

655 W. Broadway
Suite 1410
San Diego, CA 92101
www.amwater.com

May 31, 2019

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

RE: Annual **CONDITIONAL 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 2018 were as follows:

Officer Title	2018 Gross Compensation
President and Chair of the Board	\$353,189
Vice President, Operations	\$237,882
Vice President, Finance and Treasurer	\$232,192
Vice President, Engineering	\$244,050
Vice President, External Affairs	\$294,666
Vice President, Legal and Assistant Secretary	\$277,235
Vice President, General Counsel and Secretary	\$309,070
Assistant Secretary	\$217,609
Assistant Secretary	\$252,598
Vice President, Human Resources	\$159,130
Vice President, Rates and Regulatory	\$265,743
Vice President, Business Development	\$183,862
Vice President, Business Development	\$197,664
Assistant Treasurer	\$201,795
Assistant Controller	\$206,865
Assistant Controller	\$366,928

Duties of Officers

President – The President is the principal executive officer of the Company and, subject to the control of the Board of Directors, in general supervises and controls all of the business and affairs of the Company

Vice President – The Vice Presidents assist the President in the management of the Company and have the powers and perform the duties as directed by the Board of Directors or the President. At the request of the President, or in case of his absence or inability to act, the Vice Presidents may perform the duties of the President.

Treasurer – The Treasurer is the Chief Financial Officer of the Company and has charge and custody of, and is responsible for, all funds and securities of the Company, He has the powers and performs the duties as pertain to the office of Treasurer and performs other duties as assigned to him by the Board of Directors.

Secretary – The Secretary keeps the records of the proceedings of all meetings of the shareholders and the Board of Directors. He affixes the seal of the Corporation to all deeds, contracts, bonds or other instruments requiring the corporate seal when the same has been signed on behalf of the Company by a duly authorized officer. The Secretary is the custodian of corporate records, including the Articles, Bylaws, minute books, shareholder's list, and share register. He has such powers and performs such duties as pertain to the office of Secretary and other duties as may from time to time be assigned to him by the Board of Directors.

Assistant Treasurer - Assists the Treasurer in the duties pertaining to the office of Treasurer.

Assistant Secretary - Assists the Secretary in the duties pertaining to the office of Secretary.

- (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 2018 were charged to the following accounts.

<u>Acct #</u>	<u>Description</u>
52514000	Charitable Contributions
52522000	Community Relations
52524000	Company Dues/Memberships
75810000	Donations
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 2018 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
 2018 GO-77 ANNUAL REPORT
 ATTACHMENT 10(b) - EMPLOYEE COMPENSATION OF \$85K AND ABOVE**

Job Title	2018 Gross Compensation
Backhoe Operator U511	122,720
Capital Program Senior Administrator	99,774
Construction Inspector	133,472
Dir Business Performance	219,624
Dir Corp Counsel	217,609
Dir Corp Counsel	233,101
Dir Corp Counsel	250,274
Dir Corp Counsel	252,598
Dir Engineering (Large1)	244,050
Dir Govt Affairs (State)	161,608
Dir Operational Risk Mgmt	182,322
Dir Operations State	128,469
Dir Operations State	178,195
Dir Operations State	195,934
Dir Operations State	203,219
Dir WQ Environ Compliance(Large)	182,254
Dir WQ Environ Compliance(Mega)	220,872
Director Rates and Regulatory	211,767
Distribution System Operator OE39	88,982
Distribution System Operator OE39	89,702
Distribution System Operator OE39	89,738
Distribution System Operator OE39	92,627
Divisional CFO	232,192
Eng Automation & Controls (SCADA)	96,476
Engineering Project Manager	132,381
Equipment Operator U508	85,352
Field Service Representative U511	94,801
Field Service Representative U511	98,083
Field Service Representative U511	124,242
Financial Analyst IIB	88,777
Financial Analyst IIB	92,839
Financial Analyst IIB	95,881
Financial Analyst IIB	102,558
Financial Analyst III	107,997
Financial Analyst III	112,055
Financial Analyst III	119,068

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Job Title	2018 Gross Compensation
Foreperson	95,831
Foreperson	97,692
Foreperson	99,593
Foreperson	102,154
Foreperson	113,070
GIS Project Manager	100,824
HR Business Partner	128,816
HR Business Partner	138,159
Maintenance Mechanic	107,961
Manager WQ & Env Compliance	114,931
Manager WQ & Env Compliance	133,347
Meter Repair Technician U511	95,405
Meter Repair Technician U511	120,019
Mgr Business Performance	118,087
Mgr Business Performance	121,681
Mgr Engrg - Project Delivery	167,397
Mgr Engrg - Project Delivery	177,216
Mgr Ext Affairs (State)	141,264
Mgr External Affairs (Corp)	130,450
Mgr Maintenance	125,953
Mgr Opns	108,026
Mgr Opns	118,904
Mgr Opns	120,074
Mgr Opns	139,256
Mgr Opns	169,560
Mgr Rates and Regulatory	122,217
Operations Specialist	93,670
Paralegal IV (N)	101,059
President Large1 State	353,189
Production Foreman IV U511	125,062
Production Foreman OE39	104,137
Production Foreman OE39	105,488
Production Specialist U511	102,390
Production-Treatment Foreman U511	157,987
Production-Treatment Operator II U511	87,319
Production-Treatment Operator II U511	104,148

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Job Title	2018 Gross Compensation
Production-Treatment Operator II U511	104,331
Production-Treatment Operator II U511	107,920
Production-Treatment Operator II U511	116,287
Production-Treatment Operator III U511	87,775
Project Manager	96,822
Project Manager	101,705
Pump Operator Gr 1 U508A	105,439
Pump Operator Gr 2 U511	97,645
Pump Operator Gr 2 U511	99,380
Pump Operator Gr 3 U511	94,679
Pump Operator U508	91,467
Pump Operator U508	91,862
Pump Operator U508	96,089
Serviceperson Foreman OE39	94,925
Small Crew Foreman II U511	115,690
Small Crew Foreman III U511	114,774
Small Crew Foreman III U511	123,874
Small Crew Foreman III U511	163,380
Small Crew Foreman III U511	174,963
Sr Analyst Client Technology ITS	91,826
Sr Analyst Client Technology ITS	117,698
Sr Analyst Financial	88,998
Sr Buyer	116,650
Sr Dir Corp Counsel	277,235
Sr Distribution System Op OE39	87,077
Sr Distribution System Op OE39	113,873
Sr Engineering Project Manager	169,359
Sr Human Resources Business Partner	159,130
Sr Maint Service Specialist	87,373
Sr Maint Service Specialist	87,401
Sr Maint Service Specialist	90,800
Sr Mgr Business Dev	183,862
Sr Mgr Field Operations	131,916
Sr Project Engineer	110,497
Sr Project Engineer	132,496
Sr Project Engineer	143,967

**CALIFORNIA AMERICAN WATER COMPANY
2018 GO-77 ANNUAL REPORT
ATTACHMENT 10(b) - EMPLOYEE COMPENSATION OF \$85K AND ABOVE**

Job Title	2018 Gross Compensation
Sr Project Engineer	150,002
Sr Project Engineer	155,777
Sr Pump Operator U508	106,146
Sr Specialist Business Svcs	105,743
Sr Supt Opns	153,397
Sr Supvr Operations	90,018
Sr Supvr Operations	93,880
Sr Supvr Operations	95,609
Sr Supvr Operations	96,136
Sr Supvr Operations	100,406
Sr Supvr Operations	101,306
Sr Supvr Operations	102,349
Sr Supvr Operations	104,428
Sr Supvr Operations	113,776
Sr Supvr Operations	114,310
Sr Supvr Operations	115,282
Sr Supvr Operations	119,150
Sr Supvr Operations	122,184
Sr WQ & Env Compliance Specialist	87,911
Sr. Director Rates and Regulatory	265,743
Sr. Utility Worker	92,839
Supt Opns	102,343
Supt Opns	102,807
Treatment Plant Op Gr IV U511	92,690
Utility Person	90,469
Utility Person	96,161
Utility Worker I Gr I U511	110,047
Utility Worker I Gr I U511	116,963
Utility Worker II Gr II U511	106,934
Utility Worker II Gr II U511	111,721
Utility Worker II Gr II U511	112,303
Utility Worker II Gr II U511	124,508
Utility Worker II Gr II U511	143,200
Utility Worker II Gr II U511	144,783
Utility Worker II Gr III U511	95,771
Utility Worker II Gr III U511	98,586

