

**Kentucky American Water
Response to Hearing Data Request #15 & #16
Southeast Region Employees**

<u>Employee in 2003-2004 Base Period & Forecast Period:</u>	<u>Location</u>	<u>Salary Effective Apr. 2004</u>	<u>Current Status</u>	<u>Title Change</u>	<u>Forecast Salary Effective Apr. 2005</u>	<u>Description</u>
Chris Jarrett - President	Chas., WV	207,000	Active	same	212,175	Fin. & Oper. Responsibility for WV, KY, TN & VA
Mike Miller - VP Finance	Chas., WV	135,000	Active	Mgr. Rates	135,000	Rates, Fin. & Planning WV, KY, TN
Patli Hedrick - Secretary	Chas., WV	36,850	Left Company		-	
Tom Bailey - Director of Finance	Chas., WV	102,300	Active	Sr. Fin. Anal.	102,300	Acct., Planning, PA, WV, KY, TN, VA, MA
Roy Ferrell - Director of Rates	Chas., WV	111,100	Retired		-	
Shelia Valentine - Sr. Financial Analyst	Chas., WV	84,450	Active	same	84,450	Rates & Planning WV, KY, TN
Edwin Oxley - Sr. Financial Analyst	Chas., WV	77,150	Left Company		-	
Crystal Sanders - Int. Financial Analyst	Chas., WV	64,300	Active	same	71,750	Act. Planning PA, WV, KY, TN, VA, MA
Robert Shiltz - Int. Financial Analyst	Chas., WV	70,000	Active	same	67,189	Rates & Planning WV, KY, TN
Nancy Strickland - Int. Financial Analyst	Chas., WV	65,550	Active		-	
Shermie Tyree - Financial Analyst	Chas., WV	54,900	Left Company		-	
David Schultz - VP Operations	Chas., WV	160,000	Left Company		-	
Kendall Mitzner - Director of Engineering	Chas., WV	98,700	Left Company		-	
Thomas Holbrook - Director of WQ	Chas., WV	98,300	Active	Mgr. WQ	98,300	WQ WV, KY, TN
Herb Miller - Corp. Counsel (KY & TN)	Lex., KY	137,500	Active	same	140,938	Legal & Secretarial KY, TN
Steve Chambers - Corp. Counsel (WV, VA, & MA)	Chas., WV	134,000	Left Company		-	
Romie Mundy - Director of HR	Chas., WV	87,500	Moved to WVAWC		-	
Pat Clark - Director of Loss Control	Chas., WV	66,450	Active	Mgr. LC	68,111	Loss Control WV, TN, KY
Coleman Bush - Director of Business Development	Lex., KY	124,500	Retired		-	
James Hamilton - Director of Business Development	Chas., WV	101,000	Left Company		-	
Daniel Bickerton - Director of Business Development	Chas., WV	101,000	Active	same	103,525	Bus. Dev. WV, KY, VA
Employee during the Forecast Period:						
Robert Ross - Managing Director	Hershey, PA		submitted retirement		300,000	Overall Responsibility for PA, WV, KY, TN, VA, MA & non-reg SE Region
William Keivington - Regional Director of Service Delivery	Hershey, PA		Active		162,000	Operations Responsibility PA, WV, KY, TN, VA, MA and non-reg.
Deborah Lippert - Regional Director External Affairs	Hershey, PA		Active		130,000	Overall External Affairs Responsibility SE Region
Linda Bridwell - Project Delivery & Developer Services Mgr.	Lexington, KY		Active		87,000	Cap. Projects & Dev. Services WV, KY, TN
Rich Svindland - Technical Services Manager	Lexington, KY		Active		80,000	Coordinate Technology Improvements PA, WV, KY, TN, VA, MA
William Hardy - Regional Procurement Manager	Hershey, PA		Active		100,000	Procurement for PA, WV, KY, TN, VA, MA
