



As a service industry leader, ABM recognizes the importance of our team members' health and wellness.

We are committed to providing a high quality, competitive benefit program designed to address our team members' benefit needs.

Our benefit package is reviewed regularly and modified to ensure we offer those benefits most valuable to both the team member and their family.

In general, benefits become effective on the first day of the month following 30 days of continuous employment, unless noted otherwise in the Summary Plan Description.

ABM 2021 Staff & Management Employee Benefits

Diverse Selection of Medical Plans

Based on your physical and financial needs as well as your geographic location, ABM offers a wide range of medical plans, including open access health plans (you can see any provider you wish) and Health Maintenance Organization (HMO) health plans, as well as a Health Savings Account (HSA).

Dental Plans

ABM offers a choice of two dental PPO plans (a low and a high option).

Vision

Comprehensive vision coverage provides an eye exam for a small copay and benefits for lenses and frames or contacts every 12 months.

401(k)

ABM matches your contributions, dollar for dollar, for the first 3%. For the next 2%, ABM contributes \$0.50 for each dollar you contribute. Your contributions and match are immediately vested. You must be employed by ABM for six consecutive months to be eligible.

Employee Stock Purchase Plan (ESPP)

All ABM team members can become owners of the Company through the purchase of ABM common stock. ABM gives team members a 5% discount on the stock price. There is no waiting period to enroll in the plan.

Income Protection Benefits

ABM offers Basic Life and Accidental Death & Dismemberment (AD&D) insurance, as well as Short- and Long-Term Disability insurance at no cost to you. You may purchase additional protection through the Voluntary Life and AD&D benefit.

Pre-Tax Benefits: Health Care Flexible Spending Account, Commuter & Mass Transit

You can set aside pre-tax dollars to pay for qualified expenses with our Health Care Flexible Spending Account, Commuter Transit and Parking benefits.

Employee Assistance Program (EAP)

Free, confidential help and support with life's daily challenges.

Voluntary Plans and Discounts

ABM makes it quick and easy to obtain Hospital Indemnity, Accidental Injury and Identify Theft Protection on a voluntary basis at group rates. Team members also have exclusive discounts through Marketplace Mall and discounted fitness memberships through Gympass.

Time Off

ABM provides 10 paid company holidays per year. In addition, eligible team members accrue vacation time and sick leave each year.