OPPORTUNITY is yours to take
Robert Half Is …

If you like working with people and seek a rewarding career in an expanding field, there is no better job than one in the staffing industry, particularly with Robert Half. Every day, our expert staffing professionals assist individuals in finding employment and help companies in locating skilled workers. Exploring opportunities in this industry allows you to impact people’s lives for the better.

Robert Half is the leading firm in professional staffing services, and by joining our company, you’ll be part of the best team in the business. What makes us the right place to build your career? Read on to find out.

ROBERT HALF IS GROWING

One of the best things about our business is that our services are consistently in demand. We provide companies with the talent they need to grow and succeed. And we offer the individuals we place new avenues for advancing their careers through temporary, full-time and temporary-to-full-time job opportunities.

Global revenues for the staffing industry are approximately $400 billion, so tremendous growth potential exists. In fact, the U.S. Department of Labor’s Bureau of Labor Statistics predicts that staffing will be among the fastest-growing industries in the years to come.

A shift is underway in how businesses manage their human resources. As the population ages, and baby boomers exit the workforce, there will be growing demand for professionals to replace these workers. In some cases, workers will delay retirement to take advantage of the demand for their experience. More companies are incorporating temporary and project professionals into their overall staffing mix to gain flexibility and reduce costs. Because of our deep expertise and unparalleled reputation, Robert Half is ideally positioned to help organizations adopt more flexible staffing models and effectively adapt to demographic shifts.

There are many businesses that have never used a professional-level temporary worker before. What does this mean for you? In addition to our significant roster of existing customers, more than 90 percent of our potential target companies are new prospects, giving you even more opportunities to grow your business.

The bottom line: The market for our services — and your potential for success — is virtually limitless.
Robert Half is frequently recognized for our unwavering commitment to service, professionalism and workplace excellence.

• Robert Half once again was named to FORTUNE® magazine’s list of “World’s Most Admired Companies,” and was the highest-ranked staffing firm. (March 1, 2016)

• Robert Half was listed on the FTSE4Good Responsible Business index for the eighth consecutive year in 2015.

• The Great Place to Work Institute named Robert Half to its lists of Best Workplaces in several countries.

Robert Half has been the leading firm in our industry since 1948, and you can be confident we will continue to set the standard for many years to come.

We have a proven track record of outstanding financial performance. Robert Half is traded on the New York Stock Exchange, and we were the first staffing firm added to the widely tracked S&P 500 index.

Our financial success is rooted in the quality and stability of our leadership team. During more than six decades in business, the company has had a stable management team. Many members of our senior management team have been with us for 20 years or more. These facts clearly demonstrate that our organization has built an outstanding culture.

Robert Half helped pioneer specialized staffing services. We were the first business to focus exclusively on the placement of accounting and finance professionals.

Robert Half also introduced the concept of the professional-level temporary with the creation of Accountemps in the mid-1970s. Before Accountemps, interim assignments were primarily clerical in nature. Now, professional staffing is the fastest-growing segment of the industry.

Today, we continue to set the standard. For example, our proprietary technology platforms are the most advanced in the staffing industry, allowing you to quickly identify individuals who match your clients’ unique requirements and provide the highest level of customer service. We also leverage online training systems to help you build new skills and maintain an edge in your local market. And we are identifying additional ways of reaching hiring managers and job candidates through Twitter, Facebook, LinkedIn and other social media. We constantly explore the latest technology to build visibility for our brands and make it easier for you to serve clients and job candidates.
“Robert Half is an exciting place to build your career and team up with the best people in the industry. I find great satisfaction in knowing my contributions have led to catapulting many careers for the people we place. Representing talented people never gets dull!”

Liz Pasch, Pleasanton, Calif.
“Someone once told me, ‘Go learn the recruitment business from a company who really knows what they are doing; the rest will take care of itself.’ By joining Robert Half, I started with the best, so I’ve never had a reason to look further.”

