

655 W. Broadway  
Suite 1410  
San Diego, CA 92101  
[www.amwater.com](http://www.amwater.com)

May 31, 2017

California Public Utilities Commission  
Water Division  
Attention: Bruce DeBerry  
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	\$377,729
Vice President, Ops	\$247,906
Vice President, Finance/Treasurer	\$201,092
Vice President, Engineering	\$224,565
Vice President, External Affairs	\$245,463
Vice President, Legal Ops and Sec	\$272,361
Vice President, Legal Regulatory & Asst. Sec	\$278,558
Asst. Treasurer	\$103,071
Assistant Secretary	\$198,547
Assistant Secretary	\$175,392

## 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  
 2016 GO-77 ANNUAL REPORT  
 ATTACHMENT 10(b) - EMPLOYEE COMPENSATION OF \$85K AND ABOVE**

<b>Job Title</b>	<b>2016 Gross Compensation</b>
Backhoe Operator U511	92,721
Construction Inspector NER (N)	90,990
Dir Business Performance	218,804
Dir Corp Counsel	249,782
Dir Corp Counsel	198,547
Dir Corp Counsel	175,392
Dir Corp Counsel	113,843
Dir Engineering (Large1)	224,565
Dir Engineering (Large1)	203,427
Dir Fin Analysis and Decision Support	201,092
Dir Operational Risk Mgmt	182,000
Dir Operations State	216,187
Dir Operations State	189,453
Dir Operations State	165,945
Dir Wtr Qlty Env Cmpl	215,709
Distribution System Operator OE39	87,701
Electrician	107,944
Electrician	93,723
Equipment Operator U508	87,346
Field Service Representative U511	89,609
Financial Analyst III	106,232
Foreman CA	87,347
Foreman WV	100,647
Foreman WV	85,477
HR Business Partner	130,731
HR Business Partner	126,695
Manager Reliability Engineering	123,183
Mgr Business Performance	135,662
Mgr Business Performance	112,029
Mgr Engrg - Project Delivery	138,388
Mgr Engrg - Project Delivery	110,813
Mgr Engrg-Asset/Capital Plng	190,232
Mgr Ext Affairs (State)	139,681
Mgr Ext Affairs (State)	135,662
Mgr External Affairs (Corp)	130,928
Mgr Field Operations	127,379

**CALIFORNIA AMERICAN WATER COMPANY  
 2016 GO-77 ANNUAL REPORT  
 ATTACHMENT 10(b) - EMPLOYEE COMPENSATION OF \$85K AND ABOVE**

<b>Job Title</b>	<b>2016 Gross Compensation</b>
Mgr Opns	149,243
Mgr Opns	140,735
Mgr Opns	114,406
Mgr Opns	110,838
Mgr Opns	99,053
President Large1 State	377,729
Production Foreman	86,943
Production Foreman IV U511	143,066
Production Foreman OE39	98,484
Production Foreman OE39	92,197
Project Manager	147,623
Project Manager	107,330
Project Mgr Engr	125,517
Pump Operator Gr 1 U508A	103,325
Pump Operator Gr 1 U511	122,082
Pump Operator Gr 1 U511	118,666
Pump Operator Gr 2 U511	112,539
Pump Operator U508	87,286
Small Crew Foreman II U511	105,854
Small Crew Foreman III U511	165,135
Small Crew Foreman III U511	142,923
Small Crew Foreman III U511	128,004
Small Crew Foreman III U511	105,999
Specialist Operations (N)	88,985
Sr Administrator Captl Prgm	85,035
Sr Analyst Client Technology ITS	114,927
Sr Dir Corp Counsel	278,558
Sr Dir Corp Counsel	272,361
Sr Distribution System Op OE39	96,457
Sr Engineering Project Manager	159,501
Sr Human Resources Business Partner	165,643
Sr Mgr Business Dev	172,678
Sr Mgr Rates & Regulatory	172,009
Sr Mgr Rates & Regulatory	164,930
Sr Project Engr	144,184
Sr Pump Operator U508	99,378
Sr Specialist Maint Service(N)	104,433



