



# HUDSON GLOBAL ... a leading global total talent solutions provider

*Nasdaq: HSON*



**Investor Presentation**

**MARCH 2021**

# Forward-Looking Statements

*This presentation contains statements that the Company believes to be "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact included in this presentation, including statements regarding the Company's future financial condition, results of operations, business operations and business prospects, are forward-looking statements. Words such as "anticipate," "estimate," "expect," "project," "intend," "plan," "predict," "believe" and similar words, expressions and variations of these words and expressions are intended to identify forward-looking statements. All forward-looking statements are subject to important factors, risks, uncertainties and assumptions, including industry and economic conditions that could cause actual results to differ materially from those described in the forward-looking statements. Such factors, risks, uncertainties and assumptions include, but are not limited to, global economic fluctuations; the adverse impacts of the recent coronavirus, or COVID-19 outbreak; the Company's ability to successfully achieve its strategic initiatives; risks related to potential acquisitions or dispositions of businesses by the Company; the Company's ability to retain and recruit qualified management and/or advisors; the Company's ability to operate successfully as a company focused on its RPO business; risks related to fluctuations in the Company's operating results from quarter to quarter; the loss of or material reduction in our business with any of the Company's largest customers; the ability of clients to terminate their relationship with the Company at any time; competition in the Company's markets; the negative cash flows and operating losses that may recur in the future; risks relating to how future credit facilities may affect or restrict our operating flexibility; risks associated with the Company's investment strategy; risks related to international operations, including foreign currency fluctuations, political events, natural disasters or health crises, including the ongoing COVID-19 outbreak; the Company's dependence on key management personnel; the Company's ability to attract and retain highly skilled professionals; the Company's ability to collect accounts receivable; the Company's ability to maintain costs at an acceptable level; the Company's heavy reliance on information systems and the impact of potentially losing or failing to develop technology; risks related to providing uninterrupted service to clients; the Company's exposure to employment-related claims from clients, employers and regulatory authorities, current and former employees in connection with the Company's business reorganization initiatives, and limits on related insurance coverage; the Company's ability to utilize net operating loss carry-forwards; volatility of the Company's stock price; the impact of government regulations; and restrictions imposed by blocking arrangements. Additional information concerning these and other factors is contained in the Company's filings with the Securities and Exchange Commission. These forward-looking statements speak only as of the date of this document. The Company assumes no obligation, and expressly disclaims any obligation, to update any forward-looking statements, whether as a result of new information, future events or otherwise.*

# Hudson Global at a Glance

- ▶ Hudson Global, Inc. (Nasdaq: HSON) (“Hudson Global” or “the Company”) is a **pure-play Total Talent Solutions provider** doing business as Hudson RPO
- ▶ Spin-off from Monster.com in 2003; Nasdaq listed
- ▶ **Strong financial position:** \$26 million of cash<sup>(3)</sup>, no debt, and \$318 million of usable NOL carryforwards
- ▶ **Stock buyback:** shares outstanding reduced by approximately 16% since 12/31/18
- ▶ **Owner mindset:** board and management collectively own approximately 12% of total shares outstanding and expect to own more over time
- ▶ **Maximizing stockholder value:** over the long term through internal investments in our growing, high-margin RPO business and bolt-on acquisition opportunities

*\$mm, except per share amounts*

<b>Stock Price<sup>(2)</sup></b>	\$15.25
<b>Shares Outstanding<sup>(5)</sup></b>	2.68
<b>Market Capitalization<sup>(2)</sup></b>	\$40.9
<b>Cash<sup>(3)</sup></b>	\$26.2
<b>Debt<sup>(3)</sup></b>	\$0.0
<b>Usable NOL Carryforward<sup>(4)</sup></b>	\$318
<hr/>	
<b># of Employees<sup>(4)</sup></b>	380
<b># of Countries</b>	12

<i>\$mm</i>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Revenue</b>	\$66.9	\$93.8	\$101.4
<b>Adjusted Net Revenue</b>	\$42.1	\$43.6	\$39.1
<b>Adj EBITDA-RPO<sup>(1)</sup></b>	\$4.2	\$4.5	\$2.9
<b>Corp Costs<sup>(1)</sup></b>	\$5.6	\$4.1	\$3.3
<b>Adj EBITDA<sup>(1)</sup></b>	(\$1.5)	\$0.5	\$(0.4)

<sup>(1)</sup> Adjusted EBITDA and Corporate Costs are non-GAAP measures. Reconciliations of non-GAAP measures can be found in the appendix to this presentation.

<sup>(2)</sup> As of March 1, 2021. Market Capitalization defined as Shares Outstanding times Stock Price.

<sup>(3)</sup> As of December 31, 2020. Cash includes \$0.4mm of restricted cash. Debt excludes operating lease obligations.

<sup>(4)</sup> As of December 31, 2020 as disclosed in 2020 Form 10-K. NOL carryforward is for U.S. federal tax expense.

<sup>(5)</sup> 2.68 million shares outstanding as of March 1, 2021. Does not include unvested RSUs.

# Hudson Global: Our History

**1999 – 2001:** Hudson Global originated from 67 recruitment agency acquisitions made by TMP Worldwide, which later became Monster Worldwide, Inc. (i.e., Monster.com)

**2003:** Monster distributed shares of Hudson Global to its stockholders, spinning off Hudson Global as an independent, publicly-held company

**2003-2013:** Poor business structure and very poor leadership led to poor operating and financial performance

## The new Hudson Global – focused on expanding global RPO business

### 2013-2014

**2013 – 2014** Current CEO, Jeff Eberwein, invested in HSON shares and gained shareholder representation on the Board to improve performance

**2015** BoD implemented a series of measures designed to enhance stockholder rights including:

- Declassified the Board – directors to be elected annually
- Allowed stockholders to call special meetings
- Eliminated all supermajority voting requirements
- Allowed stockholders to act by written consent
- Eliminated cash compensation to the Board
- Implemented a plan to protect valuable NOL asset