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Job Title	2018 Gross Compensation
Utility Worker II Gr III U511	150,963
Utility Worker II U508	88,020
Utility Worker II U508	91,546
Utility Worker II U508A	91,074
Utility Worker II U508A	98,622
Utility Worker II U508A	100,331
Utility Worker II U508A	105,330
Utility Worker II U508A	109,231
Utility Worker U508A	86,001
VP Division General Counsel	309,070
VP Operations (Large1)	237,882
W/WW Plant Operator II U511	91,728
W/WW Plant Operator II U511	100,614
W/WW Plant Operator II U511	106,567
W/WW Plant Operator II U511	107,259
W/WW Plant Operator III U511	90,602
Wastewater Foreman U511	144,765
Water Systems Operator	88,784
Water Systems Operator	102,734
Water Systems Operator	106,650
Water Treatment Operator II OE39	86,781
Water Treatment Operator II OE39	87,108
Water Treatment Operator II OE39	91,237
Water Treatment Operator III OE39	90,719
Water Treatment Operator III OE39	94,607
Water Treatment Operator III OE39	95,563
Water Treatment Operator III OE39	97,786
Water Treatment Operator III OE39	105,675

**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, load trucks, lower pipes into trenches, set shoring, etc.
- Maintains all vehicles or equipment that has been assigned.
- When not operating power equipment, works as a Utility Worker

Capital Program Senior Administrator

- Program oversight, interaction with and assistance to project managers, capital budgeting and forecasting, reporting and analytics, governance, policies, procedures, and controls, training

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. Coordinates with permitting agencies for inspections and certifications of compliance.
- Represents the Company as the primary point of on-site contact for construction contractors. Serves as a liaison between construction contractors and the Company.
- Prepares project documentation in accordance with Company standards. Maintains records of work changes and assists in preparation of “as built” drawings.
- Reviews and approves construction contractor progress payments.

Director of Business Performance

- Interacts with Service Delivery personnel to ensure operational data and related financial information is accurate, timely and precise.
- Interacts with other internal groups to ensure smooth integration of new business projects.
- Ensures that policies, procedures, programs, standards of performance and approved objectives are adhered to and/or achieved.
- Works with various project managers to develop and maintain master and subsidiary resource plans for key change projects within the state.

- Gathers, tracks and analyzes financial and operational performance information from key change projects, e.g., budget tracking.
- Maintains and enhances performance metrics and reporting mechanisms.
- Identifies potential problems, issues and sources of resistance and helps to resolve them.

Director Corporate Counsel

- Provides advice and counsel on pro-active basis to executives, senior managers and employees in respect to legal issues affecting the business.
- Assists, directs and participates in judicial and administrative proceedings.
- Provides any required internal legal, risk management, or compliance reports.
- Negotiates, prepares and reviews all contracts and other legal documents.
- Assists in developing and implementing regulatory strategy and delivers legal inputs in support of regulatory and rate case matters.
- Assists in the formulation of corporate policies and procedures and compliance with such policies and procedures.
- Assists with corporate governance activities.
- Assists in the monitoring of and compliance with technical corporate record keeping and filing requirements.
- Handles legal aspects of financing activities of the business as directed.
- Assists in providing legislative/regulatory evaluations and advice.

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 of Government Affairs

- Provides senior-level strategic government affairs counsel to the state president and the state senior management team.
- Establishes and manages a comprehensive and effective state and local best practice government affairs program to advance and support the company's overall business plan and state-specific objectives.
- Tracks all legislation with the potential to impact the company, either positively or negatively, and provides strategy recommendations and tactical implementation regarding how to employ government affairs activities in support of legislative objectives.

Director Operational Risk Management

- Develops and recommends educational/training programs and activities that enhance the safety/health of Company employees, as well as minimizes Company's exposure to loss.
- Assists 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, evaluates loss exposure, and offers appropriate recommendations for remediation.
- Oversees 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 and accident trends, and develops statistical data for evaluating effectiveness of existing programs.
- Evaluates new technologies and reviews the technical and scientific publications to determine potential for enhancing existing safety/loss control programs.

Director of Operations

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

Director of Water Quality Environment Compliance

- Directs and administers matters dealing with the overall management of laboratories, water quality, environmental stewardship, and environmental rules and regulations, including those associated with the Safe Drinking Water Act & Clean Water Act.
- Makes decisions and recommendations that are recognized as authoritative and have far-reaching impact on environmental activities.

- Initiates and maintains extensive contacts with key officials and Company personnel.
- Executes departmental business plans and contributes to the development of functional strategies.
- Provides feedback to Executive Management for applicable policies and regulations.

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 rate 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.

Distribution System Operator

- Responds to customer service orders, investigates customer leaks, repairs and locates service lines, locates main valves, maintains fire hydrants and fire hydrant inventory, marks utility mark outs, obtains Bac-T samples, assists with system flushing, and assists with water main break repairs or replacement.
- Under the supervision of the Operations Supervisor, responsible for distribution of water services to customers. Investigates customer complaints and inquiries, obtains billing survey information, reads meters, initiates and terminates customer water services.
- Interacts with customers in the field when investigating customer inquiries and/or service leaks. Drives company vehicle. Provides on-call and emergency duty as needed. Maintains record keeping. Performs special projects and assignments as required.

Divisional CFO

- Supports effective financial planning and analysis. Provides business expertise in business development decisions. Accounting/Finance interface.
- Provides leadership in rate support. Key advisor in rate design and analysis. Deeply understands and analyzes new business opportunities to assist with achieving growth targets. Provides financial expertise in business development as

- to: 1) Identify and explore strategic investment alternatives, 2) Lead financial analysis of investment options, 3) Evaluate closed deals as compared to decision assumptions and 4) Drive and participate in analysis of unsuccessful and/or lost opportunities.
- Ensures rate case results align with budget and corporate expectations and budgets are consistent with corporate direction.

Engineering Automation & Controls (SCADA)

- Implements, maintains and supports the automation & process control infrastructure. Provides expert assistance and collaborates in creating engineering plans, designs, monitoring, build and commissioning of automation & process control systems.
- Understands and applies new technological systems and multiple vendor products to develop and support innovative system solutions that match operational and business requirements.
- Assists in the development of standards, practices and policies related to the installation, maintenance and operations of automation & process control systems.
- Develops, deploys and maintains standard and custom programming and configuration code for the automation & process control systems.
- Manages automation & process control system projects as required. Performs quality assurance checks of automation & process control systems as required.
- Manages direct reports as required.

Engineering Project Manager

- Manages a broad range of water resource management projects including main replacements, tank rehabilitation/replacement, and booster stations rehabilitation, wells and treatment.
- Manages project tasks including: contractual agreements, budget control, design review, permit acquisition, and construction oversight.
- 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, rights of ways, permits, certificates, and other project approvals for assigned projects and programs.
- Ensures satisfaction in accordance with the scope of work agreed upon for each project. Interacts with operations personnel to ensure project delivery program meets operation's needs and coordinates with operations personnel on operational impacts related to project delivery program.
- Reports project budget and schedule updates on a weekly basis to ensure project goals are being met.

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 schedules all inspections required for safe operation of assigned vehicles or equipment

Field Service Representative

- 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.
- Investigates inquiries from supervisor or customer as necessary.

Financial Analyst IIB

- Researches, monitors and tracks financial compliance & reporting requirements to further develop a complete and full understanding and adherence of filing deadlines and submission requirements; responds to internal and external colleagues regarding questions, verifications and follow-up.
- Creates and analyzes moderately complex monthly, quarterly, and annual reports and ensures financial information has been recorded accurately and completely.
- Partners with internal and external colleagues and functions to collect the individual pieces of data and information required by required filings and/or reports.
- Completes special financial studies, e.g. cost of service studies, return on equity, capital structure, depreciation, service company costs and lead/lag.
- Prepares analysis that supports the filing of base rate cases and alternative regulatory mechanisms. Ensures financial support is complete, accurate and timely prepared, meeting all filing deadlines.
- Supports the accurate preparation of rate case support schedules, testimony and exhibits for increasingly more complex issues. Prepares testimony (written and oral) and sponsors more complex adjustments in rate filings.
- Prepares responses to interrogatories for schedules and exhibits they own. Prepares routine regulatory compliance filings, responds to ad hoc requests from regulators and compliance requirements from public utility commission orders.
- Supports development of team members; provides advice and expertise on a proactive basis to team members.

- Prepares financial support that is relied upon by Company consultants in areas such as: cost of service studies, return on equity, capital structure, depreciation studies, service company costs, Lead/Lag studies, etc.

Financial Analyst III

- Leads the financial planning and analysis activities.
- Delivers timely and accurate forward looking financial statement plans and forecasts.
- Works 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 statements.
- Responds to quarterly flux analysis requests from 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.

