

**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; combined segment income; and as 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 segment 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 INTERNATIONAL INC.**  
**NON-GAAP FINANCIAL MEASURES**  
**ADJUSTED GROSS MARGIN (UNAUDITED):**  
(in thousands)

	Quarter Ended December 31,				Relationships				Year Ended December 31,				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	
<b>Gross Margin</b>																	
Contract talent solutions	\$ 427,736	\$ 444,295	\$ 427,736	\$ 444,295	39.9%	39.8%	39.9%	39.8%	\$1,804,029	\$1,598,716	\$1,804,029	\$1,598,716	39.8%	39.6%	39.8%	39.6%	
Permanent placement talent solutions	155,559	157,862	155,559	157,862	99.8%	99.8%	99.8%	99.8%	723,706	568,983	723,706	568,983	99.8%	99.8%	99.8%	99.8%	
Protiviti	135,752	141,961	139,862	145,244	27.2%	28.7%	28.0%	29.3%	566,314	528,329	552,465	537,176	28.6%	28.5%	27.9%	29.0%	
<b>Total</b>	<b>\$ 719,047</b>	<b>\$ 744,118</b>	<b>\$ 723,157</b>	<b>\$ 747,401</b>	<b>41.6%</b>	<b>42.0%</b>	<b>41.9%</b>	<b>42.2%</b>	<b>\$3,094,049</b>	<b>\$2,696,028</b>	<b>\$3,080,200</b>	<b>\$2,704,875</b>	<b>42.7%</b>	<b>41.7%</b>	<b>42.6%</b>	<b>41.9%</b>	

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the quarters ended December 31, 2022 and 2021:

	Quarter Ended December 31, 2022								Quarter Ended December 31, 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	
<b>Gross Margin</b>																	
As Reported	\$ 427,736	39.9%	\$ 155,559	99.8%	\$ 135,752	27.2%	\$ 719,047	41.6%	\$ 444,295	39.8%	\$ 157,862	99.8%	\$ 141,961	28.7%	\$ 744,118	42.0%	
Adjustments (1)	—	—	—	—	4,110	0.8%	4,110	0.3%	—	—	—	—	3,283	0.6%	3,283	0.2%	
As Adjusted	\$ 427,736	39.9%	\$ 155,559	99.8%	\$ 139,862	28.0%	\$ 723,157	41.9%	\$ 444,295	39.8%	\$ 157,862	99.8%	\$ 145,244	29.3%	\$ 747,401	42.2%	

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the years ended December 31, 2022 and 2021:

	Year Ended December 31, 2022								Year Ended December 31, 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	
<b>Gross Margin</b>																	
As Reported	\$1,804,029	39.8%	\$ 723,706	99.8%	\$ 566,314	28.6%	\$3,094,049	42.7%	\$1,598,716	39.6%	\$ 568,983	99.8%	\$ 528,329	28.5%	\$2,696,028	41.7%	
Adjustments (1)	—	—	—	—	(13,849)	(0.7%)	(13,849)	(0.1%)	—	—	—	—	8,847	0.5%	8,847	0.2%	
As Adjusted	\$1,804,029	39.8%	\$ 723,706	99.8%	\$ 552,465	27.9%	\$3,080,200	42.6%	\$1,598,716	39.6%	\$ 568,983	99.8%	\$ 537,176	29.0%	\$2,704,875	41.9%	

(1) Changes in the Company's deferred compensation 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 INTERNATIONAL INC.**  
**NON-GAAP FINANCIAL MEASURES**  
**ADJUSTED SELLING, GENERAL AND ADMINISTRATIVE EXPENSES (UNAUDITED):**  
(in thousands)

