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June 30, 2016

California Public Utilities Commission  
Water Division  
Attention: Kayode Kajopaiye  
505 Van Ness Avenue, Room 3105  
San Francisco, CA 94102-3298

RE: Annual **PUBLIC ACCESS** Report Under General Order No. 77-M

The following information is furnished in compliance with the subject general orders:

- I. (A) The names, titles, compensation and duties of all officers during 2015 were as follows:

<u>Title</u>	<u>Compensation</u>
California President	\$329,660
Vice President, Ops	\$230,474
Vice President, Finance/Treasurer	\$187,547
Vice President, Engineering	\$197,845
Vice President, Human Resources	\$154,908
Vice President, External Affairs	\$224,977
Vice President, Legal Ops and Sec	\$258,080
Vice President, Legal Regulatory & Asst. Sec	\$258,020
Asst. Treasurer	\$103,071
Assistant Secretary	\$178,645

### Duties of Officers

President – The President directs the management of the Company and is responsible for the attainment of all objectives from time to time established for the Company including but not limited to the following:

1. Develops goals and objectives for the Company and submits these to the Board of Directors for approval.
2. Administers policies, plans and procedures approved by the Board of Directors.
3. Maintains an effective system of communications with governmental and regulatory agencies.
4. Takes such steps as may be necessary to enhance public, community and customer relations.
5. Employee relations, including the development of personnel resources which encourage successful future management of the business.
6. Risk Management including Safety and Security programs.
7. Analyzes operating results and principal components relative to established objectives and insures that appropriate steps are taken to correct unsatisfactory conditions.

Vice President – The Vice President assists the President in the management of the Company and is responsible for the attainment of all objectives from time to time established for the Company including but not limited to the following:

1. Assist in developing goals and objectives for the Company.
2. Administers policies, plans, and procedures as approved by the Board of Directors.
3. Maintains an effective system of communication with governmental and regulatory agencies.
4. Employee relations, training, development, and performance evaluations including planning and assisting in labor negotiations, contract administration and grievance procedures.

5. Analyzes operating reports to determine status of all phases of administration, construction, and maintenance costs to insure compliance with approved budgets.
6. Take such steps as may be necessary to enhance public, community and customer relations.
7. Risk Management, including Safety and Security programs.
8. Visits operating districts to observe and assist them in attaining their objectives.

Vice President, Finance – The Vice President assists the President in directing the accounting and financial activities and business functions of the Company and is responsible for the attainment of financial and accounting objectives, from time to time established for the Company including but not limited to the following:

1. Supervise and coordinate activities of all participants in rate and financial proceedings.
2. Analyze operating reports to determine effect on the profitability of the Company.
3. Keep the President and the Board of Directors fully aware of the financial condition of the Company.
4. Recommend action to preserve or improve the financial performance of the Company including rate applications, financial arrangements and cost reduction programs.
5. Evaluate, through economic studies, the feasibility of the acquisition of water companies or systems.
6. Establish and maintain financial and accounting controls to protect the assets of the Company.
7. Plans and gives general direction to the conduct of accounting and data processing activities.

Secretary – The Secretary directs all activities as they relate to Corporate Organization, by-laws, and other legal requirements of the Company and has the responsibility for the overall supervision of all phases of the Corporate Secretarial Department including but not limited to the following:

1. Review and file as necessary, documents on behalf of the Company.
2. Assist in the preparation, in conjunction with other officers, offering circulars and legal all necessary documents relating to the issuance of securities.
3. Makes arrangements for and gives notice of Board of Director's meetings.
4. Prepares minutes, agenda, and other notices in connection with meetings of Directors.
5. Establish liaison with the personnel of the regulatory commissions.
6. Undertake special assignments upon the request of the President and Board of Directors of the Company.
7. Responsible for the hiring, training, development and supervision of all personnel assigned to the Corporate Secretarial Department
8. Making arrangements for the filing and retention of all permanent Corporate records.
9. Research and interpret Corporate records.
10. Acts as custodian of the seal of the Corporation, affixes the Corporate seal and attests, signs or countersigns Corporate documents when authorized.

Assistant Treasurer - Assists the VP Finance or Chief Financial Officer in directing the accounting and financial activities and business functions of the Company and assists in the attainment of financial and accounting objectives, from time to time established for the Company including but not limited to the following:

1. Supervise and coordinate activities of all participants in rate and financial proceedings.
2. Analyze operating reports to determine effect on the profitability of the Company.
3. Keep the President and the Board of Directors fully aware of the financial condition of the Company.
4. Recommend action to preserve or improve the financial performance of the Company including rate applications, financial arrangements and cost reduction programs.

5. Evaluate, through economic studies, the feasibility of the acquisition of water companies or systems.
6. Establish and maintain financial and accounting controls to protect the assets of the Company.
7. Plans and gives general direction to the conduct of accounting and data processing activities.

Assistant Secretary - Assists the Secretary in all activities as they relate to Corporate Organization, by-laws, and other legal requirements of the Company and assists in the overall supervision of all phases of the Corporate Department including but not limited to the following:

1. Review and file as necessary, documents on behalf of the Company.
  2. Assist in the preparation, in conjunction with other officers, offering circulars and legal all necessary documents relating to the issuance of securities.
  3. Makes arrangements for and gives notice of Board of Director's meetings.
  4. Prepares minutes, agenda, and other notices in connection with meetings of Directors.
  5. Establish liaison with the personnel of the regulatory commissions.
  6. Undertake special assignments upon the request of the President and Board of Directors of the Company.
  7. Assists in the hiring, training, development and supervision of all personnel assigned to the Corporate Secretarial Department
  8. Making arrangements for the filing and retention of all permanent Corporate records.
  9. Research and interpret Corporate records.
- (B) The names, titles and duties of all employees other than the officers named above who received compensation at the rate of \$85,000 or more per annum, and the compensation received by each such employee.

Please see Attachment 10 (b).

- (C) The amount of the expense account items reimbursed by the Company, for the officers are as follows:  
N/A

- (D) The total dues, donations, subscriptions and contributions paid by the Company, with the account numbers charged, are as follows:

The total dues, donations, subscriptions and contributions paid in 2015 were charged to the following accounts.

<u>Acct #</u>	<u>Description</u>
52514000	Charitable Contributions
52522000	Community Relations
52524000	Company Dues/Memberships
75815000	Donations

A breakdown of the total dollars are included as Attachment 10 (d).

- (E) The total payments to attorneys, including all attorneys who are on the payroll of the reporting public utility or who are on the payroll of or receiving payment from any corporation affiliated with the reporting public utility; the name of each attorney or legal firm receiving such payment; and the amount of, and account charged, for the total amount paid to each of said attorneys or legal firms:

The total legal fees paid in 2015 were charged to the following accounts:

<u>Acct #</u>	<u>Description</u>
10700000	Capital Projects
18680142	Cease & Desist Order
18680167	Deferred San Clemente Dam
18680197	Deferred Coastal Water Project
53155000	Contract Services – Legal
53401400	Service Co – Contracted Legal Services
56610000	Rate Case Expense (amortization)

A breakdown of the total by law firm and internal counsel are included as Attachment 10 (e).