Foreperson

- Manages water distribution field crews, including meter replacement, hydrant and valve maintenance programs, etc. Guides leak repair and service replacement crews.
- Manages the district's inventory, including monitoring, implementing inventory safeguards, and overseeing annual inventory reconciliations. Ensures controls are in place.
- Acts as lead local inspector for small main projects as needed and in coordination with the Company's engineering department.
- Acts as liaison to pipeline contractors for emergency or scheduled contracted work.
- Supervises the utility mark-out program, ensuring that all mark-outs are scheduled and deadlines met.
- Participates in the on-call supervisor rotation.
- Manages all scheduling and execution of the year's maintenance programs, including meter change outs, valve exercising, fire hydrant maintenance, etc.

- Acts as staff lead in the district's computerized maintenance management systems (CMMS) programs. Ensures that the district is achieving the full complement of CMMS potential.
- Trains and mentors junior distribution system staff, ensuring staff has the necessary knowledge to perform its job.
- Conducts field inspections, ensuring that all safety guidelines are followed.

GIS Project Manager

- Implements GIS initiatives, including data conversion, software implementation and training, applications, workflow integration, and GIS maintenance.
- Develops and executes scope of work, budget and schedule for GIS initiatives. Maintains cost controls. Drives efficiency into project delivery through the monitoring of metrics (unit costs, target costs vs. actual, etc.) and pursuit of more effective delivery and procurement approaches.
- Participates in and works with other Company committees and initiatives aimed at the ultimate integration with GIS, such as CMMS, customer information systems, ERP/project management programs, and various databases, with the goal of efficient and effective integration with these systems.
- Develops and provides reports and presentations to management and initiates other communications, as required.
- Contributes to effective communication by listening and providing constructive feedback; supporting the creation of an open and honest work environment; cascading and sharing knowledge and information relevant to other members of the team and colleagues across the business.

HR Business Partner

- Supports the human resource (HR) director in developing people and organization principles, which help to drive business performance and which are aligned with Company business/HR strategic framework.
- Partners with business managers to identify opportunities to improve individuals, team, and business trait performance.
- Maintains customer and market focus.
- Develops appropriate action plans to mitigate business risks, creates a productive working environment and continuously develops the people in the business.
- Supports and helps drive business change initiatives.
- Provides 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.
- Ensures all new hires and transfers are appropriately inducted and oriented to the Company to expedite their effectiveness in their roles.
- Provides assistance in wage, salary and benefit programs.
- Assists in employee incentive programs, including implementation, development and delivery.

- Stewards the collective bargaining process, develops contract language and assesses impact of scenarios, participates in contract negotiations.
- Promotes union/management relations and develops collaborative problem solving processes.
- Supports and develops training programs and other developmental initiatives which drive and facilitate our success.
- Ensures compliance with various state and federal laws and/or agencies, guiding business managers to proactively identify and navigate risks.
- Assists with corporate governance activities as needed.

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 collection 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.

Maintenance Mechanic

- Performs and/or assists in the replacement, repair, preventative maintenance, calibration, and modification of equipment and facilities such as, but not limited to, level or pressure transmitters, transducers, digital recorders, data collection devices, generators, chemical feed equipment, analytical measuring devices, electrical distribution equipment, piping systems, process control equipment, telemetry equipment, etc.

Meter Repair Technician

- Changes meters and reconditions water meters in the shop and in the field.
- Tests, disassembles, cleans, adjusts and repairs, when necessary, all types and sizes of meters, including well and pumping plant meters.
- Tests and records results on meters, including special tests and in house backflow testing and repair.
- Receives and records all new meters. Orders new meters when needed. May requisition and receive other materials.

Manager Engineering - Project Delivery

- Supervises engineering staff and managers for monitoring and managing of budgets and schedules for capital investment projects and programs of varying scope and complexity.

- Supervises 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.
- Delivers capital projects within the limits of assigned capital investment management projects and programs to meet asset needs.
- Ensures 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.
- Coordinates with operations personnel on operational impacts related to project delivery program.
- Ensures compliance with established regulatory criteria, specifications and standards.

Manager 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.
- Works 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.
- Effectively influences, analyzes, persuades and problem solves.
- Operates 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 Maintenance

- Coordinates review of reliability focused maintenance practices and develops maintenance strategies for region. Plans and coordinates efforts of maintenance service team

- Proactively manages maintenance of assets to optimize the balance between reactive, preventive, and predictive/conditioned-based maintenance
- Plans, coordinates, and implements 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 of Operations

- Prepares and controls construction, operations and maintenance within established budget limitations.
- Directs implementation of standards, targets, policies and plans to ensure the continuing and increasing operational efficiency, effectiveness and profitability.
- Ensures that operations integrity (quality, environment, reliability, health, safety, security, etc.) is maintained.
- Develops and directs cost effective solutions to meet customers' expectations and technical requirements and to encourage best practice and innovation throughout all operational areas.
- Implements effective reporting processes.
- Provides analysis and support to network director with information required for various reports, budgets, and business plans.
- Leads in establishing and managing personal relationships and rapports with political, civic and key stakeholders within area of responsibility.

Manager Water Quality and Environmental Compliance

- Assists local operations in creating and implementing environmental management plans.
- Develops and controls the creation of source water protection assessment and protection programs.
- Coordinates creating and implementing 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.
- Trains staff to be more environmentally friendly and protective in their daily routine.
- Assists in developing capital, 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.
- Develops method for tracking permits related to business operations.

Manager Rates and Regulatory

- Develops, implements, and coordinates state rate and regulatory strategy for a specific state and/or group of states.
- Shapes, drives and influences all regulatory activities including development of customer rates and the rate case process within the state(s).
- Implements national initiatives/policies within assigned state to extent viable for state implementation.
- Serves as key business partner on all regulatory matters within state (s).
- Key expert witness and supports regulatory activities in the form of required testimony, exhibits and interrogatories consistent with individual rate case requirements.
- Collaborates with finance to ensure compliance with US GAAP and all regulatory and SOX requirements or expectations necessary to ensure the successful execution of a rate case or activities which arise as a result of the conclusion of regulatory proceedings.

Operations Specialist

- Provides a combination of administrative, analytical and/or technical support pertaining to routine day-to-day operations for a department or functional area.
- Uses and maintains various software programs to: compile, track, report and verify data in support of plant operations, capital projects, field work, regulatory compliance and employee records.
- Assists plant personnel in: analyzing, evaluating and preparing reports for specific departmental work needs. Such needs may include but are not limited to: business reporting, regulatory requirements, budgets, capital expenditures, work orders, departmental and/or organizational performance, etc.
- Completes various payroll and accounting tasks such as: processing payroll; entering employee time charges; producing standard reports; and tracking of overtime hours, sick leave and vacation hours. Verifies accuracy of data entered, computations performed & responds to discrepancies.
- Assists operations personnel in monitoring and maintaining chemical inventories and maintenance supplies. Performs purchasing and receiving functions as necessary. Maintains purchasing records, and prepares and files necessary reports. Works with vendors to resolve invoice and performance issues.
- Provides general administrative and clerical support for day-to-day managerial and departmental needs and special.
- Assists customers in resolving billing and service related issues. Receives customer payments and processes requests for payment options. Establishes new customer

accounts and performs land ownership research as need to maintain our customer data base. Prepares “special issue” customer bills as necessary.

Paralegal IV

- Provides corporate support including drafting of agendas, corporate resolutions, shareholder consents, and related documents. Maintains and organizes databases. Prepares and submits corporate filings.
- Provides real property transactional support including drafting of leases, licenses, purchase and sale agreements, and deeds. Assists with real estate purchase and sale transactions, including review and implementation of escrow instructions and review of preliminary reports and exceptions. Coordinates due diligence including drafting and managing closing checklists. Follows up on post-closing issues.
- Performs legal and factual research; organizes, analyzes, cross-checks and validates information; prepares correspondence and memoranda; checks and edits forms and documents for accuracy. Organizes, builds, and maintains matter files; coordinates responses to business record subpoenas; creates and updates contract templates; reviews agendas and attends local meetings.
- Assists in preparing complex legal briefs and documentation for evidentiary hearings; drafts pleading and legal templates; completes cite checking; conducts interviews with witnesses, prepares deposition information, witnesses materials; investigates facts; assists at hearings and settlement discussion.

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.
- Manages employee relations, including the development of personnel resources which encourage successful future management of the business.
- Oversees risk management including safety and security programs.
- Analyzes operating results and principal components relative to established objectives and ensures 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.

