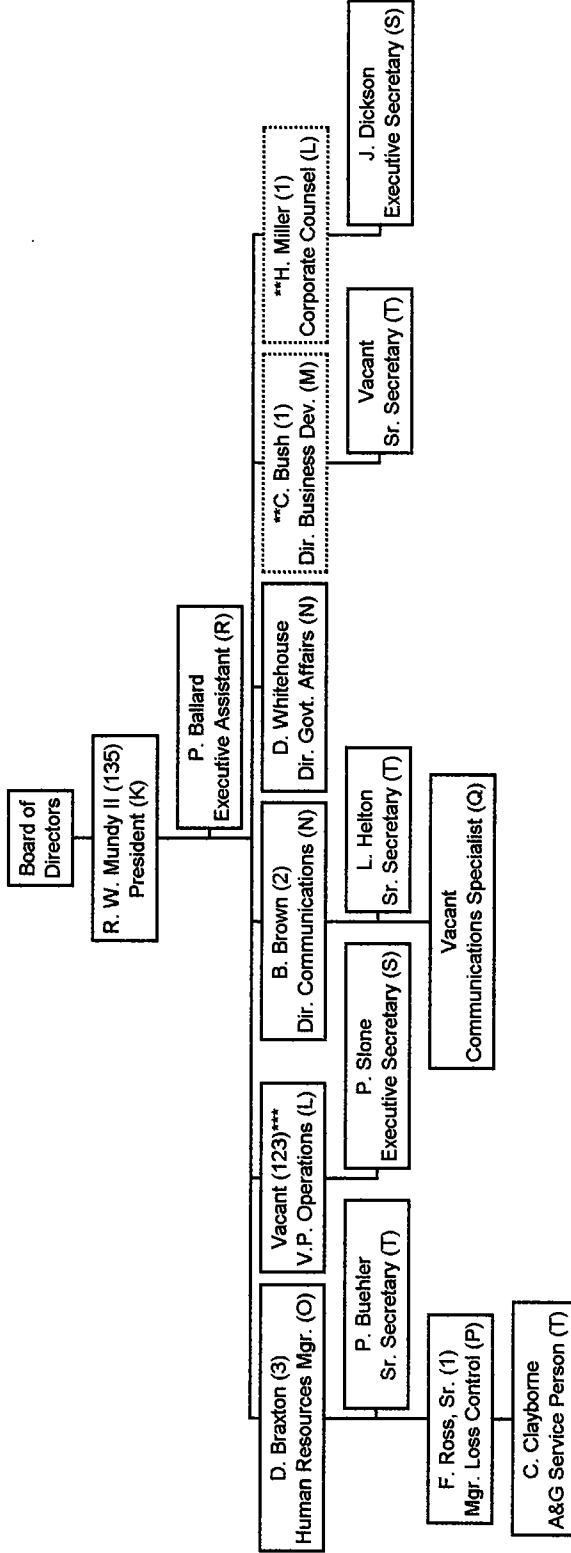


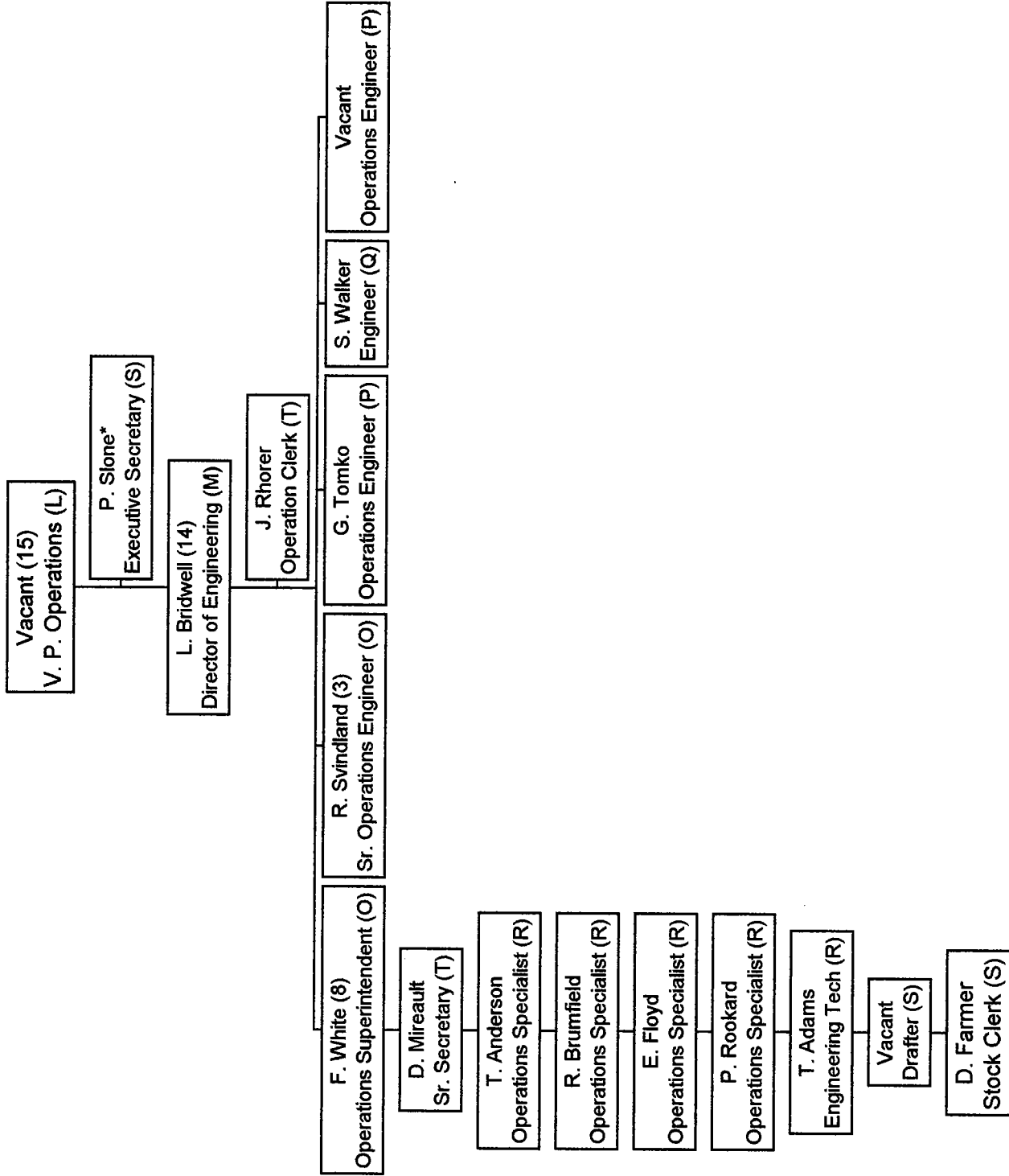
# KY American Water



\*\*Corporate Counsel, Business Development and Information Systems