

HUDSON GLOBAL, INC.

Q4 2015 EARNINGS CALL

March 3, 2016

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 may cause actual results to differ materially from those contained in the forward-looking statements, including global economic fluctuations, risks related to fluctuations in our operating results, the ability of clients to terminate their relationship at anytime, competition, limited availability under our credit facilities and our ability to successfully achieve our strategic initiatives 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.

Q4 2015: Consolidated Financial Results

\$US in Millions, except EPS

	B+ / W- (2)	Q4 2015	Q4 2014
Revenue	- 22%	\$106.1	\$136.7
	- 14% CC (1)		
Gross Margin	- 17%	\$44.4	\$53.3
	- 8% CC		
SG&A	+ 22%	\$43.4	\$55.7
	+ 15% CC		
Adjusted EBITDA	+ 145%	\$1.1	(\$2.4)
	+ 143% CC		
EBITDA	+ 111%	\$0.5	(\$4.3)
	+ 111% CC		
EBITDA, as a % of Revenue		0.4%	-3.1%
Net Income (Loss)	- 196%	(\$2.6)	\$2.7
	- 187% CC		
Basic and Diluted EPS		(\$0.08)	\$0.08

(1) CC represents constant currency variance.

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

Q4 2015: Hudson Americas

\$US in Millions

	B+ / W- (1)	Q4 2015	Q4 2014
Revenue	- 68%	\$3.7	\$11.7
Gross Margin	- 39%	\$3.2	\$5.3
SG&A	+ 52%	\$2.6	\$5.4
Adjusted EBITDA	NM	\$0.7	(\$0.1)
Adjusted EBITDA, as a % of Revenue		17.9%	-1.2%

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

Q4 2015: Hudson Asia Pacific

\$US in Millions

	B+ / W- (2)	Q4 2015	Q4 2014
Revenue	- 9% + 6% CC (1)	\$53.3	\$58.4
Gross Margin	- 6% + 6% CC	\$21.6	\$22.9
SG&A	+ 13% + 1% CC	\$19.8	\$22.7
Adjusted EBITDA	NM NM CC	\$1.7	\$0.2
Adjusted EBITDA, as a % of Revenue		3.1%	0.3%

(1) CC represents constant currency variance.

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

Q4 2015: Hudson Europe

\$US in Millions

	B+ / W- (2)	Q4 2015	Q4 2014
Revenue	- 26%	\$49.1	\$66.6
	- 20% CC (1)		
Gross Margin	- 22%	\$19.6	\$25.0
	- 14% CC		
SG&A	+ 20%	\$18.6	\$23.2
	+ 12% CC		
Adjusted EBITDA	- 40%	\$1.1	\$1.8
	- 32% CC		
Adjusted EBITDA, as a % of Revenue		2.2%	2.8%

(1) CC represents constant currency variance.

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

FY 2015: Consolidated Financial Results

\$US in Millions, except EPS

	B+ / W- (2)	2015	2014
Revenue	- 20% - 10% CC (1)	\$463.2	\$581.2
Gross Margin	- 16% - 5% CC	\$187.7	\$222.8
SG&A	+ 17% + 7% CC	\$192.1	\$230.3
Adjusted EBITDA	+ 41% + 50% CC	(\$4.4)	(\$7.5)
EBITDA	+ 158% + 158% CC	\$6.8	(\$11.7)
EBITDA, as a % of Revenue		1.5%	-2.0%
Net Income (Loss)	+ 118% + 119% CC	\$2.3	(\$13.2)
Basic and Diluted EPS		\$0.07	(\$0.40)

(1) CC represents constant currency variance.

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

FY 2015: Hudson Americas

\$US in Millions

	B+ / W- (1)	2015	2014
Revenue	- 43%	\$28.6	\$50.1
Gross Margin	- 22%	\$16.1	\$20.8
SG&A	+ 12%	\$17.0	\$19.4
Adjusted EBITDA	- 159%	(\$0.9)	\$1.4
Adjusted EBITDA, as a % of Revenue		-3.0%	2.9%

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

FY 2015: Hudson Asia Pacific

\$US in Millions

	B+ / W- (2)	2015	2014
Revenue	- 11% + 5% CC (1)	\$219.4	\$246.9
Gross Margin	- 4% + 10% CC	\$89.7	\$93.0
SG&A	+ 9% - 3% CC	\$82.9	\$91.1
Adjusted EBITDA	NM NM CC	\$6.8	\$1.9
Adjusted EBITDA, as a % of Revenue		3.1%	0.8%

(1) CC represents constant currency variance.

