

A large, stylized graphic of the letter 'E' is positioned on the left side of the page. It is composed of three horizontal bars of varying lengths, all in a vibrant purple color. The bars are stacked vertically, with the top bar being the longest and the bottom bar being the shortest.

## Executive Deferred Compensation Plan 2017 Enrollment Guide

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### Enrolling for the first time?

If you are newly eligible for the AECOM Executive Deferred Compensation Plan, please see page 2 for important information.

***This is a non-qualified deferred compensation plan under the rules and regulations of the Internal Revenue Service and is exempt from most of the rules and regulations under ERISA. The plan is unfunded and unsecured. The balance in your account represents a promise to pay non-qualified benefits at a future date which is backed by the general assets of the company. Any funds that may be set aside to pay benefits, under this plan, are subject to claims by creditors. Participants have no rights to any assets other than as a general unsecured creditor.***

***The investment referenced in this guide is deemed as an investment for purposes of crediting your account only.***

*The term "account" in this brochure refers only to a recordkeeping entry that allows participants to monitor and manage their deferred compensation. It is not meant to suggest that participants own the investment by which their account is valued.*

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Investment products:

<b>Are Not FDIC Insured</b>	<b>Are Not Bank Guaranteed</b>	<b>May Lose Value</b>
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## AECOM Executive Deferred Compensation Plan overview

As a highly valued employee within AECOM, you are part of a select group being presented with an additional opportunity to prepare for the future by participating in the AECOM Executive Deferred Compensation Plan (the "EDCP"), which is a non-qualified deferred compensation plan.

When deciding whether to participate in the EDCP, consider the following:

- You can defer eligible compensation and target distributions to help align your income with your future financial needs.
- You are fully vested in your employee deferrals at all times, regardless of your years of service with AECOM.
- Your deferred compensation is an unsecured contractual promise to pay benefits at some future date.
- You can enroll in the EDCP annually in order to defer eligible compensation for the following calendar year.
- Enrollment is NOT automatic. You must enroll to participate and re-enroll every year thereafter if you wish to remain in the EDCP.

### Tax advantages

By enrolling in the EDCP, you can gain important tax advantages:

- Lowering current income taxes by deferring compensation.
- Planning your distributions for future years when your income tax rate may be lower.
- Deferring income taxes on any investment growth until you receive your planned distribution(s).

### Tax disadvantages

Please keep in mind that:

- Distributions cannot be rolled over to another plan or IRA and, therefore, are not eligible for further deferral of taxes.
- Your income tax rate could be higher when you receive distributions.

### Consider the plan carefully

The EDCP is not secured by a qualified trust, as is a 401(k) plan or traditional pension plan. For this reason, the investment referenced in this guide is deemed as an investment solely for purposes of crediting your account. In the case of company insolvency or bankruptcy, your claim for benefits for this plan would have no preference over a general unsecured creditor of the company. Also, you should carefully consider your participation in the plan in light of other deferral opportunities, including the AECOM Retirement and Savings Plan.

When choosing whether to participate and make deferrals to the EDCP, or how much to defer, you'll want to consider your personal financial situation, including your immediate and near-term needs. You'll also want to consider the potential tax advantages of deferring and how those deferrals could supplement your retirement savings.

Deferrals to a non-qualified deferred compensation plan, along with any investment earnings on those deferrals, have the potential to grow on a tax-deferred basis until you take distributions.

AECOM has selected Merrill Lynch as service provider for the EDCP. Through Merrill Lynch, you'll have access to tools and services to help manage and monitor your deferred compensation account, as well as access to all of your AECOM savings plans in one place to help you manage your retirement planning.

## Enrollment and elections

### Annual enrollment

Eligible employees are allowed to enroll annually in order to defer eligible compensation for the following calendar year. The annual enrollment period is the only time you may make eligible compensation deferral and distribution elections. When you enroll in the EDCP, you must:

- Elect a percentage of eligible compensation to defer.
- Schedule your distribution year(s) and method of distribution.

Once you make your elections, you cannot change them during the calendar year in which your deferrals have been elected.

### Newly eligible employees

If you become eligible to participate in the EDCP before or after the annual enrollment period, enrollment forms will be provided to you. Typically, eligibility notice emails are sent by the first business day of the calendar month following the quarter end, and enrollment forms must be returned via email to [retirementplans@aecom.com](mailto:retirementplans@aecom.com) within 30 days. If you do not enroll when first eligible, the next opportunity to enroll will be during the next annual enrollment period. The date the enrollment form is provided to you is the first date of your eligibility to participate in the plan.

