



Homeowner Pre-Decision Program

Administered by Weichert Workforce Mobility, Inc. (Weichert), this program provides an overview of the relocation policy and home sale data with the intention of helping you make an informed employment decision. Below you'll find a summary of benefits for the Homeowner Pre-Decision Program.

Program Benefits	
Policy Review	A Weichert Relocation Counselor (Counselor) will contact you to review the policy, benefit details and anticipated timelines for relocation events. They will discuss the policy components you are eligible for and answer any questions you may have.
Home Value Analysis	Your Counselor will order a Broker Market Analysis (BMA) from two local real estate companies affiliated with the Weichert Broker Network (WBN). The agents will contact you to set appointments to complete this process. The BMAs are used to develop a marketing strategy, including a suggested list price and most probable sales price for your home based on comparable homes currently listed and recently sold. The results of the BMAs will be reviewed by Weichert, and your Counselor will share them with you.
Destination Information	You'll be given access to Weichert's "Next Neighborhood" an online tool that will help you explore your destination area's communities, schools, recreation facilities, cultural amenities, and housing costs. You can also use this tool to compare your departure location to the destination location.
Things to Know	<ul style="list-style-type: none"> ▪ To remain eligible for relocation benefits, you will be required to work with a real estate company affiliated with the WBN. Your Counselor will provide you with a list of approved network brokers in your area to choose from. ▪ Please contact your recruiter with your formal employment decision after you've reviewed and discussed the results of your home value analysis with your Counselor. ▪ No further benefits can be authorized until your offer letter has been signed and your hire has been completed in Workday.

Important Note: This document is a brief summary of the Policy's provisions. Nothing in this document changes any of the Policy's provisions or affects any rights under the Policy. The Policy document is the only governing document. Kimberly-Clark reserves the right to amend a part or all of the Policies or even discontinue the Policies.