

ROBERT HALF INTERNATIONAL INC.
NON-GAAP FINANCIAL MEASURES

The financial results of Robert Half International Inc. (the “Company”) are prepared in conformity with accounting principles generally accepted in the United States of America (“GAAP”) and the rules of the U.S. Securities and Exchange Commission (“SEC”). To help readers understand the Company’s financial performance, the Company supplements its GAAP financial results with the following non-GAAP measures: adjusted gross margin; adjusted selling, general and administrative expense; segment income; combined segment income and as adjusted revenue growth rates.

The following measures: adjusted gross margin; adjusted selling, general and administrative expense; and segment income include gains and losses on investments held to fund the Company’s obligations under employee deferred compensation plans. The Company provides these measures because they are used by management to review its operational results.

Combined segment income is income before income taxes, adjusted for interest expense (income) and amortization of intangible assets. The Company provides combined segment income because it is how the Company evaluates segment performance.

Variations in the Company’s financial results include the impact of changes in foreign currency exchange rates and billing days. The Company provides “as adjusted” revenue growth calculations to remove the impact of these items. These calculations show the year-over-year revenue growth rates for the Company’s lines of business on both a reported basis and also on an as-adjusted basis for global, U.S. and international operations. This information is presented for each of the six most recent quarters. The Company has provided this data because it focuses on the Company’s revenue growth rates attributable to operating activities and aids in evaluating revenue trends over time. The Company expresses year-over-year revenue changes as calculated percentages using the same number of billing days, constant currency exchange rates, and certain intercompany adjustments.

The non-GAAP financial measures provided herein may not provide information that is directly comparable to that provided by other companies in the Company’s industry, as other companies may calculate such financial results differently. The Company’s non-GAAP financial measures are not measurements of financial performance under GAAP and should not be considered as alternatives to amounts presented in accordance with GAAP. The Company does not consider these non-GAAP financial measures to be a substitute for, or superior to, the information provided by GAAP financial results. A reconciliation of the non-GAAP financial measures to the most directly comparable GAAP financial measures is provided on the following pages.

ROBERT HALF INTERNATIONAL INC.
NON-GAAP FINANCIAL MEASURES
ADJUSTED SUMMARY OF OPERATIONS RECONCILIATION (UNAUDITED)
(in thousands)

