

Employee Benefits

Overview 2013

U.S. Employees
Vice Presidents and above





Medical, dental and vision

Coverage is effective on the date of hire for employees classified as working 20 hours or more per week and is available to your spouse, domestic partner, and/or eligible dependent(s). There are no pre-existing condition limitations or evidence of insurability requirements.

Medical

Traditional Medical Plan (PPO): Employees have the option of choosing from two (2) medical plans that have different deductible/out of pocket limit levels. Plans are administered by Anthem Blue Cross.

Exclusive Provider Organization (EPO): Employees may see any primary care physician in the network and may also see any network specialist without prior authorization. Benefits are administered by Anthem Blue Cross.

High Deductible Health Plan (HDHP): The HDHP works similarly to our PPO Plans and you have the freedom to see any medical provider in the Anthem Blue Cross network. The HDHP does have a higher deductible than our other PPO plans, and comes with a Health Savings Account (HSA) component. You can elect to contribute on a pre-tax basis, up to the IRS allowable maximum. AECOM will seed the account with an annual contribution. Unlike an FSA, unused funds in that account are never forfeited.

Prescription Drug Benefits: Administered through Express Scripts.

Dental

DPO 1: Allows employees to see any dentist they choose. Maximum coverage for each member is \$2,000 per year. Also includes orthodontia at 50% (up to \$2,000/year) and limited coverage for implants. Administered by Aetna.

DPO 2: Also allows employees to see any dentist they choose. Maximum coverage for each member is \$1,000 per year. Orthodontia is not covered. Administered by Aetna.

Vision

Vision Care Plan: The plan provides discounted rates for routine vision examinations plus discounted prices on eyeglass frames and lenses or contacts. Administered by Vision Service Plan (VSP).

