

**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 (Same Billing Days and Constant Currency)					
	2015			2016			2015			2016		
	Q2	Q3	Q4	Q1	Q2	Q3	Q2	Q3	Q4	Q1	Q2	Q3
Global												
Accountemps . . . . .	6.6	4.3	5.8	8.4	7.1	4.2	10.1	7.6	7.5	8.3	6.5	4.9
OfficeTeam . . . . .	6.9	4.8	4.1	4.2	1.8	-1.5	10.8	8.3	5.8	3.7	0.6	-1.3
RH Technology . . . . .	16.6	13.3	9.6	6.8	1.8	-1.6	18.8	15.4	10.2	6.2	0.9	-1.4
RH Management Resources . .	2.0	-2.4	4.0	7.5	10.2	3.1	7.9	2.9	7.1	7.7	9.4	3.7
Temporary and consultant staffing . . . . .	7.5	4.8	5.7	7.0	5.4	1.6	11.3	8.3	7.4	6.7	4.5	2.1
Permanent placement staffing	7.5	8.2	5.1	8.0	2.6	-5.1	13.0	13.6	8.2	8.6	2.1	-4.5
Total staffing . . . . .	7.5	5.1	5.7	7.1	5.1	1.0	11.5	8.8	7.5	6.9	4.3	1.5
Protiviti . . . . .	20.4	20.5	13.9	14.4	9.2	7.4	23.4	23.0	15.4	13.7	8.3	7.8
Total . . . . .	9.2	7.2	6.8	8.1	5.7	2.0	13.1	10.9	8.7	7.8	4.9	2.4
United States												
Temporary and consultant staffing . . . . .	12.4	9.9	9.2	8.5	4.6	0.4	12.4	9.8	8.2	7.3	3.5	0.6
Permanent placement staffing	18.7	16.2	11.5	12.9	3.8	-5.2	18.6	16.1	10.5	11.6	2.7	-5.0
Total staffing . . . . .	12.9	10.4	9.4	8.9	4.5	-0.1	12.9	10.3	8.4	7.6	3.4	0.1
Protiviti . . . . .	24.3	24.6	15.5	16.2	7.6	6.1	24.1	24.4	15.1	14.9	6.5	6.3
Total . . . . .	14.5	12.5	10.3	9.9	5.0	0.9	14.5	12.6	9.5	8.7	3.9	1.1
International												
Temporary and consultant staffing . . . . .	-9.3	-12.8	-7.2	0.5	8.6	7.0	7.7	3.1	4.4	4.5	8.9	8.8
Permanent placement staffing	-11.9	-7.3	-7.8	-2.8	-0.3	-4.9	3.1	8.9	3.5	2.0	0.8	-3.4
Total staffing . . . . .	-9.7	-12.1	-7.3	0.0	7.2	5.3	7.0	3.9	4.3	4.1	7.7	7.0
Protiviti . . . . .	4.0	1.2	6.0	5.4	17.3	15.2	20.4	16.4	16.9	8.0	17.5	16.6
Total . . . . .	-8.2	-10.7	-5.8	0.6	8.4	6.5	8.5	5.3	5.9	4.6	8.9	8.1

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 input 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 “same billing days and constant currency” means that the impact of different billing days has been removed from constant currency 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):

