M[I QPKVZ,T+B?N*+\I66GC=F/OAJ?'"?^2#SP6HQAXP[M>=#YX$?L^%E]\ M@YZX48X;28\%0V:(S!"9(4XQO(.Z,\13%P-RV$3(') Y('/ &\1SP0ITYX(V,
M%', YG[, 9C[37& P[ISO_9/9X")I(+8X+$XB;56OC,6[;]B]UYZ0#G,'%^/ M.1XP&-0:]E"TR*ZP@*^2@;@[JSCV,@[K7@[N^**C[MO=E:WZZ^7]Y1(>N[]LVW6TK#H4+6'.3]^NSY
T=YLXQ:%=:2R*B[]8_R;@TQ MP[&]2%W**-;*N+6Q10J&/9YHU74C%ELKQ1=9@V?N6 GN6/L \$E&*$Z"X="- MAE1?B7GBNNN-P%\/]Z09+C;M9VN&^P6G+",*(TIE$*7VD?3G6)1%A0P?M8"/
M@]TW"\\'.PP?#!\5XJD9?-0^ ;%][P]U.&2E.8=[.L#%?15RC,6K66@..#,5 M&6+%N$3&$&N?@' 91*YAA)9"T\8&DL?B#!Z =AOXX2*0G)!0$WE[[RW*V_LL
M;S.\5(CG9O!2^^R.:SFF9JXP6X(110.EO57'< MT#X/+ZTG?'.',[+%B M//"-CC[5/ [C6:F0X)+/ 5V.!'"+"++!B?"%C@?5/\D@C0G*RX9GBG.!7Y(B'
MS!&9(U:+360<\;CN'/%;T'5[MBMDB/TN.6B.>2+S1.;)CZ19;->=*0(/',6V M/ROY[DT8&,F,+"V^*F<\8L[(G+%:W"+'&6N?@?8-6*", CT6UMG"O+ >OOJC M-^BK [#-OGI&D@IQUQR2U#Y;
[*5IC4T2MB? ZV#!Z4936[)\LA8WQZ:<*8% MHTF5,&P,36]?]=<", DK,-6>!AM?Z$Z"RSOST)=63R$9E5^!+++7T05T+<5VN
MD^"/@@&%479=]>+#6\OG_+#'*,LH6R'DR;'L_CSM9=TXRQ=$#82,!%:E)V">_ML49U+?&&A**G@Z%X9+[;VQ_78[[?;U-A@7P\==C#TP"&$+D."P'U%@(JE62U MHFJI9UX0=
($1A3%0MJ.FY/N9@&2F"V1]!M1V]%QE59N5>(3IZ>Q^%11\;GV MZ< MGY'R0S?I1CE1K>X;5O1$ >M41HKMX*\58?)A?H\BKCV [O(2 <:UYXLR M08MKS^=]SY\WQ9?V9?
NF=2$NKEJ7XOKFZA GM^=7E[=<>?[UF?.L#&*675EV M?579=: ^E>?/?4$7NQXEQ MS/TJQA(R[E?[**ND3N-%$(,.!E^/#1YN,QMD-E@MW!"QP=K6]?X&%&.*":>;K M"AZ+&P7;[RA3@[
G+A0^C]ED#?P&P)WIN096%&TP"$GR#'(5(GS9B!3^V ! MTX^^*TY<[<3#,,))\,2UQ,Y=^>*W%,\T?&4U)]@Y0;I+D02.6J1,>T1)X+/
M=G/V/L#GW%Z)^SRT*0M1WG>,3#2R'6DMR5!"/$_F<=./&$V(WWI89ABL;19 MYK6.PH!@.S?:N7= N+0\K /N:=*@9QW!C =NZ]IDTP1\+ GO'< ;5O/O0*20UY[-QI'G[X+?G*P$GQ.X2O/8,Y?4
"K>2/ M+=F#!?DDO0$^+ M!^E(R?WQ0EF^PF",?RH2"^=V;*&=]4'[_BJO\N%QPS?)_UP*]2RR4Z@6?B MNP9 7I'8V6X>'?W^OC-'9,I1RN2R/\V\U6=AB86NEPE;M.P>)]/4 $T MK#*QRO2]*M-
^ 7,73P+?5#$C=TY;.H.DY$;[GMMH\OJL-D.5 MVF>"%E$E&BAQYNHP8FBI'[2\Q3K+'^=T,V#3W+H3-)OFV#3W]&F.+'/ :%^V M+N^XYM7K9QY\3"O\LMVH$NR>)7R0\
_J:S6N>@PM5>*W&;34QII8!BTW>$F7A>S7${*YN#9SPH]Q MAXP3UK[DU1E:6P=NI,)C8W:(X8 ,$XTN%F&Z&+[4O M3),9($[@Q,#'W-^K)DAR^!:1Y ,C"2-
)A=AKAB2U+TYS#M=U@',SN88A9)TA M9$Y9&H80AI!?AI"CND/(A:LXS+ FV/$62YH=<4H^8T>5&+HN86>[[!N!QH_JQ M9R+5Q5U#?"=GR?\KFM0!38[>8H&7HUU&$T;3"G(8')]\@?
S/>Q5&%.K?$!>! M]$W$_Y=8:NE'+G?C8V!A8&%@86 I&5C]GU:K=%]I I-;Z2EL+=8*0\5N]YH MRENL%W;$&60,*%5BLCE]7UV8@V+(P[\9?2H$D?-H4?M4[=O5!AIUT'F?2W'Y#-A*&$H
M82AA*&$H*15*ZI_N[M^[_O 10R@ED;/;:X4G!W1*L1CYGP1ZA+\H<2F'G$&;+*^,,+%4AA&JL1:< W9:I_P?]$DZ",W MY"IA$*D'B+S%\K\,(@PBE6*L.1 "I?9[[:=P)W:XK]3B7V]X0L
2Q=[,Q. V< M.&MX=^VI;I]L8+<14(0(M+B*!@K^??"5#@?N2)S[D=(]C!B0&) 8D!B0&)!* M!:3:Y\7400]+)Z0PNC"Z5(OCYM"E]OGU9V[H)#\4TF-^/(YT#IX4)H!A0&% 84!A0&E M9$"I?8+]6:PI
*P5AK'&2BT,)0PEZPLE.[.A9 I0' \DJ$\PX4%*O)'$AQ2Y M^AZQFXT3J#;LH"] MXWG[:OX=Z)30T[.>PT#S_\EGQEP+CX'8+ MGD'L/N"H5O+'ENS!@GR2WH,/:E M1;$@^7*6Z#,M7*4C?
9S>%R>8[2<(QO#$(KUT9DMJZ,"!=WQ5WKW"S/6TT655E47:VH6OOJ'2T M!QG^+12&E'ACBK%]H6 MG]H2O?\R3+R,WELW=^B8BWPI*%TU*>15EL/6H[@&F'W 1 G
M37'3OKYIW[8O[UIWYU>7MZ)U>2K^,-WN09X2K+#QCZ#/2Q M,L;*V*LJ8Q^:M4\[STI@M7^Z8:1\1QV+-!?+5:*8G04:1N_+ XFEYX*&1H]A M)6O](8B1AOW4C#<58,(9WM0^JSS#FU8<#0(L;
<)04@@?QA+&$L;2BF!) M[7/*LZY4XL&-!IDKZ 2&H:7#Z1D,+>L,+:L,+0PM%>*W&;34/L?\ BBF3S\0 MH+2ZL,=N&&FBGZ3O"! ;(TO-$&;G32+,'B,,(TR%V&Z&,+5/+[]S(T^)*,"$ M#<6:"N,
(XPCC"-(V3A2^T3R"U?Y-@ Z+16?5'YG4&%085!A4&%0*1E4:I], M?B= BAL5O9JS:1A#&$,80QA#RL:0VF=YMOU[5P?-D-HBDF^>H:0>4++++ MPE!2&2BI?9_VB\ DG3"",
(*L,8+L,X(P@E2(K>;2'&O?HQU#@ET !N[],0Y= M;!"6,)8PEC"6),84C*6U#YGOCT<>><%8*5NR+ K%M2=9,6% 84!A0&% *1U0 MWD!2O!]B-RD1:-$:C71P+SV&DYK
R=Z;A),#AA,&DP]QV!R]GKB]]*L5 &\E(<:O;&]*)/[.)HPFC2770I/:I M[ED3%P81!I$U!I$/#"(,(A5BK#D0]7V>^S?00[!+H&CUM6*-A,&$P83!A,%D M*6!2^ QVK)#B>3#A& #E6@C]EQGZR^B]
M=7-W?G+1)IJO(R85Z)6(>"L<24=!&FFU];#E"*X1=M <7[>%.U_M" O;L75 MF34AMG[6^7]R5&6;L6=8]RP/8+RS>,>Z$NM*KZHK'39K;X]EF-VYM0$4Q@Z MV-C& %
(%KIH!2.UM;;5>3N"\^)*1A)&$D821A)&D="2I??%)$P' .,(X MPCC"..(XLB0OH33'B04G$D\2%%7KY'S!L^ M6^+>^P"2<[3\KO#0PLV:]>M(;TMZ;M _ 9!X[\839V/-2 C&%2K16
MYK4.$+S2=FY$^> ^<%V7%NAUWEX\Q^FSCN#'>S=T.ZX'K"A!;,L$]H[G;:SY M=Z!32D]/(^7L&]/L MGUK)'UNR!POR27H/79EQ:E@>3+ M61+/M$R5CO1Q@E^<8+:?
(!C#T8OTTIDMH&%#,'C'5^7=*SOH^#[IAUOYEUH. MTPD\\MS\'1Y16)GNWD$H-G7(V?F*&5RV9^WFBRALH2ZVASGVE>R>0 PAR[@ M@@AZXB*0OC@-G)BM'BRTUE-
H94QA3'EM3*E[X8OS' ZZ5[XS%NU[AI+Z0.DA M0PD7&ZP/2=-O7&RP2.\M+C:8+S9XWA0W[6 MT /VK?A^?77)%0??%B-XJZ!W M- EZK#FOYO2JFM/'^E<IR]7.&D;6&D1V&$8:1"O'6#*9J7W&P
M-1]YKF,TDJ"'BHFC5)?QA/&D?GC"22_K3M*<].))+X\FO9$;U/YO)&C3PR _L=^93"WRVDNK#!5@D4G"M-1 =-<0&$*7# "*C/4@; 51X- M6\<,]TWK#S2),VR&8U2I JO-
4*7V*2^70:3$U\"#]]GVQB"RQB"RQR#"(%(A MSI]!2.V374X"/XP]TQY= .E& W$"1!$[B+%B,*(PHC"B%(RHM0^Z87K*3." M,((P@C""+ E!:I VTN]GCI)>S 5<&7&P,H,)@PF#*8-
)V6!2^YR7O_O!@Z>Z M?24"+2Z#R'44!BW,*F$,* 6 E5V&%885AI7*P$K]4892I$,O-4.:H[BAS"BC3-S%>:/N*(R[PF#"8,)@PF!2?C;C=MW1Y!RN
M& IN+U<#AHU@-4*4/4841A1&E.H@2NT3Y&]CQU%A&&@&$(2=0>2 P82!I([M,=<,2&]?$W^FX75 2>)"X1T,) PD#"0,) PD)0-)[?/B;Q\(1>!"AA*&$H82 MAA*&DN5 2>T3XDTZXSNI[!:[T.:/1-
YX3Y-X[A\>A.(E#(#FEQ3F24.:K! 3I:\FHPZSQUCS M@5&'4:="G#B'.K7/IS<]) EL.(284811A%&$4:1L%*E]^GQ;Z\!701PF]8V. M)8PE]<,2[AZY[B1-OW'WR"*]M[A[9-H]\G^;XLOWUDWK\NZ?
W#OR;1Q\8O?5 M.?0K [F/DR#'JA*K2]^]*NULU[]YY-U)<5@QJPDK3^P,'ZPP8U1I]<-8**IXKJD $XKOOA/X7:(AR7V^&%(84AA2&%+*AI3:I\C<*-<*!U)UQ>M;J*2B#\ET XWM6=,84QA3&%,
M*1U3:I;D =D *03'I14'$E\2)&9[QO'WAL^6 MN/<^P,<<+:\K/+3PI"U'>=XQ@$_D,M+:,DI:]S^9QTX\83;XO)1 3,$2K95Y MK0,$K[2=&U'^NS_<>UJ?UWEY\1BGSSI"'^ =T,VXGAN-$\2V&#O>-
Z^FG\' M.B7T]##G&220WESZTB]I@&58EF%K)\,RQC#&O#;&U#[)CE/K&$%]BR"<6K?N),VI=9Q: M]WAJW7E3?#N _/6E?7+0NVU??;SG![FT< S<*=;O;G&#'.E(EV'2I)NW4A\'. MU'E$@=T-
1XHH!OZ^5V%D$R=8C5I T&%L84,<(TP5N&X.86J??'<9V)#6 M8W$2#V-#.(*#E!A7&%<85QA7EH0KM< :PU!3R$73R/)F1#2[V(80Z@(O.PPO#"\,+]6!E!]GSZ"3?NBG;0T9 M2!A(UA=
()AA(&$@IQ%QS0%+(')E\7=Q;!8<&7BK@0]\I7?S6]N"3 M#GS7$>V?RHE9O6'<66 9%^07 6Y9R&!2)?Z; M!Y!;9-?(;%[\IR4^5EW6 -?!I0SD6)W(4F];422= =?.9*QAK&&L8:Q9"M;4 M/CO?%
]#%!'7L08:8L6%P62-P81+^3.85(F_YL&D]@GY,3]RM1*MOE;<,YVA MA*&$H82A9"E04OO4 MWZ$8VY07F?.'F[&'10(DS'6 7LKXP;GU&&D8:1AI&
M&D::LI&F]EGZ7Y2/"94B0QS$F!1P&%GJ@2QOLSPE(PLC2Y68;1Y9:I^V?QF(MTY@1A!&$$801A!&D? 2I?4;^A>]#9G*C1EIAK?O4.Z&\%2Y-R>M" -DZ_T?[AK&$L61]L62'L82QI$+L-
8\EM<^O/PG\GHL4XDL(A8 M821A)&$D60:2U#Y[/NUM3ZTC;U08R8@R'ZD]RV5P+]GL51N V7N3#8KWN(,D M TR5>&X>8&]?4=]R?OC!@Z>LLQY1!KO7C 5#W\IGZ7I;YXGAN-$\2V/GA%Q>

ML<+9O_OC;G8:0Y*VT%4F8TIUJ:^OI$0K^&"SM+QODMQ%V5D]!UZ)C8--\3D. MX1Z A%,Y#@LY7.,LA>O[K?@<:!T\P(\VJP:NG9=-E,_66K"1X)ST%GO^?\EJ ME)R.6^7@MZ8K^T%S;\/97-R&E,3)#8,P$EHALX"%5SXF4$UDS06]PK)N4,((M)6'A!C5@>9%4=[.\=5;PLDTP877CV:\<[PIS*X@QD^W*W;"9@7_%KE:841DB M35676NR! ZP\7/R@F3Q/NP3(C6GRK3XFEB+[P^\O\-SID))&!\ M36K7J>I) MS*6\H5-FSZM]!-Z):]EUU2//6P_^UD)!SH/7_^/\?/'UQC6H[EQABB7,T=!4 MTS*?RR!Z<*-!&$F;WNR/HP'^@9=A]F%@R!!*[6DZX'P(!/@L$
4'25!P==VU1=GZ9'F=$]UP>8O0!W&$]D3_MZ MT&V%(V/VNI/=Z)0PPX2W!?]QG.WUV_TRI*QD;6(_;-_,X;UTXU P-GDS TM26^I2=]FG\$@E@RC;Z0;MVH8+S-8N*%R+IP?
B7PWVVG7A[<.;9D$+9QT>ZFD M1%+7 (Z/@?G'2R2X(6QW\$!\'W8<7N(XL3:2.@R(QI=\Z0 :N#V !@T]0(3T M\Q#$7MJ;"R333K<":[\$.G04@Q/9]\3<06$- *+RV
MK(.IAHI*XH1QYU^('VLAH.PV=\]13Q.)!1XF6D! &DA1-L2)]&47_OLW.9)^ M0WQ3/UTG:-"S_H^2'AQ4$OB0R6/ZZPB64'SW<61. ,*.'HN-@.H4$=/[''N MF_1<'<"T\(Q2,>PZB?
_5G#,;M0H[L!:XAV& 4^7G"FD3\TQ!>M%/[W:^SW M27&YD-$]7G !Z@Y(E(CG-^E%\) KP SL.M!1W)=>P\P;K[CU@GOY _]"'H.? M%'R 248*.F51919D$XZC1]8(0<)C+% ,]:II-
"^=LYO:O'#4:60YIM3.>4,1O MC,VCFVKD\,X'#9S*[S,;62T;@3O*91MT O"QMLP/?-$%['-#A)\N'A%X"HB& M1!9PQBP)65)HY*E*M'H]UR-=@*0KSY;.%% M8WI?*;W'T2#0L'9=<06BNC.C-NF"U"
[.4ONQ?0,*^T8]15O^O=O%R'B9#038 M\;R[,IU4,*CD>R%H\S0MHE @2[?!<483=,2K996Q="$]!CU$%GUU@F J1]] MF!X6#4 S2D\?$\]]B,]:?.C%G@!90"O?&5,00O):WN65 M[/*]=#TR5UVX?
\5N%R2?L@VCUE-EW%FXZX"G#3K701R);IQZA1]X_VA(1O[M=Q_M[]HE@[\CPP'Z 9"\)'B+3@#IDP19W>7%.LF+&UFQ^OO4FIS@FK1AS^ZE MEX1#%=;%V"("R>1N:+
34?,1%MI9=.??"7&H(^)G@Z&N8+VO=038S>G]JN< MF,F,T?4^\,X1SDZT@E,A[$$AV\F,NO#568MY9>!?O!Y(/HTTQG,4:U#.3;"8
MDT1"PO+,8"!T3W57*!>9M]$MT05BW=SP[M1#3WS+5ZH;6D>Z5B.,[:0?aA M%GT Z5K+,6D9:)6%8Y]XPZ5.>R*T?XZ,*[0MM;]U!?RT-43'2<-&;87 #W+] M)2+Y4YD $"/:D74%^2I>N)FZ--
/1X6!2AVP8=P"1Z6W$(F;L&/U;K'Z3OE! MR?(8M;^PK05F @"1#TGC-B*7"!B!?:!@FB3"1>(SR'$#V* ?:1#'B17NZ 59 M^.+!QK;J6\K+;T 5"W5!$$FX";\#I9D[U[.(-#'0!O ,,,[Y:\H>2^E+(;S%&
M&HY#&QV13(E.!4]@RN_#E(S_XSSQ^MMF+?F@LZ(*0FX5[,F"[WQP0SO0Y.#: MP!5\81I)D#!-E:YB3^"]D*.PU'E17!!&2B!VZ7 C;0K +@<*$_L;#)5(BZMAN1_RR24K <./\>W(G=
M2ZA[O2('}YH'((=LN/>+ Q.SY55LW&?@R5OGOF@M(:C$RA-*.V[6]^5/$./5 MUBD&YYF(3O]>Z1!IYQH#GD*TT.3"[1 N;A2,-C8F3&/) 2$-SG+T.V30>DV M]UEART*B$2 =VKN.?=A^R-
Z%)/7*LGK0O7=T"0?E4QC",.S8+W=;HEO:M@! M"O\FX$ <'2"ZG+L;FH1EO=WMG _W!T?OV]U1832)\KB5, M6::6]51AC8&XO*FK*1[(*+2%%WOR@2)I;2X6 !W#, *=3P[*(&7&- R,8!RU
MS46P>7\ -UT5.MKM9/'+,(L96R!NT=*/K[6A/5,KB/?"!/#T_!T&W0V Q^ M),Z3>19)?\4+2O!>V5Z4@$Q<30&0;] MGC[M'14]*.7;E%X\1,3GZUNY@\V=VC!14G)67-7F+#<%G4=SNO,+%#)=KIPN
MKS]P2'15V81)%IGLZ8U4;"}-3":(2]"4M+*'79 ^; *8_Z6GL)KD>K4SY'R MR:Q&@=>;D74NH,@U2MYKTL\@RK^Y@92LT!H+>U4W$PCFGE^/Y'H^I_^1X/H[G MXW@^CN=:,%P0L'?82F(M=
[DOC+0?A@B5B0A(0?"@N'62FQ](@ M1: 1G@3=TF]S6.*]\ARGTIXB[@E^S5U:\TO M\1M>S;3L4)N\R0-,K$@,U%DK4Q.!$LD?*EFGT!W&7B1]%<0AK*N-#5:F-$ X M"DSM(OL\]*'37V'RZ#PO9?
8YGWTVGL.5"L=4ZZAT>T,6@HN/+[IF][LH686-W5(+;)BSDZN2XP<4F6?6 MV')Y Y+#EI2 R>TMV'AFS3N"Q404[TKK;)31-]+G$Y#ANS(Q[0Q_$5=Y9GT!FXK9W@N'0#<,D]LE&GPR-X;^(RV34
MG8ZP3M[7R%2EYIEWD[]$>8&H&7K40L+'>_ H>P#"E.C"XW,!9+G;FC?4[TMLWRS?:3\\P6G:2?"*,+S)=.;7=H8$,5>G+$4_I/8?;-5D\9AW]C[2&7/VV>-ICS$F4R0GH-$SM
M@4W(>81%%#;1>43%"+)\'I&XD5;')]9*2\#S4>8)"Q5"\W;F?RK_"1EI@K?0 M-B>IA\Q@EL=@'K/D/L%H"GO$W*:*U%D^MV'E>;7*X0AV#VY\'($4]K8F=EW;Y'^&1/S_MF#GP%
[330/O)XCTT)@;U[H]9IIJ'<*[W*/RD=8A$T/N46AF6,&KI 1KYY&4I MLO\EO,N6^PGA50"D0$0F>=?F?11KBF>N(6L>U3D$FY&.OX3A]EWR[75CZBH5 MNAB.01N8 \027X%4
M&$Z%*245IF)R4]E=B]]D<>5*0A,FLK""$'Y0375MT]E,^9 M'*CM_O,H0-)7\[3[FVGSPA8E;/G#)KO; :WG2]]OR* :&$0;Z!E6F$UL$R4V&8-? Z\X) M-QY[TH.;,A/E@?
U9;/"Z]=1GTL(1GSBH=,%%&*Y%'C5F&XKQ, R>FE,3CHB0V M&WAV:,/[J6NJP$Y9#7U%-;2S$C44Z'89I_'[[>DR'CLG2V%)9Q^A>*)F89) M]YO0AR6,RNC]/5=C
*15S3%]/E0ZM@@682IX'G>L%#4LG3GVQ.F->K$U:W MA#%C[,,2'CN3%#Z],LNE: (\-V?$783IEL!F7Y6O+KC7J;^GS$"B]9?I&IE0 M-^ L5@C0THZF QE.;=VJTY6>,[=G9R]EQD@L5EZZY)
[V/I:8IY+U1+9NO;0= M(F3(,WJG'(*?-YD SX;\-?%@% F-!]!.*8 O+I;8+;(4R$-$^\< M5Q2=-C?*>D9K'#Q"!2M=(:3;Z^7*2Y\C:54;6Y[V[&S6925%T"LZCXGS-Z6 M)1???
9D(*+,GD)!D+B9ALA2%4F?<.I(6E6,OU,0DB+8Y(:!,(Y=EI/#Q-E@=U5-+#- MM/*-!W,]!DN<9T[Z7X;T0H=CQC2ME2]%U7TK{4[KNC #E&_B3S M7ZU*O6:+4U)DWS)-K6 >,'>P4L@S+H $]79 ?
4:B9"WI)@1BG!9!GZ5&33S M"\$FG(TQE1%QQ-D8G(W!V1C5R\:84D3+,12NK6G069KS; GRY* H8UD6]/3 *#9O3?CRW7^21N?)YWASV|/ M6^(T%>E#Z\-3;;EU&]PD<+=^"NS98BP ZMXX &
<52WGJD/U"SDO9EOY9AOWD MD%3/'%]N^1Q@ #W$W6&RM:G>]I 14]V@*=:OV_N+&#C8,.R3"%E*3#\3!4; MU@+#M#0U]A+:/%M'L*.YX;CB
T3UR!C+OPHONINBSGFG[LP%Q<'##P#=%V=.P M.*.]CC>3V.F1)%AH)7Q@@<8/3<'*/"NE-"S,]DG1T]Z)A8 M+%]BHC&G'SWN%MFF1N13:R[=E7X2$5E=#],2*GS1VB1%^O,.2M3R)//6D(H
M!N#WYUHX< 29VCUP=\RP^8MK9I>0S?$D85FHLBR,Y-L&;!A1PvF&F]\^EZ9 D" M14F;K5F+D8I>0(\Z^.G"&<; 5L)$.<2X$+\/3]N HZ4!]30U(.G$H4N!]MC/
M)>,3(2&@*0E5&"G71'H]S^U)0*P9M^W$=(LIS8.[N"SV[H]'O,"S+8NFK9AR M!CZ*C<46ZD8Z'T;6I0%]0=(@9R/7W-!^926HV<<\]9"23'4#Z\ZE'-M$9\^Y M-3D:IW)<,(/.O'!"SDNN3[S.+]RCU.;C]
()^$!?XTH;5=!"75LO!03_X_]K0V+@^=Y0?"#I&FS3OGNZ\^F.&"@,-!P,\M),.=*"'=$/4X4" MV>U(4YM0RB;H>43ZM)O!*)5A* Z:=-ODI1\+[_):4:XHLFSLK&:G ;LMC$E M1TEL!.HK5#XZ803*-=4/-
P[",$K%?>O]&FE4*3!W H,$K815G"5-/IT(DB4V MR@ET81*3CW-#PO#B^L(P>B#AN;83SL3;K.'=OM /II[92X](82$>7T?U$ZZD M6HOF*D,"=HEP,L6'V?#CX@]X.T$@(O<# M>D6
/2V]>Z:IQBEA2,BSL<\]5BA-U(P>L&7#]$@1#U]:(3T?F+>\,"6.(EWK MXA)RY@AG+KA9K]V]YN&1-=N4;]&;8[^0PQ2WT7FN@WHR3K4@S]#]1&G>\7EV/ ,S741-)+ MS"E=2A@$2H2QQ&$6F)&Z
C*PWR1Y0.*E'@6Z(-G2,B&V.H!11ABVEB:!BNN$ MEAC.&1%]E0TD>>%K%[99DF>)LRG^B'LG5]@/CN'*V8^3BE+^5O$Z4GNSU*A\6%#.'F=$M&$ M.Z^50QGF\X EAR2),I(C0-Q)%
*YINM3D3P[VQQ&Q&%$'$94RS"B\]NZNKUY MO=V>+P4GUD:5>;3.CV!Y>(0(^RLN:<"2\)/E#]HD"<^.*:N(&OY(GTY[6]F MWG ZT=W(NBO?4$[H62)EWP>N\>"C8R2(.QBOT4IC&"9BBE+9?
%;8 C-5Z,;9;QU8 ,. %S@V@1>,ZQ7BNY]2OL0[Q MXBG"0# ,M\;(L.=Z8(IG@ITL[&19 R>+?*F7HV-]'&(*W$!ZO11RGG!E+*/W MT0*@LY0L0F=-9'6B(P6N"YHF"7?"Z4YD(!
'W !$[.D!9VCUBZE:ODC'JH& ME :RH=LVG"B1XDUJSYRSVC#[94)]\%(./T%)+!!A%E>?[1**Y)XH$MC'HFB\%-\(R["/X.DM26Z
M62"]#OZ;C#)K,I6S)DU*XPV3T@3;=\]C4'NNX*C2(C_5ZS=L;O:XB?W:M;T M>\NIS/.;?!46'\M]PF+$QKH11X- N]'X:;Z&Z1[N!+$VC<1!4_';KD82C9TG M'CU[!=[6C62:(6(HK;3:.?
5APJLBC@6$=EK%R_!$OO+)?9E$<$\]%]6@ZGE MZ!4UX1-9%"1[=MFSNR>W15I#6N+@K\7,H', M@TQU(TA GOLZ2G5_S)M<$V?RV_0?WT92+R,5[HG,\$:R3+,C)I 'THHADX+"
M)!>9P%28U/RS\)BE^]GD([DY/ZAG9BT1# ^9;OHQ%9!%F4Y>>+Y\\""UT]IC MJK/*QCP=G?$WDN*/MY B!+K3H/GYL[AY,J[U M152P[O?W\
(H%:R9A@&8A+E+!)^]D]6X4VF29L4&::!!R\B?8VL:./L%TP!#)7$ M4P]Y-;1-@X5X Q/M;FEC/BR1SWGQ1'.N[0$; 2[/SCH<;5"ZW??UFXC%+1U M=Y8MM"9BW7.B$ T!VA)?&R8399.RTCL*]LXT&
<@9EE//R ?;4S&SL6HIYZ6@ MW.6[Q^:CE7MF-+F,6+??*+3W:Z"27\9X9HK%93R8U%A;9Z];RE"?N ,EO(RB M8#?OJV>'^C =$U(7DK &O1(R:UE!D$YM]4979F'#,B@B+3VA .Y,YB&7=R!+
M8SVOR,3D0E4(GYF'D$M#6*H0($NAUT?3K![+ 5COT::%1EIE W&OGKP ME0X'[DB#25(AT*V=[>;NWC;O].IV.A+7GBR=% CC MQ $/F&Y70@U'7C!6RO*#2(#G. MC;#=.#Z>+FH8#3)Y2?
Z9Q4>BL)%[3M(X8 H\"#)MCT)NI2?;LK!D3T[I$]" M(+? TT(5A<+4OE=B8[+/!8TF?>S>OO[N9MK2Y0%K@<4S>,#D3O'K>[&P@=QF" MK>!!LMISUA:>,[TZ?,96#$P%PJZ("6G4FA6>0PJNUG?
^2E/4[IS">OI=^NO)ETHD#COIR9SM_C(CR: M?L<@+4O8IN\^=F5T(S1BWBA'N?<8DQ6*ZU@[P0[2]L6-.B3WK7Q]\D "X_M&F)W>^>H(>0P@/2AVRG)\[+9;C;$]UN1!*IOB+N[]@D #/43"P%5
(FT]=+3 M3U^5]**]@\'&MS8++VR(<]]IF@O^WZ]7W]H-<7%Q8F\XD"B Z#KHUW MUA.]S9ITN%Z;>.O-ORPME=ZA 0UO6,VN*+%E-9U'4LN^EJ.!,)E>%5;V*[M@0?<*]M2\!I^<\9+:-
'A9N\8T3N0Q^7X%O*$=:&>F"OB+O MD,DPIJXXQ"Z,12(426>V^UG\([%'. -7]8#N$MY&,>TFH#@W*': E5+@-VPH M ;M17K^UF;PG=+3;,NKW3[M.@89)O8QZNTF;F44: @:
<]MN88QR;$IMF")^FB K@E[1$;9-TK.S-XT51@=[I[<&Y'! 7'*UO* M-Z<&H^NQ8=)ZYBY:%]0CD#70 @A 4VR]63K0F+1K*I';0W<1^%WZ!(>2BNKD M7F5ZZC6F2'B]E-W #^?F&RK"HA5&?
_W &XL#DDW!>NXN^IP\]43RU"XG3W'R M%"=/O:7DJ98'A.=CD&$:-DG!-7#* BJ^;IUL@$]AZ0'=BRD"''CX!<^O$.B0S M''P.5109FYQIX)MV$4[NGU%NGC3O.6-H).V8K8B2 U7S.-/>(\74."I$0D[T
M<7WINUW39;W0+9#R.[:PY2,%M:UCX #2&&.!GY-EX L,+!2WZ5*(]D^LIA; M>WLPCXV[ULV7]MUFV]L'(>1&J9-?UM]W.UO6;= F+#M>GRO&ODNN9-/2V7 MB]VP3*]<\QP)M[L3E@\V#];
<',X15^6DXDVU=E=I= XYX50 $RZFWUE M+K#7$F8FC V"# 8C4 =(-=.O8FUW%:K02:Z.1*FU#*9]7UGEC,><7]V,@D (MWT*T?Z94)7U@-;
<,7W9=^O9$E6@)QF1//O1B3S@I;^D)>JGD#5[I!F?=8= I M6?)&EY/.-9YL2G$WR-7)#>ZEN'6'R)6-],MO\ Z0[[T&/'8LO?1[0V$->L!= MH.&J8.L4<0\9$5[4$.G"G]'9, .;@:>I+1#
([E.S#.33[.,S^ #]4&:-?133 M)6KH>H1.;'&*==C<3KR4*.I$YAO*+@B#GILD5[N^3>U) .%8#S)TN\H,%=M. M*:HE)Y&81I13%>3#V(IV[OW->/UTMI0)N8 2,WY*W9#.^F#MZKA*/D[NR@9
M*ED,(U>G\B2^U;&+%4:!\R,:%H6:39 N2J,TKH Z7AL@I,DX< %(I<^10E$ ML28\3YZ;/K&;VXU"FOK2!^CMV7/,YO!D@6AJ3(4'P=O(6 A\#T?[Q'0F9K$Y MH9GD?\/]WCD\#I^Y0'RR5WBRR?
Y]076(KSJP4L9O7/(1#[(G9R&>2!HN//"< MBD;@H$:IO*L3+9FT,\45?X R MT;ZT6M<-4^...EQC,<)!$'M=HXQGBV.;HW6"X$@^T0:6,AZ 0Y&J<32;]
M4@Z#V"^JZ=E"P,ND*;AGBGUE[[.WV4)T><5W[BQR0;Z4S04W%,I"5H_Z$H_N M3G.7:IDN2&['%9YJ246BL7AR=2C *HA,68@Z1^FB#U M)/QPZX;L-/:^D#%E-
9@2(NA[N/*:]IWLRCA8!]O3W;XI7F@-8L0*28S[*L^E MW@F!41G,ER"F.5AHWK+'G&7O#'46M*A<*.*2#6*I("ZZCDHYP&?Q-/M=GXM]3R[P)6.7F;25AZ%38(2!>/WA7$41A)DZI[H:)(F7*)R">
M6FEN&EGMXW#8:,/&2 B8CCNR5Q7%M)D/M2,-;,4=W%-;6K/6B$"(3QWI(0PA M\)*]UZAH25_81]8XN61Z/MZ]_&2Y&T ;: M0#S5B*6ZF7D#>M?FUQK8=9RC(X+O
M9T^E80/O[!HT*=UK^WC=#G!II]?L+ E;,K5BPA@23U-R-(MVS&EV8K:-'I9D M)9'HJ -'J6Y69(Z(-G>6\+999,.PL#*]:H.2=R\]E,Y+W]BLEJHG%@#Z;@P MM]M9B.U$K",EW\X-
]N5@L651PNG53;EI09D%7-N:BZF=940*YM.1Y3T9+XU.1O MUE:E_H]!:5'(%@R 8T*QA[!"@]#((-($/ZKT3"4,=/)R$\L69N5V)MZXB2-5 MDC)W[&HDLC=NU;7L)XZBU(V==6W!P
]\U8V*28CX%@#OAN_AOVI,VQPF>3)9 M.Z#$S=LGLU/\]L<@?5$!-8>1V!O!!9'8+VE""S9'#;% MAO4"-L05*%P ,(9V?M[!"9>L+1AG<1*)>G3>;^2MOB$[>X09A,G=0%E/#'B'6
M$W"%/]_I&$U#BC5PBN'(,WF76'IOZNY<5$3A[M12F_0),0FI!/,@<0Z&2!X M7]!II%5>C @M5],@<."X()L@WO^RG/%7.1 RP2U>VYHPXUNG8'JODFIA7R _M!7>1$T;B'!GD' S\1PQN.='O[]U% Z"-
MW?3ACQ1<+X7!B!7W ?>?U&*V=HY+?K, Y$2USZ/.MK$N9"$^15'2NC420LI138"::HA: M+BHF'=>8T@C"M03G;S],HC0-15:@RC3)=']"\"G9$UF MO1Y=%<8Y^&^E@ R!2B)6O[!
[QJG!',0BQ*5AM7H6R=':RA"(U9T TL-SB M-NZ$+IP/G678I"5ED%EJX$&8-&HO=[+D^:QC%)"%7PA, U*QGAU#M4<'A F: M+FQN61'=B*\@D9#:9#SP99OA95]2AY2DG)O2EE>0@&'P"
3&24++UVBER$9@ MX4.;[)K6^RF6O)T($" C=M[N#C,.$T;Y6#NT?*UX7XH3Z /%L0-"M2S%@_ M)MR5$"[L=Q SXF'9B0&5S/XVY*:A$:*/+-Q'H,?>2A;VF99QV0"-:#4 4C#. M&N-
(0MRFE'K*E!0EJ4*JSE M?G?F2C;(JX"4$&8])?$QO'IHE3 6>XPR/=HCQ.;^]F^;*6GT^U@6$DV36!H2 MN> #$%<$QM*GYA)\VX8QLB+ &[! S?%!(OE&8XQABPC;RR+;5Q^I@ ;4/[+
M]I;OV6P(&86%K;Z7#GK,Z(?-+.I%:EJ6A/;#+&RKCVW]:4$[07>]>$4GH:<0 M]\F!)Q38?>72G1NN'6F6))&>]IQ6\\OOQG:06.78O 2>&[C^C)=DSP5E8^90 MCI.,D&GD2'NWPV&??
ZA#:DDTWNJA^)\2R.'!J@B$7**)R)>1"]Y/UU38L 73 M+5!*X:1 ,.58Z;J3T1E/@PL<&!14=XA.---+DU0RUV],U2)#\0?1M:N'86SWYT! :\+"1M)%.KD99;MQ(VRQD!/V,V\SYM2-(VT^3
M2$OG"LYBE'P>VM)=Z2,L-8<^)L$C%E] $+^BJSU,N!M89FPJ;O(XF4GB^T:. M7;#GD4QA?\5PGI-A]V.W2\W+,Y$$F9^S$YBGP>0W'Q 1 MFPBD,W](/V%1@45!2:$O#"-+/&K$!8$K-
ZA]!GYS&G2[6V<:S5] (A+< NFH M",U,26)B*]A/(2]N-9!9",=6XZ)CL$[[(Z&9DO#W)Z&A4T-#(]9&;209?R& M- OVP70)Q2VEQ?U?]@Y8UV'L]?->,.+++MH4A&[L*T>$:6#VICFCX#![GHVNPR$
M.V'3/G 5;VU#=]<:E-$489!%%DR?6JZS1C^IM&Z9F/DTI%QHCSYU Y>] M-V]R&TGR1+*;*S;C#2#'GI\ .=H;9:\62DH!+52C)-WTR@6 M6GFMIILDRD8:@< C" *L2Z5(/%.C(9.V7ZV<$4IX75)5;-
*U!Q6$KX"^9> M%9%-8A7G-"FF]:*4+,T\H3.X2-A3U/N$W "$^D,)PPF==5(I?AW,;D"E+RC)<09DI$85G*ZK* M*!*PCHH5 SNR8>66CWNPU=40- 1<@'Q1^PFIW&I:?DA]I)@^>S$\ 'B75M MP?
%AMP1-\&YG!QWB5L%^DZ2NG6,;($8/0XR>#Q"C 6(T0(SV$F(T'#WZZ,GC M;1PYXI6GB)!16:W;N,R"DY]_>NESS7L,T81,HAP2FMDV_8' 6S083!0=B,E M#O21<6%FQ-V^&YJERB:LF15H+8=G99F
0@AT(@:9HZANL@750;*%B1BIBKQ&\M:\ZT6+MI [0CL>65>\W\ &F,(^+5BQ MZA88,*:%A2IPD-4=R^HG3G*#N]"W'L/ *P7O=8UMLY X(WK_&67\3E> M>;XDNUBY:LZPUF1@3$ETBA-
";;W(@EL5@8&E,P8//:-9$9-*B%RT]OXN]\&1 M]Q3OPH/)$_VC4C])QEJ.RX?*$GYKTF&[[#I6IVC]\"TKR:X122!2%+Q\)C< M, %@])=;5[&UX",@]EBV-0,-*/?CO@*ZX^&XV?UQLON+B-
3#^]WQ)+MED(Y= M24<>XYR[.,ZMN-9=#PI&KX+?CFZ.+H],D^=ME%\IA&K^<;1Q]=78C1>UG?^0 M02L>> .[%]:#-.],FIDHK^];(""3'LF@TPRQ1H) QN\]X8%W]V"]]]+R>"7 MJ2;5]
M&^PZ]?5FXVD:9'PW,FX@JN^PX,.*/D=?>S_&/E)RRWD6/<1"M31HC!':\)NR M+ABNE2GLID(#&PE]I=NV0]"H(,"Y3HXT&P=B18 M5"A_I:(8+]]1:\G]G1 =RC@],GDQBC9GT]7HM*',?U?
B;#CM^XZ9^Z4*4B4 M7]I#=>\)7H?D,^\LH(3P[X^/QU(%[GTCFS&F'A&A2HTQ"VCB+5?MQU#*3=&: MKFIQN/[X6D7)11%)4AF%*K);!KI]@+*E*&7^W]^- >5[H9MR*RYU4Q--BQ1$6
M"A(].2,34QE35&3/L&ZOBS'?NTF9!VF.E2FEPVII?SYBNA2A,]0=[H* L#0 M*UAZ>((Q04K%F-NI+ERXQXI$6XQXZE2KZD8'F,V;#@[^SO8 _A.-CFW0(BK< M
RCG4 ,@]0IF(*KN^HY1'67R 6[!*^X(!&I[P8&U9/16/X 0P:V7*8<2 ,?3 MOBH)P2_() *2(Y"?C]MEH1 >ZXYUZLQ4]\ +K7LX&;R_BZZ/])=^&0=T.2' MN5W!!
4QQ:H77$O<)N>+'/SL ^$+/+F]ACOKV>"Q%&FX!,WBYL@8=V13 M'AG=;I9\)>83)%X)N6L&4EZ@YX0U\+81IM308/(ORN;)!/?U"(\OBBNDU#1& M;_UYGL?
W29J.F[K$')=Z]&1D&WI6'&S@33&1LPZ$O+N0YC<7[SY?G6];7)^T MX*'_V: @][^)B/"A;(K0'FOY95IOOOL9YX)M8>/:U)MI UK/^9;84Y)69U51>]V\3C54(F$.&S M<'HJ<2VR:;,H-"E2XH .!1VJ-P)
(7Z8MLR@Y$SC,3=A%SS!4,CHBG+=[Z4D762 BI<5?ETOI2%X\TBF]H<W($]*!0?<]M?T@DW>@^W%=*KPH"(R M[%PPT37<&SLTF#F;1TE62]C-3CW)OO[9-*+DMRSB6XGCXM V08B1Y.&-
N:7 M+M4PMI^$F?L:1Q3:LB>91][H[2,@K_ M_=^/3L:8LY99DA?1@^O$'I4M5<_MS3H&SCLR&VFGC-XH-QI&M>VKH!=>E3F9/OQU&A+G-;DRIC
7'N7G8"!9W>!E/56DP5:=;GBHG7%[R+]S7 M,AXG4HJ_/:\YB(XO[D.?GI^]KDO)*PZ31'T/-,$ M7]01<&4GL@$5^A2&M_RXI.P!L9A3*B"RC7"Y=VGH#]%4FBH',CE(Y!)O)\V
M!#.CTB+1P;0^OAZPAK-Q4*XR!?88'0HFHX(W\>9)"O*T]M$W0D-# H3&GK8 M875T\I.I%G(BNO5B84;0S(%PY$]R&)C7H#YVAK#)-HC&*^& ;%P/Q]#*M=^
MDI"SC<..+AG[KKY"3DKA]J$9(26 E@O#:MAXBH*W)BC]<0;+0AVTH ER ,=HZ MA7>E\]+LP#;;P]%,\ZY<=#7*95"P6R; ,Z)Y'>Z!&OD1&)TE*$P=/DT.?Y[M26<,5XFC*)$5H](B$@S M,2W
?"0;19(<9)W>H?:H"\R'%5AD)L$BK\K,.5U;@\&;Y$ W.*[--VB9,!"VG \SBW$7T] M%(Y#CQETY+*TA4&#V-#L9,QP+E%Z*Y1H7:#ESX%)YM0#5TR)F^&H\+1*UDN
M)8K$D%LF7[7^(NTG;+9/461L=KBM)?1%ZR2^\,EE,O= MG171" ;[#8Y!,MW M$"Q 6O-@WA7:-8 >QK':O>L+>R\%L;YS#S 6!,T-NGU[M#=YP;?09!%Z'1M#"\$:"VM/
0Q;8#TX(6>%"=VP*W0%0#G1>3G*"DMBSKX W?K -=AC&/BN. A*:9%-*LDHK/6 P$+]^W\G%CG9\R6]+ P M9EB-0V/++0JYU(,;?TW*[:SH<&3[>]K9KZTO@ICQT<(<>9P-IP
M!B,C= 7&O(RA87C;,%=]CI,'^LD87F)=\&%^NS8KIL\A"E [\8/1U7?)C-R M*$NVX0LOK IZ!E'=4S3K4,O>\8DR+Z@]A=8V?$ FA31,QV'Q]=1)PW>,D-F
M]>',ZLLALSID5H?.ZH^4677AV:"@DY1*8Q&'*6(W^]RJ<%U.\O&CP8%$^W9= MH1;X,/C_II?8U%; F=0E&B.6SZKK9""D&QT-IBVIFW8U#;X[VHOAYUA5Y!H= MC@ <9!54-
Y'2VOGA]9OX;Z,\"U"Z9=.W!51W&.6YGB0F\RJ<1 .\W\+;@"]@ M*V\);;?E^/'GBK$XW?S>;VIBQ-"/+< ,=UYG*&-(M@Z0 ^[DJ]55%]SGXK> M/ IW. 5++M^P=72-Q-
3(1(HMABT%%T5W4"'BF%@&!QT1IF=9V@%XY2BM=##" MR+OO+C&YT'C/T:0 M!3[<)E=8**-K$ALMR&>(=?OX E%=4MY]CZ.S#T\@\L M;RY 8A>RYA83IZ 8#QSW_H-
+SK^1%"'KT7R*GV,*C;N+FA[ODD=K:BI'4B)K MOG*_@4%R]D1R/E\[9Q"GUL2'H8Q4F!VI@MF567R%<8=&M3+?@D)]M&T[E?O
M/"]7BD(*P;DP,K>*)P_MNQZ[96#2,Q0)%+8B+]@F^*M,/^0>X70!@1 "#' M;=\T<5);MFF7_)#C%M170->]/C]Y/]L*7* UD004S"]5EF
W])]05$73!VJCTDTV:NH,DBABI6TV57\O%I@68MA0^Q8C$]+R MR2&PK9C"[MH6SA?!6(LY@HX8_-*%@Q2,%9,R&K#A@T,8,X%%(.00BXE&ZNA6
MKB,RNFP"B]YV#MG)]HF=-0GT]@&PT@3/!W.0:6EP4FX=XL*PW]QX L*K !R<]23UNH, MC2L0I9%AK@=/(@/]W>ZF]\I/])0@B*DUWYMSB[NSAXW&(_\4@,M'N"EE#.3 MD>VQ@J.+[T)
(<[F[5_A2NF7N^R*%];>:)O7+H50\:R(!8(QTD,!!%&,#XG2UAS+!GPC[=5<'KI\(7=*!9.)#];F"AVR8@YZV MGPC]+5BV7P4A\W@^066!/F81$<.
M"E/!AX$UK_"N4)FZC]*QON?;@@1M[MWQO;DN8)4W"'\[/%XHY+;] @\;6>6V M@-.1T_/9+$D3M]%CI$M#<- M0]+[;RZE:[%,^OD\I8[U<*[(.U>] MRF>S_A%-W(<<[1";YR03F,)X;)3$#&Q!
<@PL _$ZJ6I#C+M]!NQ%PXZX;[(W M;"!E6G?"(A*L6M& *)(]QDZ$&&/%F>#*[&DX5E8HB]'M7]=$Q 96\6= ;AAD M?#7X\'1XG(:(@3*$XF<>+O-
5CN$=MW@>QU1LGEU3:3U#R[I]\X^"3WR=1(MP27.>$TYAZ12BU(O&Z>"L4D#V;4.HY_I'!MCZ7M=9%0MK[LKF*IH^$R:UZN8 MD^.3W\T2PPA-F!#^KUB]ILI^0N>;;TKN$5$4"
0[PU&RDZ/D*D+NC9MDL00!Z",<(B>)?N.RWMA] M_NGH%$-.#7\2;'8,WORO_X0G;#;B1N5 '*V0_S38^Z6#U>)8\E746T " 4Q< MKKBD8$16+Q#V#IJGRNT4>0PGNI(GI&,G).1)4I9:-
;'ZL13HIH<;_) 4D.;Y MTZ>Z-15".NQ$7&6>,3Q23;3MNYNKX/VIBX 7@0T*4BOG4(K@5"1Q,J2@N 'E M&\62OX*W7R$^3.T&;:CH@MLGZ R1BB!/).VEZQW=DEBH8UI(.=5=Y;RF?ZU@%N
MX*:*UGQC("# 5A,T\OI8(LWYD8PY),WESEGUE?X*&;XKB ^<7P<+!=8;HHPD HN[D*P&2.]?N7 MR'6Z;WM(DZ%% ?AYS>"1V-' MXP-9&'MQ& MI:"%
(+,PV7(B5[ZX/;S!V+X,+E0VO06'^$MPK99I).1T:%BW@GF-)S2]23.V M?,]DK33-F9EK77B]W[(18+,TK,C2PXY;+"T- "R2Z-(]SM4 M/7,[10\NV(33H#\3IP/IZ;'Y:LF$D*,K5&!CZ$P8G-
"N;$3#;;TMP9T1H M'"QRHI0G[M5"*:+S=EFLW>.P/.I%49P;UGL4K=; D+*:HY/FFHYM;CF<-$"* MB-6!HO9D6J_4I K>"?]M#;%UVY"W.?;K-6F&)++HH](+ W OVU]STL!RS# MM4H3-
0O>1 =]8O/H,(BR+T6]K*8K*G$7MC&DU: MG29_U-*H.N2SN+A#VZB\ M398AI>7XQ^B/EK"*9+QJYVNB,MCNE>5?SC&RO,C)NDK]!>;B*/,V% X_[JZE MY.X)DG3<,4*B4'DQCS+A[P[=-
&3,TU3P-*4P329%EE&]|09[5;CA<7MZ_UX7 M21DGDA%M]52S-35[HY+^XA(_B^]T=U:0C.OC.0$N%)O\U*%$$Y9"\K.FL"R- MEJ71C([S
OPT'39KXCY/+F3UBEB:9'NA!O=YW4:,\^@L.:.RE\N&TF<+ M1N/YEM05Q,1RKC5;A<:!CY"(7)E9&@O,LM,\>ZPX"VT[^/VOT7Z9<6!>>6 M'&+#>Z[AMT/^0+)*T^77)@ZFY[[LJUO]U3?
UP$[[N\[""D!9]?.CGZ";5Y M1%G#<$F'&E.!^8NZADT>6>P]1#0LB "!6:T=4.6Q4[>'"YRE1!]A>U)] \F MN6][R(#AE@_V$7!];ULA71H\;GL:;!5DV>2YFS&7,[@5\&/C,^@.I:CA +2Y
MCML1(3_&]OFN[<=2Y^;NA]G'U%F*=^8;L2B@SS0C4+AIX_D0=XKU8UB(N&LO M2!!V3T]8Y4J_6!U=YP>9;$[L9:WH)GE&3AOE'YPF#9Q44AS+0'?!IXXTT)A/ MO*
[+L9GJG#LU,I>@[T/&VO$S>0,YBL =2F%=\!9\,,'+TAO(&X]#Y'[I=(1 MBX $S+(O([=S*CZW4=,:KBN>+9SS4CYK']#-U260>E.0+*2YD:M+]M(7&?R^ M4VX=Z1T 33#O,J:8 PICC7.F6YQ046-&/D
M&\E]I$+4Y#0P/58Y=0//$GZ7D;N-]& HY=;X M'9=+V(8"C9W@=M'*1?&R@K7K2=UZ,8!F]YLV]7'#F:3 $ =:,Y,1@NC=88V-M M?U]US=TXF(+UQVU!S$9CRD_GT_J-?%+"TI=0QLYJVBG/2B<
M)$79+"D6GLSE3U246C@IG=X4QV61T\;D5,5#HOD#=4=T#R66H"DUD11^V*!E M(;93XDZ^BRC'*%Z]M">1E@595T-H\:05';,:CTG^C,[(I#@* P8[GO\>-I8[M0#.#K0XNAF1@3121\Q,.2FQ2(CI
Z<26V?A^ME5/*PL:UMQA(TNOZWJT:=[IK

