

**SAN JOSE WATER COMPANY
COMPENSATION OF EXECUTIVE OFFICERS
YEAR 2020**

<u>Job Title Description</u>	<u>Gross Pay</u>
VP of Finance, Controller & Asst Treasurer	439,798.76
Corp Secretary & Asst. General Counsel	383,108.50
VP of Information Systems	2,299,480.80
President & COO	817,083.11
VP of Engineering	2,381,162.13
VP of Technology	281,424.54
Executive Vice President	3,010,307.05
Chief Engineer	266,219.46
Executive, Special Projects	861,860.98
CFO & Treasurer	821,471.09
VP of Human Resources	327,172.49
Senior Vice President and General Counsel	708,723.90
VP of Operations	447,263.04
VP of Reg Affairs & Government Relations	354,347.41
CEO	1,736,603.88
VP of Engineering	312,050.40
Chief Administrative Officer	258,828.69
VP of Customer Service	255,177.84

**SAN JOSE WATER COMPANY
EXPENSES OF EXECUTIVE OFFICERS
YEAR 2020**

Job Title Description	Total
VP of Finance, Controller & Asst Treasurer	9,726
Corp Secretary & Asst. General Counsel	95
VP of Information Systems	151
President & COO	8,359
VP of Engineering	3,172
VP of Technology	1,840
Executive Vice President	543
Chief Engineer	2,328
CFO & Treasurer	7,124
VP of Human Resources	1,778
Senior Vice President and General Counsel	380
VP of Operations	3,612
VP of Reg Affairs & Government Relations	3,491
CEO	14,043
VP of Engineering	3,391
Chief Administrative Officer	1,441
VP of Customer Service	236

SAN JOSE WATER COMPANY
COMPENSATION OF EMPLOYEES OTHER THAN EXECUTIVE OFFICERS
EARNING \$ 85,000 OR MORE PER ANNUM - YEAR 2020

Job Title Description	Gross Pay
DS Worker I/18 Months	99,274.44
Crewleader B II - Swing/18 Months	149,643.24
Field Service Inspector I - Grave/18 Months	93,057.61
Director of Information Governance	177,786.38
Sr. Control Systems Technician/18 Months	136,968.75
Junior Engineer/12 Months	106,824.11
Corporate Counsel	200,579.05
Sr. Administrative Coordinator/18 Months	106,738.89
Assistant Engineer/18 Months	129,859.38
System Operator II - Grave/18 Months	144,872.43
Operations Worker I/18 Months	97,980.46
Sr. Water Services Rep./18 Months	123,705.25
System Operator - Swing/18 Months	144,061.40
System Operator IV/18 Months	142,993.42
Crewleader A-I/18 Months	135,300.49
Director, Information Systems	187,750.04
DevOps Manager	134,600.94
Assistant Engineer/18 Months	110,722.64
Operations Worker III/18 Months	99,297.55
DS Support Worker III/18 Months	147,553.52
Manager of Human Resources	129,250.00
System Operator III/18 Months	143,515.85
Capital Engineering Superintendent	144,917.77
Assistant Engineer/18 Months	111,562.70
Fleet, Fac & Meter Shop Admin	120,943.22
Concrete Crewleader/18 Months	112,750.44
Tax Analyst	89,777.11
Senior Developer	146,744.14
DS Worker I/18 Months	102,371.05
WTPO IV/18 Months	141,409.01
Field Service Inspector I/18 Months	99,936.13
Executive Assistant to CEO	99,660.15
Crewleader A-II/18 Months	130,820.24
Crewleader A (*)/18 Months	111,940.75
Water Quality Engineer	127,812.31
WTPO III/18 Months	167,221.20
Engineering Admin Coordinator/18 Months	91,908.57
Water Conservation Inspector/18 Months	90,176.18
Water Conservation Inspector/18 Months	89,552.24
Sr. Financial Reporting Analyst	113,219.78
WQ Engineer, Envrmntl Cmplnce	128,701.27
Operations Supervisor	145,611.51
Sr. Financial Analyst	107,701.17
Assistant Controller	190,524.32
Construction Superintendent	134,501.20
Water Services Rep IV/18 Months	116,465.00
DS Support Worker III/18 Months	85,727.05
Assistant WTPO/18 Months	111,237.97

