

The 2016 Hermes Awards

Public Relations/Communications Category 77c: Internal Communication Campaign

Wellness at AECOM Work Sample

TABLE OF CONTENTS

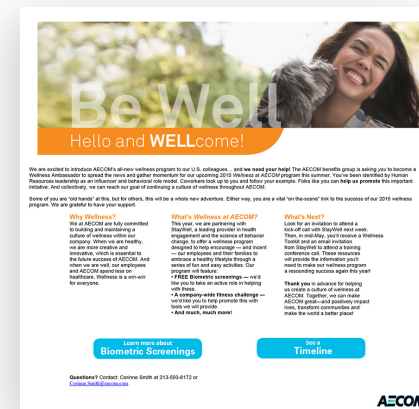
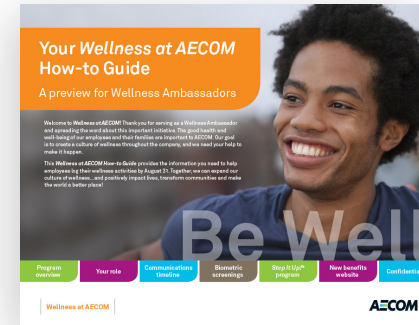
2	Executive Summary
4	Executive Leadership Communications
6	Manager Communications
8	Wellness Ambassador Communications
10	Launch Communications
16	Biometric Screenings Communications
18	Ongoing Communications
25	Follow-Up Communications
27	Results

AECOM is a global provider of professional technical and management support services to a broad range of markets, including transportation, energy, water, sports arenas and government, to name a few. With expertise in architecture, design, engineering and construction, their global workforce serves clients in more than 150 countries and generated revenue of approximately \$18B in 2015.

Wellness at AECOM is an annual program designed to encourage and reward employees for learning about and practicing healthy behaviors. When employees complete *Wellness at AECOM*, they become eligible for the wellness medical plan options, which offer more choices and lower employee contributions. This year, the business need to emphasize good health and wellness, drive eligible employees* to complete *Wellness at AECOM* and enroll in the lower-costing wellness medical plans was more important than ever:

- With the 2014 acquisition of Hunt Construction Group and, more significantly, URS, AECOM increased its U.S. workforce from 10,000 employees to 40,000. The cost to provide health care to 40,000 employees and their dependents under the existing AECOM benefits program would impact the company's bottom line so significantly that it would jeopardize long-term competitiveness and viability.
- With that in mind, AECOM knew that they would need to ask all employees to contribute significantly more toward the cost of their medical coverage in 2016. Those who completed *Wellness at AECOM* would receive better pricing of the 2016 medical plan options than those who did not complete the program. Driving engagement in the wellness program was critical to helping minimize noise around the cost increases and maintain employee morale.
- More than 30,000 of the 40,000 employees were legacy URS, who did not come from a wellness culture and were not accustomed to having their medical plan choices tied to wellness program participation. Establishing a culture of wellness among these new 30,000 employees, and reinforcing the existing culture of wellness among the legacy AECOM employees, could have a substantial positive impact on AECOM's bottom line.
- Even with a higher employee cost-share, AECOM expects to spend approximately \$250 million to provide medical coverage and services in 2016 for its U.S. employees and their families. Establishing and maintaining a culture of wellness helps manage and contain that spending.

*Of the 40,000 benefits-eligible employees, approximately 30,000 were eligible to receive the wellness medical plans when they complete the *Wellness at AECOM* program requirements.

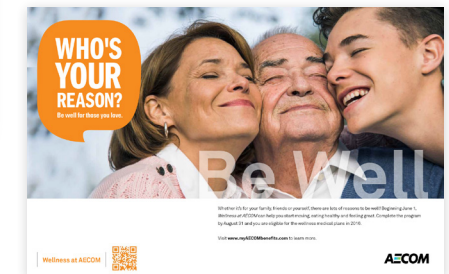
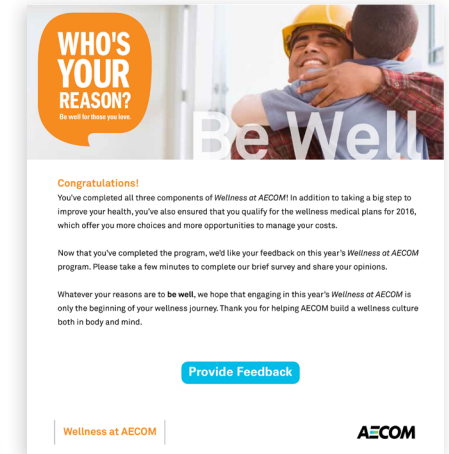


COMMUNICATION AND CREATIVE STRATEGY

The wellness communication strategy that was developed offered the following advantages:

- Introduced the importance of wellness and staying healthy for loved ones;
- Explained the link between being well and cost savings not only for the company, but for the employee as well;
- Explained the program structure with compelling, straightforward language and beautiful imagery;
- Emphasized the need to complete the program to qualify for the wellness medical plan options and lower costs in 2016, compared to those who did not complete the program and would pay more for the non-wellness medical plan options;
- Provided a variety of communications and resources to understand the program components and the deadline for completion, as well as the consequences of not completing the program; and,
- For those who chose not to complete the program, the campaign included explanations of the two primary non-wellness medical plan options that would be available to them in 2016, the High Deductible Health Plans (HDHPs).

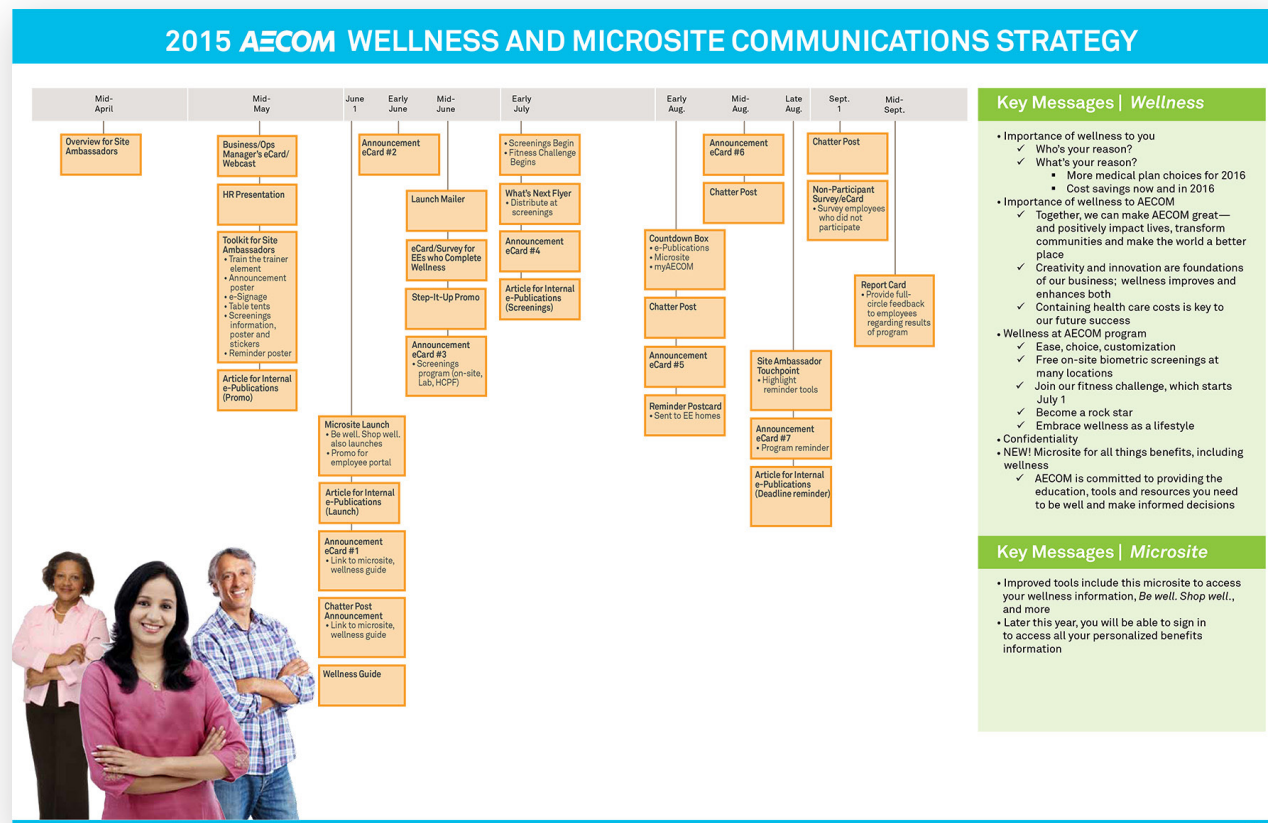
Our communications campaign married StayWell®'s "Who's Your Reason?" theme with AECOM's long-established theme for *Wellness at AECOM*... "Be well." By choosing beautiful imagery that is in keeping with AECOM's benefits brand, the campaign helped employees to recognize the many loved ones in their lives who rely on them and want them to stay healthy: spouses, children, parents, friends — even pets! Messaging focused on the advantages that a life lived "well" can bring to them, their families and their overall health care spending.



From the beginning, the Corporate Communications team collaborated on the design, development and deployment of the campaign with the leadership group, which included the Senior Vice President of Total Rewards, human resources (HR) leads in the U.S., site managers and on-site office managers.

KEEPING LEADERSHIP IN THE LOOP: PRESENTATION MATERIALS

To ensure buy-in, the communications strategy — including the timeline and key messages — was presented to senior leadership. In addition, regular presentation meetings were held to keep all parties informed and in the loop.



