LINCOLN TECH®

Q3 2026 Investor Presentation

Safe Harbor Statement

Statements in this presentation regarding Lincoln's business that are not historical facts may be "forward-looking statements" as that term is defined in the federal securities law. The words "may," "will," "expect," "believe," "anticipate," "project," "plan," "intend," "estimate," and "continue," and their opposites and similar expressions are intended to identify forward-looking statements. Forward-looking statements are based on information available at the time those statements are made and/or management's good faith belief as of that time with respect to future events, and are subject to risks and uncertainties that could cause actual performance or results to differ materially from those expressed in or suggested by the forward-looking statements. Forward-looking statements should not be read as a guarantee of future performance or results and will not necessarily be accurate indications of the times at, or by, which such performance or results will be achieved, if at all. Generally, these statements relate to business plans or strategies and projections involving anticipated revenues, earnings, or other aspects of the Company's operating results. The Company cautions you that these statements concern current expectations about the Company's future performance or events and are subject to a number of uncertainties, risks, and other influences, many of which are beyond the Company's control, that may influence the accuracy of the statements and the projects upon which the statements are based including, without limitation, impacts related to epidemics or pandemics; our failure to comply with the extensive regulatory framework applicable to our industry or our failure to obtain timely regulatory approvals in connection with acquisitions or a change of control of our Company; our success in updating and expanding the content of existing programs and developing new programs for our students in a cost-effective manner or on a timely basis; risks associated with cybersecurity; risks associated with changes in applicable federal laws and regulations; uncertainties regarding our ability to comply with federal laws and regulations, such as the 90/10 rule and prescribed cohort default rates; risks associated with the opening of new campuses; risks associated with integration of acquired schools; industry competition; our ability to execute our growth strategies; conditions and trends in our industry; general economic conditions; and other factors discussed in the "Risk Factors" section of our Annual Reports and Quarterly Reports filed with the Securities and Exchange Commission. All forward-looking statements are qualified in their entirety by this cautionary statement, and Lincoln undertakes no obligation to publicly revise or update any forward-looking statements, whether as a result of new information, future events or otherwise after the date hereof.

Investment Opportunity

Skills Gap	Leader	Growth	Profitability	Balance sheet	Increasing Efficiency
Employers cannot find enough technically trained employees and with the infrastructure bill passed demand for skilled workers should be even greater	Lincoln is a leading, technical, hands-on educator and trainer serving high demand industries (transportation, skilled trades and healthcare) facing this Skills Gap	Proven ability to grow population and revenue in high and low unemployment markets	Continuing our strong track record of profitability with increasing operating leverage	Strong balance sheet with resources to expand programs and campuses to accelerate growth	Continuing efforts to streamline and standardize operations including moving to a more efficient hybrid learning model, and standardizing curriculum. Hybrid model is more attractive to students







Strong Q3 – Continuing to Execute Growth Strategy

Revenue +12.6%

Q3 2026: **$159.2M**

Starts [1] +14.2%

7,362
Q3 2026 Starts

$17.4M Adj EBITDA [2]

+31%
vs prior year

EPS [3]: $0.15
vs $0.12 PY

Q3 2026 NI: **$4.7M**
+24% vs PY

2026 Full Year Guidance	
Revenue	$600M to $605M
Adjusted EBITDA [2]	$76M to $80M
Net Income	$23M to $26M
Diluted EPS	$0.74 - $0.83
Starts	+10% to +12%
Capital Expenditures	$95M to $100M

~75% of Capital Expenditures relates to growth initiatives: new campuses, campus relocations, and new programs.

Recent Developments

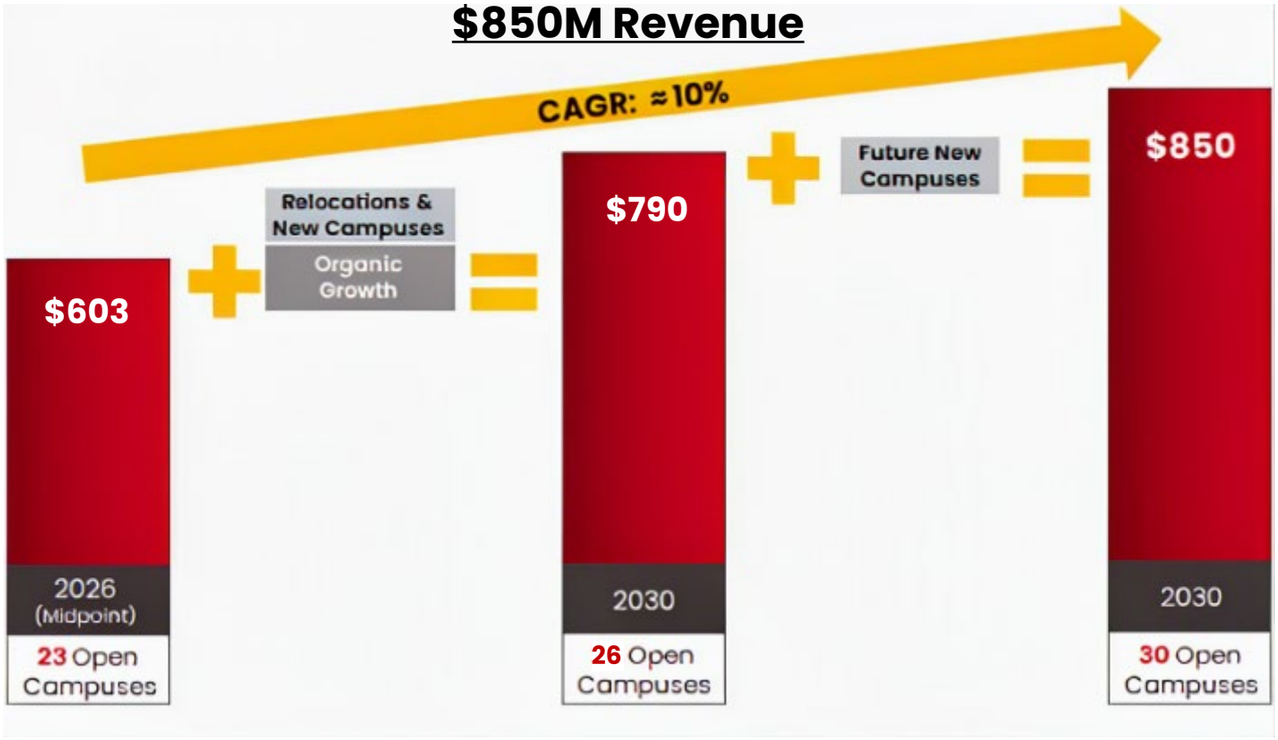
- **Repurchased approximately 871,000 shares of common stock for approximately $21M** – Board increased authorization by $30M
- **Signed leases in Suitland, MD and Tempe, AZ** – Our first new focused program campus and our first campus in Arizona
- **Completed development of new Hicksville, NY campus** – Classes scheduled to start November 2026
- **Acquired Melrose Park, Illinois campus property** – Primarily financed through $15M mortgage loan, reducing ongoing facility costs
- **Amended revolving credit facility[4]** – Additional borrowing options for expanded flexibility

1. 2025 figures exclude 2,764 student starts on July 1, 2025, to align with comparable student start activity in the current year, during the last week of June 2026, returning to the Company's typical start schedule
2. See appendix for reconciliation
3. Based on 31,424 diluted shares and 31,318 diluted shares for the three months ending September 30, 2026 and September 30, 2025, respectively
4. Occurred subsequent to quarter-end