	Quarter Ended December 31,				Relationships				Year Ended December 31,				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	
<b>Selling, General and Administrative Expenses</b>																	
Contract talent solutions	\$ 340,492	\$ 347,826	\$ 322,316	\$ 330,121	31.8%	31.2%	30.1%	29.6%	\$1,248,378	\$1,251,565	\$1,311,748	\$1,204,844	27.5%	31.0%	28.9%	29.8%	
Permanent placement talent solutions	136,727	132,712	134,194	130,660	87.7%	83.9%	86.1%	82.6%	587,164	468,028	596,084	462,518	81.0%	82.1%	82.2%	81.2%	
Protiviti	67,910	64,013	67,910	64,013	13.6%	12.9%	13.6%	12.9%	281,754	231,689	281,754	231,689	14.2%	12.5%	14.2%	12.5%	
<b>Total</b>	<b>\$ 545,129</b>	<b>\$ 544,551</b>	<b>\$ 524,420</b>	<b>\$ 524,794</b>	<b>31.6%</b>	<b>30.8%</b>	<b>30.4%</b>	<b>29.7%</b>	<b>\$2,117,296</b>	<b>\$1,951,282</b>	<b>\$2,189,586</b>	<b>\$1,899,051</b>	<b>29.3%</b>	<b>30.2%</b>	<b>30.3%</b>	<b>29.4%</b>	

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 December 31, 2022 and 2021:

	Quarter Ended December 31, 2022								Quarter Ended December 31, 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
<b>Selling, General and Administrative Expenses</b>																
As Reported	\$ 340,492	31.8%	\$ 136,727	87.7%	\$ 67,910	13.6%	\$ 545,129	31.6%	\$ 347,826	31.2%	\$ 132,712	83.9%	\$ 64,013	12.9%	\$ 544,551	30.8%
Adjustments (1)	(18,176)	(1.7%)	(2,533)	(1.6%)	—	—	(20,709)	(1.2%)	(17,705)	(1.6%)	(2,052)	(1.3%)	—	—	(19,757)	(1.1%)
As Adjusted	\$ 322,316	30.1%	\$ 134,194	86.1%	\$ 67,910	13.6%	\$ 524,420	30.4%	\$ 330,121	29.6%	\$ 130,660	82.6%	\$ 64,013	12.9%	\$ 524,794	29.7%

The following tables provide reconciliations of the non-GAAP adjusted selling, general and administrative expenses to reported selling, general and administrative expenses for the years ended December 31, 2022 and 2021:

	Year Ended December 31, 2022								Year Ended December 31, 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
<b>Selling, General and Administrative Expenses</b>																
As Reported	\$1,248,378	27.5%	\$ 587,164	81.0%	\$ 281,754	14.2%	\$2,117,296	29.3%	\$1,251,565	31.0%	\$ 468,028	82.1%	\$ 231,689	12.5%	\$1,951,282	30.2%
Adjustments (1)	63,370	1.4%	8,920	1.2%	—	—	72,290	1.0%	(46,721)	(1.2%)	(5,510)	(0.9%)	—	—	(52,231)	(0.8%)
As Adjusted	\$1,311,748	28.9%	\$ 596,084	82.2%	\$ 281,754	14.2%	\$2,189,586	30.3%	\$1,204,844	29.8%	\$ 462,518	81.2%	\$ 231,689	12.5%	\$1,899,051	29.4%

(1) Changes in the Company's deferred compensation 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 INTERNATIONAL 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 quarters and years ended December 31, 2022 and 2021:

