C H ROBINSON WORLDWIDE INC

FORM 10-Q (Quarterly Report)

Filed 11/10/1999 For Period Ending 9/30/1999

Address 8100 MITCHELL ROAD #200

EDEN PRAIRIE, Minnesota 55344

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Industry Misc. Transportation

Sector Transportation

Fiscal Year 12/31



SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

FORM 10-Q

(Mark One)

/x/ QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d)
OF THE SECURITIES EXCHANGE ACT OF 1934 FOR THE QUARTERLY
PERIOD ENDED SEPTEMBER 30, 1999

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 000-23189

C.H. ROBINSON WORLDWIDE, INC.

(Exact name of registrant as specified in its charter)

Delaware (State or other jurisdiction of incorporation or organization)

41-1883630 (I.R.S. Employer Identification No.)

8100 Mitchell Road, Suite 200, Eden Prairie, Minnesota 55344-2248 (Address of principal executive offices) (Zip Code)

(612) 937-8500 (Registrant's telephone number, including area code)

Indicate by check mark whether the registrant (1) has 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/x/No

As of October 31, 1999, the number of outstanding shares of the registrant's common stock was 41,174,579.

PART I -- FINANCIAL INFORMATION

ITEM 1. Financial Statements

C.H. ROBINSON WORLDWIDE, INC. AND SUBSIDIARIES Condensed Consolidated Balance Sheets

(In thousands, except per share amounts)

ASSETS	September 30, 1999		December 31, 1998		
		naudited)			
CURRENT ASSETS: Cash and cash equivalents	\$	99,820	\$	99,341	
Available-for-sale securities		30,895		30,730	
Receivables, net of allowance for doubtful accounts					
of \$19,377 and \$12,412		279,804		221,021 12,821	
Deferred tax benefit Inventories					
Prepaid expenses and other		3,218 3,662		3,488 7,442	
Frepard expenses and other		3,002			
Total current assets		436,180			
PROPERTY AND EQUIPMENT, net		19.145		19,484	
INTANGIBLE & OTHER ASSETS, net		25,223		14,789	
		25,223			
		480,548			
	===	=======	===	=======	
LIABILITIES AND STOCKHOLDERS'	NVEST	MENT			
CURRENT LIABILITIES:					
Accounts payable	\$	232,316	\$	192,908	
Accrued expenses-					
Compensation and profit-sharing contribution		24,618		27,481	
Income taxes & other		24,725		19,209	
Total current liabilities		281,659			
STOCKHOLDERS' INVESTMENT: Preferred stock, \$0.10 par value, 20,000 shares authorized;					
none outstanding					
Common stock, \$0.10 par value; 130,000 shares authorized;					
41,265 shares issued, 41,176 and 41,190 shares outstanding		4,118		4,119	
Additional paid-in capital		62,073		62,054	
Retained earnings		136,326		106,178	
Cumulative other comprehensive loss		(1,177)		(1,145)	
Treasury stock at cost (89 and 75 shares)				(1,688)	
Total stockholders' investment		198,889			
		480,548			
		480,548			
					

The accompanying notes are an integral part of these condensed consolidated balance sheets.

C.H. ROBINSON WORLDWIDE, INC. AND SUBSIDIARIES Condensed Consolidated Statements of Operations and Comprehensive Income

(In thousands, except per share data)

(unaudited)

	Three Months Ended September 30,			Nine Months Ended September 30,				
		1999		1998				
GROSS REVENUES COST OF TRANSPORTATION AND PRODUCTS		593,354 518,351	\$	516,181 452,422	\$ 1 1	,682,052	\$ 1 1	
NET REVENUES SELLING, GENERAL AND ADMINISTRATIVE EXPENSES		75,003 52,810		63,759 44,826		215,418		182,272
INCOME FROM OPERATIONS INVESTMENT AND OTHER INCOME		22,193		18,933 831		61,164		•
INCOME BEFORE PROVISION FOR INCOME TAXES PROVISION FOR INCOME TAXES		9,246		19,764 7,853		64,339 25,543		20,972
NET INCOME OTHER COMPREHENSIVE INCOME (LOSS):		14,042		11,911		38,796		31,897
Foreign currency translation adjustment				(88)				(334)
COMPREHENSIVE INCOME				11,823		38,764		31,563
BASIC NET INCOME PER SHARE DILUTED NET INCOME PER SHARE	\$	0.34 0.34	\$	0.29 0.29	\$ \$	0.94 0.94	\$	0.77 0.77
BASIC WEIGHTED AVERAGE SHARES OUTSTANDING DILUTIVE EFFECT OF OUTSTANDING STOCK OPTIONS		41,181 331		41,203 89		41,187 257		41,223 97
DILUTED WEIGHTED AVERAGE SHARES OUTSTANDING				41,292 ======		41,444		41,320

The accompanying notes are an integral part of these condensed consolidated statements.

