

HUDSON GLOBAL, INC.

Q1 2012 EARNINGS CALL

May 1, 2012

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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.

Q1 2012: Consolidated Financial Results

\$US in Millions, except EPS

	B+ / W- (2)	Q1 2012	Q1 2011
Revenue	- 8% - 9% CC (1)	\$200.6	\$218.5
Gross Margin	- 10% - 10% CC	\$73.2	\$81.2
SG&A	+ 6% + 6% CC	\$74.1	\$78.8
Adjusted EBITDA	NM NM	(\$0.9)	\$2.4
E BITDA	NM NM	(\$2.2)	\$2.5
E BITDA, as a % of Revenue		-1.1%	1.2%
Net Income (loss)	NM NM	(\$3.2)	\$0.0
Diluted EPS		(\$0.10)	(\$0.00)

(1) CC represents constant currency variance.

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

(3) NM: Not mentioned

Q1 2012: Hudson Americas

\$US in Millions

	B+ / W- (1)	Q1 2012	Q1 2011
Revenue	- 1%	\$45.2	\$45.8
Gross Margin	+ 14%	\$11.8	\$10.4
SG&A	- 14%	\$11.6	\$10.2
Adjusted EBITDA	+ 35%	\$0.3	\$0.2
Adjusted EBITDA, as a % of Revenue		0.6%	0.4%

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

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Q1 2012: Hudson Asia Pacific

\$US in Millions

	B+ / W- ⁽²⁾	Q1 2012	Q1 2011
Revenue	- 6%	\$74.3	\$79.0
	- 11% CC ⁽¹⁾		
Gross Margin	- 8%	\$29.3	\$31.9
	- 12% CC		
SG&A	+ 5%	\$27.2	\$28.8
	+ 10% CC		
Adjusted EBITDA	- 33%	\$2.1	\$3.2
	- 36% CC		
Adjusted EBITDA, as a % of Revenue		2.9%	4.0%

(1) CC represents constant currency variance.

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

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Q1 2012: Hudson Europe

\$US in Millions

	B+ /W- ⁽²⁾	Q1 2012	Q1 2011
Revenue	- 13%	\$81.2	\$93.7
	- 11% CC ⁽¹⁾		
Gross Margin	- 18%	\$32.1	\$38.9
	- 15% CC		
SG&A	+ 12%	\$30.7	\$34.8
	+ 9% CC		
Adjusted EBITDA	- 66%	\$1.4	\$4.1
	- 65% CC		
Adjusted EBITDA, as a % of Revenue		1.7%	4.4%

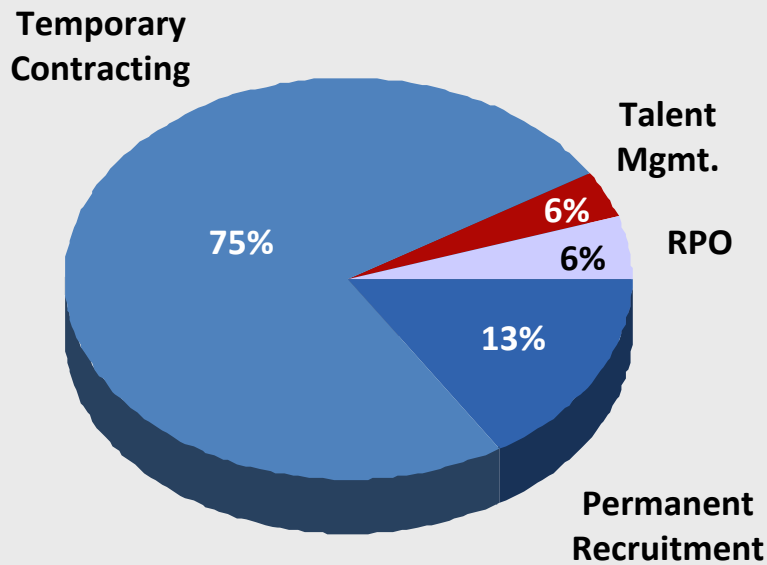
(1) CC represents constant currency variance.

