

EXHIBIT A

PRICING FOR KELLY EDUCATION - CUSTODIAL

This Pricing Exhibit A is incorporated and made part of the Agreement for Educational Staffing between Kelly Services, Inc. and Bibb County School District, for custodial services dated July 1, 2025. The pricing in Exhibit A is confidential and proprietary to Kelly.

1. Types of Assignments; Pricing

The Assigned Employees will be assigned to the following positions and at the following rates:

Position	Pay Rate	Pay Type	Markup	Bill Rate
Substitute Custodian	\$12.00	Hourly	1.38	\$16.56
Substitute Staffed Custodian (Long-Term)	\$13.50	Hourly	1.38	\$18.63
Bill Rate based on 8 hour workday for non-teaching positions				
Pay Rate for non-instructional positions reflected as hourly rate				
•Custodial Staffed Long-Term Positions begin Day 1 and must have prior approval				

A signed Job Description is required for each position listed.

2. Pricing for Hiring a Kelly Assigned Employee

Customer agrees to pay a placement fee upon hiring the Kelly Assigned Employee to work in full- or part-time position of employment with the Customer. The placement fee is based on days worked. * Staffed (long-term) custodial positions must work a period between 180 days to 1 year prior to transitioned hire to permanent staffed employee of customer. If the customer elects to hire a Kelly Employee prior to 180 days of work, the Customer then agrees to pay a Conversion Fee. The placement fee is based on days worked. The fee schedule is set forth below.

1 – 30 days worked	\$6,750
31– 60 days worked	\$2,700
61 – 90 days worked	\$1,350
90+ days worked	\$500

3. Pricing for Hiring a Direct Hire Candidate

If the Customer hires a candidate referred to by Kelly for direct hire by Customer, the Customer agrees to pay a direct placement fee of \$9,000. A Direct Hire is defined as a person who has not been in the employ of Kelly or the school/district prior to being hired by the school/district to fill a targeted open position.

KELLY SERVICES, INC.

Bibb County School District

By: _____

By: _____

Name: _____

Name: _____

Title: _____

Title: _____

Date: _____

Date: _____