



## SHORT-TERM DISABILITY PLAN

Short-term disability benefits are designed to protect full-time employees against income loss during periods of temporary illness or injury extending up to a period of 180 consecutive days.

## LONG-TERM DISABILITY PLAN

Ecolab Associates who work 30 hours or more each week are eligible for the Long Term Disability Plan. This plan pays a monthly benefit to employees who are unable to work due to a Disability that extends more than 180 days.

While the long term nature of the Plan reflects our ongoing commitment to assist Employees who become Disabled, our program places equal emphasis on retraining and rehabilitation — ensuring that those who can recover will recover.

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