

Kentucky American Water  
Response to Hearing Data Request #17  
Corporate Center Employees

Employee In. 2003-2004 Base Period & Forecast Period:	Name	Position	Department	Location	Salary Effective Apr. 2004	Current Status	Forecast Salary Effective Apr. 2005	Description	PerCent to Capital & Non-Reg
	Matthew Huckin	Vice President	Corporate Human Resources	Voorhees, NJ	200,000.00	Active	206,030.77	Program Oversight for Company	7.50%
	Penny Gayle	Project Assistant	Corporate Human Resources	Voorhees, NJ	51,000.00	Active	52,537.85	HR Issues	7.50%
	Jennifer Gentile	HR Generalist	Corporate Human Resources	Voorhees, NJ	59,650.00	Active	61,448.68	HR Issues	7.50%
	Vacant	HR Generalist	Corporate Human Resources	Voorhees, NJ	59,650.00	Vacant	61,448.68	HR Issues	7.50%
	Jean Youse	Admin Assistant	Corporate Human Resources	Voorhees, NJ	42,000.00	Active	43,266.46	HR Issues	7.50%
	James Kremmel	Compensation and Benefit manager	Corporate Human Resources	Voorhees, NJ	85,000.00	Expat	87,563.08	Compensation & Benefits	7.50%
	Nancy L. Sherman	Director	Corporate Human Resources	Voorhees, NJ	50,704.98	Left Company	52,233.09	Training Specialist	7.50%
	William L. Griffin, Jr	Director	Corporate Human Resources	Voorhees, NJ	129,950.19	Active	133,668.57	Executive & Talent Development	7.50%
	Jerald W. Bailey	Director	Corporate Human Resources	Voorhees, NJ	134,482.66	Active	138,537.56	Employee Relations & Resources	7.50%
	Deborah L. Krauss-Kelleher	Director	Corporate Human Resources	Voorhees, NJ	154,406.13	Active	159,062.68	Compensation & Benefits	7.50%
	Dietrich Firnhaber	Senior VP	Legal	Voorhees, NJ	332,000.00	Active	340,700.67	Program Oversight for Company	0.00%
	George W. Patrick	Vice President & General Counsel	Corporate Legal	Voorhees, NJ	196,344.83	Active	202,266.34	Corporate Counsel	0.00%
	Taara C. Young	Paralegal	Corporate Legal	Voorhees, NJ	59,521.07	Active	61,316.08	Paralegal	0.00%
	John Romeo	Labor & Employment Counsel	Legal	Voorhees, NJ	150,000.00	Active	153,931.03	Labor & Employment	0.00%
	Vacant	Corp Counsel Mergers & Acq.	Legal	Voorhees, NJ	150,000.00	Vacant	153,931.03	Legal for Mergers & Acquisitions	0.00%
	Daniel L. Kelleher	Senior VP	External Affairs	Voorhees, NJ	332,800.00	Active	342,835.20	Program Oversight for Company	21.00%
	CORRADO, JOI M.	Director	External Affairs	Voorhees, NJ	80,000.00	Active	82,412.31	Corporate Social Responsibility	21.00%
	Temporary filling role	Manager	External Affairs	Voorhees, NJ	58,475.10	Vacant	60,238.29	Communications	21.00%
	Dense Kelly	Director	External Affairs	Voorhees, NJ	120,000.00	Active	123,618.46	Internal Communications	21.00%
	Temporary filling role	Director	External Affairs	Voorhees, NJ	150,000.00	Vacant	154,523.08	External Communications	21.00%
	John Young	Vice President	Operational Performance	Voorhees, NJ	225,000.00	Active	231,784.62	Program Oversight for Company	21.00%
	Wayne Morgan	Director	Operational Performance	Voorhees, NJ	140,000.00	Active	144,221.54	Operational Excellence, Reporting, Benchmarking	21.00%
	Environment	Director	Operational Performance	Voorhees, NJ	115,000.00	Vacant	118,467.69	Environmental Compliance	21.00%
	Breman Kelly	Senior Operations Specialist	Operational Performance	Voorhees, NJ	85,200.00	Active	87,769.11	Operational Issue Analysis, Reporting	21.00%
	Robin Casale	Senior Operations Specialist	Operational Performance	Voorhees, NJ	85,200.00	Active	87,769.11	Operational Issue Analysis, Reporting	21.00%