<u>Job Title Description</u>	<u>Gross Pay</u>
Customer Srvc Fld Supervisor	123,394.12
System Operator Trainee/18 Months	101,220.76
Sr. DS Worker/18 Months	155,789.84
Senior Corporate Paralegal	111,985.39
Cross Connection Inspector/18 Months	113,651.70
Meter Mechanic/18 Months	92,165.28
Assistant Engineer/18 Months	139,836.95
Distribution System Supervisor	119,168.02
Water Conservation Inspector/18 Months	90,362.20
Chemical Delivery Systems Tech */18 Months	120,714.04
Director of Accounting	175,480.93
Systems Analyst - OAM	129,934.73
Oracle Applications Database Administrator	94,100.00
Customer Service Rep. II/18 Months	89,997.48
Financial Systems Manager	178,308.41
Engineering Unit Manager	187,789.33
Director of Logistics and Procurement	159,641.06
Director of Engineering	199,316.19
Sr. Associate Engineer	122,640.27
WTPO IV - Grave/18 Months	172,258.43
Meter Reader */18 Months	100,991.48
Manager of Field Service & Water Conservation	143,343.61
IS Manager, Infrastructure Suppt & Admin	178,053.99
Crewleader R-II/18 Months	122,036.33
Senior Control Systems Planner/18 Months	126,354.61
Sr. DS Worker/18 Months	130,022.95
System Operator II - Grave/18 Months	138,738.60
Meter Mechanic/18 Months	109,281.60
Director of Water Quality	160,785.70
Developer III	151,596.83
Field Service Inspector II/18 Months	98,140.86
Field Service Inspector I - Swing/18 Months	110,470.74
Senior Director, Cybersecurity & IT	229,429.33
Water Services Rep IV/18 Months	116,464.96
Engineering Manager	141,228.81
Ranger Naturalist/18 Months	113,969.02
Senior IT Support Engineer	110,868.69
Remittance & Mail Svcs. Technician/18 Months	91,464.39
Industrial Electrician I/18 Months	114,923.54
Crewleader A-II/18 Months	147,897.54
System Operator II - Swing/18 Months	132,092.52
Sr. Water Quality Inspector/18 Months	93,808.92
DS Worker I/18 Months	132,055.63
Crewleader A-I/18 Months	109,915.63
GIS Specialist	97,560.37
Director of Engineering	205,572.27
Superintendent of Field Customer Services	120,342.84
CSR III Office/18 Months	103,806.76
Sr. DS Worker/18 Months	155,605.43
Field Service Inspector I/18 Months	94,399.49
Backhoe Operator/18 Months	174,122.51
Sr. DS Worker - Swing/18 Months	143,835.91
Construction Supervisor	116,533.56

<u>Job Title Description</u>	<u>Gross Pay</u>
Customer Service Coordinator/18 Months	101,874.83
DS Worker/18 Months	88,488.21
Assistant Engineer/18 Months	133,041.51
Applications Architect	184,057.94
Leak Detection Technician I/Start	113,083.73
Field Cust Service Rep/18 Months	103,175.70
Sr. Operations Inspector/18 Months	115,179.46
Engineering Technician II/18 Months	94,498.06
System Operator II - Swing/18 Months	134,590.56
Director, Customer Systems Technologies	176,978.57
Director of Engineering	204,156.16
Distribution System Supervisor	97,538.30
WTPO IV/18 Months	155,174.76
Crewleader O I/18 Months	124,273.28
Engineering Sppt Supervisor	138,881.38
CSR III Office/18 Months	87,990.34
Crewleader D-III/18 Months	133,843.79
Field Service Inspector I/18 Months	93,033.59
Distribution System Supervisor	127,872.01
Mngr of Property & Permit Services	152,754.22
Mgr Wtr Trtmnt & Wtrshd Maint	179,369.01
Crewleader O I/18 Months	120,715.75
Utility System Designer/18 Months	136,053.16
Crewleader A-I/18 Months	117,229.03
Utility System Designer/18 Months	145,539.27
DS Inspector I/18 Months	110,516.54
DS Truck Operator II/18 Months	115,387.52
Operations Supervisor	145,890.18
Construction Supervisor	110,466.50
Manager of Customer Service, Office	132,511.25
Sr. Administrative Coordinator/18 Months	116,409.08
Water Trtmnt Plant Supervisor	151,979.85
Control Systems Technician II/18 Months	130,249.36
Network Manager	134,711.17
Meter Reader */18 Months	94,675.80
Assistant Engineer/18 Months	122,640.27
Sr. Water Svcs. Coordinator/18 Months	129,573.87
Field Cust Service Rep - Swing/18 Months	96,447.26
Dist System Office Supervisor	113,954.22
System Operator I/18 Months	110,394.15
Assistant Engineer/18 Months	137,468.32
Manager, Employee Experience	178,800.02
Sr. Associate Engineer	129,997.10
Sr. Associate Engineer	129,997.10
Manager of Regulatory Affairs	151,361.55
Crewleader A-I/18 Months	109,231.07
Staff Accountant	99,440.21
GIS Superintendent	132,933.52
Staff Accountant	87,351.36
Associate Engineer	131,738.18
Assistant Engineer/18 Months	118,485.63
Sr. DS Worker/18 Months	163,426.14
Human Resources Generalist	108,451.58

