

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 |
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| <p>Build your social support network</p> | <ul style="list-style-type: none"> • Join 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. <i>Benefits To-Dos</i> e-newsletter with your family. |
| <p>Make your physical health a priority</p> | <ul style="list-style-type: none"> • Find a medical provider that's right for you. • Get your annual health exam to screen for illnesses and diseases, so that you can catch them in their early stages. • Get free supplies with Livongo if you're enrolled in an AECOM U.S. medical plan and have been diagnosed with type 1 or 2 diabetes. • Embrace a healthy lifestyle by participating in the U.S. Well-Being program and the Global Well-Being program (and invite your spouse/domestic partner to participate as well). |
| <p>Take care of your mental health and emotional well-being</p> | <ul style="list-style-type: none"> • Receive free confidential counseling through the GuidanceResources Employee Assistance Program (EAP). • Use our eM Life 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 Total Brain. |
| <p>Reduce stress and find parental resources to help you manage your work and caregiving responsibilities</p> | <ul style="list-style-type: none"> • Learn more about your Care@Work benefits, including access to family care providers and subsidized backup care. • Learn about AECOM's Paid Parental Leave benefits. • Access our comprehensive fertility health care and family-forming benefit through Carrot Fertility (if you're enrolled in an AECOM U.S. medical plan). • Receive up to \$5,000 in Adoption Assistance per eligible adoption. • Save and invest for your future with the Employee Stock Purchase Plan (ESPP) and the Retirement & Savings Plan (RSP) – 401(k). |
| <p>Improve your financial literacy and well-being</p> | <ul style="list-style-type: none"> • Access tools and resources to help you improve your finances and save for important life events. • Connect with a financial advisor 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 Gradifi. • Save on everyday expenses and get discounts on your purchases with Smart Spend. • Save and invest for your future with the Employee Stock Purchase Plan (ESPP) and the Retirement & Savings Plan (RSP) – 401(k). |



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