

AECOM U.S. Benefits

For your world.

Protect your family's financial well-being and security with voluntary benefits.

2025 Voluntary Benefits Guide

[Accident Insurance](#) ▶

[Critical Illness Insurance](#) ▶

[Hospital Indemnity Insurance](#) ▶

[Identity Theft Services](#) ▶

Accident Insurance

Accident Insurance pays you a one-time lump-sum payment if you or a covered family member is in a covered accident. You can use the payment however you'd like.

If you choose to enroll in this benefit, coverage is guaranteed — you don't need to provide any information about your health.



If you want this benefit for 2025 (and aren't already enrolled in it), you must elect it during Benefits Open Enrollment (or as a new hire).

2025 Benefit	
Carrier	Allstate*
How it works	Pays benefits to the insured for covered accidents after the effective date while coverage is in force
Outpatient physician's treatment	\$50
Emergency care treatment	\$200
CT and MRI	\$100
Diagnostic exam (X-ray or lab)	\$400
Ambulance – ground/air	\$400 ground \$1,200 air
Accident follow-up	\$100 per day 2 x per accident per covered person
Concussion	\$600
Urgent care	\$200
Appliances	\$250
Prosthetic device/artificial limb	\$1,000 for one \$2,000 for multiple
Physical therapy	\$60 per day 6 x per accident
Closed dislocations	Up to \$8,000
Closed fractures	Up to \$8,000
Blood/plasma/platelets	\$600
Eye injury	\$200
Ruptured disc	\$1,000
Tendon/ligament/rotator cuff	\$1,000
Torn knee cartilage surgery	\$1,000
Lacerations	\$100
Lodging	\$200
Transportation	Up to \$500
Your cost**	Varies depending on the coverage level you elect.
For more information	allstatevoluntary.com/AECOM 888.282.2550

* Allstate Benefits (AB) is the marketing name used by American Heritage Life Insurance Company (Home Office, Jacksonville, FL), a subsidiary of The Allstate Corporation.

**You can find specific costs when you enroll at myAECOMbenefits.com during Benefits Open Enrollment or as a new hire.

Critical Illness Insurance

Critical Illness Insurance pays a benefit if you or a covered family member is treated for a major medical event, such as a heart attack or stroke, or is diagnosed with a critical illness, such as cancer or end-stage kidney disease.

If you choose to enroll in this benefit, coverage is guaranteed — you don't need to provide any information about your health.



If you want this benefit for 2025 (and aren't already enrolled in it), you must elect it during Benefits Open Enrollment (or as a new hire).

2025 Benefit	
Carrier	Allstate*
Coverage options	Employee coverage: \$7,500, \$15,000 or \$30,000 Spouse and/or child(ren) coverage: \$3,750, \$7,500 or \$15,000 (spouse and child can get up to 50% of the employee's amount)
How it works	Pays you a benefit when a covered critical illness is diagnosed
Additional occurrence waiting period (cancer can have different waiting periods)	0 days in between diagnosis
Reoccurrence waiting period (cancer can have different waiting periods)	6 months in between diagnosis
<ul style="list-style-type: none"> • Benign tumor • Blindness • Coma • End-stage renal (kidney) failure • Heart attack • Invasive cancer • Loss of speech or hearing • Major organ transplant/failure • Paralysis • Stroke 	100%
Coronary artery disease	25%
Carcinoma in situ	25%
Multiple sclerosis	25%
Skin cancer	\$250
Additional covered diseases**	25%
Your cost***	Varies depending on your age, who you cover and the amount of coverage you choose.
For more information	allstatevoluntary.com/AECOM 888.282.2550

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** Adrenal Hypofunction (Addison's Disease), Lou Gehrig's Disease (ALS), Bacterial Meningitis, Cerebral Palsy, Cystic Fibrosis, Diphtheria, Encephalitis, Huntington's Chorea, Legionnaire's Disease, Malaria, Muscular Dystrophy, Myasthenia Gravis, Necrotizing Fasciitis, Osteomyelitis, Poliomyelitis, Rabies, Scleroderma, Sickle Cell Anemia, Systemic Lupus, Tetanus

***You can find specific costs when you enroll at myAECOMbenefits.com during Benefits Open Enrollment or as a new hire.

Hospital Indemnity Insurance

Did you know that the average cost of a three-day hospital stay is approximately \$30,000? Hospital Indemnity Insurance pays you a benefit when you're confined in a hospital for an accident, an illness or a pregnancy.

