Equity Research

INC Research Holdings, Inc.

INCR: After Removal Of Two Overhangs, Raising Estimates

- What to do from here. INCR reported its Q1 2015 numbers on 4/27. INCR reported a strong quarter, particularly on margin, and while some of that margin performance was one-time in nature, the underlying performance was also better than expected. The company raised its revenue guidance, despite a larger FX headwind, due in part to the Astellas contract being on more solid ground (management now believes the contract will become a full service contract, with similar profitability and size to the prior functional contract). The company is still ironing out final details of the master service agreement governing the relationship, but we think it is safe to say that the Astellas overhang has been removed. The secondary offering and related share repurchase also reduces the insider ownership overhang (the private equity holders would own just over 50% of equity after the transaction, vs. nearly 70% currently). Raising our 2015/2016E EPS to \$1.51/\$1.73 from \$1.22/\$1.50. Increasing our valuation range to \$40-43 from \$32-34.
- Financial highlights. INCR reported EPS of \$0.41 on revenue of \$212MM vs. consensus of \$0.28 on \$211MM. Net bookings were \$256MM (1.21 book-to-bill) vs. consensus of \$247MM (1.17 book-to-bill). The EPS beat was driven by margin performance, which was partially one-time in nature and partially solid underlying performance. Operating margin was 21.5% (or about 18.5% excluding non-recurring items) versus consensus of 15.3%.
- **Guidance highlights.** The company raised 2015 EPS guidance to \$1.40-1.52 from \$1.19-1.29 previously on revenue of \$880-905MM from \$870-900MM previously. The drivers of the \$0.22 EPS raise (at midpoint) are as follows: (1) \$0.06 from non-recurring items in Q1, (2) \$0.06 of Q1 operational outperformance, (3) \$0.05 of expected better performance in the remainder of the year, and (4) \$0.05 of accretion from debt refinancing. Guidance does not include the impact of share repurchases (which we think would put the EPS at the high end of guidance). INCR has repurchased \$150MM worth of shares from its private equity sponsors following the close of a new \$675MM credit agreement in Q2 2015 and a secondary offering.

Valuation Range: \$40.00 to \$43.00 from \$32.00 to \$34.00

Our valuation range is DCF-based (WACC = 8.0%; terminal NOPLAT growth = 2%) and represents 24x our 2016 EPS estimate. Risks include: (1) project cancellations or delays due to client M&A, economic weakness, pipeline reprioritization, or compound failure; (2) a reversal in the trend toward increased outsourcing; (3) regulatory risks;(4) limited track record in public equity markets; and (5) controlled company status.

Investment Thesis:

We believe INCR should be able to grow revenue and EPS at a CAGR of about 10% and 15%, respectively, over the next few years. While we also expect higher-than-average bookings volatility, we believe the strong growth potential tilts the risk/reward profile in a favorable direction.

WELLS FARGO SECURITIES

Outperform / V

Sector: Pharmaceutical Services
Overweight

Earnings Estimates Revised Up

	2014A	2015I	Ξ	2016E			
EPS		Curr.	Prior	Curr.	Prior		
Q1 (Mar.)	\$0.11	\$0.41 A	0.28	\$0.41	0.35		
Q2 (June)	0.26	0.35	0.29	0.42	0.36		
Q3 (Sep.)	0.27	0.37	0.31	0.44	0.38		
Q4 (Dec.)	0.25	0.39	0.33	0.46	0.40		
FY	\$0.89	\$1.51	1.22	\$1.73	1.50		
CY	\$0.89	\$1.51		\$1.73			
FY P/EPS	38.4x	22.6x		19.7x			
Rev.(MM)	\$810	\$892		\$985			

Source: Company Data, Wells Fargo Securities, LLC estimates, and Reuters NA = Not Available, NC = No Change, NE = No Estimate, NM = Not Meaningful V = Volatile, b = Company is on the Priority Stock List

Non-GAAP EPS excludes amortization of intangibles and non-recurring items.

