

**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
WASHINGTON, D.C. 20549**

**FORM 8-K/A  
(Amendment No. 1)**

**CURRENT REPORT  
Pursuant to Section 13 or 15(d)  
of the Securities Exchange Act of 1934**

**Date of Report (Date of Earliest Event Reported): August 7, 2025**

**KELLY SERVICES, INC.**

(Exact Name of Registrant as Specified in its Charter)

**DELAWARE**  
(State or Other Jurisdiction  
of Incorporation)

**000-01088**  
(Commission  
File Number)

**38-1510762**  
(IRS Employer  
Identification Number)

**999 WEST BIG BEAVER ROAD  
TROY, MICHIGAN 48084**  
(Address of Principal Executive Offices)  
(Zip Code)

**(248) 362-4444**  
(Registrant's Telephone Number, Including Area Code)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (see General Instruction A.2. below):

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

<u>Title of Each Class</u>	<u>Trading Symbol</u>	<u>Name of Each Exchange on Which Registered</u>
Class A Common Stock, \$1.00 par value per share	KELYA	The Nasdaq Stock Market LLC
Class B Common Stock, \$1.00 par value per share	KELYB	The Nasdaq Stock Market LLC

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

**Item 5.02 Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

On August 7, 2025, Kelly Services, Inc. (the “Company”) announced that Christopher Layden has been named President and Chief Executive Officer, with a target start date of September 2, 2025. Mr. Layden will succeed Peter Quigley, the Company’s current President and Chief Executive Officer, who on February 12, 2025, informed the Company of his intention to retire as an officer of the Company. Mr. Quigley will remain as a strategic advisor to the Company to ensure a smooth transition and will continue to serve as a member of the Company’s Board of Directors (the “Board”) until the Company’s next Annual Shareholders Meeting in May 2026; the arrangements will be reported at the time they are finalized.

The Board has also appointed Mr. Layden as a member of the Board, for a term beginning September 2, 2025. At such time, the Board will be expanded to nine directors. Mr. Layden will not receive any additional compensation for his service as a member of the Board.

Mr. Layden, age 43, most recently served as Chief Operating Officer of Prolink, a workforce solutions provider offering staffing, technology, culture, data, and talent experience solutions throughout the United States. Prior to joining Prolink, he spent nearly two decades at ManpowerGroup, a global workforce solutions company, serving in positions of increasing responsibility, including vice president and general manager, industry verticals. Mr. Layden received a Bachelor of Arts degree in Philosophy from Boston College.

Pursuant to the terms of an employment offer letter provided to Mr. Layden by the Company (the “Offer Letter”), Mr. Layden’s annual base salary will be \$1,000,000 and will be reviewed periodically as part of the Company’s compensation review process.

Mr. Layden will participate in the Company’s Short-Term Incentive Plan (“STIP”) with a target opportunity of 125% of earned annual salary. For 2025, his STIP award will be guaranteed to pay at least \$450,000. Beginning with the 2026 grant, Mr. Layden will be eligible for consideration to receive awards under the Company’s Long-Term Incentive Plan (“LTIP”), as granted and approved by the Compensation and Talent Management Committee of the Company’s Board of Directors. The target award opportunity is 250% of annual salary, with earned performance shares ranging from 0% to 200% of the target award based upon the achievement of LTIP goals.

Mr. Layden will receive a one-time cash sign-on bonus of \$450,000 upon beginning his active employment with the Company. The payment will be subject to recovery by the Company if Mr. Layden voluntarily terminates his employment with the Company without good reason or his employment is terminated by the Company for cause (as defined in the Offer Letter) within two years after his initial employment date.

Upon beginning his active employment with the Company, Mr. Layden will be granted shares of restricted stock valued at \$4,000,000 in accordance with the terms of the Company’s Equity Incentive Plan (the “Sign-On Award”). The number of restricted shares will be determined based on the closing price of the Company’s Class A common stock as of the grant date. The Sign-On Award will vest over a three-year period, with 15% of the shares vesting on the first anniversary of the grant date, 35% vesting on the second anniversary, and 50% vesting on the third anniversary, subject to immediate vesting in full in the event Mr. Layden’s employment is terminated by the Company other than for cause or he resigns for good reason.

