

BRIGHT HORIZONS FAMILY SOLUTIONS INC.

Form 10-Q

November 09, 2015

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UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

FORM 10-Q

QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934.

For the quarterly period ended September 30, 2015

OR

TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934.

For the transition period from _____ to _____

Commission file number: 001-35780

BRIGHT HORIZONS FAMILY SOLUTIONS INC.
(Exact name of Registrant as specified in its charter)

Delaware (State or other jurisdiction of incorporation)	80-0188269 (I.R.S. Employer Identification Number)
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200 Talcott Avenue South Watertown, MA (Address of principal executive offices)	02472 (Zip code)
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Registrant's telephone number, including area code: (617) 673-8000

Indicate by check mark whether the registrant has (1) 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 the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes No

Indicate by check mark whether the registrant has submitted electronically and posted on its corporate Web site, if any, every Interactive Data File required to be submitted and posted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit and post such files). Yes No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, or a smaller reporting company. See the definitions of "large accelerated filer," "accelerated filer" and "smaller reporting company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer	<input checked="" type="checkbox"/>	Accelerated filer	<input type="checkbox"/>
Non-accelerated filer	<input type="checkbox"/>	Smaller reporting company	<input type="checkbox"/>

(Do not check if smaller reporting company)

Indicate by check mark whether the Registrant is a shell company (as defined in rule 12b-2 of the Exchange Act). Yes No

As of October 23, 2015, the Company had 60,042,113 shares of common stock, \$0.001 par value, outstanding.

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BRIGHT HORIZONS FAMILY SOLUTIONS INC.

FORM 10-Q

For the quarterly period ended September 30, 2015

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PART I. FINANCIAL INFORMATION

Item 1. Condensed Consolidated Financial Statements (Unaudited)

BRIGHT HORIZONS FAMILY SOLUTIONS INC.
 CONDENSED CONSOLIDATED BALANCE SHEETS
 (In thousands, except share data)
 (Unaudited)

	September 30, 2015	December 31, 2014
ASSETS		
Current assets:		
Cash and cash equivalents	\$21,393	\$87,886
Accounts receivable—net	73,331	83,066
Prepaid expenses and other current assets	59,370	39,147
Current deferred income taxes	13,047	13,059
Total current assets	167,141	223,158
Fixed assets—net	430,380	398,947
Goodwill	1,141,285	1,095,738
Other intangibles—net	394,545	406,249
Deferred income taxes	—	580
Other assets	20,590	16,404
Total assets	\$2,153,941	\$2,141,076
LIABILITIES AND STOCKHOLDERS' EQUITY		
Current liabilities:		
Current portion of long-term debt	\$9,550	\$9,550
Borrowings on revolving line of credit	26,500	—
Accounts payable and accrued expenses	139,456	116,425
Deferred revenue	121,111	133,048
Other current liabilities	18,995	20,400
Total current liabilities	315,612	279,423
Long-term debt—net	907,137	911,627
Deferred rent and related obligations	47,113	43,105
Other long-term liabilities	32,784	23,401
Deferred revenue	4,909	5,525
Deferred income taxes	131,563	127,036
Total liabilities	1,439,118	1,390,117
Stockholders' equity:		
Preferred stock, \$0.001 par value; 25,000,000 shares authorized and no shares issued or outstanding at September 30, 2015 and December 31, 2014	—	—
Common stock, \$0.001 par value; 475,000,000 shares authorized; 60,005,293 and 61,534,802 shares issued and outstanding at September 30, 2015 and December 31, 2014, respectively	60	62
Additional paid-in capital	986,285	1,083,091
Accumulated other comprehensive loss	(31,024)	(21,687)
Accumulated deficit	(240,498)	(310,507)
Total stockholders' equity	714,823	750,959

Total liabilities and stockholders' equity	\$2,153,941	\$2,141,076
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See notes to condensed consolidated financial statements.

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CONDENSED CONSOLIDATED STATEMENTS OF OPERATIONS

(In thousands, except share data)

(Unaudited)

	Three months ended September 30,		Nine months ended September 30,	
	2015	2014	2015	2014
Revenue	\$365,944	\$334,976	\$1,086,849	\$1,015,231
Cost of services	280,560	262,115	818,997	782,107
Gross profit	85,384	72,861	267,852	233,124
Selling, general and administrative expenses	36,419	32,856	110,154	101,464
Amortization of intangible assets	7,224	6,959	20,978	22,068
Income from operations	41,741	33,046	136,720	109,592
Interest income	32	48	117	74
Interest expense	(10,362)	(8,443)	(30,831)	(25,810)
Income before income taxes	31,411	24,651	106,006	83,856
Income tax expense	(10,853)	(9,272)	(35,997)	(30,715)
Net income	\$20,558	\$15,379	\$70,009	\$53,141
Earnings per common share:				
Common stock—basic	\$0.34	\$0.23	\$1.14	\$0.81
Common stock—diluted	\$0.33	\$0.23	\$1.11	\$0.79
Weighted average number of common shares outstanding:				
Common stock—basic	60,290,842	66,087,184	61,112,263	65,755,911
Common stock—diluted	61,846,725	67,635,657	62,631,444	67,433,972
See notes to condensed consolidated financial statements.				

