

**COMMONWEALTH OF KENTUCKY**  
**BEFORE THE PUBLIC SERVICE COMMISSION**

<b>IN THE MATTER OF:</b>	)	
	)	
<b>APPLICATION OF KENTUCKY-AMERICAN</b>	)	
<b>WATER COMPANY FOR AN ADJUSTMENT</b>	)	<b>CASE NO. 2015-00418</b>
<b>OF RATES</b>	)	
	)	

**NOTICE OF FILING OF NON-CONFIDENTIAL COMPENSATION INFORMATION**

By Order of August 26, 2016, the Commission granted in part and denied in part Kentucky American Water's ("KAW") February 12, 2016 Petition for Confidential Protection. In Ordering Paragraph 4 of that Order, the Commission directed KAW to file, in an unredacted form, executive compensation information responsive to Items 3 and 18 of Commission Staff's First Request for Information which KAW had previously filed confidentially. KAW hereby provides that executive compensation information, and, in accordance with the Commission's August 26, 2016 Order, provides it unredacted (by virtue of executive job titles being shown) in the attached in the same manner it was filed in the original responses to Items 3 and 18.

Date: September 9, 2016

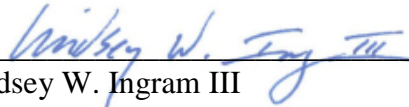
Respectfully submitted,

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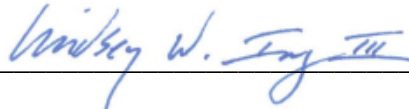
By:

  
\_\_\_\_\_  
Lindsey W. Ingram III  
Monica H. Braun

**CERTIFICATE**

This certifies that Kentucky-American Water Company's electronic filing is a true and accurate copy of the documents to be filed in paper medium; that the electronic filing has been transmitted to the Commission on September 9, 2016; that a paper copy of the filing will be delivered to the Commission within two business days of the electronic filing; and that no party has been excused from participation by electronic means.

STOLL KEENON OGDEN PLLC

By: 

Attorneys for Kentucky-American Water Company

American Water  
 2016 Workforce Planning Model - Kentucky  
 Assignment of Capitalization %'s by position by month:

Home Company	Employee Number	Union Code	Temporary / Part-Time (T / PT)	Hourly / Salary	Exempt(Y) / Non-Exempt(N)	New Function	BU Name	BU #	Job Title	Average Cap % 2016
00012				H	N	New Development	CORP-Engineering	120114		100.00%
00012				H	N	Capital Delivery	CORP-Engineering	120114		100.00%
00012				H	N	Capital Delivery	CORP-Engineering	120114		100.00%
00012				H	N	Capital Delivery	CORP-Engineering	120114		100.00%
00012				H	N	Planning Engineering	CORP-Engineering	120114		100.00%
00012				H	N	Planning Engineering	CORP-Engineering	120114		100.00%
00012				S	Y	Planning Engineering	CORP-Engineering	120114		100.00%
00012				S	Y	Capital Delivery	CORP-Engineering	120114		100.00%
00012				S	Y	Capital Delivery	CORP-Engineering	120114		100.00%
00012				S	Y	Capital Delivery	CORP-Engineering	120114		100.00%
00012				S	Y	Water Quality	CEN-Water Quality	120217		1.00%
00012				H	N	Water Quality	CEN-Water Quality	120217		2.00%
00012				S	Y	Water Quality	CEN-Water Quality	120217		5.00%
00012				S	Y	Water Quality	CEN-Water Quality	120217		1.00%
00012				H	N	Water Quality	CEN-Water Quality	120217		2.00%
00012				H	N	Customer Advocacy-Operations	CEN-Cust Service	120203		2.00%
00012				H	N	Customer Advocacy-Operations	CEN-Cust Service	120203		2.00%
00012				H	N	Customer Advocacy-Operations	CEN-Cust Service	120203		2.00%
00012				H	N	Customer Advocacy-Operations	CEN-Cust Service	120203		2.00%
00012				H	N	Customer Advocacy-Operations	CEN-Cust Service	120203		2.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		0.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			H	N	Customer Field Service - Operations	CEN-Cust Service	120203		3.00%
00012	F3200			S	Y	Customer Advocacy-Operations	CEN-Cust Service	120203		5.00%
00012	F3200			S	Y	Customer Field Service - Operations	CEN-Cust Service	120203		10.00%
00012	F3200			S	Y	External Affairs - KY	CORP-Com Relations	120121		15.00%
00012	F3200			H	N	External Affairs - KY	CORP-Com Relations	120121		0.00%
00012	F3200			S	Y	External Affairs - KY	CORP-Com Relations	120121		0.00%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		4.00%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		50.00%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		50.00%
00012	F3200			H	N	Field Operations - Support & Programs	CEN-Field Services	120206		27.00%
00012	F3200			H	N	Field Operations - Support & Programs	CEN-Field Services	120206		58.30%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		100.00%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		4.30%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		24.10%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		23.90%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		8.60%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		7.10%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		10.00%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		5.00%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		13.00%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		20.00%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		20.00%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		10.40%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		50.00%
00012	F3200			H	N	Field Operations - Support & Programs	CEN-Field Services	120206		5.30%
00012	F3200			S	Y	Field Operations	CEN-Field Services	120206		33.80%
00012	F3200			H	N	Field Operations - Support & Programs	CEN-Field Services	120206		4.00%
00012	F3200			H	N	Field Operations - Support & Programs	CEN-Field Services	120206		91.60%
00012	F3200			H	N	Field Operations - Support & Programs	CEN-Field Services	120206		90.00%
00012	F3200			H	N	Field Operations - Support & Programs	CEN-Field Services	120206		21.50%
00012	F3200			S	Y	Field Operations	CEN-Field Services	120206		45.00%
00012	F3200			S	Y	Field Operations - Support & Programs	CEN-Field Services	120206		60.00%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		50.00%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		25.00%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		50.00%
00012	F3200			H	N	Field Operations	CEN-Field Services	120206		50.00%

American Water  
 2016 Workforce Planning Model - Kentucky  
 Assignment of Capitalization %'s by position by month:

Home Company	Employee Number	Union Code	Temporary / Part-Time (T / PT)	Hourly / Salary	Exempt(Y) / Non-Exempt(N)	New Function	BU Name	BU #	Job Title	Average Cap % 2016
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		19.00%
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		50.00%
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		20.00%
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		50.00%
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		50.00%
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		20.00%
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		20.00%
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		20.00%
00012		F3200		S	Y	Field Operations	CEN-Field Services	120206		44.70%
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		20.00%
00012		F3200		H	N	Kentucky River Station 1	CEN-KY River St	120250		0.00%
00012		F3200		H	N	Kentucky River Station 1	CEN-KY River St	120250		0.00%
00012		F3200		H	N	Kentucky River Station 1	CEN-KY River St	120250		0.00%
00012		F3200		S	Y	Kentucky River Station 1	CEN-KY River St	120250		20.00%
00012		F3200		H	N	Kentucky River Station 1	CEN-KY River St	120250		0.00%
00012		F3200		H	N	Kentucky River Station 1	CEN-KY River St	120250		0.00%
00012		F3200		H	N	Kentucky River Station 1	CEN-KY River St	120250		0.00%
00012		F3200		H	N	Kentucky River Station 1	CEN-KY River St	120250		0.00%
00012		F3200		H	N	Kentucky River Station 1	CEN-KY River St	120250		0.00%
00012		F3200		H	N	Kentucky River Station 1	CEN-KY River St	120250		0.00%
00012		F3200		H	N	Kentucky River Station 1	CEN-KY River St	120250		0.00%
00012		F3200		H	N	Kentucky River Station 2	CEN-Pool III WTP	120252		0.00%
00012		F3200		H	N	Kentucky River Station 2	CEN-Pool III WTP	120252		0.00%
00012		F3200		H	N	Kentucky River Station 2	CEN-Pool III WTP	120252		0.00%
00012		F3200		H	N	Kentucky River Station 2	CEN-Pool III WTP	120252		0.00%
00012		F3200		H	N	Kentucky River Station 2	CEN-Pool III WTP	120252		0.00%
00012		F3200		H	N	Kentucky River Station 2	CEN-Pool III WTP	120252		0.00%
00012		F3200		H	N	Kentucky River Station 2	CEN-Pool III WTP	120252		0.00%
00012		F3200		H	N	Kentucky River Station 2	CEN-Pool III WTP	120252		0.00%
00012		F3200		H	N	Kentucky River Station 2	CEN-Pool III WTP	120252		0.00%
00012		F3200		H	N	Kentucky River Station 2	CEN-Pool III WTP	120252		0.00%
00012		F3200		H	N	Kentucky River Station 2	CEN-Pool III WTP	120252		0.00%
00012		F3200		H	N	Production Maintenance	CEN-Production	120201		0.00%
00012		F3200		H	N	Production	CEN-Production	120201		7.00%
00012		F3200		H	N	Production	CEN-Production	120201		0.50%
00012		F3200		S	Y	Production Maintenance	CEN-Production	120201		25.00%
00012		F3200		S	Y	Production	CEN-Production	120201		20.00%
00012		F3200		H	N	Production Maintenance	CEN-Production	120201		0.00%
00012		F3200		H	N	Production Maintenance	CEN-Production	120201		0.00%
00012		F3200		H	N	Production Maintenance	CEN-Production	120201		0.00%
00012		F3200		H	N	Production	CEN-Production	120201		0.00%
00012		F3200		H	N	Richmond Road Station	CEN-Richmond Road	120251		0.00%
00012		F3200		H	N	Richmond Road Station	CEN-Richmond Road	120251		0.00%
00012		F3200		H	N	Richmond Road Station	CEN-Richmond Road	120251		0.00%
00012		F3200		H	N	Richmond Road Station	CEN-Richmond Road	120251		0.00%
00012		F3200		S	Y	Richmond Road Station	CEN-Richmond Road	120251		20.00%
00012		F3200		H	N	Richmond Road Station	CEN-Richmond Road	120251		0.00%
00012		F3200		H	N	Richmond Road Station	CEN-Richmond Road	120251		0.00%
00012		F3200		H	N	Northern Division	NOR-Admin & Gen	123005		0.00%
00012		F3200		H	N	Northern Division	NOR-Admin & Gen	123005		0.00%
00012		F3200		S	Y	Northern Division	NOR-Admin & Gen	123005		20.00%
00012		F3200		H	N	Field Operations - Northern Division	NOR-Field Services	123006		20.90%
00012		F3200		H	N	Field Operations - Northern Division	NOR-Field Services	123006		2.90%
00012		F3200		H	N	Field Operations - Northern Division	NOR-Field Services	123006		21.00%
00012		F3200		H	N	Field Operations - Northern Division	NOR-Field Services	123006		3.00%
00012		F3200		S	Y	Field Operations - Northern Division	NOR-Field Services	123006		20.00%
00012		F3200		H	N	Northern Division	NOR-Production	123001		0.00%
00012		F3200		H	N	Production	CEN-Production	120201		0.00%
00012		F3200		H	N	Richmond Road Station	CEN-Richmond Road	120251		0.00%
00012		F3200		H	N	Millersburg Waste Water	MILLWW-TREATMENT	126001		0.00%
00012		F3200		S	Y	KY State	CORP-Admin & Gen	120105	President (Large States)	5.00%
00012		F3200		S	Y	Operations	CORP-Admin & Gen	120105		0.20%
00012		F3200		H	N	KY State	CORP-Admin & Gen	120105		5.00%
00012		F3200		S	Y	Operations	CORP-Admin & Gen	120105	VP Operations (Large)	5.00%
00012		F3200		S	Y	Operations	CORP-Admin & Gen	120105		18.00%
00012		F3200		S	N	Operations	CORP-Admin & Gen	120105		0.00%



