

SAN JOSE WATER COMPANY
COMPENSATION OF EXECUTIVE OFFICERS
YEAR 2024

Job Title Description	Compensation
General Counsel & Vice President	798,484
Controller	318,340
VP, Information Security Officer	409,779
Chief Operating Officer	893,944
Deputy General Counsel & Corp Secretary	454,582
Chief Accounting Officer	49,038
President	647,878
Vice President, Chief Human Resources Officer	522,102
VP of Operations	631,608
VP Corporate Communications	251,250
VP of Regulatory Affairs & Customer Service	641,020
CEO	3,129,523
VP of Engineering	625,656
VP of Engineering	299,292
SVP of Finance, Principal Accounting Officer	347,215

SAN JOSE WATER COMPANY
COMPENSATION OF EMPLOYEES OTHER THAN EXECUTIVE OFFICERS
EARNING \$ 85,000 OR MORE PER ANNUM - YEAR 2024

Job Title Description	Compensation
DS Inspector I/18 Months	179,433
Sr. Director, Financial Rptng. & Compliance	302,500
DS Inspector I/18 Months	149,133
Crewleader B-II/18 Months	146,980
Water Conservation Inspector/18 Months	96,410
Desktop Technician III	95,685
Fleet & Facilities Admin Coordinator	109,910
Senior Control Systems Planner/18 Months	162,986
Manager, Financial Reporting & Technical Acct	162,804
Assistant Engineer/18 Months	144,438
Sr. Administrative Coordinator/18 Months	124,842
Meter Reader/18 Months	86,729
Accounting & Finance Systems Manager	166,318
DS Worker - Grave/18 Months	126,157
Senior Manager, Customer Service	206,070
WTPO I/18 Months	125,974
Sr. Water Services Rep./18 Months	144,114
System Operator II/18 Months	139,237
WTPO IV - Grave/18 Months	252,936
Control System Technician I/18 Months	155,156
Crewleader A-I/18 Months	93,508
Payroll Accountant	105,459
DevOps Manager	190,341
Crewleader O II/18 Months	141,500
Operations Supervisor	154,023
Meter Reader/18 Months	96,354
System Operator III - Grave/18 Months	187,044
Crewleader B II - Swing/18 Months	165,908
Sr. Tax Analyst	119,751
Senior Developer	179,762
DS Worker I/18 Months	118,651
DS Worker/18 Months	108,127
Field Service Inspector I/18 Months	108,770
Systems Engineer	85,069
Senior Executive to CEO	121,511
Crewleader A-II/18 Months	169,537
Crewleader A (*)/18 Months	125,693
Operations Supervisor	142,372
Assistant Controller	220,196
WTPO III/18 Months	164,318
Engineering Admin Coordinator/18 Months	106,225

Job Title Description	Compensation
DS Clerk/18 Months	101,826
Sr. Field Customer Service Rep/18 Months	113,848
Associate Engineer of Environmental Quality	158,189
Sr. Financial Reporting Analyst	123,813
Sr. Financial Analyst	130,440
Construction Supervisor	134,871
Director of Human Resources	189,950
WTPO III/18 Months	143,306
Crewleader B-II/18 Months	233,567
Meter Mechanic/18 Months	104,220
Distribution System Supervisor	146,646
Chemical Delivery Systems Tech */18 Months	137,245
Director of Water Quality	258,633
Business Intelligence Manager	172,691
Oracle Applications Database Administrator	150,200
Senior Business Systems Analyst	139,932
Executive Project Administrator	130,000
Financial Systems Manager	110,221
Director of Engineering	233,872
Cross Connection Inspector/18 Months	109,595
Director of Logistics and Procurement	221,880
Director of Engineering	247,189
WTPO V - Swing/18 Months	147,032
Field Service Inspector I - Swing/18 Months	130,281
Meter Reader */18 Months	125,335
Manager of Field Service & Water Conservation	168,964
Operations Supervisor	167,174
Telecom Specialist	126,044
Talent Specialist	100,000
DS Support Worker III/18 Months	160,774
WTPO III - Grave/18 Months	189,217
AMI Program Manager	171,679
Warehouse Coordinator/18 Months	118,419
Customer Service Rep. I/18 Months	92,667
Director - Emergency Mgmt & Bus. Resiliency	267,839
Field Service Inspector II/18 Months	142,666
DS Worker I/18 Months	112,931
Sr. Water Services Rep./18 Months	142,299
Sr Civil Engineer	188,966
Customer Service Supervisor, Quality/Assuranc	110,223
Customer Svc Fld Supervisor	126,997
Senior IT Support Engineer	132,252
Industrial Electrician II/18 Months	150,155
Sr. Water Quality Inspector/18 Months	135,260
Crewleader A-III/18 Months	168,791
System Operator III - Swing/18 Months	173,307

