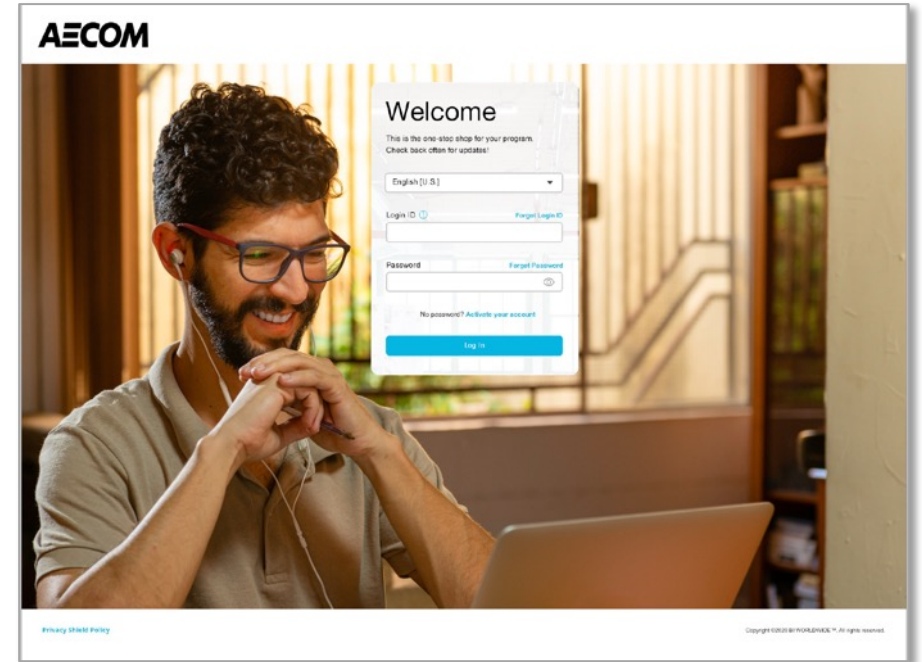


Give and Receive Kudos

Kudos Program Overview

Kudos is AECOM's Global Service Award and Social Recognition Program

- Celebrate the professional contributions and personal achievements of your colleagues around the world by:
 - Sending a congratulatory message when they reach a service milestone
 - Showing your gratitude for the support they provide by sending them a Kudos e-card
 - Giving a badge when they exemplify an AECOM core value
 - Sending a congratulatory e-card for a personal event such as birthday or graduation
- Regular full-time and part-time employees are eligible
- Administered by BI Worldwide



Kudos does NOT replace formal performance and rewards feedback which will continue to be submitted through Workday.

Accessing Kudos

- Access anytime through Okta single sign on (SSO), accessible through the Service Awards page at:
 - All employees: WellBeingAtAECOM.com
 - U.S. employees: AECOMbenefits.com
 - Canada employees: benefitsatAECOM.com
- Set up a recovery email address and mobile phone number in your personal contact information when you first log in to your account as it will allow you to reset your password in the future if you cannot locate it or leave AECOM
- If you forget your password, select Forgot Password on aecom.performnet.com and enter your AECOM Employee ID as your Login ID and your recovery email address or mobile phone number
- Once logged in, you can select your preferred language in your settings

Global Service Awards

Global Service Award Recognition Overview

- When you reach a 5-year milestone (e.g., 5, 10, 15, 20+ years of service) with AECOM, you will receive points which you can use to purchase gift cards, vouchers, experiential awards, merchandise and more from the Kudos Rewards Marketplace
- Nearly 1 million locally-relevant award options from over 2,000 top brands
- You can choose to donate your points to a charity
- Points never expire — once in your account, they're yours to keep even if you leave AECOM

Celebrating 20 years of service? Congratulations! In addition to receiving points, you will be able to select a 20-year icon award from an exclusive rewards catalogue



On Your Service Anniversary Date

- You will receive a congratulatory email with:
 - Personalized messages from your manager and other team members
 - A link to the Kudos website so you can select an award from the Rewards Marketplace

The image shows a screenshot of an email from AECOM celebrating a 10-year service anniversary. The email is personalized for 'Steve'. It features a large '10' with confetti, a 'Congratulations, Steve!' message, and a congratulatory note from AECOM. Below this is a 'Let's celebrate' button. The second section, titled 'As a token of our appreciation, you've earned an award!', states that Steve has earned 100 points towards an item of his choice. Three icons represent potential rewards: an airplane, a clock, and headphones. A 'Shop now' button is provided. The final section contains two personalized messages from colleagues, each with a profile picture and a congratulatory note. A 'Celebrate together' button is at the bottom.