American Water

2016 Workforce Planning Model - Kentucky

Assignment of Scheduled OT Hrs by position by month:

Home Company	Employee Number	Union Code	Temporary / Part-Time (T / PT)	Hourly / Salary	Exempt(Y) / Non-Exempt(N)	New Function	BU Name	BU #	Position Code	Job Title
00012		F3200		H	N	Customer Field Service - Operations	CEN-Cust Service	120203		
00012		F3200		H	N	Customer Field Service - Operations	CEN-Cust Service	120203		
00012		F3200		H	N	Customer Field Service - Operations	CEN-Cust Service	120203		
00012		F3200		H	N	Customer Field Service - Operations	CEN-Cust Service	120203		
00012		F3200		H	N	Customer Field Service - Operations	CEN-Cust Service	120203		
00012				S	Y	Customer Advocacy-Operations	CEN-Cust Service	120203		
00012				S	Y	Customer Field Service - Operations	CEN-Cust Service	120203		
00012				S	Y	External Affairs - KY	CORP-Com Relations	120121		
00012				H	N	External Affairs - KY	CORP-Com Relations	120121		
00012				S	Y	External Affairs - KY	CORP-Com Relations	120121		
00012				H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012				H	N	Field Operations - Support & Programs	CEN-Field Services	120206		
00012				H	N	Field Operations - Support & Programs	CEN-Field Services	120206		
00012				H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations	CEN-Field Services	120206		
00012		F3200		H	N	Field Operations - Support & Programs	CEN-Field Services	120206		
00012				S	Y	Field Operations	CEN-Field Services	120206		
00012				H	N	Field Operations - Support & Programs	CEN-Field Services	120206		
00012				H	N	Field Operations - Support & Programs	CEN-Field Services	120206		
00012				H	N	Field Operations - Support & Programs	CEN-Field Services	120206		
00012				H	N	Field Operations - Support & Programs	CEN-Field Services	120206		





American Water

2016 Workforce Planning Model - Kentucky

Assignment of Scheduled OT Hrs by position by month:

Home Company	Employee Number	Union Code	Temporary / Part-Time (T / PT)	Hourly / Salary	Exempt(Y) / Non-Exempt(N)	New Function	BU Name	BU #	Position Code	Job Title
00012		F3200		H	N	Production Maintenance	CEN-Production	120201		
00012				H	N	Production	CEN-Production	120201		
00012				H	N	Production	CEN-Production	120201		
00012				S	Y	Production Maintenance	CEN-Production	120201		
00012				S	Y	Production	CEN-Production	120201		
00012		F3200		H	N	Production Maintenance	CEN-Production	120201		
00012		F3200		H	N	Production Maintenance	CEN-Production	120201		
00012		F3200		H	N	Production Maintenance	CEN-Production	120201		
00012				H	N	Production	CEN-Production	120201		
00012		F3200		H	N	Richmond Road Station	CEN-Richmond Road	120251		
00012		F3200		H	N	Richmond Road Station	CEN-Richmond Road	120251		
00012		F3200		H	N	Richmond Road Station	CEN-Richmond Road	120251		
00012		F3200		H	N	Richmond Road Station	CEN-Richmond Road	120251		
00012				S	Y	Richmond Road Station	CEN-Richmond Road	120251		
00012		F3200		H	N	Richmond Road Station	CEN-Richmond Road	120251		
00012		F3200		H	N	Richmond Road Station	CEN-Richmond Road	120251		
00012				H	N	Northern Division	NOR-Admin & Gen	123005		
00012				H	N	Northern Division	NOR-Admin & Gen	123005		
00012				S	Y	Northern Division	NOR-Admin & Gen	123005		
00012				H	N	Field Operations - Northern Division	NOR-Field Services	123006		
00012				H	N	Field Operations - Northern Division	NOR-Field Services	123006		
00012				H	N	Field Operations - Northern Division	NOR-Field Services	123006		
00012				H	N	Field Operations - Northern Division	NOR-Field Services	123006		
00012				S	Y	Field Operations - Northern Division	NOR-Field Services	123006		
00012				H	N	Northern Division	NOR-Production	123001		
00012				H	N	Production	CEN-Production	120201		
00012		F3200		H	N	Richmond Road Station	CEN-Richmond Road	120251		
00012				H	N	Millersburg Waste Water	MILLWW-TREATMENT	126001		
00012				S	Y	KY State	CORP-Admin & Gen	120105		President (Large States)
00012				S	Y	Operations	CORP-Admin & Gen	120105		
00012				H	N	KY State	CORP-Admin & Gen	120105		
00012				S	Y	Operations	CORP-Admin & Gen	120105		VP Operations (Large)
00012				S	Y	Operations	CORP-Admin & Gen	120105		
00012				S	N	Operations	CORP-Admin & Gen	120105		













**Kentucky American Water Company  
401k Employee Contribution Rates**

Non-Union Average Match 2.89%  
Union Average Match 2.81%

Job Title	Personnel Subarea	Cost Ctr	Cost Center	Plan	Benefit plan	PreTax	Co Match
	Non-Union	120114	CORP-Engineering	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	Non-Union	120114	CORP-Engineering	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	Non-Union	120121	CORP-Com Relations	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	Non-Union	120105	CORP-Admin & Gen	41KA	401(k) Match 50% up to 5%	20.00	2.50%
	Non-Union	120217	CEN-Water Quality	41KA	401(k) Match 50% up to 5%	8.00	2.50%
	Non-Union	120217	CEN-Water Quality	41KA	401(k) Match 50% up to 5%	9.00	2.50%
	Non-Union	120114	CORP-Engineering	41KA	401(k) Match 50% up to 5%	35.00	2.50%
	Non-Union	120201	CEN-Production	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	Non-Union	120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	Non-Union	120105	CORP-Admin & Gen	41KA	401(k) Match 50% up to 5%	6.00	2.50%
	Non-Union	120114	CORP-Engineering	41KA	401(k) Match 50% up to 5%	9.00	2.50%
	Non-Union	120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	7.00	2.50%
	Non-Union	120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	0.00	0.00%
	Non-Union	120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	3.00	1.50%
	Non-Union	120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	6.00	2.50%
	Non-Union	120250	CEN-KY River St	41KA	401(k) Match 50% up to 5%	8.00	2.50%
	Non-Union	123006	NOR-Field Services	41KA	401(k) Match 50% up to 5%	6.00	2.50%
	Non-Union	120201	CEN-Production	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	Non-Union	120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	6.00	2.50%
	Non-Union	120217	CEN-Water Quality	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	Non-Union	120114	CORP-Engineering	41KA	401(k) Match 50% up to 5%	11.00	2.50%
	Non-Union	120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	Non-Union	123005	NOR-Admin & Gen	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	Non-Union	123006	NOR-Field Services	41KA	401(k) Match 50% up to 5%	2.00	1.00%
	Non-Union	120114	CORP-Engineering	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	Non-Union	120251	CEN-Richmond Road	41KB	401(k) Match 1-3/100% 4-5/50%	7.00	4.00%
	Non-Union	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	Non-Union	120201	CEN-Production	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	Non-Union	120114	CORP-Engineering	41KB	401(k) Match 1-3/100% 4-5/50%	4.00	3.50%
	Non-Union	120252	CEN-Pool III WTP	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	Non-Union	120252	CEN-Pool III WTP	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	Non-Union	123005	NOR-Admin & Gen	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	Non-Union	120252	CEN-Pool III WTP	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	Non-Union	120203	CEN-Cust Service	41KB	401(k) Match 1-3/100% 4-5/50%	10.00	4.00%
	Non-Union	120203	CEN-Cust Service	41KB	401(k) Match 1-3/100% 4-5/50%	4.00	3.50%
	Non-Union	120252	CEN-Pool III WTP	41KB	401(k) Match 1-3/100% 4-5/50%	17.00	4.00%
	Non-Union	120121	CORP-Com Relations	41KB	401(k) Match 1-3/100% 4-5/50%	11.00	4.00%
	Non-Union	123001	NOR-Production	41KB	401(k) Match 1-3/100% 4-5/50%	10.00	4.00%
	Non-Union	123005	NOR-Admin & Gen	41KB	401(k) Match 1-3/100% 4-5/50%	6.00	4.00%
	Non-Union	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
	Non-Union	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	4.00	3.50%
	Non-Union	120203	CEN-Cust Service	41KB	401(k) Match 1-3/100% 4-5/50%	6.00	4.00%
	Non-Union	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	20.00	4.00%
	Non-Union	120203	CEN-Cust Service	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
VP Operations (Large)	Non-Union	120105	CORP-Admin & Gen	41KB	401(k) Match 1-3/100% 4-5/50%	10.00	4.00%
	Non-Union	120252	CEN-Pool III WTP	41KB	401(k) Match 1-3/100% 4-5/50%	0.00	0.00%
	Non-Union	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	Non-Union	120121	CORP-Com Relations	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
	Non-Union	120252	CEN-Pool III WTP	41KB	401(k) Match 1-3/100% 4-5/50%	9.00	4.00%
	Non-Union	123006	NOR-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	0.00	0.00%
	Non-Union	123006	NOR-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	0.00	0.00%
	Non-Union	120114	CORP-Engineering	41KB	401(k) Match 1-3/100% 4-5/50%	10.00	4.00%
	Non-Union	120252	CEN-Pool III WTP	41KB	401(k) Match 1-3/100% 4-5/50%	12.00	4.00%
	Non-Union	120214	CEN-Engineering	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
	Non-Union	120114	CORP-Engineering	41KB	401(k) Match 1-3/100% 4-5/50%	12.00	4.00%
	Non-Union	120217	CEN-Water Quality	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	Non-Union	120105	CORP-Admin & Gen	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	Non-Union	120217	CEN-Water Quality	41KB	401(k) Match 1-3/100% 4-5/50%	1.00	1.00%