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BRIGHT HORIZONS FAMILY SOLUTIONS INC.
 CONDENSED CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME

(In thousands)

(Unaudited)

	Three months ended		Nine months ended	
	September 30,		September 30,	
	2015	2014	2015	2014
Net income	\$20,558	\$15,379	\$70,009	\$53,141
Other comprehensive income (loss):				
Foreign currency translation adjustments	(8,065)	(16,562)	(9,337)	(9,548)
Total other comprehensive loss	(8,065)	(16,562)	(9,337)	(9,548)
Comprehensive income (loss)	\$12,493	\$(1,183)	\$60,672	\$43,593

See notes to condensed consolidated financial statements.

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CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS

(In thousands)

(Unaudited)

	Nine months ended September 30,	
	2015	2014
CASH FLOWS FROM OPERATING ACTIVITIES:		
Net income	\$70,009	\$53,141
Adjustments to reconcile net income to net cash provided by operating activities:		
Depreciation and amortization	58,539	58,332
Amortization of original issue discount and deferred financing costs	2,672	2,259
Loss on foreign currency transactions	273	70
Non-cash revenue and other	(137)	(239)
Loss on disposal of fixed assets	280	376
Stock-based compensation	6,900	6,462
Deferred rent	2,304	2,132
Deferred income taxes	5,263	(59)
Changes in assets and liabilities:		
Accounts receivable	11,388	13,938
Prepaid expenses and other current assets	(19,267)	(1,121)
Accounts payable and accrued expenses	16,380	(3,617)
Deferred revenue	(12,732)	(4,502)
Accrued rent and related obligations	1,917	1,687
Other assets	(3,919)	675
Other current and long-term liabilities	2,393	(8,223)
Net cash provided by operating activities	142,263	121,311
CASH FLOWS FROM INVESTING ACTIVITIES:		
Purchases of fixed assets	(61,415)	(47,953)
Payments for acquisitions, net of cash acquired	(66,659)	(6,522)
Settlement of purchase price for prior year acquisitions	23	1,030
Net cash used in investing activities	(128,051)	(53,445)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Borrowings under revolving line of credit	118,100	—
Repayments under revolving line of credit	(91,600)	—
Principal payments of long-term debt	(7,163)	(5,925)
Purchase of treasury stock	(117,538)	(7,233)
Proceeds from issuance of common stock upon exercise of options	7,452	13,656
Proceeds from issuance of restricted stock	3,864	4,709
Tax benefit from stock-based compensation	6,379	6,856
Net cash (used in) provided by financing activities	(80,506)	12,063
Effect of exchange rates on cash and cash equivalents	(199)	(506)
Net (decrease) increase in cash and cash equivalents	(66,493)	79,423
Cash and cash equivalents—beginning of period	87,886	29,585
Cash and cash equivalents—end of period	\$21,393	\$109,008
NON-CASH TRANSACTION:		
Fixed asset purchases recorded in accounts payable and accrued expenses	\$3,500	\$2,000

SUPPLEMENTAL CASH FLOW INFORMATION:

Cash payments of interest	\$28,429	\$24,259
Cash payments of taxes	\$43,153	\$30,597

See notes to condensed consolidated financial statements.

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BRIGHT HORIZONS FAMILY SOLUTIONS INC.

NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS

(Unaudited)

1. ORGANIZATION AND BASIS OF PRESENTATION

Organization—Bright Horizons Family Solutions Inc. (“Bright Horizons” or the “Company”) provides workplace services for employers and families throughout the United States and the United Kingdom, and also in Puerto Rico, Canada, Ireland, the Netherlands, and India. Workplace services include center-based child care, education and enrichment programs, elementary school education, back-up dependent care (for children and elders), before and after school care, college preparation and admissions counseling, tuition reimbursement program management, and other family support services.

Basis of Presentation—The accompanying unaudited condensed consolidated balance sheet as of September 30, 2015 and the condensed consolidated statements of operations, comprehensive income and cash flows for the interim periods ended September 30, 2015 and 2014 have been prepared by the Company in accordance with accounting principles generally accepted in the U.S. for interim financial information and pursuant to the rules and regulations of the Securities and Exchange Commission. Accordingly, they do not include all of the information and footnotes required in accordance with generally accepted accounting principles for complete financial statements and should be read in conjunction with the audited financial statements included in the Company’s Annual Report on Form 10-K for the year ended December 31, 2014.

