



Divorce

Recognizing the impact divorce can have, we are committed to supporting our associates and their families through this life transition. Explore the comprehensive range of resources tailored to help navigate this journey with resilience and confidence.

Actions	
Update Benefits Coverage	<p>Log on to mybenefits.us.ecolab.com to add or change your benefits coverage within 31 days from divorce date.</p> <p>IMPORTANT! Once your divorce is finalized, your ex-spouse is no longer eligible for Ecolab health coverage as your dependent. If your divorce decree requires you provide health insurance for your former spouse, it is up to you to arrange and pay for the coverage. Your former spouse will have 60 days to enroll COBRA Continuation coverage.</p>
Make Changes to Beneficiaries	<p>When you divorce, you may want to consider reviewing or updating the beneficiaries for your Ecolab benefit plans.</p> <ul style="list-style-type: none">• Life Insurance: Log on to mybenefits.us.ecolab.com or call the Ecolab Benefits Center at 1.800.964.0265• Savings Plan: Log on to netbenefits.com or call Fidelity at 1.800.835.5091• Pension: Call the Ecolab Pension Center at 1.877.854.6541• HSA Bank: Complete this form or call Cigna/HSA Bank at 1.800.900.3791
Update Workday	<p>It's important to keep your employee data current. If you've had a name and/or address change, be sure to update personal information in Workday. Learn how with this Job Aid.</p>

Resources	
MetLife Legal	If you are enrolled, MetLife Legal can help address common legal situations, including divorce. The plan provides access to expert guidance and tools you need to navigate a broad range of personal legal needs. Visit MetLife group legal services at legalplans.com to find a participating attorney or call 1.800.821.6400.
Employee Assistance Program (EAP)	The Confide EAP can help with navigating through this life change, but it's also there to help find solutions to more routine tasks. Learn more about how the Confide EAP can help. Visit mycigna.com (employer ID: ecolab) or call 1.800.900.3791.
PerkSpot	Life is expensive and PerkSpot , our discount program, can help. Browse online to find everyday discounts on thousands of products and services. Visit perksforecolab.perkspot.com or call 1.877.473.9297 for more information.