

HUDSON HIGHLAND GROUP

FULL YEAR & Q4 2011 EARNINGS CALL

February 23, 2012

Hudson

Forward Looking Statements

Please be advised that except for historical information, the comments made during this presentation and in these slides constitute forward-looking statements under applicable securities laws. Such forward-looking statements involve certain risks and uncertainties, including statements regarding the company's strategic direction, prospects and future results. Certain factors, including factors outside of our control, may cause actual results to differ materially from those contained in the forward-looking statements, including the impact of the recent economic downturn and other conditions in the markets in which we operate, risks associated with volatility in our revenue, competition, seasonality and the other risks discussed in our filings made with the Securities and Exchange Commission. These forward-looking statements speak only as of the date of this presentation. The company assumes no obligation, and expressly disclaims any obligation, to review or confirm analysts' expectations or estimates or to update any forward-looking statements, whether as a result of new information, future events or otherwise.

FY 2011: Consolidated Financial Results

\$US in Millions, except EPS

	B+ / W- ⁽²⁾	2011	2010
Revenue	+ 18%	\$933.7	\$794.5
	+ 11% CC ⁽¹⁾		
Gross Margin	+ 19%	\$354.3	\$298.6
	+ 12% CC		
SG&A	- 12%	\$329.9	\$294.3
	- 6% CC		
EBITDA	+ 264%	\$23.6	\$6.5
	+ 222% CC		
EBITDA, as a % of Revenue		2.5%	0.8%
Net Income (loss)	+ 333%	\$10.9	(\$4.7)
	+ 314% CC		
Diluted EPS		\$0.34	(\$0.16)

(1) CC represents constant currency variance.

(2) B/W indicates whether the result was better (+) or worse (-) than the comparison period.

Hudson

FY 2011: Hudson Americas

\$US in Millions

	B+ / W- ⁽¹⁾	2011	2010
Revenue	+ 18%	\$192.2	\$162.4
Gross Margin	+ 29%	\$50.8	\$39.4
SG&A	- 13%	\$44.3	\$39.1
Adjusted EBITDA	NM	\$6.4	\$0.2
Adjusted EBITDA, as a % of Revenue		3.4%	0.1%

(1) B/W indicates whether the result was better (+) or worse (-) than the comparison period.

Hudson

FY 2011: Hudson Asia Pacific

\$US in Millions

	B+ / W- ⁽²⁾	2011	2010
Revenue	+ 18%	\$359.1	\$303.6
	+ 6% CC ⁽¹⁾		
Gross Margin	+ 20%	\$146.9	\$122.0
	+ 10% CC		
SG&A	- 16%	\$125.5	\$108.3
	- 5% CC		
Adjusted EBITDA	+ 56%	\$21.3	\$13.7
	+ 44% CC		
Adjusted EBITDA, as a % of Revenue		5.9%	4.5%

(1) CC represents constant currency variance.

(2) B/W indicates whether the result was better (+) or worse (-) than the comparison period.

Hudson

FY 2011: Hudson Europe

\$US in Millions

	B+ / W- ⁽²⁾	2011	2010
Revenue	+ 16%	\$382.4	\$328.5
	+ 12% CC ⁽¹⁾		
Gross Margin	+ 14%	\$156.6	\$137.2
	+ 9% CC		
SG&A	- 9%	\$140.2	\$128.1
	- 5% CC		
Adjusted EBITDA	+ 79%	\$16.5	\$9.2
	+ 70% CC		
Adjusted EBITDA, as a % of Revenue		4.3%	2.8%

(1) CC represents constant currency variance.

(2) B/W indicates whether the result was better (+) or worse (-) than the comparison period.

Hudson

Q4 2011: Consolidated Financial Results

\$US in Millions, except EPS

	B+ / W- ⁽²⁾	Q4 2011	Q4 2010
Revenue	+ 2% + 1% CC ⁽¹⁾	\$222.7	\$219.1
Gross Margin	+ 2% + 1% CC	\$84.6	\$82.9
SG&A	+ 2% + 3% CC	\$78.4	\$80.2
EBITDA	+ 69% + 63% CC	\$6.0	\$3.6
EBITDA, as a % of Revenue		2.7%	1.6%
Net Income (loss)	+ 178% + 155% CC	\$3.3	\$1.2
Diluted EPS		\$0.10	\$0.04

(1) CC represents constant currency variance.

