

**ROBERT HALF INTERNATIONAL INC. AND SUBSIDIARIES**  
NON-GAAP FINANCIAL MEASURES

REVENUE GROWTH RATES (%) (UNAUDITED):

	Year-Over-Year Growth Rates (As Reported)						Non-GAAP Year-Over-Year Growth Rates (As Adjusted)					
	2017		2018				2017		2018			
	Q3	Q4	Q1	Q2	Q3	Q4	Q3	Q4	Q1	Q2	Q3	Q4
<b>Global</b>												
Accountemps . . . . .	-2.0	4.9	8.0	9.3	8.1	8.4	-1.1	3.6	6.6	7.8	8.6	8.7
OfficeTeam . . . . .	0.3	7.6	10.6	9.8	7.7	4.0	0.9	5.9	8.2	7.7	7.8	4.1
RH Technology . . . . .	-6.3	-1.5	1.7	8.6	12.4	11.4	-5.2	-2.2	1.2	7.5	12.6	11.4
RH Management Resources . . . . .	4.8	9.9	10.2	7.2	2.8	4.1	5.2	7.5	7.0	7.9	8.1	9.1
Temporary and consultant staffing . . . . .	-1.1	5.3	8.0	9.0	7.9	7.1	-0.4	3.8	6.2	7.7	8.9	8.0
Permanent placement staffing . . . . .	5.9	18.1	17.1	19.9	16.5	12.8	6.7	16.1	15.0	18.0	17.4	13.5
Total staffing . . . . .	-0.5	6.4	8.8	10.1	8.7	7.6	0.3	4.9	7.0	8.8	9.8	8.5
Protiviti . . . . .	-4.0	6.5	5.9	18.5	21.2	22.8	-2.7	5.5	4.7	14.2	17.5	19.2
Total . . . . .	-1.0	6.4	8.4	11.4	10.7	10.1	-0.2	5.0	6.7	9.6	11.1	10.3
<b>United States</b>												
Temporary and consultant staffing . . . . .	-4.5	1.2	3.4	5.6	6.8	7.4	-3.0	1.3	3.9	5.3	6.5	6.3
Permanent placement staffing . . . . .	1.5	13.1	14.2	17.6	17.0	16.4	3.2	13.2	14.8	17.3	16.7	15.3
Total staffing . . . . .	-4.0	2.1	4.3	6.7	7.7	8.1	-2.5	2.2	4.8	6.4	7.4	7.1
Protiviti . . . . .	-6.9	2.2	1.0	11.8	17.3	17.6	-5.4	2.3	1.5	11.5	17.1	16.4
Total . . . . .	-4.5	2.1	3.7	7.5	9.3	9.7	-3.0	2.2	4.2	7.2	9.0	8.7
<b>International</b>												
Temporary and consultant staffing . . . . .	12.6	22.0	26.0	22.0	11.6	6.1	10.2	14.0	15.5	16.7	17.8	14.1
Permanent placement staffing . . . . .	16.5	29.5	23.6	25.0	15.4	5.6	15.1	22.8	16.0	18.8	18.8	10.4
Total staffing . . . . .	13.2	23.0	25.7	22.4	12.1	6.0	10.9	15.2	15.5	17.0	17.9	13.6
Protiviti . . . . .	11.5	29.3	32.2	51.9	38.3	45.1	11.6	22.7	22.0	25.5	19.5	29.5
Total . . . . .	12.9	23.8	26.5	26.0	15.5	11.2	11.0	16.1	16.3	18.1	18.2	16.0

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.

*Intercompany Adjustments.* The “As Reported” revenue growth rates are based upon reported revenues. In order to remove the fluctuations caused by the impact of certain intercompany adjustments, applicable comparative period revenues are reclassified to conform with the current period presentation.

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 2-4.