<u>Job Title Description</u>	<u>Gross Pay</u>
Field Service Inspector I/18 Months	95,696.47
Sr. Facilities Designer/18 Months	134,854.74
GIS System Administrator	120,944.05
Field Service Inspector II/18 Months	93,773.75
System Operator - Swing/18 Months	118,859.96
Assistant Engineer/18 Months	137,748.15
Backhoe Operator/18 Months	141,849.07
Cloud Operations Engineer	130,765.87
Director of Supplier Diversity	170,800.16
GIS Technician II/18 Months	97,212.87
Director of Taxation	199,990.10
Utility System Designer/18 Months	134,162.90
Meter Mechanic/18 Months	98,015.70
Surveyor/18 Months	118,076.16
Meter Mechanic/18 Months	97,951.41
Meter Mechanic/18 Months	92,700.60
Engineering Technician II/18 Months	104,207.07
Engineering Unit Manager	146,188.91
Field Service Inspector I/18 Months	101,265.58
System Operator II - Grave/18 Months	145,569.62
Sr. Cross Connection Inspector/18 Months	133,243.84
Revenue & Remittance Coordinator/18 Months	101,277.64
CSR III Office/18 Months	92,707.97
System Operator II - Swing/18 Months	123,784.28
System Operator II/18 Months	122,445.96
IS Supervisor	119,508.28
Revenue & Remittance Supervisor	110,705.49
Surveyor/18 Months	98,136.63
Tax Supervisor	161,634.59
Assistant Engineer/18 Months	129,684.17
Business Analyst III, Customer Experience	125,899.22
Sr. Water Quality Engineer	155,446.29
Engineering Unit Manager	177,624.16
Accounting Supervisor	123,080.87
Sr. AP Accountant	98,832.88
Engineering Technician III/18 Months	114,759.93
Engineering Technician III/18 Months	100,311.44
Assistant Chief Engineer	238,313.47
Field Service Inspector I/18 Months	102,705.99
Distribution Systems Supt.	131,909.47
DS Worker I - Swing/18 Months	96,953.27
Director of Environmental Health & Safety	189,561.85
DS Inspector II/18 Months	138,644.29
Fleet Supervisor	149,584.78
DS Inspector I/18 Months	99,445.05
Construction Coordinator I/18 Months	91,805.43
Administrative Coordinator/18 Months	97,112.40
Sr. Cross Connection Inspector/18 Months	143,922.12
Revenue & Remittance Coordinator/18 Months	92,376.42
Fleet & Facilities Worker I/18 Months	94,721.70
Meter Reader */18 Months	99,894.28
Superintendent of Health & Safety	120,123.46
Sr Civil Engineer	134,480.16