	Quarter Ended June 30,						Relationships			
	2021			2020			2021	2020	2021	2020
	Reported	Adjustments	Adjusted (1)	Reported	Adjustments	Adjusted (1)	Reported		Adjusted	
SERVICE REVENUES:										
Accountemps	\$ 453,342	\$ —	\$ 453,342	\$ 331,542	\$ —	\$ 331,542	28.6%	29.9%	28.6%	29.9%
OfficeTeam	263,192	—	263,192	136,299	—	136,299	16.7%	12.3%	16.7%	12.3%
Robert Half Technology	194,233	—	194,233	162,028	—	162,028	12.3%	14.6%	12.3%	14.6%
Robert Half Management Resources	210,550	—	210,550	165,031	—	165,031	13.3%	14.9%	13.3%	14.9%
Elimination of intersegment revenues	(143,036)	—	(143,036)	(41,514)	—	(41,514)	(9.0%)	(3.7%)	(9.0%)	(3.7%)
Temporary and consultant staffing	978,281	—	978,281	753,386	—	753,386	61.9%	68.0%	61.9%	68.0%
Permanent placement staffing	143,640	—	143,640	71,030	—	71,030	9.1%	6.4%	9.1%	6.4%
Protiviti	458,660	—	458,660	283,910	—	283,910	29.0%	25.6%	29.0%	25.6%
Total	\$ 1,580,581	\$ —	\$ 1,580,581	\$ 1,108,326	\$ —	\$ 1,108,326	100.0%	100.0%	100.0%	100.0%
GROSS MARGIN:										
Temporary and consultant staffing	\$ 388,070	\$ —	\$ 388,070	\$ 279,302	\$ —	\$ 279,302	39.7%	37.1%	39.7%	37.1%
Permanent placement staffing	143,454	—	143,454	70,906	—	70,906	99.9%	99.8%	99.9%	99.8%
Protiviti	133,348	4,153	137,501	66,327	6,542	72,869	29.1%	23.4%	30.0%	25.7%
Total	\$ 664,872	\$ 4,153	\$ 669,025	\$ 416,535	\$ 6,542	\$ 423,077	42.1%	37.6%	42.3%	38.2%
SELLING GENERAL AND ADMINISTRATIVE EXPENSE:										
Temporary and consultant staffing	\$ 315,114	\$ (21,054)	\$ 294,060	\$ 289,645	\$ (38,733)	\$ 250,912	32.2%	38.4%	30.1%	33.3%
Permanent placement staffing	115,458	(2,603)	112,855	74,806	(3,652)	71,154	80.4%	105.3%	78.6%	100.2%
Protiviti	57,521	—	57,521	42,762	—	42,762	12.5%	15.1%	12.5%	15.1%
Total	\$ 488,093	\$ (23,657)	\$ 464,436	\$ 407,213	\$ (42,385)	\$ 364,828	30.9%	36.7%	29.4%	32.9%
OPERATING/SEGMENT INCOME:										
Temporary and consultant staffing	\$ 72,956	\$ 21,054	\$ 94,010	\$ (10,343)	\$ 38,733	\$ 28,390	7.5%	(1.4%)	9.6%	3.8%
Permanent placement staffing	27,996	2,603	30,599	(3,900)	3,652	(248)	19.5%	(5.5%)	21.3%	(0.3%)
Protiviti	75,827	4,153	79,980	23,565	6,542	30,107	16.5%	8.3%	17.4%	10.6%
Total	\$ 176,779	\$ 27,810	\$ 204,589	\$ 9,322	\$ 48,927	\$ 58,249	11.2%	0.8%	12.9%	5.3%
Amortization of intangible assets	576	—	576	330	—	330	0.0%	0.0%	0.0%	0.1%
(Income) loss from investments held in employee deferred compensation trusts	(27,810)	27,810	—	(48,927)	48,927	—	1.7%	4.4%	0.0%	0.0%
Interest expense (income), net	151	—	151	(105)	—	(105)	0.0%	0.0%	0.0%	0.0%
Income before income taxes	\$ 203,862	\$ —	\$ 203,862	\$ 58,024	\$ —	\$ 58,024	12.9%	5.2%	12.9%	5.2%

(1) Changes in the Company's deferred compensation obligations are included in selling, general and administrative expense or, in the case of Protiviti, costs of services, while the related investment income is presented separately. The non-GAAP financial measures shown in the table above are adjusted to reclassify investment income from investments held in employee deferred compensation trusts to the same line item which includes the corresponding change in obligation. These adjustments have no impact to income before income taxes.

ROBERT HALF INTERNATIONAL INC.
NON-GAAP FINANCIAL MEASURES
ADJUSTED SUMMARY OF OPERATIONS RECONCILIATION (UNAUDITED)
(in thousands)

