

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549

FORM 10-Q

QUARTERLY REPORT UNDER SECTION 13 OR 15(d) OF
THE SECURITIES EXCHANGE ACT OF 1934

For the quarterly period ended June 28, 1998

OR

TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF
THE SECURITIES EXCHANGE ACT OF 1934

Commission File Number 0-1088

KELLY SERVICES, INC.

(Exact name of Registrant as specified in its charter)

DELAWARE

38-1510762

(State or other jurisdiction
of incorporation or organization)

(I.R.S. Employer
Identification No.)

999 WEST BIG BEAVER ROAD, TROY, MICHIGAN 48084

(Address of principal executive offices)
(Zip Code)

(248) 362-4444

(Registrant's telephone number, including area code)

No Change

(Former name, former address and former fiscal year,
if changed since last report.)

Indicate by check mark whether the Registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the Registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes No

At July 31, 1998, 34,695,228 shares of Class A and 3,569,266 shares of Class B common stock of the Registrant were outstanding.

KELLY SERVICES, INC. AND SUBSIDIARIES

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KELLY SERVICES, INC. AND SUBSIDIARIES

STATEMENTS OF EARNINGS
(UNAUDITED)

(In thousands of dollars except per share items)

	13 Weeks Ended		26 Weeks Ended	
	June 28, 1998	June 29, 1997	June 28, 1998	June 29, 1997
Sales of services	\$1,001,286	\$959,726	\$1,960,668	\$1,840,572
Cost of services	823,542	789,618	1,615,014	1,514,126
Gross profit	177,744	170,108	345,654	326,446
Selling, general and administrative expenses	143,584	137,636	286,653	269,855
Earnings from operations	34,160	32,472	59,001	56,591
Interest income, net	793	486	1,486	490
Earnings before income taxes	34,953	32,958	60,487	57,081
Income taxes	14,330	13,515	24,800	23,410
Net earnings	\$ 20,623	\$ 19,443	\$ 35,687	\$ 33,671
Earnings per share:				
Basic	\$.54	\$.51	\$.93	\$.88
Diluted	.54	.51	.93	.88
Average shares outstanding (thousands):				
Basic	38,238	38,078	38,207	38,069
Diluted	38,497	38,131	38,449	38,114
Dividends per share	\$.23	\$.22	\$.45	\$.43

KELLY SERVICES, INC. AND SUBSIDIARIES

BALANCE SHEETS AS OF JUNE 28, 1998 AND DECEMBER 28, 1997
(In thousands of dollars)

ASSETS	1998	1997
- - - - -	-----	-----
CURRENT ASSETS:	(UNAUDITED)	
Cash and equivalents	\$ 73,328	\$ 76,690
Short-term investments	92,560	67,301
Accounts receivable, less allowances of \$12,840 and \$12,375, respectively	564,807	572,134
Prepaid expenses and other current assets	57,127	54,847
	-----	-----
Total current assets	787,822	770,972
PROPERTY AND EQUIPMENT:		
Land and buildings	43,173	44,405
Equipment, furniture and leasehold improvements	154,216	130,472
Accumulated depreciation	(72,523)	(62,144)
	-----	-----
Total property and equipment	124,866	112,733
INTANGIBLES AND OTHER ASSETS	89,320	83,524
	-----	-----
TOTAL ASSETS	<u>\$1,002,008</u>	<u>\$967,229</u>
	=====	=====
LIABILITIES & STOCKHOLDERS' EQUITY		
- - - - -		
CURRENT LIABILITIES:		
Short-term borrowings	\$ 48,653	\$ 54,958
Accounts payable	58,615	60,408
Payroll and related taxes	225,238	197,092
Accrued insurance	66,108	61,077
Income and other taxes	26,102	33,865
	-----	-----
Total current liabilities	424,716	407,400
	-----	-----
STOCKHOLDERS' EQUITY:		
Capital stock, \$1 par value	40,116	40,116
Treasury stock, 1,851,000 shares in 1998 and 1,953,000 shares in 1997, respectively, at cost	(6,143)	(6,214)
Paid-in capital	13,751	10,980
Earnings invested in the business	540,526	522,039
Accumulated foreign currency adjustments	(10,958)	(7,092)
	-----	-----
Total stockholders' equity	577,292	559,829
	-----	-----
TOTAL LIABILITIES & STOCKHOLDERS' EQUITY	<u>\$1,002,008</u>	<u>\$967,229</u>
	=====	=====