Job Title Description	Gross Pay
Field Service Inspector I/18 Months	100,494.46
Sr. Meter Mechanic/18 Months	102,513.66
Senior DS Clerk/18 Months	90,019.47
SCADA/Control Systems Developer	138,134.74
Operations Supervisor	147,447.92
Sr. Cross Connection Inspector/18 Months	142,833.56
Customer Service Rep. II/18 Months	85,065.91
Customer Service Rep. II/18 Months	88,003.35
Water Quality Inspector/18 Months	87,874.53
Survey Superintendent	136,757.85
DS Worker - Swing/18 Months	105,057.69
Water Quality Superintendent	146,716.11
Director of Distribution System	179,182.36
Sr. Eng Admin Coordinator/18 Months	102,676.99
Accounting Supervisor	130,747.09
Telecom Specialist	113,877.68
CSR III Office/18 Months	95,760.59
CSR III Office/18 Months	98,983.74
Director, Corp Sustainability and Innovation	226,142.82
Manager, SCADA Systems	149,780.96
Leak Detection Technician I/Start	110,727.68
Engineering Technician II/18 Months	97,235.36
DS Inspector I/18 Months	121,347.90
Sr. Construction Coordinator/18 Months	112,226.96
Fleet & Facilities Worker II/18 Months	99,475.07
Fleet & Facilities Worker I/18 Months	98,537.63
DS Inspector II/18 Months	140,392.56
Customer Field Svc. Supervisor- Conservation	134,612.80
Human Resources Specialist	88,719.66
Field Service Inspector I/18 Months	103,246.48
Customer Service Rep. II/18 Months	85,611.92
Field Service Inspector I/18 Months	98,710.76
System Administrator - EAM	135,642.59
Engineering Technician II/18 Months	95,512.79
Sr. Cross Connection Inspector/18 Months	148,467.18
Sr. Field Customer Service Rep/18 Months	97,675.60
Crewleader H/18 Months	124,857.90
Industrial Electrician I/18 Months	124,581.85
CSR III Office/18 Months	95,961.08
Crewleader WQ/18 Months	113,307.22
Financial Systems Administrator	111,699.49
Director of Operations and Treatment	205,237.75
Cross Connection Inspector/18 Months	123,808.23
Crewleader E-I - Swing/18 Months	156,636.99
Field Service Inspector I/18 Months	95,255.81
Sr Civil Engineer	137,751.00
Engineering Supervisor	137,769.54
Field Service Inspector I/18 Months	102,512.00
Regulatory Affairs Analyst	135,311.67
DS Support Worker III/18 Months	104,628.38
Cross Connection Inspector/18 Months	112,255.61
Business Analyst I, Customer Experience	100,554.03
Crewleader C-I/18 Months	149,140.39

<u>Job Title Description</u>	<u>Gross Pay</u>
Sr. Water Svcs. Coordinator/18 Months	131,901.26
Manager of Operations	162,677.14
Operations Supervisor	145,115.40
Warehouse Coordinator/18 Months	107,400.57
Field Service Inspector I/18 Months	93,650.03
DS Worker I - Swing/18 Months	110,448.86
Water Services Rep III/18 Months	99,140.82
CSR III Office/18 Months	94,321.10
Meter Shop Supervisor	125,389.50
Network/Firewall Administrator	95,259.39
Staff Accountant	91,901.56
Sr. Associate Engineer	130,112.49
Customer Service Coordinator/18 Months	102,884.14
DS Truck Operator II/18 Months	110,540.04
Facilities Supervisor	118,192.22
DS Worker I/18 Months	93,687.73
DS Inspector II/18 Months	128,034.56
DS Truck Operator II/18 Months	115,769.06
Crewleader A (*)/18 Months	110,562.60
Data Security Analyst II	126,603.54
Financial Reporting & Compliance Manager	150,421.60
Construction Supervisor	117,914.78
Director of Corporate Communications	175,544.54
Customer Srvc Offc Supvr	101,458.10
WTPO III - Swing/18 Months	167,741.52
DS Inspector I/18 Months	118,792.51
Assistant Chief Engineer	207,352.00
Sr. Financial Analyst	115,991.94
Field Service Inspector I - Swing/18 Months	98,257.82
Director of Human Resources	165,866.24
Corporate Communications Manager	138,900.00
DS Inspector I/18 Months	119,326.03
Director - Emergency Mgmt & Bus. Resiliency	173,251.34
DS Worker/18 Months	85,176.57
Engineering Unit Manager	174,575.16
Field Service Inspector I/18 Months	91,309.47
Sr. Associate Engineer	130,189.41
Operations Worker I/18 Months	88,007.78
Meter Reader */18 Months	91,600.41
Capital Engineering Supervisor	130,778.93
Crewleader A (*)/18 Months	129,442.02
WTPO III - Swing/18 Months	168,312.23
DS Worker I/18 Months	110,364.57

**SAN JOSE WATER COMPANY
EXPENSES OF EMPLOYEES OTHER THAN EXECUTIVE OFFICERS
EARNING \$ 85,000 OR MORE PER ANNUM - YEAR 2020**

