

**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 income, net 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, and constant currency exchange rates.

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 September 30,						Relationships			
	2021			2020			2021	2020	2021	2020
	Reported	Adjustments	Adjusted (1)	Reported	Adjustments	Adjusted (1)	Reported		Adjusted	
<b>SERVICE REVENUES:</b>										
Accountemps	\$ 492,558	\$ —	\$ 492,558	\$ 351,598	\$ —	\$ 351,598	28.8%	29.5%	28.8%	29.6%
OfficeTeam	279,370	—	279,370	173,685	—	173,685	16.3%	14.6%	16.3%	14.6%
Robert Half Technology	215,500	—	215,500	161,007	—	161,007	12.6%	13.5%	12.6%	13.5%
Robert Half Management Resources	239,807	—	239,807	154,917	—	154,917	14.0%	13.0%	14.0%	13.0%
Elimination of intersegment revenues	(172,534)	—	(172,534)	(59,816)	—	(59,816)	(10.1%)	(5.0%)	(10.1%)	(5.0%)
Temporary and consultant staffing	1,054,701	—	1,054,701	781,391	—	781,391	61.6%	65.7%	61.6%	65.7%
Permanent placement staffing	156,444	—	156,444	87,203	—	87,203	9.1%	7.3%	9.1%	7.3%
Protiviti	501,421	—	501,421	321,303	—	321,303	29.3%	27.0%	29.3%	27.0%
Total	\$ 1,712,566	\$ —	\$ 1,712,566	\$ 1,189,897	\$ —	\$ 1,189,897	100.0%	100.0%	100.0%	100.0%
<b>GROSS MARGIN:</b>										
Temporary and consultant staffing	\$ 421,419	\$ —	\$ 421,419	\$ 293,318	\$ —	\$ 293,318	40.0%	37.5%	40.0%	37.5%
Permanent placement staffing	156,170	—	156,170	87,043	—	87,043	99.8%	99.8%	99.8%	99.8%
Protiviti	147,738	(277)	147,461	86,985	3,392	90,377	29.5%	27.1%	29.4%	28.1%
Total	\$ 725,327	\$ (277)	\$ 725,050	\$ 467,346	\$ 3,392	\$ 470,738	42.4%	39.3%	42.3%	39.6%
<b>SELLING GENERAL AND ADMINISTRATIVE EXPENSE:</b>										
Temporary and consultant staffing	\$ 310,112	\$ 1,297	\$ 311,409	\$ 269,963	\$ (20,424)	\$ 249,539	29.4%	34.5%	29.5%	31.9%
Permanent placement staffing	124,955	185	125,140	79,194	(2,279)	76,915	79.9%	90.8%	80.0%	88.2%
Protiviti	60,509	—	60,509	41,642	—	41,642	12.1%	13.0%	12.1%	13.0%
Total	\$ 495,576	\$ 1,482	\$ 497,058	\$ 390,799	\$ (22,703)	\$ 368,096	28.9%	32.8%	29.0%	30.9%
<b>OPERATING/SEGMENT INCOME:</b>										
Temporary and consultant staffing	\$ 111,307	\$ (1,297)	\$ 110,010	\$ 23,355	\$ 20,424	\$ 43,779	10.6%	3.0%	10.4%	5.6%
Permanent placement staffing	31,215	(185)	31,030	7,849	2,279	10,128	20.0%	9.0%	19.8%	11.6%
Protiviti	87,229	(277)	86,952	45,343	3,392	48,735	17.4%	14.1%	17.3%	15.2%
Total	\$ 229,751	\$ (1,759)	\$ 227,992	\$ 76,547	\$ 26,095	\$ 102,642	13.4%	6.4%	13.3%	8.6%
(Income) loss from investments held in employee deferred compensation trusts	1,759	(1,759)	—	(26,095)	26,095	—	(0.1%)	2.2%	0.0%	0.0%
Amortization of intangible assets	572	—	572	334	—	334.0	0.0%	0.0%	0.0%	0.0%
Interest income, net	(238)	—	(238)	(202)	—	(202)	0.0%	0.0%	0.0%	0.0%
Income before income taxes	\$ 227,658	\$ —	\$ 227,658	\$ 102,510	\$ —	\$ 102,510	13.3%	8.6%	13.3%	8.6%

(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)