Your deferral elections will be placed in a fixed crediting investment option. The rate of return will be 3.5% for the 2017 calendar year for all plan balances.

Your decisions, including any decision not to participate, become irrevocable at the end of the enrollment period, except in cases of certain disabilities and unforeseeable financial emergencies as defined by IRS guidelines and administered by the Administrative Committee. Please refer to the plan document for details. If you need a copy of the plan document, please send a request to [retirementplans@aecom.com](mailto:retirementplans@aecom.com). Under certain limited conditions, you may be able to delay a distribution beyond the elected date or change the form of distribution.

**Your election decisions<sup>1</sup>**

Decision #1	Decision #2
<b>Elect Deferral Percentages</b>	<b>Elect Distribution Options</b>
<p>A percentage of</p> <ul style="list-style-type: none"> <li>- What: <b>Base Pay</b></li> <li>- How much: <b>0% to 50%</b></li> </ul> <p>and/or</p> <p>A percentage of</p> <ul style="list-style-type: none"> <li>- What: <b>Bonus Pay</b></li> <li>- How much: <b>0% to 100%</b></li> </ul>	<p><b>Option 1:</b> Select a year in which you would like to receive a payment</p> <ul style="list-style-type: none"> <li>- When: <b>In a Specific Year<sup>2</sup></b></li> <li>- How much: <b>100% of 2017 account balance</b></li> </ul> <hr/> <p><b>Option 2:</b> Receive payment as a lump sum distribution</p> <ul style="list-style-type: none"> <li>- When: <b>Following Separation from Service</b></li> <li>- How much: <b>100% of 2017 Separation from Service account</b></li> </ul> <hr/> <p><b>Option 3:</b> Receive payments in 5 annual installment distributions</p> <ul style="list-style-type: none"> <li>- When: <b>Following Separation from Service</b></li> <li>- How much: <b>20% of 2017 Separation from Service account annually for 5 years</b></li> </ul> <hr/> <p><b>Option 4:</b> Receive payments in 10 annual installment distributions</p> <ul style="list-style-type: none"> <li>- When: <b>Following Separation from Service</b></li> <li>- How much: <b>10% of 2017 Separation from Service account annually for 10 years</b></li> </ul>

<sup>1</sup> Remember that you are responsible for all of your Plan-related decisions (including whether to enroll, how much to defer, and when and how to take your distributions), regardless of any resources that the Plan makes available to help you with your decisions.

<sup>2</sup> Specific year distributions for any calendar year must occur at least three years from the last day of the calendar year in which deferrals are credited to the account. (For example, distributions for the calendar year 2017 deferrals cannot occur until 2021.) Specific year distributions are lump sum payments only, paid in August of the year elected.

### Enrollment and elections: Example

Step 1	Step 2	Step 3
<b>Elect Deferral</b>	<b>Elect Payment Event Timing (must total 100%)</b>	<b>Elect Specific Year</b>
Base Pay (10%)	Specific Year (25%)	2021
	Separation from Service — Lump Sum (20%)	
	Separation from Service — Installments — 5 years (30%)	
	Separation from Service — Installments — 10 years (25%)	
Bonus Pay (60%)	Specific Year (50%)	2022
	Separation from Service — Lump Sum (0%)	
	Separation from Service — Installments — 5 years (50%)	
	Separation from Service — Installments — 10 years (0%)	

*This hypothetical example is for illustrative purposes only.*

## Special distribution provisions

**Separation from service distribution** – After your employment ends, your benefits will be paid in the form elected. Distribution options are a single lump sum or 5 or 10 annual installments.

Please note the following:

- Distributions will be processed once a year during the month of August.
- If you are an officer of AECOM, your distribution upon separation from service may be subject to a six-month delay.

**Death distribution** – Upon your death, your entire account balance would be paid to your beneficiary in a lump sum.

**In case of unforeseeable financial emergencies** – The Administrative Committee will consider a request for early withdrawal if there are only certain limited financial resources available to you.

## Accessing your EDCP information and account

Through Merrill Lynch, you have access to tools and services that can help you manage and monitor your EDCP account in the way that's most convenient for you.

