Cost Center Name												
CORP-Com Relation												
CORP-Com Relation			Employee					Hourly Wage as of	Proj Hourly Wage as of	Going Level		Annual Performance
	Job	Cost Center.Job	Number	AW Hire Date Pa	y Grade	APP I	LTPP	4-1-2023	4-1-2024	Wage Rate	Salary	Plan
	S											
CEN-Water Quality												
CEN-Field Services												
CORP-Engineering												
CEN-Field Services												
CORP-Engineering												
CORP-Engineering												
CEN-Richmond Road												
	VP Operations (Large 2)	120105.VP Operations (Large 2)		5/21/2018	55	20%	15%	106.66	110.02	109.48	228,594	45,719
CORP-Engineering												
CEN-Field Services												
CORP-Com Relation	S											
NOR-Field Services												
CEN-Field Services												
CORP-Engineering												
CEN-Field Services												
CEN-Production												
CEN-Water Quality												
CEN-Water Quality												
CORP-Admin & Gen												
CEN-KY River St												
CORP-Engineering CEN-Production												
0 0												
CORP-Engineering CORP-Engineering												
CEN-Cust Service												
NOR-Admin & Gen												
CORP-Admin & Gen												
CEN-Field Services												
-												
	5 11 11 000	120105 President Large 2 State		5/22/2022	65	30%	40%	133 70	137 91	137 23	286 536	85,961
CEN-Water Quality	President Large 7 State					JU/0	10/0	100.70	101.01	+31.43		00,001
	=	CORP-Admin & Gen CEN-Water Quality CORP-Engineering CEN-Water Quality	CORP-Admin & Gen CEN-Water Quality CORP-Engineering CEN-Water Quality	CORP-Admin & Gen CEN-Water Quality CORP-Engineering	CORP-Admin & Gen CEN-Water Quality CORP-Engineering CEN-Water Quality	CORP-Admin & Gen CEN-Water Quality CORP-Engineering CEN-Water Quality	CORP-Admin & Gen CEN-Water Quality CORP-Engineering CEN-Water Quality	CORP-Admin & Gen CEN-Water Quality CORP-Engineering CEN-Water Quality	CORP-Admin & Gen CEN-Water Quality CORP-Engineering CEN-Water Quality CEN-Water Quality	CORP-Admin & Gen CEN-Water Quality CORP-Engineering CEN-Water Quality CEN-Water Quality	CORP-Admin & Gen CEN-Water Quality CORP-Engineering CEN-Water Quality	CORP-Admin & Gen CEN-Water Quality CORP-Engineering CEN-Water Quality

Kentucky American Water Company Labor and Benefits

Cost

FTE Center Cost Center Name

Non Union Salaried

Proj Hourly

Hourly Wage Wage Annual
Employee as of as of Going Level Performance

LTPP

4-1-2023

4-1-2024

Wage Rate

Salary

Plan

Number AW Hire Date Pay Grade APP

37

Line

Management Salaries Allocated to Wastewater

Job

Cost Center.Job

Kentucky American Water Company Labor and Benefits

Non Union Salaried

				L	ong Term	Sum
Line		Cost		Pe	rformance	Salaries &
#	FTE	Center	Cost Center Name	Job	Plan	Wages
1	1	120121	CORP-Com Relations			
1	1	120217	CEN-Water Quality			
1	1	120206	CEN-Field Services			
1	1	120114	CORP-Engineering			
1	1	120206	CEN-Field Services			
1	1	120114	CORP-Engineering			
1	1	120114	CORP-Engineering			
1	1	120251	CEN-Richmond Road			
1	1	120105	CORP-Admin & Gen	VP Operations (Large 2)	34,289	308,602
1	1	120114	CORP-Engineering			
1	1	120206	CEN-Field Services			
1	1	120121	CORP-Com Relations			
1	1	123006	NOR-Field Services			
1	1	120206	CEN-Field Services			
1	1	120114	CORP-Engineering			
1	1	120206	CEN-Field Services			
1	1	120201	CEN-Production			
1	1	120217	CEN-Water Quality			
1	1	120217	CEN-Water Quality			
1	1	120105	CORP-Admin & Gen			
1	1	120250	CEN-KY River St			
1	1	120114	CORP-Engineering			
1	1	120201	CEN-Production			
1	1	120114	CORP-Engineering			
1	1	120114	CORP-Engineering			
1	1	120114	CORP-Engineering			
1	1	120203	CEN-Cust Service			
1	1	123005	NOR-Admin & Gen			
1	1	120105	CORP-Admin & Gen			
1	1	120206	CEN-Field Services			
1	1	120206	CEN-Field Services			
1	1	120105	CORP-Admin & Gen			
1	1	120217	CEN-Water Quality			
1	1	120114	CORP-Engineering			
1	1	120217	CEN-Water Quality			
1	1	120105	CORP-Admin & Gen	President Large 2 State	114,614	487,111
1	1	120114	CORP-Engineering			

Non	Union	Salaried				
Line		Cost			Long Term Performance	Sum Salaries &
#	FTE		Cost Center Name	Job	Plan	Wages
-	37		Management Salaries Allo	cated to Wastewater		

