

AMERICAN WATER WORKS COMPANY, INC.

Retention Bonus Program

Name	Title	Company	Retention Bonus
Barr, J. James	Pres & CEO-AWK	American Water Works Company, Inc.	\$1,220,000
Wolf, Ellen C.	VP & CFO	American Water Works Company, Inc.	750,000
Kelleher, Daniel L.	Sr Vice President	American Water Works Service Company, Inc.	640,000
Pohl, W. Timothy	GC & Sec'y-AWK	American Water Works Company, Inc.	460,000
Carrasco, Jorge	President-AWS	American Water Services	450,000
Gorden, Stephen, F.	President - AWR	American Water Resources	420,000
Patrick, George W.	VP GC & Sec'y	American Water Works Service Company, Inc.	371,000
Pierce, II., C. Glenn	VP Human Res	American Water Works Service Company, Inc.	360,000
Ross, Robert M.	President	Pennsylvania-American	397,500
Gallo, Robert J.	President	New Jersey-American	382,500
Gloriod, Terry L.	President	Illinois-American	304,500
Eckart, John E.	President	Indiana-American	303,000
Jarrett, Chris E.	President	West Virginia American	300,000
Hartnett, Joseph F.	VP Fin Treas AWK	American Water Works Service Company, Inc.	292,500
Thornburg, Eric W.	President	Missouri-American	285,000
Sievers, Robert D.	VP Compt AWK	American Water Works Service Company, Inc.	277,500
Vallejo, Edward D.	Treasurer	American Water Works Service Company, Inc.	202,500
Young, Jr., John S.	VP Engineering	American Water Works Service Company, Inc.	166,000
Tousignant, Timothy	VP Consumer Mkts	American Water Resources	160,000
Bigelow, John R.	VP Bus Svcs	American Water Works Service Company, Inc.	156,000
Foran, Paul G.	VP Regulatory Prog	American Water Works Service Company, Inc.	155,000
Turner, B. Kent	VP Treasurer	California American	145,300
Almond, Judith L.	VP Operations	California American	143,100
Hobbs, Doneen S.	VP Bus Svcs	American Water Works Service Company, Inc.	141,000
Piszker, William M.	VP Info Systems	American Water Works Service Company, Inc.	137,000
Wilson, Robert K.	SVP and CFO AWS	American Water Services	135,200
Johnston, Charles W.	VP Bus Dev	Pennsylvania-American	106,000
Overby, Susan L.	Dir Cust Svc Center	American Water Works Service Company, Inc.	93,000
Krauss-Kelleher, Deborah	Dir Comp & Ben	American Water Works Service Company, Inc.	90,750
Smith, Jr., Girard T.	Dir Info Services	American Water Works Service Company, Inc.	86,925
Clarkson, William A.	Dir Bus Dev	New Jersey-American	84,713
LeChevallier, Mark	Dir Research	American Water Works Service Company, Inc.	83,100
Jerpe, David E.	Dir Info Services	American Water Works Service Company, Inc.	82,538
Cox, William E.	Dir Info Services	American Water Works Service Company, Inc.	81,975
LeGrand, Robert J.	Dir Bus Dev	Missouri-American	75,975
Smith, Kris	Dir Info Services	American Water Works Service Company, Inc.	75,000
Alario, Chris G.	Dir Bus Dev	California American	73,350
Pennay, Richard A.	Dir Info Services	American Water Works Service Company, Inc.	69,600
Hamilton, James	Dir Bus Dev	West Virginia American	67,950
Bickerton, Daniel P.	Dir Bus Dev	West Virginia American	67,950
Clarke, Gary D.	VP Human Resources	New Jersey-American	78,750
Davis, William B.	VP & Treasurer	New Jersey-American	92,250
Jones, Lendel G.	Dir Gov't Affairs	New Jersey-American	58,388
Kyriss, Karl M.	VP Operations	New Jersey-American	96,750
Sgro, Michael A.	Counsel	New Jersey-American	100,688

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Jenkins, James M.	VP & Treasurer	Missouri-American	93,750
Mundy, Roy W.	President	Kentucky-American	120,000
L'Ecuyer, William F.	President	Tennessee-American	100,500
Ruckman, Fred L.	VP & Treasurer	Illinois-American	97,463
Miller, Michael A.	VP & Treasurer	American Water Wroks Service Company, Inc.	91,500
Freeston, Rob W.	VP & Treasurer	Pennsylvania-American	89,250
Mitchem, R. Douglas	VP Operations	Illinois-American	91,163
Kartman, Frank L.	VP Operations	Missouri-American	79,350
Kelvington, William C.	VP Operations	Pennsylvania-American	100,125
Schultz, David B.	VP Operations	American Water Wroks Service Company, Inc.	95,250
Rowe, Nick O.	VP Operations	Kentucky-American	96,225
Cole, Duane D.	VP Operations	Indiana-American	111,488
Smith, Laird	VP Operations	American Water Services	81,750
Abernathy, David P.	Corp Counsel	Missouri-American	90,000
Redmond, Velma A.	Corp Counsel	Pennsylvania-American	98,625
Chambers, Stephen N.	Corp Counsel	American Water Works Service Company, Inc.	87,000
Schultz, Sue A.	Corp Counsel	Illinois-American	91,838
Miller, Herbert A.	Corp Counsel	Kentucky-American	96,000

\$12,031,528