

SAN JOSE WATER COMPANY
COMPENSATION OF EXECUTIVE OFFICERS
YEAR 2025

Job Title Description	Compensation
General Counsel & Vice President	864,351.98
Controller	360,707.45
VP, Information Security Officer	450,477.00
President & COO	1,100,246.86
Deputy General Counsel & Corp Secretary	487,281.74
Chief Financial Officer	679,565.13
Chief Accounting Officer	371,634.68
Tax Managing Director and Vice President	411,292.87
President	936,468.71
Vice President, Chief Human Resources Officer	408,410.55
VP of Operations	622,699.85
VP Corporate Communications	404,897.72
VP of Regulatory Affairs	672,144.06
CEO	2,365,743.55
VP of Engineering	424,026.48
VP of Engineering	370,813.80

SAN JOSE WATER COMPANY
EXPENSES OF EXECUTIVE OFFICERS
YEAR 2025

Job Title Description	2025
General Counsel & Vice President	25,018
Controller	7,674
VP, Information Security Officer	13,002
President & COO	32,897
Deputy General Counsel & Corp Secretary	7,866
Chief Financial Officer	84,536
Chief Accounting Officer	17,908
Tax Managing Director and Vice President	2,062
President	31,151
Vice President, Chief Human Resources Officer	361
VP of Operations	17,260
VP Corporate Communications	9,664
VP of Regulatory Affairs	27,071
CEO	19,253
VP of Engineering	18,972

SAN JOSE WATER COMPANY
COMPENSATION OF EMPLOYEES OTHER THAN EXECUTIVE OFFICERS
EARNING \$ 85,000 OR MORE PER ANNUM - YEAR 2025

Job Title Description	Compensation
Sr. Director, Financial Rptng. & Compliance	148,252
DS Inspector I/18 Months	125,128
Crewleader B-III/18 Months	166,871
Water Conservation Inspector/18 Months	105,771
Desktop Technician III	103,664
Fleet & Facilities Admin Coordinator	119,371
Senior Control Systems Planner/18 Months	170,197
Director of Financial Reporting and Compliance	197,192
Assistant Engineer/18 Months	147,117
Sr. Administrative Coordinator/18 Months	130,826
Meter Reader/18 Months	94,109
DS Inspector I/18 Months	120,143
Senior Manager, Customer Service	215,884
Physical Security & IT Support	140,151
WTPO I/18 Months	144,611
Sr. Water Services Rep./18 Months	155,255
System Operator II/18 Months	144,255
WTPO V - Grave/18 Months	241,177
Control Systems Technician II/18 Months	170,483
DevOps Manager	199,616
Crewleader O II/18 Months	157,740
Systems Analyst Enterprise Assets Management	98,077
Operations Supervisor	195,971
Meter Reader/18 Months	101,010
Meter Reader/18 Months	87,836
WTPO III - Swing/18 Months	195,644
Director of Human Resources	116,478
Systems Engineer	139,875
Crewleader B II - Swing/18 Months	220,894
DS Worker I - Swing/18 Months	132,404
Sr. Tax Analyst	131,122
Senior Developer	194,567
DS Worker I/18 Months	110,751
DS Inspector I/18 Months	132,643
Field Service Inspector I/18 Months	111,564
Senior Executive to CEO	132,306
Crewleader A-II/18 Months	200,733
Crewleader A (*)/18 Months	107,714
Assistant Controller	234,639
WTPO III/18 Months	168,029
Engineering Admin Coordinator/18 Months	115,138
DS Worker/18 Months	126,762
DS Clerk/18 Months	102,747
Field Customer Service Rep III/18 Months	121,291
Associate Engineer of Environmental Quality	140,475
Sr. Financial Reporting Analyst	134,557