	<u>Year-Over-Year Revenue Growth – GLOBAL</u>					
	<u>Q2 2015</u>	<u>Q3 2015</u>	<u>Q4 2015</u>	<u>Q1 2016</u>	<u>Q2 2016</u>	<u>Q3 2016</u>
<b>Accountemps</b>						
As Reported . . . . .	6.6	4.3	5.8	8.4	7.1	4.2
Billing Days Impact . . . . .	-0.1	-0.2	-0.9	-1.2	-1.1	0.2
Currency Impact . . . . .	3.6	3.5	2.6	1.1	0.5	0.5
Same Billing Days and Constant Currency . . . . .	10.1	7.6	7.5	8.3	6.5	4.9
<b>OfficeTeam</b>						
As Reported . . . . .	6.9	4.8	4.1	4.2	1.8	-1.5
Billing Days Impact . . . . .	-0.1	-0.2	-1.0	-1.2	-1.1	0.2
Currency Impact . . . . .	4.0	3.7	2.7	0.7	-0.1	0.0
Same Billing Days and Constant Currency . . . . .	10.8	8.3	5.8	3.7	0.6	-1.3
<b>Robert Half Technology</b>						
As Reported . . . . .	16.6	13.3	9.6	6.8	1.8	-1.6
Billing Days Impact . . . . .	0.0	-0.1	-1.0	-1.2	-1.1	0.2
Currency Impact . . . . .	2.2	2.2	1.6	0.6	0.2	0.0
Same Billing Days and Constant Currency . . . . .	18.8	15.4	10.2	6.2	0.9	-1.4
<b>Robert Half Management Resources</b>						
As Reported . . . . .	2.0	-2.4	4.0	7.5	10.2	3.1
Billing Days Impact . . . . .	0.0	0.0	-1.0	-1.3	-1.2	0.2
Currency Impact . . . . .	5.9	5.3	4.1	1.5	0.4	0.4
Same Billing Days and Constant Currency . . . . .	7.9	2.9	7.1	7.7	9.4	3.7
<b>Temporary and consultant staffing</b>						
As Reported . . . . .	7.5	4.8	5.7	7.0	5.4	1.6
Billing Days Impact . . . . .	0.0	-0.1	-1.0	-1.3	-1.2	0.2
Currency Impact . . . . .	3.8	3.6	2.7	1.0	0.3	0.3
Same Billing Days and Constant Currency . . . . .	11.3	8.3	7.4	6.7	4.5	2.1
<b>Permanent placement staffing</b>						
As Reported . . . . .	7.5	8.2	5.1	8.0	2.6	-5.1
Billing Days Impact . . . . .	0.0	-0.2	-0.9	-1.2	-1.2	0.2
Currency Impact . . . . .	5.5	5.6	4.0	1.8	0.7	0.4
Same Billing Days and Constant Currency . . . . .	13.0	13.6	8.2	8.6	2.1	-4.5
<b>Total staffing</b>						
As Reported . . . . .	7.5	5.1	5.7	7.1	5.1	1.0
Billing Days Impact . . . . .	0.0	-0.1	-1.0	-1.3	-1.1	0.2
Currency Impact . . . . .	4.0	3.8	2.8	1.1	0.3	0.3
Same Billing Days and Constant Currency . . . . .	11.5	8.8	7.5	6.9	4.3	1.5
<b>Protiviti</b>						
As Reported . . . . .	20.4	20.5	13.9	14.4	9.2	7.4
Billing Days Impact . . . . .	-0.1	-0.2	-0.4	-1.4	-1.1	0.2
Currency Impact . . . . .	3.1	2.7	1.9	0.7	0.2	0.2
Same Billing Days and Constant Currency . . . . .	23.4	23.0	15.4	13.7	8.3	7.8
<b>Total</b>						
As Reported . . . . .	9.2	7.2	6.8	8.1	5.7	2.0
Billing Days Impact . . . . .	0.0	0.0	-0.8	-1.3	-1.1	0.1
Currency Impact . . . . .	3.9	3.7	2.7	1.0	0.3	0.3
Same Billing Days and Constant Currency . . . . .	13.1	10.9	8.7	7.8	4.9	2.4