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

FY 2015: Hudson Europe

\$US in Millions

	B+ / W- (2)	2015	2014
Revenue	- 24%	\$215.2	\$284.2
	- 15% CC (1)		
Gross Margin	- 25%	\$81.9	\$109.1
	- 14% CC		
SG&A	+ 22%	\$79.7	\$103.0
	+ 11% CC		
Adjusted EBITDA	- 64%	\$2.2	\$6.1
	- 59% CC		
Adjusted EBITDA, as a % of Revenue		1.0%	2.2%

(1) CC represents constant currency variance.

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

Q4 2015: Reconciliation of Retained Revenue

\$US in Millions

	Reported			Retained (1)		
	Q4 2015	Variance vs Q4 2014	Constant Currency	Q4 2015	Variance vs Q4 2014	Constant Currency
Americas	\$ 3.7	-68.1%	-68.1%	\$ 3.7	1.0%	1.7%
Asia Pacific	53.3	-8.7%	5.7%	53.3	-8.7%	5.7%
Europe	49.1	-26.3%	-20.5%	49.1	-9.8%	-3.9%
Total	\$ 106.1	-22.4%	-14.3%	\$ 106.1	-8.9%	0.9%

- (1) Retained revenue and gross margin and divested revenue and gross margin are non-GAAP terms that management believes provide a better understanding of the underlying revenue and gross margin trends in the business following the divestitures in the second quarter of 2015. Divested revenue and gross margin includes such items attributable to the following businesses: the Americas IT staffing business, the Netherlands business, Ukraine, Czech Republic, Slovakia and Luxembourg. The non-GAAP financial measures do not replace the presentation of GAAP financial results and should only be used as a supplement to, not as a substitute for, Hudson's financial results presented in accordance with GAAP. The above table provides a reconciliation of the non-GAAP financial measure used in its financial reporting to the most directly comparable GAAP financial measure.

Hudson

Q4 2015: Reconciliation of Retained Gross Margin

\$US in Millions

	Reported			Retained (1)		
	Q4 2015	Variance vs Q4 2014	Constant Currency	Q4 2015	Variance vs Q4 2014	Constant Currency
Americas	\$ 3.2	-38.9%	-38.6%	\$ 3.2	6.7%	7.6%
Asia Pacific	21.6	-5.8%	6.1%	21.6	-5.8%	6.0%
Europe	19.6	-21.7%	-14.1%	19.5	-10.6%	-2.5%
Total	\$ 44.4	-16.6%	-8.3%	\$ 44.4	-7.1%	2.3%

- (1) Retained revenue and gross margin and divested revenue and gross margin are non-GAAP terms that management believes provide a better understanding of the underlying revenue and gross margin trends in the business following the divestitures in the second quarter of 2015. Divested revenue and gross margin includes such items attributable to the following businesses: the Americas IT staffing business, the Netherlands business, Ukraine, Czech Republic, Slovakia and Luxembourg. The non-GAAP financial measures do not replace the presentation of GAAP financial results and should only be used as a supplement to, not as a substitute for, Hudson's financial results presented in accordance with GAAP. The above table provides a reconciliation of the non-GAAP financial measure used in its financial reporting to the most directly comparable GAAP financial measure.

Hudson

FY 2015: Reconciliation of Retained Revenue

\$US in Millions

	Reported			Retained (1)		
	2015	Variance vs 2014	Constant Currency	2015	Variance vs 2014	Constant Currency
Americas	\$ 28.6	-42.9%	-42.8%	\$ 14.9	6.7%	7.5%
Asia Pacific	219.4	-11.1%	4.7%	219.4	-11.1%	4.7%
Europe	215.2	-24.3%	-15.2%	202.0	-13.9%	-4.9%
Total	\$ 463.2	-20.3%	-9.7%	\$ 436.3	-11.9%	0.1%

- (1) Retained revenue and gross margin and divested revenue and gross margin are non-GAAP terms that management believes provide a better understanding of the underlying revenue and gross margin trends in the business following the divestitures in the second quarter of 2015. Divested revenue and gross margin includes such items attributable to the following businesses: the Americas IT staffing business, the Netherlands business, Ukraine, Czech Republic, Slovakia and Luxembourg. The non-GAAP financial measures do not replace the presentation of GAAP financial results and should only be used as a supplement to, not as a substitute for, Hudson's financial results presented in accordance with GAAP. The above table provides a reconciliation of the non-GAAP financial measure used in its financial reporting to the most directly comparable GAAP financial measure.