Job Title Description	Compensation
Sr. Financial Analyst	132,388
Construction Supervisor	170,301
WTPO III/18 Months	157,195
Crewleader B-II/18 Months	221,280
Meter Mechanic/18 Months	93,726
Distribution System Supervisor	179,085
Director of Water Quality	292,120
Business Intelligence Manager	193,173
Junior Engineer/12 Months	128,570
Oracle Applications Database Administrator	159,701
Executive Operations Specialist	139,197
Director of Engineering	276,242
Cross Connection Inspector/18 Months	114,967
Director of Logistics and Procurement	257,067
Director of Engineering	256,097
System Operator I/12 Months	127,723
Field Service Inspector I - Swing/18 Months	130,326
Meter Reader */18 Months	128,251
Manager of Field Service & Water Conservation	199,385
Operations Supervisor	208,366
Talent Specialist	110,010
DS Support Worker III/18 Months	163,685
WTPO III - Grave/18 Months	212,994
AMI Program Manager	181,000
Warehouse Coordinator/18 Months	123,139
Sr. Accountant Extension Deposit	85,254
Customer Service Rep. II/18 Months	101,431
Director - Emergency Mgmt & Bus. Resiliency	126,600
Field Service Inspector II/18 Months	168,070
DS Worker/12 Months	102,977
DS Worker I/18 Months	128,586
Customer Service Rep. II/18 Months	94,970
Sr. Water Services Rep./18 Months	151,718
Customer Service Supervisor, Quality/Assuranc	118,536
Customer Srv Fld Supervisor	161,579
Senior GIS Specialist	129,294
Senior IT Support Engineer	134,385
Sr. Water Quality Inspector/18 Months	149,362
Crewleader A-III/18 Months	187,525
System Operator III/18 Months	173,934
Operations Worker I/18 Months	113,796
Crewleader B-II/18 Months	217,147
Crewleader E-I - Swing/18 Months	183,361
Operations Worker/18 Months	94,684
Manager of Field Service & Water Conservation	195,152
Sr. Customer Service Coordinator/18 Months	133,439
Crewleader G-II - Grave/18 Months	199,718
WTPO III - Swing/18 Months	184,475
DS Inspector I/18 Months	106,063
Backhoe Operator/18 Months	206,639
Meter Mechanic/18 Months	113,772

Job Title Description	Compensation
Crewleader A-I/18 Months	155,821
Construction Superintendent	194,206
Meter Reader/18 Months	95,579
Revenue & Remittance Coordinator/18 Months	106,117
Crewleader WQ I/18 Months	133,962
System Operator II/12 Months	134,613
Water Services Coordinator II/18 Months	145,466
Assistant Engineer II/18 Months	164,336
Leak Detection Technician II/18 Months	160,854
Water Services Rep II/18 Months	106,309
DS Inspector I/Start	128,242
Control Systems Technician II/18 Months	154,870
Sr. Operations Inspector/18 Months	147,277
EHS Project Engineer	155,399
Engineering Technician IV/18 Months	119,859
System Operator III/18 Months	156,670
Physical Security Manager	206,084
Manager, Customer Systems Technologies	231,706
Director of Engineering	250,044
Distribution System Supervisor	173,075
WTPO IV/18 Months	184,370
Crewleader O I/18 Months	146,121
Engineering Sppt Supervisor	92,651
DS Clerk/18 Months	104,467
Executive Assistant	86,308
DS Worker/18 Months	108,003
DS Inspector I/18 Months	140,942
Crewleader D-III/18 Months	169,607
Field Service Inspector I/18 Months	101,944
Distribution System Supervisor	186,371
Mngr of Property & Permit Services	201,616
DS Worker - Grave/18 Months	105,891
Corporate Communications Manager	155,995
Junior Engineer/18 Months	140,804
Director of Information Technology	276,272
DS Truck Operator II/18 Months	176,773
System Operator I - Grave/18 Months	171,240
Water Treatment Plant Superintendent	229,155
Sr. Construction Supervisor	180,421
Field Service Inspector I/18 Months	130,245
Senior Firewall Administrator	196,464
Sr. Administrative Coordinator/18 Months	135,811
Systems Analyst - OAM	154,941
Senior SEC Reporting Analyst	136,241
Manager, Water Treatment	250,798
Control Systems Technician II/18 Months	153,299
Meter Reader */18 Months	114,143
Assistant Engineer II/18 Months	142,952
System Operator I/18 Months	133,347
Director of Distribution System	198,992
Associate Engineer	158,739

