



Investor Presentation

September 21, 2020 (as of June 30, 2020)



Cautionary Note about Forward-looking Statements



This presentation contains 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 (the "Exchange Act"). The Private Securities Litigation Reform Act of 1995 provides a "safe harbor" for forward looking statements. Forward-looking statements are not statements of historical facts, but rather reflect our current expectations concerning future events and results. We use words such as "expects," "intends," "believes," "may," "will," "should," "could," "anticipates," "estimates," "plans" and similar expressions to indicate forward-looking statements, but their absence does not mean a statement is not forward-looking. Because these forward-looking statements are based upon management's expectations and assumptions and are subject to risks and uncertainties, there are important factors that could cause actual results to differ materially from those expressed or implied by these forward-looking statements, including, but not limited to, those factors set forth under Item 1A – Risk Factors of our most recent Form 10-K and those other risks and uncertainties detailed in our periodic reports and registration statements filed with the Securities and Exchange Commission ("SEC"). We caution that these risk factors may not be exhaustive. We operate in a continually changing business environment, and new risk factors emerge from time to time. We cannot predict these new risk factors, nor can we assess the effect, if any, of the new risk factors on our business or the extent to which any factor or combination of factors may cause actual results to differ from those expressed or implied by these forward-looking statements.

If any one or more of these expectations and assumptions proves incorrect, actual results will likely differ materially from those contemplated by the forward-looking statements. Even if all of the foregoing assumptions and expectations prove correct, actual results may still differ materially from those expressed in the forward-looking statements as a result of factors we may not anticipate or that may be beyond our control. While we cannot assess the future impact that any of these differences could have on our business, financial condition, results of operations and cash flows or the market price of shares of our common stock, the differences could be significant. We do not undertake to update any forward-looking statements made by us, whether as a result of new information, future events or otherwise. You are cautioned not to unduly rely on such forward-looking statements when evaluating the information presented in this presentation.

Investment Data

Exchange:	NYSE (GPX)
Business:	Custom Training & Performance Improvement
Web Address:	www.gpstrategies.com
Headquarters:	Columbia, Maryland USA



Common Shares Outstanding – Fully Diluted	17.2 million
Market Capitalization @ \$8.58 per share	\$147.6 million
Long-term Debt at 6/30/20	\$57.7 million
YTD revenue 6/30/20	\$234.4 million
Adjusted EBITDA YTD 6/30/20	\$9.4 million

Large Recurring Revenue Stream

Historic strong conversion of EBITDA to cash flow

Corporate Contacts:

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Investor Relations:

Candice Hester, VP	443-274-5893
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Your Workforce Transformation Partner™

HELPING

Employees

be more **effective**

Organizations

operate more
efficiently

Clients

achieve superior
business **results**

Custom Workforce Transformation Company



Strong Revenue Retention

- 60% average revenue from multi-year contracts
- Additional 30% of annual revenue from existing customer renewals



Diversified Client Base

- Government and commercial customers
- Four strategic focus industries



Blue Chip Customer Base

- 124 of Global 500 companies
- Governments including US & UK



Global Footprint

- More than 75 global offices



Extensive Network

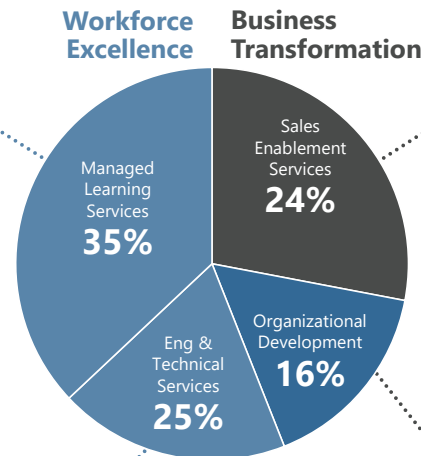
- Strategic partnerships with technology vendors and experts to bring the best to the table

Our Business Today

WORKFORCE EXCELLENCE

Managed Learning Services	
CORE SERVICES	EXAMPLE CLIENTS
<ul style="list-style-type: none"> Outsourced training Content development Content delivery Learning administration Apprenticeship skills 	<ul style="list-style-type: none"> HSBC Bank of America Rockwell Automation Skills Funding Agency

Engineering & Technical Services	
CORE SERVICES	EXAMPLE CLIENTS
<ul style="list-style-type: none"> Engineering Operational readiness (plant launch) Operational and process excellence Asset performance management Technical skills development Technical documentation and publications 	<ul style="list-style-type: none"> US Army/CDTF Leonardo AES Corporation