	Temporary filling role	Senior Operations Specialist	Operational Performance	Voorhees, NJ	85,200.00	Vacant	87,769.11	Operational Issue Analysis, Reporting	21.00%
	David Hunter	Project Assistant	Operational Performance	Voorhees, NJ	70,650.00	Active	72,780.37	Operational Issue Analysis, Reporting	21.00%
	Rob McClain	Director, O&M	Operational Performance	Voorhees, NJ	115,000.00	Active	118,467.69	Best Practices Development and Implementation	21.00%
	Paul Foran	Director	Regulatory	Voorhees, NJ	167,356.32	Active	172,403.25	Regulatory Relations	0.00%
	Thomas G. McKilrick	Director	Regulatory	Voorhees, NJ	139,075.04	Active	143,268.69	Regulatory Planning & Performance	0.00%
	Andrew Chapman	Vice President	Regulatory	Voorhees, NJ	223,100.00	Active	229,827.32	Program Oversight for Company	0.00%
	John R. Bigelow	Vice President	Corporate Finance	Voorhees, NJ	224,137.94	Active	230,897.36	Program Oversight for Company	31.00%
	Robert D. Sievers	Director	Corporate Finance	Voorhees, NJ	200,229.89	Active	206,266.80	Corporate Planning & Performance Oversight	31.00%
	James P. Li	Director	Corporate Finance	Voorhees, NJ	108,761.61	Active	112,062.11	Risk Management	31.00%
	Ed Keiffer	Manager	Corporate Finance	Voorhees, NJ	131,500.00	Active	135,465.23	Corporate Finance	31.00%
	Matthew Harris	Manager	Corporate Finance	Voorhees, NJ	131,500.00	Active	135,465.23	Corporate Finance	31.00%
	Finance manager	Director	Corporate Finance	Voorhees, NJ	131,500.00	Vacant	135,465.23	Accounting	31.00%
	Vacant	Director	Corporate Finance	Voorhees, NJ	200,229.89	Vacant	206,267.59	Treasury Oversight	31.00%
	Stacy Baback	Senior Analyst	Corporate Finance	Voorhees, NJ	72,400.00	Active	74,583.14	Corporate Planning	31.00%
	Temporary filling role	Senior Analyst	Corporate Finance	Voorhees, NJ	72,400.00	Vacant	74,583.14	Assistant treasury	31.00%
	Vacant	Manager	Corporate Finance	Voorhees, NJ	131,500.00	Vacant	135,465.23	Controlling	31.00%
	Vacant	Vice President	Corporate Finance	Voorhees, NJ	200,229.89	Vacant	206,267.59	Treasury Oversight	31.00%
	Robin N. Quinn	Director	Business Change	Voorhees, NJ	169,348.66	Active	176,122.61	Program Oversight for Company	0.00%
	STEVEN J. SEIDL	Director	Business Change	Voorhees, NJ	134,482.66	Active	139,861.97	Program Management	0.00%
	Bruce M Larson	Director	Business Change	Voorhees, NJ	139,463.48	Active	145,042.02	STEP Project Management	0.00%
	Eva A Ibrahim	Director	Operational Risk Management	Voorhees, NJ	141,600.00	Active	145,310.70	Security Program Management	4.00%
	Michael H. Fristenberg	Senior Information Security Analyst	Operational Risk Management	Voorhees, NJ	93,200.00	Temp Disability	93,200.00	WQ & Operations Security	4.00%
	Robert P. Schreiber	Director, Information & Physical Security	Operational Risk Management	Voorhees, NJ	63,850.00	Active	65,775.32	IT Security	4.00%
	Adam Kerr	Project Support Specialist	Operational Risk Management	Voorhees, NJ	107,600.00	Active	110,419.86	IT Security	4.00%
	William L. Komanos	Director	Operational Risk Management	Voorhees, NJ	68,000.00	Active	70,050.46	Security projects	4.00%
	Mack Soboleski	Director	Operational Risk Management	Voorhees, NJ	125,000.00	Active	128,276.08	Program Oversight for Company	4.00%
	Khristina Yates	Operational Auditor Operations	Corporate Audit	Voorhees, NJ	68,000.00	Active	70,050.46	IT Security	4.00%
	Theresa Chase	Senior Operational Auditor & IT	Corporate Audit	Voorhees, NJ	53,000.00	Active	54,598.15	Auditing	0.00%
