

From great people to great performance



Hudson Highland Group

Q2 2008 Earnings Call Slides

July 31, 2008



Forward Looking Statements

Please be advised that except for historical information, the statements 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 economic and other conditions in the markets in which we operate, risks associated with acquisitions, 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.

Q2 2008 Consolidated Financial Results

\$US in Millions

			<u>Q2 2008</u>	<u>Q2 2007</u>
Revenue	▲ 3%		\$305.9	\$297.0
	▼ 3%	CC		
Gross Margin	▲ 6%		\$137.2	\$129.7
	▼ 2%	CC		
Adj. EBITDA ⁽¹⁾	▼ 6%		\$11.2	\$11.9
	▼ 20%	CC		
Op Income	▲ NM		\$6.6	\$2.7
	▲ 92%	CC		
Net Income	▲ NM		\$5.0	(0.6)
	▲ NM	CC		
Diluted EPS	▲ NM		\$0.19	(0.02)

(1) Adjusted EBITDA is a non-GAAP measure defined as earnings before interest, income taxes, depreciation, amortization, and also excludes merger and integration costs, business reorganization, acquisition-related compensation and impaired goodwill. A reconciliation of EBITDA to operating income (loss) is included in the presentation.

(2) CC represents constant currency variance.

Q2 2008 Regional Data – Hudson Americas

\$US in Millions

		<u>Q2 2008</u>	<u>Q2 2007</u>
Revenue	▲ 1%	\$71.5	\$70.8
Gross Margin	▼ 5%	\$20.2	\$21.2
Adj. EBITDA ⁽¹⁾	▲ NM	\$1.7	(\$1.3)
Adj. EBITDA %	▲ NM	2.4%	(1.8%)

- (1) Adjusted EBITDA is a non-GAAP measure defined as earnings before interest, income taxes, depreciation, amortization, and also excludes merger and integration costs, business reorganization, acquisition-related compensation and impaired goodwill. A reconciliation of EBITDA to operating income (loss) is included in the presentation.

Q2 2008 Regional Data – Hudson Europe

\$US in Millions

			<u>Q2 2008</u>	<u>Q2 2007</u>
Revenue	▼ 3%		\$116.8	\$120.8
	▼ 8%	CC		
Gross Margin	▲ 3%		\$64.5	\$62.7
	▼ 4%	CC		
Adj. EBITDA ⁽¹⁾	▼ 6%		\$10.0	\$10.6
	▼ 14%	CC		
Adj. EBITDA %	▼ 0.2%		8.6%	8.8%

- (1) Adjusted EBITDA is a non-GAAP measure defined as earnings before interest, income taxes, depreciation, amortization, and also excludes merger and integration costs, business reorganization, acquisition-related compensation and impaired goodwill. A reconciliation of EBITDA to operating income (loss) is included in the presentation.

Q2 2008 Regional Data – Hudson Asia Pacific

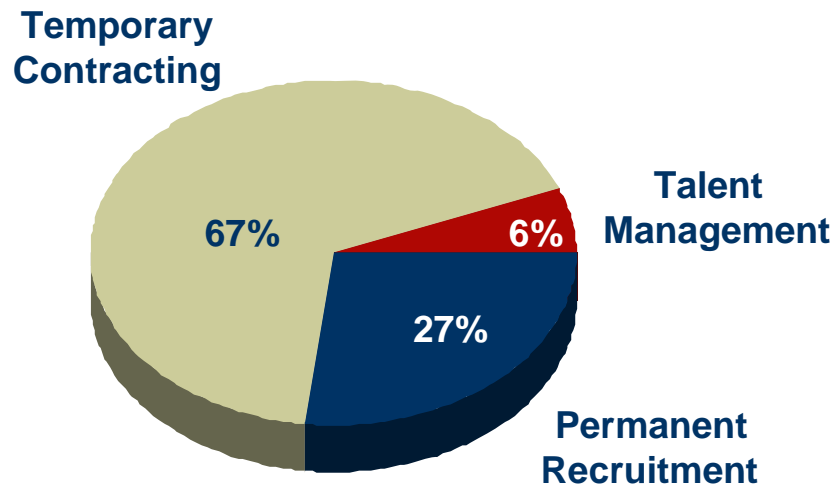
\$US in Millions

			<u>Q2 2008</u>	<u>Q2 2007</u>
Revenue	▲ 12%		\$117.6	\$105.4
	▼ 0%	CC		
Gross Margin	▲ 15%		\$52.6	\$45.8
	▲ 3%	CC		
Adj. EBITDA ⁽¹⁾	▼ 5%		\$8.7	\$9.1
	▼ 14%	CC		
Adj. EBITDA %	▼ 1.3%		7.4%	8.7%