**Kentucky American Water Company  
401k Employee Contribution Rates**

Non-Union Average Match 2.89%  
Union Average Match 2.81%

Job Title	Personnel Subarea	Cost Ctr	Cost Center	Plan	Benefit plan	PreTax	Co Match
	Non-Union	123006	NOR-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	8.00	4.00%
	Non-Union	120252	CEN-Pool III WTP	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	SEIU_320 Outsid	120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	20.00	2.50%
	SEIU_320 Outsid	120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	4.00	2.00%
	SEIU_320 Outsid	120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	3.00	1.50%
	SEIU_320 Outsid	120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	25.00	2.50%
	SEIU_320 Outsid	120250	CEN-KY River St	41KA	401(k) Match 50% up to 5%	2.00	1.00%
	SEIU_320 Outsid	120201	CEN-Production	41KA	401(k) Match 50% up to 5%	0.00	0.00%
	SEIU_320 Outsid	120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	3.00	1.50%
	SEIU_320 Outsid	120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	0.00	0.00%
	SEIU_320 Outsid	120250	CEN-KY River St	41KA	401(k) Match 50% up to 5%	4.00	2.00%
	SEIU_320 Outsid	120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	SEIU_320 Outsid	120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	6.00	2.50%
	SEIU_320 Outsid	120251	CEN-Richmond Road	41KA	401(k) Match 50% up to 5%	0.00	0.00%
	SEIU_320 Outsid	120250	CEN-KY River St	41KA	401(k) Match 50% up to 5%	1.00	0.50%
	SEIU_320 Outsid	120251	CEN-Richmond Road	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	SEIU_320 Outsid	120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	0.00	0.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	SEIU_320 Outsid	120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	SEIU_320 Outsid	120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	8.00	2.50%
	SEIU_320 Outsid	120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	6.00	2.50%
	SEIU_320 Outsid	120250	CEN-KY River St	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	SEIU_320 Outsid	120203	CEN-Cust Service	41KB	401(k) Match 1-3/100% 4-5/50%	8.00	4.00%
	SEIU_320 Outsid	120203	CEN-Cust Service	41KB	401(k) Match 1-3/100% 4-5/50%	7.00	4.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	0.00	0.00%
	SEIU_320 Outsid	120203	CEN-Cust Service	41KB	401(k) Match 1-3/100% 4-5/50%	10.00	4.00%
	SEIU_320 Outsid	120201	CEN-Production	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	0.00	0.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	7.00	4.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	2.00	2.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	6.00	4.00%
	SEIU_320 Outsid	120251	CEN-Richmond Road	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	SEIU_320 Outsid	120251	CEN-Richmond Road	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	SEIU_320 Outsid	120251	CEN-Richmond Road	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
	SEIU_320 Outsid	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	6.00	4.00%

**Kentucky American Water Company**  
**DCP Eligible Employees**

Plan	Benefit plan text	Job Title	Entry	Union / Non-Union
DCA	Defined Contribution Account		11/18/1996	Non-Union
DCA	Defined Contribution Account		2/10/2003	Union
DCA	Defined Contribution Account		7/19/2004	Union
DCA	Defined Contribution Account		11/1/2004	Union
DCA	Defined Contribution Account		1/18/2005	Union
DCA	Defined Contribution Account		1/20/2005	Non-Union
DCA	Defined Contribution Account		2/14/2005	Union
DCA	Defined Contribution Account		3/14/2005	Non-Union
DCA	Defined Contribution Account		5/2/2005	Non-Union
DCA	Defined Contribution Account		5/18/2015	Non-Union
DCA	Defined Contribution Account		1/16/2006	Union
DCA	Defined Contribution Account		3/27/2006	Union
DCA	Defined Contribution Account		3/28/2006	Union
DCA	Defined Contribution Account		4/10/2006	Union
DCA	Defined Contribution Account		9/25/2006	Non-Union
DCA	Defined Contribution Account		1/1/2007	Union
DCA	Defined Contribution Account		1/29/2007	Union
DCA	Defined Contribution Account		1/30/2007	Non-Union
DCA	Defined Contribution Account		1/26/2007	Non-Union
DCA	Defined Contribution Account		11/30/2015	Union
DCA	Defined Contribution Account		4/23/2007	Non-Union
DCA	Defined Contribution Account		5/14/2007	Non-Union
DCA	Defined Contribution Account		12/17/2007	Union
DCA	Defined Contribution Account		3/24/2008	Union
DCA	Defined Contribution Account		8/11/2008	Non-Union
DCA	Defined Contribution Account		9/8/2008	Non-Union
DCA	Defined Contribution Account		10/22/2008	Union
DCA	Defined Contribution Account		10/20/2008	Union
DCA	Defined Contribution Account		11/10/2008	Non-Union
DCA	Defined Contribution Account		12/8/2008	Non-Union
DCA	Defined Contribution Account		6/29/2009	Non-Union
DCA	Defined Contribution Account		7/6/2009	Non-Union
DCA	Defined Contribution Account		7/13/2009	Non-Union
DCA	Defined Contribution Account		7/16/2009	Non-Union
DCA	Defined Contribution Account		7/16/2009	Non-Union
DCA	Defined Contribution Account		7/16/2009	Union
DCA	Defined Contribution Account		7/16/2009	Non-Union
DCA	Defined Contribution Account		7/20/2009	Non-Union
DCA	Defined Contribution Account		11/2/2009	Non-Union
DCA	Defined Contribution Account	VP Operations (Large)	12/7/2009	Non-Union
DCA	Defined Contribution Account		2/22/2010	Union
DCA	Defined Contribution Account		3/8/2010	Union
DCA	Defined Contribution Account		3/22/2010	Non-Union
DCA	Defined Contribution Account		4/7/2010	Union
DCA	Defined Contribution Account		4/26/2010	Union
DCA	Defined Contribution Account		6/7/2010	Union
DCA	Defined Contribution Account		9/13/2010	Union

**Kentucky American Water Company**  
**DCP Eligible Employees**

Plan	Benefit plan text	Job Title	Entry	Union / Non-Union
DCA	Defined Contribution Account		9/20/2010	Non-Union
DCA	Defined Contribution Account		10/18/2010	Non-Union
DCA	Defined Contribution Account		11/1/2010	Union
DCA	Defined Contribution Account		2/7/2011	Union
DCA	Defined Contribution Account		5/26/2015	Non-Union
DCA	Defined Contribution Account		5/16/2011	Union
DCA	Defined Contribution Account		8/15/2011	Union
DCA	Defined Contribution Account		8/29/2011	Non-Union
DCA	Defined Contribution Account		9/12/2011	Non-Union
DCA	Defined Contribution Account		11/14/2011	Union
DCA	Defined Contribution Account		12/5/2011	Non-Union
DCA	Defined Contribution Account		7/5/2012	Non-Union
DCA	Defined Contribution Account		7/5/2012	Non-Union
DCA	Defined Contribution Account		9/10/2012	Union
DCA	Defined Contribution Account		12/10/2012	Union
DCA	Defined Contribution Account		1/21/2013	Non-Union
DCA	Defined Contribution Account		4/1/2013	Non-Union
DCA	Defined Contribution Account		4/22/2013	Union
DCA	Defined Contribution Account		5/6/2013	Non-Union
DCA	Defined Contribution Account		5/7/2013	Union
DCA	Defined Contribution Account		6/10/2013	Union
DCA	Defined Contribution Account		10/14/2013	Union
DCA	Defined Contribution Account		10/11/2013	Union
DCA	Defined Contribution Account		2/24/2014	Non-Union
DCA	Defined Contribution Account		5/19/2014	Union
DCA	Defined Contribution Account		10/27/2014	Non-Union
DCA	Defined Contribution Account		11/10/2014	Union
DCA	Defined Contribution Account		11/17/2014	Union
DCA	Defined Contribution Account		8/31/2015	Union
DCA	Defined Contribution Account		1/5/2015	Non-Union
DCA	Defined Contribution Account		2/23/2015	Non-Union
DCA	Defined Contribution Account		2/23/2015	Non-Union
DCA	Defined Contribution Account		6/29/2015	Union
DCA	Defined Contribution Account		7/31/2015	Non-Union
DCA	Defined Contribution Account		8/17/2015	Non-Union
DCA	Defined Contribution Account		9/2/2015	Union
DCA	Defined Contribution Account		9/1/2015	Union
DCA	Defined Contribution Account		9/21/2015	Union
DCA	Defined Contribution Account		9/8/2015	Union
DCA	Defined Contribution Account		9/15/2015	Union
DCA	Defined Contribution Account		9/14/2015	Union
DCA	Defined Contribution Account		11/30/2015	Union