IC3F)S=C,XXT%**X'%WO*K']BST?P8E%G M>&M#0NDF(IFON"Y J(QUT9',-+]5&0BAX ;AI[_7\=P4?.*)PR1)507"SM=D M)+"Z84(AK>.]88XT 7/WG(Q1^@N%^@5SL\N:0*@A3'@9W>7W5+ ,_YR1]2)M_MGROD96:M;SH[I\5KZXOYZ;K='(*S? O2G)6^F"5EIW#98\QU\'!V215RI%_< M>6Y?/8&W]1IVPK%0ZJ+?22+M>"<(?<,6<\F,FBIAQ:P>\TW+BIB@+H37C1^P M)$8 >G1H'(R^CCTX<^-@LS3:U.%88KYX:H*Q-4IFUN.3C.DZ*TH;4;S6=*.5 MF&LQ6#M@D@[42UT&"+-8UF?(GT'O,#TIBM?$

093 "@T1Z0W./JXM$_],2_^CK7:[B4S/ZT* MXO$>-]$"[167(O!..5R!8P%K-NWD.0L=+S1;2S?"+9/$^S&UP0.BY&%$R<\# MHF1 E R(DKU$E&S)4+E,8?"@A(4A@2S_[@ &R&F98Y1CU8IEZ/P$I[7*:(&< M1ZL.L "Z%VCW43<YO.5N#X1#'Z<]Q8,X8 EQT$+V)6\QT"F*1*@\QC):LQ]6_F4F- M.8)X9W?W]*_^M9YLWC>YG=2IEJ-VU?;/@? $_GD:#4.],J(,WX!? <@1W0 M>YRSNP2A@SO;X(&;,3H:Y(?=O^94^]G@Z6M^'S:,YDK: MADT_ZDNOS1^P02JN2\"\)@(EOB8+3I2=G"# _T?G1AZ-@]#[/8OPYS*[A.N*> MA"W\Y$3-V!=K<%$\\)9NO;BD; _D:VN0#SA]TUO)<#%R-U5WU/BL/0J2!TVG M/B-*;)VNR[[H-9]C_L82$K?W<=(DV;0$FD2]XUV;N63PH1.;62N$SL]W)R[V MF]= [7(U=86=BHM"6LL/+0'NDS9D^["B+:=')R=PO/17UJ*Q]QTS'"%V MA<$R#/_%K &.(TIM)<7#4UI10\@%>*]NFFXAC("XX^.DG!9*B!$RTEH> U:I MA#C>Z(V184-<I& [RP']\1/O@39-4B7FM7QBM&ON6Z]MU!1;$D&-8WK@0)<,N-(\##[H;!AF\16!--KW,@6GHPC,^.(P##% YTLZ"F^L MBTVZ:R/P39+X:*R13#3K!@T'MN1:W+8,=_WS'SC9VN>5S!0G"PP,LWUS'AH! M-ZFVQ&KQP:#>C4']0&I^&R "$;-+';]"%4<-IDQ-O;UT*B,1]K7(9/IK8KK M5 5G 2A\- I-[=&^51O>)%^KV]9:'!9WU;])AN^PZ5]=FSZ/;PSE']=B_?(] M4.+]* $++$F]JK*U-^E.+_BF@:QHS19Q>@BRHB6-*K?KOI=%ZMG.*?K\ M&63KX&1K."EW>E+:#=<[R+*YES6G=_ V+V"9,N>"8=%WL^B8(*RVN>:7;K$< M.(AN\5>:J(/)AW)Z.#HWHU9$++TOEB -_W MXU 8XK@/QK!S_$<24],]30I&V28F>=XW& K#44P@T!Y9]^M MBM+]EAH[13,E%3*@S2NE#1E*4l]#Q#3^2TI&"#! 0-At$<2 38&9'L \,#", M=V 5,./B5@R;MA$A\O@ VLZ8XF%+$$7ZUK268E&23$ NMD>5/;"F!Y"EG&R; M;GLC7 =:EBMR_89+Y]X)R50+Q<&.,RZ!X:%]TX62M$V^USRT#IG-)B;@0^E M5Q6U,NAG97BI6B324B3F1CJ[RRW]GK)PE&1R.% *EU3]5U5,$\;GY4O>V4AC MQ52OI2[8G|))K'M0(5%L4'!DDB] [&]=IL6/%;AMH8)SSU,LJF=06&?^T MU"3B2YMUI+B9UI)L83!'$+L"?>P6EN8W/4@ OF3?H*1H_K[*["]NEX_>ZF M9[@I!X06RS1? *2S$]"0W$+QC2.8-" 8*FT;BQ) \ .HYQ4ZE64"[DT!HP,R. MV^YYUY::BG'X>W/Z ?6%IV<69(N/9!4*5F!4>7A-FD%!*7QN%R$G#^M3&EG% MY[2S2),OR#I([&>Z+2)%*A>&NY^>A>R$Z+[!&$B)5]%7OQ;"7) FFE(-P8&F M9C\WM%G-6]|/5*8KPB)3DVY^^=K4,JAL#GX/;1YD4!-E5*0^%^*O%Y]^!EF M89%6_1D<.0L0/IFZ3'O92^(-<- WY\3?UI~8L^-3GH*UR^%WBS4= M-[7BX_GQ'W2, '^CTY_']3D_>_F.F@.V*]@"-=]F1<4S^-]V%GQ_@G\$,S3 MMVR)IRR(XC'A(^,BNH=+'UX/LD]"#]AE4O'Y4/"8Z'DBM-057%7N;1V::7,9 MU5W!$]M7C71+5$0O<(61TW[.6\HR>'YZ?$:G"_SC1;@G#B0F78VU@>:\GQAH M#]]A<\:=Q&%KAYW!CA%>IR5>NU(1;6>&+W,]#F.Q]ZG*2MY>0@LT WHJ]?M' MY=KWA2>*G,DFG]JR- $,DXHIC9!4Q-<1FRZSD3L9:Y3&*I.W@]!Z;M^#.SH8&D1G\$Z/VW-U6XDXD@7@! \07 ME[GSY);RPK{[M125$CF']5X.XG4Y\UN%X>Z[1S::MS6.4$]FAC*EI:"1;O MRQ@F9IX34T5?I*,. O7IXI=+/2XX/)?D/^@&8K@R#P!SAA-%V;$@4#FZDCK6 MW!V=5D4@]50@]_Al0CU==H3KU<.3ATQ2$V.XA+AEG-:GW1+Y_2/#I+WCE== M]YMSF-]<7 _>'G[1M#UR:09QU137W*4H?9NF2Y],I;D;%)>'0P99QC M6Q5$IP.WH5@HFUIE"S"P+0B]8F2ND;GS%2H:*+>AVVPD==":";:L MW$]ZJ(R4%=5.?Z&5U[HK]SX0CXYOJ8G!AO%LO%H47K_6O>U@V]3S#KW"$2IN. M=C3$'9N7U;/"NCWZ_9R=_V^5SO!OUVI M_MB\MTF'/?V3\06(I1?>H(U&SE1+WK0FNA5V4A(>"X!!K)5KQZGN'<$J;;3E(X.B6XDV33V M>[<(-GRPT=E8++SU6ENV#X62J/ E+RCJ*O]&DI9%E!"5 GVN_\ O3#R5XZ]. ME[VK)-&W9C90:PSCMR \0D=C.\LTSWOX$G^(M1[W7 ,/>W6"NEV0PHTUA? 7,&ZFOF(HSJ0-R=4!31HS#X)/#[5YAS* 19#QZ M/C87#6F#G1@8OP47X%$ >Y>YB.5 L^)O(OOU\!.YX),X\"2&0KTK/D3%%U4A M;VRN^4!&N0G=8.@L+Z2"=TP)+ #2NF2REE<(;)&LWDG7]N+C]0X*Y(3N2\Q4 MAQP"5(F&COCD3$.?UMT+ DW\(T_O#3 W/M1*@S9 M5)^C:W%T'!7Q.LDT64;4LD1(*:0-]BX!ZJP6YN/9KUT:-L6N-H4HI(LHH_3, M5=0S%4I[Q0<,BCNMVT*#M@N#F>)Z'@W5+HVGX##%N:TL*:.D.K_%35\BM*TN_M]ZU7373@?6H(F!BM&NF<&V0DP(IS!/5E\"_]V\G>V03DBO+O^5(Q1]Y$,PDG_MFP<7 VX6NF_K[.^F]MB^]35#[GNQTTV$N@$1ZL'G\^M?WGQFWF?NP+'KH?RW M(H?_3\E>N5;X@G]%RRC[(?]UAMU=+87TU8370+[P;KT\LZ1/K MGB.QHB@Z8T/(ZD!U7X"7<4NDZXB^U%V?,L+#LF\RR,*./8VWQ)%,7.488NU9 M-O;-%(Q<@G;=#KD/FW!]%^HC+TWM)* >$>IVTO7T52-9V\R3>(VCHEL,4A^K?>] 4:.Z6E&? 9MKI^B=(Z/ M?_KN@T6U5V>$OTK]:]%V2/C_MPQ=GCU3HI.NTR=/=HUH6K2\V#=6C[ZQ[_OG43E%@4V3*RI;0$P6IUC=&,46]KDL-:.NQRL==K2TU?$&E.F.L/=&0W MH.<-[>L8QDT@BW/BD]'P'_]:P7S>OOG<:SJ3(.1]F8NPB+LP%_WXMP9OAD- M9I+FTR^:;3;$JG&\G9[^B($I\5W^2:{1^_TT?.)NA#]8Y>:#'RF/ZO)NH2]<[;=!^""^ M:@FB([W=>Z(_26(R[(*>>M!(^6AC&4R,#.Z98]]M%NU?SK'9C[*0/&P./IS M;3H6=1;DH7!C04'<.FUQUH13-PF_:!QO(58W.[_4,7/?)E@Z0DJCQL#39XYC MV#"E]DZ9C? S$'X[^@-5&MW>W#[ICW]8]!+ 2;K2O"19EIZO@Y 1;K4?8.GTD M)W(%#QUKFAWR$ZZ\\EKNI+1?; ;:2]GORZA&%V(WXDR^3?.\V+<1QMY:&(.N M<>,8C@(%+Z\")^__(7\UWA#!H6W MHB'#3MR3CG=^Y!?DGQSS. TZ,7+;<7\&D$6P:1^2TACPP\B:C$AD_T#*%\ M83;!*:SP4<(*9,FL=8^WD2?K)8G12V5>:\(>\VY-\Y@/L(%74M%9FH:FG?;? MAD,*O\5[[?06MR%9W^ JL;D(]9$$6RM'G;&0#>_]L+.RA0=>%'4)1U$W-&53 MG?@GG;J-YW"-6[3IMFAY-N2!KP-;;PN.^62[!=;FZC&/[GG_GO6+AT<1[0 MZP7G3GOX[C*X\&2\57UP,O5YN4Z&WBY!EZN!N!EX.5Z5Y>G\'+MG2FX,0"R M_^QD.?]5AW#K1RONW8,V<@;O,(X14.'N'W\@B?[[]'>/?-!EE49Q$#DJOPSWTZXNSHY-6.=,1Y MC6Y\~IB6^(8MO8V-C,0ZP462IL'-?;0,KK')"K5NN$@.-5!U<7'SWP>5R]C"M/1\,,I&X<9TA_1,Y/8:T*W]I"]>'0P0O_[\2G'[?5!PL[">W&>3[2]AK?V?BP^#M398:]N4K\%: M^P[6VO,78]V=U],OJ*9#3V?]FNG4P6)S+,97!V"Q?3OFZ=71\:Z@ MX;8GN^'"\YF"S<>%MD+H=],TJ[$.E_NCTDP(Q7$T@3.+>(4KTMSS<6A-*4?9 M-%L9D88R3XNXER_I'_K&T:,O/1A)W6!5.38L+DJO:]''G&.ZO=+)T<]<GM@IAH8+492ERT(IOL511>4]:05MDZE7OV5PI$KED-WDF7"B5RI\S,?3366M M=0;+F)2:$)=^N886PB\3QR;(GN4$$A,LX*5N?1O0819X&$&(IAS9=;JX0S+R M3I7X+<6^U7T>8& [[MX6,$9XCT(G'6.9,M;,=O8'[K(]9V#Y3*"8*N0@0:0AN M1- ^]2O1VC*,5;ZJE>91M-^CT>--,#'*-XP8H#'6ER. ;ZPO96;P#40ZI@50$ MH@P[LY!7"L>!6G2*G.3A4=$&4XAZ"?Q9SL6CH'N481Z95 M!DBU@IDSYH;NR9BH4C=#+Q.8I@A[+U1JGA?4R<>]C'>^--(57AM^05+%Z5F M/6Y693:46@82Y_CLOQ@27V/U1GL-VI'E37&3^*DKS>5Z7WLNCAH'?X*3C(R:R M=^'Z&5A[&7]{JGAD'QTB>TI*FYY M@.H /I]!0$]?8=W^KSP*V$OZC)HHQJT)#VC25N(T4=0!.<:KB.]"*MIP:$;Z MMS!W @#C?E.=-&=8.B5FD5UNGFW M^U9W;'4GO5*G<*AQ SGJW<&BA/W=N6K1N7:&W>9P-"A/U'AN#7/NWDSC.5J4 M8 G\UIMWFS>X8-K.0?YW(O]?126=3_N6?=1PX#36!9\]H-0Q$]^/GM.<-9H M@6YQ_+W6^T=88NZC? %Z6JF]S&F^VRJ-H'/QV8_BB\5'PEJ?*-O -8#^AUD@E OSSP;LP\6(;$?F/A)C'FR69048%!0 M5^"[WIK%[DA>*[_VW? 6'%>A/!, +_OSM&R&67)R;%]D0TE!3W^9I;)SFDNU'1T;@ZND8EA@KW.[4+1Y"4#Z@,!G;'N*4P%10(!*^8%*)# MIDZRB7%+<.SS"FU+&"3:CNQR1,%O1Y? P X*W;"R#)4IM;E"NQS14FVB! 185 M!D"31?DZ&,7C /R+>"ZOU'ITJ<.L])HX/51=HV**G>*S;<(GC>[#H*CQ7<56 M1T,&G7CX/<5"83*HQV-F;]\1],*-YC3 WV2B$6>25H[RJC,T FI4J*)QJ-G MO5TX-I0"NJ6 SX=2P*$4<"@%[*44L&^[S!-],2.QLC.W*&7UI46H=&:C MPVN,IP-'VZ9YG<8Z/A3,P4(K,@F!.5$R&P\;DXO,(6.*)$LLO0:!>]ZG>?!ML"C!!8$.AI@I$ T[2QC1N.!\ 1)-2 MB7/@Y"QT07 B).R!E@ZOMB(+ IXY52H&,VO;<6K$L.C$PZ-)-)RME!P*D^E MK;F.\9.ML$;LZ?D4%O7Y L9GW).LDBEXGX"<3!2 2*RCP8F$9VC3@,6EQ@B^ M:]E8!VZI4TQR647!^ >79$G2*VTH'+@L!SXQ["-L/!,PO25L#,>C 39"#A0MG$^K4G* MP^#W"*0UP-!C#2HYFH-SOI"8)>S6@MPI=(:\+W2FH?L$ZBF(0$ M$R2(8CB/8*=?T5<^,/ZH"=Y*<5B3<87?S/,\QM !O)K,N .&,/#YF-Z1W%'O MH!"TLQEE\9BQXC6\ &'D;7379*GE& HX HXU1)*-!!$M! N+>&40,78R0M- M&#J@'/@;/& 6W>6%EB0>]S+"& N- ;NKG)C"IZ\R$\\26$^DF>PLF!*KW9(U(0;&'ZF"M7)AUE0#N!QXU?3?.RLKO3 MW? GP^OFDBCC/RQ/1L2>Q#SM';3B 0QD,.E2/\P5B>ZRCVGVRDKV?)I/,89)79%AYF"FI[EWWT^[B)#T\V<7-INR8P M^%EYC#VDS2U))KD^1BS!)@N2$5HV.'"$.%$@0J;\9HG M14R'3T+(3@R3XL-)TY85GL6RE=WKVAKPX4,J87SL6^" '^#X?_SO4_3Q2NN[$Q;<+W^$C5(-471S_#&;'QP0KG5D0**69C"@.2 36@ MCJ;B4.?1,B'MC-\]G!I9W59%Z X2X+5]14<9!,X1Y4>9AK9&P]*2-MX+=DNZUYJE'!Q9D MQ]H1XXGCRR)5+3A!UY:H2K[GO3;I"WN&OP37&F?9]^V]M&AN*T14:+<=!C M3X6^^CP|^26: %WF__R>/2(V>Y]6*(K.ZK(_SS&]A%9^=6+T07+Z]9'3O M50X#]9+I^LO^F:>DFRX1!YRM0DJ_WC'VM_%DVL)D!^,07K[XN[;CUEP.WQZR M')&*ZICF0Y8E$(J.13_BMB,#0&L'Z!TK2%M \##;=1:84"]\\?WUP&[[((MV)(2*7R738\$:P$'NA5D7A"'^,R/# M^Y>-!\1]D*XQEH3J<&"K_>/9\1$7EN 8.K2QXW2#AXV6FGCI;HC7- 3-]5 =7 MT\[K"$..2FDT.P'WX)87'8-VI-63KS)M<0P[4B:'CFT*6K;+)5SAN_E*+5Y M;X:)WQ+<@**M5RD8A_K&09N3$8A 8I7O:N(XU.1%!L(8>: MX:H.+==3R2XY5G,]DF*! 5X[D \N'7UB>QB5IK[+C-I%??!,O "FXICZ)^B MU8+3S[B-_<& ,\@2W8ZJLEG%!5MYH=TI M_D!+6LBM%W/@W^&NAZ"LPJ3U8-7 M=Z<<DMQ]*/AR NN#4Y[DJ9J#WVH=,ZS;R&- \F@\0EB*Z M)N(,AXO6D5OVP3]_6^,Q5 :?BTAOWD52EGIX3HS1W A.%(+-T7LN"U5Y_JIY M!9BQNZ2HZH=GVB!?9U&28B+-%)2U)G @Q[87_:,.@EE,4!D;Y4?O*U1D?%.4 M,K\.X(%YTV%O.V4EOPC/>!-I-V#K'L;6O1BP=0.V;L#6_4C8NJ>>]^Z9JJ]L-MGYSZX+/E@)WL$HT#55P"=]QQPL:<-,0CT%8Q8!RW MA/N$W5EB/!BQ\AO^(R: (8VQTGO@F%E1513*I29O3V\!U7&?*CA3]V)G2K@!P MIXDPE'_MU#S^"U5?0<&26]-DH5YFN,W*)/T(%;RX98FQGA6H'ID\@^]D_!^_M+.A.O%]G"V'H-668R8L%UEVIW^3D& (<74^&@9:UM'O*%+F3((3!Z!8_SMT_MH2TGS=A)A?.]V&;?T(?H"_.0^99O_*0%YO/U@RE9(N CO;OLZW)>4[!:7@8# M,]S:FK^-* (..SUL6,&:P%5,V9W&+A=I&G%)RB*U9YIX)Z3=N!$#I&FGZ,<() MF'^'B^5_AZU:Q@DGU>@-# P"7M38_3K9-8PLM0T[/ 05'@+]{326@XG$9C<"]9:->!9'CY?#P[>D[L+_U4 M'%M!=9>#G:N2-HZ_6PP8RMWLG3V\CX1/NYO:TQ[2YWH#=AH]O%U!Z)39M'IA M4<[+=)3">-4LS(AT7"QAGS!LS43,T<[EU_B6B@Z#A"N*&C%O'G?KMN_U=@MP\?3XZU@-'G_" [2R:"H.1PA&\][V%Y^7&"3',^-;U3DKIK?G MGR_/!]MP-[8A' \42>.2UG/M8?3.$X!1*54L.]); >G)(HBUU(&^B(GOVL0;E1H9*SY+= MQ8LQ01L<\Y +2663)S(7.*P83!.8SBE(1+/>)\P\Y7K#2R0UB%'DZQM!F\= M5/<8Z0M&)Z=C)O(C=W1JO2TR01"O3GG("7$'JI@2$' G\K]=M"^-A:PT\#21 M?"SNNATA!0L..9VC!\,1P'(0Z%T(]- MH2NF 9]<8<(45>H_ T+X#.HPVC8H" M#62NW&@4->@ P CV=80>8T>+TAGPLN7M_XYOFZ$3%P6@K8*\/1.0T_?@OQ<< M)IC4)750U>.MC/3(G.Q3+T7(K6JLCEJPN#NA(ZOC"@SRJ7JJ8, MF:M$<85'9>-,/!ID,(D8- Y6(\N*6UUH!"5F5 ;G#/V.D[$[6=YFV(0>_?353NC1_W1J?"UGN"4[HQ(=M&[_42^1 M]Q<4SK>QGH]??WYW^?Y-\,[=NZ.^BT6>\BK?4#NR3G]L<8C^K3=[@;<7P>=; M,*0(L.MCY#?!\#_M'>36F[[#55=_GRV. D\)B<_GU:,C3=4>5W"7<'4Y2U3\CUWRY<.)TZ,!]CT+^1!G0-9*N_KGS==E MCE@#2AHJ,&%+9'MFUPXG TN=A9L^&+TZ>O%W.MTO865R)O6(@\\YUGPRC6OO M&V'C\F2'"U)"4OM69DGCNV<)27B%@Q5K5],KAH?ZKJH+W" O$WC'7>-7>G7!);7H%,^ZW ML-V SXY.7^#_GAP='^_=_-I 3QH!7X+==Z@*?+^FE_(2^S9U%%3WS9A|F[>Z25=MEB[1_A*;3M%^]S8M*MX"&S(QD$&W=?0M|\JU2IZ1F\A;7)G49'(=(DAP%';-BL^5>44?]S+,04Z,^4UL(; MEHA2QF;G6BIFU&*.DUHA3?E6\QHH.3*Q^A]KM]U$MDLH%_4N6 MVDZHGH]>7O *-AKU%#QY0; X8M\,$#>,Z+GWVY#;^(/F?2]*32'3'U:(\ $-Y+'9*6ROO8A+]*O24;IP,-= M!PMFL? 9O9R+Y6Q7]8)SNQ#@U"+6/A'KMV4;M+I]F@&U1_B.8WB9]%JBO.I$E MWX34LC]]J>R9K[%MELTU5<&%S_!/:M)N?H-/Y.N5]*RM"C25"TU)\!N#/>T) MC>%%,431:RO43&% ;FY6$06M66(0+[B%IIY(_#WZY,H?^6FY07_686/[8 +-4A.?5+F M3D:B$3X])ZC'UVYAG:$@;'!]@*;3Q(Z$XD-,46%^\, M7^W[Z+[GV]Y61%2 ;+!&4O'4'(+IXO{R)^9MH;@&7725E,O)I;G(*]&(YO)7 M9\RB\.#-KY&,86%_]/-S)M>USUAW[>GQ\7,.MBB^_"*9SU51/?MW1/"NQWY] M^`,,&';&T/0\!F9Q_/=A77>RKG^6&5]PK5/ZMFS5D"EF\*2O"96]65,&G-.]9.I]/&M. M<@D/"`"DG3=WSYD6TH.9R,}IBDIX=:K=8X9CIC2/K:W9V,>CVR&P1=#H(F>[MS3GLZ? >WBFY$7 $IMYGD? .P.6%39 SOD$GU]8?R1^BT,E*+99]O%.9^:$]I MX%NW?48ZIBG>^38ON<'1-$+2Z9@ZX.'FFGY!'$&(W&T2XXK!VF"8+[:ZG#FT M O!8E6$) (":7*MT@",]EHL\KG2'P9'(BU64RL/0+M]$==U"T_0RZ.+_-ZS'/ MW +NJC*@TE=25]#?%F\7,O7)QXHR=? !;_MS2S*M>>-O&\Y;]>&;3F8*-+[M!F1LN+S[-I_8D RV-'&=M&-0? 8ZLW_K*FRD<%W@G;] W>%9# M' 8DG?,1 MP_$+VEGEP#/^\;Z, S8>CPLOQ^2^,14FU^VC90HI[V=LHJ=QX6R5?]IL#*%U+* MH6\NID.!W,,%M &C.#? J,$6SK)86",$3+D.6MD&$Y M\]-[<>< @N%9W>7KG<"+_FO<.FVB'F;L?&UI"*Z*LTHS)F,[2B(NJBM#YVV.% MH0^)BQ[0[=0VW$&F&:944_[#W@2FQNM4JHC(Z=1Y<22:*Q6E<>@'XU =@AQ MS^(@5BEL3[EEQT(=&DJES^X)0T)BERJI"P&RC<2$;;,H&8K_$CN)2>S=? ZZS<7H*$^{;^E43++B*%3;+\>HT4_[X M@/84Y1?;+E6D 5@3 DZ8P#0G_HN*Z^]K8ZE&E@D[E6P7>M&[*R\ %(+U-/M8%FL.6+'=87FTB%,[O@ _MANE0C1>V,I.1K=8@8 1GEA2]F!24X!RLEH M-M:N>3#$"G>E3K98,-*T{JEO\@,'%)BA3]8B3&I_PTU'A*!>BD:N\"1,&"!_ MF:?U8I)$]G\-LCF_VO@FM]RE,,!7N9>PQ[F'>+3'>HECE!>)6G:50$;\"^ MN(M2*>,FI!6:D@%H:.\Y<;K?!BVO*\,]93M<2W.T+1!#]OPRZ-W;I VV;$:C M*^9*H#1M) _"L!#KTM11M?K!H3I/I96(+BU(Z;8C\C)"V]3Z+D]B+M^?!6A4 M5#KEC+X20ZV5[H- >HK77+#> 6S]<:C:ZI XH RT QS^&D)U;0>=X(I7GQ MGM!D;_%+XOW79(O!X?>#PR.NO%&^]^-8ED@L2 (/;A2<]X8*,X@&._\IB M,47"@;.?JD]SR43Y9;OGZ^'VD- _S94#,&9T+3@-+K;6=O;VYL8S5]; (]<-MVQ:N=3V@?/#Q"[+'M7JE95*?2NAO'&G9&V]G^3]17TC1ZM8-3/?BRWRQ M2"I2?Y^8(*AYG6-]F;/<- O^!CF,] :HE$N3LJQ9BW+LO#E&YZBB"]8 *R(2 M*B<.O [-L%EL@FX&ATI, ^/@EIBG549-5#&X*G%2'@?7AM,JBMR5@=,'L"MA0=DT(OUZ#[*V\0]Y]R.W)0?"F4WW MXT.8NJ%2YDW0:C*H M:FRT)3W5W9L8FO$ZHSZ@:"SB3:E$F+ZCUIP"",A*%1@8;5 M+:#*X*Y"\'\Y?S\4|\&=%E/?G>\1 H\&BG8WZG0Z)23HI,>"T_"8*XR=!0I M%7]..DF0WRG6\E1. C"%VR5=^"EN4Y%9)C_=487M=9TRHRV%;-2X(2D1MRP4 M%Q&5!C*AFUT9_NIS.XX;]+ZC G8PQ?!"/B(0@X4Z90)ZH0R:.1&.-Y>5_SZ2 MAB!- L$1\4%P7]MFZ=MC=.]G=!F>'BUU7MWD!-O\6#]+,V!P6VL>@'4+^"<66 MT+:#<,(P\F)ECA=B$",?#I4'F(BD+|3<\HWF]KO V95-5TB]A>$=>9I^/Z+Y M]HJ:KZ4/"C6OP9+$9T[R>!72]8,4]]3,G DDJ6D1^,]"OZ+=%K]*YYVE/LP MK/9AD")*DDW4,/B]CFG_A8B7I6/4>2RF67S@*S.I!,8HYF6X,9&< %VD^8]BW!7O";.P+D7HW[LL 5WL@5U0[UWP)T8?\WR M$CA*8K+LP)H2DPN%[\A1OJ@0%T4&GIS!F[DS64.S(?WT)5[CIA-#F\XT/W%* M]O0WYD]11N60^ID$.@?7* 4+D4^G,6]N8W8X=:4H_N(<[]HFA (;? H(T!OQOM MXV=@OZ+C!*Y4#H8D)3373 T%MV(<.G.]TZ'LF;BP\?!V-":QAW&7Y]RLE@U@ M&E*"'PBFL5!XL.8P @K4Z3>'3[CH[P B$=!/+P(B,50M09!@O$=#UMQIUMQ M>U6IC[&@Y[;]]CO3[A5HM<7X:858'85/;MY^D+8=2MMJ>\)&P:4N.5C#"L & M6C>6@UUZ.!.FEG>@T0='O FQG=X@H-])0(-_Y MB\?AGF3!<'D:G:IQ;*S=AW\(P"*;N9_ MA? %24&\@1-]>YH-\V?BY 4I;V? EEN=59*I*OU!&OO+=2(W]NV <%C^@_UT6 M"3O=]%?W3P3*1X_6/ ;^-C?Q/N6;^6]H&@]0#+1>3#/9& ^V,4>MV9]A>X8 M3% (Y0>/#NL"^;]NN)9P6>5D^,U>L6VES@1EVNWG(%+. D MR1Q?]-U>(QA98G'Z7M:"_ ANW;&F,8=#*>PZ/HQKC;-7]+XX1?XXAL!ZE=N0F M+LLN(/4"B&P;*\'Z< &[NSG\= [1^"_^$2>!2.L]AMF8)^(TR@QRJ1/1](RC, M0!G\M?'&2L*-FA 2#9MC'YHUJCEBI[6[&"?O<.HRG0ZI(4"AUR9'5NZ2;(0 M?C]XH? X/]56^ALMJ1_XV4]3+T\:FD,,CHA="[&P>DP\""M& P9WO7=4;WUNARB(/M%/OWE7#/]HB8= +]3(X7^776+AB"4A(.08O\["F%W+ID4,8SYB:>"(>(;X)C M!1P83Q%E,U8,% B'9S*B09ELH]*;$Q-=&QJ*IC[!3;]B+M3O38C_WCMQ31-P%[MS!]0.-_&;\V;^[^%Q0'OGJZ(U9WD'0#9C900#'?&P[U997 ?S/.]1P\&YVO. MWUQ&U*J3BC;IN^"©?2VX[+8]K;H/KM8;K=)D;"YO 'D"LYLOJ}80L-08M;14 MO2UJQ65>4+(3TX^V8V='32G"LV&02:=&B.{[NA*;FY::BP%11WJ[TD#+L'.W M4H(^;(--++ I-TR,G\'P]&$CP6:F-+OIZ/>Q,

&YQ!2R=U9+A;2BHE.8^Z*L M)[B_2NGH3@0;_+]3_$[I5_->DL$C;I,EOL+O.0PK0& 55E'[Q0_^=WH/)Q5" M)(F$HUC*041LE A#@\'8-1#ZHG&#(56+ E6P"Z!;#ZLUI ([MJ;XZO1;,S(2MA&\N09@PQTRD2QFRLD9O?2+I8_D?-6O>85;QE21>SDS)B)K;/)] MY$=W(//'WE#(4+-N;I#;PP<4#>Q8W++_C@J4GN"SLR48^2D7Q(4/<^)"=R^Q M9&-8S_'+E*(@\C++=N8-!>P!RDN@&>AQ+9D2;I\U3:!/ M+>8X7::AK<)Y0CM6MJC.!CL62H[6)QJQM_C]&AL(3\5Z"SH_[J*T)ML43%_1 MQ;2%F_FG?G@@_&(GA?;-K(C;4S&!4(#^)QVY!WM/4.$V)\OU%B#H7S-N'6\ M"#?RJ|SEX8+ORP!89X>Z"S[!7'O9K&VA#]_6H4=Z0*Z82"<;C=M O>;0BAD"<%H,#@=#=F@QHR#-=>+=1QAL@G$MO^1" OJT@HAG*53VO&@0G)B8 3-MJ&ZQ(BUAP8G>F31-HQH^@W<+@X_T5O0>@\3N1F(3[\"H67+^]YG4<_7+Q:?.X M3[.JR=Z?S,C[O$YCZ>"1%YFR/@M[D?62*N6N(GA>< /R#*-EMO3.HX;[&4#S%X#?2>9%CG$0A#B1EAS55%7U?%^\"0E5A%^0?X5!JWS'$10]!F MQ0 6O@EI"P*X2B=7? G-R.Q=],.;BW>>K$QZ7YFY>/,5^TE\M^J2'T?H M-'I]"RK&\Y[ZZP!C"-;HL!Z4"KG6ZX1>AU4P7.M9!Y:BH#U&!-'-# JC.XZVZP M GXQDI05*:(!L%AB9H2H5;,@Y1"AUD<<<8#OPA_EW\I6:H6ZX MH-YZ&;NCL4X/G"#LW"%4VI9^ODRJ)-JF;Z!H$4?;\&(D$!N=C3&"5-V6$F4. MXKJ0_-8]% < 3B@'+)O#(A>U/2PPPO+I%!Q))D:DYSRC9[E!]YNZ10WS9+B MX1N^WN.,IN;JW5@8I*L.33DCQ#NFS;A6.%M>S")9+& 3@D"E%/K#5B^X-2^:M3.,#)K03EGEV/&!"!TSH@ G=2TSHEGP7-'P2.7%BHN&4-H"N:>0GB-9>QBQR MF'*2P:#U!I7,.S=-\R=1XG)R3#%:617 MFK%WT.B$6E5])P<1%0_3\SH?Q[8*E*'AZ+^I0^ H&F\.MU&N,G%NN-6, ;)O(6:/\O3DS>"BF4YN:O;&/ITGC=?= 0;86X,GZLC-0U H= ME"6JN,:*EJ&)3:RYXL$UUQ;L>E.U>3?U=9G W];/;7HE@W;H6SM,MJ$=DNY0M)"=I;=*>EYNS'NC<^)W9?9\$;C{LV> D&9'4W$OID M0%8.H!6?TC(:M1VB9-_@\G<_N0E^=#%,DL42PD05.3L$MT\Y6V<*?1HZY M3:'8'J/;NS.OD[OQYBC)P;C>H;F3J+ZI::FQ1UY4V-T;VZ,J2N%6!4Q]]"G+ M5B;6&@;@!F?!"!EI;]C*_BFTUM8%D4D@K!Z'(*X72WQ;TU5J+)IO9@4TMP^_ME-Z33$9#]D:W]&B2WF'G5 2*N>1=\YD_BHPEY'##+H](:,59D(_4*[X,[':U_M6&K"GT>8\[R/U'G# \?/[B09T4Q{(SCK4NG*6N*P">I+A&K#WMC-WF'|]MDLK M.2BY#LOBP'OK\-[&0USEL,2[?U;REA%#,65)2GCIX6%AM[NPAEB|=TICW0/Y M3J6KL,$,)%#]7W,.#ZJKN;C^&]N,D1K-RAMPVH"]!6Y,3K]O!FKDMC?:P.-3 M0?2VR"X;JQE,A_GR%',Q_FY=VI3^$_IW.=K0.GHI!DTV,B,?D'(U%O[R<\\T0[<3+UW'A,74UQ22%$E M-55ZG-$\2K*R.K/^"42J^[DX:L;F)@(OIWZPPZ[>Z;[V.%.WU?(5A0 ?$Z"8M%")UFJ=8 %$L,M M-1L.*6QB35D;.5'3"H&YP@PQ%T8SP-QGOG;[M$\@&M3O>XVWU&6@ WRL\OMMY[M/OGZ;ZT63X;[*H%\23-;BDQB4] UT^&K+] M!R,+24:R?(G[I"*2^W-2.5O-OZ)AU0S&72*IM3,,9.M.RKD(ZWE-4<9-:AJ M$]48BR2B>:TLU1]HCL$M3X[/_]X5J4[]D],??:#SS?EOE'#PT" >|GR9G7*.MMF1X<[5@ERS2FDDEO|ZI<1)V'R9FNZYO3#9C0P#MRY@DJD3RT63OQM^T0 M/[:*,0&Q\I$'(C!/^V.N1G$X62LW(\[.1[K%'S?Q3+-5[@P)[U""/>3 MRJC,!V]N!,7!>C+,U+9407FIJ2>< WI#G@'I\]U_X,_?7+ ^[.?^>:+4#57\BMB;^JBC?FIR+'8O_26RU.^WY>*>>CJDGOV"+\;C'E]GY.H'IR"V #GE%FD?5 M(2\(57S9+'_(?:NP.;<$AKY)[QSRTB#*4S!@%'Z2"+8TP|PE.X94GD7"ED0VMG|RQN>,&K)@I&E,O3C,R!ENP?_;@G>Z9B,!VF90\E(.]HJ#P9$7-R$RG/824 M1!BD4W([LK+^"I*%AN8A"Y?DZ.+@_I; =[S6XX"H3GVWFQ6V5-;EF+?#_CGL M!3"BA_\&^2P9QA=RGBY"-,XD7058*;6(*M-543=81H5X!=LS)!)U^3SNKK-_M*2])Z0K0LF#(&6H+KG>(8N1KGMBN_&0!4D3Z#IK3.* T7 5-YNQ<<*-KVBT MVEQ&"?=K0D7D=[CERM_,4\IH^C7:TG\^CY3C])]LS+26:YF0V!LVD7Z>1IH5 M>]+/\MFS93[]@O7O2O:"XIX:I>GI\/40T))BS(W=<2X/*ZYXKO%9:[/E'.K2 M);@22;WP*PA--7:>M?,6+FK/^X([5LHR>C"(,4,/Y00)$/>HR6FXF>J(L"K8 M%C6Q[>7&,O^:VVZHA>BNA3@=:B&&6HBA%N+0:B$.]&S&(X,!$Y[]3UIG+S:L M3[[MP)) [QT?CWQ&.7VT\:2(L/6ZL>-4<:>"T?E82[UU|S6OF_TAFW2F&O!P M;3G3C!],#R8[HN77MM3H0A8/>]4L*!(V%I4,B,,G -YAR8?(C#\#MVTD5: M+*R0)!+,#6ZDSAM_!`!ZR,)B7\XN5#E=2B-?7PYT>\O+\E0)Z& A*H\NQXD? A0CNUAAV:-,A!RWU3Z8XLG>_,XS9!HSI2XD]A_Z='H^[&+X% MCH9T=IN!\!1:!>\TO1'VNT2X[/Z_)1G\43!W*,"TE'L_(4!,(= '8SZ$>0XYMA\)?)!7'TG4X],D1(7HDOMV1B9D,>(MX0%0R-ZK+7<)M2R:$^-/)'RVX=[M]KZMB:31C]Q%!DLL[,X/=A3VF@DW*,O&>PQ#A2FJ>P O/0 MZ^]@^_9H64E.M\@JK+'"M@M&KX[^/]PX MP8Z^;VS_UN&\6?P&5$2U^OTT/VPP6HT]@KA#7]EVT= AKY)+S&>!P]XJL:2. M[C%@#H[U&[1;1+58;&Q?@.,)&C+%GM+VY>/?YZCP8:0=XK6F6UT7#/BN;!MH M"MZ-$W ?_%^%A2>Q[*@M$&.FT?YL!@<7/;YL2K@IY[E!L] 'JD(TW#?!YC?G MFEM92LRQ)!TA:WND"_8%ZI"U_7D]!!D,?@[#T^/3YT.,8_OJ#3I!$TJY-2Q; M*,R6BAW*]<;YD@YP2PSL*MT#I21,TWV$3!RA)$$/A#E6>G)R=-97';^IK#)=AF2-#7'^M4YK MRBSNS>'V%]_FO5>O1VI.>WR*ICEPJO68LDA!SO!IE0)-B29<5(!U@#1(RHXDQ6E:U;O,-'IBZ#[.D<:FW:U\?0,_\KV+]?IH M<\G;96Q@#.P1-!2\!8[-\+F%ZEM\`.>E(4(QX>$HS%IWV0]LC(VVZR OED!N# M7]2:Y+"[*#KTBZCW+7LPE,\[LF0.13%(1_(G6()B)N X"Y5??RP:,CV6,1^9 MK]^U-V*36-,)"#FFE<+D#) 5LGL8_BQ<[0=78V:,%SN0%ML *^) ?8QL< (1 M6)3GE+XZQ+HDH3(Q]LE]&G,"]+%#TB=Z8FA3!HL(K_7:T,UYK0<\;/ME@IP MB4A6QJ%0&EY7&CTPY9XMX\TX/%GQO)F4/A,MEUU(629L:T\2+#CFG?43-(8* M- RI#5=AL [12]$A4 V\PI]\(I+IY_Q6UPCAPD"FX!2& VPG]GU8\;LMA!U_M.]HY"]X4[ABW*<]G!+'4O0I_DX#.IS.HVE M(42S0,&EA*=>[4(?%92W2MG2/GF%UWOL,3<:8!5O)E:1H+:]B&LSRT&O/&HCH358 E]$IMUP"%;%;XB CPY9*LXTOR_G+D) "XS-P2/^)M&FSK&FVV;S '@F7@]0 MLKE"U?@4.L ZUG%8P\-9PP;],:R0E#'E,AC2+MF#/2JO4R;>ZP3^]*>;BY!1.0MFN/1=.CQ=ZB2C%F5I*QZK^<;1'H0Z>\BTF1M?5"+"5A;-U7_#5FIC33?GCK* MZQSBFQIAD&"Z_Y:9DM-;0;OA=[@/,!G3+./O*!!-<4NF'D5%X^XN2>;;;8Z^_MR93BY[PUYGE;RI0&;F\"EEN,\7*MI MA(E}P)_TH=82KLLJ##D>"\?{A{7[EW[_"-3_7D"A_%)P;R.-M13Z9999%78D!9'?)R6.%= MKO VNI%FW$#4;T8:!3@ZWGR$K[5/QP) S115\%-I"Z;.-[+/1Z7A(F^Y(-M.NC$CWJ6#'W;,'C__M+K78PZ_]:>E&"01$4RE%L\6F[O?"BW&,HMAG*+H=QB MSX\1#7PS]GWQS"\.NBZ8:R>"M);V+,6P(+ ?QCD0&%A2$&92EXGATJB7&(,AMDJU]M42]KW\);.PE+6Q#VVQ!F_$"%G1WKF'26=\[MEP3CMVPE@]VVHPVW2"H$ M'%SD(-'_5/$3!88E8H _P MP/2,0],97*\TSX6F5!XY35WP*72U#Z,IL%VXRFS:W;25>1(*/G&81,LB/8/3 M1-5X_UG!<@/"'2C,@E7C(_-BSY9D$X.-= -O%4QW<]HD?9PVM#JM[G\&HOZ8 MCK,TH-S>@"&VF;JZ^^YL;2L,)]YN3[QUZ['%,V^M]EN:T3"9'^WLO\65%].C4^V:>QI7IGZIK$"}>SIS#S:&CE20T76UESY M,#7[JX3?KO)4.%7.&D?J^1T[@&#Y5S_#W,JX0CEAX?Q4_PTHNZ^L) M(<=326/0L#FXTF7I"3R*H)@I\B+I#-LU5B8(LL56R"-3]Q_()R2ZG?F\4$C) M!%Y_B4 :]Y6FAE[[0+?1G>**9RI;G/DU:R!B_"[D&3+ CE"--;GM;^^=-=" M+2(XNO.Z(C^!BF>-> ^IV|9">1QUE-W]S6H+8$!/[GMY/)NAIR^:/O8 M\,H*D\33H]#5=\HQ4Q$'NWS>$7#N&T:1WN$7V&I@27U&2)R9.LEK!2+,AFAN M(M:$*W6QF"^ZBV!;-AD(]U=@;W21\XNCLU'4]8]W<<3>#09CMU#.W8[X@E; ML#:=, IV,>!'8NDPE8S %C;.TEX$6;]H2>B+-%?+-)"QUJ'9VE6!MZ6^E(P MG@\;1? D,I,J+V7!ZGT^U'O=PC]!&&33ICC1IN165:,F'0MR.*F- HP)/ ML;Q-EB'1GF1*_O@!3^#A] 7 YT#FT,3P#Q&IB6560E()'YTF_H?E4:9.;!1F MNLX>^#(1FDFZ";@U)3(QD+46!K]0-2 15]3!>5W=YL3TX/$H8U.=:C7(Z$YD M%$%,6(6/9\9UG?;.84)<'WA?ZQO$7.+\"?TL(BF) !=5FBX+6CA3.D*!)MS6;RB+-P#/Q=D9#!2;.00E'V>C7M.^A@%P'&CM2'.@65NEBF^0J$C#^'HP0= MC0HU:IL?"3%$P?.S8_S/"?Z'G_G\[&7[V24__.SX#/_S MG"XX.WXQ[+P=[;P*T\[;K3(JH["##]7.Z$5_';4&A-TC"+L7 \)N0-@-"+M> M$',.+O\Y)=NIY?150\KH&E?*'"G#1<(_GW*N;G1^-@[V3NV>Y5]O4U #$D_ MU$L,(H,'WU]\\F=!/>WX#8*Y?1%.]P7T1+&.GY]>=WE^_?!/]EU+8[]$VH MO[R(M_ #+'.]MCB$/U;; H"GU(*]9@.-]WS=M\FVQ@V&DM/]G#C+4I# THV MK&V+;+M^Z0S=1]RY$XW&&]!"ZE8%ML;8>\?KU73 Q+YI H6]SQ)D88LYA1" M^\2N4(NGH^G:[/D>TT@D-R*1(-;>+X.)IN[YQ*)O[3!K@E=*+Q%,SA<[/>#<$'#LQ.&(^:"FG<3 F1P=A>L0R8DZU29LZ"E;)M8%^!I^5U_]PK7+\C--G$KXBG\'1-RMLN3@F4M(Z9;C$K^A\E'+FF(!65I=,8=''/356Q9PS.F*3;*S/(ZFZKX-5OF MYD7)8I 6<]3?# OJ(]QW!\M-/F,[+-P/F+P$K9YP4SW92KKO*:H[SUU+,Y S #-8&ZA.XDE^5Y# 'PG>^+SF_ZKY8J<_M CP-% =!'}!'7"Y#L+=*7Q\NY_G^VB2"]FA!N;;7Z-@6\-W(&[Y3N)#&BCH MJZGTD$5Y+(LR2/*6%N[_]6%B9BO,+U^I216\DV*<;9@*NLZG X %1^%_8B_P M!E<%<;PB8 Z^6^2%O0?11#L@:8N/@KV##5"KX"(\]\)P#6C*ODUF8+5^2-(4 MA50:] 2COYV\,+#D,3PJ00 9PNI=&)99*08Q5]/!HSZ+]]^*]_TMB%RP2A2W MMV4 E?UV*&;ZGG).1MF5P.8887>UA;8579SE[!35^8G Y=S.0L0(PP3 Z';N_N1 FXJMH5?H(#K\)HZEA,":3HC$] ME%4D7>\8EWDN-O,IX!=QM%[&P0]NKS.9#&G48T06GAM>8[#-\2;(?BD#,& MQ[X<8!U75#U@NA.3M3Y+OE(?.,1_5F &%5^H[!"-K"D9X'1/LO"1DUFN"/D, M[61]_Y$J2CQN>UM^TYI&KNZ,8L1#<>\DPCK/0*.2XM(A XD@M-?11C>QZV>> M@3NX6K<^/4;E2?;EO7\YE.^UGD /WT},=R?=]\.1]$0.%GLQ,=Q= M13"ZX"99+$$+7;^]#FN+.&GP-]TR_8/;S[BI3@*N*&P^?YF*Z*T.PT_FDY M.C?WU+!*NJ=^]X1J-9LW$#W(OX!G7#QZ$U*R73?2;^-^Z@6.EEB[%IL&EK'7 ML^D)T_'KN_ ,^GRP.NJ6HRPXCU$]P$G4,+<\@;(*;NWU:Y9X0CP@O'?TV\U5M\[=Q4Y*.JR5&FYW1<2.> YK3ZO>;?/^9=5OLT7,L>DL9ED%*0X,.:W MQFX* PM'[^ KQ^OLRUXKZG-"MC^XH)BYQ-]=4K!Y<#YW=/[NHJG#004*N:U# M#X6Y ^;Z:9CKEP/F>L!<#YCK@=5TSP_*&BPH/2FMRJN4X*A<(%=_^%;A@9$ M-J)4ZOMRC",=+4!B[9L]9-[K%>N:Z>Y;-GRWR*4=-I7E9E;(]0-6>.DA$Z M1:,<%X!?"&\31@Z+$IO99U*D*MI&B4+3'+HJA/'50$)U>1 MJ54IV)I@H3_\U3-H]2,,@Q^K^,YX=C1;<<$'-W?:8E8CB5C(81K&B\3HG.O M^]63*X51'7BG@F+W\PC+9 5:(_$>'0.DGJTK'"SB&AQ@4,;T09)8IQ $N'OY MI(]P1A9*KC[G0])F1BC3CE6;(-/@QD[O'\>87]/]YT8_5!@-+!8N4!A;1]P0 M0=N:OWO-GC, 5-?WAAX9,D*#)C@4E[=0RX^$OCY.8"?34I>O*0Q"GBM2*?'+ MP.O037P$(E)Al7N:*BS;M2]9[")"42T=K,2 ,PPYB1XK[=N:\FN)O.@ 7 MTX 0$UVE'B0W;+Y37O %WN*[2V7192448HH8*\@7$DX1?B^J7E/X1*FUX]M4..:E7NMTU!27K&)85B'*@-"'$WHQE:!HDM^I1U -2 '-!%(H).N#?^9PW90^E'I _BO,6<,2(P5_8G-L!#,8-%Q4T#?@%,%G M]!C0 :@/LHJ,S]+$D'AP=(G_4<=X!W'=I;C^NZ . <3T;*&1N^L<;*5-#7(+\ M2O:,CZI%7E3 -/WOOVMRVE:6- A74G)E38A6BL>PX22>GIDJ6Y8Q[XL0E.=-G MWF\@"4IH@P"#BR[SZ]UW1=<2,HB:%'&=$VW18+QMYKK[TNSWK6582TX>;L MBRQHW##Y.Y^!&F4.?R8ZLE]T4-[)D47'4U%9F.PMOWBP](N,(^4SG73"2=D%0A_E?E"YCV]P?3OZG3?Y?-?]*/"(M;Q=%=$>ZD\QI"R_B^=DHUVP:4>9 AP8OOW_Y,7GT/! $0-9S-N"V/ CV,3B?G]L -')-R]3&?C&4X.S3'HU>!5TVLO@DI^ M#$\VM"(SU#,;]]X >'WJ [L#+KI^3 MAT=O^7GOS%^62E,VH\^N9=?N%X8N[GQ$3#B9SK\YO=X[*<\ #Q;S9R@Y*[M^W__GY,?7OSR_8OO7YEVD./]V?U_ZHQ_("]Y%PKRW9>C)3E!.CTB5$%W(MA M+$.Q7541AMJ?<,]8MWZURC+':(I1/6(=*8']%U058IGG7[^PS//=]Q'R>7GFMX0?[YV2:ZQVP? T MNMS:FX4^%,=?XJ86 >R4QMY1:SNFVP M-7Y+(8!YO*!]'HSE/?G]TCFQ.]\TI<8X%:/M[B) MTL;]V IDN-]T9[C">K^M"S\B^AI+97Q -W&ST^#KB<%6*'<%4' \[\(M)GY3 C!@:P3^^U1XPZ7}]\&\>%?? 0=@WDE8-+K)D[FB2>9Y/8419%3YSAVT MN'P3F6G*V&E$HD-JF,E^&\W.WKQ*LX-9M*B\#OMXI&P_D- &,4TO%1N-G8%A MSONM/8 U_53PPBW?RV!7OG#H.G;!$\(H5P7B2E8,*C&X$+1E#?IPB77^TB7" MIA[S;-NFO1G%?F_XT>Z{\1Q1V+PH.V>M[YY?-@'L=<'SV"2+;?._]LZ5C3<: M\OM1G-C9;BA*@NZL]4#>0H_8UO1O^IDT#GVE=4M1,"6J#BGME%H]PB-0YM*I M@GJ7W($D4>T5?>]G^:@$KR.)UZ",¦<4-FRR]%[^5-*3D>\I2X81KI/#}<$Q-AM,\2>W4TA.FDQ<$?%O"[WXBO M_MCWO%R F!D\VPPY?9^WKYN"T\S>NLB),E57K, P0EB)7T.&%G8 D[6H0)5M[F[P>05'Y"4*W$A"=+K/F>7MRISO M,?BTI^^36#>GI+)V';-'9 >7KDCEIPUS./U\)O7E:F(74F#]F#+L),_:4X3 MB18')[MA,\%0BVE9>XZ"?_W+H^&'Y27;D#]_M"<^AE/&\//[4;0S5A@]!4L,OYV'T[#]=:3(48"9?3&>2@9H:8@W8U,=\8MAJ^I[DU5QB6Y\+_AZ>RA] 2BU[S&@L0\EF(LZ(-1(V%OA#F@7+^O_S=;?0=EDV? PR*BM_FX__]2W92?CJA>D0<.!+=Q*^=-_E MD8LX,;M+#"<=3 (8]2]>E;(W(.8W XZK+[*@6.CV+S M<3&+H(%&]Y]=TE]!IF3W]NV8@<$=$>& AKBR:,@7.ML"/B$K(1@PG*W3+Z M'#<2,26Q/-O?-ZW(2O* 0>_^^ 56O":(;ZIB]CMG^}T#,PFB&. -!1HJC:\=M2]N8EG<(MQF-_!K?L36.3AAEZ!>,3S#:8ACH6T:BZXKK 0DTF!GH_=M;C:4 MQ]WZ57;K8$5 307/EE=P_E>=W$1I;)VRLE[*%N6#8(U<<4U<8W>ZXL9\[WQMU5Y04L6L;AVM%^W:]@#*$0(B3-U!0Q=,F>-7Q!8)AH;9 ,2\T6&T-IUV + M-XRWT*4?4<*3,=#V5"0.W-Z=ZZ 4(*[6;QBL!,6VD;!)89SY]A7E6K1X .8W.C>=B>)N!.2&U>\ M-!P"2$(0E=PIQ/+\O2!FHB7P6E9YO !#;2(N>G\7+L47E,'=WIQ^ 89>S'O M9<&(\#]+'^@CV1O,4FH]H^2@T9.XKN/UFDRH.-ISVP?PS2W >+RN"L5\9-G*' M!D'U-$<6K;+^XAGC&S6FC8EYD9?8>0_I;A],541AQ-P%]IO ((8L!\WED[H! MP?RS.!Q"_\H2[-37.[%342*?[NN^//YQ%$!DZOA$>>\9L>9EN>>>C*G)5'- M.ZI[/##W=6 .XK4V>[4[;!N?L%NM?A1]K1&274WEO_L602(IV27]M*U_MK"]* Z%-J,X@GIM^ $T)#;4E,\220N6K*SDA%M, ##2PZ_)C(I\!D+7,.+.H" M4)"1'#1Y?W M11+1$7Y6P#M%(RIVWW+3<\&!4HIM:"T=$NQE?M<6U@;^?I.FQ+B!T3B%Z/:.MXPVVI,O2-' D-BE_0#L]V!@@%"\RI9"7X\LRD_]>_/?(R[?9>?F38J-&>TC M?\/1X!?>C<[@*YQ+O@',[^7;W^G2">/" CR^/(9GJ(N&KT-NE7S+CA8_N%0/ M\9YTQBQ)^2+DU5K!;.,+5^"_"7[KA^B?X"O?FV%\PM*\NN"F8.PK%]I-JC0; M-U*BX-"P.,I2Y,45'#' RUPZX#I3BTA:F;"MRD)"F;F_OLU,[Y]]P,R.(2UW M6^S!!3]97A^-61K5U..5Q(/2+-R .:MT6U#-1;OU?,(YYOAP%>C_UXP5F>B]VCK&T0\6R]0&<2WEP4[__.BL5P/D\:S*(OF293YG17/-MWFZ^Y8%7Z}&,/)XWJ&-*3S&&#YJX.:EOWES^#R\$6C,/7RHMTTUKURNTY/\SGE9F%C(QTJ?UNC/ MCY^7D.[I. "H4GJ'0 M7VN12N_51EVQ?UWAP*YVG90BNJFD)/H C/W5%78X5/IB%#F.35N>]@85,HL MX>)==RZ?,HP6\""F0102"O0NMZT3[UIMDGR1,]?VY-A2]O(U6[HU:K2RX M[Y-[1T7P,M.Y;-S _^]S_O\<5*&VP\L"]PSA"\G@*]G9S5$8 \AGA=9WE& 8- M4!D1O.S9NYJ]T[VF3T?VY(O1>___EWE9(3 2%C;%SD\(<< [++))R!L;H7S7(M(9,?<*C3U'5,S!E7RI2@W@E^^2_4Y31D5)9Q57;\=ITZ>KI+3T1"CUG<*"]@65B"M?WI[&APIFK57#O*Z:.A#UXJ.6<:l:I_![(YF-:%RK7CXH](GS\%*?^# MCT4^K^&8^Z-EKJ!1;GB[V0!&:+5K1(,Z\[D4=Q!0E(W"F46IEK&H8R M&CG_+E)/L:RG\D>T6N58V$'G+'N((33^83"I"%R=RQ3^=KPS2AI>.G:+>+D[MIDC6OR$&KEH"W=6$&AL,MDT)-=<3B41^O/+.^O?^5L0>)G/DT42S\>]L.>]X K+SC4BI3Q5I$_<*QD* M2S8C4A6BWHL>CJ@6$7\R+?+/:)|%E6I/[DQ>H_^*:,LT1F]%6N7'9LPI(0 M(B2 ?"ZCL3:KI!23GGC*+5M$,C+E1)O#:>.G!ES#FT^'05Y27XTQYE-I M"HM;Z4)4 ,,-l;90@..S!QJ6\JAYG(*-,4**7D0$OK] MBQ&/.N)11SSJB$<]B,/N;3ZK*?\T.CY/W6:%,WH@YV.30?(4%S/XF/HPL.YA M/G2"Z-:M6^G,$4.E<4+S"M"7BM!,9G 4R)$(Z3,X,&IM7_"M;SA(DZTWS& M=GY=8>%UHX!4@-SH.BYA0+,(]R6%TWF6"=DG)L,H,8>T4"%!CHL@0I59+<#^ MK4[!O3P&[,3X*L>+Y[KM.15N\U+ZA9>]8U8)RCLB?"8I@RLT*(T#S.E!@YJA M&TDAN(W8;NL6IZ4F->YMI\UV&LQV=&&U1[:3]\@89&S*%LU:7'6!)5G1M>8M84Y[=LR;03VU)O2Q/AX7XX.9.QO]O3T=@3 K,/4SE/&/9'S"8+PG5DBK*"?J^3F 3Y?%]*)1(%S/E4,>2QKM@IO@.D\$HM. P MBP^M%I*OM<7AQ#S?$CD(3&X:DY:9>Q^2]C?4\X1+/$P8PQW-PX1ZOPK5NLEH'N' ?5NRNHX?;N!V6"=?M-*; M(BU?8Z77"N*KGQH!E)^V# "_']L10@O_'K@=00.CHO2[32]:G2HX<664=@?4 M)%V-%F]#!:>;BWLT, "_H?\10,H%V?HKCVMWOG%85- A4&("H%VW51U<;R M[CU*H-W756KG_]WV!O;X^S^/8>AKH 9R4OKG9 ORP!![N+2K\!9[&Q6S>]E M9J++.8W=?NW;V:N=V-&'Y*MKS{(([H8Y.2]?SZ-XD3>/1 ;;5D9]G=T-FS!/E3&^?,IMU%QK3OE6M,S'G-?25*9%1GI;&(OD3.2D-G.^__X MW.59<}]"1"#[G7FB)&]]ZXCQU3/S^<*2G3M\)=SP1O7>TQFS"!OE-!SY;,]MR -5+.AO8M>+;^(T7RV%N#3$DL1.4W+(QD-] M(S0&9*HOM+=\\T:&$N/%\ 8\G)OAQ(+@?&#GO)6..3ZC8/CEY.6DJ*N/S0G,NEQUP!DTS= MV(2GHRW@8LAQ&-~^7T_3I+QFM_3LPWGP*XC1*G@#) L"MW$2]BM%B81]O"-UAH9W?(JOAKEK)@NAIWO]\XL7P>IX>1P8<,/,L+^#;1ZS'$F5X\PWHO'R'ND5M@UK7%\P4)AB640/ MW QQT#WT6?E,8FKSD$%YU378[]R'BUS2VR1-$;@\1Z T0:(+M& -;4RH@]\@ M*K629!VG.Z'NZQ<9G)SQ)R[R(-M-0A9Q# SK]:Z3=KK,*-,/.6]M$IWP1>)P2[L^]T.LI4=^ 6(\&+>L^HZ[(B0M2[$ZT3W*O%F+WX^>'$N1E'XI+M;U@F=\[MQG_YTL?GD#T[AL+!TMR M:6>1.]BN3_ZED6@.(;;=)P;3Z'91IUY*96Q7[Y4$NYXR\;)[E.ID MXC#K]W5T$[/54;HC.8+C]+9 ;L",,W UJV*@?1$%/"'I^0M1]0NDZIAW\,O(M3!D68RNX"%7A%M=$D^9AB!{)XRZ&[OP_T\PU#;Z_2%@?]SC/B*>Z3/E8MS MXG&U, $"GNY*88_?UC!SFFFTI6?CCMG3CF'6[5U3A!'QO<<.9HV_1;)PJ;]? M"_4U"L!_YU2*\I&9\A:VU3:UQ W!608CS6($.P'O)7B 9KHS,N?()F$/R+ *M'LP)\-(E&==-X/W&_83Z*SCW6/-KX4.F.LD,/KE.5B'SG5'?Y8@#B)R)X2+. M.EOSM;ZX]X0'0\X7OTO?+!,V@S+N+4GU5NF.415=4H$FX 4/,@PJ,BC:G<>A7 M9%Y3B2>M*DV6+;]]HJ+;8]VD1%9CM.] BHM>9R>+$;I=9;R]IVR.'5.&)>KB;M)Y/N?))R0*M7!2F<016B1;) 4A=LNXA"X?O9J'/H3 @F*1>P&'F]3-0VYN;\6-3NAYEK>X(#9A;,TOYD(ZIF38H0T<*"SZM MP1GW8LAQ&-~^7T 3I+QFM 3LPWGP*XC1*G@#) L"MW$2]BM%B81]O"-UAH9W?(JOAKEK)@NAIWO]\XL7P>IX>1P8<,/,L+^#;1ZS'$F5X\PWHO'R'ND5M@UK7%\P4)AB640/ MW QQT#WT6?E,8FKSD$%YU378[]R'BUS2VR1-$;@\1Z T0:(+M& -;4RH@]\@ M*K629!VG.Z'NZQ<9G)SQ)R[R(-M-0A9Q# SK]:Z3=KK,*-,/.6]M$IWP1>)P2[L^]T.LI4=^ 6(\&+>L^HZ[(B0M2[$ZT3W*O%F+WX^>'$N1E'XI+M;U@F=\[MQG_YTL?GD#T[AL+!TMR M:6>1.]BN3_ZED6@.(;;=)P;3Z'91IUY*96Q7[Y4$NYXR\;)[E.ID MXC#K]W5T$[/54;HC.8+C]+9 ;L",,W UJV*@?1$%/"'I^0M1]0NDZIAW\,O(M3!D68RNX"%7A%M=$D^9AB!{)XRZ&[OP_T\PU#;Z_2%@?]SC/B*>Z3/E8MS MXG&U, $"GNY*88_?UC!SFFFTI6?CCMG3CF'6[5U3A!'QO<<.9HV_1;)PJ;]? M"_4U"L!_YU2*\I&9\A:VU3:UQ W!608CS6($.P'O)7B 9KHS,N?()F$/R+ *M'LP)\-(E&==-X/W&_83Z*SCW6/-KX4.F.LD,/KE.5B'SG5'?Y8@#B)R)X2+. M.EOSM;ZX]X0'0\X7OTO?+!,V@S+N+4GU5NF.415=4H$FX 4/,@PJ,BC:G<>A7 M9%Y3B2>M*DV6+;]]HJ+;8]VD1%9CM.] BHM>9R>+$;I=9;R]IVR.'5.&)>KB;M)Y/N?))R0*M7!2F<016B1;) 4A=LNXA"X?O9J'/H3 @F*1>P&'F]3-0VYN;\6-3NAYEK>X(#9A;,TOYD(ZIF38H0T<*"SZM MP1GW8LAQ&-~^7T_3I+QFM_3LPWGP*XC1*G@#) L"MW$2]BM%B81]O"-UAH9W?(JOAKEK)@NAIWO]\XL7P>IX>1P8<,/,L+^#;1ZS'$F5X\PWHO'R'ND5M@UK7%\P4)AB640/ MW QQT#WT6?E,8FKSD$%YU378[]R'BUS2VR1-$;@\1Z T0:(+M& -;4RH@]\@ M*K629!VG.Z'NZQ<9G)SQ)R[R(-M-0A9Q# SK]:Z3=KK,*-,/.6]M$IWP1>)P2[L^]T.LI4=^ 6(\&+>L^HZ[(B0M2[$ZT3W*O%F+WX^>'$N1E'XI+M;U@F=\[MQG_YTL?GD#T[AL+!TMR M:6>1.]BN3_ZED6@.(;;=)P;3Z'91IUY*96Q7[Y4$NYXR\;)[E.ID MXC#K]W5T$[/54;HC.8+C]+9 ;L",,W UJV*@?1$%/"'I^0M1]0NDZIAW\,O(M3!D68RNX"%7A%M=$D^9AB!{)XRZ&[OP_T\PU#;Z_2%@?]SC/B*>Z3/E8MS MXG&U, $"GNY*88_?UC!SFFFTI6?CCMG3CF'6[5U3A!'QO<<.9HV_1;)PJ;]? M"_4U"L!_YU2*\I&9\A:VU3:UQ W!608CS6($.P'O)7B 9KHS,N?()F$/R+ *M'LP)\-(E&==-X/W&_83Z*SCW6/-KX4.F.LD,/KE.5B'SG5'?Y8@#B)R)X2+. M.EOSM;ZX]X0'0\X7OTO?+!,V@S+N+4GU5NF.415=4H$FX 4/,@PJ,BC:G<>A7 M9%Y3B2>M*DV6+;]]HJ+;8]VD1%9CM.] BHM>9R>+$;I=9;R]IVR.'5.&)>KB;M)Y/N?))R0*M7!2F<016B1;) 4A=LNXA"X?O9J'/H3 @F*1>P&'F]3-0VYN;\6-3NAYEK>X(#9A;,TOYD(ZIF38H0T<*"SZM MP1GW8LAQ&-~^7T 3I+QFM 3LPWGP*XC1*G@#) L"MW$2]BM%B81]O"-UAH9W?(JOAKEK)@NAIWO]\XL7P>IX>1P8<,/,L+^#;1ZS'$F5X\PWHO'R'ND5M@UK7%\P4)AB640/ MW QQT#WT6?E,8FKSD$%YU378[]R'BUS2VR1-$;@\1Z T0:(+M& -;4RH@]\@ M*K629!VG.Z'NZQ<9G)SQ)R[R(-M-0A9Q# SK]:Z3=KK,*-,/.6]M$IWP1>)P2[L^]T.LI4=^ 6(\&+>L^HZ[(B0M2[$ZT3W*O%F+WX^>'$N1E'XI+M;U@F=\[MQG_YTL?GD#T[AL+!TMR M:6>1.]BN3_ZED6@.(;;=)P;3Z'91IUY*96Q7[Y4$NYXR\;)[E.ID MXC#K]W5T$[/54;HC.8+C]+9 ;L",,W UJV*@?1$%/"'I^0M1]0NDZIAW\,O(M3!D68RNX"%7A%M=$D^9AB!{)XRZ&[OP_T\PU#;Z_2%@?]SC/B*>Z3/E8MS MXG&U, $"GNY*88_?UC!SFFFTI6?CCMG3CF'6[5U3A!'QO<<.9HV_1;)PJ;]? M"_4U"L!_YU2*\I&9\A:VU3:UQ W!608CS6($.P'O)7B 9KHS,N?()F$/R+ *M'LP)\-(E&==-X/W&_83Z*SCW6/-KX4.F.LD,/KE.5B'SG5'?Y8@#B)R)X2+. M.EOSM;ZX]X0'0\X7OTO?+!,V@S+N+4GU5NF.415=4H$FX 4/,@PJ,BC:G<>A7 M9%Y3B2>M*DV6+;]]HJ+;8]VD1%9CM.] BHM>9R>+$;I=9;R]IVR.'5.&)>KB;M)Y/N?))R0*M7!2F<016B1;) 4A=LNXA"X?O9J'/H3 @F*1>P&'F]3-0VYN;\6-3NAYEK>X(#9A;,TOYD(ZIF38H0T<*"SZM MP1GW8LAQ&-~^7T_3I+QFM_3LPWGP*XC1*G@#) L"MW$2]BM%B81]O"-UAH9W?(JOAKEK)@NAIWO]\XL7P>IX>1