**CALIFORNIA AMERICAN WATER COMPANY  
2015 GO-77 ANNUAL REPORT  
ATTACHMENT 10(b) - EMPLOYEE COMPENSATION OF \$85K AND ABOVE**

<b>Job Title</b>	<b>2015 Gross Compensation</b>
Backhoe Operator U511	90,316
Construction Inspector NER (N)	85,578
Customer Serviceperson U511	88,734
Dir Business Performance	207,574
Dir Business Performance	164,653
Dir Corp Counsel	231,708
Dir Corp Counsel	211,215
Dir Corp Counsel	166,963
Dir Operational Risk Mgmt	101,946
Dir Operations State	178,123
Dir Operations State	177,041
Dir Operations State	155,550
Dir Rates and Regulatory Support	221,523
Dir Wtr Qlty Env Cmpl	209,858
Distribution System Operator OE39	87,905
Electrician	88,572
Electrician	85,845
Engr Construction	110,789
Engr Opns	106,434
Engr Opns	89,806
Equipment Operator U508	92,121
Financial Analyst III	93,357
Foreman CA	85,326
Foreman WV	96,475
HR Business Partner	120,164
HR Business Partner	88,980
Mgr Business Performance	126,399
Mgr Business Performance	106,885
Mgr Engrg - Project Delivery	195,023
Mgr Engrg-Asset/Capital Plng	202,314
Mgr Ext Affairs (State)	128,821
Mgr Ext Affairs (State)	121,291
Mgr External Affairs (Corp)	124,195
Mgr Field Operations	119,168
Mgr Maint	117,138

**CALIFORNIA AMERICAN WATER COMPANY  
2015 GO-77 ANNUAL REPORT  
ATTACHMENT 10(b) - EMPLOYEE COMPENSATION OF \$85K AND ABOVE**

<b>Job Title</b>	<b>2015 Gross Compensation</b>
Mgr Opns	136,685
Mgr Opns	131,831
Mgr Opns	109,470
Mgr Wtr Qlty & Envrn Cmpl	153,535
Mgr Wtr Qlty & Envrn Cmpl	119,909
Mgr Wtr Qlty & Envrn Cmpl	112,273
Production Foreman	87,288
Production Foreman IV U511	148,094
Production Foreman OE39	103,237
Production Foreman OE39	92,667
Project Mgr Engr	116,586
Project Mgr Engr	107,975
Pump Operator Gr 1 U508A	101,031
Pump Operator Gr 1 U511	122,606
Pump Operator Gr 1 U511	116,587
Pump Operator Gr 2 U511	115,271
Pump Operator U508	90,050
Pump Operator U508	88,393
Pump Operator U508	85,856
Small Crew Foreman II U511	104,764
Small Crew Foreman III U511	195,346
Small Crew Foreman III U511	139,538
Small Crew Foreman III U511	127,299
Small Crew Foreman III U511	110,191
Specialist Operations (N)	90,845
Sr Analyst Client Technology ITS	106,234
Sr Capital Buyer	120,190
Sr Distribution System Op OE39	101,092
Sr Distribution System Op OE39	90,659
Sr Engineering Project Manager	155,721
Sr Mgr Business Dev	157,901
Sr Mgr Rates	162,854
Sr Mgr Rates	144,594
Sr Project Engr	144,277
Sr Project Engr	133,561

**CALIFORNIA AMERICAN WATER COMPANY  
2015 GO-77 ANNUAL REPORT  
ATTACHMENT 10(b) - EMPLOYEE COMPENSATION OF \$85K AND ABOVE**

<b>Job Title</b>	<b>2015 Gross Compensation</b>
Sr Project Engr	127,537
Sr Project Engr	85,544
Sr Pump Operator U508	100,976
Sr Specialist Maint Service(N)	94,844
Sr Specialist Maint Service(N)	88,171
Supt Opns II	90,688
Supvr Opns I	112,650
Supvr Opns I	107,034
Supvr Opns I	105,920
Supvr Opns I	102,149
Supvr Opns I	100,298
Supvr Opns I	98,255
Supvr Opns I	91,946
Supvr Opns I	91,793
Supvr Opns I	89,374
Supvr Opns I	87,360
Supvr Opns I	85,459
Supvr Opns I	85,323
Supvr Opns I	85,206
Treatment Plant Op Gr II U511	115,212
Treatment Plant Op Gr II U511	87,840
Treatment Plant Op Gr III U511	90,586
Treatment Plant Op Gr IV U511	102,332
Treatment Plant Oper Foreman U511	185,637
Utility Worker CA, MO	86,950
Utility Worker I Gr I U511	112,358
Utility Worker I Gr I U511	101,510
Utility Worker I Gr I U511	86,339
Utility Worker II Gr II U511	134,643
Utility Worker II Gr II U511	101,816
Utility Worker II Gr III U511	134,022
Utility Worker II Gr III U511	89,888
Utility Worker II U508	88,788
Utility Worker II U508	86,806
Utility Worker U508A	97,109

**CALIFORNIA AMERICAN WATER COMPANY  
2015 GO-77 ANNUAL REPORT  
ATTACHMENT 10(b) - EMPLOYEE COMPENSATION OF \$85K AND ABOVE**

<b>Job Title</b>	<b>2015 Gross Compensation</b>
Utility Worker U508A	90,871
Utility Worker U508A	86,144
Utility Worker U508A	85,180
W/WW Plant Operator II U511	111,909
W/WW Plant Operator II U511	97,535
W/WW Plant Operator II U511	92,375
W/WW Plant Operator II U511	88,280
Wastewater Foreman U511	135,619
Water Systems Operator	94,831
Water Systems Operator	92,134
Water Treatment Operator II OE39	85,879
Water Treatment Operator III OE39	102,384
Water Treatment Operator III OE39	96,336
Water Treatment Operator III OE39	94,741
Water Treatment Operator III OE39	94,478
Water Treatment Operator III OE39	86,434

**CALIFORNIA AMERICAN WATER COMPANY  
ATTACHMENT 10(b) – DUTIES OF EMPLOYEES**

Each position's duties include, but are not limited to those listed below and are subject to change or modification.

Backhoe Operator

- Transports and operates backhoe at various job sites where it is necessary to break pavement or concrete, move earth, fill trenches, loads trucks, lower pipes into trenches, set shoring, etc.
- Responsible for maintaining all vehicles or equipment that has been assigned.
- When not operating power equipment, works as a Utility Worker
- Does other similar work, when called upon as necessary to satisfactorily complete the job

Construction Inspector

- Conducts on-site inspections of construction projects to ensure conformance to contract documents.

- Oversees compliance with the requirements of permits or approvals granted for construction. Coordinate with permitting agencies for inspections and certifications of compliance.
- Represents the Water Company as the primary point of on-site contact for construction contractors. Serve as a liaison between construction contractors and the Water Company.
- Prepare project documentation in accordance with Company Standards. Maintains records of work changes and assists in preparation of “as built” drawings.
- Review and approval of construction contractor progress payments.

#### Customer Serviceperson

- Turns on and turns off water service to customers and obtains proper meter readings. Turns off and restores service on delinquent accounts.
- Investigates and resolves routine customer complaints such as those relating to defective water meters, leaks, dirty water, pressure, etc.
- Records information relating to customer contracts and work performed.
- Installs and changes meters, and replaces damaged meter boxes and lids
- Investigate inquiries from supervisor or customer as necessary

#### Director Corporate Counsel

- Provide advice and counsel on pro-active basis to executives, senior managers and employees in respect to legal issues affecting the business.
- Assist, direct and participate in judicial and administrative proceedings.
- Provide any required internal legal, risk management, or compliance reports.
- Negotiate, prepare and review all contracts and other legal documents.
- Assist in developing and implementing regulatory strategy and deliver legal inputs in support of regulatory and rate case matters.
- Assist in the formulation of corporate policies and procedures and compliance with such policies and procedures.
- Assist with corporate governance activities.
- Assist in the monitoring of and compliance with technical corporate record keeping and filing requirements.
- Handle legal aspects of financing activities of the business as directed.
- Assist in providing legislative/regulatory evaluations and advice.

#### Director of Business Performance

- Interact with Service Delivery personnel to ensure operational data and related financial information is accurate, timely and precise.
- Interact with other internal groups to ensure smooth integration of new business projects.
- Ensure that policies, procedures, programs, standards of performance and approved objectives are adhered to and/or achieved.

- Work with various project managers to develop and maintain master and subsidiary resource plans for key change projects within the state.
- Gather, track and analyze financial and operational performance information from key change projects, e.g., budget tracking.
- Maintain and enhance performance metrics and reporting mechanisms.
- Identify potential problems, issues and sources of resistance and help to resolve them.

