



Investor Presentation

January 2021



RGP
To the Power of Human™





Within this presentation, we make forward-looking statements regarding future events or future financial performance of the Company. We wish to caution you that such statements are only predictions and actual events or results may differ materially.

Please refer to our most recent 10-K report for a discussion of some of the risks, uncertainties and other factors such as seasonal and economic conditions that may cause our business, results of operations, and financial condition to differ materially from those expressed or implied by forward-looking statements made within this presentation.

Additionally, the Company undertakes no obligation to update any of the information presented in light of new information or future events.





Human Agility Ignites Opportunity and Impact



Kate Duchene

Chief Executive Officer



Company Overview.

- Nasdaq Ticker: RGP
- Global footprint across North America, Europe and Asia Pacific
- Big Four heritage, brought agility to professional services
- Successful evolution from pure play staffing firm to human capital partner for professional staffing and project consulting
- Macro trends around workforce agility, greatly accelerated by the global pandemic, favor RGP's model
- RGP's first-to-market, employee-model digital staffing platform launching in 2021
- Expanding digital transformation & technology services in line with marketplace trends
- Quality alternative for the growing professional gig workforce



Investment Highlights.

- Emerging leader in the Now of Work, well positioned for the shifts in workforce strategy accelerated by the global pandemic
- Management team focused on driving growth and enhancing long-term shareholder value
- Focused on digital transformation, including increasing digital consulting services and launching proprietary digital staffing platform in FY21 as a growth and profitability driver and to enhance client and consultant experience
- Strong growth from targeted Strategic Client, Key Account and Healthcare vertical programs
- Largely variable cost operating platform reduces utilization risk and enhances resilience



Strong Foundation.

- Fragmented go-to-market strategy and structure
- Revenue base consisting largely of finance & accounting
- Reactive to clients' talent needs
- Vulnerable to impact of Vendor Management Systems and their commoditization of staffing

New Direction.

- Center-led operating model and go-to-market structure
- Expertly positioned to succeed as an agile human capital partner
- Capabilities center on transformation services including technology and digital
- Focused on profitable revenue growth in value-added project consulting, through strategic account and industry programs

By The Numbers.



2,400 clients
1,700 MSAs globally



77% of Fortune 500 &
86% of Fortune 100 clients



74% retention rate of Top 100
clients over last 5 years



40 countries in which
clients are served

\$647M
LTM
Revenue

38.6%
LTM
Gross Margin

7.4%
LTM Adjusted
EBITDA Margin

3,500 employees
[billable consultants* & management personnel]

3-Year average
consultant tenure

34% N. American consultants
hired via employee referrals

63% employees comprised
of minorities & women



*not all are FTEs

Includes Covid-19 Impact

Meet The Executive Team.

Every leader at RGP contributes to a work-life built on Loyalty, Integrity, Focus, Enthusiasm, Accountability and Talent. These values come together to tell the unique story of **LIFE AT RGP**.



Kate Duchene
CEO



Tim Brackney
President & COO



Jenn Ryu
CFO



Katy Conway
CPO

Focused on Creating and Unlocking Shareholder Value.

Over the past 5 years, RGP has delivered competitive returns to its shareholders.

\$76M

Dividends

\$187M

Share Repurchases

75
Percent

**Increase In Dividend
Per Share Over Last 5 Years**

10
Years

**Not A Single
Missed Dividend Payment**

RGP™



The Now of Work.

In a world where technology is changing the way we do business at an accelerated pace, RGP's value lies in agility.

We connect clients with the people who can execute real business transformation in a way that is intrinsically human.

RGP, the expert in human agility.

2019

Well Positioned In A Growing Marketplace.

These are US Statistics from Staffing Industry Analysts:



\$131B

Spend by businesses with staffing firms



\$250B

Spend by businesses with SOW consultants




\$9.6B*

Spend by businesses with human cloud workers

*growth from 2019 was 52%



Perfectly Positioned for the Impact of a Global Pandemic.



What are the most important long-term impacts/changes to your company resulting from the COVID-19 pandemic?