Ticker	INCR
Price (05/22/2015)	\$34.13
52-Week Range:	\$19-39
Shares Outstanding: (MM)	61.3
Market Cap.: (MM)	\$2,092.2
S&P 500:	2,128.48
Avg. Daily Vol.:	447,386
Dividend/Yield:	\$0.00/0.0%
LT Debt: (MM)	\$419.0
LT Debt/Total Cap.:	51.0%
ROE:	34.0%
3-5 Yr. Est. Growth Rate:	15.0%
CY 2015 Est. P/EPS-to-Growth:	1.5x
Last Reporting Date:	04/27/2015

Source: Company Data, Wells Fargo Securities, LLC estimates, and Reuters

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Please see page 5 for rating definitions, important disclosures and required analyst certifications
All estimates/forecasts are as of 05/22/15 unless otherwise stated.

Wells Fargo Securities, LLC does and seeks to do business with companies covered in its research reports. As a result, investors should be aware that the firm may have a conflict of interest that could affect the objectivity of the report and investors should consider this report as only a single factor in making their investment decision.

Together we'll go far



Exhibit 1. Variance Table

								Re	po	rt Date:	:	4/27/2015
FY ending December		Acti	ual			Est	Α	ctual	(Cons	Yr / Yr	Seq
In MM except EPS	Q.	1 2014	Q	4 2014	Q1	1 2015	Q1	2015	Q1	2015	change	change
Total revenues	\$	185	\$	214	\$	210	\$	212	\$	211	14.5%	(1.0%)
Cost of revenues		121		134		134		125			3.9%	(6.4%)
Gross profit		64		80		75		86			34.6%	7.9%
Selling, general & administrative		32		41		38		36			12.3%	(12.2%)
Depreciation		7		5		5		<u>5</u>			(30.6%)	(4.5%)
Operating income		25		34		33		46			80.7%	33.8%
Interest expense and other, net		16	_	11		5		<u>5</u>			(66.6%)	(52.5%)
Pretax income		9		23		27		40			333.3%	75.9%
Provision for income taxes		3		8		10		14			321.8%	71.2%
Income before equity in affiliate		6		14	\$	18	\$	26			340.1%	78.7%
Non-GAAP EPS		0.11	\$	0.25	\$	0.28	\$	0.41	\$	0.28	262.3%	66.5%
Non-GAAP EPS (company method)		0.12	\$	0.26	\$	0.28	\$	0.42			250.6%	60.9%
Diluted shares outstanding		52		59		64		63				
EBITDA	\$	32	\$	39	\$	38	\$	50			56.9%	28.9%
MARGIN ANALYSIS												
Cost of revenue	(65.4%		62.7%		64.1%		59.3%			(610) bps	(340) bps
Gross margin	3	4.6%		37.3%	3	35.9%	4	0.7%	3	6.0%	610 bps	340 bps
SG&A / revenue		17.3%		19.1%		18.0%		16.9%			(30) bps	(210) bps
Depreciation / revenue		3.7%		2.3%		2.3%		2.3%			(150) bps	(10) bps
Operating margin	1	3.6%		15.9%	1	5.6%	2	1.5%	1	5.3%	790 bps	560 bps
Pretax margin		5.0%		10.7%		13.1%	1	19.0%			1400 bps	830 bps
Tax rate		36.9%		36.9%		36.0%	1	36.0%			(100) bps	(100) bps
Net margin		3.2%		6.7%		8.4%	1.	2.2%			900 bps	540 bps
EBITDA margin		17.4%		18.2%		17.9%	2	23.8%			640 bps	550 bps
REVENUE ANALYSIS												
Total revenues	\$	185	\$	214	\$	210	\$		\$	211	14.5%	-1.0%
Growth: core		22.6%		24.9%		18.3%		19.2%				
Growth: FX		0.6%		(2.7%)		(5.1%)		(4.9%)				
Growth: acquisitions		<u>0.1%</u>		0.4%		<u>0.3%</u>		<u>0.3%</u>				
Growth: total		23.3%		22.6%		13.6%		14.5%				
Beginning backlog	\$	1,491	\$	1,506		1,589	\$	1,589				
Revenue		(185)		(214)		(210)		(212)				
Net bookings		281		316		252		256		247	-9.0%	-19.2%
Other adjustments		7		(20)	_	(16)		(38)				
Ending backlog	\$	1,594	\$	1,589	\$	1,615		1595		1,610		
Net book-to-bill		1.52		1.48		1.20		1.21		1.17		
Backlog burn rate		12.4%		14.2%		13.2%		13.3%				