personnel report to KAW but are on regional payroll. Support for these positions is at KAW.

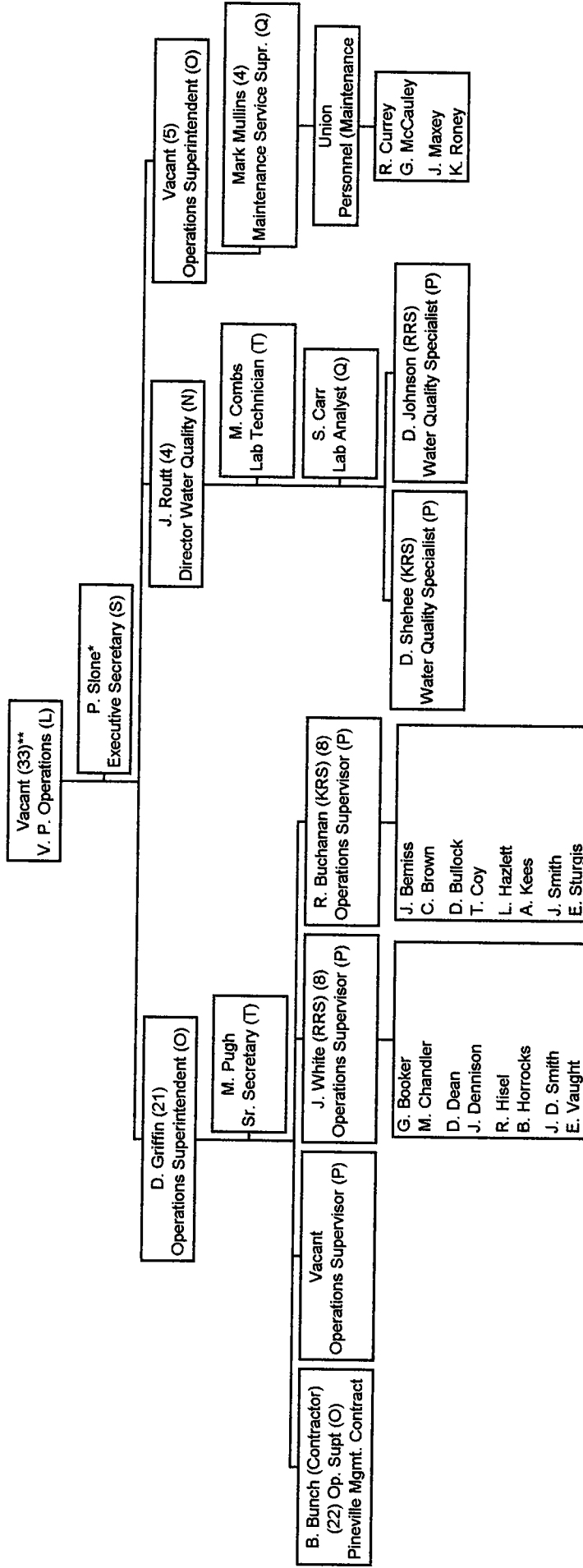
\*\*\*N. Rowe promoted 11/19/03.

