

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 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 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	
	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Gross Margin																
Contract talent solutions	\$ 306,758	\$ 351,893	\$ 306,758	\$ 351,893	39.1%	39.7%	39.1%	39.7%	\$ 1,316,524	\$ 1,549,312	\$ 1,316,524	\$ 1,549,312	39.2%	39.8%	39.2%	39.8%
Permanent placement talent solutions	107,866	121,330	107,866	121,330	99.8%	99.8%	99.8%	99.8%	486,219	566,381	486,219	566,381	99.8%	99.8%	99.8%	99.8%
Total talent solutions	414,624	473,223	414,624	473,223	46.4%	46.9%	46.4%	46.9%	1,802,743	2,115,693	1,802,743	2,115,693	46.9%	47.4%	46.9%	47.4%
Protiviti	121,474	110,941	122,560	119,951	24.9%	23.9%	25.1%	25.9%	444,487	459,311	463,250	475,572	22.8%	23.8%	23.7%	24.6%
Total	\$ 536,098	\$ 584,164	\$ 537,184	\$ 593,174	38.8%	39.7%	38.9%	40.3%	\$ 2,247,230	\$ 2,575,004	\$ 2,265,993	\$ 2,591,265	38.8%	40.3%	39.1%	40.5%

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the three months ended December 31, 2024 and 2023:

	Three Months Ended December 31, 2024										Three Months Ended December 31, 2023									
	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	\$ 306,758	39.1%	\$ 107,866	99.8%	\$ 414,624	46.4%	\$ 121,474	24.9%	\$ 536,098	38.8%	\$ 351,893	39.7%	\$ 121,330	99.8%	\$ 473,223	46.9%	\$ 110,941	23.9%	\$ 584,164	39.7%
Adjustments (1)	—	—	—	—	—	—	1,086	0.2%	1,086	0.1%	—	—	—	—	—	—	9,010	2.0%	9,010	0.6%
As Adjusted	\$ 306,758	39.1%	\$ 107,866	99.8%	\$ 414,624	46.4%	\$ 122,560	25.1%	\$ 537,184	38.9%	\$ 351,893	39.7%	\$ 121,330	99.8%	\$ 473,223	46.9%	\$ 119,951	25.9%	\$ 593,174	40.3%

The following tables provide reconciliations of the non-GAAP adjusted gross margin to reported gross margin for the years ended December 31, 2024 and 2023:

	Year Ended December 31, 2024										Year Ended December 31, 2023									
	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	\$1,316,524	39.2%	\$486,219	99.8%	\$1,802,743	46.9%	\$444,487	22.8%	\$2,247,230	38.8%	\$1,549,312	39.8%	\$566,381	99.8%	\$2,115,693	47.4%	\$459,311	23.8%	\$2,575,004	40.3%
Adjustments (1)	—	—	—	—	—	—	18,763	0.9%	18,763	0.3%	—	—	—	—	—	—	16,261	0.8%	16,261	0.2%
As Adjusted	\$1,316,524	39.2%	\$486,219	99.8%	\$1,802,743	46.9%	\$463,250	23.7%	\$2,265,993	39.1%	\$1,549,312	39.8%	\$566,381	99.8%	\$2,115,693	47.4%	\$475,572	24.6%	\$2,591,265	40.5%

- (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 is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment income 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	
	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024	2023
Selling, General and Administrative Expenses																
Contract talent solutions	\$ 294,387	\$ 334,785	\$ 290,348	\$ 301,015	37.5%	37.7%	37.0%	33.9%	\$ 1,252,588	\$ 1,320,752	\$ 1,186,006	\$ 1,256,497	37.3%	33.9%	35.3%	32.3%
Permanent placement talent solutions	102,619	114,815	102,004	110,938	94.9%	94.4%	94.4%	91.3%	448,901	498,881	440,167	491,377	92.1%	87.9%	90.3%	86.6%
Total talent solutions	397,006	449,600	392,352	411,953	44.4%	44.6%	43.9%	40.8%	1,701,489	1,819,633	1,626,173	1,747,874	44.3%	40.8%	42.3%	39.2%
Protiviti	74,320	67,066	74,320	67,066	15.2%	14.5%	15.2%	14.5%	303,050	287,898	303,050	287,898	15.5%	14.9%	15.5%	14.9%
Total	\$ 471,326	\$ 516,666	\$ 466,672	\$ 479,019	34.1%	35.1%	33.8%	32.5%	\$ 2,004,539	\$ 2,107,531	\$ 1,929,223	\$ 2,035,772	34.6%	33.0%	33.3%	31.8%

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, 2024 and 2023:

