

**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 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 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 December 31,						Relationships			
	2021			2020			2021	2020	2021	2020
	Reported	Adjustments	Adjusted (1)	Reported	Adjustments	Adjusted (1)	Reported		Adjusted	
<b>SERVICE REVENUES:</b>										
Accountemps	\$ 507,555	\$ —	\$ 507,555	\$ 385,000	\$ —	\$ 385,000	28.7%	29.5%	28.7%	29.5%
OfficeTeam	295,872	—	295,872	214,985	—	214,985	16.7%	16.5%	16.7%	16.5%
Robert Half Technology	213,414	—	213,414	175,730	—	175,730	12.1%	13.5%	12.1%	13.5%
Robert Half Management Resources	260,649	—	260,649	167,116	—	167,116	14.7%	12.8%	14.7%	12.8%
Elimination of intersegment revenues	(161,004)	—	(161,004)	(92,393)	—	(92,393)	(9.1%)	(7.1%)	(9.1%)	(7.1%)
Temporary and consultant staffing	1,116,486	—	1,116,486	850,438	—	850,438	63.1%	65.2%	63.1%	65.2%
Permanent placement staffing	158,133	—	158,133	91,387	—	91,387	8.9%	7.0%	8.9%	7.0%
Protiviti	495,298	—	495,298	362,261	—	362,261	28.0%	27.8%	28.0%	27.8%
Total	\$ 1,769,917	\$ —	\$ 1,769,917	\$ 1,304,086	\$ —	\$ 1,304,086	100.0%	100.0%	100.0%	100.0%
<b>GROSS MARGIN:</b>										
Temporary and consultant staffing	\$ 444,295	\$ —	\$ 444,295	\$ 327,181	\$ —	\$ 327,181	39.8%	38.5%	39.8%	38.5%
Permanent placement staffing	157,862	—	157,862	91,172	—	91,172	99.8%	99.8%	99.8%	99.8%
Protiviti	141,961	3,283	145,244	95,989	5,419	101,408	28.7%	26.5%	29.3%	28.0%
Total	\$ 744,118	\$ 3,283	\$ 747,401	\$ 514,342	\$ 5,419	\$ 519,761	42.0%	39.4%	42.2%	39.9%
<b>SELLING GENERAL AND ADMINISTRATIVE EXPENSE:</b>										
Temporary and consultant staffing	\$ 347,826	\$ (17,705)	\$ 330,121	\$ 287,550	\$ (31,715)	\$ 255,835	31.2%	33.8%	29.6%	30.1%
Permanent placement staffing	132,712	(2,052)	130,660	86,572	(3,408)	83,164	83.9%	94.7%	82.6%	91.0%
Protiviti	64,013	—	64,013	51,039	—	51,039	12.9%	14.1%	12.9%	14.1%
Total	\$ 544,551	\$ (19,757)	\$ 524,794	\$ 425,161	\$ (35,123)	\$ 390,038	30.8%	32.6%	29.7%	29.9%
<b>OPERATING/SEGMENT INCOME:</b>										
Temporary and consultant staffing	\$ 96,469	\$ 17,705	\$ 114,174	\$ 39,631	\$ 31,715	\$ 71,346	8.6%	4.7%	10.2%	8.4%
Permanent placement staffing	25,150	2,052	27,202	4,600	3,408	8,008	15.9%	5.0%	17.2%	8.8%
Protiviti	77,948	3,283	81,231	44,950	5,419	50,369	15.7%	12.4%	16.4%	13.9%
Total	\$ 199,567	\$ 23,040	\$ 222,607	\$ 89,181	\$ 40,542	\$ 129,723	11.3%	6.8%	12.6%	9.9%
