



Human Capital Return on Investment

Human capital ROI	2021 ¹	2022	2023
Total revenue	\$ 7,737,300,000.00	\$ 8,282,000,000.00	\$ 9,657,900,000.00
Total operating expenses	\$ 7,145,200,000.00	\$ 7,909,700,000.00	\$ 8,820,300,000.00
Total cost of workforce (salaries + benefits)	\$ 1,372,337,858.57	\$ 1,395,981,295.33	\$ 1,636,865,218.84
Headcount	15,000	15,000	17,300
Human Capital Return on Investment (Total revenue - (Total operating expenses - Total cost of workforce)) / Total cost of workforce	\$1.43	\$1.27	\$1.51

¹Fiscal year ended September 30, 2021