**ROBERT HALF INTERNATIONAL INC. AND SUBSIDIARIES**

**NON-GAAP FINANCIAL MEASURES**

**REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):**

	<u>Year-Over-Year Revenue Growth – GLOBAL</u>					
	<u>Q3 2017</u>	<u>Q4 2017</u>	<u>Q1 2018</u>	<u>Q2 2018</u>	<u>Q3 2018</u>	<u>Q4 2018</u>
<b>Accountemps</b>						
As Reported .....	-2.0	4.9	8.0	9.3	8.1	8.4
Billing Days Impact .....	1.6	0.1	0.9	-0.3	-0.3	-0.7
Currency Impact .....	-0.7	-1.4	-2.3	-1.2	0.8	1.0
As Adjusted .....	-1.1	3.6	6.6	7.8	8.6	8.7
<b>OfficeTeam</b>						
As Reported .....	0.3	7.6	10.6	9.8	7.7	4.0
Billing Days Impact .....	1.6	0.1	0.8	-0.3	-0.4	-0.7
Currency Impact .....	-1.0	-1.8	-3.2	-1.8	0.5	0.8
As Adjusted .....	0.9	5.9	8.2	7.7	7.8	4.1
<b>Robert Half Technology</b>						
As Reported .....	-6.3	-1.5	1.7	8.6	12.4	11.4
Billing Days Impact .....	1.5	—	0.8	-0.3	-0.3	-0.9
Currency Impact .....	-0.4	-0.7	-1.3	-0.8	0.5	0.7
Intercompany Adjustments .....	—	—	—	—	—	0.2
As Adjusted .....	-5.2	-2.2	1.2	7.5	12.6	11.4
<b>Robert Half Management Resources</b>						
As Reported .....	4.8	9.9	10.2	7.2	2.8	4.1
Billing Days Impact .....	1.6	0.1	0.8	-0.4	-0.4	-0.8
Currency Impact .....	-1.2	-2.5	-4.0	-2.2	1.0	1.4
Intercompany Adjustments .....	—	—	—	3.3	4.7	4.4
As Adjusted .....	5.2	7.5	7.0	7.9	8.1	9.1
<b>Temporary and consultant staffing</b>						
As Reported .....	-1.1	5.3	8.0	9.0	7.9	7.1
Billing Days Impact .....	1.5	0.1	0.8	-0.4	-0.4	-0.8
Currency Impact .....	-0.8	-1.6	-2.6	-1.4	0.7	1.0
Intercompany Adjustments .....	—	—	—	0.5	0.7	0.7
As Adjusted .....	-0.4	3.8	6.2	7.7	8.9	8.0
<b>Permanent placement staffing</b>						
As Reported .....	5.9	18.1	17.1	19.9	16.5	12.8
Billing Days Impact .....	1.7	0.1	0.9	-0.4	-0.4	-0.7
Currency Impact .....	-0.9	-2.1	-3.0	-1.5	1.3	1.4
As Adjusted .....	6.7	16.1	15.0	18.0	17.4	13.5
<b>Total staffing</b>						
As Reported .....	-0.5	6.4	8.8	10.1	8.7	7.6
Billing Days Impact .....	1.6	0.1	0.8	-0.4	-0.4	-0.7
Currency Impact .....	-0.8	-1.6	-2.6	-1.4	0.8	1.0
Intercompany Adjustments .....	—	—	—	0.5	0.7	0.6
As Adjusted .....	0.3	4.9	7.0	8.8	9.8	8.5
<b>Protiviti</b>						
As Reported .....	-4.0	6.5	5.9	18.5	21.2	22.8
Billing Days Impact .....	1.6	—	0.7	-0.4	-0.4	-0.8
Currency Impact .....	-0.3	-1.0	-1.9	-1.2	0.6	0.9
Intercompany Adjustments .....	—	—	—	-2.7	-3.9	-3.7
As Adjusted .....	-2.7	5.5	4.7	14.2	17.5	19.2
<b>Total</b>						
As Reported .....	-1.0	6.4	8.4	11.4	10.7	10.1
Billing Days Impact .....	1.5	0.1	0.8	-0.4	-0.3	-0.8
Currency Impact .....	-0.7	-1.5	-2.5	-1.4	0.7	1.0
As Adjusted .....	-0.2	5.0	6.7	9.6	11.1	10.3

**ROBERT HALF INTERNATIONAL INC. AND SUBSIDIARIES**  
NON-GAAP FINANCIAL MEASURES

REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

	<u>Year-Over-Year Revenue Growth – UNITED STATES</u>					
	<u>Q3 2017</u>	<u>Q4 2017</u>	<u>Q1 2018</u>	<u>Q2 2018</u>	<u>Q3 2018</u>	<u>Q4 2018</u>
<b>Temporary and consultant staffing</b>						
As Reported . . . . .	-4.5	1.2	3.4	5.6	6.8	7.4
Billing Days Impact . . . . .	1.5	0.1	0.5	-0.3	-0.3	-1.1
Currency Impact . . . . .	—	—	—	—	—	—
As Adjusted . . . . .	-3.0	1.3	3.9	5.3	6.5	6.3
<b>Permanent placement staffing</b>						
As Reported . . . . .	1.5	13.1	14.2	17.6	17.0	16.4
Billing Days Impact . . . . .	1.7	0.1	0.6	-0.3	-0.3	-1.1
Currency Impact . . . . .	—	—	—	—	—	—
As Adjusted . . . . .	3.2	13.2	14.8	17.3	16.7	15.3
<b>Total staffing</b>						
As Reported . . . . .	-4.0	2.1	4.3	6.7	7.7	8.1
Billing Days Impact . . . . .	1.5	0.1	0.5	-0.3	-0.3	-1.0
Currency Impact . . . . .	—	—	—	—	—	—
As Adjusted . . . . .	-2.5	2.2	4.8	6.4	7.4	7.1
<b>Protiviti</b>						
As Reported . . . . .	-6.9	2.2	1.0	11.8	17.3	17.6
Billing Days Impact . . . . .	1.5	0.1	0.5	-0.3	-0.2	-1.2
Currency Impact . . . . .	—	—	—	—	—	—
As Adjusted . . . . .	-5.4	2.3	1.5	11.5	17.1	16.4
<b>Total</b>						
As Reported . . . . .	-4.5	2.1	3.7	7.5	9.3	9.7
Billing Days Impact . . . . .	1.5	0.1	0.5	-0.3	-0.3	-1.0
Currency Impact . . . . .	—	—	—	—	—	—
As Adjusted . . . . .	-3.0	2.2	4.2	7.2	9.0	8.7