Wellness and Microsite Communications Strategy

2015 Wellness Communications



7/31/2015

Designs at a Glance for Senior Management

SNEAK PEEKS AND ACTION STEPS: WEBCAST TO MANAGERS/HR

Human resources and office managers in locations across the country played an important role in encouraging participation at the local level. The manager and HR webcast let the organizational leaders know up front how the newly designed wellness program would work and what communication materials they would have at their disposal to promote participation.



Our Culture of Wellness

- AECOM's commitment to wellness is stronger than ever.
 - Nearly 75% of employees completed our *Wellness at AECOM* program last year.
 - Let's have another great year as we welcome our many new employees to our culture of wellness!
- AECOM believes in the well-being of all our employees.
- Wellness program promotes and enriches a wellness culture by rewarding employees for healthy behavior.
 - AECOM makes a connection between your wellness choices and your medical plan choices.
 - Those who complete the program qualify for the wellness medical plans in 2016.

AECOM

Why Wellness?

- Wellness improves virtually every aspect of our lives.
- It enhances creativity and innovation, which are key to our future success.
- Wellness also helps our employees, and AECOM, manage costs.

AECOM

Program Structure

- Wellness at AECOM* features fun activities and a variety of options.
- The three-component approach can be completed in any order.
- Employees must log one (1) activity from each component by August 31.
- All eligible employees may participate in *Wellness at AECOM*, even if they are not enrolled in an AECOM health plan.

ASSESS	LEARN	ACT
Understand and assess current health and wellness	Learn about risk factors, benefits programs or create a family wellness plan	Take steps to a healthy lifestyle

AECOM

KEEPING THE DIALOGUE OPEN: REMINDERS AND TALKING POINTS

The manager talking points gave HR officers and managers important reminders about the program and the upcoming deadline, while the post-wellness FAQs and talking points helped them address employees' questions about their completion of the program and its impact on their 2016 medical plan options.

Important Information About Wellness at AECOM

- The *Wellness at AECOM* deadline is quickly approaching!
- To complete the program, and enjoy more medical plan choices and lower costs in 2016, employees need to register and log activities on the wellness website by August 31, 2015.
- Here is some additional information about how *Wellness at AECOM* participation will affect an employee's 2016 medical plan options and costs:

Employees who complete <i>Wellness at AECOM</i> ...	Employees who don't complete <i>Wellness at AECOM</i> ...
<ul style="list-style-type: none">Will have the following wellness medical plan options for 2016:<ul style="list-style-type: none">A preferred provider organization (PPO) optionThree high deductible health plan (HDHP) optionsRegional HMOs if you live in California or Hawaii.Employee contributions (the amount employees pay for coverage each pay period) will be lower for a wellness medical plan than the cost for the equivalent non-wellness medical plan if an equivalent non-wellness plan is available.	<ul style="list-style-type: none">Will have the following non-wellness medical plan options for 2016:<ul style="list-style-type: none">Two high deductible health plan (HDHP) optionsRegional HMOs if you live in California or Hawaii.Employee contributions (the amount employees pay for coverage each pay period) will be higher for the non-wellness medical plan than the cost for the equivalent wellness medical plan.

- To learn more, visit the new benefits website at www.myAECOMbenefits.com and click *Learn about wellness*.

Manager Talking Points

Post-Wellness Questions and Talking Points

Post-Wellness at AECOM Frequently Asked Questions (FAQs) and Talking Points
The following FAQs and talking points are designed to help you respond to AECOM employees who have questions about their participation in *Wellness at AECOM* and its impact on their medical plan options for 2016.

When responding to an employee, either in writing or verbally, customize the messaging below as needed and please thank the employee for the inquiry. You do not necessarily have to use the entire answer.

For additional information or if you need to escalate a question or issue, call the StayWell Helpline at 800.493.5980.

If an employee is requesting an exception or an appeal, they should email wellness@aecom.com with their case and explanation, and it will be forwarded to the appeals team. The appeals team will respond to their exception or appeal within 10 business days.

COMPLETION AND TIMING

- I completed all three components of *Wellness at AECOM* – ASSESS, LEARN and ACT – but I haven't received a confirmation email. How do I know I've gotten credit for completion?

No need to worry. As long as you completed the wellness activities by August 31, they will count toward your eligibility for the wellness medical plans. When you log in to the wellness website through www.myAECOMbenefits.com, you'll see a *My Progress* tab on your home page. You can use *My Progress* to track your *Wellness at AECOM* activities. *My Progress* requires more time to update some activities than others. In some cases, you may have already completed an activity – or the entire wellness program – but your status is not yet reflected in our system. If your status is not correctly reflected by Tuesday, September 9, please call the StayWell Helpline at 800.493.5980.
- As part of the ACT component of *Wellness at AECOM*, I pledged to participate in an AECOM Corporate Social Responsibility (CSR) initiative. When must I complete this activity?

While it was important that you pledge to participate in a CSR initiative to satisfy the ACT component of *Wellness at AECOM* before the program deadline on August 31, you have until December 31 to complete a CSR initiative of your choosing.

These post-wellness FAQs and talking points address:

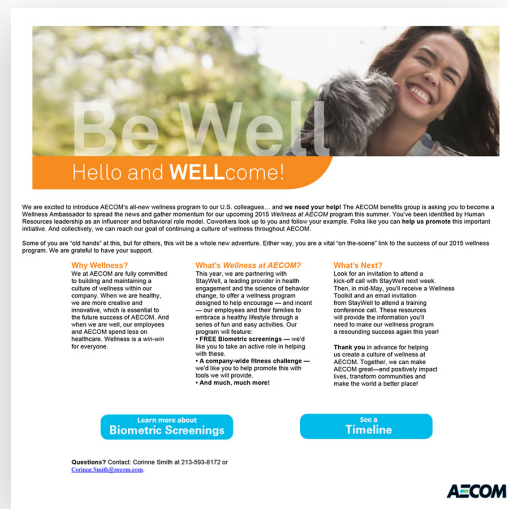
- Completion and timing
- Non-wellness medical plan options for those who chose not to complete the *Wellness at AECOM* program
- How health information is used

Post-Wellness FAQs and Talking Points

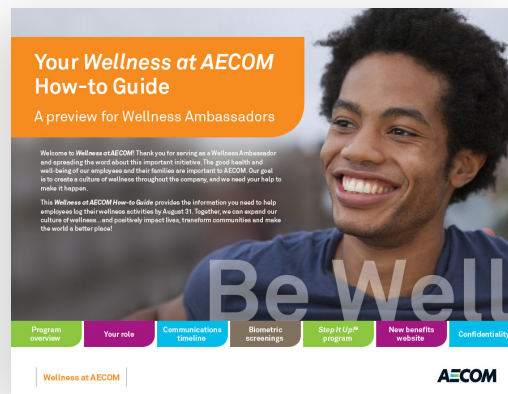
INSTRUMENTS OF CHANGE: TOOLS AND RESOURCES FOR WELLNESS AMBASSADORS

This year's *Wellness at AECOM* campaign was the first benefits initiative that affected both AECOM and URS employees. The Wellness Ambassadors were instrumental in engaging legacy URS employees, executing the screenings and increasing participation among targeted groups.

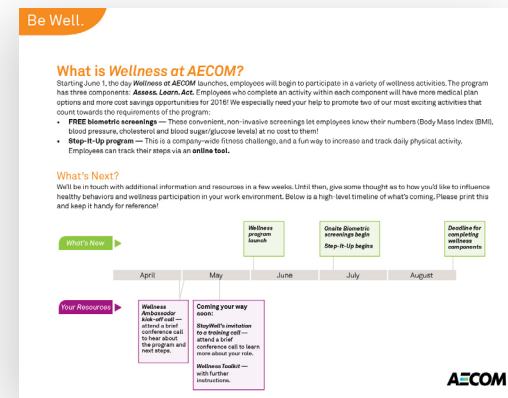
As support, Wellness Ambassadors were given an interactive How-to Guide that explained the program, the communication timeline and their role as change agents, and received email reminders to help them encourage participation in the program.



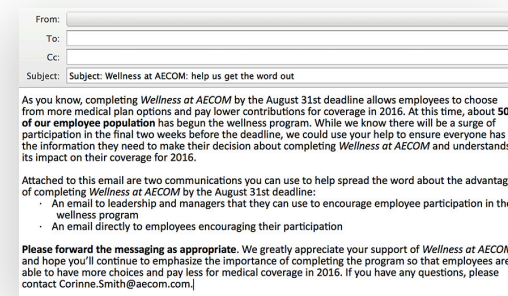
Hello and WELLcome! eCard



Wellness Ambassador How-to Guide

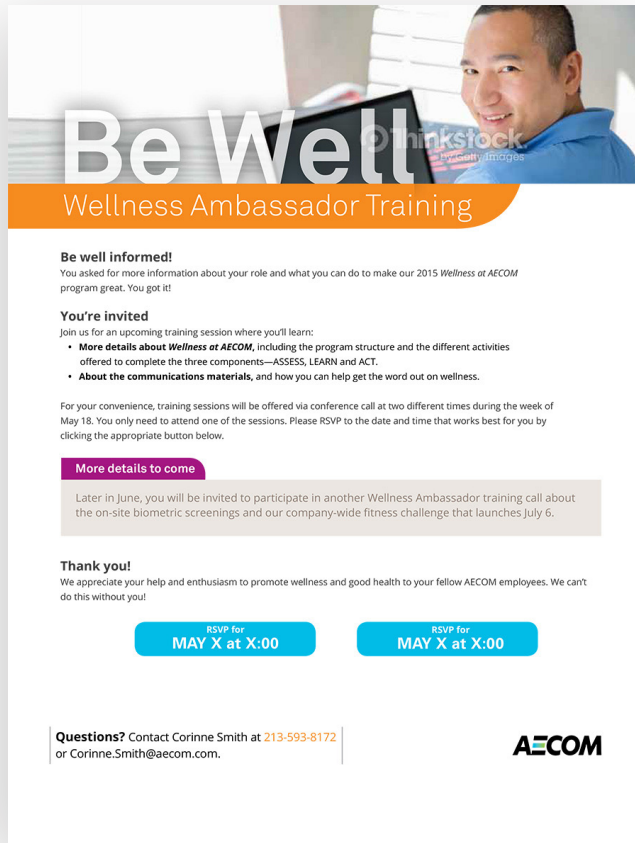


Timeline for Ambassadors



Important Reminder Email

Throughout the campaign, Wellness Ambassadors were invited to participate in various training webcasts to keep them up to date on program offerings and give them tips for promoting wellness events, such as the on-site biometric screenings.



