

**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)					
	2018		2019				2018		2019			
	Q3	Q4	Q1	Q2	Q3	Q4	Q3	Q4	Q1	Q2	Q3	Q4
<b>Global</b>												
Accountemps	8.1	8.4	2.5	1.3	2.1	0.6	8.6	8.7	5.6	2.8	1.6	1.1
OfficeTeam	7.7	4.0	-3.5	-2.7	0.3	-3.8	7.8	4.1	-0.4	-1.2	-0.1	-3.2
RH Technology	12.4	11.4	7.4	4.6	4.9	6.4	12.6	11.4	10.7	6.4	4.8	7.2
RH Management Resources	2.8	4.1	2.1	4.6	9.2	6.1	8.1	9.1	14.3	12.0	12.9	9.4
Temporary and consultant staffing	7.9	7.1	1.7	1.4	3.2	1.3	8.9	8.0	6.2	3.7	3.4	2.2
Permanent placement staffing	16.5	12.8	8.4	4.3	3.8	0.4	17.4	13.5	12.3	6.2	3.4	0.9
Total staffing	8.7	7.6	2.4	1.7	3.3	1.2	9.8	8.5	6.9	4.0	3.4	2.1
Protiviti	21.2	22.8	21.5	16.6	18.3	15.7	17.5	19.2	17.3	13.8	14.6	14.1
Total	10.7	10.1	5.2	4.1	5.9	3.8	11.1	10.3	8.5	5.6	5.4	4.3
<b>United States</b>												
Temporary and consultant staffing	6.8	7.4	3.4	3.5	5.7	3.0	6.5	6.3	5.1	3.8	4.5	3.2
Permanent placement staffing	17.0	16.4	10.0	6.6	6.5	3.0	16.7	15.3	11.8	6.9	5.3	3.2
Total staffing	7.7	8.1	4.0	3.8	5.8	3.0	7.4	7.1	5.7	4.1	4.5	3.2
Protiviti	17.3	17.6	14.9	14.7	17.5	17.3	17.1	16.4	16.8	15.1	16.2	17.5
Total	9.3	9.7	5.7	5.6	7.9	5.6	9.0	8.7	7.4	6.0	6.6	5.7
<b>International</b>												
Temporary and consultant staffing	11.6	6.1	-3.7	-5.9	-5.0	-4.8	17.8	14.1	10.2	3.1	-0.2	-1.0
Permanent placement staffing	15.4	5.6	4.9	-0.6	-2.1	-5.3	18.8	10.4	12.8	4.4	-0.6	-4.1
Total staffing	12.1	6.0	-2.5	-5.1	-4.6	-4.8	17.9	13.6	10.5	3.3	-0.3	-1.5
Protiviti	38.3	45.1	48.8	23.2	21.2	10.4	19.5	29.5	18.9	9.4	9.3	3.3
Total	15.5	11.2	3.7	-1.0	-0.7	-2.2	18.2	16.0	11.9	4.4	1.4	-0.6

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):

Year-Over-Year Revenue Growth – GLOBAL

	Q3 2018	Q4 2018	Q1 2019	Q2 2019	Q3 2019	Q4 2019
<b>Accountemps</b>						
As Reported	8.1	8.4	2.5	1.3	2.1	0.6
Billing Days Impact	-0.3	-0.7	1.4	0.3	-1.3	0.0
Currency Impact	0.8	1.0	1.7	1.2	0.8	0.5
As Adjusted	8.6	8.7	5.6	2.8	1.6	1.1
<b>OfficeTeam</b>						
As Reported	7.7	4.0	-3.5	-2.7	0.3	-3.8
Billing Days Impact	-0.4	-0.7	1.3	0.2	-1.4	0.0
Currency Impact	0.5	0.8	1.8	1.3	1.0	0.6
As Adjusted	7.8	4.1	-0.4	-1.2	-0.1	-3.2
<b>Robert Half Technology</b>						
As Reported	12.4	11.4	7.4	4.6	4.9	6.4
Billing Days Impact	-0.3	-0.9	1.4	0.3	-1.4	0.1
Currency Impact	0.5	0.7	1.2	0.9	0.6	0.3
Intercompany Adjustments	—	0.2	0.7	0.6	0.7	0.4
As Adjusted	12.6	11.4	10.7	6.4	4.8	7.2
<b>Robert Half Management Resources</b>						
As Reported	2.8	4.1	2.1	4.6	9.2	6.1
Billing Days Impact	-0.4	-0.8	1.5	0.2	-1.5	0.0
Currency Impact	1.0	1.4	2.8	2.0	1.3	0.8
Intercompany Adjustments	4.7	4.4	7.9	5.2	3.9	2.5
As Adjusted	8.1	9.1	14.3	12.0	12.9	9.4
<b>Temporary and consultant staffing</b>						
As Reported	7.9	7.1	1.7	1.4	3.2	1.3
Billing Days Impact	-0.4	-0.8	1.4	0.2	-1.3	0.0
Currency Impact	0.7	1.0	1.8	1.3	0.9	0.5
Intercompany Adjustments	0.7	0.7	1.3	0.8	0.6	0.4
As Adjusted	8.9	8.0	6.2	3.7	3.4	2.2
<b>Permanent placement staffing</b>						
As Reported	16.5	12.8	8.4	4.3	3.8	0.4
Billing Days Impact	-0.4	-0.7	1.4	0.2	-1.4	0.0
Currency Impact	1.3	1.4	2.5	1.7	1.0	0.5
As Adjusted	17.4	13.5	12.3	6.2	3.4	0.9
<b>Total staffing</b>						
As Reported	8.7	7.6	2.4	1.7	3.3	1.2
Billing Days Impact	-0.4	-0.7	1.4	0.3	-1.4	0.0
Currency Impact	0.8	1.0	1.9	1.3	0.9	0.5
Intercompany Adjustments	0.7	0.6	1.2	0.7	0.6	0.4
As Adjusted	9.8	8.5	6.9	4.0	3.4	2.1
<b>Protiviti</b>						
As Reported	21.2	22.8	21.5	16.6	18.3	15.7
Billing Days Impact	-0.4	-0.8	1.5	0.3	-1.4	0.1
Currency Impact	0.6	0.9	1.7	1.2	0.8	0.3
Intercompany Adjustments	-3.9	-3.7	-7.4	-4.3	-3.1	-2.0
As Adjusted	17.5	19.2	17.3	13.8	14.6	14.1
<b>Total</b>						
As Reported	10.7	10.1	5.2	4.1	5.9	3.8
Billing Days Impact	-0.3	-0.8	1.4	0.2	-1.4	0.0
Currency Impact	0.7	1.0	1.9	1.3	0.9	0.5
As Adjusted	11.1	10.3	8.5	5.6	5.4	4.3