(2) B/W indicates whether the result was better (+) or worse (-) than the comparison period.

Hudson

Q4 2011: Hudson Americas

\$US in Millions

	B+ / W- ⁽¹⁾	Q4 2011	Q4 2010
Revenue	+ 8%	\$47.8	\$44.3
Gross Margin	+ 27%	\$13.7	\$10.8
SG&A	- 18%	\$11.3	\$9.6
Adjusted EBITDA	+ 120%	\$2.4	\$1.1
Adjusted EBITDA, as a % of Revenue		5.1%	2.5%

(1) B/W indicates whether the result was better (+) or worse (-) than the comparison period.

Hudson

Q4 2011: Hudson Asia Pacific

\$US in Millions

	B+ / W- ⁽²⁾	Q4 2011	Q4 2010
Revenue	- 1%	\$83.2	\$84.2
	- 3% CC ⁽¹⁾		
Gross Margin	- 3%	\$33.6	\$34.7
	- 5% CC		
SG&A	+ 7%	\$28.6	\$30.7
	+ 9% CC		
Adjusted EBITDA	+ 24%	\$5.0	\$4.0
	+ 23% CC		
Adjusted EBITDA, as a % of Revenue		6.0%	4.8%

(1) CC represents constant currency variance.

(2) B/W indicates whether the result was better (+) or worse (-) than the comparison period.

Hudson

Q4 2011: Hudson Europe

\$US in Millions

	B+ / W- ⁽²⁾	Q4 2011	Q4 2010
Revenue	+ 1%	\$91.8	\$90.6
	+ 2% CC ⁽¹⁾		
Gross Margin	- 0%	\$37.3	\$37.5
	+ 0% CC		
SG&A	+ 2%	\$34.4	\$35.0
	+ 1% CC		
Adjusted EBITDA	+ 18%	\$3.0	\$2.5
	+ 18% CC		
Adjusted EBITDA, as a % of Revenue		3.2%	2.8%

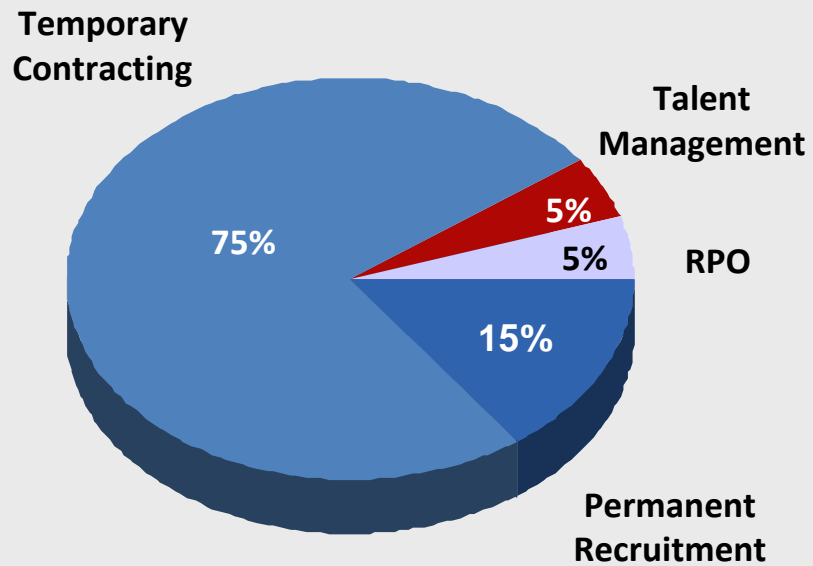
(1) CC represents constant currency variance.

(2) B/W indicates whether the result was better (+) or worse (-) than the comparison period.

