

## ABM 2023 Employee Benefits

### Staff & Management



*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 your date of hire, unless noted otherwise in the Summary Plan Description (SPD).*

*This flyer highlights some of ABM's benefit plans. The SPDs provide details. Should this flyer differ from the SPDs, the SPDs prevail.*

Your health and wellness are important to us! As a service industry leader, ABM provides a high quality, competitive benefit program designed to address our team members' benefit needs.

**Medical Plans** – Based on your geographic location, ABM offers a wide range of medical plans, including options that let you see any provider you wish and Health Maintenance Organizations (HMOs). One option includes a Health Savings Account (HSA) that lets you set aside pre-tax dollars for health care expenses. Routine preventive care, tele-health, virtual care, and coverage while you're traveling are also available.

**Dental Plans** – ABM offers a choice of two dental PPO plans.

**Vision** – Comprehensive vision coverage provides an eye exam for either no cost or a small copay, as well as 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 become eligible the first of the month following six months of employment.

**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 coverage at no cost to you. Our disability options include 100% maternity coverage, up to the weekly maximum. You may purchase additional Voluntary Life and AD&D.

**Health Care Flexible Spending Account, Commuter & Parking Benefits** – You can set aside pre-tax dollars to pay for qualified expenses with our Health Care Flexible Spending Account and Pre-Tax Commuter & Parking benefits.

**Employee Assistance Program (EAP)** – You can access free, confidential help and support to deal with life's daily challenges.

**Voluntary Plans** – ABM also offers these voluntary plans:

- Voluntary Life and Accidental Death & Dismemberment (AD&D)
- Hospital Indemnity
- Accidental Injury
- Critical Illness
- Identity Theft Protection
- Legal Services
- Pet Insurance

**Discounts** – You also have access to exclusive discounts on everything from auto/home insurance to food and beverage delivery 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.