



February 7, 2007

John D. Wiley
Chancellor
University of Wisconsin - Madison
161 Bascom Hall
500 Lincoln Drive
Madison, WI 53706



Dear Chancellor Wiley,

I think it appropriate to reiterate the diversity message that I have brought from Kimberly-Clark to campus over the past ten years in both public presentations at the University of Wisconsin in Madison and classroom instruction, and in our Kimberly-Clark/UW Madison partnership meetings. You know we have financially supported this message at the University of Wisconsin and others through our charitable giving to PEOPLE, scholarships to student groups that support diversity, financial gifts to the various diversity offices and employee contribution of time in service on advisory boards and classroom instruction.

To make our position perfectly clear, we regard the diversity of our workforce and the knowledge to work in a diverse workforce as imperative to our survival in a very tough competitive global marketplace. Further, while we teach inclusion to our employees to maximize the performance of our organizations, we believe that it is the responsibility of our University partners to provide employees who already know the power of a diverse group and know how to work in this atmosphere. I wish I could state this more strongly.

We, at Kimberly-Clark, define diversity as the differences between people in all of the ways people can be different. The most obvious are race, gender and ethnic origin, but also included are:

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|--------------------|---------------------|
| Age | Attitudes |
| Religion | Beliefs |
| Sexual Orientation | Business Role/Level |
| Education | Skills |
| Experience | Personal Goals |
| Culture | Values |
| Personal Style | ETC. |

We believe that our prosperity is linked to the performance of our people, and that performance is enhanced when as many views and perspectives as possible can be brought to bear on the solutions to our problems. This means that we need a well led diverse team; and the team members have to embrace the diversity of the team. Again, the better schooled that the employees are and the more positive experiences they have, the better will be our results.

This is Kimberly-Clark's stated point of view. You can also read it on our web site. I have also personally reviewed this message with representatives of other major corporations in heavy manufacturing, automotive, aerospace, high tech, consumer products, architecture and consumer products, and they all confirm it. You can also read the message on their web sites.

I hope this letter is clear. Feel free to contact me if you need anything else.

Sincerely,

Andrew J. Smiltneek
Kimberly-Clark Corporation
Director, Innovation Management Implementation