



KFORCE INVESTOR PRESENTATION

Confidential and Proprietary



Forward Looking Statements

All the information presented that is not historical in nature should be considered to be forward-looking statements that are subject to certain risks, uncertainties or assumptions and may be affected by certain other factors, including but not limited to the specific factors discussed in the Firm's periodic filings with the SEC. Should one or more of these risks, uncertainties or other factors materialize, or should underlying assumptions prove incorrect, actual results, performance or achievements expressed or implied by such forward-looking statements may vary materially from any future results, performance, or achievements expressed or implied in this presentation. Forward-looking statements are not guarantees of performance and the Firm undertakes no obligation to update any of the information presented in light of new information or future events.

We use several non-GAAP financial measures, such as adjusted EBITDA and other adjusted financial performance measures when presenting our financial results in this presentation to provide greater clarity into our operating performance. Please refer to the reconciliations between our GAAP and non-GAAP financial measures on our website at www.kforce.com, following the "Investor Relations" link, and in our filings with the SEC.

Kforce Overview

WHO WE ARE



We are a solutions Firm matching the needs of large, dynamic companies with highly-skilled talent and capabilities.

Founded in 1962, public (NASDAQ:KFRC) since 1995.

OUR FOOTPRINT AND SCALE



100% of our revenue stream is generated domestically and supported by approximately 2,000 associates located across the U.S.

Approximately 30,000 consultants engaged annually. Superior local/national recruiting capabilities.

LASTING PERSONAL RELATIONSHIPS



Our relationships and client portfolio are a differentiator. Kforce serves the majority of the Fortune ranked companies

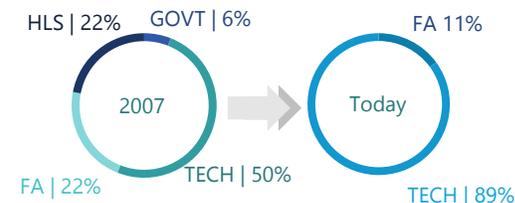
FORTUNE 100

FORTUNE 500

FORTUNE 1000

Solid long-standing relationships and proven ability to service large clients, at scale.

FOCUS ON TECHNOLOGY



Strategic decision to focus on our technology service offering coming out of the Great Recession.

TECHNOLOGY CHARACTERISTICS

Strong secular drivers, only enhanced by COVID-19 pandemic.

Expanding presence in IT solutions market due to client demand.

Accelerating avg bill rates (~\$90).



Large addressable market in staffing and solutions.

Growing avg. assignment length approximately 10 months.

SOLID FINANCIAL PERFORMANCE



FY 2022 revenues of \$1.7 billion grew 7.9% YoY. Q4 '22 revenues of \$419.7m grew 2.3% YoY.

Technology revenues grew 7.6% on a YoY basis in Q4 '22 and 17.9% for the full year.

Consistent long-term growth in our Technology business that is in excess of SIA market expectations

Return on invested capital of approximately 46%

BRAND RECOGNITION & REPUTATION

7 YEAR WINNER



2022 Best of Staffing Talent



2022 Best of Staffing Talent Diamond

5 YEAR WINNER



2022 Best of Staffing Client



2022 Best of Staffing Client Diamond



#1 recognized brand by IT consultants

Strategically Focused on Technology

Large, Growing & Attractive End Markets...

POWERFUL SECULAR GROWTH DRIVERS

Digitization and other technology transformations are driving strong secular tailwinds and have demonstrated solid resilience in disruptive economic environments

PANDEMIC WAS A GAME CHANGER

The pandemic accelerated many years of technology adoption and advancements

Boundaryless environment has expanded the pool of talent

TECHNOLOGY MOVING TO THE FOREFRONT

Clients are prioritizing the modernization of consumer and employee experience technologies in addition to more traditional back-office applications

HIGH-END DOMESTIC FOCUS

Higher bill rates, better spreads, longer assignments, and embedded, longstanding & personal customer relationships