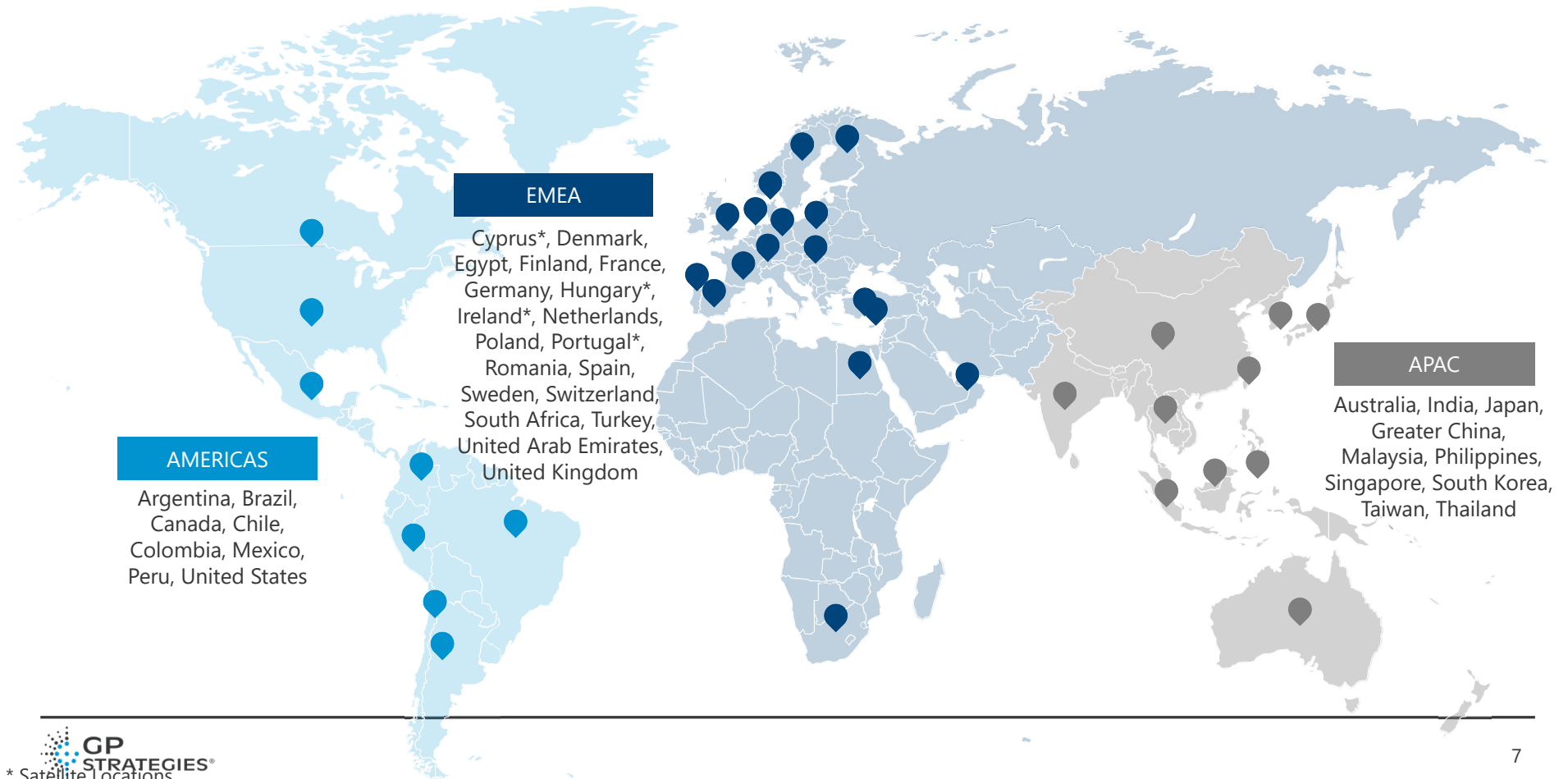
BUSINESS TRANSFORMATION

Sales Enablement Services	
CORE SERVICES	EXAMPLE CLIENTS
<ul style="list-style-type: none"> In-dealership sales training Custom owner publications Owner glove box portfolios Remarketing training Product and service technical training 	<ul style="list-style-type: none"> General Motors Hyundai Fiat Chrysler

