

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 December 31,				Relationships				Year Ended December 31,				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	\$ 351,893	\$ 427,736	\$ 351,893	\$ 427,736	39.7%	39.9%	39.7%	39.9%	\$ 1,549,312	\$ 1,804,029	\$ 1,549,312	\$ 1,804,029	39.8%	39.8%	39.8%	39.8%	
Permanent placement talent solutions	121,330	155,559	121,330	155,559	99.8%	99.8%	99.8%	99.8%	566,381	723,706	566,381	723,706	99.8%	99.8%	99.8%	99.8%	
Total talent solutions	473,223	583,295	473,223	583,295	46.9%	47.5%	46.9%	47.5%	2,115,693	2,527,735	2,115,693	2,527,735	47.4%	48.1%	47.4%	48.1%	
Protiviti	110,941	135,752	119,951	139,862	23.9%	27.2%	25.9%	28.0%	459,311	566,314	475,572	552,465	23.8%	28.6%	24.6%	27.9%	
Total	\$ 584,164	\$ 719,047	\$ 593,174	\$ 723,157	39.7%	41.6%	40.3%	41.9%	\$ 2,575,004	\$ 3,094,049	\$ 2,591,265	\$ 3,080,200	40.3%	42.7%	40.5%	42.6%	

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the three months ended December 31, 2023 and 2022:

	Three Months Ended December 31, 2023								Three Months Ended December 31, 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	\$ 351,893	39.7%	\$ 121,330	99.8%	\$ 473,223	46.9%	\$ 110,941	23.9%	\$ 584,164	39.7%	\$ 427,736	39.9%	\$ 155,559	99.8%	\$ 583,295	47.5%	\$ 135,752	27.2%	\$ 719,047	41.6%
Adjustments (1)	—	—	—	—	—	—	9,010	2.0%	9,010	0.6%	—	—	—	—	—	—	4,110	0.8%	4,110	0.3%
As Adjusted	\$ 351,893	39.7%	\$ 121,330	99.8%	\$ 473,223	46.9%	\$ 119,951	25.9%	\$ 593,174	40.3%	\$ 427,736	39.9%	\$ 155,559	99.8%	\$ 583,295	47.5%	\$ 139,862	28.0%	\$ 723,157	41.9%

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the years ended December 31, 2023 and 2022:

	Year Ended December 31, 2023										Year Ended December 31, 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	\$1,549,312	39.8%	\$ 566,381	99.8%	\$2,115,693	47.4%	\$ 459,311	23.8%	\$2,575,004	40.3%	\$1,804,029	39.8%	\$ 723,706	99.8%	\$2,527,735	48.1%	\$ 566,314	28.6%	\$3,094,049	42.7%
Adjustments (1)	—	—	—	—	—	—	16,261	0.8%	16,261	0.2%	—	—	—	—	—	—	(13,849)	(0.7%)	(13,849)	(0.1%)
As Adjusted	\$1,549,312	39.8%	\$ 566,381	99.8%	\$2,115,693	47.4%	\$ 475,572	24.6%	\$2,591,265	40.5%	\$1,804,029	39.8%	\$ 723,706	99.8%	\$2,527,735	48.1%	\$ 552,465	27.9%	\$3,080,200	42.6%

(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 December 31,				Relationships				Year Ended December 31,				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	\$ 334,785	\$ 340,492	\$ 301,015	\$ 322,316	37.7%	31.8%	33.9%	30.1%	\$ 1,320,752	\$ 1,248,378	\$ 1,256,497	\$ 1,311,748	33.9%	27.5%	32.3%	28.9%	
Permanent placement talent solutions	114,815	136,727	110,938	134,194	94.4%	87.7%	91.3%	86.1%	498,881	587,164	491,377	596,084	87.9%	81.0%	86.6%	82.2%	
Total talent solutions	449,600	477,219	411,953	456,510	44.6%	38.9%	40.8%	37.2%	1,819,633	1,835,542	1,747,874	1,907,832	40.8%	34.9%	39.2%	36.3%	
Protiviti	67,066	67,910	67,066	67,910	14.5%	13.6%	14.5%	13.6%	287,898	281,754	287,898	281,754	14.9%	14.2%	14.9%	14.2%	
Total	\$ 516,666	\$ 545,129	\$ 479,019	\$ 524,420	35.1%	31.6%	32.5%	30.4%	\$ 2,107,531	\$ 2,117,296	\$ 2,035,772	\$ 2,189,586	33.0%	29.3%	31.8%	30.3%	

