

OMB APPROVAL	
OMB Number:	3235-0287
Estimated average burden hours per response:	0.5

**STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP**

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

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

1. Name and Address of Reporting Person* <u>Soares Nicola M</u>  (Last) (First) (Middle) 999 WEST BIG BEAVER ROAD  (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) 02/13/2024	
	4. If Amendment, Date of Original Filed (Month/Day/Year)	6. Individual or Joint/Group Filing (Check Applicable Line) <input checked="" type="checkbox"/> Form filed by One Reporting Person <input type="checkbox"/> Form filed by More than One Reporting Person

**Rule 10b5-1(c) Transaction Indication**

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

**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	02/13/2024		A		1,250 <sup>(1)</sup>	A	\$0 <sup>(2)</sup>	43,068	D	
Class A Common Stock, Par Value \$1	02/13/2024		A		1,427 <sup>(3)</sup>	A	\$0 <sup>(2)</sup>	44,495	D	
Class A Common Stock, Par Value \$1	02/13/2024		A		1,712 <sup>(4)</sup>	A	\$0 <sup>(2)</sup>	46,207	D	
Class A Common Stock, Par Value \$1	02/13/2024		A		5,540 <sup>(5)</sup>	A	\$20.81	51,747	D	
Class A Common Stock, Par Value \$1	02/13/2024		F		179	D	\$20.81	51,568	D	
Class A Common Stock, Par Value \$1	02/13/2024		F		454	D	\$20.81	51,114	D	
Class A Common Stock, Par Value \$1	02/13/2024		F		135	D	\$20.81	50,979	D	
Class A Common Stock, Par Value \$1	02/13/2024		F		147	D	\$20.81	50,832	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	(A)	(D)	Date Exercisable	Expiration Date					

**Explanation of Responses:**

1. Restricted stock units granted following satisfaction of specified performance criteria for 2021 and certification as earned by the Compensation and Talent Management Committee on February 13, 2024.
2. Each restricted stock unit represents a contingent right to receive one share of Kelly Services Class A common stock.
3. Restricted stock units granted following satisfaction of specified performance criteria for 2022 and certification as earned by the Compensation and Talent Management Committee. Shares vest 100% on the 3rd-anniversary date of the grant.
4. Restricted stock units granted following satisfaction of specified performance criteria for 2023 and certification as earned by the Compensation and Talent Management Committee. Shares vest 100% on the 3rd-anniversary date of the grant.
5. Restricted stock award granted under the Kelly Services Equity Incentive Plan. Shares vest ratably over three (3) years on the anniversary date of the grant.

/s/ Cynthia D. Mull, attorney-in-fact for Ms. Soares 02/15/2024

\*\* 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.

**Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.**