UNITED STATES SECURITIES AND EXCHANGE COMMISSION WASHINGTON, D. C. 20549 FORM 8-K

CURRENT REPORT Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

Date of Report (date of earliest event reported): December 7, 2015

H&R BLOCK, INC.

(Exact name of registrant as specified in charter)

MISSOURI

1-6089

44-0607856 (I.R.S. Employer Identification No.)

(State or other jurisdiction of incorporation or organization)

(Commission File Number)

One H&R Block Way, Kansas City, MO 64105

(Address of Principal Executive Offices) (Zip Code)

(816) 854-3000

(Registrant's telephone number, including area code)

Not Applicable

(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (see General Instruction A.2. below):

□ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)

□ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)

□ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))

Dre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Item 2.02. Results of Operations and Financial Condition.

On December 7, 2015, the Company issued a press release regarding the Company's results of operations for the fiscal quarter ended October 31, 2015. A copy of the press release is furnished as Exhibit 99.1 to this Current Report on Form 8-K.

Item 9.01. Financial Statements and Exhibits.

(d) Exhibits

Exhibit Number Description 99.1 Press Release Issued December 7, 2015

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 hereunto duly authorized.

H&R BLOCK, INC.

Date: December 7, 2015

By: /s/ Scott W. Andreasen

Scott W. Andreasen Vice President and Secretary

EXHIBIT INDEX

Exhibit 99.1 Press Release Issued December 7, 2015



News Release

For Immediate Release: December 7, 2015

H&R Block Announces Fiscal 2016 Second Quarter Results

KANSAS CITY, Mo. - H&R Block, Inc. (NYSE: HRB), the world's largest consumer tax services provider, today released its financial results for the fiscal 2016 second quarter ended October 31, 2015. The company typically reports a second quarter operating loss due to the seasonality of its tax business.

Second Quarter 2016 Highlights¹

- *H&R Block Bank divestiture transaction closed; H&R Block no longer regulated as a savings and loan holding company²*
- Company completed key elements of its previously announced new capital structure, including the approval of a \$3.5 billion share repurchase program effective through June 2019, the repurchase of \$1.5 billion of H&R Block stock, the issuance of \$1 billion in long-term debt and the completion of a new \$2 billion line of credit²
- Total revenues decreased \$6 million, or 4.6%, to \$128 million mainly due to the impact of foreign currency exchange rates
- Loss per share from continuing operations of 0.54^3 due to the seasonality of the tax business

CEO Perspective

"We are excited about the upcoming tax season, with a focus on executing our Tax Plus strategy. Our tax professionals are ready to provide the expert advice expected by our clients and our DIY software offerings are the best they have ever been" said Bill Cobb, H&R Block's president and chief executive officer. "Additionally, with the divestiture of H&R Block Bank, we have completed the final step in a multi-year journey that now allows us to take positive steps towards the capital structure that is appropriate for our business. I'm also pleased that the H&R Block Bank transition to BofI has gone smoothly, positioning us to continue offering our clients the award-winning products they've come to expect."

- 1 All amounts in this release are unaudited. Unless otherwise noted, all comparisons refer to the current period compared to the corresponding prior year period.
- ² Details regarding the bank divestiture and related agreements, capital structure transactions and share repurchase program can be found in previously filed press releases issued, as well as Forms 8-K filed with the Securities and Exchange Commission in September and October of 2015.
- ³ All per share amounts are based on fully diluted shares at the end of the corresponding period.

Fiscal 2016 Second Quarter Results From Continuing Operations

		Actual						
(in millions, except EPS) Revenue	Fiscal	Fiscal Year 2016		Fiscal Year 2015		Fiscal Year 2016		al Year 2015
	\$	128	\$	135	\$	128	\$	135
EBITDA	\$	(181)	\$	(148)	\$	(169)	\$	(149)
Pretax Loss	\$	(238)	\$	(201)	\$	(225)	\$	(202)
Net Loss	\$	(143)	\$	(113)	\$	(135)	\$	(114)
Weighted-Avg. Shares - Diluted		266.3		275.1		266.3		275.1
EPS	\$	(0.54)	\$	(0.41)	\$	(0.51)	\$	(0.41)

CFO Perspective

"Incurring a loss in the second quarter is typical for H&R Block," said Greg Macfarlane, H&R Block's chief financial officer. "This year we saw an elevated level of expenses driven by one time transaction costs related to the bank divestiture and capital structure actions, as well as increased amortization and other expenses related to last year's higher than normal acquisitions of independent tax preparation and franchise businesses."