C.H. ROBINSON WORLDWIDE INC. AND SUBSIDIARIES Condensed Consolidated Statements of Cash Flows

(In thousands)

(unaudited)

	Nine Months Ended September 30,		
		1999	
OPERATING ACTIVITIES:			
Net income	\$	38,796	\$ 31,897
Adjustments to reconcile net income to net cash provided by operating activities-			
Depreciation and amortization		7 020	6,274
Deferred income taxes			(2,692)
Loss on sale of assets		7	32
Changes in operating elements-		,	32
Receivables		(44.704)	(28.669)
Inventories		270	(28,669) (193)
Prepaid expenses and other		3,099	491
Accounts payable		26,883	491 29,969 (1,230)
Accrued compensation and profit sharing contribution		(3,158)	(1,230)
Accrued income taxes and other		5,394	25,323
Net cash provided by operating activities		27,004	61,202
INVESTING ACTIVITIES:			
Purchases of property and equipment		(5,013)	(4,007)
Sales of property and equipment		111	1,857
Sales/maturities of available-for-sale securities			22,285
Purchases of available-for-sale securities		(13,281)	(32,578)
Other, net			(3,538)
Net cash used for investing activities			(15,981)
FINANCING ACTIVITIES:			
Sales of common stock		1,207	1,062 (2,575)
Repurchases of common stock			
Cash dividends			(4,947)
Net cash used for financing activities			(6,460)
Net increase in cash and cash equivalents			38,761
CASH AND CASH EQUIVALENTS, beginning of period			62,497
CASH AND CASH EQUIVALENTS, end of period		•	\$ 101,258 =======

The accompanying notes are an integral part of these condensed consolidated statements.

C.H. ROBINSON WORLDWIDE INC. AND SUBSIDIARIES

NOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS

(Unaudited)

1. General:

Basis of Presentation

C.H. Robinson Worldwide, Inc. and its Subsidiaries (the "Company," "we," "us," or "our") is a global provider of multimodal transportation services and logistic solutions through a network of 130 branch offices in 38 states throughout the United States, along with offices in Canada, Mexico, Belgium, the United Kingdom, France, Spain, Germany, Italy, Poland, Brazil, Argentina and Venezuela. The condensed consolidated financial statements include the accounts of C.H. Robinson Worldwide, Inc. and its majority owned and controlled subsidiaries. Minority interests in subsidiaries are not significant. All significant intercompany transactions and balances have been eliminated in the condensed consolidated financial statements.

The condensed consolidated financial statements which are unaudited have been prepared pursuant to the rules and regulations of the Securities and Exchange Commission ("SEC"). In management's opinion, these financial statements include all adjustments (consisting only of normal recurring adjustments) necessary for a fair presentation of the results of operations for the interim periods presented. The results of operations for the nine months ended September 30, 1999 and 1998 are not necessarily indicative of results to be expected for the entire year. Pursuant to SEC rules and regulations, certain information and footnote disclosures normally included in financial statements prepared in accordance with generally accepted accounting principles have been condensed or omitted from these statements. The condensed consolidated financial statements and notes thereto should be read in conjunction with the financial statements and notes included in our Annual Report on Form 10-K.

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

The following discussion of the financial condition and results of operations of the Company should be read in conjunction with the Company's Condensed Consolidated Financial Statements and Notes thereto.

General

Gross revenues represent the total dollar value of services and goods we sell to our customers. Our costs of transportation and products include the direct costs of transportation, including motor carrier, railroad, ocean, air, and other costs, and the purchase price of the products we source. We act principally as a service provider to add value and expertise in the execution and procurement of these services for our customers. Our net revenues (gross revenues less cost of transportation and products) are the primary indicator of our ability to source, add value and resell services and products that are provided by third parties, and are considered by management to be our primary measurement of growth. Accordingly, the discussion of results of operations below focuses on the changes in our net revenues.

