



ACCOMMODATION POLICY

Kelly is passionately committed to compliance with the Americans with Disabilities Act. Consistent with that commitment, it is Kelly's policy not to discriminate against qualified individuals with disabilities regarding application procedures, hiring, advancement, discharge, compensation, training, or other terms, conditions, and privileges of employment. To comply with applicable laws ensuring equal employment opportunities for individuals with disabilities, Kelly will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an employee or applicant for employment, unless undue hardship and/or a direct threat to the health and/or safety of the individual or others would result.

Kelly will not discriminate against qualified individuals with disabilities who can perform the essential functions of the job with or without a reasonable accommodation as required by law. A reasonable accommodation may include an action which enables a qualified individual with a disability to perform the essential functions of their position.

If you require an accommodation in order to perform the essential functions of your job, enjoy an equal employment opportunity and/or obtain equal job benefits, you should contact HR Knowledge Center at 1-877-301-8460 or HRKnowledgeCenter@kellyservices.com to begin an interactive dialog.

If an individual believes there has been a violation of this Policy or believes he or she has experienced harassment or retaliation based on his or her disability or for requesting a disability related accommodation, the individual should contact their Kelly Manager, Supervisor or Kelly's Human Resources Knowledge Center at 877-301-8460 or HRknowledgecenter@kellyservices.com to discuss this policy or any additional questions regarding this policy.

A handwritten signature in black ink, appearing to read "Amy B. Buehler".

Chief People Officer