	Quarter Ended December 31,				Year Ended December 31,			
	2022	% of Revenue	2021	% of Revenue	2022	% of Revenue	2021	% of Revenue
Income before income taxes .....	\$ 203,098	11.8%	\$ 222,142	12.6%	\$ 896,955	12.4%	\$ 803,780	12.4%
Interest income, net .....	(4,778)	(0.3%)	(52)	0.0%	(8,008)	(0.1%)	(197)	0.0%
Amortization of intangible assets .....	417	0.0%	517	0.0%	1,667	0.0%	2,241	0.1%
Combined segment income .....	<u>\$ 198,737</u>	<u>11.5%</u>	<u>\$ 222,607</u>	<u>12.6%</u>	<u>\$ 890,614</u>	<u>12.3%</u>	<u>\$ 805,824</u>	<u>12.5%</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)					
	2021		2022				2021		2022			
	Q3	Q4	Q1	Q2	Q3	Q4	Q3	Q4	Q1	Q2	Q3	Q4
<b>Global</b>												
Finance and accounting	44.6	39.1	33.5	22.1	9.9	-0.1	43.5	39.8	34.6	24.4	12.8	2.9
Administrative and customer support	60.8	37.6	29.2	4.2	-10.3	-21.2	60.0	38.4	30.5	6.3	-7.8	-18.8
Technology	33.8	21.4	23.9	12.3	0.6	-2.1	33.1	21.8	24.6	13.9	2.5	0.5
Elimination of intersegment revenues (1)	188.4	74.3	38.9	-3.8	-23.1	-14.5	187.5	75.1	40.1	-1.9	-20.8	-11.5
Total contract talent solutions	35.0	31.3	30.0	19.2	8.1	-4.0	34.0	31.9	31.0	21.3	10.7	-1.2
Permanent placement talent solutions	79.4	73.0	67.2	39.3	16.5	-1.4	77.7	73.8	68.8	42.6	20.3	2.4
Total talent solutions	39.4	35.3	34.1	21.7	9.2	-3.7	38.4	36.0	35.2	24.0	12.0	-0.8
Protiviti	56.1	36.7	18.9	8.4	2.0	0.8	55.1	37.4	20.0	10.8	4.8	4.0
Total	43.9	35.7	29.8	17.9	7.1	-2.4	42.9	36.3	30.9	20.2	9.9	0.6
<b>United States</b>												
Contract talent solutions	35.5	33.4	33.4	22.7	11.3	-3.4	35.5	33.6	33.4	22.7	11.3	-2.9
Permanent placement talent solutions	85.1	78.6	78.3	44.3	22.4	1.4	85.1	78.9	78.3	44.3	22.4	1.9
Total talent solutions	40.0	37.2	37.8	25.2	12.6	-2.9	40.0	37.4	37.8	25.2	12.6	-2.4
Protiviti	53.7	31.7	17.0	8.3	4.1	3.6	53.7	31.9	17.0	8.3	4.1	4.1
Total	43.8	35.6	31.7	20.2	10.0	-1.1	43.8	35.8	31.7	20.2	10.0	-0.6
<b>International</b>												
Contract talent solutions	33.0	24.0	18.5	7.0	-3.2	-6.3	29.1	26.3	23.5	16.6	8.7	5.3
Permanent placement talent solutions	67.3	61.9	44.7	28.0	2.9	-7.5	62.1	64.0	50.0	39.0	15.4	4.3
Total talent solutions	37.7	29.2	22.5	10.5	-2.2	-6.5	33.7	31.6	27.5	20.3	9.8	5.2
Protiviti	65.9	58.3	26.2	8.6	-6.3	-9.2	61.4	61.2	32.3	20.6	7.3	3.7
Total	44.3	36.2	23.4	10.0	-3.3	-7.3	40.1	38.6	28.7	20.4	9.1	4.8

