

Kentucky American Water
Response to Data Request LFUCG-1-21

Year	Employees See Note 4 Below	Change	See Note	Eliminations See Note 3 Below	Additions	Acquisition Additions	Net Change	Description
Jun-06	134	10	See Note 1		10		10	10 Vacancies at 12-2005 have now been replaced.
2005	124	-5	See Note 2	-13		8	-5	8 employees from Owenton acquisition, had 13 vacancies due to attrition.
2004	129	-7		-9	2		-7	9 positions were eliminated due to movement to national customer care center.
2003	136	-9		-9			-9	5 positions were eliminated due to movement of transactional accounting to the shared service center
2002	145	1			1		1	
2001	144	-9		-13		4	-9	4 added from Tri-Village acquisition, 8 positions were eliminated due to transfer of KAWC to Southern Region
2000	153	2			2		2	
1999	151	8			8		8	7 positions added to staff KAWC as stand alone entity, replaced activities previously performed at South. Div. AWWSC
1998	143	0		-4		4	0	
1997	143	3			3		3	4 added from Boonesboro Acquisition.
1996	140							

General Note - It is very difficult to look at a snapshot of employees at a point in time and indicate exactly which positions are new, vacant, or eliminated.

On a regular basis KAWC experiences vacancies on existing authorized positions due to retirements, terminations, etc. This question specifically asks for the number of employees at the beginning of each year, however the employee counts listed above are for the end of each year to make the comparisons consistent. The **change** in employee counts above from year to year will be distorted by the vacancies that exist at those points in time.

Note 1 - Employee count includes 10 employees now assigned to AWWSC, but located in Lexington, KY. See responses to LFUCG -1-22 and AG-1-46.

Note 2 - A number of vacancies existed at December 2005 that have now been replaced. KAWC utilized a number of temporary employees to fill these vacancies which were eventually hired permanently in 2006.

Note 3 - This column may represent nothing more than vacancies at that point in time or efficiency gains handled through attrition, unless otherwise noted.

Note 4 - Tempory Employees are not included in the actual employee count shown above.