	Three Months Ended December 31, 2024										Three Months Ended December 31, 2023									
	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	\$294,387	37.5%	\$102,619	94.9%	\$397,006	44.4%	\$74,320	15.2%	\$471,326	34.1%	\$334,785	37.7%	\$114,815	94.4%	\$449,600	44.6%	\$67,066	14.5%	\$516,666	35.1%
Adjustments (1)	(4,039)	(0.5%)	(615)	(0.5%)	(4,654)	(0.5%)	—	—	(4,654)	(0.3%)	(33,770)	(3.8%)	(3,877)	(3.1%)	(37,647)	(3.8%)	—	—	(37,647)	(2.6%)
As Adjusted	\$290,348	37.0%	\$102,004	94.4%	\$392,352	43.9%	\$74,320	15.2%	\$466,672	33.8%	\$301,015	33.9%	\$110,938	91.3%	\$411,953	40.8%	\$67,066	14.5%	\$479,019	32.5%

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, 2024 and 2023:

	Year Ended December 31, 2024										Year Ended December 31, 2023										
	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	\$1,252,588	37.3%	\$448,901	92.1%	\$1,701,489	44.3%	\$303,050	15.5%	\$2,004,539	34.6%	\$1,320,752	33.9%	\$498,881	87.9%	\$1,819,633	40.8%	\$287,898	14.9%	\$2,107,531	33.0%	
Adjustments (1)	(66,582)	(2.0%)	(8,734)	(1.8%)	(75,316)	(2.0%)	—	—	(75,316)	(1.3%)	(64,255)	(1.6%)	(7,504)	(1.3%)	(71,759)	(1.6%)	—	—	(71,759)	(1.2%)	
As Adjusted	\$1,186,006	35.3%	\$440,167	90.3%	\$1,626,173	42.3%	\$303,050	15.5%	\$1,929,223	33.3%	\$1,256,497	32.3%	\$491,377	86.6%	\$1,747,874	39.2%	\$287,898	14.9%	\$2,035,772	31.8%	

(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 is presented separately. The non-GAAP financial adjustments shown in the table above are to reclassify investment income 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, 2024 and 2023:

	Three Months Ended December 31,				Year Ended December 31,			
	2024		2023		2024		2023	
	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue	\$	% of Revenue
Income before income taxes	\$ 75,336	5.4%	\$ 120,131	8.2%	\$ 357,671	6.2%	\$ 576,583	9.0%
Interest income, net	(5,128)	(0.3%)	(6,697)	(0.4%)	(22,118)	(0.4%)	(23,973)	(0.3%)
Amortization of intangible assets	304	0.0%	721	0.0%	1,217	0.0%	2,883	0.0%
Combined segment income	\$ 70,512	5.1%	\$ 114,155	7.8%	\$ 336,770	5.8%	\$ 555,493	8.7%

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)					
	2023		2024				2023		2024			
	Q3	Q4	Q1	Q2	Q3	Q4	Q3	Q4	Q1	Q2	Q3	Q4
Global												
Finance and accounting	-16.0	-17.2	-17.5	-13.6	-9.2	-9.5	-15.2	-17.8	-17.0	-13.5	-10.5	-9.8
Administrative and customer support	-21.5	-18.7	-8.9	-9.8	-9.2	-8.8	-21.2	-19.4	-8.3	-9.8	-10.8	-9.4
Technology	-21.3	-21.7	-18.6	-13.1	-6.1	-3.5	-20.0	-21.8	-17.8	-13.1	-7.6	-4.1
Elimination of intersegment revenues (1)	-24.2	-26.6	-10.3	1.4	21.6	18.9	-23.8	-27.2	-9.9	1.3	19.4	17.8
Total contract talent solutions	-17.3	-17.2	-16.7	-14.5	-11.9	-11.5	-16.4	-17.7	-16.2	-14.4	-13.2	-11.8
Permanent placement talent solutions	-23.3	-22.0	-20.4	-12.2	-11.9	-11.1	-22.5	-22.6	-19.8	-12.0	-13.2	-11.4
Total talent solutions	-18.1	-17.8	-17.2	-14.2	-11.9	-11.4	-17.3	-18.3	-16.7	-14.0	-13.2	-11.7
Protiviti	-6.0	-7.1	-6.1	-0.9	6.4	5.3	-4.9	-7.5	-5.4	-0.9	4.5	4.5
Total	-14.7	-14.7	-14.0	-10.2	-6.3	-6.1	-13.8	-15.2	-13.4	-10.1	-7.7	-6.6
United States												
Contract talent solutions	-20.7	-20.5	-19.1	-15.7	-12.4	-10.3	-19.2	-20.3	-18.6	-15.8	-13.7	-11.2
Permanent placement talent solutions	-26.9	-22.6	-19.3	-11.5	-9.0	-9.6	-25.5	-22.5	-18.7	-11.7	-10.4	-10.4
Total talent solutions	-21.5	-20.7	-19.1	-15.2	-12.0	-10.2	-20.0	-20.6	-18.6	-15.3	-13.3	-11.1
Protiviti	-7.4	-7.3	-4.8	3.3	9.3	6.6	-5.6	-7.2	-4.2	3.1	7.6	5.6
Total	-17.5	-16.8	-14.9	-9.6	-5.2	-4.7	-15.9	-16.7	-14.3	-9.7	-6.7	-5.7
International												
Contract talent solutions	-3.1	-4.4	-8.4	-10.0	-10.6	-15.2	-4.9	-7.5	-7.5	-9.4	-11.7	-13.9
Permanent placement talent solutions	-13.0	-20.6	-23.2	-13.8	-18.6	-14.7	-14.2	-22.8	-22.1	-13.0	-19.8	-13.7
Total talent solutions	-4.8	-7.2	-10.8	-10.7	-11.9	-15.1	-6.6	-10.1	-9.9	-10.0	-13.0	-13.9
Protiviti	0.3	-6.1	-11.3	-16.2	-5.6	0.2	-1.5	-8.9	-10.1	-15.9	-8.1	-0.4
Total	-3.5	-6.9	-10.9	-12.2	-10.2	-10.9	-5.3	-9.8	-10.0	-11.6	-11.7	-10.2