Be Well
Wellness Ambassador Training

Be well informed!
You asked for more information about your role and what you can do to make our 2015 Wellness at AECOM program great. You got it!

You're invited
Join us for an upcoming training session where you'll learn:

- **More details about Wellness at AECOM**, including the program structure and the different activities offered to complete the three components—ASSESS, LEARN and ACT.
- **About the communications materials**, and how you can help get the word out on wellness.

For your convenience, training sessions will be offered via conference call at two different times during the week of May 18. You only need to attend one of the sessions. Please RSVP to the date and time that works best for you by clicking the appropriate button below.

More details to come

Later in June, you will be invited to participate in another Wellness Ambassador training call about the on-site biometric screenings and our company-wide fitness challenge that launches July 6.

Thank you!
We appreciate your help and enthusiasm to promote wellness and good health to your fellow AECOM employees. We can't do this without you!

RSVP for
MAY X at X:00

RSVP for
MAY X at X:00

Questions? Contact Corinne Smith at 213-593-8172 or Corinne.Smith@aecom.com.

AECOM

eCard Webcast Invite for Ambassadors



Wellcome Wellness Ambassadors!
Together, we can create a culture of *Wellness at AECOM*

Why is wellness important?

- Good health: Being healthy and staying healthy improves every aspect of life
- Cost savings for you and AECOM

What is *Wellness at AECOM*?

- Year-round program
- Employees will be asked to participate in a variety of wellness activities
- Wellness medical plan qualifying period: June 1 – August 31

Those who: Complete the program	➔	Wellness medical plans = more medical plan choices and cost-savings opportunities for 2016!
Don't complete the program	➔	Non-wellness medical plan(s) = fewer medical plan choices and higher medical plan costs

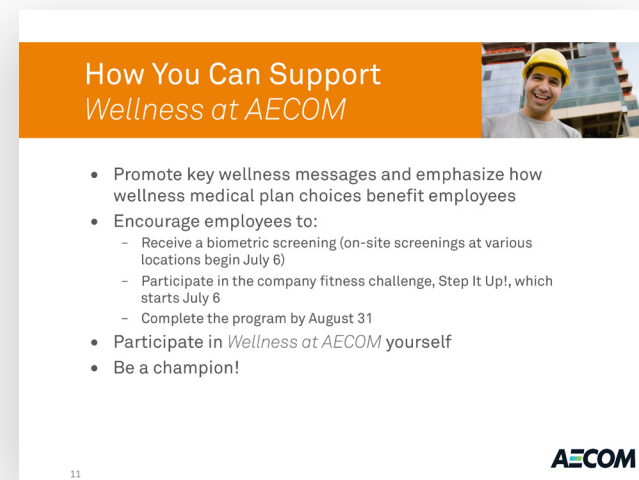
Help us reach 75% participation!

STAYWELL

©2014 The Standard Companies, LLC. All rights reserved.

1

StayWell® Screening Kick-Off Webcast



How You Can Support *Wellness at AECOM*

- Promote key wellness messages and emphasize how wellness medical plan choices benefit employees
- Encourage employees to:
 - Receive a biometric screening (on-site screenings at various locations begin July 6)
 - Participate in the company fitness challenge, Step It Up!, which starts July 6
 - Complete the program by August 31
- Participate in *Wellness at AECOM* yourself
- Be a champion!

AECOM

11

Wellness Ambassador Webcast

THE PIECES THAT STARTED IT ALL: ANNOUNCEMENT POSTER AND eSIGNAGE

The campaign was launched with this poster and, in certain locations, eSignage, creating awareness that the wellness program would soon begin. The QR code on the poster took users to AECOM's wellness website at myAECOMbenefits.com.



Announcement Poster



eSignage Announcement

DRIVING EMPLOYEES TO THE WELLNESS WEBSITE: LAUNCH eCARD

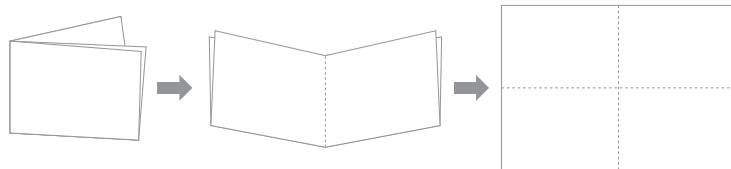
eCards were emailed to employees throughout the campaign. This one kicked off the *Wellness at AECOM* campaign and directed employees to click and review the interactive Wellness Guide to learn more about the wellness program, or to visit the wellness site.



Launch eCard

REACHING OUT TO FAMILIES

The wellness mailer was the first piece sent to employees' homes that set the tone for employees and their spouses/domestic partners about the wellness program.



Wellness at AECOM Mailer



Good things happen in 3s

3 reasons to participate in Wellness at AECOM

Completing *Wellness at AECOM* is important. Here's why:

1. GOOD HEALTH

It's a gift, not a given. We sometimes take it for granted and assume our good health will always be there. But the truth is, it needs our time. And it needs our attention. That means taking steps to improve or preserve what we have, by committing to living healthy and acting on that commitment. Yes, being healthy takes a little time and planning. But it's doable and we're worth it!

2. MORE CHOICES

Complete *Wellness at AECOM* and the wellness medical plans will be available to you when you make your enrollment elections for 2016. The wellness medical plans offer more choice and opportunities to manage your costs in 2016. When you do not complete the wellness program, you have only the non-wellness medical plans available to you for 2016.

3. COST CONTROL

The healthier you are, the less you spend on health care. It's that simple. But there's more. When you have the wellness medical plan options available to you, you not only have more choices, you have more opportunities to manage your costs.

Read more about the program at www.myAECOMbenefits.com.

3 components to Wellness at AECOM

Our 2016 wellness program has three components that everyone needs to complete — **ASSESS, LEARN and ACT.**

In most cases, these components can be completed in any order, or even at the same time. The choice is yours. To complete *Wellness at AECOM* and have the wellness medical plan choices available to you for 2016, log just one activity in all three components by August 31, 2015. You're welcome to participate in as many of the activities as you'd like, but to be eligible for the wellness medical plans you only need to complete one activity from each component. It's that easy!

1. ASSESS

- Take the online health assessment. You'll answer general health-related and lifestyle questions and provide your biometric numbers.
- OR
- Receive a biometric screening! one of the following ways:
 - Attend an AECOM on-site screening, if available. Your results will be automatically submitted for you.
 - Go to a participating Quest Lab. Your results will be automatically submitted for you.
 - Visit your doctor. Complete a Health Care Provider Form to submit your results. Office visit copay or coinsurance may apply.

2. LEARN

- Complete one StayWell® online classroom module.
- OR
- View any of the informational videos on telemedicine at www.MDLive.com.
- OR
- Register then learn about free employee services through Guidance Resources at www.guidanceresources.com.
- OR
- Complete the *Be Well, Together!* pledge.

3. ACT

- Complete *Step It Up!* (the company fitness challenge), which runs July 6 to August 31.
- OR
- Complete a StayWell Online Healthy Living Program.
- OR
- Engage in telephonic lifestyle management coaching.
- OR
- Complete regular physical activity.*
- OR
- Participate in an AECOM Corporate Social Responsibility Initiative or Community Event.†

Step It Up! and StayWell are registered trademarks of The StayWell Company, LLC.

1. Results from your screening must be received by August 31. You can submit results from a doctor's visit since September 1, 2014.

2. Important: You'll have until December 31 to complete this activity, but please log your intention to complete this activity at the wellness website before August 31 to ensure you receive credit for it.

For details on the activities listed above and to log your activities, visit www.myAECOMbenefits.com, click *Learn about wellness*, then click the **WELLNESS WEBSITE** button.

StayWell, our new wellness partner, is also ready to help! Feel free to call the StayWell Helpline at 800.493.5980.

AECOM has the highest respect for your privacy. Our Wellness at AECOM partners will handle the information you provide with the utmost confidentiality. No one from AECOM ever has access to your personal health information; we will know only whether or not you've completed the program components and are eligible for the wellness medical plans. You are always fully protected by health privacy laws.

AECOM remains committed to wellness

We will continue enhancing our *Wellness at AECOM* program and introducing programs that enable all of us to take positive steps toward achieving and maintaining good health. We're excited about our shared commitment and look forward to our continued journey. When we work together to be well, everyone benefits.

If you complete *Wellness at AECOM* and enroll in an HMO rather than one of the wellness medical plans, you will receive a reduction in your annual medical plan contributions.