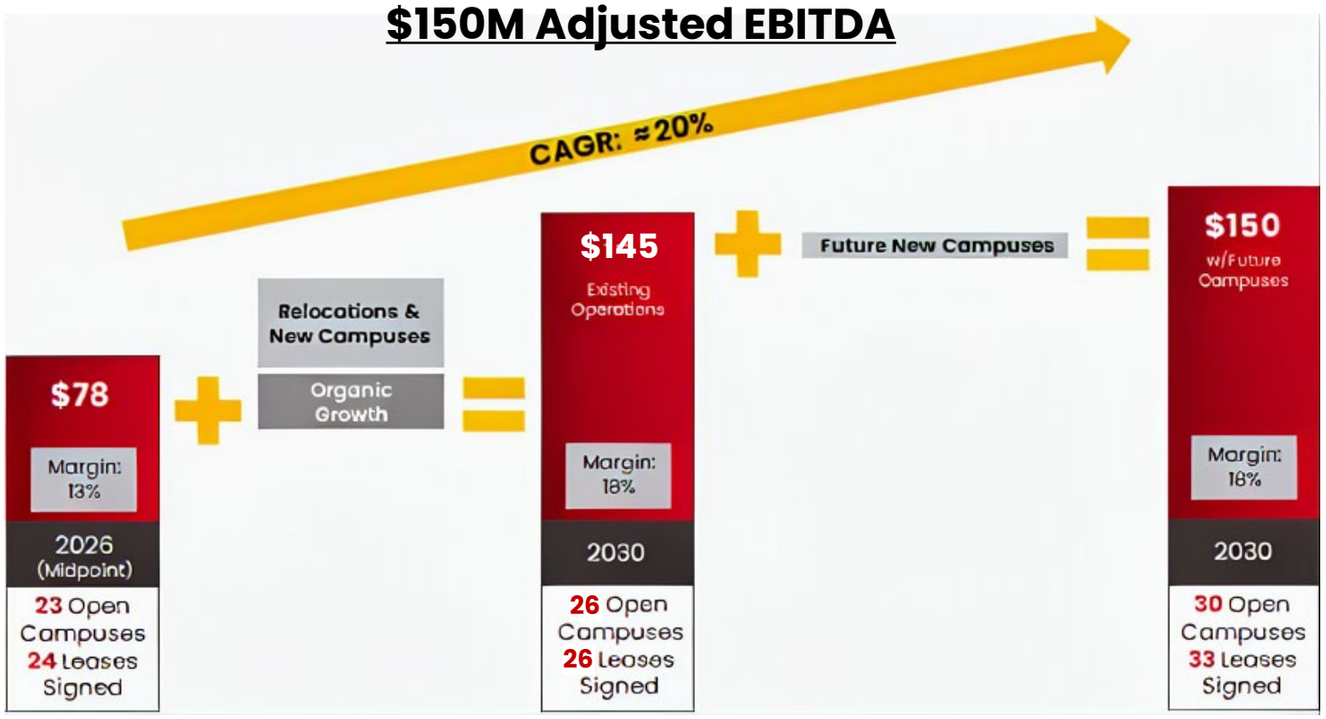
Well-Positioned to Exceed Long-Term Goals

($ in millions)

$850M Revenue



$150M Adjusted EBITDA



Organic Growth Opportunities

Existing Campuses & Programs

- Efficiencies through Lincoln 10.0 hybrid teaching model, centralization, and automation
- Expansion of high school student initiatives & partnerships

New Campuses

- Evaluating new and adjacent markets to expand footprint
- Relocation of existing campuses to expand program offerings
- Streamlined, state-of-the-art facilities
- New campuses expected to generate ~$7M+ in EBITDA after 36 months of operations
- Aiming to establish two new campuses per year to bring Lincoln's unique training expertise and exceptional student experience to underserved markets

New Programs

- Replicate profitable, high-demand programs in existing schools
- New programs expected to generate over $1M EBITDA after 24 months of operations

Inorganic Growth Opportunities

Acquisitions

- Continue to evaluate strategic opportunities to expand market share
- Leverage cost-saving synergies
- Diversify program offerings

New Campus Pro-Forma Hybrid Learning Model

Facilities

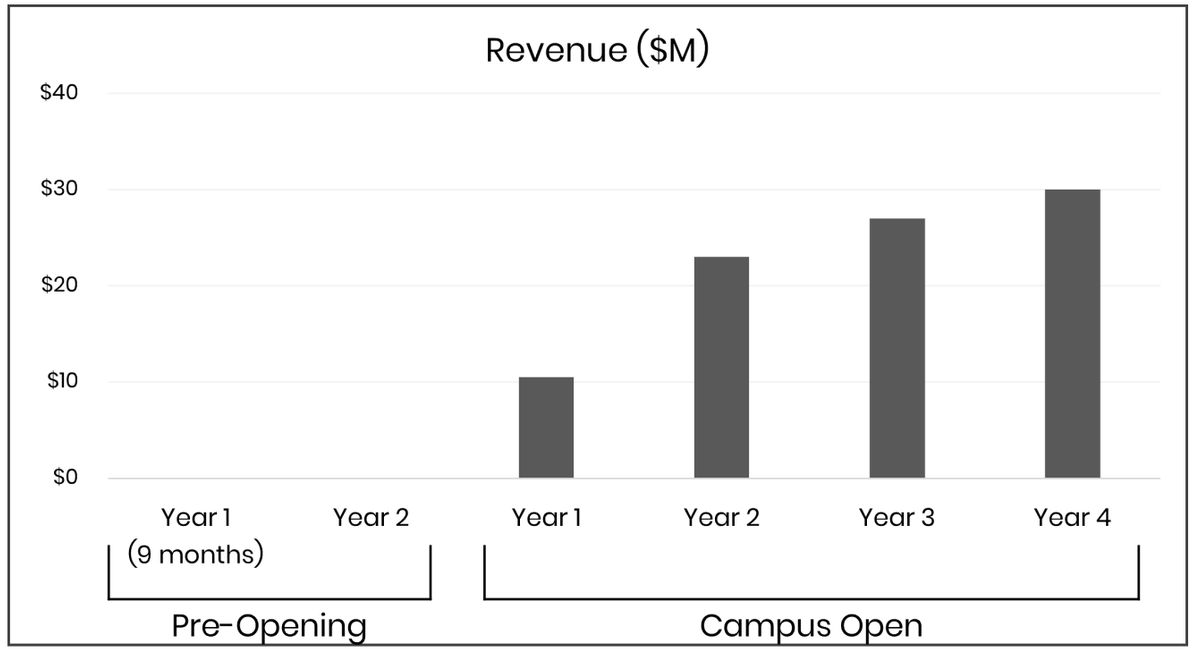
- State-of-the-art training equipment
- ~80k – 90k square feet

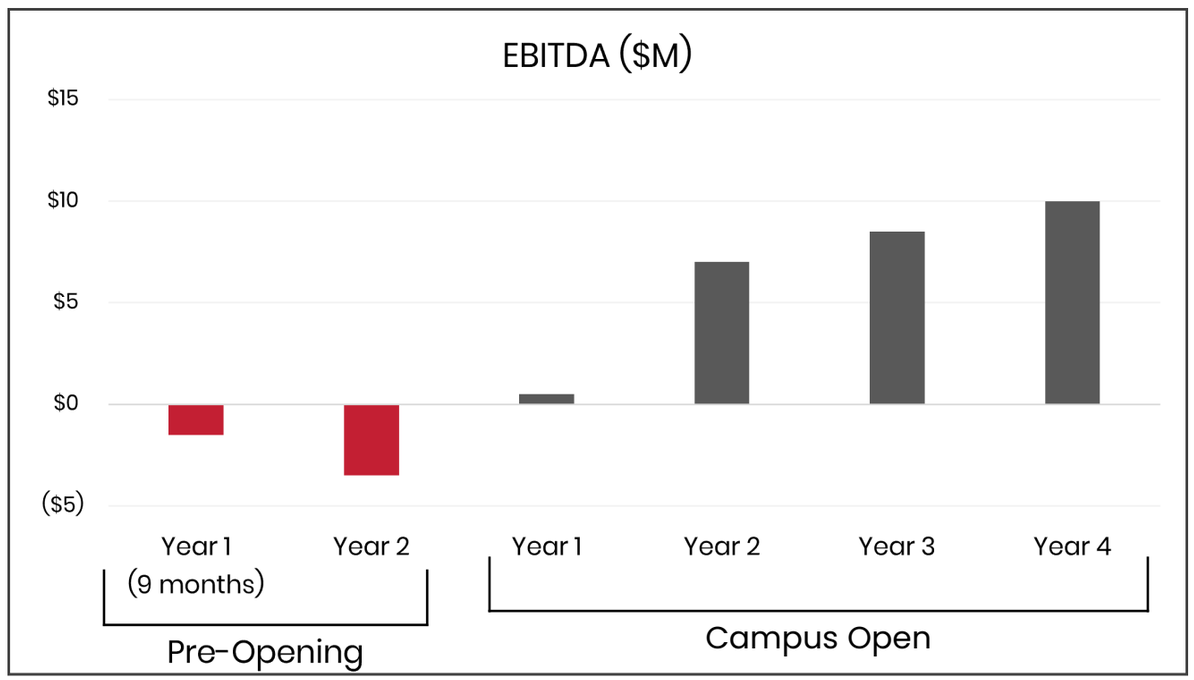
Blended Programs

Offering a mix of Automotive and Skilled Trade Programs in the Hybrid Learning Model