Source: FactSet; Company data; Wells Fargo Securities, LLC estimates

Exhibit 3. Guidance Table

Guidance	Q1 2015	Q2 2015	Q3 2015	Q4 2015	2015	2016	Notes
Consolidated	Revenue (
10/2/2014					\$869	\$963	Targeting 10-12% LT growth
10/23/2014					\$894	\$992	
2/24/2015	Flat to down	seq			\$870-900		\$32MM FX HW
4/27/2015					\$880-905		\$40MM FX HW
Non-GAAP E	PS						
2/24/2015					\$1.19-1.29		
4/27/2015					\$1.40-1.52		Does not include share repos
Adjusted EBI	TDA (MM) c	r EBITDA m	argin				
10/2/2014					\$156	\$181	Targeting 13-15% LT growth
10/23/2014					\$167	\$189	
2/24/2015					\$159-169		FX about neutral at midpoint on \$ basis
4/27/2015		18.5	i-19.5% for Q	2-Q4 	\$175-185		
Gross margin	l n						
4/27/2015		36	-38% for Q2-	Q4			
Adj. Net Inco	ome (MM)						
10/2/2014					\$73	\$90	Targeting 20% LT growth
10/23/2014					\$80	\$98	
2/24/2015					\$75-82		
4/27/2015					\$89.5-97.0		

Source: Company press releases and transcripts; Wells Fargo Securities, LLC

EBITDA margin of 20% over time

INC Research Holdings	(FY Ending	December)

