

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 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 (income) expense, net and amortization of intangible assets. The Company provides combined segment income because it is how management 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 functional specializations and segments 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 and constant currency exchange rates.

In order to calculate constant currency revenue growth rates, as reported amounts are retranslated using foreign currency exchange rates from the prior year’s comparable period. Management then calculates a global, weighted-average number of billing days for each reporting period based upon input from all countries and all functional specializations and segments. 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. 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 and currency fluctuations are removed from the revenue growth rate calculation.

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			
	2022			2021			2022	2021	2022	2021
	Reported	Adjustments	Adjusted (1)	Reported	Adjustments	Adjusted (1)	Reported	Adjusted		
SERVICE REVENUES:										
Finance and accounting	\$ 810,910	\$ —	\$ 810,910	\$ 663,892	\$ —	\$ 663,892	43.5%	41.9%	43.5%	41.9%
Administrative and customer support	274,141	—	274,141	263,192	—	263,192	14.7%	16.7%	14.7%	16.7%
Technology	218,190	—	218,190	194,233	—	194,233	11.7%	12.3%	11.7%	12.3%
Elimination of intersegment revenues	(137,548)	—	(137,548)	(143,036)	—	(143,036)	(7.3%)	(9.0%)	(7.3%)	(9.0%)
Total contract talent solutions	1,165,693	—	1,165,693	978,281	—	978,281	62.6%	61.9%	62.6%	61.9%
Permanent placement talent solutions	200,096	—	200,096	143,640	—	143,640	10.7%	9.1%	10.7%	9.1%
Protiviti	497,038	—	497,038	458,660	—	458,660	26.7%	29.0%	26.7%	29.0%
Total	\$ 1,862,827	\$ —	\$ 1,862,827	\$ 1,580,581	\$ —	\$ 1,580,581	100.0%	100.0%	100.0%	100.0%
GROSS MARGIN:										
Contract talent solutions	\$ 464,853	\$ —	\$ 464,853	\$ 388,070	\$ —	\$ 388,070	39.9%	39.7%	39.9%	39.7%
Permanent placement talent solutions	199,664	—	199,664	143,454	—	143,454	99.8%	99.9%	99.8%	99.9%
Protiviti	151,030	(11,413)	139,617	133,348	4,153	137,501	30.4%	29.1%	28.1%	30.0%
Total	\$ 815,547	\$ (11,413)	\$ 804,134	\$ 664,872	\$ 4,153	\$ 669,025	43.8%	42.1%	43.2%	42.3%
SELLING GENERAL AND ADMINISTRATIVE EXPENSE:										
Contract talent solutions	\$ 284,090	\$ 47,196	\$ 331,286	\$ 315,114	\$ (21,054)	\$ 294,060	24.4%	32.2%	28.4%	30.1%
Permanent placement talent solutions	155,900	7,013	162,913	115,458	(2,603)	112,855	77.9%	80.4%	81.4%	78.6%
Protiviti	69,404	—	69,404	57,521	—	57,521	14.0%	12.5%	14.0%	12.5%
Total	\$ 509,394	\$ 54,209	\$ 563,603	\$ 488,093	\$ (23,657)	\$ 464,436	27.3%	30.9%	30.3%	29.4%
OPERATING/SEGMENT INCOME:										
Contract talent solutions	\$ 180,763	\$ (47,196)	\$ 133,567	\$ 72,956	\$ 21,054	\$ 94,010	15.5%	7.5%	11.5%	9.6%
Permanent placement talent solutions	43,764	(7,013)	36,751	27,996	2,603	30,599	21.9%	19.5%	18.4%	21.3%
Protiviti	81,626	(11,413)	70,213	75,827	4,153	79,980	16.4%	16.5%	14.1%	17.4%
Total	\$ 306,153	\$ (65,622)	\$ 240,531	\$ 176,779	\$ 27,810	\$ 204,589	16.4%	11.2%	12.9%	12.9%
(Income) loss from investments held in employee deferred compensation trusts	65,622	(65,622)	—	(27,810)	27,810	—	3.5%	(1.7%)	—	—
Amortization of intangible assets	416	—	416	576	—	576	0.0%	0.0%	0.0%	0.0%
Interest (income) expense, net	(718)	—	(718)	151	—	151	0.0%	0.0%	0.0%	0.0%
Income before income taxes	\$ 240,833	\$ —	\$ 240,833	\$ 203,862	\$ —	\$ 203,862	12.9%	12.9%	12.9%	12.9%

