

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 expenses; 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 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 GROSS MARGIN (UNAUDITED):
(in thousands)

	Quarter Ended September 30,				Relationships				Nine Months Ended September 30,				Relationships				
	As Reported		As Adjusted		As Reported		As Adjusted		As Reported		As Adjusted		As Reported		As Adjusted		
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	
Gross Margin																	
Contract talent solutions	\$ 449,579	\$ 421,419	\$ 449,579	\$ 421,419	39.4%	40.0%	39.4%	40.0%	\$ 1,376,293	\$ 1,154,420	\$ 1,376,293	\$ 1,154,420	39.8%	39.5%	39.8%	39.5%	
Permanent placement talent solutions	182,034	156,170	182,034	156,170	99.8%	99.8%	99.8%	99.8%	568,147	411,122	568,147	411,122	99.8%	99.8%	99.8%	99.8%	
Protiviti	155,996	147,738	153,296	147,461	30.5%	29.5%	30.0%	29.4%	430,562	386,367	412,603	391,932	29.1%	28.5%	27.9%	28.9%	
Total	\$ 787,609	\$ 725,327	\$ 784,909	\$ 725,050	43.0%	42.4%	42.8%	42.3%	\$2,375,002	\$1,951,909	\$2,357,043	\$1,957,474	43.1%	41.6%	42.8%	41.7%	

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the quarters ended September 30, 2022 and 2021:

	Quarter Ended September 30, 2022								Quarter Ended September 30, 2021								
	Contract talent solutions		Permanent placement talent solutions		Protiviti		Total		Contract talent solutions		Permanent placement talent solutions		Protiviti		Total		
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	
Gross Margin																	
As Reported	\$ 449,579	39.4%	\$ 182,034	99.8%	\$ 155,996	30.5%	\$ 787,609	43.0%	\$ 421,419	40.0%	\$ 156,170	99.8%	\$ 147,738	29.5%	\$ 725,327	42.4%	
Adjustments (1)	—	—	—	—	(2,700)	(0.5%)	(2,700)	(0.2%)	—	—	—	—	(277)	(0.1%)	(277)	(0.1%)	
As Adjusted	\$ 449,579	39.4%	\$ 182,034	99.8%	\$ 153,296	30.0%	\$ 784,909	42.8%	\$ 421,419	40.0%	\$ 156,170	99.8%	\$ 147,461	29.4%	\$ 725,050	42.3%	

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the nine months ended September 30, 2022 and 2021:

	Nine Months Ended September 30, 2022								Nine Months Ended September 30, 2021								
	Contract talent solutions		Permanent placement talent solutions		Protiviti		Total		Contract talent solutions		Permanent placement talent solutions		Protiviti		Total		
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	
Gross Margin																	
As Reported	\$ 1,376,293	39.8%	\$ 568,147	99.8%	\$ 430,562	29.1%	\$ 2,375,002	43.1%	\$ 1,154,420	39.5%	\$ 411,122	99.8%	\$ 386,367	28.5%	\$ 1,951,909	41.6%	
Adjustments (1)	—	—	—	—	(17,959)	(1.2%)	(17,959)	(0.3%)	—	—	—	—	5,565	0.4%	5,565	0.1%	
As Adjusted	\$ 1,376,293	39.8%	\$ 568,147	99.8%	\$ 412,603	27.9%	\$ 2,357,043	42.8%	\$ 1,154,420	39.5%	\$ 411,122	99.8%	\$ 391,932	28.9%	\$ 1,957,474	41.7%	

(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 is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment income from investments held in employee deferred compensation trusts to the same line item that 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 SELLING, GENERAL AND ADMINISTRATIVE EXPENSES (UNAUDITED):
(in thousands)

