

ROBERT HALF INTERNATIONAL INC. AND SUBSIDIARIES
NON-GAAP FINANCIAL MEASURES

STAFFING REVENUE GROWTH RATES (%) (UNAUDITED):

	Year-Over-Year Growth Rates (As Reported)					Non-GAAP Year-Over-Year Growth Rates (Same Billing Days and Constant Currency)				
	2011		2012			2011		2012		
	Q4	Q1	Q2	Q3	Q4	Q4	Q1	Q2	Q3	Q4
Global										
Accountemps	14.0	16.7	10.3	4.1	4.2	15.4	16.3	12.8	7.1	2.8
OfficeTeam	12.3	13.7	7.5	3.6	6.4	13.8	13.6	10.3	7.3	5.2
RH Technology	22.7	19.8	13.8	6.3	6.4	24.1	18.8	14.8	8.0	4.6
RH Management Resources	13.0	15.0	10.9	6.9	8.0	14.6	15.1	14.9	11.5	6.7
Temporary and consultant staffing	14.6	16.1	10.2	4.7	5.6	16.2	15.8	12.8	7.9	4.2
Permanent placement staffing ...	26.2	22.6	10.5	3.4	7.5	28.1	22.5	14.7	8.0	6.5
Total	15.5	16.6	10.2	4.6	5.8	17.1	16.3	13.0	7.9	4.4
United States										
Temporary and consultant staffing	16.1	20.2	16.5	10.0	9.1	17.5	19.0	16.9	11.4	7.4
Permanent placement staffing ...	35.2	29.3	22.0	15.2	16.9	36.8	28.1	22.4	16.7	15.0
Total	17.2	20.8	16.9	10.4	9.6	18.6	19.6	17.3	11.8	7.9
International										
Temporary and consultant staffing	10.7	6.2	-5.2	-8.7	-3.8	12.6	7.8	2.8	-0.8	-4.4
Permanent placement staffing ...	16.6	15.4	-1.9	-10.2	-4.1	18.9	16.5	6.5	-1.9	-3.9
Total	11.5	7.5	-4.7	-8.9	-3.8	13.5	9.0	3.3	-1.0	-4.4

The non-GAAP financial measures included in the table above adjust for the following items:

Foreign Currency Translation. The “As Reported” revenue growth rates are based upon reported revenues, which include the impact of changes in foreign currency exchange rates. In order to calculate “Constant Currency” revenue growth rates, as-reported amounts are retranslated using foreign exchange rates from the prior year’s comparable period.

Billing Days. The “As Reported” revenue growth rates are based upon reported revenues. Management calculates a global, weighted-average number of billing days for each reporting period based upon input from all countries and all Staffing lines of business. In order to remove the fluctuations caused by comparable periods having different billing days, the company calculates “same billing day” revenue growth rates by dividing each comparative period’s reported revenues by the calculated number of billing days for that period, to arrive at a “per billing day” amount. The “same billing day” growth rates are then calculated based upon the “per billing day” amounts.

The term “same billing days and constant currency” means that the impact of different billing days has been removed from constant currency calculation. A reconciliation of the non-GAAP year-over-year revenue growth rates to the “As Reported” year-over-year revenue growth rates is included herein on Pages 2-3.