Non I	Union	Salaried				Gross	Payroll Ta	axes		Total Gross Salaries & Wages	Salaries & Wages
Line #	FTE	Cost Center	Cost Center Name	Job	FICA Withholding	FICA Medicare	SUTA	FUTA	Total Gross Payroll Taxes	(Without APP & LTIP)	(Without LTIP)
1	1	120121	CORP-Com Relations								
1	1	120217	CEN-Water Quality								
1	1	120206	CEN-Field Services								
1	1	120114	CORP-Engineering								
1	1	120206	CEN-Field Services								
1	1	120114	CORP-Engineering								
1	1	120114	CORP-Engineering								
1	1	120251	CEN-Richmond Road								
1	1	120105	CORP-Admin & Gen	VP Operations (Large 2)	9,932	4,475	33	42	14,482	228,594	274,313
1	1	120114	CORP-Engineering								
1	1	120206	CEN-Field Services								
1	1	120121	CORP-Com Relations								
1	1	123006	NOR-Field Services								
1	1	120206	CEN-Field Services								
1	1	120114	CORP-Engineering								
1			CEN-Field Services								
1	1	120201	CEN-Production								
1	1	120217	CEN-Water Quality								
1	1	120217	CEN-Water Quality								
1	1	120105	CORP-Admin & Gen								
1	1	120250	CEN-KY River St								
1	1	120114	CORP-Engineering								
1			CEN-Production								
1	1	120114	CORP-Engineering								
1	1	120114	CORP-Engineering								
1			CORP-Engineering								
1			CEN-Cust Service								
1	1	123005	NOR-Admin & Gen								
1	1	120105	CORP-Admin & Gen								
1	1	120206	CEN-Field Services								
1	1	120206	CEN-Field Services								
1	1	120105	CORP-Admin & Gen								
1	1	120217	CEN-Water Quality								
1	1	120114	CORP-Engineering								
1			CEN-Water Quality								
1			CORP-Admin & Gen	President Large 2 State	9,932	7,063	33	42	17,070	286,536	372,497
1			CORP-Engineering	9		, -			•	,	

Non	Union	Salaried				Gross	Payroll Ta	axes		Total Gross Salaries & Wages	Total Gross Salaries & Wages
Line #	FTE	Cost Center	Cost Center Name	Job	FICA Withholding	FICA Medicare	SUTA	FUTA	Total Gross Payroll Taxes	(Without	(Without LTIP)
-	37		Management Salaries Alloc	ated to Wastewater							

Non Unic	on Salaried					her Benefits DCP, ESPP		
Line # FT	Cost E Center	Cost Center Name	Job	401k % Match	401k Plan	401k	Defined Contribution Plan	ESPP

Line		Cost			401k %			Contribution	
#	FTE	Center	Cost Center Name	Job	Match	401k Plan	401k	Plan	ESPP
1		120121	CORP-Com Relations						
1		120217							
1		120206	CEN-Field Services						
1		120114	CORP-Engineering						
1		120206	CEN-Field Services						
1			CORP-Engineering						
1		120114	CORP-Engineering						
1	1	120251	CEN-Richmond Road						
1	1	120105	CORP-Admin & Gen	VP Operations (Large 2)	4.00% 40	1(k) Match 1-3/100% 4-5/509	10,973	12,001	0
1	1	120114		, , ,					
1	1	120206	CEN-Field Services						
1	1	120121	CORP-Com Relations						
1	1	123006	NOR-Field Services						
1	1	120206	CEN-Field Services						
1	1	120114	CORP-Engineering						
1	1	120206	CEN-Field Services						
1	1	120201	CEN-Production						
1	1	120217	CEN-Water Quality						
1	1	120217	CEN-Water Quality						
1	1	120105	CORP-Admin & Gen						
1	1	120250	CEN-KY River St						
1	1	120114	CORP-Engineering						
1	1	120201	CEN-Production						
1	1	120114	CORP-Engineering						
1	1	120114	CORP-Engineering						
1	1	120114	CORP-Engineering						
1	1	120203	CEN-Cust Service						
1	1	123005	NOR-Admin & Gen						
1	1	120105	CORP-Admin & Gen						
1	1	120206	CEN-Field Services						
1	1	120206	CEN-Field Services						
1	1	120105	CORP-Admin & Gen						
1	1	120217	CEN-Water Quality						
1		120114	CORP-Engineering						
1	1	120217	CEN-Water Quality						
1		120105	CORP-Admin & Gen	President Large 2 State	4.00% 40	1(k) Match 1-3/100% 4-5/509	14,900	15,043	5,057
1	1	120114	CORP-Engineering						

Kentucky American Water Company Labor and Benefits

Non	Union	Salaried					her Benefits DCP, ESPP		
Line		Cost			401k %			Defined Contribution	n
#	FTE	Center	Cost Center Name	Job	Match	401k Plan	401k	Plan	ESPP
	37								