	Quarter Ended September 30,				Relationships				Nine Months Ended September 30,				Relationships				
	As Reported		As Adjusted		As Reported		As Adjusted		As Reported		As Adjusted		As Reported		As Adjusted		
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	
Selling, General and Administrative Expenses																	
Contract talent solutions	\$ 318,462	\$ 310,112	\$ 329,531	\$ 311,409	27.9%	29.4%	28.9%	29.5%	\$ 907,886	\$ 903,739	\$ 989,432	\$ 874,723	26.2%	30.9%	28.6%	29.9%	
Permanent placement talent solutions	148,290	124,955	149,856	125,140	81.3%	79.9%	82.2%	80.0%	450,437	335,316	461,890	331,858	79.1%	81.4%	81.1%	80.6%	
Protiviti	81,827	60,509	81,827	60,509	16.0%	12.1%	16.0%	12.1%	213,844	167,676	213,844	167,676	14.4%	12.4%	14.4%	12.4%	
Total	\$ 548,579	\$ 495,576	\$ 561,214	\$ 497,058	29.9%	28.9%	30.6%	29.0%	\$1,572,167	\$1,406,731	\$1,665,166	\$1,374,257	28.5%	30.0%	30.2%	29.3%	

The following tables provide reconciliations of the non-GAAP adjusted selling, general and administrative expenses to reported selling, general and administrative expenses for the quarters ended September 30, 2022 and 2021:

	Quarter Ended September 30, 2022								Quarter Ended September 30, 2021								
	Contract talent solutions		Permanent placement talent solutions		Protiviti		Total		Contract talent solutions		Permanent placement talent solutions		Protiviti		Total		
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	
Selling, General and Administrative Expenses																	
As Reported	\$ 318,462	27.9%	\$ 148,290	81.3%	\$ 81,827	16.0%	\$ 548,579	29.9%	\$ 310,112	29.4%	\$ 124,955	79.9%	\$ 60,509	12.1%	\$ 495,576	28.9%	
Adjustments (1)	11,069	1.0%	1,566	0.9%	—	—	12,635	0.7%	1,297	0.1%	185	0.1%	—	—	1,482	0.1%	
As Adjusted	\$ 329,531	28.9%	\$ 149,856	82.2%	\$ 81,827	16.0%	\$ 561,214	30.6%	\$ 311,409	29.5%	\$ 125,140	80.0%	\$ 60,509	12.1%	\$ 497,058	29.0%	

The following tables provide reconciliations of the non-GAAP adjusted selling, general and administrative expenses to reported selling, general and administrative expenses for the nine months ended September 30, 2022 and 2021:

	Nine Months Ended September 30, 2022								Nine Months Ended September 30, 2021								
	Contract talent solutions		Permanent placement talent solutions		Protiviti		Total		Contract talent solutions		Permanent placement talent solutions		Protiviti		Total		
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	
Selling, General and Administrative Expenses																	
As Reported	\$ 907,886	26.2%	\$ 450,437	79.1%	\$ 213,844	14.4%	\$1,572,167	28.5%	\$ 903,739	30.9%	\$ 335,316	81.4%	\$ 167,676	12.4%	\$1,406,731	30.0%	
Adjustments (1)	81,546	2.4%	11,453	2.0%	—	—	92,999	1.7%	(29,016)	(1.0%)	(3,458)	(0.8%)	—	—	(32,474)	(0.7%)	
As Adjusted	\$ 989,432	28.6%	\$ 461,890	81.1%	\$ 213,844	14.4%	\$1,665,166	30.2%	\$ 874,723	29.9%	\$ 331,858	80.6%	\$ 167,676	12.4%	\$1,374,257	29.3%	

(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 adjustments shown in the table above are to reclassify investment income from investments held in employee deferred compensation trusts to the same line item that 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 (UNAUDITED):
(in thousands)

	Quarter Ended September 30,				Relationships				Nine Months Ended September 30,				Relationships				
	As Reported		As Adjusted		As Reported		As Adjusted		As Reported		As Adjusted		As Reported		As Adjusted		
	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	
Segment Income																	
Contract talent solutions	\$ 131,117	\$ 111,307	\$ 120,048	\$ 110,010	11.5%	10.6%	10.5%	10.4%	\$ 468,407	\$ 250,681	\$ 386,861	\$ 279,697	13.5%	8.6%	11.2%	9.6%	
Permanent placement talent solutions	33,744	31,215	32,178	31,030	18.5%	20.0%	17.6%	19.8%	117,710	75,806	106,257	79,264	20.7%	18.4%	18.7%	19.2%	
Protiviti	74,169	87,229	71,469	86,952	14.5%	17.4%	14.0%	17.3%	216,718	218,691	198,759	224,256	14.6%	16.1%	13.4%	16.5%	
Total	\$ 239,030	\$ 229,751	\$ 223,695	\$ 227,992	13.0%	13.4%	12.2%	13.3%	\$ 802,835	\$ 545,178	\$ 691,877	\$ 583,217	14.6%	11.6%	12.6%	12.4%	