Job Title Description	Total
Director of Information Governance	281
Junior Engineer/12 Months	61
Corporate Counsel	114
Director, Information Systems	1,011
Assistant Engineer/18 Months	39
Fleet, Fac & Meter Shop Admin	289
Executive Assistant to CEO	7,817
Water Quality Engineer	571
Sr. Financial Reporting Analyst	102
WQ Engineer, Envrmntl Cmplnce	10
Operations Supervisor	440
Assistant Controller	5,311
Construction Superintendent	339
Customer Srvc Fld Supervisor	2,043
Senior Corporate Paralegal	3,268
Distribution System Supervisor	1,465
Director of Accounting	532
Customer Service Rep. II/18 Months	1,949
Financial Systems Manager	897
Engineering Unit Manager	462
Director of Logistics and Procurement	1,134
Manager of Field Service & Water Conservation	2,861
Director of Water Quality	565
Senior Director, Cybersecurity & IT	3,347
Director of Engineering	331
Superintendent of Field Customer Services	682
Construction Supervisor	143
Crewleader O I/18 Months	822
Distribution System Supervisor	1,946
Mngr of Property & Permit Services	31
Mgr Wtr Trtmnt & Wtrshd Maint	340
Utility System Designer/18 Months	28
Operations Supervisor	123
Construction Supervisor	28
Manager of Customer Service, Office	1,746
Water Trtmnt Plant Supervisor	984
Network Manager	761
Assistant Engineer/18 Months	435
Dist System Office Supervisor	617
Assistant Engineer/18 Months	54
Manager, Employee Experience	474
Sr. Associate Engineer	392
GIS Superintendent	707
Sr. Facilities Designer/18 Months	388
GIS System Administrator	221
Director of Supplier Diversity	12,725
GIS Technician II/18 Months	150

<u>Job Title Description</u>	<u>Total</u>
Director of Taxation	1,750
Utility System Designer/18 Months	81
Engineering Unit Manager	535
Assistant Engineer/18 Months	138
Sr. Water Quality Engineer	1,647
Engineering Unit Manager	598
Assistant Chief Engineer	76
Distribution Systems Supt.	461
Director of Environmental Health & Safety	860
Fleet Supervisor	801
Superintendent of Health & Safety	667
Sr Civil Engineer	126
SCADA/Control Systems Developer	104
Operations Supervisor	1,028
Survey Superintendent	1,046
Water Quality Superintendent	(214)
Director of Distribution System	2,438
Sr. Eng Admin Coordinator/18 Months	430
Director, Corp Sustainability and Innovation	1,290
Manager, SCADA Systems	35
Customer Field Svc. Supervisor- Conservation	219
System Administrator - EAM	1,981
Director of Operations and Treatment	1,362
Sr Civil Engineer	203
Engineering Supervisor	55
Manager of Operations	2,343
Operations Supervisor	711
Meter Shop Supervisor	2,033
Data Security Analyst II	3,028
Financial Reporting & Compliance Manager	57
Construction Supervisor	56
Director of Corporate Communications	4,185
Assistant Chief Engineer	1,432
Director of Human Resources	185
Corporate Communications Manager	1,321
Director - Emergency Mgmt & Bus. Resiliency	2,143
Engineering Unit Manager	1,639
Sr. Associate Engineer	52
Capital Engineering Supervisor	346