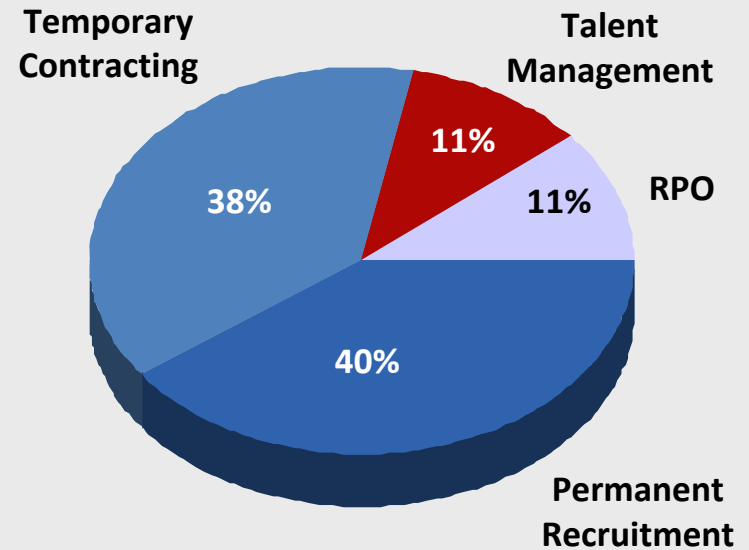
Hudson

Q4 2011: Global Services Split

Q4 2011 Revenue

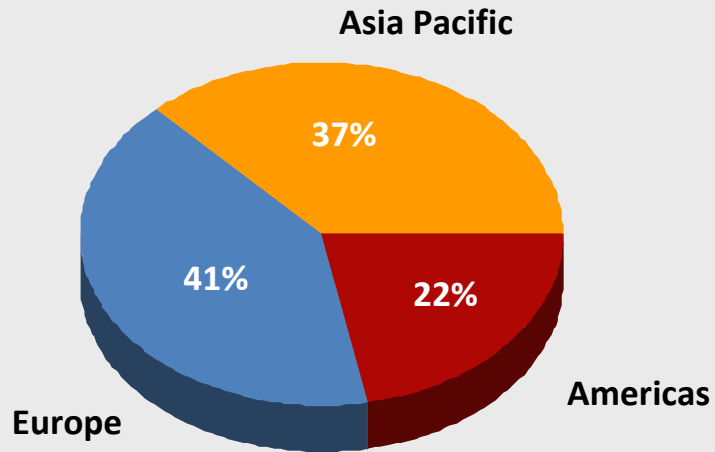


Q4 2011 Gross Margin

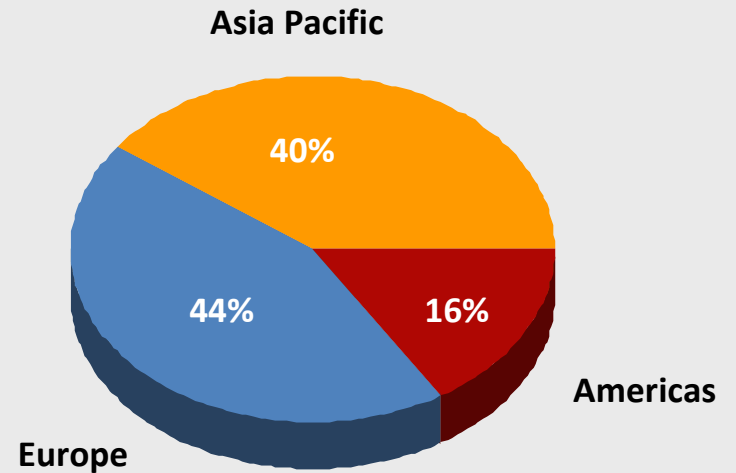


Q4 2011: Regional Split

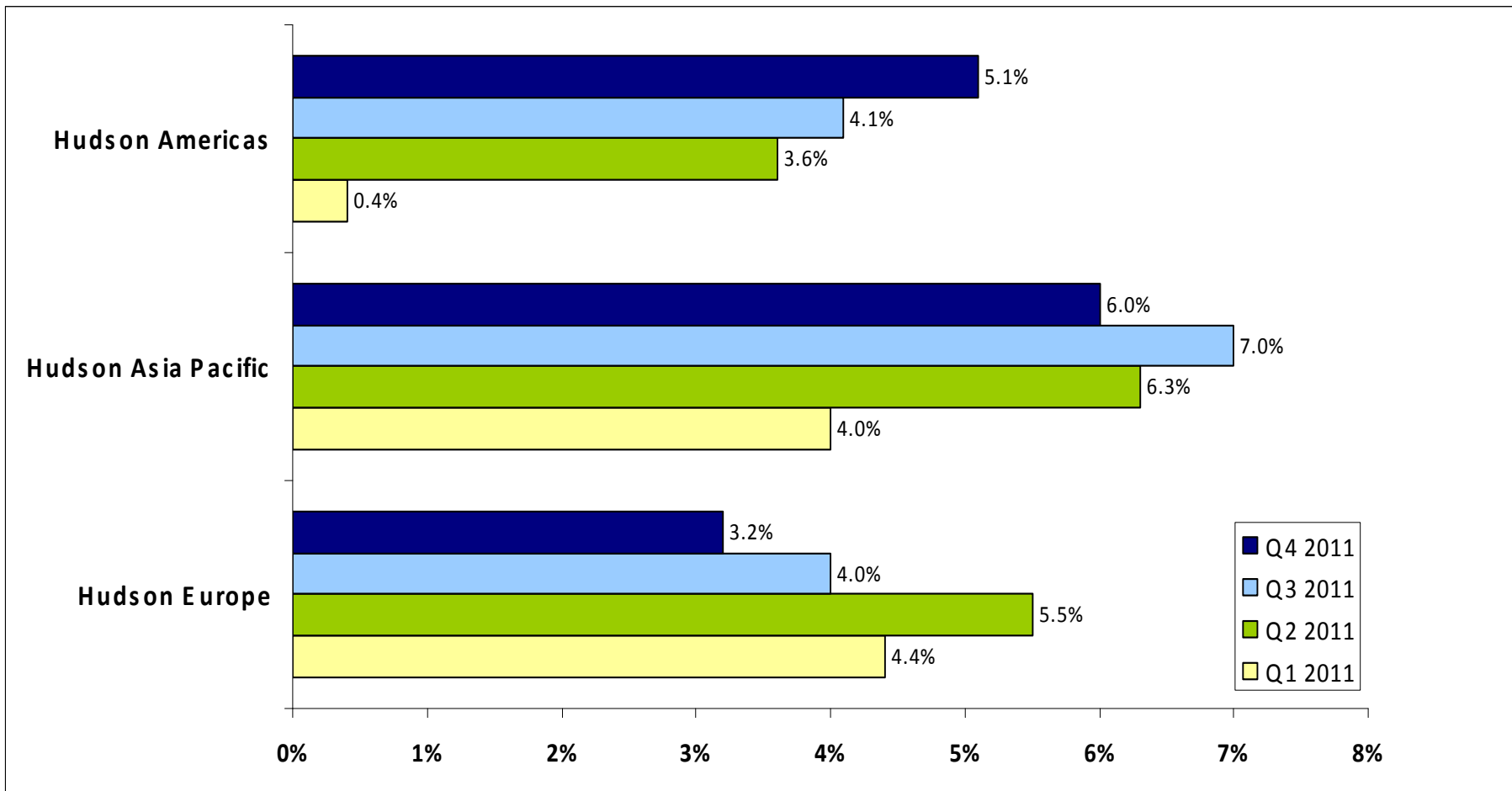
Q4 2011 Revenue



Q4 2011 Gross Margin



FY 2011: Adjusted EBITDA Margin



Adjusted EBITDA is a non-GAAP term and is defined and reconciled in the appendix.



Balance Sheet: Select Items

\$US in Millions

Selected Assets		
	December 31, 2011	December 31, 2010
Cash	\$37.3	\$29.5
Accounts Receivable	\$131.5	\$128.6
Selected Liabilities		
	December 31, 2011	December 31, 2010
Short-term Borrowings	\$3.4	\$1.3
Shareholders' Equity	\$107.4	\$93.3
Working Capital		
	December 31, 2011	December 31, 2010
Current Assets	\$181.9	\$172.1
Current Liabilities	\$90.5	\$93.8
Working Capital	\$91.4	\$78.3

