

## Kimberly-Clark Military Leave

Kimberly-Clark (K-C) is committed to veteran hiring, retention, and the support of employee reservists and National Guard members. We recognize the unique skills and experiences veterans have that contribute to helping K-C achieve its goals.

### Military Leave Overview

In support of reservists and National Guard members, K-C's Military Leave policy addresses time off and pay during times of training and deployment. Here are some of the key highlights of the policy.



#### New Enlistments

100% base pay for duration of training period.



#### Inactive-Duty Training

100% base pay for training that falls on scheduled work day/shift.



#### Annual Active-Duty Required Training

100% base pay for duration of training period.



#### Active-Duty Deployment

Pay differential for duration of deployment.



#### Post-Deployment Paid Leave

100% base pay for 2 weeks.

For more information on Military Leave including eligibility and how to use the benefit, [click here](#) to access the policy.

### What is SALUTE?

K-C's SALUTE Employee Resource Group (ERG) is a group of veterans and veteran supporters working together to help veteran employees within K-C and the communities around us. With over 800 members nation-wide, SALUTE engages in fundraising for veteran organizations, community outreach, veteran hiring and retention. To become a member of SALUTE, email [national\\_diversity-salute@kcc.com](mailto:national_diversity-salute@kcc.com).



**Note:** If you're an employee covered by a Collective Bargaining Agreement (CBA), see your HR representative or other person designated at your unit for information on how your plan(s) may differ from the information provided in this document.