#### Director of Engineering

- Provides strategic planning for facility development required to sustain and improve Company operations, including long-term capital investment, maintenance plans and annual engineering functional business plans.
- Ensures a rigorous and robust process for asset planning and capital program management.
- Directs engineering design and construction activities in conformance with sound technical and engineering management principles.
- Directs successful management of developer funded projects.

#### Director Finance (w/Rates-Large State)

- Establishes a strong business partnership with the State President to develop and implement the business strategy, grow business and meet plans. Participates as an active member of the State's regulated utility network of professionals.
- Builds and leads a high performance rates and financial planning and analysis teams. Acts as a liaison and promotes teamwork with Shared Services and expert finance organizations with American Water, including Corporate and States.
- Provides finance leadership for all State regulatory proceedings including, rate case management, testimony, data request management and all other activities to support the efficient and effective regulatory compliance in the State. Provides expert witness testimony as needed within the regulatory process. Interacts with commission, building relationships with staff. Communicates with outside counsel regarding rates issues.
- Leads the development and supports the execution of effective and accurate business plans, budgets and related analysis for the State. Delivers all information to Shared Services and other expert organizations within the company to prepare regulatory and SEC filings.
- Supports Company wide initiatives to improve organizational performance through active participation and leadership. Takes ownership of financial processes serving the State.
- Drives performance improvement in State.
- Ensures state compliance with Company policies and procedures.

### Director of Operations

- Develop and lead regulatory/legislative relationships and strategies in the state to protect and enhance operations business interests and negotiate rate cases.
- Develop proactive state legislative, local community and governmental relations plans and objectives.
- Develop with leadership team business plans, key performance indicators and plans for implementation of a broad business strategy.
- Provide organizational leadership to all functions resident in a state and provide direct management and oversight to network, production, and customer service functions.
- Includes responsibility associated with network, production, and revenue performance.
- Manage the ongoing integrity of regulatory and legal requirements across the state.

### Director of Rates & Regulatory Support

- Shapes, drives and influences rate case strategy for the management team.
- Provides advice and expertise on a pro-active basis to executives, senior managers and employees.
- Develops and maintains a recognized presence in the industry and with regulators, staff and interveners.
- Assists in the formulation of corporate policies and procedures and compliance with such policies and procedures.
- Provides advice and assistance in planning and reporting progress on all regulatory matters with an emphasis on regulatory revenue forecasting.
- Works with state President to develop rates strategies and plans.
- Provides necessary reporting and special request material and data necessary to enable President to manage all related rates and revenue activities.
- Works with VP of finance to achieve goals and business plan objectives.

### Design Engineer

- Responsible for interpreting data, determining requirements, executing detailed engineering design, and providing technical support during construction, commissioning and initial operation of medium complexity capital investment projects addressing water supply, water and wastewater treatment, storage, pumping, and buried infrastructure projects.
- Supervising internal technical resources and external consulting firms on assigned projects.
- Serve as technical expert in specified engineering disciplines that are of critical importance to the planning and delivery of assets and Company operations.
- Contribute to the development of technical standards, standard specifications, policies and procedures, and approved product/vendor lists; maintain industry and trade association contacts and lists of showcase or representative products.

### Electrician

- Participates in the operation, maintenance, control, and repair of all related plant process equipment including pumps, motors, valves, sewer line, on-line equipment and chemical feeds to ensure treated water meets County, State and EPA quality
- Makes equipment adjustments, lubrications, and minor repairs and reports equipment problems
- Performs housekeeping duties in compliance with NPDES Storm Water permit, OSHA rule and Best Management Practice Program (BMP), and keeps all facilities clean and neat
- Assists Plant Superintendent with operational process controls

### Engr Construction

- Construction management of a large and/or several small to medium size capital investment projects
- Serve as a designated technical specialist in specialized areas of expertise critical to water resource engineering and construction management
- Applies intensive and diversified knowledge of construction management principals and practices in broad areas of assignments and related fields

### Equipment Operator

- Operates backhoe to break pavement or concrete, move earth, fill trenches, load trucks, lower pipe into trenches, set shoring, etc. Transports backhoe to various sites where it is to be used
- Maintains all vehicles and equipment assigned
- Keeps maintenance records and the scheduling of all inspections required for safe operation of assigned vehicles or equipment
- When not operating equipment, assumes role of utility worker

### Financial Analyst III

- Responsible for leading the financial planning and analysis activities.
- Delivering timely and accurate forward looking financial statement plans and forecasts.
- Work with finance teams, operational representatives and shared services to deliver effective analysis of results (plan, forecast and actual).
- Analyzes integrated financial statement results, reviews financial/operational metrics, and prepares key performance variance analysis/explanations and participates in all financial budgetary processes.
- Takes the lead to drive the monthly close process towards complete accuracy.
- Collaborates with business partners to understand business requirements and/or operational issues that may impact the financial statement.
- Actively responds to quarterly flux analysis request for internal or external audit teams.

- Assists in ensuring accuracy of business plan targets.
- Works with financial planning and analysis team to ensure consistency of approach, assumptions and models and to enable effective cover of activities within the team.
- Prepares state and business unit integrated financial budget and forecast models.
- Collaborates with all business partners in budget assumptions and developing pertinent schedules that support the financial projections.

#### Manager of Business Performance

- Drives improvements in customer service through implementation of processes that increase efficiencies and effectiveness of the interface between customer service and shared business center and local operating centers.
- Monitors processes within the region to ensure appropriate handling of all call center, billing and collections functions.
- Assists in developing and monitoring reports necessary to track resolution of issues, PUC complaints and service delivery.
- Assists in coordinating and providing recommendations for improved technologies with the service delivery area.

#### Manager Engineering Asset & Capital Planning

- Develop and upkeep policies and procedures for the CIM program, and communicate changes to the Business Unit Capital Program Managers. Ensure that all stages of the CIM program are effectively implemented so that capital projects are properly appraised, prioritized, approved and implemented to achieve optimal business benefits and outputs.
- Develop and implement quality assurance and program audit protocols to ensure compliance with CIM policies and procedures. Help develop effective CIM programs in all Business Units, including the US regulated businesses, American water Services, American Water Service Company, and Chile operations.
- Identify opportunities and implement programs for sharing of best practice CIM activities across all Business Units to derive maximum value for American Water's expended capital
- Complete status and budget information for key management reports, including monthly MD report. Take lead role in the preparation for, and act as Secretary at monthly Capital Investment Review Committee meeting.
- Maintain and continuously improve the CIM Knowledge Community, an internet based web site for American's capital program.
- Challenge and assist the business in developing cost effective solutions to meet customer and technical requirements and encourage best practice and innovation throughout all operational areas.

#### Manager Engineering - Project Delivery

- Supervise engineering staff and managers for monitoring and managing of budgets and schedules for capital investment projects and programs of varying scope and complexity.
- Supervise staff and project managers for driving efficiency into project delivery through the development and monitoring of delivery metrics and pursuit of more effective delivery and procurement approaches.
- Delivery of capital projects with the limits of assigned capital investment management projects and programs to meet asset needs.
- Ensure asset owner satisfaction in accordance with the scope of work agreed upon for each project.
- Interacts with operations personnel to ensure project delivery program meets operations needs.
- Coordinate with operations personnel on operational impact related to project delivery program.
- Ensures compliance with established regulatory criteria, specifications and standards.

#### Manager Maintenance

- Coordinate review of reliability focused maintenance practices and develop maintenance strategies for region. Plan and coordinate efforts of Maintenance Service team
- Proactively manage the maintenance of assets to optimize the balance between reactive, preventive, and predictive/conditioned-based maintenance
- Plan, coordinate, and implement predictive/conditioned-based maintenance (CBM) programs on electrical (low and high voltage) and mechanical equipment or systems
- Confers with engineering, contractors, and management to ensure proper equipment usage or application, installation, operation, and maintenance of electrical, mechanical, instrumentation and process control (SCADA) equipment or systems

#### Manager Water Quality and Environmental Compliance

- Assist local operations in creation and implementation of environmental management plans.
- Develops and controls the creation of source water protection assessment and protection programs.
- Coordinates the creation and implementation of drought contingency plans, emergency response plans and PPC plans.
- Coordinates all activities related to an uncontrolled release of chemicals to the environment.
- Works with the corporate director of corporate social responsibility to plan programs to meet company's goals.
- Train staff to be more environmentally friendly and protective in their daily routine.

