

ROBERT HALF INTERNATIONAL INC.
NON-GAAP FINANCIAL MEASURES

REVENUE GROWTH RATES (%) (UNAUDITED):

	Year-Over-Year Growth Rates (As Reported)						Non-GAAP Year-Over-Year Growth Rates (As Adjusted)					
	2019				2020		2019				2020	
	Q1	Q2	Q3	Q4	Q1	Q2	Q1	Q2	Q3	Q4	Q1	Q2
Global												
Accountemps	2.5	1.3	2.1	0.6	-0.6	-33.8	5.6	2.8	1.6	1.1	-1.3	-33.1
OfficeTeam	-3.5	-2.7	0.3	-3.8	-5.2	-49.2	-0.4	-1.2	-0.1	-3.2	-5.9	-48.9
RH Technology	7.4	4.6	4.9	6.4	6.7	-15.5	10.7	6.4	4.8	7.2	5.7	-15.2
RH Management Resources ..	2.1	4.6	9.2	6.1	6.8	-16.4	14.3	12.0	12.9	9.4	6.3	-15.7
Temporary and consultant staffing	1.7	1.4	3.2	1.3	0.7	-31.7	6.2	3.7	3.4	2.2	0.0	-31.2
Permanent placement staffing ..	8.4	4.3	3.8	0.4	-8.4	-49.6	12.3	6.2	3.4	0.9	-9.0	-49.1
Total staffing	2.4	1.7	3.3	1.2	-0.3	-33.7	6.9	4.0	3.4	2.1	-1.0	-33.2
Protiviti	21.5	16.6	18.3	15.7	16.5	4.1	17.3	13.8	14.6	14.1	15.5	4.5
Total	5.2	4.1	5.9	3.8	2.6	-26.9	8.5	5.6	5.4	4.3	1.9	-26.4
United States												
Temporary and consultant staffing	3.4	3.5	5.7	3.0	2.0	-31.7	5.1	3.8	4.5	3.2	0.5	-31.7
Permanent placement staffing ..	10.0	6.6	6.5	3.0	-4.9	-51.6	11.8	6.9	5.3	3.2	-6.3	-51.6
Total staffing	4.0	3.8	5.8	3.0	1.3	-33.7	5.7	4.1	4.5	3.2	-0.2	-33.7
Protiviti	14.9	14.7	17.5	17.3	21.3	6.4	16.8	15.1	16.2	17.5	19.5	6.3
Total	5.7	5.6	7.9	5.6	4.7	-26.5	7.4	6.0	6.6	5.7	3.2	-26.5
International												
Temporary and consultant staffing	-3.7	-5.9	-5.0	-4.8	-3.8	-31.8	10.2	3.1	-0.2	-1.0	-1.9	-28.9
Permanent placement staffing ..	4.9	-0.6	-2.1	-5.3	-15.9	-45.0	12.8	4.4	-0.6	-4.1	-14.6	-43.2
Total staffing	-2.5	-5.1	-4.6	-4.8	-5.6	-33.8	10.5	3.3	-0.3	-1.5	-3.7	-31.1
Protiviti	48.8	23.2	21.2	10.4	1.3	-3.9	18.9	9.4	9.3	3.3	2.4	-1.5
Total	3.7	-1.0	-0.7	-2.2	-4.4	-28.4	11.9	4.4	1.4	-0.6	-2.7	-25.7

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 inputs from all countries and all 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.

Intercompany Adjustments. The “As Reported” revenue growth rates are based upon reported revenues. In order to remove the fluctuations caused by the impact of certain intercompany adjustments, applicable comparative period revenues are reclassified to conform with the current period presentation.

The term “As Adjusted” means that the impact of different billing days, constant currency fluctuations, and certain intercompany adjustments are removed from the revenue growth rate 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 2-4.