In the transportation industry, results of operations generally show a seasonal pattern as customers reduce shipments during and after the winter holiday season. Seasonality in the transportation industry has not had a significant impact on our results of operations or our cash flows in recent years. Also, inflation has not materially affected our operations due to the short-term, transactional basis of our business. However, we cannot fully predict the impact seasonality and inflation may have in the future.

Results of Operations

The following table summarizes net revenues by service line:

	Three Months Ended September 30,			Nine Months Ended September 30,			
	 1999	1998	% change	1999	1998	% change	
Net revenues (in thousands)	 						
Transportation	\$ 58,787	\$ 49,036	19.9%	\$ 170,365	\$ 139,261	22.3%	
Sourcing	11,737	11,451	2.5%	33,176	34,734	(4.5)%	
Information services	4,479	3,272	36.9%	11,877	8,277	43.5%	
Total	\$ 75,003	\$ 63,759	17.6%	\$ 215,418	\$ 182,272	18.2%	

The following table represents certain income statement data shown as percentages of our net revenues:

	Three Months Ended September 30,		Nine Months September	
	1999	1998	1999	1998
Net revenues	100.0%	100.0%	100.0%	100.0%
Selling, general and administrative expenses	70.4%	70.3%	71.6%	72.1%
Income from operations	29.6%	29.7%	28.4%	27.9%
Investment and other income	1.4%	1.3%	1.5%	1.1%
Income before provision for income taxes	31.0%	31.0%	29.9%	29.0%
Provision for income taxes	12.3%	12.3%	11.9%	11.5%
Net income	18.7%	18.7%	18.0%	17.5%
	=========	======	==========	======

Three Months Ended September 30, 1999 Compared to Three Months Ended September 30, 1998

Revenues. Gross revenues for the three months ended September 30, 1999 were \$593.4 million, an increase of 15.0% over gross revenues of \$516.2 million for the three months ended September 30, 1998. Net revenues for the three months ended September 30, 1999 were \$75.0 million, an increase of 17.6% over net revenues of \$63.8 million for the three months ended September 30, 1998 resulting from an increase in transportation services net revenues of 19.9% to \$58.8 million, an increase in sourcing net revenues of 2.5% to \$11.7 million, and an increase in information services net revenues of 36.9% to \$4.5 million. Our net revenues are increasing at a faster rate than our gross revenues due to the different growth rates in the mix of our service lines. Our information services net revenues as a percentage of their gross revenues is highest of our three lines, followed by our transportation business and finally our sourcing business.

The increase in transportation net revenues resulted primarily from an increase in our truck transportation, including our short haul and less-than-truckload business. The increase in transaction volume was driven by significant expansion of business with current customers and from new domestic and international customers. Our truck margins decreased due primarily to equipment supply constraints in the marketplace.

Sourcing net revenues increased by 2.5% consistent with our long term growth rates. Our growth in this line is primarily related to our existing customer base.

The increase in information services net revenues was the result of significant growth in transaction volume with our existing customers. Additionally, during the fourth quarter of 1998, we added many new customers to our portfolio which contributed to the current growth.

Selling, General and Administrative Expenses. Selling, general and administrative expenses for the three months ended September 30, 1999 were \$52.8 million, an increase of 17.8% over \$44.8 million for the three months ended September 30, 1998. This increase was primarily due to increased costs associated with our growth. Selling, general and administrative expenses as a percentage of net revenues increased slightly to 70.4% for the three months ended September 30, 1999 compared to 70.3% for the three months ended September 30, 1998.

Income from Operations. Income from operations was \$22.2 million for the three months ended September 30, 1999, an increase of 17.2% over \$18.9 million for the three months ended September 30, 1998. Income from operations as a percentage of net revenues was 29.6% and 29.7% for the three months ended September 30, 1999 and 1998.

Investment and Other Income. Investment and other income was \$1.1 million for the three months ended September 30, 1999, an increase of 31.8% from \$831,000 for the three months ended September 30, 1998. Our cash and investments as of September 30, 1999 increased \$8.7 million over the balance as of September 30, 1998 as a result of our operations.

Provision for Income Taxes. The effective income tax rates from operations were 39.7% and 39.7% for the three months ended September 30, 1999 and 1998. The effective income tax rate for both periods is greater than the statutory federal income tax rate primarily due to state income taxes, net of federal benefit.