Business Financial Results and Highlights⁵

- Revenues decreased 4.6% to \$128 million, due primarily to the negative impact of foreign currency exchange rates in Australia and Canada.
- Total operating expenses increased \$43 million, or 13.5%, the largest contributor of which was \$20.8 million in transaction costs related to the bank divestiture and capital structure actions described below. Additionally, occupancy costs and amortization expense increased due to the annualization of expenses related to acquisitions of independent tax preparation and franchise businesses in the prior year.
- Pretax loss increased 18.5% to \$238 million.

Discontinued Operations

- Sand Canyon Corporation (SCC), a separate legal entity from H&R Block, Inc., continued to engage in constructive settlement discussions with counterparties that have made a significant majority of previously denied and possible future representation and warranty claims.
- SCC's accrual for contingent losses related to representation and warranty claims increased \$4 million from the prior quarter to \$154 million.

Balance Sheet

- Upon divestiture of H&R Block Bank, certain liabilities, including all customer banking deposits were successfully transferred to BofI Federal Bank (BofI). The bank's net cash payment to BofI equaled approximately \$419 million, which was approximately equal to the carrying value of the liabilities (including all deposit liabilities) assumed by BofI.
- Available for sale securities, previously held to meet regulatory requirements, were liquidated for approximately \$388 million.

⁴The company reports adjusted financial performance, which it believes is a better indication of the company's recurring operations. See "About Non-GAAP Financial Information" below for more information regarding financial measures not prepared in accordance with generally accepted accounting principles (GAAP). ⁵Following the divestiture of H&R Block Bank, we operate as a single segment offering tax preparation and related services and products to clients in our offices or through our tax software. Segment information for earlier periods has been consolidated into that single segment in this press release.

- The Company's previous committed line of credit agreement was replaced with a new five-year, \$2.0 billion Credit and Guarantee Agreement. There were no outstanding borrowings under this new line of credit at October 31, 2015.
- Long-term debt increased due to the issuance of \$650 million of 4.125% Senior Notes and \$350 million of 5.250% Senior Notes.
- Stockholder's equity was impacted by the repurchase and subsequent retirement of 40.5 million shares of common stock for \$1.5 billion, or a price of \$37.00 per share.
- Details regarding the bank divestiture and related agreements, capital structure transactions and share repurchase program can be found in previously filed press releases issued, as well as Forms 8-K filed with the Securities and Exchange Commission in September and October of 2015.

Dividends

As previously announced, a quarterly cash dividend of 20 cents per share is payable on January 4, 2016 to shareholders of record as of December 7, 2015. The January 4 dividend payment will be H&R Block's 213th consecutive quarterly dividend since the company went public in 1962.

Investor Conference

At 8:30 a.m. EST on Tuesday, December 8, the company will hold its investor conference in New York City. H&R Block's senior leaders will outline the company's strategies and outlook, and provide a general business update including discussion of fiscal 2016 second quarter results.

The event will be broadcast live in a listen-only format for the media and public on H&R Block's investor relations website at http://investors.hrblock.com. A replay will be available on the company's website.

About H&R Block

H&R Block, Inc. (NYSE: HRB) is the world's largest consumer tax services provider. More than 680 million tax returns have been prepared worldwide by and through H&R Block since 1955. In fiscal 2015, H&R Block had annual revenues of nearly \$3.1 billion with 24.2 million tax returns prepared worldwide. Tax return preparation services are provided by professional tax preparers in approximately 12,000 company-owned and franchise retail tax offices worldwide, and through H&R Block tax software products. H&R Block also offers adjacent Tax Plus products and services. For more information, visit the H&R Block Newsroom at http://newsroom.hrblock.com/.