KELLY SERVICES, INC. AND SUBSIDIARIES

STATEMENTS OF STOCKHOLDERS' EQUITY
(UNAUDITED)
(In thousands of dollars)

	13 Weeks Ended		26 Weeks Ended	
	June 28, 1998	June 29, 1997	June 28, 1998	June 29, 1997
Capital Stock				
Class A common stock				
Balance at beginning of period	\$ 36,540	\$ 36,531	\$ 36,538	\$ 36,527
Conversions from Class B	1	6	3	10
Balance at end of period	36,541	36,537	36,541	36,537
Class B common stock				
Balance at beginning of period	3,576	3,585	3,578	3,589
Conversions to Class A	(1)	(6)	(3)	(10)
Balance at end of period	3,575	3,579	3,575	3,579
Treasury Stock				
Balance at beginning of period	(6,282)	(6,204)	(6,214)	(6,197)
Exercise of stock options	101	41	28	32
Restricted stock awards	38	59	43	61
Balance at end of period	(6,143)	(6,104)	(6,143)	(6,104)
Paid-in Capital				
Balance at beginning of period	12,627	8,365	10,980	8,265
Exercise of stock options	814	322	2,426	406
Restricted stock awards	310	393	345	409
Balance at end of period	13,751	9,080	13,751	9,080
Earnings Invested in the Business				
Balance at beginning of period	528,703	480,644	522,039	474,409
Net earnings	20,623	19,443	35,687	33,671
Cash dividends	(8,800)	(8,379)	(17,200)	(16,372)
Balance at end of period	540,526	491,708	540,526	491,708
Accumulated Foreign Currency Adjustments				
Balance at beginning of period	(8,425)	(4,826)	(7,092)	306
Equity adjustment for foreign currency	(2,533)	(1,138)	(3,866)	(6,270)
Balance at end of period	(10,958)	(5,964)	(10,958)	(5,964)
Stockholders' Equity at end of period	\$577,292	\$528,836	\$577,292	\$528,836
Comprehensive Income				
Net earnings	\$ 20,623	\$ 19,443	\$ 35,687	\$ 33,671
Other comprehensive income - Foreign currency adjustments	(2,533)	(1,138)	(3,866)	(6,270)
Comprehensive Income	\$ 18,090	\$ 18,305	\$ 31,821	\$ 27,401

KELLY SERVICES, INC. AND SUBSIDIARIES

STATEMENTS OF CASH FLOWS
(UNAUDITED)

FOR THE 26 WEEKS ENDED JUNE 28, 1998 AND JUNE 29, 1997
(In thousands of dollars)

	1998	1997
	-----	-----
Cash flows from operating activities:		
Net earnings	\$ 35,687	\$ 33,671
Noncash adjustments:		
Depreciation and amortization	13,808	12,849
Changes in certain working capital components	26,792	26,516
	-----	-----
Net cash from operating activities	76,287	73,036
	-----	-----
Cash flows from investing activities:		
Capital expenditures	(25,198)	(17,903)
Proceeds from sales and maturities of short-term investments	814,996	967,617
Purchases of short-term investments	(840,255)	(978,024)
Increase in intangibles and other assets	(8,529)	(1,312)
	-----	-----
Net cash from investing activities	(58,986)	(29,622)
	-----	-----
Cash flows from financing activities:		
(Decrease) increase in short-term borrowings	(6,305)	4,644
Dividend payments	(17,200)	(16,372)
Exercise of stock options and restricted stock awards	2,842	908
	-----	-----
Net cash from financing activities	(20,663)	(10,820)
	-----	-----
Net change in cash and equivalents	(3,362)	32,594
Cash and equivalents at beginning of period	76,690	33,408
	-----	-----
Cash and equivalents at end of period	\$ 73,328	\$ 66,002
	=====	=====

