

BENEFITS AND ASSOCIATE PROGRAMS

Ecolab provides a comprehensive benefit program for all **permanent, full time associates**, based upon employment status and length of service. The following is a brief overview of the benefits provided; additional information can be obtained through Human Resources.

Benefit	Details	Cost
Health Care Benefit	<ul style="list-style-type: none"> • Coverage eligible from date of hire; application required • 90% of prescription drugs • Semi-private hospital • Emergency travel assistance/out-of-province emergency medical care • Vision care, hearing aids, appliances • Paramedical services, nursing care and convalescent care • Ambulance fees 	Single coverage - \$15.50/m Family coverage - \$46.00/m Covers the cost of both the Health Care and Dental Care benefits for you and your registered spouse and unmarried dependant children under age 22, or under age 25 if they are attending school full time
Dental Care Benefit	<ul style="list-style-type: none"> • Coverage eligible from date of hire; application required • 90% of provincial fee schedule with \$1500 annual limit for basic and preventative, endodontic, periodontic and major restorative services • 60% of fees with \$1500 annual limit for crowns, bridges and dentures, subject to pre-approval • 50% of fees with \$1500 lifetime limit for orthodontia services 	
Disability Benefit	<ul style="list-style-type: none"> • Coverage eligible from date of hire • Short Term Disability benefit pays 66 2/3% to 100% of monthly earnings up to first 6 months depending on exempt/non-exempt status and length of service • Long Term Disability benefit pays 66 2/3% of first \$2500 of monthly earnings, plus 50% of remainder as tax free monthly benefit after 6 months of disability 	Company pays 100% of Short Term Disability Associate pays 100% of Long Term Disability; compulsory at hire
Death Benefit	<ul style="list-style-type: none"> • Coverage eligible from date of hire • Death benefit pays a one-time payment equal to one-half normal monthly pay if actively employed by Ecolab at the time of death; benefits paid to the estate • Death benefit is in addition to any outstanding pay for actual time worked 	Company pays 100% of Death Benefit
Life Insurance Plan	<ul style="list-style-type: none"> • Coverage eligible from date of hire • Life insurance 2x annual salary; benefits paid to the designated beneficiary(ies) • AD&D insurance 2x annual salary • Option to purchase additional life/A&D insurance for self and dependants 	Company pays 100% of basic insurance Associate pays 100% of optional coverage
Pension Plan	<ul style="list-style-type: none"> • One year waiting period; two year vesting period • Defined contribution plan; application required to join plan • Plan provides Company-paid core contribution of 2% of pay • Plan matches associate contributions dollar-for-dollar up to a maximum 3% of pay • Voluntary associate contributions beyond 3% of pay permitted on an unmatched basis 	Company pays 100% of core contribution Associate contributes up to 3% of pay; Ecolab provides match up to 3%
Ecolab Share Purchase Plan	<ul style="list-style-type: none"> • Associates can become shareholders through the Stock Purchase Plan • For every dollar of stock purchased by an associate, Ecolab matches 15% (taxable) in stock • Associates can purchase stock through payroll deductions 	Associate purchases stock; Ecolab provides a 15% match of stock purchased
Educational Assistance Program	<ul style="list-style-type: none"> • Eligible upon successful completion of 6 months service and approved Individual Development Plan • Associates can be reimbursed for 100% of tuition, books and fees of career related undergraduate courses up to \$2500 per fiscal year and up to \$5000 per fiscal year for graduate courses. 	Company reimburses 100% of approved expenses
Employee Assistance Plan	<ul style="list-style-type: none"> • Associates can access confidential, professional telephone counseling for everyday issues or major concerns including legal, personal, financial, family or work • Toll free 24 hour: 1-877-207-8833 	Company pays 100% of plan costs
Matching Gifts/Donations Program	<ul style="list-style-type: none"> • Associates can make donations to Canadian registered charities (non-local, non-religious, and non-political in nature) and have their donation matched by Ecolab, or associates can request a matching gift for volunteer work of 50+ hours per year • Matching donations are limited to a minimum \$25 and up to \$100 per associate per year (one match per year) 	Company pays matching donation with proof of associate's donation
Ida C. Koran Trust Fund	<ul style="list-style-type: none"> • Student scholarships and loans to associates' dependant children; annual applications accepted through to February 10 • Also provides assistance to associates in serious financial need; applications are considered throughout the year 	Fully paid by Trust Fund

VACATION SCHEDULE FOR FULL TIME ASSOCIATES

Years of Continuous Service	Annual Vacation Benefit
• Less than one year	• 2 weeks pro-rated
• 1 – 2 years	• 2 weeks*
• 3 – 9 years	• 3 weeks
• 10 – 19 years	• 4 weeks
• 20 – 29 years	• 5 weeks
• 30+ years	• 6 weeks

*Or the statutory requirement

ASSOCIATE DISCOUNT PROGRAMS

Following is a brief overview of discount programs available to all Ecolab Canada associates. Additional information can be obtained through Human Resources.

- Ecolab Products
- Ecolab Express Website – Discounts and Promotions
- Goodlife Fitness Clubs
- Energie Cardio (Quebec)
- Canada's Wonderland
- Ontario Place
- Wild Water Kingdom
- Marineland
- DELL – Employee Purchase Program
- Stage West
- Concierge Connection (ie: Great Wolf Lodge, Cinema, Sporting events, Concerts, Comedy, Theatre, Museum's, Attractions)
- Intrawest Inside Edge Deals
- The Four Points by Sheridan
- Sandman Hotel Group
- CHIP Hospitality
- Chrysler, Jeep, Dodge – Preferred Customer Program



We must all work together to ensure a safe work environment.

DID YOU KNOW...

THAT ECOLAB CANADA HAS **3** SAFETY PROGRAMS THAT PROVIDE THE SAFETY EQUIPMENT YOU NEED, JUST ASK HUMAN RESOURCES OR YOUR MANAGER.



Ecolab has partnered with “**Work Authority by ISECO**” and “**Wal-Mart Canada**” to provide two options for purchasing company safety footwear. The program allows eligible Canadian associates a maximum annual subsidy for safety footwear, depending on your position.

Ecolab has partnered with **Wal-Mart Canada** to provide all company prescription safety eyewear. The program allows Canadian associates a maximum reimbursement of \$200 (incl. taxes). The program includes safety lenses, frames, and add-ons for ultimate eye protection. Wal-Mart frames and lenses are of the highest quality, certified and meet the CSA requirements. There are 22 different types of frames to choose from, and plastic and polycarbonate lenses are available.



Ecolab has also partnered with **VWR International** for all non-prescription safety eyewear and can be ordered along with any other PPE requirements through your Manager.



PERSONAL PROTECTIVE EQUIPMENT

Ecolab has partnered with **VWR International** to provide all company personal protective equipment. VWR is a world wide provider of safety equipment and related services. Selector guides are offered by division. Please contact your supervisor/manager to arrange your order.