Organizational Development	
CORE SERVICES	EXAMPLE CLIENTS
<ul style="list-style-type: none"> Performance consulting Human capital management Enterprise technology adoption Leadership training and coaching Change management 	<ul style="list-style-type: none"> SAP BMS Cargill Boeing

Data as of 6/30/2020 (YTD)

Global Presence, Local Relevance



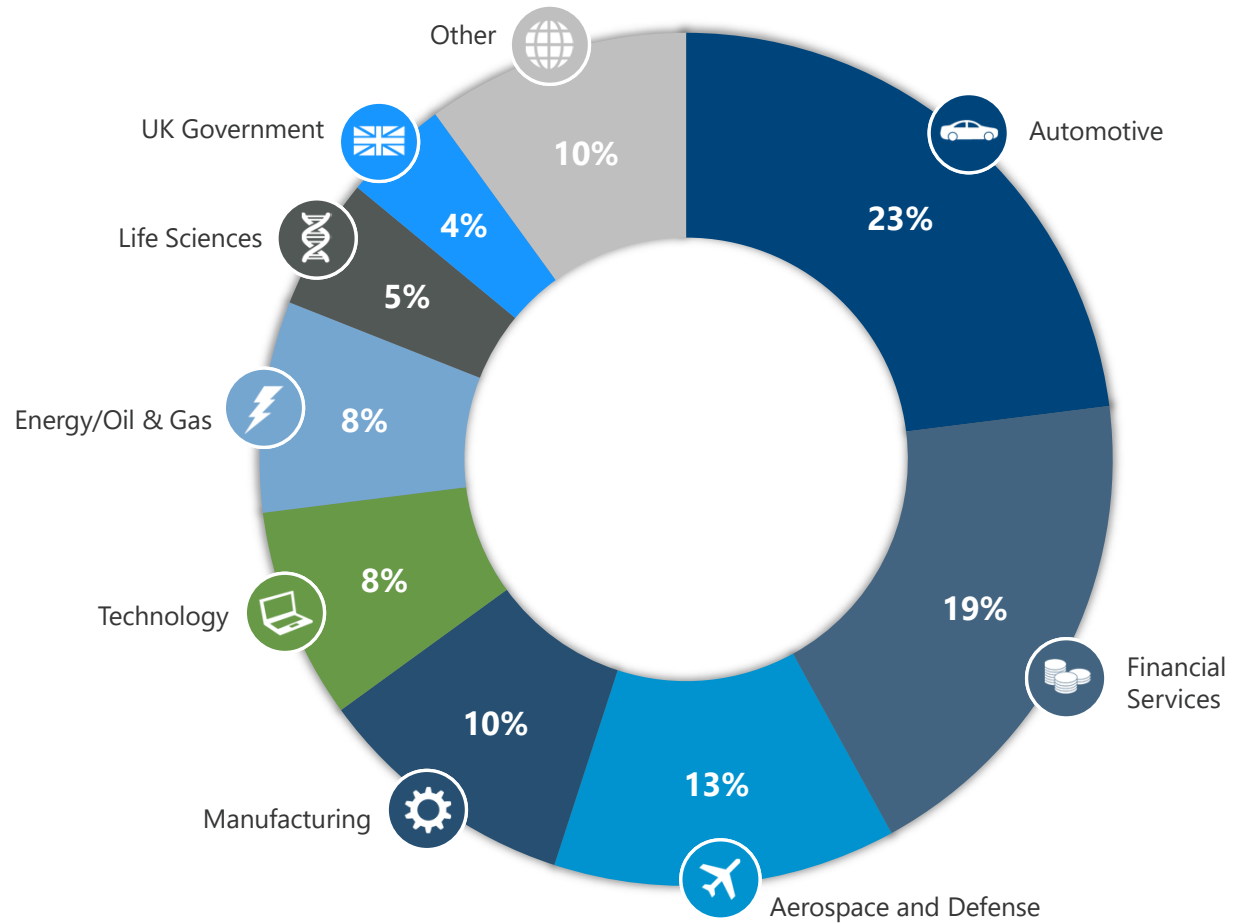


Organization Growth — Customers

148 Fortune 500
Customers

124 Global 500
Customers

Deep Expertise in Key Industries



GP Strategies Awards & Recognitions

We have received accolades on the journey to excellence for both the company and our clients.

