



Frequently Asked Questions

After Chem Demil Organizational Release Date (ORD)

When will I receive my final paycheck for hours worked up through my ORD? For hours worked, Colorado employees will receive their final paycheck within 24 hours of organizational release. Kentucky based employees will receive their final paycheck for hours worked on the next scheduled Amentum payday.

When will my PTO balance be paid to me? Accrued PTO balances should be paid to you via direct deposit approximately two pay periods following your ORD.

Am I eligible for Severance Benefits? Regular Full Time Amentum employees assigned to PCAPP or BGCAPP and who are separated from Amentum through a reduction in force are eligible for severance benefits. Eligible employees must remain in good standing through the ORD assigned by the Company to receive severance under the Plan. Employees who have a Qualifying Termination but (i) fail to comply with their ongoing obligations to the Company, or (ii) prior to their assigned termination date, resign, are terminated for cause (as determined in the sole discretion of the Company), or separate from employment for other reasons, will not be eligible for severance under the Plan.

How do I know what my Amentum service time is for severance benefit calculations? HR will provide detailed severance benefit information to employees during the offboarding process. You may view your service time information through your MyADP account by opening the **Work Information** screen under the **Your Profile** tile. This screen reflects Hire Date and Adjusted Service Time information. Severance benefits will be calculated using your adjusted service date unless you have been previously paid severance on another Amentum project in which case your last hire date will be used. Please contact your HR Representative with any questions.

How will Severance Benefits be paid to me? Severance benefits will be paid lumpsum via direct deposit approximately 2 pay periods following the 7-day revocation period after HR's receipt of your signed Severance Agreement. Severance payments will be subject to Federal and State tax deductions at 22%, but are not eligible for 401k deductions.

When and how will my Employee Retention bonus be paid to me? Retention bonus payments will be paid to you via direct deposit as soon as administratively possible following Government approval, it is estimated this will be within approximately 60 days of your ORD and separation of employment through a reduction in force, or transfer to another Amentum program. Bonus payments will be subject to Federal and State tax deductions at 22%. Take special note of 401K contribution deductions FAQ below.

Will my Employee Retention bonus continue to accrue beyond my Milestone release date if my PCAPP off-boarding is delayed to accommodate a transfer to another Amentum program so not to incur a break in service? No. Employee Retention Incentive accruals end as of your scheduled Milestone release date, even if your last PCAPP day is delayed in accommodation of an inter-company transfer.

When and how will my Perform Bonus be paid to me? Perform bonus payments (one for End of Operations and, if applicable, one for end of Closure) will be paid to you via direct deposit as soon as administratively possible after criteria has been met. You are eligible to receive the Perform bonus if you



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were an active PCAPP employee (approved payroll) as of June 22, 2023. Bonus payments will be subject to Federal and State tax deductions at 22%. Take special note of 401K contribution deductions FAQ below.

*Note – The End of Operations Perform Bonus was paid out to all eligible employees effective 06/07/2024.

Will 401k contributions be deducted from Retention/Perform Bonus payments? After termination of employment, 401k eligible compensation **“processed” by Payroll:**

- within the 45-day window following termination will have 401k contributions deducted (401k elections will still be active in the payroll system unless stopped by employee in advance at Fidelity*)
- after the 45-day window following termination will not have 401k contributions deducted (401k elections are automatically stopped in the payroll system on the 46th day following termination)

*If the employee wants to stop contributions in their final pay and subsequent pay after terminating employment, they must contact Fidelity before Fidelity receives notice of their termination. If the employee stops their deferrals during the same week termination status is transmitted to Fidelity, there is a chance Amentum will not receive the 0% election in time for deductions to stop in the payroll system. The 0% election would be disregarded by Fidelity.

When will my medical and dental benefits end? Benefits for you and your covered dependents will end on the last day of the month following your ORD. You will be offered continuation of benefits through COBRA. For additional information, reference “When You Leave Amentum” document under Benefits on the Life After Demil microsite.

What if I am on a Short-Term Disability at the time of my ORD? Your separation of employment will be processed as scheduled. There will be no impact to receipt of Short-Term Disability benefits if you are on an approved Short-Term Disability claim and are currently receiving Short-Term Disability payments from The Hartford.

How do I confirm my home address, personal email and phone number information is current with Amentum? You may view this information through your MyADP account by opening the **Personal Information** screen under the **Your Profile** tile. Please contact your HR Representative if changes need to be made.

How do I update my home address, email, and phone number information after I leave Amentum? For address and personal information changes, please contact your HR representative listed on the Life After Demil microsite.

How do I update my direct deposit information? Updates to bank information for direct deposits can be made directly in your MyADP account while you are still employed with Amentum. After that, you will need to submit an updated “Direct Deposit Authorization Agreement” (located on the Life After Demil website under “Forms”) and documentation, as noted on the form, to payroll@amentum.com



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How do I access pay statements and W-2's following termination? You will continue to have access to MyADP for three years following your termination, where you can access your pay statements and W-2's.