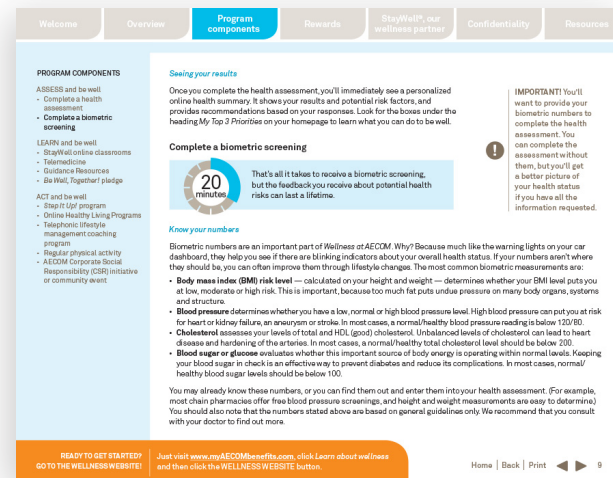
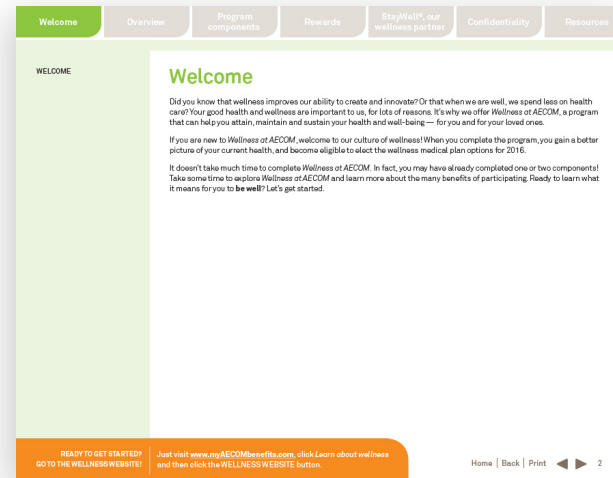
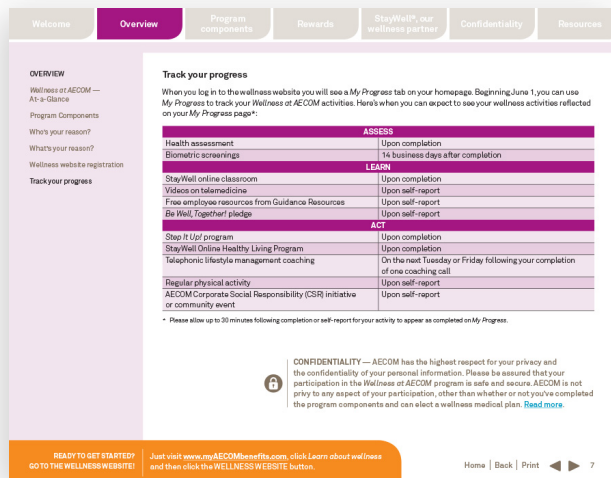
Step It Up! to better health!

Let's all get moving with our company-wide fitness challenge! StayWell's Step It Up! program is a fun way to increase and track daily physical activity over the summer, from July 6 to August 31. Participants are encouraged to walk at least 50 minutes daily toward the goal of 7,000 steps each day for at least five days a week.

Look for more details soon, or visit www.myAECOMbenefits.com.

ALL THE DETAILS AT THE CLICK OF A MOUSE: WELLNESS GUIDE

The comprehensive Wellness Guide is an interactive PDF that enables employees to jump easily from one topic to the next. The guide was posted on the wellness website and on myAECOM, and includes loads of information about the program. A link to the Wellness Guide was provided in multiple eCards, *Focus* articles and more.



Interactive Wellness Guide

KEEPING INFORMATION ACCESSIBLE ON THE INTRANET

Employees could easily access wellness information on AECOM's intranet, myAECOM.

The screenshot shows the myAECOM intranet interface. At the top, the 'myAECOM' logo is on the left and the 'AECOM' logo is on the right. A navigation bar below the logos contains links: Employee, Projects and clients, AECOM University, Company, Departments, Tools, and MyLinks. A breadcrumb trail reads: Geographies > Americas > Human Resources > Benefits > Benefits - U.S. > Wellness at AECOM - U.S. The main heading is 'Wellness at AECOM - U.S.'. On the left is a sidebar menu under 'Human Resources' with categories: Benefits (expanded), Benefits - U.S., 2016 Health Benefits, 2015 Health Benefits, Insurance Benefits, Retirement Benefits, Voluntary Benefits, Wellness at AECOM - U.S., Benefits - Canada, Diversity + Inclusion, HR Shared Services, Talent Management & Development, Performance and Rewards, 2015 Employee Survey, and Recognition and Rewards. The main content area features a large image of a smiling couple with the text 'WHO'S YOUR REASON? Be Well' and 'Be well for those you love.' Below the image is the section 'Wellness at AECOM — Be Well'. The text states: 'Although the wellness incentive program is now closed, that's no reason not to take advantage of its great tools and resources throughout the year! Increase your fitness level, plan and prepare healthy meals, and control your stress year round by accessing the StayWell site today.' It then says: 'If you need immediate assistance, or if your question is urgent or technical related, please call the StayWell HelpLine listed below. The HelpLine can help you with questions about website login, general information, program completion requirements and health coaching.' The HelpLine details are: 1-800-493-5980 FREE, Mon-Thurs 8 a.m. – 8 p.m. CST, Fri 8 a.m. – 6 p.m. CST, Sat 8 a.m. – 1 p.m. CST. On the right side, there are sections for 'Contacts' (wellness@aecom.com) and 'Helpful Links' (Wellness at AECOM FAQs). At the bottom, a footer contains links: Top of Page, Home, Site Map, Company Feedback, Help, and Add This Page to MyLinks.

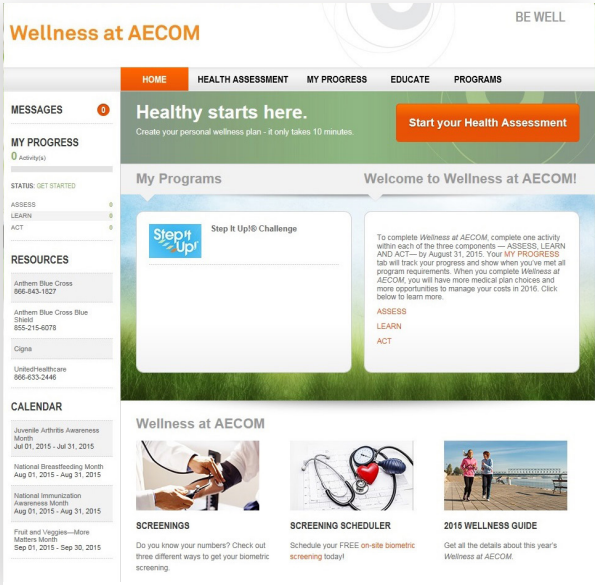
Wellness Page on myAECOM (AECOM intranet)

WELLNESS AT AECOM WEBSITE

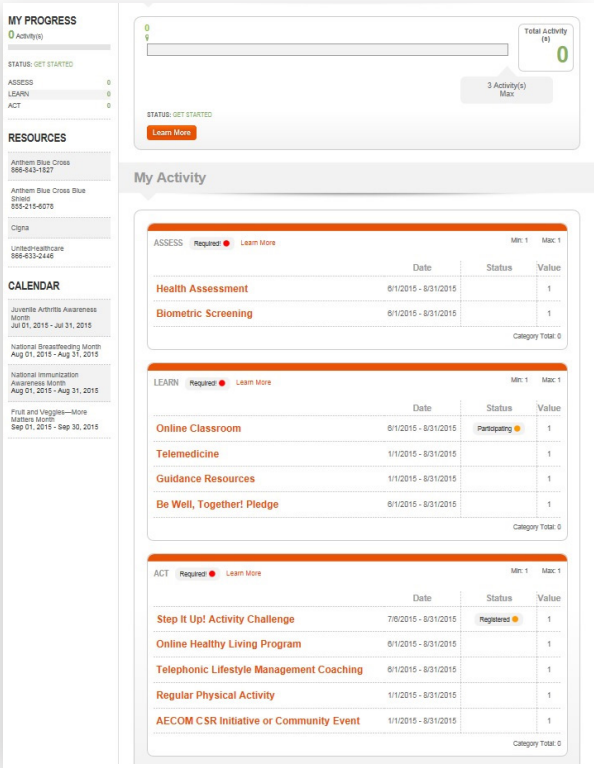
As in previous years, the *Wellness at AECOM* website was where employees could learn more about the program, log their participation in various activities and get general information on a healthy lifestyle. With the change in wellness partners, this year's site was hosted by a new wellness vendor, StayWell®. While the new site was being built, a splash page let employees know about the change and invited them to come back on launch day, June 1.



Wellness at AECOM Temporary Splash Page



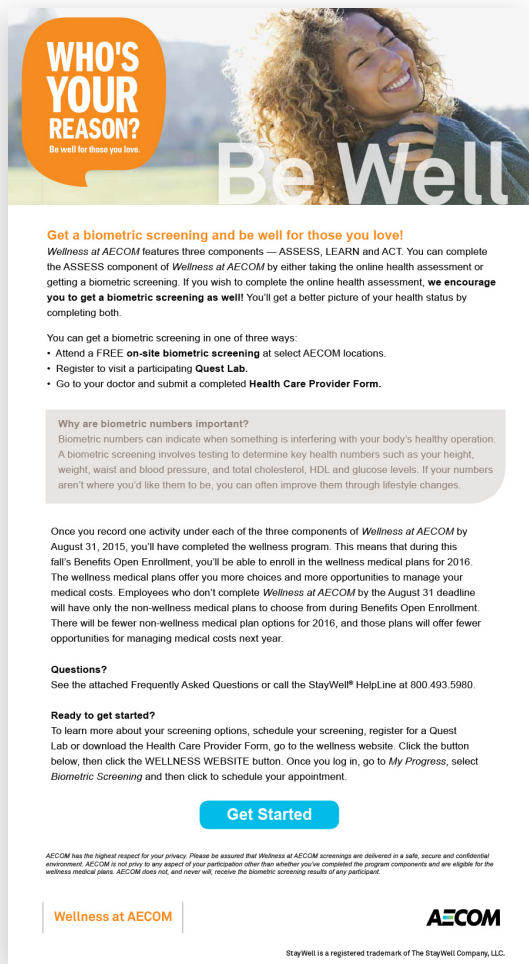
Wellness at AECOM Home Page



Wellness at AECOM Progress Page

SCREEN FOR THOSE YOU LOVE: eCARD, INVITE, POSTER AND STICKERS

eCards, eSignage and posters were used to create awareness of the on-site biometric screenings at locations that were hosting them. Once employees completed the screening, they received a fun sticker to wear for the rest of the day.