Crux Belardo - Manager Training & Employee Development	Hershey, PA		Active		69,000	Emp. Training Development PA, WV, KY, TN, VA, MA
Michele Whitman - Financial Analyst	Hershey, PA		Active		40,000	Acct. PA, WV, KY, TN, VA, MA
Bruce Juergens - Manager Capital Programs/Asset Man.	Hershey, PA		Active		93,600	Cap. Projects/Asset Management PA, WV, KY, TN, VA, MA
Mary Lou Swartz - Financial Analyst	Hershey, PA		Active		56,750	Acct. PA, WV, KY, TN, VA, MA
Velma Redmond - Regional Counsel - SE Region	Hershey, PA		Active		160,000	Overall Legal Responsibility PA, WV, KY, TN, VA, MA
Louis Tschachler - Manager Operational Excellence	Hershey, PA		Active		69,400	Coordinate Operations Reporting and Best Practices PA, WV, KY, TN, VA, MA
David Kaufman - Director Engineering	Hershey, PA		Active		129,000	Overall Engineering Responsibility PA, WV, KY, TN, VA, MA
Raymond Delo - Director Maintenance Services	Hershey, PA		Active		104,500	Plant Maintenance PA, WV, KY, TN, VA, MA
Charles Gilbert - Manager Financial Performance/Planning	Hershey, PA		Active		104,500	Acct., Planning, Finance PA, WV, KY, TN, VA, MA
John Ithi - Director Loss Control	Hershey, PA		Active		93,250	Loss Control PA, WV, KY, TN, VA, MA
Steve Petruolo - Large Maintenance Manager	Hershey, PA		Active		70,400	Manage Large Maintenance Projects PA, WV, KY, TN, VA, MA
Paul Zielski - Director Environmental Management	Hershey, PA		Active		103,000	Overall WQ PA, WV, KY, TN, VA, MA
Bonnie Carmack - Int. Financial Analyst	Hershey, PA		Active		71,800	Constr. Acct., Planning, PA, WV, KY, TN, VA, MA
Daniel Hufton - Manager Production	Hershey, PA		Active		100,000	Plant Operations PA, WV, KY, TN, VA, MA
Chuck Johnston - Manager Business Development	Hershey, PA		Active		118,250	Bus. Dev. Reg. & non-Reg. 13 SE Region States
Wayne Reed - Manager Business Development	Hershey, PA		Active		115,000	Bus. Dev. Reg. & non-Reg. 13 SE Region States
Brian Hassinger - Director of Network (Distribution)	Hershey, PA		Active		125,000	Overall Distribution Responsibility PA, WV, KY, TN, VA, MA
Philip Bright - Non Revenue Water Manager	Chas., WV		Active		71,350	Non-Revenue Water WV, KY, TN
David Carovillano - Sr. Project Manager	Chas., WV		Active		72,100	Manage Cap. Projects WV, KY, TN
James Nagy - Sr. Planning Engineer	Chas., WV		Active		74,900	Capital Projects Planning WV, KY, TN
Mark Sankoff - Sr. Operations Engineer	Chas., WV		Active		78,300	Coordinate Cap. Projects with Operations WV, KY, TN
Mark Shamblin - Project Manager	Chas., WV		Active		60,450	Manage Cap. Projects WV, KY, TN
Chris Buis - Regional Director Finance	Hershey, PA		Active		150,000	Overall Financial Responsibility PA, WV, KY, TN, VA, MA
Carole Dascani - Regional Director HR	Hershey, PA		Active		140,000	Overall HR Responsibility PA, WV, KY, TN, VA, MA
Randolph Pankiewicz - Environmental Compliance Mgr.	Hershey, PA		Active		81,800	Manage Environmental and WQ compliance PA, WV, KY, TN, VA, MA

Note: Secretaries and Adm. Assistants will be allocated as overhead

Note: The allocation factor for KAWC before inclusion of PAWC in the SE Region was 26.8% and will be 10.5% with inclusion of PAWC.