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## Kelly Services, Inc. Q3 2008 Earnings Call Transcript

### Question-and-Answer Session

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#### Operator

(Operator Instructions) Your first question comes from Tobey Sommer - SunTrust Robinson Humphrey.

#### Tobey Sommer - SunTrust Robinson Humphrey

I wanted to ask a question about the upcoming election in just a couple of weeks, and when you look at the legislative agendas that, granted, may be limited somewhat by the financial constraints of the crisis we're undergoing right now, but what things do you see on the horizon for the industry and for Kelly that could be beneficial?

#### Carl T. Camden

First off, I think that one of the greatest impediments to the growth of our industry has been the lack of health care coverage and availability. And while I think that both candidates have various health care proposals, I had hoped that this election would provide a very strong impetus for health care reform. I do think that funding concerns in the federal government may limit that but I am hopeful that in terms of a generic uplift for the industry that in either case, we will get to a position of having more accessible health care coverage for folks.

I think that some of the rhetoric that we have heard from both parties on a desire to cut back free trade and so on, I think if it were actually executed, which I have my doubts, could dampen export activities. That happens to be one of the stronger areas of the American economy. I would fret about that.

Labor policies by the Democratic administration, by the Obama campaign, have not been particularly aimed at the staffing industry. In fact, there are a fair number of staffing representatives from whom he draws counsel and I think that there's an understanding of that. I don't think for the next year or two that we would see significant legislative outcomes of any type, though, affecting the industry.

#### Tobey Sommer - SunTrust Robinson Humphrey

Regarding the health care potential opportunity, isn't there a small percentage of temporary people that you place that generate a disproportionately large percentage of the revenue?

#### Carl T. Camden

Correct. For most staffing firms that are broadly mixed, not so much some of the more industrial firms, anywhere from 20% to 25% of the temporaries would account for 70% to 80% of the total hours billed. That group is the group that's obviously most concerned about access to health care.

**Tobey Sommer - SunTrust Robinson Humphrey**

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