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

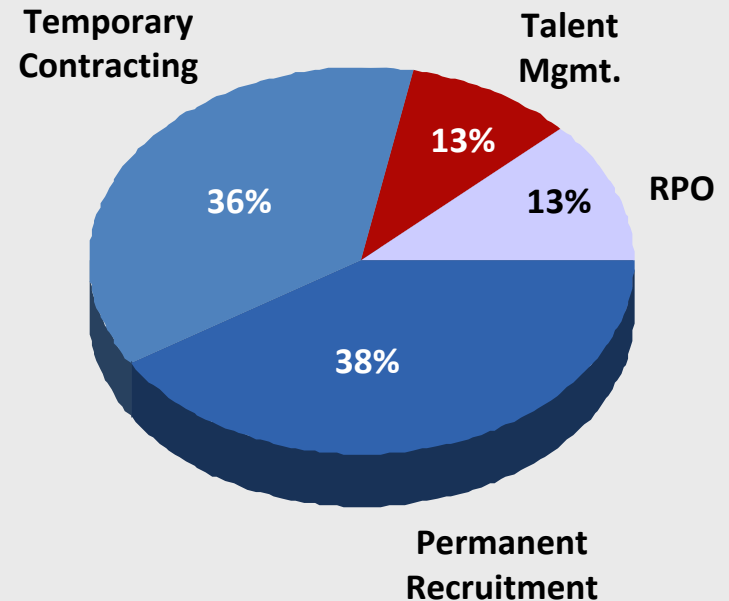
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Q1 2012: Global Services Split

Q1 2012 Revenue



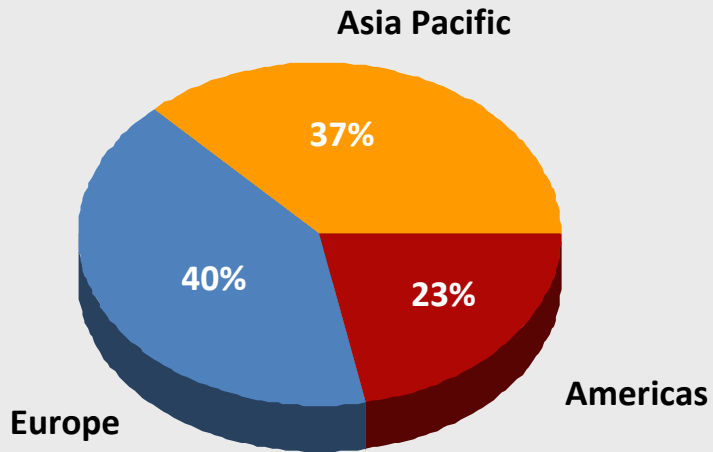
Q1 2012 Gross Margin



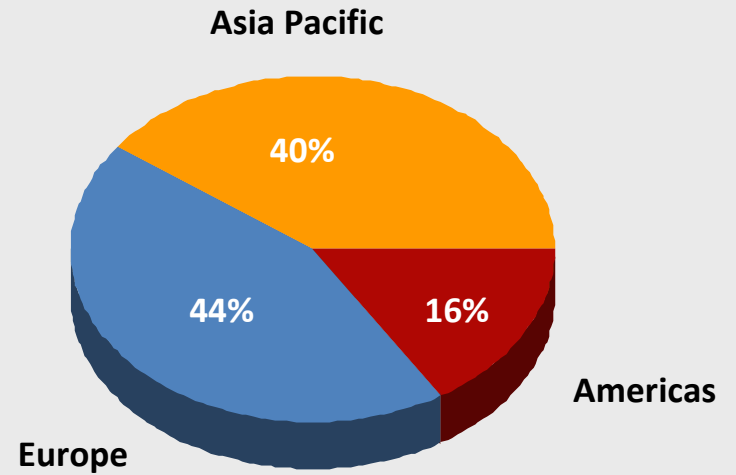
(1) Services percentages above include “other revenue” or “other gross margin,” which are allocated to each category based on its percentage of total revenue or gross margin excluding “other revenue” or “other gross margin.”

