

ROBERT HALF INC.
NON-GAAP FINANCIAL MEASURES

The financial results of Robert Half 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 expenses; combined segment income; and adjusted revenue growth rates.

The following measures: adjusted gross margin and adjusted selling, general and administrative expenses, 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 performance.

As adjusted revenue growth rates represent year-over-year revenue growth rates after removing the impacts on reported revenues from the changes in the number of billing days and foreign currency exchange rates. The Company provides 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 impacts from the changes in billing days and foreign currency exchange rates are calculated as follows:

- Billing days impact is calculated by dividing each comparative period’s reported revenues by the number of billing days for that period to arrive at a per billing day amount. Same billing day growth rates are then calculated based on the per billing day amounts. Management calculates a global, weighted-average number of billing days for each reporting period based upon inputs from all countries and all functional specializations and segments.
- Foreign currency impact is calculated by retranslating current period international revenues, using foreign currency exchange rates from the prior year’s comparable period.

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 INC.
NON-GAAP FINANCIAL MEASURES
ADJUSTED GROSS MARGIN (UNAUDITED):
(in thousands)

	Three Months 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		
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
Gross Margin																	
Contract talent solutions	\$ 375,158	\$ 449,579	\$ 375,158	\$ 449,579	39.8%	39.4%	39.8%	39.4%	\$ 1,197,419	\$ 1,376,293	\$ 1,197,419	\$ 1,376,293	39.8%	39.8%	39.8%	39.8%	
Permanent placement talent solutions	139,681	182,034	139,681	182,034	99.8%	99.8%	99.8%	99.8%	445,051	568,147	445,051	568,147	99.8%	99.8%	99.8%	99.8%	
Total talent solutions	514,839	631,613	514,839	631,613	47.5%	47.8%	47.5%	47.8%	1,642,470	1,944,440	1,642,470	1,944,440	47.6%	48.2%	47.6%	48.2%	
Protiviti	126,100	155,996	123,255	153,296	26.2%	30.5%	25.6%	30.0%	348,370	430,562	355,621	412,603	23.8%	29.1%	24.3%	27.9%	
Total	\$ 640,939	\$ 787,609	\$ 638,094	\$ 784,909	41.0%	43.0%	40.8%	42.8%	\$ 1,990,840	\$ 2,375,002	\$ 1,998,091	\$ 2,357,043	40.5%	43.1%	40.6%	42.8%	

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the three months ended September 30, 2023 and 2022:

	Three Months Ended September 30, 2023								Three Months Ended September 30, 2022											
	Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total		Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total	
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue
Gross Margin																				
As Reported	\$ 375,158	39.8%	\$ 139,681	99.8%	\$ 514,839	47.5%	\$ 126,100	26.2%	\$ 640,939	41.0%	\$ 449,579	39.4%	\$ 182,034	99.8%	\$ 631,613	47.8%	\$ 155,996	30.5%	\$ 787,609	43.0%
Adjustments (1)	—	—	—	—	—	—	(2,845)	(0.6%)	(2,845)	(0.2%)	—	—	—	—	—	—	(2,700)	(0.5%)	(2,700)	(0.2%)
As Adjusted	\$ 375,158	39.8%	\$ 139,681	99.8%	\$ 514,839	47.5%	\$ 123,255	25.6%	\$ 638,094	40.8%	\$ 449,579	39.4%	\$ 182,034	99.8%	\$ 631,613	47.8%	\$ 153,296	30.0%	\$ 784,909	42.8%

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the nine months ended September 30, 2023 and 2022:

	Nine Months Ended September 30, 2023										Nine Months Ended September 30, 2022									
	Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total		Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total	
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue
Gross Margin																				
As Reported	\$1,197,419	39.8%	\$ 445,051	99.8%	\$1,642,470	47.6%	\$ 348,370	23.8%	\$1,990,840	40.5%	\$1,376,293	39.8%	\$ 568,147	99.8%	\$1,944,440	48.2%	\$ 430,562	29.1%	\$2,375,002	43.1%
Adjustments (1)	—	—	—	—	—	—	7,251	0.5%	7,251	0.1%	—	—	—	—	—	—	(17,959)	(1.2%)	(17,959)	(0.3%)
As Adjusted	\$1,197,419	39.8%	\$ 445,051	99.8%	\$1,642,470	47.6%	\$ 355,621	24.3%	\$1,998,091	40.6%	\$1,376,293	39.8%	\$ 568,147	99.8%	\$1,944,440	48.2%	\$ 412,603	27.9%	\$2,357,043	42.8%

(1) Changes in the Company's employee deferred compensation plan obligations related to Protiviti operations are included in costs of services, while the related investment (income) loss is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment (income) loss 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 on income before income taxes.