- Assists in developing capital and operations and maintenance budgets for environmental related items.
- Implements programs to best gather operational data needed for the monthly environmental report.
- Coordinates development of ISO standardization of operations.
- Develop method for tracking permits related to operation of the business.

#### Manager of External Affairs (State and Corp)

- Proactively provides senior level strategic communications counsel to state president and other members of the state senior management team.
- Advises and manages crisis communications issues to minimize brand and reputation damage.
- Maintains customer and market focus.
- Develops effective talking points for state president and senior management team. Develops and writes effective press releases, researches and develops white papers, supports the speech writing needs for the state president and other members of the senior management team, drafts complex proposals and develops compelling power point presentations.
- Works effectively and productively in a matrix environment.
- Able to work as part of an integrated team supporting the communication needs of the entire company within the state, while interfacing effectively with all departments within corporate communications.
- Able to effectively influence, analyze, persuade and problem solve.
- Proven ability to operate with cross-cultural sensitivity and ability to maintain the highest ethical standards.
- Shows empathy for customer and employee needs, while recognizing company resource limitations.
- Possesses creativity, initiative, good judgment, and the ability to communicate thoughts clearly and simply.

#### Manager Field Operations

- Prepare and control regional construction, operations, and maintenance within established budget limitations.
- Direct the implementation of standards, targets, policies, and plans to ensure the continuing and increasing operational efficiency, effectiveness, and profitability.
- Ensure that operational integrity (quality, environment, reliability, health, safety, security, etc.) is maintained.
- Develop and direct cost effective solutions to meet customers' expectations and technical requirements and to encourage best practice and innovation throughout all operational areas.
- Be the lead in establishing and managing personal relationships and rapports with political, civic and key stakeholders within area of responsibility. Be interface with regulatory entities and represent company positions at regulatory proceedings and hearings.

- Implement effective reporting processes. Provide analysis and support to Network Director with information required for various reports, budgets, and business plans.

#### HR Business Partner

- Support the HR director in developing people and organization principles which help to drive business performance and which are aligned with AW business/HR strategic framework.
- Partners with business managers to identify opportunities to improve individuals, team and business trait performance.
- Maintains customer and market focus.
- Develop appropriate action plans to mitigate business risks, create a productive working environment and continuously develop the people in the business.
- Support and help drive business change initiatives.
- Provide expert advice and guidance during the hiring process ensuring that new hires meet the requirement of the roles and are aligned with our vision and values.
- Ensure all new hires and transfers are appropriately inducted and oriented to the Company to expedite their effectiveness in their roles.
- Provide assistance in wage, salary and benefit programs.
- Assist in employee incentive programs, including implementation, development and delivery.
- Steward the collective bargaining process, develop contract language and assess impact of scenarios, participate in contract negotiations.
- Promote union/management relations and develop collaborative problem solving processes.
- Support and develop training programs and other developmental initiatives which drive and facilitate our success.
- Ensure compliance with various state and federal laws and/or agencies, guiding business managers to proactively identify and navigate risks.
- Assist with corporate governance activities as needed.

#### Director Operational Risk Management

- Develop and recommend educational/training programs and activities that enhance the safety/health of company employees, as well as minimize company's exposure to loss.
- Assist in the development of programs to ensure compliance with federal, state and local regulations.
- Conducts or directs safety audits and inspections to identify hazards and deficiencies to verify regulatory compliance and evaluate loss exposure and offer appropriate recommendations for remediation.
- Oversee the reporting, investigation, and record keeping for all worker's compensation, auto liability, general liability and property damage claims initiated against or on behalf of the company.

- Compiles analyses and interprets information related to loss exposure, accident trends and develop statistical data for evaluating effectiveness of existing programs.
- Evaluate new technologies and review the technical and scientific publications to determine potential for enhancing existing safety/loss control programs.

#### Manager of Operations

- Prepare and control construction, operations and maintenance within established budget limitations.
- Direct the implementation of standards, targets, policies and plans to ensure the continuing and increasing operational efficiency, effectiveness and profitability.
- Ensure that operations integrity (quality, environment, reliability, health, safety, security, etc.) is maintained.
- Develop and direct cost effective solutions to meet customers' expectations and technical requirements and to encourage best practice and innovation throughout all operational areas.
- Implement effective reporting processes.
- Provide analysis and support to network director with information required for various reports, budgets, and business plans.
- Be the lead in establishing and managing personal relationships and rapport with political, civic and key stakeholders within area of responsibility.

#### President

- Develops goals and objectives for the Company.
- Administers policies, plans and procedures approved by the Board of Directors.
- Maintains an effective system of communications with governmental and regulatory agencies.
- Takes such steps as may be necessary to enhance public, community and customer relations.
- Employee relations, including the development of personnel resources which encourage successful future management of the business.
- Risk Management including Safety and Security programs.
- Analyzes operating results and principal components relative to established objectives and insures that appropriate steps are taken to correct unsatisfactory conditions.

#### Production Foreman

- Assigns duties to Production Department employees as directed.
- Compiles daily production data; maintains operation records.
- Repairs and maintains pumping and water treatment equipment and structures.
- Ensures maintenance of all grounds around pumping plants, tanks, reservoirs and water treatment plants.
- Maintains regulating stations.
- Assists pump operators with their duties as required.

### Pump Operator

- Maintains operating logs, changes charts, makes appropriate readings and keeps records as directed.
- Oils and cleans pumps and similar equipment.
- Keeps wells and pumping plant facilities clean and orderly.
- Makes minor repairs and adjustments to operating equipment.
- Operates and checks automatic pump and water treatment equipment and other similar equipment as required.
- Regulates water flow, adjusts automatic chlorine feeders and timers and other pertinent equipment.
- Checks water levels and inspects site grounds.
- Tests for results, i.e., chlorine residual, etc.
- Does other similar work which he/she may be called upon to perform, and any other work as necessary or to satisfactorily complete the job to which he/she has been assigned. Maintains regulating stations.
- Inspect and maintain electrical and SCADA equipment.

### Small Crew Foreman

- Directs and participates in the work of a crew or crews engaged in the construction, maintenance and operation of water works facilities.
- Installs and maintains water pipelines, services, valves (including the operation of tapping machine for the installation of mechanical joint tapping sleeves and valves 4" - 12"), pumps, meters, tanks, connections, and other water facilities.
- Trains and rates the work performance of crewmembers.
- Prepares and submits reports of mileage cards, service requests, stock requisitions, time cards and other reports.
- Carries out long-term and daily work schedules.
- Determines staff, equipment and material needs for each job.
- Prepares "as-built" sketches of installations. Reads blueprints and stakes alignments of installations.
- Enforces safety regulations as required for the assigned work.

### Specialist Operations

- Uses and maintains relational databases and other reporting tools to compile, calculate, track, report and clean-up data pertaining to various reoccurring processes such as, water plant operations, capital programs, field projects, work orders, regulatory compliance and employee records.
- Analyzes and evaluates reports and/or prepare variances related to specific department work processes which may include but are not limited to: business systems, regulatory requirements, budgets, capital expenditures, work orders, departmental and/or organizational performance, etc.
- Completes various payroll and accounting tasks such as processing payroll, entering payroll data into system database, running reports, tracking overtime,

verifying accuracy of figures and computations, balancing and reconciling accounts and researching and responding to discrepancies.

- Provides general administrative and clerical support for day-to-day managerial and departmental
- Serves as a first level resource for various departmental or functional issues which may be related to customer service, customer billing, water supply, regulatory issues, etc. Answers routine questions and assists in recognizing and troubleshooting larger problems.

