

Life Insurance

***Hope for the best, plan for the worst.
Protect your loved ones.***

Choose the amount of life insurance coverage that's right for you and your family.

Life insurance protects your family financially in the event of a death. AECOM automatically provides basic life insurance for you free of charge (see "Imputed Income") below. If you decide your family needs more protection, you can buy supplemental coverage for yourself and dependents.

Life insurance plans are administered by The Hartford.

Things to Consider

✓ Cost per paycheck

Your cost to purchase supplemental life insurance is based on your or your spouse/domestic partner's age and how much coverage you buy. Your cost automatically increases as you or your spouse/domestic partner enters a new age bracket or your salary increases. The AECOM Benefits Service Center will notify you of the increase one month before your or your spouse's/domestic partner's birthday or as soon as administratively possible. Your payroll contributions will increase automatically the month following that birthday.

✓ Your family's needs

Remember that life insurance is intended to help protect your family financially if a covered family member dies. Would you have enough money to pay funeral expenses? Would you need to replace an income? Every situation is different, so consider your family situation carefully.

✓ EOI requirements

In order to buy certain levels of supplemental life insurance coverage, you'll need to prove that you are in good physical health. This is called providing evidence of insurability (EOI).

If EOI is required, you will receive instructions on how to access the form as you complete your enrollment online. Please fill out the form and submit it promptly. Full coverage won't take effect until the carrier approves your coverage.

If you don't submit the EOI form or it is not approved, you'll receive the highest level of coverage that doesn't require EOI, if any.

✓ Life insurance decreases at age 65

The original amount of your basic life insurance and your or your spouse/domestic partner's supplemental life insurance benefit will reduce by 35% when you or your spouse/domestic partner turns age 65. At age 70, the original benefit will reduce by 50%. All amounts are rounded to the next higher \$1,000.



Protect your loved ones by updating your beneficiaries

When enrolling in life insurance, you'll be prompted to designate your beneficiary(ies) — the person or persons you want to receive your life insurance benefit if you die. You can change beneficiaries at any time and, in fact, it's a good idea to review and update your beneficiary information to make sure all the information is complete and up to date. If you die and have no beneficiaries on file or if your beneficiary information is outdated, there could be a significant delay in payment (or no payment at all) during an already challenging time for your loved ones.

You can review and update your beneficiary information at myAECOMbenefits.com.

Imputed Income

Federal tax law requires you to pay taxes on the cost of basic life insurance coverage over \$50,000. This is called "imputed income" and will be added to your gross taxable income. It will be included on your paychecks and on your Form W-2 each year. The amount of imputed income is based on your age and coverage amount.

Accidental Death and Dismemberment (AD&D) Insurance

Accidents happen. It's a fact of life.

But you can soften the financial impact of an accidental death or injury.

AD&D benefits protect your family financially in the event of a tragic accident. AECOM automatically provides basic AD&D coverage for you free of charge. If you decide you or your family needs more protection, you can buy AD&D coverage for yourself and your family.

AD&D plans are administered by The Hartford.

Things to Consider

✓ **Cost per paycheck**

The cost of supplemental AD&D coverage is based on the level of coverage you elect. You'll be able to see the cost per paycheck for your options when you enroll.

✓ **Your life insurance election(s)**

Remember that AD&D coverage is intended to help protect your family financially if you or a covered family member dies or suffers a serious injury resulting from an accident. **Because AD&D only pays a benefit in the event of an accident, it is not a substitute for life insurance.**

✓ **AD&D insurance decreases at age 65**

The original amount of your basic and supplemental AD&D insurance benefit will reduce by 35% when you turn 65. At age 70, the original benefit will reduce by 50%. All amounts are rounded to the next higher \$1,000.



Choose Your Beneficiaries

Just as with life insurance, you need to designate beneficiaries for your AD&D benefit.