

HUDSON GLOBAL, INC.

Q3 2012
EARNINGS CALL

November 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.

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Q3 2012: Consolidated Financial Results

\$US in Millions, except EPS

	B+ / W- (2)	Q3 2012	Q3 2011
Revenue	- 23% - 21% CC (1)	\$187.9	\$245.1
Gross Margin	- 27% - 25% CC	\$67.7	\$93.0
SG&A	+ 22% + 19% CC	\$66.1	\$85.3
Adjusted EBITDA	- 80% - 80% CC	\$1.5	\$7.7
EBITDA	- 91% - 91%	\$0.7	\$7.4
EBITDA, as a % of Revenue		0.4%	3.0%
Net Income (loss)	NM NM CC	(\$2.2)	\$3.4
Diluted EPS		(\$0.07)	\$0.11

(1) CC represents constant currency variance.

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

(3) NM: Not meaningful

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Q3 2012: Hudson Americas

\$US in Millions

	B+ / W- (1)	Q3 2012	Q3 2011
Revenue	- 18%	\$39.1	\$47.7
Gross Margin	- 30%	\$9.6	\$13.7
SG&A	+ 25%	\$8.8	\$11.7
Adjusted EBITDA	- 61%	\$0.8	\$2.0
Adjusted EBITDA, as a % of Revenue		1.9%	4.1%

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

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Q3 2012: Hudson Asia Pacific

\$US in Millions

	B+ / W- (2)	Q3 2012	Q3 2011
Revenue	- 27%	\$73.4	\$100.6
	- 25% CC (1)		
Gross Margin	- 28%	\$29.9	\$41.2
	- 26% CC		
SG&A	+ 26%	\$25.1	\$34.1
	+ 25% CC		
Adjusted EBITDA	- 33%	\$4.7	\$7.1
	- 32% CC		
Adjusted EBITDA, as a % of Revenue		6.4%	7.0%

(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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Q3 2012: Hudson Europe

\$US in Millions

	B+ / W- (2)	Q3 2012	Q3 2011
Revenue	- 22%	\$75.3	\$96.8
	- 18% CC (1)		
Gross Margin	- 26%	\$28.2	\$38.1
	- 20% CC		
SG&A	+ 20%	\$27.6	\$34.3
	+ 13% CC		
Adjusted EBITDA	- 83%	\$0.6	\$3.9
	- 83% CC		
Adjusted EBITDA, as a % of Revenue		0.9%	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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2012 YTD: Consolidated Financial Results

\$US in Millions, except EPS

	B+ / W- (2)	2012	2011
Revenue	- 17% - 15% CC (1)	\$593.3	\$711.0
Gross Margin	- 19% - 17% CC	\$217.9	\$269.7
SG&A	+ 15% + 13% CC	\$213.6	\$251.5
Adjusted EBITDA	- 76% - 75% CC	\$4.3	\$18.1
EBITDA	NM NM	(\$3.5)	\$17.6
EBITDA, as a % of Revenue		-0.6%	2.5%
Net Income (loss)	NM NM	(\$5.0)	\$7.6
Diluted EPS		(\$0.16)	\$0.24

(1) CC represents constant currency variance.

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

(3) NM: Not meaningful

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2012 YTD: Hudson Americas

\$US in Millions

	B+ / W- (1)	2012	2011
Revenue	- 10%	\$129.8	\$144.4
Gross Margin	- 9%	\$33.8	\$37.0
SG&A	+ 8%	\$30.3	\$33.0
Adjusted EBITDA	- 13%	\$3.5	\$4.0
Adjusted EBITDA, as a % of Revenue		2.7%	2.8%

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

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2012 YTD: Hudson Asia Pacific

\$US in Millions

	B+ / W- (2)	2012	2011
Revenue	- 19%	\$224.6	\$275.9
	- 18% CC (1)		
Gross Margin	- 20%	\$91.1	\$113.3
	- 19% CC		
SG&A	+ 17%	\$80.5	\$96.9
	+ 17% CC		
Adjusted EBITDA	- 35%	\$10.6	\$16.3
	- 34% CC		
Adjusted EBITDA, as a % of Revenue		4.7%	5.9%