### 2015-2018

**2015** Announced a \$10M share purchase plan (approx. \$8.3M acquired through 12/31/20)

**2016** Paid two cash dividends totaling \$3.4M

**2015 – 2018** BoD initiated a strategic review to enhance stockholder value with a focus on selling non-core businesses; completed three divestitures to exit the agency recruitment business and focus on global RPO business

### 2019

**2019** Completed tender offer for 247K shares of stock at a purchase price of \$15 per share, representing 7.7% of total shares outstanding

**Q3 & Q4, 2019** Growth in RPO profits and reductions in Corporate Costs enabled Hudson Global to cross over into profitability

### 2020

**2020** Completed private transactions with certain shareholders to repurchase 259K shares of stock at a purchase price of \$8.63 per share, representing 8.8% of total shares outstanding

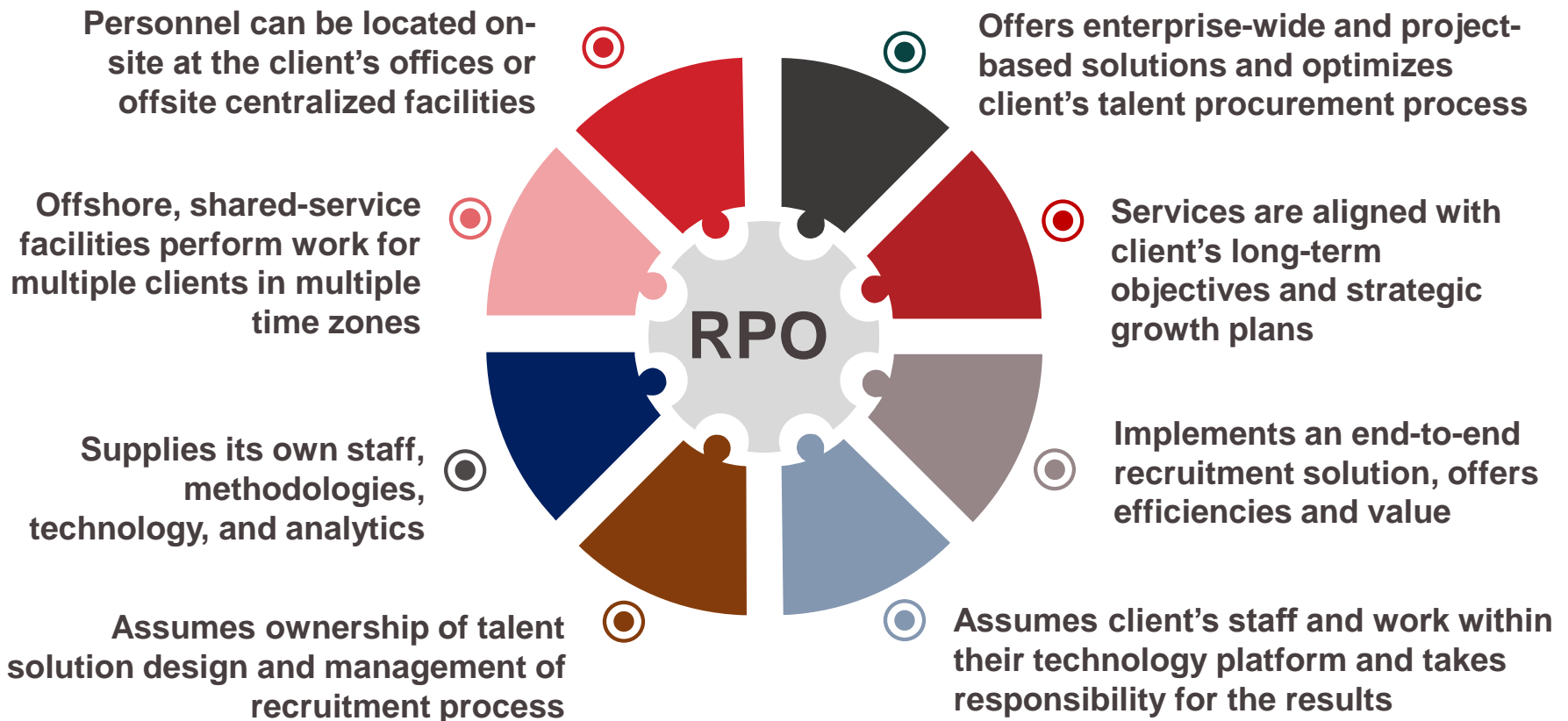
**2020** Acquired Coit Group, a San Francisco-based RPO provider, to expand further into tech sector; established office in San Francisco

# What is Recruitment Process Outsourcing (RPO)?

RPO is in the Business Services sector and part of the Business Process Outsourcing (“BPO”) and Human Capital Management (“HCM”) subsectors

RPO involves an employer utilizing an external service provider to perform all or part of its recruitment processes, often replacing work performed by external recruitment agencies and/or in-house teams

## RPO vs. Traditional Recruiting



# RPO vs. Traditional Recruitment Agencies

- ▶ The RPO industry market worldwide accounted for revenue of \$6.9B in 2019; projected to expand with a CAGR of 16.9% from 2020 to 2028 <sup>(1)</sup>
- ▶ We believe the RPO industry is taking share from traditional recruitment agencies for the reasons below:

Factor	RPO Model	Recruitment Agency Model
Location of Service Provider	On-Site and Centers of Excellence	Never On-Site and No Centers of Excellence
Ownership of Recruitment Process	High	Low
Candidate Quality	Consistently Good	Uneven Consistency
Candidate Experience	High/Brand Ambassadors	Uneven
Proactive Recruitment	Strong/Maintain Talent Pools	Low
Cost to Client	Lower, especially as volume increases	High
Level of Client Engagement	Very High (Partnership)	Transactional
Duration of Relationship with Client	Long/Recurring	Transactional
Depth of Relationship with Client	Very Deep and Wide	Shallow/Transactional
Delivery Model	Client-Focused/Subject Matter Expertise	Role-Focused or Candidate-Focused
Pricing Model	Combination of fixed monthly management fees and variable fees	Purely Variable/Transactional
Length of Contract	Solution-based and typically multi-year with high renewal rates	Transactional
Recurring Revenues	High	Low
Initial Sales Process	Long	Short