Raj Khanna, Washington, DC
The people at Robert Half are so friendly, collaborative and inspiring. Everyone is always willing to jump in to help make the end result better. It’s such a joy that I get to work with my friends every day!"
A Job and Company You Will Feel Good About

Robert Half was founded on the principle of “Ethics First,” and this motto is more than a company tradition. It represents the values at the heart of our business. We are in the people business, and we seek employees who have a passion for helping others.

WE HELP PEOPLE

Every two minutes, someone finds a new job through Robert Half. Our employees feel good about their work because they know they’re having a meaningful impact on real people’s lives and, in the process, helping companies to grow. It’s a role that’s both professionally exciting and personally fulfilling.

Our employees are experts in their field and are actively involved in the local business community. They participate in job fairs, give presentations to industry groups and regularly consult with clients on hiring trends in their market.

At Robert Half, OUR MISSION is to:

• Help businesses grow by matching the right talent to their specialized staffing and consulting needs, and build rewarding careers for the professionals we place
• Adhere to a philosophy of “Ethics First” in everything we do
• Create a work environment where employees can thrive and innovate
• Be a socially responsible corporate citizen and an active participant in the communities in which we live and work
OUR COMMITMENT TO FAIRNESS AND DIVERSITY

Our founder, Robert Half, was a leader in the fight against discriminatory employment procedures in the staffing industry. In fact, in the early 1960s, he launched a letter campaign about the unfair hiring practices that were common at the time.

We remain as focused on fairness and diversity as he was. Robert Half has implemented a wide range of initiatives in support of these values, including diversity recruiting programs, diversity training programs and award-winning supplier diversity programs.

VETERANS INITIATIVE

Robert Half’s veterans initiative outreach increase our visibility with the military community and allow us to assist veterans and their families with career resources and employment opportunities. Our primary goal is to assist veterans and their spouses or partners with practical job transition support, while also attracting highly skilled candidates to work for Robert Half.

Our dedicated resources and outreach efforts include:
• Military Skills Translator
• Transition Assistance Programs (TAP) collaboration on base locations
• Partnerships with Corporate Gray, Military Spouse Employment Partnership (MSEP), NPower and Hirepurpose

MANAGEMENT TRAINING PROGRAM

Robert Half’s Management Training Program is a unique, entry-level program that offers career growth potential in a fast-paced professional environment. Beginning with a one-week orientation to learn the fundamentals of the staffing industry and what it’s like to work at Robert Half, the program’s participants then work with the management team in one of our offices to learn the skills needed to thrive in their first years at Robert Half and grow their careers with us.
“What we do is more than just a job. We help people every day. That makes me feel good about working here and makes my job extremely rewarding. I don’t think I’d have the same level of career satisfaction if I worked elsewhere.”

Avalee Prehogan, Ottawa, Ontario
LEADING BY EXAMPLE

Robert Half professionals worldwide balance their business efforts with an array of community relations activities that bring us closer to the companies and people we serve. From team-building volunteer activities to individual contributions through our matching-gifts program, our Leading by Example program offers many opportunities to support the nonprofit organizations that mean the most to you.

We have a long-standing relationship with Enactus, an international organization that pairs businesses with students. In addition to judging global competitions, we sponsor the career fair at the Enactus National Expo.

Robert Half also supports the Boys & Girls Clubs of America by working with six clubhouses on workforce-readiness programs that address the skills young people need to successfully enter the workforce, including resume writing, interviewing techniques and networking. Robert Half also organizes a holiday drive program for local Clubs and other youth-serving organizations.

Robert Half is a sponsor of Dress for Success, which provides disadvantaged women with professional attire, career development tools and a network of support. In addition, we host an annual suit drive in North America, which benefits Dress for Success and similar nonprofits, for job seekers in need of interview-appropriate clothing.

We also work with Upwardly Global, a nonprofit that brings together employers and highly skilled immigrants.
Robert Half employees regularly participate in fundraising events for the American Heart Association, Heart & Stroke Foundation of Canada, and the U.K.-based Macmillan Cancer Support. In Continental Europe, our employees are longtime supporters of SOS Children’s Villages. From teaching Junior Achievement’s elementary school curriculum across the United States to organizing donations of food through the Mutirão de Alimentos program in Brazil, our teams enjoy sharing their time and talents outside of the office.

