



Earnings Supplement

Q4 FY2026

April 7, 2026

Cautionary Notes Regarding Forward Looking Statements

This document (and the presentation to which it relates) includes statements that are, or may be deemed to be, “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. For all such statements, we claim the protection of the safe harbor for forward-looking statements provided by such sections and the Private Securities Litigation Reform Act of 1995. All statements, other than statements of historical facts, are forward-looking statements. These forward-looking statements include, but are not limited to, statements that address activities, events or developments that we expect or anticipate may occur in the future, including statements related to our guidance and outlook (including for fiscal 2027), our product development and planning, our pipeline, future capital expenditures and capital allocation, future share repurchases, anticipated financial results, the impact of regulatory changes, our current and evolving business strategies and their anticipated impact, including with respect to acquisitions and dispositions, demand for our services, our competitive position, the benefits of new initiatives, growth of our business and operations, the effectiveness of our products, the outcomes of litigation proceedings and claims, the state and future of skilling in the workplace, our ability to successfully implement our plans, strategies, objectives, our ability to regain compliance with New York Stock Exchange listing standards, and our expectations and intentions. Forward-looking statements may, without limitation, be preceded by, followed by, or include words such as “may,” “will,” “would,” “anticipate,” “believe,” “estimate,” “expect,” “intend,” “plan,” “contemplate,” “continue,” “project,” “forecast,” “seek,” “outlook,” “target,” “goal,” “objective,” “potential,” “possible,” “probably,” or similar expressions, or employ such future or conditional verbs as “may,” “might,” “will,” “could,” “should,” or “would,” or may otherwise be indicated as forward-looking statements by grammatical construction, phrasing or context. Such statements are based upon the current beliefs and expectations of Skillsoft’s management and are subject to significant risks and uncertainties. Actual results may differ materially from those set forth in the forward-looking statements. All forward-looking disclosure is speculative by its nature, and we caution you against unduly relying on these forward-looking statements.

Factors, many of which are beyond our control, that could cause or contribute to such differences include those described under “Part I - Item 1A. Risk Factors” and “Part II, Item 7 - Management’s Discussion and Analysis of Financial Condition and Results of Operations (MD&A)” in our Annual Report on Form 10-K for the fiscal year ended January 31, 2026 (“2026 Form 10-K”). These factors should not be construed as exhaustive and should be read in conjunction with the other cautionary statements included in the 2026 Form 10-K, in this document and in our other filings with the Securities and Exchange Commission (“SEC”). The forward-looking statements contained in this document represent our estimates only as of the date of this document and should not be relied upon as representing our estimates as of any subsequent date. While we may elect to update these forward-looking statements in the future, we specifically disclaim any obligation to do so, whether to reflect actual results, changes in assumptions, changes in other factors affecting such forward-looking statements, or otherwise, except as required by law. You are advised, however, to review any further factors and risks we describe in reports we file from time to time with the SEC after the date hereof.

Although we believe that the assumptions underlying our forward-looking statements are reasonable, any of these assumptions, and therefore also the forward-looking statements based on these assumptions, could themselves prove to be inaccurate. Given the significant uncertainties inherent in the forward-looking statements included in this document, our inclusion of this information is not a representation or guarantee by us that our objectives and plans will be achieved. Annualized, pro forma, projected and estimated numbers are not guarantees or assurances of future performance and may not reflect and may be materially different from actual results. Additionally, statements as to market share, industry data and our market position are based on the most current data available to us and our estimates regarding market position or other industry statistics included in this document or otherwise discussed by us involve risks and uncertainties and are subject to change based on various factors, including as set forth above. All forward-looking statements attributable to us are expressly qualified in their entirety by the foregoing cautionary statements.

Note Regarding Non-GAAP Financial Measures

This presentation includes non-GAAP financial measures. Non-GAAP financial measures do not have any standardized meanings prescribed by U.S. GAAP and may not be comparable to similar measures presented by other public companies. Non-GAAP financial measures are not measures of performance under U.S. GAAP and should not be considered in isolation or as a substitute for any U.S. GAAP financial measures. We do not provide reconciliations for forward-looking non-GAAP financial measures. Forward-looking non-GAAP financial measures may vary materially from the corresponding U.S. GAAP financial measures. See the Appendix for further detail.