RGP is perfectly positioned to help these leaders implement and achieve greater agility for the years ahead.

Both CEOs and C-suite executives globally see workforce flexibility – including hours, remote work, greater agility and the use of flexible labor – as dominating the key long-term impacts from COVID-19.

RGP - Your Next-Gen Human Capital Partner.



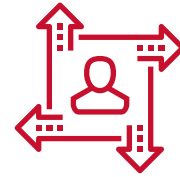
Professional Staffing

Tapping into our agile talent pool, we mobilize the right resources to support your organization's transformation journey.



Project Consulting

We partner with you to deliver value and impact, bringing our depth of experience and "sleeves up" approach to project execution.



Managed Services

From digital workflows to back-office functions, we support vital business processes, freeing you to focus on transformation.



Executive Search

Our award-winning executive recruiters will help you quickly find and assess top talent for business-critical positions.

Professional Staffing.

Enabling agility in the **NOW** of Work.

RGP's **human-first** approach to professional staffing means we are relentlessly committed to the perfect match. We **deeply understand our buyer set**, their resourcing needs and the importance of the intangibles.

And while our people are highly experienced, pedigreed and diverse, it is undeniably their **humanity and humility** which differentiates RGP in the professional staffing marketplace.

Additionally, the Company undertakes no obligation to update any of the information presented in light of new information or future events.

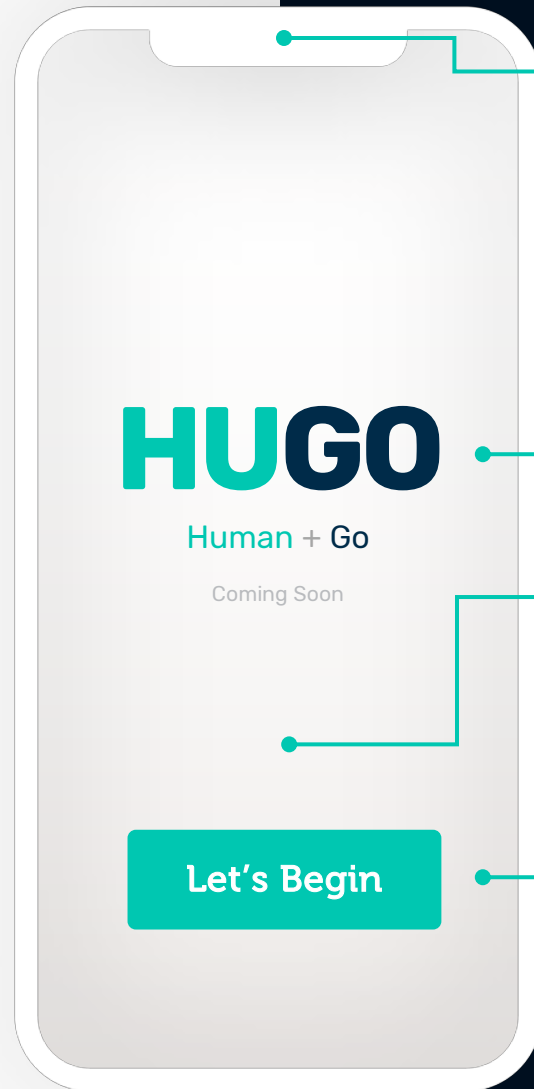
KEY BUYER SET	PRIORITY ROLES
Chief Financial Officer	<ul style="list-style-type: none">▪ Corp Controller Director▪ Accounting Director▪ Finance VP
Chief Audit Executive	<ul style="list-style-type: none">▪ Regulatory Compliance Experts▪ Internal Auditors▪ IT Security & Privacy Auditors
Chief Procurement Officer	<ul style="list-style-type: none">▪ Project Manager▪ Contacts Manager Director▪ Strategic Sourcing
Chief Information Officer	<ul style="list-style-type: none">▪ Program Manager▪ Project Manager▪ Systems Specialists
Chief Human Resources Officer	<ul style="list-style-type: none">▪ Director▪ HR Director▪ Total Rewards Director▪ Workforce Planning

Digital Engagement.