Financials

- CapEx: ~$20-$25M
- CapEx spend starts ~4 months after lease signing
- Facility build-out and equipment installation occurs over ~5 quarters
- Classes start ~21 months from lease signing
- Accretive to earnings within 1-2 years of class start
- By Year 4: Avg Pop of ~900 students ($30m Revenues / $10M EBITDA)
- 30%+ IRR





Campus EBITDA estimates above are fully burdened with marketing expenses and allocations for corporate support services

New Focused-Program Campus Model

Facilities

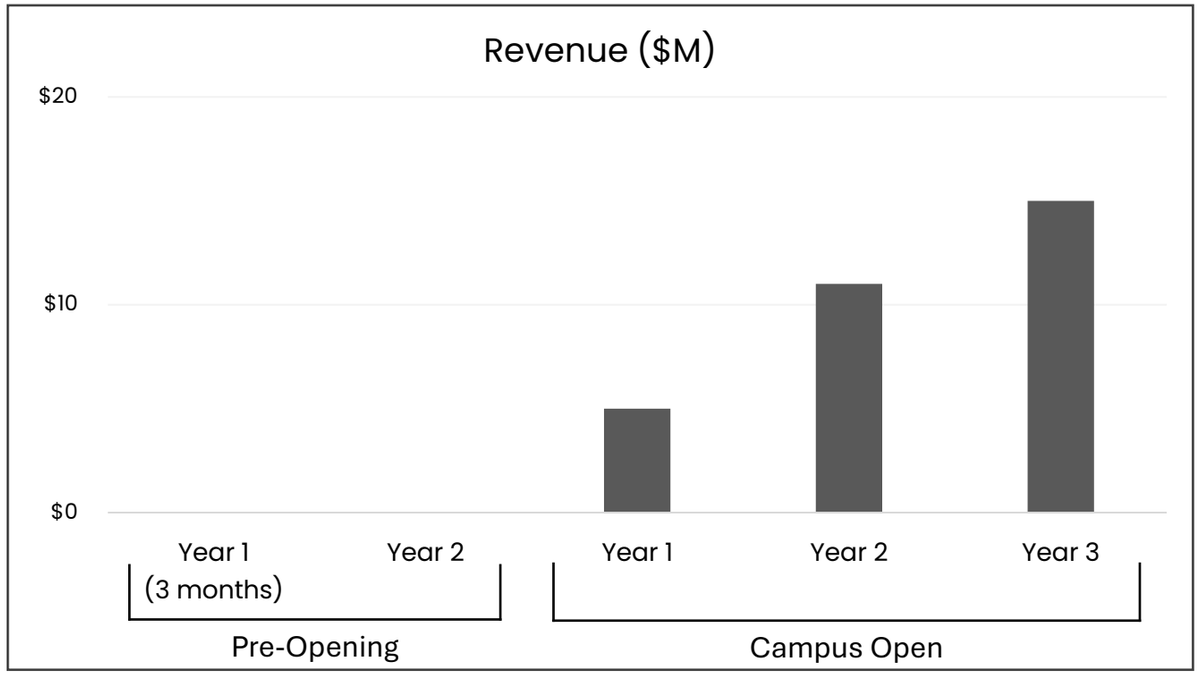
- State-of-the-art training equipment
- ~30k – 50k square feet

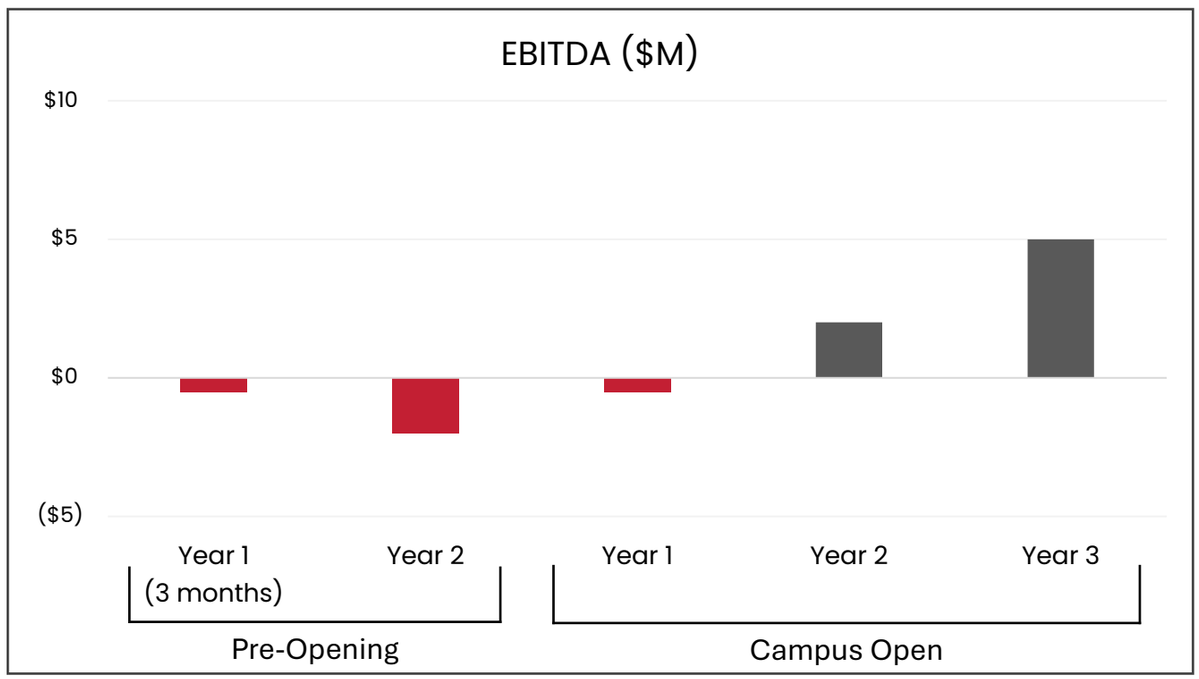
Programs

Offering high-demand Electrical and Electronic Systems Technology (EEST) and Heating, Ventilation, and Air Conditioning (HVAC) programs

Financials

- CapEx: ~$10
- CapEx spend starts 2-3 months after lease signing
- Facility build-out and equipment installation occurs over 3-4 quarters
- Classes start ~15 months from lease signing
- Accretive to earnings within 1-2 years of class start
- By Year 3: Avg Pop of ~450 students ($15m Revenues / $5M EBITDA)
- 30%+ IRR





Campus EBITDA estimates above are fully burdened with marketing expenses and allocations for corporate support services

Lincoln Graduates are Essential Workers



Over 95% of our students are pursuing careers that the U.S Department of Homeland Security considers Essential Critical Infrastructure Workers.