Mr. Layden’s employment is at-will. Pursuant to the terms of the Amended and Restated Senior Executive Severance Plan (the “Severance Plan”) and effective the date he assumes responsibility as the Company’s CEO, in the event that Mr. Layden’s employment is terminated by the Company other than for “cause,” “disability” or death, or by Mr. Layden for “good reason” in connection with a “change in control” (as such terms are defined in the Severance Plan, with certain modifications described in the Offer Letter), Mr. Layden will become eligible to receive severance benefits. In the case of a qualified termination that occurs not in connection with a change in control, he would receive severance payments in the form of base salary continuation for a period of twenty-four months and a prorated portion of his annual incentive compensation for the fiscal year in which the termination occurred, based on performance results. For a qualified termination that occurs in connection with a change in control, Mr. Layden would be eligible to receive a lump sum severance payment equal to two times the sum of his annual base salary and target annual incentive compensation, plus a prorated portion of his annual incentive compensation.

Mr. Layden will be entitled to participate in certain other employment benefits available to the Company's senior executive officers, including relocation assistance, group life and healthcare insurance and participation in the Company's Management Retirement Plan, a non-qualified defined contribution deferred compensation plan for highly compensated employees.

Mr. Layden will be subject to the Company's stock ownership requirements applicable to executive officers as well as the Company's share trading blackout and pre-clearance policies and Incentive Compensation Recovery ("Clawback") Policy.

The foregoing description does not purport to be complete and is qualified in its entirety by reference to the full text of the Offer Letter, which is attached as Exhibit 10.1 and incorporated herein by reference.

**Item 9.01 Financial Statements and Exhibits.**

(d) Exhibits

<u>Exhibit No.</u>	<u>Description</u>
10.1	<a href="#">Offer Letter between Kelly Services, Inc. and Christopher Layden.*</a>
99.1	<a href="#">Press release dated August 7, 2025 issued by Kelly Services, Inc.</a>
104	Cover Page Interactive Data File (embedded with the Inline XBRL document).

\* Portions of this exhibit have been omitted pursuant to Item 601(b)(10)(iv) of Regulation S-K.

**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, hereunto duly authorized.

Date: August 7, 2025

**KELLY SERVICES, INC.**

/s/ Vanessa P. Williams

\_\_\_\_\_  
Vanessa P. Williams

*Executive Vice President, General Counsel and Corporate Secretary*



Christopher Layden

[\*\*\*]

[\*\*\*]

Dear Chris,

Congratulations, and welcome to Kelly. We take pride in connecting people to work in ways that enrich their lives – and change the lives of others.

On behalf of the Kelly Services, Inc.'s Board of Directors, I am pleased to formally extend to you this offer of employment as President and Chief Executive Officer. We are confident that your leadership experience and strategic vision will be instrumental in shaping Kelly's future. We look forward to welcoming you to our Senior Leadership Team, and to your contributions to our continued success and growth. Your start date will be September 2, 2025, or such earlier or later date as we mutually agree (the "Start Date"). This offer of employment is conditioned on your satisfactory completion of certain requirements, as more fully explained in this letter. Your employment is subject to the terms and conditions set forth in this letter.

### **Duties**

In your capacity as President and CEO, you will set, articulate and communicate the Company's vision and long-term strategy; provide financial oversight and be accountable for financial performance of the Company; provide operational, compliance and risk management; engage and maintain relationships with the Board of Directors, investors, customers, employees and the public; drive Company innovation and growth; and perform such other duties and responsibilities as may be assigned to you from time to time by the Board of Directors that are commensurate with your position. You will report directly to the Board of Directors of the Company (the "Board"). You will also serve as a member of the Board for no additional compensation. You agree to devote your full business time, attention and best efforts to the performance of your duties and to the furtherance of the Company's interests. Notwithstanding the foregoing, nothing in this letter shall preclude you from devoting reasonable periods of time to charitable and community activities and, subject to Board approval, serving on boards of nonprofits, business associations, or other companies (public or private) not in competition with the Company, provided that none of these activities interferes with the performance of your duties hereunder or creates a conflict of interest.