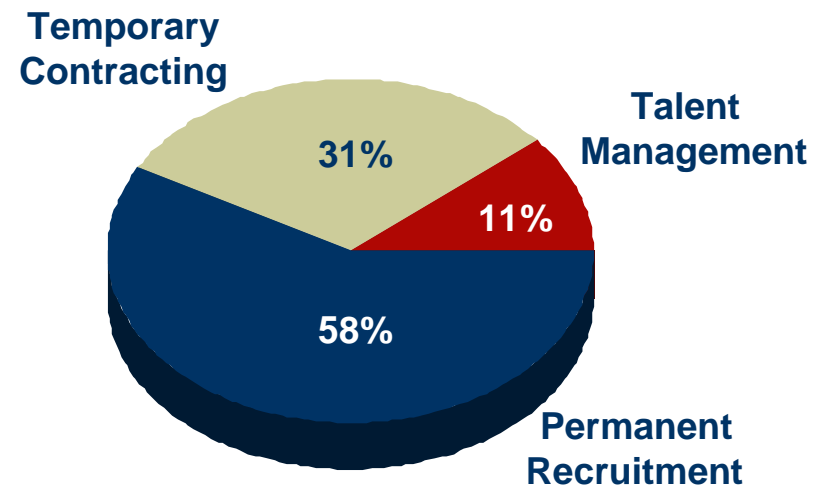
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Q2 2008 Global Product Split

Q2 2008 Revenue



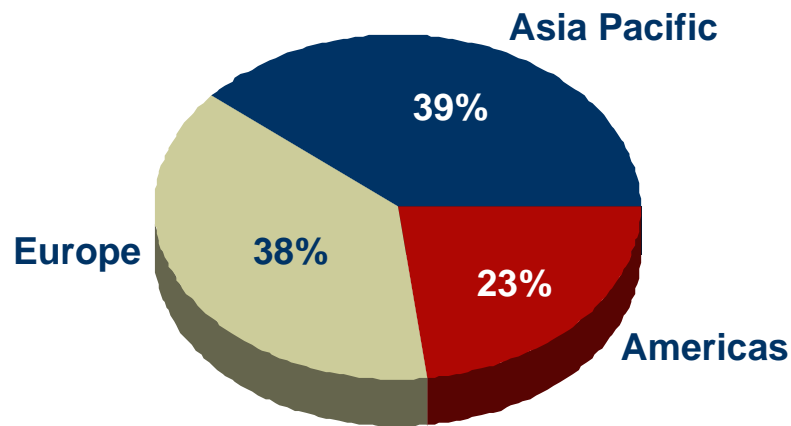
Q2 2008 Gross Margin



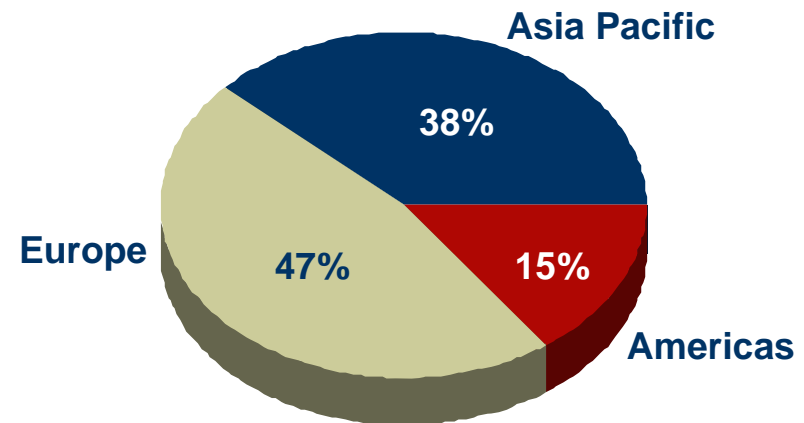
- Global product split percentages similar to those of Q2 2007