The following tables provide reconciliations of the non-GAAP adjusted selling, general and administrative expenses to reported selling, general and administrative expenses for the three months ended December 31, 2023 and 2022:

	Three Months Ended December 31, 2023					Three Months Ended December 31, 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				
Selling, General and Administrative Expenses																				
As Reported	\$ 334,785	37.7%	\$ 114,815	94.4%	\$ 449,600	44.6%	\$ 67,066	14.5%	\$ 516,666	35.1%	\$ 340,492	31.8%	\$ 136,727	87.7%	\$ 477,219	38.9%	\$ 67,910	13.6%	\$ 545,129	31.6%
Adjustments (1)	(33,770)	(3.8%)	(3,877)	(3.1%)	(37,647)	(3.8%)	—	—	(37,647)	(2.6%)	(18,176)	(1.7%)	(2,533)	(1.6%)	(20,709)	(1.7%)	—	—	(20,709)	(1.2%)
As Adjusted	\$ 301,015	33.9%	\$ 110,938	91.3%	\$ 411,953	40.8%	\$ 67,066	14.5%	\$ 479,019	32.5%	\$ 322,316	30.1%	\$ 134,194	86.1%	\$ 456,510	37.2%	\$ 67,910	13.6%	\$ 524,420	30.4%

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, 2023 and 2022:

	Year Ended December 31, 2023					Year Ended December 31, 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				
Selling, General and Administrative Expenses																				
As Reported	\$ 1,320,752	33.9%	\$ 498,881	87.9%	\$ 1,819,633	40.8%	\$ 287,898	14.9%	\$ 2,107,531	33.0%	\$ 1,248,378	27.5%	\$ 587,164	81.0%	\$ 1,835,542	34.9%	\$ 281,754	14.2%	\$ 2,117,296	29.3%
Adjustments (1)	(64,255)	(1.6%)	(7,504)	(1.3%)	(71,759)	(1.6%)	—	—	(71,759)	(1.2%)	63,370	1.4%	8,920	1.2%	72,290	1.4%	—	—	72,290	1.0%
As Adjusted	\$ 1,256,497	32.3%	\$ 491,377	86.6%	\$ 1,747,874	39.2%	\$ 287,898	14.9%	\$ 2,035,772	31.8%	\$ 1,311,748	28.9%	\$ 596,084	82.2%	\$ 1,907,832	36.3%	\$ 281,754	14.2%	\$ 2,189,586	30.3%

(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 months and years ended December 31, 2023 and 2022:

	Three Months Ended December 31,				Year Ended December 31,			
	2023		2022		2023		2022	
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue
Income before income taxes	\$ 120,131	8.2%	\$ 203,098	11.8%	\$ 576,583	9.0%	\$ 896,955	12.4%
Interest income, net	(6,697)	(0.4%)	(4,778)	(0.3%)	(23,973)	(0.3%)	(8,008)	(0.1%)
Amortization of intangible assets	721	0.0%	417	0.0%	2,883	0.0%	1,667	0.0%
Combined segment income	\$ 114,155	7.8%	\$ 198,737	11.5%	\$ 555,493	8.7%	\$ 890,614	12.3%