In the opinion of the Company’s management, the Company’s unaudited condensed consolidated balance sheet as of September 30, 2015 and the condensed consolidated statements of operations, comprehensive income and cash flows for the interim periods ended September 30, 2015 and 2014, reflect all adjustments (consisting only of normal and recurring adjustments) necessary to present fairly the results of the interim periods presented. The operating results for the interim periods presented are not necessarily indicative of the results expected for the full year.

Stock Offerings—On January 30, 2013, the Company completed an initial public offering (the “Offering”) and, after the exercise of the overallotment option on February 21, 2013, issued a total of 11.6 million shares of common stock. Subsequent to the Offering, on June 19, 2013, March 25, 2014, December 10, 2014, May 27, 2015, and August 10, 2015, certain of the Company’s shareholders commenced the sale of 9.8 million, 7.9 million, 8.0 million, 3.0 million, and 3.0 million shares, respectively, of the Company’s common stock in secondary offerings (“secondary offerings”). The Company did not receive proceeds from the sale of shares in the secondary offerings. The Company incurred \$0.5 million and \$0.6 million in expenses during the nine months ended September 30, 2015 and September 30, 2014, respectively, in relation to the secondary offerings in 2015 and 2014, which are included in selling, general and administrative expenses. The Company purchased 0.7 million, 1.25 million and 4.5 million of the shares sold in the August 2015, May 2015 and December 2014 secondary offerings, respectively, from investment funds affiliated with Bain Capital Partners, LLC at the same price per share paid by the underwriter to the selling shareholders.

As of September 30, 2015, investment funds affiliated with Bain Capital Partners, LLC held approximately 33.5% of our common stock.

New Accounting Pronouncements—In May 2014, the Financial Accounting Standards Board (“FASB”) issued Accounting Standards Update (“ASU”) 2014-09, Revenue from Contracts with Customers, which provides guidance for revenue recognition. The standard’s core principle is that a company will recognize revenue when it transfers promised goods or services to customers in an amount that reflects the consideration to which the company expects to be entitled in exchange for those goods or services. In doing so, companies will need to use more judgment and make more estimates than under current guidance. These may include identifying performance obligations in the contract, estimating the amount of variable consideration included in the transaction price and allocating the transaction price to each separate performance obligation. On July 9, 2015, the FASB voted to defer the effective date by one year. The guidance is effective for interim and annual reporting periods beginning on or after December 15, 2017. Early adoption is permitted, but not for periods beginning on or before December 15, 2016. The Company is currently in the process of evaluating the impact of adoption of this ASU on the Company’s consolidated financial statements. In April 2015, the FASB issued ASU 2015-03, Interest - Imputation of Interest (Subtopic 835-30): Simplifying the Presentation of Debt Issuance Costs. This standard amends existing guidance to require the presentation of debt

issuance costs in the balance sheet as a deduction from the carrying amount of the related debt liability. This ASU is effective for fiscal years beginning after December 15, 2015, with early adoption permitted. The Company does not expect this standard to have a significant effect on the Company's consolidated financial statements.

In September 2015, the FASB issued ASU 2015-16, Business Combinations (Topic 805): Simplifying the Accounting for Measurement-Period Adjustments. This standard amends existing guidance to simplify the accounting for adjustments made to provisional amounts recognized in a business combination, and the amendments in this update eliminate the requirement to retrospectively account for those adjustments. This ASU is effective for fiscal years beginning after

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December 15, 2015. The Company does not expect this standard to have a significant effect on the Company's consolidated financial statements.

2. GOODWILL AND INTANGIBLE ASSETS

The changes in the carrying amount of goodwill for the nine months ended September 30, 2015 are as follows (in thousands):

	Full service center-based care	Back-up dependent care	Other educational advisory services	Total	
Beginning balance at December 31, 2014	\$913,043	\$158,894	\$23,801	\$1,095,738	
Additions from acquisitions	51,393	—	—	51,393	
Adjustments to prior year acquisitions	(15) —	—	(15)
Effect of foreign currency translation	(5,831) —	—	(5,831)
Balance at September 30, 2015	\$958,590	\$158,894	\$23,801	\$1,141,285	

The Company also has intangible assets, which consist of the following at September 30, 2015 and December 31, 2014 (in thousands):

	Weighted average amortization period	Cost	Accumulated amortization	Net carrying amount
September 30, 2015				
Definite-lived intangibles:				
Customer relationships	14 years	\$408,413	\$(200,886	) \$207,527
Trade names	8 years	6,371	(2,649	) 3,722
Non-compete agreements	5 years	53	(47	) 6
		414,837	(203,582	) 211,255
Indefinite-lived intangibles:				
Trade names	N/A	183,290	—	183,290
		\$598,127	\$(203,582	) \$394,545
	Weighted average amortization period	Cost	Accumulated amortization	Net carrying amount
December 31, 2014				
Definite-lived intangibles:				
Customer relationships	15 years	\$400,097	\$(180,900	) \$219,197
Trade names	8 years	5,772	(2,177	) 3,595
Non-compete agreements	5 years	54	(44	) 10
		405,923	(183,121	) 222,802
Indefinite-lived intangibles:				
Trade names	N/A	183,447	—	183,447
		\$589,370	\$(183,121) \$406,249