[}3[7 V@RZQTET|/V/QJ;#UHCY'/6XZ99X.JM&(=V/D,;Q M*C@M"ISV :A7+05ZY%&@/^$9$1E]>?P2K+]C9'+T9K*KW@.C3.]'INFH@PNY MZVHUB%RCO:@W-P4@!LG2&P24{3+Z,+ĐZ;>YQ_=>KPSJKAF&<8#;1%;$UH:H MTG?@^<3=,9>O1;DPRAL<8*L<>3D&1?#[HF(, MO8'7HFKL0YLC.*Q)Y%@A7! MCM7//^(T+8-W,+LY!5.DD4U;#5D%.%+&;H 7OASAA2.\<(07/ÐEXX7BPM ^6 MW_-!ZE@;3P@U5DN1 CE@HJJ*9H@#>KH3)7+-0=ZS'2#5^OG@76/^H'KK@8 [M/?BXHW=[@!H {/J=1[/3/,I\H$YO-AKMF)*&P;9YO9QBY!38?,+S[\6'QKUSF'LG^!!5PKV^DO|OH]>OIA@$6#I-!^B?MT,Q!<E3W@3WN ET@W)>\E1 MQ/8B8O<9+ 5V;OPMCLI=&V@H2)A5CZ6.6?@8N+&=L,&*'L;T=LP$1EGP!{],P M4 :00&-:(,^ZF4$$SJ\(W55Q7R|N$>D4GA"DPD [%_(I*HY9%T5>)4?;44&\ MPIQ$H GOMXHSA_//2!GH(Y$KPGFAB([:9C]B$-W%NP92$R8!ZZ{&T'M(4T^ M%C78-72B,"@-+_N<<$=VZ2H;3.N*:HH4/E?E(9Q2-]3=(EG"*81M-^8UM[LH MZX)N%@8ST#97^(}%3.T@XWE-]CYCLL&NPU [W!\+EF[Q,[3?V5:CNR((E1XSM1PA%RB6>;!%>Q^E.^;4.44TGR<\4,PF\LS8=B@*'D04GV^<KR?$P5[F>/(!+BXDEP MXJ !J3 S.KI8(>,M0&GNLM0{"U=EMQ*V8\/D#T"*MY$4/*)EPI*Z714@+R>0Z0K6EN91EHB6[]W?1*JG^EUG/,\0,/"NN?/,I>+KH M7VSY:,EZ;H6F87%3A\ KU$3T,2N5_\4/3/UJU*INA5]*RHX?!";8K$"0@9F] M)$,3C'%DR$FY3R0X3)/W-!$FG,89"#:8=I;=!%&%&XE0"N!D"+0"?&2PD M0>02A;C+5+|!AQ]9CF0LHQCM58R8G7/G@@3&*;43HL7VE)(H-BF1,RCN ^>X M^O,R>/0,L|T#Q%?EY0TE8^M M7 ?01M -`}]U@A*HU9)'YU_%J T&>/3W>-^ !K[4/:#OM(=!EOI-\P;M9T>W*544U_$[K,)1&"II7<^ *EQ+^;!6%D7@T5]EK*,QF*7G0ZB"R,2.DV4OK5 MB)0>D=(C4GI$2C IL\;8O@A+&#X;F!#01A_$G]WF=3]G+"0S/^5%%MN (8<) MZO5%VMI&,(3@,EFN4H[N4W, !A#Y%#M+(9@!6- 8'4/(MC@ CJ!9=@@==4S]FX?G\%_!H#\,)DE!+]!MX&Y<4-NBLQP!B!$S@5&'Z78C*;6 +JN(&UOB8[%YY2@,^Q,'X)UI@4GK,$!! M=.2TV2SU&?!9RME !A'RGQUP[T<(F(D&%NKCERQ!?]CU#O[$;3 4B&#=7LO M[" [ISVA>-*;BXNW("TPKBJBG/J1\@Q3W8; "UD='8=SO(,X4MV9*$2YA%,"J9^AI,(M8V+:(OC<+!R'L9/L!JP$V1E,7M#1 M+!($@^T_W1->9]%7!2T^#GFA*_IC#K#?YS_52M_E,3>/0;CY393IH+8^)4G36PV@=@AZ\PRU=5QAA[NG*]^>]7QW\[2G=6V&G4\R866N+;EHG44W49)ZF$ +R=I<^%%?[457V7KF/1'A.:U9HB*Z*]+5]5@2 '56MO%T .P#%1A1L?.*!4VX$IR/;1M?!PM%ZI-R(1MJ],1;X/?1@3+* J.*!P6 MBF64A\E86#(M=N.<+LC21 ,.CIB^XP)Z90$G]U#I)'T' RQPDT< MG%-F#5_E.]+$/'M5X38[V0<.VP:Z8HZ/EA1UE^@ZALK@F46>XA5%7E]=-_KE MH(B]09ID5FT2BJ*5N6SSU[_&MM7))Y3V/HUN.VY?G[#5Q45^HEMCFD?%O*>? MB]:R;]77Y1/<3$KUI7TQB.5 F'2+RBZHEW8>]4>Z36L.')&^ HV/D\3\AV5BI8&6)I4>Z36L.')&^ HV/D\3\QOP/ -(3{F6|6"2S1$IDY?BR9UMZWSI=R*STU3V[M65L<.ML=-Z.7M0?3Z1H/2.*9NQ.{[+]T_&/8,NCSS.&$@[*DN-T@:G C^GN MP>C@R5V\OSRE>UM,ND:);N7)8#![FZ[MT\5U,^>]1.I)#[4LVM*G'<.U"""*D5 M!K_3 }!OK"SS62*1FB(|/,I7":12/U^E(*]2%XK1B;P7[&P6#MEUL!@K]] MMT%K:5L,H\[AK#7\ *%=9Z#(S1.)]QWV6UUVPY&M#$HKH>]RPL0D,S#/$AU M2>MR!,@BG"*F(",WO$1:,Y CQX2[H;"CP><@$Y;%D:71K<#2N7.F0A7ERMO_UV(AVWSO9 MLD4R7&J /2RP@8\14H@A)<>-*[O7M:W2*KXN[>P\Q@IF&?@=*"W(,<2=\V% MBBF?XCCO^2ED)\];%?LM#7*N@YS905*C;>MC]|VFHZ3+HO[>1$GZW?LL^"V^ M2DHI@U#U4- ;>,2'K7Y\PJ-DL3D-X\KQ&@D3L;KL@E2SM;5UP3^0T M=M^ ;U=4O=N:%PLM"@)=-KCIQPVP1@QY0LQ[P6:PT1*[_@ MH,DETAUBVUYL(Y PI:QM)5RZ(9;2CD]0 VI>V#P>)RKA"DX1=K]&0@RVG*SD MFB\L ,.)HC@=?#@/%\4V

UZQCB(JR'N3NT:EZ8IDVBJ81U}TO8?RN*(S/W;:^PKGM7+ M*;)"#[,5MKW)4YT6:E@P.D2'!A!%G9W>UQ\%GVY$({GODD5UWR6_+U^S_'YM M8W>D1_+$*#X<6[<1?1FN,&=M91Z*OAK !(KO/]>P(MGKXK#0.#)MFPJ\QZ,3 MT.CS9+& -X,7:;ZBXO2I6A)!SJ^]>P[05=P/-FTC9WH3?RB
M9J]/,'$Y:)LLJ<[M0\#YVU(*%,DXZOB%M%W,B^2*6B$2+D9>]!WF:\!DXZY1 M"?)1NAT,_=W$2I)"&@U8S&?"'I/ALHPY!_(\:0%RPQ]RHGJA@@,I$*$$N&ZTQ*1F9?'B12})(_T.*6[+I;>."&ZP9@:R.2D-0 MV0X\-MH6=?,RMNACPV &5<_%V M9\Z!_?Z;]<;1&U@M!>?:X^-(>8X2M8K#K6HL/0ZVH_1;+C@VUAT=? !\3+,&'ZUTE.
(<0GM6AA<:UYI]E,C;5GC>WLY"+PE"]= -[4)16GO""5WY+.]'}GHG*5-LV#NE]'GV%HX,,.%;H:> MKEA^!S<6Q;6>@SH=V'!+-\:GKJ9H5DV)T*(TEL[?;5 3LGV!WX,R[Q*L]PM8
MI^P[K+Z6UQBV]>-Z..X*'$"H;?$#QV6]7%$XWS2X:SZ:IM49F]LSK&XN>Y0S MC9<]-]K_KDW&G]O){"B00+'J#-2'QH0 M#$4L9%/TW$!RY@(_USU85I$$#*;L6>)E=/I]"P7T3J-&5PC7A6L$,_I\)U8P MI^C[OJCC3SDY4LV+4)&U(;O%"^&9\39MP1WO\71D:6?S(I&UM1>F&>L8CBH^H MCL*$M1V0DD7/"BJI-*5H3SJ&?*-XQ:H0;98<9_'B&6JNNMQ&1%9HCl-N6G/"Y MD<8W41M_;V\6$746N@_$9@5W2DEQ*?ZVC-Y0_\06$NDXP,*S MU2.V=^FJY{Z*6J[=#B$HC9CEZV5^OSWE"7I7=WAH2>AA^..XX'451E'?%! M2N3H<)6-_
MPT++O/A8Y]O-UBR#69#@%,)! M;T"2H&C >X1_:-K(NI'BQR';01$5]R9-5&+M((C*K(C5S)(\$D;4"N&3Q-;A M34Y).MB9^M!@YU#3P#]B-
B&Y30GVZ\XIR*9)!$/FX=]MU'6Q^10*1"R2HJ1, M(L5)6,5Q&\7&B#24MNUXQBJ>)UK%\^/A* 3SANX4F?$#[;Q@S^-^,$1/SCB M!Y\E?O!96;31$!0!%]IFC,^@Ð6KVT"F ,"*HJQN?1WF&K,,IG81_H&DQ_\09 MQ9!#NM;LCL]<$XPQX6T.M9XQGA34I 0P V>]^\UHT MFHYR#9WAF)[]=@LN?5KN82FM&N?7&JD'H3[A?'(+:]$U.VF0X4RZ*SQ%!OOt,$)ZYA>%
<3'NNS@>.3T/V/@Y($Y/1_Y Z@8K4+ULNOB(%;-L!!KG MTR+++GI)ZZN$VRI,R@3\YD*>_M.%GJ3>R+Q:RF;&ON8AC6V5UEN8E^Q%<\8I[-MT"\>:MWX0U35X.O?
TVI"DXOYJXX*L(-2]H4B?!6P22BIE8%Q&O02,,X,=IO> MLWT':3UC,SR'=X'/R4Z25X ,)UE=DJ^_[EXR'^=WJQP)$"DSF()/>A-WQ&GU MJDG7$]V2M<9*.3E$GF?T0<'*)*<=9N7O-
=S\U8LP>/GBY)64V6JK)OR>*0"B<?L0)-"DN[0'&?L0)-"UT MBFHC,2I47"=44ESE.5K!3]0*_MO!:)H/^=R0^U)XW9Z&(V)IXC9OXV(V1$Q
M.R)F1\3L4S<+#\G/_F.%'X(++>&':2GB@]9;7.I3Y:/$Y6#7EHG&(!Z.%%P47 M%AX P+OB5IBD O&W>2P2T;$1!WP&6%F?+=)W$W.$TA.H9VH(/!,?)>45+':MZV
2':A'?:D*\NBYB/XM?"A]61W:>_$_3XV/D!!#:&H>(#W9B ME#IM4)H-Y@RW#"]LV,0.FP*^[AZ,[834:Y.08S:3X2]@BK[RI<-R5/!/#,L:TAR'4X0[NQ)J,&5?-*,@#L*:
MFX9*7N&$.TH3YK#+]:LRT@UJ.^+>3#61K"K##CV4GI, M2O!3OD6S#M9[7G_;!)L8P2=]/4>R_G)R,KR6E!V,V(CSE'/O$T)#40[MWROK&?\$M97JA<<
.4WPA,HL;KZL3O.LE%FU)I\2_*W6YJ'DXl4B/4]O/Q!D= M=BH*4@3!V',E,"[#FFL/?GD^X4L1"FBXS6=61BD3W=4PL^I.N_GP^^&),9OF(:43W=R"RU//!/Z!^4A[XB0^N?
L.5&M=!WZD^1 MK&^U-DR^V;G*"),ERMFYT*+C(=-5_R/SN5C0?.YTJ6@QR$#"5SVOKZXWH=F2 MN^JZ)3T2"F6;SON%_XW$2HI?PT@=<(5DL!GBI31(VSVO,(?S+?_P.|LKUSEWW
M4UCM.9D&V;)HL0V^MU(:'j'=S!)PJ0:/?WM@_]BCUH]*?UI3_70;?DH@<]L:_FSA 3>DH4@XI;,BAL6'ON-B))*V2=PV^%: R*U\#$A595_#D M16?H97K_P_+.\UH\FI]#-
PB3LCY/KHS%BX5R.%[N">\"1>1-\XI:5"")\+4& M[Q#YHX3=?KYZC;%/?;36J^K?CUF\VWKS')<8YY[!20Z+6]S30[$&Q-K5 M(@Q=]4L-@Z&KG,< Y5]%UZ"-)1IV6W.\@WWDD0#?
TV^WBF>U$ M'KBJZ#!8(":YL @A;."#AJ09,'&,E W==I*KH"B;5<*DE(O(I,9)V\'QRTT9 MT/A-Q!#]F5#.9,2T-J!-(&G>)9YA,R,L4VM>Z\RUVX,/8<^-U"%IU_Y$B0V@
M**,1C/=GDZ#)#V-WZ%Q3 MGOU]0\41AL-H9OO>V++?CC&;4\.*3PNLBR#W!U+GWR88G;B6"/A1#FG!95%?7 M>0'O9OO-Z]B[=5&G?DQK#\!8-D3;M&+,M;NTCVSV9O?
HQS]4S9*/2K/TVK],Y6X=YT/08 MKXY?#<5 FBA[B;6]K*UEYI>G$\)YK4R$D@Q=:-FIXOE!6MRBC MU0HV!"W 7-[G=ZLX4^]^-;35^"W8I%@:U44.3M-NHI @60DG#X-I7/1*QLW5 M\=?!"
%38(Z%\O002S.NP?<(?9@TR.KEE%^$+H;QKTI+,OZ/ M1OWPUYOZ'4S*=]1P'&;FM)_RR21VK"+Z" MECTY&"W[P;2KECZ&8[_8 XY)'E ?F][N+$.=Z^\7H=NE)NSF36RU6YAQJ=R&
MQK!NZKZS4O9=7H 49Y:UQ&!]KCX0W27+.NE:5%U>(=WK_O;IP3639FC##9.UC,-[/E\$0>K2[Y_ M9F3[,^-I%;POD5)B%I>=O*-]-/JL*1Z^LY404B+:$Y<%;VE\9;LO+8BR[+&L
M0_>(-1$L)",^B\IK>(64% ,L\/_&0NW2UQE.=BF,(T/3PX7Z*GC^:A),XS2_M]8G[8RSVH,*KS :>5LR1%!QAMF:BH[?*!Y&%-,2/+2BAMS $'+0H4Y<#Q.)Z
M?]+5NV1(EH&>FA@;$2\;7801LJ-7DP;_IFTXHC4F!,5>&<78'K.4/1#&RAOV M,9U9HX[:LXYZ_+T1BWU!+148VD"ASF?\SMP:^2#@WG",S.01A\% M0;YB%%@"OT-89\D-
B1'2N5RE^7U,K%KS!*OL\H)R W%6DG \!277>,M1S7T5 M-??#,U-SEU%*HGA:PH8>E=R#E9Q0(#Y.Q3E;><3IM7%Z+T>FHAW.MW&1;+Z*#V"WV=!WO".8I MJFHZ(6$!J1R=
(Y+QG5Z?9'XPJD4T37F 2553'"C(R)6FT5PVY2)(;#4/5X* M?I#"FA.E:8/#OH0/F_VIOOC-.B,*#(+! W4&DSLW]=^AG+HEGY&[$9.?AJ% MW5I,C])&&BAQ/.0?'B?&;
[4'\KQO~ZPO^ZGE =0$.$AX0>,8.4*W#(T2*U MW3YB&T-\T&>NH3Y*R=:R,;]3EY(G)#Y^0>8S$B)38&]-9)L>(1^X)RA WSU MIBQ3*;G=V'&WOT.NY)S^];L/4,54?
P8YRJP:P/3&$\F%!]"+YR2R&$&9&'2R= MDS!X]<)@$FE]TCR[@BE8T3@P\"&-^?P262I=FWQ)F.+(//(A28?0[YRGH#-XT MG],=P6Q3,(-[E,)Y.C9N5DACX&6?8?!-3B5-
TC)PL05GK=@TS)5N6-_KDY&@Q"$9JY:BR;5F;>\5IMF[HRJ(* Q=BN)!8-W\E1*K898YX8R++QA4)L585W7&% MZE\U$=Z),.4'V3,2'RXH>4X"
(X09UE!E*#W.TG=]H@TN=5CY_CJ.'0H>T!% M)%C4,XN0I15HL@*UH=2%AHA_!_&:L4$.(E:OX.\X(H(9(@HI,=8$*BO N_#* M5'8NDGD]HYU)S46M$\U 3C9Y2$4CPVGP
NBN^P>/(;&VXFEIX$XHI>;*.!L]&=!VV#==M=$*78$XE*2\V,5I$9<_*R^EM%&)L2_"Q M+0D*[#,2CDT*?*<[X6M+B9IKGC):H^2R7$U(X7AG&_'V.IF!AVZ 4MRF5;@?
M[2DJ_%5ACYP9\U<%MQT%:(7>Q^375TE^_=C)PO>$V@T=52>'0YUQRIM,+))7V=9O')0AG)-U8G3PBFC#/*QU[3F^T8_X4:[*PMI'3
M@#+@W_JQ$M(@G1&V\^ZRIFYL*FKZAE9=KF[@0F^N[/952)%X%\CI,&[Y Y4N%&B M5KL7\;R><6S/HI#)]3 @8:1UQ_(G^?*@Z=75#GY-_2Z'(5]$WBF,%U&SJH42 M*I?
X8:0MUD@T-88>: #F!+_G&H=^Q>PY'GI=M, -EQSHXPG5S,4^G >7L= M"VHB+IA.F:A*^S5.!PP6E!=C74L'[JV:W+:,%DKJ+&\7KY5^%P6%A*56/^G% (2;&W@<]-ETPB$ YWF-[&?
]]"&Y' R1!E3 ?-FWT17T!0I M) L[#W3DW54+E.OW<0B]WF5V]HZ#4W\VB8QHS9YR9)0&]L/T*ZLKTFM&PLQ M 5P.5/UK%ZKW[X=]0W5X? ')-
+^TS,K,SG#YF7E*N=SZZ/J.K9<,.AI53HK M=-(.5D%WYS+I@'"<^MF,X!72^RP"!U]S4F_E-XY/2R>;YU5SZDOR7+I0$6Y MK#M_,_^]CYL+W+59$.)8NMA SQE%^Q!GE%KYT.)1M
.,)B M<4N8JD'RNG'ILS5T-^:;PMQA)NR3T8Q;W\8EU@?!['#1VH#UW++)V'W.H!*RL" M5QK8E5G(9P0K6.^Q/J.T16@3_XW2V*96QDH 5A2NRD&\591TL@RPB+TZ?F6-
MD]HD_T$3E3P#;LR7!V,W_Y8X#=1-.GE@?LRQL+:-=V/EI+.P<"SO'PLYG6=CY MK,C\#HA_]^]Y(L,])76/!!=%CINA\&3DOON/4MI[N2V]NIOHFN9,Y"693\DI M_ZM&GO8U,6S#<-
\!"%"_L'H/++29GPJ=9*<"MPZO!H8PP,L-,YP36T[5YA M4IRF@T>&/^9TJ2,KJ*Q&5>TPVPZ^0MN?N8RIP?U]#D MSJ(V7(V_46?K#_#5KD@D)+=)PVO2;VQ\]):/T'P@Z%
MO9Y17@M*'E[;26:.Z;T-S$HF&,D MDLLO@>UO$[C.V9Z*'#5:9B"7V*R1 M#:R*%GZ)[7%1>W-S\IK1T/@)E^]T=ZWGO.YM@45KR$];(?T90[ )G6S 0%G-.;? M)3#$<>#8!?8L4G
M6L2FD-/"%#,G<^Y,5G$C,,K#1$5!< 2W:+NC\:6)$=-A+G91GHM8X6^O85RI M1."YAMX$X-T #649D)9ORBL4E=>)|/UW]6
M8QLC++$2AC%6'WA]4JAI&=I=E\4)K0V+=B86LS3291V08.=LLMTXIB65QJ[> M,L@=":!V[L?X#C<(E;G#S>DMM6B5K:STGA$=^E?(Y L,5K!ST4 K99)U P'$ M!!$L7I"OXL(D-
WQMA6L8KY(Z)A7*,.L"9IOSCW@%M03G'@A>3"HFZX**A^A MFMK1/MF'??) +/A*B.Y%A\\[72C\$.9+Z?]O;8!+]KS ML)HMN/&8/7'TENA\%AG"R_8N]-#!H9 M%*FMPM$9N>-
]67^-,"%KM/_+WI?VMG%MV?Z5PGUH@-3*NK$39W(C@"S;;3\X M3[IMW."A\3X468=2Q605NP;)O+_^[>E,-9"4O*)94[%Q.Y9$UG"&??:P|EHY MCS@>/)A.0GM#T)L\.?
>:^$N];Y"8@:?[991^QHYG+(_;*U!]2S__M?V&NROU;1*M.P@870N!X9FUH F>8Q4^8D(G Y!,Y!*AA4Z0WA9F5V@$@C/U MY./(@IDZ/[M>.;5M)7YAUR7-
ZHO(^)N&SKAMRGF*NV9U]!V//?'^W'FYHOSN MJZ^&>#W .M#/24QI[7,[/*3?8'VB>#@^T5]H>CF\\8*%WF2!A,&=!)).VR< MG=0(P]OB:PX6X)\;6$+2.]/,[$;A(!3EQR&"3FCU%.
JG@U2*2?@>=_7 I M!^E<)SMZM5GCGVTO/\;I"C]"67#8?&QXS<"%>X2UV"97;PC/E,Y[W- F+PN+ MKTS^OF^AJDI&XR!F41,& KFZX36KOE7PYNY4#"XY"]4
M>&BL5,1I<KZ19O7 MQO++\TQ]>"%,[%L".0RJ2=X2Z,;`&D_P+9!,@?6@!EK7'=N!Q57(B:$/W?R$F9$E+:R%7W;=%KQ* MO C>@7,M5VH9=X7 #8" '1<#BPA]3 2-Z:;M,$=ZN%C!T-
#EG11 R\WYT*Z% M1K>A\,%OH1NQX^CRIW,@^X5F6$\V(Y29 M7)PSD^CKQ*9(ZL?Z)I=@ U*;I M!8&5CJA!?723+C4?BG\/%=1551.B@_]C1LY MDA78WG+]X1[&<^RPY]@
CK'KP;]>VY /N_I#3!AXXB>(B5*',$=`Q9#TCFXX M\9714S;[P$]9QX:<^*"ZT)43'UF+K#GQ,=T%_#GQ<1YI38X',QH@K0DXTAZ; MWTMLPL)#YP_T,)#V\O#]YX()^1,Y&;T:#9YU71)
];,Y4D,/4U$\)I7:TR_(FIH ML7VQ.2 B5&A$(6MUUUY9++X$F ,Y+-O7M0S# 3KIR].?$FB'UI[@;;P1%ZF M-O](,C#CEJ4T!4[%+IU+GY&\N[1##/3UH_E-UUA!5P%++^0H"+ '-9:&A&?
MY)I8RIV/8ID VC2Y'I/><$6-K>37S),2=M^30I+Y*<< /6R5. V29?ZUXD/ MXBXRRQ[&ZRJ^A;$7^XWR!!PX5 S6PN9-C.@TE%NVA*Q!V14UKW/LYF]V\W_M=O./W?QC-_\ NOD?
>50])"%YU(I(V9O_2%+;%9Q7O=%TMJMB./5%TN(4W4T. M4":GBZ.ET7%T3>]#[?O\X$P/9C'I+LEGQ"5]X"9)5J05[6X2TG92'T;);EQ? M.T>2Y7NUD++#9QS8]QIK%Q;
[=,\|>]93GV[(1+[[VL(LJ]/3U+!5P _+8DOD;6@%%Z3]Y.@#D9AB5K",HYA^!:\GA\KK+Q32&69'B]% M4CW26B29E[@2M7E1I\8W\H#WSA(HLF")HLH2PQ;12EEIZ%
35#HO]W<57VY5 MA@Z)*],\# @(47P-BPRR6".C! M/_K$]U8HH*4U6YM'4D+6ML9S-)]T3BI+]CY*(&TLHG_ LL8ZA*_=+4"U%92O
MHZS<@DK8GG#UTY9*RZ51VH]%9KMO+*;3N81'#5RGN[%=PA$*^;*.DXO: MV];2B_2[?C;6XK@KL'P160488L)6P%5A>M627(,DM=B0^N&P?9QL5PY#;OY=_A:)T[2-
LOL%NC#0MN\669PSKU-BRI'F&5?0=Y;E@_&Y]BDM>"9"62(3G]0^/) M55A++]K9WQ*(1-B44UY&E\]>'+<]-@I/TA$\3X+=D.@SZB)'08^^8;)(^&BD
MPUS!\,$CO5ZI'.XVWP2_16G$HJMT?_C-),OU"L>-1;+!^(|BF)8E]=1L]3U:X52:E,7O(MN"LFSD0+* MQUIK>&B;4N<1YM=],96"\"NSD,1S5U%"01]]6;Y&WH3?@XJ9W1!>6;8614<%
M861P_\$6K4H1/H%'Q:U<9KELT2717^XQR MA'D_ZMZ#/T'-%=XNG5N%,KI:HL=X.U\ARI:O2QV@&_*KK126 M[@VC-
*THQ"5%=$M";Z>9)9.OIRAMG2;%E7UPAMS5Z,K$2N3JB<[Y.K9#S+]C M-[1A;]]"WI9VM52E Z1$'] ZDKX/^L(5BZEW&PT;S'@ZMSXSI0]C1.HJ G6P MC!
IW#NVU'VYD%V+?")NS1;H]X^BC^L74Y)R@@.547!"TCXJ;BO*F6H6HH M*]HG=6E:/,J+6KJ$SX93 .0_H)"OR3/4DY$38/)%SAS>*\K-&,"QWR7
M+-23;/$$X8,"O]SK8/N(BPL7'MN>_.^)5^$]Y>NBM"4_ #4'4>:DH=)+C079U M-,/EWGT\HEM6L9WF/V*YH\!AA @O8;L5\]%)}7(7QFOQM96;!)53O>NLRYTT M>/-%!&4-_TVZ+],?
8M?X;<>]_4KX"&H>:]MA(]P:>/KAVE+NS+[#,]K+Z,; MQ[8"\QY&/R?4:7^\-(L2(Z VX\B: /WOZ8S^Y>=2^XU!G MK{(UV5U]W$$TM4BT@^'!O>AA#N]O1YUI..4 -\,"%,SW::I
MJB^*N,(<]S*Y M5/H@KG_"<16,ZVE-BJQ?8YEHY;4^/XFVDH=8I8YW@3;@2BW!600[%FW@DEEN MXT\53RU%[4D?/3L.X)Z?'B8#3 HEJ>%V/S_YYNP0[Z2^H.>'N[BU%Z:/A/=^
M+S),[8Y^)DF %,P1.ONCZ6*P9=S.ABP)>C$]\\=XA156?88L%'F^#C(:?(ED7@;91BOYU2STR-J,OCH2Z_'4P&
M^;5&-..B:FC; Q:5LB9A>1T>9#$NS9&!J;DD/R$,,ENMDM)%,5D$E<#"CKU8 MV9I>P! 4"M'R*38QN9@']70:NB:#*W$A6UN%KT]^:AP+1YW3/37=N7X!(UT9
M,1+!I#/B#E%4QG2%&HC'E0T!Y^FB#R.A]U@R=%$L@CH@9=CC&XA*!5C= DP] MU9GJQ*'>=XZL_H9IAG&L*D\IA M3!A0? ?!*@QF.5P@\A46P2L5Q?CQ0R\+ 6I,D4R,RKJPN;
>.^?[;A?]8#O1 M8REH(%# 9LCJX)I3DE.[DT#OP<|{8@S[?%$*E??ZB%#?,>9PC_3+!0E5]:Y M$=#*(=[<9300N#D0>))IG&YM"VDHL81|?ER*=B(4%?#+7%%F,5:W@'765T
M.;\BC\>I=:Q780KVD$2F&2V:UN^?_(?V-!H+U;I/=F$?WMHFO*WZDO"AN6NE M[[%E;O*$K7]MAC-EVY!V[FCX&;['Z&CL>N=OXNUT6[ANO-W/?% W/$QPXS]R
ME7*%4NG,8S$ME+,I'VP:?9L'K:VEP?Z46$;)1V''3H.6:LT+- 0GUTR,! M@'0%4',#R !",FRPT]ZT<=N>E+XD@%;=..O^,&(E"X2;ZO8K=4E3I_&O..SY M"@4&)IC9FL,&B DUPR@W1M?
^[4AA8.(]3X2T4UH*2T6ZA;9PS=H9YMP.,Z1 M* +^S<'9.HT"_ZX#HU $LXC6E#&"KI2'SNXTR!1Y'I:4*O38% NF] A>PT6H MB^P3B2(HS<@C:SS"IFE9-.X-!:S%ZT5]HD*XH
O)8I2B68L$IRY,2A6^2'3L MHTLL+C%V'31Z%T3/(§HE,&3U)'1QN0Z50'MM?-)/![M&-UNV^>,-+$4L3=G+0ECRI7]H>RP57#RB(7#]J?&PZTA.IDGZ\L6GO"X,;# MO?OQQOS
71+8](-?X2T%_6.LL*4G>53*<1=DU:*/;&A)'[9@^;1/"+5RKTA-M%QHN,;]0H:.=]C&@YZD_.]$OX6FG&$^Y M*WTBP"YB/(<7AKK_)=*1I_QJ4+@?C4)8S;QZRR/5-Z2U[YW-
SZTS3;C4[<2I-52ZH>9O+ MV>#B@+-=P6S&9K\FN>Y.P!;5/"D^^W;FQ6T8W"GQL.P91$N3Z[I2AXTF#Y*J M<=96W9(/:]SG4VJI^UHCV7+B<8O?
CNT<[EK:MYW">UZN\1[!I.%^TT><3[S^_MLLZP+W3:O;GA/P*P@8-0DI]-VS C"P!/3&;$K!K_"7-]3W!X46P-[TUS8MGD MHVHUV?]YA=L-0?
2J(]WEWH8:PBX3^C,$LO7^*7!1'/9Z+VJR6L&U8!!@1-,H MG-&[SY?4DDN++)6PY%-9*FQUPN"PN8B**WC*)1&EP.GX;]4RE2WA[M#V.F-/A*:[T3N_C@B=T?
D]HC3K,E9\XQC$PSBV#',FTM22]A682U MZ&B^T0Q<*_02$N)Z($_0/)~^(.>R=':\)+H+6[*[T(/)R.%"WZTA9 M2?++<+6V&QK@Z,62?1>GG &,%T]"(#_ %3?;,@]"ZHV
M:$B_N]MDI4>FRE%+OVRU,Z[^] M!G+(^[BHZU0=LE4:?![4SJ-]WH55E79_UV<;4(*+ZB*472^0WV? M[?4^CD/.!4IZ$[B+:KVH>=DV;549EY5M0B"1*_PW^1N^?;CE<%C_T3WV.