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			
	Q3	Q4	Q1	Q2	Q3	Q4	Q3	Q4	Q1	Q2	Q3	Q4
Global												
Finance and accounting	9.9	-0.1	-3.0	-11.0	-16.0	-17.2	12.8	2.9	-3.1	-10.8	-15.2	-17.8
Administrative and customer support	-10.3	-21.2	-23.0	-23.0	-21.5	-18.7	-7.8	-18.8	-23.2	-23.0	-21.2	-19.4
Technology	0.6	-2.1	-9.0	-16.7	-21.3	-21.7	2.5	0.5	-9.3	-16.2	-20.0	-21.8
Elimination of intersegment revenues (1)	-23.1	-14.5	-12.8	-16.5	-24.2	-26.6	-20.8	-11.5	-12.7	-16.5	-23.8	-27.2
Total contract talent solutions	8.1	-4.0	-7.8	-14.3	-17.3	-17.2	10.7	-1.2	-8.0	-14.0	-16.4	-17.7
Permanent placement talent solutions	16.5	-1.4	-16.1	-25.4	-23.3	-22.0	20.3	2.4	-15.8	-25.0	-22.5	-22.6
Total talent solutions	9.2	-3.7	-9.0	-15.9	-18.1	-17.8	12.0	-0.8	-9.1	-15.6	-17.3	-18.3
Protiviti	2.0	0.8	4.6	-1.2	-6.0	-7.1	4.8	4.0	4.4	-1.0	-4.9	-7.5
Total	7.1	-2.4	-5.4	-12.0	-14.7	-14.7	9.9	0.6	-5.6	-11.7	-13.8	-15.2
United States												
Contract talent solutions	11.3	-3.4	-8.6	-16.0	-20.7	-20.5	11.3	-2.9	-9.9	-15.9	-19.2	-20.3
Permanent placement talent solutions	22.4	1.4	-16.9	-26.2	-26.9	-22.6	22.4	1.9	-18.1	-26.1	-25.5	-22.5
Total talent solutions	12.6	-2.9	-9.7	-17.4	-21.5	-20.7	12.6	-2.4	-11.0	-17.2	-20.0	-20.6
Protiviti	4.1	3.6	7.5	-2.4	-7.4	-7.3	4.1	4.1	5.9	-2.3	-5.6	-7.2
Total	10.0	-1.1	-5.2	-13.3	-17.5	-16.8	10.0	-0.6	-6.6	-13.2	-15.9	-16.7
International												
Contract talent solutions	-3.2	-6.3	-4.7	-7.6	-3.1	-4.4	8.7	5.3	-1.2	-6.2	-4.9	-7.5
Permanent placement talent solutions	2.9	-7.5	-14.0	-23.4	-13.0	-20.6	15.4	4.3	-10.5	-21.9	-14.2	-22.8
Total talent solutions	-2.2	-6.5	-6.4	-10.6	-4.8	-7.2	9.8	5.2	-2.9	-9.2	-6.6	-10.1
Protiviti	-6.3	-9.2	-5.7	3.3	0.3	-6.1	7.3	3.7	-1.5	4.2	-1.5	-8.9
Total	-3.3	-7.3	-6.2	-7.0	-3.5	-6.9	9.1	4.8	-2.5	-5.8	-5.3	-9.8