#### Sr. Capital Buyer

- Manage sourcing activities, determine appropriate sourcing strategies and execute sourcing strategies for design build and other large scale capital projects from project identification through close-out. Write complex RFPs.
- Develop fact-based negotiations strategies and lead multiple negotiations.
- Establish and maintain relationships with Engineering and Operations personnel, including professionals from Engineering Centers of Expertise.
- Support project delivery teams, addressing services and materials issues and attend multiple key project meetings.
- Review project specific detail on costs for labor, equipment, materials, subcontracts, overhead, taxes, insurance, and mark ups to identify procurement savings opportunities that support project strategy.
- Build and maintain Supplier/Contractor relationships with the objective of reducing total costs and eliminating inefficiencies.
- Measure compliance to and effectiveness of unit-cost and other framework agreements.
- Resolve issues and crises escalating to Capital Sourcing Manager as needed.
- Identify and manage project supply risk.
- Assist with project cost estimates to support planning, budgeting, value engineering, procurement strategy, change

#### Sr. Director Water Quality Environmental Compliance

- Develops State Water Quality and Environmental monitoring program that ensures company compliance with regulatory and corporate standards and adherence to measurement and reporting schedules. Develops Environmental Management Plans. Continually reviews developing water quality and environmental regulations, provides input to the local, state and federal regulatory process and ensures that programs are in place to enable compliance and customer satisfaction. Tracks permits related to operation of the business.
- Oversees and directs work of staff and advises other company employees regarding state operations with potential to impact water quality, public health or environmental compliance. Establishes, reviews, approves State water quality related reports and communications, coordination of Consumer Confidence Reports, and water quality operational procedures.
- Provides technical assistance to the state functional units on Water Quality and Environmental issues. Directs the laboratories and other water quality and

environmental monitoring and control programs. Provide technical advice and assistance with business development opportunities. Investigates new acquisitions and integrates into operations. Serves as an expert witness in legal/ratemaking proceedings.

- Oversees and directs company programs to address security of sources, facilities and customers against water quality and other environmental threats. Assist with the development of cross-connection and backflow prevention programs

#### Sr. Distribution System Op

- Under the supervision of the Operations Supervisor, responsible for distribution of water services to customers
- Customer service duties include investigating customer complaints and inquiries, obtaining billing survey information, meter reading and initiating and terminating customer water services
- Interacts with customers in the field when investigating customer inquiries and/or service leaks

#### Sr. Engineering Project Manager

- Monitors and manages budgets and schedules for multiple large and complex capital investment projects and programs of varying scope.
- Driving efficiency into project delivery through the monitoring of delivery metrics and pursuit of more effective delivery and procurement approaches.
- Delivery of assigned capital projects in accordance with policies and procedures set for in the capital investment management system to meet asset needs.
- Ensure asset owner satisfaction in accordance with scope of work agreed upon for each projects.
- Interacts with operations personnel to ensure project delivery program meets operations needs.
- Coordinate with operations personnel on operational impact related to project delivery program.
- Ensures compliance with established regulatory criteria, specifications and standards.
- Interacts with property group, technical services, and other internal groups and external government agencies to coordinate land acquisition, easements, rights of ways, permits, certificates, and other project approvals for assigned projects and programs.

#### Sr. Manager Business Development

- Develop, shape & track potential opportunities and match service and product offerings with customer needs. Combine service offerings to create commercially viable solutions to meet customer needs.
- Manage the end to end business development cycle; Effectively project manage the business development process from deal structuring through to commercial operation for major contract services, tuck-ins and service offerings.

- Lead the development of the bid strategy, deal structuring, project financing and credit assessment of opportunities and champion projects through the investment appraisal process.

#### Sr. Manager of Rates

- Responsible for leading rates and regulatory activities for a specific state.
- Shapes, drives, and influences the rate case process within the state.
- Supports regulatory initiatives in the form of required testimony, exhibits and interrogatories consistent with individual rate case requirements.
- Ensures compliance with US GAAP and regulatory and Company policies.

#### Sr. Pump Operator

- Performs activities related to water system maintenance, disinfecting, water quality, water supply and production. Analyzes and evaluates equipment, trouble shooting malfunctions, and monitoring water supply operations for all water systems.
- Complies with all safety standards as they pertain to equipment and facility operations. Accomplish assigned duties using safe work practices. Demonstrates a working knowledge and understanding of all safety practices for handling liquid and gaseous chemicals.
- Operates and checks automatic pump and water treatment equipment and other similar equipment as required. Regulates water flow, adjusts automatic chlorine feeders and timers and other pertinent equipment. Tests for chlorine residual, etc.
- Maintains operating logs, changes charts, makes appropriate readings and keeps records as directed. Oils and cleans pumps and similar equipment. Keeps wells and pumping plant facilities clean and orderly. Makes minor repairs and adjustments to operating equipment. Checks water levels and inspects site grounds.
- Follows established policies and procedures in conducting service, installation and repair of equipment to ensure proper worker order. Inspect and maintain energized electrical and SCADA equipment.

#### Sr. Project Engineer

- Monitoring and managing budgets and schedules for multiple large and complex Capital Investment Projects and programs of varying scope.
- Driving efficiency into project delivery through the monitoring of delivery metrics (unit costs, target costs vs. actual, etc.) and pursuit of more effective delivery and procurement approaches.
- Delivery of assigned Capital Projects in accordance with policies and procedures set for in the Capital Investment Management (CIM) system to meet asset needs.
- Ensure Asset Owner satisfaction in accordance with the scope of work agreed upon for each project. Interacts with Operations personnel to ensure project delivery program meets operations needs.
- Ensures compliance with established regulatory criteria, specifications and standards.

- Interacts with property group, technical services, and other internal groups and external governmental agencies to coordinate land acquisition, easements, right of ways, permits, certificates, and other project approvals for assigned projects and programs.

#### Sr. Specialist Maintenance Service

- Supervises the day-to-day activities of maintenance operations within a water and/or wastewater plant(s), and associated distribution systems in accordance with Company policies and procedures and all applicable governmental laws and regulations
- Ensure local water and/or wastewater operations meet the required maintenance standards and preventive maintenance standards on mechanical equipment, electrical equipment, instrumentation, and computer equipment
- Ensure that operational integrity (quality, environment, reliability, health, safety, security, etc.) is maintained
- Develop and direct cost effective solutions to meet customers' expectations and technical requirements and to encourage best practice and innovation throughout maintenance functions

#### Superintendent Operations I & II

##### *Distribution/Outside*

- Programs and directs the efficient and reliable operation, maintenance, protection and appearance of all pipelines, services, hydrants, valves and other appurtenances within the distribution system.
- Determines the size, type and location of property and equipment required for the efficient operation, maintenance and expansion of the distribution system.
- Controls materials through the preparation and recommendation of economical and efficient programs to monitor and evaluate new and existing products and application procedures, purchasing administration, inventory control, supplier relations and contract integrity.
- Assists in planning and construction of extensions and improvements to the distribution system.
- Provides for meters and meter readings including installation, removal and repair, periodic testing and reading schedules.

##### *Production*

- Programs and directs the efficient and reliable operation, maintenance, protection and appearance of all water supply facilities, impoundments, watersheds, pumping, treatment, booster and storage facilities and properties.
- Assists in planning and construction of new production facilities.
- Plans and prepares that portion of the Company budget within area of responsibility.
- Manage employee and labor relations within area of responsibility. May serve as spokesman in union contract negotiations.

- Prepares, files and maintains reports and records relating to the production and distribution of water and water service.
- Assures that policies, procedures, programs, standards of performance and approved objectives are adhered to and/or achieved.

#### Supervisor, Operations

- Supervise and coordinate regional construction, operations, and maintenance within established budget limitations.
- Assures policies, procedures, programs and performance are adhered to, ensure the continuing and increasing of operational efficiency, effectiveness, and profitability.
- Train and develop personnel to ensure proper operational integrity (quality, environment, reliability, health, safety, security, etc) is maintained.
- Obtains all required permits, licenses, rights of way, etc. required for proper compliance.
- May be involved in customer service related issues.