Job Title Description	Compensation
Senior Engineer	87,538
Systems Administrator	132,836
Sr. Water Svcs. Coordinator II / 18 Months	138,487
Field Customer Service Rep III-Swing/18 Month	119,838
AMI - Analyst	164,392
Senior Engineer	87,500
Cybersecurity Associate Analyst	108,063
Assistant Engineer/18 Months	166,966
Corporate Counsel	294,998
Dist System Office Supervisor	152,972
Chemical Delivery Systems Tech II/18 Months	145,559
Manager, Env Planning & Natural Resources	233,197
Manager, Employee Experience	220,950
Engineering Supervisor	188,243
Engineering Unit Manager	202,507
Field Service Inspector I/18 Months	129,298
Crewleader A-I/18 Months	165,852
Staff Accountant	116,639
Field Service Inspector I/18 Months	117,490
Meter Reader/18 Months	89,108
Assistant Engineer/18 Months	153,537
Crewleader A-II/18 Months	246,446
Human Resources Generalist	122,682
Sr. Facilities Designer/18 Months	171,085
GIS Manager	185,848
Sr. Watershed Worker/18 Months	135,821
DS Worker/18 Months	137,680
System Operator I - Grave/18 Months	170,374
Backhoe Operator/18 Months	168,296
Remittance & Mail Svcs. Technician/18 Months	90,053
Water Services Rep I/12 Months	88,384
System Operator I - Grave/18 Months	163,661
Cloud Operations Engineer	173,869
Director of Supplier Diversity	227,834
Water Loss Control Administrator	113,687
Sr. Utility Systems Designer/18 Months	183,874
Meter Mechanic/18 Months	110,031
Senior Surveyor/18 Months	168,359
Meter Mechanic/18 Months	111,564
Engineering Technician III/18 Months	141,684
Cross Connection Inspector/18 Months	113,680
Engineering Unit Manager	229,829
GIS Specialist	101,012
System Operator I/18 Months	142,506
Field Service Inspector I/18 Months	172,623
Chemical Delivery Systems Tech III/18 Months	167,284
Revenue & Remittance Coordinator/18 Months	113,356
Meter Mechanic/18 Months	113,225
Customer Service Supervisor	115,667
System Operator IV/18 Months	174,926
Crewleader WS I/18 Months	112,369

Job Title Description	Compensation
Revenue & Remittance Manager	156,791
Field Customer Service Rep I/18 Months	102,778
Tax Manager	198,227
Sr. DS Support Worker/18 Months	207,506
Assistant Engineer II/18 Months	179,499
Developer Analyst III	172,433
Human Resources Generalist	94,223
Junior Engineer/18 Months	141,259
Manager, Environmental Quality	185,872
Engineering Unit Manager	227,728
Sr. Accountant Fixed Assets	134,465
Associate Engineer	151,126
Engineering Technician III/18 Months	145,396
Survey Technician III/18 Months	134,369
Director of Engineering	217,010
Data Engineer	171,532
Meter Reader/18 Months	93,384
Field Service Inspector II/18 Months	122,810
Distribution Systems Supt.	205,811
Senior DS Clerk/18 Months	106,341
DS Worker II - Swing/18 Months	228,377
Cross Connection Inspector/18 Months	114,903
Crewleader A-II/18 Months	194,599
DS Inspector I/18 Months	133,418
Construction Coordinator II/18 Months	121,839
Crewleader B I/18 Months	146,360
Sr. Administrative Coordinator/18 Months	129,979
Sr. Cross Connection Inspector/18 Months	133,547
DS Worker/12 Months	86,829
Remittance & Mail Svcs. Technician/18 Months	91,512
Accounts Payable Manager	176,278
Fleet & Facilities Worker II/18 Months	120,302
Superintendent of Health & Safety	152,105
Strategic Sourcing Manager	180,823
GIS Technician I/18 Months	106,405
Sr Accountant	126,429
Engineering Manager	199,910
DS Support Worker I/18 Months	112,947
AMI - Analyst	111,582
Sr Business Analyst Financial Systems	116,672
Meter Reader/12 Months	88,104
Field Service Inspector I/18 Months	138,590
Sr. Meter Mechanic/18 Months	133,138
Customer Service Rep. II/18 Months	100,951
Senior SCADA Engineer	180,858
Director of Operations and Treatment	235,330
Field Service Inspector I/18 Months	112,133
CSR III Office/18 Months	111,622
CSR III Office/18 Months	112,417
Survey Unit Manager	170,632
Sr. DS Worker/18 Months	200,827