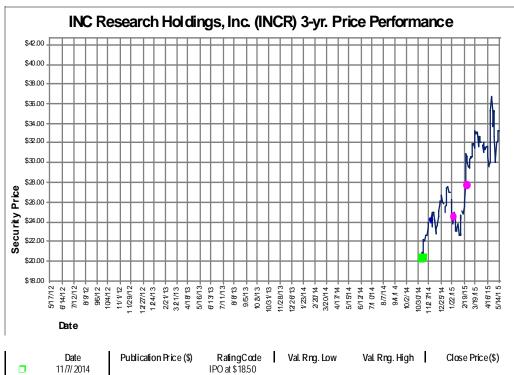
INC Research Holdings (FY Ending December) In millions, except per share or where otherwise noted															
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INCOME STATEMENT	2011	2012	2013	Q1	Q2	Q3	Q4	2014		Q2E	Q3E	Q4E	2015E	2016E	2017E
Total revenues	\$ 437	\$ 579	\$ 652	\$ 185	\$ 204	\$ 208	\$ 214	\$ 810	\$ 212	\$ 219	\$ 225	\$ 237	\$ 892	\$ 985	\$ 1,089
Cost of revenues	280	389	432	121	<u>131</u>	130	134	<u>515</u>	125	139	143	<u>150</u>	558	623	686
Gross profit	157	190	220	64	73	78	80	295	86	80	82	86	334	362	403
Selling, general & administrative	95	110	117	32	34	38	41	144	36	39	40	42	157	172	188
Depreciation	<u>16</u>	20	<u> 19</u>	7	5	5	5	22	5	5	5	5	20	22	27
Operating income	47	60	84	25	34	36	34	129	46	36	37	39	158	168	188
Interest expense and other, net	54	57	60	<u> 16</u>	13	13	11	53	5	5	4	4	18	14	<u> 13</u>
Pretax income	(7)	3	23	9	21	23	23	76	40	31	33	35	140	153	175
Provision for income taxes	(3)	1	9	3	8	8	8	28	14	11	12	13	50	52	<u>56</u>
Net income	\$ (4)	\$ 2	\$ 15	\$ 6	\$ 13	\$ 14	\$ 14	\$ 48	\$ 26	\$ 20	\$ 21	\$ 23	\$ 90	\$ 101	\$ 119
Non-GAAP EPS	\$ (0.10)	\$ 0.04	\$ 0.28	\$ 0.11	\$ 0.26	\$ 0.27	\$ 0.25	\$ 0.89	\$ 0.41	\$ 0.35	\$ 0.37	\$ 0.39	\$ 1.51	\$ 1.73	\$ 2.02
Non-GAAP EPS (company method)	\$ (0.08)	\$ 0.05	\$ 0.31	\$ 0.12	\$ 0.27	\$ 0.28	\$ 0.26	\$ 0.93	\$ 0.42	\$ 0.36	\$ 0.38	\$ 0.40	\$ 1.56	\$ 1.78	\$ 2.06
Diluted shares outstanding	43.9	52.2	52.0	51.9	52.2	52.5	58.8	53.9	63.1	58.1	58.2	58.2	59.4	58.5	58.9
EBITDA	\$ 63	\$ 80	\$ 103	\$ 32	\$ 39	\$ 40	\$ 39	\$ 151	\$ 50	\$ 41	\$ 42	\$ 44	\$ 178	\$ 190	\$ 215
MARGIN ANALYSIS										•	·	•			
	(4.00)	(7.00)	44.004	(5.40)	(1 00((0.40)	(0.70)	(0.404	50.004	(0.50)	(0.50)	(0.50)	(0.50)	(0.00((0.00)
Cost of revenue	64.0%	67.2%	66.3%	65.4%	64.3%	62.4%	62.7%	63.6%	59.3%	63.5%	63.5%	63.5%	62.5%	63.2%	63.0%
Gross margin	36.0%	32.8%	33.7%	34.6%	35.7%	37.6%	37.3%	36.4%	40.7%	36.5%	36.5%	36.5%	37.5%	36.8%	37.0%
SG&A / revenue	21.6%	18.9%	17.9%	17.3%	16.5%	18.2%	19.1%	17.8%	16.9%	17.9%	17.8%	17.7%	17.6%	17.4%	17.3%
Depreciation / revenue	3.6%	3.4%	2.9%	3.7%	2.5%	2.3%	2.3%	2.7%	2.3%	2.1%	2.2%	2.2%	2.2%	2.3%	2.5%
Operating margin	10.7%	10.4%	12.9%	13.6%	16.8%	17.2%	15.9%	15.9%	21.5%	16.5%	16.5%	16.6%	17.7%	17.1%	17.2%
Pretax margin	(1.6%)	0.5%	3.6%	5.0%	10.5%	11.0%	10.7%	9.4%	19.0%	14.4%	14.8%	15.0%	15.7%	15.6%	16.0%
Tax rate	37.0%	37.5%	36.9%	36.9%	37.0%	37.0%	36.9%	37.0%	36.0%	36.0%	36.0%	36.0%	36.0%	34.0%	32.0%
Net margin	(1.0%)	0.3%	2.3%	3.2%	6.6%	6.9%	6.7%	5.9%	12.2%	9.2%	9.5%	9.6%	10.1%	10.3%	10.9%
EBITDA margin	14.3%	13.9%	15.8%	17.4%	19.2%	19.5%	18.2%	18.6%	23.8%	18.6%	18.7%	18.8%	19.9%	19.3%	19.7%
CHANGE ANALYSIS (Y/Y)															
Total revenues		32.5%	12.7%	23.3%	27.9%	22.9%	22.6%	24.1%	14.5%	7.4%	8.5%	10.7%	10.2%	10.4%	10.6%
Cost of revenue		39.0%	11.1%	15.3%	22.8%	19.0%	19.5%	19.2%	3.9%	6.1%	10.5%	12.1%	8.2%	11.7%	10.1%
Gross profit		20.9%	15.8%	42.2%	38.0%	29.9%	28.1%	33.8%	34.6%	9.6%	5.2%	8.2%	13.5%	8.3%	11.3%
SG&A		16.0%	6.7%	16.8%	18.7%	37.7%	19.9%	23.1%	12.3%	16.4%	6.2%	2.7%	8.9%	9.5%	9.6%
Depreciation		26.8%	(3.7%)	54.5%	5.6%	0.1%	(4.8%)	12.7%	(30.6%)	(8.5%)	4.4%	5.1%	(9.6%)	13.7%	20.5%