# KY American Water Engineering



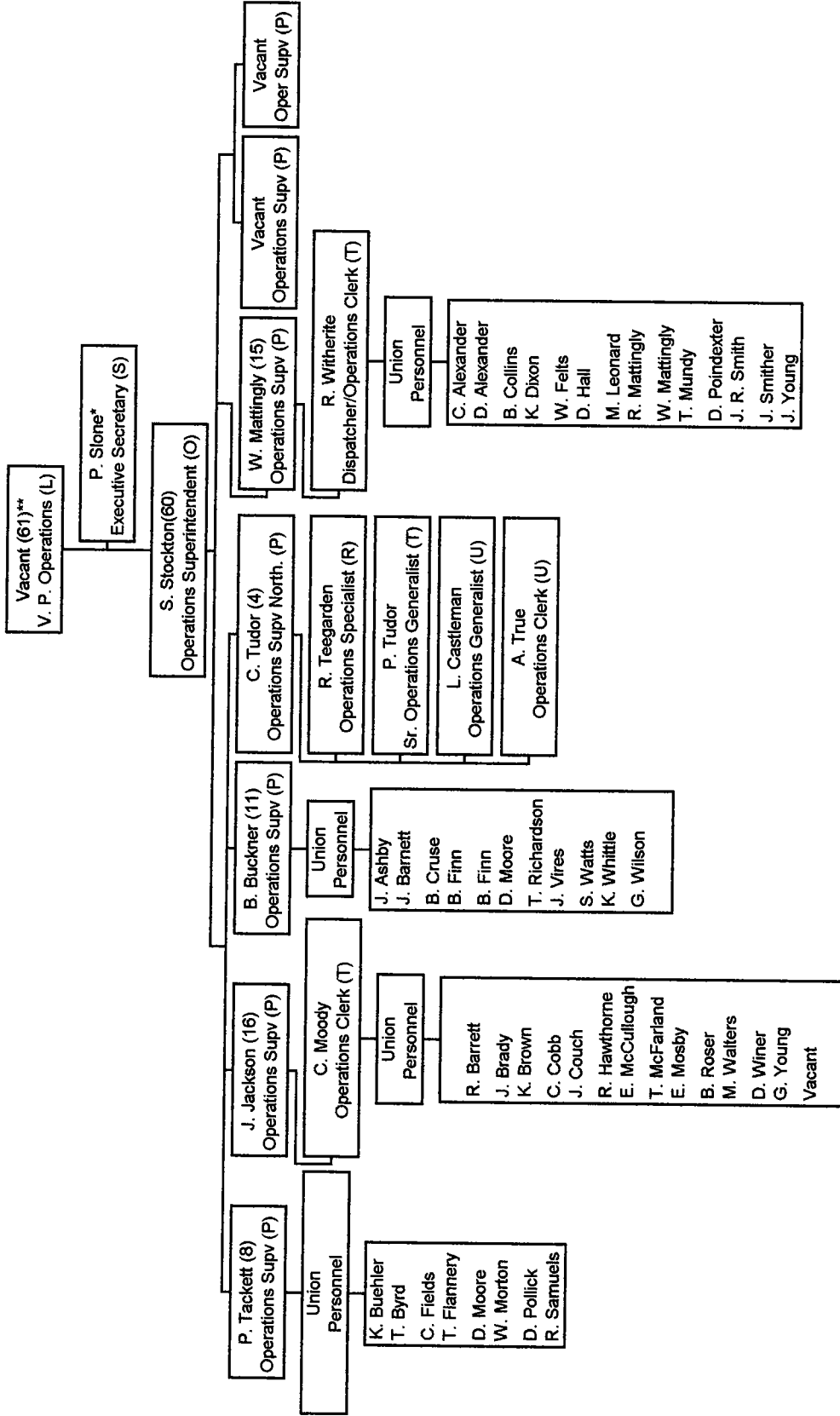
\*Performs duties for other mgmt. employees