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The Company estimates that it will record amortization expense related to intangible assets existing as of September 30, 2015 as follows over the next five years (in thousands):

	Estimated amortization expense
Remainder of 2015	\$6,797
2016	\$27,017
2017	\$25,787
2018	\$24,698
2019	\$23,770

3. ACQUISITIONS

As part of the Company's growth strategy to expand through strategic and synergistic acquisitions, the Company has made the following acquisitions in the nine months ended September 30, 2015 and year ended December 31, 2014. The goodwill resulting from these acquisitions arises largely from synergies expected from combining the operations of the businesses acquired with our existing operations, as well as from benefits derived from the assembled workforce acquired.

2015 Acquisitions

On May 19, 2015, the Company acquired Hildebrandt Learning Centers, LLC, an operator of 40 centers in the United States, for cash consideration of \$19.3 million and contingent consideration of \$0.5 million, which was accounted for as a business combination. The Company recorded goodwill of \$13.2 million related to the full service center-based care segment, which will be deductible for tax purposes, and intangible assets of \$5.7 million, consisting of customer relationships that will be amortized over 12 years. The Company also acquired working capital of \$0.4 million, including cash of \$1.5 million, and fixed assets of \$0.5 million.

On July 15, 2015, the Company acquired Active Learning Childcare Limited, an operator of nine centers in the United Kingdom, for cash consideration of \$42.3 million, which was accounted for as a business combination. The Company recorded goodwill of \$30.0 million related to the full service center-based care segment, which will not be deductible for tax purposes, and intangible assets of \$3.4 million, consisting primarily of customer relationships that will be amortized over six years. The Company also acquired a working capital deficit of \$1.1 million, including cash of \$1.7 million, fixed assets of \$10.7 million, and deferred tax liabilities of \$0.7 million.

Our acquisitions of Hildebrandt Learning Centers, LLC and Active Learning Childcare Limited contributed approximately \$16.7 million of incremental revenue in the nine months ended September 30, 2015.

During the nine months ended September 30, 2015, the Company also acquired four centers in the United States and one in the United Kingdom, in five separate business acquisitions which were each accounted for as business combinations. The centers were acquired for cash consideration of \$8.3 million, net of cash acquired of \$0.3 million, and contingent consideration of \$0.9 million. The Company recorded goodwill of \$8.2 million related to the full service center-based care segment, a portion of which will be deductible for tax purposes. Intangible assets of \$0.8 million, consisting of customer relationships that will be amortized over five years were also recorded in relation to these acquisitions.

The allocation of purchase price consideration is based on preliminary estimates of fair value; such estimates and assumptions are subject to change within the measurement period (up to one year from the acquisition date) as the Company gathers additional information regarding the assets acquired and the liabilities assumed. The operating results for the acquired businesses are included in the consolidated results of operations from the dates of acquisition, which were not material to the Company's financial results.

2014 Acquisitions

During the year ended December 31, 2014, the Company acquired two businesses that operate five centers in the United States for cash consideration of \$13.2 million, which were each accounted for as business combinations. The Company recorded goodwill of \$11.1 million related to the full service center-based care segment, which will be deductible for tax purposes. Intangible assets of \$2.1 million, consisting primarily of customer relationships, fixed assets of \$0.9 million, and a working capital deficit of \$0.9 million, were also recorded in relation to these

acquisitions. The allocation of purchase price consideration is based on estimates of fair value, such estimates and assumptions are subject to change within the measurement period (up to one year from the acquisition date). As of September 30, 2015, the purchase price allocation for one of these two acquisitions remains open as the Company gathers additional information regarding the assets acquired and the liabilities assumed.

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4. CREDIT ARRANGEMENTS AND DEBT OBLIGATIONS

Outstanding term loan borrowings were as follows at September 30, 2015 and December 31, 2014 (in thousands):

	September 30, 2015	December 31, 2014
Term loans	\$932,038	\$939,200
Deferred financing costs and original issue discount	(15,351	) (18,023
Total debt	916,687	921,177
Less current maturities	9,550	9,550
Long-term debt	\$907,137	\$911,627

The Company's \$1.1 billion senior credit facilities consist of \$955.0 million in secured term loan facilities and a \$100.0 million revolving credit facility. In conjunction with a debt refinancing in January 2013, \$790.0 million in senior secured term loans were issued, with the subsequent issuance of \$165.0 million in additional term loans in December 2014. The term loans and revolving credit facility mature on January 30, 2020 and 2018, respectively. The effective interest rate for the term loans was 3.84% at September 30, 2015 and the weighted average interest rate was 3.92% for the nine months ended September 30, 2015. There were borrowings of \$26.5 million outstanding on the \$100.0 million revolving credit facility at September 30, 2015, and \$73.5 million of the revolving credit facility was available for borrowings. The weighted average interest rate for the revolving credit facility was 3.8% for the nine months ended September 30, 2015.