Hudson

FY 2015: Reconciliation of Retained Gross Margin

\$US in Millions

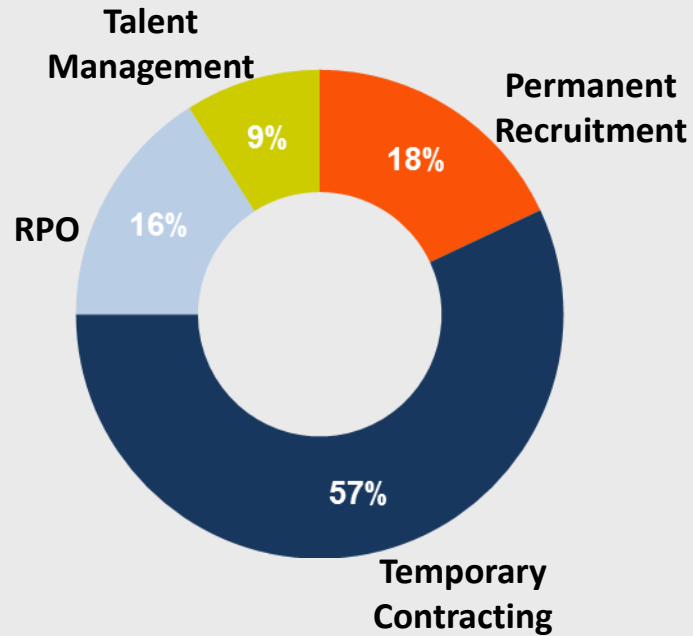
	Reported			Retained (1)		
	2015	Variance vs 2014	Constant Currency	2015	Variance vs 2014	Constant Currency
Americas	\$ 16.1	-22.4%	-22.0%	\$ 12.7	10.8%	11.8%
Asia Pacific	89.7	-3.6%	10.3%	89.7	-3.6%	10.3%
Europe	81.9	-24.9%	-14.3%	78.9	-18.3%	-7.5%
Total	<u>\$ 187.7</u>	<u>-15.8%</u>	<u>-5.0%</u>	<u>\$ 181.3</u>	<u>-9.8%</u>	<u>1.9%</u>

- (1) Retained revenue and gross margin and divested revenue and gross margin are non-GAAP terms that management believes provide a better understanding of the underlying revenue and gross margin trends in the business following the divestitures in the second quarter of 2015. Divested revenue and gross margin includes such items attributable to the following businesses: the Americas IT staffing business, the Netherlands business, Ukraine, Czech Republic, Slovakia and Luxembourg. The non-GAAP financial measures do not replace the presentation of GAAP financial results and should only be used as a supplement to, not as a substitute for, Hudson's financial results presented in accordance with GAAP. The above table provides a reconciliation of the non-GAAP financial measure used in its financial reporting to the most directly comparable GAAP financial measure.