Job Title Description	Compensation
GIS Technician I/18 Months	105,196
Director of Engineering	277,785
Sr. Eng Admin Coordinator/18 Months	122,466
Construction Supervisor	166,108
DS Worker - Grave/18 Months	105,429
Manager, SCADA Systems	197,138
DS Worker/18 Months	126,590
Junior Engineer/18 Months	150,942
Crewleader B-II/18 Months	181,720
DS Worker I/18 Months	127,201
Leak Detection Technician II/18 Months	156,846
Crewleader B-I (PGO)/18 Months	167,268
Sr. Construction Coordinator/18 Months	130,740
Fleet & Facilities Worker II/18 Months	113,403
Fleet & Facilities Worker II/18 Months	125,710
DS Worker/18 Months	111,077
Customer Service Rep. II/18 Months	103,764
AMI Field Administrator	96,127
Desktop Technician III	94,293
Manager, Labor and Employee Relations	140,202
Field Service Inspector I/18 Months	125,528
CSR III Office/18 Months	101,996
Field Service Inspector I/18 Months	123,031
Junior Engineer/18 Months	142,378
ECM Application Administrator	141,797
Engineering Technician IV/18 Months	130,217
Fixed Asset Manager	180,501
Asset Management Systems Supervisor	169,638
Cross Connection Program Lead/18 Months	133,043
Crewleader H/18 Months	85,814
Customer Service Rep. II/18 Months	103,186
Treasury Manager	199,335
Industrial Electrician II/18 Months	153,674
Sr. Customer Service Coordinator/18 Months	131,367
Associate Engineer	164,467
Construction Supervisor	174,765
Senior Business Analyst	142,483
Director of Operations and Treatment	315,482
Sr Director of Financial Reporting	91,346
Sr. Cross Connection Inspector/18 Months	128,992
Meter Mechanic/18 Months	124,078
Field Service Inspector I - Swing/18 Months	126,383
Engineering Unit Manager	211,458
Engineering Unit Manager	194,985
Field Service Inspector I/18 Months	125,870
Regulatory Affairs Analyst	152,584
Senior Warehouse Coordinator/18 Months	140,975
Sr. Cross Connection Inspector/18 Months	129,282
Survey Technician I/18 Months	113,742
Operations Superintendent	211,495
Field Service Inspector I/18 Months	92,188

Job Title Description	Compensation
DS Worker/18 Months	119,721
Field Service Inspector I/18 Months	117,148
Crewleader A-I/18 Months	181,684
CSR III Office/18 Months	101,546
On-Call Field Service Supervisor	162,251
IT Administrator- Asset Mgmt & Audit/Controls	187,694
Network/Firewall Administrator	188,019
Director of Regulatory Affairs	212,039
Regulatory Affairs Analyst	129,940
Sr. Systems Analyst	149,632
Sr. Associate Engineer	172,709
Customer Service Supervisor	102,430
Operations Worker/18 Months	92,116
Crewleader B-II/18 Months	193,083
Facilities Supervisor	154,698
Crewleader A-II/18 Months	162,480
Junior Engineer/18 Months	135,713
Crewleader C-II/18 Months	205,755
Meter Mechanic/18 Months	100,327
Sr. Water Quality Inspector/18 Months	132,157
CSR III Office/18 Months	100,893
Operations Worker/18 Months	90,544
Data Security Analyst II	166,814
Director of Financial Reporting and Compliance	124,728
Water Quality Supervisor	184,650
Customer Service Rep. II/18 Months	92,535
Director of Corporate Communications	260,535
Operations Supervisor	185,546
Manager, Financial Planning & Analysis	188,677
Customer Field Svc. Supervisor- Conservation	168,012
Senior Engineer	150,566
Director of Customer Service	269,272
Field Service Inspector I/18 Months	115,241
Capital Program Administrator	110,505
Meter Reader/18 Months	115,663
Customer Service Rep. II/18 Months	99,431
Junior Engineer/18 Months	109,072
Director of Asset Management	276,566
DS Inspector I/18 Months	137,748
Sr Civil Engineer	189,470
Watershed Worker I/18 Months	100,234
Systems Analyst	139,324
Engineering Manager - Construction	216,013
Meter Reader/18 Months	92,229
Engineering Technician II/18 Months	112,175
DS Worker/18 Months	131,632
Crewleader A-I/18 Months	201,751
Director of Information Governance	235,402

SAN JOSE WATER COMPANY
EXPENSES OF EMPLOYEES OTHER THAN EXECUTIVE OFFICERS
EARNING \$ 85,000 OR MORE PER ANNUM - YEAR 2025

