

AECOM Benefits to Support Our African American Employees and Their Families

Quick Health Facts:

African Americans have faced oppression and discrimination in the United States (U.S.), leading to a number of unique health and safety challenges.



Higher prevalence of heart disease, high blood pressure, diabetes, obesity and stroke.



Inadequate access to educational, housing and economic opportunities and limited access to culturally competent health care professionals who understand their needs and challenges.



Lower financial well-being than their white and minority counterparts.

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TIMES

more likely to die from heart disease than their white counterparts.



Lower confidence in the health care system and lower likelihood that they will seek assistance for their physical or mental health condition.



2.8 times more likely to die from the coronavirus pandemic.



50% more likely to have high blood pressure than their white counterparts.



Helpful Benefits and Well-Being Resources:

AECOM is committed to supporting the health and well-being of African American employees and their families. Here are few tips and resources to help put you and your family on the path to good health and well-being.

Make your physical health a priority

- **Find a medical provider** that's right for you.
- Get your **annual health exam** to screen for illnesses and diseases, so that you can catch them in their early stages.
- Get free supplies with **Livongo** if you're enrolled in an AECOM medical plan and have been diagnosed with type 1 or 2 diabetes.
- Embrace a healthy lifestyle by participating in **Wellness at AECOM** (U.S.) and **Global Well-Being at AECOM** (global).

Take care of your mental health and emotional well-being

- Register for the **GuidanceResources Employee Assistance Program (EAP)** to get free confidential counseling.
- Sign up for **myStrength**, a behavioral health tool to help you reduce stress and improve your mental health.

Reduce stress and find parental resources to help you manage your work and caregiving responsibilities

- Learn more about your **Care@Work benefits**, including access to family care providers, subsidized backup care and a caregiving **Resource Center**.
- Receive up to \$5,000 in **Adoption Assistance** per eligible adoption.

Improve your financial literacy and well-being

- Access **tools and resources** to help you improve your finances and save for important life events.
- Prepare for a financial emergency with this resource: **Financial Well-Being Checklist**.
- Explore options to refinance your loans with **Gradifi**.
- Save on everyday expenses and get discounts on your purchases with **Smart Spend**.

Build your social support network

- Join BeBOLD, the Black Employee Resource Group (ERG) in the Americas or the The Ethnic Diversity Network for global employees.
- Participate in the **Global Well-Being Community**.
- Share the monthly U.S. Benefits e-Newsletter with your family.

Visit AECOM's one-stop shop for U.S. benefits, [AECOMbenefits.com](https://www.aecombenefits.com), to access all benefits information, well-being resources and vendor websites.