# KY American Water Production/Water Quality



\*\*N. Rowe promoted 11/19/03.

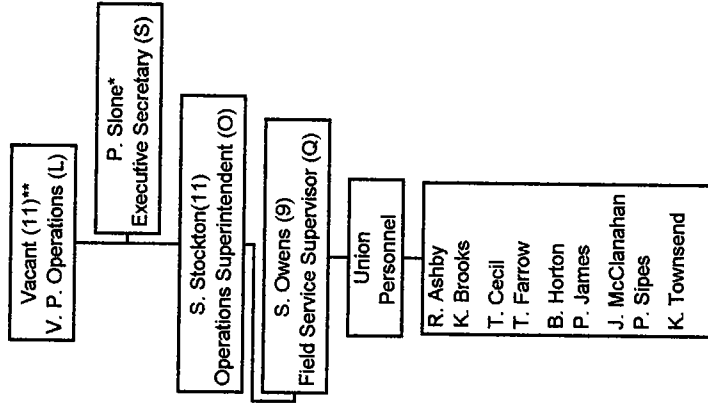
# KY American Water Distribution/Outside Commercial



\*\*N. Rowe promoted 11/19/03.

Effective  
12/1/03

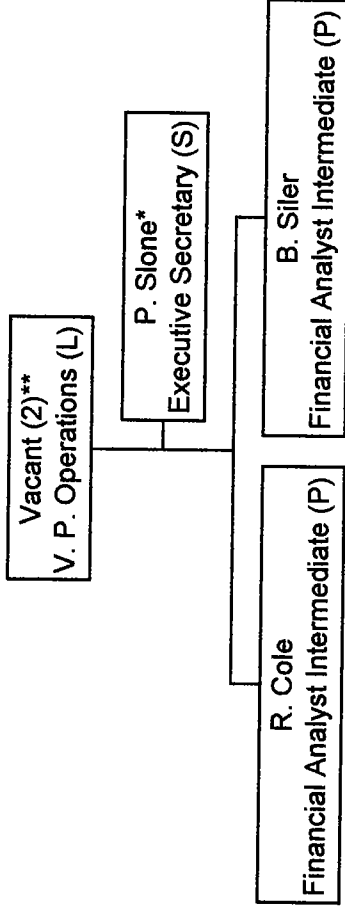
# KY American Water Operations Center



\*\*N. Rowe promoted 11/19/03.

Effective  
12/1/03

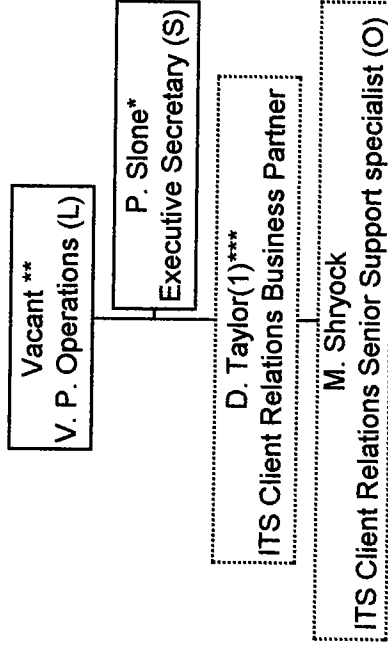
# KY American Water Finance



\*\*N. Rowe promoted 11/19/03.

Effective  
12/1/03

# KY American Water Information Systems



\*\*N. Rowe promoted 11/19/03.  
\*\*\*ITS Report to Region Office

Effective  
12/1/03