

Ecolab U.S. employee rewards

REWARD OFFERINGS	Ecolab pays entire cost	Ecolab and you share cost	You pay entire cost
Medical/prescription 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 <i>(work/life support, counseling and service referrals)</i>	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

REWARD OFFERINGS	Ecolab pays entire cost	Ecolab and you share cost	You pay entire cost
401(k) Savings Plan		X	
Pension Plan	X		
Retirement health care 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
Education Assistance Program	X		
Vacation	X		
Holidays	X		
Other time off:			
Jury duty	X		
Bereavement leave	X		
Parental leave:			
Medical leave <i>(short-term disability)</i>	X		
Paid parental leave	X		
Adoption assistance	X		
Voluntary benefits:			
Accident insurance			X
Critical illness insurance			X
Hospital indemnity insurance			X
Auto and homeowners insurance			X
Pet insurance			X
Identity theft protection			X
Discount on day care services		X	

On-site child care and fitness facilities may be available at select Ecolab locations.