

# GMI EXECUTIVE PAY SCORECARD<sup>SM</sup>

Data & analysis provided by GMI-The Independent Leader in Corporate Governance and ESG&A

21 Feb 2012

## AECOM Technology Corporation






ACM NYSE

Engineering / Construction

Market Capitalization USD:

\$2,110.64 mm

**CONCERN LEVEL: HIGH**

- 1 The CEO's total remuneration is within the typical market range for the relevant industry and market cap. 
- 2 The ratio between the CEO's pay and the median pay of the other named executive officers is 3X or less.
- 3 The CEO's annual cash incentives rose or fell in line with annual performance.
- 4 The CEO received no more than one annual cash bonus this fiscal year.
- 5 The CEO's equity remuneration reflected the company's share price movement over the last five years. 
- 6 The company only pays long-term incentives to the CEO for above median performance against a peer group. 
- 7 The company's dilution from equity incentives is 10 percent or less. 
- 8 Unvested equity lapses when the CEO's employment is terminated. 
- 9 The CEO's potential cash severance payment is capped at two times annual cash remuneration.
- 10 The accrued benefits of the CEO's post-retirement income are within the typical market range for the relevant market cap bracket.

**CEO: John M. Dionisio**

**Age: 63**

**CEO Since: 2005**

	2009	2010	2011
<b>Base Salary</b>	\$978,479	\$997,506	\$1,000,002
<b>Discretionary Bonus</b>	\$2,500,000	\$3,000,000	\$3,000,000
<b>Annual Cash Incentive</b>	\$0	\$0	\$0
<b>Benefits and Perquisites</b>	\$77,766	\$151,346	\$125,749
<b>TOTAL ANNUAL COMPENSATION</b>	<b>\$3,556,245</b>	<b>\$4,148,852</b>	<b>\$4,125,751</b>
<b>Increase in Post-Retirement Benefits</b>	\$222,469	\$240,382	\$264,348
<b>Stock Option Awards</b>	\$800,007	\$1,250,001	\$1,437,506
<b>Stock Awards</b>	\$3,200,012	\$3,750,019	\$4,312,516
<b>TOTAL COMPENSATION</b>	<b>\$7,333,556</b>	<b>\$9,389,254</b>	<b>\$10,140,121</b>
<b>Median of Other Named Executive Officers Total Compensation</b>	\$2,730,280	\$2,900,671	\$3,178,834
<b>Value Realized on Exercise of Stock Option</b>	\$3,326,280	\$1,176,600	\$0
<b>Value Realized on Vesting of Stock</b>	\$4,831,148	\$3,867,810	\$5,000,272
<b>TOTAL REALIZED EQUITY COMPENSATION</b>	<b>\$8,157,428</b>	<b>\$5,044,410</b>	<b>\$5,000,272</b>

Proxy Date: 27 Jan 2012

Annual Meeting Date: 8 Mar 2012

Equity Reserves: 48.12%

Stock Option Run Rate: 0.48%

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# AECOM Technology Corporation

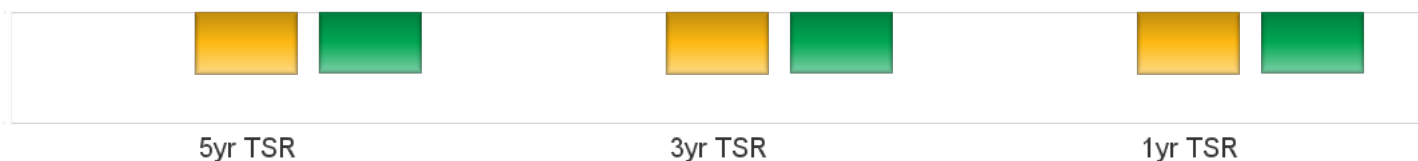
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Engineering / Construction

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## Performance Comparison

■ vs S&P500   ■ vs Industry   ■ ACM



## Peer Comparisons (TRBC) =Engineering / Construction

### Total Summary CEO Compensation

Ticker	Company Name	2009	2010	2011	Market Cap
<b>ACM</b>	<b>AECOM Technology Corporation</b>	<b>\$7,333,556</b>	<b>\$9,389,254</b>	<b>\$10,140,121</b>	<b>\$2,110,642,979</b>
JEC	Jacobs Engineering Group Inc.	\$4,674,603	\$6,378,250	\$5,860,331	\$4,118,641,519
PWR	Quanta Services, Inc.	\$3,283,296	\$2,776,586		\$3,970,919,091
KBR	KBR, Inc.	\$7,258,897	\$9,553,209		\$3,563,149,008
MDR	McDermott International, Inc.	\$8,615,311	\$7,187,111		\$2,525,530,634
URS	URS Corporation	\$6,576,899	\$6,703,474		\$2,361,031,327
TRN	Trinity Industries, Inc.	\$4,241,760	\$4,500,125		\$1,716,305,416

To insure consistency, peer comparisons are based on a combination of TRBC Industry and Sector classifications and company market caps. Missing peer pay figures for 2011 are due to differences in company filing schedules.

### Pay Peer Group

Accenture Ltd., CH2M Hill Companies Limited, Chicago Bridge and Iron Company, Computer Sciences Corporation, EMCOR Group, Inc., Fluor Corporation, Foster Wheeler Ltd., Granite Construction Incorporated, Jacobs Engineering Group, Inc., KBR, Inc., L-3 Communications Holdings, Inc., McDermott International, Inc., Northrop Grumman Corporation, Raytheon Company, SAIC, Inc., Shaw Group, Tetra Tech, Inc., Tutor Perini Corporation, URS Corporation.

### Performance Peer Group

NA

## COMPENSATION COMMITTEE MEMBERS

Director	Membership	Age	Gender	Tenure	Independence
James H. Fordyce	Chairman	52	Male	6	Outside
Linda Grieco	Member	64	Female	7	Outside
S. Malcolm Gillis	Member	71	Male	14	Outside
William G. Ouchi	Member	68	Male	9	Outside
William P. Rutledge	Member	70	Male	14	Outside