(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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2012 YTD: Hudson Europe

\$US in Millions

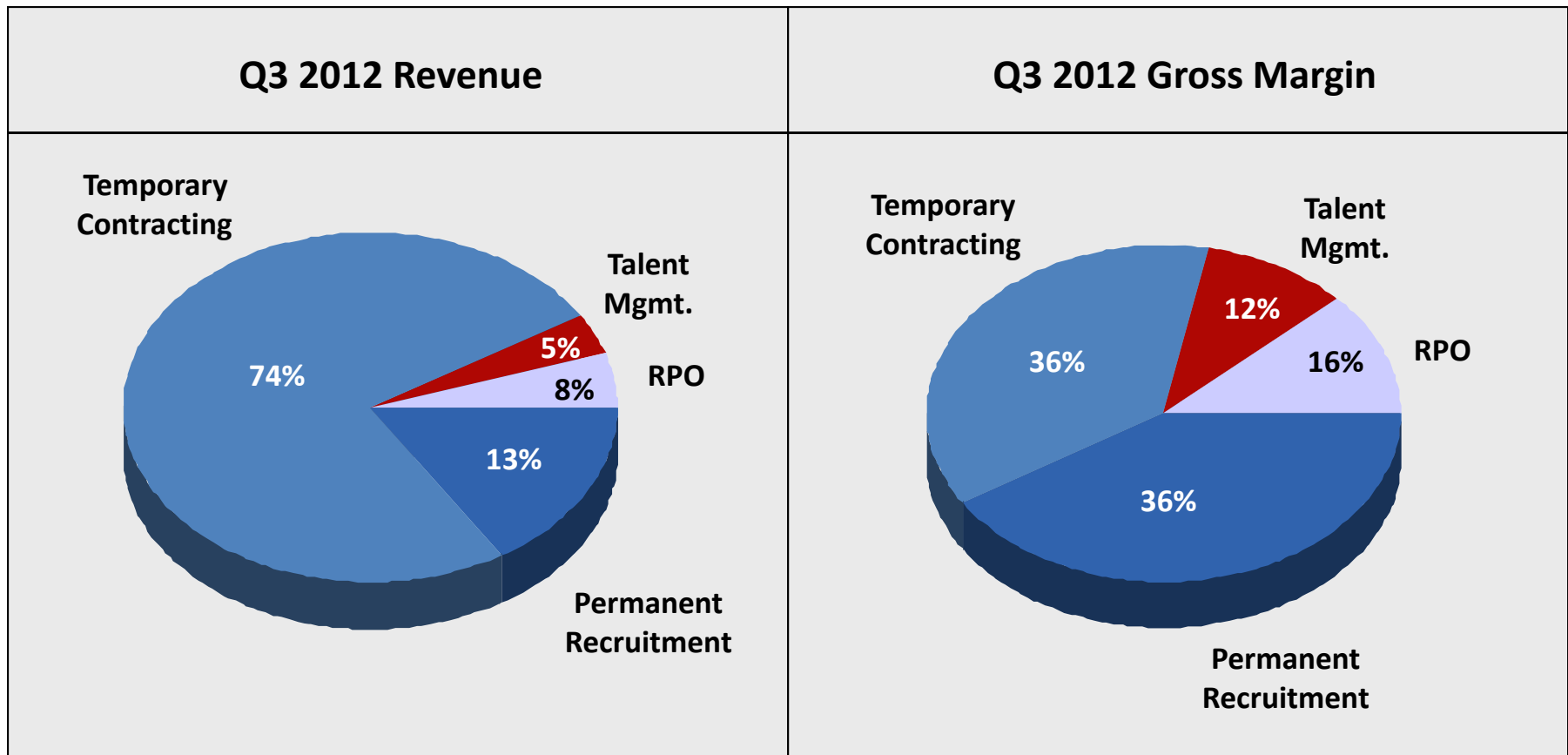
	B+ / W- (2)	2012	2011
Revenue	- 18%	\$238.9	\$290.7
	- 14% CC (1)		
Gross Margin	- 22%	\$93.1	\$119.3
	- 17% CC		
SG&A	+ 16%	\$88.6	\$105.8
	+ 11% CC		
Adjusted EBITDA	- 67%	\$4.5	\$13.6
	- 65% CC		
Adjusted EBITDA, as a % of Revenue		1.9%	4.7%