**Kentucky American Water Company  
Employee Stock Purchase Plan Participants**

<b>Job Title</b>	<b>Personnel Subarea</b>	<b>Cost Ctr</b>	<b>Cost Center</b>	<b>Plan</b>	<b>Benefit plan</b>	<b>Percent of Base Pay</b>	<b>Pro Forma Base Wages</b>	<b>ESPP Contribution</b>	<b>Company Funded 10% Discount</b>
	Non-Union	120105	CORP-Admin & Gen	ESPP	Stock Puchase Plan - 01	2.00	\$94,494	\$1,890	\$189
	Non-Union	120121	CORP-Com Relations	ESPP	Stock Puchase Plan - 01	10.00	112,382	11,238	1,124
	Non-Union	120105	CORP-Admin & Gen	ESPP	Stock Puchase Plan - 01	10.00	70,971	7,097	710
	Non-Union	120217	CEN-Water Quality	ESPP	Stock Puchase Plan - 01	8.00	63,997	5,120	512
	Non-Union	120114	CORP-Engineering	ESPP	Stock Puchase Plan - 01	10.00	64,582	6,458	646
	SEIU_320 Outsid	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	2.00	56,502	1,130	113
	SEIU_320 Outsid	120206	CEN-Field Services	ESPP	Stock Puchase Plan - 01	1.00	57,441	574	57
	Non-Union	120105	CORP-Admin & Gen	ESPP	Stock Puchase Plan - 01	3.00	76,918	2,308	231
	Non-Union	120114	CORP-Engineering	ESPP	Stock Puchase Plan - 01	2.00	62,389	1,248	125
	Non-Union	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	3.00	78,582	2,357	236
	SEIU_320 Outsid	120251	CEN-Richmond Road	ESPP	Stock Puchase Plan - 01	1.00	60,277	603	60
	SEIU_320 Outsid	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	1.00	56,502	565	57
	Non-Union	120206	CEN-Field Services	ESPP	Stock Puchase Plan - 01	5.00	58,360	2,918	292
	Non-Union	120217	CEN-Water Quality	ESPP	Stock Puchase Plan - 01	2.00	89,190	1,784	178
	Non-Union	120114	CORP-Engineering	ESPP	Stock Puchase Plan - 01	2.00	57,023	1,140	114
	SEIU_320 Outsid	120206	CEN-Field Services	ESPP	Stock Puchase Plan - 01	2.00	51,135	1,023	102
	SEIU_320 Outsid	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	2.00	51,135	1,023	102
	Non-Union	120252	CEN-Pool III WTP	ESPP	Stock Puchase Plan - 01	10.00	58,172	5,817	582
	Non-Union	120201	CEN-Production	ESPP	Stock Puchase Plan - 01	5.00	50,822	2,541	254
	Non-Union	120252	CEN-Pool III WTP	ESPP	Stock Puchase Plan - 01	8.00	65,730	5,258	526
	Non-Union	120121	CORP-Com Relations	ESPP	Stock Puchase Plan - 01	1.00	53,474	535	53
	SEIU_320 Outsid	120206	CEN-Field Services	ESPP	Stock Puchase Plan - 01	1.00	53,973	540	54
	Non-Union	123001	NOR-Production	ESPP	Stock Puchase Plan - 01	2.00	58,443	1,169	117
	Non-Union	120206	CEN-Field Services	ESPP	Stock Puchase Plan - 01	2.00	46,583	932	93
	Non-Union	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	5.00	50,028	2,501	250
	SEIU_320 Outsid	120206	CEN-Field Services	ESPP	Stock Puchase Plan - 01	4.00	51,157	2,046	205
	Non-Union	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	0.00	40,758	0	0
	Non-Union	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	1.00	40,194	402	40

**Kentucky American Water Company  
Employee Stock Purchase Plan Participants**

<b>Job Title</b>	<b>Personnel Subarea</b>	<b>Cost Ctr</b>	<b>Cost Center</b>	<b>Plan</b>	<b>Benefit plan</b>	<b>Percent of Base Pay</b>	<b>Pro Forma Base Wages</b>	<b>ESPP Contribution</b>	<b>Company Funded 10% Discount</b>
	Non-Union	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	4.00	78,042	3,122	312
VP Operations (Large)	Non-Union	120105	CORP-Admin & Gen	ESPP	Stock Puchase Plan - 01	1.00	145,350	1,454	145
	Non-Union	120206	CEN-Field Services	ESPP	Stock Puchase Plan - 01	2.00	68,661	1,373	137
	Non-Union	120121	CORP-Com Relations	ESPP	Stock Puchase Plan - 01	1.00	62,421	624	62
	Non-Union	120252	CEN-Pool III WTP	ESPP	Stock Puchase Plan - 01	0.00	60,134	0	0
	Non-Union	120252	CEN-Pool III WTP	ESPP	Stock Puchase Plan - 01	3.00	58,944	1,768	177
	Non-Union	120114	CORP-Engineering	ESPP	Stock Puchase Plan - 01	3.00	104,395	3,132	313

Kentucky American Water Company  
 Non Union Employee Health Enrollment and Costs as of 11/30/15

	Employer Cost	Employee Cost	Gross
Average	\$12,657.44	\$2,570.85	\$15,228.29
Fraction of Employees with Selections	2%	2%	
Average After Non-Participation	\$191.78	\$38.95	\$230.73

Line #	Union / NU	Job Title	Dental/Vision Only Plan		PPO Medical,Dental/Vision Plan		Total Sum of Annual Employer Cost	Total Sum of Annual Employee Cost	Gross Cost
			Sum of Annual Employer Cost	Sum of Annual Employee Cost	Sum of Annual Employer Cost	Sum of Annual Employee Cost			
1	Non Union		\$282	\$74	\$5,343	\$1,072	\$5,625	\$1,146	\$6,770
2	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
3	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
4	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
5	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
6	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
7	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
8	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
9	Non Union		705	172	12,275	2,464	12,979	2,637	15,616
10	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
11	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
12	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
13	Non Union		705	172	12,275	2,464	12,979	2,637	15,616
14	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
15	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
16	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
17	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
18	Non Union		666	160	5,343	1,072	6,009	1,232	7,241
19	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
20	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
21	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
22	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
23	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
24	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
25	Non Union		705	172	12,275	2,464	12,979	2,637	15,616
26	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
27	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
28	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
29	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
30	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
31	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
32	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
33	Non Union		846	210	11,749	2,366	12,595	2,575	15,170
34	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
35	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
36	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
37	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
38	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
39	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
40	Non Union		705	172	12,275	2,464	12,979	2,637	15,616
41	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
42	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
43	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
44	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
45	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
46	Non Union		705	172	12,275	2,464	12,979	2,637	15,616
47	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
48	Non Union	VP Operations (Large)	846	210	14,940	2,994	15,785	3,203	18,989
49	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
50	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
51	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
52	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
53	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
54	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
55	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
56	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
57	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
58	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
59	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
60	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
61	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
62	Non Union				11,749	2,366	11,749	2,366	14,115
63	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
64	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
65	Total Non Union		\$43,089	\$10,660	\$766,987	\$153,874	\$810,076	\$164,534	\$974,611

