



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 1,800 associates located across the U.S.

Over 20,000 consultants engaged annually. Superior local/national recruiting capabilities.

LASTING PERSONAL RELATIONSHIPS



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

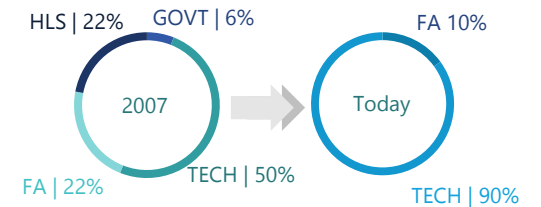
FORTUNE 100

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 long-term secular drivers.

Avg bill rates approximately \$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.

WE ARE EXECUTING WELL



FY 2023 revenues of \$1.5 billion declined 10.1%.

Technology flex revenues declined 7.1% in FY 2023.

Took prudent actions to control SG&A while preserving investments to enhance our long-term positioning

Returned in excess of 100% of operating cash flows to shareholders

Return on invested capital (ROIC) of approximately 40%

BRAND RECOGNITION & REPUTATION

8 year winner



5 year winner



SIA
STAFFING INDUSTRY ANALYSTS

#1 recognized brand by IT consultants



Strategically Focused on Technology

Large, Growing &
Attractive End
Markets...

POWERFUL SECULAR GROWTH DRIVERS

Digitization and other technology transformations such as cloud and data are driving strong secular tailwinds and have demonstrated resilience in disruptive economic environments

HIGH-END DOMESTIC FOCUS

Over the course of economic cycles, historically technology has had higher bill rates, better spreads, longer assignments, and embedded, longstanding & personal customer relationships
...and 100% domestic

TECHNOLOGY HAS MOVED TO THE FOREFRONT

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

GenAI is expected to be yet another powerful driver of technology investments

MACRO CREATING TREMENDOUS BACKLOG

Technology investments are simply not optional from a competitive positioning standpoint.

The caution exercised over the last 12+ months we believe is creating a sizable backlog of desired technology investments.



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 technologists, at scale, across a spectrum of engagement models

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 2023 Financial Performance



Revenue Performance

Revenue for the full year 2023 was down approximately 10% on a year-over year basis.

Flex revenue in our Technology business was down approximately 7% year-over-year for the full year 2023. Our Technology business grew slightly less than 1% sequentially in the fourth quarter of 2023.



Profitability

Quarterly Flex gross profit margins have been stable in 2H 2023 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.

Reduced structural annual operating costs in July 2023 by approximately \$14m.

GAAP EPS in Q4 '23 of \$0.82 and Adjusted EPS in FY 2023 of \$3.49.



Balance Sheet and Return to Shareholders

TTM EBITDA of approximately \$116m and outstanding borrowings of approximately \$42m.

Returned \$94.7m in capital to our shareholders in 2023 via share repurchases and dividends, which was in excess of 100% of operating cash flows in 2023.

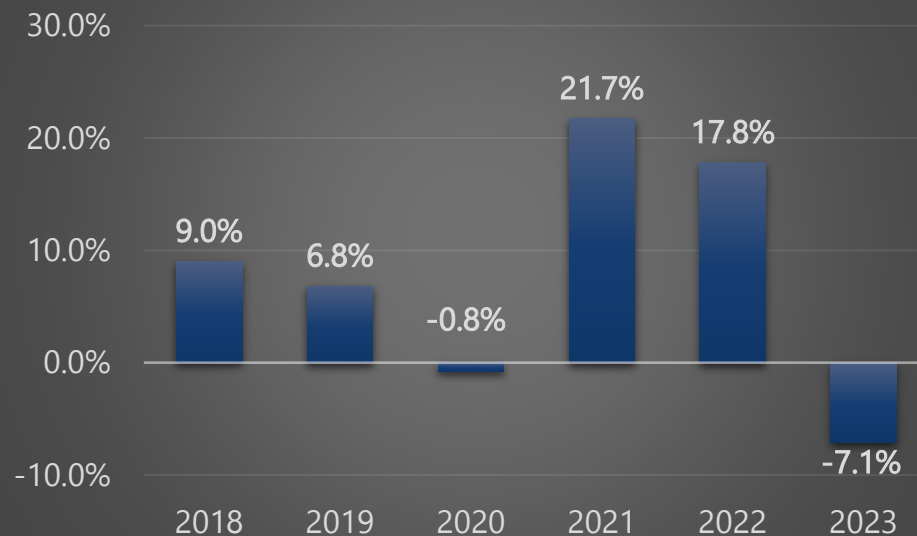
Increased our annual dividend 5.5% to \$1.52 per share and increased our share repurchase authorization to \$100m.

