

KELLY[®]



SOLVING
WORKFORCE
CHALLENGES
every day

A total talent approach

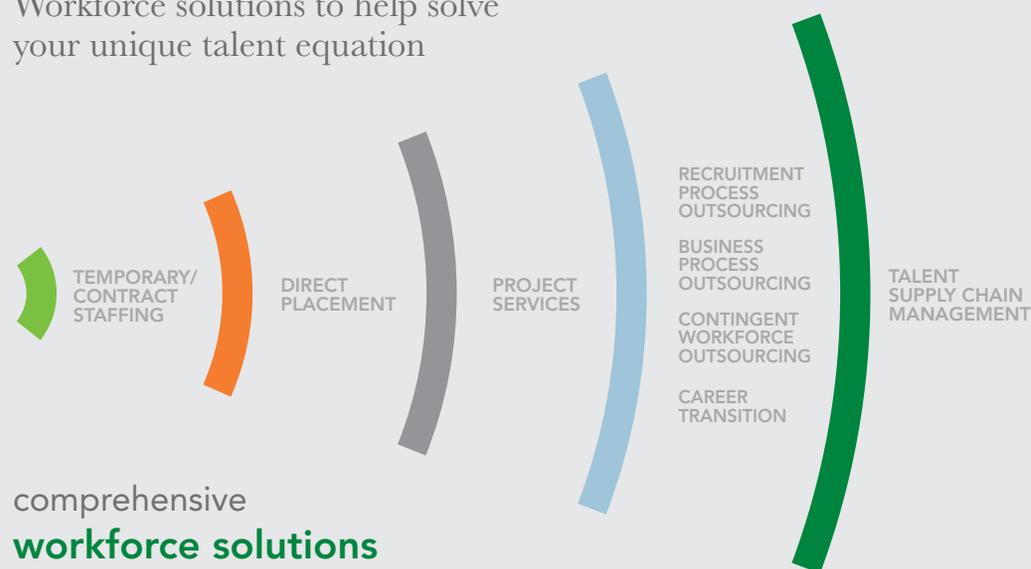
Your organization is faced with new pressures every day, from evolving customer demands, to increasing competitive pressures, to changing legal and regulatory landscapes. Yet one thing remains certain: success in today's volatile climate hinges on your ability to get the right talent, with the right skills, at the right time.

Things are drastically different in the labor marketplace today. The supply and demand of talent continues to shift and can be difficult to predict, leaving you with new concerns about the risks and costs associated with your talent supply chain.

At Kelly®, we take a holistic approach to talent acquisition and management, aligning workforce planning and analytics with your business strategy and enabling greater workforce insight and flexibility. We call this approach talent supply chain management, and it provides workforce solutions and consulting offerings that cover the spectrum of labor categories—from temporary and full-time hires, to independent contractors, to project-based workers.

Now more than ever, you need a single service provider to take a total talent approach toward anticipating and managing your workforce needs. We have the resources and expertise to provide solutions that can positively impact your business and improve or enhance your competitive advantage.

Workforce solutions to help solve your unique talent equation





How can we help you?

Staffing Options

As a leading workforce solutions provider around the world, we're prepared to meet your needs with **temporary/contract**, **temporary-to-hire**, and **direct-hire** staffing options, as well as:

On-site Management Our partnered staffing offering provides you with on-site management to coordinate, supervise, and optimize the functions of a large-scale temporary workforce throughout your company.

Payroll Services You can retain proven talent while eliminating the administrative burden associated with payroll deductions, insurance, workers' compensation, and more.



Areas of Expertise

Education As the largest provider of educational workforce solutions to school districts nationwide, we offer unparalleled support and expertise through a range of human resource solutions that provide cost savings and operational efficiency. We also provide staffing solutions for colleges and universities, including adjunct professors, clerks, accountants, research assistants, and lab technicians.

Engineering With extensive experience in the engineering environment, we can provide you with highly qualified professionals, including designers, drafters, engineering managers, project managers, technicians, supply chain specialists, and more.