**Kentucky American Water Company  
Labor and Benefits**

**Gross Labor**

**Non Union Salaried**

Line #	FTE	Cost Center	Cost Center Name	Job	Proj Hourly		Proj Hourly	Going Level	Annual	Long Term	Sum	
					Hourly Wage as of 11-30-2015	Wage as of 4-1-2016						Wage as of 4-1-2017
1	1	120105	CORP-Admin & Gen		43.66	44.86	46.21	45.43	\$94,494	\$9,449	\$0	\$103,943
1	1	120105	CORP-Admin & Gen		35.54	36.52	37.62	36.98	76,918	3,846	-	80,764
1	1	120105	CORP-Admin & Gen		32.69	33.59	34.60	34.01	70,741	7,074	-	77,815
1	1	120105	CORP-Admin & Gen	VP Operations (Large)	67.16	69.01	71.08	69.88	145,350	29,070	14,535	188,955
1	1	120114	CORP-Engineering		36.46	37.47	38.59	37.94	78,915	7,892	-	86,807
1	1	120114	CORP-Engineering		48.24	49.57	51.06	50.19	104,395	15,659	-	120,054
1	1	120121	CORP-Com Relations		51.94	53.36	54.96	54.03	112,382	16,857	-	129,239
1	1	120121	CORP-Com Relations		28.85	29.64	30.53	30.01	62,421	6,242	-	68,663
1	1	120201	CEN-Production		46.59	47.87	49.31	48.47	100,818	15,123	-	115,941
1	1	120201	CEN-Production		34.78	35.73	36.80	36.18	75,254	7,525	-	82,779
1	1	120203	CEN-Cust Service		36.06	37.05	38.16	37.52	78,042	7,804	-	85,846
1	1	120203	CEN-Cust Service		36.31	37.31	38.43	37.78	78,582	7,858	-	86,440
1	1	120206	CEN-Field Services		47.56	48.87	50.34	49.49	102,939	15,441	-	118,380
1	1	120206	CEN-Field Services		35.54	36.52	37.62	36.98	76,918	7,692	-	84,610
1	1	120206	CEN-Field Services		31.49	32.36	33.33	32.77	68,162	6,816	-	74,978
1	1	120206	CEN-Field Services		31.73	32.60	33.58	33.01	68,661	6,866	-	75,527
1	1	120214	CEN-Engineering		25.83	26.54	27.34	26.88	55,910	2,796	-	58,706
1	1	120217	CEN-Water Quality		31.99	32.87	33.86	33.28	69,222	3,461	-	72,683
1	1	120217	CEN-Water Quality		24.76	25.44	26.20	25.76	53,581	2,679	-	56,260
1	1	120217	CEN-Water Quality		41.22	42.35	43.62	42.88	89,190	8,919	-	98,109
1	1	120250	CEN-KY River St		38.36	39.42	40.60	39.91	83,013	8,301	-	91,314
1	1	120251	CEN-Richmond Road		31.72	32.60	33.58	33.01	68,661	6,866	-	75,527
1	1	123005	NOR-Admin & Gen		39.71	40.80	42.02	41.31	85,925	8,592	-	94,517
1	1	123006	NOR-Field Services		32.69	33.59	34.60	34.01	70,741	7,074	-	77,815
									<b>\$1,971,237</b>	<b>\$219,902</b>	<b>\$14,535</b>	<b>\$2,205,674</b>

**Kentucky American Water Company  
Labor and Benefits**

**Non Union Salaried**

Gross Payroll Taxes					Gross Other Benefits 401k, DCP, Retiree Medical, ESPP				
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Line #	FTE	Cost Center	Cost Center Name	Job	Total Gross Payroll Taxes				401k % Match	401k	Defined Contribution Plan	Retiree Medical (VEBA)	ESPP	
					FICA Withholding	FICA Medicare	SUTA	FUTA						
1	1	120105	CORP-Admin & Gen		\$6,444	\$1,507	\$159	\$42	\$8,153	0.00%	\$0	\$0	\$0	\$189
1	1	120105	CORP-Admin & Gen		5,007	1,171	159	42	6,380	2.50%	1,923	-	-	231
1	1	120105	CORP-Admin & Gen		4,825	1,128	159	42	6,154	4.00%	3,113	3,714	-	-
1	1	120105	CORP-Admin & Gen	VP Operations (Large)	7,347	2,740	159	42	10,288	4.00%	6,977	7,631	-	145
1	1	120114	CORP-Engineering		5,382	1,259	159	42	6,842	4.00%	3,472	4,143	-	-
1	1	120114	CORP-Engineering		7,347	1,741	159	42	9,289	4.00%	4,802	5,481	-	313
1	1	120121	CORP-Com Relations		7,347	1,874	159	42	9,422	2.50%	2,810	-	-	1,124
1	1	120121	CORP-Com Relations		4,257	996	159	42	5,454	3.00%	2,060	3,277	-	62
1	1	120201	CEN-Production		7,188	1,681	159	42	9,071	2.89%	2,915	5,293	-	-
1	1	120201	CEN-Production		5,132	1,200	159	42	6,534	4.00%	3,311	3,951	-	-
1	1	120203	CEN-Cust Service		5,322	1,245	159	42	6,769	4.00%	3,434	4,097	-	312
1	1	120203	CEN-Cust Service		5,359	1,253	159	42	6,814	2.50%	1,965	-	-	236
1	1	120206	CEN-Field Services		7,340	1,717	159	42	9,257	2.50%	2,573	-	-	-
1	1	120206	CEN-Field Services		5,246	1,227	159	42	6,674	0.00%	-	-	-	-
1	1	120206	CEN-Field Services		4,649	1,087	159	42	5,937	4.00%	2,999	3,578	-	-
1	1	120206	CEN-Field Services		4,683	1,095	159	42	5,979	4.00%	3,021	3,605	-	137
1	1	120214	CEN-Engineering		3,640	851	159	42	4,692	3.00%	1,761	2,935	-	-
1	1	120217	CEN-Water Quality		4,506	1,054	159	42	5,762	2.50%	1,731	-	-	-
1	1	120217	CEN-Water Quality		3,488	816	159	42	4,505	4.00%	2,250	2,813	-	-
1	1	120217	CEN-Water Quality		6,083	1,423	159	42	7,707	2.50%	2,230	-	-	178
1	1	120250	CEN-KY River St		5,661	1,324	159	42	7,187	2.50%	2,075	-	-	-
1	1	120251	CEN-Richmond Road		4,683	1,095	159	42	5,979	4.00%	3,021	3,605	-	-
1	1	123005	NOR-Admin & Gen		5,860	1,370	159	42	7,432	4.00%	3,781	4,511	-	-
1	1	123006	NOR-Field Services		4,825	1,128	159	42	6,154	4.00%	3,113	3,714	-	-
<u>24</u>					<u>\$131,621</u>	<u>\$31,982</u>	<u>\$3,825</u>	<u>\$1,008</u>	<u>\$168,437</u>		<u>\$65,336</u>	<u>\$62,348</u>	<u>\$0</u>	<u>\$2,928</u>



**Kentucky American Water Company  
Labor and Benefits**

**Gross Group Insurance**

**Non Union Salaried**

Line #	FTE	Cost Center	Cost Center Name	Job	Medical	Employee	Net	Insurance	Basic	AD&D	Long	Short	Total	Water Alloc %	Cap %
					Dental & Vision	Contribution	Medical, Dental, Vision	Coverage	Life	Term Disability	Term Disability	Gross Group Insurance			
1	1	120105	CORP-Admin & Gen		\$15,616	(\$2,637)	\$12,979	\$142,000	\$300	\$34	\$163	\$24	\$13,500	100.00%	0.20%
1	1	120105	CORP-Admin & Gen		14,941	(2,526)	12,416	116,000	245	42	132	24	12,859	100.00%	0.00%
1	1	120105	CORP-Admin & Gen		6,770	(1,146)	5,625	107,000	226	39	122	24	6,035	100.00%	18.00%
1	1	120105	CORP-Admin & Gen	VP Operations (Large)	18,989	(3,203)	15,785	200,000	422	72	250	24	16,554	100.00%	0.00%
1	1	120114	CORP-Engineering		6,770	(1,146)	5,625	119,000	251	43	136	24	6,079	100.00%	100.00%
1	1	120114	CORP-Engineering		18,989	(3,203)	15,785	157,000	332	57	180	24	16,377	98.75%	100.00%
1	1	120121	CORP-Com Relations		18,989	(3,203)	15,785	169,000	357	61	193	24	16,420	100.00%	15.00%
1	1	120121	CORP-Com Relations		18,989	(3,203)	15,785	94,000	199	34	107	24	16,149	100.00%	0.00%
1	1	120201	CEN-Production		14,767	(2,493)	12,274	152,000	321	55	173	24	12,847	99.62%	0.00%
1	1	120201	CEN-Production		18,989	(3,203)	15,785	113,000	239	41	129	24	16,218	100.00%	25.00%
1	1	120203	CEN-Cust Service		18,989	(3,203)	15,785	118,000	249	42	134	24	16,235	100.00%	5.00%
1	1	120203	CEN-Cust Service		18,989	(3,203)	15,785	118,000	249	42	135	24	16,236	100.00%	10.00%
1	1	120206	CEN-Field Services		14,941	(2,526)	12,416	155,000	327	56	177	24	13,000	100.00%	33.80%
1	1	120206	CEN-Field Services		-	-	-	116,000	245	42	132	24	443	99.20%	45.00%
1	1	120206	CEN-Field Services		18,989	(3,203)	15,785	103,000	218	37	117	24	16,181	99.20%	21.50%
1	1	120206	CEN-Field Services		6,770	(1,146)	5,625	103,000	218	37	118	24	6,021	99.20%	60.00%
1	1	120214	CEN-Engineering		18,989	(3,203)	15,785	84,000	177	30	96	24	16,113	100.00%	100.00%
1	1	120217	CEN-Water Quality		6,770	(1,146)	5,625	104,000	220	37	119	24	6,025	99.68%	1.00%
1	1	120217	CEN-Water Quality		6,770	(1,146)	5,625	81,000	171	29	92	24	5,941	99.68%	1.00%
1	1	120217	CEN-Water Quality		18,989	(3,203)	15,785	134,000	283	48	153	24	16,294	99.36%	5.00%
1	1	120250	CEN-KY River St		6,770	(1,146)	5,625	125,000	264	45	143	24	6,100	100.00%	20.00%
1	1	120251	CEN-Richmond Road		18,989	(3,203)	15,785	103,000	218	37	118	24	16,182	100.00%	20.00%
1	1	123005	NOR-Admin & Gen		15,616	(2,637)	12,979	129,000	272	46	148	24	13,470	98.97%	20.00%
1	1	123006	NOR-Field Services		14,115	(2,366)	11,749	107,000	226	39	122	24	12,159	100.00%	20.00%
<u>24</u>					<u>\$339,493</u>	<u>(\$57,292)</u>	<u>\$282,201</u>	<u>\$2,949,000</u>	<u>\$6,228</u>	<u>\$1,045</u>	<u>\$3,391</u>	<u>\$573</u>	<u>\$293,438</u>		

