

K-C Benefits Overview

From health care and retirement, to income protection to time away from work, 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 Canada part-time employees at the Huntsville Mill scheduled to work 20 to 29 hours per week. For more information about each of these benefits, go to [K-C & Me](#).

Health Care



Extended Health Care

K-C offers extended health care coverage for eligible services, supplies, and prescription drugs that are medically necessary for the treatment of an illness.



Dental

K-C provides dental coverage for eligible preventive/diagnostic, maintenance, and orthodontia services. Preventive cleanings and checkups are 100% covered, maximum of 2 per benefit year.

Income Protection



Life Insurance and Accidental Death & Dismemberment

You automatically receive Basic Employee Life Insurance and Accidental Death & Dismemberment (AD&D) at 1.5 times your annual base pay (\$400,000 maximum) at no cost to you. You may also choose to purchase additional insurance coverage: Supplemental Employee, Spouse, and Child.



Accident Protection

K-C also provides Business Travel Accident Insurance (BTA) at 5 times your annual base pay. You may also choose to purchase additional accident protection coverage for you and your spouse.



Critical Illness

Optional Critical Illness Insurance provides a cash benefit if you're diagnosed with an eligible critical illness (e.g., cancer, heart attack, stroke). You may also purchase Optional Critical Illness for your spouse.

Retirement



Defined Contribution Pension Plan (DCPP)

The DCPP helps you build savings for retirement during your career with K-C. Once you've earned remuneration of at least 35% of the annual maximum pensionable earnings or worked at least 700 hours in one calendar year, your retirement benefits consist of:

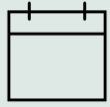
- The Company Basic Contribution (3% of pensionable earnings).
- Your voluntary contributions (between 1% and 10% of your pay).
- The Company Match (100% up to 5% of pensionable earnings).

Note: Once you meet the eligibility requirements, you don't have to qualify each year to maintain eligibility.



Vacation

To help you slow down, relax, and recharge, as a new employee you're eligible for 2 weeks of vacation that can be used in one-week blocks. You'll receive 4% of eligible vacation pay per pay period. You can also earn additional vacation as your years of service grow.



Holidays

K-C provides you with paid statutory company holidays with 6 hours of pay per holiday. You also have the ability to bank unpaid time off for any hours worked on a holiday.

Note: K-C also complies with all Ontario legislative requirements for leave benefits.



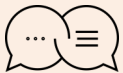
Adoption and Surrogacy Assistance

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



Education Assistance

To enhance your skills in your current job and prepare for growth opportunities within K-C, you have access to up to \$5,000 per calendar year of education assistance for your eligible education expenses.



Employee Assistance Program (EAP)

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

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.