



HUDSON GLOBAL

**Hudson Global, Inc.
Investor Presentation**

OCTOBER 2020

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 the Company's large cash balance relative to its market capitalization as a small public company; 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 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. (“Hudson Global”, “HSON”, or “the Company”) is a pure-play Total Talent Solutions (“TTS”) provider doing business as Hudson RPO
- ▶ Publicly-traded on Nasdaq following spin-off from Monster.com in 2003
- ▶ HSON has \$29.9 million of cash⁽³⁾, no debt, and over \$300 million of usable NOL carryforwards
- ▶ New Board has a track record of share repurchases, dividends, and improvements to stockholder rights
- ▶ Shares outstanding reduced by approximately 16% since 12/31/18
- ▶ Owner mindset: Board and management collectively own approximately 9% of HSON shares and expect to own more over time
- ▶ Our goal is to maximize stockholder value over the long term through internal investments in our growing, high-margin RPO business; we will also investigate bolt-on acquisition opportunities in addition to opportunistically buying back our stock

\$mm, except per share amounts

Stock Price⁽²⁾	\$9.675
Shares Outstanding⁽⁵⁾	2.68
Market Capitalization⁽²⁾	\$26.0
Cash⁽³⁾	\$29.9
Debt⁽³⁾	\$0.0
Usable NOL Carryforward⁽⁴⁾	\$314.9
# of Employees⁽⁴⁾	390
# of Countries	11

<i>\$mm</i>	2017	2018	2019
Revenue	\$59.6	\$66.9	\$93.8
Adjusted Net Revenue	\$42.1	\$42.1	\$43.6
Adj EBITDA-RPO⁽¹⁾		\$4.2	\$4.5
Corp Costs⁽¹⁾		\$5.6	\$4.1
Adj. EBITDA⁽¹⁾		(\$1.5)	\$0.5

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

⁽²⁾ As of September 30, 2020. Market Capitalization defined as Shares Outstanding times Stock Price.

⁽³⁾ As of June 30, 2020. Cash includes \$0.4mm of restricted cash. Debt excludes operating lease obligations and PPP loan.

⁽⁴⁾ As of December 31, 2019 as disclosed in 2019 10-K. NOL carryforward is for U.S. federal tax expense.

⁽⁵⁾ 2.68 million shares outstanding as of August 7, 2020.

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)

April, 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; HSON stock price declined 11% over this 11-year period and 85% from its all-time high in 2005, significantly underperforming its peer group and the market

2013 – 2014 Hudson Global's current CEO, Jeff Eberwein, invested in HSON shares and gained shareholder representation on the Board to improve Hudson Global's performance; Jeff Eberwein and Rick Coleman, HSON's current Chairman, were elected to the HSON board in an 80% to 6% vote against two long-serving incumbent directors

2015 Hudson Global changed its CEO and CFO; all remaining legacy Board members left the Board; Eberwein named Chairman

New Board of Directors implemented a series of measures designed to enhance stockholder rights including:

- Declassified the Board so all director positions would 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
-

July, 2015 Announced a \$10 million share purchase plan with approximately \$8.3 million acquired through 12/31/19 (does not include March 2019 tender offer or March 2020 transactions)

October, 2015 Ian Nash, former CFO of Michael Page and Robert Walters, elected to the Board

2016 Paid two cash dividends to stockholders totaling \$3.4 million

2015 – 2017 Board of Directors initiated a strategic review to enhance stockholder value with a focus on selling non-core businesses; this process culminated in the Company's announcement on December 17, 2017 of the divestiture of all its recruitment agency businesses

December, 2017 & March, 2018 Hudson Global announced three divestitures to exit the agency recruitment business so it could focus on its global RPO business; these transactions closed at the end of March 2018 and, at that time, Hudson Global's CEO retired and was replaced by Board Chairman, Jeff Eberwein; Rick Coleman became Chairman of the Board

February, 2019 Mimi Drake and Connia Nelson appointed to the Board

March, 2019 Completed tender offer for 247 thousand 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

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

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

What is RPO?