...and 100% domestic

Competitively Positioned to Win

CAPTURING SIGNIFICANT SHARE IN TECHNOLOGY

We are uniquely positioned to meet our clients' evolving needs in the managed teams and project solutions space at higher bill rates and gross margins than our traditional staffing solutions

ATTRACTIVE BLUE CHIP CLIENT BASE

Providing a significant portion of Fortune companies with highly-skilled professionals, as clients continue to narrow their vendor lists to providers with the appropriate scale and capabilities

BETTER RECRUITING MEANS BETTER TALENT

Vast & efficient recruiting machine (people and technology) plus strong consultant relationships creates greater opportunity

INVESTING IN IT & PROCESSES

Continued technology investments to drive higher levels of productivity (front and back office) and enhanced interactions with clients and consultants



Financial Performance Overview

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Kforce 2022 Financial Performance



Solid Revenue Performance

Revenue for the full year 2022 was up approximately 8% on a year-over year basis. Excluding our expected declines in Covid revenues, revenues were up approximately 13%.

Q4 '22 revenue of \$419.7m increased +2.3% year-over-year.

Revenue in our Technology business was up approximately 18% year-over-year for the full year 2022. Over a 2-year period (Q4 '22 vs Q4 '20) revenue grew roughly +42%.

Our FA business was down 13.9% for the full year 2022 and down 20.7% in Q4 '22 (excluding negative impact of COVID revenue declines) given the repositioning efforts to higher level skillsets.



Improved Profitability

Stable Flex gross profit margins in our Technology business.

We continue to drive improvements in associate productivity and lower our fixed operating costs. Adjusted operating margins of 6.9% for the full year 2022. vs 6.7% for 2021.



Solid Balance Sheet and Return to Shareholders

TTM EBITDA of \$140.9m and outstanding borrowings of \$25.6m.

Returned \$91.6m in capital to our shareholders in 2022 via share repurchases and dividends, which was slightly more than 100% of operating cash flows in 2022.

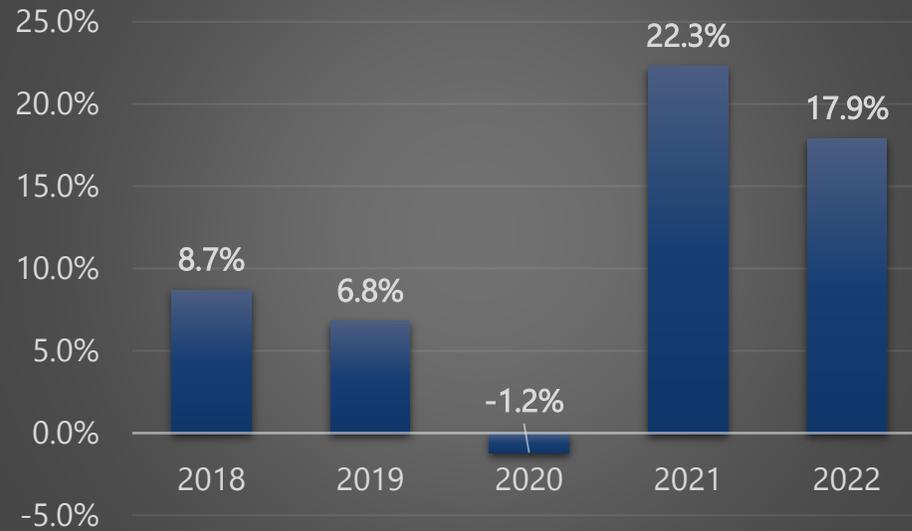
Increased our annual dividend 20% to \$1.44 per share.

Significant flexibility under our \$200m credit facility to return further capital to shareholders & consider acquisition opportunities.

Our Technology Business

Resilient and Solid Growth

Technology YoY Growth



Technology Staffing – Addressable Market

	2018	2019	2020	2021	2022P	2023P
IT	31.0	32.3	30.8	35.9	41.7	45.0
Year-over-year chg.	4%	4%	-5%	17%	16%	8%

Source: Staffing Industry Analysts

- SIA data above is from the September 2022 update and is subject to change in their April / May 2023 update.