**GREEN IS GOOD**

Even though we provide a service — not a product — we support a sustainable environment throughout our operations. We use recycled and mixed-source paper, reduce paper usage by maximizing electronic resources and leverage telecommuting to reduce travel. We also work with our landlords to create energy-efficient environments in buildings that are close to public transit.

To learn more about our corporate citizenship activities, please visit our [website](#).
Tools to Succeed

Whether you’re just starting out, switching jobs or making a career change, we have the tools you need to get up to speed quickly and be successful in your new role. And the best part is, you can rely on our training and support programs throughout your career. Robert Half offers an abundance of development resources that smaller staffing firms simply can’t provide.

STATE-OF-THE-ART TECHNOLOGY AND SYSTEMS
We use proprietary match technology to help you locate just the right individual or team for a client’s unique needs. Our software applications also allow you to manage your contacts and client outreach efforts effectively. For example, our database marketing technology enables us to automatically deliver targeted communication tied to specific business activities. As a result, you’re able to work more efficiently and maximize your productivity.

NEW-HIRE ORIENTATION
Many of our staffing and recruiting professionals started their careers as accountants, lawyers or marketing managers. When they joined Robert Half, the staffing industry was often completely new to them. We go to great lengths to provide you with the guidance and tools necessary to become comfortable and productive as soon as you join the company. New hires participate in a series of training programs that combine online, classroom and one-on-one coaching to learn more about our business. We also provide mentoring opportunities and the chance to learn from successful leaders within your office.
“Before joining Robert Half, I was concerned about changing careers and moving into the staffing industry. But the company’s training program helped me make a quick and successful transition.”

Gary Henning, Charlotte, NC
ONGOING PROFESSIONAL DEVELOPMENT

Robert Half will continue to invest in you as you progress in your role. For instance, RHI University, our popular web-based training academy, features more than 8,000 courses, audio seminars and resources in 19 languages to help you enhance your marketing efforts and build relationships with customers. We also have dedicated training facilities where we host in-person workshops to help you hone your craft.

ADVANCEMENT OPPORTUNITIES

We have a long tradition of promoting from within. In fact, many of our field executives and managers started in entry-level positions and worked their way up. In addition, when you join Robert Half, a world of opportunity opens to you — literally! We have hundreds of staffing locations across the globe and provide employees with the chance to pursue new roles with the company in other cities, states or even countries.

GLOBAL ADVERTISING AND PUBLIC RELATIONS PROGRAMS

Every time a potential client or candidate hears the Robert Half name on a radio spot, or sees our ad on a billboard or in an industry publication, we’re making your job that much easier. And chances are good the hiring managers, job seekers and business leaders you interact with have heard of us through our marketing and public relations efforts. When contacts already know who Robert Half is and what our name stands for, the door is already open for you.

Our initiatives include:
- National and local marketing and public relations support
- Full-color brochures and collateral
- Local outdoor advertising on billboards and mass transit
- A strong presence on social media sites
- Trade show and job fair programs
- Articles on leading industry websites and career portals

In addition, Robert Half is the industry’s leading resource on hiring and careers. We conduct research on average starting salaries in our areas of specialization and produce accompanying salary guides for hiring managers and other professionals. We also regularly survey employees and hiring executives to identify emerging workplace trends. We share our findings through articles, advice booklets and white papers. This enables you to serve as an expert resource for clients, candidates and professional contacts.

ENDORSEMENTS AND ALLIANCES

Each of our specialized staffing divisions has established business relationships with premier industry organizations, publications and software manufacturers. We have dozens of alliances across our lines of business worldwide.

These influential connections reinforce Robert Half’s leadership position and demonstrate to clients and job seekers why we are the most respected name in specialized staffing. They also expand the size of your target client and candidate pool by putting you in touch with local industry leaders. As a new employee, you come in with a ready-made network of contacts.