### **Location**

Your principal place of employment shall be at our corporate headquarters in Troy, Michigan, subject to remote work in alignment with the needs of the business and business travel as needed to properly fulfill your employment duties and responsibilities.

### **Compensation**

Your annual salary will be \$1,000,000, which will be paid in bi-weekly increments. Your salary will be reviewed periodically as part of the Company's compensation review process and any increase is subject to approval by the Compensation and Talent Management Committee of Kelly Services Inc. Board of Directors (the "Compensation Committee").

You will participate in the Company's Short-Term Incentive Plan (STIP) with a target opportunity of 125% of earned annual salary or such percentage as the Compensation Committee may approve. For 2025, your STIP award will be guaranteed to pay at least \$450,000. STIP awards will be made pursuant to our STIP plan document that has been provided to you.



Beginning with the 2026 grant, you will be eligible for consideration to receive Long-Term Incentives (LTI) awards, as considered, approved and granted by the Compensation Committee. The current LTI design is a mix of Performance Shares (75%) and Restricted Stock (25%), at grant levels as determined annually by the Compensation Committee. The target award opportunity for this position is 250% of annual salary. Earned performance shares may range from 0% to 200% of the target award, based upon the achievement of LTI goals. LTI awards are governed by the terms of the Kelly Services, Inc. Equity Incentive Plan (EIP), a copy of which is enclosed in this packet. You will receive further details about the Long-Term Incentives at the time of the 2026 grant.

### **Sign-on Compensation**

#### **Cash Award**

After you begin your active employment with Kelly Services, Inc., you will receive a one-time cash sign-on bonus in the amount of \$450,000. This amount will be paid to you in the next available payroll following your Start Date. If you voluntarily terminate your employment (other than for Good Reason, as defined below) or are involuntarily terminated for Cause (as defined below), within two years of your Start Date, you agree to repay the signing bonus pursuant to a payback agreement to be provided for your signature prior to your Start Date.

#### **Stock Award**

On the first 15th of the month following your Start Date (September 15<sup>th</sup> if your start date is occurs prior to such date), you will receive a one-time equity grant of KELYA shares of Restricted Stock valued at \$4,000,000, subject to the terms and conditions of the Kelly Services, Inc. Equity Incentive Plan as of such date (the "Sign-On Award"). The number of restricted shares will be determined based on the KSI closing price on the grant date. You will be vested into these restricted shares over a three-year period; 15% on the first anniversary of the grant date, 35% on the second anniversary, and 50% on the third anniversary. Your Sign-On Award will be evidenced by an award agreement, substantially in the form of our Restricted Share Award Agreement ( a copy of which has been provided to you), provided that your Restricted Share Award Agreement shall provide that if prior to the date the Sign-On Award has fully vested your employment terminates for any reason other than termination by the Company for Cause (as defined below) or your resignation other than for Good Reason (as defined below), then the Sign-On Award shall vest in full (100%) on the date of such employment termination or the Company, at its discretion, may compensate you in the amount of the then current per share value of any unvested shares.

For purposes of this letter, "Good Reason" shall mean, in connection with a Change in Control (as defined in the Severance Plan (as defined below)) the meaning set forth in the Severance Plan and as specifically referenced herein and associated documents shall mean and refer to the occurrence following circumstances:

- (a) a reduction, in excess of 10 percent, of your then current base salary other than a general reduction in base salary that affects all similarly situated executives;
- (b) a reduction, in excess of 10 percent, of your then current target annual bonus opportunity other than a general reduction in that affects all similarly situated executives;
- (c) a material, adverse change in your title, reporting relationships, authority, duties or responsibilities other than temporarily while you are physically or mentally incapacitated; provided, however, that a change in your authority, duties or responsibilities due to a change in business strategy, or economic conditions, or a divestiture not requiring stockholder approval, shall not constitute Good Reason; or



(d) any material breach by the Company of this letter or the associated documents.

