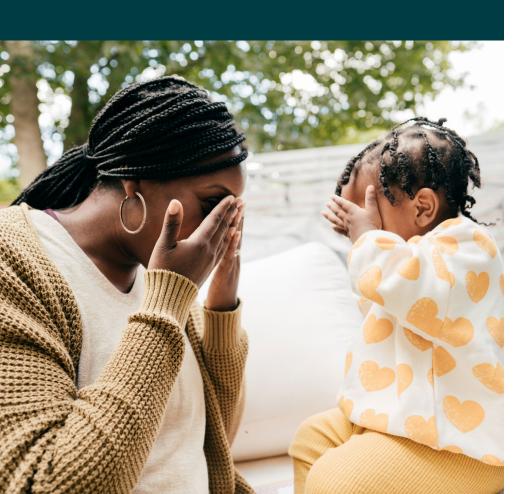
## **AECOM**

Benefits and
Well-Being Resources
to Support Our
African American
Employees and
Their Families



AECOM is committed to supporting the health and well-being of African American employees and their families. Here are a few tips and resources to help put you and your family on the path to good health and well-being.

Health Tips	Resources
Build your social support network	• <u>Join</u> BeBOLD, the Black Employee Resource Group (ERG) in the Americas or the The Ethnic Diversity Network for global employees and follow on Yammer.
	Participate in the Global Well-Being Community.
	Share the monthly U.S. Benefits To-Dos e-newsletter with your family.
Make your physical health a priority	• Find a medical provider that's right for you.
	• Get your <u>annual health exam</u> to screen for illnesses and diseases, so that you can catch them in their early stages
	<ul> <li>Get free supplies with <u>Livongo</u> if you're enrolled in an AECOM U.S. medical plan and have been diagnosed with type 1 or 2 diabetes.</li> </ul>
	• Embrace a healthy lifestyle by participating in the <u>U.S. Well-Being program</u> and the <u>Global Well-Being program</u>
	(and invite your spouse/domestic partner to participate as well).
Take care of your mental health and emotional well-being	Receive free confidential counseling through the <u>GuidanceResources Employee Assistance Program (EAP)</u> .
	• Use our <b>eM Life</b> benefit to build a mindfulness habit and learn to be more present in your daily life.
	• Train your brain and improve your mental health in the same way you train your muscles, with <u>Total Brain</u> .
Reduce stress and find parental resources to help you manage your work and caregiving responsibilities	<ul> <li>Learn more about your <u>Care@Work benefits</u>, including access to family care providers and subsidized backup care.</li> </ul>
	• Learn about AECOM's Paid Parental Leave benefits.
	<ul> <li>Access our comprehensive <u>fertility health care and family-forming benefit</u> through Carrot Fertility (if you're enrolled in an AECOM U.S. medical plan).</li> </ul>
	• Receive up to \$5,000 in Adoption Assistance per eligible adoption.
	• Save and invest for your future with the <b>Employee Stock Purchase Plan (ESPP)</b> and the <b>Retirement &amp; Savings Plan (RSP) – 401(k)</b> .
Improve your financial literacy and well-being	Access tools and resources to help you improve your finances and save for important life events.
	• Connect with a <b>financial advisor</b> for personalized help with your unique financial needs.
	• Learn about tuition reimbursement and other education assistance opportunities.
	• Prepare for a financial emergency with this Financial Well-Being Checklist.
	• Explore options to refinance your student loans and receive free college financial planning with <b>Gradifi</b> .
	• Save on everyday expenses and get discounts on your purchases with <b>Smart Spend</b> .
	• Save and invest for your future with the <b>Employee Stock Purchase Plan (ESPP)</b> and the <b>Retirement &amp; Savings Plan (RSP) – 401(k)</b> .



Visit AECOM's one-stop shop for U.S. benefits, <u>AECOMbenefits.com</u>, to access all benefits information, well-being resources and vendor websites.