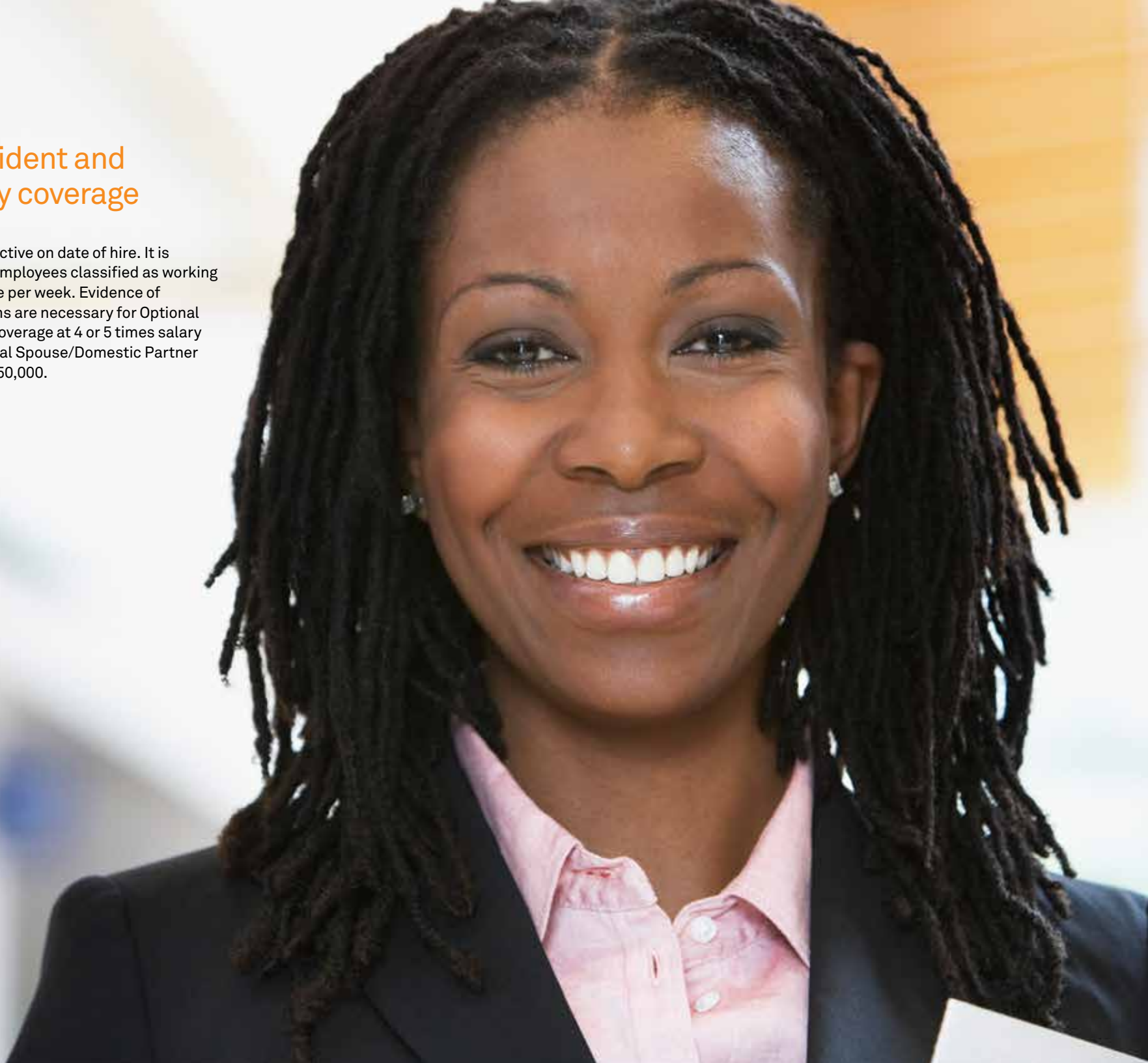


Flexible spending accounts

Health Care Spending Account & Dependent Day Care Spending Account: Two separate accounts that allow employees to set aside money from their paycheck on a pre-tax basis to cover allowable, unreimbursed medical, dental, vision and/or dependent care expenses. Annual maximum contribution limits apply. In 2013, the maximum contributions are \$2,500 for the Health Care Spending Account and \$5,000 for the Dependent Care Spending Account. There is also a Limited Purpose FSA with a maximum contribution of \$2,500 for employees who participate in the High Deductible Health Plan.

Life, accident and disability coverage

Coverage is effective on date of hire. It is available to all employees classified as working 20 hours or more per week. Evidence of Insurability forms are necessary for Optional Life Insurance coverage at 4 or 5 times salary level and Optional Spouse/Domestic Partner coverage over \$50,000.



Life, Accident, and Disability Coverage

Coverage is effective on date of hire. It is available to all employees classified as working 20 hours or more per week.

Basic life insurance

AECOM provides, at no cost to the employee, a basic life insurance benefit of 1.5 times base annual salary. The maximum coverage is \$500,000.

Executive life insurance

In addition to Basic Life Insurance, AECOM provides, at no cost to the employee, an Executive life insurance benefit of 2.5 times base annual salary. The maximum coverage is \$800,000.

Optional life insurance

Employees may purchase additional life insurance at 1, 2, 3, 4 or 5 times their annual base salary, up to a maximum benefit of \$500,000. Employee pays 100%. Premiums vary depending on amount of coverage.

Spouse or domestic partner life insurance

Employees may purchase life insurance for a spouse/domestic partner up to the lesser of 50% of the employee's optional life insurance coverage or \$200,000. Premiums vary depending on the amount of coverage and age. Evidence of Insurability requirements may apply for coverage amounts above \$50,000.

Child life insurance

Employees may purchase additional life insurance for dependent children. Eligible dependent children are covered at \$10,000 each.

Basic accident insurance

AECOM provides, at no cost to the employee, a basic AD&D insurance benefit of 1.5 times base annual salary, up to a maximum benefit of \$500,000. Pays for accidental loss of life, limb(s) or basic function(s) such as sight or hearing.

Optional Accidental Insurance

Employee may purchase additional AD&D coverage in \$10,000 increments up to a maximum of \$500,000 for self or family coverage.

Business travel accident insurance

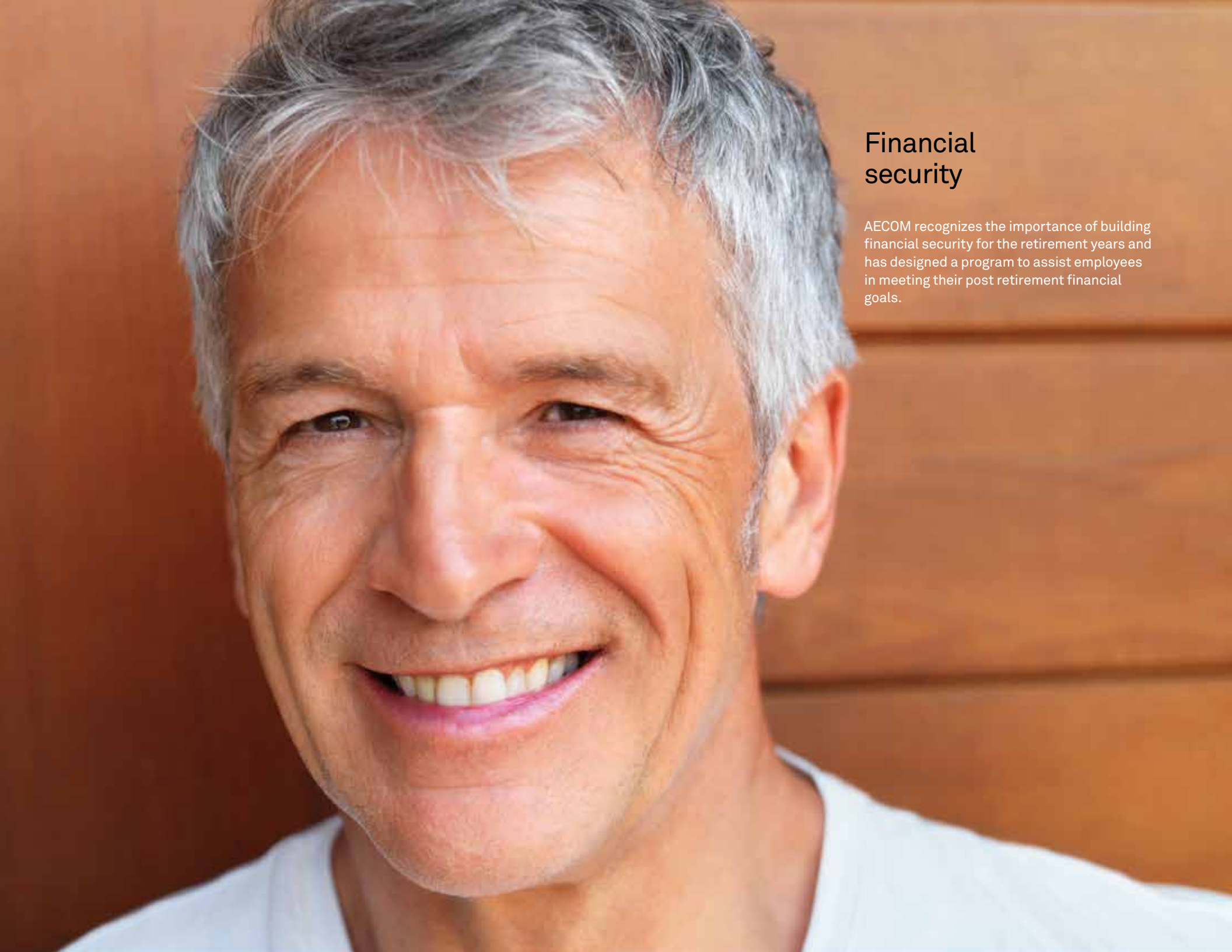
AECOM provides, at no cost to the employee, a business travel accident insurance benefit to all employees traveling on authorized AECOM business at a rate of 5 times the employee's annual salary, up to a maximum benefit of \$2,000,000.