Job Title Description	2025
Sr Director of Financial Reporting	16,500
Desktop Technician III	2,662
Fleet & Facilities Admin Coordinator	50
Director of Financial Reporting and Compliance	348
Senior Manager, Customer Service	846
Operations Supervisor	3,808
Assistant Controller	1,380
Sr. Financial Reporting Analyst	45
Sr. Financial Analyst	418
Construction Supervisor	296
Distribution System Supervisor	917
Director of Water Quality	13,367
Business Intelligence Manager	6,550
Junior Engineer/12 Months	909
Executive Operations Specialist	10,501
Director of Engineering	1,213
Director of Logistics and Procurement	2,692
Director of Engineering	14,578
Manager of Field Service & Water Conservation	5,494
Operations Supervisor	1,701
DS Support Worker III/18 Months	449
AMI Program Manager	7,547
Corporate Counsel	5,356
Customer Svc Fld Supervisor	7,028
Senior GIS Specialist	2,213
Manager of Field Service & Water Conservation	8,461
Construction Superintendent	2,618
Director, Technology Strategy and Transformat	550
EHS Project Engineer	398
Physical Security Manager	12,680
Manager, Customer Systems Technologies	3,006
Director of Engineering	21
Distribution System Supervisor	4,254
Executive Assistant	17,158
Crewleader D-III/18 Months	55
Distribution System Supervisor	8,992
Mngr of Property & Permit Services	40
Corporate Communications Manager	7,188
Director of Information Technology	7,526
Water Treatment Plant Superintendent	2,291
Sr. Construction Supervisor	3,570

Job Title Description	2025
Manager, Water Treatment	752
Assistant Engineer II/18 Months	143
Manager of Gross Margin Regulatory Accounting	1,771
Director of Distribution System	2,637
Associate Engineer	4,739
AMI - Analyst	1,607
Cybersecurity Associate Analyst	116
Dist System Office Supervisor	1,569
Manager, Env Planning & Natural Resources	37
Manager, Employee Experience	8,056
Engineering Unit Manager	3,414
Sr. Facilities Designer/18 Months	67
GIS Manager	10,958
Director of Supplier Diversity	40,741
Engineering Unit Manager	794
GIS Specialist	5,162
Customer Service Supervisor	324
Revenue & Remittance Manager	5,645
Sr. DS Support Worker/18 Months	245
Manager, Environmental Quality	446
Engineering Unit Manager	1,951
Director of Engineering	2,240
Data Engineer	75
Distribution Systems Supt.	430
Fleet & Facilities Worker II/18 Months	24
Superintendent of Health & Safety	3,125
Strategic Sourcing Manager	4,308
GIS Technician I/18 Months	949
Engineering Manager	1,317
AMI - Analyst	1,773
Senior SCADA Engineer	1,407
Manager of Operations	16,713
Survey Unit Manager	349
Sr. DS Worker/18 Months	1,368
GIS Technician I/18 Months	1,067
Director of Engineering	3,324
Construction Supervisor	352
Manager, SCADA Systems	1,584
Fixed Asset Manager	973
Treasury Manager	2,215
Construction Supervisor	1,142
Director of Operations and Treatment	8,577
Sr Director of Financial Reporting	6,340
Engineering Unit Manager	1,034
Engineering Unit Manager	9,294
Regulatory Affairs Analyst	1,423

Job Title Description	2025
Operations Superintendent	6,291
On-Call Field Service Supervisor	9,882
IT Administrator- Asset Mgmt & Audit/Controls	12,283
Director of Regulatory Affairs	8,533
Regulatory Affairs Analyst	5,578
Sr. Systems Analyst	5,011
Facilities Supervisor	648
Director of Financial Reporting and Compliance	1,842
Water Quality Supervisor	5,474
Director of Corporate Communications	7,865
Operations Supervisor	1,164
Manager, Financial Planning & Analysis	1,886
Customer Field Svc. Supervisor- Conservation	6,241
Director of Customer Service	10,035
Director of Asset Management	7,439
Systems Analyst	4,555
Engineering Manager - Construction	3,153
Director of Information Governance	38,346
Environmental Health and Safety Supervisor	70
Corporate Counsel	1,603
Conservation Manager	524

