

PZENA INVESTMENT MANAGEMENT, INC. REPORTS RESULTS FOR THE SECOND QUARTER OF 2015

- 2015 revenue was \$29.5 million for the second quarter.
- 2015 GAAP operating income was \$13.2 million for the second quarter. For the same period, non-GAAP operating income was \$14.7 million.
- 2015 GAAP diluted earnings per share was \$0.13 for the second quarter. For the same period, non-GAAP diluted earnings per share was \$0.14.
- Declared a quarterly dividend of \$0.03 per share.

NEW YORK, NEW YORK, July 21, 2015 - Pzena Investment Management, Inc. (NYSE: PZN) reported the following U.S. Generally Accepted Accounting Principles (GAAP) and non-GAAP basic and diluted net income and earnings per share for the three and six months ended June 30, 2015 and 2014 (in thousands, except per-share amounts):

		GAAI	S	Non-GAAP Basis							
	Fo	r the Three	ns Ended	For the Three Months Ended							
		June		June 30,							
		2015		2014		2015		2014			
				(unau	dited)						
Basic Net Income	\$	1,922	\$	2,124	\$	1,951	\$	1,767			
Basic Earnings Per Share	\$	0.15	\$	0.17	\$	0.15	\$	0.15			
Diluted Net Income	\$	8,531	\$	9,096	\$	9,312	\$	8,739			
Diluted Earnings Per Share	\$	0.13	\$	\$ 0.13		0.14	\$	0.13			
		GAAP Basis				Non-GAAP Basis					
	F	or the Six N	Ionths	s Ended	F	For the Six Months Ended					
		June	e 30,			June	e 30,				
		2015		2014		2015	2014				
				(unau	dited)						
Basic Net Income	\$	3,544	\$	3,572	\$	3,557	\$	3,153			
Basic Earnings Per Share	\$	0.27	\$	0.29	\$	0.27	\$	0.26			
Diluted Net Income	\$	16,458	\$	16,692	\$	17,397	\$	16,273			
Diluted Earnings Per Share	\$	0.24	\$			\$ 0.26		0.24			

The results for the three and six months ended June 30, 2015 and 2014 include adjustments related to the Company's deferred tax asset, valuation allowance and the associated liability to its selling and converting shareholders. Results for 2015 also include adjustments related to certain non-recurring charges recognized in operating expenses related to our new corporate headquarters. Management believes that these accounting adjustments add a measure of non-operational complexity which obscures the underlying performance of the business. In evaluating the financial condition and results of operations, management also reviews non-GAAP measures of earnings, which exclude these items. Excluding these adjustments, non-GAAP diluted net income and non-GAAP diluted earnings per share were \$9.3 million and \$0.14, respectively, for the three months ended June 30, 2015, and \$8.7 million and \$0.13, respectively, for the three months ended June 30, 2014. Non-GAAP diluted net income and non-GAAP diluted earnings per share were \$17.4 million and \$0.26, respectively, for the six months ended June 30, 2015, and \$16.3 million and \$0.24, respectively, for the six months ended June 30, 2014. GAAP and non-GAAP net income for diluted earnings per share generally assume all operating company membership units are converted into Company stock at the beginning of the reporting period, and the resulting change to Company GAAP and non-GAAP net income associated with its increased interest in the operating company is taxed at the Company's effective tax rate, exclusive of the adjustments noted above and other adjustments. When this conversion results in an increase in earnings per share or a decrease in loss per share, diluted net income and diluted earnings per share are assumed to be equal to basic net income and basic earnings per share for the reporting period.

Management uses the non-GAAP measures to assess the strength of the underlying operations of the business. It believes the non-GAAP measures provide information to better analyze the Company's operations between periods and over time. Investors should consider the non-GAAP measures in addition to, and not as a substitute for, financial measures prepared in accordance with GAAP.