Today's Call

1. Opening Remarks
2. Business Update
3. Q4 & Full Year FY2026 Financial Highlights
4. Q&A
5. Closing Remarks

Webcast Details

Webcast Link: <https://event.choruscall.com/mediaframe/webcast.html?webcastid=nCEC6bgu>

Audio Dial-in: Toll-free (877) 407-3088 | International: (201) 389-0927

Today's Presenters



Ron Hovsepian

Executive Chairman &
Chief Executive Officer



John Frederick

Chief Financial Officer



Nick Teves

Investor Relations

“ This quarter’s strong TDS Segment results, led by TDS enterprise solutions, demonstrate the critical role Skillsoft plays in helping organizations navigate the rapid pace of human and AI change. Over the past 18 months, we’ve made meaningful progress executing our transformation, streamlining the business through improved capital allocation, and repositioning our platform, which is now in market and gaining traction. As AI reshapes the global workforce, demand for our AI-driven learning solutions, particularly our CAISY™ simulator, continues to build, and we believe we are well positioned to support workforce readiness while driving toward sustainable growth and improved free cash flow. ”

John Fredrick
Chief Financial Officer

“ Strong performance in our TDS Segment drove Adjusted EBITDA margin expansion and robust free cash flow generation for the quarter, reflecting the continued benefits of a leaner, more-directed cost structure and operational discipline. We believe that removing the impact of our GK Segment would improve growth, operating results and free cash flow. Building on our strategic foundation, we are focusing on our core TDS enterprise solutions, whose profitability and cash generation capability, we believe, will drive long-term value for our shareholders. ”

Ron Hovsepien

Executive Charman & Chief
Executive Officer

Recent Business Highlights

- Strong financial performance in our TDS segment in Q4, with revenue within guidance and Adjusted EBITDA and Free Cash Flow¹ exceeding the high end of guidance previously provided.
- Skillsoft announced the general availability of its next-generation skills management platform to power enterprise workforce readiness and outcomes
- Skillsoft and edX formed a strategic partnership to expand university-led learning in The Skillsoft Percipio® Platform, strengthening how enterprises build workforce readiness for an AI-driven world
- AI skill benchmark completions increased 994% year over year, with AI content completions up 261% year over year and AI journey completions up 222% year over year. CAISY learners increased 146% year over year, and CAISY launches or engagement increased 341% year over year.

1 - Denotes a non-GAAP financial measure. See “Note Regarding Non-GAAP Financial Measures.” Also see the Appendix for the definition and uses of this non-GAAP financial measures and a reconciliation to the most directly comparable GAAP financial measure for specified periods.

Q4 FY2026 Financial Highlights

Q4 FY26 Talent
Development Solutions
Revenue

\$102.6M

 **0.2%**
vs. Prior Year

LTM Dollar Retention
Rate¹

98%

 **~700bps**
vs. Prior Year

Q4 FY26 Adjusted
EBITDA¹

% of Revenue¹

\$31.2M
24%


 **~150bps**
vs. Prior Year

1 - Denotes a non-GAAP financial measure or key performance metric. See “Note Regarding Non-GAAP Financial Measures.” Also see the Appendix for the definition of key performance metrics, uses of non-GAAP financial measures, and a reconciliation to the most directly comparable GAAP financial measure for specified periods.