	Six Months Ended June 30,						Relationships			
	2021			2020			2021	2020	2021	2020
	Reported	Adjustments	Adjusted (1)	Reported	Adjustments	Adjusted (1)	Reported		Adjusted	
SERVICE REVENUES:										
Accountemps	\$ 870,448	\$ —	\$ 870,448	\$ 821,426	\$ —	\$ 821,426	29.3%	31.4%	29.3%	31.4%
OfficeTeam	483,665	—	483,665	376,278	—	376,278	16.2%	14.4%	16.2%	14.4%
Robert Half Technology	366,406	—	366,406	358,680	—	358,680	12.3%	13.7%	12.3%	13.7%
Robert Half Management Resources	393,878	—	393,878	376,908	—	376,908	13.2%	14.4%	13.2%	14.4%
Elimination of intersegment revenues	(246,840)	—	(246,840)	(87,786)	—	(87,786)	(8.3%)	(3.4%)	(8.3%)	(3.4%)
Temporary and consultant staffing	1,867,557	—	1,867,557	1,845,506	—	1,845,506	62.7%	70.6%	62.7%	70.6%
Permanent placement staffing	255,344	—	255,344	191,519	—	191,519	8.6%	7.3%	8.6%	7.3%
Protiviti	856,060	—	856,060	577,992	—	577,992	28.7%	22.1%	28.7%	22.1%
Total	\$ 2,978,961	\$ —	\$ 2,978,961	\$ 2,615,017	\$ —	\$ 2,615,017	100.0%	100.0%	100.0%	100.0%
GROSS MARGIN:										
Temporary and consultant staffing	\$ 733,003	\$ —	\$ 733,003	\$ 692,298	\$ —	\$ 692,298	39.2%	37.5%	39.2%	37.5%
Permanent placement staffing	254,951	—	254,951	191,186	—	191,186	99.8%	99.8%	99.8%	99.8%
Protiviti	238,629	5,842	244,471	147,439	2,871	150,310	27.9%	25.5%	28.6%	26.0%
Total	\$ 1,226,583	5,842	\$ 1,232,425	\$ 1,030,923	2,871	\$ 1,033,794	41.2%	39.4%	41.4%	39.5%
SELLING GENERAL AND ADMINISTRATIVE EXPENSE:										
Temporary and consultant staffing	\$ 593,627	(30,312)	\$ 563,315	\$ 575,290	\$ (5,146)	\$ 570,144	31.8%	31.2%	30.2%	30.9%
Permanent placement staffing	210,360	(3,643)	206,717	181,057	(534)	180,523	82.4%	94.5%	81.0%	94.3%
Protiviti	107,168	—	107,168	93,734	—	93,734	12.5%	16.2%	12.5%	16.2%
Total	\$ 911,155	(33,955)	\$ 877,200	\$ 850,081	\$ (5,680)	\$ 844,401	30.6%	32.5%	29.4%	32.3%
OPERATING/SEGMENT INCOME:										
Temporary and consultant staffing	\$ 139,376	30,312	\$ 169,688	\$ 117,008	5,146	\$ 122,154	7.5%	6.3%	9.1%	6.6%
Permanent placement staffing	44,591	3,643	48,234	10,129	534	10,663	17.5%	5.3%	18.9%	5.6%
Protiviti	131,461	5,842	137,303	53,705	2,871	56,576	15.4%	9.3%	16.0%	9.8%
Total	\$ 315,428	39,797	\$ 355,225	\$ 180,842	8,551	\$ 189,393	10.6%	6.9%	11.9%	7.2%
Amortization of intangible assets	1,152	—	1,152	668	—	668	0.0%	0.1%	0.0%	0.1%
(Income) loss from investments held in employee deferred compensation trusts	(39,797)	39,797	—	(8,551)	8,551	—	1.3%	0.3%	0.0%	0.0%
Interest expense (income), net	105	—	105	(1,062)	—	(1,062)	0.0%	0.0%	0.0%	0.0%
Income before income taxes	\$ 353,968	\$ —	\$ 353,968	\$ 189,787	\$ —	\$ 189,787	11.9%	7.3%	11.9%	7.3%

(1) Changes in the Company's deferred compensation obligations are included in selling, general and administrative expense or, in the case of Protiviti, costs of services, while the related investment income is presented separately. The non-GAAP financial measures shown in the table above are adjusted to reclassify investment income from investments held in employee deferred compensation trusts to the same line item which includes the corresponding change in obligation. These adjustments have no impact to income before income taxes.