Assets Under Management (unaudited)

(\$ billions)

	For the Three Months Ended					For the Twelve Months Ended					
	Ju	ne 30,	Ma	arch 31,	June 30,		June 30,		June 30,		
		2015		2015		2014		2015		2014	
Institutional Accounts											
Assets											
Beginning of Period	\$	15.9	\$	15.6	\$	15.2	\$	15.1	\$	12.5	
Inflows		0.3		1.1		0.4		3.3		2.5	
Outflows		(0.6)		(0.9)		(0.9)		(2.6)		(3.1)	
Net Flows		(0.3)		0.2		(0.5)		0.7		(0.6)	
Market Appreciation/(Depreciation)		0.3		0.1		0.4		0.1		3.2	
End of Period	\$	15.9	\$	15.9	\$	15.1	\$	15.9	\$	15.1	
Retail Accounts											
Assets											
Beginning of Period Assets	\$	12.0	\$	12.1	\$	10.2	\$	11.9	\$	7.8	
Inflows		0.3		0.4		1.4		1.8		3.3	
Outflows		(0.6)		(0.4)		(0.2)		(2.1)		(1.1)	
Net Flows		(0.3)				1.2		(0.3)		2.2	
Market Appreciation/(Depreciation)		0.4		(0.1)		0.5		0.5		1.9	
End of Period	\$	12.1	\$	12.0	\$	11.9	\$	12.1	\$	11.9	
Total											
Assets											
Beginning of Period	\$	27.9	\$	27.7	\$	25.4	\$	27.0	\$	20.3	
Inflows		0.6		1.5		1.8		5.1		5.8	
Outflows		(1.2)		(1.3)		(1.1)		(4.7)		(4.2)	
Net Flows		(0.6)		0.2		0.7		0.4		1.6	
Market Appreciation/(Depreciation)		0.7				0.9		0.6		5.1	
End of Period	\$	28.0	\$	27.9	\$	27.0	\$	28.0	\$	27.0	

Financial Discussion

Revenue (unaudited)

(\$ thousands)

(5 mousanus)										
	For the Three Months Ended									
	J	June 30,		arch 31,	J	une 30,				
		2015		2015		2014				
Institutional Accounts	\$	21,492	\$	20,969	\$	20,506				
Retail Accounts		8,018		7,684		7,439				
Total	\$	29,510	\$	28,653	\$	27,945				
			1	For the Six N	Months	Ended				
			J	une 30,	J	une 30,				
				2015		2014				
Institutional Accounts			\$	42,461	\$	40,802				
Retail Accounts				15,702		13,544				
Total			\$	58,163	\$	54,346				

Revenue was \$29.5 million for the second quarter of 2015, an increase of 3.0% from \$28.7 million for the first quarter of 2015, and of 5.6% from \$27.9 million for the second quarter of 2014.

Included in these amounts were performance fees recognized of \$0.3 million for the second quarter of 2015, compared to \$0.4 million for the first quarter of 2015, and \$0.2 million for the second quarter of 2014. In general, performance fees are calculated on an annualized basis over the contract's measurement period, which, for the majority of our performance fee arrangements, extends to three years.

Average assets under management for the second quarter of 2015 were \$28.3 billion, an increase of 2.5% from \$27.6 billion for the first quarter of 2015 and an increase of 7.6% from \$26.3 billion for the second quarter of 2014. The increase from the first quarter of 2015 and from the second quarter of 2014 primarily reflects market appreciation. The increase from the second quarter of 2014 was also driven by net inflows.

The weighted average fee rate was 0.418% for the second quarter of 2015, increasing from 0.415% for the first quarter of 2015, and decreasing from 0.425% for the second quarter of 2014.

The weighted average fee rate for institutional accounts was 0.535% for the second quarter of 2015, decreasing from 0.536% for the first quarter of 2015, and from 0.542% for the second quarter of 2014. The decrease from last quarter primarily reflects the decrease in performance fees recognized during the second quarter of 2015, partially offset by an increase in assets in certain of our non-U.S. strategies which generally carry higher fee rates. The decrease from the second quarter of 2014 primarily reflects a shift in mix toward our expanded value strategies which generally carry lower fee rates, partially offset by the increase in non-U.S. strategies.

The weighted average fee rate for retail accounts was 0.263% for the second quarter of 2015, increasing from 0.256% for the first quarter of 2015, and decreasing from 0.267% for the second quarter of 2014. The increase from the first quarter of 2015 reflects an increase in assets in certain of our non-U.S. strategies, which generally carry higher fee rates. The decrease from the second quarter of 2014 primarily reflects an increase in retail performance fees recognized in the second quarter of 2015 offset by a shift in mix toward our expanded value strategies, which generally carry lower fee rates.