2020 Brandon Hall HCM Excellence

- Gold | Best Advance in Competencies and Skill Development | [MetLife](#)
- Gold | Best Learning Program Supporting a Change Transformation Business Strategy | [MetLife](#)
- Gold | Best Program for Sales Training and Performance | [GM](#)
- Gold | Best Unique or Innovative Learning and Development Program | [Lufthansa Technical Training](#)
- Silver | Best Use of Blended Learning Program | [UOB](#)
- Silver | Best Unique or Innovative Leadership and Development Program | [Alyeska](#)
- Silver | Best Unique or Innovative Learning and Development Program | [MetLife](#)
- Silver | Best Advance in Learning Technology Implementation | [GM](#)
- Bronze | Best Advanced in Compliance Training | [Avangrid](#)
- Bronze | Best Use of Blended Learning | [Electric Boat](#)
- Bronze | Best Unique or Innovative Leadership and Development Program | [UOB](#)
- Bronze | Best Unique or Innovative Sales Training | [GM](#)

2020 SAP EMEA North Award for Partner Excellence

Service Excellence Category | [Inaugural Year](#)

2020 Training Industry, Inc.

- Top 20 Custom Content Development Company | [10th Consecutive Year](#)
- Top 20 Health & Safety Compliance Training Company | [4th Consecutive Year](#)
- Top 20 Leadership Training Company | [8th Consecutive Year](#)
- Top 20 Sales Training Company | [13th Consecutive Year](#)
- Top 20 Training Outsourcing Company | [17th Consecutive Year](#)

2019 Training Industry, Inc.

- Top 20 Assessment & Evaluation Company | [3rd Consecutive Year](#)
- Top 20 Gamification Company | [6th Consecutive Year](#)
- Top 20 IT Training Company | [9th Consecutive Year](#)

2019 Asia-Pacific Stevie Award

- Gold | Innovative Use of Technology in Human Resources, Financial Services Industries

2019 AVANGRID Supplier of the Year | [Inaugural Year](#)

Health & Safety

2019 Chief Learning Officer Learning in Practice

- Gold | Excellence in Tech Innovation | [Microsoft](#)
- Silver | Excellence in Partnership | [Boeing](#)

2019 GM Supplier of the Year | [3rd Consecutive Year](#)

Performance, Quality, and Innovation

2019 Human Resources Online Vendor of the Year Award

Bronze | Best Leadership Development Consultancy

2018 Chief Learning Officer Learning in Practice

- Gold | Business Impact | [Major Automotive Company](#)
- Gold | Business Partnership | [Major Automotive Company](#)
- Silver | Excellence in Blended Learning | [Bristol Myers Squibb](#)
- Bronze | Excellence in Partnerships | [Bristol Myers Squibb](#)

2018 Training Industry, Inc.

Top 20 Learning Portal/LMS Company | [9th Consecutive Year](#)

2018 Best Places to Work Bloomington | [Inaugural Year](#)

6th Best Place to Work in Bloomington, Indiana

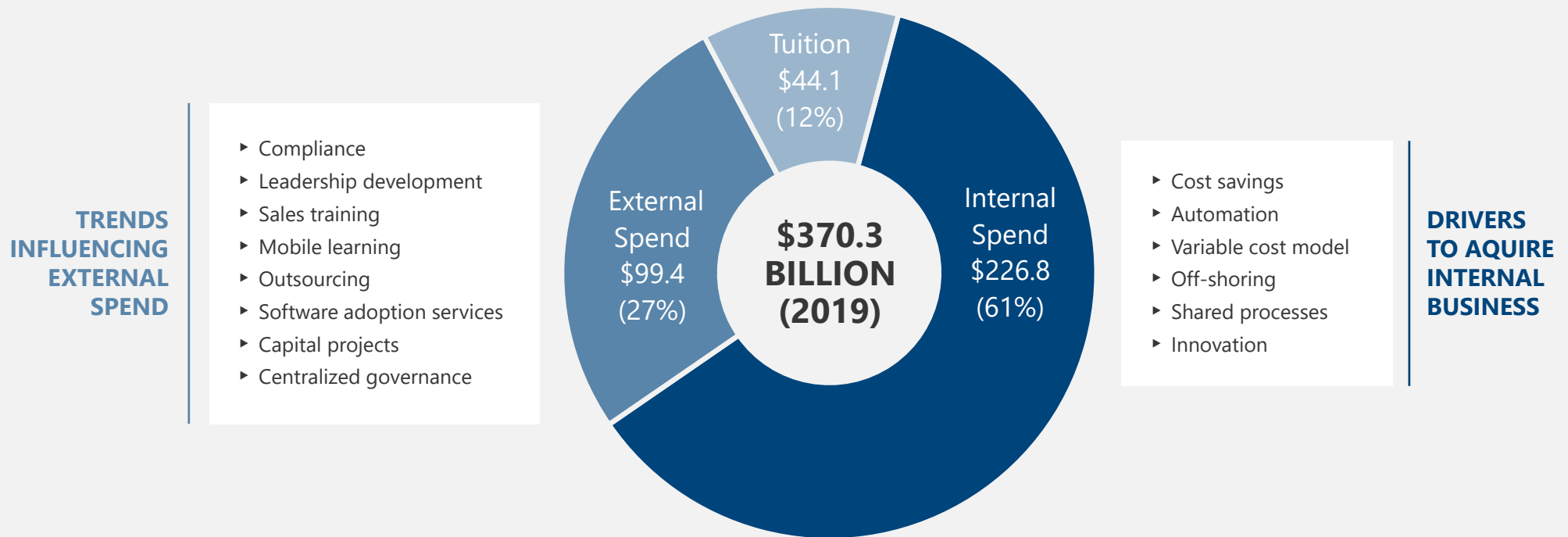
2018 eLearning Industry Content Development