**Kentucky American Water Company  
401k Employee Contribution Rates**

Non-Union Average Match 2.89%  
Union Average Match 2.81%

Job Title	Personnel Subarea	Cost Ctr	Cost Center	Plan	Benefit plan	PreTax	Co Match
	Non-Union	120114	CORP-Engineering	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	Non-Union	120114	CORP-Engineering	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	Non-Union	120121	CORP-Com Relations	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	Non-Union	120105	CORP-Admin & Gen	41KA	401(k) Match 50% up to 5%	20.00	2.50%
	Non-Union	120217	CEN-Water Quality	41KA	401(k) Match 50% up to 5%	8.00	2.50%
	Non-Union	120217	CEN-Water Quality	41KA	401(k) Match 50% up to 5%	9.00	2.50%
	Non-Union	120114	CORP-Engineering	41KA	401(k) Match 50% up to 5%	35.00	2.50%
	Non-Union	120201	CEN-Production	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	Non-Union	120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	Non-Union	120105	CORP-Admin & Gen	41KA	401(k) Match 50% up to 5%	6.00	2.50%
	Non-Union	120114	CORP-Engineering	41KA	401(k) Match 50% up to 5%	9.00	2.50%
	Non-Union	120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	7.00	2.50%
	Non-Union	120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	0.00	0.00%
	Non-Union	120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	3.00	1.50%
	Non-Union	120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	6.00	2.50%
	Non-Union	120250	CEN-KY River St	41KA	401(k) Match 50% up to 5%	8.00	2.50%
	Non-Union	123006	NOR-Field Services	41KA	401(k) Match 50% up to 5%	6.00	2.50%
	Non-Union	120201	CEN-Production	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	Non-Union	120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	6.00	2.50%
	Non-Union	120217	CEN-Water Quality	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	Non-Union	120114	CORP-Engineering	41KA	401(k) Match 50% up to 5%	11.00	2.50%
	Non-Union	120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	Non-Union	123005	NOR-Admin & Gen	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	Non-Union	123006	NOR-Field Services	41KA	401(k) Match 50% up to 5%	2.00	1.00%
	Non-Union	120114	CORP-Engineering	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	Non-Union	120251	CEN-Richmond Road	41KB	401(k) Match 1-3/100% 4-5/50%	7.00	4.00%
	Non-Union	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	Non-Union	120201	CEN-Production	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	Non-Union	120114	CORP-Engineering	41KB	401(k) Match 1-3/100% 4-5/50%	4.00	3.50%
	Non-Union	120252	CEN-Pool III WTP	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	Non-Union	120252	CEN-Pool III WTP	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	Non-Union	123005	NOR-Admin & Gen	41KA	401(k) Match 50% up to 5%	5.00	2.50%
	Non-Union	120252	CEN-Pool III WTP	41KA	401(k) Match 50% up to 5%	10.00	2.50%
	Non-Union	120203	CEN-Cust Service	41KB	401(k) Match 1-3/100% 4-5/50%	10.00	4.00%
	Non-Union	120203	CEN-Cust Service	41KB	401(k) Match 1-3/100% 4-5/50%	4.00	3.50%
	Non-Union	120252	CEN-Pool III WTP	41KB	401(k) Match 1-3/100% 4-5/50%	17.00	4.00%
	Non-Union	120121	CORP-Com Relations	41KB	401(k) Match 1-3/100% 4-5/50%	11.00	4.00%
	Non-Union	123001	NOR-Production	41KB	401(k) Match 1-3/100% 4-5/50%	10.00	4.00%
	Non-Union	123005	NOR-Admin & Gen	41KB	401(k) Match 1-3/100% 4-5/50%	6.00	4.00%
	Non-Union	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
	Non-Union	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	4.00	3.50%
	Non-Union	120203	CEN-Cust Service	41KB	401(k) Match 1-3/100% 4-5/50%	6.00	4.00%
	Non-Union	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	20.00	4.00%
	Non-Union	120203	CEN-Cust Service	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
VP Operations	Non-Union	120105	CORP-Admin & Gen	41KB	401(k) Match 1-3/100% 4-5/50%	10.00	4.00%
	Non-Union	120252	CEN-Pool III WTP	41KB	401(k) Match 1-3/100% 4-5/50%	0.00	0.00%
	Non-Union	120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	Non-Union	120121	CORP-Com Relations	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
	Non-Union	120252	CEN-Pool III WTP	41KB	401(k) Match 1-3/100% 4-5/50%	9.00	4.00%
	Non-Union	123006	NOR-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	0.00	0.00%
	Non-Union	123006	NOR-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	0.00	0.00%
	Non-Union	120114	CORP-Engineering	41KB	401(k) Match 1-3/100% 4-5/50%	10.00	4.00%
	Non-Union	120252	CEN-Pool III WTP	41KB	401(k) Match 1-3/100% 4-5/50%	12.00	4.00%
	Non-Union	120214	CEN-Engineering	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
	Non-Union	120114	CORP-Engineering	41KB	401(k) Match 1-3/100% 4-5/50%	12.00	4.00%
	Non-Union	120217	CEN-Water Quality	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	Non-Union	120105	CORP-Admin & Gen	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
	Non-Union	120217	CEN-Water Quality	41KB	401(k) Match 1-3/100% 4-5/50%	1.00	1.00%
	Non-Union	123006	NOR-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	8.00	4.00%

**Kentucky American Water Company  
401k Employee Contribution Rates**

Non-Union Average Match 2.89%  
Union Average Match 2.81%

Job Title	Personnel Subarea	Cost Ctr	Cost Center	Plan	Benefit plan	PreTax	Co Match
Non-Union		120252	CEN-Pool III WTP	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
SEIU_320 Outsid		120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	20.00	2.50%
SEIU_320 Outsid		120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	4.00	2.00%
SEIU_320 Outsid		120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	3.00	1.50%
SEIU_320 Outsid		120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	25.00	2.50%
SEIU_320 Outsid		120250	CEN-KY River St	41KA	401(k) Match 50% up to 5%	2.00	1.00%
SEIU_320 Outsid		120201	CEN-Production	41KA	401(k) Match 50% up to 5%	0.00	0.00%
SEIU_320 Outsid		120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	3.00	1.50%
SEIU_320 Outsid		120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	0.00	0.00%
SEIU_320 Outsid		120250	CEN-KY River St	41KA	401(k) Match 50% up to 5%	4.00	2.00%
SEIU_320 Outsid		120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	10.00	2.50%
SEIU_320 Outsid		120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	6.00	2.50%
SEIU_320 Outsid		120251	CEN-Richmond Road	41KA	401(k) Match 50% up to 5%	0.00	0.00%
SEIU_320 Outsid		120250	CEN-KY River St	41KA	401(k) Match 50% up to 5%	1.00	0.50%
SEIU_320 Outsid		120251	CEN-Richmond Road	41KA	401(k) Match 50% up to 5%	5.00	2.50%
SEIU_320 Outsid		120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	0.00	0.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KA	401(k) Match 50% up to 5%	5.00	2.50%
SEIU_320 Outsid		120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	10.00	2.50%
SEIU_320 Outsid		120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	8.00	2.50%
SEIU_320 Outsid		120203	CEN-Cust Service	41KA	401(k) Match 50% up to 5%	6.00	2.50%
SEIU_320 Outsid		120250	CEN-KY River St	41KA	401(k) Match 50% up to 5%	5.00	2.50%
SEIU_320 Outsid		120203	CEN-Cust Service	41KB	401(k) Match 1-3/100% 4-5/50%	8.00	4.00%
SEIU_320 Outsid		120203	CEN-Cust Service	41KB	401(k) Match 1-3/100% 4-5/50%	7.00	4.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	0.00	0.00%
SEIU_320 Outsid		120203	CEN-Cust Service	41KB	401(k) Match 1-3/100% 4-5/50%	10.00	4.00%
SEIU_320 Outsid		120201	CEN-Production	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	0.00	0.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	7.00	4.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	2.00	2.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	6.00	4.00%
SEIU_320 Outsid		120251	CEN-Richmond Road	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	8.00	4.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	7.00	4.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	10.00	4.00%
SEIU_320 Outsid		120250	CEN-KY River St	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
SEIU_320 Outsid		120201	CEN-Production	41KB	401(k) Match 1-3/100% 4-5/50%	9.00	4.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	4.00	3.50%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	10.00	4.00%
SEIU_320 Outsid		120251	CEN-Richmond Road	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
SEIU_320 Outsid		120250	CEN-KY River St	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
SEIU_320 Outsid		120251	CEN-Richmond Road	41KB	401(k) Match 1-3/100% 4-5/50%	6.00	4.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	7.00	4.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
SEIU_320 Outsid		120251	CEN-Richmond Road	41KB	401(k) Match 1-3/100% 4-5/50%	5.00	4.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	3.00	3.00%
SEIU_320 Outsid		120206	CEN-Field Services	41KB	401(k) Match 1-3/100% 4-5/50%	6.00	4.00%