The Future of Professional Staffing

We are building a powerful digital staffing platform designed to offer clients unprecedented **transparency, speed and control**. Our vision is to create a curated digital hub where talent and business can connect and engage directly.

Currently, HUGO has been rolled out internally as a digital tool aiding the RGP workflow and to perfect the platform before its official external launch.



Key Differentiators

Paradigm Platform

Designed to challenge the status quo, through delightful design coupled with empowering transparency and control.

Empowering and Rewarding the User

Tools that empower and reward users while lowering overhead.

An Employee Model

HUGO represents employees of RGP. The connection to talent is stronger and associated employment risks are mitigated when compared to contractor-based marketplaces.

The Power of Choice

Clients at any time can choose to access the expertise of RGP personnel throughout the HUGO experience.

Project Consulting.

RGP supports client initiatives by bringing our depth of experience and applying our **Sleeves Up** approach to project delivery. The result is quite simple: **Value & Impact**

RGP™

Digital
& Automation

Business Agility
& Optimization

Project Management
& Implementation

Organizational Change
Management

Transactions

SUBJECT MATTER EXPERTS

- Integrations & Divestitures
- Bankruptcy/Restructuring
- IPO Readiness & Support
- Process Optimization
- System Evaluation & Selection

Regulations

SUBJECT MATTER EXPERTS

- Technical Accounting
- Internal Audit & SOX
- Data Privacy & Security
- Healthcare Compliance
- Risk Management

Transformations

SUBJECT MATTER EXPERTS

- Finance Improvement
- Digital & Cloud Migration
- Supply Chain Management
- Data Design & Analytics
- Workforce Planning

Agility in Action.

Enterprise PMO Assessment & Optimization: Tuning the Engine for Agility and Growth

Global HR Transformation: Bringing Digital Technology to Project Management

The Challenge

A Global Automotive Financial Services client was seeking to enhance the speed of development and delivery of key projects while maintaining high quality. RGP was asked to optimize the Enterprise Project Management Office (EPMO) organization and drive adoption of Agile practices among client employees.

Our Impact

RGP established a governance framework for Agile and hybrid project approaches that promoted transparency while easing the transition to new ways of working.

- Enabled better decision making by building interactive dashboards that provided a consolidated view of client's project portfolio.
- Enabled more effective use of resource skills, knowledge and desire.
- Facilitated the successful adoption of Agile and Hybrid project delivery approaches.
- Facilitated the resolution of dependencies between projects and helped to increase the pace of change being delivered.

The Challenge

A Fortune 100 Financial Services client asked RGP to course correct an inflight multi-year global HR transformation initiative. The Big 4 firm leading the initiative for over a year was not making good traction. The client enlisted RGP's support (through a two-in-the-box model) to ensure the successful establishment of its Global HR Transformation PMO.

Our Impact

RGP provided expert project management services enabled by a proprietary digital project management tool to simplify and solve the client's governance/execution problems.

- Created custom templates to capture individual project plans, tasks and dependencies.
- Built analytic algorithm metric-based management reports and dashboards to monitor, measure and report on progress.
- Digital Project Management Framework (dPMF) provided senior management with a customized view of program/project dashboards along with real time collaboration capabilities across the program.

Driving Growth With Client and Industry Programs.

Strategic Client Program

- Dedicated account teams serving needs of RGP's largest clients globally
- Strong growth since inception in 2018 (9.4% CAGR) & strong pipeline
- 30% of SCP clients delivered double digit YOY growth
- 30% of SCP clients experienced 25% or higher CAGR from FY18 to FY20

Key Account Program













- Focused account program for growing promising accounts
- Strong growth since inception in 2018 (9.4% CAGR) & strong pipeline
- 40% of KAP clients delivered double digit YOY growth
- 30% of KAP clients generating >\$5M Annually

Healthcare Industry Program

- Strong growth since inception in 2018 (9.6% CAGR)
- Double digit YOY growth in Healthcare Support and Payer (Insurance) segments
- 481 revenue-generating clients since inception and 207 in FY21
- Serving 70% of the Top 40 health systems and 60% of Fortune 500 Life Sciences companies

Key Strategic Alliances.

