



Benefits at a glance

BENEFIT OFFERINGS	Ecolab pays entire cost	Ecolab and you share cost	You pay entire cost
Extended health care <i>Includes health, prescription, dental, vision and hearing care coverage that goes beyond government-provided services</i>		X	
Employee & Family Assistance Program <i>Work/life resources, counseling and service referrals</i>	X		
Life and accident insurance plans:			
Basic Life	X		
Optional Employee Life			X
Spouse Life			X
Child Life			X
Optional Employee/Family Accidental Death and Dismemberment Insurance			X
Business Travel Accident Insurance	X		
Disability:			
Short-term disability	X		
Long-term disability			X
Retirement program:			
Defined Contribution Pension Plan	X		
Registered Retirement Savings Plan (RRSP)			X
Deferred Profit Savings Plan (DPSP) <i>Matching contributions based on employee RRSP contributions</i>	X		

Continued

BENEFIT OFFERINGS	Ecolab pays entire cost	Ecolab and you share cost	You pay entire cost
Employee Share 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		
Vacation	X		
Holidays	X		

This Benefits at a Glance is a summary of the Ecolab Canada benefits program. Where this summary and the official Plan Documents vary, the official Plan Documents are the final authority. This summary (nor its related documents) is not an employment contract or any type of employment guarantee and is not a guarantee of benefits. Ecolab reserves the right to amend or discontinue the plans or reduce, suspend or discontinue future contributions or benefits at any time.