**-3{X3]4,.;]F MM^?18Z))3KS.3O;[4:8S'S78]06IEXY K;MS\}?(AQ{^6'S'AY7BXV@6F': ME091"#UQ\CY@ Z&LU3PCDG(BN5GBSX[I%XV\;>L24+%582\ [&?YUE<^O,#>'|)92H64L!O\%0;6] M+UV+T8=N6VOT6<0)!9@XY[>,"AEK?"O#=2!UHU0ASSWRDF%%PZ3${@;FW=:V M[? E#&;?]@?N]H','2>PB]K5K9N>.H)4!A?1G-(!CKLX&5&^NZ=AZMJ6^IX- MY10Q%"G8I@$;^YFDGPG,?&19AWGL9M+T P8\SR(RU! S-2@?$+5F=)AR [3FM!\Z(*A%5/11$40MM]AP1V*MDJ;PL[$W4BNP80B+G!>5,'0D9Q#R:L%;.5]0PD5F<,&+-V$DF0KQT4JD; V0W.@6-Y*>!N+1%QN4 =8J.6H2IM!YB:A$K;=L6PPA?)D>]H;766X&)QOZAE1Y@";G1:@.^X^KE:KU4^AUF[7;QR M_N'3VXMWKP,+X&IYD<6"]M+A7X3FIKS*L^KR:NM>[^Q92_SZ]E]GP<%A4IWWM=0<3]ND3&'UQ>O7{U^_^G4$".G'Z(?0]OC!VQY M'';VTR3NJR6OR7F60(R$<%D]41&%0N?S M_ZD2KD,)$Y0C\2RNY#:BJ&UB<9D3 '/Z%+, SJH()AR!PZELNM51.L"!1Q*Q M{14{GK3Y_\^Z3W@SJ0;L3HHJAES M\?$)(\RR:(+!UP_-*2! ;K"[G<563VQ02E"),)0!UP60@X3?L2;^STS*+ZR0I2E1 M./$!FI=X,6ZU MKU"S.^ ;ZF+I M=I9&4%TWO:(&.9H'F?5B@'0RT;(A0U1# M:/%#R6H%=@7B24P{(_]UZ1=*!SE]95PBQULB<4]+Q+B#./^']KUD\WF5DP>$ MJ7TNX$LT69?9$);%P#6>..M@SEXI.7",|%^' MEYNK*Z25>><4)/OAQI3>-.(8KD6PFZ9T@#;N()@2;IOQX_N6\N/C)Y*-T:* MQ58AF3*3T4:!BF"),2%Y]#;^*<0E:.YUBT}IS3B M;#N=-RE?CW^Q2-(HG2>(IE_#QJ4AIC,.C$ZV2N9N(@0Q]?HI8&/P'6#B%/W)M_(9$I,,E-^Z;/)HYX^!!UQ#$<7+5%_!I');&TZ>A(>;-Q=@>MZL|[KNQ/6YL MCQO;XTZ_/>[VY_;A6>,%*WVWPVDJH>\'$<[PI62USA%5R"A8//8,Y3B>&ATW M@3>#TR>-)-TN;.0D7=MRSSO HJH7=G,*G^Y80W0I&[H.\'IXL^#>.R.$9(Z+ M(HM5L,2A*V3HPOW2$]&M-CAW6*B8I.K(;2_)\XN^\/7O5\1IC;>]VQVMM|#U M)MP%PU51NC_6CW*U6&(I&X?7^82XVW^>7<#_@9=,H&7XS$?[S76NKI.L0A3^ M(EF*'#?,WA_P0(*40*BTQ>]O\?K46#IHE<;G9S_U):D^FN^OT+!P\@OO]P6< M[T[)\\(>^2@1 !^KQ!['GE]&:?)OW6OP2F>)CUP;C&YB);KO8;CN5!C:,8\ M1SFA5F.=0^/K&3AK1PL9B2\5G4&F?YV:G?#S45E)UH'3\?IV:.[DC>#B\VPMY3_GK-'S!!|U_ME]'_%_P0)[E" U_<.CL:A8EQV:X21P)Y.F0^^I1__8K4 PCXRMUW[3O\,^]K&2R;4Z#K[6T^)T=,\GJ=Y.1QA|5$LJB(A< M'.AN!|H^2B6P24^MU&". H1FA+?+X"!]6*H8E26%UK'&!<,H&LPD!BW&\2S& MU7 1QCMU"8?-[]Q@?@*F(`6;W>?@U,) TVZ[/;BK]\X^HI1.=^0Y?PVWR:@L28 ?E*9&6HB1H&]-I1\,Q M"671%]W;_V/A. SZHS=$3!45^ZB@!YL0DT7MNV0\)XYW3BR'37P_3H?J M6[-/BFZ8QL&CC]I5=$V*6A<BB>QS)X]$H=Y&7@UG(_^6%(A*B%*55<<.7;7.;;>GYW2#PCBO^(!W91P, M=V[-15/H,=N8R1UW,W9OF8+]8/PY>%_-49#'_]?K]^?M/"T)?W\5_3O*8SXPEDE$\#$,"3$9.8?7B^DJS#F%L+!@IO-FPBP*GYVP,*

9G!O;X M,WS&K10MU35><2)Z(5F*&CY<@@IKF<1C1;4%U2FN=PC!H7&,'^_MN\#^WX]@_Q'L/X+]1{#_7@>G9OX59Y=/41+P%.9>QRY$&LX<>Y.IN(!C=+G$M>$I3>ZR%8PZ^N:*S?V'3@I3M=MQ?.O)8H#G!>U>ASI7C+H7@X^A'L@GN M:'XZ=*_GY"M@_I&?H41$RKSDO.AVO;ZQ//<5 ,.EO!^-/VP#.Z6G' M)?_6AG\'=f'')3DR=C>7XO^IHAQ,&%@WLRA[B^ZV"X!+Y;A&'\$4)00&G7B)Y-E5A1P%A9W!5X M/G!D2/9(T\11NB8JX.F6V8TYC^4E^%AT'AOKXG0N\]MQ8&O219BM@F=.::X) M^_GK-BG"WO)(M6$<3<[Q3,Z .,K/T]1"CZE"2-D'M8;M?6(6)X67@+TX^>F; MK=9FFP&)$/Q.[QG1>^;TGDU#PCLF:N\]I1$9=$RAP0/2YP1*' MG=*] E4WE]!17>BR&6%VR0$6&FO98J:[AI&AZV@#'E*=$%GX66R>)5HV'CM M2@B$D7@++,BHJ4\GM4<$!D]+NIE0BOP""CPVOG.%L4@2L@I+"_^OG8Y MC@?H'LQL?-1Z:_/OB5W_]#TBF A!C.8/$Y'ST HD.R7RW+?S12A[/2@Z(?_^U-M3M&]CO+TR>]5&9ROT-\Y#3L9[F$HE2Z!-M<\[@:8M'FU]+KINM[91(\I#%E0 MWF V/I@\}?3,%GGY%-;H.(V_K%HKD/'OR!G.1 ?SK;SGM3F47'3),HQAM#6]+MF5?\EWI;KF"-R@<00/ ^=B\?MDC,-/,K$(*I-16CS2N-F ;XFW! {)L?46:" M0TA:2O]?7_1/K'G;S1B!#Y]AH.TP$X4."Z47Z*<983A#":'A'[&"L""A6\'> M^[*Q&AJ%7QNIJT]10F&V\=A51.<1]YV%'3N7%5E^H[6RI30;JQE.WNLY, BE]!=XV6'=T*.&IJHFEA =Y"GG$N"O&^KL8X*ED(B06AY]@D8C M0?HT-!U34F5/-PZ%.U8PKZ+TDNZ372LM%ZEE!GFGJ:2Q]_8P'.OZ%,%2>6K0N\@8B5R4'BF*A,FL;@'1!I,40;TD>$TY=GE4>,8ID)PRPC2K- M=TR&B%-+.G&$]_<8IV0T/+6DWMF0QZ_M_3MP%PU51NC_6CW*U6&(I&X?7^82XVW^>7<#_@9=,H&7XS$?[S76NKI.L0A3^ M(EF*'#?,WA_P0(*40*BTQ>]O\?K46#IHE<;G9S_U):D^FN^OT+!P\@OO]P6< M[T[)\\(>^2@1 !^KQ!['GE]&:?)OW6OP2F>)CUP;C&YB);KO8;CN5!C:,8\ M1SFA5F.=0^/K&3AK1PL9B2\5G4&F?YV:G?#S45E)UH'3\?IV:.[DC>#B\VPMY3_GK-'S!!|U_ME]'_%_P0)[E" U_<.CL:A8EQV:X21P)Y.F0^^I1__8K4 PCXRMUW[3O\,^]K&2R;4Z#K[6T^)T=,\GJ=Y.1QA|5$LJB(A< M'.AN!|H^2B6P24^MU&". H1FA+?+X"!]6*H8E26%UK'&!<,H&LPD!BW&\2S& MU7 1QCMU"8?-[]Q@?@*F(`6;W>?@U,) TVZ[/;BK]\X^HI1.=^0Y?PVWR:@L28 ?E*9&6HB1H&]-I1\,Q M"671%]W;_V/A. SZHS=$3!45^ZB@!YL0DT7MNV0\)XYW3BR'37P_3H?J M6[-/BFZ8QL&CC]I5=$V*6A<BB>QS)X]$H=Y&7@UG(_^6%(A*B%*55<<.7;7.;;>GYW2#PCBO^(!W91P, M=V[-15/H,=N8R1UW,W9OF8+]8/PY>%_-49#'_]?K]^?M/"T)?W\5_3O*8SXPEDE$\#$,"3$9.8?7B^DJS#F%L+!@IO-FPBP*GYVP,*

*C/V MI9D;8#Y'VKK)S17+^:*NC59%#RGY'#\A+45]^8#H#OC#Q1KC11<,=?KBA!T! M30YQ3^@#+!_'++F&G-,O.J_S,%TNRJ%TG]-$-"!9*.=!7,-:" H_VH9AP:AI MOGJL%=7IX)RU:Y7Y9.&9>5T8_%54;CGJ[^NWV06KLIR_?,__M'5G63VQ2#R1!;RCANLN5PZU\L04.M@([PJT@2R1R2W9O6CK;K.LOR MZT#-%QZS\.LZR1,B#TBF A!C.8/$Y'ST HD.R7RW+?S12A[/2@Z(?_^U-M3M&]CO+TR>]5&9ROT-\Y#3L9[F$HE2Z!-M<\[@:8M'FU]+KINM[91(\I#%E0 MWF V/I@\}?3,%GGY%-;H.(V_K%HKD/'OR!G.1 ?SK;SGM3F47'3),HQAM#6]+MF5?\EWI;KF"-R@<00/ ^=B\?MDC,-/,K$(*I-16CS2N-F ;XFW! {)L?46:" M0TA:2O]?7_1/K'G;S1B!#Y]AH.TP$X4."Z47Z*<983A#":'A'[&"L""A6\'> M^[*Q&AJ%7QNIJT]10F&V\=A51.<1]YV%'3N7%5E^H[6RI30;JQE.WNLY, BE]!=XV6'=T*.&IJHFEA =Y"GG$N"O&^KL8X*ED(B06AY]@D8C M0?HT-!U34F5/-PZ%.U8PKZ+TDNZ372LM%ZEE!GFGJ:2Q]_8P'.OZ%,%2>6K0N\@8B5R4'BF*A,FL;@'1!I,40;TD>$TY=GE4>,8ID)PRPC2K- M=TR&B%-+.G&$]_<8IV0T/+6DWMF0QZ_M_3MP%PU51NC_6CW*U6&(I&X?7^82XVW^>7<#_@9=,H&7XS$?[S76NKI.L0A3^ M(EF*'#?,WA_P0(*40*BTQ>]O\?K46#IHE<;G9S_U):D^FN^OT+!P\@OO]P6< M[T[)\\(>^2@1 !^KQ!['GE]&:?)OW6OP2F>)CUP;C&YB);KO8;CN5!C:,8\ M1SFA5F.=0^/K&3AK1PL9B2\5G4&F?YV:G?#S45E)UH'3\?IV:.[DC>#B\VPMY3_GK-'S!!|U_ME]'_%_P0)[E" U_<.CL:A8EQV:X21P)Y.F0^^I1__8K4 PCXRMUW[3O\,^]K&2R;4Z#K[6T^)T=,\GJ=Y.1QA|5$LJB(A< M'.AN!|H^2B6P24^MU&". H1FA+?+X"!]6*H8E26%UK'&!<,H&LPD!BW&\2S& MU7 1QCMU"8?-[]Q@?@*F(`6;W>?@U,) TVZ[/;BK]\X^HI1.=^0Y?PVWR:@L28 ?E*9&6HB1H&]-I1\,Q M"671%]W;_V/A. SZHS=$3!45^ZB@!YL0DT7MNV0\)XYW3BR'37P_3H?J M6[-/BFZ8QL&CC]I5=$V*6A<BB>QS)X]$H=Y&7@UG(_^6%(A*B%*55<<.7;7.;;>GYW2#PCBO^(!W91P, M=V[-15/H,=N8R1UW,W9OF8+]8/PY>%_-49#'_]?K]^?M/"T)?W\5_3O*8SXPEDE$\#$,"3$9.8?7B^DJS#F%L+!@IO-FPBP*GYVP,*

9G!O;X M,WS&K10MU35><2)Z(5F*&CY<@@IKF<1C1;4%U2FN=PC!H7&,'^_MN\#^WX]@_Q'L/X+]1{#_7@>G9OX59Y=/41+P%.9>QRY$&LX<>Y.IN(!C=+G$M>$I3>ZR%8PZ^N:*S?V'3@I3M=MQ?.O)8H#G!>U>ASI7C+H7@X^A'L@GN M:'XZ=*_GY"M@_I&?H41$RKSDO.AVO;ZQ//<5 ,.EO!^-/VP#.Z6G' M)?_6AG\'=f'')3DR=C>7XO^IHAQ,&%@WLRA[B^ZV"X!+Y;A&'\$4)00&G7B)Y-E5A1P%A9W!5X M/G!D2/9(T\11NB8JX.F6V8TYC^4E^%AT'AOKXG0N\]MQ8&O219BM@F=.::X) M^_GK-BG"WO)(M6$<3<[Q3,Z .,K/T]1"CZE"2-D'M8;M?6(6)X67@+TX^>F; MK=9FFP&)$/Q.[QG1>^;TGDU#PCLF:N\]I1$9=$RAP0/2YP1*' MG=*] E4WE]!17>BR&6%VR0$6&FO98J:[AI&AZV@#'E*=$%GX66R>)5HV'CM M2@B$D7@++,BHJ4\GM4<$!D]+NIE0BOP""CPVOG.%L4@2L@I+"_^OG8Y MC@?H'LQL?-1Z:_/OB5W_]#TBF A!C.8/$Y'ST HD.R7RW+?S12A[/2@Z(?_^U-M3M&]CO+TR>]5&9ROT-\Y#3L9[F$HE2Z!-M<\[@:8M'FU]+KINM[91(\I#%E0 MWF V/I@\}?3,%GGY%-;H.(V_K%HKD/'OR!G.1 ?SK;SGM3F47'3),HQAM#6]+MF5?\EWI;KF"-R@<00/ ^=B\?MDC,-/,K$(*I-16CS2N-F ;XFW! {)L?46:" M0TA:2O]?7_1/K'G;S1B!#Y]AH.TP$X4."Z47Z*<983A#":'A'[&"L""A6\'> M^[*Q&AJ%7QNIJT]10F&V\=A51.<1]YV%'3N7%5E^H[6RI30;JQE.WNLY, BE]!=XV6'=T*.&IJHFEA =Y"GG$N"O&^KL8X*ED(B06AY]@D8C M0?HT-!U34F5/-PZ%.U8PKZ+TDNZ372LM%ZEE!GFGJ:2Q]_8P'.OZ%,%2>6K0N\@8B5R4'BF*A,FL;@'1!I,40;TD>$TY=GE4>,8ID)PRPC2K- M=TR&B%-+.G&$]_<8IV0T/+6DWMF0QZ_M_3MP%PU51NC_6CW*U6&(I&X?7^82XVW^>7<#_@9=,H&7XS$?[S76NKI.L0A3^ M(EF*'#?,WA_P0(*40*BTQ>]O\?K46#IHE<;G9S_U):D^FN^OT+!P\@OO]P6< M[T[)\\(>^2@1 !^KQ!['GE]&:?)OW6OP2F>)CUP;C&YB);KO8;CN5!C:,8\ M1SFA5F.=0^/K&3AK1PL9B2\5G4&F?YV:G?#S45E)UH'3\?IV:.[DC>#B\VPMY3_GK-'S!!|U_ME]'_%_P0)[E" U_<.CL:A8EQV:X21P)Y.F0^^I1__8K4 PCXRMUW[3O\,^]K&2R;4Z#K[6T^)T=,\GJ=Y.1QA|5$LJB(A< M'.AN!|H^2B6P24^MU&". H1FA+?+X"!]6*H8E26%UK'&!<,H&LPD!BW&\2S& MU7 1QCMU"8?-[]Q@?@*F(`6;W>?@U,) TVZ[/;BK]\X^HI1.=^0Y?PVWR:@L28 ?E*9&6HB1H&]-I1\,Q M"671%]W;_V/A. SZHS=$3!45^ZB@!YL0DT7MNV0\)XYW3BR'37P_3H?J M6[-/BFZ8QL&CC]I5=$V*6A<BB>QS)X]$H=Y&7@UG(_^6%(A*B%*55<<.7;7.;;>GYW2#PCBO^(!W91P, M=V[-15/H,=N8R1UW,W9OF8+]8/PY>%_-49#'_]?K]^?M/"T)?W\5_3O*8SXPEDE$\#$,"3$9.8?7B^DJS#F%L+!@IO-FPBP*GYVP,*

*C/V MI9D;8#Y'VKK)S17+^:*NC59%#RGY'#\A+45]^8#H#OC#Q1KC11<,=?KBA!T! M30YQ3^@#+!_'++F&G-,O.J_S,%TNRJ%TG]-$-"!9*.=!7,-:" H_VH9AP:AI MOGJL%=7IX)RU:Y7Y9.&9>5T8_%54;CGJ[^NWV06KLIR_?,__M'5G63VQ2#R1!;RCANLN5PZU\L04.M@([PJT@2R1R2W9O6CK;K.LOR MZT#-%QZS\.LZR1,B#TBF A!C.8/$Y'ST HD.R7RW+?S12A[/2@Z(?_^U-M3M&]CO+TR>]5&9ROT-\Y#3L9[F$HE2Z!-M<\[@:8M'FU]+KINM[91(\I#%E0 MWF V/I@\}?3,%GGY%-;H.(V_K%HKD/'OR!G.1 ?SK;SGM3F47'3),HQAM#6]+MF5?\EWI;KF"-R@<00/ ^=B\?MDC,-/,K$(*I-16CS2N-F ;XFW! {)L?46:" M0TA:2O]?7_1/K'G;S1B!#Y]AH.TP$X4."Z47Z*<983A#":'A'[&"L""A6\'> M^[*Q&AJ%7QNIJT]10F&V\=A51.<1]YV%'3N7%5E^H[6RI30;JQE.WNLY, BE]!=XV6'=T*.&IJHFEA =Y"GG$N"O&^KL8X*ED(B06AY]@D8C M0?HT-!U34F5/-PZ%.U8PKZ+TDNZ372LM%ZEE!GFGJ:2Q]_8P'.OZ%,%2>6K0N\@8B5R4'BF*A,FL;@'1!I,40;TD>$TY=GE4>,8ID)PRPC2K- M=TR&B%-+.G&$]_<8IV0T/+6DWMF0QZ_M_3MP%PU51NC_6CW*U6&(I&X?7^82XVW^>7<#_@9=,H&7XS$?[S76NKI.L0A3^ M(EF*'#?,WA_P0(*40*BTQ>]O\?K46#IHE<;G9S_U):D^FN^OT+!P\@OO]P6< M[T[)\\(>^2@1 !^KQ!['GE]&:?)OW6OP2F>)CUP;C&YB);KO8;CN5!C:,8\ M1SFA5F.=0^/K&3AK1PL9B2\5G4&F?YV:G?#S45E)UH'3\?IV:.[DC>#B\VPMY3_GK-'S!!|U_ME]'_%_P0)[E" U_<.CL:A8EQV:X21P)Y.F0^^I1__8K4 PCXRMUW[3O\,^]K&2R;4Z#K[6T^)T=,\GJ=Y.1QA|5$LJB(A< M'.AN!|H^2B6P24^MU&". H1FA+?+X"!]6*H8E26%UK'&!<,H&LPD!BW&\2S& MU7 1QCMU"8?-[]Q@?@*F(`6;W>?@U,) TVZ[/;BK]\X^HI1.=^0Y?PVWR:@L28 ?E*9&6HB1H&]-I1\,Q M"671%]W;_V/A. SZHS=$3!45^ZB@!YL0DT7MNV0\)XYW3BR'37P_3H?J M6[-/BFZ8QL&CC]I5=$V*6A<BB>QS)X]$H=Y&7@UG(_^6%(A*B%*55<<.7;7.;;>GYW2#PCBO^(!W91P, M=V[-15/H,=N8R1UW,W9OF8+]8/PY>%_-49#'_]?K]^?M/"T)?W\5_3O*8SXPEDE$\#$,"3$9.8?7B^DJS#F%L+!@IO-FPBP*GYVP,*

9G!O;X M,WS&K10MU35><2)Z(5F*&CY<@@IKF<1C1;4%U2FN=PC!H7&,'^_MN\#^WX]@_Q'L/X+]1{#_7@>G9OX59Y=/41+P%.9>QRY$&LX<>Y.IN(!C=+G$M>$I3>ZR%8PZ^N:*S?V'3@I3M=MQ?.O)8H#G!>U>ASI7C+H7@X^A'L@GN M:'XZ=*_GY"M@_I&?H41$RKSDO.AVO;ZQ//<5 ,.EO!^-/VP#.Z6G' M)?_6AG\'=f'')3DR=C>7XO^IHAQ,&%@WLRA[B^ZV"X!+Y;A&'\$4)00&G7B)Y-E5A1P%A9W!5X M/G!D2/9(T\11NB8JX.F6V8TYC^4E^%AT'AOKXG0N\]MQ8&O219BM@F=.::X) M^_GK-BG"WO)(M6$<3<[Q3,Z .,K/T]1"CZE"2-D'M8;M?6(6)X67@+TX^>F; MK=9FFP&)$/Q.[QG1>^;TGDU#PCLF:N\]I1$9=$RAP0/2YP1*' MG=*] E4WE]!17>BR&6%VR0$6&FO98J:[AI&AZV@#'E*=$%GX66R>)5HV'CM M2@B$D7@++,BHJ4\GM4<$!D]+NIE0BOP""CPVOG.%L4@2L@I+"_^OG8Y MC@?H'LQL?-1Z:_/OB5W_]#TBF A!C.8/$Y'ST HD.R7RW+?S12A[/2@Z(?_^U-M3M&]CO+TR>]5&9ROT-\Y#3L9[F$HE2Z!-M<\[@:8M'FU]+KINM[91(\I#%E0 MWF V/I@\}?3,%GGY%-;H.(V_K%HKD/'OR!G.1 ?SK;SGM3F47'3),HQAM#6]+MF5?\EWI;KF"-R@<00/ ^=B\?MDC,-/,K$(*I-16CS2N-F ;XFW! {)L?46:" M0TA:2O]?7_1/K'G;S1B!#Y]AH.TP$X4."Z47Z*<983A#":'A'[&"L""A6\'> M^[*Q&AJ%7QNIJT]10F&V\=A51.<1]YV%'3N7%5E^H[6RI30;JQE.WNLY, BE]!=XV6'=T*.&IJHFEA =Y"GG$N"O&^KL8X*ED(B06AY]@D8C M0?HT-!U34F5/-PZ%.U8PKZ+TDNZ372LM%ZEE!GFGJ:2Q]_8P'.OZ%,%2>6K0N\@8B5R4'BF*A,FL;@'1!I,40;TD>$TY=GE4>,8ID)PRPC2K- M=TR&B%-+.G&$]_<8IV0T/+6DWMF0QZ_M_3MP%PU51NC_6CW*U6&(I&X?7^82XVW^>7<#_@9=,H&7XS$?[S76NKI.L0A3^ M(EF*'#?,WA_P0(*40*BTQ>]O\?K46#IHE<;G9S_U):D^FN^OT+!P\@OO]P6< M[T[)\\(>^2@1 !^KQ!['GE]&:?)OW6OP2F>)CUP;C&YB);KO8;CN5!C:,8\ M1SFA5F.=0^/K&3AK1PL9B2\5G4&F?YV:G?#S45E)UH'3\?IV:.[DC>#B\VPMY3_GK-'S!!|U_ME]'_%_P0)[E" U_<.CL:A8EQV:X21P)Y.F0^^I1__8K4 PCXRMUW[3O\,^]K&2R;4Z#K[6T^)T=,\GJ=Y.1QA|5$LJB(A< M'.AN!|H^2B6P24^MU&". H1FA+?+X"!]6*H8E26%UK'&!<,H&LPD!BW&\2S& MU7 1QCMU"8?-[]Q@?@*F(`6;W>?@U,) TVZ[/;BK]\X^HI1.=^0Y?PVWR:@L28 ?E*9&6HB1H&]-I1\,Q M"671%]W;_V/A. SZHS=$3!45^ZB@!YL0DT7MNV0\)XYW3BR'37P_3H?J M6[-/BFZ8QL&CC]I5=$V*6A<BB>QS)X]$H=Y&7@UG(_^6%(A*B%*55<<.7;7.;;>GYW2#PCBO^(!W91P, M=V[-15/H,=N8R1UW,W9OF8+]8/PY>%_-49#'_]?K]^?M/"T)?W\5_3O*8SXPEDE$\#$,"3$9.8?7B^DJS#F%L+!@IO-FPBP*GYVP,*

9G!O;X M,WS&K10MU35><2)Z(5F*&CY<@@IKF<1C1;4%U2FN=PC!H7&,'^_MN\#^WX]@_Q'L/X+]1{#_7@>G9OX59Y=/41+P%.9>QRY$&LX<>Y.IN(!C=+G$M>$I3>ZR%8PZ^N:*S?V'3@I3M=MQ?.O)8H#G!>U>ASI7C+H7@X^A'L@GN M:'XZ=*_GY"M@_I&?H41$RKSDO.AVO;ZQ//<5 ,.EO!^-/VP#.Z6G' M)?_6AG\'=f'')3DR=C>7XO^IHAQ,&%@WLRA[B^ZV"X!+Y;A&'\$4)00&G7B)Y-E5A1P%A9W!5X M/G!D2/9(T\11NB8JX.F6V8TYC^4E^%AT'AOKXG0N\]MQ8&O219BM@F=.::X) M^_GK-BG"WO)(M6$<3<[Q3,Z .,K/T]1"CZE"2-D'M8;M?6(6)X67@+TX^>F; MK=9FFP&)$/Q.[QG1>^;TGDU#PCLF:N\]I1$9=$RAP0/2YP1*' MG=*] E4WE]!17>BR&6%VR0$6&FO98J:[AI&AZV@#'E*=$%GX66R>)5HV'CM M2@B$D7@++,BHJ4\GM4<$!D]+NIE0BOP""CPVOG.%L4@2L@I+"_^OG8Y MC@?H'LQL?-1Z:_/OB5W_]#TBF A!C.8/$Y'ST HD.R7RW+?S12A[/2@Z(?_^U-M3M&]CO+TR>]5&9ROT-\Y#3L9[F$HE2Z!-M<\[@:8M'FU]+KINM[91(\I#%E0 MWF V/I@\}?3,%GGY%-;H.(V_K%HKD/'OR!G.1 ?SK;SGM3F47'3),HQAM#6]+MF5?\EWI;KF"-R@<00/ ^=B\?MDC,-/,K$(*I-16CS2N-F ;XFW! {)L?46:" M0TA:2O]?7_1/K'G;S1B!#Y]AH.TP$X4."Z47Z*<983A#":'A'[&"L""A6\'> M^[*Q&AJ%7QNIJT]10F&V\=A51.<1]YV%'3N7%5E^H[6RI30;JQE.WNLY, BE]!=XV6'=T*.&IJHFEA =Y"GG$N"O&^KL8X*ED(B06AY]@D8C M0?HT-!U34F5/-PZ%.U8PKZ+TDNZ372LM%ZEE!GFGJ:2Q]_8P'.OZ%,%2>6K0N\@8B5R4'BF*A,FL;@'1!I,40;TD>$TY=GE4>,8ID)PRPC2K- M=TR&B%-+.G&$]_<8IV0T/+6DWMF0QZ_M_3MP%PU51NC_6CW*U6&(I&X?7^82XVW^>7<#_@9=,H&7XS$?[S76NKI.L0A3^ M(EF*'#?,WA_P0(*40*BTQ>]O\?K46#IHE<;G9S_U):D^FN^OT+!P\@OO]P6< M[T[)\\(>^2@1 !^KQ!['GE]&:?)OW6OP2F>)CUP;C&YB);KO8;CN5!C:,8\ M1SFA5F.=0^/K&3AK1PL9B2\5G4&F?YV:G?#S45E)UH'3\?IV:.[DC>#B\VPMY3_GK-'S!!|U_ME]'_%_P0)[E" U_<.CL:A8EQV:X21P)Y.F0^^I1__8K4 PCXRMUW[3O\,^]K&2R;4Z#K[6T^)T=,\GJ=Y.1QA|5$LJB(A< M'.AN!|H^2B6P24^MU&". H1FA+?+X"!]6*H8E26%UK'&!<,H&LPD!BW&\2S& MU7 1QCMU"8?-[]Q@?@*F(`6;W>?@U,) TVZ[/;BK]\X^HI1.=^0Y?PVWR:@L28 ?E*9&6HB1H&]-I1\,Q M"671%]W;_V/A. SZHS=$3!45^ZB@!YL0DT7MNV0\)XYW3BR'37P_3H?J M6[-/BFZ8QL&CC]I5=$V*6A<BB>QS)X]$H=Y&7@UG(_^6%(A*B%*55<<.7;7.;;>GYW2#PCBO^(!W91P, M=V[-15/H,=N8R1UW,W9OF8+]8/PY>%_-49#'_]?K]^?M/"T)?W\5_3O*8SXPEDE$\#$,"3$9.8?7B^DJS#F%L+!@IO-FPBP*GYVP,*

*C/V MI9D;8#Y'VKK)S17+^:*NC59%#RGY'#\A+45]^8#H#OC#Q1KC11<,=?KBA!T! M30YQ3^@#+!_'++F&G-,O.J_S,%TNRJ%TG]-$-"!9*.=!7,-:" H_VH9AP:AI MOGJL%=7IX)RU:Y7Y9.&9>5T8_%54;CGJ[^NWV06KLIR_?,__M'5G63VQ2#R1!;RCANLN5PZU\L04.M@([PJT@2R1R2W9O6CK;K.LOR MZT#-%QZS\.LZR1,B#TBF A!C.8/$Y'ST HD.R7RW+?S12A[/2@Z(?_^U-M3M&]CO+TR>]5&9ROT-\Y#3L9[F$HE2Z!-M<\[@:8M'FU]+KINM[91(\I#%E0 MWF V/I@\}?3,%GGY%-;H.(V_K%HKD/'OR!G.1 ?SK;SGM3F47'3),HQAM#6]+MF5?\EWI;KF"-R@<00/ ^=B\?MDC,-/,K$(*I-16CS2N-F ;XFW! {)L?46:" M0TA:2O]?7_1/K'G;S1B!#Y]AH.TP$X4."Z47Z*<983A#":'A'[&"L""A6\'> M^[*Q&AJ%7QNIJT]10F&V\=A51.<1]YV%'3N7%5E^H[6RI30;JQE.WNLY, BE]!=XV6'=T*.&IJHFEA =Y"GG$N"O&^KL8X*ED(B06AY]@D8C M0?HT-!U34F5/-PZ%.U8PKZ+TDNZ372LM%ZEE!GFGJ:2Q]_8P'.OZ%,%2>6K0N\@8B5R4'BF*A,FL;@'1!I,40;TD>$TY=GE4>,8ID)PRPC2K- M=TR&B%-+.G&$]_<8IV0T/+6DWMF0QZ_M_3MP%PU51NC_6CW*U6&(I&X?7^82XVW^>7<#_@9=,H&7XS$?[S76NKI.L0A3^ M(EF*'#?,WA_P0(*40*BTQ>]O\?K46#IHE<;G9S_U):D^FN^OT+!P\@OO]P6< M[T[)\\(>^2@1 !^KQ!['GE]&:?)OW6OP2F>)CUP;C&YB);KO8;CN5!C:,8\ M1SFA5F.=0^/K&3AK1PL9B2\5G4&F?YV:G?#S45E)UH'3\?IV:.[DC>#B\VPMY3_GK-'S!!|U_ME]'_%_P0)[E" U_<.CL:A8EQV:X21P)Y.F0^^I1__8K4 PCXRMUW[3O\,^]K&2R;4Z#K[6T^)T=,\GJ=Y.1QA|5$LJB(A< M'.AN!|H^2B6P24^MU&". H1FA+?+X"!]6*H8E26%UK'&!<,H&LPD!BW&\2S& MU7 1QCMU"8?-[]Q@?@*F(`6;W>?@U,) TVZ[/;BK]\X^HI1.=^0Y?PVWR:@L28 ?E*9&6HB1H&]-I1\,Q M"671%]W;_V/A. SZHS=$3!45^ZB@!YL0DT7MNV0\)XYW3BR'37P_3H?J M6[-/BFZ8QL&CC]I5=$V*6A<BB>QS)X]$H=Y&7@UG(_^6%(A*B%*55<<.7;7.;;>GYW2#PCBO^(!W91P, M=V[-15/H,=N8R1UW,W9OF8+]8/PY>%_-49#'_]?K]^?M/"T)?W\5_3O*8SXPEDE$\#$,"3$9.8?7B^DJS#F%L+!@IO-FPBP*GYVP,*

9G!O;X M,WS&K10MU35><2)Z(5F*&CY<@@IKF<1C1;4%U2FN=PC!H7&,'^_MN\#^WX]@_Q'L/X+]1{#_7@>G9OX59Y=/41+P%.9>QRY$&LX<>Y.IN(!C=+G$M>$I3>ZR%8PZ^N:*S?V'3@I3M=MQ?.O)8H#G!>U>ASI7C+H7@X^A'L@GN M:'XZ=*_GY"M@_I&?H41$RKSDO.AVO;ZQ//<5 ,.EO!^-/VP#.Z6G' M)?_6AG\'=f'')3DR=C>7XO^IHAQ,&%@WLRA[B^ZV"X!+Y;A&'\$4)00&G7B)Y-E5A1P%A9W!5X M/G!D2/9(T\11NB8JX.F6V8TYC^4E^%AT'AOKXG0N\]MQ8&O219BM@F=.::X) M^_GK-BG"WO)(M6$<3<[Q3,Z .,K/T]1"CZE"2-D'M8;M?6(6)X67@+TX^>F; MK=9FFP&)$/Q.[QG1>^;TGDU#PCLF:N\]I1$9=$RAP0/2YP1*' MG=*] E4WE]!17>BR&6%VR0$6&FO98J:[AI&AZV@#'E*=$%GX66R>)5HV'CM M2@B$D7@++,BHJ4\GM4<$!D]+NIE0BOP""CPVOG.%L4@2L@I+"_^OG8Y MC@?H'LQL?-1Z:_/OB5W_]#TBF A!C.8/$Y'ST HD.R7RW+?S12A[/2@Z(?_^U-M3M&]CO+TR>]5&9ROT-\Y#3L9[F$HE2Z!-M<\[@:8M'FU]+KINM[91(\I#%E0 MWF V/I@\}?3,%GGY%-;H.(V_K%HKD/'OR!G.1 ?SK;SGM3F47'3),HQAM#6]+MF5?\EWI;KF"-R@<00/ ^=B\?MDC,-/,K$(*I-16CS2N-F ;XFW! {)L?46:" M0TA:2O]?7_1/K'G;S1B!#Y]AH.TP$X4."Z47Z*<983A#":'A'[&"L""A6\'> M^[*Q&AJ%7QNIJT]10F&V\=A51.<1]YV%'3N7%5E^H[6RI30;JQE.WNLY, BE]!=XV6'=T*.&IJHFEA =Y"GG$N"O&^KL8X*ED(B06AY]@D8C M0?HT-!U34F5/-PZ%.U8PKZ+TDNZ372LM%ZEE!GFGJ:2Q]_8P'.OZ%,%2>6K0N\@8B5R4'BF*A,FL;@'1!I,40;TD>$TY=GE4>,8ID)PRPC2K- M=TR&B%-+.G&$]_<8IV0T/+6DWMF0QZ_M_3MP%PU51NC_6CW*U6&(I&X?7^82XVW^>7<#_@9=,H&7XS$?[S76NKI.L0A3^ M(EF*'#?,WA_P0(*40*BTQ>]O\?K46#IHE<;G9S_U):D^FN^OT+!P\@OO]P6< M[T[)\\(>^2@1 !^KQ!['GE]&:?)OW6OP2F>)CUP;C&YB);KO8;CN5!C:,8\ M1SFA5F.=0^/K&3AK1PL9B2\5G4&F?YV:G?#S45E)UH'3\?IV:.[DC>#B\VPMY3_GK-'S!!|U_ME]'_%_P0)[E" U_<.CL:A8EQV:X21P)Y.F0^^I1__8K4 PCXRMUW[3O\,^]K&2R;4Z#K[6T^)T=,\GJ=Y.1QA|5$LJB(A< M'.AN!|H^2B6P24^MU&". H1FA+?+X"!]6*H8E26%UK'&!<,H&LPD!BW&\2S& MU7 1QCMU"8?-[]Q@?@*F(`6;W>?@U,) TVZ[/;BK]\X^HI1.=^0Y?PVWR:@L28 ?E*9&6HB1H&]-I1\,Q M"671%]W;_V/A. SZHS=$3!45^ZB@!YL0DT7MNV0\)XYW3BR'37P_3H?J M6[-/BFZ8QL&CC]I5=$V*6A<BB>QS)X]$H=Y&7@UG(_^6%(A*B%*55<<.7;7.;;>GYW2#PCBO^(!W91P, M=V[-15/H,=N8R1UW,W9OF8+]8/PY>%_-49#'_]?K]^?M/"T)?W\5_3O*8SXPEDE$\#$,"3$9.8?7B^DJS#F%L+!@IO-FPBP*GYVP,*

*-3{X3]4,.;]F MM^?18Z))3KS.3O;[4:8S'S78]06IEXY K

*MVT[K/%?"A4JKN%47Q7+@48=]#=P;L%%RM3Q;- GR=12H3-A!=&)(Q3%S^91A@Y.SQ?_M YEY%'W Z/#A,"R:.XOZLY/58=7^!MT_0#/'!T[$#/*9R<1YE$0;/XC4)V M&!}\1BA:.6&HU_1%J;47QY.294)5_#W2Q>AK0UA0D94S=F=[Y>;IF: ;OA?-SU;,S&+M&2UZU*X<# M+MD/V^CSXC?@@,BW6V?*X/[8:]EKPM'S/GH##]D'4&*CBE%URGH0UF#56E;MRS8MOJ-5$ SNLH2">8Y6XO^0X\S(CT@=% MH;5I=D1ACET)=X1Z;D-!OS8SMN2BYDIY.1!1RN,ZS^VJWB,ZN'N0-[1*D]$;M\ST_HA;#-0ZORVRQVVB5X7KC0TA_!.?G%/-";29"@W>$ZWK4T(.9-[OV1\M%]LG#BRQSVR@YW9WI(\/"%/M^EQ9!4O=8H6,ZD0>#&7=\|-/V MS$X0T$K891QRJKZZM!WMU?! >*RIE$5S>=6BU9\ZZ%,,&U80/UF6$,NE!-? MU6]IDC\QJN$@ZT>I_!EP#$>>5TG%%3%3"//I7+9,20;K M<-W8;NT7/31'GUN'#O4Y$I%K>67[5]NW-+@]KB!Y6V/;H0^@UZ!BB?@=![OX% M;KSI8M_5P]IBY@R@.0'-S9$@]7ZB]<1@/RG.0+?%,17MN8C@Y%CV CC@\\;. MJF&@&9R!PN$]" (KTB(tT$#WJ=[S]@O."D_EE\IK>=,8/(O!?U@S5NU^*LC" M.67Z&M=5;IW66=UP+U_T$7Y>9L0MJ$L$(\')?#%8]$H!SP2[:)\.!'#'_E=M&]#HOHF^FXAD+A;/AJD(T+N0_,(.R?jCZ:>GC\LW_>/3P4^HA50Y^2+3W>ZW M,70+WE./KI4U7[*K;SRP+9TPV]+96;P?PU*;L\-K'C+\'?<(2W5[)'OV2ZFN3D*WW8 M&X@ACT0;*\3%:D)DIRIB6%82GO^1PZK87P-1;@+Y3T*!.S M]X)K');$"\6IJ P%F\SR?NB26100L*G\ R MA]H_*NFO&84 !_3[1[_Q6[']$=.:D}BMTFE(9;[2-]KCMK;L'/9;Y3:(XO%$<7Y,4?23$2Y_[K1M;WW_M\2A":YU8L_;0@[:K!^UEZ$$+/6BA!VT$/6AW-W3;3MFW&P9WC--C2NN#58I; M9.;M:62V DEX3;8DK>Y MO+[41NS3*7]KA!_+=,;|{1?;M>Q\PP(WUH|&)+TNGL5M)IFD,QG\NN)#P%,&Z1?U-JXI>^[+:#42UN?.S_4UA*C-NS]A6@B[\Y*9AM5,?4[45\IV%'Z.7@'M71WQH.^*L,X>4WU3,$5GM^0F ??//AFF,_3?X2@3U9.SL$R%F+S(X!Q_O=4$$;%F$FD>?!+]]T:/-[TW)C.FJEH@'DL*^+ MA@:L"]\YI;XNJ$O[']^R2I.@'@K$ST.0.]HYEC,:=2LF=KXFZ_T;<\X1SVE MYZM_RQO&9BG#]AR[TTL,1Y]GSE*A+&73#F$V6%WX*KPC^$G%=/]$54E#(H+> M.I[>NNS56R>$5=-"^;@"V\^?W[Z&2!3\4&PS?%V4;_G@P0M:QF]<^'O.$'SQ MF%XOJ/6#O\RY"(3*KE22RMB;"]SMG">\-'/9S^_2+$<2>'U119DGT]0:-M##K];7ZY5#<%XW->XQXE:1']|.SL|/5)BY^>/]V]D&V@5P4&7sATE&/^C I?/6QHMP\8Q1_NE*S1R,QZV1S(RD+3,PE!@+-)V%;_M3=H0;YU-C5N4S&!XU/?3%SM #M(@"77#]$A<8+4H$_^<54L06F\O&94$ZG ME:G+6_1+3-*#F+Y.UAD6W=_@B\!F#1>]Y,7U1 6J;D7VRV"L9@Q.@3K-CX_ MU5>$F\$64;2N/5"Y<*R[N[0>^UKC)40>4K?VW[9\[\M++\(O_E8B.L\WOM21+ M25P>5R=\MOWE;WOQM[FI>BN]JQ4WE)UQ^D'YC3G7E)T]K# [^98W\O-'(L M1=UX9+23G^Y+WKJ'ASUJV9ZC^5K@A9 R8>#M%ALAPWRT-L,XL?(O7XOT9]+ M)@%Y&X]4U<7\2U20/O;ME]AAA)D'B0]V9Y_3]5ZAV"R\DSP[6R'\>IML9 M[F7X,K"J P\"WITN :G5>EELE.IRX9PV-N4[A*.\N#?%;Y] 4N'T-E+4%WU!]DA>"UU-7&05MCUL5%+.H1YM(D2R(Y;YQ;DPSIPP3H"S.(-0X!,.W7GB^&_T2&M9'H00>[?XU+#&)76UJ[(?R@R*B'5AA&&(Y+$G MV;)AMK"T0*=U3H5M].P=I Z.^?VZYC&_N^$Z(A_=WHY%4^99=75+#[?!'G,- MG(;BK6NMB&/"K;TW>F2-M$EY+WA%]1R#SS7.4'6YRDN42,1(S$RI5-B*#(@;9Y'AKH?!4RA'!-]Q9+L;.N^W7\]O}$,PI.N$_R#@73D(I& + M_QD1C\'//.=Q/%#]8W 3C1"D=T'B3R#MIH\S=B<=]Q%.#%&6RRO(8MN^1;<+M) MH!5@U5?9VMLN&6HdY%11GJf*D+$7V?%TNP>?JRCF0ZYC1=5U%3,3C/:9.J/ MAV>@P9#L_-FK;6>4?GWV*EHISMYA_7=%I/KS99*M8E$C6-K*:OZ3RO;L@^GA M4FV@K/R8Q[8Y]\UR3 -L4,5RCI]3C5Q/7RS)NI3]00APDNVV8UB+&/:4.!Z MD$V[%HHF"< {6^78V($7P#/0KXQ!)LL5M=Ml5<06GE(H*+MYA2:*]A#^;TU6 M$%6B"E?@1-<$>X(+@@M"$73&24U,*6VB+UE.&B)/-K0]-W\"]@) Y4XO,H=% M6K+$*T==V=1/X%IK<"85(N7JRM6LS5H+^U&BA5 6N.O@"!/-JR]%@7!8"U\&=D M%[C/-G=P5W'*$M7HP7DSG3.O7\0G5I=Y/9/"PJ3$FO6> B{]-+6^KH,8Z/_V MS&[PZH?SZE^.1G5>+,!!P*]). ^ON:.#56.AKEQO6;?I?,5<[N-;!A+1.9KM ME,7>&1^XBPC<)9Z+;2RAC#YCLLA7^#GXX_] NKXMNQ"XE\XL37C*:]#H4WN$ M[2[ZRRZP;Q+93]-L(F=<%]R7@ M>\4,G47T[GAR&,)I*0_O;1:O6@R!S[2:VR<)2,5_-ZT(&%"IRX*XG4QEPI3_ M)HD0!DJR'SD70-7!3:0BI[@:P];L6A.*C@R-\\U508A>*]NX%3LK3L*NH%\5 M#9Z[+0LD)01;YV!O=C0O>-!BN>Y@F\RGSIS2_G7(C$@@(&X',,3 MO5E;=SW)M>M@\KSVL%#'3TI0SH0(8X^#Q;UA,]BL%4[T*+,BJ2" M@&,*(0V=98 M=IB\:+&?:H5K@,_555$2(PZ&(-+<@GDC' K&L#@/G/$L.H+'S$N%35YMC3V6 M7+ODZDW&TL^;M>H!R.(J^I[%O.;)}^\O./%)DPB?/YMG*=*ZFB?"UL\[/1#7-M'#\:0%'08L5 /E ?3@('C182]$@AA;)&SELR3&DE'IBT:E4)V!PM4<>BS<)8 MXHM:<[<\10K^[;=>?7Z5*30I:M[0[O*:]-;_XX4KW18I26P_6L) !:->:624 MCSGAMDDC1LOD)FIS 3,G[AMNHQA4NJI!9< M:B,E @"E?R8-G1W3A?9,B,]T**?1_F)$/^%7*)=7UC28),M;-B:.T-5/HV9= M") + {1>H\WE]A3[G&'_/,=6H+K "HP'"6 !.HV [*FX'A3D*@EH MZ^3KML!0Z:]2GCYL']$H[]1Z>@C%6P'BT8 >UDEQ!TY M-;'WC!.! T-KJ?9M "I" 1"!"?38:H7:0Q3)=B)S.)VVZ+&X9%?.'14HYAOO$ M+6QE])Y2I>|\-UNF=V+]#'Y @R]"WKR\MLW1M0*,@EM5Y8'!2_WK6C2]K>__M_8J!>0_8/XWF!--,8S->E!*X;LG)__7/1MGN@M?+@H!(;\B';?E+DX0A698\ M+]+P-8A? M5)HHHIE3KI'0W1QJR>|)RC*+7R!O9E828X0S@A^[*M<&J62/,'L^@!A$*ZJBK M;F*GA, CNOF. ^+R2CF2!3>TW&(<9%>LLEY)?#N(5Y8.G8S,U/!CV_0ZJ^@I MJ#,/,;3C'1V)Y)(I>8S<'9*#Q+WU?!?]H;.=W6CI+!?!R|\O_O1X5(/I7^]?S M=4 =AE#U_N>M$I86,FOYQ=_M, ^BJ97&)WA6Y0R-/&N^FURJ"!4-XZP)S=8&6B^!-B0H'G>5486DMZ#'$YQ[> 6VE7IZ&Z2.1-X4J:7-WSM\WN%K(XO20)VK]%!& M"6!7R4P#_KU%^D)[YM9#NVO+;4<(Y8;)"S1!] 4A I7V(;$!)IX;A,S_WI MG3>/]7#!DWH48T9I]RZ;@0^WAEXLF3RL15SD0,_'W6F,DG:-]P&15 MB(_=^'@$X?'IQ\<7FL>Q;SKRS)@(0_&8^SR06AFAFF.T;)OMF@.*$X_5DAZM M=>IO[G;9G!$!@G&R"M4YPX [,FO5OQI6VAN>DH%6%WDKF-L79V^U5E<_QY(A MB0QOZ2E2"2U 4T,2[T<3G 4T8W9"5@B3"3B^9[4N,:+> M,_\;OA F"8%F RS/DL@=Q&G6H<6M,RY.P3.0W,.)^P(W&82"QUUXMMHO F M0MQ5)U\)Z2 LT!S+LB>]T0&R%R!{/6+QD"!2R1GJHZ?E<%MI@7NQ$^Q)X R;8% <@]O=8>KNKT9DCAW>E@LXE"B|\Q;MI*,NA=8",KY M#?!+\1PG^D7,LY3E\Z;<3L^4Y' 9ET+-S!V 1\J+539'@J5+;%)!545M'SC3 M#%;T(>;W=KN-3?=N";B<)X^)\-\&N_%<E*]=,%@UM.SB?C,ZB9P\-M%4B@N25}3=09KKT^H0=V.;?OQ!8]HPY-R7=1"X51R14-SOO+49,>X.V1 M0MYK;]=O5:S-9T!*J.QMSPSC_>?E?6XB59$OB<-W06$27 M]2(&>;-&)\;S[F\Q)=N&J555U2Z)#4J$9U7< M&)VQ3-^2GLU.)(F=UZ7,9& M=Y'> MNMLBT K2%?IG>5&S$:;6_!@C-.?%XK *>%$)V$5-!4A>R,O# :G-!3L I\LPW&_N]>603HE]_B2[2E+,074$DZ)IP4/2^D4HC M@*WSG.!K1VM3H[7L,3)>F^*>ELFC6UA;I8%5;I95U5_FEC2&9]+0-+<&Q7P; M@A!65R%DBD@9V0W2(*-HZOF?V99+HI[D&,.0\ MRZ%Q\K6H&N<)^?X 4HE<,JF_M)FYV"@D"%NZ"'TYD(/-,ESKG$K,1W&KYNL$GZ(#=XC UMBW9=W0A=06#M=HR68ZL2F'M?-$DG?K)0S8B3L:!4&$=N+'X?_CQTK(^?RHP:%F2$Z_"Q9V4;ZQ&-2OC]DMMN M0K!M89>;B-2DH3U"|!+J((%;Z&8\F]\Z'X^OVM-/'WV"8|\WY L^Y$LSX/:-. 9@UHU@=' MLXZ#&\Y>,J1DRTM789*+^-=>6FSX6Z%0K4MGP9Z^Z6[?/-2^MVK_3H8'= >6K M.)\B;5G5,F:5'7IB9K3.3$6Y6/SUF#6M_ 61C391D$W[ZN;W%-4MY"W!3-2AQ=ZU!3D< M?N1QZL'4MY(:LQWI(V^:-.13DE*3YX!^7.GJL5N>,JR&WM3.CO#EHJE6AK?1UA'N$[> M.85NP?^2E!EI)BZJ9_>EF;KL;Z*=)Z-'# MF3KBF1KD2!4.90Z/*RM5-,NH6QWS15Y5PQTOW/;M"5;@=#:XC0_MPA^7,2+-.M,N2NP4S -;J?FA< *8*9,SI"9AG373FY9V\;9/.8LCF,3VA=@1;O$(FRL|] M5E\DNX2*-FDJD13S09K&*7.[*!RP6ODRQ9?6^&0O>>I)=;;"0:|^Z=TU0KX(M:QB:OC]^Z<+V%Y%JIR#7W5@Z\6H7KC<9UKP-IXI<93F>P,"[_*8@0=]7@X$UK M=^PL:(%>K^T.0L0(>|:A)?2TY&(1LZ POf M3 3R>-NZ-/V1WQ<&GU).#W+K:#2&VR!=O1$_QY@P6QZ9>2%TTYOTHJFX\@ M.L+L*^'L*D;()999I2)4AP8ALX!5K7 AUX,)}44,HRI^DOKC2]ULY2GI1^-K M_S1)#]XC&H]G(ZB:=>.#V2\)^D__Y\#O'TGYI, "Q/LF*+=P+OX!?'!C'!MR MT3%;5)3+-!Q!EU2+PS!+4T?CQ!Z&\]6C>[T<)NC$%.85Q@FF/;/OCMZ M?8]@,;_@C[#NXOA=V(XU;0>64#1WY5H8+BQR30=52K'5K=VB$.9K0%X@,.!MW/L_C": VAX4O\@.V#:$SVA3LHVB-'"WWD4 M37C4_/(?^Y?MM)FRP.&?.Q.?.P/1\;!+$!'QOPL7LI=HLW=.GR?!U/XS)F M#I6X3[?7EZZRS?U$]RD!$35&FZSX/ \A,/S8C0.SP4. =&5K/?E99++++$(4.HRKHSE-AH>5'">I*#3P0>#"(@?)%<#HH-5G+4)OQ@<*.\.'%%[.!A8$H&UPJ*W&A\1G-"(F MC]9MVS$X(DC>]+E:S>#OS[,.[ZA<.PIQ%EI.9ZSUI24ZfFHJH;K>D=]/7:;, MCKEYEF26.T^>8<)^8\,UY"MZ+CY%O ,9$WA,BBS>''-%%;M8\)\H@9J.89G%3HE]QK8E\O$2K%\'___B?XK7)RX89[HOR!3&-6&4_Z8^??& M\IQ_4S>?C+'^EF*\#B%OMA8@3# 5ED>56732_D{[7;@WW'UX,;WDJ!PL>[M/#BXWQ2.X@_F28F9FT9*W*;+FIUV3-`@ - .;;&9=EZ >'T(]_C0:]7B1U]F3 MUZ QFC4M_K?DIGH5 ;('22X=*OR/S*#.S%?XM;_#EH&N2.A>>/CQRW2(/L%YMHIS]\0A6QDMO/M(@AP.^0*PB64-)`U!629;CE$H"$5.I&Z'$D~%N#OH-)'6> M*5.3G:I406>N'D6&N,N<530:TD(8P,#>9NH:\=6K]3*C=L9*TVSA+A;HO6X M0'J+N-Q\7)34<0/GA*Z#70"%1LEWDDNR';@U"?.=AXCISIM3E0X <<[,,C MG0 <)^$[@,RH9<9,;`_01%O2%\!N1FQHLTR/O.'TVAL^I.">R!D'KM_W$&?M$7^DX5[UZ1B]4BVXK=A$X+H==+XV-.45Y9I.V.T6Q#+_(Z/?PF7')"^9EZMA M4^HZ*YJ*'"89.IOTW^"U\>RDGX%X>R3!DPMPRCZH(;:4W^UQ38?N!Q1"LR3& M@,3$T^PB+C-^5S-&/-&@\]AK!!Z 1/:!Q=G,K=)@MT[_$47!8 M?E-US4U`/AQ/)1WTC(-T57VL55A=[9CF#+&;^]CG_AH:1/% 0L+/PG!= #1 ML8UBR^#SM+ZZ-4V9>)@XGGU[36'-JH.U'-(?LM!F6[_Q"U:$,6'P#0X&LXG MK;I.9)B1-\=;=XU*J0-^?YE=4_RY@"@)[*D>@,13 MK CTR]+3&?WFFA26[[2!:@G3Q.%]2++#P>,2!R^2.=95&4E/D2F^G8QIODW# M.%[-G7B_P)\(>_&F'UD"*?5OA*-MWIY&L9S&N0ZM/@"B,)0'10343 MOW?&[\M)??>J/YIM<_>[HOZKBX<&P=U-1TIQ?4?M;^C)%0-.Y3XI.^VQW%N? M%AX\'Q>$Z[_?/>T=FW+_5??=U!U-\%">R'Y&T<>W'SZ^_?3V!\\7G]^]__U3 M=/'IF^@?%Q_7OS^^=W;3P'R>9(I&]BJT:1LP"RM"^*;?_N5:$;FZI?G&[PR MW/C_U<`N:-]Uf+SWV\1!)H 521NR_%1*Q?$P8'2SE%CTA2=+,/ OBP(<'9E( M'TT(D+!")GVT%(A-$#ZN%D|;)2R?]HPD)V;T6O@KO9'D^,M\+KLG@4[AE'59 M|=)\@$_>.Z$XU^`X)QG2PF=\R:]#/\"U*VF^=0P6]%..IR?@4U7MQX(8$BTI MAW57"?:OI*N)&^%R@>*_[-J-+T*TF((O^;4X$Z4X(N $@PHP8 2#"C!_;@)"Y[ME%A8]H4@ MDMY2)EW;Z-$X-Y_F5PK,KXI^?'IP-GN).":/JR 03BW-<$U;W_91]Q:DL!MWV MUK!9,U'"%\I(^FU!B\S<3= / /')?28N3*$;,_@;3CG!=^W.]P(J:6M;GS*5%*B MUV$2(_^JL&E57 S65A8;$7"M)--D\E+K$E.4K4$BP?S./08+XSBR4X'T2ZKF M%X<-KT%6K.S>64"M0&Q+P!,'IK=P9&'V#.AFILNAF'2?JJQ8$DV24H7':#72& MV.H1RBX70&=L%?^]JWFI.(D6720QD)D^OW+BCMI:0"7!'O);,"",3',]G"'!N(7'1?>2AZ?V\.IM,GTEE3SN<;3:N GYM2&L$[1*^A_PB&L'6X1|\^WZT"\)\%OP\E A64TX"DLGZR7524E.V1AZY6YS55&)VSM!A%OPF!KG6% 6F%YW5165P6/XBs\ MBO&P,:RV0#52\08)]Kt@?J(J!PQ_F000*57?;DJE]DV%QV@.Y@TFIL=,[2\ M\B=N5SB.%23O*J./>'_+8?@3GD!RJ)*EGF@&M_T;>4B$%UM:7]BM E@B$ V? M "N9-DQO[AT]?+KK"5T*8(S5BN9RUW,Y\U:NR%5LE2=%VI9$DY3.;4 MA%)RP$L:O67>Q.U'8];:VQ).Q\F=C[& B_]9\"!2?;%MES6&T_!QTW@K:5: MPW49D7_=\|@,S&3\,;*82GYBGL!$ %)=FIN4V*$OGEY+^ZK&D0R]+5ZY!K$'IE2,\-*%2PM)C$=)0$E9ATPF=(="M#6_LK)!%V MX5Q3@&IRUCCF2FZ6P\JJ30<1MW"[E>2*.IO3U:SW6/0UIYCP&N>:56]{K6=+ MMX)=CTZ*ZL?> G_&:]_2KD2 85D?7YY;'!*{/25UFH*LOYO56?4!/JDFBX2+L Mf=#"!%(/I?;=C'K?24[W.?"4!=0*P^@+VP06R\G%RUWH<|]SG>U>Z;,&KX"-MZD%-_1A04P$U%5!3CQ(U!.@<8350)-?NQ]KNR3GE4C"WZ7;?H=ILOW&E;NJ>E7'VRO|BQ]X^TNR@CZM!K#6]2_#'?!4OHF, GEO1Q-8LI M \)ZO?-9_H$.KSNKU]*AZNG7A:#15$[2>%;G!H^3@1K(5FX0,> E#T?$;.() 8ML#!\^5NT91>RI@"L9PJG>;R@R?A M0C_#&QJ,^,WBF)%);4G3.$>*8_YA M,!QSS:UC\|+]),N5]RPLJXC94JTY8I 3;1HTAZHH052P0.@T),W"P2HS2I4< M.\13*;0K&DOG ("T\^6,UN9"A0L20E84+GWAM+PLX0#>S [#@8QU.Y7,'P'K?)G&-';QARA=YO8I+B$>N"9B MO9C&S#8Z\TW#MG'!%04,36UZ)HW?W.2Z/Y.VR84H&MRZS.TO.B^9Y8 !A47Y M!7L>UIBUP"\OF7U1|"$M-ZD"64ZJ)036MER*=S$#.P B1(&!-^?6P>=Q&3>4 MI<9#0_TYJSG,NJ#$X>>]2F:03UJ;FYUC&OI/R=?HHZJ;<@!.:'U<>[**\-MU.?#G\V.%XJ?5] =M# 'Y%XJ]EY+3>@.8?$RN1'$+++0IZU$ G.+ MXKBJV"%C10GI#+87LRK?Q=95.;ZX7BTL3TCJX7H2|R|TF)QLZS_9&ZR2S$$QL,>KW62> \T368+!-/, MU*.0^2^'XAHYHE'1YGU .)XL[5:)1U_(X(&:,*=Z+*B#8(8'8^6IN\8/#!3Z M[+:+L3' =Z)5X*PHOG1?)YJZ%#'9*#X%7R5.*VDX@9#SA%BWJB++*>G-UT2 MC*MS)Z0$3?1.0FG8\C/YOO3X"+.<48]#>TJ^5=2ID5#'B;ZLY3[!!<3W2054]*QTJ9_4MH;U9R]#_U3[D.X M K1#]&@!!K@3!O@RP_#### !\E#/#PY&EWUM:DI*G#5K0UL1+Q] 0ASZ*8 MP$L^E-.OCL4%W,.3;RX@K&T^'[[,/\78%E-@;QP*Z=@U3)*M Diya N-R(72 M=M,(FO'+N-G_1]^;YZMS0;.U=^AOOD06) MC>9L(456EC<@K^(&:\!{ZNJ>9G-V"!TFO>-X)\|>_)_8OSSOQSH:C-,9G.I M$CN=\9_>OM8P61J5@:4"M/D-UK,DD(IU).61_9K;.>.4.6@QT05R0P]*%IP0 M=.67EE[#IEZ)#4_SVQ6I.TNO;,W1,]K"(Z5NHT-SCH_G<&**%8<&58,U#R%# MQ%]B7HN^J3]5N1\S6+!]GX!]EV[WZF/=3^++MM0X*$926Z2O++*)$%)HDY3SO/ MRGFSDH2!VR]U^STES+RF;@ZS0\0M("@X P/PFLM@KSVB 43/8ATQ];66=&D^ M\/5{J/.B(N3"!F2E=(-7B8* Y\)3PD9WO*L0Z5!V3Z(LAW/#*W4LB6D9EP M,#XLDS#N>_M5N#D0OG;-#E7EXN3'M@-/^^)&1)O7KA[-?14#P.9\U3N6{$*6U>6B&GX&[DM M*[6:*_'!VCM&;Z?1_M5<0.B?0=>5@::3FG+7'&1M2P0@572WZ%^2RAJOG;=H;Z?]D9OQ%:[=Y<=24M]/<&\4!\TDO^93\/NHNCL73MJ6%L%H?*$X)E]D7QI.R[/6C/HJAR3P0!<;.& M/3/A%$#]NQ_SN<;B,8K^F?.\8*\Z4]_:G1):?WA^UGKKTX,_+!N^'.@!%7>. M3ULM3+QQ'=T=G)]7CD6 /.5;PTKK5^?0.5!%YAIO%U2Z>7:X>D\ CJ;IB MSG6.NFP]I\#OC$/+]?9.SB%IBA(@SF;(2R:3,Y?"K16;PU_>]Z-*+7 O69DMD@MQ!^(K4:!/>5M1<*Z.S'Z"(P?$&K)%5;]^"32$5 ZD=+YPNP\5F1ZLQ<6TZ@79]RXN=3>F\ M$/ O->__;Z;IMPX!^1=**3Y];HI\](%%<&/0!!L"2.3KZ!P.(Y/0MOK 67!HE$L+H2#DY%YE2P4(]-MNNN*OTRQ5$@3'UI?Q8"4$>=)6A 0"E?!ALS*)#WH#/3\$YN V5?P4%>CQMNH M.D"]=D.]?@]0]@"I"I"]_*G:*T($QQ%##FE?,5=K2[=8-J6!+]@73UNYRE M@2L0MUNV<Q2LEG2>-!V3+!]7DB/V37UF+F'!]]_$W.4[;RU'1 7LJL$VB MSQS^_/>\<.^,_Z*'|_]!RZCO .\>NA^7&&J8$S0R;TM:.MK,W,*MZ6%B5=SN) M5]BAZ0<":.V#B^B"2X32XI:G29F"]!1/HY]>&]2(I&WLZ"CG2VC?Y?Z5K'|* M,9QB>XW](${I"^$DUB?+++V#"KY-E0^EY;^7"54'X!^D+V3}1{\1Z9KQG5G&, MS9V++#;'FY)'6]H9ZUR>.W"$$1+H!SW^.7O_ZD;X.3W]^_K3+\R=GS\YHH!A7 M6SBEKX7C^>2'=HE%38Q+:#?GZ(Q\ 7VO5DW8Z!A M(Q&-090$C0;M^AMXV6<$+0NB:FN;]RKVUG?W1N7%QN9$(130&4&10]0X X M*!0WPAMJY#8D'K@M\%L>G T/0[Q5]59C*X2O5<7H*[.I.C)?R-OJ;3+3OH MO%O_K=N0G>9%",F,NV#SCM;_>$MW:SQUO;$\&[U/-Q9"MU,ZYA68U;F6DNV*^R9E5).A+_ M55/3&#;/6IR\\THHB=2K+^&C?6^DU9'+PH<)#WC015)=X?>W9+WW>8%;W]^6 M!MM;!V;=]QU\-B1PR'+F<#YH< ,/\VBZ> %/RFE\26L)^=AVD1=GIE_J#YY$ M=U@_^Y>#E$4-)IGQE3 C(I\?EG0*-FDRBI.-ML.]95.P2.R&X6[LOG]V+(;,$K+]- M(>V5B1)=!%G(QN;++M=-@IX$&|&0Q*6,:QXT<)8S1NM!#"H?R27\OA!,% ML61R,P*TN7,3-9J.H7[^O$?]N23*!6+'$V1N!^Q3.PR5.H3=.W,T"-NH8N;Z M:\C0+$ OCP2G/UCL&YULNW'TY&1G]'%[8+05O5XX,< MZ?',P_D8\H#KFR\;8YQX4W7##QJNDLE5D/> ^>,8&&0W!^W *70-.# MH4'_RB0^\2-NK(@.F:8M-I/AVK<%SXNQ44@D:@CF.4F(FU7UK3=CO9[E%1U+ M0< .;/(M$P"Z?C8HU(Q//L%LB(7!M](.$\@:;X22YZMZ.XBU<#" HY)[2%V(L M%2W<&JM^LW3WAU0Y\M*1N4IF2$]"8P[(TX>==L$D%:9F@.74HGYFQ$[:E(J M-Y\,BVURYS57*PK8.&^-P/ADG=78!2!<<5E>%QV!\:5@VR/;-V(X/IVP:3= M&8\385\1OB3Z.3S ##9<70N0+./)@S%?&U[&#'!/O3/E$T_VX4NN1-?&'$)P MS#+:5$'&&W'/(/9M!1(/2&:?O=FIZ\|>:7LK&^7J,.3 M*%2PH9ZN%/(6_Q9WV#C7*,%/&9VYG M,C4=73*?EPWA(QLEU\$(P3+WM:F).+JD+B8#5L.<2)VX^M'927>"TIPZPFB[-MO$_--W]WVHGM>M_"'/D9"*]+2K@V>7+O":7N5Y2P!N3N1$[^2@6LT6ZLT<\!*

