



INFRASTRUCTURE

MINING & METALS

NUCLEAR, SECURITY & ENVIRONMENTAL

OIL, GAS & CHEMICALS

Summary of Bechtel Employee Benefits for New Hires

This is a summary of the benefits Bechtel provides to salaried employees working in the United States. Coverage is effective on your hire date for company-paid Core benefits. Optional benefits require your enrollment within 31 days of eligibility. Please refer to the Bechtel Human Resources for detailed information.

Core Benefits

When you become an eligible employee, you are automatically enrolled in the following plans which are fully paid for by Bechtel:

- **Wellness** - Bechtel offers a wellness program called “BeWell” that compensates employees up to \$600 annually for taking actions related to health and well-being.
- **Holidays** - Bechtel provides nine paid holidays a year in the U.S.
- **Paid Time Off** - U.S. employees accrue at the rate of 1.67 days per month up to 80 days. PTO is to be used for vacation, sick leave, personal time off or religious observance.
- **Life Insurance** - Term life insurance is equal to one times your annual base salary.
- **24-Hour Company-Paid Accident Insurance** - Accidental death and dismemberment insurance is equal to one times your annual base salary to a maximum of \$250,000.
- **Business Travel Accident Insurance** - Accidental death and dismemberment insurance, while traveling on Bechtel business, is equal to five times your annual base salary to a maximum benefit of \$1,000,000.
- **Employee Assistance Program** - This program provides confidential, short-term, outpatient counseling services to help U.S. based employees and their household members resolve personal problems such as parenting concerns, marriage and family distress, alcohol and drug abuse, emotional stress and life crisis.

Trust and Thrift—A Core Benefit

The Bechtel Trust & Thrift Plan is designed to assist you in achieving financial security at retirement, when coupled with Social Security and personal savings. Upon enrollment, you are immediately 100% vested in all contributions made to the Plan, which includes:

- **Trust** - This is how Bechtel shares profits with employees. Bechtel makes a discretionary contribution in an amount determined each year by the Board of Directors. Eligibility for the profit sharing contribution is one year of continuous service with Bechtel.
- **Thrift**
 - **Employee Contributions** - This is a 401(k) benefit which offers employees a tax-favored, long-term savings opportunity by allowing before-tax and/or after-tax contributions. Non-highly compensated employees, as defined by the IRS, may defer up to 40% of eligible compensation. Highly compensated employees may defer up to 15% of eligible compensation. Employees are eligible upon hire to begin deferring.



- **Roth 401(k) Employee Contributions** - Employees may set aside money on an after-tax basis. When requirements are met for a qualified distribution, both Roth 401(k) contributions and earnings (in the Roth 401(k) account) may be distributed tax-free.
- **Company Match** - Bechtel matches up to 6% of your contributions at a rate of at least 25 cents on the dollar. Bechtel currently matches dollar for dollar up to 6%. Eligibility for the matching contribution is one year of continuous service with Bechtel.
- **Employee Catch-up Contributions** - Employees who are age 50 or older may add additional pre-tax and/or Roth after-tax dollars called “Catch-Up” contributions. Conditions apply and contributions are not matched.
- **Rollover Account** - The Trust & Thrift Plan accepts rollovers from other qualified plans. Eligible employees may make a rollover into the Plan at any time after hire.

Employee Perks

- **Group Universal Life Insurance** - Employees can purchase additional life insurance coverage through a Group Universal Life Insurance program administered by Mercer.
- **Matching Gift Program** - The Company supports qualifying colleges and universities through a matching gift program.
- **Scholarships** - Bechtel sponsors a scholarship program for the children of full-time employees with at least one year of service.
- **Adoption Assistance** - Bechtel provides financial assistance to employees who are adopting a child with a reimbursement of up to \$6,000 per adoption.
- **Best Doctors** - The Best Doctors program is a free, confidential benefit to help you make informed decisions about health treatment—e.g, painful injuries, cancer.
- **Care.com** - Bechtel employees can sign up for a free membership to help find ongoing, occasional, and back-up care—child, senior, and pet care; tutoring, housekeeping, etc.
- **People Development** – Bechtel offers on-the-job opportunities, structured training courses and seminars, online training via Bechtel University, as well as professional and community activities. Participants in approved programs conducted by recognized university and professional organizations may also be considered for full or partial tuition refunds.
- **Employee Resource Groups** – BSERV (veterans), NextGen (young professionals), and Women@Bechtel are open to ALL employees. Local chapters define goals and engage colleagues in stewardship, development, team-building, and networking activities.
- **Service Awards** - Service awards are given at five year intervals.

