



February 16, 2018

Mr. Mark. R. Hogan
Secretary and CEO
Wisconsin Economic Development Corporation
201 W. Washington Avenue
Madison, Wisconsin 53703

Dear Mr. Hogan,

Thank you for your outreach to Kimberly-Clark and your proposal. We appreciate the efforts of the Governor, the Wisconsin Economic Development Corporation, as well as local and state government officials in Wisconsin, to make Wisconsin a great place for business.

Business decisions that impact our employees are among the most difficult ones to make. There are numerous factors that impact these decisions as part of the company's global restructuring program. We are in the course of a collective bargaining process and will take your proposal into consideration. Any final decisions related to our facilities will be communicated by the company after negotiations with the union.

We are very proud of our Wisconsin heritage. Kimberly-Clark remains committed to the community as one of the largest employers in the Fox Cities area, and Neenah will continue to be the headquarters for our North American consumer business.

Sincerely,

A handwritten signature in black ink, appearing to read 'John Deitrich', with a stylized flourish at the end.

John Deitrich

Vice President of Manufacturing, Adult and Feminine Care, Kimberly-Clark North America

cc: Governor Scott Walker
Thomas J. Falk, Chairman and Chief Executive Officer, Kimberly-Clark
Susan Phillips, Vice President of Government Relations, Kimberly-Clark