

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 supporting you and your family with comprehensive tools, resources and programs for parents.



COMPREHENSIVE
BENEFITS



FERTILITY
COVERAGE



CIGNA'S HEALTHY
PREGNANCIES,
HEALTHY BABIES



ADOPTION
ASSISTANCE



PAID PARENTAL
LEAVE



CHILD CARE
ASSISTANCE



MILK
STORK



FLEXWORK

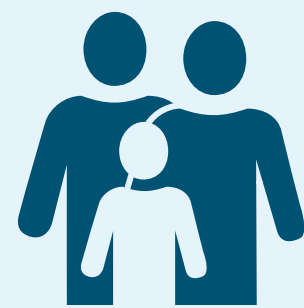


COVERAGE FOR
CHILDREN WITH
SPECIAL NEEDS





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.



Fertility Coverage: Ecolab's health plans include coverage for assisted reproductive services such as in-vitro fertilization and artificial insemination.



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



Adoption Assistance: Ecolab offers reimbursement of eligible expenses associated with adopting a child.



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.



Child Care Assistance: A Flexible Spending Account (FSA) allows you to set money aside tax-free for dependent daycare expenses, and our free Employee Assistance Program (EAP) offers a Child Care Provider Locator. A 10% discount on daycare services is available through the Learning Care Group, which also offers associates emergency back-up child care. On-site daycare centers are available at Ecolab's St. Paul and Naperville locations.



Milk Stork: Partnership with Milk Stork, which offers solutions for traveling nursing moms by providing airline-approved cooler totes and overnight cold-shipping services.



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.



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.