Q2 2008 Regional Split

Q2 2008 Revenue



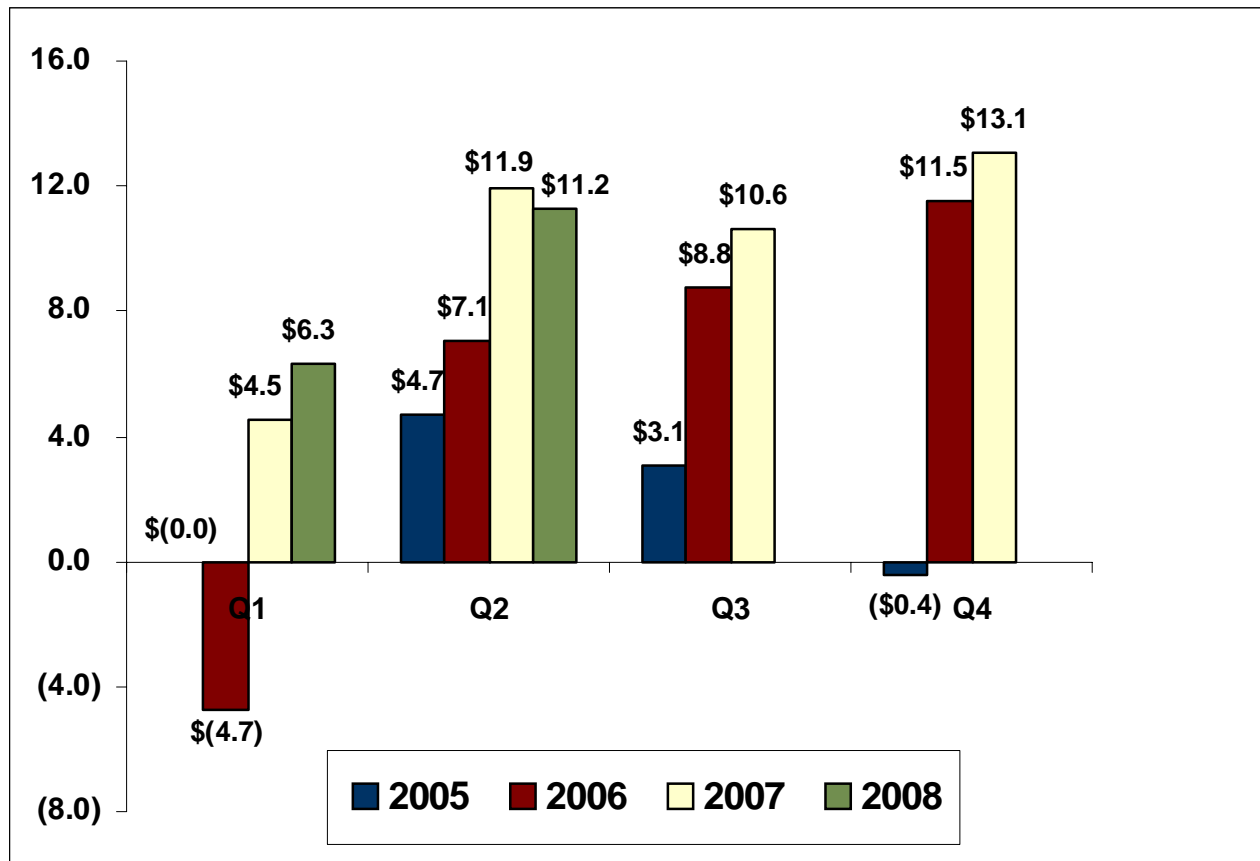
Q2 2008 Gross Margin



- Regional split percentages similar to those of Q2 2007

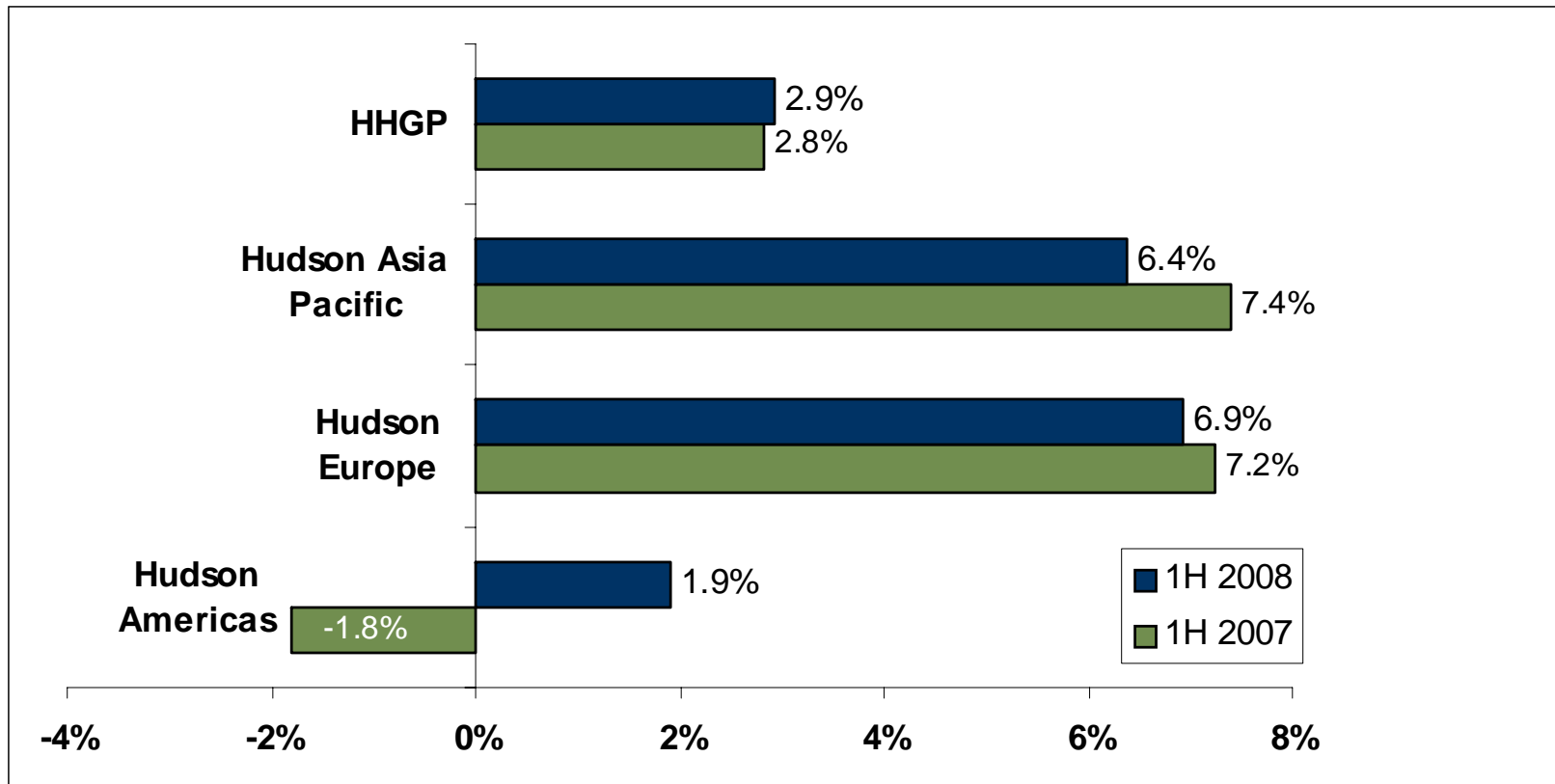
Adjusted EBITDA Progress

\$US in Millions



- (1) Adjusted EBITDA is a non-GAAP measure defined as earnings before interest, income taxes, depreciation, amortization, and also excludes merger and integration costs, business reorganization, acquisition-related compensation and impaired goodwill. A reconciliation of EBITDA to operating income (loss) is included in the presentation.

1H08 vs. 1H07 – Regional Adj. EBITDA Margin



(1) Adjusted EBITDA is a non-GAAP measure defined as earnings before interest, income taxes, depreciation, amortization, and also excludes merger and integration costs, business reorganization, acquisition-related compensation and impaired goodwill.

Balance Sheet - Select Items

As of 6/30/08, \$US in Millions

Selected Assets		
	June 30, 2008	December 31, 2007
Cash	51	39
