



Amentum Open Enrollment

2021 MarCom Awards

Amentum is a leading provider of operations and maintenance, engineering, technology and mission support services for some of the most complex government and commercial clients worldwide. Their experience, passion and purpose drive mission success.

Blue partnered with Amentum to provide 2021 benefits open enrollment communications for their employee population of 20,000 after the new company was formed in February 2021. Our mission was to develop a benefits brand and communications plan that would promote the new Amentum benefits program, which focused on protecting the health and well-being of employees and their families.



Poster

Posters were placed in break rooms and other common areas, as well as on Amentum's intranet, to help create awareness about open enrollment.

OUR MISSION:
PROTECT WHAT MATTERS MOST

Ourselves • Our Families
AmentumBenefits.com

Our Amentum benefits give us peace of mind by helping to protect ourselves and our families from the unexpected. To take care of others, we have to take care of ourselves. It's mission critical!

YOUR MISSION

Make your benefit choices during Open Enrollment **November 2-20**. Visit **AmentumBenefits.com** for details.


If you want Amentum medical, dental and vision coverage in 2021, **you must enroll.**

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Experience | Passion | Purpose



Open Enrollment Kickoff e-Card

The e-Card was emailed to employees to launch the communications campaign; it included live links to get more information, download apps and log on to the benefits portal.



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Choose your 2021 benefits starting today.

Our mission and yours are one and the same: protect what matters most. This year, we're providing you with new health care options to better support you and your family's health and well-being.

If you want Amentum medical, dental and vision coverage next year, **you must enroll.**

- Use your myAECOMbenefits.com user ID and password to log in to **AmentumBenefits.com.**
- Review your 2021 benefit options, using the enrollment tools available to you.
- Make your elections and verify that your dependents have been added to each plan you select.
- Update your beneficiaries.

If you do not take action between November 2 – 20, you will not have Amentum medical, dental or vision coverage in 2021.

Take the time to review your new 2021 options and make sure your family has the protection they need. To take care of others, we have to take care of ourselves. It's mission critical.

Benefits Open Enrollment is November 2 – 20

[Get Started](#)

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Benefits Guide

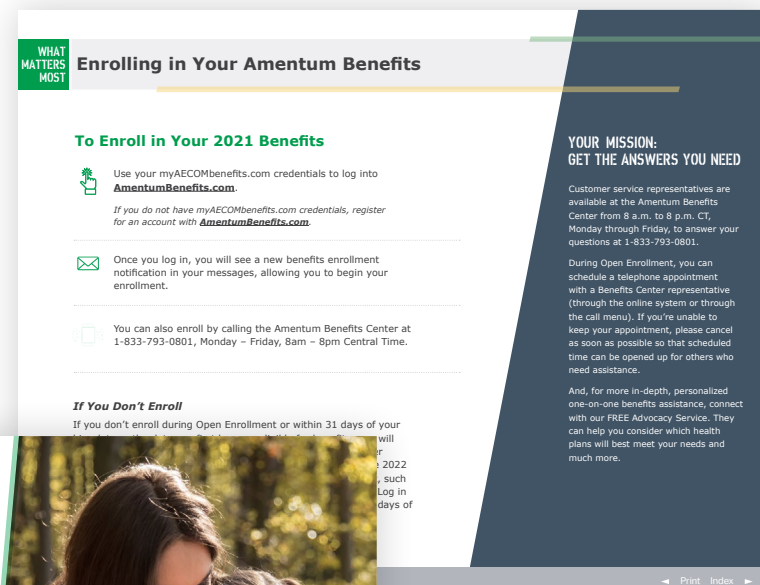
A benefits guide, which was sent to all employees as a reminder of the open enrollment deadline, outlined details around Amentum's health care, disability, voluntary benefits and perks programs. The guide was posted on Amentum's intranet, Javelin, and distributed through email.



Amentum's benefit programs are designed with a common mission in mind: to help you protect yourself and your family — physically, emotionally and financially — so you can bring your best to work each day.

We offer a variety of benefit options, resources and perks to meet your needs. Please take the time to review all of your options and carefully consider what's best for you and your family.

- 3 Enrolling in Your Benefits
- 5 Staying Healthy
- 11 Financial Security
- 16 Other Ways to Be Well
- 17 Benefits Contacts



Launch Mailer

This printed mailer was sent to homes to help ensure both employees and spouses were aware of the open enrollment dates and involved in the decision-making process.



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YOUR MISSION Enroll at AmentumBenefits.com.

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Member Since 1998

A New Amentum Benefits Program for 2021

In 2021, we will offer a competitive benefits program that better supports the health and well-being of you and your family. You will have access to many of the same benefits you have today with some enhancements, including:

National Carriers for Each Benefit Plan

We are moving away from the Aon Exchange and will instead offer one carrier for each of our benefits plans: Anthem for medical, Delta Dental for dental, VSP for vision and The Hartford for life, AD&D and disability insurance.