Full Year FY2026 Financial Highlights

**FY26 Talent
Development Solutions
Revenue**

\$403.7M

 **0.4%**
vs. Prior Year

**FY26 Dollar Retention
Rate¹**

96%

 **~300bps**
vs. Prior Year

**FY26 Adjusted
EBITDA¹**

% of Revenue

\$109.6M

21%

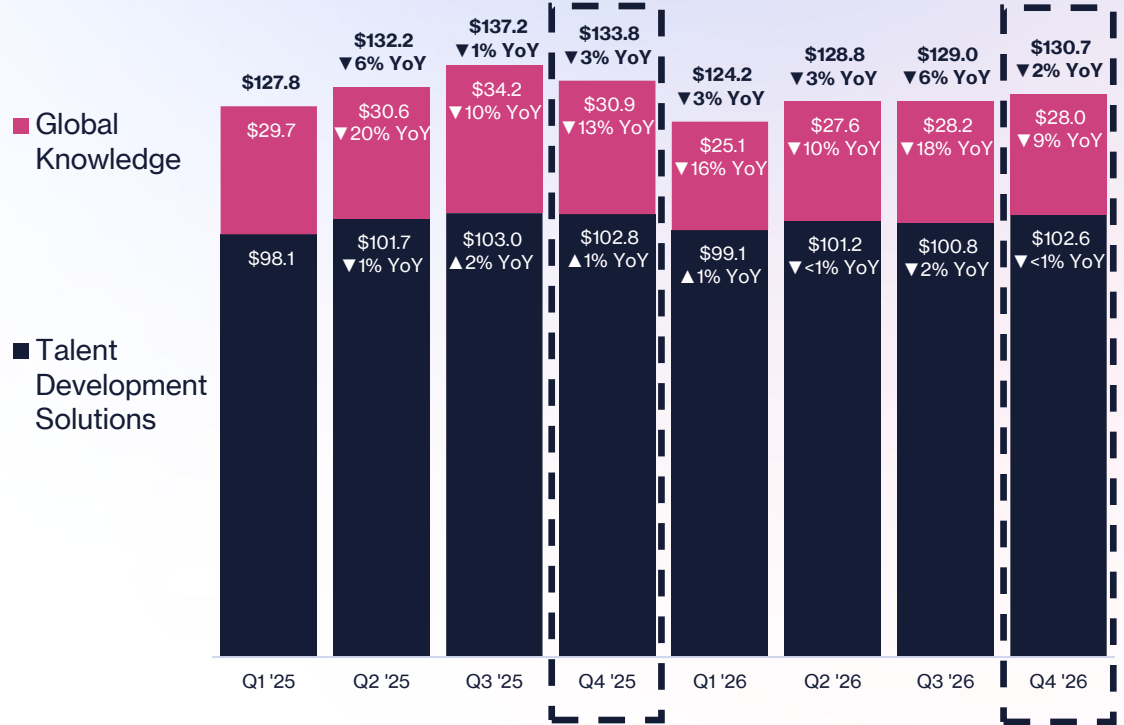
 **~90bps**
vs. Prior Year

Revenue

(compared to Q4 '25 and FY '25)

- Talent Development Solutions roughly flat both in Q4 '26 and FY '26
- Global Knowledge Revenue declined 9% in Q4 '26 and 13% in FY '26
- Total Revenue declined 2% in Q4 '26 and 3% in FY '26
- Talent Development Solutions segment revenues represented ~79% of consolidated revenues for both Q4 '26 and FY '26
- Global Knowledge segment revenues represented ~21% of consolidated revenues for Q4 '26 and FY '26
- Geographic mix: 64% United States, 26% EMEA, 10% rest of world for FY '26

Challenging macro conditions impacted revenue, though TDS showed resilience and Q/Q growth

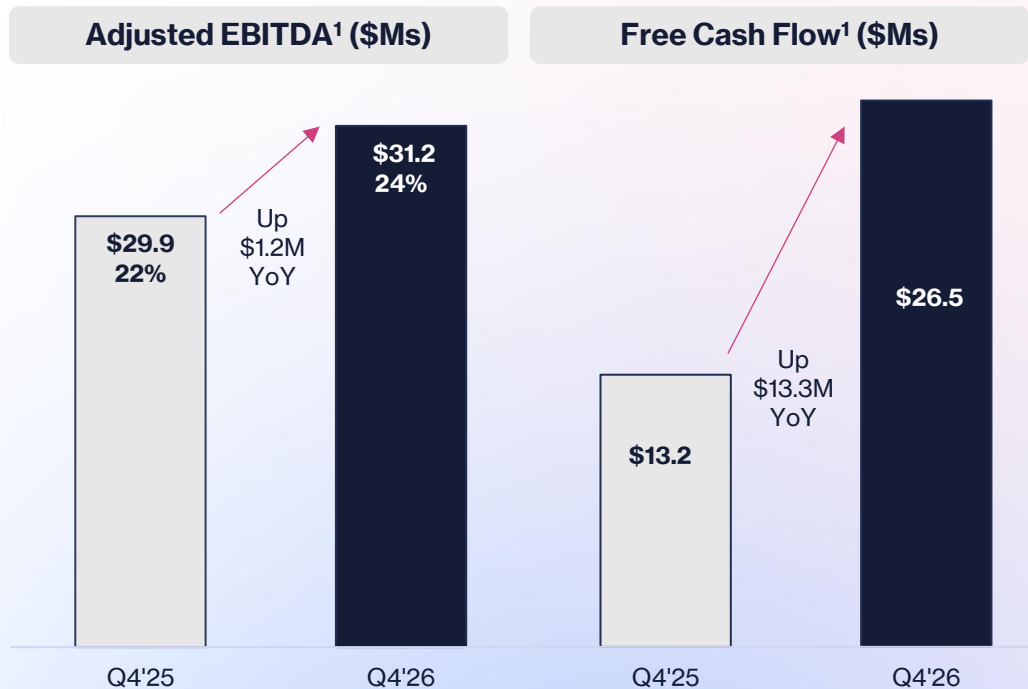


Note: \$ in millions; totals may not match due to rounding.

