

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

| OMB APPROVAL | |
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Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

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| 1. Name and Address of Reporting Person* <u>Boland Peter M</u> (Last) (First) (Middle) 999 WEST BIG BEAVER RD (Street) TROY MI 48084-4716 (City) (State) (Zip) | 2. Issuer Name and Ticker or Trading Symbol <u>KELLY SERVICES INC [KELYA]</u> | 5. Relationship of Reporting Person(s) to Issuer (Check all applicable) Director 10% Owner <input checked="" type="checkbox"/> Officer (give title below) Other (specify below) <u>Senior Vice President</u> |
| | 3. Date of Earliest Transaction (Month/Day/Year) <u>02/14/2023</u> | |
| 4. If Amendment, Date of Original Filed (Month/Day/Year) | | |

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned

| 1. Title of Security (Instr. 3) | 2. Transaction Date (Month/Day/Year) | 2A. Deemed Execution Date, if any (Month/Day/Year) | 3. Transaction Code (Instr. 8) | | 4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5) | | | 5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4) | 6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 7. Nature of Indirect Beneficial Ownership (Instr. 4) |
|-------------------------------------|--------------------------------------|--|--------------------------------|---|---|------------|--------------------|---|--|---|
| | | | Code | V | Amount | (A) or (D) | Price | | | |
| Class A Common Stock, Par Value \$1 | 02/14/2023 | | A | | 5,359 ⁽¹⁾ | A | \$0 ⁽²⁾ | 24,803 | D | |
| Class A Common Stock, Par Value \$1 | 02/14/2023 | | A | | 2,092 ⁽³⁾ | A | \$0 ⁽²⁾ | 26,895 | D | |
| Class A Common Stock, Par Value \$1 | 02/14/2023 | | A | | 2,283 ⁽⁴⁾ | A | \$0 ⁽²⁾ | 29,178 | D | |
| Class A Common Stock, Par Value \$1 | 02/14/2023 | | F | | 311 | D | \$17.93 | 28,867 | D | |
| Class A Common Stock, Par Value \$1 | 02/14/2023 | | F | | 795 | D | \$17.93 | 28,072 | D | |

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of Derivative Security (Instr. 3) | 2. Conversion or Exercise Price of Derivative Security | 3. Transaction Date (Month/Day/Year) | 3A. Deemed Execution Date, if any (Month/Day/Year) | 4. Transaction Code (Instr. 8) | | 5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5) | 6. Date Exercisable and Expiration Date (Month/Day/Year) | | 7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4) | 8. Price of Derivative Security (Instr. 5) | 9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4) | 10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4) | 11. Nature of Indirect Beneficial Ownership (Instr. 4) |
|--|--|--------------------------------------|--|--------------------------------|---|--|--|-----------------|---|--|--|---|--|
| | | | | Code | V | | Date Exercisable | Expiration Date | | | | | |

Explanation of Responses:

- Restricted stock units granted following satisfaction of specified performance criteria for 2022. One half (50%) of the shares vested on February 14, 2023 one half (50%) of shares will vest on August 14, 2023.
- Each restricted stock unit represents a contingent right to receive one share of Kelly Services Class A common stock.
- Restricted stock units granted following satisfaction of specified performance criteria for 2022 and certification as earned by the Compensation and Talent Management Committee. One half (50%) of the shares vested on February 14, 2023 and one half (50%) of shares will vest on February 14, 2024.
- Restricted stock units granted following satisfaction of specified performance criteria for 2022 and certification as earned by the Compensation and Talent Management Committee. 100% of the shares will vest on February 14, 2025.

/s/ Cynthia D. Mull, attorney-in-fact for Mr. Boland 02/16/2023

** Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

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