Operating income		28.9%	38.8%	90.5%	73.8%	27.3%	47.6%	53.7%	80.7%	5.6%	4.2%	15.4%	22.4%	6.3%	11.8%
Pretax income		NA NA	646.4%	NA	337.9%	71.8%	231.0%	225.2%	333.3%	47.6%	46.3%	55.1%	84.2%	9.3%	13.7%
Net income		NA NA	654.1%	NA NA	337.7%	71.9%	230.1%	224.9%	340.1%	50.0%	48.6%	57.5%	87.2%	12.6%	17.2%
EPS		l NA	657.1%	NA.	336.8%	70.3%	192.0%	213.9%	262.3%	34.7%	34.2%	59.1%	69.7%	14.4%	16.4%
Diluted shares outstanding		19.1%	(0.4%)	(0.1%)	0.2%	0.9%	13.0%	3.5%	21.5%	11.4%	10.7%	(1.0%)	10.3%	(1.6%)	0.7%
EBITDA		28.4%	28.3%	81.4%	60.5%	23.4%	37.9%	46.1%	56.9%	3.8%	4.2%	14.0%	17.9%	7.1%	12.8%
		20.470	20.576	01.470	00.576	23.470	37.770	40.176	30.776	3.070	4.2 /0	14.0%	17.770	7.170	12.070
REVENUE ANALYSIS															
Total revenue	\$ 437	\$ 579	\$ 652	\$ 185	\$ 204	\$ 208	\$ 214	\$ 810	\$ 212	\$ 219	\$ 225	\$ 237	\$ 892	\$ 985	\$ 1,089
Growth: core		4.3%	12.3%	22.6%	26.2%	22.7%	24.9%	24.1%	19.2%	13.4%	13.6%	14.1%	15.0%	10.6%	10.6%
Growth: FX		(2.2%)	0.4%	0.6%	1.2%	(0.2%)	(2.7%)	(0.4%)	(4.9%)	(6.0%)	(5.2%)	(3.4%)	(4.9%)	(0.2%)	0.0%
Growth: acquisitions		<u>30.4%</u>	<u>0.0%</u>	<u>0.1%</u>	0.4%	0.4%	0.4%	0.4%	0.3%	0.0%	0.0%	<u>0.0%</u>	0.1%	0.0%	<u>0.0%</u>
Growth: total		32.5%	12.7%	23.3%	27.9%	22.9%	22.6%	24.1%	14.5%	7.4%	8.5%	10.7%	10.2%	10.4%	10.6%
Beginning backlog		\$ 1,222	\$ 1,321	\$ 1,491	\$ 1,594	\$ 1,493	\$ 1,506	\$ 1,491	\$ 1,589	\$ 1,595	\$ 1,610	\$ 1,666	\$ 1,589	\$ 1,725	\$ 1,922
Revenue		(579)	(652)	(185)	(204)	(208)	(214)	(810)	(212)		(225)	(237)	(892)	(985)	(1,089)
Net bookings		676	814	281	103	249	316	950	256	240	282	296	1,073	1,182	1,307
Other adjustments		070	014	7	(1)	(28)	(20)	(42)	(38)	(7)	202	270	(45)	1,102	1,307
Ending backlog	\$ 1,222	\$ 1,321	\$ 1,491	\$ 1,594	\$ 1,493	\$ 1,506	\$ 1,589	\$ 1,589	\$ 1,595	\$ 1,610	\$ 1,666	\$ 1,725	\$ 1,725	\$ 1,922	\$ 2,140
Lituing backlog	Φ 1,222	\$ 1,321	J 1,471	\$ 1,574	J 1,473	\$ 1,500	\$ 1,567	\$ 1,569	\$ 1,575	\$ 1,010	\$ 1,000	\$ 1,725	\$ 1,725	\$ 1,722	\$ 2,140
Net book-to-bill		1.17	1.25	1.52	0.51	1.20	1.48	1.17	1.21	1.10	1.25	1.25	1.20	1.20	1.20
Backlog burn rate		47.4%	49.4%	12.4%	12.8%	13.9%	14.2%	54.3%	13.3%	13.7%	14.0%	14.2%	56.1%	57.1%	56.7%
OTHER															
Cash and equivalents		\$ 81	\$ 97	\$ 114	\$ 156	\$ 186	\$ 126	\$ 126	\$ 156	\$ 93	\$ 129	\$ 128	\$ 128	\$ 227	\$ 313
Total debt		594	594	590	589	588	420	420	419	519	514	508	508	479	441
Net cash (debt)		\$ (513)	\$ (498)	\$ (475)	\$ (433)	\$ (403)	\$ (294)	\$ (294)		\$ (427)		\$ (380)	\$ (380)	\$ (252)	\$ (129)
Debt to TTM EBITDA		0.0x	4.8x	4.0x	3.3x	2.9x	1.9x	1.9x	1.6x		2.2x	2.1x	2.1x	1.3x	0.6x
Cash flow from operations		\$ 43	\$ 37	\$ 31	\$ 49	\$ 37	\$ 14	\$ 131	\$ 44	\$ (6)		\$ 13	\$ 101	\$ 159	\$ 155
Capital expenditures		(10)	(18)	(5)	(8)	(5)	(8)	(26)	(5)	(8)	(8)	(8)	(28)	(29)	(30)
Free cash flow		\$ 33	\$ 20	\$ 27	\$ 41	\$ 32	\$ 6	\$ 106	\$ 39	\$ (14)	\$ 42	\$ 5	\$ 73	\$ 130	\$ 125
Headcount (actual)		4,890	4,850			5,500	5,600	5,600	5,805	6,020	6,235	6,450	6,450	7,300	8,100
				£ -	e /										
Book value per share		\$ 6 \$ (10)	\$ 5 \$ (10)	\$ 5 \$ (10)	\$ 6	\$ 6		\$ 7 \$ (7)	\$ 6	\$ 5	\$ 5	\$ 6	\$ 5 \$ (6)		
Tangible book value per share		↓ ↓ (10)	(10) ¢	\$ (10)	\$ (9)	\$ (9)	\$ (6)	\$ (7)	\$ (5)	\$ (8)	\$ (7)	\$ (7)	\$ (6)	\$ (4)	\$ (2)