Company Overview



Campuses Across the Country

- Opportunity for expansion
- Active Campuses: 23
- New Campuses: 3



Lincoln Tech Students

Student Population

Skilled Trades
59%

EEST/Electrical, HVAC, Welding, CNC

Transportation
23%

Automotive, Diesel, Heavy Equipment, Collision

Healthcare & Other
18%

Nursing, Medical Assistant, Dental, Patient Care Tech, Information Technology



Marketing Channels

	% of Starts Sep 2026 YTD
Adult	63%
High School	31%
Military	6%

Demographics

	Male	Female
Skilled Trades	91%	9%
Transportation	91%	9%
Healthcare	12%	88%
Total	**76%**	**24%**

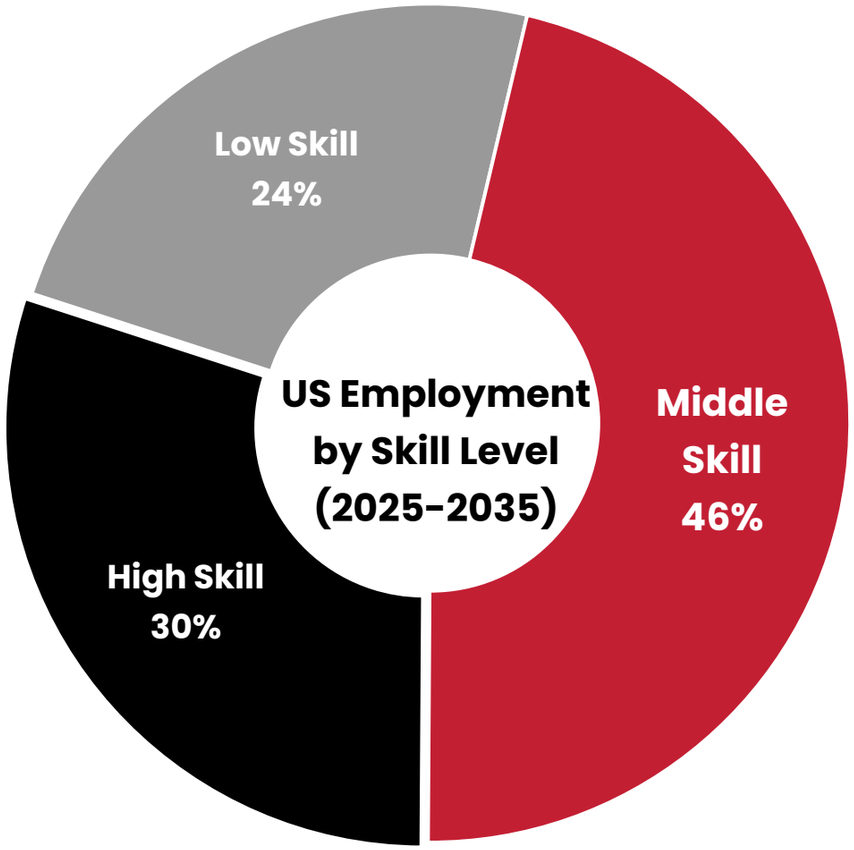
Demand for “Middle Skills Training”

Middle-skill jobs, which require education beyond high school but not a four-year degree, make up the largest part of America’s labor market.

(Source: U.S. Bureau of Labor Statistics)

Lincoln connects employers with entry level trained professionals from the adult, high school and military sectors.





Source: U.S. Bureau of Labor Statistics
Employment by Typical Entry-Level Education

Drivers of Organic Demand for Training

Supply

- Declining societal pressure to attend traditional college
- Elimination of Vo-Tec programs

GAP

Demand

- New appreciation for skills-trade training
- Silver Tsunami – aging baby-boomers retiring from the workplace
- Growing skepticism of the value of college
- Employers struggle to find interested candidates
- Simple jobs have become more complex with technology
- Strong demand in healthcare, manufacturing, and construction
- Infrastructure spending will exacerbate the shortage
- Less stigma – Essential Workers
- Concern of negative impact of AI on white-collar jobs

Significant Opportunity for Organic Growth

BLS data for Lincoln's top programs

Annual New Hires	
Electrical	72,700
HVAC	40,600
Automotive Technology	66,200
Welding	40,300
Diesel Technology	24,400
Medical Assisting	109,700
Practical Nursing	51,800
Dental Assisting	53,000
Lincoln's Market Share ~2.9%	

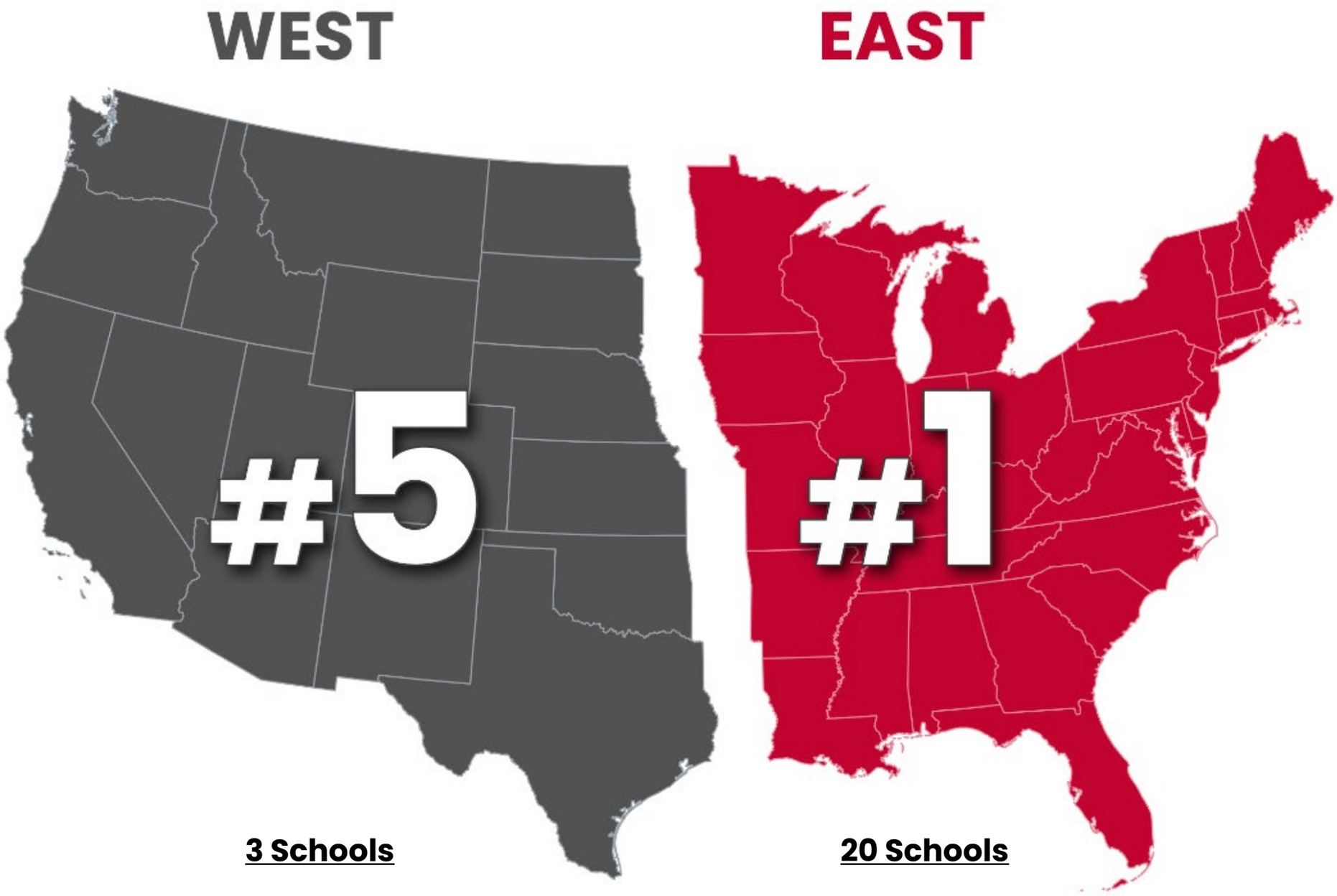
Source: U.S. Bureau of Labor Statistics, Occupational Projections 2025-2035

Our Superior Educational Approach

Feedback Integration	➢ Develop training programs with feedback from employers and key industry associations to understand gaps and needs ➢ Integrate industry preferred licensing and certifications into the curriculum ➢ Provide robust student support services to ensure strong outcomes
Student Support	
Industrial Infrastructure	➢ Build labs and shops that replicate the working environment using professional grade equipment and tools ➢ Incorporate cutting edge education technology with animations, videos and simulations to make learning active and engaging
Engaging Curriculum	
Graduation and Placement	➢ Superior graduation rates and placement rates ➢ Expect students to meet employability standards for appearance, attendance and professional attitude while in school ➢ Offer an accelerated program with multiple entry points to allow students to graduate quickly and enter the workforce earlier
Employment Assistance	

Lincoln Tech

Largest Provider of Automotive and Skilled Trade Graduates in the East



Source: IPEDS completions survey 2024-25

Strong Industry Partner Relationships

- Positions Lincoln as long-term solutions provider for both entry level technicians and advanced workforce training
- Employers appreciate the technical and soft skills of our students
- Partners provide validation of the quality of our education
- Co-branding opportunities with elite partners helps attract new students
- Industry partners drive stronger job outcomes for our graduates

Compliance Stats

90/10 Rule : This rule caps the percentage of revenue that a proprietary institution can receive from federal financial aid sources at 90%; the other 10% of revenue must come from alternative sources. Starting in 2023, the Veteran Affairs benefits are counted as federal financial aid in the numerator.