ROBERT HALF INTERNATIONAL INC. AND SUBSIDIARIES
NON-GAAP FINANCIAL MEASURES

STAFFING REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

	<u>Year-Over-Year Staffing Revenue Growth – GLOBAL</u>				
	<u>Q4 2011</u>	<u>Q1 2012</u>	<u>Q2 2012</u>	<u>Q3 2012</u>	<u>Q4 2012</u>
Accountemps					
As Reported	14.0	16.7	10.3	4.1	4.2
Billing Days Impact	1.3	-1.1	0.4	1.3	-1.6
Currency Impact	0.1	0.7	2.1	1.7	0.2
Same Billing Days and Constant Currency	<u>15.4</u>	<u>16.3</u>	<u>12.8</u>	<u>7.1</u>	<u>2.8</u>
OfficeTeam					
As Reported	12.3	13.7	7.5	3.6	6.4
Billing Days Impact	1.3	-1.1	0.3	1.3	-1.7
Currency Impact	0.2	1.0	2.5	2.4	0.5
Same Billing Days and Constant Currency	<u>13.8</u>	<u>13.6</u>	<u>10.3</u>	<u>7.3</u>	<u>5.2</u>
Robert Half Technology					
As Reported	22.7	19.8	13.8	6.3	6.4
Billing Days Impact	1.4	-1.1	0.3	1.3	-1.7
Currency Impact	0.0	0.1	0.7	0.4	-0.1
Same Billing Days and Constant Currency	<u>24.1</u>	<u>18.8</u>	<u>14.8</u>	<u>8.0</u>	<u>4.6</u>
Robert Half Management Resources					
As Reported	13.0	15.0	10.9	6.9	8.0
Billing Days Impact	1.3	-1.1	0.3	1.4	-1.7
Currency Impact	0.3	1.2	3.7	3.2	0.4
Same Billing Days and Constant Currency	<u>14.6</u>	<u>15.1</u>	<u>14.9</u>	<u>11.5</u>	<u>6.7</u>
Temporary and consultant staffing					
As Reported	14.6	16.1	10.2	4.7	5.6
Billing Days Impact	1.4	-1.1	0.4	1.3	-1.6
Currency Impact	0.2	0.8	2.2	1.9	0.2
Same Billing Days and Constant Currency	<u>16.2</u>	<u>15.8</u>	<u>12.8</u>	<u>7.9</u>	<u>4.2</u>
Permanent placement staffing					
As Reported	26.2	22.6	10.5	3.4	7.5
Billing Days Impact	1.5	-1.2	0.3	1.3	-1.7
Currency Impact	0.4	1.1	3.9	3.3	0.7
Same Billing Days and Constant Currency	<u>28.1</u>	<u>22.5</u>	<u>14.7</u>	<u>8.0</u>	<u>6.5</u>
Total					
As Reported	15.5	16.6	10.2	4.6	5.8
Billing Days Impact	1.4	-1.1	0.4	1.3	-1.7
Currency Impact	0.2	0.8	2.4	2.0	0.3
Same Billing Days and Constant Currency	<u>17.1</u>	<u>16.3</u>	<u>13.0</u>	<u>7.9</u>	<u>4.4</u>

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STAFFING REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

<u>Year-Over-Year Staffing Revenue Growth – UNITED STATES</u>					
	<u>Q4 2011</u>	<u>Q1 2012</u>	<u>Q2 2012</u>	<u>Q3 2012</u>	<u>Q4 2012</u>
Temporary and consultant staffing					
As Reported	16.1	20.2	16.5	10.0	9.1
Billing Days Impact	1.4	-1.2	0.4	1.4	-1.7
Currency Impact	—	—	—	—	—
Same Billing Days and Constant Currency	<u>17.5</u>	<u>19.0</u>	<u>16.9</u>	<u>11.4</u>	<u>7.4</u>
Permanent placement staffing					
As Reported	35.2	29.3	22.0	15.2	16.9
Billing Days Impact	1.6	-1.2	0.4	1.5	-1.9
Currency Impact	—	—	—	—	—
Same Billing Days and Constant Currency	<u>36.8</u>	<u>28.1</u>	<u>22.4</u>	<u>16.7</u>	<u>15.0</u>
Total					
As Reported	17.2	20.8	16.9	10.4	9.6
Billing Days Impact	1.4	-1.2	0.4	1.4	-1.7
Currency Impact	—	—	—	—	—
Same Billing Days and Constant Currency	<u>18.6</u>	<u>19.6</u>	<u>17.3</u>	<u>11.8</u>	<u>7.9</u>
 <u>Year-Over-Year Staffing Revenue Growth – INTERNATIONAL</u>					
	<u>Q4 2011</u>	<u>Q1 2012</u>	<u>Q2 2012</u>	<u>Q3 2012</u>	<u>Q4 2012</u>
Temporary and consultant staffing					
As Reported	10.7	6.2	-5.2	-8.7	-3.8
Billing Days Impact	1.4	-1.0	0.3	1.2	-1.5
Currency Impact	0.5	2.6	7.7	6.7	0.9
Same Billing Days and Constant Currency	<u>12.6</u>	<u>7.8</u>	<u>2.8</u>	<u>-0.8</u>	<u>-4.4</u>
Permanent placement staffing					
As Reported	16.6	15.4	-1.9	-10.2	-4.1
Billing Days Impact	1.4	-1.1	0.4	1.3	-1.4
Currency Impact	0.9	2.2	8.0	7.0	1.6
Same Billing Days and Constant Currency	<u>18.9</u>	<u>16.5</u>	<u>6.5</u>	<u>-1.9</u>	<u>-3.9</u>
Total					
As Reported	11.5	7.5	-4.7	-8.9	-3.8
Billing Days Impact	1.4	-1.0	0.3	1.1	-1.6
Currency Impact	0.6	2.5	7.7	6.8	1.0
Same Billing Days and Constant Currency	<u>13.5</u>	<u>9.0</u>	<u>3.3</u>	<u>-1.0</u>	<u>-4.4</u>