MANAGEMENT'S DISCUSSION AND
ANALYSIS OF RESULTS OF OPERATIONS
AND FINANCIAL CONDITION

Results of Operations:

Second Quarter

Sales of services in the second quarter of 1998 were \$1.0 billion, an increase of 4.3% from the same period in 1997. Sales growth was stronger in professional, technical and European operations, while U.S. office-administrative and electronic assembly sectors grew at a more modest rate.

Cost of services, consisting of payroll and related tax and benefit costs of employees assigned to customers, increased 4.3% in the second quarter as compared to the same period in 1997. Direct wage costs have increased from 1997 at a rate somewhat higher than the general inflation rate, due to strong worldwide demand for labor.

Gross profit of \$177.7 million was 4.5% higher than the second quarter of 1997, and gross profit as a percentage of sales increased to 17.8% in 1998 from 17.7% in 1997. The strong performance of the professional, technical and European businesses improved margins slightly.

Selling, general and administrative expenses were \$143.6 million in the second quarter, an increase of 4.3% over the same period in 1997. Expenses averaged 14.3% of sales in the second quarters of both 1998 and 1997. The moderate rate of growth of these expenses, which include year 2000 costs and the expenditures related to the information technology investment program, reflects the Company's commitment to expense control.

Earnings from operations of \$34.2 million were 5.2% greater than the second quarter of 1997. Interest income (net) of \$0.8 million increased significantly as compared to the second quarter of 1997 due to higher average cash and short-term investment balances.

Earnings before income taxes were \$35.0 million, an increase of 6.1%, compared to pretax earnings of \$33.0 million for the same period in 1997. The pretax margin was 3.5% as compared to 3.4% in last year's second quarter. Improved gross margins combined with effective expense management were the principal reasons for the improvement. Income taxes were 41.0% of pretax income in the second quarters of 1998 and 1997.

Net earnings were \$20.6 million in the second quarter of 1998, an increase of 6.1% over the second quarter of 1997. Basic and diluted earnings per share were \$.54 compared to \$.51 in the same period last year.

Year-to-Date

Sales of services totaled \$2.0 billion during the first six months of 1998, an increase of 6.5% over 1997. This increase reflects modest growth in domestic sales and strong international sales.

Cost of services of \$1.6 billion was 6.7% higher than last year, reflecting volume growth and increases in payroll rates due to strong demand for labor worldwide.

Gross profit increased 5.9% in 1998 due to increased sales, but at lower gross profit rates. The gross profit rate was 17.6% for the first six months of 1998 compared to 17.7% for 1997. This decline reflects sales growth with large customers, not only in the United States but in international markets as well.

Selling, general and administrative expenses of \$286.7 million were 6.2% higher than last year. The spending rate was 14.6% of sales, 0.1 percentage point below last year's rate. Expenses included the information technology investment program and year 2000 related conversion costs. Strong controls continue to be effective in managing expenses in proper relationship to sales growth.

Earnings before taxes were \$60.5 million, an increase of 6.0% over 1997. These earnings averaged a pretax margin of 3.1% in the first six months of both 1998 and 1997. Income taxes were 41.0% of pretax earnings in the first six months of 1998 and 1997.

Net earnings were \$35.7 million or 6.0% higher than the first six months of 1997. Basic and diluted earnings per share were \$.93 compared to \$.88 last year. This was an increase of 5.7% over 1997.

Financial Condition

Assets totaled \$1.0 billion at June 28, 1998, an increase of 3.6% over the \$967.2 million at December 28, 1997. Working capital was \$363.1 million, nearly the same as the end of 1997. The current ratio was 1.9 at June 28, 1998 and December 28, 1997.