**SAN JOSE WATER COMPANY
CONTRIBUTIONS-2020**

ORGANIZATION	2020
ACE CHARTER SCHOOL	2,500
ACTERRA	1,500
AFRICAN AMERICAN COMMUNITY SERVICE AGENCY	1,750
AFRICAN AMERICAN COMMUNITY SERVICES ORG	1,960
ALUM ROCK COUNSELING CENTER	2,500
ANN RAVEL FOR SENATE 2020	1,000
ANTHONY PHAN FOR ASSEMBLY 2020	1,000
ASIAN AMERICANS	1,500
ASIAN PACIFIC AMERICAN LEADERSHIP INSTITUTE	1,500
BAY AREA COMMUNITY DEVELOPMENT	1,000
BOY SCOUTS OF AMERICA	5,000
BOYS & GIRLS CLUB OF SILICON VALLEY	3,500
CA CHAMBER OF COMMERCE	2,500
CANCER CAREPOINT	2,500
CHILD ADVOCATES OF SILICON VALLEY	2,500
CHRISTMAS IN THE PARK, INC.	2,500
CITY LIGHTS THEATER COMPANY	2,500
CORTESE FOR SENATE 2020	1,000
CUPERTINO CHAMBER OF COMMERCE	5,750
CUPERTINO CHAMBER PAC	1,500
CUPERTINO ROTARY ENDOWMENT FOUNDATION	3,000
CUPERTINO SISTER CITIES, INC.	500
DOWNTOWN STREETS, INC.	2,500
DRESS FOR SUCCESS SAN JOSE	2,500
ELYSIAN FIELDS TRANSFORMATIONAL COMMUNITY	1,000
EVAN LOW FOR ASSEMBLY 2020	3,000
FAMILY SUPPORTIVE HOUSING INC	10,000
GUADALUPE RIVER PARK CONSERVANCY	5,000
HAPPY HOLLOW FOUNDATION	30,000
HOME FIRST	7,500
HOPE SERVICES	2,500
HUNGER AT HOME	2,500
INDUSTRY COUNCIL FOR SMALL BUS DEV	5,000
JOINT VENTURE SILICON VALLEY	2,500
JUMA VENTURES	1,500
LAN DIEP FOR SJ CITY COUNCIL	600
LOAVES & FISHES FAMILY KITCHEN	1,000
MAMA D 2ND CHANCE	1,000
MARINE SCIENCE INSTITUTE	2,500
MARTHA'S KITCHEN	2,000
MILPITAS FAMILIES FOR ANTHONY PHAN	250
MY NEW RED SHOES	1,500
NAMIWALKS SILICON VALLEY	1,000
NATIONAL ASSOCIATION OF WATER COMPANIES	10,000
NEXT DOOR SOLUTIONS TO DOMESTIC VIOLENCE	3,500
NSW RURAL FIRE SERVICE & BRIGADES DONATIONS FUND	20,285
OTTO LEE FOR SUPERVISER 2020	1,000
PARENTS HELPING PARENTS, INC.	2,000
PARISI HOUSE ON THE HILL, INC.	1,000
PARTI PROGRAM	1,500

ORGANIZATION	2020
READING PARTNERS	1,000
REBUILDING TOGETHER SILICON VALLEY	10,000
RECOVERY CAFE SAN JOSE	1,000
RE-ELECT DEV DAVIS 2020	600
ROTARY CLUB OF SAN JOSE	2,500
S J PUBLIC LIBRARY FOUNDATION	50,000
SAFE CLEAN WATER FOR OUR FUTURE	5,000
SAN JOSE CHAMBER OF COMMERCE	3,100
SAN JOSE CLERKS OFFICE	242
SAN JOSE DAY NURSERY	5,000
SAN JOSE DOWNTOWN FOUNDATION	1,500
SAN JOSE EVERGREEN COMMUNITY	5,000
SAN JOSE NEWS BUREAU	2,500
SANTA CLARA COUNTY FIRESAFE CO	5,107
SCHMAHL SCIENCE WORKSHOPS	1,000
SCHOOL OF ARTS AND CULTURE AT MHP	2,500
SECOND HARVEST FOOD BANK	7,000
SILICON VALLEY COUNCIL OF NONPROFITS	1,000
SILICON VALLEY EDUCATION FOUNDATION	2,500
SILICON VALLEY LEADERSHIP GROUP	15,680
SJSU TOWER FOUNDATION	3,500
SOCIAL GOOD FUND, INC.	500
SPUR	5,000
STROKE AWARENESS FOUNDATION	1,000
SVO PAC	1,300
TEEN CHALLENGE	1,000
THE HEALTH TRUST	2,000
THE SILICON VALLEY ORGANIZATION	25,535
THE TABARD THEATRE COMPANY	2,500
UNITED NEGRO COLLEGE FUNDS, INC	5,000
UNITED VETERANS COUNCIL OF SANTA CLARA COUNTY	1,000
US GREEN BUILDING COUNCIL	1,500
VEGGIELUTION	2,000
VMC FOUNDATION	10,000
WE HOPE / PROJECT WE HOPE	3,000
YMCA OF SILICON VALLEY	7,500