The following tables provide reconciliations of the non-GAAP combined segment income to reported income before income taxes for the quarters and nine months ended September 30, 2022 and 2021:

	Quarter Ended September 30,				Nine Months Ended September 30,			
	2022	% of Revenue	2021	% of Revenue	2022	% of Revenue	2021	% of Revenue
Income before income taxes	\$ 225,624	12.3%	\$ 227,658	13.3%	\$ 693,857	12.6%	\$ 581,638	12.4%
Interest income, net	(2,346)	(0.1%)	(238)	0.0%	(3,230)	0.0%	(145)	0.0%
Amortization of intangible assets	417	0.0%	572	0.0%	1,250	0.0%	1,724	0.0%
Combined segment income	\$ 223,695	12.2%	\$ 227,992	13.3%	\$ 691,877	12.6%	\$ 583,217	12.4%

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		
	Q2	Q3	Q4	Q1	Q2	Q3	Q2	Q3	Q4	Q1	Q2	Q3
Global												
Finance and accounting	33.7	44.6	39.1	33.5	22.1	9.9	31.0	43.5	39.8	34.6	24.4	12.8
Administrative and customer support	93.1	60.8	37.6	29.2	4.2	-10.3	89.5	60.0	38.4	30.5	6.3	-7.8
Technology	19.9	33.8	21.4	23.9	12.3	0.6	17.9	33.1	21.8	24.6	13.9	2.5
Elimination of intersegment revenues (1)	244.5	188.4	74.3	38.9	-3.8	-23.1	240.9	187.5	75.1	40.1	-1.9	-20.8
Total contract talent solutions	29.9	35.0	31.3	30.0	19.2	8.1	27.2	34.0	31.9	31.0	21.3	10.7
Permanent placement talent solutions	102.2	79.4	73.0	67.2	39.3	16.5	96.9	77.7	73.8	68.8	42.6	20.3
Total talent solutions	36.1	39.4	35.3	34.1	21.7	9.2	33.2	38.4	36.0	35.2	24.0	12.0
Protiviti	61.6	56.1	36.7	18.9	8.4	2.0	58.8	55.1	37.4	20.0	10.8	4.8
Total	42.6	43.9	35.7	29.8	17.9	7.1	39.7	42.9	36.3	30.9	20.2	9.9
United States												
Contract talent solutions	27.5	35.5	33.4	33.4	22.7	11.3	27.7	35.5	33.6	33.4	22.7	11.3
Permanent placement talent solutions	109.3	85.1	78.6	78.3	44.3	22.4	109.6	85.1	78.9	78.3	44.3	22.4
Total talent solutions	33.6	40.0	37.2	37.8	25.2	12.6	33.8	40.0	37.4	37.8	25.2	12.6
Protiviti	62.6	53.7	31.7	17.0	8.3	4.1	62.8	53.7	31.9	17.0	8.3	4.1
Total	41.1	43.8	35.6	31.7	20.2	10.0	41.3	43.8	35.8	31.7	20.2	10.0
International												
Contract talent solutions	38.6	33.0	24.0	18.5	7.0	-3.2	25.1	29.1	26.3	23.5	16.6	8.7
Permanent placement talent solutions	87.8	67.3	61.9	44.7	28.0	2.9	70.5	62.1	64.0	50.0	39.0	15.4
Total talent solutions	44.8	37.7	29.2	22.5	10.5	-2.2	30.9	33.7	31.6	27.5	20.3	9.8
Protiviti	57.6	65.9	58.3	26.2	8.6	-6.3	43.5	61.4	61.2	32.3	20.6	7.3
Total	48.0	44.3	36.2	23.4	10.0	-3.3	33.9	40.1	38.6	28.7	20.4	9.1

