



2026 Benefits Program Staff & Management

Your physical, mental, and financial well-being 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 that are designed to not only provide protection in the event of an illness or injury, but to offer low-cost or no-cost wellness care. 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 that focus on preventive care.

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) – You become eligible to make personal contributions beginning the first of the month following 30 days of employment. You become eligible for the ABM match beginning the first of the month following six months of employment. ABM matches your pre-tax and/or Roth 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.

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 equal to two times your annual base salary, as well as Short and Long Term Disability coverage, all 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 for yourself and your spouse and child(ren).

Life Insurance with Long Term Care – This plan offers the advantage of both a Life Insurance benefit, along with the ability to use a portion of your benefit for Long Term Care services, such as home health care, assisted living, and nursing home care.

Parental Leave – After six months of continuous employment, ABM provides full-time team members paid time away from work due to the birth, adoption, or fostering of a child.

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Organ Donor Leave – This leave provides the necessary support and time to recover and heal after living organ donation (including the donation of a partial lung, kidney, liver, or bone marrow).

Supplemental Insurance – You can elect coverage to provide additional financial protection for Accidental Injury, Critical Illness, and Hospital Indemnity. Two of these plans also provide valuable wellness credits.

Health Care Flexible Spending Account, Commuter & Parking Benefits – You can set aside pre-tax dollars to pay for qualified expenses with these plans.

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

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

Voluntary Plans – ABM also gives you the option to elect Identity Theft Protection, Legal Services, and 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 Wellhub. (There is even a free tier in Wellhub available to ABM team members.)

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 coinciding with or following 30 days of continuous employment, 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. For positions covered by a union contract, wages and benefits are determined by the union contract and may differ from the benefits described here.