

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



AECOM is committed to supporting the health, safety and well-being of women, working parents and women of color. Here are some helpful tips and resources for improving your health and well-being.

Health Tips	For U.S. Employees	For Global Employees (all countries)
Make your mental health a priority	<ul style="list-style-type: none">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.Explore more resources to help you be well emotionally through the U.S. Well-Being program and in the U.S. benefits resource center.	<ul style="list-style-type: none">Receive free counseling through our Employee Assistance Program (EAP).Connect one-on-one with a Global Mental Health Ally for confidential support and guidance to resources that can help.Access global and local mental health resources at WellBeingAtAECOM.com.
Embrace a healthy lifestyle	<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.Participate in the U.S. Well-Being program.	<ul style="list-style-type: none">Get your annual health checkup using this Guide and Checklist.Participate in the Global Well-Being program and enjoy the many well-being activities, resources and services available in your country through AECOM or your health care provider.Take advantage of our global fitness benefit.
Improve your financial literacy and well-being	<ul style="list-style-type: none">Access tools and resources to help you improve your finances and save for important life events.Prepare for a financial emergency with this Financial Well-Being Checklist.Connect with a financial advisor for personalized help with your unique financial needs.Learn about tuition reimbursement and other education assistance opportunities.Explore options to reduce your student loans and receive free college financial planning with Gradifi.Save on everyday expenses with Smart Spend.Save and invest for your future with the Employee Stock Purchase Plan (ESPP) and the Retirement & Savings Plan (RSP) – 401(k).	<ul style="list-style-type: none">Discover global and by country financial well-being resources.Learn about AECOM's Employee Purchasing Programs.
Remember that to care for others, you have to take care of yourself	<ul style="list-style-type: none">Learn about AECOM's Paid Parental Leave benefits.Use your Care.com benefits, which provide access to family care providers, subsidized backup care and senior care planning guidance.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.	<ul style="list-style-type: none">Take care of yourself with this self-care resource.Learn about AECOM's local maternity, paternity and parental leave benefits in Australia, Canada, Hong Kong, Ireland, New Zealand, South East Asia and the U.K. by reviewing your local Employee Handbook.Learn about flexible work support through Freedom to Grow.Discover local parent resources through our EAP.
Build your social support network	<ul style="list-style-type: none">Join AEMOMs or the Women's Employee Resource Group (ERG) in the Americas and follow on Yammer.	<ul style="list-style-type: none">Connect with colleagues worldwide in the Global Well-Being Community.Celebrate your colleagues' professional achievements and personal life events with Kudos.Share important benefits and well-being information with your family and colleagues. Many communications and websites, including the Global Well-Being website, include an easy-to-use share button.



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