(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						
	Q2 2021	Q3 2021	Q4 2021	Q1 2022	Q2 2022	Q3 2022
Finance and accounting						
As Reported	33.7	44.6	39.1	33.5	22.1	9.9
Billing Days Impact	-0.4	-0.3	0.3	-0.2	0.0	0.2
Currency Impact	-2.3	-0.8	0.4	1.3	2.3	2.7
As Adjusted	<u>31.0</u>	<u>43.5</u>	<u>39.8</u>	<u>34.6</u>	<u>24.4</u>	<u>12.8</u>
Administrative and customer support						
As Reported	93.1	60.8	37.6	29.2	4.2	-10.3
Billing Days Impact	0.0	-0.2	0.1	-0.2	0.0	0.1
Currency Impact	-3.6	-0.6	0.7	1.5	2.1	2.4
As Adjusted	<u>89.5</u>	<u>60.0</u>	<u>38.4</u>	<u>30.5</u>	<u>6.3</u>	<u>-7.8</u>
Technology						
As Reported	19.9	33.8	21.4	23.9	12.3	0.6
Billing Days Impact	0.0	-0.1	0.1	-0.2	0.0	0.1
Currency Impact	-2.0	-0.6	0.3	0.9	1.6	1.8
As Adjusted	<u>17.9</u>	<u>33.1</u>	<u>21.8</u>	<u>24.6</u>	<u>13.9</u>	<u>2.5</u>
Elimination of intersegment revenues						
As Reported	244.5	188.4	74.3	38.9	-3.8	-23.1
Billing Days Impact	0.0	-0.4	0.1	-0.2	0.0	0.2
Currency Impact	-3.6	-0.5	0.7	1.4	1.9	2.1
As Adjusted	<u>240.9</u>	<u>187.5</u>	<u>75.1</u>	<u>40.1</u>	<u>-1.9</u>	<u>-20.8</u>
Total contract talent solutions						
As Reported	29.9	35.0	31.3	30.0	19.2	8.1
Billing Days Impact	0.0	-0.2	0.1	-0.2	0.0	0.1
Currency Impact	-2.7	-0.8	0.5	1.2	2.1	2.5
As Adjusted	<u>27.2</u>	<u>34.0</u>	<u>31.9</u>	<u>31.0</u>	<u>21.3</u>	<u>10.7</u>
Permanent placement talent solutions						
As Reported	102.2	79.4	73.0	67.2	39.3	16.5
Billing Days Impact	0.0	-0.2	0.1	-0.3	0.0	0.2
Currency Impact	-5.3	-1.5	0.7	1.9	3.3	3.6
As Adjusted	<u>96.9</u>	<u>77.7</u>	<u>73.8</u>	<u>68.8</u>	<u>42.6</u>	<u>20.3</u>
Total talent solutions						
As Reported	36.1	39.4	35.3	34.1	21.7	9.2
Billing Days Impact	0.0	-0.2	0.2	-0.2	0.0	0.1
Currency Impact	-2.9	-0.8	0.5	1.3	2.3	2.7
As Adjusted	<u>33.2</u>	<u>38.4</u>	<u>36.0</u>	<u>35.2</u>	<u>24.0</u>	<u>12.0</u>
Protiviti						
As Reported	61.6	56.1	36.7	18.9	8.4	2.0
Billing Days Impact	0.0	-0.3	0.2	-0.2	0.0	0.2
Currency Impact	-2.8	-0.7	0.5	1.3	2.4	2.6
As Adjusted	<u>58.8</u>	<u>55.1</u>	<u>37.4</u>	<u>20.0</u>	<u>10.8</u>	<u>4.8</u>
Total						
As Reported	42.6	43.9	35.7	29.8	17.9	7.1
Billing Days Impact	0.0	-0.2	0.1	-0.2	0.0	0.2
Currency Impact	-2.9	-0.8	0.5	1.3	2.3	2.6
As Adjusted	<u>39.7</u>	<u>42.9</u>	<u>36.3</u>	<u>30.9</u>	<u>20.2</u>	<u>9.9</u>

