



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

### Allstate

- Helps pay out-of-pocket medical costs and other expenses that add up after an accidental injury
- Plan pays a cash benefit for accidental injuries, and the employee decides how the money is spent
- Employees can elect Accident Insurance as a new hire, during Benefits Open Enrollment or within 31 days of a qualifying life event



## Auto Insurance (available to all employees)

### Liberty Mutual

- Discounted Auto Insurance rates
- Choice of three different carriers is available:  
Liberty Mutual, MetLife and Travelers



### MetLife

### Travelers

- Employees can elect Auto Insurance anytime by contacting the carrier directly

## Bill Negotiation (available to all employees)

### Medical Cost Advocate

- Health care and billing experts
- Support with large bills from out-of-network providers
- Negotiators are available to partner with employees and providers to make sure the amount billed is appropriate; negotiations can help employees save 20% or more



## Business Travel (available to all employees)

### International SOS

- Protection and support for employees on international business travels
- Support for needs, including pre-trip planning, travel assistance, medical assistance, medical evacuation coordination 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



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

### Aon Active Health Exchange

- A variety of plan options, carriers and costs are available
- Specific options available 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 (\$200 value), unlimited test strips and supplies and expert coaching advice from Certified Diabetes Educators 24/7 by phone, text or mobile app
- Mobile app makes it easy for employees to reorder supplies, see trends in their glucose readings and receive personalized tips



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

### ComPsych

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



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

### Purchasing Power

- Employees can finance large purchases, such as appliances and computer systems, with automatic payment deductions, no penalty fees and low interest
- Free assessments, tools and resources on topics such as saving on a tight budget, improving credit scores, tax planning and more



## Everyday Savings (continued) (available to all employees)

### Smart Spend

- Savings and discounts on everyday expenses, as well as tools and tips for financial well-being
- Discounts at more than 900 retailers, including Target, Macy's, Dell, Hotels.com, Sephora and many more
- Special pricing on gym memberships, group fitness classes and weight-loss programs



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

### Merrill

- Allows employees to spend less on current health care expenses and save for their future
- 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
- Legal insurance covers fees for working with network attorneys on hundreds of covered legal issues; plan covers employees and eligible family members
- 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 (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

**NOTE:** Certain benefits are available to regular full- and part-time employees, and limited benefits are available to casual or part-time variable and temporary employees



## Pet Insurance (available to all employees)

### Nationwide

- Employees can protect their pet's health, from wellness care to significant medical incidents
- Coverage for hundreds of conditions
- Employees can elect Pet Insurance 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, including part-time and temporary employees, are immediately eligible to participate in the retirement savings plan upon hire and will have an opportunity to 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 employees and their covered family members when traveling outside the U.S. for personal reasons
- Supplements any coverage offered by the employee's medical insurance carrier
- Coverage includes claims support, translation services, a direct bill payment option and more



## Well-Being (available to all employees)

### eM Life (eMindful)

- Employees can learn mindfulness to raise their awareness and manage stressors
- Live and on-demand mindfulness programs proven to build health, happiness and performance



### Total Brain

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



### WebMD

- Suite of tools to help employees and spouses/domestic partners reach well-being goals
- Help with goal setting, tracking progress, maintaining motivation and access to resources and information
- Earn rewards, including a medical plan discount, by taking part in well-being challenges, accessing health coaching and more