M;Q2P1@%K='l8H_L[3X>'&KGMZMJ-M.GFF4(F5C0NMRGUC(:.PE2#Z;2)(:A& MYW=F?]YGCMPAZlB"I=09_)52=<<4WKKJD!_U>S9> 9C"><4XN$J6N MIDF6]

*!O?/YND1+^2;_GWI 2?4.IW"*O899Y55[J7:LC:C3I?Q$770("W2>_[3EEC_7[<-KIVT,D_:ID93SSWI>I M=Y^KM/J;6>D0@lGAKH3Al)7D$5,G:$G]E,'V=.)l[Z19&-#GIY> DPKT0R92 M#K9I"$Y=O1 O]#RI1P,.?7Q,_HCZ+&Z|8&)QDG;(9DAC/X@%&,^P**=+;L!"-MJ$,!K=.F4MLGKX;;ZPBXRLBF;(6DQI#(=BM6=V,_P5 M3DXE__F25EN-"I) +HLM#@";OYE!T+7]E? TAT%W?JC;>UZ-^0V=Q+2 M(+Z1EGB5R5X\4G(()+Q!M?O+_A [M,\ 0& N,]V%>19Z0- ^.9!IYAD/73,R-^U=]WSS%N7L6J[-_04\]B)X:S]@I M ?%)ULMU?H* M$[-Y0R5##7MK59*3)5,] C38TX 2VX420T;Z@!(+*+& $CLUE%AP>+8Y/.?CF:)O M@73(V"&.)NNU-E?#XX=-^5YGDG3O=.[G45&]*Y%[(+5"#*;AV=[9NfU?U>&ES MH@W]4U*R,65QYDE56\>J*&^2,GVR+ IIPZ&N6 9WS)KT4N%GT5-.;)1IUXWR& MG#6-]HO@!>3%"GPJRM10?@JBUf6:8T,P."#8$#-MTR X$*$Z^0)[41>7I@"2 M@+M20!C7(>01H.A*99IY)NY\A, I(!0071J-*HI93E9W>2@<)D]-MO"TF1]0F9^5^'$(/HB2X]L),U+Z1N*PF6>W *8RN&85J..4107)6DQB MBASZ,T2XI8*=S186B2!FM.&3RXS*4$S@2O4V(OSM?[LV8N#7._41.*C,(FE& M>G9#]VKF,DH7MZV2;FTI,UW?3+2^8GKR)'LKAGU=') ,ORQ9)O*UO, M 4+N__L;.' MJHGBNKTU6%7&WY{I]_,S*GT*?3E5>+!+#8WZ+VE.9@TSDXH M-K@CRM_JOBRGXY1[4M_E"$-0*.9]0YOI0YSN\?#(O%&+! '& R(FY18T.?M: M/!;],YE'9L K3G<\M9TK1/1AOR5^+LI6,]@.986M7C06_I4&(GXT+TE=SLC MDH.9T4SDO/!%XGY'8!=9H%9_]#C^"IZ7*A%+>;=#XC[+[OOONYVKDOU1#8T MBM[^]HO?/W^*WO\;O7G[Z\4?OWV^NX3WIX>Z\GVV(PFT5:7;O%"$_\;I1_?N MBH-786/;!5CRXH:&"'(8"7XPC1NLIHH*68$\E(*G!@G.HIG0EES;_[Oj;'-MU-#MI=]34YMY0S.K=?_])FU#!' $'^'\Z7@"

"E]#>8BO%N81/K<,""=(5[?A%ZR7:RF MO-UTFR;NMLH0S3_$61Z/N_\)C26(X^L"K$HR[%V$VPLQ4BVJY.3U,/#5(L\MTV]&>$0UHMX$/5;]Z.V%'-4 83L)D^;@^+H">R MRL1-*F.,]PNH^7GY]/"C;<:D#5\^;@QC#29(4B4!G,$Q2(R"O;2:UC;P^@~M8)HMBYP1!VV^$4H-,*&\-Z]&8UGAVSIO,.-Q2UO@DR_LM&13,.RP.WCR7#HU-MW9)% EO*83Z7-*

#>1Y2]ZCT25_$MWM4*8!9>Y(49=X=GDN>_"\L*)#2?@3*K!QC(:A)-X(!$)ZN3[J5A$/"D&H$9."U=N4.4-D5)H% M\ON'L6CCH>_ZJ(1HR>&_ 0 R#6C=EU2"G M"T"*7 44.]E(7PEYB4J#Q7(!/9:$]P7S,V D.8F&DDNN6?LIS1E,-5IRWSZH M2A"HHJDL!8I/8!4.YD,ZP-TG&]X-C9JE@)@GAC?-@H_NLO0.H= H+H)KF1"C-,^_)V!(I?8N4L]B M)UA5U>T\;JG)OVT'>L/#>>3+WHI0.5$X0($!?/RJ6:ZWP>~$=HJ=K;JG(5V MG]#N$]H\F6[S^%9H0V515<74_"E^9175K)R1K@H.;2U>5N*R;RE8-10M)P M?,?ZO!)E;@@ /]"/A9B65"K6R-MK8&; NM]83#93S1&BZ0/WOCCS^W$7C6;X MH_NM5H7A#V2CY?;X3DPJJK(=L33Y5*9(6%A1${U4>8F$N=?DUD-LOTRJRF+I*

*MS:6$3THW.]R^A&F,Z[TR"&730]*9$X,__A#^^'C8]]^?/?I8FA__+.?64(^MGIP\6FIWX26\9,2=20)UTD.I8B8O%%BX#MS+LKVY7@85]6[M6Y`C*XZI7Q2]A6#D1^{Q3*>X> IRTQB*Q&2]5K -V(X+_@1Z'Z_&4S'5B<6# METWM?#W^A]NK*Z+(D81HX5,I:MXENJ*6.!DFI'lLF -1%<)>(:3OYP_BV'_\'_3;+)D=J,-IC"S].Q4D*4>?4V9YA+16UXU M(A_@%FZGP1)U!CZI?-5^?';-G&*G:&B0'&%-4AK(V!!?FK-V7>$@0A:IO,/]U"(6)_RU2.!02N]-UZ]0'4G9@$Z8$IZ2A-R79"N1Z9/8_V+]3G&70!DK M*%A7K2$?6'*

*&WUR5"U;US+" >_63I')W7N.[2,-G=>6.=48/OU0HGM.'?^B0 M4WD(E7DV'AZW_T8M(;@$GYIJX)Y5[\PY] [QL9P#5:RS7"I<!@BC/#(T/<3([S&E\9..BU;)2]AD:#E/9*S";3 MN[QM=[":G51N53L8-G\A\^FV+X/_;@2IRP1;9(!*1,61%3(331A9T]<]ZZZ5 M1YJDTZV;/#/C5A@=P[9&VY9*X=@D"!+U:+ 4ZW\\F])D,-A&R;P>_4^F[P-7*

MTIRY2_F=A)VW<8L9&4UUOG8Y9&QJ.I:fV@V>;H!0?1"E.IVW_'9[;!N=+77R8;<1$1A$^X> ?Q7Q9L\B]U!'$GU(@+U%*W M(C,E.B>*

fV1/FZ11.]2[@.W>B.\\#NC.@.P.Z\U&B.Q^579D/4JA9KY<\&(/:M'2]5FQER\+LBRVO#9YUS1T>V0MBE0CY'K%+T_9UB)[5B3^'Z,MV.V(HU+_*

M,)3YUZK(,_I+$LWA)19I1OQ22(H,,2L59[H-2U"D&>Q& M@JE0(5Z64BD5Q7'D)0[^YI%]I1F"!Q95\,P8T^'IQLC!?S]:G*=#R#F$ZDGZ M9Y,B3AB3L^0AL]1G$I+5/,_Q6G5 .C1]R8%R@,K+U,+);SABWWDG_^6W%1F MN+F,@<1,D_]@ >F&VJ,P593I8F-LVB215EE",<*.)I"GMQM"B+%;>:C\,!F M*^5,Z,6WU63%N\')W"2#L38W9 .(AE,*

*(EZ5)"Q6/B$7H-.9+^,[A%!SO%*@A M3L$BPX1D=%TLfYQ"\6MP%YQ\'1"6)_F7LEG7N*OI9\ M5]9VB!HF%'EI6(H*]H2E,\84H0%46_((211:KS{(Y?'D7Q8APQ"Y=`D3.!M)(8&D 6:N%&_ MJEME5=4&U?5@XT@=:;YB%AV-P']5@O$:0V.-)!.6 FE1K('9R\^I&^[MV^#.[MG4:OH2Y%02A545XF>?8O^Z&\.]O=9'"T&]8Q/ 6-W@&'YAH2RUB7*K1RUG2>4P1>=4\I! <;4K'-X5 CN1KHEI6$TNS1LQ0>X=HM@X MA+$/?^BR(1VEQ&>'LD+'THG5\FMQF7@B&QX*S/+C?NK_40G@=+*/*#Q_V+8U\KO<C^82!WVI=@]?#;NP6_"%IM65PB?*

*1'9^K0I6W?#[YY[_93],>']H]_?[-??B]C%/0KIAI MGQ1H2P0OQ**4905OD7]>[-Q*M:S4#?XSC#HY-FCJ^8A&G;RG ??@Z0X]%DTP M4YT&O,""V]FR$5&B#\"!.ZJG/S@?_*B>_H?*

*O^ND/3H4_J]? \;M^^N]Y ,[+ M[WH SLO##\ 9&>L]MDD-0GOOL@K%TC"R2C8QEVN$.*\2_[&O99Q;S.D]<20D M79H%OF18U/:O4L]*FS.^D! MD&GK>OIROY94!]4ZU+85%6-ZIVEZ"^ZIPOL%=[2?X2L_'D>AA*$$U=K3JL MU:11673>.\(YR;H_T50A#:142;H3]I"XK MC>UIHV:(ORCIHJFEW$U#"G2#?JI62F7!0HU1 MI[DEG4ZOL(CBGAPZ0G@Z0YZ$#@)'2 A Z0T $RGN3]>&8;7S3P M)N$?\V"]__;L_>&'V'6CV1 XCCQP=-Q=&S5]IA)!"@G]0Z \Q\TUL=8>,2;\ MVH1UUF\V89O3Y'F##0F3;0%*KGB R-YCKOL!Q9]),+,,Y;HT@*$D.$,.H(45C" M]*

IA8!'98@4_);,2#36P(_P4)PD@=>'\E&,M) _]+K;1)E'BO0/#;0M1D>P@9 MZP"RZ \1!XP-OW>-?R37;3SSC%G'5E;)#NBYM5-"VY(V=@(;"+TI\'$TNZI% MX:?O?#3Q3X.-)HZ=@@C+C:?*%06N7+ 1UC>DS1&&3\.GTDJ3VTLF,I+P;TV" M3@WCI3\(LSM(8JFRU:Q!OMY^/K&%G0_J&{3.>9.I1.J?#=A#W91O",!AH\OD M!@Q8LG2'&>Z^K#YV_%2,8UOU\LL(?CX&8Z MB-VX,P/L7Y*3?<0_AH9Y1+2[*Y),T2S[_98D1,_^"K!5]WEJU+8+MX/GT_J MT[(3=1S>X[UM+[6WG>EDFK+^UI\;%WH"]?-^&L!'O5E;C?OQ<-EJV7 MW/N8 VQG>X;">S^42;H,.GR^;,))B7Y*IR:7V2JK$TUOL:%&\PR3LV03P#- MKY**B;F9#-O^:-36[OSL26XOUO\,&[_.:,,#*+?_#6":X#%'3B# L%+3X MBLA*D]*

fB77W:Q=T;F4B>8"Q@H:'/0L64YM@L58(;I1YDT I^NK)1U<8XT< M3;M3&<#'9SABZTK?")8REZ'=MR5O!)R'S 00D%;_$WIG%-7^,DUFB>^N]&.*

*{1U@=_W2IFU0L+A8!N:"K+83M*RH/JBR(G=# MIY+Y&OQ&^!}(:X\Z2W+4ZBM63QO&H<.=*Z/N5 5P$5,#PJH(=B +G[+GOFHTF) M1!,0$)HET48MF?-\A"2286YHL-XANH!]0R4/0-2ZH"AIQ"1-946?D,G_7$(< MVP#A<*TZE[Y@=T9&\8TH&/NS'H8=KDAY=EBHJEQSFIA"B,89.+-5$5/\W&Q* MS/;>O2S-P:R<@;2)?A9>TKD<52EP))V>CO1-Y*<@)OA//:K.=??-*

*C#G,BYF1 M3SRP+),)LK1L/^ 6;BT3.]\28;_S-/.-4.*Y3TB/EA;JDI&B9KNUU[*@<^ MFT>OD8UKA4+P2=6PJJHSAHXNWWV/9=\KGP,TQ:D6?9MT%(1I:92!DV8>%DX#0WJHV,U-:F059_/QO>0H%*SD?F7L15/2JSI M+%2===B <7[VN9;#B)SKWA/HBU=(IEDHB48_UPLZ)LY>O*NRA)/38PO%/;&;# MDWQR)P8SCD9B-#G2NW?*

*OAHM=,PTIUH2%OOUN>/TKX\0H1<5(1,O^3O4E3-MZAR X#4,J-G9GO1#:$*[4FA/>E1MB?=FX*MHZG])+V,//?@R0Z8.E<06U?H M]H(1S)OE$M;'=39MN5O--:2^K5D':]TL:Q,.V0J S(MQ%+V_+HS#<*Y%E62I M74X)ENU:"1^EX2V%OQ/%K;$SX]4PZ:DN&YI%2465B=?UL P$ I69P(!{C8Z]2Y*T/2^#$^0^]*

*M$=UKTAYX<#CP!,",;2(_:/W2:ZSZ7/R=!_&;F/TL^A\KVG&=W.]]$V*XU4Y7R,9 MBF8VE%55/4GFIOY!9XUG,]OY6!M!,&P9?FS'\Q#/?F!4'GUN,EMTL,O]N;I) M-*

*HU6$!9C:%SMF4;JGKP6E/E3,ZLR2EVR,9MD)V{$;,;3K:4$I:,_^C%5"5%!=\TAHM+80,5>\!^B!-?L,_ MR5& C?6"N-9L:2)GCIW&O:&&A#M>NECBO13Y4*M09*?>Y*

M=M)AVG\EZ8$O>^#3G)+Z94]=(22'8W@9]R5LM(DJS^/U]BQN]<-1WE6A)9F*-M3"VY[\]QM?,7W^D!B\E+3G:'1ANAWJJ,U*ZLLDS@,4T2U#9*XR1IT@L_"7=1 M/%&KG1PP+1;,.5/T$\U.NTOT3COS?7X<@$YMV-_B7;,&3<43')Us*P1+2T]= MZB_32:C+34VYQUE=[WZ=N!NQ{CY>.5-GY<31Y^O>D5SXJK#NKP0HZGIF T#\U.*

*MK7PT>^0.>CAX,0/+W)G-3H'NB,D2P|^L^V/*S:SR2?W$T;J@V6GK,KO.ENJ2 M1Z[2-H,3KC*))MF*X]RC?S84C+IZB,P[]_&[;8 RW!7G7-9+E?I-FARO&[UI M]*&G9PA[\7(\Q\4=5;=+ #.,5PQMGB/. M1MDT[\E+WP>=Z_B@\11OM1D"81S;BS$WY.!9;@QQLC W.%/E,?L;N#^.D.39 MY<)#I+B)VHH:]*LBQR]+ECPU=W7(2//D8BU)]D)6]YO*C^2*$69H: 3Z,HG+ MF7GCXLF';,OA>0$P.N.^YIQT3NS3HRMP@N-QX)13S;BAKX'B0FR=#VMD?\7-[?1D MB;!2ZB;SIO#FYTU9NH(YZK;KL[//>F[5JH(%?(AZ MS,D+]+&*

6'#!$0U\P(Y1:B^H4;K7!FH[UX6\4@,(",;M(@8K,JfCPA*6T9?M/ >6#F@E:TE"<=K6V(<46(#OM^N+KB<\RG" @KD[QW]K9B82)% MKD1@(1QG66N?K0\C@$OJ!UYL ?

[=:=HQ/.#WW/SV_/,SI8=B#=(Y^TU$:7(+O MZNU6>PO(]A7;(S(!?W>2^W]0X05&;6E9B>_YIA^HT_:[#QP'B1RWB)G!C"! M3V'$^P9]C\'+^[-5H,DQ&I_^=/Z*-.\U/6KNY+O3B(-XPKZ[*I4 D_+O MJ?]X!00]IP(3:@:'X+BEH01QHB6(X'2/SNENA79[G-0VN_P=3ROXSM3VA_*# M@:T_(@?L9-FHU!M7(^V&'KD\S|O!V)2F,BG-RM_W?4VB(/'I\|SV_4_>,=)*B MPU6QU$4*KMK[XYS<"59=5HC.I^T%!5$\^'TC,!QKZ^R,F6R'$QZ!O1849KL-SX#3 >1I/!O"E3 M@O7,CS,(VW56*M,,Q4QS-*

&9%>+0G'?;5.,WHLMMO9DV&WC=7Y+\"X(8:79.MV&-,Q\ C3"1&^$>*CJH42C M5T/3#*REF1GT)U=_HL(;:>[MK<^,88*L'-'9#/3G=CN4(-!)ZV53"3^]P^,>E^0D?-A,J9P#)!D-2%];10J; M@^>>>.E .#@P),;4^X X$S238F2]4Q=)K>7-5K]"V'.-4EDF-]S2I-L&-"+] MH1GH[M9]+M7G'_W;V^CL MAZ=]4GLR++%;G]9A$_N?IXMMW7<<1&]&6Y6WO?*

*KVP\-7GO=TZIV*T3_8VA1MQ1,] MDAFYNS MSO/5+-F\5HC5NU_7P\>^NY$/U@[=\A\6-_*U(R_OI03F6VS]R_%R6>;<-M(9?DYEBV UU[Y28LK/RJLINRBDQ+B4]€KDVH8T.1G#]Z-8W2967:?W8^X8HO?R7U0X/-M0\H[C\[Z@KPL%R;O7(09$72T.L84MN.+.LD24VFMT*!P)9'H,RT4G*AYBR?LC3"XE1%MJ):D&RQG)QSC';%X7U+K)*^;XZS 7]V66S&;*

*[*3<9$AD)0F+ U M$$@/)+]7=I%.5M)CI@D+HJ9+CJ5@HA)]EE9D+,)E LP]6V#&@? M3UD.):B5%U0F)*3NE.7,*HP))#*SY27(]HUM<*[OJO9L"""!:9%(_9#Q4'VO M5F5G$C>4>-2"*

*;P=@R59,H.\EISN#LVU_(WO^.OCZ968,,%\X#.&0];ZLKP M.6FR $NG-N2ZGK!%Z6C]@]9, 88^3*0%$*L-D>5N5S,8IE',&F2WA$?7RBI+*^ MRO5F0I5,G&2HU3<*.E65@-*

D^WZGZX5>1)QRZ'=R|8M}(^$MDZ_T0OO MW#4B&0=%:@A7AC MWK(I#HWTCGO:+ =%0)UEV-!)U[G2UX.LRLH\RGD41HT*6!G+#@!Y@0\CF9M M0>L:_PS>(":>-*

*VO)_@[;U%8F??&-9D!,=H88ZDR=!5_L-: M+TK>);W]3*MD9'^^*BG8CNX-[&_*L$4M%U3]#ERG+(5VZAHL) M)3DG'(K>&0??IP0Z_R4*9O,R:6\Q@&*H;IV((7HD".A9(*

*M/TR8[OG:A.G>XC[ZE:$]>RN%IGV,,%D-BKHBHS*WU6@026U@1LX$@#T<2^_V M*F-=0)?']F+1/@Y5E=2ZE9#VE(V(RI+\R!%LI%BON(Z!1H9IVR:?NP.6TF0&.M%K[+-Z4-*

*P2]&.Y/&$I15#?:+!-J/FI[-,U1T:1U$-LU_/DBGU*5/E-N[. MA]B=+PYF=YZ L@>+D@T\/*;!#&W\!MPYZKR_5:?\:9RC%#/B6(=G@W'OVPM_Mc,0I4F.\;,??*

YZG8VTZX15V691K,$'^/NMZ9XH%S"<TR&="XBQYB%WU[M,+O(V9C[W37!!O"^-7DP%+%+,*[1CQY$(CZTE2K^O9Q-R)@(@#X[BN=>=F MS]SWGH"BU/^HV*2?*

*M158DM>6\YOCF.MC*N!/X^"L80:QNH!B-1#&W-7]/KFW>E&\NKT[OUYR0K'OT0'FN)%%X]9 B*U_"T9 M_?%75[*$^)(*Q9%&$"E0W6]:>0YQ60H@P#; ?IVH1EIJ[!0=]1/<9_8\1#*

*M&]%PO3!^RL$X9JUU%C!C47D+X5XEN-D5M3CB(,Q'D)\X&52?*0,1E.U6+OD M8V=)>1/7)3:JH+F^%3WBG.S+%EQ0H59K&N=/81LG"^V;*GGC)VBHC &[7E4/9]*

ML"$U!=U\EPT.O@QVPYQ^]+&=(Z25ZZ?CH,C)9?!O)!CAR7QX\["_=^=O!(M)VV%"HRBRH7%)(ZH6MB]OB5%M[\F'2@_PJ.!+[SCC#)-N<1>0H3T++FO).?^*

*MF=SF2Q_*T%,9I[$O=0 M49U9[S#YT4DA!,I4LV*1S)V0&$9@?$@L9;,$7+Q[M(H[(?>/=EPF[(*NWI2*\4P224:+EY[>R#&@-MGPF7G8;X#0%>)ZC#>1D3QU^'|Z9 =,52KR%*

(,LWJ:95?,NZ<6C#UAS:BL,:B ML7X8T5@C&FM$0XUHK#[=*ZID*=:((5%*5";2!4_T.[.:J1'F#Y24?RKFV-/H MC&,N&>EJ8QG+J5&+AR W#;/35WA,]%LB28JP.//!<'T/.SQ8A+CI<$O"-+!" MTAB/X^E:>VRRFC]I2ZU0UXL[D'^XM?QF,M)_Y]3"M,KZ_QA]@BIL03^(##!TTV>B)/('H0>>9;U_NY#D)Q>4SNGN0H5_(L/!67^$?=\[]{<^:6&MPZA4V*

MMEISLVZ4[)+'B#"HI70(5WI'-9_4!@MQ%K=)A;!B@Zl.)DN]/SC.G'RZ!(V5 M"">-\KG7YFL#!26BQXA]](+LVM!XR(6?-,F-WS($07=M,-1AA0%)%'L#W&&G&F%,'9G'L)[*V T(J MW_B ^YIL.Z^"^51<=|=O-2!+1P!OV3]+,$>@"H4#MH. ^,IL^?!(LH+@,,# M\5349VYL+OOV)#+'&%,-/(RC2CW'3)+$_(;;9DS,UR/VSFM7:,^UOO\!T49\9

*M1HI5*Y6(K639G.!*4^D[K" _K&*$GYH83#U^H_+;FRA7*J+8:1)*7R*&V?.P MV%ETMIW)>QH^QQ=!EY.C?')T*@0^OTQV+;=< :.#3P.5$;Y.K]QIH$J#X9Y. MYAUD%'+'G-YY):3J)TI;0X6CVQ/XZ_#8%M7^3N:9Y":%@X&;O0221!TBSX8A< M1>ZL($7./#B{]704==3%2QX/]33<3"W M>(]7=3+7*]A\;!BW""!Y#2S:.>6TT$Q(7K_G@=3V#BM_DH#X$E<]5*

*M8+8*R-W0M$$]1 IT#+!94@O;.6FDH:R; X=NR++#E'+S-K*U(?23.3:9WXN4G MG=8G-A@8**!$!R/,F-LL]U-?"QP%9K@=TDE(K]3F=$"X<11;YDQB2QA5JFUX*

*M,C"6#4O2:#$^A,7XT\'8*Z^8#D.TRRLJD=H_VEG+]4WM*U=GK>W#MJ[HZG+%_M3B1513,["-9UNM)8_*D6S<+*/ID1X8_#3WH(ES $)RPFYI*

UO>&&=+TM:M68<%A%:ZIGM6Q.]SI6[]7-M5&>=X>.U^LW)9:UI_KO5Z5*'N4^LTQVUSD-HG6?>?'(S:02[.1<%!+VO5[$OU M!$QAJ%>XM)H'H640*

*XSNCC^UR^N,)>?QM(H1Q/&I!7&CK#$.4@*2X6JG+!`MJ[%,F^H!+PF MK2@4ZA8CZ92C1+*8[)KX=5C+2?:.P(^M5$49VYL+OOV)#+'&%,-/(RC2CW'3)+$_(;;9DS,UR/VSFM7:,^UOO\!T49\9 M1HI5*Y6(K639G.!*4^D[K" _K&*$GYH83#U^H_+;FRA7*J+8:1)*7R*&V?.P MV%ETMIW)>QH^QQ=!EY.C?')T*@0^OTQV+;=< :.#3P.5$;Y.K]QIH$J#X9Y. MYAUD%'+'G-YY):3J)TI;0X6CVQ/XZ_#8%M7^3N:9Y":%@X&;O0221!TBSX8A< M1>ZL($7./#B{]704==3%2QX/]33<3"W M>(]7=3+7*]A\;!BW""!Y#2S:.>6TT$Q(7K_G@=3V#BM_DH#X$E<]5*

*M8+8*R-W0M$$]1 IT#+!94@O;.6FDH:R; X=NR++#E'+S-K*U(?23.3:9WXN4G MG=8G-A@8**!$!R/,F-LL]U-?"QP%9K@=TDE(K]3F=$"X<11;YDQB2QA5JFUX*

*M,C"6#4O2:#$^A,7XT\'8*Z^8#D.TRRLJD=H_VEG+]4WM*U=GK>W#MJ[HZG+%_M3B1513,["-9UNM)8_*D6S<+*/ID1X8_#3WH(ES $)RPFYI*

UO>&&=+TM:M68<%A%:ZIGM6Q.]SI6[]7-M5&>=X>.U^LW)9:UI_KO5Z5*'N4^LTQVUSD-HG6?>?'(S:02[.1<%!+VO5[$OU M!$QAJ%>XM)H'H640*

XSNCC^UR^N,)>?QM(H1Q/&I!7&CK#$.4@*2X6JG+!`MJ[%,F^H!+PF MK2@4ZA8CZ92C1+*8[)KX=5C+2?:.P(^M5$49VYL+OOV)#+'&%,-/(RC2CW'3)+$_(;;9DS,UR/VSFM7:,^UOO\!T49\9

*

*S'I[%ZPXJFRO'.JN;::DY]E57C=&QH<47=^LV>(11_?R_MS+;&_8XB%8 ML 4#(_XOV**?X8(Z;W @2-/#YGY*6*_KSAIPW3.C'NOVLBHY#(LZF)F=3!'Y*

M.@3H(#61;_9$Y/K#=GE7^BLI$= M*^6R,K6/VO76E&AV3TC3/87AIYD%9 WN.T*?KHOR4U<8R2%(B=5 J9W)2R!$>L#7<>EO!EU$$>(1+;85+/1OA4B-<:H1+C7"I.QUXZZ,3$H%C3L\[M)WC0;* $QR0H-)M|A_-BZ) 3AJ?$>]M%CT2(;+?_G73.E?5Y%HSSFE[H#*%/V MEALW";3U+C80V>C)@!MG^WNX)RS7KEZ8BE(P7JDNG3/\\29WJ =1!BX$ J_MBF!6S-A&0-#"2[0/F=2]4RB50^UE->5@!9=9"Q.U+4GIO>]UDG)'+*[>T*4> M/VBG'HD*Z;3W MBDTI[@:2UO9JK*

H,8D\-.'9@K)$8@60EI:/)Z9B2/[EF2*N"*8)0/L"8T>!T ![3"B MW([P+DE3EQDS@1,H=*#X!G()89-:W0DI)@^X XKLU@-EUL]H[(;&H[[,L,"W M33,-({U7$=PH>:

[6WD^/FXLQ_O$01]+A]/6UBN;WP@%>DOD^FQ+:;. ((KU4B M{TXU^,)%0-5OL81'/4MO 16 M/, 7X69Z2MF**:-1V5_3;^1T=,-AA[G[!C\&;._J-AS"L,KA_.-*]@6I 1-#C#!,"]X-"9

MPTD$/OH\N)C]D*<<.YPB2#7[8JS9\Z^PH[E A+VW56[%MSVM@XQ.@*L'MY_E^N%.;S=K&@%'I5//%3[!+5JS?>B;2]'D1*O/UD"D8D!\V4$TYX@OZ"':

M(@*+GX(V;+UQ+#^F7X5F0+'*F8U`V1.|)3Y*XSRTAP0E1";0(4;6@[!3NV_%_M"I.3S]G6(NM3DEQ#1KOG$4,%@KCBRZYM><2K0;611]23>>5VH?VT>3M(!-

#@DJS*OP5VV008;X;s&;-C.?&,.K#*5<2_7S.=6 X M9G4N{G 0D/8G_>%*]9W^-X3;/0)_P^ Q;WCK\>%&U^G$KKJI*-0_5C-)09"P M/5$M^ :=1-24]124 F97L=;\'Z,+<-C$O

%HL^JSP7OWVE<^X _;=8H^YI# MYF<5!D 3D>J2NR%)/QGR+[=$)7P_4/&&8]=C(;AW<&/W(TI2I"]'7-Q67-SS M1+B4)W M;N-+R<44+-EN?#F:6H?-Y81KK5']

[6D$$R30'+_807?]W),B8P5^;# &R)I M%,)O:<@FF@G(!XCR#V12,X=;X[<0?:LE+P/3#;V|(K MVH!;?BC4>MN&L?E9?P/#-^QP] 7^V1;W0N77.Q81_@<]2%GUV'0ESA=HB/6JN

M8^.V/NXV@.#(_L)>$=AP1>AU4W"'!KS T2#6,6,@NE8N"<0BZ=)1-5C,1%WDWSQ%FW!U(B>OO;C_IZ@#B\.)CETKE5^Z.!^B1XPYA4 MZQ6LH _5PDY+2 BIAY6K$2.(7#I0.Q?

WR05#"J2RVRK-*[^0UG3=P4_$G?4T MU]!8"U2X,%,O;B"M4RFDAWA[\$U2SU.^"9'@$&6FG:>B\UEIP^E=&PWY*KO$ MTQK;OF>SZ$UR6P>>#Q\?&Y+-

!:53+G5N&W#+U9O>Q@+DB+T8+QB\VIQ=74<"\9%>ODA[/)W!R."Y^B/Y]E];.^&(YT2 M[*K0W"'+;RMXB5BX+3'-=$%06E8;$7 -/3AD_!4]_RNR;_EW7=()H4 (PL_MJLJ%TT#[-

]=DVF'1!3Y+-^<60ZD+:[*%Q=C KK^+ZXQX XN4!(>5_W-\Y=A0T M0.FP>W.3V8YSV14NK36RZ-U W(*.%H]^KD7FZKT(<'<[;P_#A)N.D#YD7%9$^TD@6MQO?#;P

M$4]/W4+Y^;66%\ MY2Y)1+,LLZ?RG%\7\FK!/NG:$/#Z1V3S;_ M##P=S!&LC[GU9*,=(#R//Z#H@!XR+B/8(B: F.SF"]Y;;@=>@K=_ S[!Q!O+NYW MA0Q\2/[*-J2'1^Z]L;M]=!Q[WQ\^]]

[9HR#^:^^ WLXN3TS9OCMZ?O?K\0&?@>_MO1C^PDQYT7D[WULN&H[X1*4]%H2+J93D&+;"F/U3;E?B"I^80R7GI:_%,K4_4U2,;+84TE4V<)P=W=

(C$;LE&@;N=$+@92$DF%/5T5#/$I%.% MWV((,6?FH%E>),44S%;?$:U36N0^U^/HI%PLZ>MJ\!D.AUF3EYWDIJ0O+ZAZ MG.ZVR!;PD$7:+I]K\CK:[[. ,$P0$>/X,(0/R;X(7'L:%O

;,E8M(4VQ=%L MIT?!&:S9P'+Y]?6 .C?S/B;@N.SA11?)QXP!YK<%X>Y4U'(K:IH\O=.TLPC, M9DE>.?9]GN]YR^(.DUOWP%OD_A$88BC:(5_*1,/#]34@IY(<4"X$K5&:, -+[%RC3E89K

> MC7:*.*64@>=6[G1OP+0!*1!Z(?*KA^1-V2+7R%V5W>09-COBV-(0@'\.6C_$ M87@XW']O2P$'OHQ.VD7+D8%HWU 5>"IL*8?7%0@@"# 6)6$8_(5W:,%&QB M5(?

DW4*D]=NRR3 I:XRJM+.X*2!]$7=^H'*1IU).7-A-UKT2,-S_\LBP_\GF+ M(.4JK=U(B(M3D'*:WEQ3?1-H@&W%-GQ\E$LJ(F9,N#"Y"[*L2W@9A5)23A6> MSF6PU/.53@F+W_-

XY^&Q@4Y!;'06G)=.Y[@]R;-URKM/X[NX/5M%[,2 8R8 M.=#C,) (<>H%%5<'#WR!NBKKC1E3+8,JN1 JO\GGV17=>)[>I?H)*PB6VJP6 MKB*DU.6*(9')-"P\'K7M0VC;PRD_,L:"?

JF(5TPW?)-\#=0;%> MO1C?PDQYT7D[WULN&H[X1*4]%H2+J93D&+;"F/U3;E?B"I^80R7GI:_%,K4_4U2,;+84TE4V<)P=W=

[,#PLVF*.OJ^C_7:7()]$Q42"Y,5Q8W9I$'>N MWH-Z" P/RL3Q\'U6=% #3RX+9HZG1X,C@W-!!;0T:BVT"K[5YG+X!;/_D=\R M[NC[V]&7A[.C3ZDHA@ 'XL_>SQX/87Y]%B9D>K;P+-

"2\'TQ1_ Q-C=U.Y,T2 M<{)N^8HW='XX&_1"SP$Q#?48VDMVIA\1>%JO.=/N559_>/Y89/6>A/-X'YPV M>3&MJ/],$51>=)85!U,"+

[WQ+27PBAEW2RQ'&R(*@^E11!";XRQ6@6?.NB;1C=#FEYG M6 >?8DRFF.9+,%5,/D(+'?N,/423$0""FAW0S1RZ<02;]410[R;I3Q(0;=2 M?R?*A*3HF6?XUXSIO=BSN%R-

TKM/Z3W9A_2"Z];R:@)ETC5D\?"'-YE'!V,B M:$?UTC9W%,^,?W"9GRDYSC[!F&^Z"I^0R6SYN\|--+|\VKQD?SWQ62Q?TC M=YN:Q#H=(|$QA|O7"?

E6E4EF'G?:875>%+SF(%]XET1[-- DC/CTK?CT;T=\ M^HA/"_'ICP^?O@L#Z[/I)WM'(&OQ&+;AH A.-=KAPNNEZ+4 G[IL1[,'?CT=S= MH[G[:A_FKASETM\%SPC0C|%-2=D-

PRD:N\\D2RYV2"_=D68S0G@Q7UX7F[A> M D=']Z_%*WNE^'*VY"S79N@X!B;XJ%PAXG ZWGA.>0:+[N\2$@D *Z4/3S](# M'K59KM^&2?IA$V78

#0R81:^A# 2Y'I!VJ/C[$#ACN*\3W%^O1JBWL2*$U M$G-H@A?]B'QLH\C=G\A%,O,TZX]>3$ ^?@A'>M"SC^:*2OY/3W_<]?:?OWIW MSU+OCK#Y)=]&"9'SR:,(4GL96T'LM6$-

E8S!8V;P+&^H52\3K8W9$VGL!>M/!CD-V(TS83;;=G.4^:[(0X21NS_,*3'%]WQ%*)L\;Z-0+HLJ9H,I\04CM MH^<3^Q!DT0Z,Q5|"?.5=QBT?%P^PY%@E> FO7$CU7!FPN-

]Y8SYTI" M@@X($_3>0^O.*4:*/F\9$50(D7Y,UXP;_U7;[++Z)\#H=KN-,^P5!L<%=I@* MQ!K/!*8>50IVWVI=-VML^K"0YL',"<]A@M-U$26Z\QW'4YFYPMLHK76%A8V]

M2^#5UU7)O(*^\#.QSWPG*71CL9_04Q3,T',]OT&O2?=*RIY$U?C#'&_M8@P'ZD-6+1A,MD\"O$X)EU0#;RO-2]OS)(A2%LSC)H;"\+CI5X-?&7!=[;$._M!|-,0>#7=.;?"/N^%Q;-

EXQ7U&,AXQ@N_2 MT[DTJ>6H>IIY>L;BK2.DB-C@,8W"&PSI)?-BU>!\< M,=;E'23W<_3BZ7?4#'S7E+$%=O6&^:4Z/4>F.LJ37CC[6\]0 MYZL!UB#G4R;C,>0:MT*NX4L8:\2R$H?

