

Relocation Assistance — New Hire

We can help you make a smooth transition. It's our goal here at Kimberly-Clark (K-C) for you to start your new job and settle into your home as quickly and easily as possible. We realize that, while this is an exciting time for you and your family, it can also be demanding. To reduce the uncertainty and challenges of relocating, K-C has partnered with Weichert Workforce Mobility, Inc. (Weichert). Your Weichert counselor will guide you through the process and will answer any questions you may have. This flyer provides a summary of the benefits our program offers, effective January 1, 2016.

FOR RENT

Before You Move (Pre-Departure)

LUMP SUM: A lump sum payment will be provided to cover all of your relocation needs. The payment is based on the distance to the new location from your permanent residence.

- 51 to 499 miles: \$2,500
- 500+ miles: \$5,000

The first half of the payment will be made **30 days before** your start date and the second half will be paid upon your start date.

REPAYMENT AGREEMENT: You will be required to sign a repayment agreement stating that you will repay K-C for all relocation expenses if you voluntarily leave the Company within two years of hire/ transfer.



After You Move (Destination Location)

RENTAL FINDING ASSISTANCE: Weichert can assist you with your rental search at the destination location.

TAX ASSISTANCE: Payments made to you or on your behalf that are taxable income will be “grossed up” to minimize the tax impact.

Kimberly-Clark and its well-known global brands are an indispensable part of life for people in more than 175 countries. Every day, 1.3 billion people—nearly a quarter of the world's population – trust Kimberly-Clark brands and the solutions they provide to enhance their health, hygiene, and well-being. With brands such as Kleenex, Scott, Huggies, Pull-Ups, Kotex, and Depend, Kimberly-Clark holds the No. 1 or No. 2 share position in more than 80 countries. To keep up with the latest Kimberly-Clark news and to learn more about the Company's more than 140 year history of innovation, visit www.kimberly-clark.com.