Net Income. Net income was \$14.0 million for the three months ended September 30, 1999, an increase of 17.9% over \$11.9 million for the three months ended September 30, 1998. Net income per share increased by 17.2% to \$0.34 (basic and diluted) for the three months ended September 30, 1999 compared to \$0.29 (basic and diluted) for the three months ended September 30, 1998.

Nine Months Ended September 30, 1999 Compared to Nine Months Ended September 30, 1998

Revenues. Gross revenues for the nine months ended September 30, 1999 were \$1.68 billion, an increase of 9.9% over gross revenues of \$1.53 billion for the nine months ended September 30, 1998. Net revenues for the nine months ended September 30, 1999 were \$215.4 million, an increase of 18.2% over net revenues of \$182.3 million for the nine months ended September 30, 1998 resulting from an increase in transportation services net

revenues of 22.3% to \$170.4 million, a decrease in sourcing net revenues of 4.5% to \$33.2 million, and an increase in information services net revenues of 43.5% to \$11.9 million. Our net revenues are increasing at a faster rate than our gross revenues due to the different growth rates in the mix of our service lines. Our information services net revenues as a percentage of their gross revenues is highest of our three lines, followed by our transportation business and finally our sourcing business .

The increase in transportation net revenues resulted primarily from an increase in our truck transportation, including our short haul and less-than-truckload business. The increase in transaction volume was driven by significant expansion of business with current customers and from new domestic and international customers.

Sourcing net revenues decreased by 4.5% due principally to the abnormal growth of 17.9% shown in the first nine months of 1998 as compared to the first nine months of 1997. Adverse weather conditions in major produce growing areas in the first nine months of 1998 coupled with the strength of our branch network and relationships with produce growers worldwide provided us with sources of produce in this challenging market. This provided growth to both our number of transactions and our profit per transaction. No similar conditions existed in the first nine months of 1999.

The increase in information services net revenues was the result of significant growth in transaction volume with our existing customers. Additionally, during the fourth quarter of 1998, we added many new customers to our portfolio which contributed to the current growth.

Selling, General and Administrative Expenses. Selling, general and administrative expenses for the nine months ended September 30, 1999 were \$154.3 million, an increase of 17.4% over \$131.4 million for the nine months ended September 30, 1998. This increase was primarily due to increased costs associated with our growth. Selling, general and administrative expenses as a percentage of net revenues decreased to 71.6% for the nine months ended September 30, 1998. This decrease is due primarily to a reduction in personnel expenses as a percentage of net revenues resulting from efficiency gains and our compensation structure. Our personnel expenses as a percentage of net revenues have historically been highest in the first quarter of the year, with declining percentages each quarter thereafter as a result of our compensation structure. With the continued growth in our profitability, these declining percentages have been slightly accelerated. We can not be certain that these trends will continue in the future.

Income from Operations. Income from operations was \$61.2 million for the nine months ended September 30, 1999, an increase of 20.1% over \$50.9 million for the nine months ended September 30, 1998. Income from operations as a percentage of net revenues was 28.4% and 27.9% for the nine months ended September 30, 1999 and 1998.

Investment and Other Income. Investment and other income was \$3.2 million for the nine months ended September 30, 1999, an increase of 61.9% from \$2.0 million for the nine months ended September 30, 1998. Our cash and investments as of September 30, 1999 increased \$8.7 million over the balance as of September 30, 1998 as a result of our operations.

Provision for Income Taxes. The effective income tax rates from operations were 39.7% and 39.7% for the nine months ended September 30, 1999 and 1998. The effective income tax rate for both periods is greater than the statutory federal income tax rate primarily due to state income taxes, net of federal benefit.

Net Income. Net income was \$38.8 million for the nine months ended September 30, 1999, an increase of 21.6% over \$31.9 million for the nine months ended September 30, 1998. Net income per share increased by 21.6% to \$0.94 (basic and diluted) for the nine months ended September 30, 1999 compared to \$0.77 (basic and diluted) for the nine months ended September 30, 1998.

Liquidity and Capital Resources

We have historically generated substantial cash from operations which has enabled us to fund our growth while paying cash dividends and repurchasing stock. Cash and cash equivalents totaled \$99.8 million and \$99.3

million and available-for-sale securities totaled \$30.9 million and \$30.7 million as of September 30, 1999 and December 31, 1998. Working capital at September 30, 1999 and December 31, 1998 totaled \$154.5 million and \$135.2 million. We have had no long-term debt for the last five years and have no material commitments for future capital expenditures. The conversion to the euro has not had a material business or financial impact on us, and we don't expect any material business or financial impacts to occur in the foreseeable future.

