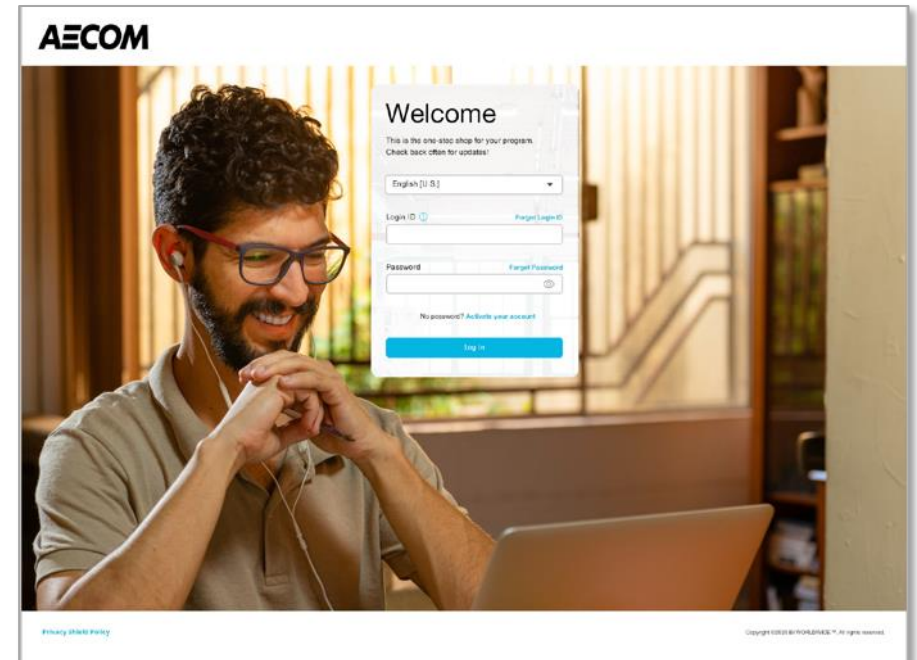


Give and Receive Kudos

Kudos Program Overview

Announcing the Kudos Program

- Kudos is AECOM's global service award and informal social recognition program.
- Through Kudos, you can easily 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.
- The Kudos program is administered by BI Worldwide.
- Kudos does NOT replace formal performance and rewards feedback which will continue to be submitted through Workday.



Accessing Kudos

Who's Eligible

Regular full-time and part-time employees globally and some fixed term employees outside the U.S. and Canada.

How to Access Kudos

- Access Kudos anytime through **Okta single sign on (SSO)**.
- If you're an RSS employee, go to **aecom.performnet.com**, select Activate your Account and enter your Employee ID as your Login ID. Follow the remaining prompts for activating your account.
- It is important for you to set up a recovery email address and mobile phone number using 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.
- Once logged in, you can select your preferred language by going to your settings.

Forget Your Password?

- If you cannot locate your password, you can reset your password by going to Forgot Password on **aecom.performnet.com** and entering your AECOM Employee ID as your Login ID and your recovery email address or mobile phone number.

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.
 - There are nearly 1 million locally-relevant award options from over 2,000 top brands.
- You can also choose to donate your points to a charity.
- Your points will never expire. Once they're deposited into 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 that 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 and includes a congratulatory message, a link to celebrate, and information about a reward earned (100 points). It also features three icons representing different reward categories: travel (airplane), a watch, and headphones. At the bottom, there are two personalized messages from colleagues and a link to celebrate together.

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](#)