	Doneen S. Hobbs	Director	Corporate Audit	Voorhees, NJ	73,318.01	Active	75,287.74	Auditing	0.00%
	Sabri Keskin	Operational Auditor Operations	Corporate Audit	Voorhees, NJ	159,387.02	Active	164,192.35	Program Oversight for Company	0.00%
	Kar Lo	Operational Auditor Operations	Corporate Audit	Voorhees, NJ	62,000.00	Active	63,869.54	Auditing	0.00%

Phuong-Trang Nguyen	Operational Auditor, Operations & IT	Voorhees, NJ	62,000.00	Active	63,869.54	Auditing	0.00%
Vacant	Operational Auditor, Operations & IT	Voorhees, NJ	62,000.00	Vacant	63,869.54	Auditing	0.00%
Cortland Hines	Audit Operations Manager	Voorhees, NJ	100,000.00	Active	103,015.38	Auditing	0.00%
Michael Hsui	Audit Operations Manager and IT	Voorhees, NJ	110,000.00	Active	113,316.92	Auditing	0.00%
Arthur- Finance	Director	Voorhees, NJ	125,000.00	Active	128,769.23	Oversight of Building O&M	
Francisco G. Del Toro	Manager	Voorhees, NJ	130,996.17	Active	134,946.36	Building O&M	
Assistant for half of the year		Voorhees, NJ	50,000.00		51,507.69		
Vacant	Vacant HR Generalist	Voorhees, NJ	51,000.00	active	41,048.27	Hr for Corp. Business Service Operations	0.00%
Frank Jackson	HR Manager	Voorhees, NJ	85,200.00	Active	52,537.85	Hr for Corp. Business Service Operations	0.00%
Don Martin	HR Analyst	Voorhees, NJ	72,400.00	Active	87,769.11	Hr for Corp. Business Service Operations	0.00%
Gary A. Naumick	Director	Voorhees, NJ	108,582.50	Active	124,913.06	Capital investment planning	85.10%
Doug Potts	Senior Engineer	Voorhees, NJ	90,950.08	Active	93,723.88	Capital investment planning	85.10%
Joseph P. Dugandzic	Senior Engineer	Voorhees, NJ	82,383.08	Active	84,895.61	Capital investment planning	85.10%
Suzanne G. Chivari	Senior Engineer	Voorhees, NJ	79,793.22	Transfer	82,226.76	Capital investment planning	85.10%
David Reves	Senior Engineer	Voorhees, NJ	85,200.00	Active	87,798.44	Capital investment planning	85.10%
Summer Intern	Summer Intern	Voorhees, NJ	122,229.89	Active	6,500.00	Capital investment planning	85.10%
Mark LeChevallier	Chief Scientist	Voorhees, NJ	70,650.00	Active	125,914.80	Directs Research program	14.90%
Yann Le Couellec	Water Env Scientist	Voorhees, NJ	70,650.00	Active	72,780.37	Membranes research	14.90%
David Hughes	Infrastructure Eng	Voorhees, NJ	70,650.00	Active	72,780.37	Infrastructure Research and Analysis	14.90%
Kala Fleming	Environmental Scientist	Voorhees, NJ	70,650.00	Active	72,780.37	General Research	14.90%
Vacant	Micro Biogst	Voorhees, NJ	85,200.00	Vacant	72,780.37	Micro Biological Research	14.90%
Vacant	Wastewater Env Scientist	Voorhees, NJ	85,200.00	Vacant	87,769.11	Wastewater Research	14.90%
Rich Gullick	Water Qlity Eng	Voorhees, NJ	85,200.00	Active	87,769.11	General Research	14.90%
Zia Buchari	Senior Environmental Scientist	Voorhees, NJ	59,650.00	Active	87,769.11	research manager	14.90%
Mohammed karim	Senior Analyst	Del Ran, NJ	59,650.00	Active	61,448.68	Laboratory Research	14.90%
Slacey Spangler	Senior Analyst	Del Ran, NJ	59,650.00	Active	61,448.68	Laboratory Research	14.90%
Vacant	Senior Analyst	Del Ran, NJ	59,650.00	Vacant	61,448.68	Laboratory Research	14.90%
Tom Santacroce	Manager	Del Ran, NJ	76,500.00	Active	78,806.77	Building services company Oversight	0.00%

<u>Employee in 2003-2004 Base Period &amp; Forecast Period:</u>		<u>Department</u>	<u>Location</u>	<u>Salary Effective Apr. 2004</u>	<u>Current Status</u>	<u>Forecast Salary Effective Apr. 2005</u>	<u>Description</u>	<u>PerCent to Capital &amp; Non-Reg</u>