WHO'S YOUR REASON?
Be well for those you love.

Be Well

Get a biometric screening and be well for those you love!
Wellness at AECOM features three components — ASSESS, LEARN and ACT. You can complete the ASSESS component of Wellness at AECOM by either taking the online health assessment or getting a biometric screening. If you wish to complete the online health assessment, we encourage you to get a biometric screening as well! You'll get a better picture of your health status by completing both.

You can get a biometric screening in one of three ways:

- Attend a **FREE on-site biometric screening** at select AECOM locations.
- Register to visit a participating **Quest Lab**.
- Go to your doctor and submit a completed **Health Care Provider Form**.

Why are biometric numbers important?
Biometric numbers can indicate when something is interfering with your body's healthy operation. A biometric screening involves testing to determine key health numbers such as your height, weight, waist and blood pressure, and total cholesterol, HDL and glucose levels. If your numbers aren't where you'd like them to be, you can often improve them through lifestyle changes.

Once you record one activity under each of the three components of *Wellness at AECOM* by August 31, 2015, you'll have completed the wellness program. This means that during this fall's Benefits Open Enrollment, you'll be able to enroll in the wellness medical plans for 2016. The wellness medical plans offer you more choices and more opportunities to manage your medical costs. Employees who don't complete *Wellness at AECOM* by the August 31 deadline will have only the non-wellness medical plans to choose from during Benefits Open Enrollment. There will be fewer non-wellness medical plan options for 2016, and those plans will offer fewer opportunities for managing medical costs next year.

Questions?
See the attached Frequently Asked Questions or call the StayWell® HelpLine at 800.493.5980.

Ready to get started?
To learn more about your screening options, schedule your screening, register for a Quest Lab or download the Health Care Provider Form, go to the wellness website. Click the button below, then click the WELLNESS WEBSITE button. Once you log in, go to *My Progress*, select *Biometric Screening* and then click to schedule your appointment.

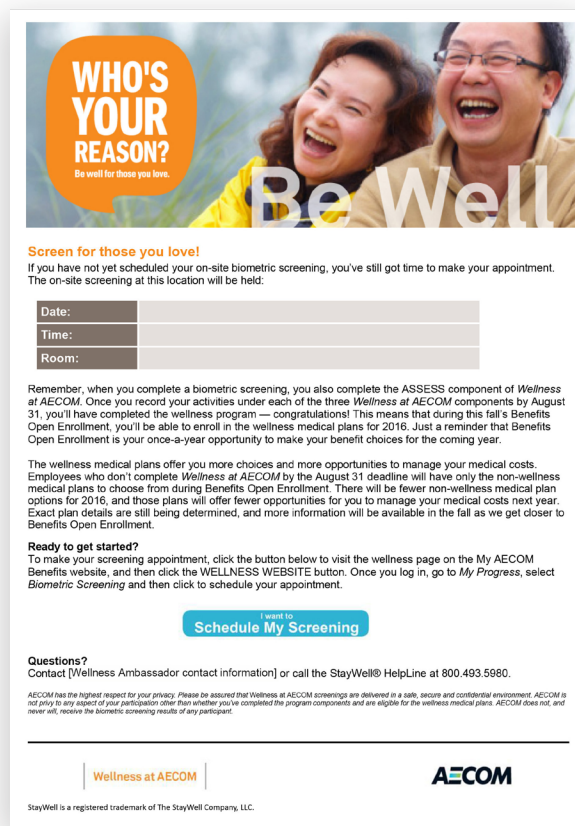
Get Started

AECOM has the highest respect for your privacy. Please be assured that Wellness at AECOM screenings are delivered in a safe, secure and confidential environment. AECOM is not privy to any aspect of your participation other than whether you've completed the program components and are eligible for the wellness medical plans. AECOM does not, and never will, receive the biometric screening results of any participant.

Wellness at AECOM | **AECOM**

StayWell is a registered trademark of The StayWell Company, LLC.

eCard Screening Announcement



WHO'S YOUR REASON?
Be well for those you love.

Be Well

Screen for those you love!
If you have not yet scheduled your on-site biometric screening, you've still got time to make your appointment. The on-site screening at this location will be held:

Date:	
Time:	
Room:	

Remember, when you complete a biometric screening, you also complete the ASSESS component of *Wellness at AECOM*. Once you record your activities under each of the three *Wellness at AECOM* components by August 31, you'll have completed the wellness program — congratulations! This means that during this fall's Benefits Open Enrollment, you'll be able to enroll in the wellness medical plans for 2016. Just a reminder that Benefits Open Enrollment is your once-a-year opportunity to make your benefit choices for the coming year.

The wellness medical plans offer you more choices and more opportunities to manage your medical costs. Employees who don't complete *Wellness at AECOM* by the August 31 deadline will have only the non-wellness medical plans to choose from during Benefits Open Enrollment. There will be fewer non-wellness medical plan options for 2016, and those plans will offer fewer opportunities for you to manage your medical costs next year. Exact plan details are still being determined, and more information will be available in the fall as we get closer to Benefits Open Enrollment.

Ready to get started?
To make your screening appointment, click the button below to visit the wellness page on the My AECOM Benefits website, and then click the WELLNESS WEBSITE button. Once you log in, go to *My Progress*, select *Biometric Screening* and then click to schedule your appointment.

I want to
Schedule My Screening

Questions?
Contact [Wellness Ambassador contact information] or call the StayWell® HelpLine at 800.493.5980.

AECOM has the highest respect for your privacy. Please be assured that Wellness at AECOM screenings are delivered in a safe, secure and confidential environment. AECOM is not privy to any aspect of your participation other than whether you've completed the program components and are eligible for the wellness medical plans. AECOM does not, and never will, receive the biometric screening results of any participant.

Wellness at AECOM | **AECOM**

StayWell is a registered trademark of The StayWell Company, LLC.

eCard Screening Invite



WHO'S YOUR REASON?
Be well for those you love.

Be Well

FREE biometric screenings are coming to this location
Take care of yourself by knowing your numbers! Learn your body mass index (BMI), blood pressure, cholesterol and blood sugar/gucose levels and you'll complete the ASSESS component of Wellness at AECOM. It's that easy!

Visit www.myAECOMbenefits.com to learn more. Schedule your appointment today!

Wellness at AECOM | **AECOM**

Announcement Poster for Locations with Screenings



Biometric Screening Stickers

SCREENING REMINDERS

Employees were reminded about the importance of biometric screenings via eSignage, eCards, flyers posted at screening sites, an online flyer on the microsite and articles in *Focus on Americas*, AECOM's regular online communication vehicle. (For visuals of the *Focus* articles, please see page 20 under *Ongoing Communications*.)



eSignage Screenings Reminder

WHO'S YOUR REASON?
Be well for those you love.

Be Well.

AECOM invites you to get a **FREE and confidential on-site biometric screening** at this location.

Date:
Time:
Room:

Results will be available within minutes and reviewed with you by a health professional. The screening is completely confidential, and fasting is not required.

Knowing your biometric numbers is an important way that you can be well for those you love. In just 15 – 20 minutes, a biometric screening can determine key health numbers such as your height, weight, waist, blood pressure and total cholesterol, HDL and glucose levels. If your numbers aren't where you'd like them to be, Wellness at AECOM can help you work to improve them with lifestyle programs and opportunities for telephonic health coaching.

Remember, when you complete a biometric screening, you also complete the ASSESS component of Wellness at AECOM. When you complete all three Wellness at AECOM components by August 31, the wellness medical plans will be available to you during Benefits Open Enrollment for 2016. The wellness medical plans offer you more choices and more opportunities to manage your medical costs.

Employees who don't complete Wellness at AECOM by the August 31 deadline will have only the non-wellness medical plans to choose from during Benefits Open Enrollment. There will be fewer non-wellness medical plan options for 2016, and those plans will offer fewer opportunities for you to manage your medical costs next year. Exact plan details are still being determined, and more information will be available in the fall as we get closer to Benefits Open Enrollment.

Ready to get started?
To make your screening appointment, click the button below to visit the wellness page on the My AECOM Benefits website, and then click the WELLNESS WEBSITE button. Once you log in, go to My Progress, select Biometric Screening and then click to schedule your appointment.

[Schedule My Screening](#)

Questions?
Contact [Wellness Ambassador contact information] or call the StayWell® Helpline at 800.493.5980.

AECOM has the highest regard for your privacy. Please be assured that Wellness at AECOM screenings are delivered in a safe, secure and confidential environment. AECOM is not going to use or share any of your information other than what you've completed the program components and are eligible for the wellness medical plans. AECOM does not, and never will, release the biometric screening results of any participant.

Wellness at AECOM | AECOM

Screenings eCard

WHO'S YOUR REASON?
Be well for those you love.

Be Well.

Schedule your screening today!

ATTEND A **FREE BIOMETRIC SCREENING** TO LEARN MORE:

- Height, Weight and Waist
- Blood Pressure
- Cholesterol (including HDL)
- Glucose
- Confidential review of results with a health professional

TO SCHEDULE YOUR APPOINTMENT:

1. Visit www.myAECOMbenefits.com
2. Click *Learn about wellness*
3. Click the WELLNESS WEBSITE button

Date:
Time:
Room:

Wellness at AECOM | AECOM

Screenings Flyer

Be Well.

Don't forget to... Get your biometric screening!

WHAT are biometric screenings?
WHY are they important?
HOW do I get one?

