

Business Background

Kelly Outsourcing and Consulting Group (KellyOCG) is a global innovator in outsourcing and staffing solutions. The group is the specialized talent management provider of Kelly Services, Inc., a leader in providing workforce solutions for more than 60 years.

KellyOCG provides the breadth of solutions required by today's fast-paced, global economy. Whether large or small, companies of every kind (pharmaceuticals, biotechnology, food science, publishing, healthcare, manufacturing, cosmetics, credit services, hospitality) use KellyOCG's client-driven programs to maintain efficiency, productivity and flexibility. These include:

- **Recruitment Process Outsourcing (RPO):** Assumes part or all of a company's recruitment process, from sourcing, CV/Resume management, phone screening, interviewing and onboarding. Serves as an exclusive partner trained in company culture and practice.
- **Business Process Outsourcing (BPO):** Provides administrative and office services, production operations management, warehouse and distribution oversight, payroll process outsourcing and contact center staffing solutions – allowing companies to focus on their core functions while outsourcing the operational management of non-core functions.
- **Contingent Workforce Outsourcing (CWO):** Manages contingent labor, consultants and independent contractors, providing businesses with a single portal for workforce acquisition, invoicing and reporting. A leader in integrating suppliers and vendor management technology to optimize a client's contingent labor spend.
- **Independent Contractor Solutions (ICS):** Evaluates and manages 1099/Independent Contractors, providing a flexible suite of solutions devoted to risk mitigation, evaluation and classification, ongoing management and payroll plans. Ensures compliance with IRS, EEOC, Department of Labor and NLRB regulations and limits exposure to liability, fines and penalties related to worker misclassification.
- **Human Resources Consulting (HRC):** Provides workforce solutions that address critical business objectives. Consultants develop and deliver programs in strategic workforce planning, global mobility and training and education; in addition, subject matter experts can assume all HR functions on an interim basis.
- **Organizational Effectiveness Consulting (OEC) and Career Transition Solutions (CTS):** Designs strategies for companies and employees dealing with change resulting from outplacement, mergers and reorganizations. Consultants matched to client needs oversee executive coaching and assessment, leader

assimilation, organizational development, retention management, as well as focused training and workshops.

- **Executive Search:** Identifies and recruits C level executives who align with a company's strategic direction and growth. Provides unparalleled access to exemplary senior level management, both locally and globally.

Principles

- KellyOCG draws on Kelly's more than 60 years of experience in staffing and employee management and process improvement – experience that assures compliance, accountability and transparency in today's changing workplace.
- As part of a worldwide organization with an expansive global footprint, KellyOCG helps companies extend their operations while addressing the legal, literacy and cultural issues associated with worldwide expansion.
- Working as a strategic partner, KellyOCG develops workforce and management solutions based on the client's mission and culture, allowing partners to focus on their core business functions.
- KellyOCG provides vendor neutral technology and 24/7 access and reporting to meet every client and organizational need.
- Using highly specialized staff, consultants and trainers, KellyOCG streamlines company functions while reducing costs through process improvement.

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