	Nine Months Ended September 30,						Relationships			
	2021			2020			2021	2020	2021	2020
	Reported	Adjustments	Adjusted (1)	Reported	Adjustments	Adjusted (1)	Reported		Adjusted	
<b>SERVICE REVENUES:</b>										
Accountemps	\$ 1,363,007	\$ —	\$ 1,363,007	\$ 1,173,024	\$ —	\$ 1,173,024	29.0%	30.8%	29.0%	30.8%
OfficeTeam	763,035	—	763,035	549,963	—	549,963	16.3%	14.5%	16.3%	14.5%
Robert Half Technology	581,905	—	581,905	519,687	—	519,687	12.4%	13.7%	12.4%	13.7%
Robert Half Management Resources	633,685	—	633,685	531,826	—	531,826	13.5%	14.0%	13.5%	14.0%
Elimination of intersegment revenues	(419,375)	—	(419,375)	(147,603)	—	(147,603)	(8.9%)	(3.9%)	(8.9%)	(3.9%)
Temporary and consultant staffing	2,922,257	—	2,922,257	2,626,897	—	2,626,897	62.3%	69.0%	62.3%	69.0%
Permanent placement staffing	411,788	—	411,788	278,722	—	278,722	8.8%	7.3%	8.8%	7.3%
Protiviti	1,357,482	—	1,357,482	899,295	—	899,295	28.9%	23.6%	28.9%	23.6%
Total	\$ 4,691,527	\$ —	\$ 4,691,527	\$ 3,804,914	\$ —	\$ 3,804,914	100.0%	100.0%	100.0%	100.0%
<b>GROSS MARGIN:</b>										
Temporary and consultant staffing	\$ 1,154,420	\$ —	\$ 1,154,420	\$ 985,616	\$ —	\$ 985,616	39.5%	37.5%	39.5%	37.5%
Permanent placement staffing	411,122	—	411,122	278,229	—	278,229	99.8%	99.8%	99.8%	99.8%
Protiviti	386,367	5,565	391,932	234,439	6,248	240,687	28.5%	26.1%	28.9%	26.8%
Total	\$ 1,951,909	\$ 5,565	\$ 1,957,474	\$ 1,498,284	\$ 6,248	\$ 1,504,532	41.6%	39.4%	41.7%	39.5%
<b>SELLING GENERAL AND ADMINISTRATIVE EXPENSE:</b>										
Temporary and consultant staffing	\$ 903,739	\$ (29,016)	\$ 874,723	\$ 845,342	\$ (25,659)	\$ 819,683	30.9%	32.2%	29.9%	31.2%
Permanent placement staffing	335,316	(3,458)	331,858	260,161	(2,723)	257,438	81.4%	93.3%	80.6%	92.4%
Protiviti	167,676	—	167,676	135,376	—	135,376	12.4%	15.1%	12.4%	15.1%
Total	\$ 1,406,731	\$ (32,474)	\$ 1,374,257	\$ 1,240,879	\$ (28,382)	\$ 1,212,497	30.0%	32.6%	29.3%	31.9%
<b>OPERATING/SEGMENT INCOME:</b>										
Temporary and consultant staffing	\$ 250,681	\$ 29,016	\$ 279,697	\$ 140,274	\$ 25,659	\$ 165,933	8.6%	5.3%	9.6%	6.3%
Permanent placement staffing	75,806	3,458	79,264	18,068	2,723	20,791	18.4%	6.5%	19.2%	7.5%
Protiviti	218,691	5,565	224,256	99,063	6,248	105,311	16.1%	11.0%	16.5%	11.7%
Total	\$ 545,178	\$ 38,039	\$ 583,217	\$ 257,405	\$ 34,630	\$ 292,035	11.6%	6.8%	12.4%	7.7%
(Income) loss from investments held in employee deferred compensation trusts	(38,039)	38,039	—	(34,630)	34,630	—	0.8%	0.9%	0.0%	0.0%
Amortization of intangible assets	1,724	—	1,724	1,002	—	1,002	0.0%	0.0%	0.0%	0.0%
Interest income, net	(145)	—	(145)	(1,264)	—	(1,264)	0.0%	0.0%	0.0%	0.0%
Income before income taxes	\$ 581,638	\$ —	\$ 581,638	\$ 292,297	\$ —	\$ 292,297	12.4%	7.7%	12.4%	7.7%