During the first six months of 1998, net cash from operating activities was \$76.3 million, an increase of 4.5% over the comparable period in 1997. This increase resulted principally from an increase in net earnings, and depreciation and amortization. Capital expenditures of \$25.2 million in 1998 and \$17.9 million in 1997 were principally for expanding and improving the worldwide branch network and developing new information systems.

The quarterly dividend rate applicable to Class A and Class B shares outstanding was \$.23 per share in the second quarter of 1998. This represents a 5% increase compared to a dividend rate of \$.22 per share in the second quarter of 1997.

The Company's financial position continues to be strong. This strength will allow it to continue to aggressively pursue growth opportunities, while supporting current operations.

New Accounting Standards

Statement of Financial Accounting Standards No. 131 ("SFAS 131"), "Disclosures about Segments of an Enterprise and Related Information," effective for 1998, establishes standards for reporting information about operating segments in annual financial statements and, beginning in 1999, requires reporting of selected information about operating segments in interim financial reports issued to stockholders. It also establishes standards for related disclosures about products and services, geographic areas, and major customers. The Company will adopt SFAS 131 for its financial statements for the year ending January 3, 1999. The Company has not completed its determination of the impact that the adoption of this new accounting standard will have on its consolidated financial statement disclosures.

In February 1998, the Financial Accounting Standards Board issued SFAS No. 132, "Employers' Disclosures about Pensions and Other Postretirement Benefits." This Statement is effective for fiscal years beginning after December 15, 1997. This Statement will not have an impact on the Company's consolidated financial statements, because the Company does not have a pension plan or other material postretirement benefits as covered by the Statement.

In June 1998, the Financial Accounting Standards Board issued SFAS No. 133, "Accounting for Derivative Instruments and Hedging Activities." This Statement requires companies to record derivatives on the balance sheet as assets and liabilities, measured at fair value. Gains or losses resulting from changes in the values of those derivatives would be accounted for depending on the use of the derivative and whether it qualifies for hedge accounting. This Statement is effective for fiscal years beginning after June 15, 1999, with earlier adoption encouraged. This Statement will not have a material impact on the Company's consolidated financial statements. The Company plans to adopt this Statement beginning in the 1999 fiscal year.

Statement of Position ("SOP") 98-1, "Accounting for the Costs of Computer Software Developed or Obtained for Internal Use," was issued by the American Institute of Certified Public Accountants in March 1998. This SOP provides guidance on accounting for the costs of computer software developed or obtained for internal use. Effective for fiscal years beginning after December 15, 1998, this SOP requires capitalization of certain internal-use computer software costs. The Company does not expect it to have a material impact on its consolidated financial statements. The Company plans to adopt this Statement beginning in the 1999 fiscal year.

In April 1998, the American Institute of Certified Public Accountants issued SOP 98-5, "Reporting on the Costs of Start-Up Activities." Effective for fiscal years beginning after December 15, 1998, with earlier application encouraged, this SOP provides guidance on the financial reporting of start-up costs and organization costs. It requires start-up activities and organization costs to be expensed as incurred. This Statement is not expected to have a material impact on the Company's consolidated financial statements. The Company will adopt this Statement beginning in the 1999 fiscal year.

Forward Looking Statements

Except for the historical statements and discussions contained herein, statements contained in this report relate to future events that are subject to risks and uncertainties, such as: competition, changing market and economic conditions, currency fluctuations, changes in laws and regulations, the Company's ability to effectively implement and manage its information technology programs and other factors discussed in the report and in the Company's filings with the Securities and Exchange Commission. Actual results may differ materially from any projections contained herein.