**ROBERT HALF INTERNATIONAL INC. AND SUBSIDIARIES**  
NON-GAAP FINANCIAL MEASURES

REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

	<u>Year-Over-Year Revenue Growth – INTERNATIONAL</u>					
	<u>Q3 2017</u>	<u>Q4 2017</u>	<u>Q1 2018</u>	<u>Q2 2018</u>	<u>Q3 2018</u>	<u>Q4 2018</u>
<b>Temporary and consultant staffing</b>						
As Reported . . . . .	12.6	22.0	26.0	22.0	11.6	6.1
Billing Days Impact . . . . .	1.7	0.1	2.3	-1.2	-0.5	0.4
Currency Impact . . . . .	-4.1	-8.1	-12.8	-6.9	3.2	4.4
Intercompany Adjustments . . . . .	—	—	—	2.8	3.5	3.2
As Adjusted . . . . .	10.2	14.0	15.5	16.7	17.8	14.1
<b>Permanent placement staffing</b>						
As Reported . . . . .	16.5	29.5	23.6	25.0	15.4	5.6
Billing Days Impact . . . . .	1.8	0.1	2.2	-1.2	-0.6	0.5
Currency Impact . . . . .	-3.2	-6.8	-9.8	-5.0	4.0	4.3
As Adjusted . . . . .	15.1	22.8	16.0	18.8	18.8	10.4
<b>Total staffing</b>						
As Reported . . . . .	13.2	23.0	25.7	22.4	12.1	6.0
Billing Days Impact . . . . .	1.7	0.1	2.2	-1.1	-0.5	0.5
Currency Impact . . . . .	-4.0	-7.9	-12.4	-6.7	3.3	4.4
Intercompany Adjustments . . . . .	—	—	—	2.4	3.0	2.7
As Adjusted . . . . .	10.9	15.2	15.5	17.0	17.9	13.6
<b>Protiviti</b>						
As Reported . . . . .	11.5	29.3	32.2	51.9	38.3	45.1
Billing Days Impact . . . . .	1.7	—	2.3	-1.3	-0.5	0.6
Currency Impact . . . . .	-1.6	-6.6	-12.5	-6.4	2.7	4.2
Intercompany Adjustments . . . . .	—	—	—	-18.7	-21.0	-20.4
As Adjusted . . . . .	11.6	22.7	22.0	25.5	19.5	29.5
<b>Total</b>						
As Reported . . . . .	12.9	23.8	26.5	26.0	15.5	11.2
Billing Days Impact . . . . .	1.8	—	2.2	-1.3	-0.6	0.4
Currency Impact . . . . .	-3.7	-7.7	-12.4	-6.6	3.3	4.4
As Adjusted . . . . .	11.0	16.1	16.3	18.1	18.2	16.0

**ROBERT HALF INTERNATIONAL INC. AND SUBSIDIARIES**  
**NON-GAAP FINANCIAL MEASURES**  
(in thousands, except per share amounts)

NET INCOME AND DILUTED NET INCOME PER SHARE RECONCILIATION (UNAUDITED):

	Quarter Ended December 31,				Year Ended December 31,			
	2018		2017		2018		2017	
	Net Income	Diluted Net Income Per Share	Net Income	Diluted Net Income Per Share	Net Income	Diluted Net Income Per Share	Net Income	Diluted Net Income Per Share
As Reported . . . . .	\$ 113,564	\$ .95	\$ 47,047	\$ .38	\$ 434,288	\$ 3.57	\$ 290,584	\$ 2.33
TCJA Impact (a). . . . .	(385)	—	33,737	.27	4,684	.04	33,737	.27
Adjusted Non-GAAP Measure . . . . .	<u>\$ 113,179</u>	<u>\$ .95</u>	<u>\$ 80,784</u>	<u>\$ .65</u>	<u>\$ 438,972</u>	<u>\$ 3.61</u>	<u>\$ 324,321</u>	<u>\$ 2.60</u>

(a) Included in the quarter ended December 31, 2018, was a benefit to the company's provision for income taxes resulting from adjustments related to the true-up of the TCJA estimate booked in the fourth quarter of 2017. Included in the year ended December 31, 2018, were charges to the company's provision for income taxes, resulting from additional guidance related to the TCJA released in 2018, as well as adjustments to the estimated TCJA impact on deferred income tax net assets originally booked in the fourth quarter of 2017. The fourth quarter of 2017 included a one-time, non-cash charge to the company's provision for income taxes, resulting from the TCJA. The charge resulted primarily from a revaluation of the company's estimated deferred income tax net assets as of December 31, 2017.