(1) CC represents constant currency variance.

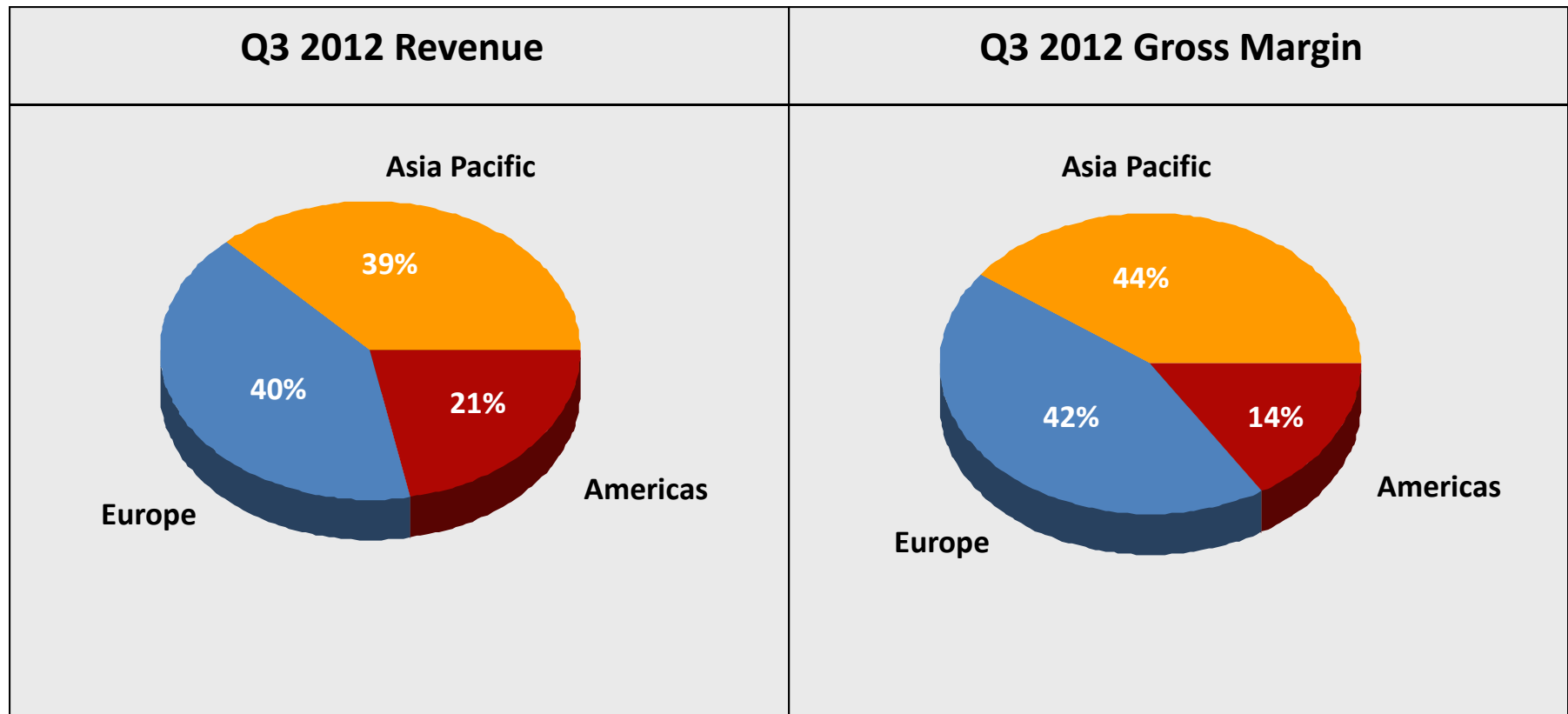
(2) B/W indicates whether the result was better (+) or worse (-) than the comparison period.