Total operating expenses were \$16.3 million for the second quarter of 2015, increasing from \$15.7 million for the first quarter of 2015 and from \$12.4 million for the second quarter of 2014. The increases in operating expenses from the first quarter of 2015 and year-over-year were primarily due to one-time and non-recurring charges associated with the move to our new headquarters during the second quarter of 2015. During the first quarter of 2015, one-time charges reflected the lease expense associated with our former headquarters that we did not expect to recur. The increase from the second quarter of 2014 is also driven by an increase in compensation and headcount, and expenses associated with our mutual funds. Details of operating expenses and a reconciliation of GAAP to non-GAAP operating expenses are shown below:

Operating Expenses (unaudited)

(\$ thousands)

		For the Three Months Ended								
	June 30,			arch 31,	Jı	une 30,				
		2015		2015	2014					
Compensation and Benefits Expense	\$	11,800	\$	12,070	\$	9,899				
General and Administrative Expense		4,490		3,603		2,505				
GAAP Operating Expenses		16,290		15,673		12,404				
One-Time Adjustments		(1,488)		(346)		_				
Non-GAAP Operating Expenses	\$	14,802	\$	15,327	\$	12,404				
			I	For the Six M	Months Ended					
			Jı	ine 30,	Jı	une 30,				
				2015		2014				
Compensation and Benefits Expense			\$	23,870	\$	19,949				
General and Administrative Expense				8,093		4,825				
GAAP Operating Expenses				31,963		24,774				
One-Time Adjustments				(1,834)		_				
Non-GAAP Operating Expenses			\$	30,129	\$	24,774				

As of June 30, 2015, employee headcount was 89, up from 85 at March 31, 2015 and 76 at June 30, 2014.

The operating margin was 44.8% on a GAAP basis for the second quarter of 2015, compared to 45.3% for the first quarter of 2015, and 55.6% for the second quarter of 2014. The operating margin was 49.8% and 46.5% on a non-GAAP basis for the second and first quarters of 2015, respectively.

Other income/ (expense) was income of approximately \$0.2 million for the second quarter of 2015, and expenses of \$0.3 million and \$1.4 million for the first quarter of 2015 and second quarter of 2014, respectively. Other income/ (expense) includes the gains/ (losses) and other investment income recognized by the Company on its direct investments, as well as those recognized by the Company's external investors on their investments in investment partnerships that the Company consolidates. A portion of gains/ (losses) and other investment income associated with the investments of the Company's outside interests are offset in net income attributable to non-controlling interests. For the second quarter of 2015, other income/ (expense) also includes an expense of \$0.7 million reflecting an increase in the Company's liability to its selling and converting shareholders resulting from an increase in expected future tax benefits described in income tax expense below. Changes in the liability to selling and converting shareholders associated with changes in the realizability of the deferred tax asset generated expenses of \$0.2 million and \$2.0 million in the first quarter of 2015 and the second quarter of 2014, respectively. Details of other income/ (expense), as well as a reconciliation of the related GAAP and non-GAAP measures, are shown below:

Other Income/ (Expense) (unaudited)

(\$ thousands)

	Three Months Ended						
	June 30,		March 31,		Jı	ine 30,	
	2	2015	2	2015	2014		
Net Interest and Dividend Income	\$	308	\$	120	\$	115	
Gains and Other Investment Income		460		15		410	
Change in Liability to Selling and Converting Shareholders ¹		(672)		(245)		(1,996)	
Other Income/ (Expense)		65		(179)		63	
GAAP Other Income/ (Expense)		161		(289)		(1,408)	
Change in Liability to Selling and Converting Shareholders ¹		672		245		1,996	
Outside Interests of Investment Partnerships ²		(370)		60		(57)	
Non-GAAP Other Income, Net of Outside Interests	\$	463	\$	16	\$	531	
			Ju	or the Six M ne 30, 2015	Jı	Ended une 30, 2014	
Net Interest and Dividend Income			\$	428	\$	180	
Gains and Other Investment Income				475		514	
Change in Liability to Selling and Converting Shareholders ¹				(917)		(2,123)	
Other Expense				(114)		(26)	
GAAP Other Expense				(128)		(1,455)	
Change in Liability to Selling and Converting Shareholders ¹				917		2,123	
Outside Interests of Investment Partnerships ²				(310)		(130)	
Non-GAAP Other Income, Net of Outside Interests			\$	479	\$	538	

¹ Reflects the change in the liability to the Company's selling and converting shareholders associated with the deferred tax asset generated by the Company's initial public offering and subsequent unit conversions.