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

Year-Over-Year Revenue Growth – UNITED STATES							
	Q2 2021	Q3 2021	Q4 2021	Q1 2022	Q2 2022	Q3 2022	
Contract talent solutions							
As Reported	27.5	35.5	33.4	33.4	22.7	11.3	
Billing Days Impact	0.2	0.0	0.2	0.0	0.0	0.0	
Currency Impact	—	—	—	—	—	—	
As Adjusted	<u>27.7</u>	<u>35.5</u>	<u>33.6</u>	<u>33.4</u>	<u>22.7</u>	<u>11.3</u>	
Permanent placement talent solutions							
As Reported	109.3	85.1	78.6	78.3	44.3	22.4	
Billing Days Impact	0.3	0.0	0.3	0.0	0.0	0.0	
Currency Impact	—	—	—	—	—	—	
As Adjusted	<u>109.6</u>	<u>85.1</u>	<u>78.9</u>	<u>78.3</u>	<u>44.3</u>	<u>22.4</u>	
Total talent solutions							
As Reported	33.6	40.0	37.2	37.8	25.2	12.6	
Billing Days Impact	0.2	0.0	0.2	0.0	0.0	0.0	
Currency Impact	—	—	—	—	—	—	
As Adjusted	<u>33.8</u>	<u>40.0</u>	<u>37.4</u>	<u>37.8</u>	<u>25.2</u>	<u>12.6</u>	
Protiviti							
As Reported	62.6	53.7	31.7	17.0	8.3	4.1	
Billing Days Impact	0.2	0.0	0.2	0.0	0.0	0.0	
Currency Impact	—	—	—	—	—	—	
As Adjusted	<u>62.8</u>	<u>53.7</u>	<u>31.9</u>	<u>17.0</u>	<u>8.3</u>	<u>4.1</u>	
Total							
As Reported	41.1	43.8	35.6	31.7	20.2	10.0	
Billing Days Impact	0.2	0.0	0.2	0.0	0.0	0.0	
Currency Impact	—	—	—	—	—	—	
As Adjusted	<u>41.3</u>	<u>43.8</u>	<u>35.8</u>	<u>31.7</u>	<u>20.2</u>	<u>10.0</u>	

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

Year-Over-Year Revenue Growth – INTERNATIONAL							
	Q2 2021	Q3 2021	Q4 2021	Q1 2022	Q2 2022	Q3 2022	
Contract talent solutions							
As Reported	38.6	33.0	24.0	18.5	7.0	-3.2	
Billing Days Impact	-0.8	-0.5	0.1	-0.4	0.2	0.5	
Currency Impact	-12.7	-3.4	2.2	5.4	9.4	11.4	
As Adjusted	25.1	29.1	26.3	23.5	16.6	8.7	
Permanent placement talent solutions							
As Reported	87.8	67.3	61.9	44.7	28.0	2.9	
Billing Days Impact	-1.1	-0.6	0.1	-0.5	0.2	0.6	
Currency Impact	-16.2	-4.6	2.0	5.8	10.8	11.9	
As Adjusted	70.5	62.1	64.0	50.0	39.0	15.4	
Total talent solutions							
As Reported	44.8	37.7	29.2	22.5	10.5	-2.2	
Billing Days Impact	-0.8	-0.5	0.2	-0.4	0.1	0.5	
Currency Impact	-13.1	-3.5	2.2	5.4	9.7	11.5	
As Adjusted	30.9	33.7	31.6	27.5	20.3	9.8	
Protiviti							
As Reported	57.6	65.9	58.3	26.2	8.6	-6.3	
Billing Days Impact	-0.8	-0.7	0.1	-0.5	0.2	0.5	
Currency Impact	-13.3	-3.8	2.8	6.6	11.8	13.1	
As Adjusted	43.5	61.4	61.2	32.3	20.6	7.3	
Total							
As Reported	48.0	44.3	36.2	23.4	10.0	-3.3	
Billing Days Impact	-0.9	-0.6	0.1	-0.4	0.2	0.5	
Currency Impact	-13.2	-3.6	2.3	5.7	10.2	11.9	
As Adjusted	33.9	40.1	38.6	28.7	20.4	9.1	