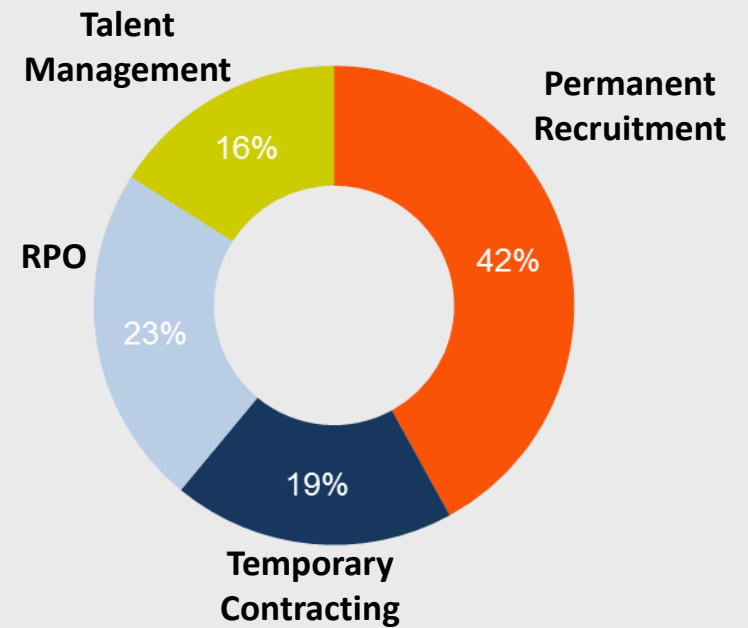
Hudson

Q4 2015: Global Services Split - Retained

Revenue

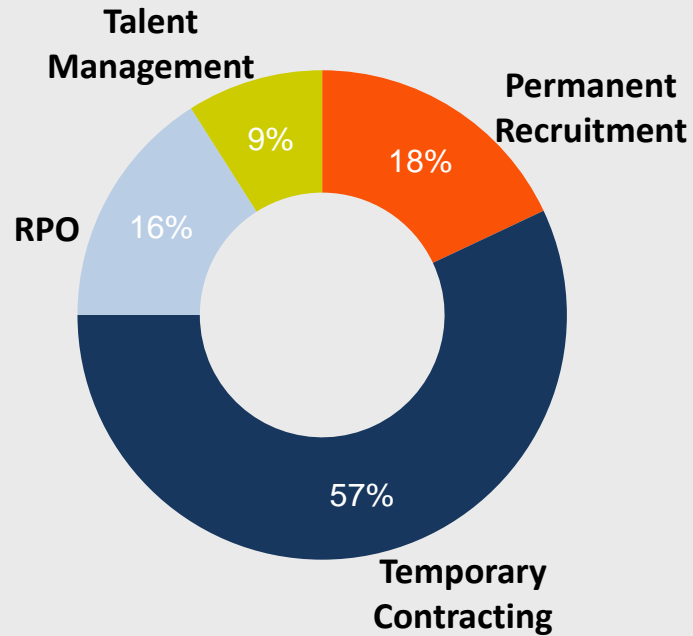


Gross Margin

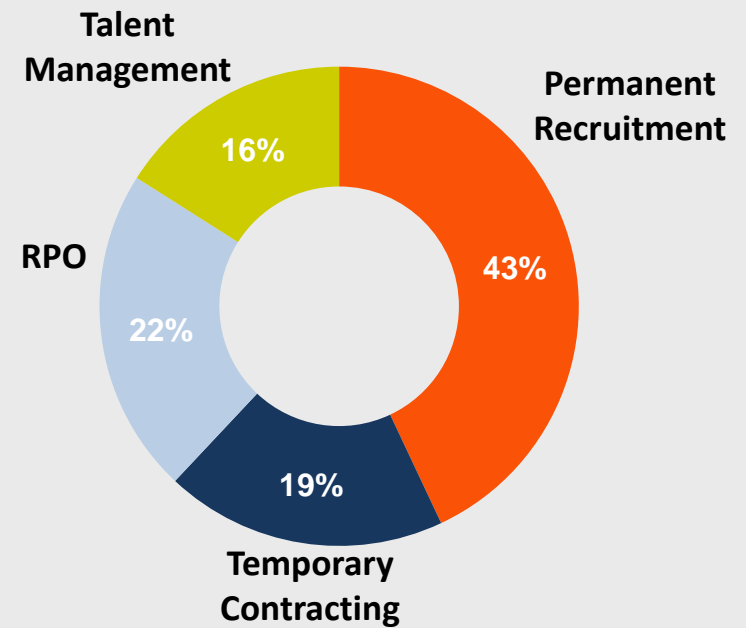


FY 2015: Global Services Split - Retained

Revenue

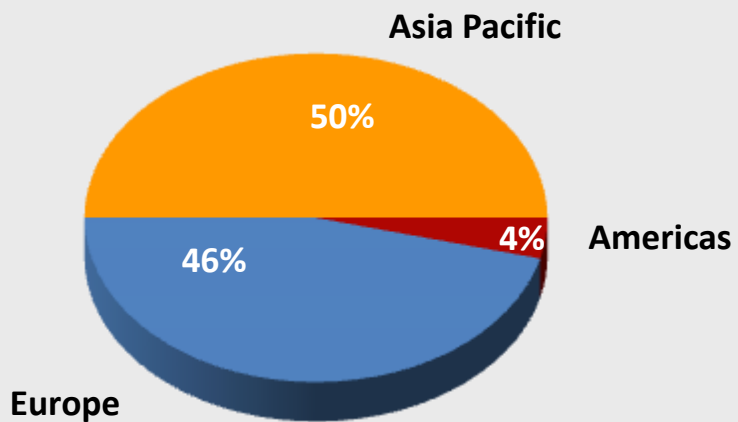


Gross Margin

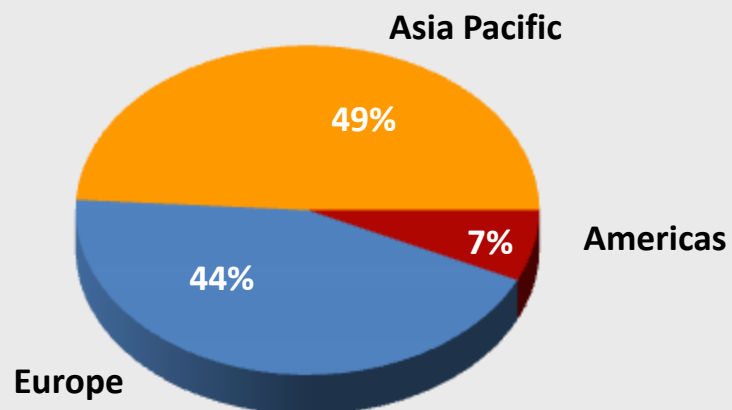


Q4 2015: Regional Split - Retained

Revenue

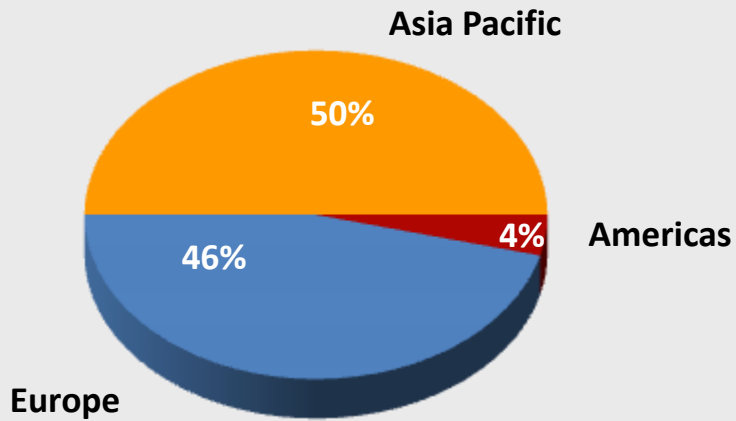


Gross Margin

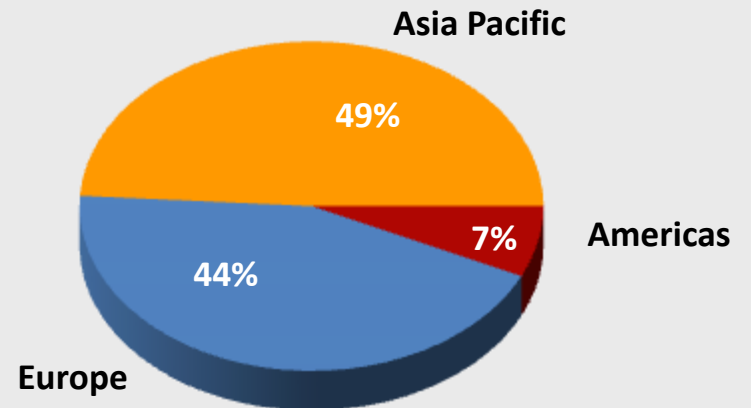


FY 2015: Regional Split - Retained

Revenue



Gross Margin



Balance Sheet: Select Items

\$US in Millions

Selected Assets		
	December 31, 2015	December 31, 2014
Cash	\$37.7	\$34.0
Accounts Receivable	\$62.4	\$74.1
Selected Liabilities		
	December 31, 2015	December 31, 2014
Short-term Borrowings	\$2.4	\$0.0
Shareholders' Equity	\$61.2	\$59.3
Working Capital		
	December 31, 2015	December 31, 2014
Current Assets	\$106.1	\$118.9
Current Liabilities	\$51.6	\$67.1
Working Capital	\$54.6	\$51.8