Adjusted EBITDA¹ & Free Cash Flow¹

- Q4 '26 Adjusted EBITDA¹ of \$31.2M, up 4% YoY or \$1.2M YoY
- Q4 '26 Adjusted EBITDA margin¹ of 24%, up 150 basis points YoY
- FY '26 Adjusted EBITDA¹ of \$109.6M reflected a margin of 21% of Revenue, up 90bps YoY
- Q4 '26 Free Cash Flow¹ of \$26.5M, up \$13.3M YoY; FY '26 Free Cash Flow¹ of \$6.5M, down \$5.1M YoY
- Ended the year with \$104.5M of cash, cash equivalents, and restricted cash
- Q4 '26 Adjusted Total Operating Expenses¹ of \$99.5M, favorably down 4% YoY; FY '26 Adjusted Total Operating Expenses¹ of \$403M, favorably down 4%

Transformation execution drove Adjusted EBITDA margin¹ expansion and Adjusted EBITDA¹ growth, while Free Cash Flow¹ reflected timing of collections and Global Knowledge headwinds



Note: \$ in millions; totals may not match due to rounding.

1 - Denotes a non-GAAP financial measure. See "Note Regarding Non-GAAP Financial Measures." Also see the Appendix for the definition and uses of this non-GAAP financial measures and a reconciliation to the most directly comparable GAAP financial measure for specified periods.

Appendix

Reconciliation of Non-GAAP Financial Measures

In addition to disclosing detailed operating results in accordance with U.S. GAAP, Skillsoft provides supplementary non-GAAP financial measures to consider in evaluating our operating performance. We track the non-GAAP financial measures that we believe are key financial measures of our success. Non-GAAP measures are frequently used by securities analysts, investors, and other interested parties in their evaluation of companies comparable to us, many of which present non-GAAP measures when reporting their results. These measures can be useful in evaluating our performance against our peer companies because we believe the measures provide users with valuable insight into key components of U.S. GAAP financial disclosures. In addition, management uses these non-GAAP financial measures to assess operating performance, financial leverage and the effective use and allocation of resources; to provide more normalized period-to-period comparisons of operating results; to enhance investors' understanding of the core operating results of our business; and to set management incentive targets. We believe investors use both U.S. GAAP and non-GAAP financial measures to assess management's decisions associated with our priorities and capital allocation, as well as to analyze how our business operates in, or responds to, macroeconomic trends or other events that impact our core operations. We disclose the non-GAAP financial measures included in this presentation because we believe that they provide meaningful supplemental information. However, non-GAAP financial measures have limitations as analytical tools. Because not all companies use identical calculations, our presentation of non-GAAP financial measures may not be comparable to other similarly titled measures of other companies. They are not presentations made in accordance with U.S. GAAP, are not measures of financial condition or liquidity, and should not be considered as an alternative to profit or loss for the period determined in accordance with U.S. GAAP or operating cash flows determined in accordance with U.S. GAAP. As a result, these non-GAAP financial measures should not be considered in isolation from, or as a substitute analysis for, results of operations as determined in accordance with U.S. GAAP.

We have provided at the back of this document reconciliations of non-GAAP financial measures to the most directly comparable U.S. GAAP financial measures for the three and twelve month periods ended Jan 31, 2026 and 2025. We do not reconcile our forward-looking non-GAAP financial measures to the most directly comparable U.S. GAAP financial measures, due to variability and difficulty in making accurate forecasts and projections and/or certain information not being ascertainable or accessible; and because not all of the information necessary for a quantitative reconciliation of these forward-looking non-GAAP financial measures to the most directly comparable U.S. GAAP financial measures is available to us without unreasonable efforts. For the same reasons, we are unable to address the probable significance of the unavailable information. We provide non-GAAP financial measures that we believe will be achieved, however we cannot accurately predict all of the components of the adjusted calculations, and the U.S. GAAP financial measures may be materially different than the non-GAAP financial measures.