Q1 2012: Regional Split

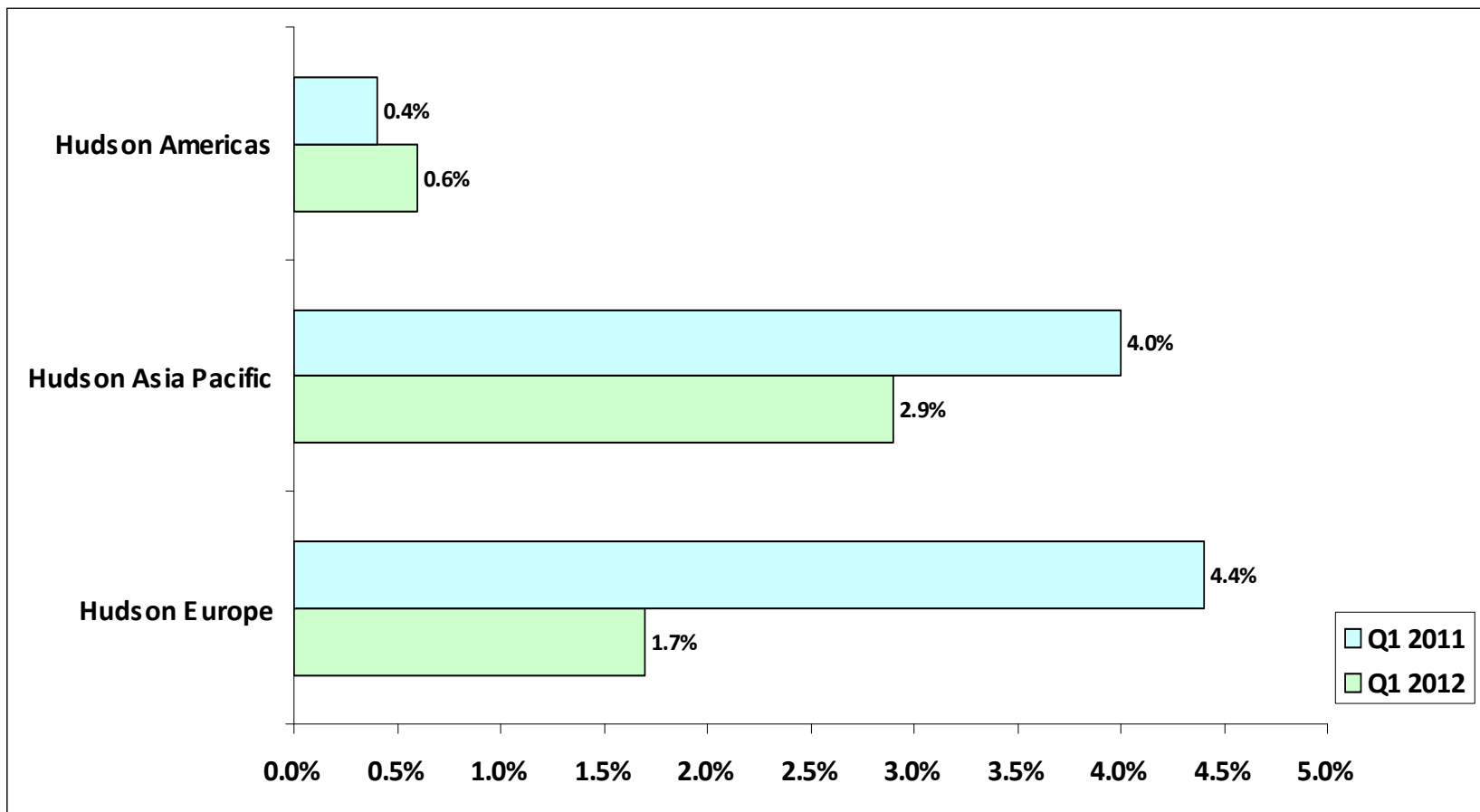
Q1 2012 Revenue



Q1 2012 Gross Margin



Q1 2012: 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		
	March 31, 2012	December 31, 2011
Cash	\$24.9	\$37.3
Accounts Receivable	\$132.6	\$131.5
Selected Liabilities		
	March 31, 2012	December 31, 2011
Short-term Borrowings	\$0.0	\$3.4
Shareholders' Equity	\$107.1	\$107.4
Working Capital		
	March 31, 2012	December 31, 2011
Current Assets	\$171.3	\$181.9
Current Liabilities	\$83.2	\$90.5
Working Capital	\$88.2	\$91.4