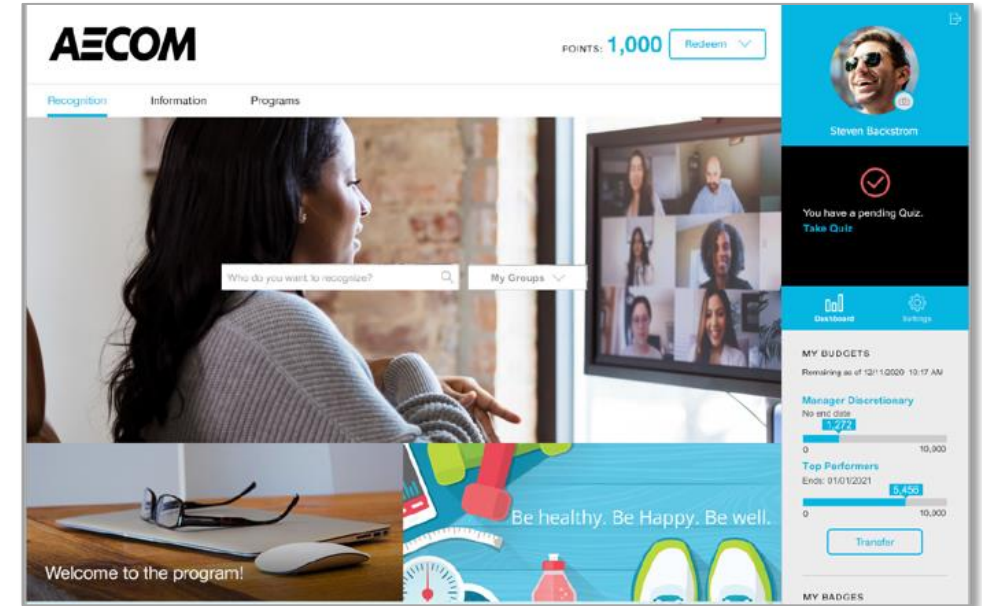
 Congratulations on 10 Years, Steve! And here's to 10 or 50 more!

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

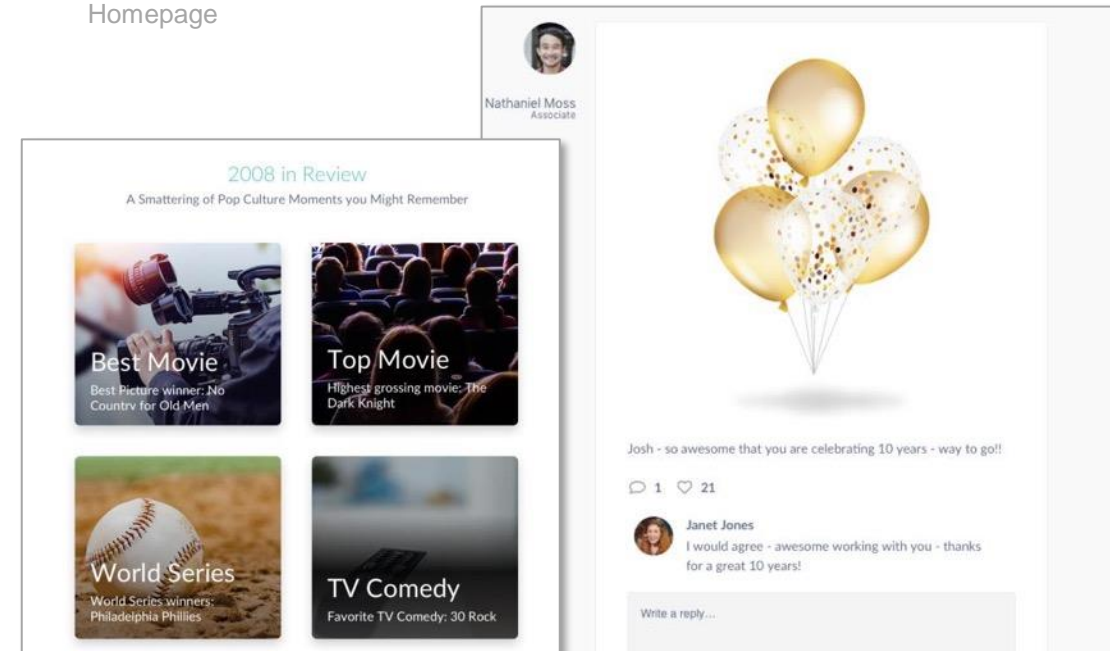
[Celebrate together](#)

Redeeming your Service Award

- Once logged into the site, you will be able to view the points added to your account and redeem your awards through the Kudos Rewards Marketplace .
- Merchandise awards will be delivered 2 – 4 weeks after order submission. Digital awards will generally be received within 24 – 48 hours after order submission.
- Service awards may be taxable in some locations; however, AECOM will pay taxes on your behalf.
 - Contact your local HR Representative to learn more.