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



Recruitment Process Outsourcing (“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 personnel can be located on-site at the client’s offices or offsite
- ▶ Offshore and/or centralized, shared-service facilities offsite are often used to supplement work done by RPO personnel at the client site; these centers often perform work for multiple clients and can work in multiple time zones

- ▶ An RPO provider can supply its own staff, methodologies, technology, and analytics or can assume a client’s staff and work within their technology platform
- ▶ RPO differs significantly from traditional recruitment agencies because RPO providers assume ownership of the talent solution design and management of the recruitment process and take responsibility for the results
- ▶ RPO optimizes the client’s talent procurement process by implementing an end-to-end recruitment solution offering efficiencies and value through a partnership aligned to a client’s long-term objectives and strategic growth plans
- ▶ RPO is an emerging industry and continues to penetrate the market by offering enterprise-wide and project-based solutions

RPO Model vs. Traditional Recruitment Agency Model

- ▶ The RPO industry is projected by analysts to grow at an average rate of 14% per year over 2017-2025⁽¹⁾
- ▶ 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	Often On-Site	Never On-Site
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⁾ <https://www.prnewswire.com/news-releases/global-501-bn-recruitment-process-outsourcing-rpo-market-2025-300529971.html>

Hudson RPO: Regional Market Observations

Asia-Pacific

- ▶ Hudson RPO recently ranked among the top RPO providers in APAC⁽¹⁾
- ▶ Strong market adoption for RPO in Australia, China, HK, and Singapore
- ▶ Hudson RPO has a very strong franchise and market presence in Australia, China, and HK
 - Hudson's first ever RPO project was in 1999 for J&J in Australia and we believe this project was one of the first RPO projects in history
- ▶ Hudson RPO is growing rapidly in SE Asia via its hub in Singapore and has recently expanded its presence in SE Asia through local partnerships in Taiwan, Malaysia, Philippines, Thailand, Vietnam, South Korea, and India; these partnerships allow Hudson RPO to embed teams in these countries as requested by our clients
- ▶ Centers of Excellence in Manila, Philippines and Shanghai, China

Americas

- ▶ Large market size
- ▶ Hudson RPO is particularly strong in Life Sciences (Pharma, Biotech, and Medical Devices) and Financial and Business Services
- ▶ 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, in October 2020
- ▶ Small RPO or MSP companies in this region could become acquisition targets for Hudson RPO
- ▶ Virtual shared services as well as utilization of centers of excellence in EMEA and APAC

EMEA

- ▶ Hudson RPO recently ranked among the top RPO providers in EMEA⁽²⁾
- ▶ 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
- ▶ Hudson RPO is particularly strong in Life Sciences, Financial and Business Services, and Consumer
- ▶ Smaller RPO or MSP companies in this region could become acquisition targets for Hudson RPO
- ▶ Center of Excellence in Edinburgh, Scotland

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

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

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 clients 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 clients' 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⁽¹⁾
- ▶ Hudson RPO has been recognized on the Baker's Dozen List for ten consecutive years