You cannot terminate your employment for Good Reason unless you provide written notice to the Company of the existence of the circumstances providing grounds for termination for Good Reason within 60 days of the initial existence of such grounds and the Company has had at least 30 days from the date of such notice to cure such circumstances. If You do not provide notice of termination of your employment for Good Reason within 60 days after the first occurrence of the applicable grounds, then you will be deemed to have waived the right to terminate for Good Reason with respect to such grounds.

#### **Withholding**

All forms of compensation paid to you as an employee of the Company shall be less all applicable withholdings.

#### **Stock Ownership**

As an executive officer, you will be required to comply with the Kelly Services, Inc. Executive Stock Ownership Requirements. The purpose of executive share ownership is to align the interests of senior officers with those of the Company's shareholders and to also demonstrate commitment to the Company's long-term goals and creation of long-term Company value. Your minimum ownership requirement will be equal to six (6) times your base salary. Until the minimum stock ownership level has been achieved, you must retain fifty percent (50%) of all net shares delivered through Kelly's Equity Incentive Plan. Ownership requirements must be satisfied within a reasonable period, anticipated to be within five years of your appointment as an executive officer. You will be provided with a copy of the guidelines for review.

#### **Trading Blackout Periods and Pre-Clearance**

As an executive officer and according to the Kelly Services, Inc. Insider Trading Policy and Section 16 Compliance Procedures, you will be subject to quarterly blackout periods that prohibit trading in Company securities. In addition, you will be required to obtain pre-clearance from the Corporate Secretary prior to engaging in any transaction of Company securities. You will be provided with a copy of the policy for review.

#### **Clawback Policy**

As a senior officer, you are subject to the terms of the Company's Incentive Compensation Recovery ("Clawback") Policy. The Clawback Policy applies to performance-based annual and long-term incentives and provides for the forfeiture or repayment of these incentives in the event of various conditions as defined in the policy and as determined by authority of the Compensation Committee of the Board of Directors. You will be provided with an acknowledgement and agreement for your signature, indicating that you understand and agree to the terms of the policy.

#### **At-will Employment**

Your employment with the Company will be for no specific period of time. Rather, your employment will be at-will, meaning that you or the Company may terminate the employment relationship at any time, with or without Cause, and with or without notice and for any reason or no particular reason. Although your compensation and benefits may change from time to time as described in this letter, the at-will nature of your employment may only be changed by an express written agreement signed by an authorized officer of the Company.



### **Severance/Change in Control Severance**

The Kelly Services, Inc. Amended and Restated Senior Executive Severance Plan (the “Severance Plan”), a copy of which has been provided to you, provides severance benefits to participants who incur a termination of employment in qualifying circumstances. A copy of the Severance Plan has been provided to you for reference.

During your employment you will participate in the Severance Plan as a Tier 1 Participant eligible to receive severance benefits under the terms and conditions of the Severance Plan as in effect on the date of this letter (as modified below) without regard to any amendment or termination thereof (unless you are entitled to greater severance benefits under the Severance Plan as may be amended or a replacement or successor plan or agreement, in which case you shall be entitled to the greater severance benefits under such amended, replacement or successor plan or agreement).

For purposes of this letter, “Cause” shall be as defined in the Severance Plan as of the date hereof and is specially modified to include a willful, material breach by you of the terms and conditions of this letter (including, but not limited to, a material breach of any of the representations contained herein or the associated Acknowledgements (as defined below) executed by you in acceptance of your offer of employment) or your gross negligence or willful engagement in conduct that is demonstrably and materially injurious to the Company, monetarily or otherwise, whether or not related to your employment with the Company.