ROBERT HALF INTERNATIONAL INC.
NON-GAAP FINANCIAL MEASURES
COMBINED SEGMENT INCOME RECONCILIATION (UNAUDITED):

	Quarter Ended June 30,	
	2021	2020
Income before income taxes	\$ 203,862	\$ 58,024
Interest expense (income), net	151	(105)
Amortization of intangible assets	576	330
Combined segment income	<u>\$ 204,589</u>	<u>\$ 58,249</u>

	Six Months Ended June 30,	
	2021	2020
Income before income taxes	\$ 353,968	\$ 189,787
Interest expense (income), net	105	(1,062)
Amortization of intangible assets	1,152	668
Combined segment income	<u>\$ 355,225</u>	<u>\$ 189,393</u>

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)					
	2020				2021		2020				2021	
	Q1	Q2	Q3	Q4	Q1	Q2	Q1	Q2	Q3	Q4	Q1	Q2
Global												
Accountemps	0.0	-33.0	-29.9	-22.8	-14.9	36.7	-0.7	-32.3	-30.2	-23.1	-14.6	34.4
OfficeTeam	-5.0	-48.0	-35.0	-17.0	-8.1	93.1	-5.7	-47.8	-35.8	-18.2	-8.7	89.5
RH Technology	7.8	-14.5	-17.7	-11.4	-12.4	19.9	6.8	-14.2	-18.2	-11.9	-12.4	17.9
RH Management Resources	8.1	-15.5	-22.7	-16.9	-13.5	27.6	7.5	-14.8	-23.5	-18.1	-14.3	24.0
Elimination of intersegment revenues (1)	26.7	7.8	28.6	81.6	124.4	244.5	24.9	7.7	28.2	81.5	127.3	240.9
Temporary and consultant staffing	0.7	-31.7	-30.1	-23.1	-18.6	29.9	0.0	-31.2	-30.7	-23.8	-18.9	27.2
Permanent placement staffing	-8.4	-49.6	-35.2	-27.7	-7.3	102.2	-9.0	-49.1	-35.7	-28.5	-8.1	96.9
Total staffing	-0.3	-33.7	-30.7	-23.6	-17.5	36.1	-1.0	-33.2	-31.2	-24.3	-17.8	33.2
Protiviti	16.5	4.1	7.4	18.9	35.1	61.6	15.5	4.5	6.4	17.9	34.7	58.8
Total	2.6	-26.9	-23.3	-15.2	-7.2	42.6	1.9	-26.4	-23.9	-15.9	-7.6	39.7
United States												
Temporary and consultant staffing	2.0	-31.7	-31.0	-24.1	-20.3	27.5	0.5	-31.7	-31.3	-23.9	-19.4	27.7
Permanent placement staffing	-4.9	-51.6	-37.1	-31.3	-12.4	109.3	-6.3	-51.6	-37.3	-31.0	-11.4	109.6
Total staffing	1.3	-33.7	-31.6	-24.8	-19.6	33.6	-0.2	-33.7	-31.9	-24.6	-18.6	33.8
Protiviti	21.3	6.4	10.8	22.9	35.5	62.6	19.5	6.3	10.3	23.3	37.1	62.8
Total	4.7	-26.5	-23.3	-15.3	-8.7	41.1	3.2	-26.5	-23.7	-15.0	-7.6	41.3
International												
Temporary and consultant staffing	-3.8	-31.8	-27.0	-19.3	-12.3	38.6	-1.9	-28.9	-28.4	-23.5	-17.0	25.1
Permanent placement staffing	-15.9	-45.0	-30.9	-19.3	5.2	87.8	-14.6	-43.2	-31.7	-23.0	0.3	70.5
Total staffing	-5.6	-33.8	-27.6	-19.3	-10.1	44.8	-3.7	-31.1	-28.9	-23.4	-14.8	30.9
Protiviti	1.3	-3.9	-5.0	4.3	33.8	57.6	2.4	-1.5	-8.0	-1.7	26.1	43.5
Total	-4.4	-28.4	-23.4	-14.7	-2.0	48.0	-2.7	-25.7	-25.0	-19.2	-7.2	33.9

(1) Service revenues for Accountemps, OfficeTeam, Robert Half Technology and Robert Half Management Resources include intersegment revenues, which represent revenues from services provided to Protiviti in connection with the Company's blended business solutions. Intersegment revenues for each line of business are aggregated and then eliminated as a single line item.

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.

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 6 - 8.

