

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			
	Q3	Q4	Q1	Q2	Q3	Q4	Q3	Q4	Q1	Q2	Q3	Q4
Global												
Accountemps	4.3	5.8	8.4	7.1	4.2	-3.0	7.6	7.5	8.3	6.5	4.9	-0.8
OfficeTeam	4.8	4.1	4.2	1.8	-1.5	-4.7	8.3	5.8	3.7	0.6	-1.3	-3.0
Robert Half Technology	13.3	9.6	6.8	1.8	-1.6	-4.9	15.4	10.2	6.2	0.9	-1.4	-3.4
Robert Half Management Resources	-2.4	4.0	7.5	10.2	3.1	-3.7	2.9	7.1	7.7	9.4	3.7	-1.3
Temporary and consultant staffing	4.8	5.7	7.0	5.4	1.6	-3.8	8.3	7.4	6.7	4.5	2.1	-1.8
Permanent placement staffing	8.2	5.1	8.0	2.6	-5.1	-7.1	13.6	8.2	8.6	2.1	-4.5	-4.9
Total staffing	5.1	5.7	7.1	5.1	1.0	-4.1	8.8	7.5	6.9	4.3	1.5	-2.1
Protiviti	20.5	13.9	14.4	9.2	7.4	3.2	23.0	15.4	13.7	8.3	7.8	5.3
Total	7.2	6.8	8.1	5.7	2.0	-3.0	10.9	8.7	7.8	4.9	2.4	-1.0
United States												
Temporary and consultant staffing	9.9	9.2	8.5	4.6	0.4	-4.9	9.8	8.2	7.3	3.5	0.6	-3.5
Permanent placement staffing	16.2	11.5	12.9	3.8	-5.2	-9.4	16.1	10.5	11.6	2.7	-5.0	-8.1
Total staffing	10.4	9.4	8.9	4.5	-0.1	-5.3	10.3	8.4	7.6	3.4	0.1	-3.9
Protiviti	24.6	15.5	16.2	7.6	6.1	3.7	24.4	15.1	14.9	6.5	6.3	5.3
Total	12.5	10.3	9.9	5.0	0.9	-3.9	12.6	9.5	8.7	3.9	1.1	-2.4
International												
Temporary and consultant staffing	-12.8	-7.2	0.5	8.6	7.0	0.8	3.1	4.4	4.5	8.9	8.8	5.3
Permanent placement staffing	-7.3	-7.8	-2.8	-0.3	-4.9	-1.3	8.9	3.5	2.0	0.8	-3.4	2.9
Total staffing	-12.1	-7.3	0.0	7.2	5.3	0.5	3.9	4.3	4.1	7.7	7.0	5.0
Protiviti	1.2	6.0	5.4	17.3	15.2	0.7	16.4	16.9	8.0	17.5	16.6	5.3
Total	-10.7	-5.8	0.6	8.4	6.5	0.5	5.3	5.9	4.6	8.9	8.1	5.0

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>Q3 2015</u>	<u>Q4 2015</u>	<u>Q1 2016</u>	<u>Q2 2016</u>	<u>Q3 2016</u>	<u>Q4 2016</u>
Accountemps						
As Reported	4.3	5.8	8.4	7.1	4.2	-3.0
Billing Days Impact	-0.2	-0.9	-1.2	-1.1	0.2	1.4
Currency Impact	3.5	2.6	1.1	0.5	0.5	0.8
Same Billing Days and Constant Currency	7.6	7.5	8.3	6.5	4.9	-0.8
OfficeTeam						
As Reported	4.8	4.1	4.2	1.8	-1.5	-4.7
Billing Days Impact	-0.2	-1.0	-1.2	-1.1	0.2	1.4
Currency Impact	3.7	2.7	0.7	-0.1	0.0	0.3
Same Billing Days and Constant Currency	8.3	5.8	3.7	0.6	-1.3	-3.0
Robert Half Technology						
As Reported	13.3	9.6	6.8	1.8	-1.6	-4.9
Billing Days Impact	-0.1	-1.0	-1.2	-1.1	0.2	1.4
Currency Impact	2.2	1.6	0.6	0.2	0.0	0.1
Same Billing Days and Constant Currency	15.4	10.2	6.2	0.9	-1.4	-3.4
Robert Half Management Resources						
As Reported	-2.4	4.0	7.5	10.2	3.1	-3.7
Billing Days Impact	0.0	-1.0	-1.3	-1.2	0.2	1.5
Currency Impact	5.3	4.1	1.5	0.4	0.4	0.9
Same Billing Days and Constant Currency	2.9	7.1	7.7	9.4	3.7	-1.3
Temporary and consultant staffing						
As Reported	4.8	5.7	7.0	5.4	1.6	-3.8
Billing Days Impact	-0.1	-1.0	-1.3	-1.2	0.2	1.4
Currency Impact	3.6	2.7	1.0	0.3	0.3	0.6
Same Billing Days and Constant Currency	8.3	7.4	6.7	4.5	2.1	-1.8
Permanent placement staffing						
As Reported	8.2	5.1	8.0	2.6	-5.1	-7.1
Billing Days Impact	-0.2	-0.9	-1.2	-1.2	0.2	1.4
Currency Impact	5.6	4.0	1.8	0.7	0.4	0.8
Same Billing Days and Constant Currency	13.6	8.2	8.6	2.1	-4.5	-4.9
Total staffing						
As Reported	5.1	5.7	7.1	5.1	1.0	-4.1
Billing Days Impact	-0.1	-1.0	-1.3	-1.1	0.2	1.4
Currency Impact	3.8	2.8	1.1	0.3	0.3	0.6
Same Billing Days and Constant Currency	8.8	7.5	6.9	4.3	1.5	-2.1
Protiviti						
As Reported	20.5	13.9	14.4	9.2	7.4	3.2
Billing Days Impact	-0.2	-0.4	-1.4	-1.1	0.2	1.6
Currency Impact	2.7	1.9	0.7	0.2	0.2	0.5
Same Billing Days and Constant Currency	23.0	15.4	13.7	8.3	7.8	5.3
Total						
As Reported	7.2	6.8	8.1	5.7	2.0	-3.0
Billing Days Impact	0.0	-0.8	-1.3	-1.1	0.1	1.4
Currency Impact	3.7	2.7	1.0	0.3	0.3	0.6
Same Billing Days and Constant Currency	10.9	8.7	7.8	4.9	2.4	-1.0