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NON-GAAP FINANCIAL MEASURES

REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

	<u>Year-Over-Year Revenue Growth – UNITED STATES</u>					
	<u>Q2 2015</u>	<u>Q3 2015</u>	<u>Q4 2015</u>	<u>Q1 2016</u>	<u>Q2 2016</u>	<u>Q3 2016</u>
<b>Temporary and consultant staffing</b>						
As Reported . . . . .	12.4	9.9	9.2	8.5	4.6	0.4
Billing Days Impact . . . . .	0.0	-0.1	-1.0	-1.2	-1.1	0.2
Currency Impact . . . . .	—	—	—	—	—	—
Same Billing Days and Constant Currency . . . . .	12.4	9.8	8.2	7.3	3.5	0.6
<b>Permanent placement staffing</b>						
As Reported . . . . .	18.7	16.2	11.5	12.9	3.8	-5.2
Billing Days Impact . . . . .	0.0	-0.1	-1.0	-1.3	-1.1	0.2
Currency Impact . . . . .	—	—	—	—	—	—
Same Billing Days and Constant Currency . . . . .	18.7	16.1	10.5	11.6	2.7	-5.0
<b>Total staffing</b>						
As Reported . . . . .	12.9	10.4	9.4	8.9	4.5	-0.1
Billing Days Impact . . . . .	0.0	-0.1	-1.0	-1.3	-1.1	0.2
Currency Impact . . . . .	—	—	—	—	—	—
Same Billing Days and Constant Currency . . . . .	12.9	10.3	8.4	7.6	3.4	0.1
<b>Protiviti</b>						
As Reported . . . . .	24.3	24.6	15.5	16.2	7.6	6.1
Billing Days Impact . . . . .	-0.2	-0.2	-0.4	-1.3	-1.1	0.2
Currency Impact . . . . .	—	—	—	—	—	—
Same Billing Days and Constant Currency . . . . .	24.1	24.4	15.1	14.9	6.5	6.3
<b>Total</b>						
As Reported . . . . .	14.5	12.5	10.3	9.9	5.0	0.9
Billing Days Impact . . . . .	0.0	0.1	-0.8	-1.2	-1.1	0.2
Currency Impact . . . . .	—	—	—	—	—	—
Same Billing Days and Constant Currency . . . . .	14.5	12.6	9.5	8.7	3.9	1.1

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

REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

	<u>Year-Over-Year Revenue Growth – INTERNATIONAL</u>					
	<u>Q2 2015</u>	<u>Q3 2015</u>	<u>Q4 2015</u>	<u>Q1 2016</u>	<u>Q2 2016</u>	<u>Q3 2016</u>
<b>Temporary and consultant staffing</b>						
As Reported . . . . .	-9.3	-12.8	-7.2	0.5	8.6	7.0
Billing Days Impact . . . . .	0.0	-0.2	-1.0	-1.2	-1.2	0.3
Currency Impact . . . . .	17.0	16.1	12.6	5.2	1.5	1.5
Same Billing Days and Constant Currency . . . . .	7.7	3.1	4.4	4.5	8.9	8.8
<b>Permanent placement staffing</b>						
As Reported . . . . .	-11.9	-7.3	-7.8	-2.8	-0.3	-4.9
Billing Days Impact . . . . .	0.0	-0.1	-1.0	-1.1	-1.1	0.2
Currency Impact . . . . .	15.0	16.3	12.3	5.9	2.2	1.3
Same Billing Days and Constant Currency . . . . .	3.1	8.9	3.5	2.0	0.8	-3.4
<b>Total staffing</b>						
As Reported . . . . .	-9.7	-12.1	-7.3	0.0	7.2	5.3
Billing Days Impact . . . . .	0.0	-0.1	-1.0	-1.2	-1.1	0.2
Currency Impact . . . . .	16.7	16.1	12.6	5.3	1.6	1.5
Same Billing Days and Constant Currency . . . . .	7.0	3.9	4.3	4.1	7.7	7.0
<b>Protiviti</b>						
As Reported . . . . .	4.0	1.2	6.0	5.4	17.3	15.2
Billing Days Impact . . . . .	-0.1	-0.2	-0.4	-1.3	-1.3	0.3
Currency Impact . . . . .	16.5	15.4	11.3	3.9	1.5	1.1
Same Billing Days and Constant Currency . . . . .	20.4	16.4	16.9	8.0	17.5	16.6
<b>Total</b>						
As Reported . . . . .	-8.2	-10.7	-5.8	0.6	8.4	6.5
Billing Days Impact . . . . .	0.0	0.0	-0.7	-1.1	-1.1	0.2
Currency Impact . . . . .	16.7	16.0	12.4	5.1	1.6	1.4
Same Billing Days and Constant Currency . . . . .	8.5	5.3	5.9	4.6	8.9	8.1