(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) loss is presented separately. The non-GAAP financial measures shown in the table above are adjusted to reclassify investment (income) loss 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			
	2022			2021			2022	2021	2022	2021
	Reported	Adjustments	Adjusted (1)	Reported	Adjustments	Adjusted (1)	Reported	Adjusted		
SERVICE REVENUES:										
Finance and accounting	\$ 1,612,600	\$ —	\$ 1,612,600	\$ 1,264,326	\$ —	\$ 1,264,326	43.9%	42.5%	43.9%	42.5%
Administrative and customer support	559,047	—	559,047	483,665	—	483,665	15.2%	16.2%	15.2%	16.2%
Technology	431,517	—	431,517	366,406	—	366,406	11.7%	12.3%	11.7%	12.3%
Elimination of intersegment revenues	(281,748)	—	(281,748)	(246,840)	—	(246,840)	(7.7%)	(8.3%)	(7.7%)	(8.3%)
Total contract talent solutions	2,321,416	—	2,321,416	1,867,557	—	1,867,557	63.1%	62.7%	63.1%	62.7%
Permanent placement talent solutions	386,878	—	386,878	255,344	—	255,344	10.5%	8.6%	10.5%	8.6%
Protiviti	969,367	—	969,367	856,060	—	856,060	26.4%	28.7%	26.4%	28.7%
Total	\$ 3,677,661	\$ —	\$ 3,677,661	\$ 2,978,961	\$ —	\$ 2,978,961	100.0%	100.0%	100.0%	100.0%
GROSS MARGIN:										
Contract talent solutions	\$ 926,714	\$ —	\$ 926,714	\$ 733,003	\$ —	\$ 733,003	39.9%	39.2%	39.9%	39.2%
Permanent placement talent solutions	386,113	—	386,113	254,951	—	254,951	99.8%	99.8%	99.8%	99.8%
Protiviti	274,566	(15,259)	259,307	238,629	5,842	244,471	28.3%	27.9%	26.8%	28.6%
Total	\$ 1,587,393	\$ (15,259)	\$ 1,572,134	\$ 1,226,583	\$ 5,842	\$ 1,232,425	43.2%	41.2%	42.7%	41.4%
SELLING GENERAL AND ADMINISTRATIVE EXPENSE:										
Contract talent solutions	\$ 589,424	\$ 70,477	\$ 659,901	\$ 593,627	\$ (30,312)	\$ 563,315	25.4%	31.8%	28.4%	30.2%
Permanent placement talent solutions	302,147	9,887	312,034	210,360	(3,643)	206,717	78.1%	82.4%	80.7%	81.0%
Protiviti	132,017	—	132,017	107,168	—	107,168	13.6%	12.5%	13.6%	12.5%
Total	\$ 1,023,588	\$ 80,364	\$ 1,103,952	\$ 911,155	\$ (33,955)	\$ 877,200	27.8%	30.6%	30.0%	29.4%
OPERATING/SEGMENT INCOME:										
Contract talent solutions	\$ 337,290	\$ (70,477)	\$ 266,813	\$ 139,376	\$ 30,312	\$ 169,688	14.5%	7.5%	11.5%	9.1%
Permanent placement talent solutions	83,966	(9,887)	74,079	44,591	3,643	48,234	21.7%	17.5%	19.1%	18.9%
Protiviti	142,549	(15,259)	127,290	131,461	5,842	137,303	14.7%	15.4%	13.1%	16.0%
Total	\$ 563,805	\$ (95,623)	\$ 468,182	\$ 315,428	\$ 39,797	\$ 355,225	15.3%	10.6%	12.7%	11.9%
(Income) loss from investments held in employee deferred compensation trusts	95,623	(95,623)	—	(39,797)	39,797	—	2.6%	(1.3%)	—	—
Amortization of intangible assets	833	—	833	1,152	—	1,152	0.0%	0.0%	0.0%	0.0%
Interest (income) expense, net	(884)	—	(884)	105	—	105	0.0%	0.0%	0.0%	0.0%
Income before income taxes	\$ 468,233	\$ —	\$ 468,233	\$ 353,968	\$ —	\$ 353,968	12.7%	11.9%	12.7%	11.9%