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 2016 GO-77 ANNUAL REPORT  
 ATTACHMENT 10(b) - EMPLOYEE COMPENSATION OF \$85K AND ABOVE**

<b>Job Title</b>	<b>2016 Gross Compensation</b>
Sr Specialist Maint Service(N)	94,226
Sr. Director Rates and Regulatory	155,132
Supt Opns II	91,089
Supvr Opns I	119,464
Supvr Opns I	111,624
Supvr Opns I	110,991
Supvr Opns I	109,977
Supvr Opns I	107,047
Supvr Opns I	106,244
Supvr Opns I	103,179
Supvr Opns I	102,743
Supvr Opns I	102,544
Supvr Opns I	100,934
Supvr Opns I	93,839
Supvr Opns I	93,065
Supvr Opns I	87,827
Supvr Opns I	85,573
Treatment Plant Op Gr II U511	119,298
Treatment Plant Op Gr II U511	97,594
Treatment Plant Op Gr II U511	86,204
Treatment Plant Op Gr III U511	97,156
Treatment Plant Op Gr IV U511	108,299
Treatment Plant Oper Foreman U511	168,765
Utility Worker CA, MO	89,829
Utility Worker I Gr I U511	107,726
Utility Worker I Gr I U511	103,690
Utility Worker II Gr II U511	143,145
Utility Worker II Gr II U511	110,566
Utility Worker II Gr II U511	98,718
Utility Worker II Gr III U511	135,885
Utility Worker II Gr III U511	86,727
Utility Worker II Gr III U511	85,896
Utility Worker II U508	85,418
Utility Worker U508A	95,096
Utility Worker U508A	93,798

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

<b>Job Title</b>	<b>2016 Gross Compensation</b>
Utility Worker U508A	90,827
VP Operations (Large1)	247,906
W/WW Plant Operator II U511	106,605
W/WW Plant Operator II U511	92,349
W/WW Plant Operator II U511	87,377
W/WW Plant Operator II U511	85,919
W/WW Plant Operator III U511	86,428
Warehouse Technician U511	91,390
Wastewater Foreman U511	134,808
Water Systems Operator	94,220
Water Systems Operator	92,090
Water Treatment Operator II OE39	88,852
Water Treatment Operator III OE39	109,466
Water Treatment Operator III OE39	104,768
Water Treatment Operator III OE39	97,296
Water Treatment Operator III OE39	92,838
Water Treatment Operator III OE39	90,949