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

REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

	<u>Year-Over-Year Revenue Growth – UNITED STATES</u>					
	Q3 2018	Q4 2018	Q1 2019	Q2 2019	Q3 2019	Q4 2019
<b>Temporary and consultant staffing</b>						
As Reported . . . . .	6.8	7.4	3.4	3.5	5.7	3.0
Billing Days Impact . . . . .	-0.3	-1.1	1.7	0.3	-1.2	0.2
Currency Impact . . . . .	—	—	—	—	—	—
As Adjusted . . . . .	6.5	6.3	5.1	3.8	4.5	3.2
<b>Permanent placement staffing</b>						
As Reported . . . . .	17.0	16.4	10.0	6.6	6.5	3.0
Billing Days Impact . . . . .	-0.3	-1.1	1.8	0.3	-1.2	0.2
Currency Impact . . . . .	—	—	—	—	—	—
As Adjusted . . . . .	16.7	15.3	11.8	6.9	5.3	3.2
<b>Total staffing</b>						
As Reported . . . . .	7.7	8.1	4.0	3.8	5.8	3.0
Billing Days Impact . . . . .	-0.3	-1.0	1.7	0.3	-1.3	0.2
Currency Impact . . . . .	—	—	—	—	—	—
As Adjusted . . . . .	7.4	7.1	5.7	4.1	4.5	3.2
<b>Protiviti</b>						
As Reported . . . . .	17.3	17.6	14.9	14.7	17.5	17.3
Billing Days Impact . . . . .	-0.2	-1.2	1.9	0.4	-1.3	0.2
Currency Impact . . . . .	—	—	—	—	—	—
As Adjusted . . . . .	17.1	16.4	16.8	15.1	16.2	17.5
<b>Total</b>						
As Reported . . . . .	9.3	9.7	5.7	5.6	7.9	5.6
Billing Days Impact . . . . .	-0.3	-1.0	1.7	0.4	-1.3	0.1
Currency Impact . . . . .	—	—	—	—	—	—
As Adjusted . . . . .	9.0	8.7	7.4	6.0	6.6	5.7

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

REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

	<u>Year-Over-Year Revenue Growth – INTERNATIONAL</u>					
	Q3 2018	Q4 2018	Q1 2019	Q2 2019	Q3 2019	Q4 2019
<b>Temporary and consultant staffing</b>						
As Reported .....	11.6	6.1	-3.7	-5.9	-5.0	-4.8
Billing Days Impact .....	-0.5	0.4	0.4	-0.2	-1.6	-0.4
Currency Impact .....	3.2	4.4	8.1	5.7	3.8	2.4
Intercompany Adjustments .....	3.5	3.2	5.4	3.5	2.6	1.8
As Adjusted .....	17.8	14.1	10.2	3.1	-0.2	-1.0
<b>Permanent placement staffing</b>						
As Reported .....	15.4	5.6	4.9	-0.6	-2.1	-5.3
Billing Days Impact .....	-0.6	0.5	0.3	-0.2	-1.5	-0.4
Currency Impact .....	4.0	4.3	7.6	5.2	3.0	1.6
As Adjusted .....	18.8	10.4	12.8	4.4	-0.6	-4.1
<b>Total staffing</b>						
As Reported .....	12.1	6.0	-2.5	-5.1	-4.6	-4.8
Billing Days Impact .....	-0.5	0.5	0.3	-0.2	-1.6	-0.6
Currency Impact .....	3.3	4.4	8.0	5.6	3.7	2.3
Intercompany Adjustments .....	3.0	2.7	4.7	3.0	2.2	1.6
As Adjusted .....	17.9	13.6	10.5	3.3	-0.3	-1.5
<b>Protiviti</b>						
As Reported .....	38.3	45.1	48.8	23.2	21.2	10.4
Billing Days Impact .....	-0.5	0.6	0.3	-0.1	-1.8	-0.6
Currency Impact .....	2.7	4.2	7.1	5.0	3.5	1.4
Intercompany Adjustments .....	-21.0	-20.4	-37.3	-18.7	-13.6	-7.9
As Adjusted .....	19.5	29.5	18.9	9.4	9.3	3.3
<b>Total</b>						
As Reported .....	15.5	11.2	3.7	-1.0	-0.7	-2.2
Billing Days Impact .....	-0.6	0.4	0.4	-0.1	-1.6	-0.5
Currency Impact .....	3.3	4.4	7.8	5.5	3.7	2.1
As Adjusted .....	18.2	16.0	11.9	4.4	1.4	-0.6