² Represents the non-controlling interest allocation of the (income)/ loss of the Company's consolidated investment partnerships to its external investors.

The Company recognized income tax expense of \$0.6 million for the second quarter of 2015 and \$1.1 million for the first quarter of 2015, and an income tax benefit of \$0.3 million for the second quarter of 2014. Income taxes for the second quarter of 2015 included a \$0.8 million income tax benefit associated with a decrease to the valuation allowance recorded against the Company's deferred tax asset related to the basis step ups created by operating company unit exchanges. This adjustment generated \$0.3 million and \$2.4 million in income tax benefits in the first quarter of 2015 and second quarter of 2014, respectively. Details of the income tax expense, as well as a reconciliation of the related GAAP and non-GAAP measures, are shown below:

Income Tax Expense/ (Benefit) (unaudited)

(\$ thousands)

	For the Three Months Ended								
	June 30,		Ma	arch 31,	Jı	ane 30,			
		2015		2015	2014				
Non-GAAP Corporate Income Tax Expense	\$	925	\$	886	\$	1,244			
Non-GAAP Unincorporated Business Tax Expense		575		531		835			
Non-GAAP Income Tax Expense		1,500		1,417		2,079			
Change in Valuation Allowance ¹		(790)		(297)		(2,353)			
Less: Effects of One-Time Adjustments ²		(144)		(32)		_			
GAAP Income Tax Expense/ (Benefit)	\$	566	\$	1,088	\$	(274)			
			Jı	For the Six Nune 30, 2015	Jı	Ended une 30, 2014			
Non-GAAP Corporate Income Tax Expense Non-GAAP Unincorporated Business Tax Expense			\$	1,811 1,106	\$	2,334 1,617			
Non-GAAP Income Tax Expense				2,917		3,951			
Change in Valuation Allowance ¹				(1,087)		(3,144)			
Less: Effects of One-Time Adjustments ²				(176)		_			
Net Adjustment to Deferred Tax Asset ³				_		602			
GAAP Income Tax Expense			\$	1,654	\$	1,409			

- 1 Reflects the change in the valuation allowance assessed against the deferred tax asset established as part of the Company's initial public offering and subsequent unit conversions.
- 2 Reflects the tax effect of non-recurring lease expenses on Corporate Income Tax Expense and Unincorporated Business Tax Expense for the second quarter of 2015 of \$108 thousand and \$36 thousand, respectively, and \$25 thousand and \$7 thousand for the first quarter of 2015, respectively, which are excluded from Non-GAAP results.
- 3 Reflects the net impact of the changes in the Company's deferred tax asset and valuation allowance assessed against the deferred tax asset associated with the changes in expected future tax benefits.

Details of the net income attributable to non-controlling interests of the Company's operating company and consolidated subsidiaries, as well as a reconciliation of the related GAAP and non-GAAP measures, are shown below:

Non-Controlling Interests (unaudited)

(\$ thousands)

	For the Three Months Ended						
	June 30, 2015		M	arch 31,	Jı	une 30,	
				2015		2014	
Operating Company Allocation	\$	10,523	\$	10,041	\$	12,226	
Add Back: Effects of One-Time Adjustments ¹	Ф	1,197	Ф	278	Φ	12,220	
Ž						12.226	
Non-GAAP Operating Company Allocation		11,720		10,319		12,226	
Outside Interests of Investment Partnerships ²		370		(60)		57	
Less: Effects of One-Time Adjustments ¹		(1,197)		(278)			
GAAP Net Income Attributable to Non-Controlling Interests	\$	10,893	\$	9,981	\$	12,283	
]	For the Six M	Ionths 1	Ended	
			Jı	ine 30,	Jı	une 30,	
				2015		2014	
Operating Company Allocation			\$	20,564	\$	23,006	
Add Back: Effects of One-Time Adjustments ¹			*	1,475	*		
Non-GAAP Operating Company Allocation				22,039		23,006	
Outside Interests of Investment Partnerships ²				310		130	
•						130	
Less: Effects of One-Time Adjustments ¹				(1,475)			
GAAP Net Income Attributable to Non-Controlling Interests			\$	20,874	\$	23,136	

¹ Reflects the effects of non-recurring lease expenses on non-controlling interests.