Accounts Receivables	197	188
Selected Liabilities		
	June 30, 2008	December 31, 2007
ST Borrowings & Current Portion LTD	1	0.2
Shareholders' Equity	212	200

Cash Flow Summary

\$US in Millions

	QTD Jun-08	QTD Jun-07
Net income (loss)	\$ 5.0	\$ (0.6)
Depreciation and amortization	3.6	4.0
Stock-based compensation	1.8	1.7
Gain on asset disposition	(3.2)	(0.8)
Change in accounts receivable	22.8	6.8
Change in accounts payable and other liabilities	(4.3)	7.3
Other	(1.2)	1.6
Cash from operations	24.5	20.0
Capital expenditures	(4.1)	(3.7)
Free cash flow	20.4	16.3
Payments for acquisitions and intangibles, net	(4.9)	(6.6)
Proceeds from the sale of assets	9.6	0.8
Net credit facility borrowings (repayments)	(0.6)	(4.8)
Net common stock issuance - ESPP and options	1.7	3.1
Other	(0.0)	0.8
Change in cash	26.1	9.7

Guidance

\$US in Millions

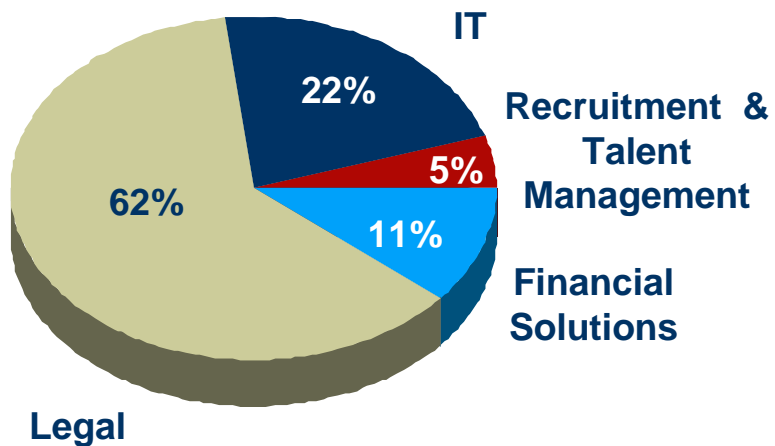
	<u>Q3 2008 Guidance</u>	<u>Q3 2007 Actuals</u>
Revenue	\$290 - \$305	\$300.4
Adj. EBITDA ⁽¹⁾	\$8 - \$11	\$10.6
Restructuring Costs	\$1 - \$3	