Our Performance

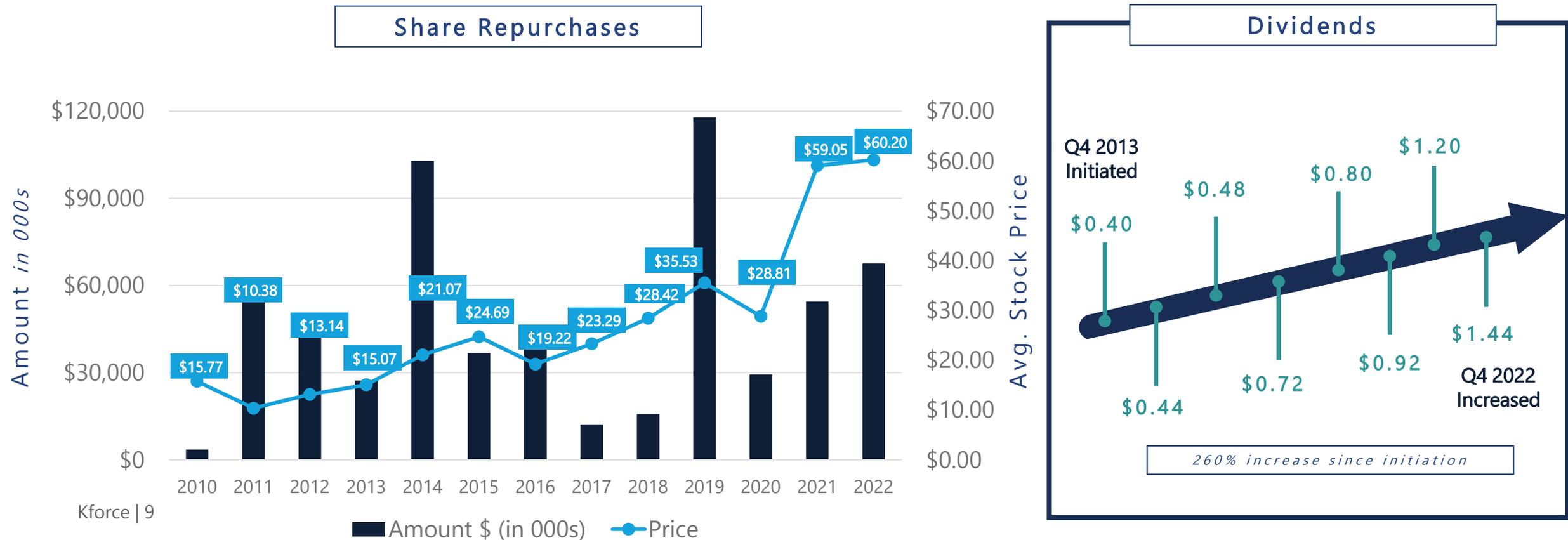
- Driving significant compound growth in our Technology business.
- Continued to see improvement in Q4 2022 in our overall average bill rate, both sequentially and year-over-year.
- We continue to further integrate our managed teams and project solutions capabilities within our overall Technology business.

Key Statistics

- Average bill rate: ~\$90
- Predominant skillset: Application Development
- Assignment length: ~10 months
- Consultants on assignment: ~8,400
- Flex GP%: 26.1%

Returning Capital to Shareholders

Consistently deployed capital towards share repurchases and dividends benefiting shareholders; have returned roughly 75% of the capital generated over the last 10+ years



Positioned to Excel



Nearly 90% of our revenues are concentrated in technology staffing and solutions, which is experiencing solid longer-term secular demand



#1 Recognized Technology Brand per SIA and World Class Net Promoter Scores by ClearlyRated



Stable margin profile given mix of growth in Technology and repositioning efforts in FA



Business model provides strong, predictable cash flows and debt-free balance sheet.



100% domestic revenue stream with market share of between 3-4% in Technology staffing.



Strategic opportunity to further scale our managed teams and project solutions capabilities within our Technology business.



Committed to growing profitability levels through productivity improvements and lower structural operating costs; path to double digits.



Total shareholder return of approximately 140% since 2017.