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

<b>Year-Over-Year Revenue Growth – GLOBAL</b>						
	<b>Q3 2021</b>	<b>Q4 2021</b>	<b>Q1 2022</b>	<b>Q2 2022</b>	<b>Q3 2022</b>	<b>Q4 2022</b>
<b>Finance and accounting</b>						
As Reported	44.6	39.1	33.5	22.1	9.9	-0.1
Billing Days Impact	-0.3	0.3	-0.2	0.0	0.2	0.8
Currency Impact	-0.8	0.4	1.3	2.3	2.7	2.2
As Adjusted	<u>43.5</u>	<u>39.8</u>	<u>34.6</u>	<u>24.4</u>	<u>12.8</u>	<u>2.9</u>
<b>Administrative and customer support</b>						
As Reported	60.8	37.6	29.2	4.2	-10.3	-21.2
Billing Days Impact	-0.2	0.1	-0.2	0.0	0.1	0.7
Currency Impact	-0.6	0.7	1.5	2.1	2.4	1.7
As Adjusted	<u>60.0</u>	<u>38.4</u>	<u>30.5</u>	<u>6.3</u>	<u>-7.8</u>	<u>-18.8</u>
<b>Technology</b>						
As Reported	33.8	21.4	23.9	12.3	0.6	-2.1
Billing Days Impact	-0.1	0.1	-0.2	0.0	0.1	0.9
Currency Impact	-0.6	0.3	0.9	1.6	1.8	1.7
As Adjusted	<u>33.1</u>	<u>21.8</u>	<u>24.6</u>	<u>13.9</u>	<u>2.5</u>	<u>0.5</u>
<b>Elimination of intersegment revenues</b>						
As Reported	188.4	74.3	38.9	-3.8	-23.1	-14.5
Billing Days Impact	-0.4	0.1	-0.2	0.0	0.2	0.8
Currency Impact	-0.5	0.7	1.4	1.9	2.1	2.2
As Adjusted	<u>187.5</u>	<u>75.1</u>	<u>40.1</u>	<u>-1.9</u>	<u>-20.8</u>	<u>-11.5</u>
<b>Total contract talent solutions</b>						
As Reported	35.0	31.3	30.0	19.2	8.1	-4.0
Billing Days Impact	-0.2	0.1	-0.2	0.0	0.1	0.8
Currency Impact	-0.8	0.5	1.2	2.1	2.5	2.0
As Adjusted	<u>34.0</u>	<u>31.9</u>	<u>31.0</u>	<u>21.3</u>	<u>10.7</u>	<u>-1.2</u>
<b>Permanent placement talent solutions</b>						
As Reported	79.4	73.0	67.2	39.3	16.5	-1.4
Billing Days Impact	-0.2	0.1	-0.3	0.0	0.2	0.8
Currency Impact	-1.5	0.7	1.9	3.3	3.6	3.0
As Adjusted	<u>77.7</u>	<u>73.8</u>	<u>68.8</u>	<u>42.6</u>	<u>20.3</u>	<u>2.4</u>
<b>Total talent solutions</b>						
As Reported	39.4	35.3	34.1	21.7	9.2	-3.7
Billing Days Impact	-0.2	0.2	-0.2	0.0	0.1	0.8
Currency Impact	-0.8	0.5	1.3	2.3	2.7	2.1
As Adjusted	<u>38.4</u>	<u>36.0</u>	<u>35.2</u>	<u>24.0</u>	<u>12.0</u>	<u>-0.8</u>
<b>Protiviti</b>						
As Reported	56.1	36.7	18.9	8.4	2.0	0.8
Billing Days Impact	-0.3	0.2	-0.2	0.0	0.2	0.8
Currency Impact	-0.7	0.5	1.3	2.4	2.6	2.4
As Adjusted	<u>55.1</u>	<u>37.4</u>	<u>20.0</u>	<u>10.8</u>	<u>4.8</u>	<u>4.0</u>
<b>Total</b>						
As Reported	43.9	35.7	29.8	17.9	7.1	-2.4
Billing Days Impact	-0.2	0.1	-0.2	0.0	0.2	0.8
Currency Impact	-0.8	0.5	1.3	2.3	2.6	2.2
As Adjusted	<u>42.9</u>	<u>36.3</u>	<u>30.9</u>	<u>20.2</u>	<u>9.9</u>	<u>0.6</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 2021</b>	<b>Q4 2021</b>	<b>Q1 2022</b>	<b>Q2 2022</b>	<b>Q3 2022</b>	<b>Q4 2022</b>	
<b>Contract talent solutions</b>							
As Reported .....	35.5	33.4	33.4	22.7	11.3	-3.4	
Billing Days Impact .....	0.0	0.2	0.0	0.0	0.0	0.5	