WHAT are biometric screenings?
Biometric screenings are a great starting point to achieving and maintaining good health. When you receive a biometric screening, you will get your measurements on:

Body Mass Index (BMI) Risk Level	Blood Pressure	Cholesterol	Blood Sugar or Glucose
Calculated on height and weight — your BMI risk level measures body fat and helps determine whether your weight puts you at a low, moderate or high risk for developing health issues. Too much weight puts undue pressure on many body organs, systems and structure.	Determines whether you have a low, normal or high blood pressure level. High blood pressure can put you at risk for heart or kidney failure, an aneurysm or stroke.	Assesses your levels of both HDL (good) and total cholesterol. Unbalanced levels of cholesterol can lead to heart disease and hardening of the arteries.	Evaluates whether this important source of body energy is operating within normal levels. Keeping blood sugar in check is an effective way to prevent diabetes and reduce its complications.

WHY are they important?
Because when you **know your numbers**, such as your body mass index (BMI) risk level, blood pressure, cholesterol and blood sugar/glucose levels, you can establish a baseline to help **monitor your health in the future**. And, if you see any warning lights, you can take steps now to correct them, often through lifestyle changes.

Screenings Online Flyer

TARGETED eCARDS

Approximately five weeks before the program ended, we developed targeted eCards to remind those who had completed none, one or two program components what they needed to do and how to satisfy the program requirements quickly in the time that remained. A countdown box was also featured, letting employees know how many days were left until the program ended.

WHO'S YOUR REASON?
Be well for those you love. **Be Well**

It's not too late! Complete Wellness at AECOM today.
Our latest records* show that you've not yet started Wellness at AECOM. If you act now, you can still complete the program before the August 31 deadline and enjoy more medical plan options and significant cost savings for 2016. Employees who don't complete the wellness program will have fewer medical plan options and costs will be higher for 2016. [Learn more.](#)

Countdown to Wellness
25 days left

Wellness at AECOM features a variety of programs and activities to help you work wellness into your life today and every day. But it only takes about an hour to complete just one activity within each of the program's components — [ASSESS](#), [LEARN](#) and [ACT](#) — and you'll be eligible for the 2016 wellness medical plan options. It's that easy. The deadline is August 31 and time is running out!

Start Today

***Important note about tracking your progress**
When you log in to the wellness website, you'll see a *My Progress* tab on your homepage. You can use *My Progress* to track your Wellness at AECOM activities. *My Progress* requires more time to update some activities than others. In some cases, you may have already completed an activity — or the wellness program — but your status is not yet reflected in our system, so you're still receiving email reminders. As long as your activity is completed by August 31, it will count toward your eligibility for the wellness medical plans.

Because this program is important to your 2016 medical plan choices, you'll continue to receive email reminders until our records show that you've completed Wellness at AECOM. If you've already completed the program and it is not yet reflected in our system, please disregard this email. If you have questions, call the StayWell Helpline at 800.493.5980.

While all employees are welcome to use the great resources and support provided by Wellness at AECOM, participation in the wellness program will not affect 2016 medical plan options for the following groups: employees covered by a union plan, SCA or a collective bargaining agreement, employees hired after June 1, employees returning from leave of absence after June 1, international assignments returning after June 1 and employees not currently eligible for benefits.

AECOM has the highest regard for your privacy. Please be assured that Wellness at AECOM is delivered in a safe, secure and confidential environment. AECOM is not privy to any aspect of your participation other than whether you've completed the program components and are eligible for the wellness medical plans.

Wellness at AECOM **AECOM**

Targeted eCards

WHO'S YOUR REASON?
Be well for those you love. **Be Well**

Time is running out!
Don't miss out on more choices and lower costs for medical plans in 2016. Start Wellness at AECOM today.*

Countdown to Wellness
11 days left

Wellness at AECOM is a year-round commitment to your health and well-being, but completing the three simple steps — [LEARN](#), [ASSESS](#) and [ACT](#) — by August 31 means more medical plan options (access to at least four wellness medical plans) and lower costs for 2016 (your employee contributions are lower if you complete Wellness at AECOM than if you do not). Employees who don't complete Wellness at AECOM on time will still have access to free wellness programs and resources throughout the year, but they will have fewer medical plan options and costs will be higher for 2016. [Learn more.](#)

Here's a fast way to finish Wellness at AECOM:

ASSESS	Complete the online health assessment. It takes about 20 minutes.
LEARN	View any of the informational videos about telemedicine at www.MDLives.com .
ACT	Plan to participate in regular physical activity or an AECOM Corporate Social Responsibility (CSR) initiative or community event. You can complete the physical activity any time before December 31, but you'll need to report all your activities on the wellness website by August 31!

Visit our new benefits website to learn more about the program. From there, you can access the wellness website developed by StayWell®, our wellness partner. Just click the button below.

Start Today

***Important note about tracking your progress**
When you log in to the wellness website, you'll see a *My Progress* tab on your homepage. You can use *My Progress* to track your Wellness at AECOM activities. *My Progress* requires more time to update some activities than others. In some cases, you may have already completed an activity — or the wellness program — but your status is not yet reflected in our system, so you're still receiving email reminders. As long as your activity is completed by August 31, it will count toward your eligibility for the wellness medical plans.

Because this program is important to your 2016 medical plan choices, you'll continue to receive email reminders until our records show that you've completed Wellness at AECOM. If you've already completed the program and it is not yet reflected in our system, please disregard this email. If you have questions, call the StayWell Helpline at 800.493.5980.

While all employees are welcome to use the great resources and support provided by Wellness at AECOM, participation in the wellness program will not affect 2016 medical plan options for the following groups: employees covered by a union plan, SCA or a collective bargaining agreement, employees hired after June 1, employees returning from leave of absence after June 1, international assignments returning after June 1 and employees not currently eligible for benefits.

AECOM has the highest regard for your privacy. Please be assured that Wellness at AECOM is delivered in a safe, secure and confidential environment. AECOM is not privy to any aspect of your participation other than whether you've completed the program components and are eligible for the wellness medical plans.

Wellness at AECOM **AECOM**

WHO'S YOUR REASON?
Be well for those you love. **Be Well**

Just a few days left!
Our most current records* tell us you've started — but haven't completed — Wellness at AECOM. August 31 is almost here, and you only need to complete one activity in each of the program's components to complete the program. Employees who don't complete Wellness at AECOM will have fewer medical plan options and higher medical plan costs for 2016. [Learn more.](#)

Countdown to Wellness
4 days left

Here's a fast way to finish Wellness at AECOM.

ASSESS:

- Complete the online health assessment. It takes about 20 minutes.

LEARN:

- View any of the informational videos about telemedicine at www.MDLives.com. It takes just a few minutes.

ACT:

- Plan to participate in regular physical activity or an AECOM Corporate Social Responsibility (CSR) initiative or community event. You have until December 31 to complete the activity, but you'll need to report it on the wellness website by August 31.

Please note: to earn ACT credit for *Step It Up!*, you must complete the program (walk 275,000 steps) by August 31. A few steps short? Consider completing another activity (or pledging to do so) today.

You're running out of time! But don't worry. In some cases, under the ACT component, you don't have to complete an activity by August 31. Simply pledge that you'll complete it by December 31. But you do have to report your pledge by August 31. [Learn more.](#)

While Wellness at AECOM offers free wellness programs and resources throughout the year, completing the program by August 31 means more medical plan options and savings for you. Don't miss out on this great opportunity — complete Wellness at AECOM today!

Complete Today

***Important note about tracking your progress**
When you log in to the wellness website, you'll see a *My Progress* tab on your homepage. You can use *My Progress* to track your Wellness at AECOM activities. *My Progress* requires more time to update some activities than others. In some cases, you may have already completed an activity — or the wellness program — but your status is not yet reflected in our system, so you're still receiving email reminders. As long as your activity is completed by August 31, it will count toward your eligibility for the wellness medical plans.

Because this program is important to your 2016 medical plan choices, you'll continue to receive email reminders until our records show that you've completed Wellness at AECOM. If you've already completed the program and it is not yet reflected in our system, please disregard this email. If you have questions, call the StayWell Helpline at 800.493.5980.

While all employees are welcome to use the great resources and support provided by Wellness at AECOM, participation in the wellness program will not affect 2016 medical plan options for the following groups: employees covered by a union plan, SCA or a collective bargaining agreement, employees hired after June 1, employees returning from leave of absence after June 1, international assignments returning after June 1 and employees not currently eligible for benefits.

AECOM has the highest regard for your privacy. Please be assured that Wellness at AECOM is delivered in a safe, secure and confidential environment. AECOM is not privy to any aspect of your participation other than whether you've completed the program components and are eligible for the wellness medical plans.

Wellness at AECOM **AECOM**

SUPPORT FROM THE TOP FOR WELLNESS AT AECOM

Corporate Senior Vice President, HR Business Operations & Total Rewards Marc Buchsbaum took time to write to employees directly about his support for the program, the confidentiality of employee data and the advantages of participating.

AECOM

A Wellness Message from Marc Buchsbaum, Corporate SVP/HR Business Operations & Total Rewards

August 25, 2015

I just completed this year's *Wellness at AECOM* program*, and wanted to share my thoughts with you about the importance of wellness to me, to you, and to AECOM. As an AECOM leader, my days are hectic — between meetings and phone calls — not ideal for working out on a regular basis. Finding the balance between work and home life can be challenging so I was quickly drawn in by this year's theme — *Who's Your Reason?* For me, that was an easy one: my wife, our three kids ... and for me!

When you participate in AECOM's wellness program, you're not only taking charge of your overall health, you're also having a direct impact on reducing your expenses and on AECOM's management of health care costs, something that supports our future success. It's simple: The healthier we are, the less we spend on medical services and, more importantly, the more time we can spend with those we love. Through our mutual commitment to wellness, not only can we enhance our lives and our creativity, but we're better able to manage costs—yours and AECOM's.