### **Section 409A**

This offer letter is intended to comply with Section 409A of the Internal Revenue Code and will be administered accordingly. Payments under this letter will only be made if permitted under Section 409A or an applicable exemption. Any payments that can be excluded as separation pay or short-term deferral will be, to the fullest extent allowed. Each installment payment is treated as a separate payment for Section 409A purposes. Termination-related payments will only be made after a “separation from service” as defined in Section 409A. The Company does not guarantee Section 409A compliance and is not liable for any resulting taxes or penalties

If any termination payment is considered “nonqualified deferred compensation” and you are a “specified employee,” payment will be delayed until the first payroll after six months from your termination (the “Specified Employee Payment Date”) or until your death, if sooner. Any delayed payments will be paid in a lump sum on the Specified Employee Payment Date, with any remaining payments following the original schedule.

### **Relocation**

You will be offered company funded relocation assistance to support your and your family’s agreed upon transition to the Metropolitan Detroit area. The relocation assistance is contingent upon signing Kelly’s Relocation Payback Agreement in the agreed upon form.

### **Officer Training**

As an Officer of Kelly Services, you will be assigned Kelly’s mandatory Officer Training curriculum which is to be completed and acknowledged after the start of your employment.

### **Benefits Information and Enrollment**

Information regarding Kelly benefits is available at [\*\*\*]. You will receive an e-mail from Benefits at Kelly Services ([\*\*\*]) when you are able to access our Benefits at Kelly portal to complete the enrollment process.



If you have any questions, feel free to contact Kelly Benefits Enrollment Center at [\*\*\*], Monday through Friday from 9 a.m. to 6 p.m. ET.

### **Management Retirement Plan (MRP)**

The MRP is a non-qualified defined contribution deferred compensation plan for highly compensated employees (as defined in the Summary Plan Description). You may elect to defer, on a pre-tax basis, up to 25% of your annual base salary and 50% of any short-term incentive you may be eligible to receive into the MRP. When you make a deferral election of your compensation you will be immediately eligible for Kelly matching contributions. For every dollar you contribute up to 10% of your eligible pay each pay period and up to 10% of your incentive award, Kelly will match 50 cents and contribute that match to your MRP account. You will become vested in any Kelly matching contributions after three years of service. You will be eligible to participate in the MRP on your Start Date. Enrollment deadlines and additional details are included in this packet.

### **Liability Insurance; Indemnification**

The Company carries director's and officer's liability insurance to cover legal liability for all employees serving in an officer position. The coverage and limits are reviewed from time to time by executive management and are regarded as reasonable and adequate. You will be covered by such, subject to and in accordance with the policy's terms and conditions, and entitled to indemnification as provided under the Company's Bylaws.

### **Vacation**

At Kelly, we encourage officers to take time off as needed while ensuring considering the needs of the business and individual commitments.

### **Vacation Facilities**

As an Officer, you will be eligible for vacation time use of the company-owned condominium in Harbor Springs, Michigan subject to availability and ownership.

### **Executive Physical Program**

The Executive Physical Program ensures senior officers of Kelly Services monitor their health and general wellbeing on a regular basis. It makes good business sense for our senior officers to have an annual executive physical where the focus is on prevention and early detection of any health issues. Because of the critical nature of your position to Kelly, you are required to have an annual physical examination. Kelly has contracted with two local executive physical facilities to provide this service, or you may choose to use your own personal physician. You will be provided with a copy of the program details for your review.

### **Other Conditions of Employment**

This offer of employment is contingent upon the following contingencies: (a) successful completion of a Kelly Services and Customer background check if applicable (specific information about the scope of this background check will be separately provided to you); (b) your ability to submit documentary proof of your identity and your right to work in the United States; and (c) your execution of all required documents, including: Kelly's Confidentiality, Non-Competition and Non-Solicitation Agreement(s), Statement and Acknowledgements Regarding Former Restrictive Employment agreement(s) (the "Acknowledgements"), and Dispute Resolution and Mutual Agreement to Binding Arbitration (each in the agreed-upon form). This offer will be withdrawn if any of the above conditions are not satisfied.