ROBERT HALF INC.
NON-GAAP FINANCIAL MEASURES
ADJUSTED SELLING, GENERAL AND ADMINISTRATIVE EXPENSES (UNAUDITED):
(in thousands)

	Three Months 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		
	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	2023	2022	
Selling, General and Administrative Expenses																	
Contract talent solutions	\$ 306,503	\$ 318,462	\$ 316,683	\$ 329,531	32.5%	27.9%	33.6%	28.9%	\$ 985,967	\$ 907,886	\$ 955,482	\$ 989,432	32.8%	26.2%	31.8%	28.6%	
Permanent placement talent solutions	119,376	148,290	120,626	149,856	85.3%	81.3%	86.2%	82.2%	384,066	450,437	380,439	461,890	86.1%	79.1%	85.3%	81.1%	
Total talent solutions	425,879	466,752	437,309	479,387	39.3%	35.3%	40.4%	36.3%	1,370,033	1,358,323	1,335,921	1,451,322	39.7%	33.7%	38.7%	36.0%	
Protiviti	70,853	81,827	70,853	81,827	14.7%	16.0%	14.7%	16.0%	220,832	213,844	220,832	213,844	15.1%	14.4%	15.1%	14.4%	
Total	\$ 496,732	\$ 548,579	\$ 508,162	\$ 561,214	31.8%	29.9%	32.5%	30.6%	\$ 1,590,865	\$ 1,572,167	\$ 1,556,753	\$ 1,665,166	32.3%	28.5%	31.6%	30.2%	

The following tables provide reconciliations of the non-GAAP adjusted selling, general and administrative expenses to reported selling, general and administrative expenses for the three months ended September 30, 2023 and 2022:

	Three Months Ended September 30, 2023										Three Months Ended September 30, 2022									
	Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total		Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total	
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue
Selling, General and Administrative Expenses																				
As Reported	\$ 306,503	32.5%	\$ 119,376	85.3%	\$ 425,879	39.3%	\$ 70,853	14.7%	\$ 496,732	31.8%	\$ 318,462	27.9%	\$ 148,290	81.3%	\$ 466,752	35.3%	\$ 81,827	16.0%	\$ 548,579	29.9%
Adjustments (1)	10,180	1.1%	1,250	0.9%	11,430	1.1%	—	—	11,430	0.7%	11,069	1.0%	1,566	0.9%	12,635	1.0%	—	—	12,635	0.7%
As Adjusted	\$ 316,683	33.6%	\$ 120,626	86.2%	\$ 437,309	40.4%	\$ 70,853	14.7%	\$ 508,162	32.5%	\$ 329,531	28.9%	\$ 149,856	82.2%	\$ 479,387	36.3%	\$ 81,827	16.0%	\$ 561,214	30.6%

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, 2023 and 2022:

	Nine Months Ended September 30, 2023										Nine Months Ended September 30, 2022									
	Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total		Contract talent solutions		Permanent placement talent solutions		Total talent solutions		Protiviti		Total	
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue
Selling, General and Administrative Expenses																				
As Reported	\$ 985,967	32.8%	\$ 384,066	86.1%	\$ 1,370,033	39.7%	\$ 220,832	15.1%	\$ 1,590,865	32.3%	\$ 907,886	26.2%	\$ 450,437	79.1%	\$ 1,358,323	33.7%	\$ 213,844	14.4%	\$ 1,572,167	28.5%
Adjustments (1)	(30,485)	(1.0%)	(3,627)	(0.8%)	(34,112)	(1.0%)	—	—	(34,112)	(0.7%)	81,546	2.4%	11,453	2.0%	92,999	2.3%	—	—	92,999	1.7%
As Adjusted	\$ 955,482	31.8%	\$ 380,439	85.3%	\$ 1,335,921	38.7%	\$ 220,832	15.1%	\$ 1,556,753	31.6%	\$ 989,432	28.6%	\$ 461,890	81.1%	\$ 1,451,322	36.0%	\$ 213,844	14.4%	\$ 1,665,166	30.2%

(1) Changes in the Company's employee deferred compensation plan obligations related to talent solutions operations are included in selling, general and administrative expenses, while the related investment (income) loss is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment (income) loss 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 on income before income taxes.