Income from investments held in employee deferred compensation trusts	(23,040)	23,040	—	(40,542)	40,542	—	(1.3%)	(3.1%)	—	—
Amortization of intangible assets	517	—	517	217	—	217	0.0%	0.0%	0.0%	0.0%
Interest income, net	(52)	—	(52)	(79)	—	(79)	0.0%	0.0%	0.0%	0.0%
Income before income taxes	\$ 222,142	\$ —	\$ 222,142	\$ 129,585	\$ —	\$ 129,585	12.6%	9.9%	12.6%	9.9%

(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 is presented separately. The non-GAAP financial measures shown in the table above are adjusted to reclassify investment income 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)

	Year Ended December 31,						Relationships			
	2021			2020			2021	2020	2021	2020
	Reported	Adjustments	Adjusted (1)	Reported	Adjustments	Adjusted (1)	Reported		Adjusted	
<b>SERVICE REVENUES:</b>										
Accountemps	\$ 1,870,563	\$ —	\$ 1,870,563	\$ 1,558,024	\$ —	\$ 1,558,024	29.0%	30.5%	29.0%	30.5%
OfficeTeam	1,058,906	—	1,058,906	764,947	—	764,947	16.4%	15.0%	16.4%	15.0%
Robert Half Technology	795,319	—	795,319	695,418	—	695,418	12.3%	13.6%	12.3%	13.6%
Robert Half Management Resources	894,334	—	894,334	698,942	—	698,942	13.8%	13.7%	13.8%	13.7%
Elimination of intersegment revenues	(580,379)	—	(580,379)	(239,996)	—	(239,996)	(9.0%)	(4.7%)	(9.0%)	(4.7%)
Temporary and consultant staffing	4,038,743	—	4,038,743	3,477,335	—	3,477,335	62.5%	68.1%	62.5%	68.1%
Permanent placement staffing	569,921	—	569,921	370,109	—	370,109	8.8%	7.2%	8.8%	7.2%
Protiviti	1,852,780	—	1,852,780	1,261,556	—	1,261,556	28.7%	24.7%	28.7%	24.7%
<b>Total</b>	<b>\$ 6,461,444</b>	<b>\$ —</b>	<b>\$ 6,461,444</b>	<b>\$ 5,109,000</b>	<b>\$ —</b>	<b>\$ 5,109,000</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>
<b>GROSS MARGIN:</b>										
Temporary and consultant staffing	\$ 1,598,716	\$ —	\$ 1,598,716	\$ 1,312,797	\$ —	\$ 1,312,797	39.6%	37.8%	39.6%	37.8%
Permanent placement staffing	568,983	—	568,983	369,401	—	369,401	99.8%	99.8%	99.8%	99.8%
Protiviti	528,329	8,847	537,176	330,413	11,682	342,095	28.5%	26.2%	29.0%	27.1%
<b>Total</b>	<b>\$ 2,696,028</b>	<b>\$ 8,847</b>	<b>\$ 2,704,875</b>	<b>\$ 2,012,611</b>	<b>\$ 11,682</b>	<b>\$ 2,024,293</b>	<b>41.7%</b>	<b>39.4%</b>	<b>41.9%</b>	<b>39.6%</b>
<b>SELLING GENERAL AND ADMINISTRATIVE EXPENSE:</b>										
Temporary and consultant staffing	\$ 1,251,565	\$ (46,721)	\$ 1,204,844	\$ 1,132,915	\$ (57,397)	\$ 1,075,518	31.0%	32.6%	29.8%	30.9%