(1) [Global Recruitment Process Outsourcing Market \(2020 to 2028\)](#)

# Hudson RPO: Regional Market Observations

## Asia-Pacific

- ▶ Consistently ranked as a top RPO provider in APAC<sup>(1)</sup>
- ▶ Strong market adoption for RPO in Australia, China, HK, and Singapore
- ▶ Very strong franchise and market presence in Australia, China, and HK
  - Hudson's first ever RPO project in 1999 for J&J in Australia was one of the first RPO projects in history
- ▶ Growing rapidly in SE Asia via hub in Singapore
- ▶ Expanded presence in SE Asia through local partnerships in Taiwan, Malaysia, Philippines, Thailand, Vietnam, South Korea, and India
- ▶ Partnerships allow Hudson RPO to embed teams in these countries as requested by clients
- ▶ Centers of Excellence in Manila, Philippines and Shanghai, China

## Americas

- ▶ Large market size
- ▶ Particularly strong in Life Sciences (Pharma, Biotech, and Medical Devices), Financial and Business Services, and Technology
- ▶ Growing presence in Canada and Latin America, especially for large multinationals creating regional hubs
- ▶ Acquired Coit Group, a San Francisco-based RPO provider specializing in the technology sector (October 2020)
- ▶ Small RPO or MSP companies in this region could become acquisition targets
- ▶ Center of Excellence in Tampa, FL

## EMEA

- ▶ Ranked among the top RPO providers in EMEA<sup>(2)</sup>
- ▶ UK market is large and well-developed
- ▶ Emerging market in continental Europe with growth from large multinationals benefiting from RPO solutions in the US and UK
- ▶ Particularly strong in Life Sciences, Financial and Business Services, and Consumer
- ▶ Smaller RPO or MSP companies in this region could become acquisition targets
- ▶ Center of Excellence in Edinburgh, Scotland

<sup>(1)</sup> <https://www.hudsonrpo.com/newsroom/hro-today-bakers-dozen-apac/>

<sup>(2)</sup> <https://www.hudsonrpo.com/newsroom/hro-today-bakers-dozen-emea/>

# Centers of Excellence (COEs)





# Hudson RPO's Strengths



## Our Focus

- ▶ Professional Services – comprehensive talent acquisition and total talent solutions for employers needing mission-critical professional talent
- ▶ Senior Management to Entry Level – we partner with our clients at every level
- ▶ Mid-to-Large Sized Corporations – focus on custom-built solutions for our clients
- ▶ Emerging Growth Companies – we partner with them at every stage of their growth/life cycle
- ▶ RPO to Total Talent Solutions – grow current RPO solutions, build first generation RPO programs, and offer other, value-added talent solutions



## Our Clients

- ▶ We focus on clients where acquiring and retaining top talent, and specialized talent, is the key to business success
- ▶ Our client's partner with us based on value and outcomes given the critical importance of talent to their businesses and the customized nature of our solution
- ▶ We immerse ourselves in our client's culture, business, and needs so we can deliver the best solutions and be a very valuable, long-term partner
- ▶ Subject Matter Expertise in each sector is a key differentiator in our client solutions
- ▶ Disciplined execution delivers efficiencies and effective outcomes to our clients
- ▶ We have a prestigious client portfolio and a high retention rate because we work diligently to truly partner with our clients and we evolve our solutions to best support our client's growth, needs, and objectives



## Our Team

- ▶ Hudson RPO's global and regional leadership teams have deep expertise across Human Capital solutions and have high tenure at Hudson RPO and on-site with our clients
- ▶ Hudson RPO's teams are committed to a culture of engaged leadership, disciplined execution, and profitable growth
- ▶ Hudson RPO rates very favorably on service, performance, and results relative to our competition as measured by independent client surveys done via SharedXpertise for the *HRO Today's Baker's Dozen Program*<sup>(1)</sup>
- ▶ Hudson RPO has been recognized on the Baker's Dozen List for eleven consecutive years

<sup>(1)</sup> <https://www.hudsonrpo.com/rpo-intelligence/recruitment-process-outsourcing/rpo-worldwide-implementation/>