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

The following tables provide reconciliations of the non-GAAP combined segment income to reported income before income taxes for the three and nine months ended September 30, 2023 and 2022:

	Three Months Ended September 30,				Nine Months Ended September 30,			
	2023		2022		2023		2022	
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue
Income before income taxes	\$ 136,343	8.7%	\$ 225,624	12.3%	\$ 456,452	9.3%	\$ 693,857	12.6%
Interest income, net	(7,131)	(0.4%)	(2,346)	(0.1%)	(17,276)	(0.3%)	(3,230)	0.0%
Amortization of intangible assets	720	0.0%	417	0.0%	2,162	0.0%	1,250	0.0%
Combined segment income	\$ 129,932	8.3%	\$ 223,695	12.2%	\$ 441,338	9.0%	\$ 691,877	12.6%

ROBERT HALF 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)					
	2022			2023			2022			2023		
	Q2	Q3	Q4	Q1	Q2	Q3	Q2	Q3	Q4	Q1	Q2	Q3
Global												
Finance and accounting	22.1	9.9	-0.1	-3.0	-11.0	-16.0	24.4	12.8	2.9	-3.1	-10.8	-15.2
Administrative and customer support	4.2	-10.3	-21.2	-23.0	-23.0	-21.5	6.3	-7.8	-18.8	-23.2	-23.0	-21.2
Technology	12.3	0.6	-2.1	-9.0	-16.7	-21.3	13.9	2.5	0.5	-9.3	-16.2	-20.0
Elimination of intersegment revenues (1)	-3.8	-23.1	-14.5	-12.8	-16.5	-24.2	-1.9	-20.8	-11.5	-12.7	-16.5	-23.8
Total contract talent solutions	19.2	8.1	-4.0	-7.8	-14.3	-17.3	21.3	10.7	-1.2	-8.0	-14.0	-16.4
Permanent placement talent solutions	39.3	16.5	-1.4	-16.1	-25.4	-23.3	42.6	20.3	2.4	-15.8	-25.0	-22.5
Total talent solutions	21.7	9.2	-3.7	-9.0	-15.9	-18.1	24.0	12.0	-0.8	-9.1	-15.6	-17.3
Protiviti	8.4	2.0	0.8	4.6	-1.2	-6.0	10.8	4.8	4.0	4.4	-1.0	-4.9
Total	17.9	7.1	-2.4	-5.4	-12.0	-14.7	20.2	9.9	0.6	-5.6	-11.7	-13.8
United States												
Contract talent solutions	22.7	11.3	-3.4	-8.6	-16.0	-20.7	22.7	11.3	-2.9	-9.9	-15.9	-19.2
Permanent placement talent solutions	44.3	22.4	1.4	-16.9	-26.2	-26.9	44.3	22.4	1.9	-18.1	-26.1	-25.5
Total talent solutions	25.2	12.6	-2.9	-9.7	-17.4	-21.5	25.2	12.6	-2.4	-11.0	-17.2	-20.0
Protiviti	8.3	4.1	3.6	7.5	-2.4	-7.4	8.3	4.1	4.1	5.9	-2.3	-5.6
Total	20.2	10.0	-1.1	-5.2	-13.3	-17.5	20.2	10.0	-0.6	-6.6	-13.2	-15.9
International												
Contract talent solutions	7.0	-3.2	-6.3	-4.7	-7.6	-3.1	16.6	8.7	5.3	-1.2	-6.2	-4.9
Permanent placement talent solutions	28.0	2.9	-7.5	-14.0	-23.4	-13.0	39.0	15.4	4.3	-10.5	-21.9	-14.2
Total talent solutions	10.5	-2.2	-6.5	-6.4	-10.6	-4.8	20.3	9.8	5.2	-2.9	-9.2	-6.6
Protiviti	8.6	-6.3	-9.2	-5.7	3.3	0.3	20.6	7.3	3.7	-1.5	4.2	-1.5
Total	10.0	-3.3	-7.3	-6.2	-7.0	-3.5	20.4	9.1	4.8	-2.5	-5.8	-5.3

(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:

Billing Days. The "As Reported" revenue growth rates are based upon reported revenues. Management calculates the billing day impact by dividing each comparative period's reported revenues by the number of billing days for that period to arrive at a per billing day amount. Same billing day growth rates are then calculated based on the per billing day amounts. Management 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.

