

# Benefits to Support Our LGBTQ+ Employees and Families

## Quick Health Facts:

LGBTQ+ individuals face unique health and safety concerns due to the societal, legal and social barriers they face, including:



Limited access to culturally competent health care professionals who understand their needs and challenges.



Higher rates of mental health conditions, suicide, substance abuse and youth homelessness compared to their cisgender counterparts.



Higher risk of HIV and other STDs among gay men, gay men of color and transgender individuals in the U.S.



Fewer safe spaces due to higher rates of violence (e.g., hate crimes and bullying) toward the LGBTQ+ community.

## Helpful Benefits and Well-Being Resources:

AECOM is committed to supporting the health, safety and well-being of our LGBTQ+ employees and their families. Here are a few of the many benefits and well-being resources available to support you and your family.

Benefits	For U.S. Employees	For Global Employees (all countries)
<b>Health Plans</b>	<ul style="list-style-type: none"> <li>Same-sex and opposite-sex spouse and domestic partner (DP) coverage through the U.S. health care and voluntary benefit plans*, including coverage for:                             <ul style="list-style-type: none"> <li>Gender confirmation counseling, surgery and therapy for all U.S. <b>medical plans</b> on the Aon Healthcare Exchange</li> <li>Infertility treatment, including artificial insemination, in vitro fertilization, and assisted reproduction (GIFT, ZIFT). Cryopreservation of eggs and sperm covered in cases of iatrogenic infertility (e.g., cancer).</li> <li>HIV; prEP drugs at no cost.</li> </ul> </li> </ul> <p><i>*Limits may apply and vary by carrier</i></p>	<ul style="list-style-type: none"> <li>Same-sex and opposite-sex spouse and domestic partner (DP) coverage through the Belgium, Brazil, <b>Canada</b>, France, Ireland, Mexico, Philippines, South Africa and U.K. health plans.</li> </ul>
<b>Life and Accident Insurance</b>	<ul style="list-style-type: none"> <li><b>Supplemental Life and AD&amp;D insurance</b> to provide financial protection for you and your spouse/DP.</li> </ul>	<ul style="list-style-type: none"> <li><b>Business Travel Benefits Program</b> to provide financial protection when you and your spouse/DP are on AECOM-approved international business travel.</li> </ul>
<b>Leave Benefits</b>	<ul style="list-style-type: none"> <li><b>AECOM Paid Parental Leave</b> benefits and <b>Family Medical Leave (FMLA)</b> to support you and your family.</li> </ul>	<ul style="list-style-type: none"> <li>Maternity, paternity and parental leave benefits above the statutory requirements in Australia, <b>Canada</b>, Hong Kong, Ireland, New Zealand, South East Asia and the U.K. to support you and your family (see your local Employee Handbook).</li> </ul>
<b>Caregiving Benefits</b>	<ul style="list-style-type: none"> <li>Free <b>Care@Work membership</b> providing access to family care providers, subsidized backup care, senior care planning guidance and a caregiving <b>Resource Center</b>.</li> <li>Up to \$5,000 <b>Adoption Assistance</b> per eligible adoption.</li> </ul>	<ul style="list-style-type: none"> <li>Flexible work arrangements in many countries, including Africa, Australia, Ireland, the Middle East, New Zealand, the Philippines, Singapore, the U.K. and the U.S. to support you and your family. Review your local Employee Handbook for more information.</li> </ul>
<b>Well-Being</b>	<ul style="list-style-type: none"> <li>A wellness discount on your medical plan contributions when you and your spouse/DP complete the <b>U.S. Wellness program</b>.</li> <li>Access to a variety of resources to be financially well through <b>Education Assistance</b>, the <b>Employee Stock Purchase Plan (ESPP)</b>, <b>Gradifi</b>, the <b>Retirement &amp; Savings Plan (RSP)</b>, <b>Smart Spend</b> and more.</li> </ul>	<ul style="list-style-type: none"> <li>Access to global well-being resources, activities, challenges and events through <b>Global Well-Being at AECOM</b> and local wellbeing resources in <b>EMEA</b>, Spain, <b>Australia and New Zealand</b>.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>Easy employee and spouse/DP access to AECOM's one-stop shop for U.S. benefits, <b>AECOMbenefits.com</b>.</li> <li>Shareable monthly U.S. Benefits e-Newsletter.</li> <li>A Pride Employee Resource Group (ERG) in the Americas.</li> </ul>	<ul style="list-style-type: none"> <li>Easy employee and spouse/DP access to AECOM's one-stop shop for Canada benefits, <b>benefitsatAECOM.com</b>.</li> <li>Shareable monthly Canada Benefits e-Newsletter.</li> <li>A Pride Employee Resource Group (ERG) in the Americas.</li> </ul>



In 2020, AECOM received a perfect score on the Human Rights Campaign Foundation's 2020 Corporate Equality Index for the third year in a row and was designated as a "Best Place to Work" for LGBTQ Equality in the U.S.

