



Average Daily Revenue Growth in Constant Currency

Average daily revenue (“ADR”) represents our revenues divided by the number of billing days in the period. The ADR growth in constant currency calculation removes the impact of both changes in foreign currency exchange rates and any difference in the number of billing days between periods. We believe that the ADR calculation is a useful measure as it indicates the underlying growth of our operations.

	3 Months Ended June 30, 2018 Compared to 2017					
	Reported Amount ^(a)	Reported Variance	Impact of Currency	Variance in Constant Currency	Impact of Number of Days (In Constant Currency)	Average Daily Revenue Growth (In Constant Currency)
Revenues from services:						
Americas:						
United States	\$ 640.5	(4.6) %	- %	(4.6) %	0.7 %	(5.3) %
Other Americas	412.0	6.9	(6.2)	13.1	3.9	9.2
	<u>1,052.5</u>	(0.4)	(2.3)	1.9	2.3	(0.4)
Southern Europe:						
France	1,512.5	11.5	8.4	3.1	-	3.1
Italy	443.0	20.9	9.1	11.8	0.9	10.9
Other Southern Europe	478.5	15.9	6.6	9.3	0.9	8.4
	<u>2,434.0</u>	14.0	8.2	5.8	0.3	5.5
Northern Europe	1,393.2	8.7	6.5	2.2	1.2	1.0
APME	724.8	12.6	2.2	10.4	0.1	10.3
Right Management	52.4	(8.3)	2.2	(10.5)	0.8	(11.3)
Consolidated	<u>\$ 5,656.9</u>	9.3	4.8	4.5	0.9	3.6

(a) In millions for the three months ended June 30, 2018.

	6 Months Ended June 30, 2018 Compared to 2017					
	Reported Amount ^(b)	Reported Variance	Impact of Currency	Variance in Constant Currency	Impact of Number of Days (In Constant Currency)	Average Daily Revenue Growth (In Constant Currency)
Revenues from services:						
Americas:						
United States	\$ 1,256.8	(5.7) %	- %	(5.7) %	- %	(5.7) %
Other Americas	818.3	9.1	(2.8)	11.9	2.2	9.7
	<u>2,075.1</u>	(0.4)	(1.0)	0.6	1.1	(0.5)
Southern Europe:						
France	2,936.5	17.7	12.2	5.5	-	5.5
Italy	856.6	29.6	13.4	16.2	-	16.2
Other Southern Europe	952.9	21.4	10.7	10.7	(0.2)	10.9
	<u>4,746.0</u>	20.5	12.1	8.4	-	8.4
Northern Europe	2,810.8	11.5	9.8	1.7	(0.5)	2.2
APME	1,445.0	13.3	4.0	9.3	(1.1)	10.4
Right Management	102.4	(9.4)	3.4	(12.8)	(0.4)	(12.4)
Consolidated	<u>\$ 11,179.3</u>	12.6	7.7	4.9	(0.1)	5.0

(b) In millions for the six months ended June 30, 2018.