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

Year-Over-Year Revenue Growth – GLOBAL						
	Q3 2022	Q4 2022	Q1 2023	Q2 2023	Q3 2023	Q4 2023
Finance and accounting						
As Reported	9.9	-0.1	-3.0	-11.0	-16.0	-17.2
Billing Days Impact	0.2	0.8	-1.3	0.1	1.6	0.1
Currency Impact	2.7	2.2	1.2	0.1	-0.8	-0.7
As Adjusted	<u>12.8</u>	<u>2.9</u>	<u>-3.1</u>	<u>-10.8</u>	<u>-15.2</u>	<u>-17.8</u>
Administrative and customer support						
As Reported	-10.3	-21.2	-23.0	-23.0	-21.5	-18.7
Billing Days Impact	0.1	0.7	-1.1	0.1	1.4	0.2
Currency Impact	2.4	1.7	0.9	-0.1	-1.1	-0.9
As Adjusted	<u>-7.8</u>	<u>-18.8</u>	<u>-23.2</u>	<u>-23.0</u>	<u>-21.2</u>	<u>-19.4</u>
Technology						
As Reported	0.6	-2.1	-9.0	-16.7	-21.3	-21.7
Billing Days Impact	0.1	0.9	-1.3	0.1	1.5	0.1
Currency Impact	1.8	1.7	1.0	0.4	-0.2	-0.2
As Adjusted	<u>2.5</u>	<u>0.5</u>	<u>-9.3</u>	<u>-16.2</u>	<u>-20.0</u>	<u>-21.8</u>
Elimination of intersegment revenues						
As Reported	-23.1	-14.5	-12.8	-16.5	-24.2	-26.6
Billing Days Impact	0.2	0.8	-1.3	0.1	1.4	0.1
Currency Impact	2.1	2.2	1.4	-0.1	-1.0	-0.7
As Adjusted	<u>-20.8</u>	<u>-11.5</u>	<u>-12.7</u>	<u>-16.5</u>	<u>-23.8</u>	<u>-27.2</u>
Total contract talent solutions						
As Reported	8.1	-4.0	-7.8	-14.3	-17.3	-17.2
Billing Days Impact	0.1	0.8	-1.3	0.1	1.6	0.2
Currency Impact	2.5	2.0	1.1	0.2	-0.7	-0.7
As Adjusted	<u>10.7</u>	<u>-1.2</u>	<u>-8.0</u>	<u>-14.0</u>	<u>-16.4</u>	<u>-17.7</u>
Permanent placement talent solutions						
As Reported	16.5	-1.4	-16.1	-25.4	-23.3	-22.0
Billing Days Impact	0.2	0.8	-1.1	0.1	1.5	0.1
Currency Impact	3.6	3.0	1.4	0.3	-0.7	-0.7
As Adjusted	<u>20.3</u>	<u>2.4</u>	<u>-15.8</u>	<u>-25.0</u>	<u>-22.5</u>	<u>-22.6</u>
Total talent solutions						
As Reported	9.2	-3.7	-9.0	-15.9	-18.1	-17.8
Billing Days Impact	0.1	0.8	-1.2	0.1	1.5	0.2
Currency Impact	2.7	2.1	1.1	0.2	-0.7	-0.7
As Adjusted	<u>12.0</u>	<u>-0.8</u>	<u>-9.1</u>	<u>-15.6</u>	<u>-17.3</u>	<u>-18.3</u>
Protiviti						
As Reported	2.0	0.8	4.6	-1.2	-6.0	-7.1
Billing Days Impact	0.2	0.8	-1.5	0.2	1.8	0.2
Currency Impact	2.6	2.4	1.3	0.0	-0.7	-0.6
As Adjusted	<u>4.8</u>	<u>4.0</u>	<u>4.4</u>	<u>-1.0</u>	<u>-4.9</u>	<u>-7.5</u>
Total						
As Reported	7.1	-2.4	-5.4	-12.0	-14.7	-14.7
Billing Days Impact	0.2	0.8	-1.4	0.2	1.6	0.1
Currency Impact	2.6	2.2	1.2	0.1	-0.7	-0.6
As Adjusted	<u>9.9</u>	<u>0.6</u>	<u>-5.6</u>	<u>-11.7</u>	<u>-13.8</u>	<u>-15.2</u>