<u>Name</u>	<u>Position</u>							
Charlotte R. Guckes	Administrative Assistant	Corporate-Support Staff	Voorhees, NJ	57,927.20	Active	59,674.75	Administrative	7.50%
Lorraine K. Borgese	Administrative Assistant	Corporate-Support Staff	Voorhees, NJ	39,697.32	Active	40,893.81	Administrative	0.00%
Susan A. Hernandez	Administrative Assistant	Corporate Administration	Voorhees, NJ	43,881.23	Active	45,204.96	Administrative	0.00%
Dolores M. Theodoropoul	Administrative Assistant	External Affairs	Voorhees, NJ	41,042.15	Active	42,279.73	Administrative	21.00%
Patricia M. Platek	Administrative Assistant	Regulatory	Voorhees, NJ	39,697.32	Active	40,893.81	Administrative	0.00%
Cendy A. Waller-Goree	Administrative Assistant	Corporate Finance	Voorhees, NJ	54,988.51	Active	56,647.09	Administrative	31.00%
Veronica M. Pleskonko	Administrative Assistant	Business Change	Voorhees, NJ	51,800.84	Active	53,872.87	Administrative	0.00%
Barbara E. McAleer	Administrative Assistant	Operational Risk Management	Voorhees, NJ	40,600.00	Active	41,824.25	Administrative	4.00%
Vacant	Assistant	Corporate Audit	Voorhees, NJ	48,000.00		49,447.38	Administrative	0.00%
Antoinette Jakeman	Administrative Assistant	Business Development	Voorhees, NJ	51,302.68	Active	52,850.19	Administrative	100.00%
Marion E. Smith	Administrative Assistant	Business Development	Voorhees, NJ	35,214.56	Active	36,276.25	Administrative	100.00%
Susan D. Barton	030199	Corporate-Support Staff	Voorhees, NJ	54,000.00	Active	55,628.31	Administrative	10.70%
Annette Ocasio	Administrative Assistant	Building Services/Overhead	Voorhees, NJ	39,846.74	Active	-	Administrative	0.00%
Delphine Martin	030119	Building Services/Overhead	Voorhees, NJ	30,582.38	Active	31,504.41	Administrative	10.70%
Lillian Stuhtrager	030119	Building Services/Overhead	Voorhees, NJ	69,283.53	Active	71,371.86	Administrative	10.70%
Michael J. Albano	030119	Building Services/Overhead	Voorhees, NJ	28,141.76	Active	28,991.00	Administrative	10.70%
Joseph F. Fort Jr	030119	Building Services/Overhead	Voorhees, NJ	27,394.64	Active	28,221.77	Administrative	10.70%
Jason R. Cohen	030119	Building Services/Overhead	Voorhees, NJ	25,203.07	Active	25,963.34	Administrative	10.70%
Executive Assistant	Administrative Assistant	Operational Performance	Voorhees, NJ	53,150.00	Active	54,752.68	Administrative	21.00%
Victoria Salvia	Project Assistant	Corporate Finance	Voorhees, NJ	51,000.00	Active	52,537.85	Administrative	31.00%
Harald Jensen	Director	Business Development	Voorhees, NJ	135,429.12	Active	139,512.50	Bid Management	100.00%
William S. Malarkey	Vice President	Business Development	Voorhees, NJ	199,233.84	Active	205,242.58	Program Oversight for Company	100.00%
KATHLEEN E. CARNEY	Director	Business Development	Voorhees, NJ	152,363.99	Active	156,958.53	Brand & Marketing Programs	100.00%
Lisa L. Daniels	Manager	Business Development	Voorhees, NJ	58,475.10	Active	60,238.29	Marketing Communications	100.00%
James S. Pellock	Director	Business Development	Voorhees, NJ	103,651.34	Active	106,776.02	Financial analysis	100.00%
Stan Spenser	Director	Business Development	Voorhees, NJ	125,000.00	Active	128,275.86	Bid Management	100.00%
Juan F. Correa	Director	Business Development	Voorhees, NJ	102,605.36	Active	105,700.38	Financial analysis	100.00%
Graham Wood	Vice President	Wastewater Programs	Voorhees, NJ	270,000.00	Transfer	270,000.00	WW Programs	82.20%