Short-term disability (STD)

Provides income to employees who are out of work due to a non-occupational injury or illness for up to 13 weeks. Coverage is 60% of weekly base salary up to a maximum level of \$1,500. AECOM pays full cost.

Executive Long-Term Disability (LTD)

Employees may elect a monthly benefit of 60% of monthly salary for non-occupational injury or illness. The maximum benefit is \$25,000 per month. AECOM pays half of the cost of this plan.



Financial security

AECOM recognizes the importance of building financial security for the retirement years and has designed a program to assist employees in meeting their post retirement financial goals.

The Retirement and Savings Plan (RSP)

Employees classified as working 20 hours or more per week are eligible to participate the first day of the month following 30 days of employment. Participants may elect to contribute from a minimum of 0.5% to 50% of their bi-weekly base salary. AECOM will match 50% of the first 6% of the employees' bi-weekly contributions. Employees are 100% vested in their bi-weekly contributions at all times and are 100% vested in AECOM matching contributions after 3 years of service.

Employee Stock Purchase Plan (ESPP)

Through the AECOM Technology Corporation Employee Stock Purchase Plan (ESPP), employees can purchase shares of AECOM common stock during one or more of the Plan's six offering periods in each calendar year. To enroll, employees elect to contribute 1% to 10% of their eligible bi-weekly compensation through after-tax payroll deductions up to the plan limit of 1,300 shares per offering period and the IRS limit of \$25,000 worth of stock per year. Subject to certain statutory requirements, a 12% discount is applied to the stock purchase price which is the fair market value of AECOM common stock as of the last day of each offering period.

Other
benefits



Paid time off (PTO)

PTO can be used for vacation, illness, or personal business. It accrues on an hourly basis starting the first week of work. PTO is calculated on the actual number of hours an employee works, up to a maximum of 40 hours in a regular pay week. Employees classified as part time fixed accrue PTO on a prorated basis based on hours worked.

Executives working a fulltime schedule accrue 25 PTO days annually, up to a maximum of 50 days.

Holidays

AECOM observes eight paid holidays per year—seven that are specifically designated and one floating holiday.

Education assistance program

Full time employees may receive 100% reimbursement, up to \$5,000 (Full-Time) and \$3,000 (Part-Time Fixed) per calendar year, for tuition and fees. Courses required to obtain a job-related or a business degree are applicable for the reimbursement with pre-approval.

Employee counseling and referral services program (EAP)

The EAP provides confidential and professional assistance to help employees and family members resolve personal challenges.

AECOM voluntary benefits

In addition to offering a variety of discounts to some of the most popular online retailers, you can also purchase home and auto insurance, group legal insurance, pet insurance and a pre-tax parking and transit benefit program.

About AECOM

AECOM is a global provider of professional technical and management support services to a broad range of markets, including transportation, facilities, environmental, energy, water and government. With approximately 45,000 employees around the world, AECOM is a leader in all of the key markets that it serves. AECOM provides a blend of global reach, local knowledge, innovation and technical excellence in delivering solutions that create, enhance and sustain the world's built, natural and social environments. A *Fortune 500* company, AECOM serves clients in more than 140 countries and has annual revenue in excess of \$8.0 billion.

More information on AECOM and its services can be found at www.aecom.com.