Permanent placement staffing	468,028	(5,510)	462,518	346,711	(6,109)	340,602	82.1%	93.7%	81.2%	92.0%
Protiviti	231,689	—	231,689	186,415	—	186,415	12.5%	14.8%	12.5%	14.8%
<b>Total</b>	<b>\$ 1,951,282</b>	<b>\$ (52,231)</b>	<b>\$ 1,899,051</b>	<b>\$ 1,666,041</b>	<b>\$ (63,506)</b>	<b>\$ 1,602,535</b>	<b>30.2%</b>	<b>32.6%</b>	<b>29.4%</b>	<b>31.4%</b>
<b>OPERATING/SEGMENT INCOME:</b>										
Temporary and consultant staffing	\$ 347,151	\$ 46,721	\$ 393,872	\$ 179,882	\$ 57,397	\$ 237,279	8.6%	5.2%	9.8%	6.8%
Permanent placement staffing	100,955	5,510	106,465	22,690	6,109	28,799	17.7%	6.1%	18.7%	7.8%
Protiviti	296,640	8,847	305,487	143,998	11,682	155,680	16.0%	11.4%	16.5%	12.3%
<b>Total</b>	<b>\$ 744,746</b>	<b>\$ 61,078</b>	<b>\$ 805,824</b>	<b>\$ 346,570</b>	<b>\$ 75,188</b>	<b>\$ 421,758</b>	<b>11.5%</b>	<b>6.8%</b>	<b>12.5%</b>	<b>8.3%</b>
Income from investments held in employee deferred compensation trusts	(61,078)	61,078	—	(75,188)	75,188	—	(1.0%)	(1.5%)	—	—
Amortization of intangible assets	2,241	—	2,241	1,219	—	1,219	0.1%	0.0%	0.1%	0.0%
Interest income, net	(197)	—	(197)	(1,343)	—	(1,343)	0.0%	0.0%	0.0%	0.0%
<b>Income before income taxes</b>	<b>\$ 803,780</b>	<b>\$ —</b>	<b>\$ 803,780</b>	<b>\$ 421,882</b>	<b>\$ —</b>	<b>\$ 421,882</b>	<b>12.4%</b>	<b>8.3%</b>	<b>12.4%</b>	<b>8.3%</b>

(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 measures shown in the table above are adjusted to reclassify investment income 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 December 31,		Year Ended December 31,	
	2021	2020	2021	2020
Income before income taxes .....	\$ 222,142	\$ 129,585	\$ 803,780	\$ 421,882
Interest income, net .....	(52)	(79)	(197)	(1,343)
Amortization of intangible assets .....	517	217	2,241	1,219
Combined segment income	<u>\$ 222,607</u>	<u>\$ 129,723</u>	<u>\$ 805,824</u>	<u>\$ 421,758</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			
	Q3	Q4	Q1	Q2	Q3	Q4	Q3	Q4	Q1	Q2	Q3	Q4
<b>Global</b>												
Accountemps	-29.9	-22.8	-14.9	36.7	40.1	31.8	-30.2	-23.1	-14.6	34.4	39.1	32.3
OfficeTeam	-35.0	-17.0	-8.1	93.1	60.8	37.6	-35.8	-18.2	-8.7	89.5	60.0	38.4
RH Technology	-17.7	-11.4	-12.4	19.9	33.8	21.4	-18.2	-11.9	-12.4	17.9	33.1	21.8
RH Management Resources	-22.7	-16.9	-13.5	27.6	54.8	56.0	-23.5	-18.1	-14.3	24.0	53.6	56.9
Elimination of intersegment revenues (1)	28.6	81.6	124.4	244.5	188.4	74.3	28.2	81.5	127.3	240.9	187.5	75.1