(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) loss is presented separately. The non-GAAP financial measures shown in the table above are adjusted to reclassify investment (income) loss 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,		Six Months Ended June 30,	
	2022	2021	2022	2021
Income before income taxes	\$ 240,833	\$ 203,862	\$ 468,233	\$ 353,968
Interest (income) expense, net	(718)	151	(884)	105
Amortization of intangible assets	416	576	833	1,152
Combined segment income	<u>\$ 240,531</u>	<u>\$ 204,589</u>	<u>\$ 468,182</u>	<u>\$ 355,225</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)					
	2021				2022		2021				2022	
	Q1	Q2	Q3	Q4	Q1	Q2	Q1	Q2	Q3	Q4	Q1	Q2
Global												
Finance and accounting	-14.4	33.7	44.6	39.1	33.5	22.1	-14.5	31.0	43.5	39.8	34.6	24.4
Administrative and customer support	-8.1	93.1	60.8	37.6	29.2	4.2	-8.7	89.5	60.0	38.4	30.5	6.3
Technology	-12.4	19.9	33.8	21.4	23.9	12.3	-12.4	17.9	33.1	21.8	24.6	13.9
Elimination of intersegment revenues (1)	124.4	244.5	188.4	74.3	38.9	-3.8	127.3	240.9	187.5	75.1	40.1	-1.9
Total contract talent solutions	-18.6	29.9	35.0	31.3	30.0	19.2	-18.9	27.2	34.0	31.9	31.0	21.3
Permanent placement talent solutions	-7.3	102.2	79.4	73.0	67.2	39.3	-8.1	96.9	77.7	73.8	68.8	42.6
Total talent solutions	-17.5	36.1	39.4	35.3	34.1	21.7	-17.8	33.2	38.4	36.0	35.2	24.0
Protiviti	35.1	61.6	56.1	36.7	18.9	8.4	34.7	58.8	55.1	37.4	20.0	10.8
Total	-7.2	42.6	43.9	35.7	29.8	17.9	-7.6	39.7	42.9	36.3	30.9	20.2
United States												
Contract talent solutions	-20.3	27.5	35.5	33.4	33.4	22.7	-19.4	27.7	35.5	33.6	33.4	22.7
Permanent placement talent solutions	-12.4	109.3	85.1	78.6	78.3	44.3	-11.4	109.6	85.1	78.9	78.3	44.3
Total talent solutions	-19.6	33.6	40.0	37.2	37.8	25.2	-18.6	33.8	40.0	37.4	37.8	25.2
Protiviti	35.5	62.6	53.7	31.7	17.0	8.3	37.1	62.8	53.7	31.9	17.0	8.3
Total	-8.7	41.1	43.8	35.6	31.7	20.2	-7.6	41.3	43.8	35.8	31.7	20.2
International												
Contract talent solutions	-12.3	38.6	33.0	24.0	18.5	7.0	-17.0	25.1	29.1	26.3	23.5	16.6
Permanent placement talent solutions	5.2	87.8	67.3	61.9	44.7	28.0	0.3	70.5	62.1	64.0	50.0	39.0
Total talent solutions	-10.1	44.8	37.7	29.2	22.5	10.5	-14.8	30.9	33.7	31.6	27.5	20.3
Protiviti	33.8	57.6	65.9	58.3	26.2	8.6	26.1	43.5	61.4	61.2	32.3	20.6
Total	-2.0	48.0	44.3	36.2	23.4	10.0	-7.2	33.9	40.1	38.6	28.7	20.4

(1) Service revenues for finance and accounting, administrative and customer support and technology include intersegment revenues, which represent revenues from services provided to Protiviti in connection with the Company's blended business solutions. Intersegment revenues for each functional specialization 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 functional specializations. 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 and constant currency fluctuations 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):