- For FY08, management expects adjusted EBITDA growth over FY07

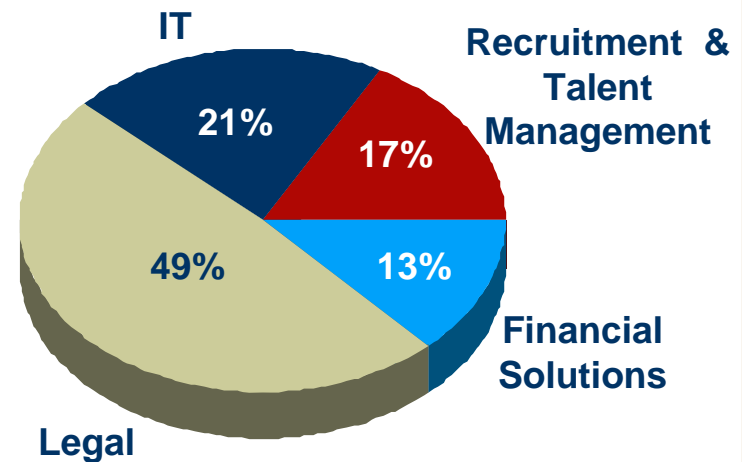
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Q2 2008: Hudson Americas Practice Groups

Q2 2008 Revenue

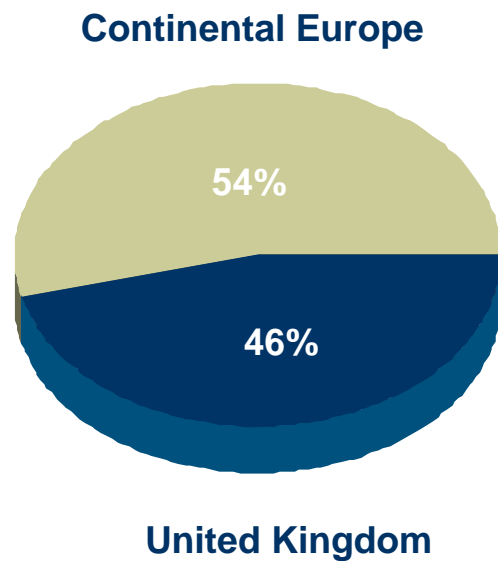


Q2 2008 Gross Margin

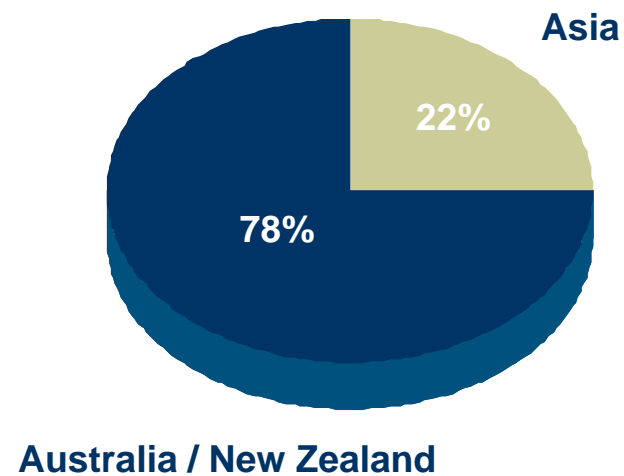


Regional Gross Margin Composition:

**Europe
Q2 2008 Gross Margin**



**Asia Pacific
Q2 2008 Gross Margin**



Temporary Contracting Gross Margin by Region

	<u>Q2 2008</u>	<u>Q2 2007</u>
Americas	24.5%	23.5%
Europe	20.1%	19.2%
Asia Pacific	18.2%	17.8%
HHGP Total	20.8%	20.1%

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Any Questions?



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Appendix



EBITDA Reconciliation, Full Year

\$US in Millions

2007	Hudson				Total
	Americas	Europe	Asia Pac	Corp	
Revenue	291.5	466.4	415.1	-	1,173.1
Gross margin	87.5	237.5	180.9	-	505.9
Adjusted EBITDA ⁽¹⁾	(0.1)	33.4	33.4	(26.5)	40.1
Acquisition-related exp	3.6	1.7	-	-	5.3
Reorg expense	0.5	2.4	(0.0)	1.4	4.4
M&I expense	(0.1)	-	-	(0.7)	(0.8)
EBITDA ⁽¹⁾	(4.2)	29.2	33.4	(27.2)	31.3
D&A	4.4	6.0	3.9	0.3	14.6
Operating income (loss)	(8.5)	23.1	29.5	(27.5)	16.7