Production Foreman IV

- Produces and treats drinking water for customers. Leads and participates in a variety of technical duties relative to assigned areas of responsibility.
- Ensures facility start-up and shut-down and continuous monitoring of water quality and treatment systems, including but not limited to: wells, pumps, motors, analyzers/ instrumentation, filters, chemical feed systems, auxiliary equipment such as generators, measuring and control systems.
- Checks reservoir levels and release rates and makes adjustment as needed. Checks and maintains the fish trap reservoir.
- Inspects and maintains all grounds around pumping plants, tanks, reservoirs, and water treatment plants. Performs corrective maintenance and basic troubleshooting of pumping and treatment systems. Maintains and repairs regulating stations valves and pilot controls. Performs routine preventive maintenance, such as lubrication, operating adjustments, cleaning, and painting equipment at various water facility locations, including but not limited to: wells, pumping plants, tank sites, regulating stations, and water treatment facilities.
- Monitors the status of plant operating guidelines, such as flows, pressures, chemical feeds, levels and water quality indicators. Loads and unloads chemicals either by hand or using chemical-handling equipment, i.e. hand trucks, hoists and/or chemical transfer pumps.
- Maintains recordkeeping, including operating logs, daily diaries, chemical inventories, data logs, reports, and SCADA data/trends. Makes arithmetic calculations to determine chemical feed rates, flow quantities, detention and contact times, and hydraulic loadings as required for plant operations.
- Performs routine water sampling for water quality, including but not limited to bacteriological, organic and inorganic, point of entry, and process sampling (turbidity, chlorine residuals, pH, etc.) as needed and field lab testing as required.
- Conducts safety inspections and participates in safety tailgate meetings.
- Leads and trains new employees on key accountabilities and communicates effectively with other operators and supervisors on the technical level expected for the position.

Production Specialist

- Provides a combination of administrative, analytical and/or technical support pertaining to routine day-to-day operations for a department or functional area.
- Analyzes and records all daily and source of supply data, prepares monthly and quarterly reports to various agencies, files leak reports, types miscellaneous correspondence, processes invoices, and prepares data for P.C. input.
- Possesses knowledge of SCADA system software.

Production Treatment Foreman

- Produces and treats drinking water for customers.
- Ensures facility start-up and shut-down and continuous monitoring of water quality and treatment systems, including but not limited to: wells, pumps, motors, analyzers/instrumentation, filters, chemical feed systems, auxiliary equipment such as generators, measuring and control systems.
- Checks reservoir levels and release rates and makes adjustments as needed. Checks and maintains the fish trap reservoir.
- Inspects and maintains all grounds around pumping plants, tanks, reservoirs, and water treatment plants. Performs corrective maintenance and basic troubleshooting of pumping and treatment systems. Maintains and repairs regulating stations valves and pilot controls. Performs routine preventive maintenance, such as lubrication, operating adjustments, cleaning, and painting equipment at various water facility locations, including but not limited to: wells, pumping plants, tank sites, regulating stations, and water treatment facilities.
- Monitors status of plant operating guidelines, such as flows, pressures, chemical feeds, levels and water quality indicators. Loads and unloads chemicals.
- Maintains recordkeeping, including operating logs, daily diaries, chemical inventories, data logs, reports, and SCADA data/trends. Makes arithmetic calculations to determine chemical feed rates, flow quantities, detention and contact times, and hydraulic loadings as required for plant operations.
- Performs routine water sampling for water quality, including but not limited to bacteriological, organic and inorganic, point of entry, and process sampling (turbidity, chlorine residuals, pH, etc.).
- Conducts safety inspections and participates in safety tailgate meetings.

Production Treatment Operator

Under the supervision of the Operations Supervisor:

- Produces and treats drinking water for customers.
- Ensures facility start-up and shut-down and continuous monitoring of water quality and treatment systems, including but not limited to: wells, pumps, motors, analyzers/instrumentation, filters, chemical feed systems, auxiliary equipment such as generators, measuring and control systems.
- Checks reservoir levels and release rates and makes adjustments as needed. Checks and maintains the fish trap reservoir.
- Inspects and maintains all grounds around pumping plants, tanks, reservoirs, and water treatment plants. Performs corrective maintenance and basic troubleshooting of pumping and treatment systems. Maintains and repairs regulating stations valves and pilot controls. Performs routine preventive maintenance, such as lubrication, operating adjustments, cleaning, and painting

- equipment at various water facility locations, including but not limited to: wells, pumping plants, tank sites, regulating stations, and water treatment facilities.
- Monitors status of plant operating guidelines, such as flows, pressures, chemical feeds, levels and water quality indicators. Load and unload chemicals.
 - Maintains recordkeeping, including operating logs, daily diaries, chemical inventories, data logs, reports, and SCADA data/trends. Makes arithmetic calculations to determine chemical feed rates, flow quantities, detention and contact times, and hydraulic loadings as required for plant operations.
 - Performs routine water sampling for water quality, including but not limited to bacteriological, organic and inorganic, point of entry, and process sampling (turbidity, chlorine residuals, pH, etc.).
 - Conducts safety inspections and participates in safety tailgate meetings.

Project Manager

- Manages a broad range of water resource management projects, including main replacements, tank rehabilitation/replacement, and booster stations rehabilitation, wells and treatment.
- Manages project tasks including: contractual agreements, budget control, design review, permit acquisition, and construction oversight.
- 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, rights of ways, permits, certificates, and other project approvals for assigned projects and programs.
- Ensures 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 operation's needs and coordinates with operations personnel on operational impacts related to project delivery program.
- Reports project budget and schedule updates on a weekly basis to ensure project goals are being met.

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.
- Maintains regulating stations.
- Inspects and maintains electrical and SCADA equipment.

Service Person Foreman

- Turns on and turns off water service to customers, obtains proper meter readings, and investigates customer complaints.
- Records information relating to customer contracts and work performed.
- Installs and changes meters, and replaces damaged meter boxes and lids.
- Investigates inquiries from supervisor or customer as necessary.

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.

Sr Analyst Client Technology ITS

- Configures, installs, troubleshoots and provides support to all software/hardware for IT users' desktops, laptops, printers and mobile devices.
- Advises Level I support on moderate to complex technology issues, incidents, and problems, and provides guidance and direction to Level I support analysts for issues, incidents, and problems associated with telephone systems, personal computers, first level LAN/WAN support and adherence to IT standards including PCs and wiring.
- Involved in the rollout and installation of new software packages, upgrades, new desktop hardware, and may perform end-user training.
- Maintains desktop software and hardware; supports mobile workforce. Provides level II support, to IT users for software/ hardware end-user computing and desktop-based LAN systems; escalates malfunctions to level III support when necessary.
- Documents problems/ resolutions and maintains asset inventory.

- Participates in the testing/ evaluation of new desktop packages and implements prototypes

Sr Analyst Financial

- Works with the regional Finance teams and Shared Services to deliver effective analysis of results (plan, forecast and actuals).
- Supports regions in all aspects of planning, forecasting and reporting.
- Act as the primary contact for the regions for queries and support.
- Works with the analyst team to ensure consistency of approach, and to enable effective cover of activities within the team.
- Takes the lead in preparing consolidated reports for American Water, both for internal use and external presentations.

Sr Buyer

- Manages sourcing activities for design build and other large scale capital projects (above \$5M) managing \$30-40M spend.
- Determines appropriate sourcing strategies for individual capital projects. Writes complex RFPs.
- Develops fact-based negotiations strategies and leads multiple negotiations. Executes sourcing strategies from project identification through close-out.
- Establishes and maintains relationships with Engineering and Operations personnel, including professionals from Engineering Centers of Expertise, state engineering leadership and project managers status.
- Supports project delivery teams, addressing services and materials issues and attending multiple key project meetings. Reviews project specific details on costs for labor, equipment, materials, subcontracts, overhead, taxes, insurance, and mark ups to identify procurement savings opportunities that support project strategy.
- Builds and maintains Supplier/Contractor relationships with the objective of reducing total costs and eliminating inefficiencies. Measures compliance to and effectiveness of unit-cost and other framework agreements. Resolves issues and crises escalating to Capital Sourcing Manager. Identifies and manages project supply risk. Collects, collates and reports data to support Business Plan calculations and other Key Performance Indicators. Assists with project cost estimates to support planning, budgeting, value engineering, procurement strategy, change order analysis and overall project cost control.
- Measures compliance to and effectiveness of unit-cost and other framework Agreements.
- Develops complex requests for information/proposals (RFI/RFP) with potential suppliers, administers, analyzes, makes recommendations and communicates results.
- Develops alternative sourcing options with recommendations.

- Conducts qualitative and quantitative supplier analysis.