Companies for which this report is filed are: Kelly Services, Inc. and its subsidiaries, Kelly Assisted Living Services, Inc., Kelly Properties, Inc., Kelly Professional and Technical Services, Inc., Kelly Services (Canada), Ltd., Kelly Professional Services (France), Inc., Kelly Services (UK), Ltd., Kelly Services (Ireland), Ltd., Kelly Services (Australia), Ltd., Kelly Services (New Zealand), Ltd., Kelly Services (Nederland), B.V., Kelly Services of Denmark, Inc., Kelly de Mexico, S.A. de C.V., Kelly Services Norge A.S., KSI Acquisition Corp., Kelly Staff Leasing, Inc., The Wallace Law Registry, Inc., Kelly Services (Switzerland) Inc., Kelly Services France S.A., Kelly Formation S.A.R.L., Kelly Services Luxembourg S.A.R.L., Kelly Services Italia S.R.L., Kelly Services Iberia Holding Company, S.L., Kelly Services Empleo E.T.T., S.L., Kelly Services Seleccion y Formacion, S.L., Kelly Services CIS, Inc., Personnel Corps ZAO, Kelly Services (societa di fornitura di lavaro temporaneo) SpA, Kelly Services Interim, Kelly Services Interim (Belgium) SA and Kelly Services Select (Belgium) SA.

The information furnished reflects all adjustments, consisting of only normal and recurring items, which are, in the opinion of management, necessary for a fair presentation of the results of operations for the period in this filing.

PART II. OTHER INFORMATION

Item 4. Submission of Matters to a Vote of Security Holders.

- (a) The annual meeting of stockholders of registrant was held May 19, 1998.
- (b) The nominee for director, as listed in the Company's proxy statement dated April 24, 1998, was elected. The directors whose terms of office continued after the meeting are also listed in the proxy statement.
- (c) A brief description and the results of the matters voted upon at the meeting follow.

(1) Election of T. E. Adderley as director:

Shares voted "For"	3,522,509
Shares voted "Withhold"	1,715

(2) Approval of amendments to the standards for performance-based annual incentive award criteria and limitations for certain executive officers under the Company's Short-Term Incentive Plan:

Shares voted "For"	3,513,585
Shares voted "Withhold"	7,849
Shares voted "Abstain"	2,790

(3) Ratification of the selection of PricewaterhouseCoopers LLP as the Company's independent auditors:

Shares voted "For"	3,522,929
Shares voted "Abstain"	1,295

Item 6. Exhibits and Reports on Form 8-K.

- (a) See Index to Exhibits required by Item 601, Regulation S-K, set forth on page 13 of this filing.
- (b) No reports on Form 8-K were filed during the quarter for which this report is filed.

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

KELLY SERVICES, INC.

Date: August 11, 1998

/s/ William K. Gerber
William K. Gerber

Senior Vice President and
Chief Financial Officer
(Principal Financial Officer and
Principal Accounting Officer)

INDEX TO EXHIBITS
REQUIRED BY ITEM 601,
REGULATION S-K

Exhibit No. -----	Description -----	Document -----
4	Rights of security holders are defined in Articles Fourth, Fifth, Seventh, Eighth, Ninth, Tenth, Eleventh, Twelfth, Thirteenth, Fourteenth and Fifteenth of the Certificate of Incorporation. (Reference is made to Exhibit 3.2 to the Form 10-Q for the quarterly period ended June 30, 1996, filed with the Commission in August, 1996, which is incorporated herein by reference).	
10	Short-Term Incentive Plan, as amended and restated on March 23, 1998.	2
11	Additional Earnings Per Share Information.	3
27.1	Financial Data Schedule for six months ended June 28, 1998.	4
27.2	Restated Financial Data Schedule for six months ended June 29, 1997.	5

KELLY SERVICES, INC.
SHORT-TERM INCENTIVE PLAN

(As Amended and Restated by Action
of the Board of Directors)
(March 23, 1998)

Section 1 - Purposes.

This KELLY SERVICES, INC. SHORT-TERM INCENTIVE PLAN (the "Plan") provides for annual incentive compensation payable in cash to those key officers and employees of the Company or any affiliated entity, who, from time to time, may be selected for participation. The Plan is intended to provide incentives and rewards for the contributions of such employees toward the successful achievement of the Company's financial and business goals established for the current year.

Section 2 - Administration.

