

## **EMERGENCY RESPONDER POLICY**

**APPLIES ONLY TO THE FOLLOWING: ALABAMA, CALIFORNIA, COLORADO, DELAWARE, ILLINOIS, INDIANA, IOWA, KENTUCKY, MAINE, MISSOURI, NEBRASKA, OHIO, OREGON, NEW JERSEY, NEW MEXICO, NORTH DAKOTA, PENNSYLVANIA, SOUTH CAROLINA, TENNESSEE, WASHINGTON, WEST VIRGINIA, AND WISCONSIN**

### **Purpose**

To inform employees of Kelly Services, Inc., and its subsidiaries, ("Kelly") of Kelly's policy regarding employees in the above-mentioned states who are also volunteer firefighters, emergency responders, reserve peace officers, or emergency rescue personnel.

"Emergency rescue personnel" refers to an individual who volunteers their time as an officer, employee, or member of a government firefighting agency, police department, rescue squad, emergency service department, reserve peace officer, or emergency rescue training personnel, on an emergency or first-response basis.

For California and Iowa employees only: This policy applies whether that person is a volunteer or partly/fully paid.

### **Policy**

Kelly does not discipline, discriminate against, or terminate employees who are also emergency responders, due to tardiness, absence, or injury as the result of responding to an emergency situation.

For California and Iowa employees only: Firefighters, emergency responders, reserve peace officers, and emergency rescue personnel (whether volunteer or paid employees) may take up to 14 days per calendar year to engage in fire, law enforcement, or emergency rescue training.

Time lost from work due to such situations will be **unpaid**; however, employees will be permitted to use existing paid time off if available/eligible.

### **Contact**

Employees needing further information about a specific state requirement should contact their Kelly representative or the HR Knowledge Center at 1-877-301-8460 or [HRKnowledgecenter@kellyservices.com](mailto:HRKnowledgecenter@kellyservices.com).