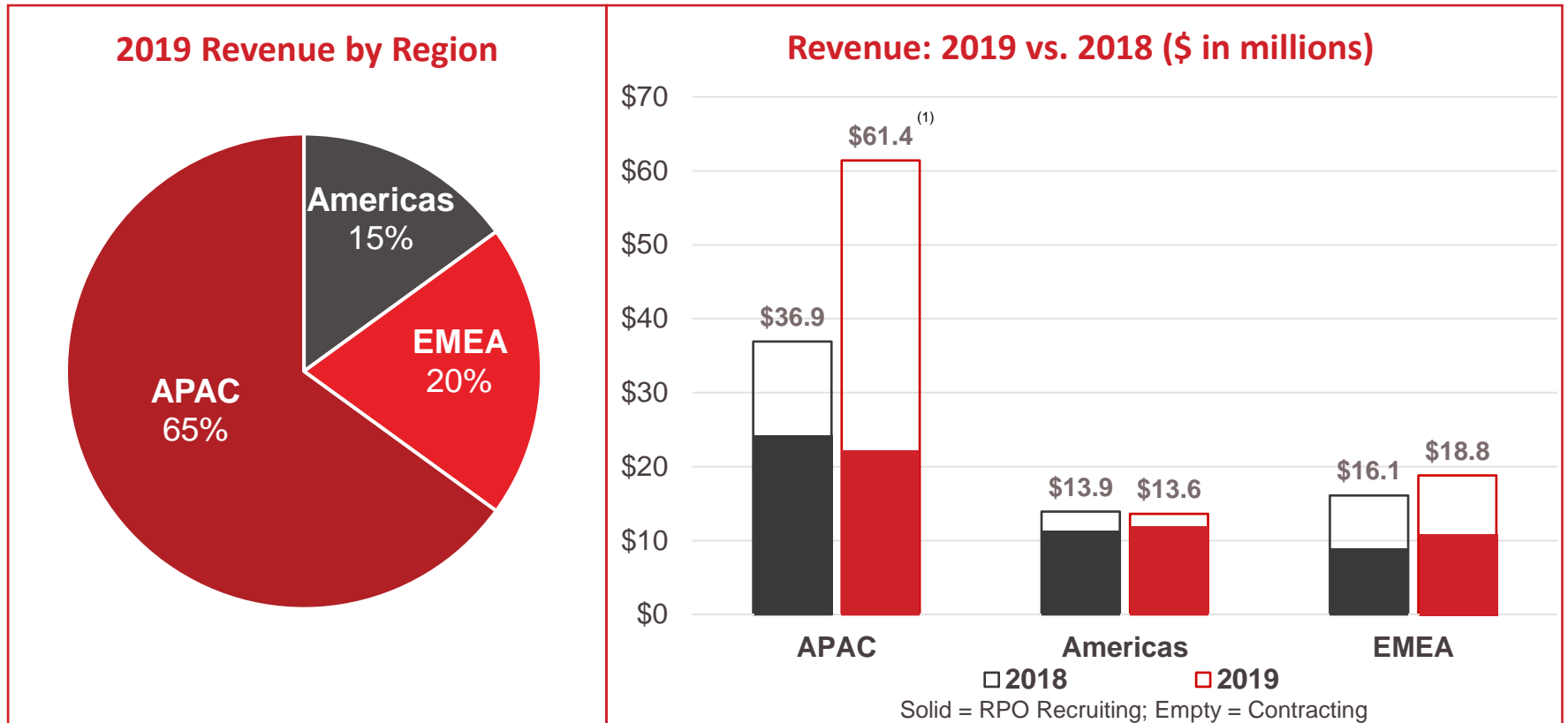
⁽¹⁾ <https://www.hudsonrpo.com/rpo-intelligence/recruitment-process-outsourcing/rpo-worldwide-implementation/>