Q4 2015: Cash Flow Summary

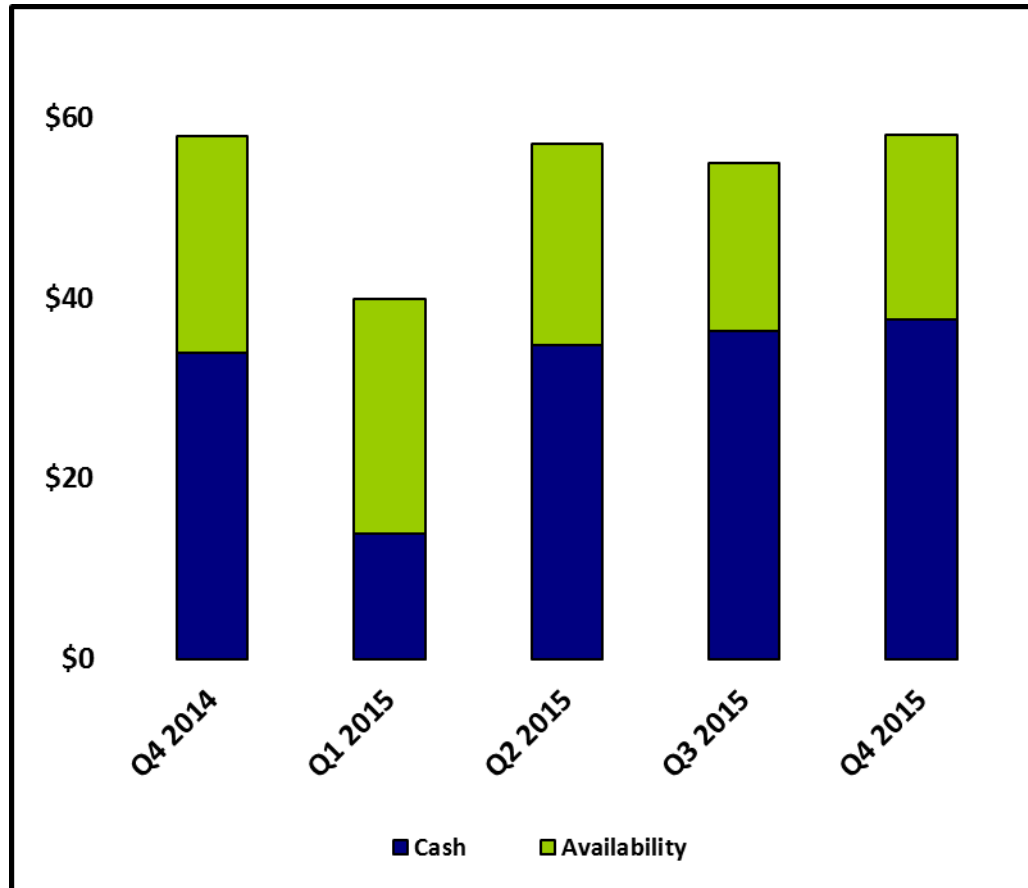
\$US in Millions

	QTD <u>Dec-15</u>	QTD <u>Dec-14</u>
Net income (loss)	\$ (2.6)	\$ 2.7
Depreciation and amortization	0.8	1.3
Stock-based compensation	0.3	0.4
Change in accounts receivable	3.2	3.6
Change in accounts payable and other liabilities	(0.7)	4.9
Other	(0.2)	(10.0)
Cash provided by (used in) operations	0.8	2.9
Capital expenditures	(0.7)	(1.1)
Free cash flow	0.1	1.8
Change in net borrowings (repayments)	2.3	(8.1)
Proceeds from sale of assets		22.1
Other	(0.8)	(0.2)
Effect of exchange rates	(0.3)	(0.4)
Change in cash	\$ 1.3	\$ 15.2

Hudson

Flexible Liquidity

\$US in Millions



Retained GM % by Region

Temporary Contracting GM %

	Q4 2015	Q4 2014
Asia Pacific	12.6%	12.9%
Europe	14.7%	14.1%
Hudson Total	13.7%	13.4%

Total GM %

	Q4 2015	Q4 2014
America	86.7%	81.8%
Asia Pacific	40.3%	39.3%
Europe	40.0%	40.2%
Hudson Total	41.9%	41.0%



Appendix

Q4 2015 Regional Gross Margin Mix

Approximate mix of gross margin by product around the globe

	Temp	Perm	Talent Mgmt
Americas	0%	100%	0%
Europe	25%	50%	25%
UK	50%	45%	5%
Cont. Europe	0%	50%	50%
Asia Pacific	20%	70%	10%
ANZ	30%	55%	15%
ASIA	0%	95%	5%
Hudson Total	20%	65%	15%