Job Title Description	Compensation
Operations Worker I/18 Months	106,584
Crewleader B-II/18 Months	201,224
Crewleader E-I - Swing/18 Months	163,939
Operations Worker/18 Months	92,251
Superintendent of Field Customer Services	153,988
Sr. Customer Service Coordinator/18 Months	114,780
Crewleader G-II - Grave/18 Months	184,204
WTPO II - Swing/18 Months	259,968
Field Service Inspector I/18 Months	104,160
Backhoe Operator/18 Months	204,732
Meter Mechanic/18 Months	97,951
Crewleader A-I/18 Months	149,365
Construction Superintendent	156,542
DS Inspector I/18 Months	133,031
Water Services Coordinator II/18 Months	131,709
Assistant Engineer/18 Months	159,352
Sr. Leak Detection Technician/18 Months	143,492
Water Services Rep II/18 Months	111,615
Meter Reading Coordinator/18 Months	127,401
DS Worker/18 Months	117,530
Control Systems Technician II/18 Months	142,670
Sr. Operations Inspector/18 Months	133,442
EHS Project Engineer	142,925
Engineering Technician III/18 Months	127,241
System Operator III/18 Months	149,926
Physical Security Manager	203,960
Director, Customer Systems Technologies	223,497
Director of Engineering	248,088
Distribution System Supervisor	141,139
WTPO IV/18 Months	210,825
Crewleader O I/18 Months	136,987
Engineering Sppt Supervisor	150,468
Field Cust Service Rep/18 Months	102,763
DS Worker/18 Months	102,518
DS Worker - Swing/18 Months	122,906
Crewleader D-III/18 Months	154,663
Field Service Inspector I/18 Months	104,673
Distribution System Supervisor	151,963
Mngr of Property & Permit Services	191,861
Corporate Communications Manager	141,588
Junior Engineer/18 Months	126,525
Systems Analyst Enterprise Assets Management	118,305
Director of Information Technology	265,612
Customer Service Rep. I/18 Months	88,855
DS Truck Operator II/18 Months	151,533
System Operator I - Grave/18 Months	154,783

Job Title Description	Compensation
Manager, Financial Planning & Analysis	182,804
Water Treatment Plant Superintendent	194,393
Sr. Construction Supervisor	139,671
Field Service Inspector I/18 Months	120,593
Senior Firewall Administrator	186,300
Sr. Administrative Coordinator/18 Months	130,349
Systems Analyst - OAM	145,820
Senior SEC Reporting Analyst	132,000
Manager, Water Treatment	210,486
Control Systems Technician II/18 Months	146,752
Network Manager	183,381
Meter Reader */18 Months	112,111
Assistant Engineer/18 Months	141,553
System Operator I/18 Months	127,480
Assistant Engineer/18 Months	145,480
Senior Engineer	155,804
Systems Administrator	124,727
Sr. Water Svcs. Coordinator II / 18 Months	142,526
Chief Engineer	509,445
Field Cust Service Rep - Swing/18 Months	110,937
AMI - Analyst	155,414
Cybersecurity Associate Analyst	87,503
Assistant Engineer/18 Months	155,761
Corporate Counsel	272,209
Dist System Office Supervisor	128,441
System Operator II/18 Months	141,844
Manager, Env Planning & Natural Resources	196,726
Associate Engineer	157,642
Manager, Employee Experience	213,142
Engineering Supervisor	124,645
Engineering Unit Manager	179,318
Field Service Inspector I/18 Months	112,675
Crewleader A-I/18 Months	158,377
Staff Accountant	112,701
DS Worker/18 Months	122,232
Meter Reader/18 Months	89,073
Assistant Engineer/18 Months	141,872
Crewleader A-II/18 Months	194,309
Human Resources Generalist	124,575
Sr. Facilities Designer/18 Months	154,340
GIS Manager	183,058
Sr. Watershed Worker/18 Months	142,399
System Operator I - Grave/18 Months	140,008
Backhoe Operator/18 Months	167,511
System Operator Trainee/18 Months	101,703
Cloud Operations Engineer	158,008