Sr Dir Corp Counsel

- Represents the operating companies in formal customer proceedings before the State Public Utility Commissions.
- Assists in preparing documents relating to rate case filings, including responses to data requests and testimony.
- Drafts and reviews contracts and other agreements.
- Drafts documents relating to the transfer of property including Deeds, Rights of Way, easements and leases.
- Evaluates State Legislative actions to identify legislation which could affect operations.
- Drafts formal comments to the State Public Utility Commission in response to proposed rulemaking.
- Assists in preparing documents relating to the issuance and transfer of securities by the Operating Companies.
- Assists in conducting due diligence and preparing documents relating to acquisitions.
- Provides legal advice on State regulatory and Legislative issues.
- Provides general legal services to the Company.
- Provides legal representation to the Company before governmental agencies.

Sr. Director Rates and Regulatory

- Manages the preparation and accurate timely completion of most complex regulatory filing requirements to support state rate case filings consistent with corporate objectives, aligned with state filing objectives to maximize enterprise value. Works as a business partner with policy, operations, and legal to drive a comprehensive technical approach that supports regulatory initiatives on both a state and national basis with respect to complex rate/finance issues in the rate setting environment and in business development activities.
- Manages the preparation and accurate completion of discovery requests in all rate proceedings.
- Manages the preparation and accurate preparation of technical rate data that is used by the Company board, investor relations, disclosure committee, senior leaders, legislative pursuits, and budget process.
- Provides technical rate expertise, ad hoc technical advice and analysis to corporate executives, functional areas, subsidiary companies, and finance regarding regulatory implications of potential actions or policies.
- Drives standardization, knowledge sharing and continuous improvement within the regulatory services team to build succession planning and develop future rate leaders.
- Provides expert witness testimony as required on an individual basis, and also

manages a team of experts that routinely provide this service on rate matters across all states.

- Leads the regulatory services team that supports regulatory operations in the filing of alternative regulatory mechanisms (DSIC, RAC, PWAC, etc). Ensures the supporting technical analyses are complete, accurate and timely prepared.
- Prepares and reviews responses to interrogatories. Provides expert testimony on items of particular complexity or sensitivity.
- Ensures on-going compliance, timely and accurate filings in regards to all other regulatory reporting requirements. Identifies, documents and completes rate related regulatory requirements and liaises with other functions (operations, HR, etc.) to advise on other regulatory requirements. Meets targets developed by the regulatory services leadership for critical items not specified as a regulatory requirement.
- Maximizes value for each of the operating companies by driving value from the rate case process. Directs, plans and project manages the rate case process for the entire company.

Sr. Distribution System Op

- Under the supervision of the operations supervisor, responsible for distribution of water services to customers
- Investigates customer complaints and inquiries, obtains billing survey information, reads meters, and initiates and terminates 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.
- Drives efficiency into project delivery through the monitoring of delivery metrics and pursuit of more effective delivery and procurement approaches.
- Delivers assigned capital projects in accordance with policies and procedures set for in the capital investment management system to meet asset needs.
- Ensures 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. Human Resources Business Partner

- Serves as the primary Human Resource (HR) leader for the assigned business unit and ensures alignment of business and HR strategies and service delivery.
- Partners with line leaders to grow talent and technical capability pipelines for the business.
- Manages the design and implementation of structures that improve individual and organizational performance.
- Supports line leaders in developing and implementing strategies that enable the organization to thrive through periods of change.
- Coaches line leaders to support their human resources management, problem solving and performance management.
- Supports implementation of standardized processes for the assigned business unit.
- Supports line leaders on complex employee relations issues with significant business impact.
- Participates in the execution of Labor Relations (LR) strategies and the resolution of complex LR issues – under the leadership of LR.
- Supports line leaders in the recruitment to senior positions.
- Partners with COEs to:
 - Implement performance management and learning and development
 - Ensure reward structures reward performance
 - Execute recruitment processes
 - Ensure successful resolution of LR issues

Sr. Maintenance Service Specialist

- 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.
- Assists with preparing and controlling local maintenance and preventive maintenance within established budget limitations.
- Ensures local water and/or wastewater operations meet the required maintenance standards and preventive maintenance standards on mechanical equipment, electrical equipment, instrumentation, and computer equipment.
- Supervises the implementation of standards, targets, policies, and plans to ensure the continuing and increasing operational efficiency, effectiveness, and profitability.

- Ensures that operational integrity (quality, environment, reliability, health, safety, security, etc.) is maintained.
- Develops and directs cost effective solutions to meet customers' expectations and technical requirements and to encourage best practice and innovation throughout maintenance functions.
- Implements effective reporting processes. Provides analysis and support to production and/or network manager with information required for various reports, budgets, and business plans.
- Implements and fosters the coaching and development of employees, including idea generation, within respective functional areas. Ensures effective people management policies and practices are developed and implemented, and ensures resources are developed and deployed appropriately. Continues to reinforce the importance of developing a diverse workforce.
- Supports the business development function in the operational analysis pricing and integration of water and wastewater business opportunities in both the regulated and non-regulated markets.
- Works collaboratively with other functional leads to mitigate business risks.
- Implements effective communications at all levels of our operations.
- Provides effective leadership that will enhance our abilities to be flexible to changing business environments. Contributes to effective communication by listening and providing constructive feedback; supporting the creation of an open and honest work environment; cascading and sharing knowledge and information relevant to other members of the team and colleagues across the business.

Sr. Manager Business Development

- Develops, shapes and tracks potential opportunities and matches service and product offerings with customer needs. Combines service offerings to create commercially viable solutions to meet customer needs.
- Manages the end to end business development cycle. Effectively manages the business development process from deal structuring through to commercial operation for major contract services, tuck-ins and service offerings.
- Leads the development of the bid strategy, deal structuring, project financing and credit assessment of opportunities and champions projects through the investment appraisal process.

Sr. Manager Field Operations

- Manages the development, management, and operation of the facilities and personnel of the Company engaged in the functional area of water and/or wastewater operations.
- Prepares and controls regional construction, operations, and maintenance within established budget limitations.

- Directs the implementation of standards, targets, policies, and plans to ensure the continuing and increasing operational efficiency, effectiveness, and profitability.
- Ensures operational integrity (quality, environment, reliability, health, safety, security, etc.) is maintained.
- Develops and directs cost effective solutions to meet customers' expectations and technical requirements and to encourage best practice and innovation throughout all operational areas.
- Establishes and manages personal relationships and rapport with political, civic and key stakeholders within area of responsibility. Interfaces with regulatory entities and represents company positions at regulatory proceedings and hearings.
- Implements effective reporting processes. Provides analysis and support to network director with information required for various reports, budgets, and business plans.

Sr. Project Engineer

- Monitors and manages budgets and schedules for multiple large and complex capital investment projects and programs of varying scope.
- Drives 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.
- Delivers assigned capital projects in accordance with policies and procedures set for in the capital investment management (CIM) system to meet asset needs.
- Ensures 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. Pump Operator

- Performs activities related to water system maintenance, disinfecting, water quality, water supply and production. Analyzes and evaluates equipment, trouble shoots malfunctions, and monitors water supply operations for all water systems.
- Complies with all safety standards as they pertain to equipment and facility operations. Accomplishes 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. Inspects and maintains energized electrical and SCADA equipment.

Sr. Specialist Business Services

- Provides business services support in an assigned area or to an assigned customer/client base, including relationship building, trouble shooting, communications and documentation, and problem resolution.
- Handles escalated issues related to the operating companies.
- Responds to requests for information/reports/data relative to rate cases.
- Responds to questions, problems and issues from the client/customer/user community.
- Creates and manages an issues list and coordinates resolution.
- Analyzes business issues and needs and documents requirements.
- Provides or facilitates training of customers/clients/users and/or internal staff or departments.
- Monitors service level agreements to ensure organization is meeting deliverables.
- Collaborates with customers/clients/user community to ensure satisfactory performance.
- Facilitates periodic reviews, client surveys and evaluations, conferences, site visits, conference calls, and/or business communications to transition clients or maintain service and satisfaction levels.
- Prepares, monitors, updates and distributes appropriate business communication.
- Maintains awareness/issues list of current business, processes, and practices.
- Identifies potential performance or service problems and recommends corrective action.
- Develops business presentations, as needed.
- Handles special projects and responsibilities as assigned.
- Trains less experienced members of the team.

Sr. Superintendent Operations

- Directs the day-to-day management, development, and operation of the production, treatment or the distribution and metering of water and/or wastewater operations.

- 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.
- 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 budgets within area of responsibility.
- Manages 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.
- Develops a sound organization staffed with able and motivated employees and provides for or trains suitable replacements.
- Ensures that policies, procedures, programs, standards of performance, and approved objectives are adhered to and/or achieved.