Q4 EBITDA Reconciliation

\$US in Millions

Q4 2015	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Revenue	\$ 3.7	\$ 53.3	\$ 49.1	\$ -	\$ 106.1
Gross margin	\$ 3.2	\$ 21.6	\$ 19.6	\$ -	\$ 44.4
Adjusted EBITDA (loss)	\$ 0.7	\$ 1.7	\$ 1.1	\$ (2.3)	\$ 1.1
Business reorg expenses	0.1	-	0.2	(0.1)	0.2
Impairment charges on long-lived assets	-	-	-	-	-
(Gain) loss on disposal of business	-	-	0.0	-	0.0
Non-operating expenses (income)	0.0	0.7	0.3	(0.5)	0.5
EBITDA (Loss)	\$ 0.6	\$ 1.0	\$ 0.6	\$ (1.7)	\$ 0.5
Depreciation and amortization					0.8
Interest expense (income)					0.2
Provision for (benefit from) income taxes					2.0
Loss (income) from disc ops, net of taxes					(0.1)
Net income (loss)					\$ (2.6)

Q4 2014	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Revenue	\$ 11.7	\$ 58.4	\$ 66.6	\$ -	\$ 136.7
Gross margin	\$ 5.3	\$ 22.9	\$ 25.0	\$ -	\$ 53.3
Adjusted EBITDA (loss)	\$ (0.1)	\$ 0.2	\$ 1.8	\$ (4.3)	\$ (2.4)
Business reorg expenses	-	0.1	1.0	0.7	1.8
Impairment charges on long-lived assets	-	0.3	0.3	-	0.7
(Gain) loss on disposal of business	-	-	-	-	-
Non-operating expenses (income)	(0.6)	0.1	1.2	(1.2)	(0.5)
EBITDA (Loss)	\$ 0.4	\$ (0.3)	\$ (0.7)	\$ (3.8)	\$ (4.3)
Depreciation and amortization					1.3
Interest expense (income)					0.1
Provision for (benefit from) income taxes					(2.2)
Loss (income) from disc ops, net of taxes					(6.3)
Net income (loss)					\$ 2.7

- (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.



FY EBITDA Reconciliation

\$US in Millions

FY 2015	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Revenue	\$ 28.6	\$ 219.4	\$ 215.2	\$ -	\$ 463.2
Gross margin	\$ 16.1	\$ 89.7	\$ 81.9	\$ -	\$ 187.7
Adjusted EBITDA (loss)	\$ (0.9)	\$ 6.8	\$ 2.2	\$ (12.6)	\$ (4.4)
Business reorg and expenses	1.1	0.7	2.9	1.2	5.8
Impairment charges on long-lived assets					
Change of control stock-based expenses	0.4	0.6	0.7	0.8	2.5
(Gain) loss on disposal of business	15.9	-	3.9	-	19.8
Non-operating expenses (income)	0.2	2.6	2.8	(5.3)	0.3
EBITDA (Loss) (1)	\$ 13.4	\$ 2.9	\$ (0.2)	\$ (9.2)	\$ 6.8
Depreciation and amortization					3.8
Interest expense (income)					0.7
Provision for (benefit from) income taxes					0.6
Loss (income) from disc ops, net of taxes					0.7
Net income (loss)					\$ 2.3

FY 2014	Hudson				Total
	Americas	Asia Pacific	Europe	Corp	
Revenue	\$ 50.1	\$ 246.9	\$ 284.2	\$ -	\$ 581.2
Gross margin	\$ 20.8	\$ 93.0	\$ 109.1	\$ -	\$ 222.8
Adjusted EBITDA (loss)	\$ 1.4	\$ 1.9	\$ 6.1	\$ (16.9)	\$ (7.5)
Business reorg and expenses	0.1	1.3	1.4	1.0	3.8
Impairment charges on long-lived assets	-	0.3	0.3	-	0.7
Change of control stock-based expenses	-	-	-	-	-
(Gain) loss on disposal of business	-	-	-	-	-
Non-operating expenses (income)	1.2	1.2	5.5	(8.1)	(2.0)
EBITDA (Loss) (1)	\$ 0.1	\$ (0.9)	\$ (1.2)	\$ (9.8)	\$ (11.7)
Depreciation and amortization					5.6
Interest expense (income)					0.7
Provision for (benefit from) income taxes					(2.2)
Loss (income) from disc ops, net of taxes					2.6
Net income (loss)					\$ (13.2)

- (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.

Hudson