



# Benefits and Well-Being Resources to Support Our LGBTQ+ Employees and Their Families

AECOM has received a perfect score on the Human Rights Campaign Foundation's Corporate Equality Index survey for six years in a row.

AECOM is committed to supporting the health, safety and well-being of our LGBTQ+ employees and their families. Here are a few of the many benefits and well-being resources available to support you and your family.

Benefits	For U.S. Employees	For Global Employees (all countries)
Health Plans	<ul style="list-style-type: none"><li>Same-sex and opposite-sex spouse and domestic partner coverage through the U.S. health care and voluntary benefit plans, including coverage for:<ul style="list-style-type: none"><li>Gender confirmation counseling, surgery and therapy for all U.S. <b>medical plans</b>, where legally available.</li><li>Infertility treatment, including artificial insemination, in vitro fertilization and assisted reproduction (GIFT, ZIFT); cryopreservation of eggs and sperm covered in cases of iatrogenic infertility (e.g., cancer), where legally available.</li><li>HIV; prEP drugs at no cost.*</li></ul></li><li>Support for gender affirming procedures and services for employees and covered dependents, including mental health support and counseling, hormone therapy, penectomy, orchiectomy, clitoroplasty, labiaplasty and vaginoplasty (contact your <b>medical carrier</b> for more information on covered procedures and requirements).</li><li><b>2nd.MD</b> services at no cost if you are enrolled in an AECOM U.S. medical plan, including finding a local in-network specialist who meets your needs, collecting and transferring medical records and scheduling appointments.</li></ul> <p><small>* Employees should confirm which prEP drugs and services are covered by their carrier.</small></p>	<ul style="list-style-type: none"><li>Same-sex and opposite-sex spouse and domestic partner coverage through country health plans, including:<ul style="list-style-type: none"><li>Belgium</li><li>Brazil</li><li><b>Canada</b></li><li>France</li><li>Ireland</li><li>Mexico</li><li>Philippines</li><li>South Africa</li></ul></li></ul>
Family Formation	<ul style="list-style-type: none"><li>Comprehensive and inclusive fertility health care and family-forming benefits through <b>Carrot</b> if you are enrolled in an AECOM U.S. medical plan, including support with fertility health, preservation (egg, sperm, embryo), assisted reproduction (e.g., in vitro fertilization), adoption, gestational surrogacy, donor assistance, pregnancy and menopause/low testosterone.</li><li>Up to \$5,000 in <b>Adoption Assistance</b> benefits per eligible adoption.</li></ul>	<ul style="list-style-type: none"><li>Benefits vary by region, please check with your local HR representative.</li></ul>
Life and Accident Insurance	<ul style="list-style-type: none"><li><b>Supplemental life and accidental death &amp; dismemberment (AD&amp;D) insurance</b> to provide financial protection for you and your spouse/DP.</li></ul>	<ul style="list-style-type: none"><li><b>Business Travel Benefits Program</b> to provide financial protection when you and your spouse/DP are on AECOM-approved international business travel.</li></ul>
Leave Benefits	<ul style="list-style-type: none"><li><b>AECOM Paid Parental Leave</b> benefits and <b>Family and Medical Leave Act (FMLA) Leave</b> to support you and your family.</li></ul>	<ul style="list-style-type: none"><li>Maternity, paternity and parental leave benefits above the statutory requirements in Australia, <b>Canada</b>, Hong Kong, Ireland, New Zealand, South East Asia and the U.K. to support you and your family (see your local Employee Handbook).</li></ul>
Caregiving Benefits	<ul style="list-style-type: none"><li>Free <b>Care.com membership</b> providing access to family care providers, subsidized backup care and senior care planning guidance.</li></ul>	<ul style="list-style-type: none"><li>Flexible work arrangements in many countries, including Africa, Australia, Ireland, the Middle East, New Zealand, the Philippines, Singapore, the U.K. and the U.S. to support you and your family (review your local Employee Handbook for more information).</li><li>Discover local parent resources through our <b>GuidanceResources Employee Assistance Program (EAP)</b>.</li></ul>
Well-Being	<ul style="list-style-type: none"><li>You and your spouse/domestic partner can earn a <b>U.S. Well-Being</b> credit toward your medical plan contributions, raffle entries and other rewards.</li><li>Access a variety of resources to be <b>financially well</b> through <b>Education Assistance</b>, the <b>Employee Stock Purchase Plan (ESPP)</b>, <b>Gradifi</b>, the <b>Retirement &amp; Savings Plan (RSP) – 401(k)</b>, <b>Smart Spend</b> and <b>more</b>.</li><li>Improve your mental health with our <b>eM Life</b> and <b>Total Brain</b> benefits, along with <b>EAP</b> resources.</li></ul>	<ul style="list-style-type: none"><li>Access to global well-being resources, activities, challenges and events through the <b>Global Well-Being program</b> and local well-being resources in <b>EMEA</b>, Spain, <b>Australia and New Zealand</b>.</li><li>Receive free counseling and work/life resources through the <b>EAP</b>.</li></ul>
Other	<ul style="list-style-type: none"><li>Easy employee and spouse/DP access to AECOM's one-stop shop for U.S. benefits, <b>AECOMbenefits.com</b>.</li><li>Shareable monthly U.S. <i>Benefits To-Dos</i> e-newsletter.</li><li>A <b>Pride Employee Resource Group (ERG)</b> in the Americas.</li><li>Personalized benefits information through the <b>AECOM Benefits Service Center</b>.</li><li>Easy access to claims and appeal information with your <b>medical plan carrier</b>.</li></ul>	<ul style="list-style-type: none"><li>Easy employee and spouse/DP access to AECOM's one-stop shop for Canada benefits, <b>benefitsatAECOM.com</b>.</li><li>Shareable monthly Canada <i>Benefits To-Dos</i> e-newsletter.</li><li>A Pride ERG in the Americas.</li></ul>



Visit AECOM's one-stop shop for U.S. benefits, [AECOMbenefits.com](https://aecombenefits.com), to access all benefits information, well-being resources and vendor websites.