

**PARK WATER COMPANY
PUC GENERAL ORDER 77
AS OF DECEMBER 31, 2015**

Officers & Compensation During 2015

	Salary	Utility	Non-Utility
Co-Chief Executive Officer	634,442.00	549,342.00	85,100.00
Executive Vice President	358,718.00	337,557.00	21,159.00
Senior Vice President	326,109.00	166,395.00	159,714.00
Senior Vice President	309,645.00	298,978.00	10,666.00
Senior Vice President	308,150.00	285,483.00	10,666.00
Senior Vice President/VCFO	305,596.00	294,930.00	10,666.00
Vice President	238,829.00	228,163.00	10,666.00
Assistant Vice President	197,248.00	197,248.00	
Assistant Vice President	186,631.00	186,631.00	
Assistant Vice President	178,385.00	178,385.00	
	<u>3,041,749.00</u>	<u>2,733,111.00</u>	<u>308,638.00</u>

Names and Titles of Employees receiving more than \$85,000 in 2015

	Salary	Utility	Non-Utility
Director of Accounting-Retired 12/30/2015	210,696.00	210,696.00	
Director of Revenue Requirements	180,897.00	180,897.00	
J. B. Martin, Enterprise Application Manager	151,892.00	151,892.00	
Water Quality Engineer	151,441.00	151,441.00	
Division Chief Engineer	150,629.00	150,629.00	
Production Supervisor	138,713.00	138,713.00	
GIS Project Coordinator	129,801.00	129,801.00	
Programmer Analyst	128,667.00	128,667.00	
Senior Network Engineer	128,667.00	128,667.00	
Manager of Financial Reporting and Applications	127,371.00	127,371.00	
Director of Human Resources	123,408.00	123,408.00	
Manager Financial Services	122,635.00	122,635.00	
General Accounting Supervisor	120,419.00	120,419.00	
Communications Center Foreperson	116,365.00	116,365.00	
Rate Analyst	116,273.00	116,273.00	
Civil Engineer	108,431.00	108,431.00	
Cross Connection Control Specialist	108,201.00	108,201.00	
Transportation Equipment Foreperson	107,273.00	107,273.00	
Engineer Technician	105,819.00	105,819.00	
Manager of Safety Services	104,691.00	104,691.00	
Customer Support Supervisor	102,852.00	102,852.00	
Production Technician	101,597.00	101,597.00	
Systems Engineer	98,812.00	98,812.00	
Benefits Manager	97,707.00	97,337.00	370.00
Rate Analyst	97,508.00	97,508.00	
Production Foreperson	94,214.00	94,214.00	
Production Technician	93,178.00	93,178.00	
General Plant Lead	92,742.00	92,742.00	
V. Ortiz, Production Technician	90,144.00	90,144.00	
Lead Utility Serviceperson	89,084.00	89,084.00	
Meter Reader Foreperson	85,093.00	85,093.00	
	<u>3,675,018.00</u>	<u>3,674,648.00</u>	<u>370.00</u>

Other Fees paid to officers or Employees
None.

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2015 Memberships (Utility)	Total	792	799	538	798
Alliance for Water Efficiency	500.00	500.00			
American Institute of Certified Public Accountants	600.00	600.00			
American Public Works Association	223.75	223.75			
American Society of Civil Engineers	676.00	676.00			
American Water Works Association	7,113.00	6,113.00	1,000.00		
Bellflower Chamber of Commerce	150.00		150.00		
CalCPA	399.00	399.00			
California Urban Water Conservation	3,492.60		3,492.60		
California Utilities Emergency Association	500.00	500.00			
California Water Association	71,587.58		51,542.70	20,044.88	
Central Basin Water Association	401.15		401.15		
Department of Consumer Affairs	50.00	50.00			
Downey Chamber of Commerce	451.00		451.00		
Engineers Board	116.00	116.00			
Financial Executives Institute	775.00	775.00			
International Foundation of Employee Benefits	960.00	960.00			
National Assoc. of Water Companies	9,661.14		8,115.36	1,545.78	
Norwalk Chamber of Commerce	475.00		475.00		
Professionals in Human Resource Association	465.00	465.00			
Society for Protective Coatings	95.00	95.00			
Southern California Water Utilities Association	25.00	25.00			
State Water Resources Control Board Drinking Water Op.	415.00	415.00			
The Climate Registry	2,500.00		2,500.00		
WasterISAC	332.67	332.67			
Water Education Foundation	450.00		450.00		
Water Information Sharing and Analysis Center	166.33	166.33			
Water Purveyor	334.00		334.00		
	102,914.22	12,411.75	68,911.81	21,590.66	0.00