We generated \$27.0 million of positive cash flow from operating activities for the nine months ended September 30, 1999. This was due to net income generated, offset by increases in our receivables and accounts payable resulting from our growth. We used \$17.1 million net of cash and cash equivalents for investing activities, resulting from \$13.1 million generated by sales and maturities of available-for-sale securities, \$13.3 million spent on purchases of available-for-sale securities, \$12.1 million spent for acquisitions and other investing activities, and \$5.0 million to fund capital expenditures necessary for continued growth. We also used \$9.4 million of cash and cash equivalents for financing activities, primarily to pay quarterly cash dividends. We have declared a \$0.07 per share dividend payable to shareholders of record as of September 10, 1999 payable on October 1, 1999.

Assuming no change in our current business plan, management believes that our available cash, together with expected future cash generated from operations, are expected to be sufficient to satisfy our anticipated needs for working capital, capital expenditures and cash dividends for all future periods. During 1999, the Board of Directors authorized a stock repurchase program under which up to two million shares of our common stock may be repurchased. In addition, we have \$17.5 million available under our two existing lines of credit, both with interest rates of 6.4%, as of September 30, 1999. The lines of credit renew annually and do not restrict the payment of dividends. There were no borrowings under the lines of credit during the nine months ended September 30, 1999 or during 1998. We expect to be able to renew these lines of credit in the future.

Impact of Year 2000

We have completed an assessment of our compliance with Year 2000 issues and have modified or replaced portions of our hardware and software so that our computer systems will function properly with respect to dates after December 31, 1999. We have performed testing of these modifications and the rest of our existing systems to ensure the systems are Year 2000 compliant. This testing included running test transactions with dates beyond December 31, 1999 through our systems to ensure our daily, monthly and yearly processes accept the transactions, process and store them, and allow for extraction of the transaction data as needed to operate our business and generate our internal and external financial information. In addition, we do not anticipate any disruptions to be caused by embedded circuitry in our operational systems.

We are not aware of any material relationships with any customer, produce supplier or transportation carrier that would have a material impact on our business, results of operations or financial condition in the instance that these third parties would have material systems interruptions as a result of the Year 2000 situation. We have no single third party relationship that accounts for more than 6% of our business.

Although we believe we have internally addressed our risks and have not discovered any material exposure with our third party relationships, there are inherent risks that we may not meet our objectives by December 31, 1999 or that unforeseen circumstances may arise. We could experience business interruption in the event our systems would be unable to process information or would process information incorrectly. Additionally, we could suffer loss of business if a number of our third party relationships, taken together, would have similar problems. It is impossible to fully assess the potential consequences in the event there are disruptions in such infrastructure areas as utilities, communications, transportation, banking and government. Any such business interruption could have a material adverse effect on our results of operations, liquidity, and financial condition depending on the duration and severity of the interruption. We are in the final stages of developing contingency plans on our significant systems and applications in the event we are unable to complete remediation efforts or unidentified problems develop.

We are using primarily internal resources for system modifications and testing. Total costs we have incurred, plus costs we plan to incur for programming, testing, purchase of Year 2000 testing software, and outside consultant costs are expected to be in the range of \$500,000 to \$600,000. The actual cost could exceed this estimate. These costs, however, are not expected to have a material effect on our financial condition, results of

operations or cash flows. We have incurred and expensed approximately \$500,000 as of September 30, 1999. All system modification costs are being expensed as incurred.

ITEM 3. Quantitative and Qualitative Disclosures About Market Risk

We had approximately \$130.7 million of cash and investments on September 30, 1999, approximately \$99.8 million of which were cash and cash equivalents and \$30.9 million of which were available for sale (non-trading) securities. Substantially all of the cash equivalents and available for sale securities are investment grade, fixed income securities from domestic issuers. Because of the credit risk criteria of our investment policy, the primary market risk associated with these investments is interest rate risk. We do not use derivative financial instruments to manage interest rate risk or to speculate on future changes in interest rates. A rise in interest rates could negatively affect the fair value of our investments. We also conduct business in foreign currencies and at times we enter into forward contracts to hedge against foreign currency exposure. There were no such contracts outstanding during the nine months ended September 30, 1999. We also have inventory which is subject to certain commodity price volatility, and we sometimes choose to hedge our positions with futures and options. We believe a reasonable near-term change in foreign currency exchange rates or commodity prices would not have a material impact on our future earnings or cash flows because the amount of our inventory and foreign currency exposure is not material.