#### Water Treatment Operator

- Checks and regulates chemical feed for the treatment of water by a series of operations such as:
- Back washing filters, changing chlorine cylinders, operating chemical feeders, adjusting chlorine feed, etc.
- Takes turbidity readings, chlorine readings, pH readings and any other readings that may be required to complete the job.
- Reads gauges and records results daily, weekly, and monthly.
- Does bacteria sampling when needed and field lab testing when required. Checks and maintains pumps, filters, valves, telemetry controls, etc.
- Does other similar work which he/she may be called upon, and any other work as necessary or to satisfactorily complete the job which he/she has been assigned.
- Record keeping including SCADA.

#### Treatment Plant Operator Foreman

- Oversees and participates in the operations of the water treatment facilities.
- Performs assigned treatment facilities rounds including inspecting, monitoring and documenting facility operations by reading plant equipment gauges, dials, graphs and other instruments.
- Provides lead supervision and training to assigned water treatment facilities personnel.
- Train staff in appropriate treatment methods and techniques.
- Operate and adjust treatment facilities pumps, motors, feeders and other equipment to maintain appropriate plant operations.
- Maintain, compile and update facility operations logs and reports.
- Perform and record mathematical calculations related to facilities operational activities.

- Operate valves and controls to feed chlorine and other chemicals into the system, mix and add treatment chemicals, ensure chemical application is performed in accordance with regulations and guidelines.
- Perform preventive maintenance on facilities machinery and equipment including pumps, valves, motors, meters, tanks and reservoirs, change lubrications, assist mechanics in repair as needed.

#### Utility Worker

- Sets up barricades and traffic cones.
- Breaks pavement by use of jackhammer or whatever method conditions prescribe.
- Loads and unloads pipes and fittings.
- Digs trenches by use of shovel or whatever method conditions prescribe.
- Places pipes and fittings, trimming when necessary.
- Tamps and backfills trenches.
- Builds rough forms for cement work. Acts as flagman to direct traffic, at times.
- Occasionally does various types of concrete work and makes tie-ins.
- Repairs water line breaks and leaks as required.
- Works on services and fire hydrants. Operates valves.
- Does other similar work, which he/she may be called upon to perform, and any other work as necessary or to satisfactorily complete the job to which he/she has been assigned.

#### Vice President of Operations

- Prepare and manage operations, maintenance and construction for network assets within established budgets.
- Serves as point of contact to local regulatory, political and community agencies.
- Ensure that operations integrity (quality, environment, reliability, health, safety, security, etc) is maintained.
- Implement effective reporting processes.
- Provide analysis and support of information required for various reports, budgets, and business plans.
- Support local operations managers in developing relationship with local/state leaders and organizations.
- Support local/area managers in union labor issues by providing guidance and direction.
- Implement effective communications at all levels of our operations.

#### Wastewater Treatment Plant Operator

- Inspects treatment plant equipment to ensure its proper functioning, minimize interruptions in the treatment process, and to alleviate costly repairs.
- Assists in operating waste water treatment equipment, machinery and facilities by using manual, electronic and computer control systems to regulate and control processes.
- Reads gauges, meters, charts and graphs.

- Operates pumps, valves, electric motors and related equipment.
- Assists in monitoring systems, controls valves for emergency and scheduled shut down; troubleshoots, diagnoses and reports problems to appropriate personnel.
- Determines the amount needed and, under direct supervision, adds chemicals and other substances to the treatment process.
- Cleans tanks and other facilities; maintains buildings and grounds in a clean and orderly manner.
- Collects samples for quality control tests and analyzes samples using laboratory test equipment. Receives chemical shipments; process and dispose of biosolids and reclaimed water; checks chemical alarms and feed systems for leaks.
- Maintains a variety of records, logs and reports.

#### Wastewater Foreman

- Participates in the selection and training of treatment plant operations personnel.
- Assists the Production supervisor/superintendent in evaluating the performance of assigned plant operations personnel; establishes performance requirements and personal development targets of assigned operations personnel.
- Provides day-to-day leadership and works with assigned staff to ensure the proper, safe and efficient operation of a state-of-the-art wastewater treatment plant.
- Provides technical assistance and advice to assigned plant operations personnel.
- Provides for the training of assigned operations personnel in proper and safe plant operation.
- Inspects treatment plant equipment to ensure its proper functioning, minimize interruptions in the treatment process, and to alleviate costly repairs; makes adjustments to operating equipment; performs semi-skilled and skilled maintenance and repairs to plant equipment and machinery; reports the need for major or specialized repairs to equipment, machinery and electrical and electronic systems; assists specialized trades personnel in making major and/or highly technical repairs to equipment, machinery and systems; ensures the timely completion of preventive maintenance activities on plant equipment and machinery.

California American Water				
Attachment 10d - Dues, Donations, Subscriptions, and Contributions				
GO-77M Report, 2015				
Account	Account Description	Name of Assoc/Person Receiving Pmt	Explanation	Amount
52514000	Charitable Contributions	Monterey Rotary Club Founation	Sponsorship	\$285.00
		The Home Depot	Contribution	\$86.97
	<b>Charitable Contributions Total</b>			<b>\$371.97</b>
52522000	Community Relations	BNA Communications	2014 Award Entries & Statues	\$3,680.00
		BNA Communications	CCR Translations	\$1,075.02
		BNA Communications	CSC Collateral Language Updates	\$3,102.07
		BNA Communications	Deir Direct Mailer	\$24,000.00
		BNA Communications	Monterey WSP Posters	\$448.84
		BNA Communications	MTRY 2014 WSP Website June-Dec 2014	\$1,728.54
		BNA Communications	MTRY 2015 MPWSP Website Apr-Sept Progress Bill	\$3,389.60
		BNA Communications	MTRY 2015 MPWSP Website Jan - Mar 2015	\$1,200.00
		BNA Communications	MTRY Fal/Winter Strategic Communications Planning	\$3,105.83
		BNA Communications	MTRY Fathom Customer Letter and Door Hanger	\$5,001.52
		BNA Communications	MTRY No-Des Flyer	\$856.25
		BNA Communications	MTRY Public Relations Support Nov	\$2,696.57
		BNA Communications	MTRY Spring Mailer	\$27,490.05
		BNA Communications	MTRY Public Relations Support Oct	\$3,228.75
		BNA Communications	MTRY Public Relations Support SCD - Aug	\$10,771.72
		BNA Communications	MTRY Public Relations Support SCD & WSP	\$4,595.85
		BNA Communications	MTRY Public Relations Support Sept	\$2,205.00
		BNA Communications	MTRY Sand City Materials Reprint - 1/27/2015	\$782.56
		BNA Communications	MTRY Sand City Open House Ad	\$2,942.41
		BNA Communications	MTRY Sand City Treatment Brochure	\$1,028.29
		BNA Communications	Mtry SCD Public Meeting Pine Cone Ad (Oct)	\$79.20
		BNA Communications	MTRY Source Well RFP Legal Ad	\$1,017.98
		BNA Communications	MTRY Water Meter Fact Sheet	\$707.02
		BNA Communications	MTRY WSP Deir Direct Mailter	\$20,810.84
		BNA Communications	MTRY WSP Photography	\$2,140.80
		BNA Communications	MTRY WSP Q2 Newsletter, Ads & Email Blast	\$13,834.36
		BNA Communications	SAC Butterfield Riviera East Water Quality Letter	\$1,236.18
		BNA Communications	SAC Conservation Brochures for Walk & Talk	\$1,860.82
		BNA Communications	SAC Football Banner	\$775.90
		BNA Communications	SAC HT Read Your Bill Insert	\$3,981.41
		BNA Communications	SAC Mobile Home Poster & Flyer	\$1,913.87
		BNA Communications	SAC Ox Bow Notice Mailer	\$12,097.57
		BNA Communications	SAC Walnut Grove Letter	\$699.04
		BNA Communications	SAC Water Quality Flyers for Walk & Talk	\$1,388.21
		BNA Communications	Socal CSC Clings & Aluminum Sign	\$606.50
		BNA Communications	Statewide Constant Contact Email Accounts - Set-up & Welcome	\$6,995.40
		BNA Communications	WSP Q2 Newsletter, Ads & Email Blast	\$2,173.97
		California Highway Adoption Co	Highway Adoption - Litter Service	\$2,748.76
		Duarte Chamber of Commerce	Membership Dues	\$548.00
		ECOTECH Services INC	Donation	\$8,700.00
		EI Andar Translations	Interpretation Service	\$280.00
		Mark West Area Chamber of Commerce	Sponsorship	\$1,500.00
		Monterey Recreational Sports Center	Fall Registration for Company Socko Team - H2Pros	\$500.00
		Monterey Rotary Club Founation	Scholarship	\$100.00
		Monterey Rotary Club Founation	Sponsorship	\$250.00
		Rosemead Chamber of Commerce	Annual Membership	\$265.00
		San Marino Chamber of Commerce	Annual Membership	\$1,000.00
		Temple City Chamber of Commerce	Annual Membership	\$300.00
	<b>Community Relations Total</b>			<b>\$192,539.70</b>