Let me just say this: *whether you were able to participate in our wellness program or not (the program ends on August 31, so there's still time to complete it), you'll still have choices available for health care coverage this fall. However, participating is a way to reduce your costs for benefits next year.*

Completing this year's wellness program also means more options. You'll be able to enroll in one of the wellness medical plans — including one PPO, three high deductible health plans (HDHPs) and a regional HMO if you live in California or Hawaii — during the 2016 Benefits Open Enrollment. You'll also pay less for your medical coverage next year. Those who don't complete the program will be able to elect one of two HDHPs (plus a regional HMO for those in California or Hawaii) at higher costs and will still have all other company-provided benefits available to them.


Right now, our benefits team is working to finalize the details for our wellness and non-wellness medical plan options. You'll be hearing more about your new benefits, including details about medical plan choices and costs, in early fall.

A word about privacy -- please know that AECOM has the highest respect for your privacy. AECOM treats the security of employee information with the utmost concern and has established policies designed to protect employee data. At no time will AECOM receive any employee-specific personal information.

We're pleased to have offered *Wellness at AECOM* to our U.S. AECOM employees for the sixth consecutive year, underscoring our long-term commitment. So know that *we're in this for the long term.*

I hope you'll join me and your colleagues as we strive to promote good health and well-being for all of us at AECOM. Thank you for your support.

Be well.



* While all U.S. employees are welcome to use the great resources and support provided by *Wellness at AECOM*, participation in the wellness program will not affect 2016 medical plan options for the following groups: employees covered by a union plan, SCA or a collective bargaining agreement, employees hired after June 1, employees returning from a leave of absence after June 1, international assignees returning after June 1, Tishman/Hunt employees and employees not currently eligible for benefits.

MAINTAINING THE DIALOGUE: *FOCUS ON AMERICAS*

Focus on Americas is a regular online communication posted on myAECOM. Throughout the campaign, articles ran in *Focus* to announce the program, explain new features and requirements, share information about the biometric screenings and more. If the two samples below look slightly different, they are! AECOM changed the look and format of *Focus* midway through our campaign.

Wellness
Article

Issue 10
June 25
2015

FOCUS

ON AMERICAS

Every other week, *Focus on Americas* highlights items of interest within DCS Americas.

More than \$50,000 donated for STEM at San Francisco Middle School
AECOM's donation to the San Francisco Unified School District to support the Science, Technology, Engineering and Math (STEM) Program was presented at a benefit prior to the opening of the U.S. Conference of Mayors in San Francisco last week.

[Read more](#)

WHO'S YOUR REASON?

Be well for those you love.

AECOM wins AIA Award of Merit for NASA
The Integrated Engineering Services Building, a high-profile facility at the heart of the existing NASA Langley Research Center in Hampton, Virginia, received an Award of Merit from the American Institute of Architects.

[Read more](#)

Excellence...
Emerging leaders complete Americas Leadership Development Program [Read More](#)
Gregg Spagnolo selected to serve on ACEC Executive Committee [Read More](#)
Lee Hutchins named to Coalition for America's Gateways and Trade Corridors board [Read More](#)

Innovation...
Urban SOS: All Systems Go [Read More](#)

Clients...
Drones help serve architectural and construction clients [Read More](#)
Critical milestone met on Guantanamo Bay fuel pier project [Read More](#)

Safety...
Office moves: A pain in the neck (or back) [Read More](#)

Articles in *Focus on Americas*

FOCUS

ON AMERICAS

Weekly News Digest

We're changing our Focus!
Welcome to our first issue of *Focus on Americas Weekly News Digest*—a compilation of employee action items/deadlines, executive messages, people and project stories, and information from DCS Americas business services entities—to read when it fits your schedule and to reduce the load on your inbox. The new format features an index of items contained in the issue, with links to the complete articles. Each article has a convenient "back to the top" feature that returns you to the index. Try the new Focus and send us your feedback through the e-mail address provided below in the Contact Us section.

Employee Action Items!

July 27 – August 14: Performance + Rewards: Prepare Employee Performance Summary [Read more](#)

August 31: Summer is a great time to get outdoors and complete *Wellness at AECOM* [Read more](#)

Executive Message and Feature Story

A message from Tom Bishop:
AECOM continues to top the charts in ENR rankings
"Once again, as a result of your contributions — and those of your colleagues in other operating groups — AECOM has been ranked at or near the top of the lists of industry leaders prepared by *Engineering News-Record (ENR)* magazine."
—Tom Bishop

[Read more](#)

Our People

Russ Kerwin testifies before U.S. Congress on passenger train safety [Read more](#)

IN THE SPOTLIGHT
Geoffrey Uhlmann exemplifies integrity and honesty in everything he does [Read more](#)

Our Projects

AECOM to provide environmental services for Interstate 11 transportation corridor [Read more](#)

Business Services News

Finance and Accounting
New Finance Academy module explains AECOM Insight [Read more](#)
AECOM Billings and Collections System (ABC): A tool for project managers [Read more](#)

Global Resilience
YOU — through your own security lens [Read more](#)

Human Resources
Learn more about employer-provided benefits for same-sex spouses and partners [Read more](#)

Safety, Health and Environment
July is Eye Injury Prevention Month [Read more](#)

Employee Action Items!

Performance + Rewards: Complete goals and prepare Employee Performance Summary
As the Performance Rewards program moves into the *Assess and Reward* phase, it's important to complete, and if necessary, work with your manager to revise and then submit your FY15 goals in SumTotal, our performance management system. Your business and development goals are the foundation of the Employee Performance Summary that you will complete and submit between now and August 14. In the

Call to
Action

SOCIAL NETWORKING WITH EMPLOYEES VIA CHATTER

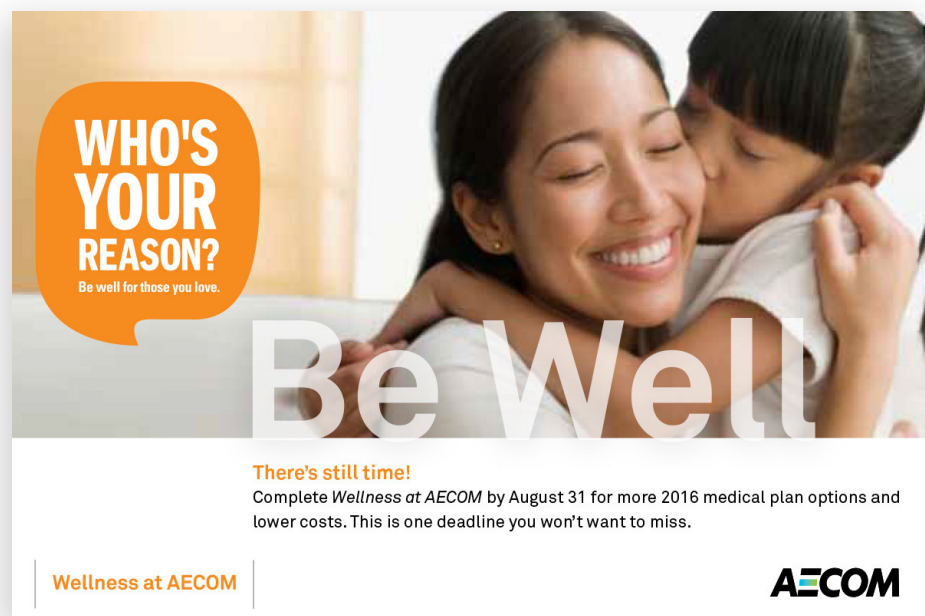
Chatter is AECOM's internal social networking platform. Throughout the campaign, management used Chatter to post several upbeat messages to encourage participation in the program.



Chatter Post from the U.S. Benefits Manager

TOUCHING BASE WITH FAMILIES

To ensure we kept family members in the loop, we mailed a postcard to the homes approximately six weeks after the program began. This postcard was sent to employees' homes to ensure that spouses and domestic partners remembered the program was underway, how it worked and the importance of completing the program.



Wellness at AECOM Postcard

What can you do in an hour?

Eat a meal, surf the internet, watch a TV show. Another way to spend an hour is to do something for yourself and the ones you love by completing *Wellness at AECOM*.

While wellness is a way of life, completing *Wellness at AECOM* can take as little as an hour. You need to complete just one activity in each of the three components: ASSESS, LEARN and ACT. Do it before August 31 and you're eligible for more medical plan options for 2016, including one PPO, three high deductible health plans (HDHPs) and a regional HMO if you live in California or Hawaii. What's more, you'll pay less for your medical coverage next year than you will if you don't complete the program.

Wellness at AECOM is voluntary, so the decision is entirely yours. Those who don't complete the program by August 31 will have two HDHPs and a regional HMO in California or Hawaii, and costs will be higher.

Time is running out.
Visit www.myAECOMbenefits.com today.

AECOM has the highest respect for your privacy. Please be assured that Wellness at AECOM is delivered in a safe, secure and confidential environment. AECOM is not privy to any aspect of your participation other than whether you've completed the program components and are eligible for the wellness medical plans.

♻️ Printed on recycled paper with vegetable-based ink

AECOM
515 S. Flower Street
Suite 1050
Los Angeles, CA 90071-2201

Presorted
First-Class Mail
U.S. Postage
PAID
KES Mail, Inc.

REMINDERS!

In addition to eCard reminders, posters and eSignage were placed throughout the various AECOM locations to remind employees that the program would be over soon.




Wellness at AECOM Reminder Poster



eSignage Reminder

NON-WELLNESS PLAN ANNOUNCEMENT

While *Wellness at AECOM* was underway, AECOM was forming a new benefits cost-sharing philosophy, and specific program details were still being designed. Once initial plan design decisions were made in August (the wellness qualifying period deadline was August 31), we were able to communicate the wellness and non-wellness medical plans that would be available, although not with any great level of detail.