(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):

<u>Year-Over-Year Revenue Growth – GLOBAL</u>						
	Q3 2023	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024
Finance and accounting						
As Reported	-16.0	-17.2	-17.5	-13.6	-9.2	-9.5
Billing Days Impact	1.6	0.1	0.7	-0.3	-1.5	-0.8
Currency Impact	-0.8	-0.7	-0.2	0.4	0.2	0.5
As Adjusted	<u>-15.2</u>	<u>-17.8</u>	<u>-17.0</u>	<u>-13.5</u>	<u>-10.5</u>	<u>-9.8</u>
Administrative and customer support						
As Reported	-21.5	-18.7	-8.9	-9.8	-9.2	-8.8
Billing Days Impact	1.4	0.2	0.8	-0.3	-1.5	-0.8
Currency Impact	-1.1	-0.9	-0.2	0.3	-0.1	0.2
As Adjusted	<u>-21.2</u>	<u>-19.4</u>	<u>-8.3</u>	<u>-9.8</u>	<u>-10.8</u>	<u>-9.4</u>
Technology						
As Reported	-21.3	-21.7	-18.6	-13.1	-6.1	-3.5
Billing Days Impact	1.5	0.1	0.7	-0.3	-1.5	-0.7
Currency Impact	-0.2	-0.2	0.1	0.3	0.0	0.1
As Adjusted	<u>-20.0</u>	<u>-21.8</u>	<u>-17.8</u>	<u>-13.1</u>	<u>-7.6</u>	<u>-4.1</u>
Elimination of intersegment revenues						
As Reported	-24.2	-26.6	-10.3	1.4	21.6	18.9
Billing Days Impact	1.4	0.1	0.7	-0.3	-1.9	-1.0
Currency Impact	-1.0	-0.7	-0.3	0.2	-0.3	-0.1
As Adjusted	<u>-23.8</u>	<u>-27.2</u>	<u>-9.9</u>	<u>1.3</u>	<u>19.4</u>	<u>17.8</u>
Total contract talent solutions						
As Reported	-17.3	-17.2	-16.7	-14.5	-11.9	-11.5
Billing Days Impact	1.6	0.2	0.6	-0.3	-1.4	-0.7
Currency Impact	-0.7	-0.7	-0.1	0.4	0.1	0.4
As Adjusted	<u>-16.4</u>	<u>-17.7</u>	<u>-16.2</u>	<u>-14.4</u>	<u>-13.2</u>	<u>-11.8</u>
Permanent placement talent solutions						
As Reported	-23.3	-22.0	-20.4	-12.2	-11.9	-11.1
Billing Days Impact	1.5	0.1	0.7	-0.3	-1.4	-0.7
Currency Impact	-0.7	-0.7	-0.1	0.5	0.1	0.4
As Adjusted	<u>-22.5</u>	<u>-22.6</u>	<u>-19.8</u>	<u>-12.0</u>	<u>-13.2</u>	<u>-11.4</u>
Total talent solutions						
As Reported	-18.1	-17.8	-17.2	-14.2	-11.9	-11.4
Billing Days Impact	1.5	0.2	0.6	-0.2	-1.4	-0.7
Currency Impact	-0.7	-0.7	-0.1	0.4	0.1	0.4
As Adjusted	<u>-17.3</u>	<u>-18.3</u>	<u>-16.7</u>	<u>-14.0</u>	<u>-13.2</u>	<u>-11.7</u>
Protiviti						
As Reported	-6.0	-7.1	-6.1	-0.9	6.4	5.3
Billing Days Impact	1.8	0.2	0.7	-0.3	-1.7	-0.8
Currency Impact	-0.7	-0.6	0.0	0.3	-0.2	0.0
As Adjusted	<u>-4.9</u>	<u>-7.5</u>	<u>-5.4</u>	<u>-0.9</u>	<u>4.5</u>	<u>4.5</u>
Total						
As Reported	-14.7	-14.7	-14.0	-10.2	-6.3	-6.1
Billing Days Impact	1.6	0.1	0.7	-0.3	-1.4	-0.8
Currency Impact	-0.7	-0.6	-0.1	0.4	0.0	0.3
As Adjusted	<u>-13.8</u>	<u>-15.2</u>	<u>-13.4</u>	<u>-10.1</u>	<u>-7.7</u>	<u>-6.6</u>

