

# Benefits at a glance

BENEFIT OFFERINGS	Ecolab pays entire cost	Ecolab and you share cost	You pay entire cost
<b>Medical/prescription coverage</b> <i>(includes coverage options for eligible spouse/domestic partner and dependent children)</i>		✓	
<b>Health Savings Account</b>		✓	
<b>Wellness program</b>	✓		
<b>Dental</b>		✓	
<b>Vision</b>			✓
<b>Flexible Spending Accounts:</b>			
Health Care			✓
Limited Purpose Health Care			✓
Dependent Day Care <i>(including eligible child and elder care expenses)</i>			✓
<b>Life insurance plans:</b>			
Basic Life	✓		
Optional Employee Life			✓
Spouse/Domestic Partner Life			✓
Dependent Child(ren) Life			✓
Accidental Death and Dismemberment Insurance			✓
Business Travel Accident Insurance	✓		
Whole Life + Long Term Care (LTC)			✓
<b>Disability:</b>			
Short-term disability	✓		
Long-term disability	✓		
Optional long-term disability			✓

BENEFIT OFFERINGS	Ecolab pays entire cost	Ecolab and you share cost	You pay entire cost
<b>Employee Assistance Program</b> <i>(work/life support, behavioral health resources, counseling, and service referrals)</i>	✓		
<b>401(k) Savings Plan</b>		✓	
<b>Pension Plan</b>	✓		
<b>Retirement health care benefits</b> <i>(based on age and years of service eligibility requirements)</i>			✓
<b>Employee Stock Purchase Plan</b> <i>(eligible full-time associates only)</i>		✓	
<b>Long-term incentives</b> <i>(executive-level associates only)</i>	✓		
<b>Short-term incentives</b> <i>(executive, management, and certain professional-level and sales associates)</i>	✓		
<b>Group Legal Services</b>			✓
<b>Education Assistance Program</b>	✓		
<b>Paid Time Off</b>	✓		
<b>Parental leave:</b>			
Medical leave <i>(short-term disability)</i>	✓		
Paid parental leave	✓		
<b>Adoption assistance</b>	✓		
<b>Discount on day care services</b>		✓	
<b>Caregiver services</b>	✓		
<b>Voluntary benefits</b> <i>(Accident insurance, critical illness insurance, hospital indemnity insurance, auto and homeowners insurance, pet insurance, identity theft protection, and Employee Discount Program)</i>			✓

On-site child care and fitness facilities may be available at select Ecolab locations.