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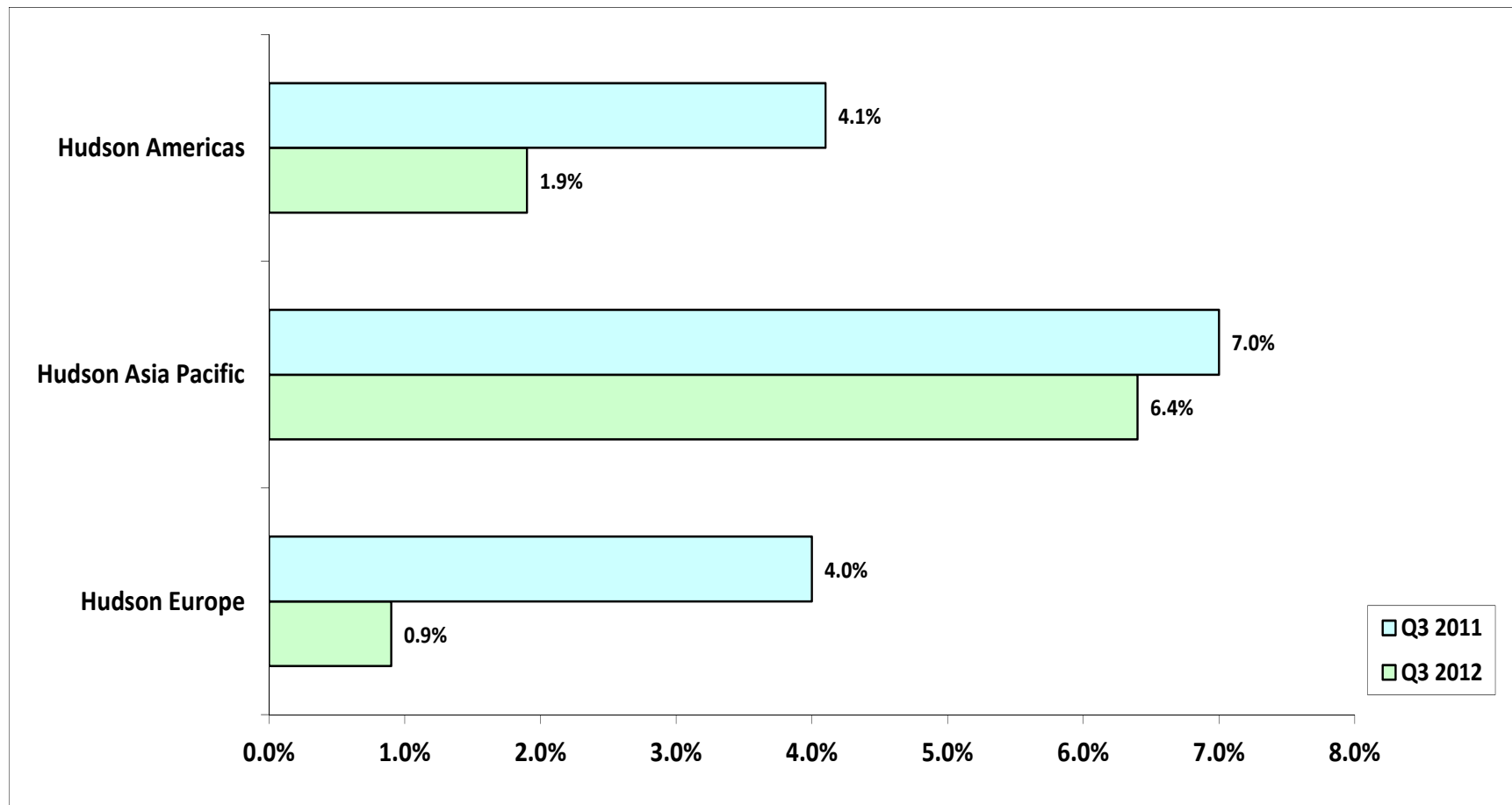
Q3 2012: Global Services Split