Year-Over-Year Revenue Growth – GLOBAL						
	Q1 2021	Q2 2021	Q3 2021	Q4 2021	Q1 2022	Q2 2022
Finance and accounting						
As Reported	-14.4	33.7	44.6	39.1	33.5	22.1
Billing Days Impact	0.7	-0.4	-0.3	0.3	-0.2	0.0
Currency Impact	-0.8	-2.3	-0.8	0.4	1.3	2.3
As Adjusted	<u>-14.5</u>	<u>31.0</u>	<u>43.5</u>	<u>39.8</u>	<u>34.6</u>	<u>24.4</u>
Administrative and customer support						
As Reported	-8.1	93.1	60.8	37.6	29.2	4.2
Billing Days Impact	1.1	0.0	-0.2	0.1	-0.2	0.0
Currency Impact	-1.7	-3.6	-0.6	0.7	1.5	2.1
As Adjusted	<u>-8.7</u>	<u>89.5</u>	<u>60.0</u>	<u>38.4</u>	<u>30.5</u>	<u>6.3</u>
Technology						
As Reported	-12.4	19.9	33.8	21.4	23.9	12.3
Billing Days Impact	1.1	0.0	-0.1	0.1	-0.2	0.0
Currency Impact	-1.1	-2.0	-0.6	0.3	0.9	1.6
As Adjusted	<u>-12.4</u>	<u>17.9</u>	<u>33.1</u>	<u>21.8</u>	<u>24.6</u>	<u>13.9</u>
Elimination of intersegment revenues						
As Reported	124.4	244.5	188.4	74.3	38.9	-3.8
Billing Days Impact	2.7	0.0	-0.4	0.1	-0.2	0.0
Currency Impact	0.2	-3.6	-0.5	0.7	1.4	1.9
As Adjusted	<u>127.3</u>	<u>240.9</u>	<u>187.5</u>	<u>75.1</u>	<u>40.1</u>	<u>-1.9</u>
Total contract talent solutions						
As Reported	-18.6	29.9	35.0	31.3	30.0	19.2
Billing Days Impact	1.0	0.0	-0.2	0.1	-0.2	0.0
Currency Impact	-1.3	-2.7	-0.8	0.5	1.2	2.1
As Adjusted	<u>-18.9</u>	<u>27.2</u>	<u>34.0</u>	<u>31.9</u>	<u>31.0</u>	<u>21.3</u>
Permanent placement talent solutions						
As Reported	-7.3	102.2	79.4	73.0	67.2	39.3
Billing Days Impact	1.1	0.0	-0.2	0.1	-0.3	0.0
Currency Impact	-1.9	-5.3	-1.5	0.7	1.9	3.3
As Adjusted	<u>-8.1</u>	<u>96.9</u>	<u>77.7</u>	<u>73.8</u>	<u>68.8</u>	<u>42.6</u>
Total talent solutions						
As Reported	-17.5	36.1	39.4	35.3	34.1	21.7
Billing Days Impact	1.1	0.0	-0.2	0.2	-0.2	0.0
Currency Impact	-1.4	-2.9	-0.8	0.5	1.3	2.3
As Adjusted	<u>-17.8</u>	<u>33.2</u>	<u>38.4</u>	<u>36.0</u>	<u>35.2</u>	<u>24.0</u>
Protiviti						
As Reported	35.1	61.6	56.1	36.7	18.9	8.4
Billing Days Impact	1.6	0.0	-0.3	0.2	-0.2	0.0
Currency Impact	-2.0	-2.8	-0.7	0.5	1.3	2.4
As Adjusted	<u>34.7</u>	<u>58.8</u>	<u>55.1</u>	<u>37.4</u>	<u>20.0</u>	<u>10.8</u>
Total						
As Reported	-7.2	42.6	43.9	35.7	29.8	17.9
Billing Days Impact	1.1	0.0	-0.2	0.1	-0.2	0.0
Currency Impact	-1.5	-2.9	-0.8	0.5	1.3	2.3
As Adjusted	<u>-7.6</u>	<u>39.7</u>	<u>42.9</u>	<u>36.3</u>	<u>30.9</u>	<u>20.2</u>

