

# Family Forming

At Ecolab we're proud to support our associates and their growing families. Explore the variety of resources offered to help you grow and care for your family.

Planning	
<b>Fertility</b>	Our health plans include coverage for assisted reproductive services such as in-vitro fertilization and artificial insemination, including testing, treatment, medications and refills. <a href="#">Learn more</a> .
<b>Adoption Assistance</b>	Ecolab provides reimbursement of eligible expenses associated with adopting a child. View the <a href="#">adoption assistance policy</a> to learn more.
<b>Cigna Healthy Pregnancies, Healthy Babies (HPHB)</b>	Learn what you can do to achieve and maintain a healthy pregnancy. Enrolled participants will be paired with an expert specialist who assesses potential risks and, if needed, provides additional support and resources. <a href="#">View our brochure</a> to learn more.

## Employee Assistance Program (EAP)

The Ecolab EAP offers valuable support for you and your household as you grow your family. This includes counseling, support for issues related to family planning, parenting and family dynamics. Visit [mycigna.com](#) (employer ID: ecolab) or call 1.800.900.3791.



Growing	
<b>Virtual Medical</b>	Telemedicine is an affordable, convenient option for minor medical conditions and usually costs less than a traditional doctor's office or urgent care visit. Call 1.888.726.3171, log in to <a href="https://MDLIVEforCigna.com">MDLIVEforCigna.com</a> or download the MDLIVE app.
<b>Comprehensive Benefits</b>	Enroll your child in your Ecolab benefits within the first 31 days of birth or adoption and keep children on your coverage until they are 26. Log on to <a href="https://mybenefits.us.ecolab.com">mybenefits.us.ecolab.com</a> to enroll.
<b>Beneficiaries</b>	Update your beneficiaries to ensure loved ones are protected. <ul style="list-style-type: none"> <li>• Life Insurance: Log on to <a href="https://mybenefits.us.ecolab.com">mybenefits.us.ecolab.com</a> or call the Ecolab Benefits Center at 1.800.964.0265</li> <li>• Savings Plan: Visit <a href="https://netbenefits.com">netbenefits.com</a> or call Fidelity at 1.800.835.5091</li> <li>• Pension: Call the Ecolab Pension Center at 1.877.854.6541</li> <li>• HSA Bank: <a href="#">Complete this form</a> or call Cigna/HSA Bank at 1.800.900.3791</li> </ul>
<b>Short-Term Disability</b>	Short-term disability benefits provides eligible birth mothers paid medical leave (typically 6-8 weeks). Learn more about <a href="#">filing a disability claim</a> and our <a href="#">short-term disability policy</a> .
<b>Paid Parental Leave Policy</b>	Parents, including spouses/domestic partners, can take six weeks of fully paid leave within the first year of a child's birth or adoption. Read the <a href="#">paid parental leave policy</a> for specific details or learn more about <a href="#">filing a claim</a> for parental leave.
<b>MetLife Legal</b>	<b>MetLife Legal</b> can help address common legal situations, including protecting your growing family. The plan provides access to expert guidance and tools you need to navigate a broad range of personal legal needs you may encounter in life. Find a participating MetLife attorney at <a href="https://legalplans.com">legalplans.com</a> or call 1.800.821.6400.
<b>Dental Appointment</b>	Consider making a dental appointment during your pregnancy. Research shows that women with gum disease may be at greater risk of giving birth to a preterm or low birth weight baby. Contact your dental provider to make an appointment.

Working	
<b>Lactation Support</b>	We are committed to providing a supportive environment to enable breastfeeding employees to express milk during work hours. Find out more about <a href="#">lactation support</a> .
<b>Milk Stork</b>	Through our partnership with <b>Milk Stork</b> , nursing associates who need to travel can ship cold breast milk overnight to locations within the U.S. at no cost to the associate.
<b>FlexWork</b>	Our <a href="#">flexible work arrangements</a> help you balance your work and family responsibilities. Explore options including adjusted work hours, job-sharing and part-time work. Flexibility can be in the form of hybrid work arrangements, an alternative work arrangement, or EveryDay Flexibility.
<b>Childcare</b>	With <b>Tootris</b> you can find quality care options to fit your specific family's needs with the largest childcare network. Through the portal or concierge support quickly find, enroll and pay for Child Care in a way that is convenient and affordable.