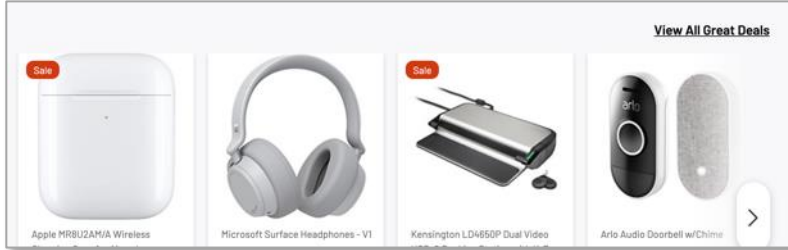
Homepage



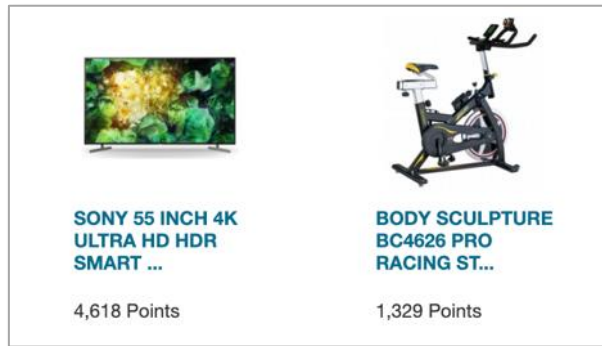
Year in Review

Celebrations page (social feed)

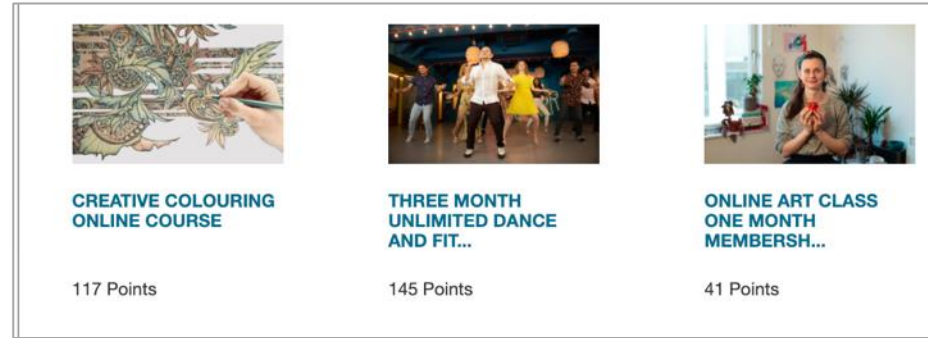
Local Service Award options (SAMPLES)



