

Kelly's Role	Andersen's Role
<p><b>Employer Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Comply with labor, employment, wage and hour laws</li> <li>• Withhold payroll taxes</li> <li>• Follow OSHA Standards</li> <li>• Provide Worker's Compensation coverage</li> <li>• Avoid wrongful discharge</li> <li>• Identify and respond to employee issues</li> <li>• Confirm employment eligibility (I-9s)</li> </ul>	<p><b>General Customer Responsibilities:</b></p> <ul style="list-style-type: none"> <li>• Comply with labor, employment, wage, and hour laws</li> <li>• Generally supervise and direct day-to-day work</li> <li>• Control work site conditions</li> <li>• Determine the length of assignment</li> </ul>
<p><b>Best Practice to Allow Kelly to:</b></p> <ul style="list-style-type: none"> <li>• Establish and discuss pay rates</li> <li>• Track performance and conduct written evaluations</li> <li>• Conduct all communication regarding the interview process and facilitate orientations</li> <li>• Communicate assignment end dates to employees</li> <li>• Maintain and handle all personnel matters</li> <li>• Participate in any customer events that include temporary personnel</li> </ul>	<p><b>Andersen's Best Practices:</b></p> <ul style="list-style-type: none"> <li>• Maintain a safe work environment</li> <li>• Provide consistent feedback to the Kelly Team</li> <li>• Allow Kelly to manage the employees': <ul style="list-style-type: none"> <li>○ Performance feedback</li> <li>○ Awards and recognition</li> <li>○ Disciplinary action</li> <li>○ Developmental training</li> </ul> </li> </ul>