ROBERT HALF INTERNATIONAL INC.
NON-GAAP FINANCIAL MEASURES
REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

<u>Year-Over-Year Revenue Growth – GLOBAL</u>						
	<u>Q1 2020</u>	<u>Q2 2020</u>	<u>Q3 2020</u>	<u>Q4 2020</u>	<u>Q1 2021</u>	<u>Q2 2021</u>
Accountemps						
As Reported	0.0	-33.0	-29.9	-22.8	-14.9	36.7
Billing Days Impact	-1.5	-0.1	-0.3	-0.1	1.1	0.0
Currency Impact	0.8	0.8	0.0	-0.2	-0.8	-2.3
As Adjusted	-0.7	-32.3	-30.2	-23.1	-14.6	34.4
OfficeTeam						
As Reported	-5.0	-48.0	-35.0	-17.0	-8.1	93.1
Billing Days Impact	-1.3	-0.1	-0.2	-0.1	1.1	0.0
Currency Impact	0.6	0.3	-0.6	-1.1	-1.7	-3.6
As Adjusted	-5.7	-47.8	-35.8	-18.2	-8.7	89.5
Robert Half Technology						
As Reported	7.8	-14.5	-17.7	-11.4	-12.4	19.9
Billing Days Impact	-1.5	-0.1	-0.2	0.0	1.1	0.0
Currency Impact	0.5	0.4	-0.3	-0.5	-1.1	-2.0
As Adjusted	6.8	-14.2	-18.2	-11.9	-12.4	17.9
Robert Half Management Resources						
As Reported	8.1	-15.5	-22.7	-16.9	-13.5	27.6
Billing Days Impact	-1.5	-0.1	-0.2	0.0	1.1	0.0
Currency Impact	0.9	0.8	-0.6	-1.2	-1.9	-3.6
As Adjusted	7.5	-14.8	-23.5	-18.1	-14.3	24.0
Elimination of intersegment revenues						
As Reported	26.7	7.8	28.6	81.6	124.4	244.5
Billing Days Impact	-1.8	-0.2	-0.4	-0.1	2.7	0.0
Currency Impact	0.0	0.1	0.0	0.0	0.2	-3.6
As Adjusted	24.9	7.7	28.2	81.5	127.3	240.9
Temporary and consultant staffing						
As Reported	0.7	-31.7	-30.1	-23.1	-18.6	29.9
Billing Days Impact	-1.4	-0.1	-0.3	0.0	1.0	0.0
Currency Impact	0.7	0.6	-0.3	-0.7	-1.3	-2.7
As Adjusted	0.0	-31.2	-30.7	-23.8	-18.9	27.2
Permanent placement staffing						
As Reported	-8.4	-49.6	-35.2	-27.7	-7.3	102.2
Billing Days Impact	-1.4	-0.1	-0.2	0.0	1.1	0.0
Currency Impact	0.8	0.6	-0.3	-0.8	-1.9	-5.3
As Adjusted	-9.0	-49.1	-35.7	-28.5	-8.1	96.9
Total staffing						
As Reported	-0.3	-33.7	-30.7	-23.6	-17.5	36.1
Billing Days Impact	-1.4	-0.1	-0.2	0.0	1.1	0.0
Currency Impact	0.7	0.6	-0.3	-0.7	-1.4	-2.9
As Adjusted	-1.0	-33.2	-31.2	-24.3	-17.8	33.2
Protiviti						
As Reported	16.5	4.1	7.4	18.9	35.1	61.6
Billing Days Impact	-1.6	-0.1	-0.3	0.0	1.6	0.0
Currency Impact	0.6	0.5	-0.7	-1.0	-2.0	-2.8
As Adjusted	15.5	4.5	6.4	17.9	34.7	58.8
Total						
As Reported	2.6	-26.9	-23.3	-15.2	-7.2	42.6
Billing Days Impact	-1.4	-0.1	-0.2	0.0	1.1	0.0
Currency Impact	0.7	0.6	-0.4	-0.7	-1.5	-2.9
As Adjusted	1.9	-26.4	-23.9	-15.9	-7.6	39.7