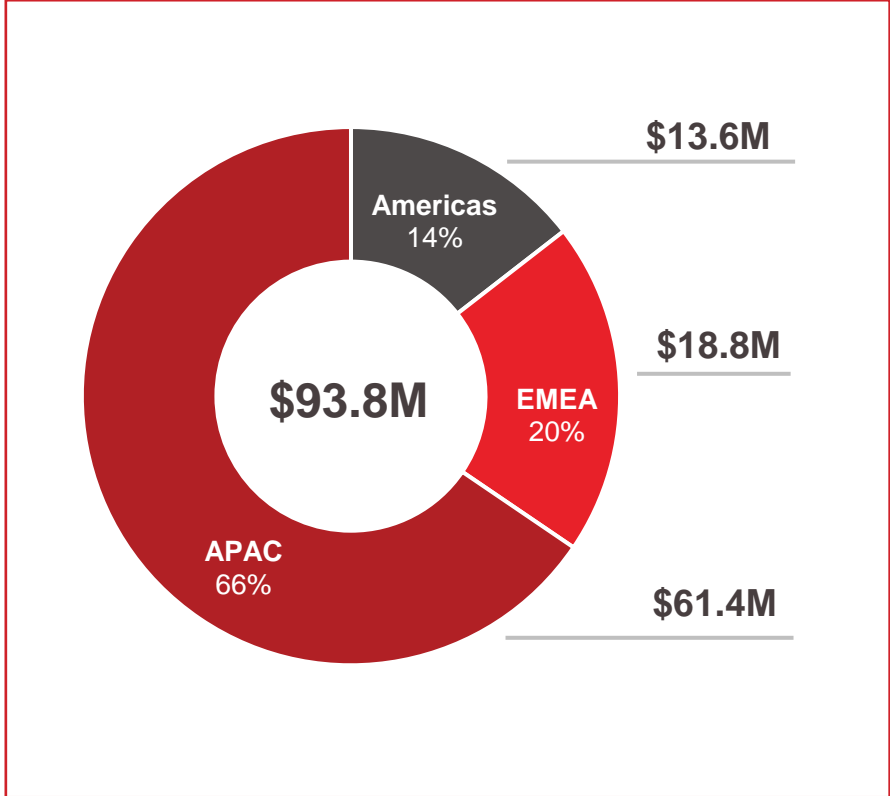
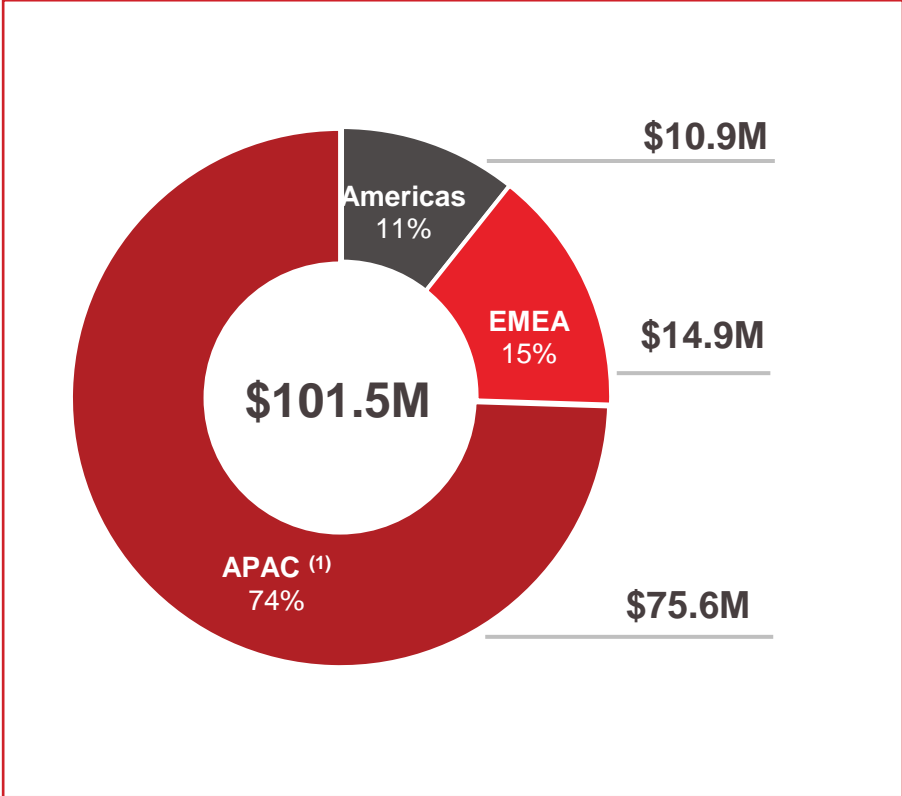


# Financial Highlights

# Revenue Breakdown by Region

## Full Year 2020

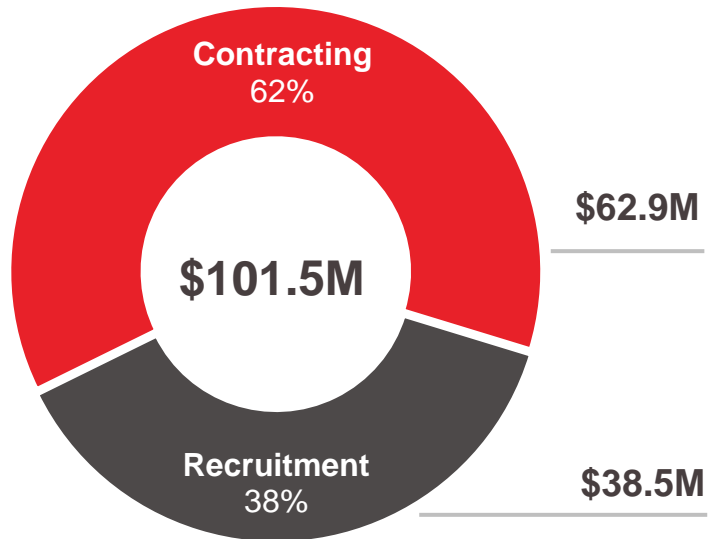
## Full Year 2019



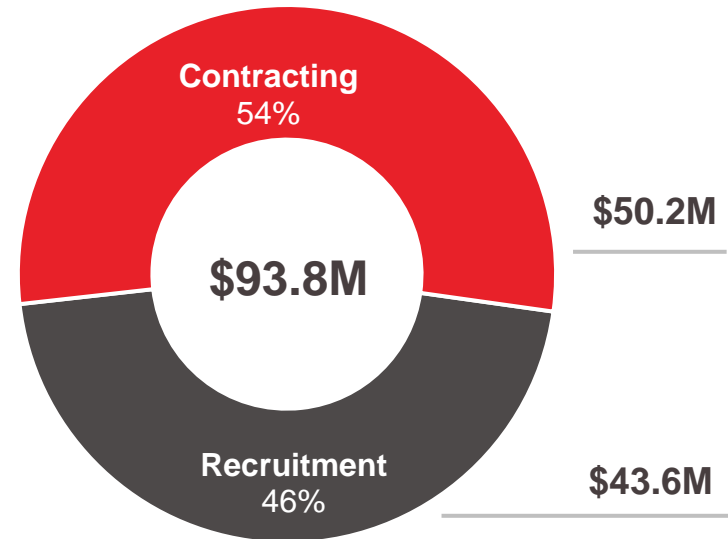
<sup>(1)</sup> APAC revenue growth in 2020 was driven by a full year of revenue related to a significant contract in Australia to manage a portion of the contingent workforce for a large Asia-based technology company. This contract started in the second quarter of 2019.