Job Title Description	Compensation
Director of Real Estate	303,941
Director of Supplier Diversity	218,335
Water Loss Control Administrator	104,007
Director of Tax Managing	299,610
Sr. Utility Systems Designer/18 Months	190,231
Meter Mechanic/18 Months	104,055
Senior Surveyor/18 Months	153,332
Meter Mechanic/18 Months	104,050
Engineering Technician III/18 Months	140,207
Field Service Inspector I/18 Months	113,699
Engineering Unit Manager	221,253
System Operator I/18 Months	131,212
Field Service Inspector I/18 Months	148,580
Chemical Delivery Systems Tech III/18 Months	156,329
Revenue & Remittance Coordinator/18 Months	107,462
Meter Mechanic/18 Months	107,308
Customer Service Supervisor	120,950
System Operator III/18 Months	170,454
Crewleader WS I/18 Months	122,733
Senior GIS Specialist	105,351
Revenue & Remittance Manager	140,000
Tax Manager	178,000
Sr. DS Support Worker/18 Months	149,958
Assistant Engineer/18 Months	166,924
Developer Analyst III	162,840
Human Resources Generalist	99,414
Junior Engineer/18 Months	127,170
Manager, Environmental Quality	180,617
Engineering Unit Manager	216,827
Sr. Accountant Fixed Assets	136,450
Assistant Engineer/18 Months	131,611
Engineering Technician III/18 Months	132,553
Survey Technician II/18 Months	123,192
Director of Engineering	285,726
Data Engineer	160,436
Meter Reader/18 Months	87,520
Field Service Inspector II/18 Months	116,001
Distribution Systems Supt.	171,451
Sr. Accountant Extension Deposit	103,000
Senior DS Clerk/18 Months	95,559
DS Worker I - Swing/18 Months	177,985
Cross Connection Inspector/18 Months	110,007
Crewleader A-II/18 Months	154,357
Fleet Supervisor	170,814
DS Inspector I/18 Months	123,853
Construction Coordinator II/18 Months	115,577

Job Title Description	Compensation
DS Worker/18 Months	125,340
Sr. Administrative Coordinator/18 Months	123,743
Sr. Cross Connection Inspector/18 Months	126,055
Fleet & Facilities Worker II/18 Months	115,389
Superintendent of Health & Safety	142,258
Strategic Sourcing Supervisor	164,643
GIS Technician I/12 Months	91,752
Sr Accountant	117,888
Engineering Manager	179,719
Field Service Inspector I/18 Months	116,872
AMI - Analyst	90,000
Sr Data Analyst	100,086
Field Service Inspector I/18 Months	121,181
Sr. Meter Mechanic/18 Months	124,873
Senior DS Clerk/18 Months	101,599
Customer Service Rep. I/18 Months	100,914
SCADA/Control Systems Developer	160,229
Manager of Operations	204,154
Sr. Cross Connection Inspector/18 Months	123,200
Customer Service Rep. I/18 Months	86,956
CSR III Office/18 Months	106,038
CSR III Office/18 Months	98,016
Survey Unit Manager	162,165
Sr. DS Worker/18 Months	170,056
Manager of Water Quality	167,714
GIS Technician I/12 Months	93,716
Director of Distribution System	246,731
Sr. Eng Admin Coordinator/18 Months	116,438
Construction Supervisor	130,072
Manager, SCADA Systems	187,967
Junior Engineer/18 Months	112,086
DS Worker I/18 Months	124,886
DS Worker/12 Months	87,536
Sr. Leak Detection Technician/18 Months	143,381
Crewleader B I/18 Months	146,653
Engineering Technician II/18 Months	244,803
DS Inspector I/18 Months	207,615
Sr. Construction Coordinator/18 Months	124,617
Fleet & Facilities Worker II/18 Months	108,120
Fleet & Facilities Worker II/18 Months	117,471
DS Worker - Grave/12 Months	86,566
Customer Service Rep. II/18 Months	103,424
Director of Human Resources	132,316
Field Service Inspector I/18 Months	118,227
CSR III Office/18 Months	103,553
Field Service Inspector I/18 Months	111,926