**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 (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.

### Senior 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, 2016

Account	Account Description	Name of Assoc/Person Receiving Pmt	Explanation	Amount
52514000	Charitable Contributions			
	Charitable Contributions Total			\$0.00
52522000	Community Relations	BNA Communications	Operation Gobble	\$1,639.97
		BNA Communications	After hours connection fee signs	\$330.18
		BNA Communications	Monterey public relations support	\$1,360.80
		BNA Communications	Monterey public relations support	\$3,572.10
		BNA Communications	Monterey 2015 MPWSP website	\$990.44
		BNA Communications	Sacramento doorhangers	\$2,676.60
		BNA Communications	Monterey WSP Q4 newsletter, ads and email	\$3,053.51
		BNA Communications	Monterey public relations support	\$3,670.75
		BNA Communications	Imperial Beach training park communication	\$604.07
		BNA Communications	Monterey public relations support	\$3,231.90
		BNA Communications	Monterey WSP RFI	\$2,916.00
		BNA Communications	Monterey San Clemente Dam promotion	\$5,807.70
		BNA Communications	Monterey WSP webiste - 2016	\$1,701.14
		BNA Communications	Monterey WSP Q1 newsletter, ads and email	\$2,842.91
		BNA Communications	Monterey WSP SWRCB paddles	\$1,532.19
		BNA Communications	Monterey WSP PPH notice insert	\$2,354.91
		BNA Communications	Monterey WSP doorhangers	\$1,448.94
		BNA Communications	Monterey WSP SWRCB flyer	\$677.06
		BNA Communications	Monterey WSP groundbreaking poster	\$323.72
		BNA Communications	Monterey WSP employee talking point card	\$833.31
		BNA Communications	Monterey public relations support	\$3,146.85
		BNA Communications	Monterey WSP PPH notice translation	\$899.67
		BNA Communications	Monterey WSP pure water hearing email	\$532.39
		BNA Communications	Monterey WSP PPH notice Ad	\$4,424.05
		BNA Communications	Monterey WSP Q2 newsletter, ads and email	\$4,157.25
		BNA Communications	Monterey WSP Seaside construction letter	\$1,256.53
		BNA Communications	Monterey WSP pipeline bill insert	\$2,614.20
		Buchanan Design Inc	Brand Identity	\$8,820.00
		Buchanan Design Inc	Brand Identity	\$865.09
		California Highway Adoption Co	Monterey Peninsula Water Supply Project	\$26,214.84
		California Highway Adoption Co	Infographics	\$2,715.63
		California Highway Adoption Co	Highway Adoption - Litter Service	\$3,258.72
		Hyatt Hotels Monterey	Rotary Club of Monterey Meetings	\$410.00
		Monterey Air Bus	Transportation of guests to the San Clemente Dam celebration	\$3,983.24
		Monterey Recreational Sports Center	Registration for Company Socko Team - H2Pros	\$630.00
		Safeway Store	Food for Village Project Graduation	\$213.21
	Community Relations Total			\$105,709.87

California American Water				
Attachment 10d - Dues, Donations, Subscriptions, and Contributions				
GO-77M Report, 2016				
Account	Account Description	Name of Assoc/Person Receiving Pmt	Explanation	Amount
52524000	CoDues/Membership	San Gabriel Chamber of Commerce	Membership Dues	\$436.00
		San Marino Chamber of Commerce	Membership Dues	\$1,090.00
		Sonoma County Water Agency	Membership Dues	\$17,943.75
		Surewest	Membership Dues	\$144.72
		Temple City Chamber of Commerce	Membership Dues	\$327.00
		State of Arizona Board of Technical Registration	Membership Dues	\$262.50
		Cal Desal	Membership Dues	\$5,300.00
		CFEE	Membership Dues	\$20,088.00
		California Water Association	Membership Dues	\$19,828.34
		California Chamber of Commerce	Membership Dues	\$1,250.00
		CFEE	Membership Dues	\$1,500.00
		Council for Supplier Diversity	Membership Dues	\$1,250.00
		NAWC	Membership Dues	\$9,132.57
		Regional Water Authority	Membership Dues	\$5,035.17
		Sacramento Central Groundwater Auth	Membership Dues	\$2,278.92
		Sacramento Groundwater Auth	Membership Dues	\$7,555.00
		Mark West Area Chamber of Commerce	Membership Dues	\$135.94
		Monterey Commercial Property Owners Association	Membership Dues	\$1,086.25
		NAWC	Membership Dues	\$132,986.70
		California Water Association	Membership Dues	\$217,418.74
		American Institute of Certified Public Accountants	Membership Dues	\$255.00
		American Society of Civil Engineers	Membership Dues	\$290.00
		American Public Works Association	Membership Dues	\$6,415.00
		California Rural Water Association	Membership Dues	\$1,146.00
		California Utilities Emergency	Membership Dues	\$860.87
		California Asian Pacific Chamber of Commerce	Membership Dues	\$2,500.00
		American Water Works Association	Membership Dues	\$315.00
		Carmel Chamber of Commerce	Membership Dues	\$770.00
		Citrus Hts Chamber of Commerce	Membership Dues	\$495.00
		Division of Professional Licences	Membership Dues	\$153.74
		Coronado Chamber of Commerce	Membership Dues	\$510.00
		Conejo Valley Chamber of Commerce	Membership Dues	\$565.00
		Monterey County Business Council	Membership Dues	\$2,000.00
		Institute for Supply Management	Membership Dues	\$190.00
		Monterey Peninsula Chamber	Membership Dues	\$1,115.00
		National Ground Water	Membership Dues	\$115.00
		National Safety Council	Membership Dues	\$763.00
		NJ Lawyers Fund	Membership Dues	\$212.00
		Sacramento Environmental Management Department	Membership Dues	\$106.00
		Del Monte Forest Property Owners	Membership Dues	\$50.00
		South County Economic Development Council	Membership Dues	\$350.00
		Wine Country Water Eorks Association	Membership Dues	\$25.00
		Public Relations Society of America	Membership Dues	\$315.00
		Society for Human Resource Management	Membership Dues	\$190.00
		The State Bar of California	Membership Dues	\$1,590.00
		Wateruse Association	Membership Dues	\$8,624.00
		Water Environment Federation	Membership Dues	\$297.00
		California Chamber of Commerce	Membership Dues	\$13,750.00
		CFEE	Membership Dues	\$16,500.00
		Council for Supplier Diversity	Membership Dues	\$10,000.00