**SAN JOSE WATER COMPANY
EMPLOYEE DUES-2020**

ORGANIZATION	2020
ADOBE CAPTIVATE	404
AMAZON PRIME	64
AMERICAN BOARD OF INDUSTRIAL HYGIENE	150
AMERICAN INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS	793
AMERICAN SOCIETY OF CIVIL ENGINEERS	600
AMERICAN SOCIETY OF SAFETY ENGINEERS	225
AMERICAN WATER WORKS	175
AMERICAN WATER WORKS ASSOCIATION	4,172
APPLE.COM	1
ASSOCIATION OF CORPORATE COUNCIL	515
AUDIBLE US	297
CA ENGINEERS BOARD	1,044
CA UTILITIES EMERGENCY ASSOCIATION	1,627
CALIFORNIA CHAMBER OF COMMERCE	750
CALIFORNIA LAND SURVEYOR ASSOCIATION	240
CALIFORNIA SECRETARY OF STATE	40
CALIFORNIA SOCIETY OF CPA'S	680
CLOUD GURU	249
CPA BOARD OF ACCOUNTANCY	1,180
ESTORE ON THE HUB.COM	100
FROG FITNESS	584
INSTITUTE OF ASSET MANAGEMENT	202
INSTITUTE OF SUPPLY MANAGEMENT	190
NATIONAL ASSOCIATION OF TRAINING & ENVIRONMENTAL CONSULTING	1,004
NATIONAL SAFETY COUNCIL	915
NATIONALL FIRE PROTECTION ASSOCIATION	175
PIKTOCHART	40
RELIABILITYWEB.COM	150
ROTARY CLUB OF SAN JOSE	1,563
SILICON VALLEY ASSOCIATION OF GENERAL COUNSEL	480
SLACK	1,920
SOCIETY OF CORPORATE SECRETARIES & GOVERNANCE PROFESSIONALS	705
STATE BAR OF CA	2,096
STATE WATER RESOURCES CONTROL BOARD	210
TEXAS BOARD OF PROFESSIONAL ENGINEERS	80
TOASTMASTERS	58
WATER ENVIRONMENT FEDERATION	332
WEB NETWORK SOLUTIONS	42

**SAN JOSE WATER COMPANY
COMPANY DUES-2020**

ORGANIZATION	2020
AMERICAN WATER WORKS	23,839
CALIFORNIA CHAMBER OF COMMERCE	6,250
CALIFORNIA WATER ASSOCIATION	333,812
CALIFORNIA WATER EFFICIENCY PARTNERS	16,341
CENTER FOR CORPORATE INNOVATION INC	25,000
NATIONAL ASSOC OF WATER COMPANIES	229,339
SPUR SAN JOSE	5,000
WATER EDUCATION FOUNDATION	4,653
WATER RESEARCH FOUNDATION	95,889

**SAN JOSE WATER COMPANY
SUBSCRIPTION-2020**

SUBSCRIPTION	2020
ACTIVE NAVIGATION	33,983
ADOBE SYSTEMS	102
AMAZON PRIME	130
AMERICAN WATER WORKS ASSOCIATION	9,923
APPLE	46
ARGENT COMMUNICATIONS GROUP	875
CCH INCORPORATED	8,496
CEB IT LEADERSHIP COUNCIL FOR MIDSIZED COMPANY	20,898
DOCUSIGN	9,274
DOORDASH	50
EGNYTE	140
INTEGRATION PARTNERS	13,882
POSTERMYWALL	106
RAND WORLDWIDE	11,077
RELX INC/ LEXIS NEXIS	2,800
SAN JOSE MERCURY NEWS	489
SCU RECREATION CENTER	480
SHI INTERNATIONAL	338
SOCIETY FOR HUMAN RESOURCE MANAGEMENT	209
SXM SIRIUS	133
THE BUSINESS JOURNALS	95
USC FOUNDATION FOR CROSS-CONNECTION CONTROL & HYDRAULIC RESEARCH	120
UTM.IO TEAM	444
WALL STREET JOURNAL	1,024
WORLDATEWORK	350

**SAN JOSE WATER COMPANY
LEGAL FEES AND EXPENSES
YEAR 2020**

<u>Firm Name</u>	<u>Account Title</u>	<u>Account Number</u>	<u>Amount</u>
Hoge Fenton Jones & Appel	CWIP	100-3	6,624
Hoge Fenton Jones & Appel	Outside Services	798	28,074
Kenneth Kaufmann	CWIP	100-3	6,828
Morgan Lewis & Bockius LLP	Outside Services	798	293,996
Nossaman LLP	Outside Services	798	229,588
Perkins Coie LLP	Outside Services	798	98,496
Rutan & Tucker LLP	Outside Services	798	10,495
Soderquist Law Offices	Outside Services	798	106,431
Starr Finley LLP	Outside Services	798	81,396
Tyson & Mendes	Outside Services	798	164,505
Wilson Elser Moskowitz Edelman	Outside Services	798	4,910