CDR : It is the percentage of a school's borrowers who enter repayment on certain Federal Family Education Loan (FFEL) Program or William D. Ford Federal Direct Loan (Direct Loan) Program loans during a particular federal fiscal year (FY), October 1st to September 30th, and default or meet other specified conditions prior to the end of the second following fiscal year.

Composite Score : the DOE composite score reflects the overall financial health of an institution. The score can be anywhere along the scale from negative 1.0 to positive 3.0. If an institution receives a score greater than or equal to 1.5, the institution is considered financially responsible.

	FY 2026				FY 2025			
Metrics	**Company Overall**	**New Britain OPEID**	**Indianapolis OPEID**	**Iselin OPEID**	**Company Overall**	**New Britain OPEID**	**Indianapolis OPEID**	**Iselin OPEID**
90/10 Actual	84%	85%	82%	87%	82%	84%	80%	84%
CDR*	0.9%	0.7%	1.1%	0.8%	0.0%	0.0%	0.0%	0.0%
Composite Score	2.0				2.5			

➢This data is the annual data reported to ACCSC for completion and employment rates as of July 1, 2026

Total Students Available for Grad	Total Grads	Completion Percentage	Grads Available for Employment	Total Employed	Employment Percentage
17,268	11,590	67.1%	11,203	9,123	81.4%

- Cohort Default Rate in FY25 is 0% as a result of Department of Education pausing federal student loan payments due to the pandemic. 2023 cohort reported in FY26, 2022 cohort reported in FY25.

Financial Review







Q3 Results from Operations

Three Months Ended September 30, 2026 compared to Three Months Ended September 30, 2025

Starts [1]	
7,362	+14.2%

Revenue	
$159.2M	+$17.8M

Adj. EBITDA [2]	
$17.4M	+$4.1M

Net Income	
$4.7M	+$0.9M

Balance Sheet Strength

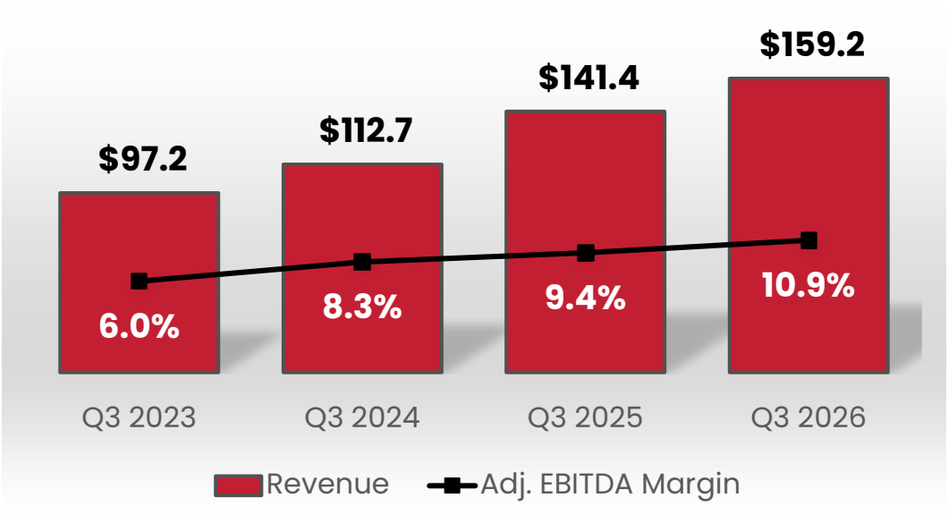
- Cash from operations of $34.9M, up $11.0M compared to prior year
- More than $135M of liquidity to continue investing in our growth initiatives
- $20.6M cash with $10.0M debt outstanding as of September 30, 2026
- Returned capital to shareholders with repurchase of approximately 871,000 shares of common stock

1. 2025 figures exclude 2,764 student starts on July 1, 2025, to align with comparable student start activity in the current year, during the last week of June 2026, returning to the Company's typical start schedule
2. Excludes non-cash stock-based compensation. Refer to appendix for reconciliations.

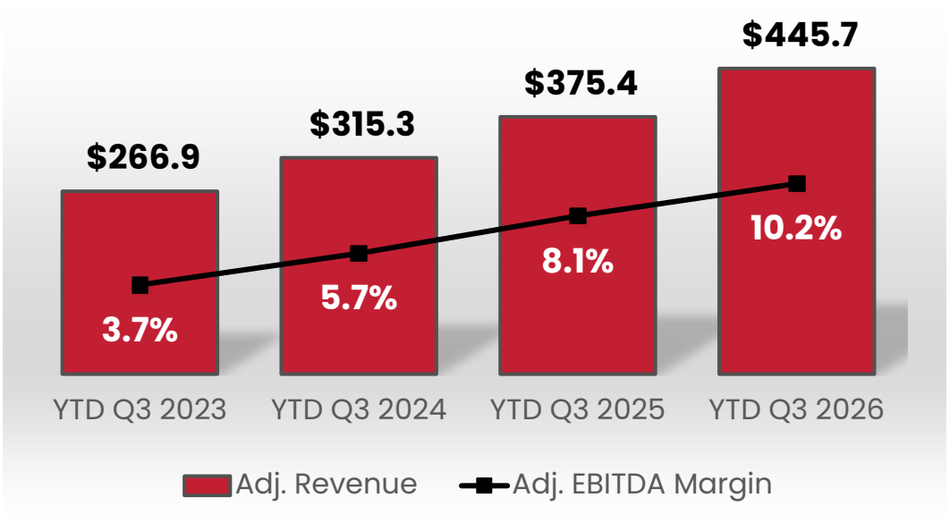
Revenue, EBITDA & Margin

($ in millions)