California American Water				
Attachment 10d - Dues, Donations, Subscriptions, and Contributions				
GO-77M Report, 2016				
		NAWC	Membership Dues	\$102,554.23
		Regional Water Authority	Membership Dues	\$58,441.35
		Sacramento Central Groundwater Auth	Membership Dues	\$186,119.98
		Region Business	Membership Dues	\$2,712.50
		West Placer Groundwater Management Plan	Membership Dues	\$54,250.00
		San Diego Regional Chamber of Commerce	Membership Dues	\$1,296.00
		San Gabriel Chamber of Commerce	Membership Dues	\$54.50
		Seaside/Sand City Chamber of Commerce	Membership Dues	\$434.50
		Sonoma County Water Agency	Membership Dues	\$4,893.75
		Southern California Water Committee	Membership Dues	\$926.50
		State Water Resource Control	Membership Dues	\$602.18
		Wikiup Acres Architectural Committee	Membership Dues	\$1,087.50
		Water Resources Association of Yolo County	Membership Dues	\$108.50
		Duarte Chamber of Commerce	Membership Dues	\$614.76
		California Black Chamber of Commerce Foundation	Membership Dues	\$4,320.00
		Cachagua Syndicate Camp	Membership Dues	\$206.21
		California Chamber of Commerce	Membership Dues	\$24,030.00
		Citrus Heights Chamber of Commerce	Membership Dues	\$770.00
		Sac Metro Chamber of Commerce	Membership Dues	\$1,080.00
		<b>CoDues/Membership Total</b>		<b>\$960,019.67</b>
75815000	Donations	Monterey Rotary Club Foundation	Donation	\$515.97
		Rotary Club of Monterey	Donation	\$84.73
		Axis Promotions	Donation	\$2,031.70
		Carmel-by-the-Sea Centennial Committee	Donation	\$2,500.00
		Dixon Soccer Club	Donation	\$200.00
		City of Imperial Beach - Triangle Park Water Reduction	Donation	\$22,500.00
		MCAR Charitable Trust	Donation	\$500.00
		National Utilities Diversity Council	Donation	\$12,500.00
		Americans in Action Dinner for Homeless	Americans in Action Dinner for Homeless	\$359.81
		United Way Sponsorship	Americans in Action Dinner for Homeless	\$1,437.26
		Action Council of Monterey Council	Americans in Action Dinner for Homeless	\$500.00
		AIM for Mental Health	United Way Sponsorship	\$5,000.00
		American Heart Association	United Way Sponsorship	\$2,500.00
		American Public Works Association	Sponsorship	\$2,500.00
		American River Pkwy Foundation	Sponsorship	\$10,000.00
		American River Natural History Association	Donation	\$1,500.00
		Antelope Little League	Sponsorship	\$250.00
		Anthony N. Narigi Memory Golf	Donation	\$2,000.00
		Arlington Heights Elementary	Donation	\$2,500.00
		Arts Council of Conejo Valley	Donation	\$2,000.00
		Association of Water Agencies	Donation	\$7,000.00
		Ben McCue	Sponsorship	\$3,500.00
		Bonita Valley Girls Softball	Sponsorship	\$200.00
		Boys & Girls Clubs of Monterey	Donation	\$7,500.00
		Boys & Girls Clubs of South County	Donation	\$500.00
		Burn Institute	Donation	\$1,000.00
		CA Black Chamber of Commerce	Sponsorship	\$3,000.00
		Carmel River Watershed Conservancy	Donation	\$21,500.00
		CIC Liberty Towers	Donation	\$1,000.00
		Citrus Height Rotary Club	Sponsorship	\$5,000.00
		City of Citrus Height	Sponsorship	\$3,000.00