**Representations**

By accepting this offer, you represent that you believe you are able to accept this job and carry out the work that it would involve without breaching any legal restrictions on your activities, such as non-competition, non-solicitation or other work-related restrictions imposed by a current or former employer. You also represent that you have informed the Company about any such restrictions as set forth in the Acknowledgements and provided any agreements between you and your current or former employer describing such restrictions on your activities. You further confirm that you will not remove or take any documents or proprietary data or materials of any kind, electronic or otherwise, with you from your current or former employer to the Company without written authorization from your current or former employer, nor will you use or disclose any such confidential information during the course and scope of your employment with the Company. If you have any questions about the ownership of particular documents or other information, you should discuss such questions with your former employer before removing or copying the documents or information.

Chris, to accept this offer, please review, sign and return via email, no later than Friday, August 1, 2025. If you have any questions about your offer, please reach out to [\*\*\*].

We look forward to your joining Kelly – where we believe that the impact of the right person in the right job is limitless.

Sincerely,

/s/ Terrence Larkin

Terrence Larkin  
Chairman, Board of Directors Kelly Services,  
Inc.



**Acceptance of Offer**

I have read and understood, and I accept all the terms of the offer of employment as set forth in the foregoing letter. I have not relied on any agreements or representations, express or implied, that are not set forth expressly in the foregoing letter, and this letter supersedes all prior and contemporaneous understandings, agreements, representations and warranties, both written and oral, with respect to the subject matter of this letter.

ACKNOWLEDGED and ACCEPTED:

/s/ Christopher Layden  
Signature

Christopher Layden  
Print Name

31-Jul-2025  
Date



### **Kelly Announces Selection of Chris Layden as President and Chief Executive Officer**

TROY, Mich., (August 7, 2025) – Kelly (Nasdaq: KELYA, KELYB), a leading global specialty talent solutions provider, today announced that Chris Layden has been selected to serve as president and chief executive officer, effective September 2, 2025. Layden will succeed Peter Quigley, who previously announced his intent to retire as president and chief executive officer. Quigley will remain as a strategic advisor to Kelly to ensure a smooth transition and will continue to serve as a member of the board of directors until the Company’s next Annual Shareholders Meeting in May 2026.

Layden is a dynamic industry leader with extensive experience leading organizations through transformations to advance go-to-market initiatives and accelerate profitable growth. Most recently, he served as chief operating officer of Prolink, a workforce solutions provider offering staffing, technology, culture, data, and talent experience solutions throughout the United States. Under Layden’s leadership, Prolink achieved rapid organic growth and significantly strengthened its competitive positioning through enhancements to its operational capabilities and service delivery, while also transforming its technology processes and platforms. Prior to joining Prolink, Layden spent nearly two decades at ManpowerGroup, a global workforce solutions company, serving in a range of senior roles spanning general management, regional leadership, corporate strategy, and sales. During his tenure at ManpowerGroup, he successfully led enterprise-wide initiatives, executed multiple business transformations, and was a significant contributor to the company’s growth in the life sciences, engineering, and technology verticals.

“We are confident Chris’s skills and experience make him uniquely well-qualified to serve as president and chief executive officer as we enter the next phase of Kelly’s strategic evolution and build on the tremendous progress the Company has made during Peter’s tenure. Chris’s selection follows a rigorous search process with the full board’s engagement. He brings a track record of executing enterprise-scale transformations and driving commercial excellence, as well as visionary leadership that aligns well with our commitment to accelerate profitable growth and value creation,” said Terrence Larkin, chairman of Kelly’s board of directors.