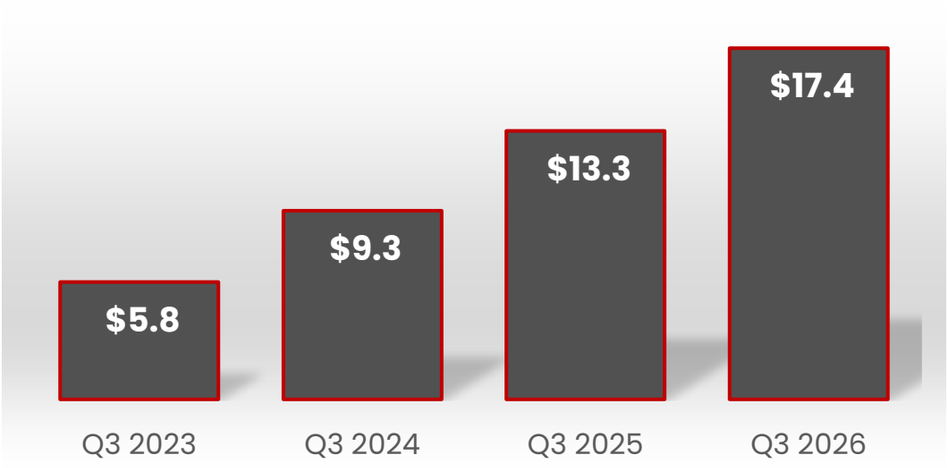
Q3 Revenue & Margin



YTD Revenue & Margin



Q3 Adj. EBITDA



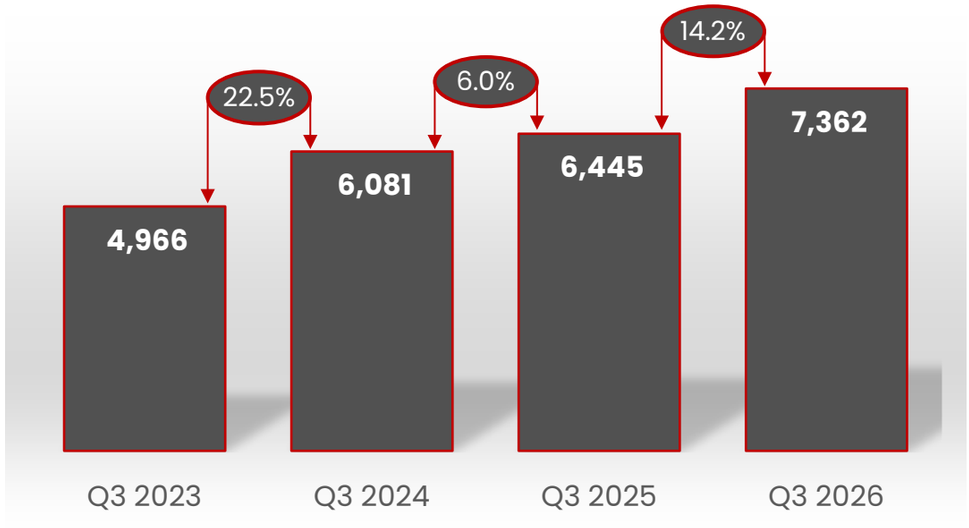
YTD Adj. EBITDA



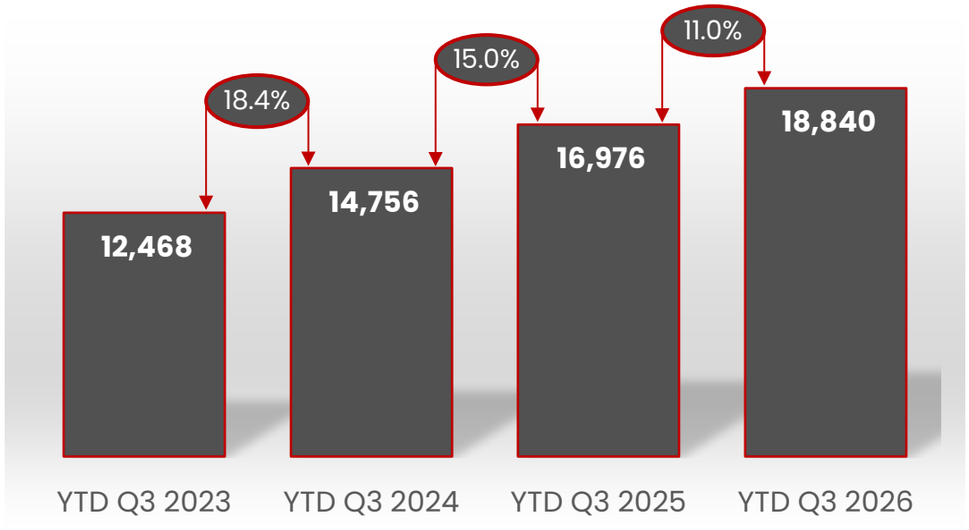
- Prior years exclude Transitional segment (Somerville and Euphoria campuses)
- Prior year adjusted EBITDA has been restated to reflect the Company's new adjustment methodology
- See appendix for reconciliations

Starts & Average Population

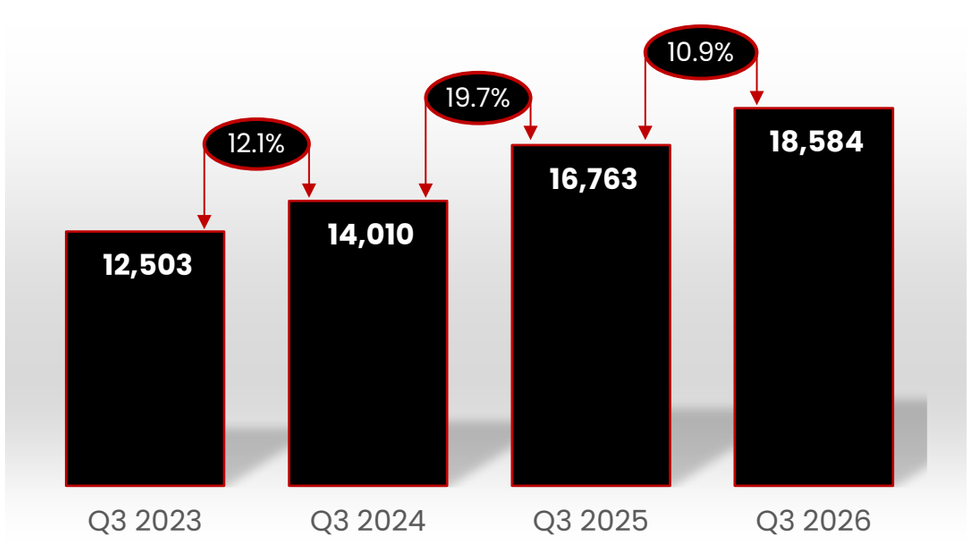
Q3 Starts



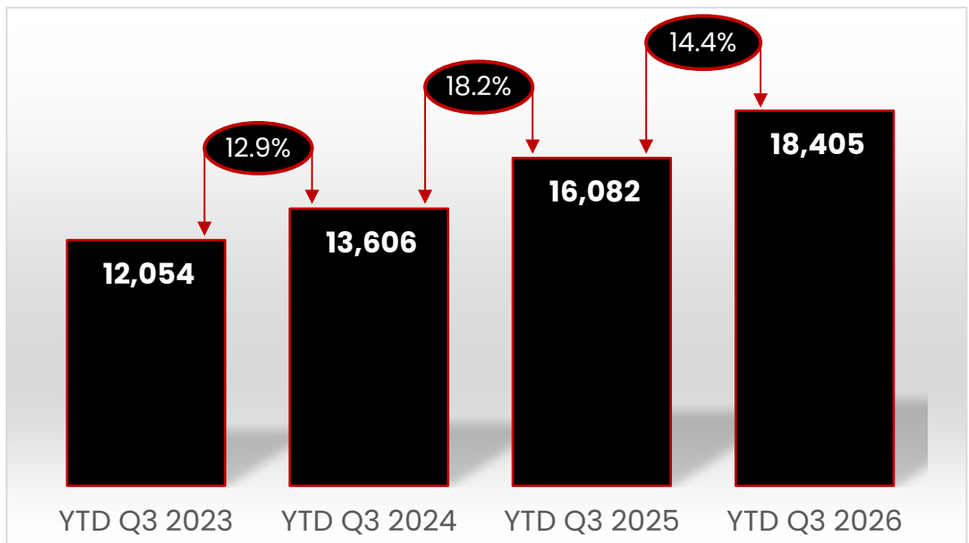
YTD Starts



Q3 Avg Pop



YTD Avg Pop



- Prior years exclude Transitional segment (Somerville and Euphoria campuses). See appendix for reconciliations.
- 2025 figures exclude 2,764 student starts on July 1, 2025, to align with comparable student start activity in other years, which typically occurs at the end of June.

Seasonality

- Operations continue to demonstrate consistent seasonality, with the strongest performance in the 2nd half of the year

Adjusted EBITDA Seasonality [1] ($ in 000's)					
	Q1	Q2	Q3	Q4	TY
2022	$ 3,038	$ 2,779	$ 7,583	$ 15,567	$ 28,968
2023	$ 1,889	$ 2,242	$ 5,803	$ 14,470	$ 24,404
2024	$ 4,368	$ 4,412	$ 9,337	$ 18,133	$ 36,251
2025	$ 8,381	$ 8,931	$ 13,277	$ 26,536	$ 57,126
2026	$ 15,483	$ 12,716	$ 17,370		

Starts Seasonality [2]					
	Q1	Q2	Q3	Q4	TY
2022	3,028	3,549	4,594	2,538	13,709
2023	3,236	4,266	4,966	3,058	15,526
2024	3,812	4,863	6,081	3,397	18,153
2025 [3]	4,610	5,921	6,445	3,930	20,906
2026	5,509	5,969	7,362		

1. See appendix for Adjusted EBITDA reconciliation.
2. Excludes Transitional segment. Refer to appendix for reconciliation.
3. 2,764 student starts on July 1, 2025, shifted from Q3 2025 to Q2 2025 to align with comparable student start activity in other years, which typically occurs at the end of June.