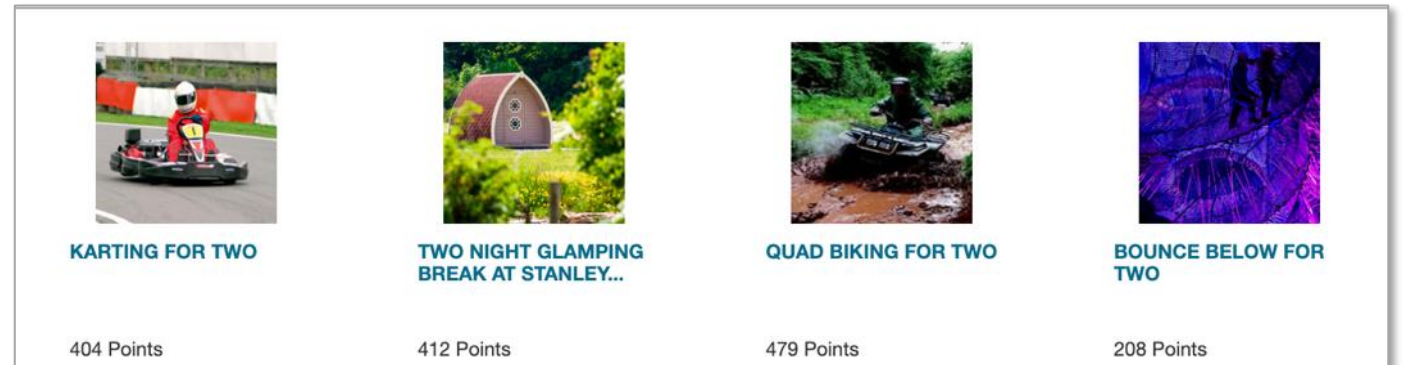
Electronics



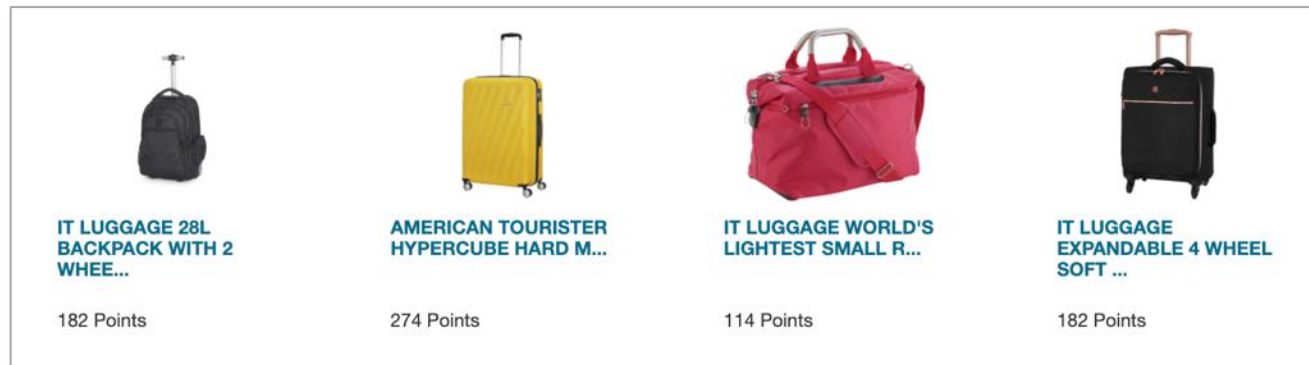
Best Sellers



Well-Being



Experiences

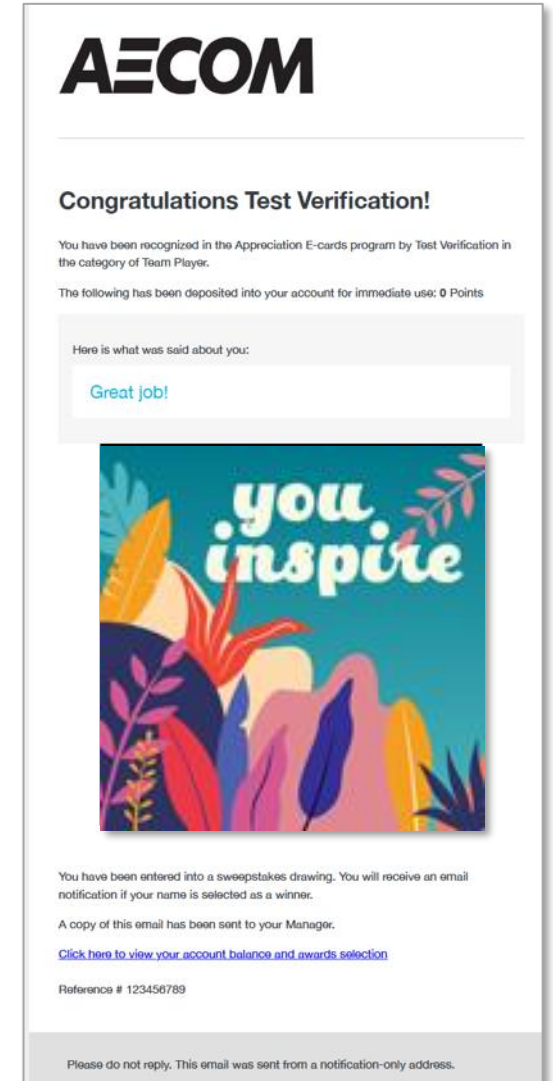


Travel and Luggage

Give Kudos

Kudos E-cards and Badges

- Send Kudos e-cards and badges with personalized messages when your colleagues exemplify an AECOM core value.
- You can 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
- There are no points associated with e-cards and badges.
- A recipient's manager will be automatically copied when kudos is given.