If you are planning to enroll in an AECOM medical plan for 2016, we encourage you to complete our wellness program. Those who do will enjoy more medical plan options and significant cost savings for 2016.

When you complete *Wellness at AECOM* by August 31, 2015, you'll be able to choose one of the AECOM wellness medical plans for 2016. Employees who do not complete *Wellness at AECOM* will have fewer medical plan options and costs will be higher in 2016.

While exact details about our 2016 benefits program are still being finalized, we have confirmed the medical plan options that will be available, as shown below. We'll continue to share more as we get closer to Benefits Open Enrollment in the fall.

What if I complete <i>Wellness at AECOM</i> ?	What if I don't complete <i>Wellness at AECOM</i> ?
<ul style="list-style-type: none">You will have the following wellness medical plan options for 2016:<ul style="list-style-type: none">✓ A preferred provider organization (PPO) option✓ Three high deductible health plan (HDHP) options✓ Regional HMOs if you live in California or Hawaii.Your employee contributions (the amount you pay for coverage each pay period) will be lower for a wellness medical plan than your cost for the equivalent non-wellness medical plan, if an equivalent non-wellness plan is available.	<ul style="list-style-type: none">You will have the following non-wellness medical plan options for 2016:<ul style="list-style-type: none">✓ Two high deductible health plan (HDHP) options✓ Regional HMOs if you live in California or Hawaii.Your employee contributions (the amount you pay for coverage each pay period) will be higher for the non-wellness medical plan than your cost for the equivalent wellness medical plan.

AECOM has been, and remains, fully committed to our wellness culture. *Wellness at AECOM* offers numerous benefits to you and to the company, including helpful resources, cost-savings opportunities, and, of course, our personal well-being. Completing the program is easy and in most cases can be done in less than one hour. We hope you'll choose to actively participate as we continue to build a culture of good health and well-being at AECOM.

Give me more Details

I'm ready to Get Started

While all employees are welcome to use the great resources and support provided by *Wellness at AECOM*, participation in the wellness program will not affect 2016 medical plan options for the following groups: employees covered by a union plan, SCA or a collective bargaining agreement; employees hired after June 1; employees returning from leave of absence after June 1; expats returning after June 1; and employees not currently eligible for benefits.

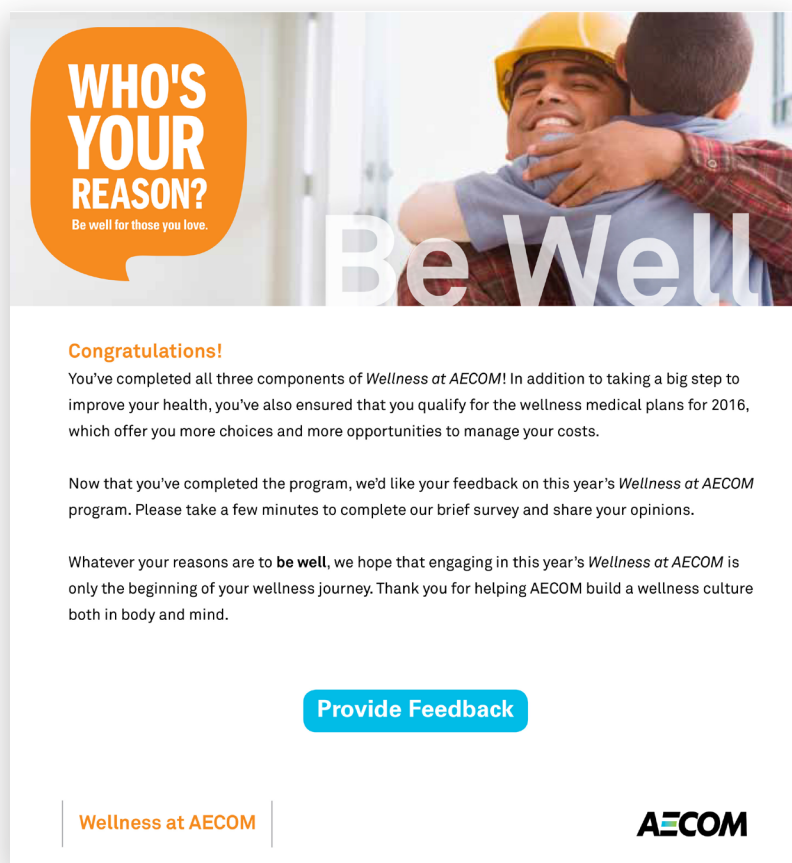
Wellness at AECOM

AECOM

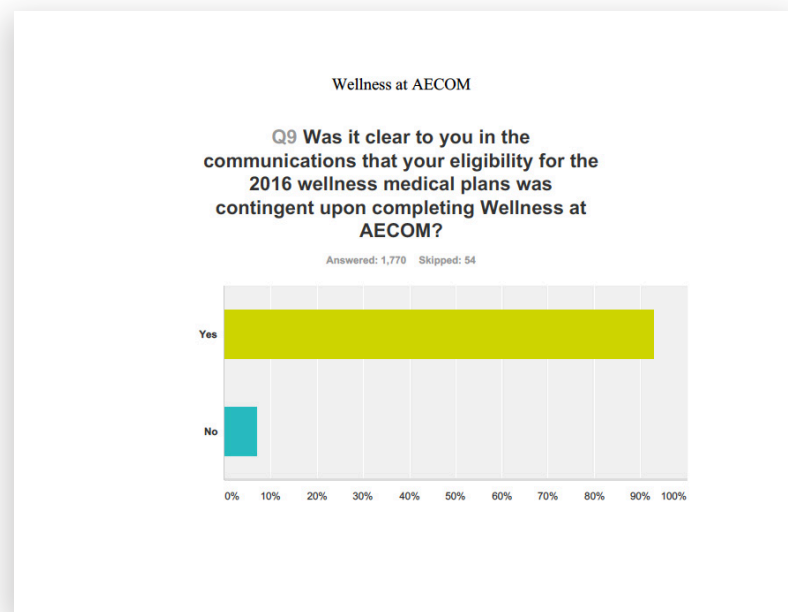
Email Announcement

TELL US WHAT YOU THINK!

We wanted feedback from all employees, so we developed two surveys: one for those who completed wellness and one for those who did not. Employees who completed the program received the eCard below, which congratulated them and provided a link to an online *Wellness at AECOM* satisfaction survey. Employees who did not complete the program received a separate eCard, which included a link to a *Wellness at AECOM* survey to learn why they chose not to complete the program and what AECOM could do to encourage them to participate next year.




eCard



Survey

PROMOTING HEALTH ALL YEAR-ROUND

AECOM is committed to employees' health and well-being year-round. This eCard told employees how they could get their free flu shots.



WHO'S YOUR REASON?
Be well for those you love.

Be Well

Stay healthy for yourself and the ones you love — get a flu shot!

Flu vaccination can keep you from getting sick and that means protecting the people around you, too. Get a free flu shot this flu season one of the following ways:

- At some AECOM facilities, StayWell will offer a free flu shot clinic October 21 through November 30. For more information and to sign up for an appointment, please visit [Wellness at AECOM](#).
- Print a free flu shot voucher at [Wellness at AECOM](#) beginning in mid-October and redeem at participating pharmacies.
- Schedule an appointment for a flu shot at your doctor's office.

To learn more about the flu shot and how to get yours, log on to the wellness portal at [Wellness at AECOM](#). If you have not already registered on the site, you'll need to set up your user ID and password.

Wellness at AECOM is a year-round commitment to your health and well-being. Take advantage of the preventive measure being offered this flu season and get your free flu shot. Do it for you. Do it for the people you love.

Wellness at AECOM

AECOM

StayWell is a registered trademark of The StayWell Company, LLC.

EXCEEDING EXPECTATIONS MEANS SUCCESS!

At the outset, AECOM determined that this campaign would be considered an enormous success if employees engaged in the process, creating a wellness culture among the 30,000 legacy URS employees and reinforcing the existing culture of wellness among the 10,000 legacy AECOM employees. The results exceeded the goals established:

OBJECTIVE	RESULT
1. To have 60% of eligible employees complete the program, thereby ensuring that a majority would qualify for the 2016 wellness medical plans.*	An overwhelming 77% of eligible employees completed <i>Wellness at AECOM</i> and became eligible for the wellness medical plan options in 2016.
2. To have 30% of eligible employees receive on-site screenings and learn about their biometric numbers, while laying the foundation for AECOM's data baseline.**	31% of employees at locations where biometric screenings were held received an on-site biometric screening in 2015. In fact, demand was so great that StayWell® added an additional five AECOM on-site screening locations to the schedule as well as additional appointment times for a number of locations that hit their capacity.
3. To effect a change in employee behavior toward their overall health and well-being.	<p>Our post-<i>Wellness at AECOM</i> survey results tell us that 75% of employees agreed that <i>Wellness at AECOM</i> inspired them to make a change. Specifically:</p> <ul style="list-style-type: none"> • 64% are exercising more; • 49% are focusing on weight loss; and, • 39% are focusing on steps to reduce or manage their levels of stress. <p>Employees were pleased to share the ways they are better integrating wellness into their lives. For example:</p> <ul style="list-style-type: none"> • “I made an appointment with my doctor to get my blood pressure under control.” • “...continue improving my diet.” • “I was already working out on a regular basis, but the step tracking kept me moving more consistently.” • “Eating/drinking better...fueling the machine!”
4. To ensure that if eligible employees did not participate, they did so with the understanding that they would qualify only for the more expensive non-wellness medical plans in 2016.	Our post- <i>Wellness at AECOM</i> survey results tell us that over 93% understood that completing <i>Wellness at AECOM</i> offered them eligibility for the 2016 wellness medical plans.

* 30,000 employees who were eligible for the 2016 wellness medical plans when they completed *Wellness at AECOM*.

** Employees at locations where on-site screenings were held.