Job Title Description	Compensation
Junior Engineer/18 Months	129,902
ECM Application Administrator	117,300
Engineering Technician III/18 Months	127,232
Fixed Asset Manager	169,230
Asset Management Systems Supervisor	168,849
Cross Connection Program Lead/18 Months	124,427
Crewleader H/18 Months	140,603
Customer Service Rep. II/18 Months	95,648
Industrial Electrician II/18 Months	140,927
Sr. Customer Service Coordinator/18 Months	111,678
Assistant Engineer/18 Months	155,200
Construction Supervisor	135,121
Senior Business Analyst	132,309
Senior Director of Operations	276,423
Sr. Cross Connection Inspector/18 Months	110,573
Meter Mechanic/18 Months	126,933
Field Service Inspector I - Grave/18 Months	118,187
Engineering Unit Manager	199,874
Engineering Unit Manager	179,217
Field Service Inspector I/18 Months	115,097
Regulatory Affairs Analyst	151,439
Senior Warehouse Coordinator/18 Months	134,137
Sr. Cross Connection Inspector/18 Months	123,245
Survey Aide III/12 Months	85,031
Associate Engineer	147,591
Operations Superintendent	177,872
DS Worker - Swing/18 Months	121,092
Field Service Inspector I/18 Months	114,334
DS Inspector I/18 Months	170,145
CSR III Office/18 Months	110,587
Superintendent of Meter Shop & Meter Reading	146,514
IT Administrator- Asset Mgmt & Audit/Controls	180,481
Network/Firewall Administrator	178,056
Director of Regulatory Affairs	204,703
Regulatory Affairs Analyst	121,316
Sr. Systems Analyst	135,849
Sr. Associate Engineer	160,818
Water Services Rep II/18 Months	110,321
Operations Worker/18 Months	92,603
Crewleader B-II/18 Months	177,317
Facilities Supervisor	144,334
Crewleader B-II/18 Months	146,133
Crewleader C-II/18 Months	215,924
Water Conservation Inspector/18 Months	100,717
CSR III Office/18 Months	112,262
Data Security Analyst II	153,248

Job Title Description	Compensation
Director of Financial Reporting and Compliance	220,118
Water Quality Supervisor	157,978
Meter Reader/18 Months	105,271
Director of Corporate Communications	232,211
Operations Supervisor	145,115
DS Inspector I/18 Months	225,233
Manager, Financial Planning & Analysis	173,873
Customer Field Svc. Supervisor- Conservation	129,754
Director of Customer Service	235,573
Capital Program Administrator	95,173
Meter Reader/18 Months	108,097
Customer Service Rep. II/18 Months	97,723
Junior Engineer/18 Months	132,224
Director of Asset Management	255,310
Field Service Inspector I/18 Months	110,056
Sr Civil Engineer	181,781
Watershed Worker I/18 Months	94,688
Systems Analyst	127,490
Engineering Manager - Construction	173,185
Corp Governance Specialist & Paralegal	156,923
Meter Reader/18 Months	87,344
Engineering Technician I/18 Months	106,613
DS Worker/18 Months	102,297
WTPO III - Swing/18 Months	101,020
DS Inspector I/18 Months	227,759
Director of Information Governance	205,000