Financial Highlights

Hudson RPO by Region: Revenue

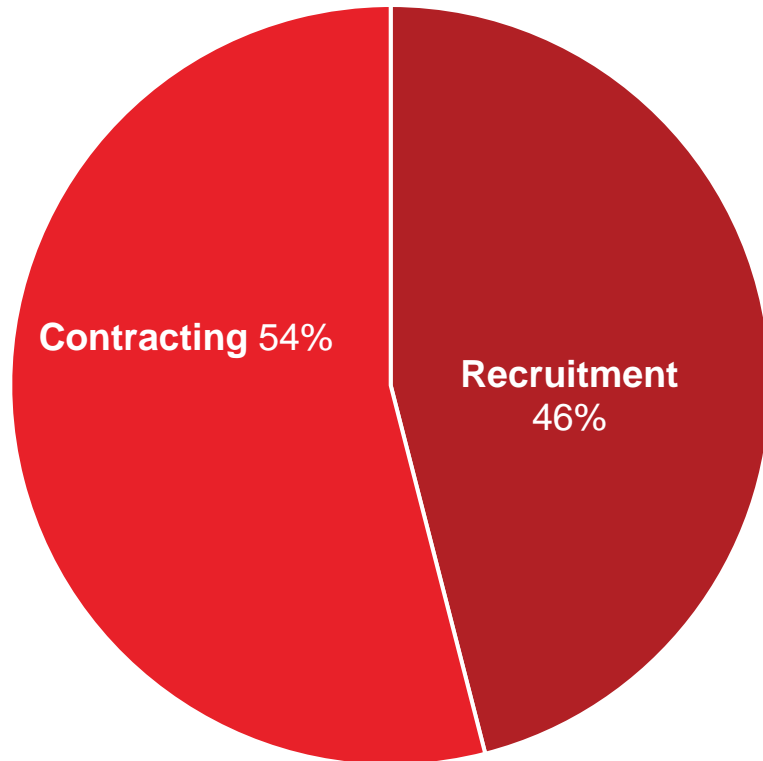
2019 Total Revenue of \$93.8 million



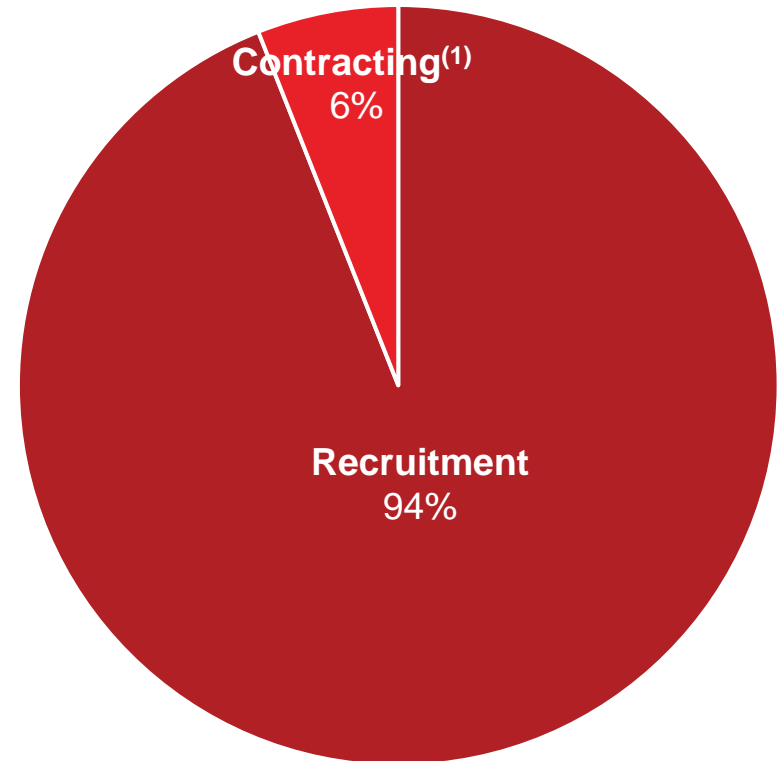
⁽¹⁾ APAC revenue growth in 2019 was driven by the commencement of a significant contract in Australia to manage a portion of the contingent workforce for a large Asia-based technology company. Contracting-type projects inflate revenues due to labor-cost pass throughs. Since the payroll costs of the contingent workforce in MSP projects are accounted for above the Adjusted Net Revenue line, Adjusted Net Revenue margins for these projects are much lower than for RPO recruiting projects, where the delivery costs are mainly below the Adjusted Net Revenue line.