Layden said, “I have been impressed by Kelly’s evolution and momentum, and am excited by the opportunity to serve as president and chief executive officer of this iconic company and build on a strong foundation to drive profitable growth and value for customers, talent, employees, and shareholders. I look forward to working with Peter as I transition into the Company and partnering with the talented Kelly team to seize on the tremendous opportunities ahead.”

Larkin continued, “The board and I extend our appreciation to Peter for his significant contributions to Kelly over his distinguished 22-year career with the Company. His leadership and passion for serving customers and cultivating top talent have been instrumental to Kelly’s transformation into a leading global specialty talent solutions provider.”

Quigley said, “Over the last five years, we have made great strides on Kelly’s specialty journey, significantly increasing the Company’s profitability by shifting toward higher margin, higher growth business and enhancing our organizational efficiency and effectiveness. Together, these actions have improved Kelly’s financial profile to the best place it has been in 25 years. Under Chris’s leadership, I’m confident Kelly will reach new heights, and I look forward to working with him and the board to ensure a smooth transition.”

Kelly will provide additional details about the president and chief executive officer transition during its upcoming [second-quarter earnings conference call](#) on August 7, 2025, at 9 a.m. ET.

## About Kelly®

Kelly Services, Inc. (Nasdaq: KELYA, KELYB) helps companies recruit and manage skilled workers and helps job seekers find great work. Since inventing the staffing industry in 1946, we have become experts in the many industries and local and global markets we serve. With a network of suppliers and partners around the world, we connect more than 400,000 people with work every year. Our suite of outsourcing and consulting services ensures companies have the people they need, when and where they are needed most. Headquartered in Troy, Michigan, we empower businesses and individuals to access limitless opportunities in industries such as science, engineering, technology, education, manufacturing, retail, finance, and energy. Revenue in 2024 was \$4.3 billion. Learn more at [kellyservices.com](https://www.kellyservices.com).

## Forward-Looking Statements

This release contains statements that are forward looking in nature and, accordingly, are subject to risks and uncertainties. These statements are made under the “safe harbor” provisions of the U.S. Private Securities Litigation Reform Act of 1995. Statements that are not historical facts, including statements about Kelly’s financial expectations, are forward-looking statements. Factors that could cause actual results to differ materially from those contained in this release include, but are not limited to, (i) changing market and economic conditions, (ii) disruption in the labor market and weakened demand for human capital resulting from technological advances, loss of large corporate customers and government contractor requirements, (iii) the impact of laws and regulations (including federal, state and international tax laws), (iv) unexpected changes in claim trends on workers’ compensation, unemployment, disability and medical benefit plans, (v) litigation and other legal liabilities (including tax liabilities) in excess of our estimates, (vi) our ability to achieve our business’s anticipated growth strategies, (vii) our future business development, results of operations and financial condition, (viii) damage to our brands, (ix) dependency on third parties for the execution of critical functions, (x) conducting business in foreign countries, including foreign currency fluctuations, (xi) availability of temporary workers with appropriate skills required by customers, (xii) cyberattacks or other breaches of network or information technology security, and (xiii) other risks, uncertainties and factors discussed in this release and in the Company’s filings with the Securities and Exchange Commission. In some cases, forward-looking statements can be identified by words or phrases such as “may,” “will,” “expect,” “anticipate,” “target,” “aim,” “estimate,” “intend,” “plan,” “believe,” “potential,” “continue,” “is/are likely to” or other similar expressions. All information provided in this press release is as of the date of this press release and we undertake no duty to update any forward-looking statement, whether as a result of new information, future events, or otherwise, except as required by law.

KLYA-FIN

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### ***ANALYST CONTACT:***

***Scott Thomas***

***(248) 251-7264***

***[scott.thomas@kellyservices.com](mailto:scott.thomas@kellyservices.com)***

### ***MEDIA CONTACT:***

***Jerry Grider***

***(260) 444-9654***

***[jerry.grider@kellyservices.com](mailto:jerry.grider@kellyservices.com)***