Q4 2011: Cash Flow Summary

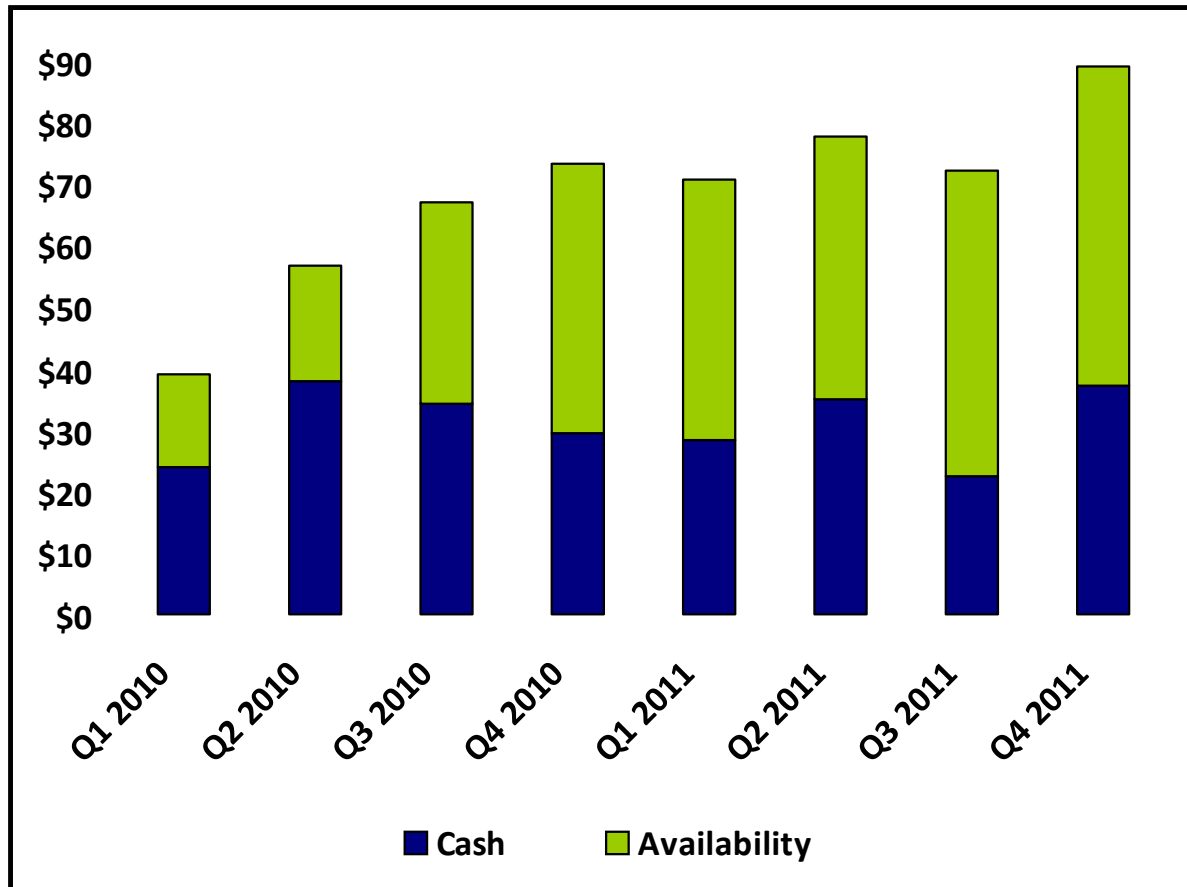
\$US in Millions

	QTD <u>Dec-11</u>	QTD <u>Dec-10</u>
Net income (loss)	\$ 3.3	\$ 1.2
Depreciation and amortization	1.5	1.7
Stock-based compensation	0.4	0.4
Change in accounts receivable	21.7	2.1
Change in accounts payable and other liabilities	(6.1)	(1.2)
Others	(0.4)	1.5
Cash provided by (used in) operations	20.4	5.7
Capital expenditures	(1.7)	(0.9)
Free cash flow	18.7	4.8
Proceeds from sale of assets	-	2.7
Change in restricted cash	-	0.5
Change in net borrowings (repayments)	(3.5)	(12.7)
Others	-	(0.1)
Effect of exchange rates	(0.4)	0.1
Change in cash	\$ 14.8	\$ (4.7)

Hudson

Strong Liquidity

\$US in Millions



Q4 Temporary Contracting GM by Region

	Q4 2011	Q4 2010
Americas	23.6%	21.5%
Asia Pacific	15.2%	15.7%
Europe	19.6%	15.9%
HHGP Total	19.2%	17.3%