Investment Merits

- A national leader in hands-on transportation, skilled trades, and healthcare training
- Organic revenue growth with increasing profitability
- The skills gap will drive growth for the next decade
- In a down economy, Lincoln's growth and profitability can increase substantially
- Opportunities to expand footprint and program offerings for additional growth
- Capacity at campuses provides high operating leverage on incremental growth
- Strong student outcomes and regulatory record

Appendix





Use of Non-GAAP Financial Information

This presentation contains non-GAAP (Generally Accepted Accounting Principles) financial measures, which are intended to supplement, but not substitute for, the most directly comparable GAAP measures. Management chooses to disclose to investors these non-GAAP financial measures because they provide an additional analytical tool to clarify the results from operations and help to identify underlying trends. Additionally, such measures help compare the company's performance on a consistent basis across time periods. Management defines As Reported as actual operating results derived from previously filed annual and quarterly financial information submitted to the Securities and Exchange Commission. Management defines EBITDA as loss before interest expense, interest income, income taxes, depreciation and amortization. Management defines Pro forma as actual operating results derived from previously filed annual and quarterly financial information submitted to the Securities and Exchange Commission excluding unusual and non-recurring transactions such as closed school operations, gain on sale of assets and interest normalization. Management defines interest normalization as adjusting interest expense on debt from prior years using the Company's current credit agreement terms. To obtain a complete understanding of the company's performance, these measures should be examined in connection with revenue, operating loss and net loss, determined in accordance with GAAP, as presented in the financial statements and notes thereto included in the annual and quarterly filings with the Securities and Exchange Commission. Since the items excluded from these measures are significant components in understanding and assessing financial performance under GAAP, these measures should not be considered to be an alternative to revenue, operating loss and net loss as a measure of the company's operating performance. Exclusion of items in the non-GAAP presentation should not be construed as an inference that these items are unusual, infrequent or non-recurring. Other companies, including other companies in the education industry, may calculate non-GAAP financial measures differently than the Company does, limiting their usefulness as a comparative measure across companies. A reconciliation of the historical non-GAAP financial measures to the most directly comparable GAAP measures is included in the following slides.

Population

	Q1 2026	Q2 2026	Q3 2026	Q4 2026	FY 2026	Q1 2025	Q2 2025*	Q3 2025*	Q4 2025	FY 2025
Starts										
Transportation/Skilled Trades	4,397	4,844	6,120			3,551	4,802	5,253	2,920	16,526
Healthcare & Other	1,112	1,125	1,242			1,059	1,119	1,192	1,010	4,380
Total Company	5,509	5,969	7,362			4,610	5,921	6,445	3,930	20,906
Ending Population										
Transportation/Skilled Trades	15,032	15,302	16,571			12,130	13,502	14,635	13,612	
Healthcare & Other	3,670	3,602	3,754			3,774	3,618	3,609	3,434	
Total Company	18,702	18,904	20,325			15,904	17,120	18,244	17,046	
Average Population										
Transportation/Skilled Trades	14,695	14,714	15,101			11,695	12,329	13,302	14,612	12,984
Healthcare & Other	3,590	3,628	3,483			3,774	3,685	3,461	3,631	3,638
Total Company	18,285	18,342	18,584			15,469	16,014	16,763	18,243	16,622

- Both program categories experienced year over year start growth in Q3

* 2,764 student starts on July 1, 2025, shifted from Q3 2025 to Q2 2025 to align with comparable student start activity in other years, which typically occurs at the end of June.

Financial Statements

Our financial statements reflect the following operational results:

1. **Adjusted EBITDA –** We define Adjusted EBITDA as EBITDA plus stock compensation expense and adjustments for items not considered part of the company's normal recurring operations
2. **Adjusted Revenue –** We define Adjusted Revenue as revenue excluding the Transitional segment
3. **Adjusted Starts –** We define Adjusted Starts as starts excluding the Transitional segment
4. **Adjusted Average Population –** We define Adjusted Average Population as average population excluding the Transitional segment
5. **Liquidity –** We define Liquidity as cash and cash equivalents and available borrowings under our credit facility

Quarterly Starts Reconciliation

	For the Three Months Ended				For the Year Ended 2025
	March 31, 2025	June 30, 2025	Sept 30, 2025	Dec 31, 2025	
Starts					
Total Company	4,610	3,157	9,209	3,930	20,906
Adjustments to Starts					
July 1, 2025 Starts	-	2,764	(2,764)	-	-
Adjusted Starts	**4,610**	**5,921**	**6,445**	**3,930**	**20,906**

	For the Three Months Ended				For the Year Ended 2023	For the Three Months Ended				For the Year Ended 2024
	March 31, 2023	June 30, 2023	Sept 30, 2023	Dec 31, 2023		March 31, 2024	June 30, 2024	Sept 30, 2024	Dec 31, 2024	
Starts										
Total Company	3,440	4,411	5,157	3,191	16,199	3,967	4,953	6,243	3,497	18,660
Adjustments to Starts										
Transitional Segment	204	145	191	133	673	155	90	162	100	507
Adjusted Starts	**3,236**	**4,266**	**4,966**	**3,058**	**15,526**	**3,812**	**4,863**	**6,081**	**3,397**	**18,153**

	For the Three Months Ended				For the Year Ended 2021	For the Three Months Ended				For the Year Ended 2022
	March 31, 2021	June 30, 2021	Sept 30, 2021	Dec 31, 2021		March 31, 2022	June 30, 2022	Sept 30, 2022	Dec 31, 2022	
Starts										
Total Company	3,548	3,703	5,430	2,721	15,402	3,353	3,852	4,929	2,786	14,920
Adjustments to Starts										
Transitional Segment	322	300	346	323	1,291	325	303	335	248	1,211
Adjusted Starts	**3,226**	**3,403**	**5,084**	**2,398**	**14,111**	**3,028**	**3,549**	**4,594**	**2,538**	**13,709**

Quarterly Avg Pop Reconciliation

	For the Three Months Ended				For the Year Ended 2025
	March 31, 2025	June 30, 2025	Sept 30, 2025	Dec 31, 2025	
Average Pop					
Total Company	15,469	15,554	16,303	18,243	16,392
Adjustments to Avg Pop					
Impact of July 1, 2025 Starts	-	460	460	-	230
Adjusted Average Pop	**15,469**	**16,014**	**16,763**	**18,243**	**16,622**

	For the Three Months Ended				For the Year Ended 2023	For the Three Months Ended				For the Year Ended 2024
	March 31, 2023	June 30, 2023	Sept 30, 2023	Dec 31, 2023		March 31, 2024	June 30, 2024	Sept 30, 2024	Dec 31, 2024	
Average Pop										
Total Company	12,387	12,453	12,942	13,983	12,941	13,678	13,811	14,309	15,904	14,426
Adjustments to Avg Pop										
Transitional Segment	653	528	439	402	505	367	320	298	318	326
Adjusted Average Pop	**11,734**	**11,926**	**12,503**	**13,581**	**12,436**	**13,311**	**13,492**	**14,011**	**15,586**	**14,100**

	For the Three Months Ended				For the Year Ended 2021	For the Three Months Ended				For the Year Ended 2022
	March 31, 2021	June 30, 2021	Sept 30, 2021	Dec 31, 2021		March 31, 2022	June 30, 2022	Sept 30, 2022	Dec 31, 2022	
Average Pop										
Total Company	12,441	12,548	13,189	13,599	12,944	12,884	12,637	12,824	13,231	12,894
Adjustments to Avg Pop										
Transitional Segment	771	832	795	851	812	860	854	786	762	815
Adjusted Average Pop	**11,670**	**11,715**	**12,395**	**12,748**	**12,132**	**12,025**	**11,783**	**12,038**	**12,469**	**12,079**