The Company incurred financing fees of \$12.7 million and original issue discount costs of \$7.9 million in connection with the 2013 debt refinancing and \$1.6 million and \$1.7 million in connection with the 2014 financing. These fees are being amortized over the terms of the related debt instruments. Amortization expense of deferred financing costs and original issue discount costs in the nine months ended September 30, 2015 were \$1.6 million and \$1.1 million, respectively, which are included in interest expense.

The future principal payments under the term loans at September 30, 2015 are as follows (in thousands):

Remainder of 2015	\$2,388
2016	9,550
2017	9,550
2018	9,550
2019	9,550
Thereafter	891,450
	\$932,038

5. EARNINGS PER SHARE

Basic earnings per share is calculated by dividing net income by the weighted-average common shares outstanding.

Diluted earnings per share is calculated by dividing net income by the weighted-average common shares and potentially dilutive securities outstanding during the period.

Earnings per share is calculated using the two-class method, which requires the allocation of earnings to each class of common stock outstanding and to unvested stock-based payment awards that participate equally in dividends with common stock, also referred to herein as unvested participating shares.

The Company's unvested stock-based payment awards include unvested shares awarded as restricted stock awards at the discretion of the Company's Board of Directors. The restricted stock awards generally vest at the end of three years. See Note 6 for a discussion of the unvested stock awards and issuances.

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Earnings per Share - Basic

The following table sets forth the computation of earnings per share using the two-class method for unvested participating shares (in thousands, except share and per share amounts):

	Three months ended		Nine months ended	
	September 30,		September 30,	
	2015	2014	2015	2014
Basic earnings per share:				
Net income	\$20,558	\$15,379	\$70,009	\$53,141
Allocation of net income to common stockholders:				
Common stock	\$20,415	\$15,319	\$69,536	\$52,936
Unvested participating shares	143	60	473	205
	\$20,558	\$15,379	\$70,009	\$53,141
Weighted average number of common shares:				
Common stock	60,290,842	66,087,184	61,112,263	65,755,911
Unvested participating shares	422,725	259,525	415,472	254,719
Earnings per share:				
Common stock	\$0.34	\$0.23	\$1.14	\$0.81

Earnings per Share - Diluted

The Company calculates diluted earnings per share for common stock using the more dilutive of (1) the treasury stock method, or (2) the two-class method. The following table sets forth the computation of diluted earnings per share using the two-class method for unvested participating shares (in thousands, except share and per share amounts):

	Three months ended		Nine months ended	
	September 30,		September 30,	
	2015	2014	2015	2014
Diluted earnings per share:				
Earnings allocated to common stock	\$20,415	\$15,319	\$69,536	\$52,936
Plus earnings allocated to unvested participating shares	143	60	473	205
Less adjusted earnings allocated to unvested participating shares	(139	) (59	) (460	) (200
Earnings allocated to common stock	\$20,419	\$15,320	\$69,549	\$52,941
Weighted average number of common shares:				
Common stock	60,290,842	66,087,184	61,112,263	65,755,911
Effect of dilutive securities	1,555,883	1,548,473	1,519,181	1,678,061
	61,846,725	67,635,657	62,631,444	67,433,972
Earnings per share:				
Common stock	\$0.33	\$0.23	\$1.11	\$0.79

Options outstanding to purchase 0.1 million and 0.3 million shares of common stock were excluded from diluted earnings per share for the three and nine months ended September 30, 2015, respectively, and 0.9 million shares of common stock were excluded from diluted earnings per share for the three and nine months ended September 30, 2014, respectively, since their effect was anti-dilutive, which may be dilutive in the future.

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6. STOCKHOLDERS' EQUITY AND STOCK-BASED COMPENSATION

Treasury Stock

On March 28, 2014, the Board of Directors of the Company authorized the repurchase of up to \$225.0 million of its common stock. Under this authorization, the Company repurchased a total of 5.0 million shares for \$221.6 million in the year ended December 31, 2014, including 4.5 million shares that were repurchased on December 16, 2014, from investment funds affiliated with Bain Capital Partners, LLC in connection with the sale of 8.0 million shares through an underwritten secondary offering to the public that commenced on December 10, 2014.