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

REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

	<u>Year-Over-Year Revenue Growth – UNITED STATES</u>					
	<u>Q3 2015</u>	<u>Q4 2015</u>	<u>Q1 2016</u>	<u>Q2 2016</u>	<u>Q3 2016</u>	<u>Q4 2016</u>
Temporary and consultant staffing						
As Reported	9.9	9.2	8.5	4.6	0.4	-4.9
Billing Days Impact	-0.1	-1.0	-1.2	-1.1	0.2	1.4
Currency Impact	—	—	—	—	—	—
Same Billing Days and Constant Currency	9.8	8.2	7.3	3.5	0.6	-3.5
Permanent placement staffing						
As Reported	16.2	11.5	12.9	3.8	-5.2	-9.4
Billing Days Impact	-0.1	-1.0	-1.3	-1.1	0.2	1.3
Currency Impact	—	—	—	—	—	—
Same Billing Days and Constant Currency	16.1	10.5	11.6	2.7	-5.0	-8.1
Total staffing						
As Reported	10.4	9.4	8.9	4.5	-0.1	-5.3
Billing Days Impact	-0.1	-1.0	-1.3	-1.1	0.2	1.4
Currency Impact	—	—	—	—	—	—
Same Billing Days and Constant Currency	10.3	8.4	7.6	3.4	0.1	-3.9
Protiviti						
As Reported	24.6	15.5	16.2	7.6	6.1	3.7
Billing Days Impact	-0.2	-0.4	-1.3	-1.1	0.2	1.6
Currency Impact	—	—	—	—	—	—
Same Billing Days and Constant Currency	24.4	15.1	14.9	6.5	6.3	5.3
Total						
As Reported	12.5	10.3	9.9	5.0	0.9	-3.9
Billing Days Impact	0.1	-0.8	-1.2	-1.1	0.2	1.5
Currency Impact	—	—	—	—	—	—
Same Billing Days and Constant Currency	12.6	9.5	8.7	3.9	1.1	-2.4

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

REVENUE GROWTH RATE (%) RECONCILIATION (UNAUDITED):

	<u>Year-Over-Year Revenue Growth – INTERNATIONAL</u>					
	<u>Q3 2015</u>	<u>Q4 2015</u>	<u>Q1 2016</u>	<u>Q2 2016</u>	<u>Q3 2016</u>	<u>Q4 2016</u>
Temporary and consultant staffing						
As Reported	-12.8	-7.2	0.5	8.6	7.0	0.8
Billing Days Impact	-0.2	-1.0	-1.2	-1.2	0.3	1.5
Currency Impact	16.1	12.6	5.2	1.5	1.5	3.0
Same Billing Days and Constant Currency	3.1	4.4	4.5	8.9	8.8	5.3
Permanent placement staffing						
As Reported	-7.3	-7.8	-2.8	-0.3	-4.9	-1.3
Billing Days Impact	-0.1	-1.0	-1.1	-1.1	0.2	1.4
Currency Impact	16.3	12.3	5.9	2.2	1.3	2.8
Same Billing Days and Constant Currency	8.9	3.5	2.0	0.8	-3.4	2.9
Total staffing						
As Reported	-12.1	-7.3	0.0	7.2	5.3	0.5
Billing Days Impact	-0.1	-1.0	-1.2	-1.1	0.2	1.6
Currency Impact	16.1	12.6	5.3	1.6	1.5	2.9
Same Billing Days and Constant Currency	3.9	4.3	4.1	7.7	7.0	5.0
Protiviti						
As Reported	1.2	6.0	5.4	17.3	15.2	0.7
Billing Days Impact	-0.2	-0.4	-1.3	-1.3	0.3	1.5
Currency Impact	15.4	11.3	3.9	1.5	1.1	3.1
Same Billing Days and Constant Currency	16.4	16.9	8.0	17.5	16.6	5.3
Total						
As Reported	-10.7	-5.8	0.6	8.4	6.5	0.5
Billing Days Impact	0.0	-0.7	-1.1	-1.1	0.2	1.6
Currency Impact	16.0	12.4	5.1	1.6	1.4	2.9
Same Billing Days and Constant Currency	5.3	5.9	4.6	8.9	8.1	5.0