Quarterly Revenue Reconciliation

	For the Three Months Ended				For the Year Ended 2023	For the Three Months Ended				For the Year Ended 2024
	March 31, 2023	June 30, 2023	Sept 30, 2023	Dec 31, 2023		March 31, 2024	June 30, 2024	Sept 30, 2024	Dec 31, 2024	
Revenue										
Total Company	$ 87,284	$ 88,646	$ 99,618	$102,522	$ 378,070	$103,366	$ 102,914	$ 114,410	$ 119,374	$ 440,064
Adjustments to Revenue										
Transitional Segment	3,489	2,766	2,430	2,151	10,837	2,045	1,681	1,665	1,708	7,098
Adjusted Revenue	**$ 83,795**	**$ 85,879**	**$ 97,188**	**$100,371**	**$ 367,233**	**$ 101,321**	**$101,234**	**$112,746**	**$117,666**	**$ 432,966**

	For the Three Months Ended				For the Year Ended 2021	For the Three Months Ended				For the Year Ended 2022
	March 31, 2021	June 30, 2021	Sept 30, 2021	Dec 31, 2021		March 31, 2022	June 30, 2022	Sept 30, 2022	Dec 31, 2022	
Revenue										
Total Company	$ 77,996	$ 80,464	$ 89,059	$ 87,816	$ 335,336	$ 82,554	$ 82,142	$ 91,813	$ 91,778	$ 348,287
Adjustments to Revenue										
Transitional Segment	3,754	4,284	4,173	4,364	16,575	4,332	4,418	4,394	4,247	17,391
Adjusted Revenue	**$ 74,242**	**$ 76,180**	**$ 84,887**	**$ 83,452**	**$ 318,761**	**$ 78,222**	**$ 77,724**	**$ 87,419**	**$ 87,531**	**$ 330,896**

Quarterly & FY Guidance EBITDA Reconciliation

	For the Three Months Ended				For the Year Ended 2026	New Adjusted EBITDA Methodology *	FY 2026 Guidance Midpoint
	March 31, 2026	June 30, 2026	Sept 30, 2026	Dec 31, 2026			
Net Income						**Net Income**	
Total Company	**$ 4,356**	**$ 1,946**	**$ 4,716**			Total Company	**$ 24,500**
Add-back:						Add-back:	
Interest expense, net	807	1,051	1,109			Interest expense, net	4,000
Provision for income taxes	1,244	315	1,871			Provision for income taxes	10,300
Operating Income	**$ 6,407**	**$ 3,312**	**$ 7,696**			**Operating income**	**$ 38,800**
Depreciation and amortization:						Depreciation and amortization:	
Total Company	7,632	7,789	7,956			Total Company	33,000
EBITDA	**$ 14,039**	**$ 11,101**	**$ 15,652**			**EBITDA**	**$ 71,800**
Stock compensation expense	1,444	1,615	1,718			Stock compensation expense	6,200
Other one-time items						Other one-time items	-
Adjusted EBITDA	**$ 15,483**	**$ 12,716**	**$ 17,370**			**Adjusted EBITDA**	**$ 78,000**

	For the Three Months Ended				For the Year Ended 2024	For the Three Months Ended				For the Year Ended 2025
	March 31, 2024	June 30, 2024	Sept 30, 2024	Dec 31, 2024		March 31, 2025	June 30, 2025	Sept 30, 2025	Dec 31, 2025	
Net Income (loss)										
Total Company	**$ (214)**	**$ (682)**	**$ 3,953**	**$ 6,834**	**$ 9,891**	**$ 1,944**	**$ 1,554**	**$ 3,799**	**$ 12,700**	**$ 19,998**
Add-back:										
Interest expense (income), net	(131)	29	195	373	466	587	802	991	888	3,268
Provision (benefit) for income taxes	(113)	(463)	1,674	3,722	4,820	882	522	1,495	3,221	6,120
Operating Income (loss)	**$ (458)**	**$ (1,116)**	**$ 5,822**	**$ 10,929**	**$ 15,177**	**$ 3,413**	**$ 2,878**	**$ 6,285**	**$ 16,809**	**$ 29,386**
Depreciation and amortization:										
Total Company	2,964	3,323	3,229	3,440	12,956	3,763	4,710	5,460	6,898	20,831
EBITDA	**$ 2,506**	**$ 2,207**	**$ 9,051**	**$ 14,369**	**$ 28,133**	**$ 7,176**	**$ 7,588**	**$ 11,745**	**$ 23,707**	**$ 50,217**
Stock compensation expense	1,059	1,045	1,250	1,275	4,629	1,205	1,343	1,532	1,408	5,488
Transitional	264	492	621	604	1,982	-	-	-	-	-
(Gain)/Loss on sale of assets	-	-	-	1,178	1,178	-	-	-	-	-
Gain on insurance proceeds	-	-	(2,794)	-	(2,794)	-	-	-	-	-
Impairment of goodwill & long-lived assets	-	-	-	-	-	-	-	-	-	-
Severance and other one-time costs	539	668	1,209	707	3,123	-	-	-	1,421	1,421
Adjusted EBITDA	**$ 4,368**	**$ 4,412**	**$ 9,337**	**$ 18,133**	**$ 36,251**	**$ 8,381**	**$ 8,931**	**$ 13,277**	**$ 26,536**	**$ 57,126**

* Historically Adjusted EBITDA has excluded pre-opening costs, as well as net operating losses from new campuses, for up to four quarters after the campus opening, or until the campus becomes profitable, whichever occurs first. Beginning in fiscal year 2026, the Company will no longer adjust adjusted EBITDA for pre-opening costs and net operating losses from new campuses and program expansions. Going forward, adjusted EBITDA will reflect only the add-back of non-cash stock-based compensation and other non-recurring items, if any. The information above has been restated to reflect the new methodology. Notably, our 2026 adjusted EBITDA guidance includes approximately $10.0 million of costs related to new campus operating losses and strategic growth initiatives.

Quarterly EBITDA Reconciliation

	For the Three Months Ended				For the Year Ended	For the Three Months Ended				For the Year Ended
	March 31, 2022	June 30, 2022	Sept 30, 2022	Dec 31, 2022	2022	March 31, 2023	June 30, 2023	Sept 30, 2023	Dec 31, 2023	2023
Net Income (Loss)										
Total Company	**$ 272**	**$ 259**	**$ 3,544**	**$ 8,558**	**$ 12,634**	**$ (109)**	**$ 17,250**	**$ 2,064**	**$ 6,792**	**$ 25,997**
Add-back:										
Interest expense (income), net	43	35	36	(271)	(158)	(442)	(519)	(857)	(463)	(2,281)
Provision for income taxes	(641)	102	1,300	3,041	3,802	(565)	6,784	789	2,633	9,642
Operating Income (Loss)	**$ (326)**	**$ 396**	**$ 4,880**	**$ 11,328**	**$ 16,278**	**$ (1,116)**	**$ 23,515**	**$ 1,996**	**$ 8,962**	**$ 33,358**
Depreciation and amortization:										
Total Company	1,528	1,529	1,561	1,745	6,364	1,253	1,679	1,723	2,114	6,770
EBITDA	**$ 1,202**	**$ 1,925**	**$ 6,441**	**$ 13,073**	**$ 22,642**	**$ 137**	**$ 25,194**	**$ 3,719**	**$ 11,076**	**$ 40,128**
Stock compensation expense	1,239	491	637	745	3,111	812	2,576	662	1,845	5,894
Transitional	(337)	(363)	(365)	(336)	(1,401)	151	571	872	662	2,255
Gain on sale of assets	-	-	-	-	-	-	(30,939)	-	-	(30,939)
Impairment of goodwill & long-lived assets	-	-	-	1,049	1,049	-	4,220	-	-	4,220
Severance and other one-time costs	260	-	140	364	765	789	620	550	887	2,846
Adjusted EBITDA	**$ 2,364**	**$ 2,053**	**$ 6,853**	**$ 14,895**	**$ 26,166**	**$ 1,889**	**$ 2,242**	**$ 5,803**	**$ 14,470**	**$ 24,404**