On February 4, 2015, the Board of Directors of the Company authorized the repurchase of up to \$250.0 million of its common stock. The repurchase program has no expiration date and replaced the prior 2014 authorization. During the nine months ended September 30, 2015, 2.1 million shares were repurchased for \$117.5 million, including 1.25 million and 0.7 million shares that were repurchased on June 1, 2015 and August 14, 2015, respectively, from investment funds affiliated with Bain Capital Partners, LLC, each in connection with the sale of 3.0 million shares through underwritten secondary offerings to the public that commenced on May 27, 2015 and August 10, 2015, respectively. At September 30, 2015, \$132.5 million is available for repurchase under this program. All repurchased shares have been retired.

Equity Incentive Plan

The Company has the 2012 Omnibus Long-Term Incentive Plan (the "Plan"), which became effective on January 24, 2013, and allows for the issuance of equity awards of up to 5.0 million shares of common stock. As of September 30, 2015, there were approximately 2.9 million shares of common stock available for grant.

During the nine months ended September 30, 2015, the Company granted options to purchase 436,200 shares of common stock at a weighted average price of \$49.94 per share and a requisite service period of five years, with 60% of the options vesting on the third anniversary of the date of grant and 20% vesting on each of the fourth and fifth anniversaries. The weighted average fair value of options granted during the nine months ended September 30, 2015 was \$14.96 per share. The fair value of each option to purchase common stock was estimated on the date of grant using the Black-Scholes option pricing model using the following weighted average assumptions: expected dividend yield of 0%; expected volatility of 30.0%; risk free interest rate of 1.49%; and expected life of options of 5.3 years. Restricted stock awards are also granted at the discretion of the Board of Directors as allowed under the Plan. During the nine months ended September 30, 2015, 163,200 shares of restricted stock were granted to certain senior managers and key employees, which vest on the earliest of the third anniversary of the grant date, a change of control of the Company, and the termination of employment by reason of death or disability, and are accounted for as nonvested stock. The restricted stock was sold for a price equal to 50% of the fair value of the stock at the date of grant, or \$23.68. Proceeds from the issuance of restricted stock are recorded as other liabilities in the consolidated balance sheet until the earlier of vesting or forfeiture of the awards. Stock-based compensation expense for restricted stock awards is calculated based on the fair value of the award on the date of grant, which will be recognized on a straight line basis over the requisite service period. The unvested shares of restricted stock participate equally in dividends with common stock. At September 30, 2015, there were 422,725 unvested shares of restricted stock outstanding, which were legally issued at the date of grant but are not considered common stock issued and outstanding in accordance with accounting guidance until the requisite service period is fulfilled. All outstanding shares of restricted stock are expected to vest.

Restricted stock units are awarded to members of the Board of Directors as allowed under the Plan. The awards allow for the issuance of a share of the Company's common stock for each vested unit upon the earliest of termination of service as a member of the Board of Directors or five years after the date of the award. During the nine months ended September 30, 2015, 9,000 restricted stock units were awarded at a weighted average fair value of \$53.18 for a total value of \$0.5 million. At September 30, 2015, there were 15,066 restricted stock units outstanding, which vested upon award.

The Company recorded stock-based compensation expense of \$6.4 million in selling, general and administrative expenses and \$0.5 million in cost of services during the nine months ended September 30, 2015.

At September 30, 2015, there was \$15.3 million of total unrecognized compensation expense related to unvested stock-based compensation arrangements granted under the Plan, which is expected to be recognized over the

remaining requisite service periods of approximately two years.

7. INCOME TAXES

The Company's effective income tax rates were 34.6% and 37.6% for the three months ended September 30, 2015 and 2014, respectively. The Company's effective income tax rates were 34.0% and 36.6% for the nine months ended September 30, 2015 and 2014, respectively. The effective income tax rate is based upon estimated income before income taxes for the year, by jurisdiction, and estimated permanent tax adjustments. The effective income tax rate may fluctuate from quarter

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to quarter for various reasons, including discrete items such as settlement of foreign, Federal and State tax issues. The difference between the effective income tax rates is primarily attributable to a \$1.3 million benefit recorded in the first quarter of 2015 related to the adjustment of certain permanent and temporary items.

The Company's unrecognized tax benefits were \$0.7 million at September 30, 2015 and December 31, 2014. Interest and penalties related to unrecognized tax benefits were \$0.9 million at September 30, 2015 and December 31, 2014. The Company expects the unrecognized tax benefits to change over the next twelve months if certain tax matters settle with the applicable taxing jurisdiction during this time frame, or, if the applicable statutes of limitations lapse. The impact of the amount of such changes to previously recorded uncertain tax positions could range from zero to \$0.7 million, exclusive of interest and penalties.

The Company and its domestic subsidiaries are subject to U.S. Federal income tax as well as multiple state jurisdictions. U.S. Federal income tax returns are typically subject to examination by the Internal Revenue Service ("IRS") and the statute of limitations for Federal income tax returns is three years. The Company's filings for 2012 through 2014 are subject to audit based upon the Federal statute of limitations. An audit of a subsidiary's filing for 2013 began in the second quarter of 2015.

