



ECOLAB US EMPLOYEE BENEFITS & REWARDS



BENEFIT PLAN	ECOLAB PAYS ENTIRE COST	ECOLAB AND YOU SHARE COST	YOU PAY ENTIRE COST
Medical/Prescription Drug Coverage <i>Includes coverage options for eligible spouse/ domestic partner and dependent children</i>		X	
Health Savings Account		X	
Wellness Program	X		
Dental		X	
Vision			X
Flexible Spending Accounts			
• Health Care			X
• Limited Purpose Health Care			X
• Dependent Day Care <i>(including eligible child and elder care expenses)</i>			X
Employee Assistance Program	X		
Life Insurance Plans			
• Basic Life	X		
• Optional Employee Life			X
• Spouse/Domestic Partner Life			X
• Dependent Child(ren) Life			X
• Accidental Death and Dismemberment Insurance			X
• Business Travel Accident Insurance	X		
Disability			
• Short-Term Disability	X		
• Long-Term Disability	X		
• Optional Long-Term Disability			X
401(k) Savings Plan		X	
Pension Plan	X		
Retirement Healthcare Benefits <i>(based on age and years of service eligibility requirements)</i>		X	
Employee Stock Purchase Plan <i>(eligible full-time employees only)</i>		X	
Long-Term Incentives <i>(executive level employees only)</i>	X		
Short-Term Incentives <i>(executive, management and certain professional level and sales employees)</i>	X		
Group Legal Services			X

Continued

BENEFIT PLAN	ECOLAB PAYS ENTIRE COST	ECOLAB AND YOU SHARE COST	YOU PAY ENTIRE COST
Education Assistance Program	X		
Vacation	X		
Holidays	X		
Other Time Off	X		
• Jury Duty	X		
• Bereavement Leave	X		
Maternity/Paternity Leave	X		
• Maternity Leave Paid (<i>short-term disability</i>)	X		
• Maternity Leave Unpaid (<i>FMLA</i>)	X		
• Paternity Leave Unpaid (<i>FMLA</i>)	X		
Relocation Assistance (<i>company's discretion</i>)	X		
Flex Time Program (<i>cost neutral</i>)	X		
Telecommute Program (<i>cost neutral</i>)	X		
Work/Life Support Program (<i>Employee Assistance Program counseling</i>)	X		

Onsite childcare and fitness facilities may be available at select Ecolab locations.