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. The foreign currency impact is calculated by retranslating current period international revenues, using foreign currency exchange rates from the prior year's comparable period.

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

Year-Over-Year Revenue Growth – GLOBAL						
	Q2 2022	Q3 2022	Q4 2022	Q1 2022	Q2 2023	Q3 2023
Finance and accounting						
As Reported	22.1	9.9	-0.1	-3.0	-11.0	-16.0
Billing Days Impact	0.0	0.2	0.8	-1.3	0.1	1.6
Currency Impact	2.3	2.7	2.2	1.2	0.1	-0.8
As Adjusted	<u>24.4</u>	<u>12.8</u>	<u>2.9</u>	<u>-3.1</u>	<u>-10.8</u>	<u>-15.2</u>
Administrative and customer support						
As Reported	4.2	-10.3	-21.2	-23.0	-23.0	-21.5
Billing Days Impact	0.0	0.1	0.7	-1.1	0.1	1.4
Currency Impact	2.1	2.4	1.7	0.9	-0.1	-1.1
As Adjusted	<u>6.3</u>	<u>-7.8</u>	<u>-18.8</u>	<u>-23.2</u>	<u>-23.0</u>	<u>-21.2</u>
Technology						
As Reported	12.3	0.6	-2.1	-9.0	-16.7	-21.3
Billing Days Impact	0.0	0.1	0.9	-1.3	0.1	1.5
Currency Impact	1.6	1.8	1.7	1.0	0.4	-0.2
As Adjusted	<u>13.9</u>	<u>2.5</u>	<u>0.5</u>	<u>-9.3</u>	<u>-16.2</u>	<u>-20.0</u>
Elimination of intersegment revenues						
As Reported	-3.8	-23.1	-14.5	-12.8	-16.5	-24.2
Billing Days Impact	0.0	0.2	0.8	-1.3	0.1	1.4
Currency Impact	1.9	2.1	2.2	1.4	-0.1	-1.0
As Adjusted	<u>-1.9</u>	<u>-20.8</u>	<u>-11.5</u>	<u>-12.7</u>	<u>-16.5</u>	<u>-23.8</u>
Total contract talent solutions						
As Reported	19.2	8.1	-4.0	-7.8	-14.3	-17.3
Billing Days Impact	0.0	0.1	0.8	-1.3	0.1	1.6
Currency Impact	2.1	2.5	2.0	1.1	0.2	-0.7
As Adjusted	<u>21.3</u>	<u>10.7</u>	<u>-1.2</u>	<u>-8.0</u>	<u>-14.0</u>	<u>-16.4</u>
Permanent placement talent solutions						
As Reported	39.3	16.5	-1.4	-16.1	-25.4	-23.3
Billing Days Impact	0.0	0.2	0.8	-1.1	0.1	1.5
Currency Impact	3.3	3.6	3.0	1.4	0.3	-0.7
As Adjusted	<u>42.6</u>	<u>20.3</u>	<u>2.4</u>	<u>-15.8</u>	<u>-25.0</u>	<u>-22.5</u>
Total talent solutions						
As Reported	21.7	9.2	-3.7	-9.0	-15.9	-18.1
Billing Days Impact	0.0	0.1	0.8	-1.2	0.1	1.5
Currency Impact	2.3	2.7	2.1	1.1	0.2	-0.7
As Adjusted	<u>24.0</u>	<u>12.0</u>	<u>-0.8</u>	<u>-9.1</u>	<u>-15.6</u>	<u>-17.3</u>
Protiviti						
As Reported	8.4	2.0	0.8	4.6	-1.2	-6.0
Billing Days Impact	0.0	0.2	0.8	-1.5	0.2	1.8
Currency Impact	2.4	2.6	2.4	1.3	0.0	-0.7
As Adjusted	<u>10.8</u>	<u>4.8</u>	<u>4.0</u>	<u>4.4</u>	<u>-1.0</u>	<u>-4.9</u>
Total						
As Reported	17.9	7.1	-2.4	-5.4	-12.0	-14.7
Billing Days Impact	0.0	0.2	0.8	-1.4	0.2	1.6
Currency Impact	2.3	2.6	2.2	1.2	0.1	-0.7
As Adjusted	<u>20.2</u>	<u>9.9</u>	<u>0.6</u>	<u>-5.6</u>	<u>-11.7</u>	<u>-13.8</u>