Coverage is guaranteed — you don't need to provide any information about your health.

2025 Benefit	
Carrier	Allstate*
How it works	Pays benefits to you for a covered hospital stay, with no reduction due to your age
Hospital admission	\$1,150 admission per incident
Hospital stay	\$150 per day, 10 days per visit (no maximum number of incidents)
Hospital intensive care unit stay	\$300 per day, 10 days per visit — pays in addition to hospital stay
Substance abuse hospital stay	\$150 per day, 10 days per visit (no maximum number of incidents)
Mental and nervous disorder stay	\$150 per day, 10 days per visit (no maximum number of incidents)
Your cost**	Varies depending on the coverage level you elect.
For more information	allstatevoluntary.com/AECOM 888.282.2550

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**You can find specific costs when you enroll at myAECOMbenefits.com during Benefits Open Enrollment or as a new hire.



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Identity Theft Services

Identity Theft Services can protect you and your family from the cost and inconvenience of identity theft and can assist you in recovering your credit and credentials if your identity is ever stolen. Our Identity Theft Services partner is Allstate Identity Protection.

You can choose between two options: Pro plan and Pro Plus plan.

The Pro Plus plan option includes all the features of the Pro plan option plus some additional features.

Pro Plan 2025 Benefits	Pro Plus Plan 2025 Benefits
<ul style="list-style-type: none">• At-a-glance insight into your risk• Updates on scams relevant to you• Comprehensive identity and financial monitoring• Dark web monitoring• Full-service remediation and resolution support• Up to \$1 million in expense reimbursement for stolen funds due to identity theft	<ul style="list-style-type: none">• At-a-glance insight into your risk• Updates on scams relevant to you• Comprehensive identity and financial monitoring• Dark web monitoring• Full-service remediation and resolution support• Up to \$1 million in expense reimbursement for stolen funds due to identity theft <p>Additional features of the Pro Plus plan:</p> <ul style="list-style-type: none">• Allstate Digital Footprint®, a privacy tool that shows where your data lives online and how it might be exposed• Tri-bureau credit monitoring with annual reporting and credit score• Ability to lock your TransUnion credit report in a click and get credit freeze assistance• And more.

Certain restrictions, conditions and limitations may apply.

Your cost for coverage depends on the option you choose. You'll be able to see the cost per paycheck when you enroll.

For a complete list of available Identity Theft Services, go to myaip.com/exchange or call 855.969.3373.



If you want this benefit for 2025 (and aren't already enrolled in it) or you want to enroll in the new Pro Plus plan option, you must elect it during Benefits Open Enrollment (or as a new hire).

Legal Services

The Legal Services plan gives you access to legal advice and representation from an attorney. Similar to health insurance, legal insurance covers your fees for working with network attorneys on hundreds of covered legal issues.

2025 Benefit	
Carrier	MetLife Legal Plan
How it works	Provides legal advice and representation for most personal legal matters
Revocable trusts	100% covered
Divorce	20 hours
Debt collection defense	100% covered
Garnishment defense	100% covered
State & local tax audits	100% covered
Purchase and sale of homes (including secondary and vacation homes)	Covered
Affidavits	100% covered
Your cost	\$14.90 per employee per month (covers your spouse/domestic partner and dependents)
For more information	info.legalplans.com 800.821.6400



If you want this benefit for 2025 (and aren't already enrolled in it), you must elect it during Benefits Open Enrollment (or as a new hire).

This overview provides information on various AECOM benefit plans, including an overview of updates for 2025. Benefits and eligibility may differ by service contract agreement, collective bargaining agreement or other contract. If any information in this guide conflicts with the information outlined in any plan document or insurance policy, the plan document or insurance policy will govern. AECOM reserves the right to amend, modify or terminate these plans at any time. This guide does not constitute a contract of employment. Legal notices related to your benefits are available on myAECOMbenefits.com. You can request a hard copy by calling the AECOM Benefits Service Center.

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