About Non-GAAP Financial Information

This press release and the accompanying tables include non-GAAP financial information. For a description of these non-GAAP financial measures, including the reasons management uses each measure, and reconciliations of these non-GAAP financial measures to the most directly comparable financial measures prepared in accordance with generally accepted accounting principles, please see the section of the accompanying tables titled "Non-GAAP Financial Information."

Forward-Looking Statements

This press release contains forward-looking statements within the meaning of the securities laws. Forward-looking statements can be identified by the fact that they do not relate strictly to historical or current facts. They often include words or variation of words such as "expects," "anticipates," "intends," "plans," "believes," "seeks," "estimates," "projects," "forecasts," "targets," "would," "will," "should," "could" or "may" or other similar expressions. Forward-looking statements provide management's current

expectations or predictions of future conditions, events or results. All statements that address operating performance, events or developments that we expect or anticipate will occur in the future are forward-looking statements. They may include estimates of revenues, income, earnings per share, cost savings, capital expenditures, dividends, share repurchases, liquidity, capital structure or other financial items, descriptions of management's plans or objectives for future operations, products or services, or descriptions of assumptions underlying any of the above. All forward-looking statements speak only as of the date they are made and reflect the company's good faith beliefs, assumptions and expectations, but they are not guarantees of future performance or events. Furthermore, the company disclaims any obligation to publicly update or revise any forward-looking statement to reflect changes in underlying assumptions, factors, or expectations, new information, data or methods, future events or other changes, except as required by law. By their nature, forward-looking statements are subject to risks and uncertainties that could cause actual results to differ materially from those suggested by the forward-looking statements. Factors that might cause such differences include, but are not limited to, a variety of economic, competitive and regulatory factors, many of which are beyond the company's control, that are described in our Annual Report on Form 10-K for the fiscal year ended April 30, 2015 in the section entitled "Risk Factors" and additional factors we may describe from time to time in other filings with the Securities and Exchange Commission. You may get such filings for free at our website at

http://investors.hrblock.com. You should understand that it is not possible to predict or identify all such factors and, consequently, you should not consider any such list to be a complete set of all potential risks or uncertainties.

For Further Information

Investor Relations: Colby Brown, (816) 854-4559, colby.brown@hrblock.com Media Relations: Gene King, (816) 854-4672, gene.king@hrblock.com

TABLES FOLLOW



CONSOLIDATED STATEMENTS OF OPERATIONS

CONSOLIDATED STATEMENTS OF OPERATIONS							ot per share amounts)
	Three months e	nded O	ctober 31,	Six months en	ded October 31,		
	2015		2014		2015		2014
REVENUES:							
Service revenues	\$ 113,420	\$	115,442	\$	231,854	\$	230,915
Royalty, product and other revenues	14,995		19,186		34,279		37,299
	 128,415		134,628		266,133		268,214
OPERATING EXPENSES:							
Cost of revenues:							
Compensation and benefits	62,694		69,381		118,483		121,236
Occupancy and equipment	95,051		87,626		184,906		170,932
Provision for bad debt and loan losses	1,182		385		3,187		4,749
Depreciation and amortization	28,358		28,429		55,442		53,514
Other	39,116		35,876		77,891		68,992
	 226,401		221,697		439,909		419,423
Selling, general and administrative:							
Marketing and advertising	12,965		12,513		21,496		20,658
Compensation and benefits	61,593		54,353		116,262		115,317
Depreciation and amortization	13,991		10,500		27,001		19,101
Other selling, general and administrative	47,298		20,013		69,280		39,503
	 135,847		97,379		234,039		194,579
Total operating expenses	 362,248		319,076		673,948		614,002
Other income, net	 10,505		_		10,938		523
Interest expense on borrowings	(14,181)		(13,843)		(22,756)		(27,638
Other expenses, net	(210)		(2,282)		(5,195)		(3,486
Loss from continuing operations before income tax benefit	 (237,719)		(200,573)		(424,828)		(376,389
Income tax benefit	(95,201)		(87,346)		(185,805)		(154,311
Net loss from continuing operations	 (142,518)		(113,227)		(239,023)		(222,078
Net income (loss) from discontinued operations	(2,489)		1,229		(5,643)		(6,152
NET LOSS	\$ (145,007)	\$	(111,998)	\$	(244,666)	\$	(228,230)
BASIC AND DILUTED LOSS PER SHARE:							
Continuing operations	\$ (0.54)	\$	(0.41)	\$	(0.88)	\$	(0.81
Discontinued operations	(0.01)		_		(0.02)		(0.02
Consolidated	\$ (0.55)	\$	(0.41)	\$	(0.90)	\$	(0.83
WEIGHTED AVERAGE BASIC AND DILUTED SHARES	266,267		275,106		271,016		274,841