SAN JOSE WATER COMPANY
EXPENSES OF EXECUTIVE OFFICERS
YEAR 2024

Job Title Description	2024
General Counsel & Vice President	20,414
Controller	6,822
VP, Information Security Officer	15,893
Chief Operating Officer	33,051
Deputy General Counsel & Corp Secretary	6,394
Chief Accounting Officer	6,866
President	25,617
Vice President, Chief Human Resources Officer	29,612
VP of Operations	12,911
VP Corporate Communications	14,068
VP of Regulatory Affairs & Customer Service	28,766
CEO	41,139
VP of Engineering	3,165
VP of Engineering	8,752
SVP of Finance, Principal Accounting Officer	20,743

SAN JOSE WATER COMPANY
EXPENSES OF EMPLOYEES OTHER THAN EXECUTIVE OFFICERS
EARNING \$ 85,000 OR MORE PER ANNUM - YEAR 2024

Job Title Description	2024
Sr. Director, Financial Rptng. & Compliance	38,426
Fleet & Facilities Admin Coordinator	273
Manager, Financial Reporting & Technical Acct	116
Accounting & Finance Systems Manager	1,704
Senior Manager, Customer Service	1,416
Operations Supervisor	2,410
Operations Supervisor	3,328
Assistant Controller	1,173
Associate Engineer of Environmental Quality	189
Sr. Financial Analyst	80
Construction Supervisor	440
Director of Human Resources	16,507
Distribution System Supervisor	2,615
Director of Water Quality	13,537
Business Intelligence Manager	2,014
Financial Systems Manager	177
Director of Engineering	4,356
Director of Logistics and Procurement	2,297
Director of Engineering	17,061
Manager of Field Service & Water Conservation	11,159
Operations Supervisor	1,879
AMI Program Manager	795
Customer Srvc Fld Supervisor	3,439
Superintendent of Field Customer Services	5,815
Construction Superintendent	1,372
Engineering Technician III/18 Months	924
Physical Security Manager	11,176
Distribution System Supervisor	8,116
Engineering Sppt Supervisor	1,580
Distribution System Supervisor	5,583
Mngr of Property & Permit Services	375
Corporate Communications Manager	5,422
Junior Engineer/18 Months	34
Systems Analyst Enterprise Assets Management	75
Director of Information Technology	2,348
Manager, Financial Planning & Analysis	3,924
Water Treatment Plant Superintendent	597
Sr. Construction Supervisor	1,786
Systems Analyst - OAM	1,837
Manager, Water Treatment	2,659
Network Manager	4,319
Assistant Engineer/18 Months	75
Assistant Engineer/18 Months	920
Senior Engineer	238
Chief Engineer	11,580
Dist System Office Supervisor	3,842
Manager, Env Planning & Natural Resources	314
Manager, Employee Experience	1,243

**SAN JOSE WATER COMPANY
COMPANY DUES-2024
ACCOUNT 7910**

ORGANIZATION	2024
AMERICAN WATER WORKS	24,250
CALIFORNIA CHAMBER OF COMMERCE	17,500
CALIFORNIA WATER ASSOCIATION	343,746
CALIFORNIA WATER EFFICIENCY PARTNERS	15,978
NAT. ASSC OF WATER COMPANIES	328,691
WATER RESEARCH FOUNDATION	90,536