2006	Hudson				Total
	Americas	Europe	Asia Pac	Corp	
Revenue	306.7	454.4	392.3	-	1,153.5
Gross margin	91.5	207.6	158.8	-	457.9
Adjusted EBITDA ⁽¹⁾	(5.4)	24.9	30.8	(27.7)	22.6
Acquisition-related exp	-	1.7	-	-	1.7
Reorg expense	1.8	2.7	0.9	0.7	6.0
M&I expense	0.4	0.0	(0.0)	-	0.4
EBITDA ⁽¹⁾	(7.6)	20.5	30.0	(28.4)	14.5
D&A	6.3	6.9	3.2	3.4	19.8
Operating income (loss)	(13.9)	13.7	26.8	(31.8)	(5.2)

2005	Hudson				Total
	Americas	Europe	Asia Pac	Corp	
Revenue	291.2	450.0	386.5	-	1,127.7
Gross margin	91.5	189.1	151.5	-	432.1
Adjusted EBITDA ⁽¹⁾	5.0	12.6	27.2	(37.4)	7.4
Acquisition-related exp	-	-	-	-	-
Reorg expense	0.5	(0.0)	0.0	-	0.5
M&I expense	(0.0)	-	(0.0)	-	(0.1)
EBITDA ⁽¹⁾	4.5	12.6	27.2	(37.4)	7.0
D&A	5.1	4.3	6.5	0.6	16.5
Operating income (loss)	(0.6)	8.3	20.7	(38.0)	(9.5)

2004	Hudson				Total
	Americas	Europe	Asia Pac	Corp	
Revenue	214.7	417.5	357.0	-	989.3
Gross margin	71.0	170.4	137.0	-	378.4
Adjusted EBITDA ⁽¹⁾	0.2	(0.8)	20.6	(33.2)	(13.2)
Acquisition-related exp	-	-	-	-	-
Reorg expense	1.1	0.2	(0.3)	-	1.0
M&I expense	(0.1)	0.4	(0.2)	-	0.1
EBITDA ⁽¹⁾	(0.8)	(1.5)	21.1	(33.2)	(14.3)
D&A	5.2	4.3	6.1	2.1	17.7
Operating income (loss)	(6.0)	(5.8)	15.0	(35.2)	(32.0)

- (1) Adjusted EBITDA is a non-GAAP measure defined as earnings before interest, income taxes, depreciation, amortization, and also excludes merger and integration costs, business reorganization, acquisition-related compensation and impaired goodwill. A reconciliation of EBITDA to operating income (loss) is included in the presentation.

EBITDA Reconciliation, Full Year

\$US in Millions

2003	Hudson			Corp	Total
	Americas	Europe	Asia Pac		
Revenue	166.0	337.5	320.9	-	824.4
Gross margin	50.8	142.3	116.6	-	309.7
Adjusted EBITDA ⁽¹⁾	(16.4)	(14.2)	3.9	(31.2)	(57.9)
Acquisition-related exp	-	-	-	-	-
Goodwill Impairment	55.4	128.7	11.3	-	195.4
Reorg expense	1.9	9.1	4.4	0.2	15.6
M&I expense	(0.1)	2.9	(0.1)	-	2.7
EBITDA ⁽¹⁾	(73.5)	(155.0)	(11.6)	(31.4)	(271.6)
D&A	3.8	3.8	5.6	3.0	16.2
Operating income (loss)	(77.4)	(158.8)	(17.2)	(34.4)	(287.8)

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EBITDA Reconciliation, Q1

\$US in Millions

	Hudson				Total
	Americas	Europe	Asia Pac	Corp	
Q1 2008					
Revenue	83.3	111.333	100.9	-	295.5
Gross margin	22.8	58.5	44.3	-	125.6
Adjusted EBITDA ⁽¹⁾	1.2	5.770	5.2	(5.9)	6.3
Acquisition-related exp	-	-	-	-	-
Reorg expense	1.5	(0.2)	0.1	-	1.3
M&I expense	(0.0)	0.1	-	-	0.1
EBITDA ⁽¹⁾	(0.2)	5.9	5.1	(5.9)	4.9
D&A	1.2	1.6	1.0	0.1	3.9
Operating income (loss)	(1.4)	4.3	4.1	(6.0)	1.0
Q1 2007					
Revenue	76.5	117.0	93.3	-	286.8
Gross margin	22.1	56.6	38.6	-	117.3
Adjusted EBITDA ⁽¹⁾	(1.4)	6.6	5.6	(6.2)	4.5
Acquisition-related exp	-	0.3	-	-	0.3
Reorg expense	0.7	2.4	-	(0.1)	3.1
M&I expense	-	-	-	-	-
EBITDA ⁽¹⁾	(2.1)	3.8	5.6	(6.2)	1.1
D&A	1.1	1.6	0.9	0.1	3.7
Operating income (loss)	(3.2)	2.2	4.7	(6.3)	(2.6)

