



2025 STANDARD SERVICE BONUS AND HOLIDAY SUMMARY

2025 Service Bonus Eligibility Requirements

- Hours worked on the following assignments do not count toward Kelly's Service Bonus: Kelly Education, Kelly OCG-BPO, Payroll Services without benefits, Federal Government, Kelly Connect, and with customers offering specific paid time off plans.

The 2025 service bonus eligibility year includes checks dated December 24, 2024, through December 21, 2025. Kelly Services will pay a service bonus if an employee satisfies the requirements listed below.

Eligible Hours: Hours worked on most Kelly assignments; does not include hours worked on ineligible assignments (listed above). Employees are credited with 40 hours per week toward the service bonus while assigned to exempt from overtime positions paid on a salary basis.

If worked at least 1,500 eligible hours and less than 1,800 eligible hours:

- One percent of the employee's gross wages earned on eligible assignments (excluding service bonus payment) for the applicable service bonus eligibility year. (For 2025, this payment will exclude the service bonus payment for 2024 benefit plan year if it applies to that employee.)

Note: This 1% bonus payment is inclusive of all overtime compensation, as the 1% will also be applied to all overtime payments.

If worked 1,800 eligible hours or more:

- Two percent of the employee's gross wages earned on eligible assignments (excluding service bonus payment) for the applicable service bonus eligibility year. (For 2025, this payment will exclude the service bonus payment for 2024 benefit plan year if it applies to that employee.)

Note: This 2% bonus payment is inclusive of all overtime compensation, as the 2% will also be applied to all overtime payments.

Be active at year end and on a Service Bonus eligible assignment. "Active at year end" is defined as having received a paycheck/advice dated during the eligibility period in December 2025 for actual time worked.

2025 Holiday Eligibility Requirements

- Hours worked on the following assignments do not count toward Kelly's Holiday Pay plan: Kelly Education, Kelly OCG-BPO, Payroll Services without benefits, Federal Government, Kelly Connect, and exempt from overtime assignments paid on a salary basis. Additionally, assignments offering Holiday benefits different from the Kelly Services Holiday plan described above are excluded.

Holiday	Date	26-Week period (work and be paid 960 hours)	Week Prior to Holiday (work and be paid at least 30 hours)	Holiday Pay Qualifying Hours Report Available in Power BI
Memorial Day	Monday, May 26, 2025	November 25, 2024 through May 25, 2025	May 19, 2025 thru May 25, 2025	April 28, 2025
Independence Day	Friday, July 4, 2025	January 6, 2025 through June 29, 2025	June 23, 2025 thru June 29, 2025	June 2, 2025
Labor Day	Monday, September 1, 2025	March 3, 2025 through August 31, 2025	August 25, 2025 thru August 31, 2025	August 3, 2025
Thanksgiving Day	Thursday, November 27, 2025	May 26, 2025 through November 23, 2025	November 17, 2025 thru November 23, 2025	October 27, 2025
Christmas Day	Thursday, December 25, 2025	June 23, 2025 through December 21, 2025	December 15, 2025 thru December 21, 2025	November 24, 2025
New Year's Day 2025	Thursday January 01, 2026	June 30, 2025 through December 28, 2025	* December 15, 2025 thru December 21, 2025	November 24, 2025

* Week ending December 21, 2025, is used for the 30-hour requirement for Christmas and New Year's Day holiday.