Job Title Description	2024
Engineering Supervisor	20
Engineering Unit Manager	390
Sr. Facilities Designer/18 Months	287
GIS Manager	5,443
Director of Supplier Diversity	47,473
Water Loss Control Administrator	141
Senior Surveyor/18 Months	468
Engineering Unit Manager	1,102
Senior GIS Specialist	1,178
Human Resources Generalist	15
Manager, Environmental Quality	796
Engineering Unit Manager	486
Director of Engineering	1,653
Distribution Systems Supt.	1,381
Sr. Accountant Extension Deposit	22
Fleet Supervisor	521
Superintendent of Health & Safety	4,152
Strategic Sourcing Supervisor	5,686
GIS Technician I/12 Months	1,569
Engineering Manager	293
SCADA/Control Systems Developer	294
Manager of Operations	12,083
Survey Unit Manager	7,388
Manager of Water Quality	14,951
GIS Technician I/12 Months	1,283
Director of Distribution System	2,811
Construction Supervisor	403
Sr. Leak Detection Technician/18 Months	954
Field Service Inspector I/18 Months	1,435
Engineering Technician III/18 Months	975
Fixed Asset Manager	760
Industrial Electrician II/18 Months	55
Assistant Engineer/18 Months	936
Construction Supervisor	862
Senior Director of Operations	5,800
Engineering Unit Manager	4,244
Engineering Unit Manager	5,004
Regulatory Affairs Analyst	446
Associate Engineer	2,839
Operations Superintendent	5,381
Superintendent of Meter Shop & Meter Reading	8,016
IT Administrator- Asset Mgmt & Audit/Controls	3,175
Director of Regulatory Affairs	8,935
Regulatory Affairs Analyst	2,895
Sr. Systems Analyst	319
Facilities Supervisor	327
Data Security Analyst II	4,126
Director of Financial Reporting and Compliance	2,803
Water Quality Supervisor	1,791
Director of Corporate Communications	8,222
Customer Field Svc. Supervisor- Conservation	2,986
Director of Customer Service	14,277
Director of Asset Management	16,556

Job Title Description	2024
Systems Analyst	77
Engineering Manager - Construction	1,869
Corp Governance Specialist & Paralegal	5,895
Director of Information Governance	20,137

**SAN JOSE WATER COMPANY
CONTRIBUTIONS 2024**

ORGANIZATION	2024
AFRICAN AMERICAN COMMUNITY SERVICES AGENCY	3,250
ALMADEN VALLEY WOMEN'S CLUB	1,000
ALUM ROCK COUNSELING CENTER	2,500
AMERICAN WATER WORKS ASSC	3,820
APALI /ASIAN PACIFIC AMER LEAD	5,000
ARJUN BATRA FOR SAN JOSE CITY	250
ASIAN AMERICANS	2,500
BETTY DUONG FOR SANTA CLARA CO	750
BOY SCOUTS OF AMERICA	10,000
BOYS & GIRLS CLUB OF SILICON VALLEY	1,500
BREATHE CALIFORNIA OF THE BAY	500
CAMPUS COMMUNITY ASSOCIATION	1,750
CANCER CAREPOINT	2,500
CENTRAL YMCA	2,500
CHAMBERPAC	2,500
CHILD ADVOCATES OF SILICON VALLEY	2,500
CITY LIGHTS THEATER COMPANY	2,500
CITY OF CUPERTINO	450
CITY OF SAN JOSE	3,500
CLAUDIO BONO FOR CITY COUNCIL	250
COTTIE PETRIE-NORRIS FOR ASSEMBLY	500
CUPERTINO BHUBANESWAR SISTER CITY	1,500
CUPERTINO CHAMBER OF COMMERCE	10,300
CUPERTINO ROTARY ENDOWMENT FOUNDATION	4,000
CUPERTINO TASTE OF HISTORY	1,500
CUPERTINO-TOYOKAWA SISTER CITI	1,000
DAD SPONSORSHIP	1,540
DONATION TO CITY COUNCIL MEMBER PAM FOLEY MUSIC IN THE VALLEY EVENT	1,024
DONATION TO MEXICAN HERITAGE PLAZA 25TH ANNIVERSARY SCHOOL OF ARTS AND CULTURE	1,041
GEORGE CASEY FOR CHANGE SAN JOSE	250
GILBERT WONG FOR CITY COUNCIL	250
GUADALUPE RIVER PARK CONSERVANCY	10,000
HACIENDA INVOLVED PARENTS AND STAFF	2,100
HAPPY HOLLOW FOUNDATION	5,000
HOME FIRST	2,500
HOPE SERVICES	3,000
HUNGER AT HOME	2,500
HUNTINGTON'S DISEASE SOCIETY OF AMERICA	1,000
JOSE LOPEZ FOR CITY COUNCIL	250
LOS GATOS PUBLIC MEDIA INC	1,000
MACLA/MOVIMIENTO DE ARTE Y CULTURA LATINO AMERICANA	1,027
MADISON NGUYEN FOR SUPERVISOR	750
MARGARET ABE-KOGA FOR SANTA CLARA	750
MARTHA'S KITCHEN	10,000
MICHAEL MULCAHY FOR SAN JOSE	750
MOMENTUM FOR HEALTH	2,500
MONTALVO ASSOCIATION	1,500
MY NEW RED SHOES	2,000
NAMI SANTA CLARA COUNTY	1,000
NATIONAL COALITION OF 100 BLACK WOMEN	2,500
NEXT DOOR SOLUTIONS TO DOMESTIC VIOLENCE	2,500
NFG SAN JOSE PARK FOUNDATION	2,575
NO TIME TO WASTE	1,500
OLIVIA NAVARRO FOR SAN JOSE CITY COUNCIL	250