Top 10 High Value eLearning Content Provider by [eLearningIndustry.com](#)

2018 SAP Quality Award

- Silver | Nordic and Baltic Countries
- Bronze | Nordic and Baltic Countries

Large Global Corporate Training Market



Key Sales & Marketing Actions

Focused on Recovery and Opportunity

Sales Focus: Focused global sales to four geographic markets to increase customer intimacy and improve alignment to the marketplace (North America, EMEA, APAC and LATAM).

Demand Generation: Prioritized sales and marketing campaigns and focus to high-demand offerings. (i.e. increased focus on digital conversion and delivery. Pipeline is back to pre-COVID numbers.

Strategic Accounts: Enhanced our focus on our relationships with our Top 50 customers for additional growth opportunities for solution and geographic expansion. Resulted in record revenue and growth at end of 2019.

Industry Focus: Assigned sales resources to focus on four key industries with the highest opportunity for differentiation and future growth (Automotive, Financial Services, Technology and Aerospace & Defense).

Market Messaging: Completed our branding research and are moving forward with a launch of an updated brand/messaging that will enhance our relevance in our key geographies, industries and solution offerings.

Increased Focus on Scalable Industries and Core Services

Divestiture	Sale Price	Date Completed	TTM Revenue	Gross Profit
Tuition Reimbursement (sold to Bright Horizons)	\$20.0M	10/1/2019	\$6.5M	\$1.3M
Alternative Fuels (sold to Cryogenic Industries)	\$6.0M	1/1/2020	\$11.0M	\$1.6M
IC Axon	\$28.0M (plus potential \$2.0M earn out)	Definitive Agreement Signed 9/21/2020	\$12.5M	Not disclosed

Strong FINANCIAL POSITION



Variable cost structure

Strong cash flow

Recurring client base

Strong balance sheet

Opportunity for Margin Expansion

■ Adjusted EBITDA ■ Revenue

(\$ in millions)

7.0%

583.3

40.9

2019

5% organic revenue growth
No acquisitions
Strengthened balance sheet and reduced leverage
Divested tuition outsourcing business

7.3%

515.2

37.9

2018

New ERP live Oct 1st
Signed multi-year agreements with largest automotive and financial services clients
Completed TTi Global acquisition

9.7%

509.2

49.3

2017

Launched ERP initiative
Q2/Q3 – Conducted evaluation of executive leadership team
Q4 – New executive leadership in place (President, CFO, SVP of Engineering & Tech Services)
Q4 – New CSO hired