Hudson RPO 2019 Breakdown by Service Provided

Revenue



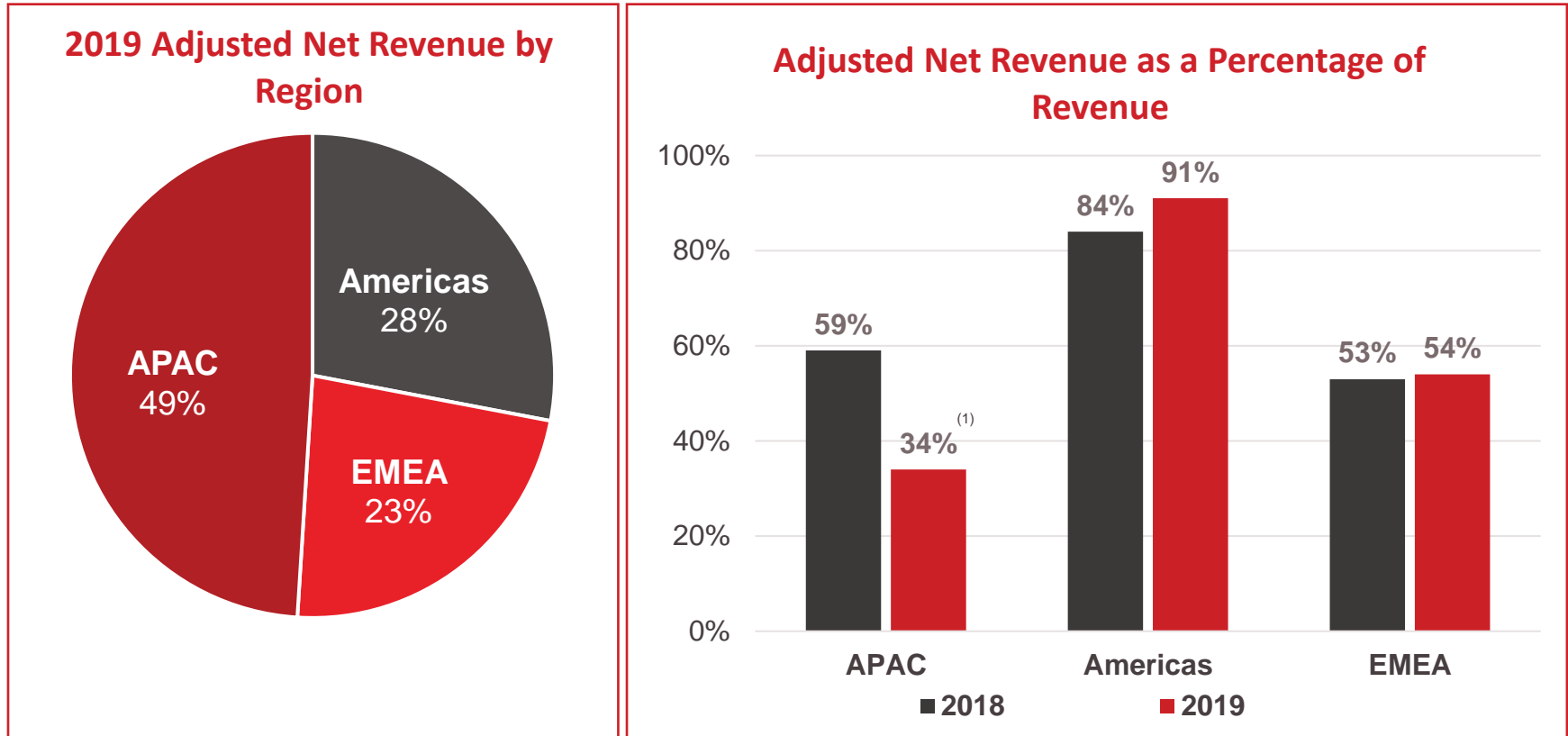
Adjusted Net Revenue



⁽¹⁾ Contracting adjusted net revenue is net of the direct staffing costs of salaries, payroll taxes, employee benefits, travel expenses, and insurance costs for the Company's contractors. Recruitment adjusted net revenue excludes reimbursed out-of-pocket expenses and other direct costs.