**Kentucky American Water Company**  
**DCP Eligible Employees**

Plan	Benefit plan text	Job Title	Entry	Union / Non-Union
DCA	Defined Contribution Account		11/18/1996	Non-Union
DCA	Defined Contribution Account		2/10/2003	Union
DCA	Defined Contribution Account		7/19/2004	Union
DCA	Defined Contribution Account		11/1/2004	Union
DCA	Defined Contribution Account		1/18/2005	Union
DCA	Defined Contribution Account		1/20/2005	Non-Union
DCA	Defined Contribution Account		2/14/2005	Union
DCA	Defined Contribution Account		3/14/2005	Non-Union
DCA	Defined Contribution Account		5/2/2005	Non-Union
DCA	Defined Contribution Account		5/18/2015	Non-Union
DCA	Defined Contribution Account		1/16/2006	Union
DCA	Defined Contribution Account		3/27/2006	Union
DCA	Defined Contribution Account		3/28/2006	Union
DCA	Defined Contribution Account		4/10/2006	Union
DCA	Defined Contribution Account		9/25/2006	Non-Union
DCA	Defined Contribution Account		1/1/2007	Union
DCA	Defined Contribution Account		1/29/2007	Union
DCA	Defined Contribution Account		1/30/2007	Non-Union
DCA	Defined Contribution Account		1/26/2007	Non-Union
DCA	Defined Contribution Account		11/30/2015	Union
DCA	Defined Contribution Account		4/23/2007	Non-Union
DCA	Defined Contribution Account		5/14/2007	Non-Union
DCA	Defined Contribution Account		12/17/2007	Union
DCA	Defined Contribution Account		3/24/2008	Union
DCA	Defined Contribution Account		8/11/2008	Non-Union
DCA	Defined Contribution Account		9/8/2008	Non-Union
DCA	Defined Contribution Account		10/22/2008	Union
DCA	Defined Contribution Account		10/20/2008	Union
DCA	Defined Contribution Account		11/10/2008	Non-Union
DCA	Defined Contribution Account		12/8/2008	Non-Union
DCA	Defined Contribution Account		6/29/2009	Non-Union
DCA	Defined Contribution Account		7/6/2009	Non-Union
DCA	Defined Contribution Account		7/13/2009	Non-Union
DCA	Defined Contribution Account		7/16/2009	Non-Union
DCA	Defined Contribution Account		7/16/2009	Non-Union
DCA	Defined Contribution Account		7/16/2009	Union
DCA	Defined Contribution Account		7/16/2009	Non-Union
DCA	Defined Contribution Account		7/20/2009	Non-Union
DCA	Defined Contribution Account		11/2/2009	Non-Union
DCA	Defined Contribution Account	VP Operations	12/7/2009	Non-Union
DCA	Defined Contribution Account		2/22/2010	Union
DCA	Defined Contribution Account		3/8/2010	Union
DCA	Defined Contribution Account		3/22/2010	Non-Union
DCA	Defined Contribution Account		4/7/2010	Union
DCA	Defined Contribution Account		4/26/2010	Union
DCA	Defined Contribution Account		6/7/2010	Union
DCA	Defined Contribution Account		9/13/2010	Union

**Kentucky American Water Company**  
**DCP Eligible Employees**

Plan	Benefit plan text	Job Title	Entry	Union / Non-Union
DCA	Defined Contribution Account		9/20/2010	Non-Union
DCA	Defined Contribution Account		10/18/2010	Non-Union
DCA	Defined Contribution Account		11/1/2010	Union
DCA	Defined Contribution Account		2/7/2011	Union
DCA	Defined Contribution Account		5/26/2015	Non-Union
DCA	Defined Contribution Account		5/16/2011	Union
DCA	Defined Contribution Account		8/15/2011	Union
DCA	Defined Contribution Account		8/29/2011	Non-Union
DCA	Defined Contribution Account		9/12/2011	Non-Union
DCA	Defined Contribution Account		11/14/2011	Union
DCA	Defined Contribution Account		12/5/2011	Non-Union
DCA	Defined Contribution Account		7/5/2012	Non-Union
DCA	Defined Contribution Account		7/5/2012	Non-Union
DCA	Defined Contribution Account		9/10/2012	Union
DCA	Defined Contribution Account		12/10/2012	Union
DCA	Defined Contribution Account		1/21/2013	Non-Union
DCA	Defined Contribution Account		4/1/2013	Non-Union
DCA	Defined Contribution Account		4/22/2013	Union
DCA	Defined Contribution Account		5/6/2013	Non-Union
DCA	Defined Contribution Account		5/7/2013	Union
DCA	Defined Contribution Account		6/10/2013	Union
DCA	Defined Contribution Account		10/14/2013	Union
DCA	Defined Contribution Account		10/11/2013	Union
DCA	Defined Contribution Account		2/24/2014	Non-Union
DCA	Defined Contribution Account		5/19/2014	Union
DCA	Defined Contribution Account		10/27/2014	Non-Union
DCA	Defined Contribution Account		11/10/2014	Union
DCA	Defined Contribution Account		11/17/2014	Union
DCA	Defined Contribution Account		8/31/2015	Union
DCA	Defined Contribution Account		1/5/2015	Non-Union
DCA	Defined Contribution Account		2/23/2015	Non-Union
DCA	Defined Contribution Account		2/23/2015	Non-Union
DCA	Defined Contribution Account		6/29/2015	Union
DCA	Defined Contribution Account		7/31/2015	Non-Union
DCA	Defined Contribution Account		8/17/2015	Non-Union
DCA	Defined Contribution Account		9/2/2015	Union
DCA	Defined Contribution Account		9/1/2015	Union
DCA	Defined Contribution Account		9/21/2015	Union
DCA	Defined Contribution Account		9/8/2015	Union
DCA	Defined Contribution Account		9/15/2015	Union
DCA	Defined Contribution Account		9/14/2015	Union
DCA	Defined Contribution Account		11/30/2015	Union

**Kentucky American Water Company  
Employee Stock Purchase Plan Participants**

Job Title	Personnel		Cost Center	Plan	Benefit plan	Percent	Pro Forma	ESPP	Company
	Subarea	Cost Ctr				of Base Pay	Base Wages	Contribution	Funded 10% Discount
	Non-Union	120105	CORP-Admin & Gen	ESPP	Stock Puchase Plan - 01	2.00	\$94,494	\$1,890	\$189
	Non-Union	120121	CORP-Com Relations	ESPP	Stock Puchase Plan - 01	10.00	112,382	11,238	1,124
	Non-Union	120105	CORP-Admin & Gen	ESPP	Stock Puchase Plan - 01	10.00	70,971	7,097	710
	Non-Union	120217	CEN-Water Quality	ESPP	Stock Puchase Plan - 01	8.00	63,997	5,120	512
	Non-Union	120114	CORP-Engineering	ESPP	Stock Puchase Plan - 01	10.00	64,582	6,458	646
	SEIU_320 Outsid	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	2.00	56,502	1,130	113
	SEIU_320 Outsid	120206	CEN-Field Services	ESPP	Stock Puchase Plan - 01	1.00	57,441	574	57
	Non-Union	120105	CORP-Admin & Gen	ESPP	Stock Puchase Plan - 01	3.00	76,918	2,308	231
	Non-Union	120114	CORP-Engineering	ESPP	Stock Puchase Plan - 01	2.00	62,389	1,248	125
	Non-Union	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	3.00	78,582	2,357	236
	SEIU_320 Outsid	120251	CEN-Richmond Road	ESPP	Stock Puchase Plan - 01	1.00	60,277	603	60
	SEIU_320 Outsid	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	1.00	56,502	565	57
	Non-Union	120206	CEN-Field Services	ESPP	Stock Puchase Plan - 01	5.00	58,360	2,918	292
	Non-Union	120217	CEN-Water Quality	ESPP	Stock Puchase Plan - 01	2.00	89,190	1,784	178
	Non-Union	120114	CORP-Engineering	ESPP	Stock Puchase Plan - 01	2.00	57,023	1,140	114
	SEIU_320 Outsid	120206	CEN-Field Services	ESPP	Stock Puchase Plan - 01	2.00	51,135	1,023	102
	SEIU_320 Outsid	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	2.00	51,135	1,023	102
	Non-Union	120252	CEN-Pool III WTP	ESPP	Stock Puchase Plan - 01	10.00	58,172	5,817	582
	Non-Union	120201	CEN-Production	ESPP	Stock Puchase Plan - 01	5.00	50,822	2,541	254
	Non-Union	120252	CEN-Pool III WTP	ESPP	Stock Puchase Plan - 01	8.00	65,730	5,258	526
	Non-Union	120121	CORP-Com Relations	ESPP	Stock Puchase Plan - 01	1.00	53,474	535	53
	SEIU_320 Outsid	120206	CEN-Field Services	ESPP	Stock Puchase Plan - 01	1.00	53,973	540	54
	Non-Union	123001	NOR-Production	ESPP	Stock Puchase Plan - 01	2.00	58,443	1,169	117
	Non-Union	120206	CEN-Field Services	ESPP	Stock Puchase Plan - 01	2.00	46,583	932	93
	Non-Union	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	5.00	50,028	2,501	250
	SEIU_320 Outsid	120206	CEN-Field Services	ESPP	Stock Puchase Plan - 01	4.00	51,157	2,046	205
	Non-Union	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	0.00	40,758	-	-
	Non-Union	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	1.00	40,194	402	40
	Non-Union	120203	CEN-Cust Service	ESPP	Stock Puchase Plan - 01	4.00	78,042	3,122	312
VP Operations	Non-Union	120105	CORP-Admin & Gen	ESPP	Stock Puchase Plan - 01	1.00	145,350	1,454	145