Sr. Supervisor, Operations

- Manages the day-to-day operations of water and/or wastewater plant(s) in accordance with Company policies and procedures and all applicable governmental laws and regulations.
- Assists with preparing and controlling local construction, operations, and maintenance within established budget limitations.
- Establishes a program to ensure all EPA Partnership for Safe Water Goals will be met on a period-by-period basis. Ensures local water and/or wastewater operations meet the required standards and comply with regulatory targets.
- Supervises the implementation of standards, targets, policies, and plans to ensure the continuing and increasing operational efficiency, effectiveness, and profitability.
- Ensures that operational integrity (quality, environment, reliability, health, safety, security, etc.) is maintained.
- Develops and directs cost effective solutions to meet customers' expectations and technical requirements and to encourage best practice and innovation throughout all operational areas.
- Implements effective reporting processes. Provides analysis and support to production director with information required for various reports, budgets, and business plans.
- Implements and fosters the coaching and development of employees, including idea generation, within respective functional areas.
- Ensures effective people management policies and practices are developed and implemented, and ensures resources are developed and deployed appropriately.

- Continues to reinforce the importance of developing a diverse workforce.
- Supports the business development function in the operational analysis pricing and integration of water and wastewater business opportunities in both the regulated and non-regulated markets.
- Works collaboratively with other functional leads to mitigate business risks.
- Implements effective communications at all levels of operations. Provides effective leadership that will enhance our abilities to be flexible to changing business environments.

Sr. Utility Worker

- Serves as lead worker in the absence of a foreman or supervisor.
- Organizes and leads distribution system activities, including investigation, construction, replacement and repair of various types and sizes of water pipe and appurtenances that are or become a part of the transmission and distribution system.
- Ensures that distribution system activities are completed safely and efficiently with customer service and financial considerations in mind.
- Provides feedback to supervision and crew regarding work issues and operation of the crew.
- Processes material requisitions and work orders, and assists with as-built drawings and other paperwork associated with the job.
- Assumes lead role in the installation, operation and maintenance of all types and sizes of pipe and appurtenances.
- Makes taps, performs fire hydrant flow tests, investigates leaks, removes and sets water meters.
- Familiar with all aspects of district field activities.
- Performs miscellaneous building care and routine maintenance at any Company building or property.
- Follows established policies and procedures in conducting service, installation and repair of equipment to ensure proper worker order.
- Fills out necessary job report forms as required.
- Learns, applies and uses new procedures, techniques and technologies, which may be developed to perform assigned tasks. This includes the operation of new tools, equipment or vehicles

Sr. Water Quality & Environmental Compliance Specialist

- Organizes advanced functions and activities related to environmental management and water quality for assigned facilities. Maintains all applicable lab certifications, accreditations, or approvals to conduct compliance and process quality control work. Implements the day-to-day collection of water quality samples. Implements programs to ensure compliance with all water quality and

- environmental regulations. Assists in resolving treatment issues. Investigates water quality complaints and determines course of action needed.
- Manages monitoring and reporting programs to ensure compliance with federal and state water quality and environmental regulations and company standards for assigned facilities.
 - Conducts advanced sampling and/or analysis and special projects.
 - Obtains, prepares, files and maintains all regulatory reports and records.
 - Manages required permits and makes any necessary modifications and renewals.
 - Participates in internal and external audits and represents the Company with regulators and customers.
 - Identifies potential issues and problems, initiates responsive actions, and mitigates environmental violations.
 - Supervises, monitors, and calibrates analyzers/equipment, etc. to ensure established standards of performance and accuracy are maintained.
 - Conducts advanced projects and prepares reports as needed.
 - Investigates and responds to escalated water quality complaints or concerns.

Superintendent Operations

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.
- Manages 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.
- Ensures that policies, procedures, programs, standards of performance and approved objectives are adhered to and/or achieved.

Supervisor, Operations

- Supervises and coordinates regional construction, operations, and maintenance within established budget limitations.
- Ensures policies, procedures, programs and performance are adhered to, ensures the continuing operational efficiency, effectiveness, and profitability.
- Trains and develops 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.

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.
- Trains staff in appropriate treatment methods and techniques.
- Operates and adjusts treatment facilities pumps, motors, feeders and other equipment to maintain appropriate plant operations.
- Maintains, compiles and updates facility operations logs and reports.
- Performs and records mathematical calculations related to facilities operational activities.
- Operates valves and controls to feed chlorine and other chemicals into the system, mixes and adds treatment chemicals, ensures chemical application is performed in accordance with regulations and guidelines.
- Performs preventive maintenance on facilities machinery and equipment including pumps, valves, motors, meters, tanks and reservoirs, changes lubrications, assists mechanics in repair as needed.

Utility Person - Worker

- Installs water mains, services, valves, hydrants, and meters.
- Performs routine preventive maintenance on valves and hydrants.
- Performs corrective maintenance, including leak repairs, on water distribution facilities.

- Performs routine inspection, operation, and maintenance of wells, including mixing of chemicals.
- Operates hand and power tools.
- Operates heavy equipment, including backhoes and skid loaders.
- Operates company vehicles, including truck/trailer combinations requiring a commercial license.
- Acts as substitute meter reader.
- Performs duties as the 24 hour emergency response operator.

VP Division General Counsel

- Leads and manages legal department responsible for all legal matters for a division of the Company. Provides high quality, effective legal counsel, advice and representation, and effective business advice, to the Company's regulated business operations on a variety of legal risks and opportunities, (such as regulatory and rates, litigation, employment, contracts, business development, environmental, real estate, financings, etc.) and other business matters. Active member of the divisional senior management team.
- Leads a team of legal professionals (lawyers, paralegals, legal administrators and support personnel) to provide timely, sound, effective, high caliber legal and business advice; counsels and proactively represents the Company's regulated business operations; serves as trusted legal advisor to the Company president, the state presidents, and the senior leadership team; serves as the key legal resource on a wide variety of legal and business matters impacting the Company.
- Advises management and represents the Company on a broad range of regulatory, legislative, and corporate and commercial issues, including rates and regulatory matters before state public utility commissions and environmental compliance matters before state and federal environmental agencies. Works collaboratively on the development of positions and implementation of strategy relative to system-wide issues related to rate cases and other regulatory matters.
- Retains, directs, and manages outside counsel to represent the Company in judicial and administrative proceedings, including such matters as general litigation and administrative hearings before courts and administrative tribunals; prepares or reviews the preparation of briefs and other documents and the development of strategy for litigation and regulatory proceedings to ensure high quality, value-added, cost effective legal services consistent with the Company's overall business strategy.
- Negotiates, drafts and reviews contracts and other legal and transactional documents for the Company's operating units; participates as a member of the Company's commercial development committee to review, evaluate and make recommendations regarding potential business transactions.
- Manages the Company's compliance with corporate governance, recordkeeping and filing requirements; serves as corporate secretary for one or more state

- subsidiaries of the Company's; supports and assists in code of ethics compliance; provides internal legal reporting or compliance reports, including periodic assessment and reporting of asserted and unasserted claims to ensure compliance with the timetables established by the Company's general counsel and high quality claims evaluation.
- Provides legislative/regulatory evaluations and advice, including drafting of proposed legislation or changes, thereto; and provides explanations of the organization's position on such matter for legislators and governmental administrators.

Vice President of Operations

- Prepares and manages operations, maintenance and construction for network assets within established budgets.
- Serves as point of contact to local regulatory, political and community agencies.
- Ensures that operations integrity (quality, environment, reliability, health, safety, security, etc) is maintained.
- Implements effective reporting processes.
- Provides analysis and support of information required for various reports, budgets, and business plans.
- Supports local operations managers in developing relationships with local/state leaders and organizations.
- Supports local/area managers in union labor issues by providing guidance and direction.
- Implements 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; processes and disposes 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.

Water Systems Operator

- Under the supervision of the operations supervisor, operates and maintains water treatment, production, and distribution facilities of the water system. Works safely and ensures that water system meets compliance requirements through accurate record keeping, sampling, and required maintenance.
- Performs chemical adjustments and addition as required to ensure treatment meets regulated requirements. Monitors operation of the treatment plant and associated functions, maintains accurate record keeping, and takes water samples.
- Responds to customer service orders, investigates customer leaks, repairs and locates service lines, locates main valves, maintains fire hydrants, fire hydrant inventory and parts inventory, marks utility mark outs, obtains bacteriological and other water quality samples, assists with system flushing, and assists with water main break repairs or replacement. Investigates customer complaints and inquiries, obtains billing survey information, reads meters, and initiates and terminates customer water services.
- Interacts with customers in the field when investigating customer inquiries and/or service leaks. Drives company vehicle. Provides on-call and emergency duty as needed. Maintains record keeping.