Cautionary Statement Relevant to Forward-Looking Information

Our discussions and analysis of our financial condition and results of operations, including our Year 2000 and market risk discussions, contain certain "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. These forward-looking statements represent our expectations or beliefs, including, but not limited to, our current assumptions about future financial performance, anticipated problems, estimated Year 2000 costs and our plans for future operations, which are subject to various risks and uncertainties. When used in this Form 10-Q and in future fillings by the Company with the Securities and Exchange Commission, in our press releases, presentations to securities analysts or investors, in oral statements made by or with the approval of an executive officer of the Company, the words or phrases "believes," "may," "will," "expects," "should," "continue," "anticipates," "intends," "will likely result," "estimates," "projects" or similar expressions and variations thereof are intended to identify such forward-looking statements. However, any statements contained in this Form 10-Q that are not statements of historical fact may be deemed to be forward-looking statements. We caution that these statements by their nature involve risks and uncertainties, certain of which are beyond our control, and actual results may differ materially depending on a variety of important factors, including those described in Exhibit 99 to our Form 10-K filed with the Securities and Exchange Commission with respect to the fiscal year ended December 31, 1998.

PART II -- OTHER INFORMATION

ITEM 1. Legal Proceedings

In accordance with reporting requirements promulgated by the Securities and Exchange Commission, the Company has no new information to report regarding legal proceedings for this Quarterly Report on Form 10-Q.

ITEM 2. Changes in Securities and Use of Proceeds

None.

ITEM 3. Defaults Upon Senior Securities

None.

27 Financial Data Schedule					
(b) Reports on Form 8-K					
No reports on Form 8-K were filed during the quarter ended September 30, 1999.					
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ITEM 4. Submission of Matters to a Vote of Security Holders

None.

None.

(a) Exhibits

ITEM 5. Other Information

ITEM 6. Exhibits and Reports on Form 8-K

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.

Date: November 9, 1999

C.H. ROBINSON WORLDWIDE, INC.

By /s/ D.R. Verdoorn

D.R. Verdoorn

Chief Executive Officer

By /s/ Chad Lindbloom

Chad Lindbloom

Controller

(principal accounting officer)

EXHIBIT INDEX

Exhibit No. Description

27 Financial Data Schedule

ARTICLE 5

THIS SCHEDULE CONTAINS SUMMARY FINANCIAL INFORMATION EXTRACTED FROM THE CONDENSED CONSOLIDATED FINANCIAL STATEMENTS OF C.H. ROBINSON WORLDWIDE, INC. AND SUBSIDIARIES FOR THE NINE MONTHS ENDED SEPTEMBER 30, 1999 AND IS QUALIFIED IN ITS ENTIRETY BY REFERENCE TO SUCH FORM 10-Q REPORT.

PERIOD TYPE	9 MOS
FISCAL YEAR END	DEC 31 1999
PERIOD START	JAN 01 1999
PERIOD END	SEP 30 1999
CASH	99,820
SECURITIES	30,895
RECEIVABLES	299,181
ALLOWANCES	19,377
INVENTORY	3,218
CURRENT ASSETS	436,180
PP&E	45,766
DEPRECIATION	26,621
TOTAL ASSETS	480,548
CURRENT LIABILITIES	281,659
BONDS	0
PREFERRED MANDATORY	0
PREFERRED	0
COMMON	4,118
OTHER SE	194,771
TOTAL LIABILITY AND EQUITY	480,548
SALES	0
TOTAL REVENUES	1,682,052
CGS	0
TOTAL COSTS	1,620,888
OTHER EXPENSES	0
LOSS PROVISION	8,186
INTEREST EXPENSE	0
INCOME PRETAX	64,339
INCOME TAX	25,543
INCOME CONTINUING	38,796
DISCONTINUED	0
EXTRAORDINARY	0
CHANGES	0
NET INCOME	38,796
EPS BASIC	0.94
EPS DILUTED	0.94

End of Filing



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