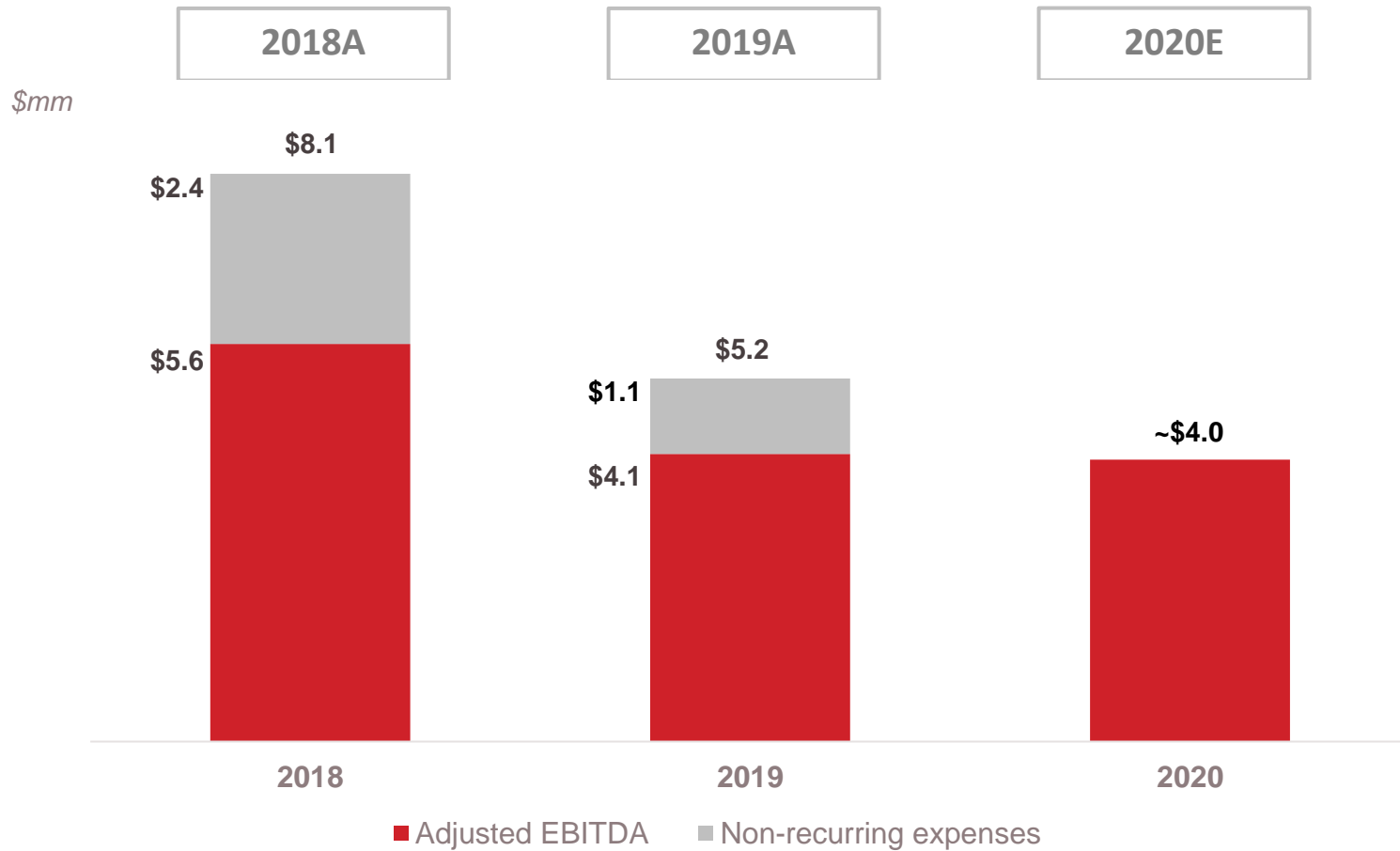
Hudson RPO by Region: Adjusted Net Revenue

2019 Total Adjusted Net Revenue of \$43.6 million



⁽¹⁾ APAC revenue growth in 2019 was driven by the commencement of a significant contract in Australia to manage a portion of the contingent workforce for a large Asia-based technology company. Contracting-type projects inflate revenues due to labor-cost pass throughs. Since the payroll costs of the contingent workforce in MSP projects are accounted for above the Adjusted Net Revenue line, Adjusted Net Revenue margins for these projects are much lower than for RPO permanent recruiting projects, where the delivery costs are mainly below the Adjusted Net Revenue line.