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.
- Record keeping including SCADA.

California American Water				
Attachment 10d - Dues, Donations, Subscriptions, and Contributions				
GO-77M Report, 2018				
Account	Account Description	Name of Assoc/Person Receiving Pmt	Explanation	Amount
52514000	Charitable Contributions*			
	Charitable Contributions Total			\$ -
52522000	Community Relations	Adopt A Highway	Highway Adoption - Litter Service	\$ 3,339.00
		Axis Promotions	Conservation Souvenirs	\$ 2,436.60
		BNA Communications	2018 Customer Satisfaction	\$ 67,738.52
		BNA Communications	CA Language Strip	\$ 2,060.74
		BNA Communications	CA Puddles Coloring Book	\$ 6,525.96
		BNA Communications	CA Water Bottles	\$ 3,981.37
		BNA Communications	Monterey Cannery Row Main Replacement	\$ 1,087.78
		BNA Communications	Monterey Infrastructure Poster	\$ 1,131.97
		BNA Communications	Monterey WSP	\$137,957.66
		BNA Communications	Sacramento Fruitridge Notice	\$ 5,739.96
		California Highway Adoption Co	Highway Adoption - Litter Service	\$ 3,276.31
		Monterey Rotary Club Foundation	Spring Gala	\$ 163.13
		The Press Shop	Monterey WSP Media Relations	\$ 32,700.00
		UEI Water Program	Water Treatment Plt Ops Sac State Reg for Village Proj	\$ 1,441.55
	Community Relations Total			\$269,580.55
52524000	Dues / Membership	American Society of Civil Engineers	Membership Dues	\$ 595.00
		American Water Works Association	Membership Dues	\$ 1,361.00
		Annual Maintenance License Renewal	Membership Dues	\$ 495.00
		Asian Business Association	Membership Dues	\$ 2,500.00
		Association of California Water Agencies	Membership Dues	\$ 1,373.81
		Association of Water Agencies	Membership Dues	\$ 3,485.63
		Bay Area Air Quality Mgmt Dist Permit Renewal	Membership Dues	\$ 332.00
		Black Business Association	Membership Dues	\$ 3,000.00
		CA Foundation on the Environment and the Economy	Membership Dues	\$ 35,895.00
		Cachagua Syndicate Camp	Membership Dues	\$ 230.37
		CalDesal	Membership Dues	\$ 5,000.00
		California Asian Pacific Chamber of Commerce	Membership Dues	\$ 2,500.00
		California Chamber of Commerce	Membership Dues	\$ 37,844.16
		California Rural Water Association	Membership Dues	\$ 1,943.00
		California Secretary of State	Membership Dues	\$ 25.00
		California Water Association	Membership Dues	\$164,290.50
		CA-NV American Water Works Association	Membership Dues	\$ 155.00
		Citrus Heights Chamber of Commerce	Membership Dues	\$ 800.00
		Citrus Heights Rotary Club	Membership Dues	\$ 1,680.00
		Coronado Chamber of Commerce	Membership Dues	\$ 510.00
		Council for Supplier Diversity	Membership Dues	\$ 3,232.50
		County of Placer	Membership Dues	\$ 12,499.98
		County of Sacramento	Membership Dues	\$ 96,876.84
		Del Monte Forest Property Owners	Membership Dues	\$ 53.88
		Doforms Yearly Subscription	Membership Dues	\$ 1,399.30
		Duarte Chamber of Commerce	Membership Dues	\$ 1,291.01
		Engineering News Record	Membership Dues	\$ 68.00
		Geyserville Chamber of Commec	Membership Dues	\$ 500.00

* Charitable contributions are included in accounts 75810000 and 75815000 Donations

California American Water				
Attachment 10d - Dues, Donations, Subscriptions, and Contributions				
GO-77M Report, 2017				
Account	Account Description	Name of Assoc/Person Receiving Pmt	Explanation	Amount
		Institute for Supply Management	Membership Dues	\$ 190.00
		Isleton Chamber of Commerce	Membership Dues	\$ 100.00
		J2 Keep It Safe Service	Membership Dues	\$ 1,800.00
		Kiwanis Club of Imperial	Membership Dues	\$ 200.00
		Los Angeles Gay & Lesbian Chamber of Commerce	Membership Dues	\$ 2,500.00
		Mark West Chamber of Commerce	Membership Dues	\$ 521.00
		Monterey County Business Council	Membership Dues	\$ 2,175.00
		Monterey County Hospitality Association	Membership Dues	\$ 815.00
		National Minority Supplier Development Council	Membership Dues	\$ 2,718.94
		NAWC	Membership Dues	\$263,840.90
		Pacific Grove Chamber of Commerce	Membership Dues	\$ 650.00
		Practicing Law Institute	Membership Dues	\$ 2,175.15
		Project Management Institute	Membership Dues	\$ 82.00
		Public Relations Society	Membership Dues	\$ 320.00
		Region Business	Membership Dues	\$ 3,247.50
		Regional Water Authority	Membership Dues	\$ 67,768.00
		Rosemead Chamber of Commerce	Membership Dues	\$ 317.55
		Sac Metro Chamber of Commerce	Membership Dues	\$ 1,082.50
		Sacramento Area Water Works	Membership Dues	\$ 128.38
		Sacramento Groundwater Authority	Membership Dues	\$ 94,494.90
		Sacramento Rainbow Chamber of Commerce	Membership Dues	\$ 2,706.25
		San Diego Regional Chamber of Commerce	Membership Dues	\$ 1,260.00
		San Gabriel Chamber of Commerce	Membership Dues	\$ 536.55
		San Gabriel Valley Protective Association	Membership Dues	\$ 54.75
		San Marino Chamber of Commerce	Membership Dues	\$ 1,095.00
		Santa Rosa Plain GSA	Membership Dues	\$ 44,512.57
		Seaside Chamber of Commerce	Membership Dues	\$ 437.00
		So County Economic Dev Council	Membership Dues	\$ 350.00
		Society for Human Resource Management	Membership Dues	\$ 209.00
		Southern California Water Committee	Membership Dues	\$ 1,000.00
		State Bar Fees	Membership Dues	\$ 4,858.77
		State Water Resources Control Board	Membership Dues	\$ 2,116.32
		The Elite SDVOB Network	Membership Dues	\$ 2,000.00
		The NELAC Institute	Membership Dues	\$ 75.00
		Water Awareness committee of Monterey County, Inc.	Membership Dues	\$ 2,175.00
		Water Environment Federation	Membership Dues	\$ 783.00
		WateReuse	Membership Dues	\$ 19,901.73
		Wikiup Acres Architechural Committee	Membership Dues	\$ 1,086.25
		Women's Business Enterprise National Council, Inc.	Membership Dues	\$ 1,812.63
		Yolo Subbasin Groundwater Agency	Membership Dues	\$ 5,000.00
	Dues / Membership Total			\$917,033.62