On July 14, 2015, the Company's Board of Directors approved a quarterly dividend of \$0.03 per share of its Class A common stock to be declared on July 21, 2015. The following dates apply to the dividend:

Record Date: August 13, 2015

Payment Date: August 27, 2015

During the last twelve months, inclusive of the dividend noted above, the Company declared total dividends of \$0.41 per share of its Class A common stock.

² Represents the non-controlling interest allocation of the (loss)/ income of the Company's consolidated investment partnerships to its external investors.

Second Quarter 2015 Earnings Call Information

Pzena Investment Management, Inc. (NYSE: PZN) will hold a conference call to discuss the Company's financial results and outlook at 10:00 a.m. ET, Wednesday, July 22, 2015. The call will be open to the public.

Webcast Instructions: To gain access to the webcast, which will be "listen-only," go to the Events page in the Investor Relations area of the Company's website, www.pzena.com.

Teleconference Instructions: To gain access to the conference call via telephone, U.S./Canada callers should dial 866-515-2912; international callers should dial 617-399-5126. The conference ID number is 65182946.

Replay: The conference call will be available for replay through August 6, 2015, on the web using the information given above.

About Pzena Investment Management

Pzena Investment Management, LLC, the firm's operating company, is a value-oriented investment management firm. Founded in 1995, Pzena Investment Management has built a diverse, global client base. More firm and stock information is posted at www.pzena.com.

Forward-Looking Statements

This press release may contain, in addition to historical information, forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements are based on the Company's current assumptions, expectations and projections about future events. Words like "believe," "anticipate," "intend," "estimate," "expect," "project," and similar expressions are used to identify forward-looking statements, although not all forward-looking statements contain these words. These forward-looking statements are necessarily estimates reflecting the best judgment of the Company's management and involve a number of risks, uncertainties and assumptions that could cause actual results to differ materially from those expressed or implied by the forward-looking statements.

Among the factors that could cause actual results to differ from those expressed or implied by a forward-looking statement are those described in the sections entitled "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" in the Company's Annual Report on Form 10-K, as filed with the SEC on March 13, 2015 and in the Company's Quarterly Reports on Form 10-Q as filed with the SEC. In light of these risks, uncertainties, assumptions, and factors, actual results could differ materially from those expressed or implied in the forward-looking statements.

You are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date stated, or if no date is stated, as of the date of this release.

The Company is not under any obligation and does not intend to make publicly available any update or other revisions to any forward-looking statements to reflect circumstances existing after the date of this release or to reflect the occurrence of future events even if experience or future events make it clear that any expected results expressed or implied by those forward-looking statements will not be realized.

Contact: Gary Bachman, 212-355-1600 or bachman@pzena.com

PZENA INVESTMENT MANAGEMENT, INC.

CONSOLIDATED STATEMENTS OF FINANCIAL CONDITION (in thousands)

	As of					
	J	une 30,	Dec	cember 31,		
		2015		2014		
	(u	naudited)				
ASSETS						
Cash and Cash Equivalents	\$	24,441	\$	39,109		
Restricted Cash		3,769		2,810		
Due from Broker		529		94		
Advisory Fees Receivable		23,790		22,939		
Investments		33,143		27,945		
Prepaid Expenses and Other Assets		1,717		1,599		
Deferred Tax Asset, Net of Valuation Allowance						
of \$42,900 and \$44,239, respectively		13,967		14,618		
Property and Equipment, Net of Accumulated						
Depreciation of \$664 and \$3,072, respectively		7,639		2,772		
TOTAL ASSETS	\$	108,995	\$	111,886		
LIABILITIES AND EQUITY						
Liabilities:						
Accounts Payable and Accrued Expenses	\$	14,061	\$	5,974		
Due to Broker		1,248		698		
Securities Sold Short, at Fair Value		2,406		1,572		
Liability to Selling and Converting Shareholders		16,275		15,358		
Deferred Compensation Liability		1,550		2,211		
Lease Liability		743		354		
Other Liabilities		819		686		
TOTAL LIABILITIES		37,102		26,853		
Equity:						
Total Pzena Investment Management, Inc.'s Equity		15,119		18,401		
Non-Controlling Interests		56,774		66,632		
TOTAL EQUITY		71,893		85,033		
TOTAL LIABILITIES AND EQUITY	\$	108,995	\$	111,886		

PZENA INVESTMENT MANAGEMENT, INC.