**Kentucky American Water Company  
Employee Stock Purchase Plan Participants**

<b>Job Title</b>	<b>Personnel Subarea</b>	<b>Cost Ctr</b>	<b>Cost Center</b>	<b>Plan</b>	<b>Benefit plan</b>	<b>Percent of Base Pay</b>	<b>Pro Forma Base Wages</b>	<b>ESPP Contribution</b>	<b>Company Funded 10% Discount</b>
	Non-Union	120206	CEN-Field Services	ESPP	Stock Puchase Plan - 01	2.00	68,661	1,373	137
	Non-Union	120121	CORP-Com Relations	ESPP	Stock Puchase Plan - 01	1.00	62,421	624	62
	Non-Union	120252	CEN-Pool III WTP	ESPP	Stock Puchase Plan - 01	0.00	60,134	-	-
	Non-Union	120252	CEN-Pool III WTP	ESPP	Stock Puchase Plan - 01	3.00	58,944	1,768	177
	Non-Union	120114	CORP-Engineering	ESPP	Stock Puchase Plan - 01	3.00	104,395	3,132	313

**Kentucky American Water Company  
Non Union Employee Health Enrollment and Costs as of 11/30/15**

	Average	Employer Cost	Employee Cost	Gross
Fraction of Employees with Selections	2%	\$12,657.44	\$2,570.85	\$15,228.29
Average After Non-Participation		\$191.78	\$38.95	\$230.73

Line #	Union / NU	Job Title	Dental/Vision Only Plan		PPO Medical,Dental/Vision Plan		Total Sum of Annual EmployER Cost	Total Sum of Annual EmployEE Cost	Gross Cost
			Sum of Annual EmployER Cost	Sum of Annual EmployEE Cost	Sum of Annual EmployER Cost	Sum of Annual EmployEE Cost			
1	Non Union		\$282	\$74	\$5,343	\$1,072	\$5,625	\$1,146	\$6,770
2	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
3	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
4	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
5	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
6	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
7	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
8	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
9	Non Union		705	172	12,275	2,464	12,979	2,637	15,616
10	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
11	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
12	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
13	Non Union		705	172	12,275	2,464	12,979	2,637	15,616
14	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
15	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
16	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
17	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
18	Non Union		666	160	5,343	1,072	6,009	1,232	7,241
19	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
20	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
21	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
22	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
23	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
24	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
25	Non Union		705	172	12,275	2,464	12,979	2,637	15,616
26	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
27	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
28	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
29	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
30	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
31	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
32	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
33	Non Union		846	210	11,749	2,366	12,595	2,575	15,170
34	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
35	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
36	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
37	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
38	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
39	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
40	Non Union		705	172	12,275	2,464	12,979	2,637	15,616
41	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
42	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
43	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
44	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
45	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
46	Non Union		705	172	12,275	2,464	12,979	2,637	15,616
47	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
48	Non Union	VP Operations	846	210	14,940	2,994	15,785	3,203	18,989
49	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
50	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
51	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
52	Non Union		666	160	11,749	2,366	12,416	2,526	14,941
53	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
54	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
55	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
56	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
57	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
58	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
59	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
60	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
61	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
62	Non Union				11,749	2,366	11,749	2,366	14,115
63	Non Union		846	210	14,940	2,994	15,785	3,203	18,989
64	Non Union		282	74	5,343	1,072	5,625	1,146	6,770
65	Total Non Union		\$43,089	\$10,660	\$766,987	\$153,874	\$810,076	\$164,534	\$974,611



**Kentucky American Water Company  
Incentive Pay**

Job Title	Cost Center	Cost Center Name	2010 Plan (1)		2011 Plan		2012 Plan		2013 Plan		2014 Plan		2015 Plan (2)		Forecasst Year		
			AIP	LTIP	AIP	LTIP	AIP	LTIP	AIP	LTIP	AIP	LTIP	AIP	LTIP	APP	LTPP	
President (Large States)	120105	CORP-Admin & Gen	\$54,725	\$0	\$73,950	\$11,079	\$70,571	\$1,835	\$32,620	\$5,110	\$58,358	\$4,705	\$0	\$0	\$0	\$0	
	120105	CORP-Admin & Gen	7,930								11,128				9,449		
	120201	CEN-Production			23,400												
	120206	CEN-Field Services	7,665														
	120121	CORP-Com Relations	17,186		21,242		23,267		9,586		15,886				16,857		
	120217	CEN-Water Quality	4,080		3,387		3,623		1,639		3,262				3,450		
	120206	CEN-Field Services	9,187		16,177		9,535		4,292		7,260						
	123005	NOR-Admin & Gen	9,988		5,141												
	Supvr Field Operations	120203	CEN-Cust Service	8,234				9,163		4,372		6,371					
		120203	CEN-Cust Service			2,717		10,318		4,464		6,611				7,858	
120118		CORP-Human Res			13,098												
120251		CEN-Richmond Road	3,512														
120206		CEN-Field Services	34,288		13,808												
120206		CEN-Field Services	8,432		12,807		12,935		6,172		15,829				15,441		
120217		CEN-Water Quality	29,723														
120250		CEN-KY River St	9,345		11,085		9,422		4,075		7,823				8,301		
120206		CEN-Field Services	5,877		9,169		8,023		4,225		7,500				7,630		
120217		CEN-Water Quality	7,336		14,204		9,600		5,235		8,405				8,862		
120114		CORP-Engineering	5,908		6,812		3,823										
120206		CEN-Field Services	8,524														
123005		NOR-Admin & Gen	3,222														
120119		CORP-Risk Mgmt	8,004		9,764												
120217		CEN-Water Quality	2,743														
VP Operations (Large1)	120105	CORP-Admin & Gen	37,310	5,310	59,007	10,230	53,232	1,827	39,112	1,472	32,193	1,362					
	120114	CORP-Engineering	18,782														
	123005	NOR-Admin & Gen	10,200		15,200		19,140		9,610		16,968						
	120114	CORP-Engineering	7,879		23,085												
	120119	CORP-Risk Mgmt	6,475		13,312		8,467										
	120122	CORP-Gov't Relations	26,710		23,877												
	120114	CORP-Engineering	24,401														
	123005	NOR-Admin & Gen	7,800		10,547		8,108		4,790		9,485				8,504		
	120252	CEN-Pool III WTP			10,400		7,024		3,771								
	120206	CEN-Field Services			46,560		38,372		18,032								
	120105	CORP-Admin & Gen	15,840		21,506												
	120118	CORP-Human Res			4,423												
	120121	CORP-Com Relations				3,988											
	120203	CEN-Cust Service					4,200		4,157		7,118				7,804		
	120217	CEN-Water Quality					1,990										
	120114	CORP-Engineering					4,349		4,904		7,328				7,892		
	120214	CEN-Engineering							1,252		2,583				2,796		
	123005	NOR-Admin & Gen							3,616								
	120114	CORP-Engineering							7,980		14,642				15,464		
	120217	CEN-Water Quality									2,130				2,670		
120105	CORP-Admin & Gen													3,846			
120105	CORP-Admin & Gen													7,074			
VP Operations (Large)	120105	CORP-Admin & Gen													29,070	14,535	
	120121	CORP-Com Relations													6,242		
	120201	CEN-Production													15,065		
	120201	CEN-Production													7,525		
	120206	CEN-Field Services													6,761		

**Kentucky American Water Company  
Incentive Pay**

Job Title	Cost Center	Cost Center Name	2010 Plan (1)		2011 Plan		2012 Plan		2013 Plan		2014 Plan		2015 Plan (2)		Forecast Year	
			AIP	LTIP	AIP	LTIP	AIP	LTIP	AIP	LTIP	AIP	LTIP	AIP	LTIP	APP	LTPP
	120206	CEN-Field Services														6,811
	120251	CEN-Richmond Road														6,866
	123006	NOR-Field Services														7,074
	120105	CORP-Admin & Gen														3,371
	120121	CORP-Com Relations														2,674
	120201	CEN-Production														2,470
	120201	CEN-Production														3,836
	120201	CEN-Production														2,839
	120201	CEN-Production														3,374
	120201	CEN-Production														2,148
	120203	CEN-Cust Service														2,472
	120203	CEN-Cust Service														2,253
	120203	CEN-Cust Service														2,451
	120203	CEN-Cust Service														1,997
	120203	CEN-Cust Service														1,970
	120206	CEN-Field Services														2,236
	120206	CEN-Field Services														1,700
	120206	CEN-Field Services														899
	120206	CEN-Field Services														2,942
	120206	CEN-Field Services														269
	120206	CEN-Field Services														292
	120206	CEN-Field Services														1,416
	120217	CEN-Water Quality														3,134
	120217	CEN-Water Quality														2,023
	120252	CEN-Pool III WTP														2,958
	120252	CEN-Pool III WTP														2,930
	120252	CEN-Pool III WTP														2,421
	120252	CEN-Pool III WTP														2,291
	120252	CEN-Pool III WTP														2,421
	120252	CEN-Pool III WTP														2,497
	120252	CEN-Pool III WTP														2,503
	120252	CEN-Pool III WTP														2,260
	120252	CEN-Pool III WTP														2,313
	123001	NOR-Production														2,664
	123005	NOR-Admin & Gen														2,073
	123005	NOR-Admin & Gen														2,003
	123006	NOR-Field Services														1,981
	123006	NOR-Field Services														2,373
	123006	NOR-Field Services														1,840
	123006	NOR-Field Services														2,266
			\$401,308	\$5,310	\$464,678	\$25,297	\$315,161	\$3,662	\$173,906	\$6,582	\$240,880	\$6,068	\$0	\$0	\$303,870	\$14,535

Note: (1): AIP for a calendar year is paid in March of the following year, for example the 2010 AIP was paid in March of 2011.

(2): Schedule will be updated when the 2015 AIP payment is made in March 2016.