# Revenue Breakdown by Service Provided

## Full Year 2020



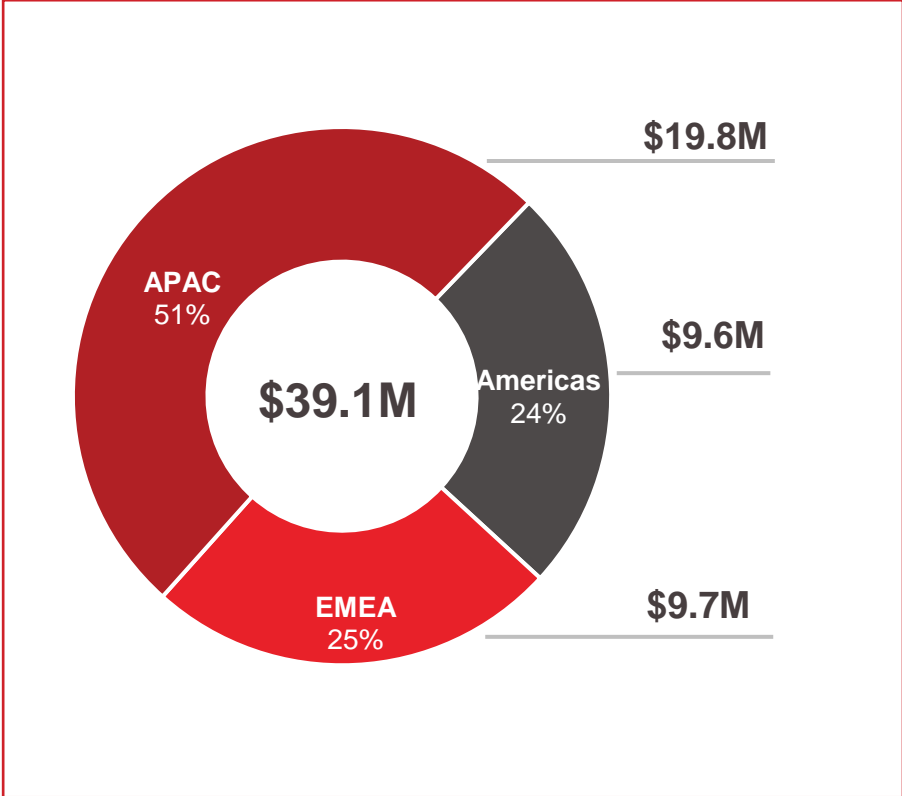
## Full Year 2019



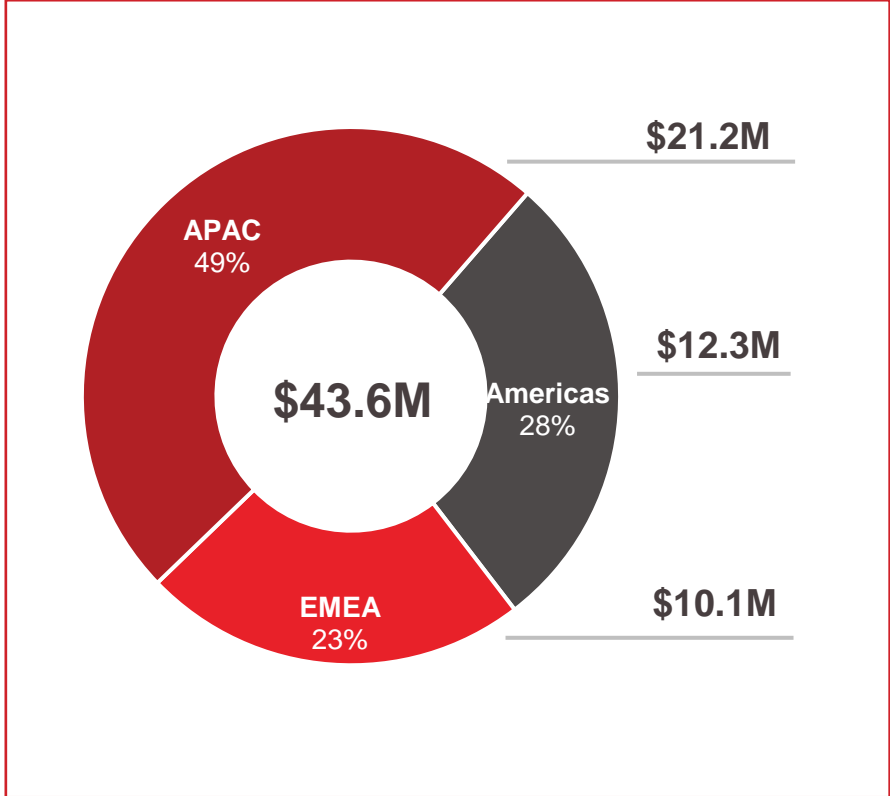
# Adjusted Net Revenue Breakdown by Region