Benefit Options Purchased on a Before-Tax Basis

The following are only high level details. Additional details be supplied by Bechtel Human Resources. Open enrollment typically occurs during October for a couple weeks each year. Immediate enrollment is recommended upon hire, but you have up to 31 days.

Please note: Effective January 1, 2018, Anthem Blue Cross will be replacing Aetna as the insurance administrator for U.S. Bechtel employees. With this change, colleagues will see the benefits of a broader network of providers, lower premiums, and access to new tools to help manage their health and healthcare costs. While the administrator is changing, the extensive range of services covered remains the same.

Current Medical Options for the Remainder of 2017

- **Aetna HealthSavings*** – This plan is a high-deductible health plan that includes a Health Savings Account (HSA) with includes contributions from you and Bechtel. It generally pays



90% of in-network and 60% of out-of-network covered expenses after you meet your annual calendar year deductible of \$1,500 for employee-only or \$3,000 for family.

- **Aetna HealthFund*** - This plan generally pays 80% of in-network and 60% of out-of-network covered expenses after you meet your annual calendar year deductible of either \$2,000 for employee only coverage or \$4,000 for family coverage. The first \$850 of covered expenses (\$1,700 for family coverage) is paid for through a Bechtel-provided "Fund" which effectively reduces your annual deductible.
- **Aetna PPO \$1,000 Plan*** - This plan generally pays 90% of in-network and 70% of out-of-network covered expenses after you meet a calendar year deductible of \$1,000 for employee coverage or \$2,000 for family coverage.
- **Aetna Out-of-Area \$1,000 Plan*** - This plan applies if your U.S. home address is in an area not covered by Aetna's network. The plan generally pays 80% of covered expenses after you meet a deductible of \$1,000 for employee-only or \$2,000 for family coverage.
- **Vision** – Bechtel offers two vision plans. VSP Basic is available at no cost. VSP Plus offers enhanced vision benefits which you can purchase through payroll deduction.
- **Dental** – The dental plan provides coverage for dental care expenses after payment of an annual deductible. You can receive treatment from any licensed dentist, but if you use a dentist in Aetna's network, your out-of-pocket cost will be lower.
- **Health Care Spending Account** - You can contribute to a Health Care Spending Account for eligible health care expenses not covered by medical, dental, or vision plans. Your contribution is on a before-tax basis up to \$2,550 per year.
- **Dependent Care Spending Account** - You can contribute to the Dependent Care Spending Account for qualified day care or elder care. Your contribution can be up to \$5,000 per year if you're filing with the IRS as married filing jointly or as head of household, or \$2,500 per year if you're filing as married filing separately.

**The employer contribution to the Health Savings and the Health Reimbursement Accounts will be prorated if the hire date is on or after October 9, 2017. For 2017, it would be roughly one fourth of the full amount.*

Health Insurance Perks

- **Teladoc** – Teladoc, covered on all Aetna plans, offers telephone consultation services with a national network of U.S. board-certified family practitioners, PCPs, pediatricians and internists who can diagnose, recommend treatment, and write short-term prescriptions.
- **Castlight** – Castlight, available to members with an Aetna medical plan, helps you search for medical care providers and provides cost and quality information for common services.
- **Grace Period** – You have an additional two and a half months in 2018 to use up any money left over from your 2017 HCSA and/or DCSA contributions.
- **Voluntary Personal Accident Insurance** - You can supplement your Company-Paid Accident Insurance with 24-hour Voluntary Personal Accident Insurance. There are 13 coverage levels from \$10,000 to \$500,000 available for you and your eligible dependents.

Benefit Options Purchased on an After-Tax Basis

- **Short Term, Basic Long Term, and Supplemental Long Term Disability**
- **Vacation Purchase** - Vacation Purchase allows employees to "purchase" 40 hours of vacation. Vacation Purchase time is used before your accrued PTO (paid time off).

Bechtel reserves the right to amend in writing or discontinue these benefit plans, or any part thereof, with or without notice, at any time, at Bechtel's sole discretion. This document been developed as an aide; if there are any conflicts between this summary and the Employee Action Plan Document(s), the latter will govern.