- The Global Corporate and Institutional Advisory Services (GCIAS) group – These Key Employee Services specialists and financial advisors are available to assist you Monday through Friday, from 5 a.m. to 3 p.m. U.S. Pacific time, on days the New York Stock Exchange is open.
- Benefits OnLine® – Through the secure Benefits OnLine website at [www.benefits.ml.com](http://www.benefits.ml.com), you can check your account value, view your distribution elections, and access information about investing and retirement planning.
- Participant service representatives – Merrill Lynch representatives can help you with your account transactions and answer questions about your EDCP. Representatives are available 24 hours a day, seven days a week.\*

### Questions?

If you have any questions, you may call the Merrill Lynch Global Corporate and Institutional Advisory Services (GCIAS) group or a participant service representative. Call (877) MER-4ACM [637-4226] from the U.S., Puerto Rico and Canada. From other countries, use the AT&T country code plus +1 (877) MER-4ACM [637-4226], or call direct: +1 (609) 818-8894.

## Frequently asked questions

### Eligibility

#### **Who is eligible to participate in the EDCP?**

You are eligible to participate in the plan if you are an active U.S.-based employee with a base salary of more than \$200,000 and a career band M1 or above, as designated by the Administrative Committee.

#### **Will my enrollment in the EDCP carry over year after year?**

No, you must actively enroll in the EDCP each year if you want to continue to participate.

#### **Can I cancel my enrollment at any time?**

No, once you have enrolled in the EDCP, your enrollment will remain in effect for the entire plan year. If you do not enroll for the next plan year, your deferred funds will stay in the plan until your selected distribution date or the end of your employment at AECOM.

#### **What happens if I leave on an assignment or transfer to a non-participating AECOM company?**

If you transfer to an assignment with an AECOM company that does not participate in the EDCP, your account will be suspended until you return to a participating AECOM company. You will retain the funds in your account, but you will not be able to make additional contributions. Also, you will not be able to take any distributions while on assignment for any reason other than separation from service, or if you elected a specific year distribution.

### Contributions

#### **What is considered eligible compensation to determine what amount I can defer to the EDCP?**

Eligible compensation is based on your pay with AECOM while you are still an active employee. The eligible compensation includes your base salary, sign-on bonus and annual incentive bonus.

#### **How much of my compensation can I defer?**

You may elect to defer up to 50% of your base salary and 100% of your eligible bonuses.

### Investments/Return

#### **What are my investment choices in the EDCP?**

Currently there are no investment choices in the EDCP. The EDCP offers a fixed rate of return, which will be evaluated and determined each year. For plan year 2017, the interest rate is 3.5%, which was based on the September 30, 2016 Prime Rate.

#### **When will interest be allocated to my account?**

Interest will be allocated to your account monthly.

### Vesting

#### **What is the vesting schedule in the EDCP?**

All participant deferrals are 100% vested at all times.

## Distributions

### **What are my distribution options for the deferrals I make to the EDCP while employed at AECOM?**

You will be allowed to schedule distributions during annual enrollment or, if you are a newly eligible participant, when you enroll in the plan while still employed at AECOM. Specific year distributions can only be paid in a single lump sum.

### **Are there any restrictions if I elect a specific year distribution?**

If you elect a specific year distribution, you must specify the future year in which the payment will occur. The future year must be greater than three (3) years from the end of the calendar year when the deferrals were made.

### **What happens if I end my employment before a scheduled specific year distribution date?**

AECOM will honor your distribution election and will make the payment in the year you elected to receive the lump sum distribution. For example, if you separate from service on September 15, 2017, and elected to receive a lump sum payment in the year 2021, the lump sum will be scheduled for payment during the month of August in the year 2021.

### **What are my distribution options upon separation from service?**

Upon separation from service, your available distribution options are a single lump sum or annual installment distributions over a period of five (5) or ten (10) years. You must elect your distribution options during the annual enrollment period or, if you are a newly eligible participant, when you enroll in the plan. You have the flexibility to establish multiple accounts. For example, you could direct salary and/or bonus deferrals to three separation from service accounts: one payable as a lump sum, one payable in 5 annual installments, and a third payable in 10 annual installments.

### **If I elect a lump sum distribution as my election for separation from service, when will I receive it?**

If you elect a lump sum distribution as your distribution option upon separation from service, you will be paid a single lump sum distribution in the month of August following the date at which you separated from service, except for certain officers who are required to wait at least six months before receiving distributions. For example, if you separate from service on September 15, 2017, the lump sum will be scheduled for payment during the month of August in the year 2018.

*Neither Merrill Lynch nor any of its affiliates or financial advisors provide legal, tax or accounting advice. Please consult your legal and/or tax advisors before making any financial decisions.*

*This brochure is intended to provide highlights of the provisions of the EDCP and serve as a guide for accessing your EDCP account. In all cases, the plan documents govern the EDCP's operations and your rights and benefits. You should carefully read the plan documents and any other disclosure documents. Consult your financial and /or tax advisor for specific information on how EDCP provisions might affect you and your future financial status.*

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