
Employee Development

At AECOM, we recognize that our talent is our greatest asset. Our performance and development framework is designed to encourage rich and meaningful discussions between all full and part-time employees and their managers to drive successful business outcomes and enable fulfilling careers.

Performance and Development Framework

- *Goal Setting:*

Goal Setting is the first – and one of the most critical steps – in the performance management process. Specific, measurable, achievable, relevant, and time-bound goals provide clear expectations throughout the year. When goals are aligned to business and team priorities, it helps drive overall organizational performance and individual success.

- *Performance & Development Conversations:*

Employees and their managers are highly encouraged to meet regularly to discuss performance against business goals and progress made towards their development plan. These meetings allow employees to share their accomplishments and challenges faced, allow managers to give regular feedback on performance, and understand what support is needed to achieve goals and development objectives.

- *Manager Evaluations:*

Part of the performance management process allows managers to formally assess and rate performance annually. This stage is critical, as it helps managers measure results, obtain input for the next performance cycle, and develop action plans with employees.

- *Annual Rewards Planning:*

AECOM's compensation offerings are intended to be competitive with those of peer companies, attract and retain key talent, and reward eligible employees for successfully completing performance-based initiatives that promote AECOM's financial growth and stability.

We strive to compensate employees in alignment with their roles, responsibilities, achievement of performance objectives and contributions to overall Company performance.

The Performance and Rewards process includes an enterprise-wide pay review process, which provides a common period during the year when eligible employee compensation is reviewed. AECOM's annual rewards planning process occurs during the first quarter of the fiscal year with awards effective thereafter.

The following pay elements are considered during the annual rewards process:

- Salary Increase
 - Merit
 - Promotions
 - Market Adjustment
- Short-Term Incentive (Limited eligibility)
 - Annual Bonus Plan
 - Annual Incentive Plan
- Long-Term Incentive (For executives only)
 - Long Term Incentive Award

AECOM University

At AECOM, we believe in potential. We pioneer the future with the power of talented teams and individuals. AECOM University promotes everyday learning by providing our people with thousands of learning resources and opportunities to enhance professional growth—a key priority for AECOM.

- Recommended learning uniquely personalized to employees' interests and skills through a daily feed
- Skill-based learning based on assessments and feedback with targeted proficiency levels
- Learning from others through connections to skilled experts, mentorship and groups
- Curated learning pathways, skill plans, and groups aligned to AECOM's technical disciplines
- Content catalog covers the diverse markets and business lines AECOM serves
- Content developed by internal subject matter experts, leading training providers, strategic alliances and academic partners
- Available to a global workforce with assets available in multiple languages, different learning formats and mobile accessible

We encourage our people to reach their potential by providing the best place to work with incredible resources to learn every day.

Education Assistance Program

AECOM offers an education assistance program in the US, which covers tuition, fees, and other education related expenses such as books, supplies, and equipment, up to a maximum amount. The benefit allows employees to grow and develop skills through job related coursework.