Kudos E-cards and Badges (EXAMPLES)

Badges



Safeguard



Collaborate



25 years of service



Inspire



Deliver

E-cards



Helpful Resources

Resources to Help You Spread Kindness and Gratitude

- You'll have access to a diverse set of recognition tools and resources to help you spread gratitude and show appreciation for your colleagues around the world.
- Access the service anniversary tool on [WellBeingAtAECOM.com](https://www.aecom.com/WellBeingAtAECOM.com) to find employees with upcoming service anniversaries by date, work location and business line.
- Review the [Kudos Program FAQs](#) to get answers to the most commonly asked questions.
- View your personal dashboards on the Kudos website to see how many kudos you've given this year and how it compares to the rest of AECOM.

The image shows two overlapping screenshots from the Kudos Program website. The top screenshot is titled "Kudos Program Employee FAQs" and contains five numbered questions and answers regarding the program's purpose, eligibility, award options, and service anniversary recognition. The bottom screenshot is titled "My Dashboard" and displays a "My Participation Score" of 100% compared to a "Company Average" of 29%. Below the score is a table with columns for "ACTUAL", "TARGET", and "DIFFERENCE".

ACTUAL	TARGET	DIFFERENCE
7	3	+4
4	2	+2
7	2	+5
4	2	+2
36	4	+32

The image shows a screenshot of the AECOM website's "Celebrating AECOM Service" page. The page features a navigation bar with "AECOM", "COMMUNITY", "CULTURE", "EVENTS", "RESOURCES", and a "NEED HELP SUPPORT?" button. The main content area includes a heading "Celebrating AECOM Service" and a paragraph encouraging employees to search for colleagues with upcoming service anniversaries. Below the text is a table with columns for "First Name", "Last Name", "Month", "Day", "Year", "Country", "State/Province", "Office Location", "Business Unit", "Sub Area", and "Supervisor".

First Name	Last Name	Month	Day	Year	Country	State/Province	Office Location	Business Unit	Sub Area	Supervisor
A.	Srinivasan	January	20	1	India	TN	Chennai - Airport	Asia	ASA - India District	Srinivasan, S. (S.)
A.P	Rajaguru	Nov	23	3	India	AP	Gubbi, TMC Vijayawada	Asia	ASA - India District	Lothi, Anand Kumar (Anand)
A.Rosa	Khubania	November	26	3	Canada	ON	Markham, ON - 105 Commerce Valley Dr W	AME Environment	Remediation Canada	Dhill, Sanjay K (Sanjay)
Ashli	Naidu	February	10	1	India	KA	3rd Floor - Feroz Khan - Bangalore	QDS	QDC - India QDC	S. Ramaswami G (Ramaswami)

Get Support

If you need technical assistance with the Kudos website or have questions about your award order, please reach out to your local contact center.

Contact Center	Contact Center Hours	Languages Available	How to Access
Asia Pacific	9:00 a.m. – 6:00 p.m. (GMT+8)	Chinese, English, Japanese, Korean	Access the Contact Us link on the Kudos website
Australia	9:00 a.m. – 5:30 p.m. (GMT +10)	English	Access the Contact Us link on the Kudos website
Europe, Middle East & Africa	9:00 a.m. – 5:30 p.m. (GMT, GMT +1 during summer months)	English, French, German, Italian, Portuguese, Russian, Spanish	Access the Contact Us link on the Kudos website
India	9:30 a.m. – 5:30 p.m. (GMT + 5:30)	English	Access the Contact Us link on the Kudos website
Latin America	9:00 a.m. – 6:00 p.m. (GMT -5)	English, Portuguese, Spanish	Access the Contact Us link on the Kudos website
North America	7:00 a.m. – 7:00 p.m. (GMT -6)	English, French, Spanish	Call 1-833-952-AECOM (1-833-952-3266)

Or

Access the Contact Us link on the Kudos website



AECOM Imagine it.
Delivered.