

# TOOLS, RESOURCES AND PROGRAMS FOR PARENTS

## SUPPORT FOR ECOLAB FAMILIES THROUGHOUT THE PARENTHOOD JOURNEY

**Paid Parental Leave Is Here to Support You** – At Ecolab, we’re proud to support our associates and their growing families. Mothers and fathers in the U.S. can take six weeks of 100% paid leave within the first year of a child’s birth or adoption.

- **Birth mothers:** In addition to paid medical leave (typically 6-8 weeks, covered by Short-Term Disability benefits), birth mothers may take an additional six weeks of paid leave. The six weeks begin after her Short-Term Disability leave ends – it doesn’t run concurrently.
- **Non-birth parents, including spouses and domestic partners:** May take six weeks of paid parental leave within the first 12 months of their child’s birth, adoption or birth by surrogate.

Turn the page and see how we’re making it easier for parents to navigate the many tools, resources and programs in place to support you and your family.



COMPREHENSIVE  
BENEFITS



CIGNA'S HEALTHY  
PREGNANCIES,  
HEALTHY BABIES



MY MEDICAL  
LEAVE



CHILD CARE  
ASSISTANCE



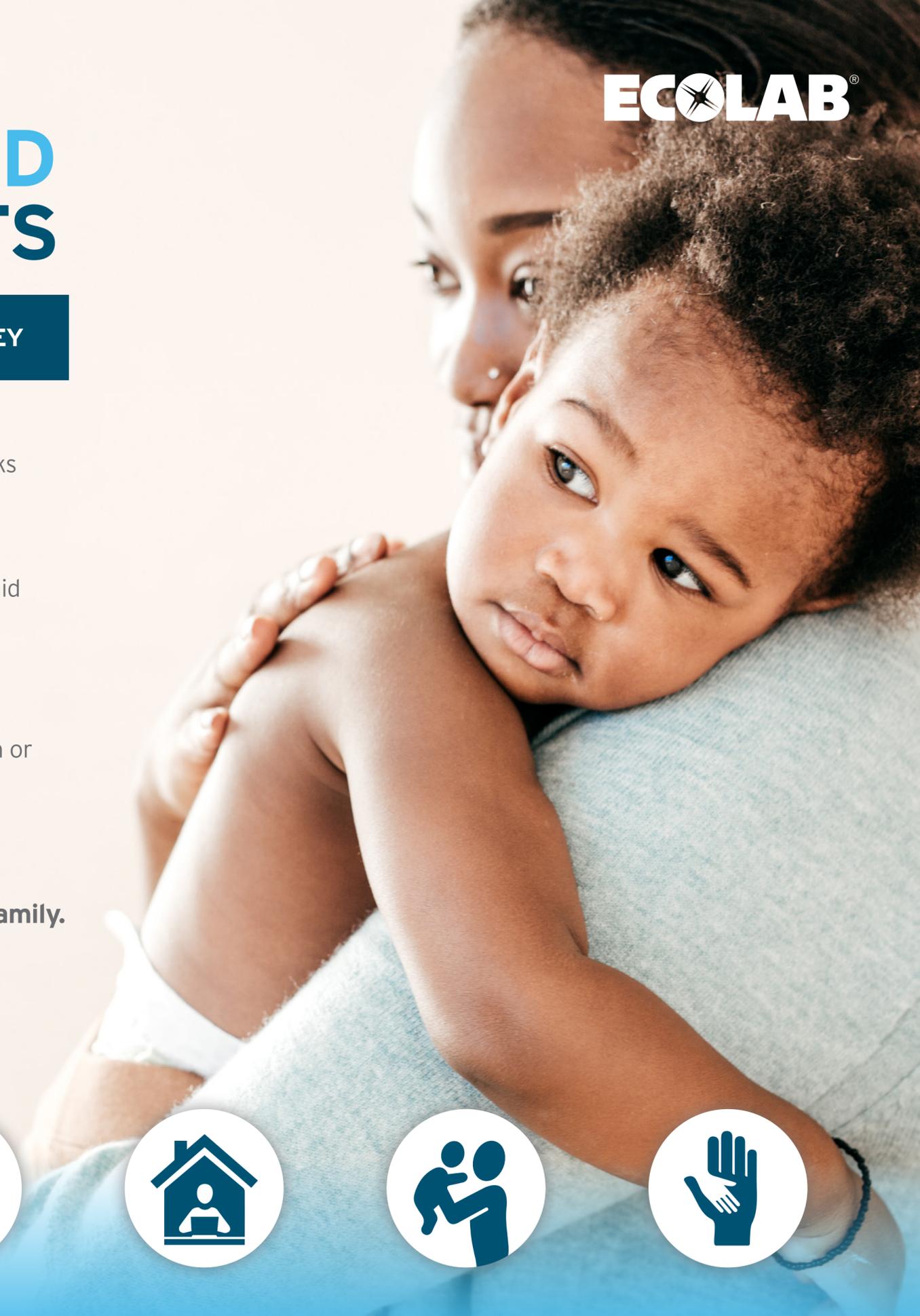
FLEXWORK



PAID PARENTAL  
LEAVE



COVERAGE FOR  
CHILDREN WITH  
SPECIAL NEEDS



# RESOURCES FOR ECOLAB WORKING PARENTS



**Comprehensive benefits** that help keep you and your family healthy – both physically and financially. Enroll your child within the first 31 days of birth or adoption, and keep him or her on your coverage until he or she is 26.



**FlexWork** allows you to adjust your work hours or schedule, work part-time, telecommute or job share. Flexible work arrangements help you balance your work and family responsibilities.



**Cigna's Healthy Pregnancies, Healthy Babies** provides support to mom and baby. You're eligible for the program when you enroll in medical coverage.



**Paid Parental Leave for mothers and fathers.** Take six weeks of 100% paid leave in the first 12 months of your child's birth or adoption to bond with your new child. Birth moms can begin their paid parental leave after their medical leave ends.



**My medical leave** is provided through Ecolab's Short-Term Disability policy.



**Coverage for children with special needs** is available through Ecolab's medical plans, which includes coverage for Applied Behavioral Analysis (ABA) therapy for autism treatment and coverage for speech, occupational and physical therapies for developmental delays.



**Child care assistance:** The Dependent Day Care Flexible Spending Account (FSA) allows you to set money aside tax-free for day care expenses. For help finding day care for your child, our Employee Assistance Program (EAP) offers a Child Care Provider Locator. A 10% discount on day care services is available to Ecolab associates through the Learning Care Group, which also offers a child care locator.

**Note:** Day care centers are available at the St. Paul and Naperville locations.