%YN5U6U2!?$"H7@/NUP- M<78Y$C/#3>28B?9.3$3/T|_GIJX%/G^3-0T_@DG*)OZ%+Q'4K=U$-E;"EI?" MU(;T1"W8TA4LBLSI 4)E!E+5@1UOKT[^B&X"*SI

^-F9)/A=^1R+:4RJ[OV$[MC547 U47WXU5%V/5Q5AU<0!5%X_?>+LGWK+#;2G-1M9[0L

*{44H92,4;>0M;64BXUYOO%17,.?$<9 M*4*KHG*+&;<@K|JI:BI7Q"'OVFC_)08R5FK!,!ND+:IK197_ ??W3P>SK_V[3*Y+0D[9"F,,NG?=1 N^- MN"1QQ"4[7$""N%*HEK5-06-.YC9H@=_IL&N'JF.@\'D=UT< XV&X*Z6;!*EB MPQ<6PD\L;12%IOCN5$0Y.CJT!IOP)7)<6[WM1M=&\^ KMC;@108@I'5-)&2 MP6Y<'ADK"D D5P%U %>;BAK)_EI2V_.441Y<,UD)KYT-U!SN(NU=9;I%VL(^ M-K NRN<7,J<&WP/H/M+,.=NV?=U M ESNXP0XFRGF)/"'NC0;N $^P!;27]7?F:.@AY>3I;? ACGT;D1T:EFY?|>|V"A10/(FKI=1$F*/W65WVD;,EU[B@8D3)XT%,M9@G3A MG*8^>)HVVUY[84>]8L) HV@===91H/64ND3+L+.Q@6<_+AB_S-.5ZPT|@|.!#0 M*X6"/[=U3@#X5PE"+I'5!IU:-U9#@% M4M' VR7%1V&/F&9I6WFF2HQLW20=]' <36'6P4]!^:BSX>GWSQ@8I[2#2.#J4$Y4NZ5O404'N>_?E/7.(U)>0_=W*,S>[Q#_1P;L$K]*? E:.1GX0I@"#:*9I6E8V%.G"^-3@'VQC*>6 M0M7"\4FQ_+O-;Y(YUSF#4&;>]B<5T;'TDUKY[-*#!:OQQ"!B[;==2YA(EN@+ M5NJ"E9)>U=DB1Y5+2J6H>LE.ZG>T(T3G\+/6;9/Q=O6DD8=5%LH'6[WXI0 M! 8W'.KZ17M9.EFMNJUN.*!SI_VF"VP2\8)RB$&^\EID05PPX*XK^-!37&@0\W"I <#H%U((_W MQ=)@R3_9O=5D8)BU.Y(7%*;|% ^ #^__QMS* 9+*(@,2;$=|& U\>[:%;VI MQEE3DQY /#W>#|U/]4OFY M^@"#PW0/XY(25[ZG(CI;C)6G>Q%>: ;.'AT<0=%V%P&EIFQ%[F3>L#'KO&FD0,=]=H(FGL09 M!OMUO,]V[A>OK%R#H@O8;C#E_,99L)HCDGR#OP.FHT<-KH?(3C&N8@3*$\9W3Q5F6UQF:C:C"#3E(+APL_OAL M),P]DZXL=*8-'N6?@O\=>"\"R};,"ZRU?REW3_M3 @$YTQTAK#= |W*93BD6 M(//%WP-ANL}\U)$&#TY3;TFLZQA-$/\"'OD(7];'MLE2V0E&CMP8B5#*Y_6[\|]_BJZ<>,Q=N O'O[S].W9Z=O+URM#Q[M MFU#:(CC1#',2,?5C)+:0.04S75K+OO]F.,:+MR&"MA81!F,,9B=)TV<%KYL?) MW=O9=&O *0|;I.#Z,0Y=\^/]/T;A\&XT!G.8R__W!^,^B#^=GQV^B/XI/_GEZ MOK<(R+OHPZ^GT>G_?#A]^R%Z?WK^V!F'#Z>OHI__%;TY_B,.3H]/?HU^?G=^ M_NZ/T_,X.OX%+SM^^XJ_>'/Z]M7I.0\1/OU7=!VRZ\?(KCIK\?X243O\?]X M_,/9R=G[XP^GT=G;Z/STXMV;?YZ]_85^\>KLXOWO'T!CZ(I?3V$DY]'%N]_? MOL)OSTB'? #@_/OD0PRW/(3*ZS3;P!-AN?B6QE T!0VF9Q+QGRMK)RMTE:S-S,:.TJ# M@EZH~>$!EQGY,H@!SF[.EX;BEAES<&[_I;/Q%C<)QB",.%Y?*9X"HOV=%3\!IH,>LG4?74F-S,.5I+=:9 G601 *TK\-P=-O4'XUIVEG M"?_V^4%-=P;ZXXX_",A \|]_.[<"G">^"2//&]SLMZ_]3*GE!AKP0V-*"CS? MR^SZ5[FCT*^_P=!V&-.L6].LWXUIUC'-.J99'U^.]5$2)@7VA=9;/I!Q86@3 MZ;"P)OHXJNK&!:TJT EPSB+UH$V744N!*S*L2BQ6PN(8-G3E*H0A^D 22,85 MUBG2<6FN8/,&?LD(^WE62)XTA06J5K;-LI RVG;SVZ*)01AMH%)%55&;=:QQ M9'QI2K=R$$DKBC58_^P7H)I\X+3+,KZ0.$3(IW>8-^ M-+ .'G1+A68<1--8) _)*1';'6>HQ7_ .@*3+#:=QY#'L^=?4LYQDA-2*#OF[$ VUB#N\)ES]%9 MM ED4LH. <)YWR*9"EHD67.+'96A\C@DN:_FU!';VRG.0.*2-018-QBC8F5N'+69LOD+X$#C4J?\NF3#^B MUX%21CJL[CQ0.D9-(>D030C'E+K6';MXAKKWT9H E[YL#08"!;K2 M2JRJ3U'$*!S71G<{;Q,/H^3QPU3^KIF20BIM>/$;_N?D;YPO8_IN('WWPYB^ M&J-W8_KNBTS??:EXK.\/!H_EB|KX9#VG'E!XL!X3B= 20;YPOOW?UR?8|FG' M_I.:E[+K/? J56@CMY#ZA%I5CZNV].R8L1NT2$EVU"9KJ61:D^MA$_95B1LZ: MZ1B=B444>TBSK_K!%8^.& &M#SZT!L+X"F)=BR3OJ9TPVCB4' ,)O5)I(.^ M!S-?P7;?7^=E8I)3OD>O?WP-)#J>C'T8ICFL/#IYR=PW[%>\]?G5V8@KD7TNC MD5<9'8:&EOAXRO6[`_)FGD5G9WJ#5V6:/GE=88;K#ZQZOVA@-*@4*9"M%;^P M4RH,KC>B\?%N1V'U.H_2,[0]F8+'XVQR9S) M-JBBF+DHN)+7-EXDBH]M[1__LW02'3:3"51XK3_M73<9:X0/"/|\QB$]HFR!-M<^0$)0B6|[1HJ.17SFC'U9QTI/$(3Z)#/(#T12D6MC=%HA2TEN'9,DT+M4"T M6=&Q\E8VE TJ[.)5 .AIZ94L^008A\#,7T=@PZ0J,K@CUCUS;]!14N)>6,-9 ME4@!AUS_TY;X@ :,NJ=SP_5M:.)A+WP:KYC"'GGU)3FVB0Q.C7QH(N-EC3K/@-M5_X>;IC.I=$*=2.]TD$QL9FA=Y7'V!L4]=- HS4;G MF.1;__SK"1D8+L+++),OAE;N2Z%?9+$$>YW-^=:\$G4.0"RNI;YFOH\3#=.7R MQSU!P@D?6 Q;H^GI\[0_PH!\8>[:L^SS$6MX]THXR2,P(A.$(7B74D+:G1>< M.K%S-_A\L1N8KUV+S1_"YS3/81[*4D$P5+.KDLOO&Z8[<6U,G'TMY:VFK;2C MJ)?,]'G>3W')#)H&$DP0!=L$)EX$F38QS&\'"/\|A]ZZFZ-|\CD(S[\|\^|+3L M<8T-13PGY\'8)R[&]XQB?+NU3^(.Y1^K?KG_8_"%@,`]I6;^V@S3<%2|\OU&> M;8E|KY5[*PZ/\`X]&AH0WS:7(GQ]MF6[!Y%HW=.?Z9X^-@2G?=LZPN7?J&& M?:(/5"5MB!UX0PYK1T7?R-'KVX[?/CCY. MLYLI5$\M?FM4:#V!0NQTE/IZ 63IZ^?GK.=(_O(R>?_?\Z8_/P4(0{>T'Y[3DQVL\MB; MY'S[P],7*#*E#W,GL6HFIYCX 5$!5FG&>,3O1E(8I A MT%33?>BI0\N% [*\%OV5K,=^8:G5?)SMSI'S:M4;O|WO'E*KWPW]^0EJ[/^]@-MRAV>$5-8T)T5#Q7AS<+XX?OW_];&B(_PW@/_^ M.,) [PS__7RL+Y8T;(/Z_N=EF:[@/|?-8OY?_S\02P,$% @ >(((66-K M4<_2"0 [VD !@ -!T=&5C+3(P,C0P-C,P>&5X,S%D,2YH=&WM76USVCH6 M_BM:.KU-9C#F);&I29E)4SK-W-NTVZ6SLQ^%+; VLN4KR1#VU^\YLDV<0!MH M0_JF? $B"K)>C(^EYSCF2Q>D_/&^4QC0-643>CM_]12(9Y@E+#0D5HP92%S[S* M9]R5C*;D'5,*'T%>+1-[PF$_YUB#N\)ES]%9 MM ED4LH. <)YWR*9"EHD67.+'96A\C@DN:_FU!';VRG.0.*2-018-QBC8F5N'+69LOD+X$#C4J?\NF3#^B MUX%21CJL[CQ0.D9-(>D030C'E+K6';MXAKKWT9H E[YL#08"!;K2 M2JRJ3U'$*!S71G<{;Q,/H^3QPU3^KIF20BIM>/$;_N?D;YPO8_IN('WWPYB^ M&J-W8_KNBTS??:EXK.\/!H_EB|KX9#VG'E!XL!X3B= 20;YPOOW?UR?8|FG' M_I.:E[+K/? J56@CMY#ZA%I5CZNV].R8L1NT2$EVU"9KJ61:D^MA$_95B1LZ: MZ1B=B444>TBSK_K!%8^.& &M#SZT!L+X"F)=BR3OJ9TPVCB4' ,)O5)I(.^ M!S-?P7;?7^=E8I)3OD>O?WP-)#J>C'T8ICFL/#IYR=PW[%>\]?G5V8@KD7TNC MD5<9'8:&EOAXRO6[`_)FGD5G9WJ#5V6:/GE=88;K#ZQZOVA@-*@4*9"M%;^P M4RH,KC>B\?%N1V'U.H_2,[0]F8+'XVQR9S) M-JBBF+DHN)+7-EXDBH]M[1__LW02'3:3"51XK3_M73<9:X0/"/|\QB$]HFR!

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srt:MinimumMemberttec:Prsus2021Member 2021-01-012021-12-31 0001013880 srt:MaximumMemberttec:Prsus2021Member 2021-01-012021-12-31 0001013880 ttec:FaneuilReceivableMember 2023-04-012023-06-30 0001013880 ttec:FaneuilReceivableMember 2023-01-012023-03-31 0001013880 ttec:FaneuilReceivableMember 2022-10-012022-12-31 0001013880 ttec:FaneuilReceivableMember 2022-07-012022-09-30 0001013880 ttec:FaneuilMember 2024-01-012024-06-30 0001013880 2023-04-012023-06-30 0001013880 ttec:FaneuilMember 2022-04-01 0001013880 ttec:TtecEngageMember 2024-04-012024-06-30 0001013880 ttec:TtecDigitalMember 2024-04-012024-06-30 0001013880 2023-01-012023-06-30 0001013880 2024-04-012024-06-30 0001013880 2024-06-30 0001013880 2024-07-31 0001013880 2024-01-012024-06-30 shares iso4217:USD pure iso4217:USD shares iso4217:CAD iso4217:MXN iso4217:PHPhttp://fasb.org/us-gaap/2023#ServiceMemberhttp://fasb.org/us-gaap/2023#ServiceMemberhttp://fasb.org/us-gaap/2023#ServiceMember http://fasb.org/us-gaap/2023#ServiceMember2024-09-302027-03-312026-12-31http://fasb.org/us-gaap/2023#OtherLiabilitiesCurrent http://fasb.org/us-gaap/2023#OtherLiabilitiesNoncurrent http://fasb.org/us-gaap/2023#OtherLiabilitiesCurrent http://fasb.org/us-gaap/2023#OtherLiabilitiesNoncurrent P4Yhttp://fasb.org/us-gaap/2023#NonqualifiedPlanMember0001013880false2024Q2--12-3110-Qtrue2024-06-30false001-11919TTEC Holdings, Inc.DE84-1291044631 2 South Fiddler's Green Circle, Suite 100NGreenwood VillageCO80111303397-8100Common stock of TTEC Holdings, Inc., $0.01 par value per shareTTECNASDAQYesYesAccelerated Filerfalsefalsefalse47723922797800001727470004757000224800038168500039486800011708100095064000248720001852400060341800068120300014911400019100300025107581000-89876000565738000870429000176270001690700003041760006155420001792621000218559800053408500060039400011107230001233680000417890000464686000871708000224413000312980000-20170200075709000414000112600013970002290000204310001899100041502000363820001788000-35740001994000-2919000-18229000-21439000-38111000-37011000-24264200098590000-23981300038698000541260006102000564550001402400-2967680003757000-29626800024674000277100025460005576000481600029953900012100030184400019858000-29676800037570000-29626800024674000-73810001936700011218000285650000-8854000712000-91640009573000-23040001870000-23790002497000910001080002120001800001384000020000000-17791000360210000-31060800023757000-31405900006069500027790002560000549000043850000-31338700021197000-31954900056310000475640004726400047498000472490004762300047453000475850004741700006.300.03-6.350.42-6.290.03-6.340.42472520004730005926850003912940000-11038900090530900016836000610838000393600012090002486000369500061000000.00252000025200000192930007400019367000525000525000240003790000-49800011900056480005648000-108000-10800047276000473000592306000396444000-90463000906518000168760006375420003997000474470004740005894750004127680000-93733000865277000170980006124090000-29953900027710000-2967680000.00225000022500000-73890008000-73810006550000-65500001610002000266300031440000-47900051040005104000-91000-91000476080004760005868120004147280000-10758100056573800017627000304176000049226800024674000502160005077300067700011580009850005340000-10470006762000264400017040001252000-85600000-30100023685600065950003714800010390000-17320000-24300010916000980200-145000-247000-83150000-14645000108040000-20324000-99600043429000-8126000-27072000336450001449400001160002800027682000329540000-27566000-32926000-65000000-45000000137900012170000376760002847000245720004770000588700060600062900011000000-75702000-114981000-46120001275000-74235000-16830001739050001670640009967000016538100039919000357940002870400023874000184000156000043840003507000 (1)OVERVIEW AND BASIS OF PRESENTATION Summary of Business Founded in 1982, TTEC Holdings, Inc. ("TTEC", "the Company", pronounced "T-TEC") is a global customer experience ("CX") outsourcing partner for marquee and disruptive brands and public sector clients. The Company

*designs, builds, and operates technology-enabled customer experiences across digital and live interaction channels to help clients increase customer loyalty, revenue, and profitability. By combining digital solutions with data-driven service capabilities, the Company helps clients improve their customer satisfaction while lowering their total cost to serve. As of June 30, 2024, TTEC served approximately 740 clients across targeted industry verticals including financial services, healthcare, public sector, telecom, technology, media, travel and hospitality, automotive and retail. 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A professional services organization comprised of software engineers, systems architects, data scientists and CX strategists, this segment creates and implements strategic CX transformation roadmaps; sells, operates, and provides managed services for cloud platforms and premise based CX technologies including Amazon Web Services ("AWS"), Cisco, Genesys, Google, and Microsoft; and creates proprietary IP to support industry specific and custom client needs. 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During the second quarter of 2024, the combined TTEC Digital and TTEC Engage global operating platform delivered onshore, nearshore and offshore services in 22 countries on six continents – the United States, Australia, Belgium, Brazil, Bulgaria, Canada, Colombia, Costa Rica, Egypt, Germany, Greece, Honduras, India, Ireland, Mexico, the Netherlands, New Zealand, the Philippines, Poland, South Africa, Thailand, and the United Kingdom – with the help of approximately 54,000 customer care associates, consultants, technologists, and CX professionals. Basis of Presentation The Consolidated Financial Statements are comprised of the accounts of TTEC, its wholly owned subsidiaries, its 55% equity owned subsidiary Percepta, LLC, its 70% equity owned subsidiary First Call Resolution, LLC through March 31, 2023 and then 100% owned subsequently, and its 70% equity owned subsidiary Serendebyte, Inc. through December 31, 2023 and then 100% owned subsequently (see Note 2). All intercompany balances and transactions have been eliminated in consolidation. The unaudited Consolidated Financial Statements do not include all of the disclosures required by accounting principles generally accepted in the U.S. ("GAAP"), pursuant to the rules and regulations of the Securities and Exchange Commission ("SEC"). The unaudited Consolidated Financial Statements reflect all adjustments which, in the opinion of management, are necessary to state fairly the consolidated financial position of the Company and the consolidated results of operations and comprehensive income (loss) and the consolidated cash flows of the Company. All such adjustments are of a normal, recurring nature. Operating results for the periods presented are not necessarily indicative of the results that may be expected for the year ending December 31, 2024. These unaudited Consolidated Financial Statements should be read in conjunction with the Company's audited Consolidated Financial Statements and footnotes thereto included in the Company's Annual Report on Form 10-K for the year ended December 31, 2023. Use of Estimates The preparation of the Consolidated Financial Statements in conformity with GAAP requires management to make estimates and assumptions in determining the reported amounts of assets and liabilities, disclosure of contingent liabilities at the date of the Consolidated Financial Statements and the reported amounts of revenue and expenses during the reporting period. On an ongoing basis, the Company evaluates its estimates including those related to derivatives and hedging activities, income taxes including the valuation allowance for deferred tax assets, litigation reserves, restructuring reserves, allowance for credit losses, contingent consideration, redeemable noncontrolling interest, and valuation of goodwill, long-lived and intangible assets. The Company bases its estimates on historical experience and on various other assumptions that are believed to be reasonable, the results of which form the basis for making judgments about the carrying values of assets and liabilities. Actual results may differ materially from these estimates under different assumptions or conditions. Out-of-period Adjustment The Consolidated Financial Statements for the three months ended June 30, 2023 included an adjustment of $14.2 million to other comprehensive income and deferred tax assets, to correct for an error identified by management during the preparation of the financial statements. This adjustment was to reflect the deferred tax impact of currency translation adjustments, of which $14.2 million related to prior annual fiscal periods. Management has determined that this error was not material to the historical financial statements in any individual period or in the aggregate and did not result in the previously issued financial statements being materially misstated. The impact to the three and six month periods ended June 30, 2023 was not material. As such, management recorded the correction as an out-of-period adjustment in the three months ended June 30, 2023. Cash, Cash Equivalents and Restricted Cash Cash and cash equivalents consist of cash, primarily held in interest-bearing investments, and liquid short-term investments, which have original maturities of three months or less. Restricted cash includes cash whereby the Company's ability to use the funds at any time is contractually limited or is generally designated for specific purposes arising out of certain contractual or other obligations. The following table provides a reconciliation of cash, cash equivalents and restricted cash reported in the Consolidated Balance Sheets that sum to the amounts reported in the Consolidated Statement of Cash Flows (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:55.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.44%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:55.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:1.89%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:18.33%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> June 30, 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:18.35%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> December 31, 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:55.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.44%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> *

</td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:55.58%;background:#cceeff;margin:0pt;padding:0pt;"> Cash and cash equivalents </td><td style="vertical-align:bottom;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:16.44%;background:#cceeff;margin:0pt;padding:0pt;"> 79,780 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:16.46%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 172,747</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:55.58%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Restricted cash included in "Prepaid and other current assets"</p></td><td style="vertical-align:bottom;width:1.89%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;"></p></td><td style="vertical-align:bottom;width:1.89%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:16.44%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 19,890</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:16.46%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,158</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:55.58%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 6pt;">Total</p></td><td style="vertical-align:bottom;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt 0pt 0pt 18pt;"></p></td><td style="vertical-align:bottom;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt 0pt 0pt 18pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:16.44%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 99,670 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:16.46%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 173,905 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> 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, but in light of recent economic headwinds the Company is reviewing and tightening its collection processes. The Company regularly monitors its credit risk to mitigate the possibility of current and future exposures resulting in a loss. The Company evaluates the creditworthiness of its clients prior to entering into an agreement to provide services and as necessary through 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 hedging activities, as the Company diversifies its activities across eight investment-grade financial institutions. Recently Adopted Accounting Pronouncements In March 2020, the Financial Accounting Standards Board ("FASB") issued ASU 2020-04, "Reference Rate Reform" (Topic 848), which provides optional expedients and exceptions for contracts, hedging relationships, and other transactions affected by reference rate reform due to the anticipated cessation of the London Interbank Offered Rate ("LIBOR"). The ASU is effective from March 12, 2020, may be applied prospectively and could impact the accounting for LIBOR provisions in the Company's credit facility agreement. In addition, in January 2021, the FASB issued ASU 2021-01, "Reference Rate Reform – Scope," which clarified the scope of FASB Accounting Standards Codification ("ASC") 848 relating to contract modifications. The Company adopted the standard effective April 1, 2023 and the adoption of this guidance did not have a material impact on the Company's financial position, results of operations or cash flows. Other Accounting Pronouncements In November 2023, the FASB issued ASU 2023-07, "Segment Reporting - Improvements to Reportable Segment Disclosures" which relates to disclosures regarding a public entity's reportable segments and provides more detailed information about a reportable segment's expenses. The ASU is effective for fiscal years beginning after December 15, 2023 and interim periods beginning after December 15, 2024, with retrospective application required. The Company is assessing the effect on its annual consolidated financial statement disclosures; however, adoption is not expected to have a material impact on the Company's Consolidated Financial Statements. In December 2023, the FASB issued ASU 2023-09, "Improvements to Income Tax Disclosures" to enhance the transparency and decision usefulness of income tax disclosures. The ASU is effective for fiscal years beginning after December 15, 2024, with retrospective application permitted. The Company is assessing the effect on its annual consolidated financial statement disclosures; however, adoption is not expected to have a material impact on the Company's Consolidated Financial Statements. Summary of Business Founded in 1982, TTEC Holdings, Inc. ("TTEC", "the Company", pronounced "T-TEC") is a global customer experience ("CX") outsourcing partner for marquee and disruptive brands and public sector clients. The Company designs, builds, and operates technology-enabled customer experiences across digital and live interaction channels to help clients increase customer loyalty, revenue, and profitability. By combining digital solutions with data-driven service capabilities, the Company helps clients improve their customer satisfaction while lowering their total cost to serve. 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These unaudited Consolidated Financial Statements should be read in conjunction with the Company's audited Consolidated Financial Statements and footnotes thereto included in the Company's Annual Report on <a

href="https://www.sec.gov/ix?doc=/Archives/edgar/data/1013880/000155837024002207/ttec-20231231x10k.htm" style="-sec-extract:exhibit;">Form 10-K for the year ended December 31, 2023. 0.550.7010.701 Use of Estimates The preparation of the Consolidated Financial Statements in conformity with GAAP requires management to make estimates and assumptions in determining the reported amounts of assets and liabilities, disclosure of contingent liabilities at the date of the Consolidated Financial Statements and the reported amounts of revenue and expenses during the reporting period. On an ongoing basis, the Company evaluates its estimates including those related to derivatives and hedging activities, income taxes including the valuation allowance for deferred tax assets, litigation reserves, restructuring reserves, allowance for credit losses, contingent consideration, redeemable noncontrolling interest, and valuation of goodwill, long-lived and intangible assets. The Company bases its estimates on historical experience and on various other assumptions that are believed to be reasonable, the results of which form the basis for making judgments about the carrying values of assets and liabilities. Actual results may differ materially from these estimates under different assumptions or conditions. Out-of-period Adjustment The Consolidated Financial Statements for the three months ended June 30, 2023 included an adjustment of $14.2 million to other comprehensive income and deferred tax assets, to correct for an error identified by management during the preparation of the financial statements. This adjustment was to reflect the deferred tax impact of currency translation adjustments, of which $14.2 million related to prior annual fiscal periods. Management has determined that this error was not material to the historical financial statements in any individual period or in the aggregate and did not result in the previously issued financial statements being materially misstated. The impact to the three and six month periods ended June 30, 2023 was not material. As such, management recorded the correction as an out-of-period adjustment in the three months ended June 30, 2023.</p>14200000014200000<p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt 0pt 6pt 0pt;"><b style="font-weight:bold;">Cash, Cash Equivalents and Restricted Cash</p><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt 0pt 6pt 0pt;">Cash and cash equivalents consist of cash, primarily held in interest-bearing investments, and liquid short-term investments, which have original maturities of three months or less. Restricted cash includes cash whereby the Company's ability to use the funds at any time is contractually limited or is generally designated for specific purposes arising out of certain contractual or other obligations.</p><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt 0pt 6pt 0pt;">The following table provides a reconciliation of cash, cash equivalents and restricted cash reported in the Consolidated Balance Sheets that sum to the amounts reported in the Consolidated Statement of Cash Flows (in thousands):</p><table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:55.58%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p 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Historically, the losses related to credit risk have been immaterial, but in light of recent economic headwinds the Company is reviewing and tightening its collection processes. The Company regularly monitors its credit risk to mitigate the possibility of current and future exposures resulting in a loss. The Company evaluates the creditworthiness of its clients prior to entering into an agreement to provide services and as necessary through 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 hedging activities, as the Company diversifies its activities across eight investment-grade financial institutions. Recently Adopted Accounting Pronouncements In March 2020, the Financial Accounting Standards Board ("FASB") issued ASU 2020-04, "Reference Rate Reform" (Topic 848), which provides optional expedients and exceptions for contracts, hedging relationships, and other transactions affected by reference rate reform due to the anticipated cessation of the London Interbank Offered Rate ("LIBOR"). The ASU is effective from March 12, 2020, may be applied prospectively and could impact the accounting for LIBOR provisions in the Company's credit facility agreement. In addition, in January 2021, the FASB issued ASU 2021-01, "Reference Rate Reform – Scope," which clarified the scope of FASB Accounting Standards Codification ("ASC") 848 relating to contract modifications. The Company adopted the standard effective April 1, 2023 and the adoption of this guidance did not have a material impact on the Company's financial position, results of operations or cash flows. Other Accounting Pronouncements <p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt 0pt

6pt 0pt;">In November 2023, the FASB issued ASU 2023-07, "Segment Reporting - Improvements to Reportable Segment Disclosures" which relates to disclosures regarding a public entity's reportable segments and provides more detailed information about a reportable segment's expenses. The ASU is effective for fiscal years beginning after December 15, 2023 and interim periods beginning after December 15, 2024, with retrospective application required. The Company is assessing the effect on its annual consolidated financial statement disclosures; however, adoption is not expected to have a material impact on the Company's Consolidated Financial Statements. In December 2023, the FASB issued ASU 2023-09, "Improvements to Income Tax Disclosures" to enhance the transparency and decision usefulness of income tax disclosures. The ASU is effective for fiscal years beginning after December 15, 2024, with retrospective application permitted. The Company is assessing the effect on its annual consolidated financial statement disclosures; however, adoption is not expected to have a material impact on the Company's Consolidated Financial Statements. (2)ACQUISITIONS AND DIVESTITURES Serendebyte In connection with the acquisition by TTEC Digital, LLC of a 70% interest in Serendebyte Inc. ("Serendebyte"), Serendebyte's founder exercised his put rights with respect to the remaining 30% interest in Serendebyte on December 8, 2023, but failed to fulfill the agreed exercise prerequisites. Pending the resolution of the put exercise formalities by Serendebyte's founder, TTEC Digital is not able to determine the final purchase price for the remaining 30% buyout agreement. In connection with triggering the option, on December 8, 2023, a $0.3 million accrual was reclassified from Redeemable noncontrolling interest to Accrued expenses and the remaining balance was reclassified to Additional paid in capital. FCR Pursuant to the Membership Interest Purchase Agreement of October 26, 2019 between Ortana Holdings, Inc. and TTEC Services Corporation for the acquisition by TTEC of 70% interest in First Call Resolution, LLC ("FCR" and "FCR MIPA", respectively), Ortana Holdings exercised its put rights in January 2023, which required TTEC to acquire Ortana Holdings' remaining 30% interest in FCR. The purchase price for the remaining 30% interest was determined based on the express provisions of the FCR MIPA and was based on FCR's performance during 2022. The buyout agreement was signed on April 4, 2023 and reflected a buyout purchase of $22.4 million. In connection with the triggering of the option, as of March 31, 2023, the $22.4 million purchase price was reclassified from Redeemable noncontrolling interest to Accrued expenses and the remaining balance of $20.5 million was reclassified to Additional paid in capital. In February 2023, a $9.2 million payment related to excess cash distribution was completed and in April 2023 the final payment of $22.4 million was completed. Certain Assets of Faneuil On April 1, 2022, the Company completed an asset acquisition through its subsidiary TTEC Government Solutions LLC, of certain public sector citizen experience contracts in the transportation infrastructure and healthcare exchange industries from Faneuil, Inc., a subsidiary of ALJ Regional Holdings, Inc. ("the Faneuil Transaction"). The acquired business is operated as part of the TTEC Engage segment and was fully consolidated into the financial statements of TTEC. The Faneuil Transaction was recorded as a business combination under ASC 805, Business Combinations, with identifiable assets acquired and liabilities assumed recorded at their estimated fair values as of the acquisition date. Total cash paid at the time of acquisition was $142.4 million. In addition, Faneuil granted to TTEC Government Solutions LLC a three-year call right and right of first offer to purchase certain other assets of Faneuil in its utilities and commercial healthcare verticals as well as certain proprietary technology. The Faneuil Transaction includes two contingent payments which were anticipated to be paid in early 2024 and were based on the revenue and EBITDA performance of one contract and one potential contract. The fair value of the two contingent payments was estimated using a Monte Carlo model. The model was based on current expected EBITDA performance for the two specific client programs, a discount rate of 7.6% related to revenue and a discount rate of 19.3% related to EBITDA, a volatility rate of 20%, and an adjusted risk-free rate of 1.7%. The potential payments ranged from a minimum of zero to an unlimited maximum. Based on the model, a combined $8.8 million expected future payment was calculated and recorded as of the acquisition date. During 2022, a $2.9 million net gain was recorded related to fair value adjustments for the estimated contingent payments based on changes in estimated EBITDA, the timing of cash flows and market interest rates which resulted in an updated discount factor for one contract, and a complete reduction for the second contract as it was not awarded to the Company. During the second quarter of 2023, an amendment to the agreement was signed which modified the contingent payment to a minimum payment of $7.4 million and a maximum payment of $10.4 million. An initial payment of $7.4 million was completed in May 2023. During 2023, a combined $3.0 million net expense was recorded related to fair value adjustments for the estimated contingent payment based on changes in estimated EBITDA, the timing of cash flows and market interest rate changes. These benefits (expenses) were included in Other income (expense) in the Consolidated Statements of Comprehensive Income (Loss). For the six months ended June 30, 2024, a $1.0 million net gain was recorded related to fair value adjustments for the estimated contingent payment based on changes in estimated EBITDA, the timing of cash flows and market interest rate changes. As of June 30, 2024, the contingent payment is accrued at $0.4 million and is included in Other long-term liabilities in the accompanying Consolidated Balance Sheets. The Faneuil Transaction included a call option providing the right but not the obligation to purchase additional assets in the utilities and commercial healthcare verticals based on trailing twelve-month revenue plus an additional earn-out payment based on newly added contracts. A second call option provided the right to purchase a software intangible asset and related support functions based on trailing twelve-month revenue. These call options were valued based on information including the call right and the exclusivity period and a $270 thousand asset was recorded as of the acquisition date which was included in Other long-term assets in the Consolidated Balance Sheets. During the fourth quarter of 2022 and the first quarter of 2023, reductions in fair value of $52 thousand and $140 thousand, respectively, were recorded due to changes in estimated revenue, which were included in Other income (expense) in the Consolidated Statements of Comprehensive Income (Loss). During the second quarter of 2023, an amendment to the agreement was signed which cancelled the option to purchase the additional assets in certain verticals, and thus the remaining $78 thousand accrual was removed and included in Other income. As of June 30, 2024, the fair value is zero. The Faneuil Transaction included an indemnity escrow which was disbursed as a holdback payment on the acquisition date. The indemnity payments related to real estate and technology funds that were spent post-close related to various IT upgrades and real estate expenses, and indemnity related to potential future employee wage increases. The indemnity payments were valued based on a weighted average of several current scenarios and a receivable of $10.4 million was recorded as of the acquisition date. During the third and fourth quarters of 2022 and the first quarter of 2023, reductions in the fair value were calculated and a $4.4 million expense, a $0.2 million expense and a $2.5 million expense, respectively, were recorded related to fair value adjustments for the receivable based on current information reflecting a better outcome with the contract negotiations and lower anticipated IT and facilities spending. During the second quarter of 2023, the payout value related to the IT and Facilities reimbursement was finalized at $1.3 million, and an expense of $1.9 million was recorded. The payment was received by TTEC in May 2023 and as of June 30, 2023, the receivables were reduced to zero on the Consolidated Balance Sheet. The reductions in fair value related expenses were included in Other income (expense) in the Consolidated Statements of Comprehensive Income (Loss).</p><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt 0pt 6pt 0pt;">A multi-period excess earnings method under the income approach was used to estimate the fair value of the customer relationships intangible assets. The significant assumptions utilized in calculating the fair value of the customer relationships intangible assets were the customer attrition rate, revenue growth rates, forecasted EBITDA, contributory asset charge, and the discount rate.</p><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt 0pt 6pt 0pt;">The following summarizes the fair values of the identifiable assets acquired and liabilities assumed as of the acquisition date (in thousands):</p><table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </p></div></div></td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;"> </p></td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:15.45%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;">Acquisition Date</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:8pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;"> </p></td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;"> </p></td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:15.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;">Fair Value</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:8pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;"> </p></td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Cash</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"> Accounts receivable, net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;margin:0pt;padding:0pt;"> 704 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> Prepaid and other assets </td><td style="vertical-align:bottom;white-

space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"> 8,420 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"> Net fixed assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;margin:0pt;padding:0pt;"> 5,622 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> Right of use lease assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"> 17,778 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"> Other assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;margin:0pt;padding:0pt;"> 2,572 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> Customer relationships </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"> 61,310 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"> Goodwill </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 75,902 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 172,308</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"><p 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</td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"> Accrued expenses </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;margin:0pt;padding:0pt;"> 2,763 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> Right of use lease liability – current </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"> 3,129 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"> Right of use lease liability – non-current </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;margin:0pt;padding:0pt;"> 14,092 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> Deferred income </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"> 811 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"> Other liabilities </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 8,891 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-

family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 29,888 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:80.65%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> Total purchase price </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 142,420 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> . </td></tr></table> . In the first quarter of 2023, the Company finalized the valuation of Faneuil for the acquisition date assets acquired and liabilities assumed and determined that no material adjustments to any of the balances were required. The Faneuil customer relationships are being amortized over a useful life of 10 years. The goodwill recognized from the Faneuil acquisition is attributable to, but not limited to, the acquired workforce and expected synergies with the TTEC Engage segment. The tax basis of the acquired intangibles and goodwill will be materially deductible for income tax purposes. The acquired goodwill and intangibles and operating results of Faneuil are reported within the TTEC Engage segment from the date of acquisition. Assets Held for Sale In the second quarter of 2024, the Company reclassified $29.4 million from Property, plant and equipment, net to Assets held for sale as the Company expects to sell its former headquarters building in Englewood, Colorado within the next twelve months. This included $16.7 million from leasehold improvements, $6.7 million from buildings, $5.9 million from land, and $0.1 million from other Property, plant and equipment categories. These assets are allocated 85% to the TTEC Engage segment and 15% to the TTEC Digital segment. Funds received will be used to reduce the Company's existing debt. The Company ceased depreciation on the assets upon reclassification. The estimated fair value less costs to sell the assets held for sale exceeded their carrying value as of the quarter ended June 30, 2024 and no impairment was considered necessary.</p>0.700.303000002019-10-260.700.3022400000205000009200000224000000On April 1, 2022, the Company completed an asset acquisition through its subsidiary TTEC Government Solutions LLC, of certain public sector citizen experience contracts in the transportation infrastructure and healthcare exchange industries from Faneuil, Inc., a subsidiary of ALJ Regional Holdings, Inc. ("the Faneuil Transaction"). The acquired business is operated as part of the TTEC Engage segment and was fully consolidated into the financial statements of TTEC. The Faneuil Transaction was recorded as a business combination under ASC 805, Business Combinations, with identifiable assets acquired and liabilities assumed recorded at their estimated fair values as of the acquisition date.2022-04-01142400000027.619.3201.7880000029000007400000104000007400000300000.01000000.040000027000052000-140000780001040000-4400000-200000-2500000-1300000-19000000<p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt 0pt 6pt 0pt;">The following summarizes the fair values of the identifiable assets acquired and liabilities assumed as of the acquisition date (in thousands):</p><table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:1pt;line-height:1.19;margin:0pt;">.</p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:1pt;visibility:hidden;">.</p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></div></div></td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;">.</p></td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:15.45%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold,">Acquisition Date</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:8pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold,"> </p></td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;">.</p></td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:15.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold,">Fair Value</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:8pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold,"> </p></td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Cash</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"> Accounts receivable, net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;margin:0pt;padding:0pt;"> 704 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> Prepaid and other assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"> 8,420 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"> Net fixed assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;margin:0pt;padding:0pt;"> 5,622 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> Right of use lease assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"> 17,778 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"> Other assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;margin:0pt;padding:0pt;"> 2,572 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"> <span

style="visibility:hidden;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> Customer relationships </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"> 61,310 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"> Goodwill </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 75,902 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 172,308</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Accrued employee compensation</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"> 202 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"> Accrued expenses </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;margin:0pt;padding:0pt;"> 2,763 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> Right of use lease liability – current </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"> 3,129 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"> Right of use lease liability – non-current </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;margin:0pt;padding:0pt;"> 14,092 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> Deferred income </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"> 811 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;margin:0pt;padding:0pt;"> Other liabilities </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 8,891 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 29,888</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:80.65%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:80.65%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 6pt;">Total purchase price</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.57%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 142,420 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.33%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr>
</table>704000842000056220001777800025720006131000075902000172308000202000276300031290001409200081100088910002988800014242000OP10Y29400000016700(
style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt 0pt 6pt 0pt;">(3)SEGMENT INFORMATION The Company reports the following two segments: TTEC Digital and the CX Technology Services Industry TTEC Digital buyers are seeking solutions in several areas including cost optimization, migration from outdated legacy platforms to more agile cloud environments, lack of CX talent and expertise and a need for a practical way forward with AI. TTEC Digital takes a technology agnostic approach to these challenges and focuses on designing and delivering solutions specific to each client's specifications. TTEC Digital has entered into strategic partnerships with the

leading CX software vendors including Genesys, Microsoft, Cisco, AWS and Google which positions TTEC Digital to support the majority of CX platform requirements. TTEC Digital's solutions are built to respond to market needs for both enterprise and small and medium-sized business clients. AI design and delivery capabilities are woven across all four of the following pillars. <table style="border-collapse:collapse;font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin-bottom:0pt;margin-top:0pt;table-layout:fixed;text-align:justify;width:100%;border:0pt;"><tr><td style="width:18pt;"></td><td style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;vertical-align:text-top;white-space:nowrap;width:18pt;padding:0pt;">•</td><td style="padding:0pt;">Professional Services: CX and AI solution planning, design, and implementation services</td></tr></table><table style="border-collapse:collapse;font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin-bottom:0pt;margin-top:0pt;table-layout:fixed;text-align:justify;width:100%;border:0pt;"><tr><td style="width:18pt;"></td><td style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;vertical-align:text-top;white-space:nowrap;width:18pt;padding:0pt;">•</td><td style="padding:0pt;">Managed Services: Cloud application and premise support </td></tr></table><table style="border-collapse:collapse;font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin-bottom:0pt;margin-top:0pt;table-layout:fixed;text-align:justify;width:100%;border:0pt;"><tr><td style="width:18pt;"></td><td style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;vertical-align:text-top;white-space:nowrap;width:18pt;padding:0pt;">•</td><td style="padding:0pt;">CX Consulting, Analytics and AI: Transformation strategy and design, data science, engineering, and visualization</td></tr></table><table style="border-collapse:collapse;font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin-bottom:0pt;margin-top:0pt;table-layout:fixed;text-align:justify;width:100%;border:0pt;"><tr><td style="width:18pt;"></td><td style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;vertical-align:text-top;white-space:nowrap;width:18pt;padding:0pt;">•</td><td style="padding:0pt;">IP & Software: Custom software engineering through TTEC Digital's IP and Software division</td></tr></table> The segment has a three-pronged go to market strategy that includes growing existing client relationships, partner channel motions and general market development. In 2023, TTEC Digital expanded its Hyderabad Innovation Studio in India with the goal of continuing to expand its offshore delivery capabilities, and currently approximately 41% of the staff are located in one of several offshore locations. TTEC Engage and the CX Business Process Outsourcing Services Industry The TTEC Engage segment's solutions are built to respond to the following market needs for clients. <table style="border-collapse:collapse;font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin-bottom:0pt;margin-top:0pt;table-layout:fixed;text-align:justify;width:100%;border:0pt;"><tr><td style="width:18pt;"></td><td style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;vertical-align:text-top;white-space:nowrap;width:18pt;padding:0pt;">•</td><td style="padding:0pt;">Customer Support </td></tr></table><table style="border-collapse:collapse;font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin-bottom:0pt;margin-top:0pt;table-layout:fixed;text-align:justify;width:100%;border:0pt;"><tr><td style="width:18pt;"></td><td style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;vertical-align:text-top;white-space:nowrap;width:18pt;padding:0pt;">•</td><td style="padding:0pt;">Tech Support </td></tr></table><table style="border-collapse:collapse;font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin-bottom:0pt;margin-top:0pt;table-layout:fixed;text-align:justify;width:100%;border:0pt;"><tr><td style="width:18pt;"></td><td style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;vertical-align:text-top;white-space:nowrap;width:18pt;padding:0pt;">•</td><td style="padding:0pt;">Revenue Generation and Growth Services</td></tr></table><table style="border-collapse:collapse;font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin-bottom:0pt;margin-top:0pt;table-layout:fixed;text-align:justify;width:100%;border:0pt;"><tr><td style="width:18pt;"></td><td style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;vertical-align:text-top;white-space:nowrap;width:18pt;padding:0pt;">•</td><td style="padding:0pt;">Trust & Safety</td></tr></table><table style="border-collapse:collapse;font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin-bottom:0pt;margin-top:0pt;table-layout:fixed;text-align:justify;width:100%;border:0pt;"><tr><td style="width:18pt;"></td><td style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;vertical-align:text-top;white-space:nowrap;width:18pt;padding:0pt;">•</td><td style="padding:0pt;">AI Operations, including data annotation and labeling</td></tr></table><table style="border-collapse:collapse;font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin-bottom:0pt;margin-top:0pt;table-layout:fixed;text-align:justify;width:100%;border:0pt;"><tr><td style="width:18pt;"></td><td style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;vertical-align:text-top;white-space:nowrap;width:18pt;padding:0pt;">•</td><td style="padding:0pt;">Back-office Support</td></tr></table> TTEC Engage goes to market through a vertical approach with customized solutions that include industry-specific talent, technology, certifications, and capabilities. For example, in the Banking, Financial Services and Insurance ("BFSI") vertical, we support several lines of business with customized offerings for retail banking, online banking, credit card, property and casualty and loans. In healthcare, the segment supports care, technical support, revenue generation and back-office capabilities to meet the needs of payer, provider, clinical and pharma clients. The Company allocates to each segment its portion of corporate operating expenses. All intercompany transactions between the reported segments for the periods presented have been eliminated. The following tables present certain financial data by segment (in thousands): Three Months Ended June 30, 2024 <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;table-layout:auto;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:2.09%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:1.03%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:9.32%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:1.82%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:9.83%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:9.26%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:1.84%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:9.49%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:1.52%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:0.46%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:2.09%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.03%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:9.32%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.82%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:9.83%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:9.26%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:11.34%;margin:0pt;padding:0pt;"> Depreciation </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:9.98%;margin:0pt;padding:0pt;"> Income/ </td><td style="vertical-align:bottom;white-space:normal;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:normal;width:2.09%;margin:0pt;padding:0pt;">   </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:10.35%;margin:0pt;padding:0pt;"> Gross </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;">   </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:11.66%;margin:0pt;padding:0pt;"> Intersegment </td><td style="vertical-align:bottom;white-

space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:10.3%;margin:0pt;padding:0pt;"> Net </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:11.34%;margin:0pt;padding:0pt;"> & </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:9.98%;margin:0pt;padding:0pt;"> (loss) from </td><td style="vertical-align:bottom;white-space:normal;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.09%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:10.35%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:11.66%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Sales </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:10.3%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:11.34%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amortization </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:9.98%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Operations </td><td style="vertical-align:bottom;white-space:normal;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;background:#cceeff;margin:0pt;padding:0pt;"> TTEC Digital </td><td style="vertical-align:bottom;white-space:normal;width:2.09%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.03%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:9.32%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 116,368</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:normal;width:1.82%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.83%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:9.26%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 116,368</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:normal;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.49%;background:#cceeff;margin:0pt;padding:0pt;"> 7,014 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.52%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 6,008</p></td><td style="vertical-align:bottom;white-space:normal;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">TTEC Engage</p></td><td style="vertical-align:bottom;white-space:normal;width:2.09%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:normal;width:1.03%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:9.32%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 417,717</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:normal;width:1.82%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:9.83%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> —</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:normal;width:1.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:9.26%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 417,717</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:normal;width:1.84%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:9.49%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 18,057</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:normal;width:1.52%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:8.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (230,421)</p></td><td style="vertical-align:bottom;white-space:normal;width:0.46%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:35.47%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">Total</p></td><td style="vertical-align:bottom;white-space:normal;width:2.09%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:normal;width:1.03%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.32%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 534,085 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.82%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:9.83%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> —</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.26%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 534,085 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.84%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:9.49%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 25,071</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:normal;width:1.52%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (224,413) </td><td style="vertical-align:bottom;white-

space:normal;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> Three Months Ended June 30, 2023 <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:35.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.24%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.48%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.44%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.24%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;">   </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.29%;margin:0pt;padding:0pt;"> Depreciation </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;">   </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.98%;margin:0pt;padding:0pt;"> Income </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:35.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.36%;margin:0pt;padding:0pt;"> Gross </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.66%;margin:0pt;padding:0pt;"> Intersegment </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.28%;margin:0pt;padding:0pt;"> Net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.29%;margin:0pt;padding:0pt;"> & </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.98%;margin:0pt;padding:0pt;"> from </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:35.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.36%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.66%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Sales </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amortization </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.98%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Operations </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:35.55%;background:#cceeff;margin:0pt;padding:0pt;"> TTEC Digital </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.32%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 117,585</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.84%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;background:#cceeff;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.24%;background:#cceeff;margin:0pt;padding:0pt;"> 117,585 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-

space:nowrap;width:1.81%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.48%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 6,722</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.44%;background:#cceeff;margin:0pt;padding:0pt;"> 7,154 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.55%;margin:0pt;padding:0pt;"> TTEC Engage </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.32%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 482,809 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.84%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.24%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 482,809 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.81%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.48%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 18,224 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.44%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 24,144 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.55%;background:#cceeff;margin:0pt;padding:0pt;"> Total </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.32%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 600,394</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.84%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.24%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 600,394</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.81%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.48%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 24,946 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.44%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 31,298 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> Six Months Ended June 30, 2024 <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:35.22%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.54%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.22%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> — </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.34%;margin:0pt;padding:0pt;"> Depreciation </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> <b

style="font-weight:bold;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.99%;margin:0pt;padding:0pt;"> Income/ </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.22%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;margin:0pt;padding:0pt;"> Gross </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.66%;margin:0pt;padding:0pt;"> Intersegment </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;margin:0pt;padding:0pt;"> Net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.34%;margin:0pt;padding:0pt;"> & </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.99%;margin:0pt;padding:0pt;"> (loss) from </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.22%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.66%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Sales </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.34%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amortization </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.99%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Operations </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.22%;background:#cceeff;margin:0pt;padding:0pt;"> TTEC Digital </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 228,399</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.81%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 228,399</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.54%;background:#cceeff;margin:0pt;padding:0pt;"> 14,064 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.45%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 9,296</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:35.22%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">TTEC Engage</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 882,324</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.81%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> —</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 882,324</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.54%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 36,152</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (210,998)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:35.22%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">Total</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 1,110,723 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.81%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> —</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-

align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 1,110,723 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.54%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 50,216</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.45%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (201,702) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> Six Months Ended June 30, 2023 <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.8%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.26%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.8%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.33%;margin:0pt;padding:0pt;"> Depreciation </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.8%;margin:0pt;padding:0pt;"> Income </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;margin:0pt;padding:0pt;"> Gross </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.65%;margin:0pt;padding:0pt;"> Intersegment </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;margin:0pt;padding:0pt;"> Net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.33%;margin:0pt;padding:0pt;"> & </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.8%;margin:0pt;padding:0pt;"> from </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.65%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Sales </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.33%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amortization </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.8%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Operations </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;background:#cceeff;margin:0pt;padding:0pt;"> TTEC Digital </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;margin:0pt;padding:0pt;"> 234,512 </td><td style="vertical-

align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.8%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> —</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;margin:0pt;padding:0pt;"> 234,512 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.53%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 13,583</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.26%;background:#cceeff;margin:0pt;padding:0pt;"> 7,939 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"> TTEC Engage </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 999,168 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.8%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 999,168 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.53%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 37,190 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.26%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 67,770 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;background:#cceeff;margin:0pt;padding:0pt;"> Total </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,233,680</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.8%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,233,680</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.53%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 50,773 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.26%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 75,709 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:40.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:1.49%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.49%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> <span style="font-

size:9pt;visibility:hidden;"> </td></tr><tr><td style="vertical-align:bottom;width:40.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:1.49%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:27.07%;margin:0pt;padding:0pt;"> Three Months Ended </td><td style="vertical-align:bottom;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:27.13%;margin:0pt;padding:0pt;"> Six Months Ended </td><td style="vertical-align:bottom;width:1.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:40.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:1.49%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;width:27.07%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;width:27.13%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:40.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:1.49%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.48%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.5%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.5%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.54%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:40.74%;background:#cceeff;margin:0pt;padding:0pt;"> Capital Expenditures </td><td style="vertical-align:bottom;width:1.49%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.49%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.99%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.04%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:40.74%;margin:0pt;padding:0pt;"> TTEC Digital </td><td style="vertical-align:bottom;width:1.49%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.49%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.99%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 2,290</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:11%;margin:0pt;padding:0pt,"> 2,352 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11%;margin:0pt;padding:0pt,"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 4,077</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:11.04%;margin:0pt;padding:0pt,"> 4,626 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:40.74%;background:#cceeff;margin:0pt;padding:0pt;"> TTEC Engage </td><td style="vertical-align:bottom;width:1.49%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.49%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.99%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 11,919 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 16,933 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 23,605 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.04%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 28,328 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:40.74%;margin:0pt;padding:0pt;"> Total </td><td style="vertical-align:bottom;width:1.49%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.49%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.99%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 14,209</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:11%;border-bottom:3px double

#000000;margin:0pt;padding:0pt;"> 19,285 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 27,682</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:11.04%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 32,954 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td></tr></table> <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;table-layout:auto;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:39.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:15.86%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.24%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:15.86%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.24%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:18.83%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> June 30, 2024 </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:18.83%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> December 31, 2023 </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.74%;background:#cceeff;margin:0pt;padding:0pt;"> Total Assets </td><td style="vertical-align:bottom;width:15.86%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.24%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.74%;margin:0pt;padding:0pt;"> TTEC Digital </td><td style="vertical-align:bottom;width:15.86%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.24%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:16.59%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 798,832</p></td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;margin:0pt;padding:0pt;"> 815,488 </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.74%;background:#cceeff;margin:0pt;padding:0pt;"> TTEC Engage </td><td style="vertical-align:bottom;width:15.86%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.24%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 993,789 </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 1,370,110 </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.74%;margin:0pt;padding:0pt;"> Total </td><td style="vertical-align:bottom;width:15.86%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.24%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:16.59%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,792,621</p></td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:2.23%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 2,185,598 </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:15.86%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.24%;margin:0pt;padding:0pt;"> </td><td style="vertical-

align:bottom;white-space:normal;width:16.59%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td></tr></table> The following table presents revenue based upon the geographic location where the services are provided (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:44.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.86%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Three Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.64%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Six Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.41%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.38%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.27%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;background:#cceeff;margin:0pt;padding:0pt;"> United States / Canada </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 354,607</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;background:#cceeff;margin:0pt;padding:0pt;"> 414,854 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 741,599</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;background:#cceeff;margin:0pt;padding:0pt;"> 858,890 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;margin:0pt;padding:0pt;"> Philippines / Asia Pacific / India </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;margin:0pt;padding:0pt;"> 108,728 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;margin:0pt;padding:0pt;"> 115,740 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"><p style="font-

family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;margin:0pt;padding:0pt;"> 229,194 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;margin:0pt;padding:0pt;"> 237,779 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;background:#cceeff;margin:0pt;padding:0pt;"> Europe / Middle East / Africa </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;background:#cceeff;margin:0pt;padding:0pt;"> 42,188 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;background:#cceeff;margin:0pt;padding:0pt;"> 36,023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;background:#cceeff;margin:0pt;padding:0pt;"> 81,031 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;background:#cceeff;margin:0pt;padding:0pt;"> 70,477 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;margin:0pt;padding:0pt;"> Latin America </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 28,562 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 33,777 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 58,899 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 66,534 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;background:#cceeff;margin:0pt;padding:0pt;"> Total </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 534,085</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 600,394 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,110,723</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 1,233,680 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;margin:0pt;padding:0pt;"> </td></tr></table> 41 The following tables present certain financial data by segment (in thousands): Three Months Ended June 30, 2024 <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;table-layout:auto;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.09%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.83%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:

align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.26%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.49%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.09%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.83%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.26%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:11.34%;margin:0pt;padding:0pt;"> Depreciation </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:9.98%;margin:0pt;padding:0pt;"> Income/ </td><td style="vertical-align:bottom;white-space:normal;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.09%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:10.35%;margin:0pt;padding:0pt;"> Gross </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:11.66%;margin:0pt;padding:0pt;"> Intersegment </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:10.3%;margin:0pt;padding:0pt;"> Net </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:11.34%;margin:0pt;padding:0pt;"> & </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:9.98%;margin:0pt;padding:0pt;"> (loss) from </td><td style="vertical-align:bottom;white-space:normal;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.09%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:10.35%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:11.66%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Sales </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:10.3%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:11.34%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amortization </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:9.98%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Operations </td><td style="vertical-align:bottom;white-space:normal;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;background:#cceeff;margin:0pt;padding:0pt;"> TTEC Digital </td><td style="vertical-align:bottom;white-space:normal;width:2.09%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.03%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:9.32%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 116,368</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:normal;width:1.82%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.83%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:9.26%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 116,368</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:normal;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.49%;background:#cceeff;margin:0pt;padding:0pt;"> 7,014 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.52%;background:#cceeff;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;margin:0pt;padding:0pt;"> 6,008 </td><td style="vertical-align:bottom;white-space:normal;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"> TTEC Engage </td><td style="vertical-align:bottom;white-space:normal;width:2.09%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.03%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.32%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 417,717 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"><p style="font-

family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.82%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.83%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.26%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 417,717 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.84%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.49%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 18,057 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.52%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (230,421) </td><td style="vertical-align:bottom;white-space:normal;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;background:#cceeff;margin:0pt;padding:0pt;"> Total </td><td style="vertical-align:bottom;white-space:normal;width:2.09%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.03%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:9.32%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 534,085</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:normal;width:1.82%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.83%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:9.26%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 534,085</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:normal;width:1.84%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.49%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 25,071 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.52%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (224,413) </td><td style="vertical-align:bottom;white-space:normal;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> Three Months Ended June 30, 2023 <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:35.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.24%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.48%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.44%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.24%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.29%;margin:0pt;padding:0pt;"> Depreciation </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.98%;margin:0pt;padding:0pt;"> Income </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.36%;margin:0pt;padding:0pt;"> Gross </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.66%;margin:0pt;padding:0pt;"> Intersegment </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.28%;margin:0pt;padding:0pt;"> Net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"><p style="font-

family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.29%;margin:0pt;padding:0pt;"> & </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.98%;margin:0pt;padding:0pt;"> from </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:35.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.36%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.66%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Sales </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amortization </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.98%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Operations </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:35.55%;background:#cceeff;margin:0pt;padding:0pt;"> TTEC Digital </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.32%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 117,585</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.84%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.24%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 117,585</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.81%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.48%;background:#cceeff;margin:0pt;padding:0pt;"> 6,722 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.44%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 7,154</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:35.55%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">TTEC Engage</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.32%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 482,809</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.84%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.24%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 482,809</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.81%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.48%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 18,224</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.44%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 24,144</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:35.55%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">Total</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.32%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 600,394 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.84%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.03%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.24%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 600,394 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.81%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.48%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 24,946</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.44%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 31,298 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> Six Months Ended June 30, 2024 <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-