H&R Block

CONSOLIDATED BALANCE SHEETS	(unaudited, in 000s - except								
As of	October 31, 2015		October 31, 2014		April 30, 2015				
ASSETS									
Cash and cash equivalents	\$ 360,681	\$	627,490	\$	2,007,190				
Cash and cash equivalents — restricted	42,781		55,543		91,972				
Receivables, net	94,760		107,705		167,964				
Deferred tax assets and income taxes receivable	145,912		197,193		174,267				
Prepaid expenses and other current assets	80,458		88,270		70,283				
Investments in available-for-sale securities	2,116		381,180		439,625				
Total current assets	 726,708	·	1,457,381		2,951,301				
Mortgage loans held for investment, net	220,671		251,092		239,338				
Property and equipment, net	298,602		318,225		311,387				
Intangible assets, net	466,224		414,045		432,142				
Goodwill	442,068		464,182		441,831				
Deferred tax assets and income taxes receivable	11,264		37,937		13,461				
Other noncurrent assets	124,360		148,428		125,960				
Total assets	\$ 2,289,897	\$	3,091,290	\$	4,515,420				
LIABILITIES AND STOCKHOLDERS' EQUITY									
LIABILITIES:									
Customer banking deposits	\$ -	\$	454,860	\$	744,241				
Accounts payable and accrued expenses	141,070		97,105		231,322				
Accrued salaries, wages and payroll taxes	37,512		36,215		144,744				
Accrued income taxes	67,732		147,000		434,684				
Current portion of long-term debt	808		772		790				
Deferred revenue and other current liabilities	319,426		339,725		322,508				
Total current liabilities	 566,548		1,075,677		1,878,289				
Long-term debt	1,501,938		505,588		505,298				
Deferred tax liabilities and reserves for uncertain tax positions	140,539		151,951		142,586				
Deferred revenue and other noncurrent liabilities	108,115		119,398		156,298				
Total liabilities	 2,317,140		1,852,614		2,682,471				
COMMITMENTS AND CONTINGENCIES		·							
STOCKHOLDERS' EQUITY:									
Common stock, no par, stated value \$.01 per share	2,761		3,166		3,166				
Additional paid-in capital	757,816		772,662		783,793				
Accumulated other comprehensive income (loss)	(16,208)		6,577		1,740				
Retained earnings	3,573		1,250,465		1,836,442				
Less treasury shares, at cost	(775,185)		(794,194)		(792,192)				
Total stockholders' equity (deficiency)	 (27,243)		1,238,676		1,832,949				
Total liabilities and stockholders' equity	\$ 2,289,897	\$	3,091,290	\$	4,515,420				



CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS			(un	naudited, in 000s)
Six months ended October 31,			2014	
NET CASH USED IN OPERATING ACTIVITIES	\$	(602,713)	\$	(627,577)
CASH FLOWS FROM INVESTING ACTIVITIES:				
Sales, maturities of and payments received on available-for-sale securities		434,261		49,013
Principal payments on mortgage loans held for investment, net		17,006		13,451
Capital expenditures		(38,779)		(70,927)
Payments made for business acquisitions, net of cash acquired		(61,846)		(94,230)
Franchise loans:				
Loans funded		(10,281)		(18,251)
Payments received		17,473		29,637
Other, net		7,246		10,585
Net cash provided by (used in) investing activities		365,080		(80,722)
CASH FLOWS FROM FINANCING ACTIVITIES:				
Repayments of long-term debt		_		(400,000)
Proceeds from issuance of long-term debt		996,831		_
Customer banking deposits, net		(326,705)		(316,269)
Transfer of HRB Bank deposits		(419,028)		_
Dividends paid		(110,338)		(109,871)
Repurchase of common stock, including shares surrendered		(1,517,786)		(10,247)
Proceeds from exercise of stock options		16,875		14,477
Other, net		(37,820)		(23,392)
Net cash used in financing activities		(1,397,971)		(845,302)
Effects of exchange rate changes on cash		(10,905)		(4,216)
Net decrease in cash and cash equivalents		(1,646,509)		(1,557,817)
Cash and cash equivalents at beginning of the period		2,007,190		2,185,307
Cash and cash equivalents at end of the period	\$	360,681	\$	627,490
SUPPLEMENTARY CASH FLOW DATA:				
Income taxes paid, net of refunds received	\$	132,096	\$	157,680
Interest paid on borrowings		15,606		27,379
Transfers of foreclosed loans to other assets		1,450		3,155
Accrued additions to property and equipment		4,573		3,243
Conversion of investment in preferred stock to available-for-sale common stock		_		5,000