Hudson Global: Corporate Costs Over Time



Hudson Global: U.S. Federal Tax NOL Carryforward

U.S. Federal Tax NOL as of 12/31/2019	\$343mm
U.S. Federal Tax Usable NOL as of 12/31/2019	\$315mm
U.S. Federal Statutory Tax Rate	21%
Potential Cash Taxes Saved	\$66mm
Shares Outstanding⁽¹⁾	2.7mm
Potential Value Per Share (0% disc rate):	\$24.63

Additional Thoughts

- ▶ NOL getting used is a potentially realistic assumption given the very gradual expiration schedule between now and 2037
- ▶ HSON's large NOL increases the ROI on internal investments and acquisitions given HSON can shield U.S. taxable income for a long period of time

⁽¹⁾ Based on shares outstanding as of August 7, 2020.

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	RPO					Total
	Asia Pacific	Americas	Europe	Business	Corporate	
Revenue, from external customers	\$ 61,438	\$ 13,565	\$ 18,808	\$ 93,811	\$ -	\$ 93,811
Adjusted net revenue, from external customers ⁽¹⁾	\$ 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) ⁽²⁾	\$ 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) ⁽²⁾	\$ 3,253	\$ 649	\$ 636	\$ 4,538	\$ (4,081)	\$ 457

⁽¹⁾ Represents Revenue less the Direct contracting costs and reimbursed expenses.

⁽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.

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
Adjusted net revenue, from external customers ⁽¹⁾	\$ 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) ⁽²⁾	\$ 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	9	139	1,167	1,306
Non-recurring severance and professional fees	-	-	-	-	2,415	2,415
Adjusted EBITDA (loss) ⁽²⁾	<u>\$ 3,157</u>	<u>\$ 1,082</u>	<u>\$ (75)</u>	<u>\$ 4,164</u>	<u>\$ (5,644)</u>	<u>\$ (1,480)</u>

⁽¹⁾ Represents Revenue less the Direct contracting costs and reimbursed expenses.

⁽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.



Vision & Growth Strategy

Hudson Global's Vision and Mission



Our Mission:
To maximize stockholder value over the long-term



Our Vision:
To be the top RPO provider of professional roles in the industry

Strategy to achieve our Vision and Mission:

1

Grow RPO

- ▶ Global RPO market expected to grow 10-15% per year 2017 – 2025⁽¹⁾
- ▶ Hudson RPO's goal is to exceed the growth rate of the market (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⁽²⁾
- ▶ Leverage existing strong reputation by expanding marketing efforts, including social media and website

2

Reduce Overhead Expenses

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

3

Investigate Acquisition Opportunities

- ▶ 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

4

Repurchase Stock

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

⁽¹⁾ <https://www.prnewswire.com/news-releases/global-501-bn-recruitment-process-outsourcing-rpo-market-2025-300529971.html>

⁽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.

Hudson Global's Vision and Mission



Our Mission:

To maximize stockholder value over the long-term



Our Vision:

To be the top RPO provider of professional roles in the industry

Financial Goals:

- ▶ Grow our profitability over time; turning profitable in mid-2019 was a watershed event in our Company's history
- ▶ Generate high returns on internal growth projects
- ▶ 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)
- ▶ Maximize earnings per share over the long term through:
 - Growing revenue faster than costs, which will lead 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

Acquisition Strategy

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



Characteristics:

- ▶ Easy to understand business model, value proposition, and benefit to HSON stockholders
- ▶ High margins and high growth
- ▶ Complements and adds value to Hudson RPO
- ▶ Cost and other synergies from joining HSON
- ▶ Additional bolt-on possibilities/roll-up opportunities after initial acquisition
- ▶ Existing operating management team willing to stay, at least initially
- ▶ Currently profitable; no start-ups or venture-type businesses
- ▶ Low/no capex and high FCF/high cash conversion (excluding cash used for working capital)

Possible Examples:

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

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

Experienced RPO Management Team



RPO APAC CEO

Kimberley Hubble

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



RPO Americas & EMEA CEO

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

Mimi Drake

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



Director

Connia Nelson

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



Director

Ian Nash

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

⁽¹⁾ Independent members.



Contact us

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