Appendix

Q4 2011: Regional Gross Margin Mix

Approximate mix of gross margin by product around the globe

	Temp	Perm	Talent Mgmt
Americas	75%	25%	0%
Asia Pacific	25%	70%	5%
ANZ	30%	60%	10%
ASIA	0%	95%	5%
Europe	35%	45%	20%
UK	50%	45%	5%
Cont. Europe	20%	50%	30%
HHGP Total	40%	50%	10%

Q4 2011: Public Sector Gross Margin Mix

Approximate gross margin mix of public sector work

	Public Sector
Americas	--
ANZ	22%
Asia	--
UK	7%
Cont Europe	27%
Total	14%

2011 EBITDA Reconciliation

\$US in Millions

	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Q1 2011					
Revenue	\$ 45.8	\$ 79.0	\$ 93.7	\$ -	\$ 218.5
Gross margin	\$ 10.4	\$ 31.9	\$ 38.9	\$ -	\$ 81.2
Adjusted EBITDA (loss)	\$ 0.2	\$ 3.2	\$ 4.1	\$ (5.1)	\$ 2.4
Business reorg expenses	-	-	0.4	-	0.4
Non-operating expenses (income)	0.6	1.1	1.6	(3.8)	(0.5)
EBITDA (Loss)	\$ (0.4)	\$ 2.0	\$ 2.2	\$ (1.3)	\$ 2.5
Depreciation and amortization					1.6
Interest expense (income)					0.2
Provision for (benefit from) income taxes					0.7
Loss (income) from disc ops, net of taxes					-
Net income (loss)					\$ 0.0

	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Q3 2011					
Revenue	\$ 47.7	\$ 100.6	\$ 96.8	\$ -	\$ 245.1
Gross margin	\$ 13.7	\$ 41.2	\$ 38.1	\$ -	\$ 93.0
Adjusted EBITDA (loss)	\$ 2.0	\$ 7.1	\$ 3.9	\$ (5.2)	\$ 7.7
Business reorg expenses	-	-	-	-	-
Non-operating expenses (income)	0.5	1.8	1.9	(4.0)	0.2
EBITDA (Loss)	\$ 1.5	\$ 5.2	\$ 2.0	\$ (1.3)	\$ 7.4
Depreciation and amortization					1.5
Interest expense (income)					0.3
Provision for (benefit from) income taxes					2.2
Loss (income) from disc ops, net of taxes					-
Net income (loss)					\$ 3.4

	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Q2 2011					
Revenue	\$ 50.9	\$ 96.3	\$ 100.2	\$ -	\$ 247.4
Gross margin	\$ 13.0	\$ 40.2	\$ 42.2	\$ -	\$ 95.5
Adjusted EBITDA (loss)	\$ 1.8	\$ 6.1	\$ 5.5	\$ (5.4)	\$ 8.1
Business reorg expenses	-	-	0.4	-	0.4
Non-operating expenses (income)	0.7	2.3	2.4	(5.5)	-
EBITDA (Loss)	\$ 1.2	\$ 3.8	\$ 2.7	\$ (0.0)	\$ 7.7
Depreciation and amortization					1.6
Interest expense (income)					0.4
Provision for (benefit from) income taxes					1.4
Loss (income) from disc ops, net of taxes					-
Net income (loss)					\$ 4.2

	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Q4 2011					
Revenue	\$ 47.8	\$ 83.2	\$ 91.8	\$ -	\$ 222.7
Gross margin	\$ 13.7	\$ 33.6	\$ 37.3	\$ -	\$ 84.6
Adjusted EBITDA (loss)	\$ 2.4	\$ 5.0	\$ 3.0	\$ (4.1)	\$ 6.3
Business reorg expenses	-	-	-	-	-
Non-operating expenses (income)	1.2	1.8	1.9	(4.6)	0.3
EBITDA (Loss)	\$ 1.2	\$ 3.1	\$ 1.1	\$ 0.5	\$ 6.0
Depreciation and amortization					1.5
Interest expense (income)					0.2
Provision for (benefit from) income taxes					1.0
Loss (income) from disc ops, net of taxes					-
Net income (loss)					\$ 3.2

- (1) EBITDA is a non-GAAP measure defined as earnings before interest, income taxes, depreciation and amortization. Adjusted EBITDA is a non-GAAP measure defined as earnings before interest, income taxes, depreciation and amortization, non-operating income, goodwill and other impairment charges, business reorganization expenses and acquisition-related expenses.