*(Excludes cost pass-throughs of Contracting)*

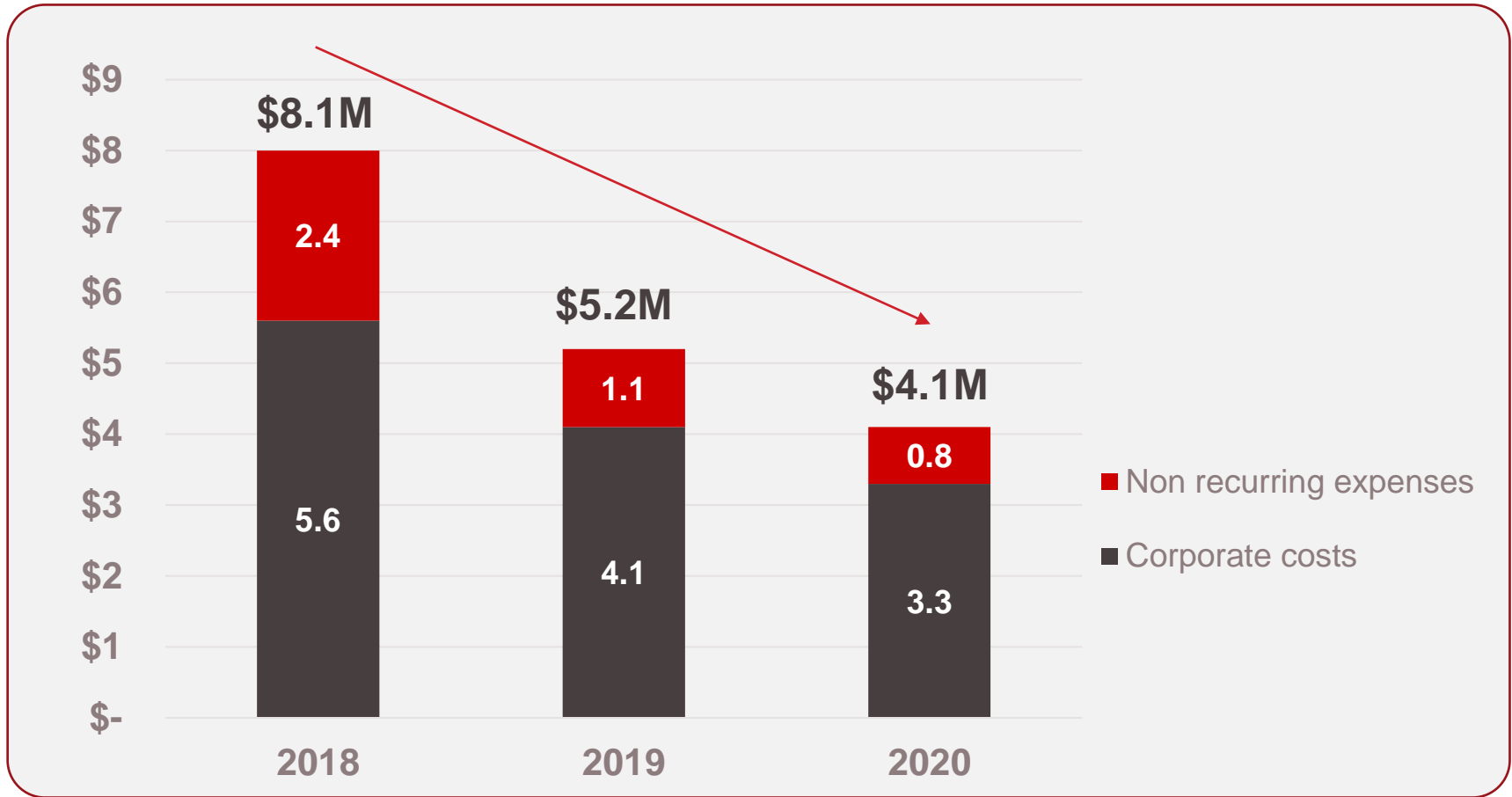
## Full Year 2020



## Full Year 2019



# Hudson Global: Corporate Costs Over Time



# Hudson Global: U.S. Federal Tax NOL Carryforward

U.S. Federal Tax NOL as of 12/31/2020	<b>\$346M</b>
U.S. Federal Tax Usable NOL as of 12/31/2020	<b>\$318M</b>
U.S. Federal Statutory Tax Rate	<b>21%</b>
Potential Cash Taxes Saved	<b>\$67M</b>
Shares Outstanding <sup>(1)</sup>	<b>2.7M</b>
Potential Value Per Share (0% disc rate):	<b>\$24.88</b>

## Additional Thoughts

- ▶ Gradual expiration schedule between now and 2037<sup>(2)</sup>
- ▶ HSON's large NOL increases the ROI on internal investments and acquisitions in U.S. given HSON can shield U.S. taxable income

(1) Based on shares outstanding as of March 1, 2021.

(2) For losses incurred prior to December 31, 2017. NOLs generated after 2017 do not expire.

# Reconciliation of Non-GAAP Measures - 2020

## Reconciliation of Net Loss to Adjusted EBITDA, Adjusted EBITDA-RPO, and Corporate Costs (In thousands, unaudited)

For The Year Ended December 31, 2020

	Asia Pacific	Americas	Europe	RPO Business	Corporate	Total
Revenue, from external customers	\$ 75,633	\$ 10,866	\$ 14,949	\$ 101,448	\$ -	\$ 101,448
Adjusted net revenue, from external customers <sup>(1)</sup>	\$ 19,814	\$ 9,598	\$ 9,669	\$ 39,081	\$ -	\$ 39,081
Net loss						\$ (1,243)
Provision for income taxes						535
Interest income, net						(149)
Depreciation and amortization						179
EBITDA (loss) <sup>(2)</sup>	\$ 2,877	\$ (1,044)	\$ 481	\$ 2,314	\$ (2,992)	(678)
Non-operating expense (income), including corporate administration charges and PPP loan forgiveness	1,002	(1,076)	(74)	(148)	(1,641)	(1,789)
Stock-based compensation expense	60	88	6	154	583	737
Non-recurring severance and professional fees	-	528	-	528	755	1,283
Compensation expense related to the Coit acquisition <sup>(3)</sup>	-	91	-	91	-	91
Adjusted EBITDA (loss) <sup>(2)</sup>	\$ 3,939	\$ (1,413)	\$ 413	\$ 2,939	\$ (3,295)	\$ (356)

(1) Represents Revenue less the Direct contracting costs and reimbursed expenses caption on the Condensed Consolidated Statements of Operations.

