



MEDIA RELEASE

Rising Demand For Talent With Specialized Skills As Salaries Stabilize Across Industries In Singapore

SINGAPORE, May 6, 2008 - Singapore can expect an exciting year ahead with an increased demand for talent with specialized skills and more job titles being created even as salaries stabilize across industries, according to Kelly Services, a global leader in human resources solutions.

Launched today, the Kelly Services Singapore Salary Handbook 2008/2009 indicates that salaries for various positions across industries in Singapore have stabilized and salary ranges have broadened.

However, senior management with professional and technical skills and certain IT talent can expect a higher entry salary. For example, an Engineering Director can expect a 10% rise from last year's minimum salary while Analyst Programmers / Software Engineers with a degree or diploma and two to five years of relevant work experience can expect between a 15% and 20% in their minimum salaries.

"Companies continue to find it a challenge to acquire professional and technical talent, especially those with specific skills or industry knowledge, resulting in talent in these fields being able to command a higher salary than other professions," noted Dhirendra Shantilal, Senior Vice President, Asia Pacific, Kelly Services.

The broadening of the salary range is more prevalent amongst the human resource, office support, sales, marketing & advertising functions. Administration / Office Managers can expect a salary range of between \$3,500 and \$6,000 if they have four to six years of experience and hold a diploma or degree. Customer Service Executives can expect a lower entry salary than last year of \$2,200.

"Companies are still looking to hire but they are cautious in raising entry level salaries. For some positions, the salary range has broadened which provides employees a greater



opportunity to take on new responsibilities and be rewarded for their effort through a raise,” said Mr Shantilal.

Kelly Services Singapore Salary Handbook 2008/09 is a compilation of salaries and job titles for various positions across industries in Singapore. The salary ranges in the handbook are indicative of actual transactions between employers and employees and closely reflect local salary trends.

“We are also anticipating the creation of new job functions in the new future as a result of the growth in the finance and research sectors and the expansion of the service sector. Companies will be looking for talent with the right competency set and positive mindset to fill these positions so it would help the local workforce here to look into skills upgrading programmes to adapt to a changing economic landscape,” commented Mr Shantilal.

The Kelly Services Singapore Salary Handbook 2008/09 is launched today at the HR Summit 2008 organized in Singapore. Targeted at human resource practitioners, the guide, based on actual transactions by Kelly Services, presents salary ranges in Singapore which practitioners can use as a point of reference.

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About Kelly Services, Inc.

Kelly Services, Inc. (NASDAQ: KELYA, KELYB) is a world leader in human resources solutions headquartered in Troy, Michigan, offering temporary staffing services, outsourcing, vendor on-site and full-time placement. Kelly operates in 37 countries and territories. Kelly provides employment to more than 750,000 employees annually, with skills including office services, accounting, engineering, information technology, legal, science, marketing, creative services, light industrial, education, and health care. Revenue in 2007 was \$5.7 billion.

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