Currency Impact .....	—	—	—	—	—	—	
As Adjusted .....	<u>35.5</u>	<u>33.6</u>	<u>33.4</u>	<u>22.7</u>	<u>11.3</u>	<u>-2.9</u>	
<b>Permanent placement talent solutions</b>							
As Reported .....	85.1	78.6	78.3	44.3	22.4	1.4	
Billing Days Impact .....	0.0	0.3	0.0	0.0	0.0	0.5	
Currency Impact .....	—	—	—	—	—	—	
As Adjusted .....	<u>85.1</u>	<u>78.9</u>	<u>78.3</u>	<u>44.3</u>	<u>22.4</u>	<u>1.9</u>	
<b>Total talent solutions</b>							
As Reported .....	40.0	37.2	37.8	25.2	12.6	-2.9	
Billing Days Impact .....	0.0	0.2	0.0	0.0	0.0	0.5	
Currency Impact .....	—	—	—	—	—	—	
As Adjusted .....	<u>40.0</u>	<u>37.4</u>	<u>37.8</u>	<u>25.2</u>	<u>12.6</u>	<u>-2.4</u>	
<b>Protiviti</b>							
As Reported .....	53.7	31.7	17.0	8.3	4.1	3.6	
Billing Days Impact .....	—	0.2	—	0.0	0.0	0.5	
Currency Impact .....	—	—	—	—	—	—	
As Adjusted .....	<u>53.7</u>	<u>31.9</u>	<u>17.0</u>	<u>8.3</u>	<u>4.1</u>	<u>4.1</u>	
<b>Total</b>							
As Reported .....	43.8	35.6	31.7	20.2	10.0	-1.1	
Billing Days Impact .....	0.0	0.2	0.0	0.0	0.0	0.5	
Currency Impact .....	—	—	—	—	—	—	
As Adjusted .....	<u>43.8</u>	<u>35.8</u>	<u>31.7</u>	<u>20.2</u>	<u>10.0</u>	<u>-0.6</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 2021</u></b>	<b><u>Q4 2021</u></b>	<b><u>Q1 2022</u></b>	<b><u>Q2 2022</u></b>	<b><u>Q3 2022</u></b>	<b><u>Q4 2022</u></b>	
<b>Contract talent solutions</b>							
As Reported .....	33.0	24.0	18.5	7.0	-3.2	-6.3	
Billing Days Impact .....	-0.5	0.1	-0.4	0.2	0.5	2.1	
Currency Impact .....	-3.4	2.2	5.4	9.4	11.4	9.5	
As Adjusted .....	<u>29.1</u>	<u>26.3</u>	<u>23.5</u>	<u>16.6</u>	<u>8.7</u>	<u>5.3</u>	
<b>Permanent placement talent solutions</b>							
As Reported .....	67.3	61.9	44.7	28.0	2.9	-7.5	
Billing Days Impact .....	-0.6	0.1	-0.5	0.2	0.6	2.2	
Currency Impact .....	-4.6	2.0	5.8	10.8	11.9	9.6	
As Adjusted .....	<u>62.1</u>	<u>64.0</u>	<u>50.0</u>	<u>39.0</u>	<u>15.4</u>	<u>4.3</u>	
<b>Total talent solutions</b>							
As Reported .....	37.7	29.2	22.5	10.5	-2.2	-6.5	
Billing Days Impact .....	-0.5	0.2	-0.4	0.1	0.5	2.2	
Currency Impact .....	-3.5	2.2	5.4	9.7	11.5	9.5	
As Adjusted .....	<u>33.7</u>	<u>31.6</u>	<u>27.5</u>	<u>20.3</u>	<u>9.8</u>	<u>5.2</u>	
<b>Protiviti</b>							
As Reported .....	65.9	58.3	26.2	8.6	-6.3	-9.2	
Billing Days Impact .....	-0.7	0.1	-0.5	0.2	0.5	2.1	
Currency Impact .....	-3.8	2.8	6.6	11.8	13.1	10.8	
As Adjusted .....	<u>61.4</u>	<u>61.2</u>	<u>32.3</u>	<u>20.6</u>	<u>7.3</u>	<u>3.7</u>	
<b>Total</b>							
As Reported .....	44.3	36.2	23.4	10.0	-3.3	-7.3	
Billing Days Impact .....	-0.6	0.1	-0.4	0.2	0.5	2.2	
Currency Impact .....	-3.6	2.3	5.7	10.2	11.9	9.9	
As Adjusted .....	<u>40.1</u>	<u>38.6</u>	<u>28.7</u>	<u>20.4</u>	<u>9.1</u>	<u>4.8</u>	