AECOM

10

Congratulations, Steve!


On behalf of AECOM, we'd like to congratulate you on your Ten Year Service Anniversary. Thank you for living our purpose, mission and values each and every day!


[Let's celebrate](#)

As a token of our appreciation, you've earned an award!

You've earned 100 points towards an item of your choice!

[Shop now](#)

 Congratulations on 10 Years, Steve! And here's to 10 or 50 more!

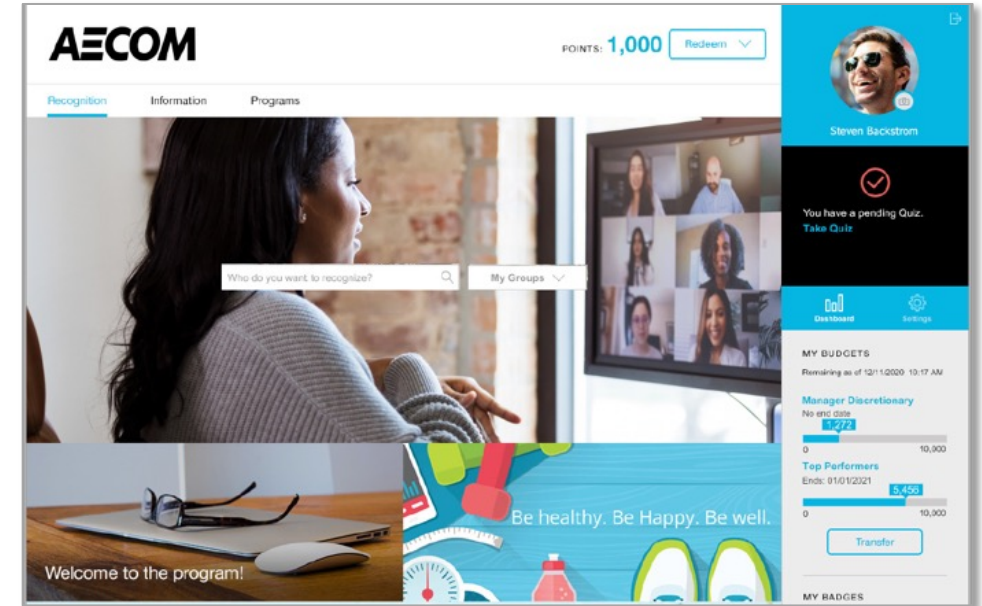
 Congratulations Steve, it has been so great to see you grow here at AECOM! I look forward to your continued success.

[Celebrate together](#)