Key Performance Metric

- Dollar retention rate ("DRR") - For existing customers at the beginning of a given period, DRR represents subscription renewals, upgrades, churn, and downgrades in such period divided by the beginning total renewable base for such customers for such period. Renewals reflect customers who renew their subscription, inclusive of auto-renewals for multi-year contracts, while churn reflects customers who choose to not renew their subscription. Upgrades include orders from customers that purchase additional licenses or content (e.g., a new Leadership and Business module), while downgrades reflect customers electing to decrease the number of licenses or reduce the size of their content package. Upgrades and downgrades also reflect changes in pricing. We use our DRR to measure the long-term value of customer contracts as well as our ability to retain and expand the revenue generated from our existing customers.

We disclose the following non-GAAP financial measures and key performance metrics in our press release and/or this presentation because we believe these non-GAAP financial measures and key performance metrics provide meaningful supplemental information.

- Adjusted net income (loss) - is defined as net income (loss) excluding non-cash items, discrete and event-specific costs that do not represent normal cash operating expenses necessary for our business operations, and certain accounting income and/or expenses. Management believes these exclusions enhance the comparability of our results from period to period, and as compared to peers, and are useful in assessing our operating performance, and consist of the following (including the related tax effects), when applicable to the periods presented:
 - Impairment charges – Non-cash goodwill and intangible asset impairment charges.
 - Amortization of acquired intangible assets – Non-cash amortization expense of finite-lived intangible assets recognized as a part of business combination accounting.
 - Acquisition and integration related costs – Costs incurred to effectuate an acquisition, including contingent compensation expenses, and integration -related costs.
 - Restructuring charges – Charges related to strategic cost saving initiatives, including severance costs, losses associated with the abandonment of right-of-use assets, and contract termination costs.
 - Transformation costs – Costs incurred to transform our operations through significant strategic non-ordinary course transactions.
 - System migration costs – Costs of temporary resources needed for the migration of content and customers from our legacy system to a global platform.
 - Long-term incentive compensation expenses – Charges associated with long-term incentive compensation programs, including stock-based compensation, cash awards tied to stock performance, and awards granted in-lieu of stock that are intended to be settled in cash.
 - Executive exit costs – Costs associated with the departure of executives.
 - Fair value adjustments – Mark-to-market adjustments of interest rate swap agreements.
 - Other (income) expense, net – Unrealized and realized gains or losses primarily resulting from fluctuations of U.S. dollar appreciating or depreciating against other currencies, and impairments associated with property and equipment and other tangible assets when their carrying values are not recoverable.

Reconciliation of Non-GAAP Financial Measures

- Adjusted net income (loss) per share is defined as adjusted net income (loss) divided by the number of diluted weighted average shares outstanding, and adjusted net income (loss) margin % is defined as adjusted net income (loss) as a percentage of revenue.
- Adjusted EBITDA is defined as net income (loss) excluding (when applicable to the periods presented) the same exclusions set forth above for the determination of adjusted net income (loss) plus the additional exclusions set forth below. Management believes these exclusions enhance the comparability of our results from period to period, and as compared to peers, and are useful in assessing our operating performance. The additional exclusions are:
 - Amortization of intangible assets and capitalized internally developed software – Non-cash amortization expense for finite-lived intangible assets other than those recognized as a part of business combination accounting.
 - Interest expense, net - Gross interest expense offset by interest income
 - Depreciation expense – Non-cash depreciation expense for property and equipment assets.
 - Provision for (benefit from) income taxes – Current and deferred federal, state and foreign income tax expense (benefit).
- Adjusted EBITDA margin % is defined as adjusted EBITDA as a percentage of revenue.
- Adjusted costs of revenues, adjusted content and software development expenses, adjusted selling and marketing expenses, and adjusted general and administrative expenses are defined as, respectively, costs of revenues, content and software development expenses, selling and marketing expenses, and general and administrative expenses, excluding in each case (where applicable): depreciation expense, long-term incentive compensation expense, system migration costs, transformation costs, and executive exit costs.
- Adjusted total operating expenses are defined as costs of revenues, content and software development expenses, selling and marketing expenses, and general and administrative expenses, in each case excluding (where applicable) depreciation expense, long-term incentive compensation expense, system migration costs, transformation costs, and executive exit costs, as applicable.
- Adjusted contribution margin is defined as revenue less adjusted total operating expenses, divided by revenue for the same period.
- Business unit contribution profit - Segment ("business unit") contribution profit is defined as business unit revenue, less business unit cost of revenues, business unit content and software development expenses, and business unit product research and management expenses.
- Business unit contribution margin is defined as business unit contribution profit divided by business unit revenue for the same period.
- Business unit cost of revenues is defined as cost of revenues attributable to the business unit, excluding, where applicable, depreciation expense, long-term incentive compensation expense, system migration costs, and transformation expenses.
- Business unit content and software development expenses are defined as content and software development expenses attributable to the business unit, excluding, where applicable, depreciation, long-term incentive compensation, system migration costs, and transformation expenses.
- Business unit product research and management expenses are defined as certain selling and marketing costs attributable to the business unit reflected in the business unit contribution profit.
- Free cash flow is defined as net cash provided by (used in) operating activities less net purchases of property and equipment and internally developed software. Note that free cash flow does not represent residual cash flow available to Skillsoft for discretionary expenditures.
- Adjusted free cash flow (levered) is defined as free cash flow plus the cash impact of the charges excluded in the determination of adjusted EBITDA. Note that adjusted free cash flow (levered) does not represent residual cash flow available to Skillsoft for discretionary expenditures.
- Free cash flow conversion is defined as free cash flow divided by adjusted EBITDA for the same period.
- Adjusted net leverage is defined as current maturities of long-term debt, plus borrowings under our accounts receivable facility, plus long-term debt, less cash and equivalents and restricted cash, divided by adjusted EBITDA for the preceding twelve-month period.