	Hudson				Total
	Americas	Europe	Asia Pac	Corp	
Q1 2006					
Revenue	72.8	110.3	90.6	-	273.7
Gross margin	18.4	48.6	35.6	-	102.7
Adjusted EBITDA ⁽¹⁾	(6.8)	5.4	4.5	(7.9)	(4.7)
Acquisition-related exp	-	-	-	-	-
Reorg expense	-	-	(0.0)	-	(0.0)
M&I expense	-	-	-	-	-
EBITDA ⁽¹⁾	(6.8)	5.4	4.5	(7.9)	(4.7)
D&A	1.5	1.6	0.8	0.2	4.0
Operating income (loss)	(8.2)	3.8	3.8	(8.1)	(8.8)
Q1 2005					
Revenue	74.5	114.2	90.3	-	279.0
Gross margin	22.7	47.4	34.5	-	104.7
Adjusted EBITDA ⁽¹⁾	0.9	3.1	6.2	(10.1)	(0.0)
Acquisition-related exp	-	-	-	-	-
Reorg expense	0.6	(0.1)	(0.0)	-	0.5
M&I expense	(0.0)	-	-	-	(0.0)
EBITDA ⁽¹⁾	0.3	3.2	6.2	(10.1)	(0.5)
D&A	0.9	0.9	2.4	0.1	4.4
Operating income (loss)	(0.6)	2.3	3.8	(10.3)	(4.9)

(1) Adjusted EBITDA is a non-GAAP measure defined as earnings before interest, income taxes, depreciation, amortization, and also excludes merger and integration costs, business reorganization, acquisition-related compensation and impaired goodwill. A reconciliation of EBITDA to operating income (loss) is included in the presentation.

EBITDA Reconciliation, Q2

\$US in Millions

Q2 2008	Hudson				Total
	Americas	Europe	Asia Pac	Corp	
Revenue	71.5	116.8	117.6	-	305.9
Gross margin	20.2	64.5	52.6	-	137.2
Adjusted EBITDA ⁽¹⁾	1.7	10.0	8.7	(9.2)	11.2
Acquisition-related exp	-	-	-	-	-
Reorg expense	0.2	0.8	-	-	1.1
M&I expense	0.0	(0.1)	-	-	(0.0)
EBITDA ⁽¹⁾	1.5	9.2	8.7	(9.2)	10.2
D&A	1.2	1.3	1.0	0.1	3.6
Operating income (loss)	0.3	7.9	7.7	(9.3)	6.6

Q2 2007	Hudson				Total
	Americas	Europe	Asia Pac	Corp	
Revenue	70.8	120.8	105.4	-	297.0
Gross margin	21.2	62.7	45.8	-	129.7
Adjusted EBITDA ⁽¹⁾	(1.3)	10.6	9.1	(6.5)	11.9
Acquisition-related exp	3.6	0.3	-	-	3.9
Reorg expense	(0.0)	(0.0)	0.0	1.6	1.6
M&I expense	(0.0)	-	-	-	(0.0)
EBITDA ⁽¹⁾	(4.8)	10.3	9.1	(8.1)	6.5
D&A	1.2	1.6	1.0	0.1	3.9
Operating income (loss)	(6.0)	8.7	8.1	(8.2)	2.7

Q2 2006	Hudson				Total
	Americas	Europe	Asia Pac	Corp	
Revenue	80.2	116.5	99.7	-	296.3
Gross margin	23.8	54.0	41.8	-	119.6
Adjusted EBITDA ⁽¹⁾	(3.0)	7.9	8.9	(6.8)	7.1
Acquisition-related exp	-	-	-	-	-
Reorg expense	0.2	(0.1)	0.2	0.3	0.7
M&I expense	0.1	-	-	-	0.1
EBITDA ⁽¹⁾	(3.3)	8.0	8.8	(7.2)	6.3
D&A	1.3	1.7	0.8	0.2	3.9
Operating income (loss)	(4.5)	6.3	8.0	(7.3)	2.4

Q2 2005	Hudson				Total
	Americas	Europe	Asia Pac	Corp	
Revenue	71.4	116.0	104.6	-	292.0
Gross margin	22.3	50.1	42.2	-	114.6
Adjusted EBITDA ⁽¹⁾	0.6	4.2	9.3	(9.4)	4.7
Acquisition-related exp	-	-	-	-	-
Reorg expense	(0.1)	-	-	-	(0.1)
M&I expense	0.0	-	-	-	0.0
EBITDA ⁽¹⁾	0.7	4.2	9.3	(9.4)	4.8
D&A	1.0	0.8	2.2	0.1	4.1
Operating income (loss)	(0.3)	3.4	7.1	(9.5)	0.7

