

# Care for what matters most

We believe that when you feel supported in every part of your life, you can thrive — at work and beyond.

**Your wellbeing is a shared priority.** Our benefits and wellbeing program is more than a set of resources. It's a partnership to encourage a healthier, more fulfilled, and more resilient you, for you and your family. Together, we can find balance and meet your unique needs — so you can grow and thrive with intention.

## We are focused on four essential pillars:

### Physical Wellbeing



We provide access to resources that help you maintain health, energy, vitality and safety.

- **Crisis24** provides protection and support when you're traveling for business.

### Financial Wellbeing



We help you feel more confident about your financial wellbeing today and in the future.

- **The Employee Assistance Program (EAP)** offers resources and guidance to help make managing finances easier and more meaningful.

### Emotional Wellbeing



We encourage connection, compassion and stress management.

- **EAP** provides 24/7 confidential support for personal life challenges, including access to Koa Care 360, a digital tool to help manage stress and mood.
- **Kudos** is our recognition platform that allows you to recognize colleagues and celebrate milestone work anniversaries.

### Career Wellbeing



We support your growth and development today, and guide next steps for tomorrow.

- **AECOM University** is the home for all learning and development opportunities.
- **Career Paths** is our framework that helps you envision your career growth.
- **Career Model** provides transparency as to what's expected of you at every level.

### Additional Time Off

To help you celebrate your special day, you're invited to take a half day off work on your birthday. Enjoy the time to relax, recharge, or celebrate however you choose — you deserve it!

To learn more about our benefits and wellbeing programs, visit [benefits.aecom.com](https://benefits.aecom.com).

For additional questions, please open a case through the [Employee Center](#).

AECOM benefits are governed under the rules provided in the applicable plan documents and summary plan descriptions.