



2026 Benefits Program Frontline Team Members

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.

Health Care Plans – We offer a variety of Medical, Dental, and Vision plans. Routine preventive care, tele-health, virtual care, and coverage while you're traveling are available under most options. Benefit options and team member contributions will vary depending on your work status and location. Your recruiter can provide more detailed information upon request.

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.

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.

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% monthly discount on the stock price. There is no waiting period to enroll in the plan.

Pre-Tax Commuter & Parking – ABM offers programs that allow you to set aside pre-tax dollars to pay for qualified transportation expenses.

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

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).

Time Off – ABM provides time off to our Frontline Team members in those markets where it is determined by applicable laws, applicable union contract, or client contract consistent with applicable laws.

Voluntary Plans – You may be eligible for the following programs, depending on your work status and location: Voluntary Life and Accidental Death & Dismemberment (AD&D) for yourself, your spouse, and your child(ren), Voluntary Short Term Disability, Voluntary Long Term Disability, Hospital Indemnity, Accidental Injury, Critical Illness, 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.

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 60 days of continuous employment, unless noted otherwise in the Summary Plan Description (SPD) or union contract. 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.