9.1%

490.6

44.4

2016

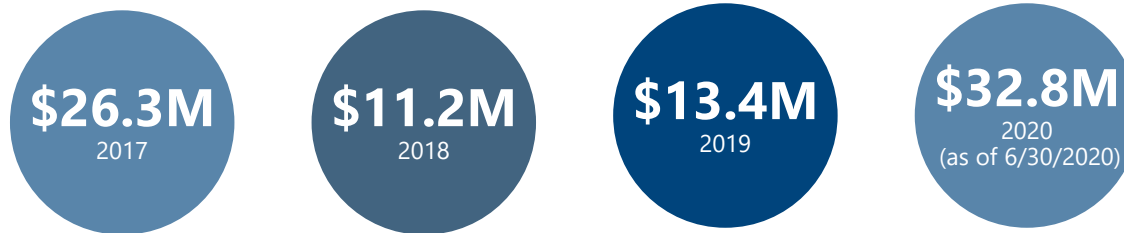
Resumed acquisitions
Downturn in ETS and OD practices' gross profit
Continued infrastructure buildout



Adjusted EBITDA is a non-GAAP financial measure that the Company believes is useful to investors in evaluating its results. For a reconciliation of this non-GAAP financial measure to the most comparable GAAP equivalent, see the Non-GAAP Reconciliations, along with related footnotes, in the Appendix to this report.

Strengthening Cash Flow and Lowering Leverage

The Company has historically generated strong net cash flow from operating activities.



Revolving Credit Agreement

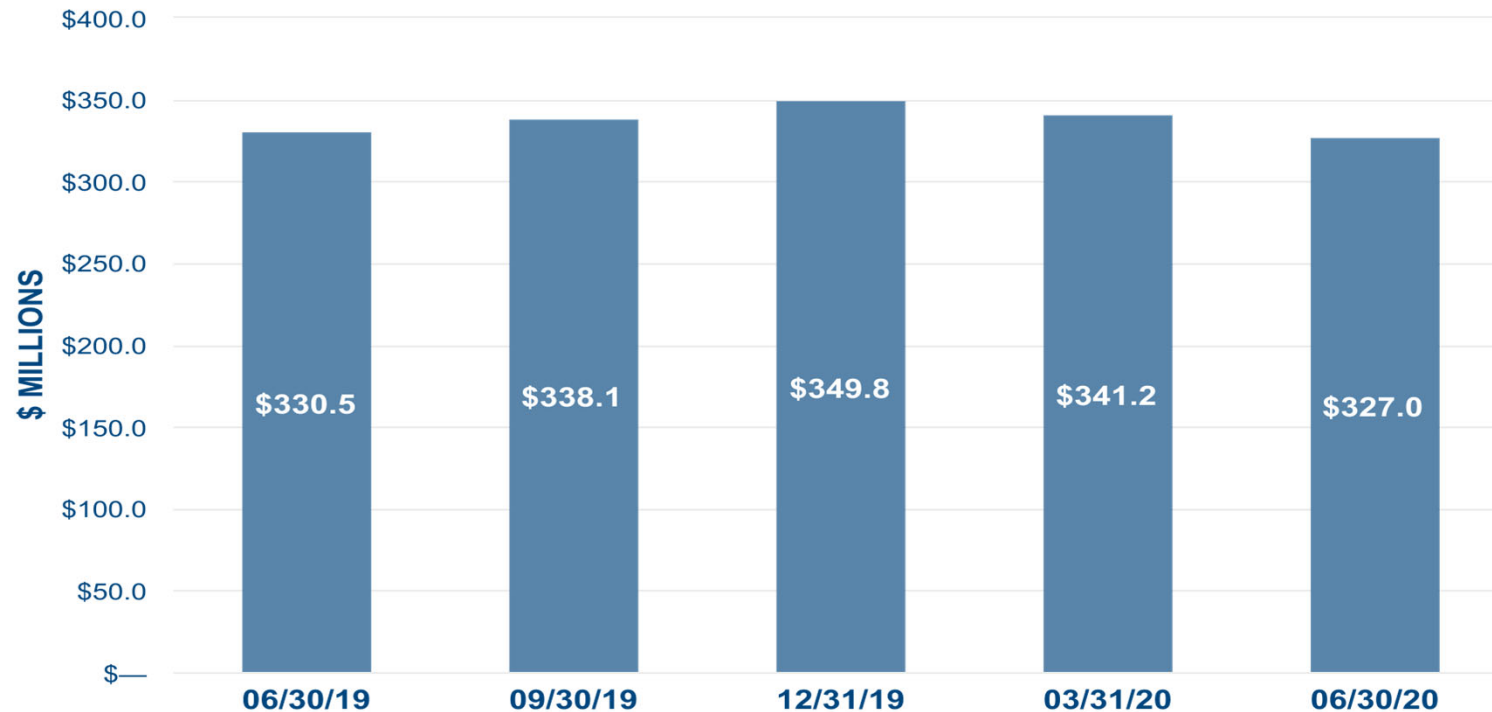
\$119.7M
Borrowings
under revolver
as of
6/30/19