California American Water				
Attachment 10d - Dues, Donations, Subscriptions, and Contributions				
GO-77M Report, 2016				
	Citrus Heights Police Act Leag	Sponsorship		\$1,000.00
	Citrus Heights Water District	Sponsorship		\$124.67
	Citrus Heights Chamber of Commerce	Sponsorship		\$5,000.00
	City of Pacific Grove	Donation		\$1,209.09
	Community Partners	Donation		\$2,500.00
	Conejo Recreation & Park Distr	Donation		\$1,000.00
	Cordova Community Council	Sponsorship		\$5,000.00
	Cordova High School PTSA	Sponsorship		\$250.00
	Cordova Recreation & Park Dist	Sponsorship		\$500.00
	Coronado Chamber of Commerce	Donation		\$6,500.00
	Coronado Promenade Concerts	Donation		\$1,800.00
	Coronado Schools Foundation	Donation		\$5,000.00
	CSU - Monterey Bay	Donation		\$1,000.00
	Duarte Chamber Of Commerce	Donation		\$3,486.00
	City of Durate	Donation		\$1,200.00
	Fernando Pullum Community Arts Center	Donation		\$1,000.00
	Greater Bel Air Community	Donation		\$3,000.00
	Imperial Beach Girls Softball	Donation		\$500.00
	Imperial Beach Little League	Donation		\$500.00
	Imperial Beach United Methodis	Donation		\$1,000.00
	Junior Blind of America	Donation		\$2,500.00
	M C H A	Donation		\$13,000.00
	Manna Conejo Valley Food Bank	Donation		\$1,000.00
	Mark West Area Chamber Of Commerce	Donation		\$1,500.00
	Mark West Education Foundation	Donation		\$1,000.00
	Mark West Union School District	Donation		\$500.00
	Monterey Central Labor Council	Donation		\$1,500.00
	Monterey County Branch NAACP	Donation		\$1,500.00
	Monterey County Business Council	Donation		\$6,000.00
	Monterey County Farm Bureau	Donation		\$1,500.00
	Monterey County Rape Crisis	Donation		\$500.00
	Monterey Peninsula Chamber Of Commerce	Donation		\$2,500.00
	MPC Foundation	Donation		\$2,500.00
	NAACP - Pasadena Branch Nation	Donation		\$2,500.00
	NPHS Softball Boosters	Donation		\$500.00
	Old Monterey Foundation	Donation		\$500.00
	Optimist Club of Coronado	Donation		\$1,000.00
	Otay Ranch Youth Football	Donation		\$500.00
	Pacific Grove Chamber Of Commerce	Donation		\$8,000.00
	Panetta Institute	Donation		\$27,000.00
	Pebble Beach Company Foundation	Donation		\$10,000.00
	Planning & Conservation League	Donation		\$1,000.00
	Premier Sports and Apparel	Donation		\$1,260.25
	Public Policy Institute of CA	Donation		\$10,000.00
	Quail Lodge Inc	Donation		\$2,500.00
	Rady Childrens Hospital Foundation	Donation		\$1,500.00
	Rancho Cielo	Donation		\$22,500.00
	Rancho Cordova Chamber of Commerce	Donation		\$3,025.00
	Redwood Empire Food Bank	Donation		\$1,000.00
	Roberts Family Development	Sponsorship		\$1,000.00
	Rotary Club of Thousand Oaks	Donation		\$1,000.00

