

**Kentucky - American Water Company
Recap of incentive plan payments**

Response to PSC2- Question 57 (b)

<u>Employee</u>	<u>Position</u>	<u>Forecasted Test-year</u>	<u>2003</u>	<u>2002</u>	<u>2001</u>	<u>2000</u>	<u>1999</u>
Anderson	Oper. Spec.	2898	650	750	750		
Bridwell	Dir. Engineering	6544	7650	750	7188		
Brown	Dir. Communications	5585	4350	750	7188		
Brumfield	Oper. Spec.	4194	1100	750	750		
Floyd	Oper. Spec.	3151	850	750	750		
Rookard	Oper. Spec.	3165	850	750	750		
Svinland	Sr. Oper. Eng.	5353	1400	750	750		
Tomko	Eng.	4306	1150	750	750		
Vacant	Oper. Eng.	4432		750	750		
Walker	Eng.	3413	900	750	750		
White	Oper. Supt.	5182	1300	750	750		
Ary	Maint. Ser. Supv.	5893	1550	750	750		
Ballard	Exec. Sec.	3882	1050	750	750		
Braxton	Dir. HR	5337	1400	750	750		
Buchanan	Oper. Supv.	5326	1400	750	750		
Buckner	Oper. Supv.	5028	1300	750	750		
Burns	Oper. Supv.	4433	5000	750	6269		
Carr	Lab Analyst	3452	850	750	750		
Cole	Fin. Analyst - Int.	4694	1250	750	750		
Dickson	Exec. Sec. - Legal	3185	850	750	750		
Garrison	Oper. Supv.	4833	1250	750	750		
Griffin	Oper. Supt.	5893	1750	750	750		
Jackson	Oper. Spec.	3863	1000	750	750		
Johnson	WQ Spec.	3841	1000	750	750		
Mattingly	Oper. Supv.	4461	1200	750	750		
Mullins	Maint. Ser. Spec.	4375	1150	750	750		
Mundy	President-LIP	38985	61701	0	0	3067	0
Mundy	President-AIP	12800	14850	5750	16262	28804	33644
Owens	Oper. Supv.	5159					
Owens	Field Service Supv.	3238	850	750	750		
Ross	Dir. Loss Control	4586	1200	750	750		
Routt	Dir. WQ	6517	5050	750	6882		
Shehee	WQ Spec.	4617	1200	750	750		
Siler	Fin. Analyst - Int.	4033	1050	750	750		
Slone	Exec. Sec.	3157	850	750	750		
Stockton	Oper. Supt.	6687	1750	750	750		
Tacket	Oper. Supv.	4283	1150	750	750		
White	Oper. Supv.	4881	1350	750	750		
Whitehouse	Dir. Govt. Affairs	6672	5200	750	5825		
Teegarden	Oper. Supv.-Elk Lake	3158	850	0	0		
Tudor	Oper. Supv.-Tri-Village	3654	950	0	0		
Union Members				78750	80250		
Rowe	VP Operations (currently vacant)			20750	15664	19409	19838
Miller	Corp. Counsel (Now Ser. Co.)					19409	19838
Bush	Bus. Dev. (moved to Ser. Co.)			7450	20915	19409	
Grubb	Dir. Rates (Move to Missouri)				11611	15459	
Baker	Bus. Dev. (moved to Illinois)				11312		
McConathy	Dir HR (retired)				6882		
Totals		229146	140201	139700	219498	105557	73320