State income tax returns are generally subject to examination for a period of three to five years after filing of the respective return. The state impact of any Federal changes remains subject to examination by various states for a period of up to one year after formal notification to the states. There was one state audit completed with no material adjustment during the first quarter of 2015. As of September 30, 2015, there was one state income tax audit still in process and the tax years from 2010 to 2014 are subject to audit.

The Company is also subject to corporate income tax at its subsidiaries located in the United Kingdom, the Netherlands, India, Canada, Ireland, and Puerto Rico. The tax returns for the Company's subsidiaries located in foreign jurisdictions are subject to examination for periods ranging from one to seven years.

8. FAIR VALUE OF FINANCIAL INSTRUMENTS

The Company defines fair value as the price that would be received to sell an asset or be paid to transfer a liability in an orderly transaction between market participants at the measurement date and applies the following fair value hierarchy, which prioritizes the inputs used to measure fair value into three levels and bases the categorization within the hierarchy upon the lowest level of input that is available and significant to the fair value measurement. The hierarchy gives the highest priority to observable inputs such as unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The Company uses observable inputs where relevant and whenever possible.

Level 1—Quoted prices are available in active markets for identical investments as of the reporting date.

Level 2—Quoted prices for similar instruments in active markets; quoted prices for identical or similar instruments in markets that are not active; and model-derived valuations in which all significant inputs and significant value drivers are observable in active markets.

Level 3—Valuations derived from valuation techniques in which one or more significant inputs or significant value drivers are unobservable.

The Company's financial instruments consist primarily of cash and cash equivalents, accounts receivable, accounts payable, revolving line of credit, and long-term debt. The fair value of the Company's financial instruments, other than long-term debt, approximates their carrying value. As of September 30, 2015, the Company's long-term debt had a book value of \$932.0 million and a fair value of \$933.6 million based on quoted market prices for similar instruments and a model that considers observable inputs (Level 2 inputs). As of December 31, 2014, the Company's long-term debt had a book value of \$939.2 million and a fair value of \$921.6 million based on quoted market prices for similar instruments and a model that considers observable inputs (Level 2 inputs).

Financial instruments that potentially expose the Company to concentrations of credit risk consist mainly of cash and cash equivalents and accounts receivable. The Company mitigates its exposure by maintaining its cash and cash equivalents in financial institutions of high credit standing. The Company's accounts receivable, which are derived primarily from the services it provides, are dispersed across many clients in various industries with no single client accounting for more than 10% of the Company's net revenue or accounts receivable. The Company believes that no significant credit risk exists at September 30, 2015.

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9. SEGMENT INFORMATION

Bright Horizons' workplace services are primarily comprised of full service center-based child care, back-up dependent care, and other educational advisory services. Full service center-based care includes the traditional center-based child care, preschool, and elementary education, which have similar operating characteristics and meet the criteria for aggregation. Full service center-based care derives its revenues primarily from contractual arrangements with corporate clients and from tuition. The Company's back-up dependent care services consist of center-based back-up child care, in-home care, mildly ill care, and adult/elder care. The Company's other educational advisory services consists of the remaining services, including college preparation and admissions counseling, tuition reimbursement program administration, and related consulting services, which do not meet the quantitative thresholds for separate disclosure and are not material for segment reporting individually or in the aggregate. The Company and its chief operating decision makers evaluate performance based on revenues and income from operations.

The assets and liabilities of the Company are managed centrally and are reported internally in the same manner as the consolidated financial statements and, as a result, no additional information is produced or included herein.

	Full service center-based care	Back-up dependent care	Other educational advisory services	Total
	(In thousands)			
Three months ended September 30, 2015				
Revenue	\$307,512	\$47,935	\$10,497	\$365,944
Amortization of intangible assets	6,899	181	144	7,224
Income from operations (1)	24,414	14,082	3,245	41,741
Three months ended September 30, 2014				
Revenue	\$282,798	\$43,493	\$8,685	\$334,976
Amortization of intangible assets	6,634	181	144	6,959
Income from operations	19,079	12,356	1,611	33,046

(1) For the three months ended September 30, 2015, income from operations includes secondary offering and completed acquisition expenses of \$0.2 million which has been allocated to full service center-based care.

	Full service center-based care	Back-up dependent care	Other educational advisory services	Total
	(In thousands)			
Nine months ended September 30, 2015				
Revenue	\$925,027	\$133,940	\$27,882	\$1,086,849
Amortization of intangibles	20,003	543	432	20,978
Income from operations (1)	89,012	42,083	5,625	136,720
Nine months ended September 30, 2014				
Revenue	\$870,546	\$120,689	\$23,996	\$1,015,231
Amortization of intangibles	21,090	543	435	22,068
Income from operations (2)	70,587	36,229	2,776	109,592

(1) For the nine months ended September 30, 2015, income from operations includes secondary offering and completed acquisition expenses of \$0.5 million which has been allocated to full service center-based care.