We cherish our strategic relationships with key technology partners as they allow us to drive growth and create meaningful impact for our clients.

Environmental, Social & Corporate Governance.

We are environmentally conscious.

As a global professional services firm, our environmental footprint is relatively small. However, we do what we can to be responsible by:

- Significantly reducing our use of paper by transitioning 95% of client invoices to electronic billing as well as implementing electronic paystubs for all US employees.
- Reducing our use of print-based marketing materials in favor of digital assets.
- Actively working to shrink our physical footprint by expanding our use of technology to work more virtually.

We believe in the power of diversity.

Our business model is organically inclusive and diverse. We are a human capital business dedicated to bringing the very best talent to our clients irrespective of gender, race, ethnicity or sexual orientation.

We are a Paradigm for Parity Coalition company and a 2020 Women on Boards “W” Winning Company.

We approach business human-first.

As a human-first business, our employees are our greatest asset and top priority. Leadership is relentlessly committed to ensuring employee engagement and satisfaction at all levels of the organization, from our internal management team to our consultant population.

We invest in our people with leadership development programs through BetterUp, Linked-In Learning and FranklinCovey, as well as functional training opportunities for our consultant base.

RGP Kids Academy connects children of RGP employees with volunteer tutors and coaches from across the RGP ecosystem.



CXO Team Comprised Of Minorities And Women



Employees Comprised Of Minorities & Women



Board Comprised Of Female Directors.

RGP is a Human-First Culture.

L.I.F.E.A.T. RGP has a distinctively human-first culture and employee experience. Each employee at RGP experiences and contributes to a work-life built on:

Loyalty
Integrity
Focus

Enthusiasm
Accountability
Talent

Our Track Record Speaks for Itself

34%

N. American
Consultants Hired
Via Referrals

3 YRs

Average
Consultant
Tenure

33%

N. American
Consultants
Are Boomerangs



**America's
Best Midsize
Employers**

FORBES, 2019



**Best
Management
Consulting
Firms**

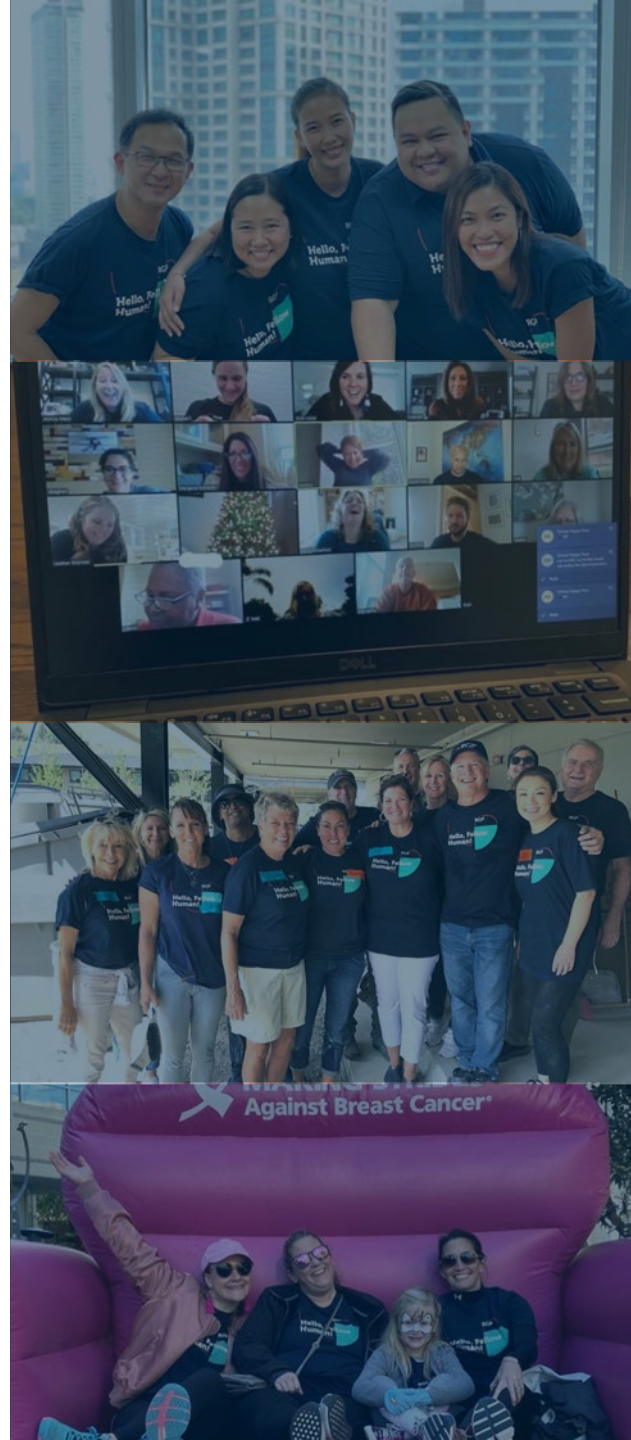
FORBES, 2018

RGP is a Human-First Culture.

L.I.F.E.A.T. RGP has a distinctively human-first culture and employee experience. Each employee at RGP experiences and contributes to a work-life built on:

Loyalty
Integrity
Focus

Enthusiasm
Accountability
Talent



Sleeves Up Culture

The Company's hands-on approach to solving client problems is integral to RGP's workplace culture.

Success in the Now of Work

Development of pH competencies which arm employees with core social and emotional skills to succeed in a variety of complex situations.

Development Programs

Learning and development programs to accelerate success, quicker productivity ramps and effective leadership.

Commitment to Serve

Volunteer programs enable employees to apply business skills to make an impact.

RGP Family of Companies.

Each of the companies in the RGP Family brings unique value to the marketplace, augmenting our brand in ways that drive additional opportunities.

taskforce

A curated group of C-suite leaders who solve transformational business problems on an interim basis.

veracity.

Digital agency enabling business transformation through technology, design and strategy.



Accounting and HR as a service for venture-backed startups.

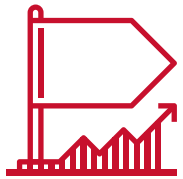


Highly adaptable Governance, Risk and Compliance technology platform.



A top strategic communications firm specializing in corporate, financial and transactional crisis communications.

Financial Overview.



Revenue Growth

CAGR 6.4%* from FY17 to FY20 through organic growth and strategic acquisitions

Pricing discipline driving steady upward trend in average bill rates in North America since FY17

Driving further revenue growth through focus on key clients and industry verticals (Healthcare & Private Equity) and core markets



Gross Margins

Industry leading GM of 38% in the most recent fiscal quarter

Strong bill-pay ratio reflective of on-going pricing initiatives and discipline

Evolving the mix of business and growing other revenue streams (e.g., Executive Search) to further expand GM



EBITDA Performance

Adjusted EBITDA improvement of 103 basis points from FY17 to FY21 Q2

Continued focus on operating leverage and efficiency to capture additional margin expansion

~70% of total cost is variable based on agile operating model

*7.5% excluding pandemic impact on FY20 revenue

Financial Highlights.

