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# Attracting Talent

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AECOM is bringing together the best people. We believe we are stronger, smarter and better when we bring together a multitude of voices, ensure that every voice is heard and provide equitable opportunities for all. Different backgrounds and perspectives on the team enable us to better anticipate our clients' needs, understand the challenges facing the communities we serve, drive innovation that propels our industry forward and realize our purpose of delivering a better world. In addition, we are committed to advancing equity, diversity, and inclusion in our organization and within our industry.

## **Talent Attraction Systems**

AECOM utilizes both an applicant tracking system and customer relationship system to manage and nurture our candidate attraction and application processes, allowing us to attract more talent and fill our opportunities quickly while also allowing us to focus on candidate experience and reporting and analytics.

## **Internal Mobility and Workforce Planning at AECOM**

AECOM's Internal Mobility program outlines the organization's commitment to foster and encourage our employees' growth and development within the organization. In addition, AECOM's corporate strategy is to focus on our human capital by providing internal mobility of employees across AECOM. AECOM employees who are working in a regular full-time, part-time, part-time variable, and temporary status are eligible to participate in the program. AECOM publishes all opportunities to our internal employees through an Internal Careers site. Where possible, opportunities are posted exclusively to our internal employees for a period before being made available to external candidates. AECOM encourages all employees to own their career and express interest in internal opportunities, while also ensuring our managers and talent acquisition teams have a focus on internal mobility during the recruitment process.

While AECOM empowers our employees to own their own career path, we also recognize that at times our employees will face a shortage of work or reduction in force due to the completion of projects. To ensure continued employment for our employees AECOM redeploys our employees in order to maximize our valuable talent. AECOM works closely with employees when assignments are complete to place them in new opportunities within the organization that will fit their experience, skills and backgrounds.

## **Recruiting New Hires**

At AECOM, our goal is to hire the best talent. To do this we have built strong and multifaceted Talent Acquisition teams that include sourcing specialists, full cycle recruiters, university recruiters and operational leaders. Our TA teams partner closely with our businesses to ensure we understand the needs of our business while also assisting our managers to be recruiters themselves. At AECOM, everyone plays a role in our recruitment process.

Our recruitment process begins when our managers identify a need to add headcount to their team and continues until new employees begin their career with AECOM. Our candidate journey is important to us.

Recruitment at AECOM focuses on candidate experience while ensuring our advertised opportunities provide detailed information and job descriptions to our potential candidates. Our interview process is two-fold; our managers learn more about our candidates during the interview process while our candidates can learn more about AECOM. We believe that by doing this, we will be able to attract and hire the best talent in the industry.

In addition to our professional hires' recruitment, AECOM understands the value of investing in strong entry-level talent. Our University Recruitment partners work closely with universities to develop programs for our interns and graduate hires. Each year AECOM hires thousands of interns and new graduates. Our internship programs work closely with university campus' around the globe to provide opportunities for students to work at AECOM while continuing their educational studies.

At times, business and economic factors increase staffing needs across the organization. AECOM's robust yet flexible recruitment model allows us to ramp up our staffing as needed to fit the needs of the organization. AECOM is quickly able to adapt and adjust our hiring programs through technology, process optimization and expansion of our Talent Acquisition teams. Our expertise allows us to quickly implement hiring activities, whether in person or virtual, to recruit large numbers of new hires quickly.

### **Employee Referral Program**

AECOM also provides a robust Employee Referral program to our employees. Our employees are encouraged to advertise AECOM's employment opportunities to their professional and personal networks, including through their social media channels. Our employees are rewarded for referrals that are hired at AECOM through employee referral bonuses. This robust program results in a multitude of employee referrals from our employees and our employees being rewarded with employee referral bonuses globally across the organization.

### **Retention**

Retention of our employees is very important at AECOM. We believe that our comprehensive employee retention program plays a vital role in attracting and retaining our key employees. To ensure retention of our employees, AECOM focuses on respectful treatment of all employees, competitive compensation, and a high level of opportunity for our employees to use their skills and abilities while developing their interests. We believe employee job satisfaction and engagement are key ingredients of retention.