

*Kimberly-Clark



LGBTQ+

Benefits Guide

IN PARTNERSHIP WITH

*Kimberly-Clark



LGBTQ+ and Ally Network

Total
Rewards



Achieve.
Thrive.
Grow.

Benefits for the **WHOLE YOU**



At K-C, we value creating an affirming and inclusive environment where employees may bring their whole selves to work and thrive in the workplace. A critical aspect of this value proposition and company commitment is ensuring that our benefits package is inclusive and that employees have the tools and resources necessary for them to gain access to those critically important offerings.

This LGBTQ+ Benefits Guide is an important step in furthering our values of inclusion to support your overall financial, physical, and emotional wellbeing. Through this guide, learn more about:



A Few Things to Know...



Transgender-inclusive health care



Family formation



HIV services and treatment options



K-C PRIDE LGBTQ+ Employee Resource Group (ERG)



This document is a brief summary of each Plan's and Program's provisions. Nothing in this document changes any of the Plans' or Programs' provisions or affects any rights under the Plans. Each Plan's and Program's document is the only governing document. Kimberly-Clark reserves the right to amend a part or all of the Plans and Programs or even discontinue the Plans and Programs.

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 guide. You may also call the K-C Benefits Information Line at 800-551-2333 to speak with a representative.

A Few Things to Know...



K-C offers a variety of benefits that are flexible and diverse to meet the varying needs of our employees and their dependents. This guide describes resources and benefits that are available to all employees and may be particularly valuable to our LGBTQ+ community. For more information on all of K-C's benefits including contact information for K-C's benefits vendors, download the [My K-C Benefits mobile app](#).

Medical & Prescription

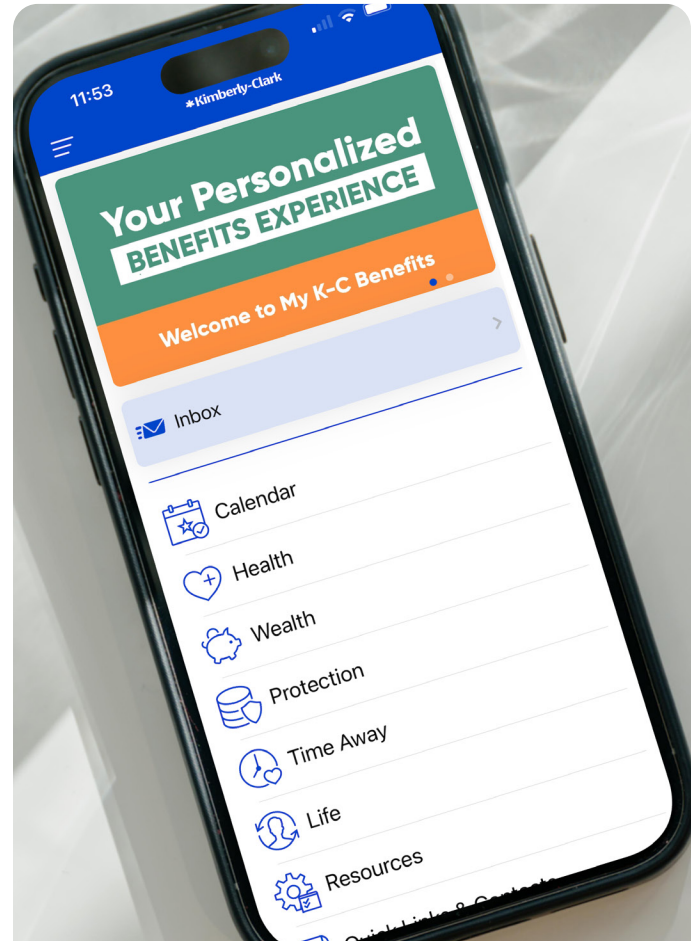
K-C offers national medical plans that give you more control of your healthcare spend and saving for your future. All of the plan options offer access to Anthem's national network of doctors and CVS/caremark's network of pharmacies.

Disability

Short-term and basic long-term disability coverage is available at no cost to you. Additional optional long-term disability coverage may be available for purchase during Annual Enrollment.

Employee Assistance Program (EAP)

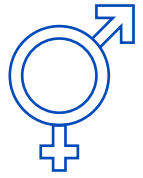
Access confidential assistance for a wide variety of everyday issues through K-C's EAP. SupportLinc administers the program, and it's offered free of charge to you and your dependents. Through SupportLinc, K-C's EAP offers up to 10 free, confidential visits per eligible family member (per issue) each year and is available 24/7.



Learn More

Download the My K-C Benefits mobile app from your phone's app store to view information about all of K-C's benefits in one place. For more details on how to register, visit mykcbenefits.com/app.

Transgender-Inclusive Health Care Offerings



Examples of Health Care Services/ Treatment Options Available Through Anthem, CVS/caremark, & K-C's EAP

1. Pharmaceutical coverage (hormone replacement therapies, including puberty blockers for youth) (CVS/caremark)
2. Coverage for reconstructive surgical procedures related to gender reassignment (e.g., reconstructive chest, breast, and genital procedures) (Anthem)
3. Travel and lodging reimbursement for covered services not available within 100 miles of a member's residence (Anthem)
4. Coverage for medical visits and laboratory services (Anthem)
5. Medical leave (through K-C's short-term disability plan)
6. Mental health benefits, either in-person or through virtual care (Anthem and EAP)

Additional benefits and procedures that may be covered under the Medical Plan, when deemed medically necessary. Examples include:

1. Hair removal, such as electrolysis, laser treatment, etc. (not as a part of reconstructive surgery)
2. Hair removal required for reconstructive surgery
3. Tracheal shave/reduction
4. Facial surgeries
5. Voice modification surgery/therapy
6. Lipoplasty/filling



Family Formation



Health Care Services/Treatment Options & Time Off

1. **Adoption & Surrogacy Assistance**—\$15,000 per child through K-C's Adoption & Surrogacy reimbursement program administered by Fidelity
2. **Infertility treatment coverage (medical and prescription)**—Available through Anthem and CVS/caremark
3. **In vitro fertilization**—Available through Anthem and CVS/caremark
4. **Parental Leave**—Eight calendar weeks of paid time off (taken within 12 months of birth or adoption), in addition to K-C's short-term disability benefit. Parental leave can be taken in one continuous block of time or intermittently, in one calendar week increments, to give parents more flexibility.
5. **Family Building Support**—Free 24/7 virtual access to top-rated professionals who provide support through preconception, pregnancy and postpartum, fertility and alternative paths to parenthood, as well as returning to work after parental leave. Services are provided by Maven.

HIV Services & Treatment



Examples of Health Care Services/Treatment Options Available through Anthem & CVS/caremark

1. HIV testing, including self-treatment options
2. Pre-exposure prophylaxis (PrEP), including the injectable treatment
3. Post-exposure prophylaxis (PEP)
4. Antiretroviral therapy (ART), including the injectable treatment

K-C Pride



Kimberly-Clark's LGBTQ+ Employee Resource Group (ERG)

At K-C, we want all employees to thrive. That's why we have an employee resource group for LGBTQ+ employees and allies: **K-C PRIDE**. This group supports our corporate commitment to value inclusion, equity, and diversity by:

- Providing support for LGBTQ+ employees in the workplace.
- Educating all employees on LGBTQ+ issues.
- Recognizing the role of all employees in fulfilling the strategic goals of the corporation.
- Helping to shape LGBTQ+ workplace and community equality issues.



Learn More

For more information about K-C PRIDE ERG, email NA.PRIDE@kcc.com.