UNAUDITED CONSOLIDATED STATEMENTS OF OPERATIONS

(in thousands, except share and per-share amounts)

	For the Three Months Ended			For the Six Months Ended					
	June 30,				June 30,				
	2015			2014	2015		2014		
REVENUE	\$	29,510	\$	27,945	\$	58,163	\$	54,346	
EXPENSES									
Compensation and Benefits Expense		11,800		9,899		23,870		19,949	
General and Administrative Expense		4,490		2,505		8,093		4,825	
TOTAL OPERATING EXPENSES		16,290		12,404		31,963		24,774	
Operating Income		13,220		15,541		26,200		29,572	
Other Income/ (Expense)		161		(1,408)	_	(128)	_	(1,455)	
Income Before Taxes		13,381		14,133		26,072		28,117	
Income Tax Expense/ (Benefit)		566		(274)		1,654		1,409	
Consolidated Net Income		12,815		14,407		24,418		26,708	
Less: Net Income Attributable to Non-Controlling Interests		10,893		12,283		20,874		23,136	
Net Income Attributable to Pzena Investment Management, Inc.	\$	1,922	\$	2,124	\$	3,544	\$	3,572	
Earnings per Share - Basic and Diluted Attributable to Pzena Investment Management, Inc. Common Stockholders:									
Net Income for Basic Earnings per Share	\$	1,922	\$	2,124	\$	3,544	\$	3,572	
Basic Earnings per Share	\$	0.15	\$	0.17	\$	0.27	\$	0.29	
Basic Weighted Average Shares Outstanding		12,946,168		12,180,192		13,001,633		12,178,402	
Net Income for Diluted Earnings per Share	\$	8,531	\$	9,096	\$	16,458	\$	16,692	
Diluted Earnings per Share	\$	0.13	\$	0.13	\$	0.24	\$	0.25	
Diluted Weighted Average Shares Outstanding		68,223,560		67,998,237		68,109,058		68,021,135	

PZENA INVESTMENT MANAGEMENT, INC.

UNAUDITED NON-GAAP CONSOLIDATED STATEMENTS OF OPERATIONS (in thousands, except share and per-share amounts)

	Non-GAAP Basis				Non-GAAP Basis					
	For the Three Months Ended			I	For the Six Months Ended June 30,					
	June									
	_	2015	_	2014		2015		2014		
REVENUE	\$	29,510	\$	27,945		58,163	\$	54,346		
EXPENSES										
Compensation and Benefits Expense		11,800		9,899		23,870		19,949		
General and Administrative Expense		3,002		2,505		6,259		4,825		
TOTAL OPERATING EXPENSES		14,802		12,404		30,129		24,774		
Operating Income		14,708		15,541		28,034		29,572		
Other Income, Net of Outside Interests	_	463	_	531		479		538		
Income Before Taxes and Operating Company Allocation		15,171		16,072		28,513		30,110		
Unincorporated Business Tax Expense		575		835		1,106		1,617		
Allocable Income		14,596		15,237		27,407	_	28,493		
Operating Company Allocation		11,720		12,226		22,039		23,006		
Income Before Corporate Income Taxes		2,876		3,011		5,368		5,487		
Corporate Income Tax Expense		925		1,244		1,811		2,334		
Non-GAAP Net Income	\$	1,951	\$	1,767	\$	3,557	\$	3,153		
Effect of One-Time Adjustments		(147)				(183)				
Tax Receivable Agreement Income, Net of Taxes		118		357		170		419		
GAAP Net Income	\$	1,922	\$	2,124	\$	3,544	\$	3,572		
Earnings Per Share - Basic and Diluted Attributable to Pzena Investment Management, Inc. Common Stockholders:										
Net Income for Basic Earnings per Share	\$	1,951	\$	1,767	\$	3,557	\$	3,153		
Basic Earnings per Share	\$	0.15	\$	0.15	\$	0.27	\$	0.26		
Basic Weighted Average Shares Outstanding	ψ	12,946,168	Ψ	12,180,192		13,001,633	φ	12,178,402		
Net Income for Diluted Earnings per Share	\$	9,312	\$	8,739	\$	17,397	\$	16,273		
Diluted Earnings per Share	\$	0.14	\$	0.13	\$	0.26	\$	0.24		
Diluted Weighted Average Shares Outstanding	Ψ	68,223,560	Ψ	67,998,237		68,109,058	4	68,021,135		