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EBITDA Reconciliation, Q3

\$US in Millions

Q3 2007

	Hudson			Corp	Total
	Americas	Europe	Asia Pac		
Revenue	75.7	115.0	109.7	-	300.4
Gross margin	23.2	58.4	47.9	-	129.4
Adjusted EBITDA ⁽¹⁾	1.4	6.1	10.0	(6.8)	10.6
Acquisition-related exp	-	0.3	-	-	0.3
Reorg expense	(0.1)	(0.0)	(0.0)	0.0	(0.1)
M&I expense	(0.0)	-	-	(0.7)	(0.8)
EBITDA ⁽¹⁾	1.4	5.7	10.0	(6.0)	11.1
D&A	1.0	1.5	1.0	0.0	3.5
Operating income (loss)	0.4	4.3	9.0	(6.1)	7.6

Q3 2006

	Hudson			Corp	Total
	Americas	Europe	Asia Pac		
Revenue	79.4	114.4	104.6	-	298.4
Gross margin	24.9	51.0	42.1	-	118.0
Adjusted EBITDA ⁽¹⁾	2.0	4.2	10.0	(7.4)	8.8
Acquisition-related exp	-	0.8	-	-	0.8
Reorg expense	1.2	0.6	0.1	0.2	2.1
M&I expense	0.0	0.0	-	-	0.0
EBITDA ⁽¹⁾	0.8	2.8	9.9	(7.6)	5.9
D&A	1.1	1.7	0.8	0.2	3.7
Operating income (loss)	(0.3)	1.1	9.2	(7.8)	2.1

Q3 2005

	Hudson			Corp	Total
	Americas	Europe	Asia Pac		
Revenue	73.7	109.9	102.6	-	286.1
Gross margin	23.5	45.4	40.4	-	109.2
Adjusted EBITDA ⁽¹⁾	2.1	2.8	7.9	(9.8)	3.1
Acquisition-related exp	-	-	-	-	-
Reorg expense	-	-	-	-	-
M&I expense	-	-	-	-	-
EBITDA ⁽¹⁾	2.1	2.8	7.9	(9.8)	3.1
D&A	1.7	0.9	1.0	0.1	3.7
Operating income (loss)	0.4	1.9	6.9	(9.9)	(0.6)

- (1) Adjusted EBITDA is a non-GAAP measure defined as earnings before interest, income taxes, depreciation, amortization, and also excludes merger and integration costs, business reorganization, acquisition-related compensation and impaired goodwill. A reconciliation of EBITDA to operating income (loss) is included in the presentation.

EBITDA Reconciliation, Q4

\$US in Millions

Q4 2007	Hudson				Total
	Americas	Europe	Asia Pac	Corp	
Revenue	68.5	113.6	106.8	-	288.8
Gross margin	21.0	59.8	48.6	-	129.4
Adjusted EBITDA ⁽¹⁾	1.2	10.1	8.7	(7.0)	13.1
Acquisition-related exp	-	0.8	-	-	0.8
Reorg expense	(0.1)	(0.0)	(0.0)	(0.1)	(0.3)
M&I expense	0.0	-	-	0.0	0.0
EBITDA ⁽¹⁾	1.3	9.3	8.8	(6.9)	12.5
D&A	1.1	1.4	1.0	0.0	3.5
Operating income (loss)	0.3	7.9	7.7	(6.9)	9.0
Q4 2006	Hudson				
	Americas	Europe	Asia Pac	Corp	Total
Revenue	74.3	113.2	97.5	-	285.0
Gross margin	24.4	53.9	39.3	-	117.6
Adjusted EBITDA ⁽¹⁾	2.3	7.4	7.4	(5.5)	11.5
Acquisition-related exp	-	0.9	-	-	0.9
Reorg expense	0.3	2.2	0.7	0.1	3.3
M&I expense	0.3	-	(0.0)	-	0.3
EBITDA ⁽¹⁾	1.7	4.3	6.7	(5.7)	7.1
D&A	2.5	1.8	0.9	2.9	8.1
Operating income (loss)	(0.8)	2.5	5.9	(8.6)	(1.0)

Q4 2005	Hudson				Total
	Americas	Europe	Asia Pac	Corp	
Revenue	71.6	110.0	89.0	-	270.5
Gross margin	23.1	46.2	34.4	-	103.7
Adjusted EBITDA ⁽¹⁾	1.4	2.5	3.8	(8.2)	(0.4)
Acquisition-related exp	-	-	-	-	-
Reorg expense	-	0.0	0.0	-	0.1
M&I expense	-	-	(0.0)	-	(0.0)
EBITDA ⁽¹⁾	1.4	2.4	3.8	(8.2)	(0.5)
D&A	1.4	1.7	0.9	0.2	4.3
Operating income (loss)	(0.0)	0.7	2.9	(8.3)	(4.7)

- (1) Adjusted EBITDA is a non-GAAP measure defined as earnings before interest, income taxes, depreciation, amortization, and also excludes merger and integration costs, business reorganization, acquisition-related compensation and impaired goodwill. A reconciliation of EBITDA to operating income (loss) is included in the presentation.