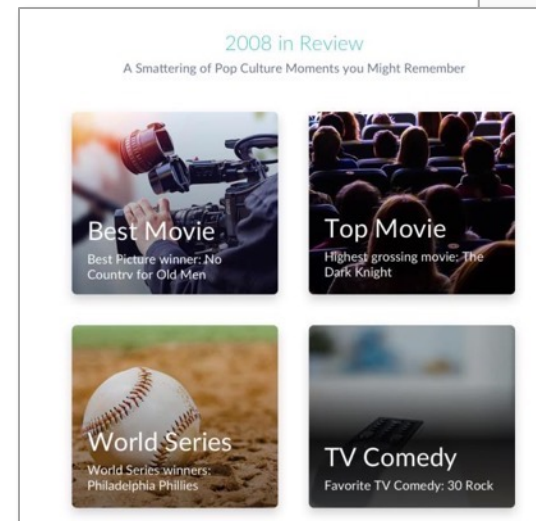
AECOM

Redeeming Your Service Award

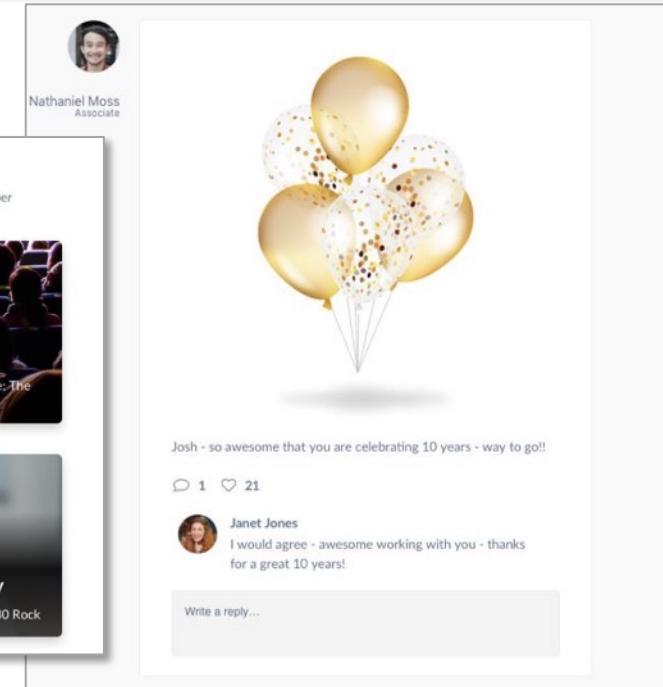
- Once logged into the site, you can see your points and redeem them in the Kudos Rewards Marketplace
- After you submit your order:
 - Merchandise awards delivered in 2 – 4 weeks
 - Digital awards delivered in 24 – 48 hours
- Service awards may be taxable in some locations — AECOM pays the taxes for you
- Contact your local HR Representative to learn more



Homepage

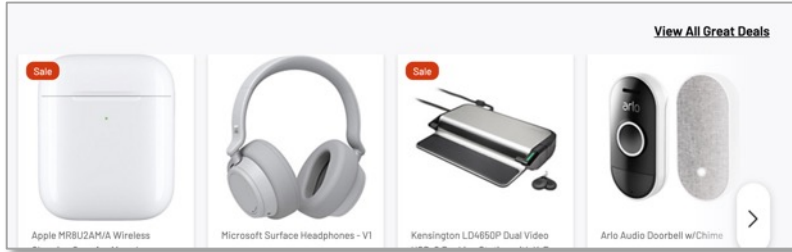


Year in Review

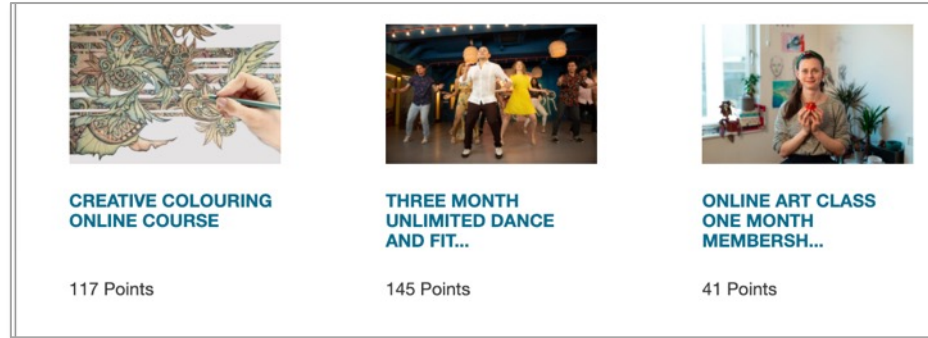


Celebrations page (social feed)