Finance and Accounting You can maintain productivity as well as a healthy bottom line with our efficient and cost-effective processes for quickly finding accounting, financial services, and finance professionals—from entry- to senior-level.

Government The federal government and leading prime and small government contractors count on us for professionals in areas including science, information technology, engineering, healthcare, clerical, education, and medical research. With a full range of skill sets, we are able to provide personnel to meet all government-specific requirements.

Healthcare From case managers to medical technicians to travel nurses, and everything in between, we offer you the most highly qualified, accomplished healthcare professionals at all levels.

Information Technology Whether you're searching for technicians, network designers, systems analysts, or database administrators for contract or full-time positions, our specialists will identify and recruit the right people who match your requirements.

Law When you're in need of legal professionals, trust our full-service expertise. We'll provide you with everything from staffing to executive search to team placement to outsourced solutions.



Areas of Expertise (continued)

Science As the world's most recognized scientific staffing provider, we'll connect you with the best scientific professionals with experience levels ranging from entry-level to Ph.D.

Contact Center You'll get agents who excel in a customer care environment—including inbound and outbound customer service, collections, and telemarketing—with KellyConnect®, our comprehensive customer contact center staffing solution.

Creative Services If you're looking for creative talent, we provide a full spectrum of professionals, including graphic artists, account executives, copywriters, web designers, media planners, art directors, and more.

Electronic Assembly Thorough prescreening and testing techniques ensure that you get highly skilled assemblers, quality control inspectors, technicians, material handlers, and more.

Light Industrial Our skilled production employees can help keep your manufacturing and logistics facilities operating at optimal productivity. We provide production operators and technicians, material handlers, maintenance technicians, warehouse and fulfillment center managers, and more.

Marketing With targeted recruiting processes and thorough evaluation techniques, we'll provide you with employees and support for seminars, trade shows, sales promotions, sampling projects, product demonstrations, banquets, and more.

Office From administrative assistants to data entry specialists to accounting, medical, and legal clerks, to mortgage and insurance processors, you can count on our skilled employees who are prepared from the moment they walk through your door.



Project Services

We provide a practical, managed approach to project-based endeavors. Our industry-specific project expertise includes engineering, science, information technology, and law. As an alternative to traditional staff augmentation, we'll develop and properly manage SOW-based initiatives.

Our best-in-class project management methodologies, support systems, and subject matter and vertical expertise will provide you with a high-quality, focused approach to project/SOW-based initiatives. We're known for our scalable project development, deployment, and global talent delivery—and we will remain focused on your time, scope, and budget to deliver results that boost your bottom line.



Outsourcing & Consulting Solutions

Contingent Workforce Outsourcing (CWO) Our CWO practice guides and manages all categories of contingent talent to strategically drive business growth. By applying labor market insight, data analytics, and supply chain management principles, we optimize contingent labor spend—delivering access to service providers and quality talent at competitive rates and with minimized risk.

Our comprehensive suite of solutions addresses your need for outsourced labor and services and enables insight and effective spend management that positively impacts your bottom line. Our expertise includes: Global MSP (w/ VMS); Services Procurement including Independent Contractor Solutions, ID Management, SOW Management, and RFx Management; Professional Payroll Outsourcing; and Talent Pool Management.

Recruitment Process Outsourcing (RPO) Our RPO practice is a global leader in providing enterprise-wide recruiting, placement, and retention solutions across all disciplines, job levels, and geographies. Look to us to source better employees, more quickly. You'll also reduce operational complexity, cost, and risk. We will provide your organization with a strategic advantage through the quality of its people.

Business Process Outsourcing (BPO) Our BPO practice assists companies of all sizes by integrating operational management with our core staffing expertise to increase productivity and reduce overall costs. Our customized BPO solutions combine strategic expertise and proven controlled processes to help you achieve your business objectives. We'll be your ally—helping to balance the people equation and manage change without disruption.

