



Flex Spending Accounts

FLEXIBLE SPENDING ACCOUNTS

As an Ecolab Employee, you can take advantage of accounts which allow you to pay medical or dependent care expenses using pre-tax dollars. These accounts are provided by the Ecolab Flexible Benefit Plan and the Ecolab Dependent Care Plan. In this summary, the accounts are referred to as the Flexible Spending Accounts Program (FSA).

Health Care Flexible Spending Account

You may want to consider using the Health Care Flexible Spending Account to pay for eligible medical, dental and vision care expenses incurred by you and your dependents, which are not paid by your plan, your Spouse's plan or any other health or dental care plans.

This account gives you the opportunity to save money for expenses not covered by other plans, with easy pre-tax payroll deductions. This means these services actually cost you less.

Dependent Care Flexible Spending Account

If you incur dependent care expenses while you work, you may want to consider using the Dependent Care Flexible Spending Account. If you are married, your Spouse must also be gainfully employed (or actively seeking employment) or a full-time student or incapable of self-care.

Participation is voluntary. You decide each year at Open Enrollment whether to enroll in these accounts.

LEARN MORE

[Medical & Dental](#)

[Vision & Personal Plans](#)

[Insurance](#)

[Disability](#)

[Flex Spending Accounts](#)

[Pension / ESP / ESPP](#)

[Vacation / Holidays](#)

[Other Benefit Programs](#)