

# AECOM Benefits to Support Our Veteran Employees and Their Families

## Quick Facts

Every year on November 11 — Veterans Day (Armistice Day or Remembrance Day in some countries) — we recognize and celebrate the service of veterans. There are 45 million veterans worldwide, many of whom face additional and unique challenges on their well-being journey.

Military service can take its toll — only a very small percentage of veterans rate their current overall health as “excellent” compared to civilians.



**70%** of veterans suffer from service-related injuries, such as musculoskeletal or joint injuries.

**30%**

of veterans have disabilities because of their service.

Veterans experience higher rates of mental health issues, depression, substance abuse and post-traumatic stress disorder compared to civilians.



Almost 1 in 10 veterans ages 26 – 49 had a major depressive episode last year.

## AECOM Support

**7000+**

have been assisted during their transition from the Armed Forces by American Corporate Partners (ACP), a long-time partner of AECOM.

To date, 280 AECOM employees have mentored 369 veterans through the ACP program.



## Helpful Benefits and Well-Being Resources

AECOM is committed to supporting the health, safety and well-being of our veteran and active duty employees and their families. Here is just a sampling of resources we provide to help you feel empowered to make your well-being a priority every day.

Health Tips	For U.S. Employees	For Global Employees (all countries)
<b>Improve your physical health</b>	<ul style="list-style-type: none"> <li>Choose <b>health care benefits</b> for your needs.</li> <li>Receive free preventive care in our <b>medical, dental</b> and <b>vision</b> plans.</li> <li>Find a medical specialist who understands your unique health care needs with <b>2nd.MD</b>.</li> <li>Explore <b>resources</b> for nutrition, exercise, sleep and other healthy behaviors.</li> </ul>	<ul style="list-style-type: none"> <li>Take this quick <b>assessment</b> to check in on and get tips for your physical well-being.</li> <li><b>Practice prevention</b> to protect your health with our <b>country-specific health screenings guide</b>.</li> <li>Find great resources to help you <b>be active</b> and <b>eat smart</b>.</li> <li>Get better quality sleep with <b>myStrength</b> and other <b>sleep</b> resources.</li> </ul>
<b>Protect your mental health</b>	<ul style="list-style-type: none"> <li>Learn mindfulness to manage stressors with <b>Journey Forward</b>, developed and led by Veterans, and other <b>eMindful</b> programs.</li> <li>Train your brain to manage your mental health with <b>Total Brain</b>.</li> <li>Explore more <b>resources</b> to help you be well emotionally.</li> </ul>	<ul style="list-style-type: none"> <li>Take this quick <b>assessment</b> to check in on your mental health.</li> <li>Receive free counselling through our <b>EAP</b>.</li> <li>Build resilience and cope with your emotions with <b>myStrength</b>.</li> <li>Find more ways to <b>mind your mental health</b>, including global and by country resources.</li> </ul>
<b>Power up your finances</b>	<ul style="list-style-type: none"> <li>Save and invest for <b>retirement</b>, with help from AECOM.</li> <li>Connect with a <b>financial advisor</b> for personalized help with your unique financial needs.</li> <li>Access more <b>free financial resources</b>.</li> </ul>	<ul style="list-style-type: none"> <li>Take this quick <b>assessment</b> to check in on your financial well-being.</li> <li>See 10 tips for building your <b>financial security</b>.</li> <li>Prepare for a financial emergency with this <b>checklist</b>.</li> <li>Find more global and by country <b>financial well-being resources</b>.</li> </ul>
<b>Boost your career</b>	<ul style="list-style-type: none"> <li>Learn about tuition reimbursement and other <b>education assistance</b> opportunities.</li> <li>Reduce and manage your student loan debt with <b>Gradifi</b>.</li> </ul>	<ul style="list-style-type: none"> <li>Explore <b>resources</b> to help you communicate well, solve complex problems and improve your intellectual well-being.</li> <li>In Canada, DCS employees are eligible for <b>Education Assistance</b>.</li> <li>If you work outside the U.S. and Canada, check with your HR representative for information on local programs.</li> </ul>
<b>Care for your loved ones</b>	<ul style="list-style-type: none"> <li>Use <b>Care.com</b> to find caregivers and for subsidized backup care.</li> <li>Explore our <b>parenting resources</b> and <b>leave of absence benefits</b>.</li> <li>Get the right amount of <b>life and AD&amp;D insurance</b>.</li> </ul>	<ul style="list-style-type: none"> <li>Explore <b>global and by country resources</b> to help you care for your family.</li> </ul>
<b>And more</b>	<ul style="list-style-type: none"> <li>Explore all U.S. <b>benefits</b> and <b>resources</b>.</li> <li>Learn how our <b>U.S. Well-Being program</b> can help you be well.</li> <li>Use our free <b>Advocacy Service</b> for personalized help choosing and using your benefits based on your unique needs.</li> </ul>	<ul style="list-style-type: none"> <li>Learn about flexible work support through <b>Freedom to Grow</b>.</li> <li>Visit <b>WellBeingAtAECOM.com</b> for daily well-being moments, the <b>Well-Being Wheel</b> and more.</li> <li>Visit the Global <b>Well-Being Resource Center</b> for many more resources, including global and by country resources.</li> </ul>