Significant flexibility under our \$200m credit facility to return further capital to shareholders regardless of the economic climate.

Our Technology Business

Relative Performance Top of Class

Technology YoY Growth



Technology Staffing – Addressable Market

	2019	2020	2021	2022	2023P	2024P
IT	32.3	30.8	36.8	42.5	41.2	43.2
Year-over-year chg.	4%	-5%	20%	16%	-3%	5%

Source: SIA

- SIA data above is from the September 2023 update, is not likely reflective of current market conditions and is subject to change in a future update.

Our Performance

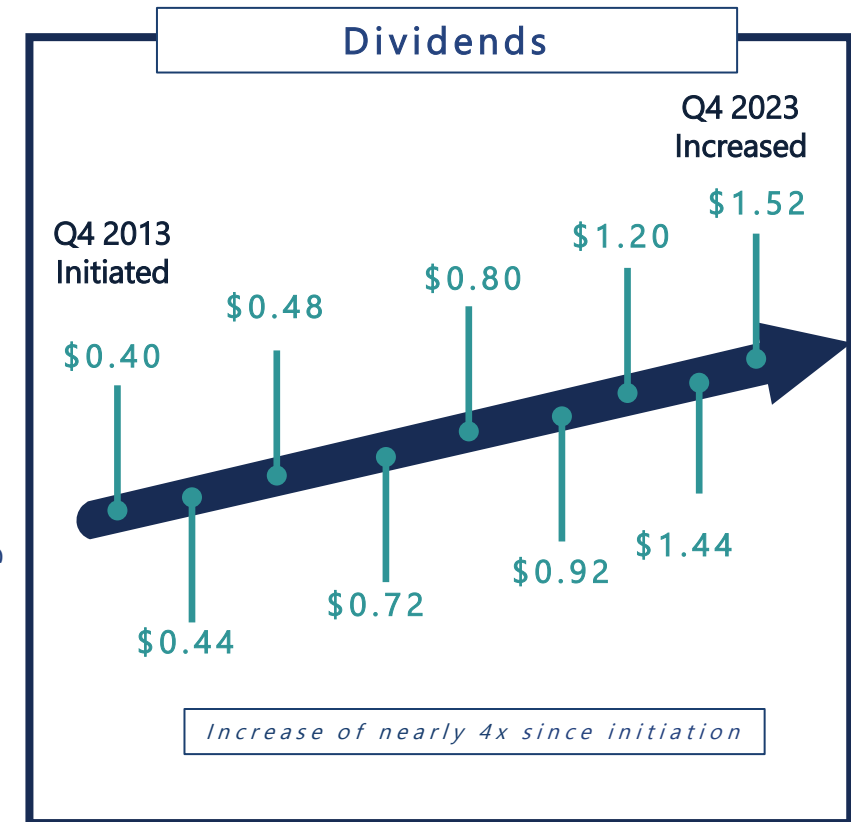
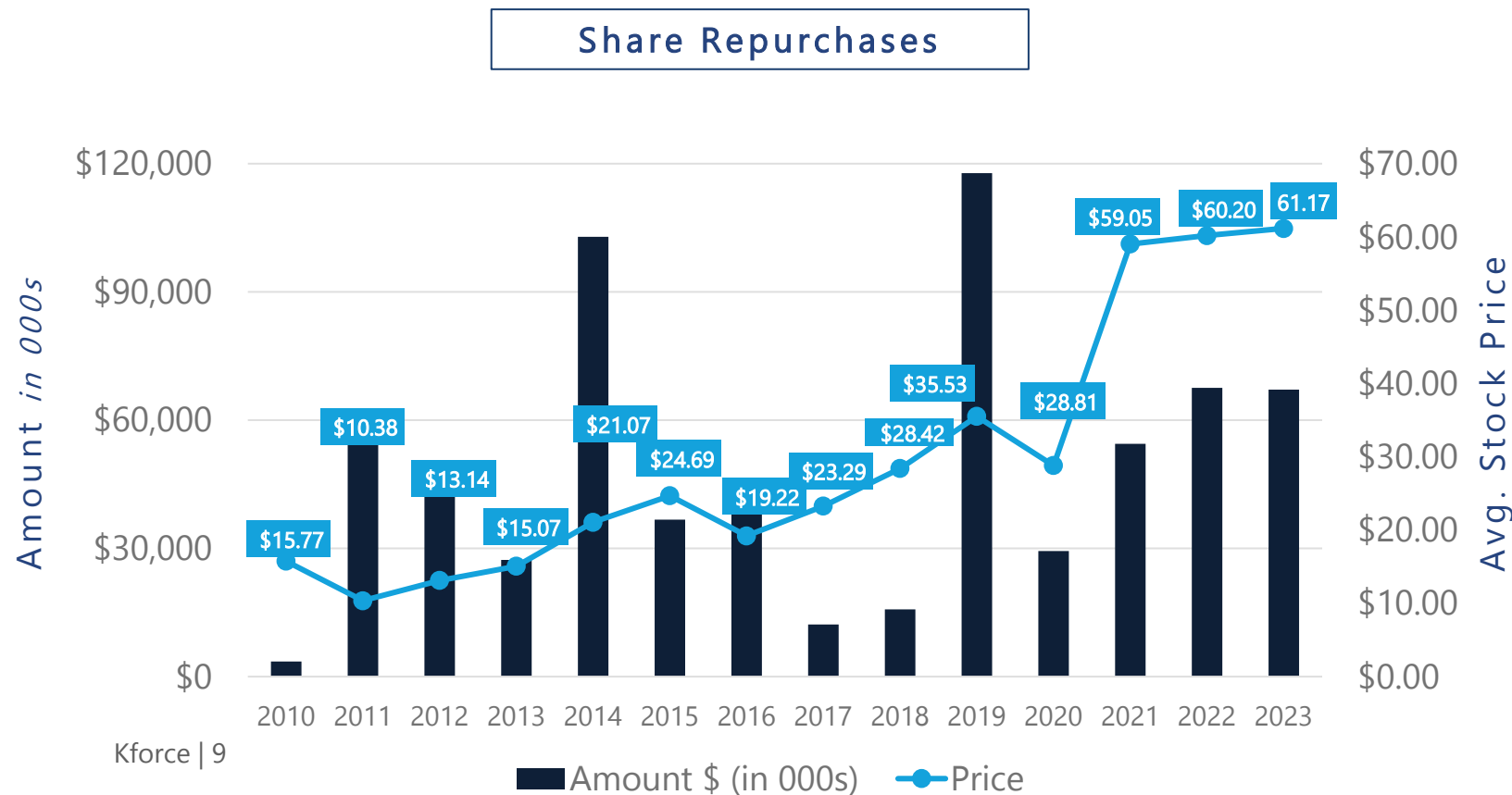
- Drove significant compound growth in our Technology business.
- Technology bill rate of approximately \$90 is stable year-over-year and sequentially.
- We continue to further integrate our managed teams and project solutions capabilities within our overall Technology business.

Key Statistics

- Average bill rate: ~\$90
- Predominant skillset: Application Development
- Assignment length: ~10 months
- Consultants on assignment: ~7,400
- Flex GP%: 25.4%

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 more than 200% since 2017.



Published our 2023 Sustainability Report; continue to advance our **ESG efforts**



World Class Net Promoter Scores and recently named to Fortune's 2023 list for **Best Workplaces in Consulting & Professional Services** and **Best Workplaces for Women**