PRESS RELEASES

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Shannon To Step Down At Ecolab; New Chief Financial Officer Announced

ST. PAUL, Minn., June 28, 1999: Ecolab Chairman of the Board Michael E. Shannon announces that he will retire at the end of this year. He has held that post as well as that of Chief Financial and Administrative Officer with the world leader in cleaning and sanitizing products and services for the hospitality, healthcare, food and beverage, and light industrial markets since December, 1995.

Ecolab Chief Executive Officer Al Schuman also announces that L. White Matthews III will join Ecolab on July 1 as Executive Vice President and Chief Financial Officer. Shannon will continue to serve as Chairman and Chief Administrative Officer through the transition period of July through December.

"Mike Shannon has made a substantial positive impact on the company during his 15 years with Ecolab," Schuman said. "He built a very strong financial and administrative staff, brought excellent executive and strategic leadership to the financial management of the company, expanded the capability and effectiveness of our Corporate Development Department, developed strong community and government relations programs and much more. He is a true example of Ecolab's culture of excellence."

Matthews comes to Ecolab from Union Pacific, an $11 billion transportation company, where he spent over 21 years. Most recently, he was Executive Vice President-Finance and Chief Financial Officer for nine years, as well as a member of their Board of Directors. In addition, he had responsibility for three of Union Pacific's operating divisions. Earlier, he was Senior Vice President-Finance and before that Vice President and Treasurer. Previous to that, he spent seven years with Chemical Bank.

He earned his MBA at the Darden School of Business at the University of Virginia and his BS at Hampden-Sydney College.

"White Matthews is well qualified to assist Ecolab in meeting our aggressive growth goals," Schuman said. "Not only does he have excellent financial skills, he has extensive experience in acquisitions. We are pleased to be able to add an executive with his broad base of financial and leadership expertise to our management team."

Shannon commented that "White Matthews has an outstanding reputation throughout the financial community. We are delighted that we were able to attract this seasoned financial professional to Ecolab. He will provide a balanced financial perspective to the company's strategic development, and will be a mentor to the outstanding financial talent we have in the organization."

Ecolab is the leading global developer and marketer of premium cleaning, sanitizing, maintenance and pest elimination products and services for the hospitality, healthcare, food and beverage, and light industrial markets. For the year ended December 31, 1998 Ecolab reported sales of $1.9 billion; including European joint venture sales of $0.9 billion, Ecolab's global sales coverage was $2.8 billion. Ecolab shares are traded on the New York Stock Exchange and the Pacific Exchange under the symbol ECL. Ecolab news releases and other investor information are available on the Internet at http://www.ecolab.com; and by telephone at 1-800-FACT-ECL.

Back to Press Releases