Source for all: Company reports and Wells Fargo Securities, LLC estimates

Company Description:

Raleigh, North Carolina-based INC Research Holdings, Inc. (NASDAQ: INCR) is a mid-size clinical contract research organization. The company is a pure play in clinical (phase I-IV) development. The company is differentiated by its specialization in trials related to central nervous system therapies. It operates in one segment.

Required Disclosures



	Date	Publication Price (\$)	RatingCode	Val. Rng. Low	Val. Rng. High	Close Price(\$)
	11/7/ 2014		IPO at \$18.50			
	12/2/2014		Evans			
•	12/2/2014	24.00	1	27.00	28.00	24.20
•	1/22/2015	25.50	1	29.00	30.00	24.58
•	2/24/2015	27.91	1	32.00	34.00	27.93

Source: Wells Fargo Securities, LLC estimates and Reuters data

Symbol Key

- Rating Downgrade
- A Rating Upgrade
- Valuation Range Change
- Initiation, Resumption, Drop or Suspend
- Analyst Change
 - Split Adjustment

Rating Code Key

- 1 Outperform/Buy SR Suspended 2 Market Perform/Hold NR Not Rated
 - Underperform/Sell NE No Estimate

Additional Information Available Upon Request

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- Wells Fargo Securities, LLC maintains a market in the common stock of INC Research Holdings, Inc.
- Wells Fargo Securities, LLC or its affiliates managed or comanaged a public offering of securities for INC Research Holdings, Inc. within the past 12 months.
- Wells Fargo Securities, LLC or its affiliates intends to seek or expects to receive compensation for investment banking services in the next three months from INC Research Holdings, Inc.
- Wells Fargo Securities, LLC or its affiliates received compensation for investment banking services from INC Research Holdings, Inc. in the past 12 months.
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