ROBERT HALF INTERNATIONAL INC.
NON-GAAP FINANCIAL MEASURES

REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED)

	<u>Year-Over-Year Revenue Growth – GLOBAL</u>					
	Q1 2019	Q2 2019	Q3 2019	Q4 2019	Q1 2020	Q2 2020
Accountemps						
As Reported	2.5	1.3	2.1	0.6	-0.6	-33.8
Billing Days Impact	1.4	0.3	-1.3	0.0	-1.5	-0.1
Currency Impact	1.7	1.2	0.8	0.5	0.8	0.8
As Adjusted	5.6	2.8	1.6	1.1	-1.3	-33.1
OfficeTeam						
As Reported	-3.5	-2.7	0.3	-3.8	-5.2	-49.2
Billing Days Impact	1.3	0.2	-1.4	0.0	-1.3	0.0
Currency Impact	1.8	1.3	1.0	0.6	0.6	0.3
As Adjusted	-0.4	-1.2	-0.1	-3.2	-5.9	-48.9
Robert Half Technology						
As Reported	7.4	4.6	4.9	6.4	6.7	-15.5
Billing Days Impact	1.4	0.3	-1.4	0.1	-1.5	-0.2
Currency Impact	1.2	0.9	0.6	0.3	0.5	0.5
Intercompany Adjustments	0.7	0.6	0.7	0.4	—	—
As Adjusted	10.7	6.4	4.8	7.2	5.7	-15.2
Robert Half Management Resources						
As Reported	2.1	4.6	9.2	6.1	6.8	-16.4
Billing Days Impact	1.5	0.2	-1.5	0.0	-1.5	-0.2
Currency Impact	2.8	2.0	1.3	0.8	1.0	0.9
Intercompany Adjustments	7.9	5.2	3.9	2.5	—	—
As Adjusted	14.3	12.0	12.9	9.4	6.3	-15.7
Temporary and consultant staffing						
As Reported	1.7	1.4	3.2	1.3	0.7	-31.7
Billing Days Impact	1.4	0.2	-1.3	0.0	-1.4	-0.1
Currency Impact	1.8	1.3	0.9	0.5	0.7	0.6
Intercompany Adjustments	1.3	0.8	0.6	0.4	—	—
As Adjusted	6.2	3.7	3.4	2.2	0.0	-31.2
Permanent placement staffing						
As Reported	8.4	4.3	3.8	0.4	-8.4	-49.6
Billing Days Impact	1.4	0.2	-1.4	0.0	-1.4	-0.1
Currency Impact	2.5	1.7	1.0	0.5	0.8	0.6
As Adjusted	12.3	6.2	3.4	0.9	-9.0	-49.1
Total staffing						
As Reported	2.4	1.7	3.3	1.2	-0.3	-33.7
Billing Days Impact	1.4	0.3	-1.4	0.0	-1.4	-0.1
Currency Impact	1.9	1.3	0.9	0.5	0.7	0.6
Intercompany Adjustments	1.2	0.7	0.6	0.4	—	—
As Adjusted	6.9	4.0	3.4	2.1	-1.0	-33.2
Protiviti						
As Reported	21.5	16.6	18.3	15.7	16.5	4.1
Billing Days Impact	1.5	0.3	-1.4	0.1	-1.6	-0.1
Currency Impact	1.7	1.2	0.8	0.3	0.6	0.5
Intercompany Adjustments	-7.4	-4.3	-3.1	-2.0	—	—
As Adjusted	17.3	13.8	14.6	14.1	15.5	4.5
Total						
As Reported	5.2	4.1	5.9	3.8	2.6	-26.9
Billing Days Impact	1.4	0.2	-1.4	0.0	-1.4	-0.1
Currency Impact	1.9	1.3	0.9	0.5	0.7	0.6
As Adjusted	8.5	5.6	5.4	4.3	1.9	-26.4