California American Water				
Attachment 10d - Dues, Donations, Subscriptions, and Contributions				
GO-77M Report, 2015				
Account	Account Description	Name of Assoc/Person Receiving Pmt	Explanation	Amount
52524000	CoDues/Membership	Advanced Energy Economy	Membership	\$10,000.00
		American Bar Association	Dues	\$315.00
		American River Pkwy Foundation	Donation	\$500.00
		American Society of Civil Engineers	Membership Dues	\$785.00
		American Water Works Association	Membership Dues	\$2,969.00
		American Water Works Association	Membership Dues	\$2,743.08
		Association of CA Water Agencies	Annual Support	\$1,275.00
		Association of California Water	Dues	\$1,275.00
		Association of Water Agencies	Membership	\$3,250.00
		Cal Desal	Membership	\$5,000.00
		California Chamber of Commerce	Advocate Membership	\$15,000.00
			Dues	\$20,499.96
		California Foundation on the Environment	Dues	\$3,000.00
		California Rural Water Association	Membership	\$1,091.00
		California Water Association	Dues	\$39,656.68
		Carmel Chamber of Commerce	Membership Dues	\$765.00
		CFEE	Dues	\$15,000.08
		Coronado Chamber of Commerce	Annual Membership	\$510.00
		Council for Supplier Diversity	Dues	\$15,000.00
		Del Monte Forest Property Owner	Dues	\$50.00
		Expense WaterUse Invoice	Dues	\$1,351.57
		Institute for Supply Management	Dues	\$190.00
		Rotary Club of Monterey	Dues	\$234.00
		Isleton Chamber of Commerce	Membership	\$100.00
		Kiwanis Club of Imperial	Dues	\$251.00
		Mark West Area Chamber of Commerce	Membership Renewal	\$224.00
		Monterey Commercial Property Owners	Annual Membership	\$1,000.00
		Monterey County Business Council	Annual Membership	\$2,000.00
		Monterey County Hospitality Association	Dues	\$990.00
		Monterey Peninsula Taxpayers Associatio	Annual Membership	\$100.00
		National Ground Water	Membership	\$130.00
		NAWC	Dues	\$96,464.17
		NAWC Annual Dues	Dues	\$19,428.54
		NJ Lawyers Fund	Dues	\$122.00
		North State Building Industry Association	Membership	\$1,219.00
		Notary Learning Center	Notary Renewal	\$266.54
		Pacific Grove Chamber of Commerce	Annual Membership	\$590.00
		Progressive Buisiness	Membership Renewal	\$299.00
		Public Relations Society of America	Dues	\$345.00
		Rancho Cordova Chamber of Commerce	Membership	\$2,500.00
		Regional Water Authority	Dues	\$57,897.54
		Sacramento Central Groundwater Auth	Dues	\$2,443.25
		Sacramento Central Groundwtr Auth	Dues	\$26,382.76
		Sacramento Groundwater Auth	Dues	\$72,863.75
		Sacramento Groundwater Auth Dues	Dues	\$14,572.75
		Sacramento Metro Chamber of Commerce	Annual Membership	\$880.00
		San Diego Cty VCN	Notary Renewal	\$62.50
		San Diego Regional Chamber of Commerc	Annual Membership	\$1,195.00
		San Diego Society for Human Resource M	Membership Renewal	\$125.00
		San Gabriel Valley Protective Association	Dues	\$50.00
		Seaside Chamber of Commerce	Annual Business Membership	\$400.00
		Society for Conservation	Membership	\$25.00
		Sonoma County Taxpayers' Association	Annual Membership	\$175.00
		South County Economic Development Co	Annual Membership	\$350.00
		South County Economic Development Co	Sponsorship	\$300.00
		Southern California Water Committee	Annual Membership	\$850.00
		The State Bar of California	Dues	\$1,540.00
		Vaughen's Price Publishing Co	Membership	\$341.00
		Water Education Foundation	Donation	\$345.00
		Water Environmental Federation	Water Environment Federation Annual Membership - Svindland	\$272.00
		Waterreuse Association	Membership Renewal.	\$8,624.00
		Wikiup Acres Architectural Committee	Dues	\$1,000.00
	CoDues/Membership Total			\$457,274.17

California American Water				
Attachment 10d - Dues, Donations, Subscriptions, and Contributions				
GO-77M Report, 2015				
Account	Account Description	Name of Assoc/Person Receiving Pmt	Explanation	Amount
75815000	Donations	American Cancer Society	Donation	\$1,000.00
		Anthony Narigi Memorial Fund	Sponsorship	\$1,200.00
		Arts Council of Conejo Valley	Donation	\$2,000.00
		Association of Water Agencies	Sponsorship	\$2,500.00
		Boys & Girls Club of San Gabriel	Donation	\$1,000.00
		Boys & Girls Clubs of Monterey	Donation	\$5,000.00
		Business Products Express	Donation	\$486.78
		California Black Chamber of Commerce	Donation	\$1,000.00
		California Native Plant Society	Donation	\$2,500.00
		Carmel River Steelhead Association	Donation	\$5,000.00
		Carmel River Watershed Conservaion	Donation	\$10,000.00
		Community Partners	Donation	\$2,500.00
		Coronado Chamber of Commerce	Sponsorship	\$6,700.00
		Coronado Firefighters Association	Donation	\$1,500.00
		Coronado Promenade Concerts	Sponsorship	\$1,600.00
		CSU - Monterey Bay	Donation	\$1,000.00
		Duarte Chamber of Commerce	Donation	\$1,500.00
		Equality California	Sponsorship	\$5,000.00
		Citrus Hight Chamber of Commerce	Membership	\$800.00
		Food Bank for Monterey County	Donation	\$3,500.00
		Foothill Unity Center	Donation	\$50.00
		Give Back Yoga Foundation	Donation	\$1,000.00
		Imperial Beach Chamber of Commerce	Donation	\$2,200.00
		Imperial Beach City of	Sponsorship	\$500.00
		Imperial Beach Girls Softball	Donation	\$500.00
		Imperial Beach Little League	Donation	\$500.00
		Imperial Beach United Methodist Church	Donation	\$1,000.00
		Kiwanis of Imperial Beach-South Bay	Donation	\$1,000.00
		Manna Conejo Valley Food Bank	Donation	\$1,000.00
		Monterey Bay Central Labor Council	Sponsorship	\$1,500.00
		Monterey Commercial Property Owners	Donation	\$500.00
		Monterey Commercial Property Owners	Sponsorship	\$2,000.00
		Monterey County Farm Bureau	Donation	\$1,500.00
		Monterey County Hospitality Association	Sponsorship	\$2,500.00
		Monterey Peninsula Chamber of Commerce	Donation	\$1,500.00
		Monterey Peninsula Chamber of Commerce	Sponsorship	\$1,000.00
		Monterey/Santa Cruz Counties Building &	Sponsorship	\$250.00
		NAAACP - Pasadena Branch Nation	Donation	\$2,000.00
		Newbury Park HS Booster	Donation	\$250.00
		Pacific Grove Chamber of Commerce	Sponsorship	\$110.00
		Occidental Arts and Ecology Center	Donation	\$2,500.00
		One Mind Institute	Sponsorship	\$1,000.00
		Panetta Institute	Donation	\$25,000.00
		PBC foundation	Donation	\$125.00
		Pebble Beach Company Foundation	Sponsorship	\$1,000.00
		Rady Childrens Hospital Foundation	Doantion	\$1,250.00
		Rancho Cielo	Donation	\$7,500.00
		Rosemead Chamber of Commerce	Sponsorship	\$2,000.00
		Rotary Club of Thousand Oaks	Donation	\$1,500.00
		Salmonid Restoration Federation	Sponsorship	\$1,000.00
		Salvation Army Monterey	Donation	\$3,500.00
		San Marino Chamber of Commerce	Sponsorship	\$1,500.00
		South County Economic Development Cou	Sponsorship	\$1,000.00
		Southern California Association of Govern	Sponsorship	\$2,000.00
		Special Needs Network Inc	Donation	\$2,500.00
		Sun and Sea Festival	Sponsorship	\$12,000.00
		Sweetwater Union High School	Donation	\$500.00
		Temple City Chamber of Commerce	Sponsorship	\$2,500.00
		The Village Project Inc	Donation	\$15,000.00
		The Water Innovation Project	Sponsorship	\$15,000.00
		United Way of San Diego	Donation	\$1,000.00
		Ventura County Office of Education	Sponsorship	\$1,000.00
		Water Conservation Garden	Donation	\$5,000.00
		Wildcoast	Donation	\$5,000.00
		Wildcoast	Grant	\$5,000.00
		YMCA Camp Surf	Sponsorship	\$3,000.00
		Yolo Basin Foundation	Donation	\$5,000.00
		All Awards	Sponsorship	\$474.77
		American Public Works Association	Sponsorship	\$1,500.00
		American River Natural History Association	Sponsorship	\$1,500.00

