



June 18, 2019

Kyle W. Morris
3948 Primrose Lane
#302
Bellingham, Washington 98226

Re: Conditional Offer of Employment with Washington Demilitarization Company, LLC, a wholly owned Subsidiary of AECOM

Dear Kyle Morris:

On behalf of Washington Demilitarization Company, LLC, a wholly owned Subsidiary of AECOM, I am pleased to extend this offer of employment to you as an I&C Technician, located on the Pueblo Chemical Agent-Destruction Pilot Plant (PCAPP) project in Pueblo, Colorado. Effective date is currently forecast to be on or near August 1, 2019, pending the clearance process. Your hourly/weekly salary will be \$29.31/hour, \$1,172.40/week, which is equivalent to an annual amount of \$60,964.80.00 paid bi-weekly, ending every other Friday.

This is a Full Time, non-exempt position reporting to Steve Pankey. Your first day of employment will be on or near August 1, 2019, pending your acceptance of our offer and the clearance process. You may reach Steve Pankey at 719-549-5422 if you have any questions relative to this position.

Your new position is non-exempt for purposes of federal and state wage and hour laws and entitles you to an overtime premium calculated at the rate of one and one-half times the base rate for hours worked over 40 hours during a workweek of 7 consecutive days. This position falls under the Service Contract Act (SCA) and is equivalent to an Instrument Mechanic under the SCA. In accordance with the Health and Welfare provisions of the SCA, and in addition to your base hourly rate, you may be eligible to receive a health and welfare payment for each hour you work to ensure compliance with the minimums set forth by the act. The amount you are entitled to receive will vary depending upon the fringe benefits you select now and in the future. In addition, you will be eligible for Paid Time Off (PTO), accrued at 4.62 hours per bi-weekly pay period. You will also be eligible to receive the benefits that are offered to all Full Time Washington Demilitarization Company, LLC, a wholly owned Subsidiary of AECOM, employees at your location.

Employment and continued employment with Washington Demilitarization Company, LLC, a wholly owned Subsidiary of AECOM, is contingent upon your ability to provide and/or maintain the following:

1. Documentation of your eligibility to work in the United States, as required by the Immigration Reform and Control Act of 1986. It is imperative that you provide us with appropriate documentation on your first day of employment.
2. **Passing a Pre-Employment Drug Test within three (3) business days of your acceptance** and any required medical examinations. Instructions for completing the drug test will be forwarded to you upon acceptance of this offer. **Please confirm receipt of the drug test instructions by sending an email to natalie.granato@aecom.com.**
3. The accuracy of the pre-employment information you provided on your resume and/or the Company's employment application form.