Reconciliation of Non-GAAP Financial Measures

SKILLSOFT CORP.
RECONCILIATION OF NON-GAAP FINANCIAL MEASURES
(in thousands, except percentages, number of shares and per share amounts, unaudited)

	Three Months Ended		Twelve Months Ended	
	January 31,		January 31,	
	2026	2025	2026	2025
Revenues				
Talent Development Solutions	\$ 102,614	\$ 102,805	\$ 403,745	\$ 405,530
Global Knowledge	26,039	30,948	108,929	123,464
Total revenues, as reported	\$ 130,653	\$ 133,753	\$ 512,674	\$ 530,994
Net income (loss), as reported	\$ (36,708)	\$ (31,107)	\$ (139,524)	\$ (121,908)
Amortization of acquired intangible assets (1)	26,823	29,453	113,334	116,642
Impairment of goodwill and intangible assets	10,945	—	31,716	—
Acquisition and integration related costs	52	898	1,379	4,247
Restructuring charges	9,665	2,912	17,318	18,273
Transformation costs	688	252	4,674	1,567
System migration costs	—	—	—	118
Long-term incentive compensation expenses	2,294	10,164	14,865	20,602
Executive exit costs	—	—	—	3,326
Fair value adjustment of interest rate swaps	127	(869)	3,733	(1,287)
Other (income) expense, net	1,188	584	3,696	(677)
Tax impact of adjustments	(6,058)	5,199	(17,210)	(7,416)
Adjusted net income (loss)	11,016	17,488	35,684	35,487
Interest expense, net	13,966	14,349	56,611	59,990
Expense (benefit from) income taxes, excluding tax impacts above	2,337	(5,440)	3,501	1,677
Depreciation	453	970	1,817	3,374
Amortization of capitalized internally developed software (1)	3,403	2,564	12,012	8,574
Adjusted EBITDA	\$ 31,175	\$ 29,931	\$ 109,625	\$ 109,102
Weighted average common shares outstanding:				
Basic and diluted	8,765,526	8,266,631	8,594,008	8,200,077
Basic and diluted per share information:				
Net income (loss) per share, as reported	\$ (4.19)	\$ (3.75)	\$ (16.27)	\$ (14.87)
Adjusted net income (loss) per share	\$ 1.26	\$ 2.11	\$ 4.15	\$ 4.33
Net income (loss) margin %	(28.1)%	(23.3)%	(27.3)%	(23.0)%
Amortization of acquired intangible assets (1)	22.1%	22.0%	22.5%	22.3%
Impairment of goodwill and intangible assets	8.4%	0.0%	6.2%	0.0%
Acquisition and integration related costs	0.0%	0.7%	0.3%	0.8%
Restructuring charges	7.4%	2.2%	3.4%	3.4%
Transformation costs	0.5%	0.2%	0.9%	0.3%
System migration costs	0.0%	0.0%	0.0%	0.0%
Long-term incentive compensation expenses	1.8%	7.6%	2.9%	3.9%
Executive exit costs	0.0%	0.0%	0.0%	0.6%
Fair value adjustment of interest rate swaps	0.1%	-0.6%	0.7%	(0.2)%
Other (income) expense, net	0.9%	0.4%	0.7%	(0.1)%
Tax impact of adjustments	(4.7)%	3.9%	(3.3)%	(1.3)%
Adjusted net income (loss) margin %	8.4%	13.1%	7.0%	6.7%
Interest expense, net	10.7%	10.7%	11.0%	11.3%
Expense (benefit from) income taxes, excluding tax impacts above	1.9%	(4.0)%	0.7%	0.3%
Depreciation	0.3%	0.7%	0.4%	0.6%
Amortization of capitalized internally developed software (1)	2.6%	1.9%	2.3%	1.6%
Adjusted EBITDA margin %	23.9%	22.4%	21.4%	20.5%