FINANCIAL RESULTS	(unaudited, in 000s - except per share amounts)								
	Three months ended October 31,					Six months en	ded O	ctober 31,	
		2015		2014		2015		2014	
Tax preparation fees:									
U.S. assisted	\$	36,403	\$	31,926	\$	63,688	\$	57,415	
International		35,340		42,831		71,058		84,287	
U.S. digital		3,469		2,892		6,648		5,824	
		75,212		77,649		141,394		147,526	
Royalties		9,163		8,582		18,858		16,224	
Revenues from Refund Transfers		1,948		2,154		5,363		5,573	
Revenues from Emerald Card®		9,808		11,524		25,497		25,569	
Revenues from Peace of Mind [®] Extended Service Plan		19,325		16,563		47,028		40,816	
Other		12,959		18,156		27,993		32,506	
Total revenues		128,415		134,628		266,133		268,214	
Compensation and benefits:									
Field wages		53,525		56,904		99,463		102,901	
Other wages		46,127		42,368		87,996		85,561	
Benefits and other compensation		24,635		24,462		47,286		48,091	
		124,287	·	123,734		234,745		236,553	
Decupancy and equipment		94,997		84,267		184,796		167,376	
Narketing and advertising		12,965		12,513		21,496		20,658	
Depreciation and amortization		42,349		38,929		82,443		72,615	
Bad debt		1,182		385		3,187		4,749	
upplies		4,728		7,528		7,127		10,601	
Dther		81,740		51,720		140,154		101,450	
Total operating expenses		362,248	·	319,076		673,948		614,002	
Other income, net		10,505		_		10,938		523	
nterest expense on borrowings		(14,181)		(13,843)		(22,756)		(27,638)	
Other expenses, net		(210)		(2,282)		(5,195)		(3,486)	
Pretax loss		(237,719)		(200,573)		(424,828)		(376,389)	
ncome tax benefit		(95,201)		(87,346)		(185,805)		(154,311)	
let loss from continuing operations		(142,518)		(113,227)		(239,023)		(222,078)	
Net income (loss) from discontinued operations		(2,489)		1,229		(5,643)		(6,152)	
let loss	\$	(145,007)	\$	(111,998)	\$	(244,666)	\$	(228,230)	
Basic and diluted loss per share:									
Continuing operations	\$	(0.54)	\$	(0.41)	\$	(0.88)	\$	(0.81)	
Discontinued operations		(0.01)		_		(0.02)		(0.02)	
Consolidated	\$	(0.55)	\$	(0.41)	\$	(0.90)	\$	(0.83)	
Neighted average basic and diluted shares		266,267		275,106		271,016		274,841	