Temporary and consultant staffing	-30.1	-23.1	-18.6	29.9	35.0	31.3	-30.7	-23.8	-18.9	27.2	34.0	31.9
Permanent placement staffing	-35.2	-27.7	-7.3	102.2	79.4	73.0	-35.7	-28.5	-8.1	96.9	77.7	73.8
Total staffing	-30.7	-23.6	-17.5	36.1	39.4	35.3	-31.2	-24.3	-17.8	33.2	38.4	36.0
Protiviti	7.4	18.9	35.1	61.6	56.1	36.7	6.4	17.9	34.7	58.8	55.1	37.4
Total	-23.3	-15.2	-7.2	42.6	43.9	35.7	-23.9	-15.9	-7.6	39.7	42.9	36.3
<b>United States</b>												
Temporary and consultant staffing	-31.0	-24.1	-20.3	27.5	35.5	33.4	-31.3	-23.9	-19.4	27.7	35.5	33.6
Permanent placement staffing	-37.1	-31.3	-12.4	109.3	85.1	78.6	-37.3	-31.0	-11.4	109.6	85.1	78.9
Total staffing	-31.6	-24.8	-19.6	33.6	40.0	37.2	-31.9	-24.6	-18.6	33.8	40.0	37.4
Protiviti	10.8	22.9	35.5	62.6	53.7	31.7	10.3	23.3	37.1	62.8	53.7	31.9
Total	-23.3	-15.3	-8.7	41.1	43.8	35.6	-23.7	-15.0	-7.6	41.3	43.8	35.8
<b>International</b>												
Temporary and consultant staffing	-27.0	-19.3	-12.3	38.6	33.0	24.0	-28.4	-23.5	-17.0	25.1	29.1	26.3
Permanent placement staffing	-30.9	-19.3	5.2	87.8	67.3	61.9	-31.7	-23.0	0.3	70.5	62.1	64.0
Total staffing	-27.6	-19.3	-10.1	44.8	37.7	29.2	-28.9	-23.4	-14.8	30.9	33.7	31.6
Protiviti	-5.0	4.3	33.8	57.6	65.9	58.3	-8.0	-1.7	26.1	43.5	61.4	61.2
Total	-23.4	-14.7	-2.0	48.0	44.3	36.2	-25.0	-19.2	-7.2	33.9	40.1	38.6

(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 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):**

<u>Year-Over-Year Revenue Growth – GLOBAL</u>						
	<u>Q3 2020</u>	<u>Q4 2020</u>	<u>Q1 2021</u>	<u>Q2 2021</u>	<u>Q3 2021</u>	<u>Q4 2021</u>
<b>Accountemps</b>						
As Reported	-29.9	-22.8	-14.9	36.7	40.1	31.8
Billing Days Impact	-0.3	-0.1	1.1	0.0	-0.2	0.1
Currency Impact	0.0	-0.2	-0.8	-2.3	-0.8	0.4
As Adjusted	<u>-30.2</u>	<u>-23.1</u>	<u>-14.6</u>	<u>34.4</u>	<u>39.1</u>	<u>32.3</u>
<b>OfficeTeam</b>						
As Reported	-35.0	-17.0	-8.1	93.1	60.8	37.6
Billing Days Impact	-0.2	-0.1	1.1	0.0	-0.2	0.1
Currency Impact	-0.6	-1.1	-1.7	-3.6	-0.6	0.7
As Adjusted	<u>-35.8</u>	<u>-18.2</u>	<u>-8.7</u>	<u>89.5</u>	<u>60.0</u>	<u>38.4</u>
<b>Robert Half Technology</b>						
As Reported	-17.7	-11.4	-12.4	19.9	33.8	21.4
Billing Days Impact	-0.2	0.0	1.1	0.0	-0.1	0.1
Currency Impact	-0.3	-0.5	-1.1	-2.0	-0.6	0.3
As Adjusted	<u>-18.2</u>	<u>-11.9</u>	<u>-12.4</u>	<u>17.9</u>	<u>33.1</u>	<u>21.8</u>
<b>Robert Half Management Resources</b>						
As Reported	-22.7	-16.9	-13.5	27.6	54.8	56.0