Q3 2012: Regional Split



Q3 2012: Adjusted EBITDA Margin



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

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Balance Sheet: Select Items

\$US in Millions

Selected Assets		
	September 30, 2012	December 31, 2011
Cash	\$34.9	\$37.3
Accounts Receivable	\$115.5	\$131.5
Selected Liabilities		
	September 30, 2012	December 31, 2011
Short-term Borrowings	--	\$3.4
Shareholders' Equity	\$106.7	\$107.4
Working Capital		
	September 30, 2012	December 31, 2011
Current Assets	\$163.4	\$181.9
Current Liabilities	\$73.7	\$90.5
Working Capital	\$89.8	\$91.4

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Q3 2012: Cash Flow Summary

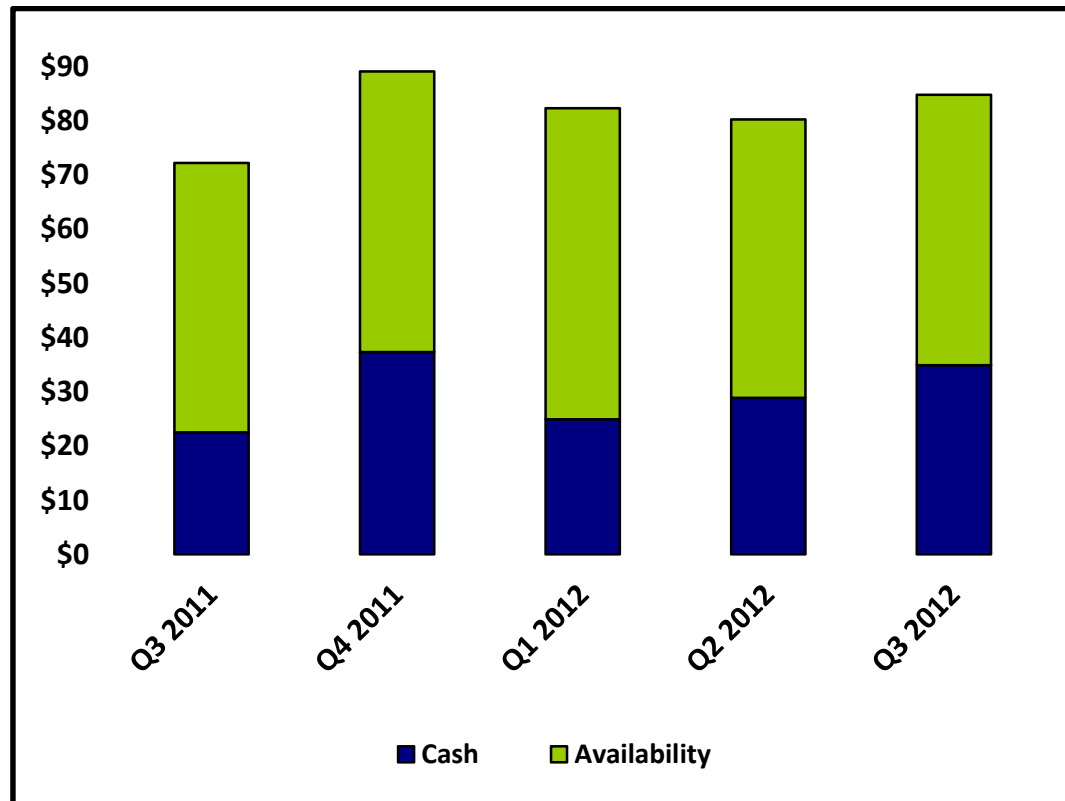
\$US in Millions

	QTD <u>Sep-12</u>	QTD <u>Sep-11</u>
Net income (loss)	\$ (2.2)	\$ 3.4
Depreciation and amortization	1.7	1.5
Stock-based compensation	0.5	1.0
Change in accounts receivable	12.2	0.1
Change in accounts payable and other liabilities	(6.2)	(14.5)
Others	1.9	1.6
	<hr/>	<hr/>
Cash provided by (used in) operations	7.9	(6.8)
Capital expenditures	(0.9)	(1.8)
	<hr/>	<hr/>
Free cash flow	7.0	(8.7)
Change in net borrowings (repayments)	(1.4)	(2.6)
Others	(0.2)	(0.2)
Effect of exchange rates	0.5	(0.9)
	<hr/>	<hr/>
Change in cash	\$ 5.9	\$ (12.5)

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Strong Liquidity

\$US in Millions



Q3 Temporary Contracting GM by Region

	Q3 2012	Q3 2011
Americas	19.7%	23.8%
Asia Pacific	16.0%	15.7%
Europe	17.6%	18.6%
Hudson Total	17.6%	18.8%



Appendix

Q3 2012: Regional Gross Margin Mix

Approximate mix of gross margin by product around the globe

	Temp	Perm	Talent Mgmt
Americas	75%	25%	0%
Europe	35%	45%	15%
UK	50%	50%	0%
Cont. Europe	20%	50%	35%
Asia Pacific	25%	65%	10%
ANZ	35%	45%	15%
ASIA	0%	95%	5%