(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 September 30,		Nine Months Ended September 30,	
	2021	2020	2021	2020
Income before income taxes .....	\$ 227,658	\$ 102,510	\$ 581,638	\$ 292,297
Interest income, net .....	(238)	(202)	(145)	(1,264)
Amortization of intangible assets .....	572	334	1,724	1,002
Combined segment income	<u>\$ 227,992</u>	<u>\$ 102,642</u>	<u>\$ 583,217</u>	<u>\$ 292,035</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		
	Q2	Q3	Q4	Q1	Q2	Q3	Q2	Q3	Q4	Q1	Q2	Q3
<b>Global</b>												
Accountemps	-33.0	-29.9	-22.8	-14.9	36.7	40.1	-32.3	-30.2	-23.1	-14.6	34.4	39.1
OfficeTeam	-48.0	-35.0	-17.0	-8.1	93.1	60.8	-47.8	-35.8	-18.2	-8.7	89.5	60.0
RH Technology	-14.5	-17.7	-11.4	-12.4	19.9	33.8	-14.2	-18.2	-11.9	-12.4	17.9	33.1
RH Management Resources	-15.5	-22.7	-16.9	-13.5	27.6	54.8	-14.8	-23.5	-18.1	-14.3	24.0	53.6
Elimination of intersegment revenues (1)	7.8	28.6	81.6	124.4	244.5	188.4	7.7	28.2	81.5	127.3	240.9	187.5
Temporary and consultant staffing	-31.7	-30.1	-23.1	-18.6	29.9	35.0	-31.2	-30.7	-23.8	-18.9	27.2	34.0
Permanent placement staffing	-49.6	-35.2	-27.7	-7.3	102.2	79.4	-49.1	-35.7	-28.5	-8.1	96.9	77.7
Total staffing	-33.7	-30.7	-23.6	-17.5	36.1	39.4	-33.2	-31.2	-24.3	-17.8	33.2	38.4
Protiviti	4.1	7.4	18.9	35.1	61.6	56.1	4.5	6.4	17.9	34.7	58.8	55.1
Total	-26.9	-23.3	-15.2	-7.2	42.6	43.9	-26.4	-23.9	-15.9	-7.6	39.7	42.9
<b>United States</b>												
Temporary and consultant staffing	-31.7	-31.0	-24.1	-20.3	27.5	35.5	-31.7	-31.3	-23.9	-19.4	27.7	35.5
Permanent placement staffing	-51.6	-37.1	-31.3	-12.4	109.3	85.1	-51.6	-37.3	-31.0	-11.4	109.6	85.1
Total staffing	-33.7	-31.6	-24.8	-19.6	33.6	40.0	-33.7	-31.9	-24.6	-18.6	33.8	40.0
Protiviti	6.4	10.8	22.9	35.5	62.6	53.7	6.3	10.3	23.3	37.1	62.8	53.7
Total	-26.5	-23.3	-15.3	-8.7	41.1	43.8	-26.5	-23.7	-15.0	-7.6	41.3	43.8
<b>International</b>												
Temporary and consultant staffing	-31.8	-27.0	-19.3	-12.3	38.6	33.0	-28.9	-28.4	-23.5	-17.0	25.1	29.1
Permanent placement staffing	-45.0	-30.9	-19.3	5.2	87.8	67.3	-43.2	-31.7	-23.0	0.3	70.5	62.1
Total staffing	-33.8	-27.6	-19.3	-10.1	44.8	37.7	-31.1	-28.9	-23.4	-14.8	30.9	33.7
Protiviti	-3.9	-5.0	4.3	33.8	57.6	65.9	-1.5	-8.0	-1.7	26.1	43.5	61.4
Total	-28.4	-23.4	-14.7	-2.0	48.0	44.3	-25.7	-25.0	-19.2	-7.2	33.9	40.1