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

Year-Over-Year Revenue Growth – UNITED STATES						
	Q3 2022	Q4 2022	Q1 2023	Q2 2023	Q3 2023	Q4 2023
Contract talent solutions						
As Reported	11.3	-3.4	-8.6	-16.0	-20.7	-20.5
Billing Days Impact	0.0	0.5	-1.3	0.1	1.5	0.2
Currency Impact	—	—	—	—	—	—
As Adjusted	11.3	-2.9	-9.9	-15.9	-19.2	-20.3
Permanent placement talent solutions						
As Reported	22.4	1.4	-16.9	-26.2	-26.9	-22.6
Billing Days Impact	0.0	0.5	-1.2	0.1	1.4	0.1
Currency Impact	—	—	—	—	—	—
As Adjusted	22.4	1.9	-18.1	-26.1	-25.5	-22.5
Total talent solutions						
As Reported	12.6	-2.9	-9.7	-17.4	-21.5	-20.7
Billing Days Impact	0.0	0.5	-1.3	0.2	1.5	0.1
Currency Impact	—	—	—	—	—	—
As Adjusted	12.6	-2.4	-11.0	-17.2	-20.0	-20.6
Protiviti						
As Reported	4.1	3.6	7.5	-2.4	-7.4	-7.3
Billing Days Impact	0.0	0.5	-1.6	0.1	1.8	0.1
Currency Impact	—	—	—	—	—	—
As Adjusted	4.1	4.1	5.9	-2.3	-5.6	-7.2
Total						
As Reported	10.0	-1.1	-5.2	-13.3	-17.5	-16.8
Billing Days Impact	0.0	0.5	-1.4	0.1	1.6	0.1
Currency Impact	—	—	—	—	—	—
As Adjusted	10.0	-0.6	-6.6	-13.2	-15.9	-16.7

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

<u>Year-Over-Year Revenue Growth – INTERNATIONAL</u>						
	<u>Q3 2022</u>	<u>Q4 2022</u>	<u>Q1 2023</u>	<u>Q2 2023</u>	<u>Q3 2023</u>	<u>Q4 2023</u>
Contract talent solutions						
As Reported	-3.2	-6.3	-4.7	-7.6	-3.1	-4.4
Billing Days Impact	0.5	2.1	-1.7	0.6	1.8	0.1
Currency Impact	11.4	9.5	5.2	0.8	-3.6	-3.2
As Adjusted	<u>8.7</u>	<u>5.3</u>	<u>-1.2</u>	<u>-6.2</u>	<u>-4.9</u>	<u>-7.5</u>
Permanent placement talent solutions						
As Reported	2.9	-7.5	-14.0	-23.4	-13.0	-20.6
Billing Days Impact	0.6	2.2	-1.6	0.5	1.6	0.1
Currency Impact	11.9	9.6	5.1	1.0	-2.8	-2.3
As Adjusted	<u>15.4</u>	<u>4.3</u>	<u>-10.5</u>	<u>-21.9</u>	<u>-14.2</u>	<u>-22.8</u>
Total talent solutions						
As Reported	-2.2	-6.5	-6.4	-10.6	-4.8	-7.2
Billing Days Impact	0.5	2.2	-1.7	0.6	1.7	0.2
Currency Impact	11.5	9.5	5.2	0.8	-3.5	-3.1
As Adjusted	<u>9.8</u>	<u>5.2</u>	<u>-2.9</u>	<u>-9.2</u>	<u>-6.6</u>	<u>-10.1</u>
Protiviti						
As Reported	-6.3	-9.2	-5.7	3.3	0.3	-6.1
Billing Days Impact	0.5	2.1	-1.7	0.7	1.8	0.2
Currency Impact	13.1	10.8	5.9	0.2	-3.6	-3.0
As Adjusted	<u>7.3</u>	<u>3.7</u>	<u>-1.5</u>	<u>4.2</u>	<u>-1.5</u>	<u>-8.9</u>
Total						
As Reported	-3.3	-7.3	-6.2	-7.0	-3.5	-6.9
Billing Days Impact	0.5	2.2	-1.7	0.5	1.7	0.1
Currency Impact	11.9	9.9	5.4	0.7	-3.5	-3.0
As Adjusted	<u>9.1</u>	<u>4.8</u>	<u>-2.5</u>	<u>-5.8</u>	<u>-5.3</u>	<u>-9.8</u>