(2) Non-GAAP earnings before interest, income taxes, and depreciation and amortization ("EBITDA") and non-GAAP earnings before interest, income taxes, depreciation and amortization, non-operating income, business reorganization expenses, stock-based compensation expense, and other non-recurring expenses ("Adjusted EBITDA") are presented to provide additional information about the company's operations on a basis consistent with the measures which the company uses to manage its operations and evaluate its performance. Management also uses these measurements to evaluate capital needs and working capital requirements. EBITDA and Adjusted EBITDA should not be considered in isolation or as a substitute for operating income, cash flows from operating activities, and other income or cash flow statement data prepared in accordance with generally accepted accounting principles or as a measure of the company's profitability or liquidity. Furthermore, EBITDA and Adjusted EBITDA as presented above may not be comparable with similarly titled measures reported by other companies.

(3) Represents compensation expense payable to the principals of Coit per the terms of the acquisition agreement, including a promissory note for \$1.35 million payable over three years.



# Reconciliation of Non-GAAP Measures - 2019

## Reconciliation of Net Loss to Adjusted EBITDA, Adjusted EBITDA-RPO, and Corporate Costs (In thousands, unaudited)

For The Year Ended December 31, 2019

	Asia Pacific	Americas	Europe	RPO Business	Corporate	Total
Revenue, from external customers	\$ 61,438	\$13,565	\$ 18,808	\$93,811	\$ -	\$ 93,811
Adjusted net revenue, from external customers <sup>(1)</sup>	\$ 21,177	\$12,291	\$ 10,098	\$43,566	\$ -	\$ 43,566
Net loss						\$ (955)
Loss from discontinued operations, net of income taxes						(113)
Loss from continuing operations						(842)
Benefit from income taxes						(540)
Interest income, net						(617)
Depreciation and amortization expenses						85
EBITDA (loss) <sup>(2)</sup>	\$ 2,194	\$ 60	\$ 84	\$ 2,338	\$ (4,252)	(1,914)
Non-operating expense (income), including corporate administration charges	957	563	544	2,064	(1,726)	338
Stock-based compensation expense	102	26	8	136	825	961
Non-recurring severance and professional fees	-	-	-	-	1,072	1,072
Adjusted EBITDA (loss) <sup>(2)</sup>	\$ 3,253	\$ 649	\$ 636	\$ 4,538	\$ (4,081)	\$ 457

<sup>(1)</sup> Represents Revenue less the Direct contracting costs and reimbursed expenses.

<sup>(2)</sup> Non-GAAP earnings before interest, income taxes, and depreciation and amortization ("EBITDA") and non-GAAP earnings before interest, income taxes, depreciation and amortization, non-operating income, business reorganization expenses, stock-based compensation expense, and other non-recurring expenses ("Adjusted EBITDA") are presented to provide additional information about the company's operations on a basis consistent with the measures which the company uses to manage its operations and evaluate its performance. Management also uses these measurements to evaluate capital needs and working capital requirements. EBITDA and adjusted EBITDA should not be considered in isolation or as a substitute for operating income, cash flows from operating activities, and other income or cash flow statement data prepared in accordance with generally accepted accounting principles or as a measure of the company's profitability or liquidity. Furthermore, EBITDA and adjusted EBITDA as presented above may not be comparable with similarly titled measures reported by other companies.

# Reconciliation of Non-GAAP Measures - 2018

## Reconciliation of Net Income to Adjusted EBITDA, Adjusted EBITDA-RPO, and Corporate Costs (In thousands, unaudited)

For The Year Ended December 31, 2018

	Asia Pacific	Americas	Europe	RPO Business	Corporate	Total
Revenue, from external customers	\$ 36,946	\$13,924	\$ 16,062	\$66,932	\$ -	\$ 66,932
Revenue less certain direct costs, from external customers <sup>(1)</sup>	\$ 21,936	\$11,726	\$ 8,442	\$42,104	\$ -	\$ 42,104
Net income						\$ 7,867
Income from discontinued operations, net of income taxes						13,133
Loss from continuing operations						(5,266)
Provision for income taxes						99
Interest income, net						(298)
Depreciation and amortization expenses						16
EBITDA (loss) <sup>(2)</sup>	\$ 2,221	\$ 440	\$ (450)	\$ 2,211	\$ (7,660)	(5,449)
Non-operating expense (income), including corporate administration charges	885	563	366	1,814	(1,566)	248
Stock-based compensation expense	51	79	6	136	1,167	1,303
Non-recurring severance and professional fees	-	-	-	-	2,415	2,415
Adjusted EBITDA (loss) <sup>(2)</sup>	\$ 3,157	\$ 1,082	\$ (78)	\$ 4,161	\$ (5,644)	\$ (1,483)

<sup>(1)</sup> Certain direct costs include direct contracting costs and reimbursed expenses.

<sup>(2)</sup> Non-GAAP earnings before interest, income taxes, and depreciation and amortization (“EBITDA”) and non-GAAP earnings before interest, income taxes, depreciation and amortization, non-operating income, business reorganization expenses, stock-based compensation expense, and other non-recurring expenses (“Adjusted EBITDA”) are presented to provide additional information about the company's operations on a basis consistent with the measures which the company uses to manage its operations and evaluate its performance. Management also uses these measurements to evaluate capital needs and working capital requirements. EBITDA and adjusted EBITDA should not be considered in isolation or as a substitute for operating income, cash flows from operating activities, and other income or cash flow statement data prepared in accordance with generally accepted accounting principles or as a measure of the company's profitability or liquidity. Furthermore, EBITDA and adjusted EBITDA as presented above may not be comparable with similarly titled measures reported by other companies.



