

# Life and AD&D insurance

## Basic life insurance

AECOM automatically provides you with company-paid life insurance equal to one times your annual salary. Coverage reduces by 50% at age 65 and terminates when you retire.

## Optional life insurance

You can buy additional optional life insurance for yourself and your family as follows:

- **You** — Units of \$10,000 to a maximum of \$750,000, subject to evidence of insurability
- **Spouse** — Units of \$10,000 to a maximum of \$500,000, subject to evidence of insurability
- **Children** — Units of \$5,000 to a maximum of \$25,000

Optional employee coverage ends when the employee retires or reaches age 70. Optional spouse coverage ends when the employee retires or reaches age 70 or when the spouse reaches age 70, whichever happens first. Optional child coverage ends when the employee retires or reaches age 70, whichever happens first.

The cost of optional life insurance for you and your spouse is based on age, gender, and smoker status. You must declare your smoker status when you buy optional life insurance — if you do not, your rates will be calculated as if you were a smoker. The cost for children is a flat amount no matter how many children you cover.

You can find costs on [AECOMBenefitsOnline.com](https://www.aecom.com/benefits). You pay for this coverage through regular payroll deductions.

### Evidence of insurability

Evidence of insurability (EOI) is proof of an individual's good health, which the insurance company requires before approving optional life insurance. EOI is normally required for all optional life insurance for employees and their spouses. You provide it by completing a Sun Life Statement of Health form.



### DECISION TIP

Life insurance benefits are paid in a tax-free, lump-sum payment. Here are some questions to ask yourself when deciding whether to buy optional life insurance:

- How much money would your family need if you, your spouse or your child were to die?
- Are there alternate sources of income that your family could rely on if you or your spouse died?
- Are there significant long-term expenses in your family's future, such as a mortgage or school tuition?
- Are there resources to pay for a funeral if you or a family member dies?
- Do you and your spouse have other individual or group life insurance coverage? If so, is that coverage adequate for your needs, and is it competitively priced?

You can also check out the [life insurance calculator](#) offered through Sun Life to determine how much life insurance is right for you.