-Continued-

California American Water				
Attachment 10d - Dues, Donations, Subscriptions, and Contributions				
GO-77M Report, 2015				
Account	Account Description	Name of Assoc/Person Receiving Pmt	Explanation	Amount
		Antelope Band Booster Association	Donation	\$2,500.00
		Antelope Jr Titans	Donation	\$750.00
		Sonoma County Water Agency	Contribution	\$4,500.00
		Arlington Heights Elementary	Donation	\$2,300.67
		Bell Gas & Diesel	Operation Gobble Turkey Donation	\$13.01
		Bethel Missionary Baptist Church	Donation	\$3,500.00
		Boys & Girls Clubs of Monterey	Donation	\$7,500.00
		California Black Chamber of Commerce	Donation	\$3,500.00
		California Wildlife Foundation	Donation	\$1,000.00
		Citrus Height Rotary Club	Sponsorship	\$5,000.00
		Citrus Heights Police Activities League	Sponsorship	\$1,200.00
		Citrus Hight Chamber of Commerce	Sponsorship	\$5,000.00
		City of Temple City	Donation	\$2,500.00
		Community Conscience	Sponsorship	\$1,000.00
		Cordova Commuity Council	Donation	\$3,000.00
		Cordova High School PTSA	Sponsorship	\$500.00
		Coronado Schools Foundation	Donation	\$5,000.00
		Duarte City of	Donation	\$1,200.00
		Duarte Community Coordinating Council	Sponsorship	\$750.00
		Grant High School Drumline	Donation	\$250.00
		Greater Sacramento Urban League	Donation	\$5,000.00
		Hearts for Parks	Sponsorship	\$1,000.00
		Junior Blind of America	Donation	\$2,500.00
		Kiwanis Imperial Beach - South Bay	Sponsorship	\$325.00
		Monterey County Business Council	Donation	\$2,500.00
		Monterey County Hospitality Association	Donation	\$5,000.00
		Monterey Plaza Hotel and Spa	Donation	\$300.00
		National Utilities Diversity Council	Sponsorship	\$12,500.00
		Panetta Institute	Donation	\$12,000.00
		Panetta Institute	Sponsorship	\$12,000.00
		Penske Truck LSG	Operation Gobble Turkey Donation	\$508.33
		Rancho Cielo	Donation	\$7,500.00
		Rancho Cordova City of	Sponsorship	\$350.00
		Region Builders, Inc.	Sponsorship	\$500.00
		Rosemont Community Foundation	Sponsorship	\$1,000.00
		Russian American Media Inc	Donation	\$500.00
		Russian American Media Inc	Sponsorship	\$2,700.00
		Sacramento Area Creeks Council	Sponsorship	\$2,500.00
		San Diego LGBT Community Center	Donation	\$5,000.00
		San Gabriel Educational Foundation	Donation	\$750.00
		San Juan Education Foundation	Donation	\$2,500.00
		Sand City City of	Donation	\$3,000.00
		Save Mart Supermarkets	Operation Gobble	\$30,960.00
		Senior Concerns	Donation	\$2,500.00
		Sunrise Recreation & Park District	Donation	\$1,475.00
		Target	Donation	\$100.00
		The Discovery Museum	Sponsorship	\$15,000.00
		United Way of Los Angeles	Donation	\$970.00
		United Way of Monterey	Donation	\$3,210.00
		United Way of Sacramento	Donation	\$5,580.00
		United Way of San Diego	Donation	\$4,758.00
		United Way of the Wine Country	Donation	\$240.00
		United Way of Ventura Co	Donation	\$240.00
		Ventura Hillside Conservancy	Donation	\$1,000.00
		<b>Donations Total</b>		<b>\$400,426.56</b>
		<b>Grand Total</b>		<b>\$1,050,612.40</b>

<b>CALIFORNIA AMERICAN WATER COMPANY ATTACHMENT 10(e) - LEGAL FEES</b>	
	<b>2015</b>
<b>Firm</b>	<b>Amount</b>
Allen Matkins	860,230.50
Ellison, Schneider & Harris LLP	434,124.10
Jams Inc	3,075.00
Littler Mendelson PC	16,074.85
Anthony Lombardo & Associates	171,653.39
Guzman Law Offices	28,076.00
Latham & Watkins LLP	1,452,546.10
Manatt Phelps & Phillips LLP	221,301.81
Nossaman LLP	14,086.11
Antheil Maslow & MacMinn	2,814.16
Bowman Heintz Boscia & Vicia	15.21
Buchanan Ingersoll & Rooney PC	16.22
Cozen O'Connor	4,395.65
Cullen and Dykman	6,084.00
Dechert LLP	969.82
Drinker Biddle & Reath	11,678.74
Hurvitz & Waldman LLC	26.01
K & L Gates LLP	507.00
Littler Mendelson PC	7,924.18
Locke Lord LLP	1,407.02
McGuinness & Yager LLP	1,724.79
Morgan Lewis & Bockius LLP	29,645.26
Ogletree Deakins Nash Smoak	6,894.31
RC Simpson Inc	2.79
Reed Smith LLP	51,989.10
Uebler Law LLC	725.77
<b>GRAND TOTAL</b>	<b>3,327,987.89</b>

<b>California American Water Company</b>	
<b>2015 GO 77-M Annual Report</b>	
<b>Legal Counsel</b>	
	<b>2015 Gross</b>
<b>Job Title</b>	<b>Compensation</b>
Sr Dir Corp Counsel	258,080
Sr Dir Corp Counsel	258,020
Dir Corp Counsel	231,708
Dir Corp Counsel	211,215
Dir Corp Counsel	178,645
Dir Corp Counsel	166,963