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

Year-Over-Year Revenue Growth – UNITED STATES						
	Q3 2023	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024
Contract talent solutions						
As Reported	-20.7	-20.5	-19.1	-15.7	-12.4	-10.3
Billing Days Impact	1.5	0.2	0.5	-0.1	-1.3	-0.9
Currency Impact	—	—	—	—	—	—
As Adjusted	-19.2	-20.3	-18.6	-15.8	-13.7	-11.2
Permanent placement talent solutions						
As Reported	-26.9	-22.6	-19.3	-11.5	-9.0	-9.6
Billing Days Impact	1.4	0.1	0.6	-0.2	-1.4	-0.8
Currency Impact	—	—	—	—	—	—
As Adjusted	-25.5	-22.5	-18.7	-11.7	-10.4	-10.4
Total talent solutions						
As Reported	-21.5	-20.7	-19.1	-15.2	-12.0	-10.2
Billing Days Impact	1.5	0.1	0.5	-0.1	-1.3	-0.9
Currency Impact	—	—	—	—	—	—
As Adjusted	-20.0	-20.6	-18.6	-15.3	-13.3	-11.1
Protiviti						
As Reported	-7.4	-7.3	-4.8	3.3	9.3	6.6
Billing Days Impact	1.8	0.1	0.6	-0.2	-1.7	-1.0
Currency Impact	—	—	—	—	—	—
As Adjusted	-5.6	-7.2	-4.2	3.1	7.6	5.6
Total						
As Reported	-17.5	-16.8	-14.9	-9.6	-5.2	-4.7
Billing Days Impact	1.6	0.1	0.6	-0.1	-1.5	-1.0
Currency Impact	—	—	—	—	—	—
As Adjusted	-15.9	-16.7	-14.3	-9.7	-6.7	-5.7

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

<u>Year-Over-Year Revenue Growth – INTERNATIONAL</u>						
	<u>Q3 2023</u>	<u>Q4 2023</u>	<u>Q1 2024</u>	<u>Q2 2024</u>	<u>Q3 2024</u>	<u>Q4 2024</u>
Contract talent solutions						
As Reported	-3.1	-4.4	-8.4	-10.0	-10.6	-15.2
Billing Days Impact	1.8	0.1	1.5	-1.1	-1.6	-0.4
Currency Impact	-3.6	-3.2	-0.6	1.7	0.5	1.7
As Adjusted	-4.9	-7.5	-7.5	-9.4	-11.7	-13.9
Permanent placement talent solutions						
As Reported	-13.0	-20.6	-23.2	-13.8	-18.6	-14.7
Billing Days Impact	1.6	0.1	1.3	-1.0	-1.6	-0.4
Currency Impact	-2.8	-2.3	-0.2	1.8	0.4	1.4
As Adjusted	-14.2	-22.8	-22.1	-13.0	-19.8	-13.7
Total talent solutions						
As Reported	-4.8	-7.2	-10.8	-10.7	-11.9	-15.1
Billing Days Impact	1.7	0.2	1.4	-1.0	-1.6	-0.5
Currency Impact	-3.5	-3.1	-0.5	1.7	0.5	1.7
As Adjusted	-6.6	-10.1	-9.9	-10.0	-13.0	-13.9
Protiviti						
As Reported	0.3	-6.1	-11.3	-16.2	-5.6	0.2
Billing Days Impact	1.8	0.2	1.4	-1.0	-1.7	-0.4
Currency Impact	-3.6	-3.0	-0.2	1.3	-0.8	-0.2
As Adjusted	-1.5	-8.9	-10.1	-15.9	-8.1	-0.4
Total						
As Reported	-3.5	-6.9	-10.9	-12.2	-10.2	-10.9
Billing Days Impact	1.7	0.1	1.3	-1.0	-1.6	-0.5
Currency Impact	-3.5	-3.0	-0.4	1.6	0.1	1.2
As Adjusted	-5.3	-9.8	-10.0	-11.6	-11.7	-10.2