If you were not enrolled in a medical plan through the Aon Exchange, your medical carrier will continue to be Anthem; however, you will have new medical, dental and vision plans to choose from.

New Wellness Program

We're excited to announce that we'll be launching a new wellness program in 2021 to help you focus on your health and well-being. Your participation in the wellness program will no longer impact your medical contributions. Instead, you can complete activities to earn quarterly rewards:

- Up to a \$100 contribution to your HSA if you enroll in a High Deductible Health Plan (HDHP)
- Up to a \$100 contribution to a wellness account if you enroll in a PPO or regional plan. You can use this account to purchase a variety of products and services through the WebMD Marketplace.

Four Medical Plan Options to Meet Your Needs

You now have four medical plan options at different price points, including two PPOs and two HDHPs, with lower deductibles, coinsurance and out-of-pocket maximums than in 2020. Regional HMO plans will continue to be available in select locations.

Additional Option for Child Life Insurance

You can now choose child life insurance coverage of \$10,000 or \$20,000 per child.

More Benefits to Protect What Matters Most

To ensure you and your family have the financial protection you need in all aspects of your life, Amentum offers a variety of voluntary benefits. Critical illness, accident, hospital indemnity and legal insurance, administered by MetLife, and identity theft services, administered by InfoArmor, can be elected through AmentumBenefits.com during Open Enrollment. Beginning January 1, 2021, you can also enroll in pet insurance, home/auto insurance and Purchasing Power at any time during the year by visiting amentumvoluntarybenefits.com.

Cost Savings Passed Along to You

Over the last few years, rising health care costs have contributed to benefit reductions and cost increases for you and the company. By moving away from the Aon Exchange to a national health plan carrier for 2021, we've achieved cost savings that we're investing into you by:

- Enhancing our benefit offerings with lower deductibles, coinsurance and out-of-pocket maximums for health care.

What You Need to Do

With many new coverage options available in 2021, we encourage you to take the time to review your benefits options and choose the plans that are best for you and your family.

- Use your myAECOMBenefits.com user ID and password to log in to AmentumBenefits.com and make your elections within 31 days of receiving the benefits enrollment email from the Amentum Benefits Center.
- From AmentumBenefits.com you can access the 2021 Benefits Guide and other tools you need to make your choices, including:
 - Health Plan Comparison Charts and People Like Me Scenarios to compare health care options
 - Provider Direct Search to find network providers
 - Medical Expense Estimator to estimate your 2021 medical and prescription drug expenses
- If you need additional information to make your choices or to make changes to your benefits after you submit your elections, please call the Amentum Benefits Center Monday through Friday, from 8 a.m. to 8 p.m. Central Time, at 1-833-793-0801 (inside the U.S.) or 1-312-392-3783 (outside the U.S.).
- Review your beneficiaries and make any updates.
- If you change health care carriers in 2021 and are currently undergoing a course of treatment or have an upcoming procedure planned in 2021, complete your new carrier's Transition of Care form, which can be found on their website, MyADP or Javelin.
- If you're a new hire, you must enroll in your 2020 benefits through myAECOMBenefits.com within 31 days of receiving your new hire email from the AECOM Benefits Service Center. After you complete your 2020 benefits enrollment, you will be able to access AmentumBenefits.com to complete your 2021 benefits enrollment.

THANK YOU

Thanks to the valuable feedback you have provided over the last several months, we've made several benefit enhancements. Please continue to provide your feedback as we conduct ongoing reviews of our benefits program and make improvements to ensure it meets your needs.

Changed the 401(k) match from annual to per-pay-period

Introduced 100% immediate 401(k) vesting for all eligible employees

Increased our holiday schedule from 8 holidays to 9 holidays per year in FY2020



Manager Communications

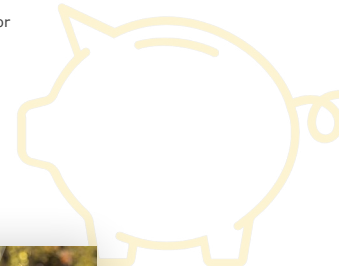
Toolkits, which included this presentation, were provided to managers to summarize benefit offerings, highlight changes in plan coverage and cover FAQs to help their employees enroll.



Cost Savings

By standardizing health plan carriers for 2021, we've achieved cost savings that we're investing into you through:

- Enhanced benefit offerings
- Lower deductibles, coinsurance and out-of-pocket maximums for health care
- Subsidized health care costs to meet your family's needs



Agenda

- 1 Eligibility
- 2 Changes for 2021
- 3 Benefit Options
- 4 How to Enroll