Labor Market Analysis Consulting Your ability to stay competitive rests on effective workforce planning underpinned by targeted labor market data and insights. We leverage our Talent Market Analyst: a robust data resource for evaluating talent supply and demand dynamics and apply consulting expertise to support both your long-term strategic planning and your shorter-term sourcing activities. With the Talent Market Analyst and consultation from Kelly, the supply and demand of talent becomes more predictable, scalable, and actionable.



Outsourcing & Consulting Solutions (continued)

Human Resources Consulting As your HR partner, we'll provide consultative workforce solutions that address your critical business objectives. Our consultants develop and deliver innovative project- and program-based solutions in a variety of HR disciplines, including workforce strategy, global mobility, and training and education. In addition, we can provide you with experienced subject matter experts across all HR functions on an interim basis to cover key assignments or tackle time-sensitive projects.

Career Transition & Executive Coaching

Our comprehensive, customized career transition/outplacement and executive coaching and development services enhance our clients' abilities to compete effectively in an increasingly global and volatile business environment. Areas of expertise include: Career Transition Services, Executive Coaching and Development Services, and Platinum Services—a comprehensive spectrum of services to help transitioning executives understand and explore their options, opportunities, challenges, and solutions.

Executive Search We'll take the lead in meeting your executive search needs. Our ability to align ourselves with the changing faces of senior executives and CEOs makes us an ideal partner. Integrity, experience, and lasting relationships with clients and candidates are the foundation of our success. Our practices and strategies are proven to help us identify top talent around the world.



Investing in our Employees

To ensure you get the best talent available, we continuously invest in our employees. We offer them career guidance, provide personal attention, get to know them as individuals, build a sense of community, and ensure we have effective and best-in-class recognition programs.

myKelly.com is an online portal that gives our temporary employees access to information and career aids, including the latest news about Kelly, the Kelly Learning Center, the Kelly Career Network® job database, our reward and recognition program, employee discounts, and so much more.

Kudos! is our exclusive online reward and recognition program which allows Kelly to recognize employees who reach customer-specified goals while on assignment.

The Kelly Learning Center provides more than 3,000 online courses to help employees gain and enhance skills. We continuously update and add new content to keep employees current with the latest training and the newest information in their fields.

The Kelly Career Network is our career database that keeps our employees aware of new job opportunities in nearly every discipline and industry.

Social Networks, including our award-winning Facebook® page and LinkedIn® groups, are used to provide information and support to people around the world.

Follow us at [linkedin.com/company/kellyservices](https://www.linkedin.com/company/kellyservices) or [facebook.com/kellyservices](https://www.facebook.com/kellyservices) to stay up to date on all things Kelly.



Corporate Responsibility

Our formal sustainability program, called Recognize™, highlights our commitment to a policy of preservation, conservation, and waste reduction on a company-wide, community-wide, and worldwide scale.



The birth of an industry

In October 1946, with an office in Detroit, Michigan, and two employees, William Russell Kelly started a new company to meet the clerical needs of Detroit-area businesses. At first, customers sent their work to Mr. Kelly's office. But as customers gained confidence in the new company, some of them asked him to send his employees to their offices—and the modern staffing industry was born.

More than 65 years later, customers still trust Kelly to develop creative solutions to meet their ever-changing needs and maximize their business results. And our heritage of being the best at recruiting, developing, and deploying talent makes us stand out from the crowd.

Temporary
Temporary to Hire
Direct Hire
On-site Management
Payroll Services

Areas of Expertise

Contact Center
Creative Services
Education
Electronic Assembly
Engineering
Finance and Accounting
Government
Healthcare
Information Technology
Law
Light Industrial
Marketing
Office
Science

Project Services

Project Teams
Project Management
PMO Integration
SOW-based Services

Outsourcing & Consulting Solutions

Recruitment Process Outsourcing
Business Process Outsourcing
Contingent Workforce Outsourcing
Human Resources Consulting
Career Transition & Executive Coaching
Executive Search



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