CORPORATE SERVICES AND ADMINISTRATIVE TEAMS

Our Corporate Services teams handle all back-office operations, from client billing to human resources to technical support. And each office has a highly capable team of administrative professionals to assist you. As a result, you’re able to focus on just one thing: your business.
“When contacting a potential client for the first time, chances are they’ve heard of the Robert Half name through our radio ads, social media presence or thought leadership pieces. This recognition gives me instant credibility.”

Billie Watkins, New York, NY
Rewarding Your Talent

At Robert Half, we place a premium on talent and reward top performers accordingly. Robert Half offers one of the industry’s most competitive combinations of pay and bonus incentives to encourage individual performance, foster a competitive spirit and give you control over your total compensation.

COMPREHENSIVE BENEFITS

Robert Half offers a comprehensive package of benefits to eligible employees, including:

- Competitive medical, dental and vision insurance
- Time-off program
- Tax-advantaged savings plans: 401(k) and deferred savings
- Company-paid life insurance
- Matching-gifts program
- Employee assistance program
- Adoption reimbursement
- Domestic partner benefits
- Anniversary of service awards program
- Disability benefits
- Commuter benefits
- Voluntary benefits
- Discount mall
CELEBRATING EMPLOYEES

Recognizing and rewarding employee achievements are part of Robert Half’s culture. We view our top professionals as star performers, and we celebrate their accomplishments. Our Reach for the Stars recognition event — a multiday celebration with executive management at a five-star locale — pays tribute to the contributions of standout staffing and recruiting professionals. Awards are divided into numerous categories, including “Rookie of the Year” — which could be you!

Reach for the Stars attendees celebrate at our annual recognition event.
Join Our Team

If you are self-motivated, energized by a fast-paced atmosphere, and share our commitment to ethics and integrity, there is no better place for you than Robert Half. We have ongoing opportunities for ambitious professionals who seek a rewarding career in the staffing industry.

OUR BRANDS
We operate seven staffing divisions, each of which specializes in a different professional discipline. Our well-known brands include:

• **ACCOUNTEMPS**: temporary accounting, finance and bookkeeping professionals
• **ROBERT HALF FINANCE & ACCOUNTING**: full-time accounting and finance professionals
• **ROBERT HALF MANAGEMENT RESOURCES**: senior-level accounting, finance and business systems professionals on a project and interim basis
• **OFFICETEAM**: office and administrative support professionals
• **ROBERT HALF TECHNOLOGY**: information technology professionals
• **ROBERT HALF LEGAL**: legal professionals and e-discovery services

• **THE CREATIVE GROUP**: interactive, design, marketing, advertising and public relations professionals

Robert Half also is the parent company of Protiviti, a global consulting firm that helps companies solve problems in finance, technology, operations, governance, risk and internal audit. To learn more about Protiviti, visit [protiviti.com](http://protiviti.com).

CAREER OPPORTUNITIES
Some of our available positions include:

**STAFFING OR RECRUITING MANAGER** — Staffing and recruiting managers form the core of our branch teams. They identify job candidates with in-demand skills and develop relationships with new and existing customers who may be in need of our services.

**DIVISION DIRECTOR** — Division directors oversee the operations for an entire line of business within a branch office. They manage individual staffing or recruiting managers and identify new opportunities specific to their specialized field. Division directors also have the opportunity to develop their own books of business.

**BRANCH MANAGER** — Branch managers run a single office, which typically involves overseeing multiple divisions. They hire and train staff, oversee the day-to-day operations of the team and strengthen Robert Half’s presence in the local marketplace.

Learn firsthand from our employees what it’s like to work at Robert Half! Visit [roberthalf.com/careers](http://roberthalf.com/careers) to view our video and current openings, or call 1.800.803.8367 to reach the branch nearest you.
Founded in 1948, Robert Half (NYSE: RHI) is the world’s first and largest specialized staffing firm. Our divisions place professionals on a temporary, temporary-to-hire and full-time basis in the accounting and finance, technology, office administration, legal, and creative, marketing and design fields.