The Plan shall be administered by the Compensation Committee of the Board of Directors. The Committee shall have authority to make rules and adopt administrative procedures in connection with the Plan and shall have discretion to provide for situations or conditions not specifically provided for herein consistent with the overall purposes of the Plan.

Section 3 - Selection of Participants.

The Committee may delegate to the chief executive officer of the Company, if also a director, its authority to select those key officers and employees entitled to participate under the Plan each year. Approval of eligible participants may be made at any time during each award year.

Section 4 - Establishing Performance Objectives.

The Committee annually, during the first quarter of the year, shall establish one or more performance objectives which may consist of quantitatively measurable performance standards or qualitative performance standards, the achievement of which requires subjective assessment, or both. With respect to those senior executive officers determined by the Committee most likely to be named in the Summary Compensation Table of the Company's proxy statement for the following year's Annual Meeting of Stockholders (the "Named Officers"), the Committee shall apply the special provisions of Section 7.

Section 5 - Establishing Target Awards.

During the first quarter of each year the Committee shall establish a target award, expressed as a percentage of eligible salary for that year (annual base salary, excluding pay for disability, overtime, bonuses, sick pay and other reimbursements and allowances), for each officer or other employee selected to participate under the Plan. Individual participants may earn an award payout ranging from zero percent to the maximum percent of their target award that the Committee may set in place from time to time. The Committee shall also specify what portion of the target award, if any, is based on the achievement of the Company performance objective(s) and what

portion or portions are based on the achievement of other objectives. The Committee will establish an award payout schedule based upon the extent to which the Company performance objective (or objectives) is or is not achieved or exceeded.

Section 6 - Determining Final Awards.

The Committee shall have discretion to adjust final awards up or down from the target award depending on (a) the extent to which the Company performance objective(s) is either exceeded or not met, and (b) the extent to which other objectives, e.g. subsidiary, division, department, unit or other performance objectives are attained. The Committee shall have full discretion to make other adjustments in final awards based on individual performance as it considers appropriate in the circumstances.

Section 7 - Special Provisions Applicable to the Named Officers.

During the first quarter of each year the Committee shall consider the establishment of a Plan target award, expressed as a percentage of eligible salary, for each of the Named Officers.

The Committee shall next establish objective performance standards for the corporate and/or divisional/departmental portions of the awards, and determine what percentage of the target award, if any, will be based on each such objective performance standard.

The Committee will select one or a combination of the following as objective performance standards: pre-tax or after tax corporate earnings for the year or the equivalent of such amounts in basic or diluted earnings per share, sales, gross profit, earnings from operations, net operating profit after taxes above the cost of capital, market share, customer satisfaction, quality metrics, shareholder value and return on assets, investment or equity.

The Committee shall also specify during the first quarter which, if any, types or categories of extraordinary, unusual, non-recurring or other items of gain or loss shall be excluded or otherwise not taken into account when actual corporate or divisional/departmental results are calculated.

The Committee will finally establish an award payout schedule based upon the extent to which the objective performance standard(s) is or is not achieved or exceeded. The Committee retains the right in its discretion to reduce an award based on Company, divisional/departmental or individual performance, but will have no discretion to increase any award so calculated.

In addition to awards based on quantitatively determinable performance standards, the Committee may, in its discretion and acting in the best interests of the Company, set one or more other incentive goals for a portion or all of a Named Officer's Plan award, the achievement of which need not be quantitatively determinable but, instead, may require subjective assessments of the quality of performance to which the goals relate ("qualitative performance standards"). If a qualitative performance standard is established with respect to a Named Officer's Plan target award, the Committee shall specify at the time of the award what percentage of the total award will be based on that objective. The Committee will, however, have

discretion to increase or decrease that portion of an award which does not qualify for the performance-based exclusion from the Section 162(m) cap on compensation deductibility.

In no event shall the total annual Plan award to a Named Officer, including the non-performance-based portion, exceed \$2,000,000 a year.

Section 8 - Time of Distribution.

