

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"><li>• Use our <b>eM Life</b> benefit to build a mindfulness habit and learn to be more present in your daily life.</li><li>• Train your brain and improve your mental health in the same way you train your muscles with <b>Total Brain</b>.</li><li>• Explore more resources to help you be well emotionally through the <b>U.S. Well-Being program</b> and in the <b>U.S. benefits resource center</b>.</li></ul>	<ul style="list-style-type: none"><li>• Receive free counseling through our <b>Employee Assistance Program (EAP)</b>.</li><li>• Connect one-on-one with a <b>Global Mental Health Ally</b> for confidential support and guidance to resources that can help.</li><li>• Access global and local mental health resources at <b>WellBeingAtAECOM.com</b>.</li></ul>
Embrace a healthy lifestyle	<ul style="list-style-type: none"><li>• <b>Find a medical provider</b> that's right for you.</li><li>• Get your <b>annual health exam</b> to screen for illnesses and diseases so that you can catch them in their early stages.</li><li>• Participate in the <b>U.S. Well-Being program</b>.</li></ul>	<ul style="list-style-type: none"><li>• Get your annual health checkup using this <b>Guide</b> and <b>Checklist</b>.</li><li>• Participate in the <b>Global Well-Being program</b> and enjoy the many well-being activities, resources and services available in your country through AECOM or your health care provider.</li><li>• Take advantage of our global <b>fitness benefit</b>.</li></ul>
Improve your financial literacy and well-being	<ul style="list-style-type: none"><li>• Access <b>tools and resources</b> to help you improve your finances and save for important life events.</li><li>• Prepare for a financial emergency with this <b>Financial Well-Being Checklist</b>.</li><li>• Connect with a <b>financial advisor</b> for personalized help with your unique financial needs.</li><li>• Learn about tuition reimbursement and other <b>education assistance</b> opportunities.</li><li>• Explore options to reduce your student loans and receive free college financial planning with <b>Gradifi</b>.</li><li>• Save on everyday expenses with <b>Smart Spend</b>.</li><li>• 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>.</li></ul>	<ul style="list-style-type: none"><li>• Discover global and by country <b>financial well-being resources</b>.</li><li>• Learn about AECOM's <b>Employee Purchasing Programs</b>.</li></ul>
Remember that to care for others, you have to take care of yourself	<ul style="list-style-type: none"><li>• Learn about AECOM's <b>Paid Parental Leave benefits</b>.</li><li>• Use your <b>Care.com benefits</b>, which provide access to family care providers, subsidized backup care and senior care planning guidance.</li><li>• Access our comprehensive <b>fertility health care and family-forming benefit</b> through Carrot Fertility (if you're enrolled in an AECOM U.S. medical plan).</li><li>• Receive up to \$5,000 in <b>Adoption Assistance</b> per eligible adoption.</li></ul>	<ul style="list-style-type: none"><li>• Take care of yourself with this <b>self-care resource</b>.</li><li>• Learn about AECOM's local maternity, paternity and parental leave benefits in Australia, <b>Canada</b>, Hong Kong, Ireland, New Zealand, South East Asia and the U.K. by reviewing your local Employee Handbook.</li><li>• Learn about flexible work support through <b>Freedom to Grow</b>.</li><li>• Discover local parent resources through our <b>EAP</b>.</li></ul>
Build your social support network	<ul style="list-style-type: none"><li>• <b>Join</b> AEMOMs or the Women's Employee Resource Group (ERG) in the Americas and follow on Yammer.</li></ul>	<ul style="list-style-type: none"><li>• Connect with colleagues worldwide in the <b>Global Well-Being Community</b>.</li><li>• Celebrate your colleagues' professional achievements and personal life events with <b>Kudos</b>.</li><li>• Share important benefits and well-being information with your family and colleagues. Many communications and websites, including the <b>Global Well-Being website</b>, include an easy-to-use share button.</li></ul>



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.