



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 25,000 consultants engaged annually. Superior local/national recruiting capabilities.

LASTING PERSONAL RELATIONSHIPS

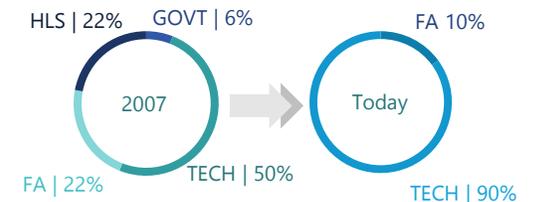


Our relationships and client portfolio are a differentiator. Kforce serves the majority of the Fortune ranked companies



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 long-term secular drivers.

Avg bill rates close to \$90 per hour.



Expanding presence in IT solutions market due to client demand.

Large addressable market in staffing and solutions.

Average assignment length of approximately 10 months.

SOLID FINANCIAL PERFORMANCE



Q1 '23 revenues of \$406.0m declined -2.6% YoY.
Technology flex revenues grew 2.2% on a YoY basis in Q1 '23.
Returned nearly 100% of operating cash flows to shareholders
Return on invested capital (ROIC) of approximately 45%

BRAND RECOGNITION & REPUTATION



#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

HIGH-END DOMESTIC FOCUS

Higher bill rates, better spreads, longer assignments, and embedded, longstanding & personal customer relationships
...and 100% domestic

TECHNOLOGY MOVING TO THE FOREFRONT

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

PANDEMIC WAS A GAME CHANGER

The pandemic accelerated many years of technology adoption and advancements

Boundaryless environment has expanded the pool of talent

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 majority 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 I.T. & 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 Q1 '23 Financial Performance



Revenue Performance

Q1 '23 revenue of \$406.0m is down -2.6% on a year-over-year basis.

Our Technology flex business is up approximately 2.2% year-over-year for Q1 '23.

Our FA flex business is down -28.2% year-over-year for Q1 '23 given the repositioning efforts to higher level skillsets.



Profitability

Reasonably stable Flex gross profit margins in our Technology business.

A variable cost compensation model that provides leverage during periods of uncertainty, and our office-occasional work model allows for continued real estate footprint optimization

EPS in Q1 '23 of \$0.82.



Balance Sheet and Return to Shareholders

TTM EBITDA of \$136.3m and outstanding borrowings of \$22.3m.

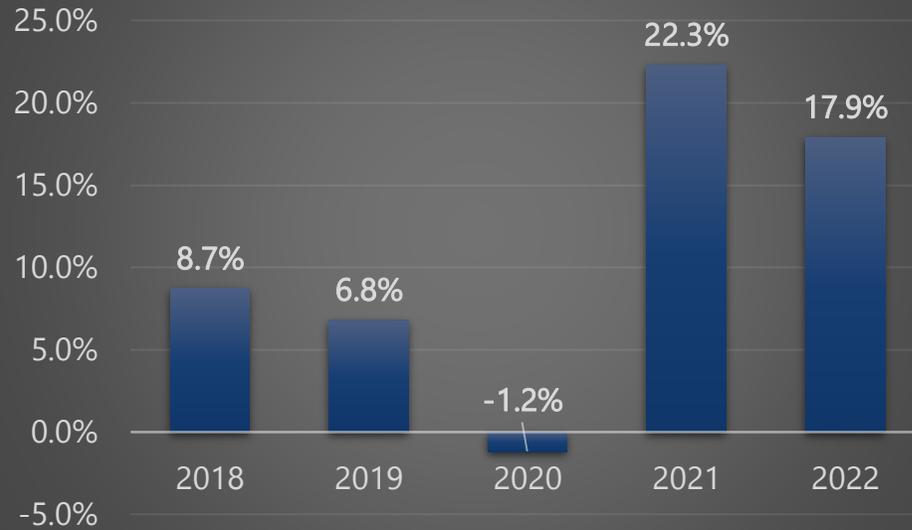
Returned \$17m in capital to our shareholders in Q1 '23 via share repurchases and dividends, which approximated 90% of operating cash flows in Q1 '23.

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

	2019	2020	2021	2022	2023P	2024P
IT	32.3	30.8	35.9	41.7	43.8	46.9
Year-over-year chg.	4%	-5%	17%	16%	5%	7%