Billing Days Impact	-0.2	0.0	1.1	0.0	-0.2	0.1
Currency Impact	-0.6	-1.2	-1.9	-3.6	-1.0	0.8
As Adjusted	<u>-23.5</u>	<u>-18.1</u>	<u>-14.3</u>	<u>24.0</u>	<u>53.6</u>	<u>56.9</u>
<b>Elimination of intersegment revenues</b>						
As Reported	28.6	81.6	124.4	244.5	188.4	74.3
Billing Days Impact	-0.4	-0.1	2.7	0.0	-0.4	0.1
Currency Impact	0.0	0.0	0.2	-3.6	-0.5	0.7
As Adjusted	<u>28.2</u>	<u>81.5</u>	<u>127.3</u>	<u>240.9</u>	<u>187.5</u>	<u>75.1</u>
<b>Temporary and consultant staffing</b>						
As Reported	-30.1	-23.1	-18.6	29.9	35.0	31.3
Billing Days Impact	-0.3	0.0	1.0	0.0	-0.2	0.1
Currency Impact	-0.3	-0.7	-1.3	-2.7	-0.8	0.5
As Adjusted	<u>-30.7</u>	<u>-23.8</u>	<u>-18.9</u>	<u>27.2</u>	<u>34.0</u>	<u>31.9</u>
<b>Permanent placement staffing</b>						
As Reported	-35.2	-27.7	-7.3	102.2	79.4	73.0
Billing Days Impact	-0.2	0.0	1.1	0.0	-0.2	0.1
Currency Impact	-0.3	-0.8	-1.9	-5.3	-1.5	0.7
As Adjusted	<u>-35.7</u>	<u>-28.5</u>	<u>-8.1</u>	<u>96.9</u>	<u>77.7</u>	<u>73.8</u>
<b>Total staffing</b>						
As Reported	-30.7	-23.6	-17.5	36.1	39.4	35.3
Billing Days Impact	-0.2	0.0	1.1	0.0	-0.2	0.2
Currency Impact	-0.3	-0.7	-1.4	-2.9	-0.8	0.5
As Adjusted	<u>-31.2</u>	<u>-24.3</u>	<u>-17.8</u>	<u>33.2</u>	<u>38.4</u>	<u>36.0</u>
<b>Protiviti</b>						
As Reported	7.4	18.9	35.1	61.6	56.1	36.7
Billing Days Impact	-0.3	0.0	1.6	0.0	-0.3	0.2
Currency Impact	-0.7	-1.0	-2.0	-2.8	-0.7	0.5
As Adjusted	<u>6.4</u>	<u>17.9</u>	<u>34.7</u>	<u>58.8</u>	<u>55.1</u>	<u>37.4</u>
<b>Total</b>						
As Reported	-23.3	-15.2	-7.2	42.6	43.9	35.7
Billing Days Impact	-0.2	0.0	1.1	0.0	-0.2	0.1
Currency Impact	-0.4	-0.7	-1.5	-2.9	-0.8	0.5
As Adjusted	<u>-23.9</u>	<u>-15.9</u>	<u>-7.6</u>	<u>39.7</u>	<u>42.9</u>	<u>36.3</u>

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

<b>Year-Over-Year Revenue Growth – UNITED STATES</b>							
	<b>Q3 2020</b>	<b>Q4 2020</b>	<b>Q1 2021</b>	<b>Q2 2021</b>	<b>Q3 2021</b>	<b>Q4 2021</b>	
<b>Temporary and consultant staffing</b>							
As Reported .....	-31.0	-24.1	-20.3	27.5	35.5	33.4	
Billing Days Impact .....	-0.3	0.2	0.9	0.2	0.0	0.2	
Currency Impact .....	—	—	—	—	—	—	
As Adjusted .....	<u>-31.3</u>	<u>-23.9</u>	<u>-19.4</u>	<u>27.7</u>	<u>35.5</u>	<u>33.6</u>	
<b>Permanent placement staffing</b>							
As Reported .....	-37.1	-31.3	-12.4	109.3	85.1	78.6	
Billing Days Impact .....	-0.2	0.3	1.0	0.3	0.0	0.3	
Currency Impact .....	—	—	—	—	—	—	
