



Annual Forum – Equal Opportunities of the Business Advisory Board on Disabilities

Inclusion at Kelly – Overview of our Specialized Programs

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Inclusion and Diversity at Kelly

At Kelly, our team is driven to connect people to work in ways that enrich their lives. As a global talent company, inclusion and diversity is critical to our success. With more than half a million employees globally, we place a premium on creating a culture of inclusion in order to attract, retain, and develop talent to achieve our Noble Purpose. We embrace diversity and strive to provide equal opportunities for all our employees, who reflect the regions, industries, and clients that we serve globally. We continuously work to increase the diversity of representation across our communities, including gender, race and ethnicity, sexual orientation, veteran status, people with disabilities, and generations.

Our commitment to inclusion and belonging enables us to build a culture where all employees feel welcomed, respected, and valued. We strive to build a workplace where all employees are inspired to share and learn from the diverse perspectives and unique backgrounds of each other to promote greater innovation and enhanced business outcomes.

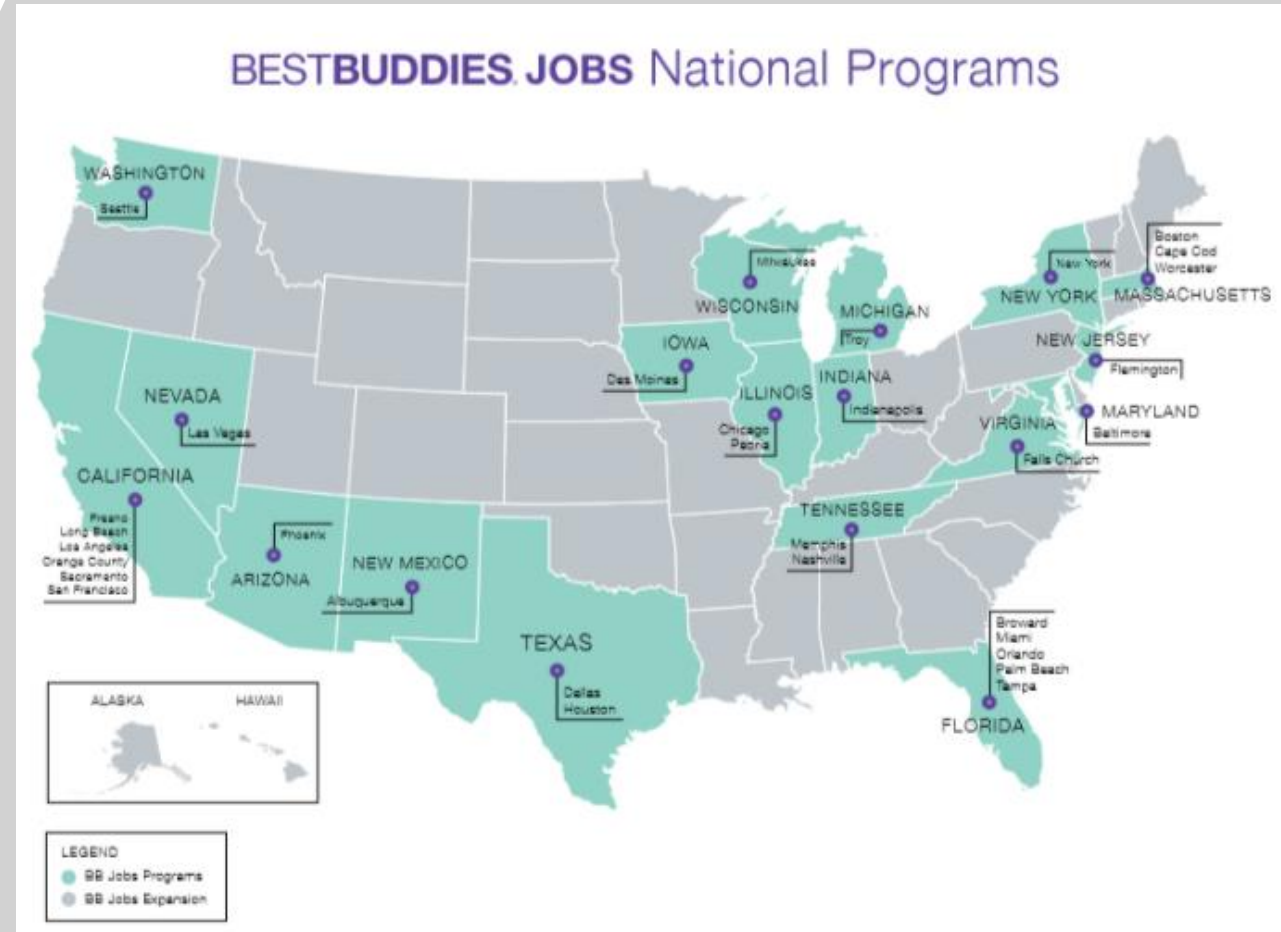


Kelly's Compass Program



In 2019, Kelly launched the Compass Program which focuses on guiding talent to re-enter or who have had difficulty entering the workforce to discover what's next in their career. There are several initiatives that will help this talent navigate work opportunities that will enrich their lives. This includes military veterans, talent that have disabilities, have suffered great loss, suffer from PTSD, or are victims of abuse.

Our Best Buddies partnership also launched in April 2019, the program started with a pilot to place three talented Best Buddies candidates in our Global Business Services group! In 2020 and 2021, Kelly is focusing on increasing our footprint with Best Buddies.

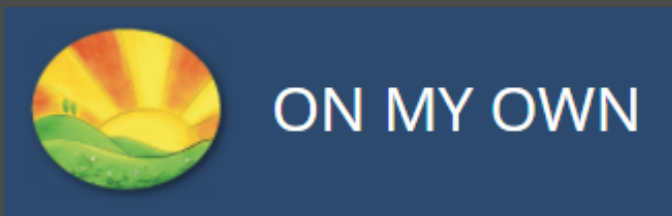


Kelly Disabilities Network

We have partnered with vocational rehabilitation organizations, professional networking associations, and government or publicly funded disability resource programs, increasing job opportunities for disability communities where they can contribute their unique skills to our company and our customers.

The Kelly logo, featuring the word "Kelly" in a green, sans-serif font with a registered trademark symbol.

The KellyConnect virtual call center is a division of Kelly Services that has been around since 2010 and employs people with disabilities to work from home, providing tech support to Kelly clients 24-7. Currently 10.5 percent of employees participating in KellyConnect are part of our disability network program.

The KellyConnect logo, with "Kelly" in green and "Connect" in black, followed by a registered trademark symbol.

In 2019, Kelly partnered with On My Own, a nonprofit organization located in Troy, Michigan, to assist young adults with developmental disabilities to prepare them during the job search process and interview preparation.

"It's pretty incredible—the power of being able to employ people with disabilities. It's a wonderful story to tell. My advice to other companies is this: Embrace it. Take the time to see how easy it really is to accommodate workers with disabilities. What we have found is that some of these folks are the best, most dedicated employees we have. It's a win-win for the employee and the company."

Melissa Turansky
PHR Senior Director
KellyConnect

Inclusion in Action



Questions?