(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>Q2 2020</u>	<u>Q3 2020</u>	<u>Q4 2020</u>	<u>Q1 2021</u>	<u>Q2 2021</u>	<u>Q3 2021</u>
<b>Accountemps</b>						
As Reported	-33.0	-29.9	-22.8	-14.9	36.7	40.1
Billing Days Impact	-0.1	-0.3	-0.1	1.1	0.0	-0.2
Currency Impact	0.8	0.0	-0.2	-0.8	-2.3	-0.8
As Adjusted	<u>-32.3</u>	<u>-30.2</u>	<u>-23.1</u>	<u>-14.6</u>	<u>34.4</u>	<u>39.1</u>
<b>OfficeTeam</b>						
As Reported	-48.0	-35.0	-17.0	-8.1	93.1	60.8
Billing Days Impact	-0.1	-0.2	-0.1	1.1	0.0	-0.2
Currency Impact	0.3	-0.6	-1.1	-1.7	-3.6	-0.6
As Adjusted	<u>-47.8</u>	<u>-35.8</u>	<u>-18.2</u>	<u>-8.7</u>	<u>89.5</u>	<u>60.0</u>
<b>Robert Half Technology</b>						
As Reported	-14.5	-17.7	-11.4	-12.4	19.9	33.8
Billing Days Impact	-0.1	-0.2	0.0	1.1	0.0	-0.1
Currency Impact	0.4	-0.3	-0.5	-1.1	-2.0	-0.6
As Adjusted	<u>-14.2</u>	<u>-18.2</u>	<u>-11.9</u>	<u>-12.4</u>	<u>17.9</u>	<u>33.1</u>
<b>Robert Half Management Resources</b>						
As Reported	-15.5	-22.7	-16.9	-13.5	27.6	54.8
Billing Days Impact	-0.1	-0.2	0.0	1.1	0.0	-0.2
Currency Impact	0.8	-0.6	-1.2	-1.9	-3.6	-1.0
As Adjusted	<u>-14.8</u>	<u>-23.5</u>	<u>-18.1</u>	<u>-14.3</u>	<u>24.0</u>	<u>53.6</u>
<b>Elimination of intersegment revenues</b>						
As Reported	7.8	28.6	81.6	124.4	244.5	188.4
Billing Days Impact	-0.2	-0.4	-0.1	2.7	0.0	-0.4
Currency Impact	0.1	0.0	0.0	0.2	-3.6	-0.5
As Adjusted	<u>7.7</u>	<u>28.2</u>	<u>81.5</u>	<u>127.3</u>	<u>240.9</u>	<u>187.5</u>
<b>Temporary and consultant staffing</b>						
As Reported	-31.7	-30.1	-23.1	-18.6	29.9	35.0
Billing Days Impact	-0.1	-0.3	0.0	1.0	0.0	-0.2
Currency Impact	0.6	-0.3	-0.7	-1.3	-2.7	-0.8
As Adjusted	<u>-31.2</u>	<u>-30.7</u>	<u>-23.8</u>	<u>-18.9</u>	<u>27.2</u>	<u>34.0</u>
<b>Permanent placement staffing</b>						
As Reported	-49.6	-35.2	-27.7	-7.3	102.2	79.4
Billing Days Impact	-0.1	-0.2	0.0	1.1	0.0	-0.2
Currency Impact	0.6	-0.3	-0.8	-1.9	-5.3	-1.5
As Adjusted	<u>-49.1</u>	<u>-35.7</u>	<u>-28.5</u>	<u>-8.1</u>	<u>96.9</u>	<u>77.7</u>
<b>Total staffing</b>						
As Reported	-33.7	-30.7	-23.6	-17.5	36.1	39.4
Billing Days Impact	-0.1	-0.2	0.0	1.1	0.0	-0.2
Currency Impact	0.6	-0.3	-0.7	-1.4	-2.9	-0.8
As Adjusted	<u>-33.2</u>	<u>-31.2</u>	<u>-24.3</u>	<u>-17.8</u>	<u>33.2</u>	<u>38.4</u>
<b>Protiviti</b>						
As Reported	4.1	7.4	18.9	35.1	61.6	56.1
Billing Days Impact	-0.1	-0.3	0.0	1.6	0.0	-0.3
Currency Impact	0.5	-0.7	-1.0	-2.0	-2.8	-0.7
As Adjusted	<u>4.5</u>	<u>6.4</u>	<u>17.9</u>	<u>34.7</u>	<u>58.8</u>	<u>55.1</u>
<b>Total</b>						
As Reported	-26.9	-23.3	-15.2	-7.2	42.6	43.9
Billing Days Impact	-0.1	-0.2	0.0	1.1	0.0	-0.2
Currency Impact	0.6	-0.4	-0.7	-1.5	-2.9	-0.8
As Adjusted	<u>-26.4</u>	<u>-23.9</u>	<u>-15.9</u>	<u>-7.6</u>	<u>39.7</u>	<u>42.9</u>