(1) All amortization (not only amortization pertaining to finite-lived intangible assets recognized as part of business combination accounting) is excluded in the determination of Adjusted EBITDA.

Reconciliation of Non-GAAP Financial Measures

SKILLSOFT CORP.
RECONCILIATION OF NON-GAAP FINANCIAL MEASURES - continued
(in thousands, unaudited)

	Three Months Ended		Twelve Months Ended	
	January 31,		January 31,	
	2026	2025	2026	2025
Operating expenses:				
GAAP costs of revenues	\$ 34,223	\$ 33,625	\$ 134,638	\$ 134,879
Depreciation	(67)	(82)	(269)	(397)
Long-term incentive compensation expenses	1	(207)	(415)	(706)
Adjusted costs of revenues	34,157	33,336	133,954	133,776
GAAP content and software development expenses	13,418	13,321	55,626	60,757
Depreciation	(94)	(78)	(360)	(296)
Long-term incentive compensation expenses	(528)	(1,770)	(2,772)	(4,831)
System migration costs	—	—	—	(118)
Adjusted content and software development expenses	12,796	13,473	52,493	55,512
GAAP selling and marketing expenses	38,217	40,288	153,495	162,879
Depreciation	(147)	(134)	(577)	(665)
Long-term incentive compensation expenses	(352)	(394)	(3,305)	(4,042)
Transformation costs	—	—	—	(213)
Adjusted selling and marketing expenses	37,517	39,760	149,613	157,959
GAAP general and administrative expenses	17,055	23,974	80,649	92,364
Depreciation	(145)	(676)	(611)	(2,016)
Long-term incentive compensation expenses	(1,214)	(7,793)	(8,375)	(11,023)
Transformation costs	(688)	(252)	(4,674)	(1,354)
Executive exit costs	—	—	—	(3,326)
Adjusted general and administrative expenses	15,008	17,253	66,989	74,645
Total GAAP operating expenses	102,913	115,208	424,408	450,879
Depreciation	(452)	(970)	(1,817)	(3,374)
Long-term incentive compensation expenses	(2,294)	(10,164)	(14,868)	(20,602)
System migration costs	—	—	—	(118)
Transformation costs	(688)	(252)	(4,674)	(1,567)
Executive exit costs	—	—	—	(3,326)
Adjusted total operating expenses	\$ 99,476	\$ 103,822	\$ 403,049	\$ 421,892

SKILLSOFT CORP.
FREE CASH FLOW and ADJUSTED FREE CASH FLOW (LEVERED) RECONCILIATION
(in thousands, unaudited)

	Three Months Ended		Twelve Months Ended	
	January 31,		January 31,	
	2026	2025	2026	2025
Free cash flow reconciliation				
Net cash provided by (used in) operating activities	\$ 30,455	\$ 17,751	\$ 25,050	\$ 29,965
Purchase of property and equipment, net	(160)	(782)	(1,766)	(1,593)
Internally developed software - capitalized costs	(3,753)	(3,747)	(16,786)	(16,765)
Free cash flow	26,542	13,221	6,498	11,607
Cash impact for adjusted EBITDA excluded charges	2,382	4,341	17,964	21,528
Adjusted free cash flow (levered)	\$ 28,925	\$ 17,562	\$ 24,462	\$ 33,135