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2015 Contributions (Utility)	Total	792	799	538	798
The ARC-Los Angeles & Orange Counties	100.00			100.00	
CA Community Foundation: 2015 Holiday Contribution	5,800.00			5,800.00	
City of Artesia: Senior Nutrition Program	500.00			500.00	
City of Bellflower: 2014 Holiday Food & Toys Program	2,500.00			2,500.00	
City of Compton: Christmas Baskets for Families in Need	1,000.00			1,000.00	
City of Lynwood: Holiday Services Day	750.00			750.00	
City of Norwalk: Social Services Food Pantry	1,000.00			1,000.00	
City of Norwalk: Teen Alliance Program	1,000.00			1,000.00	
Compton Sheriff Station: Compton Explorer Program	2,500.00			2,500.00	
Century Station Sheriff-2015 Charitable Donation	850.00			850.00	
Downey Police Officer Association-2015 Compton Explorer	500.00			500.00	
Friends of Lakewood Sheriff Holiday Contribution	2,500.00			2,500.00	
Norwalk Sheriff-Holiday Charitable Program	6,000.00			6,000.00	
United Property Owners of Montana	25,000.00			25,000.00	
2015 Spark of Love Toy Drive-Target	5,000.00			5,000.00	
	55,000.00	0.00	0.00	55,000.00	0.00

2015 Attorney Fees (Utility):					
Baker Donelson	663.69				663.69
Fulbright & Jaworski	4,166.00				4,166.00
Norton, Rose, Fulbright & Jaworski	22,801.72		3,945.65		18,856.07
Hill, Farrer & Bunnell	27,399.58				27,399.58
Holland & Hart	323,484.00		323,484.00		
Holland & Knight	32,942.50		32,942.50		
Hunton & Williams LLP	22,968.09		22,968.09		
Nossaman, Guthner, Knox & Elliott, LLP	230,524.07		215,145.00		15,379.07
	664,949.65	0.00	0.00	598,485.24	66,464.41

2015 Subscriptions (Utility)					
American Water Works Association Salary Survey	426.93	426.93			
CBT Nuggets	2,998.00	2,998.00			
CalOSHA	395.00	395.00			
Engineering News Record	79.95	79.95			
JDEtips	9.78	9.78			
Kramer Translation	215.74			215.74	
Linked in Pro	599.40	599.40			
Los Angeles Times	488.00	488.00			
Lynda.com	875.00	875.00			
Media Analytics Limited	1,550.00	1,550.00			
Mercer	870.00	870.00			
New York Times	897.42	897.42			
NLI Sharefile	1,156.34	1,156.34			
Wall Street Journal	1,291.01	1,291.01			
Water Policy Report	507.00	507.00			
	12,359.57	12,143.83	0.00	215.74	0.00

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	<u>Total</u>	<u>792</u>	<u>799</u>	<u>538</u>	<u>798</u>
<u>2015 Subscriptions (Non-Utility)</u>					
None	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>431.48</u>	<u>0.00</u>
<u>2015 Dues and Memberships (Non-Utility)</u>					
None	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>862.96</u>	<u>0.00</u>
<u>2015 Contributions (Non-Utility)</u>					
None	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<u>2015 Attorney Fees (Non-Utility):</u>					
None	0.00				
	0.00				
	0.00				
	0.00				
	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
TOTALS	<u>835,223.44</u>	<u>24,555.58</u>	<u>68,911.81</u>	<u>675,723.12</u>	<u>66,464.41</u>