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

<b>Year-Over-Year Revenue Growth – UNITED STATES</b>						
	<b>Q2 2020</b>	<b>Q3 2020</b>	<b>Q4 2020</b>	<b>Q1 2021</b>	<b>Q2 2021</b>	<b>Q3 2021</b>
<b>Temporary and consultant staffing</b>						
As Reported .....	-31.7	-31.0	-24.1	-20.3	27.5	35.5
Billing Days Impact .....	0.0	-0.3	0.2	0.9	0.2	0.0
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>-31.7</u>	<u>-31.3</u>	<u>-23.9</u>	<u>-19.4</u>	<u>27.7</u>	<u>35.5</u>
<b>Permanent placement staffing</b>						
As Reported .....	-51.6	-37.1	-31.3	-12.4	109.3	85.1
Billing Days Impact .....	0.0	-0.2	0.3	1.0	0.3	0.0
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>-51.6</u>	<u>-37.3</u>	<u>-31.0</u>	<u>-11.4</u>	<u>109.6</u>	<u>85.1</u>
<b>Total staffing</b>						
As Reported .....	-33.7	-31.6	-24.8	-19.6	33.6	40.0
Billing Days Impact .....	0.0	-0.3	0.2	1.0	0.2	0.0
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>-33.7</u>	<u>-31.9</u>	<u>-24.6</u>	<u>-18.6</u>	<u>33.8</u>	<u>40.0</u>
<b>Protiviti</b>						
As Reported .....	6.4	10.8	22.9	35.5	62.6	53.7
Billing Days Impact .....	-0.1	-0.5	0.4	1.6	0.2	0.0
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>6.3</u>	<u>10.3</u>	<u>23.3</u>	<u>37.1</u>	<u>62.8</u>	<u>53.7</u>
<b>Total</b>						
As Reported .....	-26.5	-23.3	-15.3	-8.7	41.1	43.8
Billing Days Impact .....	0.0	-0.4	0.3	1.1	0.2	0.0
Currency Impact .....	—	—	—	—	—	—
As Adjusted .....	<u>-26.5</u>	<u>-23.7</u>	<u>-15.0</u>	<u>-7.6</u>	<u>41.3</u>	<u>43.8</u>

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

<b><u>Year-Over-Year Revenue Growth – INTERNATIONAL</u></b>						
	<b><u>Q2 2020</u></b>	<b><u>Q3 2020</u></b>	<b><u>Q4 2020</u></b>	<b><u>Q1 2021</u></b>	<b><u>Q2 2021</u></b>	<b><u>Q3 2021</u></b>
<b>Temporary and consultant staffing</b>						
As Reported .....	-31.8	-27.0	-19.3	-12.3	38.6	33.0
Billing Days Impact .....	0.0	0.0	-1.0	1.4	-0.8	-0.5
Currency Impact .....	2.9	-1.4	-3.2	-6.1	-12.7	-3.4
As Adjusted .....	<u>-28.9</u>	<u>-28.4</u>	<u>-23.5</u>	<u>-17.0</u>	<u>25.1</u>	<u>29.1</u>
<b>Permanent placement staffing</b>						
As Reported .....	-45.0	-30.9	-19.3	5.2	87.8	67.3
Billing Days Impact .....	-0.1	0.0	-1.0	1.7	-1.1	-0.6
Currency Impact .....	1.9	-0.8	-2.7	-6.6	-16.2	-4.6
As Adjusted .....	<u>-43.2</u>	<u>-31.7</u>	<u>-23.0</u>	<u>0.3</u>	<u>70.5</u>	<u>62.1</u>
<b>Total staffing</b>						
As Reported .....	-33.8	-27.6	-19.3	-10.1	44.8	37.7
Billing Days Impact .....	-0.1	0.0	-1.0	1.5	-0.8	-0.5
Currency Impact .....	2.8	-1.3	-3.1	-6.2	-13.1	-3.5
As Adjusted .....	<u>-31.1</u>	<u>-28.9</u>	<u>-23.4</u>	<u>-14.8</u>	<u>30.9</u>	<u>33.7</u>
<b>Protiviti</b>						
As Reported .....	-3.9	-5.0	4.3	33.8	57.6	65.9
Billing Days Impact .....	0.0	0.1	-1.4	2.1	-0.8	-0.7
Currency Impact .....	2.4	-3.1	-4.6	-9.8	-13.3	-3.8
As Adjusted .....	<u>-1.5</u>	<u>-8.0</u>	<u>-1.7</u>	<u>26.1</u>	<u>43.5</u>	<u>61.4</u>
<b>Total</b>						
As Reported .....	-28.4	-23.4	-14.7	-2.0	48.0	44.3
Billing Days Impact .....	0.0	0.1	-1.1	1.6	-0.9	-0.6
Currency Impact .....	2.7	-1.7	-3.4	-6.8	-13.2	-3.6
As Adjusted .....	<u>-25.7</u>	<u>-25.0</u>	<u>-19.2</u>	<u>-7.2</u>	<u>33.9</u>	<u>40.1</u>