\$82.9M
Borrowings
under revolver
as of
12/31/19

\$57.7M
Borrowings
under revolver
as of
6/30/2020

- Current priority is to continue to reduce company leverage by:
 - Using free cash flow to pay down debt
 - Divesting of certain non-core assets/business areas
 - *Does not include proceeds from IC Axon divestiture*

Backlog Trending



- Backlog at 6/30/2019 includes \$15M from divested businesses
- Backlog down \$3.5M from reported 6/30/2019 backlog but up \$11.5M net of divested business backlog





Appendix

Non-GAAP Reconciliation – Adjusted EBITDA⁽¹⁾

	2016	2017	2018	2019	YTD June 2020
Net Income	\$ 20,247	\$ 12,891	\$ 9,836	\$ 15,189	\$ (1,900)
Interest Expense	1,568	3,132	2,945	6,058	1,585
Income Tax Expense	9,787	6,798	4,927	7,180	(1,814)
Depreciation & Amortization	6,462	6,974	7,921	9,482	4,254
EBITDA	\$ 38,064	\$ 29,795	\$ 25,629	\$ 37,909	\$ 2,125
ADJUSTMENTS:					
Non-Cash Stock Compensation	6,015	6,314	4,310	5,595	2,792
ERP System Implementation Costs	-	4,916	4,037	2,188	-
Restructuring Charges	-	3,317	2,930	1,639	855
Loss on a Contract w/ Oil & Gas Client	-	4,383	-	-	-
Foreign Currency Transaction Losses	170	334	2,298	718	842
Loss (Gain) on Change in Fair Value of Contingent Consideration	136	(1,620)	-	-	-
Severance Expense	-	-	515	2,232	2,565
Gain on Contingent Consideration	-	-	(4,438)	(677)	-
Impairment of operating lease right-of-use asset	-	-	-	-	255
Legal Acquisition & Transaction Costs	-	459	1,680	1,291	1,038
(Gain) Loss on Divested Business	-	1,368	956	(12,126)	(1,064)
Loss on Settlement with Foreign Oil & Gas Client	-	-	-	2,154	-
Adjusted EBITDA	\$ 44,385	\$ 49,266	\$ 37,917	\$ 40,923	\$ 9,408

(1) Adjusted earnings before interest, income taxes, depreciation and amortization (Adjusted EBITDA) is a widely used non-GAAP financial measure of operating performance. It is presented as supplemental information that the Company believes is useful to investors to evaluate its results because it excludes certain items that are not directly related to the Company's core operating performance. Adjusted EBITDA is calculated by adding back to net income interest expense, income tax expense, depreciation and amortization, non-cash stock compensation expense, gain or loss on the change in fair value of contingent consideration and other unusual or infrequently occurring items. For the periods presented, these other items are restructuring charges, severance expense, ERP implementation costs, foreign currency transaction losses, legal acquisition & transaction costs, loss on (gain) loss on divested business and loss on settlement with foreign oil & gas client. Adjusted EBITDA should not be considered as a substitute either for net income, as an indicator of the Company's operating performance, or for cash flow, as a measure of the Company's liquidity. In addition, because Adjusted EBITDA may not be calculated identically by all companies, the presentation here may not be comparable to other similarly titled measures of other companies.

Balance Sheet

(unaudited) (\$ in thousands)	December 31, 2019	June 30, 2020
Cash	\$ 8,159	\$ 12,097
Accounts receivable	131,852	99,828
Unbilled revenue	57,229	40,029
Prepaid expenses & other	19,115	21,272
Total current assets	216,355	173,226
Property, plant & equipment	5,803	5,393
Operating lease assets	27,251	23,591
Goodwill & intangible assets, net	187,907	179,830
Other assets	11,586	11,670
Total assets	\$ 448,902	\$ 393,710
Accounts payable	\$ 92,332	\$ 72,519
Current portion lease liabilities	7,871	6,707
Deferred revenue	23,234	21,529
Total current liabilities	123,437	100,755
Long-term debt	82,870	57,650
Long-term portion lease liabilities	22,159	19,824
Other non-current liabilities	10,522	12,740
Stockholders' Equity	209,914	202,741
Total	\$ 448,902	\$ 393,710



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