Hudson Total	35%	50%	10%

Q3 2012: Public Sector Gross Margin Mix

Approximate gross margin mix of public sector work

	Public Sector
Americas	3%
ANZ	19%
Asia	--
UK	9%
Cont Europe	29%
Total	14%

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2012 EBITDA Reconciliation

\$US in Millions

	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Q1 2012					
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)

	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Q3 2012					
Revenue	\$ 39.1	\$ 73.4	\$ 75.3	\$ -	\$ 187.9
Gross margin	\$ 9.6	\$ 29.9	\$ 28.2	\$ -	\$ 67.7
Adjusted EBITDA (loss)	\$ 0.8	\$ 4.7	\$ 0.6	\$ (4.6)	\$ 1.5
Business reorg expenses	0.3	0.2	1.0	-	1.5
Non-operating expenses (income)	0.9	1.2	1.8	(4.4)	(0.6)
EBITDA (Loss)	\$ (0.4)	\$ 3.4	\$ (2.2)	\$ (0.2)	\$ 0.7
Depreciation and amortization					1.7
Interest expense (income)					0.2
Provision for (benefit from) income taxes					1.0
Loss (income) from disc ops, net of taxes					-
Net income (loss)					\$ (2.2)

Q2 2012

	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Revenue	\$ 45.5	\$ 76.9	\$ 82.4	\$ -	\$ 204.8
Gross margin	\$ 12.4	\$ 31.9	\$ 32.8	\$ -	\$ 77.1
Adjusted EBITDA (loss)	\$ 2.5	\$ 3.7	\$ 2.4	\$ (4.9)	\$ 3.7
Business reorg expenses	0.7	1.0	3.1	0.2	5.1
Office integration expense	-	0.2	-	-	0.2
Non-operating expenses (income)	0.9	1.9	1.6	(4.1)	0.4
EBITDA (Loss)	\$ 0.8	\$ 0.6	\$ (2.3)	\$ (1.0)	\$ (1.9)
Depreciation and amortization					1.6
Interest expense (income)					0.2
Provision for (benefit from) income taxes					(4.1)
Loss (income) from disc ops, net of taxes					-
Net income (loss)					\$ 0.4

- (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				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

- (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.