(2) For the nine months ended September 30, 2014, income from operations includes secondary offering and completed acquisition expenses of \$0.6 million which has been allocated to full service center-based care.

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Item 2. Management's Discussion and Analysis of Financial Condition and Results of Operations

Special Note Regarding Forward-Looking Statements

This Quarterly Report on Form 10-Q includes statements that express our opinions, expectations, beliefs, plans, objectives, assumptions or projections regarding future events or future results and therefore are, or may be deemed to be, "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995 (the "Act"). The following cautionary statements are being made pursuant to the provisions of the Act and with the intention of obtaining the benefits of the "safe harbor" provisions of the Act. These forward-looking statements can generally be identified by the use of forward-looking terminology, including the terms "believes," "expects," "may," "will," "should," "seek," "projects," "approximately," "intends," "plans," "estimates" or "anticipates," or, in each case, their negatives or other variations of comparable terminology. These forward-looking statements include all matters that are not historical facts. They appear in a number of places throughout this Quarterly Report and include statements regarding our intentions, beliefs or current expectations concerning, among other things, our results of operations, financial condition, liquidity, prospects, growth, strategies, the industries in which we and our partners operate, the impact of accounting principles and policies, the outcome of acquisitions and the subsequent integration and expected synergies, our fair value estimates, the vesting of Company equity, the recognition of compensation expense, unrecognized tax benefits and the impact of uncertain tax positions, our tax rates, the outcome of tax audit and tax liabilities, our credit risk, the impact of seasonality on results of operations, the outcome of litigation and our insurance coverage, the cost, timing and impact of the remediation of our material weakness in internal controls, borrowings under our credit facility, the need for additional debt or equity financings and our ability to obtain such financing, our sources of cash flow, our ability to fund operations, make capital expenditures and payments, and complete share repurchases with cash and cash equivalents and borrowings, and our ability to meet financial obligations and comply with covenants of our credit facility.

By their nature, forward-looking statements involve risks and uncertainties because they relate to events and depend on circumstances that may or may not occur in the future. We believe that these risks and uncertainties include, but are not limited to, those included in the Company's Annual Report on Form 10-K for the year ended December 31, 2014 and other factors disclosed from time to time in our other filings with the Securities and Exchange Commission. Although we base these forward-looking statements on assumptions that we believe are reasonable when made, we caution that forward-looking statements are not guarantees of future performance and that our actual results of operations, financial condition and liquidity, and the development of the industry in which we operate may differ materially from those made in or suggested by the forward-looking statements contained in this Quarterly Report. In addition, even if our results of operations, financial condition and liquidity, and the development of the industry in which we operate, are consistent with the forward-looking statements contained in this Quarterly Report, those results or developments may not be indicative of results or developments in subsequent periods.

Given these risks and uncertainties, you are cautioned not to place undue reliance on these forward-looking statements. Any forward-looking statement that we make in this Quarterly Report speaks only as of the date of such statement, and we undertake no obligation to update any forward-looking statements or to publicly announce the results of any revisions to any of those statements to reflect future events or developments, except as may be required by law.

Introduction and Overview

The following is a discussion of the significant factors affecting the consolidated operating results, financial condition and liquidity and cash flows of Bright Horizons Family Solutions Inc. ("we" or the "Company") for the three and nine months ended September 30, 2015 compared to the three and nine months ended September 30, 2014. This discussion should be read in conjunction with the Management's Discussion and Analysis of Financial Condition and Results of Operations, and the Consolidated Financial Statements of the Company and Notes thereto included in the Company's Annual Report on Form 10-K for the fiscal year ended December 31, 2014.

Our business is subject to seasonal and quarterly fluctuations. Demand for child care and early education and elementary school services has historically decreased during the summer months when school is not in session, at

which time families are often on vacation or have alternative child care arrangements. In addition, our enrollment declines as older children transition to elementary schools. Demand for our services generally increases in September and October coinciding with the beginning of the new school year and remains relatively stable throughout the rest of the school year. In addition, use of our back-up dependent care services tends to be higher when schools are not in session and during holiday periods, which can increase the operating costs of the program and impact the results of operations. Results of operations may also fluctuate from quarter to quarter as a result of, among other things, the performance of existing centers, including enrollment and staffing fluctuations, the number and timing of new center openings, acquisitions and management transitions, the length of time

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required for new centers to achieve profitability, center closings, refurbishment or relocation, the contract model mix (profit and loss versus cost-plus) of new and existing centers, the timing and level of sponsorship payments, competitive factors and general economic conditions.

Results of Operations

The following table sets forth statement of operations data as a percentage of revenue for the three months ended September 30, 2015 and 2014 (in thousands, except percentages):

	Three Months Ended September 30,			
	2015	%	2014	%
Revenue	\$			