RGP™

Results Of Operations

(\$000S)	F2017	F2018	F2019	F2020	F21 Q1	F21 Q2
Revenue	593,411	654,129	728,999	703,353	147,346	153,222
Gross Margin	37.9%	37.6%	38.7%	39.2%	39.3%	38.0%
Growth Rate		12.1%	11.4%	(3.5%)	(14.4%)(3)	(17.0%)(3)
Adjusted EBITDA (2)	46,352	43,164	64,701	59,885	10,217	12,395
Adjusted EBITDA Margin	7.9%	6.6%	8.9%	8.5%	6.9%	8.1%

(1) Excludes stock-based compensation, restructuring costs and contingent consideration

(2) Adjusted EBITDA is earnings before interest, taxes, depreciation, amortization, contingent consideration adjustments, restructuring costs and stock-based compensation

(3) Compares to same quarter from prior year

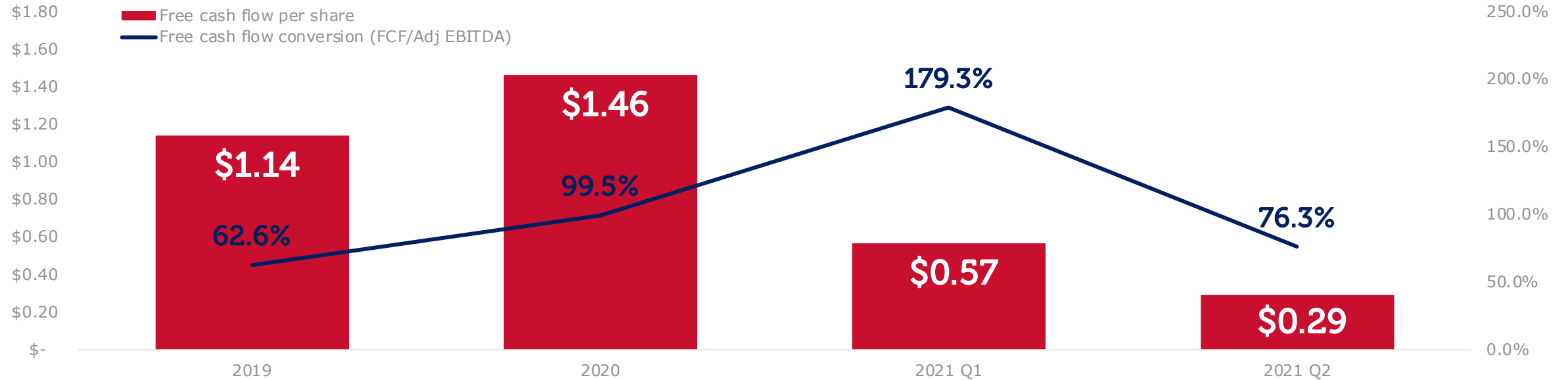
Financial Highlights.

RGP™

Balance Sheet

(\$000S)	F2017	F2018	F2019	F2020	F21 Q1	F21 Q2
Cash	62,329	56,470	49,026	95,624	114,551	97,195
Current Assets	166,845	194,881	191,657	230,999	231,514	218,558
Total Assets	364,128	432,674	428,369	529,181	529,162	511,966
Current Liabilities	71,771	94,524	91,417	94,901	88,058	91,636
LTD	48,000	63,000	43,000	88,000	88,000	68,000
Total Liabilities	125,986	163,849	145,974	225,520	219,234	205,019
Equity	238,142	268,825	282,395	303,661	309,928	306,947
Working Capital	95,074	100,357	100,240	136,098	143,456	126,922
Net Debt	(14,329)	6,530	(6,026)	(7,624)	(26,551)	(29,195)

Strong Cash Flow Generation.



In Millions	F2019	F2020	FY2021 Q1	FY2021 Q2
Cash from operating activities	\$43.6	\$49.5	\$18.6	\$11.0
Less: capital expenditures	(6.9)	(2.3)	(0.3)	(1.5)
Free cash flow	\$36.7	\$47.2	\$18.3	\$9.5

Capital Allocation Framework.

RGP generates strong operating cash flow and allocates capital between organic investments, acquisitions, debt repayment, and direct return to shareholders, while maintaining a balanced leverage ratio.

Investment in Growth



Strategically allocate capital to organic investments and targeted M&A that drive long-term value for our shareholders.

Debt Repayment



Strong free cash flow supports borrowing capacity and expedited deleveraging.

Return to Shareholders



Provide return to our shareholders through dividends and share repurchases.

RGP

To the Power of Human™

**Thank You
For Your Time.**