Source: Staffing Industry Analysts

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

Our Performance

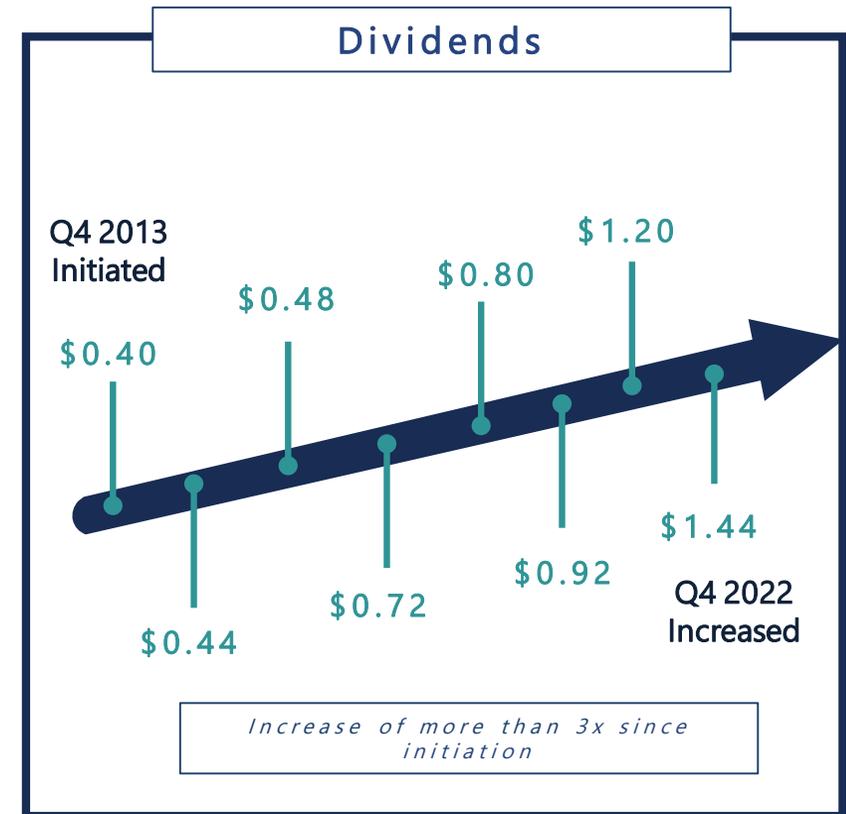
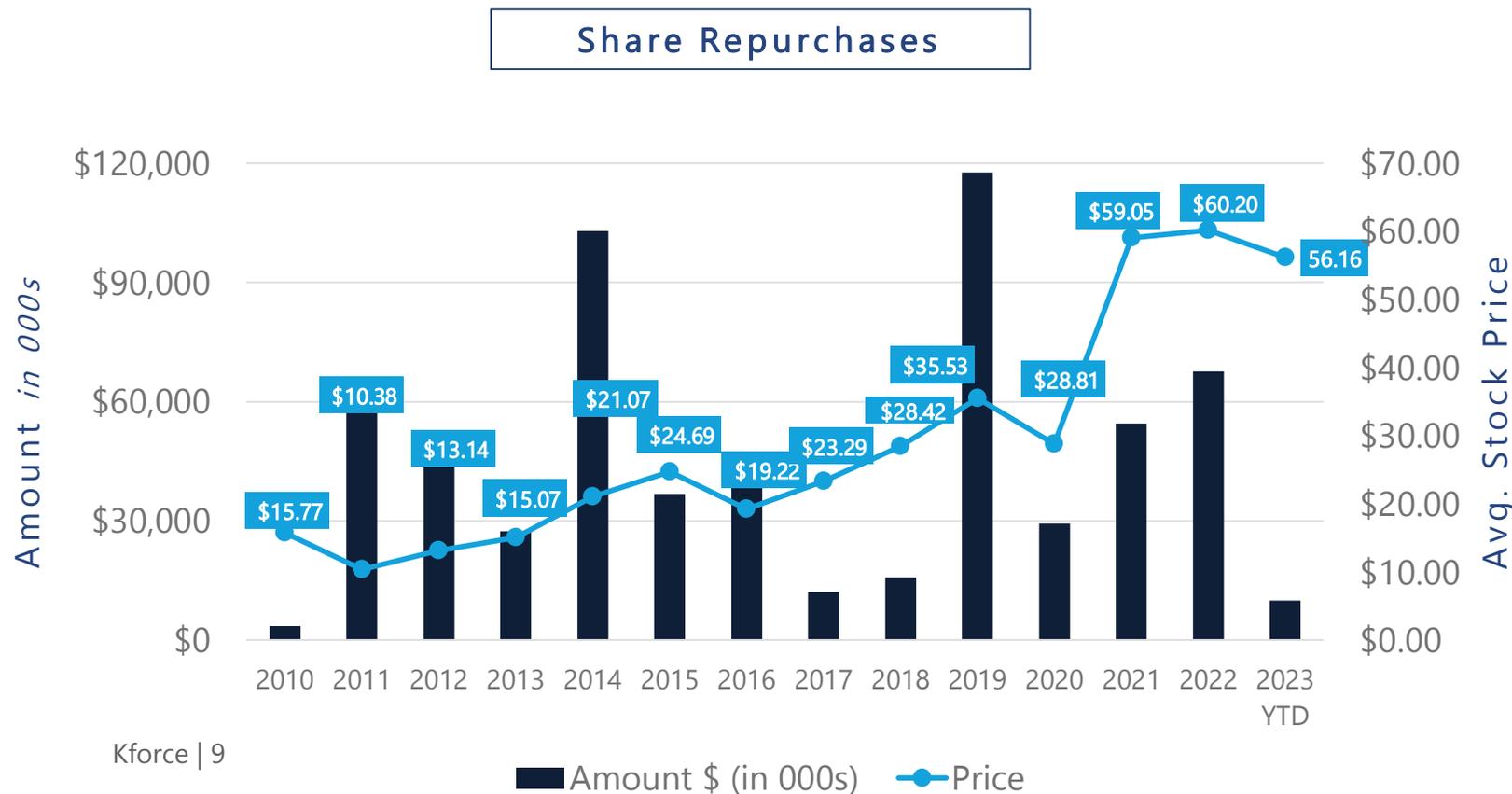
- Driving significant compound growth in our Technology business.
- Continued to see improvement in Q1 2023 in our overall average bill rate year-over-year (+4.7%) and relative stability sequentially.
- We continue to further integrate our managed teams and project solutions capabilities within our overall Technology business.

Key Statistics

- Average bill rate: ~\$90
- Predominant skillset: Application Development
- Assignment length: ~10 months
- Consultants on assignment: ~7,900
- Flex GP%: 25.9%

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** and **100%** of revenues are **domestic**.



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



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



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



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



Total shareholder return of approximately **175%** since **2017**.



Published our 2022 Sustainability Report and continue to **advance our ESG efforts**



World Class Net Promoter Scores and an **OpenCompany designation** by **Glassdoor**