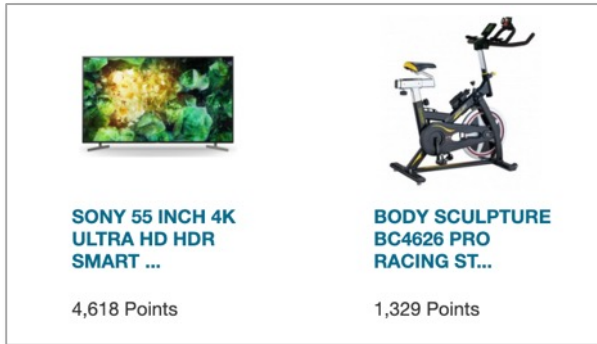
Examples of Local Service Award Options



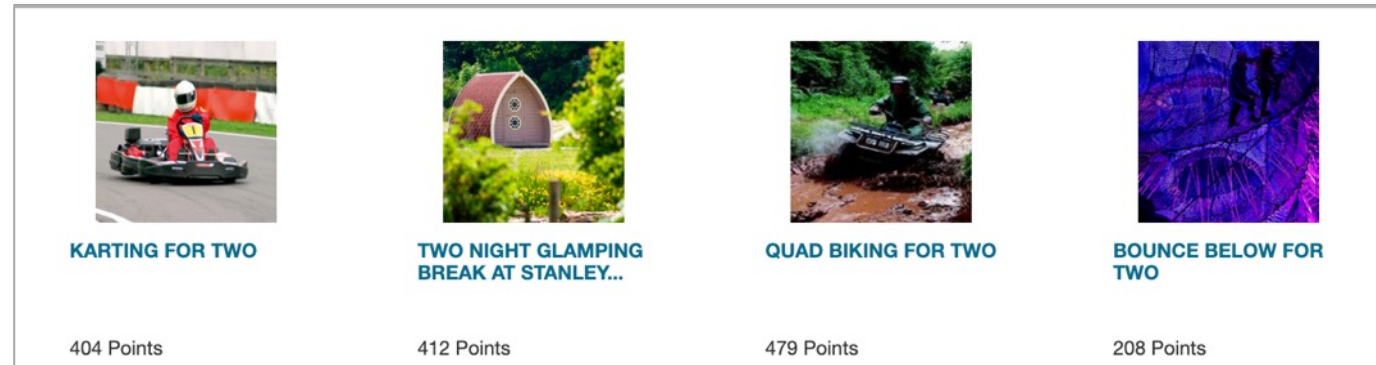
Electronics



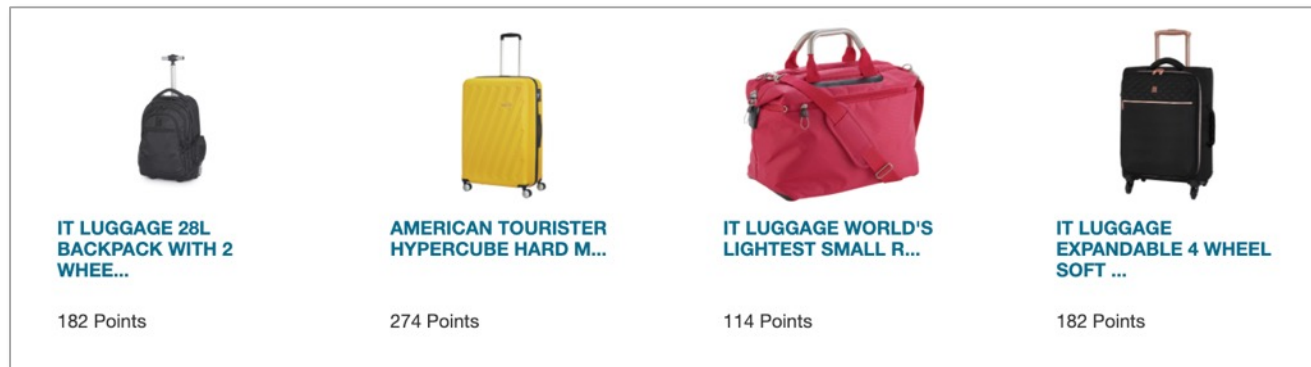
Well-Being



Best Sellers



Experiences

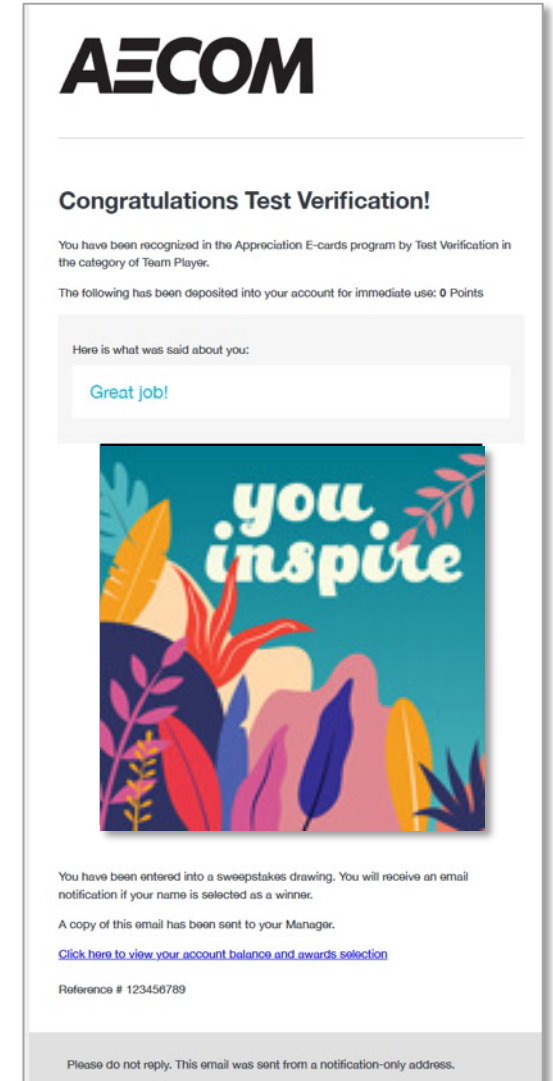


Travel and Luggage

Give Kudos

Kudos E-Cards and Badges

- Send Kudos e-cards and badges with personalized messages when your colleagues exemplify an AECOM core value
- Recognize your colleagues around the world for their professional achievements and personal events, including but not limited to:
 - Individual and team successes
 - Acts of corporate citizenship and altruism
 - Safety behaviors
 - Life events such as birthdays, birth/adoption of a new child, marriage, graduation or loss of a loved one
 - And more
- No points associated with e-cards and badges
- Recipient's manager automatically copied when kudos is given



Examples of Kudos E-Cards and Badges

Badges



Safeguard



Collaborate



25 years of service

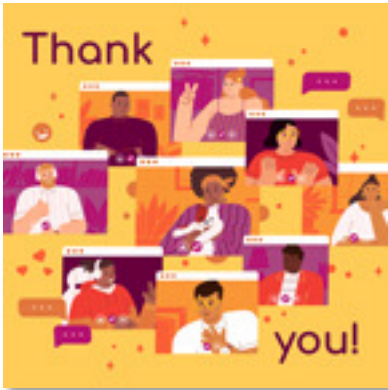


Inspire



Deliver

E-cards



Helpful Resources

Resources to Help You Spread Kindness and Gratitude

Service anniversary tool on **WellBeingAtAECOM.com** to find employees with upcoming service anniversaries by date, work location and business line

AECOM COMMUNITY CULTURE EVENTS RESOURCES NEED EAP SUPPORT?

Celebrating AECOM Service

Join us in celebrating the service, dedication and invaluable contributions of AECOM employees around the world. You can use this tool to search for employees with upcoming service anniversaries, including 1, 3, and 5+ years of service. Data will be updated on a monthly basis.

