

MINNESOTA WOMEN'S ECONOMIC SECURITY ACT WAGE DISCLOSURE PROTECTION

Requirements of the Act

Kelly Services, Inc. and its subsidiaries ("Kelly") will not prohibit any employees from disclosing their wages as a condition of employment, require an employee to sign a waiver or other document which purports to deny an employee the right to disclose the employee's wages, or take any adverse action against an employee for disclosing or discussing the employee's own wages or another employee's wages which have been disclosed voluntarily.

Employees may not, however, without the written consent of Kelly disclose any proprietary information, trade secret information, or information that is otherwise subject to a legal privilege or protected by law.

- The **immediate Kelly manager** (i.e., an officer, director, supervisor, or Kelly Representative) of the employee who is reporting the concerns.
- A **Kelly Human Resources representative** at the Kelly HR Knowledge Center 1-877-301-8460 or HRKnowledgecenter@kellyservices.com
- The **Kelly Services' Business Conduct & Ethics Reporting Program at 1-877-978-0049** or www.integrity-helpline.com/kellyservices.jsp. This program is administered by a third party.

Additional Resources

Questions or complaints related to the Minnesota Wage Disclosure Protection law may also be brought before the Minnesota Department of Labor and Industry at (651) 284-5070 or 1-800-342-5354.