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

Year-Over-Year Revenue Growth – UNITED STATES						
	Q2 2022	Q3 2022	Q4 2022	Q1 2023	Q2 2023	Q3 2023
Contract talent solutions						
As Reported	22.7	11.3	-3.4	-8.6	-16.0	-20.7
Billing Days Impact	0.0	0.0	0.5	-1.3	0.1	1.5
Currency Impact	—	—	—	—	—	—
As Adjusted	22.7	11.3	-2.9	-9.9	-15.9	-19.2
Permanent placement talent solutions						
As Reported	44.3	22.4	1.4	-16.9	-26.2	-26.9
Billing Days Impact	0.0	0.0	0.5	-1.2	0.1	1.4
Currency Impact	—	—	—	—	—	—
As Adjusted	44.3	22.4	1.9	-18.1	-26.1	-25.5
Total talent solutions						
As Reported	25.2	12.6	-2.9	-9.7	-17.4	-21.5
Billing Days Impact	0.0	0.0	0.5	-1.3	0.2	1.5
Currency Impact	—	—	—	—	—	—
As Adjusted	25.2	12.6	-2.4	-11.0	-17.2	-20.0
Protiviti						
As Reported	8.3	4.1	3.6	7.5	-2.4	-7.4
Billing Days Impact	0.0	0.0	0.5	-1.6	0.1	1.8
Currency Impact	—	—	—	—	—	—
As Adjusted	8.3	4.1	4.1	5.9	-2.3	-5.6
Total						
As Reported	20.2	10.0	-1.1	-5.2	-13.3	-17.5
Billing Days Impact	0.0	0.0	0.5	-1.4	0.1	1.6
Currency Impact	—	—	—	—	—	—
As Adjusted	20.2	10.0	-0.6	-6.6	-13.2	-15.9

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

<u>Year-Over-Year Revenue Growth – INTERNATIONAL</u>						
	<u>Q2 2022</u>	<u>Q3 2022</u>	<u>Q4 2022</u>	<u>Q1 2023</u>	<u>Q2 2023</u>	<u>Q3 2023</u>
Contract talent solutions						
As Reported	7.0	-3.2	-6.3	-4.7	-7.6	-3.1
Billing Days Impact	0.2	0.5	2.1	-1.7	0.6	1.8
Currency Impact	9.4	11.4	9.5	5.2	0.8	-3.6
As Adjusted	<u>16.6</u>	<u>8.7</u>	<u>5.3</u>	<u>-1.2</u>	<u>-6.2</u>	<u>-4.9</u>
Permanent placement talent solutions						
As Reported	28.0	2.9	-7.5	-14.0	-23.4	-13.0
Billing Days Impact	0.2	0.6	2.2	-1.6	0.5	1.6
Currency Impact	10.8	11.9	9.6	5.1	1.0	-2.8
As Adjusted	<u>39.0</u>	<u>15.4</u>	<u>4.3</u>	<u>-10.5</u>	<u>-21.9</u>	<u>-14.2</u>
Total talent solutions						
As Reported	10.5	-2.2	-6.5	-6.4	-10.6	-4.8
Billing Days Impact	0.1	0.5	2.2	-1.7	0.6	1.7
Currency Impact	9.7	11.5	9.5	5.2	0.8	-3.5
As Adjusted	<u>20.3</u>	<u>9.8</u>	<u>5.2</u>	<u>-2.9</u>	<u>-9.2</u>	<u>-6.6</u>
Protiviti						
As Reported	8.6	-6.3	-9.2	-5.7	3.3	0.3
Billing Days Impact	0.2	0.5	2.1	-1.7	0.7	1.8
Currency Impact	11.8	13.1	10.8	5.9	0.2	-3.6
As Adjusted	<u>20.6</u>	<u>7.3</u>	<u>3.7</u>	<u>-1.5</u>	<u>4.2</u>	<u>-1.5</u>
Total						
As Reported	10.0	-3.3	-7.3	-6.2	-7.0	-3.5
Billing Days Impact	0.2	0.5	2.2	-1.7	0.5	1.7
Currency Impact	10.2	11.9	9.9	5.4	0.7	-3.5
As Adjusted	<u>20.4</u>	<u>9.1</u>	<u>4.8</u>	<u>-2.5</u>	<u>-5.8</u>	<u>-5.3</u>