*left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:35.22%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.54%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.22%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.34%;margin:0pt;padding:0pt;"> Depreciation </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.99%;margin:0pt;padding:0pt;"> Income/ </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.22%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;margin:0pt;padding:0pt;"> Gross </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.66%;margin:0pt;padding:0pt;"> Intersegment </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;margin:0pt;padding:0pt;"> Net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.34%;margin:0pt;padding:0pt;"> & </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.99%;margin:0pt;padding:0pt;"> (loss) from </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.22%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.66%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Sales </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.34%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amortization </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.99%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Operations </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.22%;background:#cceeff;margin:0pt;padding:0pt;"> TTEC Digital </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 228,399</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.81%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 228,399</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.54%;background:#cceeff;margin:0pt;padding:0pt;"> 14,064 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> *

</td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.45%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 9,296</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:35.22%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">TTEC Engage</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 882,324</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.81%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 882,324</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.54%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 36,152</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (210,998)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:35.22%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">Total</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 1,110,723 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.81%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 1,110,723 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.54%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 50,216</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.45%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (201,702) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> Six Months Ended June 30, 2023 <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.8%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.8%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.26%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.8%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.33%;margin:0pt;padding:0pt;"> Depreciation </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.8%;margin:0pt;padding:0pt;"> Income </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;">

</td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;margin:0pt;padding:0pt;"> Gross </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.65%;margin:0pt;padding:0pt;"> Intersegment </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;margin:0pt;padding:0pt;"> Net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.33%;margin:0pt;padding:0pt;"> & </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.8%;margin:0pt;padding:0pt;"> from </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.65%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Sales </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.42%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.33%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amortization </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.8%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Operations </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:35.47%;background:#cceeff;margin:0pt;padding:0pt;"> TTEC Digital </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 234,512</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.8%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 234,512</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.53%;background:#cceeff;margin:0pt;padding:0pt;"> 13,583 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.26%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 7,939</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:35.47%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">TTEC Engage</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 999,168</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.8%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> —</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 999,168</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.53%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 37,190</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.26%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 67,770</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:35.47%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">Total</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 1,233,680 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.8%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.04%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.38%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 1,233,680 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.8%;background:#cceeff;border-bottom:3px

double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.53%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 50,773</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.54%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.26%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 75,709 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:40.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:1.49%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:40.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:1.49%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:27.07%;margin:0pt;padding:0pt;"> Three Months Ended </td><td style="vertical-align:bottom;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:27.13%;margin:0pt;padding:0pt;"> Six Months Ended </td><td style="vertical-align:bottom;width:1.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:40.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:1.49%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;width:27.07%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;width:27.13%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:40.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:1.49%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.48%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.5%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.5%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.54%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:40.74%;background:#cceeff;margin:0pt;padding:0pt;"> Capital Expenditures </td><td style="vertical-align:bottom;width:1.49%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.49%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.99%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.04%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:40.74%;padding:0pt;"> TTEC Digital </td><td style="vertical-align:bottom;width:1.49%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.49%;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-

space:nowrap;width:10.99%;margin:0pt;padding:0pt;"> 2,290 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 2,352</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:11%;margin:0pt;padding:0pt;"> 4,077 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.04%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 4,626</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:40.74%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">TTEC Engage</p></td><td style="vertical-align:bottom;width:1.49%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.49%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.99%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 11,919</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:11%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 16,933</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:11%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 23,605</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.04%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 28,328</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:40.74%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 18pt;">Total</p></td><td style="vertical-align:bottom;width:1.49%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt 0pt 0pt 18pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.49%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.99%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 14,209 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 19,285</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:11%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 27,682 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.5%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:11.04%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 32,954 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td></tr></table> <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;table-layout:auto;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:39.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:15.86%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.24%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:15.86%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.24%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:18.83%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> June 30, 2024 </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:18.83%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> December 31, 2023 </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.74%;background:#cceeff;margin:0pt;padding:0pt;"> Total Assets </td><td style="vertical-align:bottom;width:15.86%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.24%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.74%;margin:0pt;padding:0pt;"> TTEC Digital </td><td style="vertical-

align:bottom;width:15.86%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.24%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.23%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:16.59%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 798,832</p></td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;margin:0pt;padding:0pt;"> 815,488 </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.74%;background:#cceeff;margin:0pt;padding:0pt;"> TTEC Engage </td><td style="vertical-align:bottom;width:15.86%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.24%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 993,789 </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 1,370,110 </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.74%;margin:0pt;padding:0pt;"> Total </td><td style="vertical-align:bottom;width:15.86%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.24%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:16.59%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,792,621</p></td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:2.23%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 2,185,598 </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:15.86%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.24%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:16.59%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.23%;margin:0pt;padding:0pt;"> </td></tr></table>116368000116368000701400060080004177170004177170001805700023042100053408500053408500025071000-22441300011758500011758500067220007154000482809000482809000182240002414400060039400060039400024946000312980002283990002283990001406400092960000210998000111072300011107230005021600023042100053408500053408500025071000-22441300011758500011758500067220007154000482809000482809000182240002414400060039400060039400024946000312980002283990002283990001406400092960000210998000111072300011107230005021600020172020002345120002345120001358300079390009991680009991680003719000067770000123368000012336800005077300075709000229000023520004407700046260001154 The following table presents revenue based upon the geographic location where the services are provided (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:44.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.86%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Three Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.64%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Six Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.41%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.38%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.27%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-

space:nowrap;width:10.94%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;background:#cceeff;margin:0pt;padding:0pt;"> United States / Canada </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 354,607</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;background:#cceeff;margin:0pt;padding:0pt;"> 414,854 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 741,599</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;background:#cceeff;margin:0pt;padding:0pt;"> 858,890 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;margin:0pt;padding:0pt;"> Philippines / Asia Pacific / India </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;margin:0pt;padding:0pt;"> 108,728 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;margin:0pt;padding:0pt;"> 115,740 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;margin:0pt;padding:0pt;"> 229,194 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;margin:0pt;padding:0pt;"> 237,779 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;background:#cceeff;margin:0pt;padding:0pt;"> Europe / Middle East / Africa </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;background:#cceeff;margin:0pt;padding:0pt;"> 42,188 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;background:#cceeff;margin:0pt;padding:0pt;"> 36,023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;background:#cceeff;margin:0pt;padding:0pt;"> 81,031 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;background:#cceeff;margin:0pt;padding:0pt;"> 70,477 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;margin:0pt;padding:0pt;"> Latin America </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 28,562 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 33,777 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 58,899 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 66,534 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;background:#cceeff;margin:0pt;padding:0pt;"> Total </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 534,085</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-

space:nowrap;width:10.92%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 600,394 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,110,723</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 1,233,680 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:44.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.94%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.06%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.17%;margin:0pt;padding:0pt;"> </td></tr></table>
3546070004148540007415990008588900001087280001157400002291940002377790004218800036023000810310007047700028562000337770005889900066534000534
style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt 0pt 6pt 0pt;">(4)SIGNIFICANT CLIENTS AND OTHER CONCENTRATIONS The Company had one client that contributed in excess of 10% of total revenue for the six months ended June 30, 2024; this client operates in the automotive industry and is included in the TTEC Engage segment. This client contributed 11.0% and 10.1% of total revenue for the six months ended June 30, 2024 and 2023, respectively. In addition, the Company has other clients with aggregate revenue exceeding $100 million annually and the loss of one or more of these clients could have a material adverse effect on the Company's business, operating results, or financial condition. To mitigate this risk, the Company's business arrangements with these larger clients are structured as multiple contracts with different statements of work that are specific to a different line of business or service; each of these contracts have different durations and renewal dates and a revenue opportunity below the $100 million aggregate. In the first quarter of 2024, one of our larger financial services clients notified us that it is exiting one of the lines of business that we support.</p><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt 0pt 6pt 0pt;">To limit the Company's credit risk with its clients, management performs periodic credit evaluations, maintains allowances for credit losses and may require pre-payment for services from certain clients whose financial stability or payment practices raise concern. Based on currently available information, management does not believe significant credit risk existed as of June 30, 2024.</p><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt 0pt 6pt 0pt;">Activity in the Company's Allowance for credit losses consists of the following (in thousands):</p><table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:45.02%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.74%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.47%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.95%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:45.02%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;"></p></td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;">Three Months Ended June 30, </p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;"></p></td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;">Six Months Ended June 30, </p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;"> </p></td></tr><tr><td style="vertical-align:bottom;width:45.02%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;"> </p></td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.79%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold,">2024</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;"> </p></td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;">2023</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;"> </p></td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.76%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold,">2024</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.47%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;"> </p></td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.78%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold,">2023</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;"> </p></td></tr><tr><td style="vertical-align:bottom;width:45.02%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Balance, beginning of period</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;background:#cceeff;margin:0pt;padding:0pt;"> 2,065 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.74%;background:#cceeff;margin:0pt;padding:0pt;"> 5,078 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-

space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 2,248</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.47%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.95%;background:#cceeff;margin:0pt;padding:0pt;"> 3,524 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:45.02%;margin:0pt;padding:0pt;"> Provision for credit losses </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"> 2,675 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.74%;margin:0pt;padding:0pt;"> (558) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;margin:0pt;padding:0pt;"> 2,644 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.95%;margin:0pt;padding:0pt;"> 1,704 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:45.02%;background:#cceeff;margin:0pt;padding:0pt;"> Uncollectible receivables written-off </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;background:#cceeff;margin:0pt;padding:0pt;"> (6) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.74%;background:#cceeff;margin:0pt;padding:0pt;"> (2,180) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;background:#cceeff;margin:0pt;padding:0pt;"> (156) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.47%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.95%;background:#cceeff;margin:0pt;padding:0pt;"> (2,889) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:45.02%;margin:0pt;padding:0pt;"> Effect of foreign currency </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 23 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 7 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 21 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.95%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 8 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:45.02%;background:#cceeff;margin:0pt;padding:0pt;"> Balance, end of period </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 4,757</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.74%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 2,347 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 4,757</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.47%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.95%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 2,347 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> Accounts Receivable Factoring Agreement The Company is party to an Uncommitted Receivables Purchase Agreement (“Agreement”) with BMO Bank, N.A. (“Bank”, or “BMO”), under the terms of which the Company may elect to sell, on a revolving basis, U.S. accounts receivables of certain clients at a discount to the Bank for cash on a limited recourse basis. The maximum amount of receivables that the Company may sell to the Bank at any given time shall not exceed $100 million. The sales of accounts receivable in accordance with the Agreement are reflected as a reduction of Accounts Receivable, net on the Consolidated Balance Sheets. The Company has retained no interest in the sold receivables but retains all collection responsibilities on behalf of the Bank. The discount on the accounts receivable sold will be recorded within Other expense, net in the Consolidated Statements of Comprehensive Income (Loss). The cash proceeds from this Agreement are included in the change in accounts receivable within the operating activities section of the Consolidated Statements of Cash Flow. The Agreement will be terminated in the third quarter of 2024. The balances related to the Agreement are as follows (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;white-space:nowrap;width:65.92%;margin:0pt;padding:0pt;"> <p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-

height:1.19;margin:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.3%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:14.57%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.72%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:65.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.83%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> June 30, 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.72%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> December 31, 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.72%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:65.92%;background:#cceeff;margin:0pt;padding:0pt;"> Total accounts receivable factored </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.3%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 61,956</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:14.57%;background:#cceeff;margin:0pt;padding:0pt;"> 99,994 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.72%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:65.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.3%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:14.57%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.72%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:65.92%;background:#cceeff;margin:0pt;padding:0pt;"> Total amounts collected from clients not yet remitted to Bank </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.3%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 19,890</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:14.57%;background:#cceeff;margin:0pt;padding:0pt;"> 1,158 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.72%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> The unremitted cash is restricted cash and is included within Prepaid and other current assets with the corresponding liability included in Accrued expenses on the Consolidated Balance Sheet. The Company has not recorded any servicing assets or liabilities as of June 30, 2024 as the fair value of the servicing arrangement as well as the fees earned were not material to the financial statements. On July 21, 2023, BMO Financial Group completed its acquisition of Bank of the West from PNB Bank Paribas. The Agreement transitioned with the acquisition. On January 2, 2024, the Company amended the arrangement to adjust the discount rate to reflect BMO's updated market pricing levels and other minor items. one0.1100.101100000000one Activity in the Company's Allowance for credit losses consists of the following (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:45.02%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:45.02%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Three Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Six Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:45.02%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.79%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-

serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;">2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.76%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.47%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.78%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:45.02%;background:#cceeff;margin:0pt;padding:0pt;"> Balance, beginning of period </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;background:#cceeff;margin:0pt;padding:0pt;"> 2,065 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.74%;background:#cceeff;margin:0pt;padding:0pt;"> 5,078 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;background:#cceeff;margin:0pt;padding:0pt;"> 2,248 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.47%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.95%;background:#cceeff;margin:0pt;padding:0pt;"> 3,524 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td></tr><tr><td style="vertical-align:bottom;width:45.02%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">Provision for credit losses</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"> 2,675 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.74%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (558)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;margin:0pt;padding:0pt;"> 2,644 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.47%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.95%;margin:0pt;padding:0pt;"> 1,704 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> $</p></td></tr><tr><td style="vertical-align:bottom;width:45.02%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">Uncollectible receivables written-off</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;background:#cceeff;margin:0pt;padding:0pt;"> (6) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.74%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (2,180)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;background:#cceeff;margin:0pt;padding:0pt;"> (156) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.47%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.95%;background:#cceeff;margin:0pt;padding:0pt;"> (2,889) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td></tr><tr><td style="vertical-align:bottom;width:45.02%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">Effect of foreign currency</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 23</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 7</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 21</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.47%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.95%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 8</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td></tr><tr><td style="vertical-align:bottom;width:45.02%;background:#cceeff;margin:0pt;padding:0pt;"> Balance, end of period </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 4,757 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.74%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-

family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 2,347 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 4,757 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.47%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.95%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 2,347 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td></tr></table>20650005078000224800035240002675000-558000264400017040006000218000015600028890002300070002100080004757000234700047570002347000100000000<p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt 0pt 6pt 0pt;">The balances related to the Agreement are as follows (in thousands):</p><table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;white-space:nowrap;width:65.92%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> $</p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:11.3%;margin:0pt;padding:0pt;"> $</p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> $</p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:14.57%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:0.72%;margin:0pt;padding:0pt;"> $</p></div></div></td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:65.92%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Total accounts receivable factored</p></td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.83%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;">June 30, 2024</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.72%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> December 31, 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.72%;margin:0pt;padding:0pt;"> $</p></td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:65.92%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Total accounts receivable factored</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.3%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 61,956</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:14.57%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 99,994</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.72%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:65.92%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.3%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:14.57%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.72%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:65.92%;background:#cceeff;margin:0pt;padding:0pt;"> Total amounts collected from clients not yet remitted to Bank </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.53%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:11.3%;background:#cceeff;margin:0pt;padding:0pt;"> 19,890 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:14.57%;background:#cceeff;margin:0pt;padding:0pt;"> 1,158 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.72%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td></tr></table>619560009999400019890000011580000<p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt;"><b style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;font-style:normal;font-weight:bold;">(5)<b style="font-weight:bold;">GOODWILL</p><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ Goodwill consisted of the following (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:32.81%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.26%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.52%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.64%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.75%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.78%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:6.39%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"><span style="font-size:9pt;visibility:hidden;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.59%;margin:0pt;padding:0pt;">

</td><td style="vertical-align:bottom;white-space:nowrap;width:11.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.26%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.64%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:8.18%;margin:0pt;padding:0pt;"> Effect of </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.59%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.06%;margin:0pt;padding:0pt;"> December 31, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.16%;margin:0pt;padding:0pt;"> Acquisitions / </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:8.18%;margin:0pt;padding:0pt;"> Foreign </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.67%;margin:0pt;padding:0pt;"> June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.06%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.16%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Adjustments </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Impairments </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:8.18%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Currency </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.67%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.26%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.64%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.78%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:6.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.59%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.81%;background:#cceeff;margin:0pt;padding:0pt;"> TTEC Digital </td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.26%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 500,576</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.52%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.64%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-

space:nowrap;width:2.28%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.75%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.78%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:6.39%;background:#cceeff;margin:0pt;padding:0pt;"> (740) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.59%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">499,836</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:32.81%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">TTEC Engage</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.26%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">308,412</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.52%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.64%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.75%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">(233,532)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.78%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:6.39%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">(1,091)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.59%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.07%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">73,789</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:32.81%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">Total</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.26%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 808,988 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.52%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.64%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.75%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (233,532) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.78%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:6.39%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">(1,831)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.59%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:11.07%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 573,625 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> The Company performs an annual goodwill impairment assessment on December 1st, or more frequently, if indicators of impairment exist. The Company also monitors its reporting units for any triggering events and performs qualitative assessments of impairment indicators. During the Company's annual impairment testing as of December 1, 2023, the Company identified one reporting unit, TTEC Engage, being at risk for future impairment. The carrying value of Engage was $1,092.1 million at December 1, 2023, including approximately $308.4 million of goodwill. During the first quarter of 2024, the Company concluded there were no triggering events and completed its qualitative assessment of impairment indicators, which included, among other things, an assessment of changes in macroeconomic conditions, comparison of the actual results to those forecasted in the most recent annual impairment test and performing sensitivity analysis on key assumptions. In the second quarter of 2024, the Company identified a triggering event for impairment primarily attributable to the impact of a sustained decline in its market capitalization that was less than the combined carrying value of the Company's reporting units. As such, the Company performed a quantitative goodwill impairment analysis. The fair value of each reporting unit was estimated using an equal weighting of the income and market valuation approaches. The income approach applied a fair value methodology to each reporting unit based on discounted cash flows. This analysis requires significant judgments, including estimation of future cash flows, which is dependent on internally developed forecasts, estimation of the long-term rate of growth for the Company's business, estimation of the useful life over which cash flows will occur, and determination of the Company's weighted average cost of capital, which is risk-adjusted to reflect the specific risk profile of the reporting unit. The weighted average cost of capital used in the Company's most recent impairment test ranged from 13.8% to 16.5%. The Company also applied a market approach, which develops a value correlation based on the market capitalization of similar publicly traded companies, referred to as a multiple, to apply to the operating results of the reporting units. The primary market multiples to which the Company compared are revenue and earnings before interest, taxes, depreciation, and amortization. The resulting fair value of the TTEC Engage reporting unit decreased below its carrying value, which resulted in recording a $196 million non-cash pre-tax impairment charge. Recognition of this non-cash goodwill impairment charge resulted in a tax benefit that generated an incremental deferred tax asset of $37.5 million to the reporting unit's carrying value. Accordingly, the Company recorded an additional non-cash charge of $37.5 million to reduce the Company's carrying value to its previously determined fair value in accordance with the applicable goodwill impairment guidance. In total, a non-cash impairment loss of $233.5 million was recognized for the second quarter ended June 30, 2024. Goodwill consisted of the following (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:32.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.26%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.64%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.78%;margin:0pt;padding:0pt;">

</td><td style="vertical-align:bottom;white-space:nowrap;width:6.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.59%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.26%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.64%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:8.18%;margin:0pt;padding:0pt;"> Effect of </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.59%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.06%;margin:0pt;padding:0pt;"> December 31, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.16%;margin:0pt;padding:0pt;"> Acquisitions / </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:8.18%;margin:0pt;padding:0pt;"> Foreign </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.67%;margin:0pt;padding:0pt;"> June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.06%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.16%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Adjustments </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Impairments </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:8.18%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Currency </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.67%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.26%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.64%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.78%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:6.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.59%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.81%;background:#cceeff;margin:0pt;padding:0pt;"> TTEC Digital </td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.26%;background:#cceeff;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;background:#cceeff;margin:0pt;padding:0pt;"> 500,576 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.52%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-

height:1.19;margin:0pt;">$</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.64%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.75%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.78%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:6.39%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">(740)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.59%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:11.07%;background:#cceeff;margin:0pt;padding:0pt;"> 499,836 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.81%;margin:0pt;padding:0pt;"> TTEC Engage </td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.26%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 308,412 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.52%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.64%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.75%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (233,532) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.78%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:6.39%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (1,091) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.59%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.07%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 73,789 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.81%;background:#cceeff;margin:0pt;padding:0pt;"> Total </td><td style="vertical-align:bottom;white-space:nowrap;width:2.2%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.26%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">808,988</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.52%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.64%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.75%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p 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#000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:11.07%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 573,625 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table>500576000-740000499836000308412000233532000-109100073789000808988000233532000-183100057362500010921000003084000000.1380.165196000000037500000375000002335000000 (6)DERIVATIVES Cash Flow Hedges The Company enters into foreign exchange related derivatives. Foreign exchange derivatives entered into consist of forward and option contracts to reduce the Company's exposure to foreign currency exchange rate fluctuations that are associated with forecasted revenue earned in foreign locations. Upon proper qualification, these contracts are designated as cash flow hedges. It is the Company's policy to only enter into derivative contracts with investment grade counterparty financial institutions, and correspondingly, the fair value of derivative assets considers, among other factors, the creditworthiness of these counterparties. Conversely, the fair value of derivative liabilities reflects the Company's creditworthiness. As of June 30, 2024, the Company has not experienced, nor does it anticipate, any issues related to derivative counterparty defaults. The following table summarizes the aggregate unrealized net gain or loss in Accumulated other comprehensive income (loss) for the three and six months ended June 30, 2024 and 2023 (in thousands and net of tax): <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:-0.35030365%;padding-left:0pt;padding-right:0pt;width:100.7%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:54.26%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:0.4%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.16%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;"> <span style="font-

size:1pt;visibility:hidden;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:54.26%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;width:0.4%;margin:0pt;padding:0pt;">   </td><td colspan="5" style="vertical-align:bottom;width:21.04%;margin:0pt;padding:0pt;"> Three Months Ended   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td colspan="5" style="vertical-align:bottom;width:21.04%;margin:0pt;padding:0pt;"> Six Months Ended   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:54.26%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;width:0.4%;margin:0pt;padding:0pt;">   </td><td colspan="5" style="vertical-align:bottom;width:21.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> June 30,   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td colspan="5" style="vertical-align:bottom;width:21.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> June 30,   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:54.26%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;width:0.4%;margin:0pt;padding:0pt;">   </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.49%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.49%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.49%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.49%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:54.26%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;width:0.4%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.16%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.32%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:54.26%;background:#cceeff;margin:0pt;padding:0pt;"> Aggregate unrealized net gain/(loss) at beginning of period </td><td style="vertical-align:bottom;width:0.4%;background:#cceeff;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.16%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.32%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 6,080</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;background:#cceeff;margin:0pt;padding:0pt;"> 6,640 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;background:#cceeff;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 6,315</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;background:#cceeff;margin:0pt;padding:0pt;"> 89 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:54.26%;margin:0pt;padding:0pt;"> Add: Net gain/(loss) from change in fair value of cash flow hedges </td><td style="vertical-align:bottom;width:0.4%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.16%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.32%;margin:0pt;padding:0pt;"> (6,281) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;"> (115) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;"> (5,315) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;"> 6,052 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:54.26%;background:#cceeff;margin:0pt;padding:0pt;"> Less: Net (gain)/loss reclassified to earnings from effective hedges </td><td style="vertical-align:bottom;width:0.4%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-

height:1.19;margin:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.16%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.32%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (269) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 639 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (1,470) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 1,023 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:54.26%;margin:0pt;padding:0pt;"> Aggregate unrealized net gain/(loss) at end of period </td><td style="vertical-align:bottom;width:0.4%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.16%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.32%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (470)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 7,164 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (470)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 7,164 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;"> </td></tr></table> The Company's foreign exchange cash flow hedging instruments as of June 30, 2024 and December 31, 2023 are summarized as follows (amounts in thousands). All hedging instruments are forward contracts. <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:32.56%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.56%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;margin:0pt;padding:0pt;"> Local </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.56%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;margin:0pt;padding:0pt;"> Currency </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;"> U.S. Dollar </td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;margin:0pt;padding:0pt;"> <span

style="font-size:9pt;font-weight:bold;visibility:hidden;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> % Maturing </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;margin:0pt;padding:0pt;"> Contracts </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.56%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;margin:0pt;padding:0pt;"> Notional </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;"> Notional </td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> in the next </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;margin:0pt;padding:0pt;"> Maturing </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.56%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> As of June 30, 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amount </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.7%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amount </td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 12 months </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Through </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.56%;background:#cceeff;margin:0pt;padding:0pt;"> Canadian Dollar </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;background:#cceeff;margin:0pt;padding:0pt;"> 750 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;background:#cceeff;margin:0pt;padding:0pt;"> 557 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;background:#cceeff;margin:0pt;padding:0pt;"> 100.0 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;background:#cceeff;margin:0pt;padding:0pt;"> % </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;background:#cceeff;margin:0pt;padding:0pt;"> September 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.56%;margin:0pt;padding:0pt;"> Philippine Peso </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;margin:0pt;padding:0pt;"> 7,924,000 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> 138,843 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;margin:0pt;padding:0pt;"> ⁽¹⁾ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> 61.8 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;margin:0pt;padding:0pt;"> % </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;margin:0pt;padding:0pt;"> March 2027 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.56%;background:#cceeff;margin:0pt;padding:0pt;"> Mexican Peso </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;background:#cceeff;margin:0pt;padding:0pt;"> 638,000 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 30,417 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;background:#cceeff;margin:0pt;padding:0pt;"> 64.9 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;background:#cceeff;margin:0pt;padding:0pt;"> % </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-

align:center;margin:0pt;">December 2026 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;background:#ccceff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.56%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 169,817 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;margin:0pt;padding:0pt;"> </td></tr></table> <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:32.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;margin:0pt;padding:0pt;"> Local </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;margin:0pt;padding:0pt;"> Currency </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.85%;margin:0pt;padding:0pt;"> U.S. Dollar </td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.82%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.85%;margin:0pt;padding:0pt;"> Notional </td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;">

</td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.82%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> As of December 31, 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amount </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.85%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amount </td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.82%;background:#cceeff;margin:0pt;padding:0pt;"> Canadian Dollar </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;background:#cceeff;margin:0pt;padding:0pt;"> 2,250 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.96%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,670</p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:32.82%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Philippine Peso</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 9,324,000</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.96%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 165,842</p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;margin:0pt;">⁽¹⁾</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:32.82%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Mexican Peso</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 938,000</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.96%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 44,155</p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:32.82%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.96%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 211,667 </td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;">

</td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"> ‌ </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:32.82%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.96%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"> ‌ </td></tr></table> <table style="border-collapse:collapse;font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin-bottom:0pt;margin-top:0pt;table-layout:fixed;text-align:justify;width:100%;border:0pt;"><tr><td style="font-family:'Arial','Helvetica','sans-serif';font-size:7.5pt;vertical-align:top;white-space:nowrap;width:18pt;padding:0pt;">(1)</td><td style="padding:0pt;">Includes contracts to purchase Philippine pesos in exchange for New Zealand dollars and Australian dollars, which are translated into equivalent U.S. dollars on June 30, 2024 and December 31, 2023.</td></tr></table> ‌ Fair Value Hedges The Company enters into foreign exchange forward contracts to economically hedge against foreign currency exchange gains and losses on certain receivables and payables of the Company's foreign operations. Changes in the fair value of derivative instruments designated as fair value hedges are recognized in earnings in Other income (expense), net. As of June 30, 2024 and December 31, 2023 the total notional amounts of the Company's forward contracts used as fair value hedges were $41.7 million and $73.3 million, respectively. Derivative Valuation and Settlements The Company's derivatives as of June 30, 2024 and December 31, 2023 were as follows (in thousands): ‌ <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> ‌ </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> ‌ </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:34.18%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> June 30, 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:63.16%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> ‌ </td><td colspan="3" style="vertical-align:bottom;white-space:nowrap;width:18.16%;margin:0pt;padding:0pt;"> Designated </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;margin:0pt;padding:0pt;"> Not Designated </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:63.16%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> ‌ </td><td colspan="3" style="vertical-align:bottom;white-space:nowrap;width:18.16%;margin:0pt;padding:0pt;"> as Hedging </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;margin:0pt;padding:0pt;"> as Hedging </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> ‌ </td></tr><tr><td style="vertical-align:bottom;width:63.16%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Designation: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> ‌ </td><td colspan="3" style="vertical-align:bottom;white-space:nowrap;width:18.16%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Instruments </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Instruments </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:63.16%;margin:0pt;padding:0pt;"> ‌ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> ‌ </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;margin:0pt;padding:0pt;"> Foreign </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> ‌ </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;margin:0pt;padding:0pt;"> Foreign </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative contract type: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> ‌ </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px

solid #0000000;margin:0pt;padding:0pt;"> Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative classification: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Cash Flow </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Fair Value </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;background:#cceeff;margin:0pt;padding:0pt;"> Fair value and location of derivative in the Consolidated Balance Sheet: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> Prepaids and other current assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 3,329</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> 104 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;background:#cceeff;margin:0pt;padding:0pt;"> Other long-term assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;background:#cceeff;margin:0pt;padding:0pt;"> 429 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> Other current liabilities </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;margin:0pt;padding:0pt;"> (2,922) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> (41) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;background:#cceeff;margin:0pt;padding:0pt;"> Other long-term liabilities </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (1,469) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> Total fair value of derivatives, net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (633)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;border-bottom:3px 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style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td colspan="3" style="vertical-align:bottom;white-space:nowrap;width:18.16%;margin:0pt;padding:0pt;"> Designated </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;margin:0pt;padding:0pt;"> Not Designated </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:63.16%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td colspan="3" style="vertical-align:bottom;white-space:nowrap;width:18.16%;margin:0pt;padding:0pt;"> as Hedging </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;margin:0pt;padding:0pt;"> as Hedging </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td 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style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;margin:0pt;padding:0pt;"> Foreign </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative contract type: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative classification: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Cash Flow </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Fair Value </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;background:#cceeff;margin:0pt;padding:0pt;"> Fair value and location of derivative in the Consolidated Balance Sheet: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> Prepaids and other current assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt

0pt;"> 7,527 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 327</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:63.16%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Other long-term assets</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 2,415</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> —</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Other current liabilities</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (1,214)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (120)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:63.16%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Other long-term liabilities</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (197)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> —</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt 0pt 0pt 12pt;">Total fair value of derivatives, net</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 8,531 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 207 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr></table> The effects of derivative instruments on the Consolidated Statements of Comprehensive Income (Loss) for the three months ended June 30, 2024 and 2023 were as follows (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:71.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;margin:0pt;padding:0pt;">
</td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;">
</td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Three Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.79%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.75%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr style="height:0pt;visibility:hidden;"><td colspan="8" style="padding:0pt;"></td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:71.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.29%;margin:0pt;padding:0pt;"> Designated as Hedging </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Designation: </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Instruments </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative contract type: </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-

height:1.19;text-align:center;margin:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Foreign Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative classification: </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Cash Flow </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;background:#cceeff;margin:0pt;padding:0pt;"> Amount of gain or (loss) recognized in Other comprehensive income (loss) - effective portion, net of tax </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 269</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.75%;background:#cceeff;margin:0pt;padding:0pt;"> 639 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;background:#cceeff;margin:0pt;padding:0pt;"> Amount and location of net gain or (loss) reclassified from Accumulated OCI to income - effective portion: </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.75%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 364</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.75%;margin:0pt;padding:0pt;"> 864 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr></table> <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:62.1%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.18%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.31%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.7%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:62.1%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Three Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:62.1%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:3.18%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-

family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;">2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr style="height:0pt;visibility:hidden;"><td colspan="8" style="padding:0pt;"></td></tr><tr><td style="vertical-align:bottom;width:62.1%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Designation: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Not Designated as Hedging Instruments </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:62.1%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative contract type: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Foreign Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:62.1%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative classification: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Fair Value </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:62.1%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.18%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.31%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.7%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:62.1%;margin:0pt;padding:0pt;"> Amount and location of net gain or (loss) recognized in the Consolidated Statement of Comprehensive Income (Loss): </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.18%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.31%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.7%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:62.1%;background:#cceeff;margin:0pt;padding:0pt;"> Other income (expense), net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (756)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.18%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.31%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.7%;background:#cceeff;margin:0pt;padding:0pt;"> (14) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> The effects of derivative instruments on the Consolidated Statements of Comprehensive Income (Loss) for the six months ended June 30, 2024 and 2023 were as follows (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:72.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.01%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Six Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.76%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr style="height:0pt;visibility:hidden;"><td colspan="8" style="padding:0pt;"></td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:72.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.01%;margin:0pt;padding:0pt;"> Designated as Hedging </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Designation: </td><td style="vertical-align:bottom;white-

space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.01%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Instruments </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative contract type: </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.01%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Foreign Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative classification: </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.01%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Cash Flow </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;background:#cceeff;margin:0pt;padding:0pt;"> Amount of gain or (loss) recognized in Other comprehensive income (loss) - effective portion, net of tax </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.93%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,471</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;background:#cceeff;margin:0pt;padding:0pt;"> 1,023 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;background:#cceeff;margin:0pt;padding:0pt;"> Amount and location of net gain or (loss) reclassified from Accumulated OCI to income - effective portion: </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.93%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.93%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,988</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;margin:0pt;padding:0pt;"> 1,383 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr></table> <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:64.21%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.67%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:64.21%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.19%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Six Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> <span style="font-

size:9pt;visibility:hidden;"> </td></tr><tr><td style="vertical-align:bottom;width:64.21%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.01%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:3.17%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:15.99%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr style="height:0pt;visibility:hidden;"><td colspan="8" style="padding:0pt;"></td></tr><tr><td style="vertical-align:bottom;width:64.21%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Designation: </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.19%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Not Designated as Hedging Instruments </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:64.21%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative contract type: </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.19%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Foreign Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:64.21%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative classification: </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.19%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Fair Value </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:64.21%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.67%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:64.21%;margin:0pt;padding:0pt;"> Amount and location of net gain or (loss) recognized in the Consolidated Statement of Comprehensive Income (Loss): </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.67%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:64.21%;background:#cceeff;margin:0pt;padding:0pt;"> Other income (expense), net </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.68%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">(530)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.17%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.67%;background:#cceeff;margin:0pt;padding:0pt;"> 1,386 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:-0.35030365%;padding-left:0pt;padding-right:0pt;width:100.7%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:54.26%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:0.4%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.16%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:54.26%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:0.4%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;width:21.04%;margin:0pt;padding:0pt;"> Three Months Ended </td><td style="vertical-align:bottom;white-

space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td colspan="5" style="vertical-align:bottom;width:21.04%;margin:0pt;padding:0pt;"> Six Months Ended   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:54.26%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;width:0.4%;margin:0pt;padding:0pt;">   </td><td colspan="5" style="vertical-align:bottom;width:21.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> June 30,   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td colspan="5" style="vertical-align:bottom;width:21.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> June 30,   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:54.26%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:0.4%;margin:0pt;padding:0pt;">   </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.49%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.49%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:9.49%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;"> 2023 </td></tr><tr><td style="vertical-align:bottom;width:54.26%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;width:0.4%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.16%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.32%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:54.26%;background:#cceeff;margin:0pt;padding:0pt;"> Aggregate unrealized net gain/(loss) at beginning of period </td><td style="vertical-align:bottom;width:0.4%;background:#cceeff;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.16%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.32%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 6,080</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;background:#cceeff;margin:0pt;padding:0pt;"> 6,640 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;background:#cceeff;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 6,315</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;background:#cceeff;margin:0pt;padding:0pt;"> 89 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:54.26%;margin:0pt;padding:0pt;"> Add: Net gain/(loss) from change in fair value of cash flow hedges </td><td style="vertical-align:bottom;width:0.4%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.16%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.32%;margin:0pt;padding:0pt;"> (6,281) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;"> (115) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;"> (5,315) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;margin:0pt;padding:0pt;"> 6,052 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:54.26%;background:#cceeff;margin:0pt;padding:0pt;"> Less: Net (gain)/loss reclassified to earnings from effective hedges </td><td style="vertical-align:bottom;width:0.4%;background:#cceeff;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.16%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.32%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (269) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;background:#cceeff;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 639 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;background:#cceeff;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-

size:10pt;line-height:1.19;margin:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (1,470) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 1,023 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:54.26%;margin:0pt;padding:0pt;"> Aggregate unrealized net gain/(loss) at end of period </td><td style="vertical-align:bottom;width:0.4%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.16%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.32%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (470)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;"><p style="font-family:'Arial', 'Helvetica', 'sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial', 'Helvetica', 'sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 7,164 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial', 'Helvetica', 'sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (470)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.05%;margin:0pt;padding:0pt;"><p style="font-family:'Arial', 'Helvetica', 'sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial', 'Helvetica', 'sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.31%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 7,164 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.17%;margin:0pt;padding:0pt;"> </td></tr></table>6080000664000063150008900 0-6281000-115000-5315000605200026900 0-6390001470000-1023000-4700007164000-4700007164000 The Company's foreign exchange cash flow hedging instruments as of June 30, 2024 and December 31, 2023 are summarized as follows (amounts in thousands). All hedging instruments are forward contracts. <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:32.56%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.56%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;margin:0pt;padding:0pt;"> Local </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.56%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;margin:0pt;padding:0pt;"> Currency </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;"> U.S. Dollar </td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> % Maturing </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;margin:0pt;padding:0pt;"> Contracts </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.56%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> <span

style="font-size:9pt;font-weight:bold;visibility:hidden;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;margin:0pt;padding:0pt;"> Notional </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;"> Notional </td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> in the next </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;margin:0pt;padding:0pt;"> Maturing </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.56%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> As of June 30, 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amount </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.7%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amount </td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 12 months </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Through </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.56%;background:#cceeff;margin:0pt;padding:0pt;"> Canadian Dollar </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;background:#cceeff;margin:0pt;padding:0pt;"> 750 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 557</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 100.0</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">% </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;">September 2024</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:32.56%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Philippine Peso</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 7,924,000</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 138,843</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;margin:0pt;">⁽¹⁾</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 61.8</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">% </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;">March 2027</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:32.56%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Mexican Peso</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 638,000</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 30,417</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.95%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 64.9</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">% </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;">December 2026</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:32.56%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.98%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 169,817 </td><td style="vertical-align:bottom;white-

space:nowrap;width:2.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.63%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.76%;margin:0pt;padding:0pt;"> </td></tr></table> <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:32.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;margin:0pt;padding:0pt;"> Local </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> Currency </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.85%;margin:0pt;padding:0pt;"> U.S. Dollar </td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;margin:0pt;padding:0pt;"> Notional </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.85%;margin:0pt;padding:0pt;"> Notional </td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:32.82%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> As of December 31, 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-

family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;">Amount </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> . </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.85%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Amount </td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:32.82%;background:#cceeff;margin:0pt;padding:0pt;"> Canadian Dollar </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;background:#cceeff;margin:0pt;padding:0pt;"> 2,250 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.96%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">1,670</p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td></tr><tr><td style="vertical-align:bottom;width:32.82%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Philippine Peso</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">9,324,000</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.96%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">165,842</p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;margin:0pt;">⁽¹⁾</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td></tr><tr><td style="vertical-align:bottom;width:32.82%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Mexican Peso</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">938,000</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.96%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">44,155</p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td></tr><tr><td style="vertical-align:bottom;width:32.82%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.96%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 211,667 </td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:32.82%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:12.09%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> . </td></tr>

family:'Calibri','Helvetica','sans-serif';font-size:9pt;visibility:hidden;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.98%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.89%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:16.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.86%;margin:0pt;padding:0pt;"> </td></tr></table> <table style="border-collapse:collapse;font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin-bottom:0pt;margin-top:0pt;table-layout:fixed;text-align:justify;width:100%;border:0pt;"><tr><td style="font-family:'Arial','Helvetica','sans-serif';font-size:7.5pt;vertical-align:top;white-space:nowrap;width:18pt;padding:0pt;">(1)</td><td style="padding:0pt;">Includes contracts to purchase Philippine pesos in exchange for New Zealand dollars and Australian dollars, which are translated into equivalent U.S. dollars on June 30, 2024 and December 31, 2023.</td></tr></table>7500005570001.000792400000013884300000.618638000000304170000.649169817000225000016700009324000000165842000938000000441550002116670004170000 style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt;">The Company's derivatives as of June 30, 2024 and December 31, 2023 were as follows (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> June 30, 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:63.16%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td colspan="3" style="vertical-align:bottom;white-space:nowrap;width:18.16%;margin:0pt;padding:0pt;"> Designated </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;margin:0pt;padding:0pt;"> Not Designated </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:63.16%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td colspan="3" style="vertical-align:bottom;white-space:nowrap;width:18.16%;margin:0pt;padding:0pt;"> as Hedging </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;margin:0pt;padding:0pt;"> as Hedging </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Designation: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td colspan="3" style="vertical-align:bottom;white-space:nowrap;width:18.16%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Instruments </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Instruments </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:63.16%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;margin:0pt;padding:0pt;"> Foreign </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;margin:0pt;padding:0pt;"> Foreign </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative contract type: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative classification: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Cash Flow </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Fair Value </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"><p style="font-

family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;background:#cceeff;margin:0pt;padding:0pt;"> Fair value and location of derivative in the Consolidated Balance Sheet: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> Prepaids and other current assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 3,329</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> 104 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;background:#cceeff;margin:0pt;padding:0pt;"> Other long-term assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;background:#cceeff;margin:0pt;padding:0pt;"> 429 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> Other current liabilities </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;margin:0pt;padding:0pt;"> (2,922) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> (41) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;background:#cceeff;margin:0pt;padding:0pt;"> Other long-term liabilities </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (1,469) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> Total fair value of derivatives, net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.27%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (633)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 63 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr></table> <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> </td><td 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height:1.19;text-align:center;margin:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:34.18%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> December 31, 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:63.16%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td colspan="3" style="vertical-align:bottom;white-space:nowrap;width:18.16%;margin:0pt;padding:0pt;"> Designated </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;margin:0pt;padding:0pt;"> Not Designated </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:63.16%;margin:0pt;padding:0pt;"> </td><td 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style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative classification: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Cash Flow </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Fair Value </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td 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style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> 327 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;background:#cceeff;margin:0pt;padding:0pt;"> Other long-term assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;margin:0pt;padding:0pt;"> 2,415 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"><p

style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> Other current liabilities </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> (1,214) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;margin:0pt;padding:0pt;"> (120) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;background:#cceeff;margin:0pt;padding:0pt;"> Other long-term liabilities </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (197) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:63.16%;margin:0pt;padding:0pt;"> Total fair value of derivatives, net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.12%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 8,531</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.14%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.29%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.72%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 207 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr></table>33290001040004290000-2922000-41000-1469000-6330006300075270003270002415000-1214000-120000-19700085310002070000 The effects of derivative instruments on the Consolidated Statements of Comprehensive Income (Loss) for the three months ended June 30, 2024 and 2023 were as follows (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:71.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Three Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.79%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.75%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr style="height:0pt;visibility:hidden;"><td colspan="8" style="padding:0pt;"></td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:71.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.29%;margin:0pt;padding:0pt;"> Designated as Hedging </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Designation: </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Instruments </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative contract type: </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Foreign Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative classification: </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Cash Flow </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-

space:nowrap;width:2.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;background:#cceeff;margin:0pt;padding:0pt;"> Amount of gain or (loss) recognized in Other comprehensive income (loss) - effective portion, net of tax </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 269</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.75%;background:#cceeff;margin:0pt;padding:0pt;"> 639 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;background:#cceeff;margin:0pt;padding:0pt;"> Amount and location of net gain or (loss) reclassified from Accumulated OCI to income - effective portion: </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.75%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:71.74%;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.79%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 364</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.74%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.99%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.75%;margin:0pt;padding:0pt;"> 864 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.97%;margin:0pt;padding:0pt;"> </td></tr></table> <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:72.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.01%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Six Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.76%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr style="height:0pt;visibility:hidden;"><td colspan="6" style="padding:0pt;"></td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:72.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.01%;margin:0pt;padding:0pt;"> Designated as Hedging </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Designation: </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.01%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Instruments </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative contract type: </td><td

style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.01%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Foreign Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative classification: </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.01%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Cash Flow </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;background:#cceeff;margin:0pt;padding:0pt;"> Amount of gain or (loss) recognized in Other comprehensive income (loss) - effective portion, net of tax </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.93%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,471</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;background:#cceeff;margin:0pt;padding:0pt;"> 1,023 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;background:#cceeff;margin:0pt;padding:0pt;"> Amount and location of net gain or (loss) reclassified from Accumulated OCI to income - effective portion: </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.93%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:72.5%;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.83%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.93%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,988</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.92%;margin:0pt;padding:0pt;"> 1,383 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.74%;margin:0pt;padding:0pt;"> </td></tr></table>269000639000364000864000 <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:62.1%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.18%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.31%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.7%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:62.1%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Three Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:62.1%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:3.18%;margin:0pt;padding:0pt;"> </td>

<td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr style="height:0pt;visibility:hidden;"><td colspan="8" style="padding:0pt;"></td></tr><tr><td style="vertical-align:bottom;width:62.1%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Designation: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Not Designated as Hedging Instruments </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:62.1%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative contract type: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Foreign Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:62.1%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative classification: </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Fair Value </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:62.1%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.18%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.31%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.7%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:62.1%;margin:0pt;padding:0pt;"> Amount and location of net gain or (loss) recognized in the Consolidated Statement of Comprehensive Income (Loss): </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.18%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.31%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.7%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:62.1%;background:#cceeff;margin:0pt;padding:0pt;"> Other income (expense), net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.74%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (756)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.18%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.31%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.7%;background:#cceeff;margin:0pt;padding:0pt;"> (14) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:64.21%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.17%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.67%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:64.21%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.19%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Six Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:64.21%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.01%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:3.17%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:15.99%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr style="height:0pt;visibility:hidden;"><td colspan="8" style="padding:0pt;"></td></tr><tr><td style="vertical-align:bottom;width:64.21%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Designation: </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.19%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Not Designated as Hedging Instruments </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:64.21%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative contract type: </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> <b

style="font-weight:bold;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.19%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Foreign Exchange </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:64.21%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Derivative classification: </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:35.19%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Fair Value </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:64.21%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:13.68%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:3.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:13.67%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:64.21%;margin:0pt;padding:0pt;"> Amount and location of net gain or (loss) recognized in the Consolidated Statement of Comprehensive Income (Loss): </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:13.68%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:3.17%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:13.67%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:64.21%;background:#cceeff;margin:0pt;padding:0pt;"> Other income (expense), net </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.33%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.68%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">(530)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.17%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.67%;background:#cceeff;margin:0pt;padding:0pt;"> 1,386 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;background:#cceeff;margin:0pt;padding:0pt;">   </td></tr></table>   -756000-1400014710001023000198800013830000-5300001386000 (7)FAIR VALUE The authoritative guidance for fair value measurements establishes a three-level fair value hierarchy that prioritizes the inputs used to measure fair value. This hierarchy requires that the Company maximize the use of observable inputs and minimize the use of unobservable inputs. The three levels of inputs used to measure fair value are as follows: Level 1 — Quoted prices in active markets for identical assets or liabilities. Level 2 — Observable inputs other than quoted prices included in Level 1, such as quoted prices for similar assets and liabilities in active markets, similar assets and liabilities in markets that are not active or can be corroborated by observable market data. Level 3 — Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities. This includes certain pricing models, discounted cash flow methodologies and similar techniques that use significant unobservable inputs. The following presents information as of June 30, 2024 and December 31, 2023 for the Company's assets and liabilities required to be measured at fair value on a recurring basis, as well as the fair value hierarchy used to determine their fair value. Accounts Receivable and Payable - The amounts recorded in the accompanying balance sheets approximate fair value because of their short-term nature. Investments - The Company measures investments, including cost and equity method investments, at fair value on a nonrecurring basis when they are deemed to be other-than-temporarily impaired. The fair values of these investments are determined based on valuation techniques using the best information available, and may include market observable inputs, and discounted cash flow projections. An impairment charge is recorded when the cost of the investment exceeds its fair value and this condition is determined to be other-than-temporary. Debt - The Company's debt consists primarily of the Company's Credit Facility, which permits floating-rate borrowings based upon the current Prime Rate or SOFR plus a credit spread as determined by the Company's leverage ratio calculation (in each case as defined in the Credit Agreement discussed in Note 10). As of June 30, 2024 and December 31, 2023, the Company had $930.0 million and $995.0 million, respectively, of borrowings outstanding under the Credit Facility. During the second quarter of 2024 outstanding borrowings accrued interest at an average rate of 7.4% per annum, excluding unused commitment fees. The amounts recorded in the accompanying Balance Sheets approximate fair value due to the variable nature of the debt based on Level 2 inputs. Derivatives - Net derivative assets (liabilities) are measured at fair value on a recurring basis. The portfolio is valued using models based on market observable inputs, including both forward and spot foreign exchange rates, interest rates, implied volatility, and counterparty credit risk, including the ability of each party to execute its obligations under the contract. As of June 30, 2024, credit risk did not materially change the fair value of the Company's derivative contracts. The following is a summary of the Company's fair value measurements for its net derivative assets (liabilities) as of June 30, 2024 and December 31, 2023 (in thousands): As of June 30, 2024 <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.3%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:12.43%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.96%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:8.13%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:10.46%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;">   </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;">   </td><td colspan="8" style="vertical-align:bottom;white-space:nowrap;width:41.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Fair Value Measurements Using </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;">   </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;">

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2) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 3) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.47%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> At Fair Value </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;background:#cceeff;margin:0pt;padding:0pt;"> Cash flow hedges </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.3%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td 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colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.1%;margin:0pt;padding:0pt;"> Other </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.29%;margin:0pt;padding:0pt;"> Significant </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.74%;margin:0pt;padding:0pt;"> for Identical </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.1%;margin:0pt;padding:0pt;"> Observable </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.29%;margin:0pt;padding:0pt;"> Unobservable </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.1%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Inputs </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Inputs </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 1) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.1%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 2) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 3) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.47%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> At Fair Value </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;background:#cceeff;margin:0pt;padding:0pt;"> Cash flow hedges </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.3%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.43%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.96%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.13%;background:#cceeff;margin:0pt;padding:0pt;"> 8,531 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.46%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;background:#cceeff;margin:0pt;padding:0pt;"> 8,531 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> Fair value hedges </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.3%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.43%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-

align:bottom;white-space:nowrap;width:1.96%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.13%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 207 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.46%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 207 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;background:#cceeff;margin:0pt;padding:0pt;"> Total net derivative asset (liability) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.3%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.43%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.96%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.13%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> 8,738 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.46%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> 8,738 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> The following is a summary of the Company’s fair value measurements as of June 30, 2024 and December 31, 2023 (in thousands): As of June 30, 2024 <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="8" style="vertical-align:bottom;white-space:nowrap;width:48.69%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Fair Value Measurements Using </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;margin:0pt;padding:0pt;"> Quoted Prices in </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;margin:0pt;padding:0pt;"> Significant </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;margin:0pt;padding:0pt;"> Active Markets for </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.18%;margin:0pt;padding:0pt;"> Significant Other </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;margin:0pt;padding:0pt;"> Unobservable </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Identical Assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-

family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.18%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Observable Inputs </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Inputs </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 1) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.18%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 2) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 3) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"> Assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> Derivative instruments, net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"> — </td><td 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style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 35,274</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 18pt;"><b style="font-weight:bold;">Total assets</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> 35,274 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-

space:nowrap;width:10.24%;background:#cceeff;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"> - </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> Liabilities </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> - </td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"> Derivative instruments, net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">-</p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;margin:0pt;padding:0pt;"> (570) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">-</p></td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">Contingent consideration</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">-</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">-</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">-</p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">-</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">-</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">-</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">(449)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">-</p></td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt 0pt 0pt 18pt;"><b style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;font-style:normal;font-weight:bold;">Total liabilities</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">-</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">(570)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">-</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (449) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"> - </td></tr></table> - As of December 31, 2023 <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> - </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> - </td><td colspan="8" style="vertical-align:bottom;white-space:nowrap;width:48.69%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Fair Value Measurements Using </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> <b

style="font-weight:bold;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;margin:0pt;padding:0pt;"> Quoted Prices in </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;margin:0pt;padding:0pt;"> Significant </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;margin:0pt;padding:0pt;"> Active Markets for </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.18%;margin:0pt;padding:0pt;"> Significant Other </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;margin:0pt;padding:0pt;"> Unobservable </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td 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style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;margin:0pt;padding:0pt;"> (Level 1) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.18%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 2) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 3) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"> Assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> Derivative instruments, net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"> 8,738 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"> Deferred compensation plan asset </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 31,082 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-

size:10pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> Total assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 31,082</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 8,738 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> —</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Liabilities</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">Derivative instruments, net</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> Contingent consideration </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (1,496) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"> Total liabilities </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> —</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> —