California American Water				
Attachment 10d - Dues, Donations, Subscriptions, and Contributions				
GO-77M Report, 2017				
Account	Account Description	Name of Assoc/Person Receiving Pmt	Explanation	Amount
75810000	Donations	Action Council of Monterey Co	Donation	\$ 500.00
75815000	Donations	Adopt A Highway	Sponsorship	\$ 3,459.00
		Afisha Media Group Inc	Sponsorship	\$ 750.00
		AIM for Mental Health	Donation	\$ 5,000.00
		American Ground Water Trust	Sponsorship	\$ 1,000.00
		American Heart Association	Donation	\$ 2,500.00
		American River Natural History	Sponsorship	\$ 1,000.00
		American River Pkwy Foundation	Sponsorship	\$ 10,000.00
		Antelope H.S Parent Boosters	Sponsorship	\$ 800.00
		Arts Council of Conejo Valley	Sponsorship	\$ 2,000.00
		Association of Water Agencies	Sponsorship	\$ 7,000.00
		Black Business Association	Sponsorship	\$ 1,500.00
		Bonita Vista HS Softball	Donation	\$ 500.00
		Border View Family YMCA	Donation	\$ 3,000.00
		Boys & Girls Clubs of Monterey	Donation	\$ 15,000.00
		Burn Institute	Donation	\$ 1,500.00
		California Black Chamber of Commerce	Sponsorship	\$ 2,500.00
		Carmel Chamber of Commerce	Sponsorship	\$ 1,500.00
		Carmel River Watershed Conservancy	Donation	\$ 10,000.00
		Carmichael Elks Lodge	Donation	\$ 450.00
		Citrus Height Rotary Club	Donation	\$ 5,500.00
		Citrus Heights Chamber of Commerce	Sponsorship	\$ 7,700.00
		Citrus Heights Police Activity League	Sponsorship	\$ 500.00
		City of Bellflower	Sponsorship	\$ 4,000.00
		City of Citrus Heights	Sponsorship	\$ 1,500.00
		City of Duarte	Sponsorship	\$ 4,200.00
		City of Imperial Beach	Donation	\$ 3,750.00
		City of Imperial Beach	Sponsorship	\$ 2,000.00
		City of Sand City	Sponsorship	\$ 5,000.00
		Community Conscience	Sponsorship	\$ 1,000.00
		Comstock Publishing Inc	Sponsorship	\$ 3,515.00
		Cordova Community Council Foundation	Sponsorship	\$ 5,000.00
		Cordova High School PTSA	Donation	\$ 500.00
		Cordova Recreation & Park District	Sponsorship	\$ 1,000.00
		Coronado Chamber of Commerce	Sponsorship	\$ 10,500.00
		Coronado Island Film Festival	Sponsorship	\$ 2,000.00
		Coronado Promenade Concerts	Sponsorship	\$ 1,800.00
		Coronado Schools Foundation	Sponsorship	\$ 5,000.00
		Council for Cross Cultural Affairs, Inc.	Sponsorship	\$ 500.00
		Duarte Chamber of Commerce	Sponsorship	\$ 3,626.00
		Fillmore Condors Cross Country	Donation	\$ 500.00
		Food Bank for Monterey County	Donation	\$ 5,000.00
		Foothill Unity Center	Sponsorship	\$ 3,500.00
		Great Enlightenment Lotus Society, Inc.	Sponsorship	\$ 1,000.00
		Imagine H2O Inc	Sponsorship	\$ 25,000.00
		Imperial Beach Chamber of Commerce	Sponsorship	\$ 2,500.00
		Imperial Beach Girls Softball	Donation	\$ 500.00
		Imperial Beach Lifeguard Association	Donation	\$ 2,500.00

California American Water				
Attachment 10d - Dues, Donations, Subscriptions, and Contributions				
GO-77M Report, 2017				
Account	Account Description	Name of Assoc/Person Receiving Pmt	Explanation	Amount
		Imperial Beach Little League	Sponsorship	\$ 500.00
		Imperial Beach United Methodist Church Food Bank	Donation	\$ 1,000.00
		Kiwanis	Donation	\$ 1,670.00
		Kiwanis Club of Bellflower	Sponsorship	\$ 2,000.00
		Los Posadas Fundraising & Award Dinner	Sponsorship	\$ 2,500.00
		Manna Conejo Valley Food Bank	Donation	\$ 1,000.00
		Mather Heights Elementary	Donation	\$ 1,150.00
		Memorial Fund	Sponsorship	\$ 2,000.00
		Monterey County Branch NAACP	Sponsorship	\$ 2,500.00
		Monterey County Farm Bureau	Sponsorship	\$ 1,500.00
		Monterey County Hospitality Association	Sponsorship	\$ 2,500.00
		Monterey Peninsula Chamber of Commerce	Sponsorship	\$ 4,000.00
		NAACP - Pasadena Branch	Sponsorship	\$ 2,500.00
		National Utilities Diversity Counsel	Sponsorship	\$12,500.00
		Office of Water Programs, CSU Sacramento	Donation	\$ 1,254.83
		Operation Gobble	Donation	\$42,343.70
		Optimist Club of Coronado	Donation	\$ 1,000.00
		Orphan Productions	Donation	\$ 3,500.00
		Pacific Grove Chamber of Commerce	Donation	\$ 8,000.00
		PangeaSeed Foundation	Donation	\$ 3,500.00
		Premier Sports and Apparel	Donation	\$ 600.00
		Public Policy Institute of CA	Donation	\$10,000.00
		Rady Children's Hospital Foundation	Donation	\$ 2,500.00
		Rancho Cordova Chamber of Commerce	Donation	\$ 5,000.00
		Rancho Cordova Chamber of Commerce	Sponsorship	\$ 6,700.00
		Raza Car Club	Donation	\$ 500.00
		Redwood Empire Food Bank	Sponsorship	\$ 3,000.00
		Region Builders	Sponsorship	\$ 2,000.00
		River LA	Sponsorship	\$ 2,500.00
		Rosemead Chamber Of Commerce	Sponsorship	\$ 45.00
		Rosemont Community Foundation	Donation	\$ 500.00
		Rotary Club for Rancho Cordova	Sponsorship	\$ 500.00
		Rotary Club of Thousand Oaks	Sponsorship	\$ 3,500.00
		Russian American Media, Inc.	Sponsorship	\$12,000.00
		Russian Cultural Center	Sponsorship	\$ 2,000.00
		Sacramento City Unified School	Donation	\$ 917.91
		Sacramento Delta Foundation, Inc.	Donation	\$ 1,000.00
		Sacramento Food Bank	Donation	\$ 5,000.00
		SGA 20th Anniversary Dinner	Sponsorship	\$ 750.00
		Salmonid Restoration Federation	Sponsorship	\$ 1,000.00
		Salvation Army Monterey County	Donation	\$ 5,000.00
		San Diego LGBT Community Center	Sponsorship	\$ 2,500.00
		San Gabriel Educational Foundation	Sponsorship	\$ 500.00
		San Gabriel Valley Family Center	Donation	\$ 1,000.00
		San Gabriel Valley Water Forum	Sponsorship	\$ 2,000.00
		San Juan Education Foundation	Sponsorship	\$ 2,500.00
		San Marino Chamber of Commerce	Sponsorship	\$ 2,000.00

	San Marino Schools Foundation	Sponsorship	\$ 5,000.00
	Senior Concerns	Sponsorship	\$ 5,000.00
	Soroptimist International of the America	Sponsorship	\$ 1,500.00
	South San Diego Imperial Beach Chiefs	Donation	\$ 500.00
	Southern California Association of Governments	Sponsorship	\$ 3,000.00
	Stop the Violence Increase the Peace Foundation	Sponsorship	\$ 1,250.00
	Sun and Sea Festival	Sponsorship	\$ 12,000.00
	Sunrise Recreation & Park District	Donation	\$ 950.00
	Sunrise Recreation & Park District	Sponsorship	\$ 3,000.00
	Temple City	Sponsorship	\$ 2,500.00
	Temple City Chamber of Commerce	Sponsorship	\$ 2,000.00
	The California Roast	Sponsorship	\$ 5,000.00
	The Village Project, Inc.	Donation	\$ 8,500.00
	The Village Project, Inc.	Sponsorship	\$ 2,500.00
	Thousand Oaks Police Charitable Foundation	Donation	\$ 3,000.00
	Truman Center for National Policy	Donation	\$ 3,000.00
	United Way of Monterey County	Sponsorship	\$ 32,500.00
	United Way of Ventura County	Sponsorship	\$ 5,000.00
	Upper San Gabriel Valley Municipal Water District	Sponsorship	\$ 2,500.00
	Ventura County Community Foundatio	Donation	\$ 5,000.00
	Ventura County Office of Education	Sponsorship	\$ 1,000.00
	Water Affordability Workshop	Sponsorship	\$ 500.00
	Water Education for Latino Leaders	Sponsorship	\$ 5,000.00
	Wayfinder Family Services	Sponsorship	\$ 2,500.00
	Weingart Center Association	Sponsorship	\$ 5,000.00
	Wildcoast	Sponsorship	\$ 5,000.00
	YMCA Camp Surf	Sponsorship	\$ 3,000.00
	YMCA of Greater Long Beach	Donation	\$ 1,000.00
	Donations Total		\$ 478,181.44

California American Water	
Attachment 10(e)	
Legal Fees	
	2018
Firm	Amount
Allen Matkins Leck Gamble & MA	\$ 1,148,914.83
Brown Law Group	33,567.24
Cozen O'Conner	2,280.00
Ellison Schneider & Harris LLP	417,694.27
Latham & Watkins LLP	1,872,681.24
Littler	37,668.62
Lombardo	32,564.56
Manatt Phelps & Phillips LLP	32,929.81
Morgan Lewis	74,456.74
Nossaman LLP	632,316.77
Zuber Lawler & Del Duca LLP	69,754.26
GRAND TOTAL	\$ 4,354,828.34

Legal Counsel	
	2018 Gross Compensation
Job Title	
VP Division General Counsel	\$ 309,070
Sr Dir Corp Counsel	\$ 277,235
Dir Corp Counsel	\$ 252,598
Dir Corp Counsel	\$ 250,274
Dir Corp Counsel	\$ 233,101
Dir Corp Counsel	\$ 217,609
Dir Corp Counsel	\$ 384