

# COBRA Coverage



Upon termination from AECOM, you will become eligible for COBRA (the Consolidated Omnibus Budget Reconciliation Act), which means you can continue your group health care coverage when your AECOM coverage ends. This includes medical, dental and vision coverage.

You can continue your coverage under the plan in which you are currently enrolled. For example, if you are currently covered by the Cigna Bronze medical plan, you will be offered the Cigna Bronze medical plan when you elect COBRA coverage. If you have a qualifying life event that coincides with AECOM's Open Enrollment period, you will be able to choose from all of the plans available during Open Enrollment.

## Modeling your cost for COBRA coverage

To see a preview of your COBRA options and associated costs, follow these steps:

1. Log in to your personalized benefits account at [myAECOMbenefits.com](https://myAECOMbenefits.com) and select the "Life Changes" tab. Then click "Continuing Coverage Through COBRA" in the right-hand column.
2. You'll see key features of COBRA and more information about how it works. If you'd like more details about your options and costs, click the red "Preview" button.
3. Answer two simple questions: What is the anticipated date of your COBRA qualifying event (i.e. your anticipated termination date), and will your address change when you start COBRA coverage? After you answer the questions, click the "Continue" button.
4. You'll see a preview of the options that will be available to you on your COBRA start date. You can see how your costs would change by selecting the "View/Change" button next to each plan.

When you use the modeling tool, you may view your cost for COBRA coverage as monthly and annual dollar amounts, but you will pay for COBRA on a monthly basis once you enroll. To see the monthly premium when using the tool, click on the "Your Monthly Cost" tab.

## Enrolling for COBRA coverage

If you qualify for COBRA, you will receive a COBRA notification mailing at home within 2 - 3 weeks after your AECOM coverage ends as well as a COBRA notification in your personalized benefits account at [myAECOMbenefits.com](https://myAECOMbenefits.com). Simply follow the link in that notification to enroll in your COBRA coverage.

Know that when you make your elections, you can drop coverage for dependents, but you cannot add dependents to your COBRA coverage if they weren't already covered on your plan. You may only add dependents to your coverage if you experience a qualifying life event (such as marriage or divorce).

If you have questions, please contact the **AECOM Benefits Service Center** at **844.779.9567** (+1 312.843.5091 outside the U.S.) Monday – Friday, 8 a.m. – 8 p.m. Central Time.