

## KELLY GROUP, INC. Conflict Minerals Policy

This document contains the Conflict Minerals Policy of Kelly Group, Inc. (Kelly) regarding the use of Conflict Minerals in its products. Kelly may review and revise this policy at any time.

In July 2010, President Obama signed into law the Wall Street Reform and Consumer Protection Act, also known as the Dodd-Frank Act. On August 22, 2012, the Securities and Exchange Commission (SEC) adopted the Conflict Minerals Rule as mandated by Section 1502 of the Dodd-Frank Act. The Conflict Minerals Rule is intended to reduce a significant source of funding from mines controlled by armed groups that are committing human rights abuses in the Democratic Republic of the Congo (the "DRC") and bordering "Covered Countries".

"Conflict Minerals" are defined in the Conflict Minerals Rule as cassiterite, columbite-tantalite (coltan), gold, wolframite and three specific derivatives: tin; tantalum; and tungsten.

"Covered Countries" are defined in the Conflict Minerals Rule as : (1) Angola; (2) Burundi; (3) Central African Republic; (4) Rwanda; (5) Sudan; (6) Tanzania; (7) Uganda; and (8) Zambia.

Even though Kelly is not required to report directly to the SEC regarding Conflict Minerals, Kelly recognizes that as a supplier it may need to provide information to customers who are required to make certain disclosures to the SEC concerning Conflict Minerals in their supply chain. Therefore, Kelly will take reasonable steps and make good faith efforts to determine whether Conflict Minerals from the DRC or other Covered Countries are used in the production of its products and are necessary for the functionality or production of its product. Kelly is committed to complying with all legislation and will respond to the best of its ability to inquiries regarding Conflict Minerals from its customers.