ROBERT HALF INTERNATIONAL INC.
NON-GAAP FINANCIAL MEASURES
REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

Year-Over-Year Revenue Growth – UNITED STATES						
	Q1 2020	Q2 2020	Q3 2020	Q4 2020	Q1 2021	Q2 2021
Temporary and consultant staffing						
As Reported	2.0	-31.7	-31.0	-24.1	-20.3	27.5
Billing Days Impact	-1.5	0.0	-0.3	0.2	0.9	0.2
Currency Impact	—	—	—	—	—	—
As Adjusted	0.5	-31.7	-31.3	-23.9	-19.4	27.7
Permanent placement staffing						
As Reported	-4.9	-51.6	-37.1	-31.3	-12.4	109.3
Billing Days Impact	-1.4	0.0	-0.2	0.3	1.0	0.3
Currency Impact	—	—	—	—	—	—
As Adjusted	-6.3	-51.6	-37.3	-31.0	-11.4	109.6
Total staffing						
As Reported	1.3	-33.7	-31.6	-24.8	-19.6	33.6
Billing Days Impact	-1.5	0.0	-0.3	0.2	1.0	0.2
Currency Impact	—	—	—	—	—	—
As Adjusted	-0.2	-33.7	-31.9	-24.6	-18.6	33.8
Protiviti						
As Reported	21.3	6.4	10.8	22.9	35.5	62.6
Billing Days Impact	-1.8	-0.1	-0.5	0.4	1.6	0.2
Currency Impact	—	—	—	—	—	—
As Adjusted	19.5	6.3	10.3	23.3	37.1	62.8
Total						
As Reported	4.7	-26.5	-23.3	-15.3	-8.7	41.1
Billing Days Impact	-1.5	0.0	-0.4	0.3	1.1	0.2
Currency Impact	—	—	—	—	—	—
As Adjusted	3.2	-26.5	-23.7	-15.0	-7.6	41.3

ROBERT HALF INTERNATIONAL INC.
NON-GAAP FINANCIAL MEASURES
REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

<u>Year-Over-Year Revenue Growth – INTERNATIONAL</u>						
	<u>Q1 2020</u>	<u>Q2 2020</u>	<u>Q3 2020</u>	<u>Q4 2020</u>	<u>Q1 2021</u>	<u>Q2 2021</u>
Temporary and consultant staffing						
As Reported	-3.8	-31.8	-27.0	-19.3	-12.3	38.6
Billing Days Impact	-1.4	0.0	0.0	-1.0	1.4	-0.8
Currency Impact	3.3	2.9	-1.4	-3.2	-6.1	-12.7
As Adjusted	-1.9	-28.9	-28.4	-23.5	-17.0	25.1
Permanent placement staffing						
As Reported	-15.9	-45.0	-30.9	-19.3	5.2	87.8
Billing Days Impact	-1.1	-0.1	0.0	-1.0	1.7	-1.1
Currency Impact	2.4	1.9	-0.8	-2.7	-6.6	-16.2
As Adjusted	-14.6	-43.2	-31.7	-23.0	0.3	70.5
Total staffing						
As Reported	-5.6	-33.8	-27.6	-19.3	-10.1	44.8
Billing Days Impact	-1.3	-0.1	0.0	-1.0	1.5	-0.8
Currency Impact	3.2	2.8	-1.3	-3.1	-6.2	-13.1
As Adjusted	-3.7	-31.1	-28.9	-23.4	-14.8	30.9
Protiviti						
As Reported	1.3	-3.9	-5.0	4.3	33.8	57.6
Billing Days Impact	-1.4	0.0	0.1	-1.4	2.1	-0.8
Currency Impact	2.5	2.4	-3.1	-4.6	-9.8	-13.3
As Adjusted	2.4	-1.5	-8.0	-1.7	26.1	43.5
Total						
As Reported	-4.4	-28.4	-23.4	-14.7	-2.0	48.0
Billing Days Impact	-1.3	0.0	0.1	-1.1	1.6	-0.9
Currency Impact	3.0	2.7	-1.7	-3.4	-6.8	-13.2
As Adjusted	-2.7	-25.7	-25.0	-19.2	-7.2	33.9