2010 EBITDA Reconciliation

\$US in Millions

	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Q1 2010					
Revenue	\$ 39.5	\$ 64.0	\$ 76.7	\$ -	\$ 180.1
Gross margin	\$ 9.3	\$ 24.6	\$ 32.5	\$ -	\$ 66.4
Adjusted EBITDA (loss)	\$ (0.6)	\$ 1.5	\$ 1.7	\$ (4.5)	\$ (1.9)
Business reorg expenses	0.1	(0.1)	0.1	-	0.1
Non-operating expenses (income)	(0.5)	0.8	1.2	(2.1)	(0.7)
EBITDA (Loss)	\$ (0.2)	\$ 0.8	\$ 0.4	\$ (2.4)	\$ (1.4)
Depreciation and amortization					2.3
Interest expense (income)					0.2
Provision for (benefit from) income taxes					0.3
Loss (income) from disc ops, net of taxes					0.1
Net income (loss)					\$ (4.2)

	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Q3 2010					
Revenue	\$ 37.8	\$ 82.1	\$ 80.5	\$ -	\$ 200.4
Gross margin	\$ 9.3	\$ 33.0	\$ 32.6	\$ -	\$ 75.0
Adjusted EBITDA (loss)	\$ 0.2	\$ 4.5	\$ 1.0	\$ (5.0)	\$ 0.6
Business reorg expenses	-	-	-	-	-
Non-operating expenses (income) ⁽²⁾	(0.4)	1.9	3.1	(5.2)	(0.6)
EBITDA (Loss)	\$ 0.9	\$ 2.5	\$ (2.1)	\$ 0.2	\$ 1.2
Depreciation and amortization					2.0
Interest expense (income)					0.5
Provision for (benefit from) income taxes					0.6
Loss (income) from disc ops, net of taxes					-
Net income (loss)					\$ (1.9)

	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Q2 2010					
Revenue	\$ 40.8	\$ 73.4	\$ 80.7	\$ -	\$ 195.0
Gross margin	\$ 10.0	\$ 29.6	\$ 34.6	\$ -	\$ 74.2
Adjusted EBITDA (loss)	\$ (0.5)	\$ 3.7	\$ 4.1	\$ (4.5)	\$ 2.8
Business reorg expenses	0.1	-	0.4	-	0.6
Non-operating expenses (income)	0.4	1.1	1.1	(3.5)	(0.8)
EBITDA (Loss)	\$ (1.0)	\$ 2.6	\$ 2.5	\$ (1.0)	\$ 3.1
Depreciation and amortization					2.2
Interest expense (income)					0.3
Provision for (benefit from) income taxes					0.5
Loss (income) from disc ops, net of taxes					(0.1)
Net income (loss)					\$ 0.2

	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Q4 2010					
Revenue	\$ 44.3	\$ 84.2	\$ 90.6	\$ -	\$ 219.1
Gross margin	\$ 10.8	\$ 34.7	\$ 37.5	\$ -	\$ 82.9
Adjusted EBITDA (loss)	\$ 1.1	\$ 4.0	\$ 2.5	\$ (4.9)	\$ 2.7
Business reorg expenses	-	0.1	0.9	-	1.0
Non-operating expenses (income)	(1.3)	1.1	1.3	(3.0)	(1.8)
EBITDA (Loss)	\$ 2.4	\$ 2.8	\$ 0.3	\$ (1.9)	\$ 3.6
Depreciation and amortization					1.7
Interest expense (income)					0.3
Provision for (benefit from) income taxes					0.1
Loss (income) from disc ops, net of taxes					0.2
Net income (loss)					\$ 1.2

- (1) EBITDA is a non-GAAP measure defined as earnings before interest, income taxes, depreciation and amortization. Adjusted EBITDA is a non-GAAP measure defined as earnings before interest, income taxes, depreciation and amortization, non-operating income, goodwill and other impairment charges, business reorganization expenses and acquisition-related expenses.