# Vision & Growth Strategy

# Hudson Global's Vision and Mission

## Our VISION

Become  
**top RPO provider**  
of **professional roles** in the  
industry

## Our MISSION

Maximize value  
for our stockholders  
over the long term

# Business Strategy

## Grow RPO

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- ▶ Global RPO market expected to grow CAGR of 16.9% from 2020 to 2028<sup>(1)</sup>
- ▶ Hudson RPO's goal is to exceed market growth rate (i.e., gain share)
  - Superior service and delivery
  - Go deeper and broader with existing clients
  - Grow in existing markets and expand into new markets to support our clients' needs
  - Add new clients then "land and expand"
- ▶ Hudson RPO is investing in people and technology to accelerate its growth<sup>(2)</sup>
- ▶ Leverage existing strong reputation by expanding marketing efforts, including social media and website

## Reduce Overhead Expenses

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- ▶ Reduce complexity left over from legacy businesses
- ▶ Both corporate and regional
- ▶ No impact on revenues or growth

## Investigate Acquisition Opportunities

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- ▶ Expand capabilities and capacity, not just growth for growth's sake
- ▶ Deepen geographic and/or sector presence
- ▶ Add new talent and skill sets
- ▶ Immediately accretive
- ▶ Utilize NOL

## Repurchase Stock

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- ▶ Will be opportunistic/price sensitive
- ▶ Goal is to maximize long-term value per share, not just "return cash"
- ▶ Balance with acquisition opportunities

(1) [Global Recruitment Process Outsourcing Market \(2020 to 2028\)](#)

(2) Historically, RPO at Hudson Global was a small percentage of the total business and, as a result, it didn't receive the focus and investment needed to properly grow the business and fully capture market opportunities.

# Financial Goals

## 1 PROFITABILITY

- ▶ Grow profitability over time; turning profitable in mid-2019 was a watershed event in our Company's history

## 3 EBITDA MARGIN

- ▶ Adjusted EBITDA margin of 20% of Adjusted Net Revenue at RPO level (i.e., pre Corporate Costs)
  - Keep Corporate Costs low, even as profits from operating businesses grow
  - Adjusted EBITDA / Adjusted Net Revenue margins of mid-teens at the corporate level (i.e., after Corporate Costs)

## 2 INTERNAL GROWTH

- ▶ Generate high returns on internal growth projects

## 4 MAXIMIZE EPS

- ▶ Maximize earnings per share over the long term through:
  - Growing revenue faster than costs, leading to Adjusted EBITDA margins increasing over time
  - Controlling overhead and other fixed costs, allowing these costs to decline as a percentage of revenue over time
  - Reducing share count through opportunistic stock repurchases

# Disciplined Acquisition Strategy

Focus on our core RPO business, or businesses complementary to RPO within HCM



## Characteristics of Potential Targets:

- ▶ Easy to understand business model complementary to existing Hudson RPO business; cost and revenue synergies
- ▶ No start-ups or venture-type businesses
- ▶ Profitable, high margin, high growth
- ▶ Low/no capex and high FCF/high cash conversion (excluding cash used for working capital)
- ▶ Additional bolt-on/roll-up opportunities after initial acquisition
- ▶ Existing operating management willing to stay, at least initially

## Possible Examples:

- ▶ **RPO:** RPO bolt-ons for Hudson RPO, especially in Americas and EMEA
- ▶ **HCM:** businesses adjacent to/complementary to RPO, which could include MSP, Contracting / Staffing, and Talent Advisory

(1) Human Capital Management, which includes RPO, MSP (Managed Service Provider), and other talent-related solutions businesses.

# Experienced RPO Management Team



**CEO**  
**RPO APAC**

**Kimberley Hubble**

- ▶ 27 years in industry
- ▶ 27 years at Hudson RPO



**CEO**  
**RPO Americas & EMEA**

**Darren Lancaster**

- ▶ 23 years in industry
- ▶ 10 years at Hudson RPO



**Global Account**  
**Director**

**Paula Nolan**

- ▶ 22 years in industry
- ▶ 19 years at Hudson RPO



**Hudson RPO Technology**  
**Group Co-CEO**

**Joe Belluomini**

- ▶ 20 years in industry
- ▶ Joined Hudson RPO with acquisition of Coit Group



**Hudson RPO Technology**  
**Group Co-CEO**

**Tim Farrelly**

- ▶ 20 years in industry
- ▶ Joined Hudson RPO with acquisition of Coit Group



# Corporate Management & Finance Team



**Hudson Global**  
**CEO and Director**  
**Jeff Eberwein**

- ▶ Chairman of the Board from 2015 to 2018
- ▶ 25 years of Wall Street experience
- ▶ Formed Lone Star Value Management in 2013
- ▶ Former portfolio manager at Soros Fund Management and Viking Global Investors
- ▶ Chairman of the Board at one other publicly traded company



**Hudson Global**  
**CFO**  
**Matt Diamond**

- ▶ Formerly Vice President of Finance at Hudson Global prior to assuming CFO role
- ▶ 22 years of finance experience
- ▶ Served in variety of finance and control roles at PepsiCo from 2001 to 2018
- ▶ Held director roles in Financial Reporting, Financial Analysis, and Technical Accounting and Policy at PepsiCo
- ▶ Certified Public Accountant



**Global Head of Finance Shared Services**  
**Seonaid MacMillan**

- ▶ Started with Hudson in 2015
- ▶ Based in Glasgow heading up the Global Finance shared service function
- ▶ Previously worked in various Finance roles in UK and the Middle East
- ▶ FCCA qualified with 24 years of experience in various industries

# Hudson Global: Board of Directors (1)



## Chairman of the Board

### **Rick Coleman**

- ▶ Former President & CEO of Command Center, Inc., Crossroads Systems, Inc. and Vroom Technologies, Inc.
- ▶ Former COO of MetroNext Communications and President of US West Long Distance
- ▶ Served on several public company Boards



## Director

### **Connia Nelson**

- ▶ SVP & Chief HR Officer of LifeWay Christian Resources
- ▶ Former SVP – Human Resources of Verizon Communications, Inc.



## Director

### **Mimi Drake**

- ▶ Co-CEO of Permit Capital Advisors, LLC
- ▶ Served as Founding Board Member of 100 Women in Finance



## Director

### **Ian Nash**

- ▶ Former CFO of Robert Walters PLC as well as Michael Page International PLC
- ▶ Serves as a director of several private companies



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