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

Year-Over-Year Revenue Growth – UNITED STATES						
	Q1 2021	Q2 2021	Q3 2021	Q4 2021	Q1 2022	Q2 2022
Contract talent solutions						
As Reported	-20.3	27.5	35.5	33.4	33.4	22.7
Billing Days Impact	0.9	0.2	0.0	0.2	0.0	0.0
Currency Impact	—	—	—	—	—	—
As Adjusted	-19.4	27.7	35.5	33.6	33.4	22.7
Permanent placement talent solutions						
As Reported	-12.4	109.3	85.1	78.6	78.3	44.3
Billing Days Impact	1.0	0.3	0.0	0.3	0.0	0.0
Currency Impact	—	—	—	—	—	—
As Adjusted	-11.4	109.6	85.1	78.9	78.3	44.3
Total talent solutions						
As Reported	-19.6	33.6	40.0	37.2	37.8	25.2
Billing Days Impact	1.0	0.2	0.0	0.2	0.0	0.0
Currency Impact	—	—	—	—	—	—
As Adjusted	-18.6	33.8	40.0	37.4	37.8	25.2
Protiviti						
As Reported	35.5	62.6	53.7	31.7	17.0	8.3
Billing Days Impact	1.6	0.2	—	0.2	0.0	0.0
Currency Impact	—	—	—	—	—	—
As Adjusted	37.1	62.8	53.7	31.9	17.0	8.3
Total						
As Reported	-8.7	41.1	43.8	35.6	31.7	20.2
Billing Days Impact	1.1	0.2	0.0	0.2	0.0	0.0
Currency Impact	—	—	—	—	—	—
As Adjusted	-7.6	41.3	43.8	35.8	31.7	20.2

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

<u>Year-Over-Year Revenue Growth – INTERNATIONAL</u>						
	<u>Q1 2021</u>	<u>Q2 2021</u>	<u>Q3 2021</u>	<u>Q4 2021</u>	<u>Q1 2022</u>	<u>Q2 2022</u>
Contract talent solutions						
As Reported	-12.3	38.6	33.0	24.0	18.5	7.0
Billing Days Impact	1.4	-0.8	-0.5	0.1	-0.4	0.2
Currency Impact	-6.1	-12.7	-3.4	2.2	5.4	9.4
As Adjusted	<u>-17.0</u>	<u>25.1</u>	<u>29.1</u>	<u>26.3</u>	<u>23.5</u>	<u>16.6</u>
Permanent placement talent solutions						
As Reported	5.2	87.8	67.3	61.9	44.7	28.0
Billing Days Impact	1.7	-1.1	-0.6	0.1	-0.5	0.2
Currency Impact	-6.6	-16.2	-4.6	2.0	5.8	10.8
As Adjusted	<u>0.3</u>	<u>70.5</u>	<u>62.1</u>	<u>64.0</u>	<u>50.0</u>	<u>39.0</u>
Total talent solutions						
As Reported	-10.1	44.8	37.7	29.2	22.5	10.5
Billing Days Impact	1.5	-0.8	-0.5	0.2	-0.4	0.1
Currency Impact	-6.2	-13.1	-3.5	2.2	5.4	9.7
As Adjusted	<u>-14.8</u>	<u>30.9</u>	<u>33.7</u>	<u>31.6</u>	<u>27.5</u>	<u>20.3</u>
Protiviti						
As Reported	33.8	57.6	65.9	58.3	26.2	8.6
Billing Days Impact	2.1	-0.8	-0.7	0.1	-0.5	0.2
Currency Impact	-9.8	-13.3	-3.8	2.8	6.6	11.8
As Adjusted	<u>26.1</u>	<u>43.5</u>	<u>61.4</u>	<u>61.2</u>	<u>32.3</u>	<u>20.6</u>
Total						
As Reported	-2.0	48.0	44.3	36.2	23.4	10.0
Billing Days Impact	1.6	-0.9	-0.6	0.1	-0.4	0.2
Currency Impact	-6.8	-13.2	-3.6	2.3	5.7	10.2
As Adjusted	<u>-7.2</u>	<u>33.9</u>	<u>40.1</u>	<u>38.6</u>	<u>28.7</u>	<u>20.4</u>