

Disability insurance

Disability insurance provides financial support if you become ill or injured and unable to work for an extended period of time. You will receive a percentage of your income, as long as you qualify for disability leave under the AECOM plans.

- Short-term disability (STD) insurance and long-term disability (LTD) insurance are both **mandatory** for all AECOM employees.
- You have a choice between two levels of STD and two levels of LTD coverage.
- You pay the cost of STD and LTD insurance through regular payroll deductions, which **provides a significant tax advantage**: If you become ill or injured and qualify for STD or LTD benefits, your benefits will not be subject to income tax.

Short-term disability plan

If you've been ill or injured for five consecutive business days and are unable to perform your normal work, you may qualify for STD benefits for up to 16 weeks (after a one-week waiting period). You have two choices for coverage:

- **Option 1** — Replaces 67% of your base pay
- **Option 2** — Replaces 75% of your base pay

Your cost for each option is based on your base annual earnings. You can find your personal costs on [AECOMBenefitsOnline.com](https://www.aecom.com/benefits).



DECISION TIP

Consider other sources of income you'd have if you were unable to work for four months. Is Option 1 enough to help cover your expenses, or do you need the additional income provided by Option 2?

As a reminder, if you qualify for STD benefits, your payments will not be taxed like your regular pay.

Long-term disability plan

If you qualify, LTD benefits start once your STD benefits have run out, which is after 17 weeks of disability. LTD benefits continue for as long as you are totally disabled (up to age 65) and under the care of a medical doctor. LTD benefits are paid as follows:

70% of the first
\$2,000 of your
monthly pre-
disability base pay



55% of the next
\$1,500 of your
monthly pre-
disability base pay



45% of the balance of
your base pay, up to
a maximum monthly
benefit of \$12,000

You have two choices for LTD coverage:

- **Option 1** — Basic coverage paid according to the formula above
- **Option 2** — The same basic coverage as Option 1 with an up to 3% annual cost-of-living adjustment (the benefit is adjusted annually by the change in the Consumer Price Index, to a maximum annual increase of 3%)

Your cost for each option is based on your base annual earnings. You can find your personal costs on [AECOMBenefitsOnline.com](https://www.aecombenefits.com).



DECISION TIP

LTD benefits end when you no longer meet the definition of disability, when you recover or when you reach age 65. If you are already close to that age, the annual cost-of-living adjustments, also known as inflation protection, may not be beneficial to you. However, if you are younger, and could potentially receive disability benefits for many years, inflation protection is a valuable feature.

LTD, Life and AD&D insurance — what's the difference?

- **LTD insurance** — Replaces a portion of your income for an extended period of time, when disability is due to a non-work-related illness or injury.
- **Life insurance** — Pays a lump-sum benefit to your beneficiary if you die.
- **AD&D insurance** — Pays a benefit only if your death is accidental. It is paid in addition to life insurance. It also pays a benefit based on specific injuries.