

# K-C Benefits Overview

From health care and retirement, to time away from work and income protection, the rewards of working for Kimberly-Clark (K-C) are competitive to help attract and retain talented people like you. The information below applies to hourly part-time employees scheduled to work 20 to 29 hours per week. All benefits are available to you on your first day of employment unless otherwise noted. For more information about each of these benefits, go to [mykcbenefits.com](https://mykcbenefits.com).

## Health Care



### Medical & Prescription

K-C offers two medical plan options: the Consumer Driven Health Plan (CDHP) Blue with Health Savings Account (HSA) and CDHP Green with HSA. Both plan options offer access to Anthem's national network of doctors and CVS/caremark's network of pharmacies.



### Dental

K-C offers dental coverage through Delta Dental, our dental insurance carrier, for eligible preventive/ diagnostic, maintenance, and orthodontia services. Biannual preventive cleanings and checkups are covered at 100%.

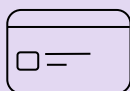


### Vision

K-C, in partnership with EyeMed, offers comprehensive vision coverage for routine eye exams, allowances for eyeglasses and contacts, and discounts for other eye care services.

Learn more at [mykcbenefits.com](https://mykcbenefits.com) > Health & Welfare > Health Care.

## Saving & Spending Accounts



### Health Savings Account (HSA)

No matter which medical plan option you choose — Blue or Green — K-C annually contributes \$350 for Individual and \$700 for 2-Party and 2-Party Plus into your HSA that you can use to pay for care today or save for health care down the road. You can also contribute money to your HSA on a pre-tax basis, up to IRS limits as noted above, for eligible medical, dental, and vision expenses.



### Flexible Spending Account (FSA)

Based on your medical election, you can contribute between \$120 and \$3,050 annually to a FSA on a pre-tax basis for eligible health care expenses. When completing your enrollment on K-C Benefit Compass, you'll automatically see the FSA you're eligible for.



### Dependent Care Spending Account (DCSA)

The DCSA helps you set aside money for eligible day care and/or elder care expenses while also lowering your taxable income. You can contribute between \$240 and \$5,000 annually on a pre-tax basis.



### Commuter Benefits

You can elect to set aside up to the IRS limit of \$300 per month for transit expenses and up to \$300 per month for parking expenses through pre-tax deductions. The money you decide to contribute can be spent by using a commuter benefits payment card for eligible expenses.

Learn more at [mykcbenefits.com](https://mykcbenefits.com) > Health & Welfare > Saving & Spending Accounts.



## 401(k) & Profit Sharing Plan (PSP)

K-C helps you prepare for retirement by offering a 401(k) savings plan. In addition to immediate vesting, some key features include:

- **Company Match:** K-C matches your 401(k) contribution, dollar-for-dollar, on the first 5% of the eligible pay you contribute.
- **Profit Sharing:** K-C may make an annual discretionary profit sharing contribution, with a 4% target of your eligible earnings.

Learn more at [mykcbenefits.com](https://mykcbenefits.com) > Retirement.



## Life Insurance

K-C provides basic employee life insurance at two times your annual base pay (\$2 million maximum). You may also choose to purchase additional insurance coverage: Supplemental Employee, Spouse/Domestic Partner, and Child.



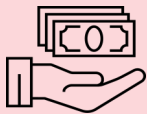
## Accident Protection

K-C also provides Business Travel Accident Insurance (BTA) at five times your annual base pay. You may also choose to purchase additional accident protection coverage: Accidental Death & Dismemberment (AD&D).



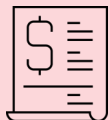
## Critical Illness

Optional Critical Illness Insurance provides a cash benefit if you or a covered dependent are diagnosed with an eligible critical illness (e.g., cancer, heart attack, stroke).



## Accident Insurance

Optional Accident Insurance pays a cash benefit while you or a covered dependent are recovering from an accidental injury (e.g., broken bones, concussion, laceration).



## Hospital Indemnity

Optional Hospital Indemnity Insurance pays a cash benefit if you have a covered stay in a hospital, critical care unit, or rehabilitation facility.



## Pet Insurance

This optional coverage can be used with any veterinarian and will reimburse you for a wide range of pet services like accidents, illness, surgeries, prescription medications, and more.



## Legal & Identity Theft Protection

This optional benefit gives you access to a triple credit monitoring service with CyberScout and up to \$1 million of ID theft coverage to protect your digital life. The benefit also gives you access to legal assistance on a variety of legal matters.

Learn more at [mykcbenefits.com](https://mykcbenefits.com) > Health & Welfare > Income Protection.



## Paid Time Off (PTO)

K-C provides you with an annual PTO bucket of 40 hours of PTO for planned and unexpected absences. You can also earn additional PTO as your years of service grow.



## Holidays

K-C provides you with 9 company-designated holidays with 4 hours of pay per holiday.



## Parental Leave

K-C provides 8 weeks of paid leave to bond with a child following birth or adoption.



## Military Leave

K-C provides job-protection benefits available through USERRA but also financial support through paid leave benefits.



## Short-Term Disability

After 12 months of service, you'll become eligible for up to 26 weeks of paid leave if you experience a covered illness, injury, surgery, or childbirth.



## Family & Medical Leave

After 12 months of service, you may become eligible for job-protected leave to care for yourself and/or a covered family member (amount of leave benefit varies based on the state where you work and reason for leave).



## Education Assistance

To enhance your skills in your current job and prepare for growth opportunities within K-C, you have access to up to \$5,250 per calendar year of education assistance for your eligible education expenses.



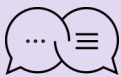
## Adoption/Surrogacy Assistance

Whether you're adding to your family through adoption or surrogacy, K-C wants to help you pay for some of your expenses with up to \$15,000 in reimbursement for eligible expenses per child.



## Back-Up Care

Back-up Care can help you manage the unexpected, so you don't have to miss work whenever there's a disruption in your child or adult care plans. Bright Horizons helps arrange center-based childcare and in-home child and adult care with ten subsidized visits per calendar year.



## Employee Assistance Program

The EAP offers confidential assistance for a wide variety of everyday issues for you and your dependents with 10 free confidential visits per issue per calendar year.

Learn more at [mykcbenefits.com](https://mykcbenefits.com) > Work/Life Programs > Assistance Programs.

*This notice is a summary of the governing Plan documents and policies. It is intended to be a brief description and cannot present all of the details of the Plan provisions. In all cases, the provisions of the applicable Plan will govern. Except for certain provisions subject to collective bargaining, Kimberly-Clark reserves the right to make changes to its benefit programs at any time.*