



Death

Coping with the loss of a loved one is one of life's most difficult challenges. In recognition of this, we have compiled the resources listed below to assist you during this sensitive time.

Actions	
Notify Ecolab	Contact your manager if you need time off due to the death of a loved one. If the death was of an employee, contact the employee's manager directly or the Ecolab Benefits Center at 1.800.964.0265.
Update Benefits	Notify the Ecolab Benefits Center at 1.800.964.0265 to remove deceased from coverages.
Update Beneficiaries	<p>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
Life Insurance	Once Ecolab is notified of the death, and HR has processed the termination, Prudential, our life insurance provider, will send a letter to the beneficiary(ies) regarding the life insurance details, including payment amounts. This usually occurs within 10-14 days of notification.

Resources	
Survivor Support	Ecolab provides a free service through Ayco to help navigate the financial issues following the death of an associate or their spouse/domestic partner. Please contact the Ecolab Benefits Center at 1.800.964.0265 for more information.
MetLife Legal	If you are enrolled, MetLife Legal can help you address common legal situations that arise when a loved one dies. Visit MetLife group legal services at legalplans.com to find a participating attorney or call 1.800.821.6400 to gain access to expert guidance and tools to help you during this time.
Bereavement Leave	With Manager approval, associates can be given paid time off up to five (5) workdays after the death of a family member as defined in the Bereavement Leave policy .
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 routine tasks. Learn more about how the Confide EAP can help. Visit mycigna.com (employer ID: ecolab) or call 1.800.900.3791.