

# 2024 U.S. Benefits and Well-Being Resource Guide


[AECOMbenefits.com](https://AECOMbenefits.com)
[WellBeingAtAECOM.com](https://WellBeingAtAECOM.com)

## Accident, Critical Illness and Hospital Indemnity Insurance (available to regular full- and part-time employees)

### Allstate

- Pays a cash benefit, and the employee decides how the money is spent
- Employees can elect upon hire, during Benefits Open Enrollment or within 31 days of a qualifying life event



## Auto Insurance (available to all employees)

### Liberty Mutual

### MetLife

### Travelers

- Discounted Auto Insurance rates
- Choice of carriers: Liberty Mutual, MetLife and Travelers
- Employees can elect anytime by contacting the carrier directly



## Bill Negotiation (available to all employees)

### Medical Cost Advocate

- Health care and billing experts who assist with large bills from out-of-network providers
- Support with large bills from out-of-network providers
- Can help employees save 20% or more



## Business Travel (available to all employees)

### International SOS

- Protection for employees on international business travels
- Support for pre-trip planning, travel assistance, medical assistance, medical evacuation and critical incidents



## Caregivers (available to all employees)

### Care.com

- Employees can search for caregivers for their family, pets and home
- Personalized assistance and expert advice on caregiving and senior care planning
- Subsidized back-up care for children, pets and adults



## Dental, Medical, Vision (Medical available to all employees, Dental and Vision available to regular full- and part-time employees)

### Aon Active Health Exchange

- Variety of plan options, carriers and costs available
- Specific options depend on where an employee lives
- Employees can elect or update benefits upon hire, during Benefits Open Enrollment or after a qualifying life event

## Diabetes Management (available to employees enrolled in an AECOM-sponsored medical plan)

### Livongo

- Provides diabetes supplies and support at no cost, including advanced glucose meter, unlimited test strips and supplies
- Expert advice from Certified Diabetes Educators 24/7
- Mobile app to reorder supplies, see trends in glucose readings and receive personalized tips



## Discounts and Savings (available to regular full- and part-time employees; discounts for all employees)

### Purchasing Power

- Finance large purchases, such as appliances and computers
- Automatic payment deductions, no penalty fees and low interest
- Free financial well-being assessments, tools and resources



### LifeMart Discounts (Care.com)

- Access to hundreds of online discounts to save money on major brands and everyday essentials
- Exclusive offers on child care, education, nutrition services and more through a members-only online discount program



## Employee Assistance Program (EAP) (available to all employees)

### ComPsych

- Free and confidential mental health support 24/7
- Five free sessions by phone per issue, per year, per household family member
- Resources for a variety of personal needs (moving to a new home, preparing for a new baby, setting a budget, welcoming a new pet, getting ready to retire and more)



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## Family Forming Benefit (Carrot) (available to employees enrolled in an AECOM-sponsored medical plan)

### Carrot

- Assistance for all types of growing families and all paths to parenthood
- Includes free support services — including emotional support — for adoption, surrogacy, fertility, menopause, low testosterone and more

CARROT

## Health Savings Account (HSA) (available to employees enrolled in an AECOM-sponsored high deductible health plan)

### Merrill

- Employees can use pre-tax dollars to pay for deductibles and other qualified expenses
- Whatever is not used can be saved and invested for the future, helping build a nest egg for future health care expenses



## Legal (available to regular full- and part-time employees)

### MetLife Legal Plans

- Advice or representation from an attorney
- Covers fees for working with network attorneys on hundreds of covered legal issues
- With a network attorney, there are no fees, deductibles or copays



## Life & Accidental Death & Dismemberment (AD&D) Plans (available to regular full- and part-time employees)

### The Hartford

- Help for family members in maintaining a standard of living if something happens
- Free, automatic basic coverage for employees



## Medical Advice and Second Opinions (available to employees enrolled in an AECOM-sponsored medical plan)

### 2nd.MD

- Free access to expert medical advice and second opinions for health concerns from some of the country's leading medical providers
- Help in receiving the right diagnosis and the right course of treatment — all at no cost
- Connect with a board-certified, leading doctor by video or phone within three to five days of a request



## Personalized Benefits (available to all employees)

### Alight

- Employees can find personalized benefits information and make benefit elections through the AECOM Benefits Service Center



## Pet Insurance (available to all employees)

### Nationwide

- Employees can protect their pet's health
- Coverage for hundreds of conditions, from wellness care to significant medical incidents
- Elect anytime by contacting the carrier directly



## Retirement & Savings Plan (available to all employees)

### Merrill

- Save and invest for the future through the 401(k) plan
- All employees are immediately eligible to participate upon hire and can enroll within one to two weeks of their hire date



## Student Loans (available to all employees)

### Gradifi

- Helps employees plan for future college costs or manage student loan debt
- College financial planning, student loan refinancing and counseling services



## Travel (available to all employees)

### GeoBlue

- Affordable, comprehensive coverage for travel outside the U.S. for personal reasons
- Supplements any coverage offered by medical insurance
- Includes claims support, translation services, a direct bill payment option and more



## Well-Being (available to all employees)

### eM Life (eMindful)

- Learn mindfulness to raise awareness and manage stressors
- Live and on-demand mindfulness programs proven to build health, happiness and performance



### Koa

- On-demand mental health support



### Total Brain

- Complete library of self-care tools, including brain training, meditation, breathing techniques, music



### WebMD

- Variety of well-being activities and resources in the U.S. Well-Being program
- Help with goal setting, tracking progress and maintaining motivation
- Employees and spouses/domestic partners can earn rewards, including a medical plan discount