Distribution of awards shall be made in one or more installments, as the Committee shall determine. When made in one installment, distribution of the award shall be made as soon as practicable following the close of the year for which earned. If an award is less than \$3,000, the full amount of the award shall be paid in the year following the award year.

Section 9 - Forfeiture.

Until such time as the full amount of an award has been paid, a participant's right to receive any unpaid amount shall be wholly contingent and shall be forfeited if, prior to payment, the participant is no longer in the employ of the Company, provided, however, that the Committee may in its discretion waive such condition of continued employment. It shall be an overriding precondition to the payment of any award (a) that the participant not engage in any activity that, in the opinion of the Committee, is in competition with any activity of the Company or any affiliated entity or otherwise inimical to the best interests of the Company and (b) that the participant furnish the Committee with all such information confirming satisfaction of the foregoing condition as the Committee shall reasonably request. If the Committee makes a determination that a participant has engaged in any such competitive or otherwise inimical activity, such determination shall operate to immediately cancel all then unpaid award amounts.

Section 10 - Death.

Any award remaining unpaid, in whole or in part, at the death of a participant shall be paid to the participant's legal representative or to a beneficiary designated by the participant in accord with rules established by the Committee.

Section 11 - No Right to Employment or Award.

No person shall have any claim or right to receive an award, and selection to participate in the Plan shall not confer upon any employee a right with respect to continued employment by the Company. Further the Company and each affiliated entity reaffirms its at-will relationship with its employees and expressly reserves the right at any time to dismiss a participant free from any liability or claim, except as provided under this Plan.

Section 12 - Amendment or Termination.

The term of the performance-based annual incentive criteria under Section 7 of the Plan, assuming approval by stockholders, will be five Plan years, 1998 through 2002, unless sooner terminated or amended by the Board.

The Board of Directors of the Company reserves the right at any time to make any changes in the Plan as it may consider desirable or may discontinue or terminate the Plan at any time, except that Section 7 cannot be changed in anyway which would violate IRS regulations under Internal Revenue Code Section 162(m) without stockholder approval.

ADDITIONAL EARNINGS PER SHARE INFORMATION

Kelly Services, Inc. and Subsidiaries

Details of the common shares used to compute earnings per share are as follows in thousands except per share items:

	13 Weeks Ended		26 Weeks Ended	
	June 28, 1998	June 29, 1997	June 28, 1998	June 29, 1997
Weighted average shares outstanding	38,238	38,078	38,207	38,069
Adjustment for dilutive shares from stock options under the treasury stock method				
Shares assumed issued	1,560	460	1,285	467
Less - Shares assumed repurchased	(1,301)	(407)	(1,043)	(422)
Additional shares assumed outstanding	259	53	242	45
Applicable shares as adjusted	<u>38,497</u>	<u>38,131</u>	<u>38,449</u>	<u>38,114</u>
Net earnings	<u>\$20,623</u>	<u>\$19,443</u>	<u>\$35,687</u>	<u>\$33,671</u>
Diluted earnings per common share	<u>\$.54</u>	<u>\$.51</u>	<u>\$.93</u>	<u>\$.88</u>

This calculation is submitted in accordance with Regulation S-K item 601(b)(11).

THIS SCHEDULE CONTAINS SUMMARY FINANCIAL INFORMATION EXTRACTED FROM THE BALANCE SHEET AND STATEMENT OF EARNINGS AND IS QUALIFIED IN ITS ENTIRETY BY REFERENCE TO SUCH FINANCIAL STATEMENTS.

1,000

6-MOS	JAN-03-1999	
	JUN-28-1998	
		73,328
		92,560
		577,647
		12,840
		0
		787,822
		197,389
		72,523
		1,002,008
		424,716
		0
		0
		0
		40,116
		537,176
1,002,008		0
		0
		1,960,668
		0
		1,615,014
		0
		0
		0
		60,487
		24,800
		35,687
		0
		0
		0
		0
		35,687
		.93
		.93