ORGANIZATION	2024
OPERATION GOBBLE	5,000
PAMELA CAMPOS FOR SAN JOSE CITY COUNCIL	250
PANCREATIC CANCER ACTION NETWORK	2,500
PARENTS HELPING PARENTS, INC.	2,500
PATRICK AHRENS FOR ASSEMBLY	1,750
PINK RIBBON GOOD, INC.	1,000
PIVOTAL DBA SILICON VALLEY CHILDREN'S FUND	1,000
REBUILDING TOGETHER SILICON VALLEY	10,000
RESOURCE AREA FOR TEACHING DBA	2,000
ROTARY CLUB OF SAN JOSE	2,500
S J PUBLIC LIBRARY FOUNDATION	2,500
SAN JOSE SILICON VALLEY CHAMBER	3,000
SAN JOSE CHAMBER OF COMMERCE	4,500
SAN JOSE CHILDREN'S MUSICAL TH	2,500
SAN JOSE CONSERVATION CORPS	2,500
SAN JOSE DAY NURSERY	500
SAN JOSE JAPANTOWN LIONS FOUND	1,000
SAN JOSE NEWS BUREAU	2,500
SAN JOSE POLICE ACTIVITIES LEAGUE	1,500
SAN JOSE STAGE CO	1,500
SANTA CLARA & SAN BENITO CO BUILDING AND CONSTRUCTION	5,000
SANTA CLARA COUNTY FIRESAFE CO	5,000
SANTA CLARA UNIVERSITY, ACCTG	10,500
SANTA VISITS ALVISO FOUNDATION	750
SCHMAHL SCIENCE WORKSHOPS	1,500
SHAKESPEARE-SAN FRANCISCO	1,000
SHOPMONKEY FOUNDATION	1,000
SILICON VALLEY COUNCIL OF NONPROFITS	1,500
SILICON VALLEY LEADERSHIP GROUP	5,240
SILICON VALLEY YOUTH CLIMATE ACTION	1,000
SJWC EMPLOYEES COMMUNITY FUND	8,717
SOCIAL GOOD FUND, INC.	2,500
SPUR	11,000
STROKE AWARENESS FOUNDATION	1,000
SUSAN ELLENBERG FOR SUPERVISOR	500
TARA SREEKRISHNAN FOR ASSEMBLY	750
TEATRO VISION	2,000
THE COST OF COURAGE FOUNDATION	1,500
THE TECH INTERACTIVE	2,500
TOWER FOUNDATION	12,500
US GREEN BUILDING COUNCIL	2,500
VALLEY HEALTH FOUNDATION	4,168
VEGGIELUTION	2,500
WATER EDUCATION FOR LATINO LEADERS	7,500
WATER EDUCATION FOUNDATION	7,000
WEST VALLEY CHARITABLE FOUNDATION	3,000
WEST VALLEY COMMUNITY SERVICES	2,000
YMCA OF SILICON VALLEY	2,500
YWCA GOLDEN DATE SILICON VALLEY	750