As Adjusted .....	<u>-37.3</u>	<u>-31.0</u>	<u>-11.4</u>	<u>109.6</u>	<u>85.1</u>	<u>78.9</u>	
<b>Total staffing</b>							
As Reported .....	-31.6	-24.8	-19.6	33.6	40.0	37.2	
Billing Days Impact .....	-0.3	0.2	1.0	0.2	0.0	0.2	
Currency Impact .....	—	—	—	—	—	—	
As Adjusted .....	<u>-31.9</u>	<u>-24.6</u>	<u>-18.6</u>	<u>33.8</u>	<u>40.0</u>	<u>37.4</u>	
<b>Protiviti</b>							
As Reported .....	10.8	22.9	35.5	62.6	53.7	31.7	
Billing Days Impact .....	-0.5	0.4	1.6	0.2	0.0	0.2	
Currency Impact .....	—	—	—	—	—	—	
As Adjusted .....	<u>10.3</u>	<u>23.3</u>	<u>37.1</u>	<u>62.8</u>	<u>53.7</u>	<u>31.9</u>	
<b>Total</b>							
As Reported .....	-23.3	-15.3	-8.7	41.1	43.8	35.6	
Billing Days Impact .....	-0.4	0.3	1.1	0.2	0.0	0.2	
Currency Impact .....	—	—	—	—	—	—	
As Adjusted .....	<u>-23.7</u>	<u>-15.0</u>	<u>-7.6</u>	<u>41.3</u>	<u>43.8</u>	<u>35.8</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>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><u>Q4 2021</u></b>	
<b>Temporary and consultant staffing</b>							
As Reported .....	-27.0	-19.3	-12.3	38.6	33.0	24.0	
Billing Days Impact .....	0.0	-1.0	1.4	-0.8	-0.5	0.1	
Currency Impact .....	-1.4	-3.2	-6.1	-12.7	-3.4	2.2	
As Adjusted .....	<u>-28.4</u>	<u>-23.5</u>	<u>-17.0</u>	<u>25.1</u>	<u>29.1</u>	<u>26.3</u>	
<b>Permanent placement staffing</b>							
As Reported .....	-30.9	-19.3	5.2	87.8	67.3	61.9	
Billing Days Impact .....	0.0	-1.0	1.7	-1.1	-0.6	0.1	
Currency Impact .....	-0.8	-2.7	-6.6	-16.2	-4.6	2.0	
As Adjusted .....	<u>-31.7</u>	<u>-23.0</u>	<u>0.3</u>	<u>70.5</u>	<u>62.1</u>	<u>64.0</u>	
<b>Total staffing</b>							
As Reported .....	-27.6	-19.3	-10.1	44.8	37.7	29.2	
Billing Days Impact .....	0.0	-1.0	1.5	-0.8	-0.5	0.2	
Currency Impact .....	-1.3	-3.1	-6.2	-13.1	-3.5	2.2	
As Adjusted .....	<u>-28.9</u>	<u>-23.4</u>	<u>-14.8</u>	<u>30.9</u>	<u>33.7</u>	<u>31.6</u>	
<b>Protiviti</b>							
As Reported .....	-5.0	4.3	33.8	57.6	65.9	58.3	
Billing Days Impact .....	0.1	-1.4	2.1	-0.8	-0.7	0.1	
Currency Impact .....	-3.1	-4.6	-9.8	-13.3	-3.8	2.8	
As Adjusted .....	<u>-8.0</u>	<u>-1.7</u>	<u>26.1</u>	<u>43.5</u>	<u>61.4</u>	<u>61.2</u>	
<b>Total</b>							
As Reported .....	-23.4	-14.7	-2.0	48.0	44.3	36.2	
Billing Days Impact .....	0.1	-1.1	1.6	-0.9	-0.6	0.1	
Currency Impact .....	-1.7	-3.4	-6.8	-13.2	-3.6	2.3	
As Adjusted .....	<u>-25.0</u>	<u>-19.2</u>	<u>-7.2</u>	<u>33.9</u>	<u>40.1</u>	<u>38.6</u>	