Q1 2012: Cash Flow Summary

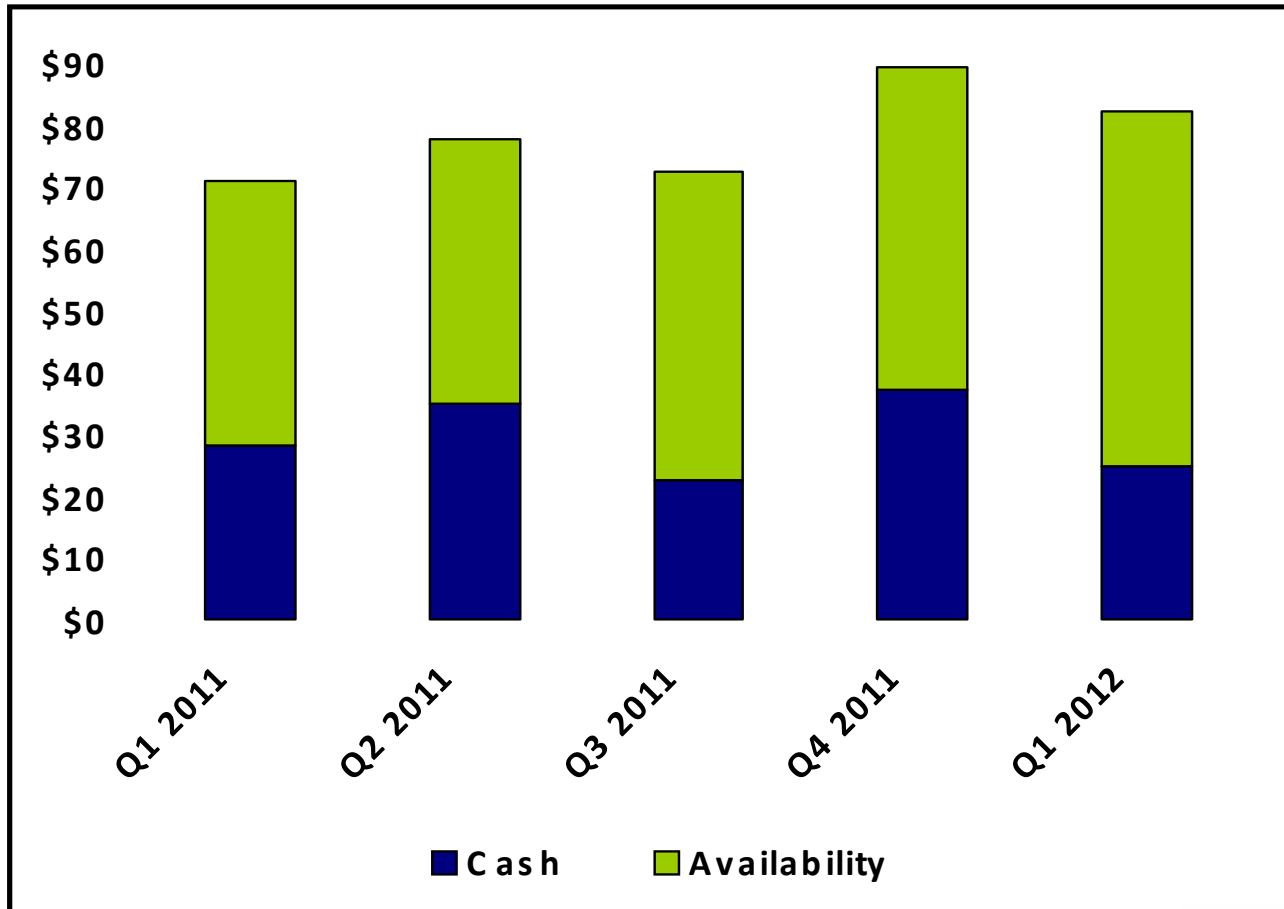
\$US in Millions

	QTD <u>Mar-12</u>	QTD <u>Mar-11</u>
Net income (loss)	\$ (3.2)	\$ -
Depreciation and amortization	1.5	1.6
Stock-based compensation	0.9	0.6
Change in accounts receivable	1.3	(14.6)
Change in accounts payable and other liabilities	(7.8)	3.3
Others	0.1	(1.0)
Cash provided by (used in) operations	(7.2)	(10.1)
Capital expenditures	(1.8)	(1.0)
Free cash flow	(9.0)	(11.1)
Change in net borrowings (repayments)	(3.4)	9.6
Others	(0.6)	0.1
Effect of exchange rates	0.6	0.4
Change in cash	\$ (12.4)	\$ (1.2)

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Strong Liquidity

\$US in Millions



Q1 Temporary Contracting GM by Region

	Q1 2012	Q1 2011
Americas	20.1%	19.6%
Asia Pacific	15.6%	15.3%
Europe	17.4%	18.5%
Hudson Total	17.5%	17.7%



Appendix

Q1 2012: Regional Gross Margin Mix

Approximate mix of gross margin by product around the globe

	Temp	Perm	Talent Mgmt
Americas	70%	30%	0%
Europe	30%	50%	20%
UK	50%	45%	5%
Cont. Europe	15%	45%	40%
Asia Pacific	30%	60%	10%
ANZ	40%	50%	10%
ASIA	0%	95%	5%
Hudson Total	35%	50%	15%

Q1 2012: Public Sector Gross Margin Mix

Approximate gross margin mix of public sector work

	Public Sector
Americas	--
ANZ	23%
Asia	--
UK	9%
Cont Europe	24%
Total	13%

2012 EBITDA Reconciliation

\$US in Millions

Q1 2012	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Revenue	\$ 45.2	\$ 74.3	\$ 81.2	\$ -	\$ 200.6
Gross margin	\$ 11.8	\$ 29.3	\$ 32.1	\$ -	\$ 73.2
Adjusted EBITDA (loss)	\$ 0.3	\$ 2.1	\$ 1.4	\$ (4.8)	\$ (0.9)
Business reorg expenses	-	0.1	0.7	0.1	0.9
Office integration expense	-	0.3	-	-	0.3
Non-operating expenses (income)	0.7	1.7	1.8	(4.3)	-
EBITDA (Loss)	\$ (0.5)	\$ -	\$ (1.1)	\$ (0.6)	\$ (2.2)
Depreciation and amortization					1.5
Interest expense (income)					0.2
Provision for (benefit from) income taxes					(0.6)
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 other charges.

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2011 EBITDA Reconciliation

\$US in Millions

	Hudson				
Q1 2011	Americas	Asia Pacific	Europe	Corp	Total
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

- (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 other charges.