**SAN JOSE WATER COMPANY
EMPLOYEE DUES-2024
ACCOUNT 6210**

ORGANIZATION	Total
AMERICAN SOC OF SAFETY ENGINEERS	230
APPLE.COM	12
AWWA	75
CALIFORNIA CHAMBER OF COMMERCE	628
CPA BOARD OF ACCOUNTANCY	377
D2 CERTIFICATE RENEWAL	220
ENGINEERS BD	1,130
INSTITUTE OF CERTIFIED RECORDS MANAGERS	200
SHRM (SOC FOR HUMAN RESOURCE MNGMT)	264
SOC OF CORP SEC & GOVERNANCE	750
STATE BAR OF CA	1,914
AMAZON PRIME	152
CERTIFIED SAFETY PROFESSIONALS	100
VOLSKER ELITE	101
ACCOUNTANCY BOARD OF OHIO	184
ASCE PURCHASING	492
ASSOCIATION OF STATE FLOODPLAIN (ASFPM)	580
NICEBUILD	159
OFFICE OF WATER PROGRAMS (OWPSACSTATE)	125
REDBOOTH	675
THE NATIONAL GAY LESBIAN	1,899
WBENC	1,849

**SAN JOSE WATER COMPANY
SUBSCRIPTION-2024
ACCOUNT 6270**

ORGANIZATION	2024
APPLE	45
AWWA.ORG	321
BAYWORK	8,500
CCH INCORPORATED	17,759
DOCUSIGN	22,050
DOORDASH	150
EGNYTE	3,301
SAN JOSE MERCURY NEWS	129
THE BUSINESS JOURNALS	390
WALL STREET JOURNAL	410
CALTRANS	700
DELOITTE	3,790
DLT SOLUTIONS	4,774
GARTNER IT LEADERSHIP	34,333
REDBOOTH	450
CANVA	105
CARAHSOFT	2,415
GRAMMARLY	144
ISACA	180
NAVIANT	281,792
SIMPLILIFE	150
SOCIETY FOR HUMAN RESOURCE MGMT	264
UNITED	1,188
UTLITYAPI,INC	13,915
CALIFORNIA WATER ENVIRONMENT	221
CLEANUP PICTURES	30
EAGLE AERIAL PHOTOGRAPHY	177,406
PLANTBIDS	349
TESLA.COM RADIO	260
WORDWALL	83
AMERICAN WATER WORKS ASSOCIATION	3,820
BADGER METER	3,000
BLUEFIELD RESEARCH	20,000
BNP MEDIA	100
DISABILITY:IN	1,600
DIVERSITY PROFESSIONAL	95
EB BUSINESS	119
EVERLAW	371
FLOWERS.COM	132
KORN FERRY INTERNATIONAL	7
ONE TRUST TECHNOLOGY	9,339
PRACTISING LAW INSTITUTE	6,825
QUILLBOT	100
RF FEDERAL CONTRACT	1,620
US PAN ASIAN AMERICAN CHAMBER OF COMMERCE	5,000
4TE SKM SYSTEMS	1,890
AIIM INTERNATIONAL MEMBERSHIP	160
ASTUTE TAX AND ACCOUNTING	15,000

ORGANIZATION	2024
AVENUE HRS PRO	419
BITLY.COM	10
CA SECRETARY OF STATE	725
CMT CHICAGO	62
CIVILGRID	2,533
DELTA	193
DJ WSJ	213
EXTERRO INC	8,333
HP	15
RVS SUPERIOR	82
SQ NEXT LEVEL	624
SAN JOSE SHARKS	3,796
UAL SUBS	600

**SAN JOSE WATER COMPANY
LEGAL FEES AND EXPENSES
YEAR 2024**

Name	Account description	Account Number	Amount
CT CORPORATION	Outside Services	798	25
EVERLAW, INC	Outside Services	798	477
HOGE FENTON JONES & APPEL INC	CWIP	100-3	38,288
HOGE FENTON JONES & APPEL INC	Outside Services	798	7,788
MORGAN LEWIS & BOCKIUS LLP	CWIP	100-3	86,352
MORGAN LEWIS & BOCKIUS LLP	Outside Services	798	55,032
NOSSAMAN LLP	Outside Services	798	249,951
ORRICK, HERRINGTON & SUTCLIFFE	Outside Services	798	73,787
RUTAN & TUCKER, LLP	Outside Services	798	7,784
STARR FINLEY LLP	Outside Services	798	63,180