

Wage Works, Inc. (the Company)
Third Quarter and Full Year 2017 Non-GAAP Financial Targets
(In millions, except per share data)

Wage Works provides the following Non-GAAP financials targets based on current market conditions and expectation (numbers are approximate):

	Fiscal Quarter Ended	
	September 30, 2017	
	Low	High
Revenue	\$ 115.0	\$ 117.5
Non-GAAP net income	\$ 15.8	\$ 17.0
Adjusted EBITDA	\$ 34.0	\$ 36.0
Shares used in computing Non-GAAP net income per diluted share	41.0	41.0
Non-GAAP net income per diluted share	\$ 0.38	\$ 0.41
	Fiscal Year	
	2017	
	Low	High
Revenue	\$ 479.0	\$ 484.0
Non-GAAP net income	\$ 67.8	\$ 69.7
Adjusted EBITDA	\$ 142.0	\$ 146.0
Shares used in computing Non-GAAP net income per diluted share	39.8	39.8
Non-GAAP net income per diluted share	\$ 1.70	\$ 1.75

Guidance for Non-GAAP financial measures excludes stock-based compensation, the amortization of acquired intangibles, certain severance and related charges and contingent consideration expense. Most of these excluded amounts pertain to events that have not yet occurred and are not currently possible to estimate with a reasonable degree of accuracy. Therefore, a reconciliation of non-GAAP guidance measures to corresponding GAAP measures is not available on a forward-looking basis. The Company's management does not itself, nor does it suggest that investors should consider such non-GAAP financial measures in isolation from, or as a substitute for, financial information prepared in accordance with GAAP.