NON-GAAP FINANCIAL MEASURES

Three months ended October 31,		2	015		2014				
		EBITDA		Loss		EBITDA		Loss	
As reported - from continuing operations	\$	(181,145)	\$	(142,518)	\$	(147,661)	\$	(113,227)	
Adjustments (pretax):									
Loss contingencies - litigation		71		71		44		44	
Severance		-		_		238		238	
Professional fees related to HRB Bank and recapitalization transactions		20,766		20,766		89		89	
Gains on AFS securities, net		(8,426)		(8,426)		(965)		(965)	
Gain on sales of tax offices/businesses		(26)		(26)		(899)		(899)	
Tax effect of adjustments		_		(4,642)		_		570	
		12,385		7,743		(1,493)		(923)	
As adjusted - from continuing operations	\$	(168,760)	\$	(134,775)	\$	(149,154)	\$	(114,150)	
Adjusted EPS			\$	(0.51)			\$	(0.41)	
Six months ended October 31,		2		2014					
		EBITDA		Loss		EBITDA		Loss	
As reported - from continuing operations	\$	(319,449)	\$	(239,023)	\$	(275,851)	\$	(222,078)	
Adjustments (pretax):									
Loss contingencies - litigation		689		689		272		272	
Severance		-		_		1,051		1,051	
Professional fees related to HRB Bank and recapitalization									
transactions		20,818		20,818		114		114	
Gains on AFS securities, net		(8,138)		(8,138)		(24)		(24)	
Gain on sales of tax offices/businesses		(26)		(26)		(899)		(899)	
Tax effect of adjustments		_		(5,000)		_		(194)	
		13,343		8,343		514		320	
	\$	(306,106)	\$	(230,680)	\$	(275,337)	\$	(221,758)	
As adjusted - from continuing operations	<u>,</u>	(,	*	· · ·					

NON-GAAP FINANCIAL MEASURES									
		Six months ended October 31,							
EBITDA		2015		2014	2015			2014	
Net loss - as reported	\$	(145,007)	\$	(111,998)	\$	(244,666)	\$	(228,230)	
Add back :									
Discontinued operations		2,489		(1,229)		5,643		6,152	
Income taxes		(95,201)		(87,346)		(185,805)		(154,311)	
Interest expense		14,225		13,983		22,936		27,923	
Depreciation and amortization		42,349		38,929		82,443		72,615	
		(36,138)		(35,663)		(74,783)		(47,621)	
EBITDA from continuing operations	\$	(181,145)	\$	(147,661)	\$	(319,449)	\$	(275,851)	

		Three months e	ctober 31,	Six months ended October 31,				
Supplemental Information		2015		2014		2015		2014
Stock-based compensation expense:								
Pretax	\$	7,858	\$	7,140	\$	13,876	\$	14,599
After-tax		4,910		4,465		8,677		9,085
Amortization of intangible assets:								
Pretax	\$	17,865	\$	13,219	\$	34,479	\$	24,463
After-tax		11,161		8,258		21,560		15,223
After-tax		11,161		8,258		21,560		

NON-GAAP FINANCIAL INFORMATION

The accompanying press release contains non-GAAP financial measures. Non-GAAP financial measures should not be considered as a substitute for, or superior to, measures of financial performance prepared in accordance with GAAP. Because these measures are not measures of financial performance under GAAP and are susceptible to varying calculations, they may not be comparable to similarly titled measures for other companies.

We consider non-GAAP financial measures to be a useful metric for management and investors to evaluate and compare the ongoing operating performance of our business on a consistent basis across reporting periods, as it eliminates the effect of items that are not indicative of our core operating performance.

The following are descriptions of adjustments we make for our non-GAAP financial measures:

- We exclude losses from settlements and estimated contingent losses from litigation and favorable reserve adjustments. This does not include legal defense costs.
- We exclude non-cash charges to adjust the carrying values of goodwill, intangible assets, other long-lived assets and investments to their estimated fair values.
- We exclude severance and other restructuring charges in connection with the termination of personnel, closure of offices and related costs.
- We exclude the gains and losses on business dispositions, including investment banking, legal and accounting fees from both business dispositions and acquisitions.
- We exclude the gains and losses on extinguishment of debt.

We may consider whether other significant items that arise in the future should also be excluded from our non-GAAP financial measures.

We measure the performance of our business using a variety of metrics, including EBITDA, adjusted EBITDA and adjusted pretax income of continuing operations. Adjusted EBITDA and adjusted pretax income eliminate the impact of items that we do not consider indicative of our core operating performance and, we believe, provide meaningful information to assist in understanding our financial results, analyzing trends in our underlying business, and assessing our prospects for future performance. We also use EBITDA and pretax income of continuing operations, each subject to permitted adjustments, as performance metrics in incentive compensation calculations for our employees.