Don't forget to spread gratitude, celebrate AECOM service and connect with your colleagues around the world with Kudos «link to come», AECOM's global service award and social recognition program.

First Name	Last Name	Month	Day	Year	Country	State/Province	Office Location	Business Unit	Sub Area	Supervisor
A.	Saravankumar	January	20	1	India	TN	Chennai - Airport	Asia	ASIA - India District	Sreekumar, G. (G.)
A.P	Rajeevrao Rao	November	23	3	India	AP	Gudhuda, PMC Vijayawada	Asia	ASIA - India District	Lodhi, Arvind Kumar (Arvind)
A.Reza	Khabbazi	November	25	3	Canada	ON	Markham, ON - 105 Commerce Valley Dr W	AME Environment	Remediation Canada	Shah, Sanket K (Sanket)
Aadil	Navaz	February	10	1	India	KA	3rd Floor - Ferns Icon - Bangalore	GDS	GDC - India GDC	S, Ramanujam G (Ramanujam)

My Dashboard

Jun 2018 | month | 3 Months | 12 Months

My Participation Score
100%

Company Average: 29%

KUDOS METRIC CATEGORY	ACTUAL	TARGET	VARIANCE
Recognitions Sent	7	3	+4
Recognitions Received	4	2	+2
People I Recognized	7	2	+5
People Recognizing Me	4	2	+2
Site Visits	34	4	+30

Personal dashboard on the Kudos website to see how many kudos you've given this year and how it compares to the rest of AECOM

For Kudos Website Assistance and Questions About Award Orders

Contact Center	Hours	Languages	How to Access
North America	7:00 a.m. – 7:00 p.m. (GMT -6)	English, French, Spanish	1.833.952.AECOM (1.833.952.3266) or Contact Us link on Kudos website



AECOM

Imagine it.
Delivered.