</td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> (</td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (1,496) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;">) </td></tr></table> Deferred Compensation Plan — The Company maintains a non-qualified deferred compensation plan for certain eligible employees. The deferred compensation asset represents the combined fair value of all the funds based on quoted values and market observable inputs. All amounts deferred under the Plan are unfunded, unsecured obligations of the Company. The Company manages the risk of the changes in the fair value of the liability for deferred compensation by electing to match its liability under the Plan with investment vehicles that offset a portion of its exposure including a Company owned life insurance policy held in a rabbi trust. Contingent Consideration - The Company recorded contingent consideration payable related to the acquisition of Faneuil that closed in 2022. The contingent payables for Faneuil were calculated using a Monte Carlo simulation including a discount rate of 19.3%. The measurements were based on significant inputs not observable in the market. The Company records interest expense each period using the effective interest method until the future value of these contingent payments reaches the expected total future value. During 2022 and 2023, fair value adjustments of a $2.9 million benefit and a $3.0 million expense, respectively, were recorded related to fair value adjustments of the estimated contingent payments associated with the Faneuil acquisition based on updated discount factors, the passage of time, updated EBITDA estimates and a modification to the agreement (see Note 2) for one contract, and a complete reduction for the second contract as it was not awarded to the Company. During 2024, a fair value adjustment of a $1.0 million benefit was recorded related to fair value adjustments of the estimated contingent payments associated with the Faneuil acquisition based on updated discount factors, the passage of time, and updated EBITDA estimates. The fair value adjustment benefits(expenses) were included in Other income (expense) in the Consolidated Statements of Comprehensive Income (Loss). A rollforward of the activity in the Company's fair value of the contingent consideration payable is as follows (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:38.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.48%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:7.25%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:5.9%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:38.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.48%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:7.25%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.24%;margin:0pt;padding:0pt;"> Imputed </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:5.9%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:38.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.06%;margin:0pt;padding:0pt;"> December 31, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> Interest / </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:7.42%;margin:0pt;padding:0pt;"> June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:38.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.06%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.13%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Acquisitions </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:8.77%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Payments </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-

align:center;margin:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.24%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Adjustments </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:7.42%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:38.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.48%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:7.25%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:5.9%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:38.53%;background:#cceeff;margin:0pt;padding:0pt;"> Faneuil </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.48%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.58%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (1,496)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.85%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:7.25%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.42%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.81%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 1,047 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:5.9%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (449)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:38.53%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Total</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.48%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.58%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (1,496) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.85%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:7.25%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.42%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.81%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,047</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:5.9%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (449) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr></table> 930000000.0995000000.00.074 The following is a summary of the Company's fair value measurements for its net derivative assets (liabilities) as of June 30, 2024 and December 31, 2023 (in thousands): As of June 30, 2024 <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.3%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.43%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.13%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;">

</td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="8" style="vertical-align:bottom;white-space:nowrap;width:41.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Fair Value Measurements Using </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.74%;margin:0pt;padding:0pt;"> Quoted Prices in </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.1%;margin:0pt;padding:0pt;"> Significant </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.74%;margin:0pt;padding:0pt;"> Active Markets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.1%;margin:0pt;padding:0pt;"> Other </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.29%;margin:0pt;padding:0pt;"> Significant </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.74%;margin:0pt;padding:0pt;"> for Identical </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.1%;margin:0pt;padding:0pt;"> Observable </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.29%;margin:0pt;padding:0pt;"> Unobservable </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.1%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Inputs </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Inputs </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 1) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.1%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 2) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 3) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.47%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> At Fair Value </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;background:#cceeff;margin:0pt;padding:0pt;"> Cash flow hedges </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.3%;background:#cceeff;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:12.43%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-

space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.96%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.13%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (633)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.46%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (633)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Fair value hedges</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.3%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.43%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.96%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.13%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 63</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.46%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 63</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:42.55%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">Total net derivative asset (liability)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.3%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:12.43%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.96%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.13%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (570)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.46%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> (570) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> As of December 31, 2023 <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.3%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.43%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.13%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="8" style="vertical-align:bottom;white-space:nowrap;width:41.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Fair Value Measurements Using </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> — </td></tr><tr><td

style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.74%;margin:0pt;padding:0pt;"> Quoted Prices in </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.1%;margin:0pt;padding:0pt;"> Significant </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.46%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.74%;margin:0pt;padding:0pt;"> Active Markets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.1%;margin:0pt;padding:0pt;"> Other </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.29%;margin:0pt;padding:0pt;"> Significant </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.74%;margin:0pt;padding:0pt;"> for Identical </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.1%;margin:0pt;padding:0pt;"> Observable </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.29%;margin:0pt;padding:0pt;"> Unobservable </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.1%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Inputs </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Inputs </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 1) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.1%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 2) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 3) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.47%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> At Fair Value </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:42.55%;background:#cceeff;margin:0pt;padding:0pt;"> Cash flow hedges </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.3%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.43%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.96%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.13%;background:#cceeff;margin:0pt;padding:0pt;"> 8,531 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.46%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-

family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 8,531 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td></tr><tr><td style="vertical-align:bottom;width:42.55%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Fair value hedges</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.3%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.43%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.96%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.13%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 207</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.46%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 207</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td></tr><tr><td style="vertical-align:bottom;width:42.55%;background:#cceeff;margin:0pt;padding:0pt;"> Total net derivative asset (liability) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.3%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:12.43%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.96%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.13%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> 8,738 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.82%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.46%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.39%;background:#cceeff;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> 8,738 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td></tr></table>0-6330000-6330000630000630000-5700000-57000008531000085310000207000020700008738000008738000<p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:justify;margin:0pt;">The following is a summary of the Company's fair value measurements as of June 30, 2024 and December 31, 2023 (in thousands):</p><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ As of June 30, 2024 <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> $</p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"> $</p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> $</p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"> $</p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> $</p></div></div></td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;margin:0pt;padding:0pt;"><div style="height:1pt;overflow:hidden;overflow-wrap:break-word;position:relative;"><div style="bottom:0pt;position:absolute;width:100%;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> $</p></div></div></td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> $</p></td><td colspan="8" style="vertical-align:bottom;white-space:nowrap;width:48.69%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;">Fair Value Measurements Using</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:8pt;line-height:1.19;text-align:center;margin:0pt;"><b style="font-weight:bold;"> </p></td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;margin:0pt;padding:0pt;"> Quoted Prices in </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;margin:0pt;padding:0pt;"> Significant </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;"><span style="font-size:9pt;font-weight:bold;visibility:hidden;">$ </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;margin:0pt;padding:0pt;"> Active Markets for </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> $ </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.18%;margin:0pt;padding:0pt;"> Significant Other </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-

family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:center;margin:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;margin:0pt;padding:0pt;"> Unobservable </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Identical Assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.18%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Observable Inputs </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Inputs </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 1) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.18%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 2) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 3) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"> Assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> Derivative instruments, net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 18pt;">Deferred compensation plan asset</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 35,274</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 18pt;"><b style="font-weight:bold;">Total assets</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> 35,274 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;border-bottom:3px double #000000;border-top:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-

space:nowrap;width:2.08%;background:#ccceff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#ccceff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#ccceff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#ccceff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#ccceff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#ccceff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#ccceff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> Liabilities </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#ccceff;margin:0pt;padding:0pt;"> Derivative instruments, net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#ccceff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#ccceff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#ccceff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#ccceff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#ccceff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#ccceff;margin:0pt;padding:0pt;"> (570) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#ccceff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#ccceff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#ccceff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#ccceff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">Contingent consideration</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">(449)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#ccceff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt 0pt 0pt 18pt;"><b style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;font-style:normal;font-weight:bold;">Total liabilities</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#ccceff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#ccceff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#ccceff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#ccceff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#ccceff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#ccceff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">(570)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#ccceff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#ccceff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#ccceff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (449) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#ccceff;margin:0pt;padding:0pt;"> </td></tr></table> As of December 31, 2023 <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;margin:0pt;padding:0pt;"> <p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-

height:1.19;margin:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="8" style="vertical-align:bottom;white-space:nowrap;width:48.69%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Fair Value Measurements Using </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;margin:0pt;padding:0pt;"> Quoted Prices in </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;margin:0pt;padding:0pt;"> Significant </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;margin:0pt;padding:0pt;"> Active Markets for </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.18%;margin:0pt;padding:0pt;"> Significant Other </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;margin:0pt;padding:0pt;"> Unobservable </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Identical Assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.18%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Observable Inputs </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Inputs </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.08%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 1) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:16.18%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 2) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.27%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Level 3) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"> Assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> Derivative instruments, net </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"> 8,738 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"> Deferred compensation plan asset </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 31,082 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;">

</td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> Total assets </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 31,082</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 8,738 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> —</p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td 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style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt 0pt 0pt 12pt;">Derivative instruments, net</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> —</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;margin:0pt;padding:0pt;"> Contingent consideration </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (1,496) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:48.77%;background:#cceeff;margin:0pt;padding:0pt;"> Total liabilities </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.32%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-

family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.75%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:3.15%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:13.03%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.24%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (1,496) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr>
</table>000352740000035274000000044900005700004449000873800031082000310820008738000149600014960001 9.329000003000000.01000000.0 A rollforward of the activity in the Company's fair value of the contingent consideration payable is as follows (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:38.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.48%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:7.25%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.81%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:5.9%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:38.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.48%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:7.25%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.24%;margin:0pt;padding:0pt;"> Imputed </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:5.9%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:38.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.06%;margin:0pt;padding:0pt;"> December 31, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:8.85%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.24%;margin:0pt;padding:0pt;"> Interest / </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:7.42%;margin:0pt;padding:0pt;"> June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:38.53%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.06%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.13%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Acquisitions </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:8.77%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Payments </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.24%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Adjustments </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-

space:nowrap;width:7.42%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:38.53%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.48%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:9.58%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:8.85%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:7.25%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.42%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:8.81%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:5.9%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:38.53%;background:#cceeff;margin:0pt;padding:0pt;"> Faneuil </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.48%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:9.58%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (1,496)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:8.85%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:7.25%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td 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style="vertical-align:bottom;white-space:nowrap;width:0.46%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td></tr><tr><td style="vertical-align:bottom;width:38.53%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">Total</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.48%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.58%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (1,496) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.28%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.85%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">—</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:7.25%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.42%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:8.81%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">1,047</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.52%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:5.9%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (449) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.46%;margin:0pt;padding:0pt;"> . </td></tr></table> . 14960000010470004490001496000001047000449000 (8)IMPAIRMENT OF ASSETS The Company evaluated the recoverability of its leasehold improvement assets at certain customer engagement centers, building and land assets, as well as all internally developed software projects. An asset group is considered to be impaired when the anticipated undiscounted future cash flows of its asset group is estimated to be less than the asset group's carrying value. The amount of impairment recognized is the difference between the carrying value of the asset group and its fair value. To determine fair value, the Company used Level 3 inputs in its discounted cash flows analysis. Assumptions included the amount and timing of estimated future cash flows and assumed discount rates. During the three and six months ended June 30, 2024, the Company recognized impairment losses, net related to leasehold improvements assets, right of use lease assets, capitalized software and certain computer equipment of $3.2 million and $3.3 million, respectively, across the TTEC Digital and TTEC Engage segments. The amount of impairment recognized is the difference between the carrying value of the asset group and its fair value. To determine fair value, the Company used Level 3 inputs in its discounted cash flows analysis.Assumptions included the amount and timing of estimated future cash flows and assumed discount rates.32000003300000 (9)INCOME TAXES The Company accounts for income taxes in accordance with the accounting literature for income taxes, which requires recognition of deferred tax assets and liabilities for the expected future income tax consequences of transactions that have been included in the Consolidated Financial Statements. Under this method, deferred tax assets and liabilities are determined based on the difference between the financial statement and tax basis of assets and liabilities using tax rates in effect for the year in which the differences are expected to reverse. Quarterly, the Company assesses the likelihood that its net deferred tax assets will be recovered. Based on the weight of all available evidence, both positive and negative, the Company records a valuation allowance against deferred tax assets when it is more-likely-than-not that a future tax benefit will not be realized. The Company's selection of an accounting policy with respect to both the global intangible low taxed foreign income ("GILTI") and base erosion and anti-abuse tax ("BEAT") rules is to compute the related taxes in the period the entity becomes subject to either GILTI or BEAT. At the end of each interim period, we are required to estimate our annual effective tax rate for the fiscal year and to use that rate to provide for income taxes for the current year-to-date reporting period. The Company's 2024 estimated annual effective tax rate of 21.4%, before discrete items, is driven by the distribution of income between the U.S. and international tax jurisdictions, earnings in international jurisdictions currently under an income tax holiday, and the impact of valuation allowances in the United States and several other jurisdictions. The Company's effective tax rate for the six months ended June 30, 2024 was (23.5)%. This rate was the result of low year-to-date income, the exclusion of losses related to entities with a full valuation allowance and includes a $37.5 million benefit related to an impairment charge, and $84.1 million of expense related to changes in valuation allowances during the quarter. The Company's U.S. income tax

returns filed for the tax years ending December 31, 2017 to present, remain open tax years. The Company has been notified of the intent to audit or is currently under audit of income taxes for the United States for tax year 2017 and 2018, the Philippines for tax years 2021 to 2023, the State of Oregon in the United States for tax years 2020 through 2022, the State of Illinois in the United States for tax year 2020, the State of Wisconsin in the United States for tax years 2019 through 2021, Canada for tax year 2021, and India for tax years 2017 through 2022. Although the outcome of examinations by taxing authorities are always uncertain, it is the opinion of management that the resolution of these audits will not have a material effect on the Company's Consolidated Financial Statements. The Organization for Economic Co-operation and Development (OECD), supported by 140 of their member countries, have agreed to implement a minimum 15% tax rate on certain multinational enterprises and have released model guidance. This global minimum tax, known as the Pillar Two framework, became effective across various countries in 2024, as each country works to enact legislation influenced by the OECD Pillar 2 rules. While the Company does not expect the adoption of the Pillar Two framework to have a material impact on its effective tax rate, the Company continues to evaluate additional guidance released by the OECD, along with the pending and adopted legislation in each of the countries in which it operates. When there is a change in judgment concerning the recovery of deferred tax assets in future periods, a valuation allowance is recorded into earnings during the quarter in which the change in judgment occurred. During the first, second and third quarters of 2023, a $1.3 million, a $3.1 million and a $4.4 million valuation allowance were recorded, respectively, for assets that are not expected to be recovered in future periods. Additionally, during the third quarter 2023, a valuation allowance in the amount of $1.7 million was released for assets now expected to be recovered in future periods. During the first and second quarters of 2024, a $3.0 million and $81.1 million net valuation allowance was recorded, respectively, for assets that are not expected to be recovered in future periods. The Company has been granted "Tax Holidays" as an incentive to attract foreign investment by the governments of the Philippines and Honduras. Generally, a Tax Holiday is an agreement between the Company and a foreign government under which the Company receives certain tax benefits in that country, such as exemption from taxation on profits derived from export-related activities. In the Philippines, the Company has been granted multiple agreements under local laws which result in an overall reduced tax rate. These incentives have varying benefit year over year and expire at various times beginning in 2031. The aggregate benefit to income tax expense for the three months ended June 30, 2024 and 2023 was approximately $0.6 million and $0.4 million, respectively, which had an impact on diluted net income per share of $0.01 and $0.01, respectively. The aggregate benefit to income tax expense for the six months ended June 30, 2024 and 2023 was approximately $1.3 million and $1.1 million, respectively, which had an impact on diluted net income per share of $0.03 and $0.02, respectively. Since 2017, the Company has been making tax payments to the IRS due to the one-time transition tax on untaxed foreign earnings of foreign subsidiaries, as mandated by the Tax Cuts and Jobs Act. The final payment for this charge will be paid in December of 2024 for a total cash payment of $10.4 million this year, resulting in reduction in cash taxes going forward. 0.2140.2353750000084100000The Company's U.S. income tax returns filed for the tax years ending December 31, 2017 to present, remain open tax years2017 and 20182021 to 20232020 through 2022202020192019 through 20212021202120172017 through 20220.151300000310000044000001700000300000.081100000The Company has been granted "Tax Holidays" as an incentive to attract foreign investment by the governments of the Philippines and Honduras. Generally, a Tax Holiday is an agreement between the Company and a foreign government under which the Company receives certain tax benefits in that country, such as exemption from taxation on profits derived from export-related activities. In the Philippines, the Company has been granted multiple agreements under local laws which result in an overall reduced tax rate. These incentives have varying benefit year over year and expire at various times beginning in 2031.60000040000000.010.011300000110000000.030.02 (10)COMMITMENTS AND CONTINGENCIES Credit Facility On April 3, 2023, the Company entered into a Seventh Amendment to the Credit Agreement which replaces the use of LIBOR with SOFR as of the date of the amendment, thus will affect the interest rates paid for a portion of the Credit Facility starting in the second quarter of 2023. On February 26, 2024, the Company entered into an Eighth Amendment to the Credit Agreement to increase the net leverage ratio covenant, the lenders' commitment fee rate and margin for a period starting with the quarter ending March 31, 2024 through the quarter ending March 31, 2025, from the current 3.5 to 1 to between 4.0 to 1 and 4.5 to 1, as may be applicable in different quarters; and reduced the total lenders' commitment from $1.5 billion to $1.3 billion. TTEC may, at its option for any quarter during the amendment period, elect to revert to the net leverage ratio and the corresponding lenders' commitment fee rate and margin to pre-amendment levels. The term of the Credit Facility will remain unchanged through November 23, 2026. On August 8, 2024, the Company entered into a Ninth Amendment to the Credit Agreement (the "Ninth Amendment") to, among other things, provide for less restrictive financial covenants in respect of the leverage ratio and the interest coverage ratio for the period beginning with the third quarter of 2024 through the first quarter of 2026 (the "Covenant Adjustment Period"). Specifically, the revisions permit a maximum leverage ratio of up to 5.15 to 1.00 and a minimum interest coverage ratio of not less than 2.00 to 1.00 as of the end the third quarter of 2024, with such levels gradually becoming more restrictive during subsequent quarters of the Covenant Adjustment Period.Pursuant to the Ninth Amendment, the Company agreed to permanently reduce the total lenders' commitment from $1.3 billion to $1.2 billion and to provide certain additional assets as collateral, with the effect that the facility is now secured by substantially all personal property assets of the Company and its subsidiaries. In addition, the Company agreed, to certain Credit Agreement changes, including, among others, (i) increased pricing on borrowings and increased facility fees, in each case, determined according to the Company's leverage ratio, (ii) more restrictive limitations in respect of debt, liens, investments, acquisitions, asset sales and restricted payments, and (iii) requirements to apply certain equity and debt issuances and asset sale proceeds to the prepayment of the facility and permanent reduction of the total facility commitment amount. The Company's Credit Agreement includes a number of financial covenants and operating restrictions of which failure to comply could result in a default under the Credit Agreement. The Company's ability to comply with the covenants will depend on, among other matters, factors discussed in the section titled "Cautionary Note Regarding Forward Looking Statements" included elsewhere in this report, many of which are beyond the Company's control. As of the issuance of these financial statements, the Company believes it has sufficient cash on hand, positive working capital, and availability to access additional cash under the Credit Facility to meet its business operating requirements, its capital expenditures and to continue to comply with the amended debt covenants. In the event that the Company does not remain in compliance with the financial covenants under the Credit Facility, it may need to negotiate additional amendments to or waivers of the terms of such credit facilities, refinance its debt, or raise additional capital. The Company could also adjust its capital allocation strategy. The maximum commitment under the Credit Facility is $1.2 billion in the aggregate, if certain conditions are satisfied. The Credit Facility commitment fees are payable to the lenders in an amount equal to the unused portion of the Credit Facility multiplied by a rate per annum as determined by reference to the Company's net leverage ratio. The Credit Agreement contains customary affirmative, negative, and financial covenants. The Credit Agreement also permits the utilization of up to $100 million of limits within the Credit Facility for letters of credit to be used in the business. As defined in the Credit Agreement, base rate loans bear interest at a rate equal to the highest of (a) the prime rate, (b) the federal funds rate plus 0.50%, and (c) SOFR in effect on such day plus 1.0%. Base rate loans shall be based on the base rate, plus the applicable credit margin which ranges from 0.375% to 2.5% based on the Company's net leverage ratio. SOFR loans bear interest at a rate equal to the applicable spread adjusted SOFR plus applicable credit margin which ranges from 1.375% to 3.5% based on the Company's net leverage ratio. Alternative currency loans (not denominated in U.S. Dollars) bear interest at rates applicable to their respective currencies. Letter of credit fees are one eighth of 1% of the stated amount of the letter of credit on the date of issuance, renewal or amendment, plus an annual fee equal to the borrowing margin for SOFR loans. As of June 30, 2024 and December 31, 2023, the Company had borrowings of $930.0 million and $995.0 million, respectively, under its Credit Facility, and its average daily utilization was $1,045.3 million and $1,057.7 million for the six months ended June 30, 2024 and 2023, respectively. Based on the current level of availability based on the covenant calculations, the Company's remaining borrowing capacity was approximately $100 million as of June 30, 2024. As of June 30, 2024, the Company was in compliance with all covenants and conditions under its Credit Agreement. Letters of Credit As of June 30, 2024, outstanding letters of credit under the Credit Facility totaled $0.2 million. As of June 30, 2024, letters of credit and contract performance guarantees issued outside of the Credit Agreement totaled $0.3 million. Guarantees Indebtedness under the Credit Agreement is guaranteed by certain of the Company's present and future domestic subsidiaries. Legal Proceedings From 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 Company's financial position, cash flows or results of operations. On April 3, 2023, the Company entered into a Seventh Amendment to the Credit Agreement which replaces the use of LIBOR with SOFR as of the date of the amendment, thus will affect the interest rates paid for a portion of the Credit Facility starting in the second quarter of 2023.2023-04-032024-02-26the quarter ending March 31, 2024 through the quarter ending March 31, 2025, from the current 3.5 to 1 to between 4.0 to 1 and 4.5 to 1, as may be applicable in different quarters; and reduced the total lenders' commitment from $1.5 billion to $1.3 billion. 130000000020026-11-235.151.002.001.00120000000001200000000.00500.0100.003750.0250.013750.035Letter of credit fees are one eighth of 1% of the stated amount of the letter of credit on the date of issuance, renewal or amendment, plus an annual fee equal to the borrowing margin for SOFR loans. 930000000.0995000000.010453000001057700000100000000200000300000 (11)DEFERRED REVENUE AND REMAINING PERFORMANCE OBLIGATIONS Revenue recognized for the six months ended June 30, 2024 from amounts included in deferred revenue as of December 31, 2023 was $140.2 million. Revenue recognized for the six months ended June 30, 2023 from amounts included in deferred revenue as of December 31, 2022 was $167.1 million. Remaining performance obligations ("RPO") represent the amount of contracted future revenue that has not yet been recognized, including both deferred revenue and non-cancelable contracted amounts that will be invoiced and recognized as revenue in future periods. The Company's RPO excludes performance obligations from on-demand arrangements as there are no minimum purchase commitments associated with these arrangements, and certain time and materials contracts that are billed in arrears. As of June 30, 2024, the Company's RPO was $425.4 million, which will be delivered and recognized within the next five years. However, the amount and timing of revenue recognition are generally driven by customer consumption, which can extend beyond the original contract term in cases where customers are permitted to roll over unused capacity to future periods, generally upon the purchase of additional capacity at renewal. 1402000000167100000425400000P5Y (12)ACCUMULATED OTHER COMPREHENSIVE INCOME (LOSS) The following table presents changes in the accumulated balance for each component of Other comprehensive income (loss), including current period other comprehensive income (loss) and reclassifications out of Accumulated other comprehensive income (loss) (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;table-layout:auto;width:100%;"><tr

style="height:1pt;"><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;margin:0pt;padding:0pt;"> </td><td 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style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:12.38%;margin:0pt;padding:0pt;"> Derivative </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> </td><td 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</td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:9.49%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Totals </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-

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style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (123,734)</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 89 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 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style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;background:#cceeff;margin:0pt;padding:0pt;"> Other comprehensive income (loss) before reclassifications </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;margin:0pt;padding:0pt;"> 28,281 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;margin:0pt;padding:0pt;"> 8,100 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;background:#cceeff;margin:0pt;padding:0pt;"> 56 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;margin:0pt;padding:0pt;"> 36,437 </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> Amounts reclassified from accumulated other comprehensive income (loss) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 301 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (1,024) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 124 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (599) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> <span style="font-

size:9pt;visibility:hidden;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;background:#cceeff;margin:0pt;padding:0pt;"> Net current period other comprehensive income (loss) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 28,582 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 7,076 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 180 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 35,838 </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;margin:0pt;padding:0pt;"> </td><td 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style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (95,152)</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 7,165 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:7.03%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (2,476)</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (90,463) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;background:#cceeff;margin:0pt;padding:0pt;"> Accumulated other comprehensive income (loss) at December 31, 2023 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (93,144)</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 6,315 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (3,047) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-

size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (89,876) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;background:#cceeff;margin:0pt;padding:0pt;"> Other comprehensive income (loss) before reclassifications </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;margin:0pt;padding:0pt;"> (11,132) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;margin:0pt;padding:0pt;"> (5,315) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;background:#cceeff;margin:0pt;padding:0pt;"> 19 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;margin:0pt;padding:0pt;"> (16,428) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> Amounts reclassified from accumulated other comprehensive income (loss) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (1,470) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 193 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (1,277) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;background:#cceeff;margin:0pt;padding:0pt;"> Net current period other comprehensive income (loss) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (11,132) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (6,785) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 212 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (17,705) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-

space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;background:#cceeff;margin:0pt;padding:0pt;"> Accumulated other comprehensive income (loss) at June 30, 2024 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (104,276)</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (470) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:7.03%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (2,835)</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (107,581) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> The following table presents the classification and amount of the reclassifications from Accumulated other comprehensive income (loss) to the Statement of Comprehensive Income (Loss) (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> Statement of </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:33.08%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> For the Three Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> Comprehensive Income </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.71%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:15.61%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Loss) Classification </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-

size:10pt;line-height:1.19;margin:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> Derivative valuation </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;background:#cceeff;margin:0pt;padding:0pt;"> Gain on foreign currency forward exchange contracts </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 364</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;background:#cceeff;margin:0pt;padding:0pt;"> 864 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;background:#cceeff;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> Tax effect </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (95) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (225) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> Provision for income taxes </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 269</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 639 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;background:#cceeff;margin:0pt;padding:0pt;"> Net income (loss) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> Actuarial loss on defined benefit plan </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (110)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;margin:0pt;padding:0pt;"> (69) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-

space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> Cost of services </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;background:#cceeff;margin:0pt;padding:0pt;"> Gain on liquidation </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;background:#cceeff;margin:0pt;padding:0pt;"> 19 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;background:#cceeff;margin:0pt;padding:0pt;"> Other income (expense), net </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> Tax effect </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 11 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 7 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> Provision for income taxes </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (80)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (62) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;background:#cceeff;margin:0pt;padding:0pt;"> Net income (loss) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;"> Statement of </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:30.81%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> For the Six Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;"> Comprehensive Income </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:13.68%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.57%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"><p

style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Loss) Classification </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;background:#cceeff;margin:0pt;padding:0pt;"> Gain on foreign currency forward exchange contracts </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,988</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;background:#cceeff;margin:0pt;padding:0pt;"> 1,383 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;background:#cceeff;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;"> Tax effect </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (518) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (359) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;"> Provision for income taxes </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,470</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 1,024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;background:#cceeff;margin:0pt;padding:0pt;"> Net income (loss) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;background:#cceeff;margin:0pt;padding:0pt;"> Other </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;text-

align:right;margin:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;"> Actuarial loss on defined benefit plan </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (231)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;"> (138) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;"> Cost of services </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;background:#cceeff;margin:0pt;padding:0pt;"> Gain on liquidation </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;background:#cceeff;margin:0pt;padding:0pt;"> 19 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;background:#cceeff;margin:0pt;padding:0pt;"> Other income (expense), net </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;"> Tax effect </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 19 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 14 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;"> Provision for income taxes </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (193)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (124) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;background:#cceeff;margin:0pt;padding:0pt;"> Net income (loss) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> The following table presents changes in the accumulated balance for each component of Other comprehensive income (loss), including current period other comprehensive income (loss) and reclassifications out of Accumulated other comprehensive income (loss) (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;table-layout:auto;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:10.37%;margin:0pt;padding:0pt;"> Foreign </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"><p style="font-

family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> . </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:10.37%;margin:0pt;padding:0pt;"> Translation </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> . </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:12.38%;margin:0pt;padding:0pt;"> Valuation, Net </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> . </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:8.97%;margin:0pt;padding:0pt;"> Other, Net </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> . </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:10.37%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Adjustment </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> . </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:12.38%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> of Tax </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> . </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:8.97%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> of Tax </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> . </td><td colspan="2" style="vertical-align:bottom;white-space:normal;width:9.49%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Totals </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:8.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;">(123,734)</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 89 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (2,656) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-

space:normal;width:1.04%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (126,301) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;background:#cceeff;margin:0pt;padding:0pt;"> Other comprehensive income (loss) before reclassifications </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;margin:0pt;padding:0pt;"> 28,281 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;margin:0pt;padding:0pt;"> 8,100 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;background:#cceeff;margin:0pt;padding:0pt;"> 56 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;margin:0pt;padding:0pt;"> 36,437 </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> Amounts reclassified from accumulated other comprehensive income (loss) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 301 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (1,024) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 124 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (599) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;background:#cceeff;margin:0pt;padding:0pt;"> Net current period other comprehensive income (loss) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 28,582 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 7,076 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 180 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 35,838 </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"><p style="font-

family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;background:#cceeff;margin:0pt;padding:0pt;"> Accumulated other comprehensive income (loss) at June 30, 2023 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (95,152)</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 7,165 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:7.03%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (2,476)</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (90,463) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;background:#cceeff;margin:0pt;padding:0pt;"> Accumulated other comprehensive income (loss) at December 31, 2023 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (93,144)</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 6,315 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:normal;width:7.03%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (3,047)</p></td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;"> </p></td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (89,876) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;background:#cceeff;margin:0pt;padding:0pt;"> Other comprehensive income (loss) before reclassifications </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;background:#cceeff;margin:0pt;padding:0pt;"> - </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;margin:0pt;padding:0pt;"> (11,132) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;margin:0pt;padding:0pt;"> - (5,315) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-

align:bottom;white-space:normal;width:1.93%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;background:#cceeff;margin:0pt;padding:0pt;"> 19 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;margin:0pt;padding:0pt;"> (16,428) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> Amounts reclassified from accumulated other comprehensive income (loss) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (1,470) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 193 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (1,277) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;background:#cceeff;margin:0pt;padding:0pt;"> Net current period other comprehensive income (loss) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (11,132) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (6,785) </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 212 </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (17,705) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:49.92%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.91%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.42%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:9.96%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.93%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:7.03%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:2.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:1.04%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:normal;width:8.45%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (107,581) </td><td style="vertical-align:bottom;white-space:normal;width:0.51%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table>-12373400089000-2656000-12630100028281000810000056000364370003010000-1024000124000-5990002858200070760001800003583800009515200071650000-2476000-90463000-9314400063150000-3047000-89876000-11132000-5315000190000-164280000-1470000193000-1277000-11132000-67850002120000-17705000-104276000-470000-2835000-107581000 The following table presents the classification and amount of the reclassifications from Accumulated other comprehensive income (loss) to the Statement of Comprehensive Income (Loss) (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td

style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> Statement of </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:33.08%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> For the Three Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> Comprehensive Income </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.71%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:15.61%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Loss) Classification </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> Gain on foreign currency forward exchange contracts </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;">364</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;background:#cceeff;margin:0pt;padding:0pt;"> 864 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;background:#cceeff;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> Tax effect </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;">

 </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (95) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (225) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> Provision for income taxes </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 269</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 639 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;background:#cceeff;margin:0pt;padding:0pt;"> Net income (loss) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;background:#cceeff;margin:0pt;padding:0pt;"> Other </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;margin:0pt;padding:0pt;"> Actuarial loss on defined benefit plan </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (110)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;margin:0pt;padding:0pt;"> (69) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> Cost of services </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;background:#cceeff;margin:0pt;padding:0pt;"> Gain on liquidation </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;background:#cceeff;margin:0pt;padding:0pt;"> 19 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td 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style="vertical-align:bottom;white-space:nowrap;width:2.75%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 7 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;margin:0pt;padding:0pt;"> Provision for income taxes </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:39.19%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.02%;border-bottom:3px double #cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:12.68%;background:#cceeff;border-bottom:3px double

#000000;margin:0pt;padding:0pt;"> (80) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.75%;background:#cceeff;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:1.97%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $ </td><td style="vertical-align:bottom;white-space:nowrap;width:13.64%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (62) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.52%;background:#cceeff;margin:0pt;padding:0pt;"> Net income (loss) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.06%;background:#cceeff;margin:0pt;padding:0pt;">) </td></tr></table> <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;">) </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;"> Statement of </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;">) </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:30.81%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> For the Six Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;"> Comprehensive Income </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:13.68%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:14.57%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (Loss) Classification </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;">) </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;"> Derivative valuation </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;">) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;">) </td></tr><tr><td style="vertical-align:bottom;width:41%;background:#cceeff;margin:0pt;padding:0pt;"> Gain on foreign currency forward exchange contracts </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-

size:10pt;line-height:1.19;margin:0pt;">. </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,988</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;background:#cceeff;margin:0pt;padding:0pt;"> 1,383 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;background:#cceeff;margin:0pt;padding:0pt;"> Revenue </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;"> Tax effect </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (518) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> (359) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;"> Provision for income taxes </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:41%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,470</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 1,024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;background:#cceeff;margin:0pt;padding:0pt;"> Net income (loss) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:41%;background:#cceeff;margin:0pt;padding:0pt;"> Other </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;"> Actuarial loss on defined benefit plan </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (231)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;margin:0pt;padding:0pt;"> (138) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;"> Cost of services </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:41%;background:#cceeff;margin:0pt;padding:0pt;"> Gain on liquidation </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;background:#cceeff;margin:0pt;padding:0pt;"> 19 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;background:#cceeff;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;background:#cceeff;margin:0pt;padding:0pt;"> Other income (expense), net </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;width:41%;margin:0pt;padding:0pt;"> Tax effect </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> <span style="font-

size:9pt;visibility:hidden;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 19 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 14 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;margin:0pt;padding:0pt;"> Provision for income taxes </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:41%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.88%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.79%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt;"> (193)</p></td><td style="vertical-align:bottom;white-space:nowrap;width:2.55%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.87%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:12.7%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> (124) </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:23.51%;background:#cceeff;margin:0pt;padding:0pt;"> Net income (loss) </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> 3640008640009500022500026900063900011000069000-190000-11000-70008000062000198800013830005180003590001470000102400023100013800-19000-19000-1400019300012400 (13)WEIGHTED AVERAGE SHARE COUNTS The following table sets forth the computation of basic and diluted shares for the periods indicated (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:45.54%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:45.54%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;width:2.07%;margin:0pt;padding:0pt;"> . </td><td colspan="3" style="vertical-align:bottom;white-space:nowrap;width:26.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Three Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> . </td><td colspan="3" style="vertical-align:bottom;white-space:nowrap;width:24.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Six Months Ended June 30, </td></tr><tr><td style="vertical-align:bottom;width:45.54%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td></tr><tr><td style="vertical-align:bottom;width:45.54%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:45.54%;background:#cceeff;margin:0pt;padding:0pt;"> Shares used in basic earnings per share calculation </td><td style="vertical-align:bottom;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;background:#cceeff;margin:0pt;padding:0pt;"> 47,564 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;background:#cceeff;margin:0pt;padding:0pt;"> 47,264 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;background:#cceeff;margin:0pt;padding:0pt;"> 47,498 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;background:#cceeff;margin:0pt;padding:0pt;"> 47,249 </td></tr><tr><td style="vertical-align:bottom;width:45.54%;margin:0pt;padding:0pt;"> Effect of dilutive securities: </td><td style="vertical-align:bottom;width:2.07%;margin:0pt;padding:0pt;"> <span

style="font-size:9pt;margin-left:0pt;visibility:hidden;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:45.54%;background:#cceeff;margin:0pt;padding:0pt;"> Restricted stock units </td><td style="vertical-align:bottom;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;background:#cceeff;margin:0pt;padding:0pt;"> 59 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;background:#cceeff;margin:0pt;padding:0pt;"> 186 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;background:#cceeff;margin:0pt;padding:0pt;"> 84 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;background:#cceeff;margin:0pt;padding:0pt;"> 156 </td></tr><tr><td style="vertical-align:bottom;width:45.54%;margin:0pt;padding:0pt;"> Performance-based restricted stock units </td><td style="vertical-align:bottom;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 3 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 3 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 12 </td></tr><tr><td style="vertical-align:bottom;width:45.54%;background:#cceeff;margin:0pt;padding:0pt;"> Total effects of dilutive securities </td><td style="vertical-align:bottom;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 59 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 189 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 87 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 168 </td></tr><tr><td style="vertical-align:bottom;width:45.54%;margin:0pt;padding:0pt;"> Shares used in dilutive earnings per share calculation </td><td style="vertical-align:bottom;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 47,623 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;border-bottom:3px double #0000000;margin:0pt;padding:0pt;"> 47,453 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;border-bottom:3px double #0000000;margin:0pt;padding:0pt;"> 47,585 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;border-bottom:3px double #0000000;margin:0pt;padding:0pt;"> 47,417 </td></tr></table> For the three months ended June 30, 2024 and 2023, there were 2.3 million and 1.0 million outstanding Restricted Stock Units (“RSUs”), respectively, that were excluded from the computation of diluted net income per share because the effect would have been anti-dilutive. For the six months ended June 30, 2024 and 2023, there were 1.7 million and 0.9 million outstanding RSUs, respectively, that were excluded from the computation of diluted net income per share because the effect would have been anti-dilutive. The following table sets forth the computation of basic and diluted shares for the periods indicated (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;margin-left:auto;margin-right:auto;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;width:45.54%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:45.54%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="3" style="vertical-align:bottom;white-space:nowrap;width:26.28%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Three Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td colspan="3" style="vertical-align:bottom;white-space:nowrap;width:24.02%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Six Months Ended June 30, </td></tr><tr><td style="vertical-align:bottom;width:45.54%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;">

2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td></tr><tr><td style="vertical-align:bottom;width:45.54%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:45.54%;background:#cceeff;margin:0pt;padding:0pt;"> Shares used in basic earnings per share calculation </td><td style="vertical-align:bottom;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;background:#cceeff;margin:0pt;padding:0pt;"> 47,564 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;background:#cceeff;margin:0pt;padding:0pt;"> 47,264 </td><td 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style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;width:45.54%;background:#cceeff;margin:0pt;padding:0pt;"> Restricted stock units </td><td style="vertical-align:bottom;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;background:#cceeff;margin:0pt;padding:0pt;"> 59 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;background:#cceeff;margin:0pt;padding:0pt;"> 186 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;background:#cceeff;margin:0pt;padding:0pt;"> 84 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;background:#cceeff;margin:0pt;padding:0pt;"> 156 </td></tr><tr><td style="vertical-align:bottom;width:45.54%;margin:0pt;padding:0pt;"> Performance-based restricted stock units </td><td style="vertical-align:bottom;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> — </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 3 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 3 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 12 </td></tr><tr><td style="vertical-align:bottom;width:45.54%;background:#cceeff;margin:0pt;padding:0pt;"> Total effects of dilutive securities </td><td style="vertical-align:bottom;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 59 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 189 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 87 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;background:#cceeff;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 168 </td></tr><tr><td style="vertical-align:bottom;width:45.54%;margin:0pt;padding:0pt;"> Shares used in dilutive earnings per share calculation </td><td style="vertical-align:bottom;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:12.4%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 47,623 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.58%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.29%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 47,453 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.07%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.77%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 47,585 </td><td style="vertical-align:bottom;white-space:nowrap;width:2.5%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.74%;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 47,417 </td></tr>
</table>475640004726400047498000472490005900018600084000156000030003000120005900018900087000168000476230004745300047585000474170002300000100000 (14)EQUITY-BASED COMPENSATION PLANS All equity-based awards to employees are recognized in the Consolidated Statements of Comprehensive Income (Loss) at the fair value of the award on the grant date. The following tables present the total equity-based compensation expense for the three and six months ended June 30, 2024 and 2023 (in thousands): <table style="border-

collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;white-space:nowrap;width:72.21%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.62%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.13%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.61%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.61%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.61%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.3%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:72.21%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:0.95%;margin:0pt;padding:0pt;"> . </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:26.3%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Three Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:72.21%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:0.95%;margin:0pt;padding:0pt;"> . </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:12.76%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.61%;margin:0pt;padding:0pt;"> . </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.92%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:72.21%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:0.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.62%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:11.13%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.61%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.61%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:10.3%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:72.21%;background:#cceeff;margin:0pt;padding:0pt;"> Equity-based compensation expense recognized in Cost of services </td><td style="vertical-align:bottom;white-space:nowrap;width:0.95%;background:#cceeff;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.62%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:11.13%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 1,991</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.61%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;">.</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.61%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:10.3%;background:#cceeff;margin:0pt;padding:0pt;"> 2,536 </td><td style="vertical-align:bottom;white-space:nowrap;width:0.52%;background:#cceeff;margin:0pt;padding:0pt;"> . </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:72.21%;margin:0pt;padding:0pt;"> Equity-based compensation expense recognized in Selling, general and administrative </td><td style="vertical-align:bottom;white-space:nowrap;width:0.95%;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:1.62%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> . </td><td style="vertical-align:bottom;white-space:nowrap;width:11.13%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 3,113 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.61%;margin:0pt;padding:0pt;"> . </td><td 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style="vertical-align:bottom;white-space:nowrap;width:9.41%;background:#cceeff;margin:0pt;padding:0pt;"> 4,398 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:73.05%;margin:0pt;padding:0pt;"> Equity-based compensation expense recognized in Selling, general and administrative </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.48%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.15%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 6,681 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.48%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td 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The Company recognized compensation expense related to RSUs of $5.1 million and $10.9 million for the three and six months ended June 30, 2024, respectively. The Company recognized compensation expense related to RSUs of $5.5 million and $9.3 million for the three and six months ended June 30, 2023, respectively. As of June 30, 2024, there was approximately $41.8 million of total unrecognized compensation cost (including the impact of expected forfeitures) related to RSUs granted under the Company's equity plans. Performance Based Restricted Stock Unit Grants During 2021, the Company awarded Performance Restricted Stock Units ("PRSUs") subject to service and performance vesting conditions. If defined minimum targets were met, the annual value of the PRSUs issued would be between $1.2 million and $4.9 million and vest in 2024. If the defined minimum targets were not met, then no PRSUs will be issued. The award amounts were based on the Company's annual revenue and adjusted operating income for fiscal year 2023. The Company recognized compensation expense related to the 2021 PRSUs of $0.0 million and $0.0 million for the three and six months ended June 30, 2024, respectively. The Company recognized compensation expense related to the 2021 PRSUs of $0.2 million and $0.4 million for the three and six months ended June 30, 2023, respectively. During 2022, the Company made awards of two different PRSU programs that are subject to service and performance vesting conditions; ordinary course annual PRSUs and one-time stretch financial goals PRSUs. For the ordinary course annual PRSUs, if defined minimum targets are met, the annual value of the PRSUs issued will be between $0.9 million and $3.5 million and vest in March 2025. If the defined minimum targets are not met, then no shares will be issued. The number of shares awarded will be based on the Company's annual revenue and adjusted EBITDA for fiscal year 2024. For the one-time stretch financial goals PRSUs, if defined minimum targets at TTEC Engage and TTEC Digital business segments' levels are met, the Company will issue between 0.0 million and 0.5 million PRSUs that will vest immediately in March 2026. If the defined minimum targets are not met, then no shares will be issued. The number of shares awarded will be based on the TTEC Engage and TTEC Digital business segments' annual revenue and adjusted EBITDA for fiscal year 2025. For the ordinary course annual PRSUs, no expense was recognized for the six months ended June 30, 2024. Expense for the one-time stretch financial goals PRSUs will begin at the start of the requisite service period, beginning January 1, 2025. During 2023, the Company awarded PRSUs that are subject to service and performance vesting conditions. If defined minimum targets are met, the Company will issue PRSUs with an annual value between zero and $8.9 million that will vest in 2026. If the defined minimum targets are not met, then no PRSUs will be issued. The number of PRSUs awarded will be based on the Company's annual revenue and adjusted EBITDA for fiscal year 2025. Expense for these awards will begin at the start of the requisite service period, beginning January 1, 2025. During the second quarter of 2024, the Company awarded PRSUs to one senior executive that are subject to service and performance vesting conditions. If defined minimum targets are met, the Company will issue PRSUs with an annual value between zero and $2.9 million that vest in 2025. If the defined minimum targets are not met, then no PRSUs will be issued. The number of PRSUs awarded will be based on the Company's Europe, Middle East and Africa region of TTEC Digital's annual revenue and adjusted EBITDA for fiscal year 2025. Expense for these awards will begin at the start of the requisite service period, beginning January 1, 2025. Additional PRSUs may be issued to other Company executives before the end of the fiscal year 2024 based on performance targets in the measurement period of fiscal year 2026, which PRSUs will vest in 2027; the terms and conditions for these additional PRSUs have not yet been determined. The following tables present the total equity-based compensation expense for the three and six months ended June 30, 2024 and 2023 (in thousands): <table style="border-collapse:collapse;font-size:16pt;height:max-content;padding-left:0pt;padding-right:0pt;width:100%;"><tr style="height:1pt;"><td style="vertical-align:bottom;white-space:nowrap;width:72.21%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:0.95%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.62%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:11.13%;margin:0pt;padding:0pt;"> <p style="font-

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style="vertical-align:bottom;white-space:nowrap;width:10.15%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.48%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.41%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.08%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:73.05%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td colspan="5" style="vertical-align:bottom;white-space:nowrap;width:24.01%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> Six Months Ended June 30, </td><td style="vertical-align:bottom;white-space:nowrap;width:1.08%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:73.05%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:11.64%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-

serif';font-size:9pt;line-height:1.19;text-align:center;margin:0pt;">2024 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.48%;margin:0pt;padding:0pt;"> </td><td colspan="2" style="vertical-align:bottom;white-space:nowrap;width:10.89%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 2023 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.08%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:73.05%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.48%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.15%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.48%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.08%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.41%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.08%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:73.05%;background:#cceeff;margin:0pt;padding:0pt;"> Equity-based compensation expense recognized in Cost of services </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.48%;background:#cceeff;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.15%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 4,235</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.48%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.41%;background:#cceeff;margin:0pt;padding:0pt;"> 4,398 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:73.05%;margin:0pt;padding:0pt;"> Equity-based compensation expense recognized in Selling, general and administrative </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.48%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:10.15%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 6,681 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.48%;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:9.41%;border-bottom:1px solid #000000;margin:0pt;padding:0pt;"> 5,404 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.08%;margin:0pt;padding:0pt;"> </td></tr><tr><td style="vertical-align:bottom;white-space:nowrap;width:73.05%;background:#cceeff;margin:0pt;padding:0pt;"> Total equity-based compensation expense </td><td style="vertical-align:bottom;white-space:nowrap;width:1.84%;background:#cceeff;margin:0pt;padding:0pt;"> </td><td style="vertical-align:bottom;white-space:nowrap;width:1.48%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> $</p></td><td style="vertical-align:bottom;white-space:nowrap;width:10.15%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;text-align:right;margin:0pt 3pt 0pt 0pt;"> 10,916</p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.48%;background:#cceeff;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:10pt;line-height:1.19;margin:0pt;"></p></td><td style="vertical-align:bottom;white-space:nowrap;width:1.47%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"><p style="font-family:'Arial','Helvetica','sans-serif';font-size:9pt;line-height:1.19;margin:0pt;">$ </td><td style="vertical-align:bottom;white-space:nowrap;width:9.41%;background:#cceeff;border-bottom:3px double #000000;margin:0pt;padding:0pt;"> 9,802 </td><td style="vertical-align:bottom;white-space:nowrap;width:1.08%;background:#cceeff;margin:0pt;padding:0pt;"> </td></tr></table> 199100025360003113000311300051040005649000423500043980006681000540400010916000980200031062975472547254P5Y5100000109000005500000930000041800000I2021, the Company awarded Performance Restricted Stock Units (“PRSUs”) subject to service and performance vesting conditions. If defined minimum targets were met, the annual value of the PRSUs issued would be between $1.2 million and $4.9 million and vest in 2024. If the defined minimum targets were not met, then no PRSUs will be issued. The award amounts were based on the Company’s annual revenue and adjusted operating income for fiscal year 2023. The Company recognized compensation expense related to the 2021 PRSUs of $0.0 million and $0.0 million for the three and six months ended June 30, 2024, respectively. The Company recognized compensation expense related to the 2021 PRSUs of $0.2 million and $0.4 million for the three and six months ended June 30, 2023, respectively.1200000490000000.00.0200000400000For the ordinary course annual PRSUs, if defined minimum targets are met, the annual value of the PRSUs issued will be between $0.9 million and $3.5 million and vest in March 2025. If the defined minimum targets are not met, then no shares will be issued. The number of shares awarded will be based on the Company’s annual revenue and adjusted EBITDA for fiscal year 20249000003500000For the one-time stretch financial goals PRSUs, if defined minimum targets at TTEC Engage and TTEC Digital business segments’ levels are met, the Company will issue between 0.0 million and 0.5 million PRSUs that will vest immediately in March 2026. If the defined minimum targets are not met, then no shares will be issued. The number of shares awarded will be based on the TTEC Engage and TTEC Digital business segments’ annual revenue and adjusted EBITDA for fiscal year 2025.0.0500000089000000290000000 (15)NON-QUALIFIED DEFERRED COMPENSATION PLAN The Company maintains a non-qualified deferred compensation plan for executive officers and other eligible employees that permits such employees to defer a portion of their compensation, on a pretax basis, until after their termination of employment. The plan allows for deferral of up to 75% of a participant’s base salary, bonus, commissions, and any amounts that U.S. highly compensated employees are limited from contributing into TTEC’s Deferred Tax Retirement Savings Plan (the “401K Plan”). All amounts deferred under the plan are unfunded, unsecured obligations and are recorded within Other long-term liabilities in the accompanying Consolidated Condensed Balance Sheets. In the event of bankruptcy, the assets of this plan are available to satisfy the claims of general creditors. Participants may choose among alternative earnings rates for the amounts they defer, which are primarily based on investment options within the 401K Plan. Amounts contributed and deferred under the Plan are credited or charged with the performance of investment options offered under the plan as elected by the participants. The Company manages the risk of changes in the fair value of the liability for deferred compensation by electing to match its liability under the plan with investment vehicles that offset a portion of its exposure including a Company owned life insurance policy held in a rabbi trust. 0.75 (16)RELATED PARTY TRANSACTIONS The Company entered into an agreement under which Avion, LLC (“Avion”) and Airmax LLC (“Airmax”) provide certain aviation flight services as requested by the Company. Such services include the use of an aircraft and flight crew. Kenneth D. Tuchman, Chairman and Chief Executive Officer of the Company, has an indirect 100% beneficial ownership interest in Avion and Airmax. During the six months ended June 30, 2024 and 2023, the Company expensed $0.2 million and $0.7 million, respectively, to Avion and Airmax for services provided to the Company. There was $36 thousand in payments due and outstanding to Avion and Airmax as of June 30, 2024. Ms. Michelle Swanback, President of the Company, is a member of the board of directors of WTW (NYSE: WTW) (fka “Willis Towers Watson”), that provides compensation consulting and insurance brokerage services to the Company. During the six months ended June 30, 2024 and 2023, the Company expensed $1.5 million and $1.8 million, respectively, for these services. 1200000700000360001500000180000falsefalsefalsefalse