California American Water				
Attachment 10d - Dues, Donations, Subscriptions, and Contributions				
GO-77M Report, 2016				
		Rotary District 5000 Foundation	Sponsorship	\$3,000.00
		Russian American Media Inc	Sponsorship	\$5,900.00
		Sacramento Area Creeks Council	Sponsorship	\$2,500.00
		Sacramento Food Bank	Donation	\$9,000.00
		Sacramento River Watershed	Donation	\$1,500.00
		Salvation Army Monterey	Donation	\$500.00
		San Gabriel Educational Foundation	Donation	\$750.00
		San Gabriel Valley Family Center	Donation	\$1,000.00
		San Juan Education Foundation	Sponsorship	\$2,500.00
		San Marino Chamber of Commerce	Donation	\$1,500.00
		City of Sand City	Donation	\$3,000.00
		Senior Concerns	Donation	\$2,500.00
		Set for Life	Donation	\$1,000.00
		Southern California Association of Governments	Donation	\$3,000.00
		Special Need Networks Inc	Donation	\$2,500.00
		Spring View Middle School	Donation	\$500.00
		SSDIB Chiefs	Donation	\$500.00
		Sun and Sea Festival	Donation	\$12,000.00
		Sunrise Recreation & Park District	Sponsorship	\$1,000.00
		Sweetwater Union High School	Donation	\$500.00
		Temple City	Donation	\$2,500.00
		Temple City Chamber Of Commerce	Donation	\$2,500.00
		The California Roast	Donation	\$5,000.00
		The Garden	Donation	\$5,000.00
		The Sustainability Academy	Donation	\$250.00
		The Village Project Inc	Donation	\$9,500.00
		Thousand Oaks Police Charitable Foundation	Donation	\$2,000.00
		United Way of Los Angeles	Donation	\$1,210.00
		United Way of Monterey	Donation	\$2,540.00
		United Way of Sacramento	Donation	\$5,744.00
		United Way of San Diego	Donation	\$3,694.00
		United Way of the Wine Country	Donation	\$360.00
		United Way of Ventura County	Donation	\$600.00
		Wildcoast	Donation	\$5,000.00
		YMCA Camp Surf	Donation	\$3,000.00
		<b>Donations Total</b>		<b>\$327,584.48</b>
		<b>Grand Total</b>		<b>\$1,393,314.02</b>



<b>CALIFORNIA AMERICAN WATER COMPANY ATTACHMENT 10(e) - LEGAL FEES</b>	
	<b>2016</b>
<b>Firm</b>	<b>Amount</b>
Absolute Data Discovery Inc	256.43
ALLEN MATKINS LECK GAMBLE & MA	341,339.07
Anthony Lombardo & Associates	56,396.17
CBF Electric & Tel/Data	813.00
ELLISON SCHNEIDER & HARRIS LLP	471,206.72
GUZMAN LAW OFFICES	11,916.00
Hawkins Delafield & Wood LLP	31,641.62
Latham & Watkins LLP	1,038,685.34
MAILFINANCE	872.82
MANATT PHELPS & PHILLIPS LLP	24,359.85
NOSSAMAN LLP	102,941.65
Towers Watson Delaware Inc	12,984.57
Zuber Lawler & Del Duca LLP	66,603.23
<b>GRAND TOTAL</b>	<b>2,160,016.47</b>

<b>California American Water Company 2016 GO 77-M Annual Report Legal Counsel</b>	
<b>Job Title</b>	<b>2016 Gross Compensation</b>
Sr Dir Corp Counsel	278,558
Sr Dir Corp Counsel	272,361
Dir Corp Counsel	249,782
Dir Corp Counsel	198,547
Dir Corp Counsel	175,392
Dir Corp Counsel	113,843
Dir Corp Counsel	41,842