**SAN JOSE WATER COMPANY
CONTRIBUTIONS 2025**

ORGANIZATION	2025
AFRICAN AMERICAN COMMUNITY SERVICE AGENT	3,250
APALI /ASIAN PACIFIC AMER LEADERSHIP	5,000
ASIAN AMERICANS	2,000
BOY SCOUTS OF AMERICA	10,600
BREATHE CALIFORNIA OF THE BAY	500
CALIFORNIA WATER ASSOCIATION	825
CAMPUS COMMUNITY ASSOCIATION	1,750
CANCER CAREPOINT	2,500
CENTRAL YMCA	2,500
CHILD ADVOCATES OF SILICON VALLEY	2,500
CHILDREN'S DISCOVERY MUSEUM	5,000
CHRISTMAS IN THE PARK, INC.	2,500
CITY LIGHTS THEATER COMPANY	2,500
CITY OF CUPERTINO	465
CITY OF SAN JOSE	4,500
COTTIE PETRIE-NORRIS FOR ASSEMBLY	500
COUNTY OF SANTA CLARA	1,000
CUPERTINO CHAMBER OF COMMERCE	15,800
CUPERTINO HISTORICAL SOCIETY	1,000
CUPERTINO ROTARY ENDOWMENT FOUNDATION	4,000
CUPERTINO-TOYOKAWA SISTER CITIES	1,000
DAVE CORTESE FOR SENATE 2028	1,500
FOOTHILL-DE ANZA FOUNDATION	1,500
FRED KEELEY - MAYOR	(5)
FREMONT UNION HIGH SCHOOL DISTRICT	1,000
GOOD KARMA BIKES	1,000
GUADALUPE RIVER PARK CONSERVANCY	10,000
HACIENDA ENV'L SCIENCE MAGNET	2,000
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
JOE PATTERSON FOR ASSEMBLY 2026	500
JOHN HARABEDIAN FOR ASSEMBLY 2026	500
JOSH BECKER FOR SENATE 2028	1,000
JUMA VENTURES	1,500
LGBTQ+ VICTORY FUND	2,500
LOS GATOS PUBLIC MEDIA INC	1,000
MARGARET ABE-KOGA FOR SANTA CLARA COUNTY SUPERVISOR	250
MOMENTUM FOR HEALTH	2,500
NAMI SANTA CLARA COUNTY	1,000
NEW MUSEUM LOS GATOS (NUMU)	2,500
OPERATION GOBBLE	16,625
PAM FOLEY - VICE MAYOR	1,027
PANCREATIC CANCER ACTION NETWORK	2,500
PARENTS HELPING PARENTS, INC.	2,500
PATRICK AHRENS FOR ASSEMBLY	1,500
PINK RIBBON GOOD, INC.	1,000
PIVOTAL	1,000

ORGANIZATION	2025
PRESERVATION ACTION COUNCIL OF SAN JOSE	1,500
RANSOM FOR ASSEMBLY 2026	500
REBUILDING TOGETHER SILICON VALLEY	10,000
ROB BONTA FOR CA ATTORNEY GENERAL	1,000
ROSEMARY KAMEI FOR SAN JOSE	2,500
S J PUBLIC LIBRARY FOUNDATION	5,000
SAN JOSE CHAMBER OF COMMERCE	25,000
SAN JOSE CHAMBER OF COMMERCE	20,000
SAN JOSE CHILDREN'S MUSICAL THEATRE	2,500
SAN JOSE CONSERVATION CORPS	1,500
SAN JOSE DAY NURSERY	500
SAN JOSE NEWS BUREAU	2,500
SAN JOSE STAGE CO	2,000
SANTA CLARA & SAN BENITO CO BLDG & CONSTRUCTION	2,500
SASHA RENEE PEREZ FOR SENATE	500
SCBTC PAC	5,000
SCHMAHL SCIENCE WORKSHOPS	1,500
SCHOOL OF ARTS AND CULTURE AT MHP	2,500
SCOTT HOUSTON FOR ASSEMBLY 2026	500
SHAKESPEARE-SAN FRANCISCO	1,000
SILICON VALLEY COUNCIL OF NONPROFITS	1,500
SILICON VALLEY EDUCATION FOUND	2,500
SILICON VALLEY LEADERSHIP GROUP	3,720
SOCIAL GOOD FUND, INC.	3,000
SPUR	11,000
STEVE PADILLA FOR STATE SENATE	1,000
STROKE AWARENESS FOUNDATION	1,000
THE COST OF COURAGE FOUNDATION	1,500
TOWER FOUNDATION	10,000
VALLEY HEALTH FOUNDATION	9,375
VEGGIELUTION	2,500
WATER EDUCATION FOR LATINO LEADERS	7,500
WATER EDUCATION FOUNDATION	7,500
WEST VALLEY CHARITABLE FOUNDATION	3,000
WEST VALLEY COMMUNITY SERVICES	2,500
YMCA OF SILICON VALLEY	2,500
YWCA GOLDEN GATE SILICON VALLEY	834
YWCA OF SILICON VALLEY	3,250