ROBERT HALF INTERNATIONAL INC.
NON-GAAP FINANCIAL MEASURES

REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

Year-Over-Year Revenue Growth – UNITED STATES						
	Q1 2019	Q2 2019	Q3 2019	Q4 2019	Q1 2020	Q2 2020
Temporary and consultant staffing						
As Reported	3.4	3.5	5.7	3.0	2.0	-31.7
Billing Days Impact	1.7	0.3	-1.2	0.2	-1.5	0.0
Currency Impact	—	—	—	—	—	—
As Adjusted	5.1	3.8	4.5	3.2	0.5	-31.7
Permanent placement staffing						
As Reported	10.0	6.6	6.5	3.0	-4.9	-51.6
Billing Days Impact	1.8	0.3	-1.2	0.2	-1.4	0.0
Currency Impact	—	—	—	—	—	—
As Adjusted	11.8	6.9	5.3	3.2	-6.3	-51.6
Total staffing						
As Reported	4.0	3.8	5.8	3.0	1.3	-33.7
Billing Days Impact	1.7	0.3	-1.3	0.2	-1.5	0.0
Currency Impact	—	—	—	—	—	—
As Adjusted	5.7	4.1	4.5	3.2	-0.2	-33.7
Protiviti						
As Reported	14.9	14.7	17.5	17.3	21.3	6.4
Billing Days Impact	1.9	0.4	-1.3	0.2	-1.8	-0.1
Currency Impact	—	—	—	—	—	—
As Adjusted	16.8	15.1	16.2	17.5	19.5	6.3
Total						
As Reported	5.7	5.6	7.9	5.6	4.7	-26.5
Billing Days Impact	1.7	0.4	-1.3	0.1	-1.5	0.0
Currency Impact	—	—	—	—	—	—
As Adjusted	7.4	6.0	6.6	5.7	3.2	-26.5

ROBERT HALF INTERNATIONAL INC.
NON-GAAP FINANCIAL MEASURES

REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

Year-Over-Year Revenue Growth – INTERNATIONAL						
	<u>Q1 2019</u>	<u>Q2 2019</u>	<u>Q3 2019</u>	<u>Q4 2019</u>	<u>Q1 2020</u>	<u>Q2 2020</u>
Temporary and consultant staffing						
As Reported	-3.7	-5.9	-5.0	-4.8	-3.8	-31.8
Billing Days Impact	0.4	-0.2	-1.6	-0.4	-1.4	0.0
Currency Impact	8.1	5.7	3.8	2.4	3.3	2.9
Intercompany Adjustments	5.4	3.5	2.6	1.8	—	—
As Adjusted	<u>10.2</u>	<u>3.1</u>	<u>-0.2</u>	<u>-1.0</u>	<u>-1.9</u>	<u>-28.9</u>
Permanent placement staffing						
As Reported	4.9	-0.6	-2.1	-5.3	-15.9	-45.0
Billing Days Impact	0.3	-0.2	-1.5	-0.4	-1.1	-0.1
Currency Impact	7.6	5.2	3.0	1.6	2.4	1.9
As Adjusted	<u>12.8</u>	<u>4.4</u>	<u>-0.6</u>	<u>-4.1</u>	<u>-14.6</u>	<u>-43.2</u>
Total staffing						
As Reported	-2.5	-5.1	-4.6	-4.8	-5.6	-33.8
Billing Days Impact	0.3	-0.2	-1.6	-0.6	-1.3	-0.1
Currency Impact	8.0	5.6	3.7	2.3	3.2	2.8
Intercompany Adjustments	4.7	3.0	2.2	1.6	—	—
As Adjusted	<u>10.5</u>	<u>3.3</u>	<u>-0.3</u>	<u>-1.5</u>	<u>-3.7</u>	<u>-31.1</u>
Protiviti						
As Reported	48.8	23.2	21.2	10.4	1.3	-3.9
Billing Days Impact	0.3	-0.1	-1.8	-0.6	-1.4	0.0
Currency Impact	7.1	5.0	3.5	1.4	2.5	2.4
Intercompany Adjustments	-37.3	-18.7	-13.6	-7.9	—	—
As Adjusted	<u>18.9</u>	<u>9.4</u>	<u>9.3</u>	<u>3.3</u>	<u>2.4</u>	<u>-1.5</u>
Total						
As Reported	3.7	-1.0	-0.7	-2.2	-4.4	-28.4
Billing Days Impact	0.4	-0.1	-1.6	-0.5	-1.3	0.0
Currency Impact	7.8	5.5	3.7	2.1	3.0	2.7
As Adjusted	<u>11.9</u>	<u>4.4</u>	<u>1.4</u>	<u>-0.6</u>	<u>-2.7</u>	<u>-25.7</u>