**SAN JOSE WATER COMPANY
EMPLOYEE DUES-2025
ACCOUNT 6210**

Organization	Total
AMERICAN WATER WORKS	433
APPLE.COM	2
CPA BOARD OF ACCOUNTANCY	1,132
ENGINEERS BD	540
IAM TRADING LIMITED	197
PROJECT MANAGEMENT PROFESSIONAL CERT. EXAM FEE	150
CPE SOLUTIONS	340
STATE WATER RESOURVES BOARD	105
AMAZON	10
ASSOCIATION OF STATE FLOODPLAIN (ASFPM)	180
CANVA	15
CSLB	309
EQUINOX	440
SP AIIM INTL	175

**SAN JOSE WATER COMPANY
COMPANY DUES-2025
ACCOUNT 7910**

ORGANIZATION	2025
AMERICAN WATER WORKS	25,476
CALIFORNIA CHAMBER OF COMMERCE	17,834
CALIFORNIA WATER ASSOCIATION	458,126
CALIFORNIA WATER EFFICIENCY PARTNERS	18,216
NATIONAL ASSOC OF WATER COMPANIES	413,749
WATER RESEARCH FOUNDATION	98,766
NB CHAMBER	450

SAN JOSE WATER COMPANY
SUBSCRIPTION-2025
ACCOUNT 6270

ORGANIZATION	2025
BLUEFIELD RESEARCH	27,005
US PAN ASIAN AMERICAN CHAMBER OF COMMERCE	6,000
AMAZON MUSIC	10
ASTUTE TAX AND ACCOUNTING	17,500
ASSOCIATION SCG CAREER	480
BASEFORM INC	100,000
CICILGRID	12,667
DJ WSJ	427
EXTERRO	57,168
MURPHY NELSON MARKETING, INC.	7,658
NEWS EXPRESS	9
NATIONAL ASSOC	1,021
PELICAN WIRELESS	218
PRESENTER MEDIA	50
THOMSON REUTERS	605
WATER REGIONAL MINORITY	3,000
WATER RESEARCH FOUNDATION	40,000
ACCESS	14,789
EQUINIX	220
NEW ENGLAND UTILITY CYBERSECURITY INTEGRATION COLLABORATIVE	19,850
WATER ISAC	3,793
SOCIETY FOR CORPORATE GOVERNANCE	1,505

**SAN JOSE WATER COMPANY
LEGAL FEES AND EXPENSES
YEAR 2025**

Name	Account Number	Account Description	Amount
BROWNSTEIN HYATT FARBER SCHRECK LLP	798	Outside Services	193,058
COLANTUONO HIGHSMITH & WHATLEY, PC	798	Outside Services	638
HOGUE FENTON JONES & APPEL INC	798	Outside Services	18,336
HOGUE FENTON JONES & APPEL INC	100-3	CWIP	20,045
JEFFREY RODGERS	798	Outside Services	525
LITTLER MENDELSON PC	798	Outside Services	193,052
LUBIN OLSON & NIEWIADOMSKI LLP	798	Outside Services	302,988
LUBIN OLSON & NIEWIADOMSKI LLP	100-3	CWIP	70,147
MORGAN LEWIS & BOCKIUS LLP	798	Outside Services	25,263
NOSSAMAN LLP	798	Outside Services	41,464
ORRICK, HERRINGTON & SUTCLIFFE LLP	798	Outside Services	98,614
PERKINS COIE LLP	798	Outside Services	88,420
PILLSBURY WINTHROP SHAW PITTMAN LLP	798	Outside Services	119,971
PIRAYOU LAW	798	Outside Services	4,832
RUTAN & TUCKER, LLP	798	Outside Services	221
SHEPPARD MULLIN RICHTER & HAMPTON LLP	798	Outside Services	8,702
STARR FINLEY LLP	798	Outside Services	75,568
TYSON & MENDES	798	Outside Services	25,275