							Gross Group	p Insuran	ce			
Non Line	Union Salarie Cost			Medical Dental &	Employee	Net Medical, Dental,	Insurance	Basic		Long Term	Short Term	Total Gross Group
#	FTE Cente	r Cost Center Name	Job	Vision	Contribution	Vision	Coverage	Life	AD&D	Disability	Disability	Insurance
1	1 12012:	CORP-Com Relations	5									
1	1 12021	CEN-Water Quality										
1	1 120206	CEN-Field Services										
1	1 120114	CORP-Engineering										
1	1 120206	CEN-Field Services										
1	1 120114	CORP-Engineering										
1	1 120114	CORP-Engineering										
1	1 12025	CEN-Richmond Road	1									
1	1 120105	CORP-Admin & Gen	VP Operations (Large 2)	29,298	(4,991)	24,307	200,000	413	48	450	45	25,263
1	1 120114	CORP-Engineering										
1	1 120206	CEN-Field Services										
1	1 12012	CORP-Com Relations	5									
1	1 123006	NOR-Field Services										
1	1 120206	CEN-Field Services										
1	1 120114	CORP-Engineering										
1	1 120206											
1	1 12020	L CEN-Production										
1	1 12021	CEN-Water Quality										
1	1 120217	CEN-Water Quality										
1	1 12010	CORP-Admin & Gen										
1	1 120250	CEN-KY River St										
1	1 120114	CORP-Engineering										
1	1 12020	L CEN-Production										
1	1 120114											
1	1 120114											
1	1 120114											
1	1 120203											
1	1 123005											
1	1 12010											
1	1 120206											
1	1 120206											
1	1 12010											
1	1 12021											
1	1 120114											
1		CEN-Water Quality										
1	1 12010	· ·	President Large 2 State	0	0	0	200,000	413	48	450	45	956
1		CORP-Engineering			Ü	<u> </u>		. 20	.0	.50	.5	555

Kentucky American Water Company Labor and Benefits

Non	Unio	n Sal:	aried						Gross Grou	p Insuran	ce			
Non	Oillo	ii Jai	aricu			Medical		Net Medical,				Long	Short	Total Gross
		_					Faradama	•		D!-		Long		
Line		C	Cost			Dental &	Employee	Dental,	Insurance	Basic		Term	Term	Group
#	FTE	Ce	enter	Cost Center Name	Job	Vision	Contribution	Vision	Coverage	Life	AD&D	Disability	Disability	Insurance
						_								
	37	_												

								Wate	r - Labor			Water - Lal	oor Expense	
Non l	Jnion	Salaried												
Line		Cost			Water			Annual Incentive	Long Term Incentive	Sum Salaries		Annual Incentive	Long Term Incentive	Sum Salaries
#	FTE	Center	Cost Center Name	Job	Alloc %	Cap %	Salary	Plan	Plan	& Wages	Salary	Plan	Plan	& Wages
1	1	120121	CORP-Com Relations											
1	1	120217	CEN-Water Quality											
1	1	120206	CEN-Field Services											
1	1	120114	CORP-Engineering											
1	1	120206	CEN-Field Services											
1	1	120114	CORP-Engineering											
1	1	120114	CORP-Engineering											
1	1	120251	CEN-Richmond Road											
1	1	120105	CORP-Admin & Gen	VP Operations (Large 2)	100.00%	33.78%	228,594	45,719	34,289	308,602	151,375	30,275	22,706	204,356
1	1	120114	CORP-Engineering											
1	1	120206	CEN-Field Services											
1	1	120121	CORP-Com Relations											
1	1	123006	NOR-Field Services											
1	1	120206	CEN-Field Services											
1	1	120114	CORP-Engineering											
1	1	120206	CEN-Field Services											
1	1	120201	CEN-Production											
1	1	120217	CEN-Water Quality											
1	1	120217	CEN-Water Quality											
1	1	120105	CORP-Admin & Gen											
1	1	120250	CEN-KY River St											
1	1	120114	CORP-Engineering											
1	1	120201	CEN-Production											
1	1	120114	CORP-Engineering											
1	1	120114	CORP-Engineering											
1			CORP-Engineering											
1			CEN-Cust Service											
1		123005	NOR-Admin & Gen											
1		120105	CORP-Admin & Gen											
1	1	120206	CEN-Field Services											
1		120206	CEN-Field Services											
1		120105	CORP-Admin & Gen											
1			CEN-Water Quality											
1		120114	CORP-Engineering											
1			CEN-Water Quality											
1		120105		President Large 2 State	100.00%	1.12%	286,536	85,961	114,614	487,111	283,327	84,998	113,330	481,655
1	1	120114	CORP-Engineering											

Non Union Salaried	Water - Labor	Water - Labor Expense
Line Cost Water # FTE Center Cost Center Name Job Alloc % Cap %	Annual Long Term Incentive Incentive Sum Salaries Salary Plan Plan & Wages	Annual Long Term Incentive Incentive Sum Salaries Salary Plan Plan & Wages
<u>37</u>		
Management Salaries Allocated to Wastewater		

						Water	- Payroll	Taxes		\	Nater - Pa	yroll Taxe	s Expense	
Line		Salaried Cost			FICA Withholdi	FICA Medicar			Total Gross Payroll	FICA Withholdin	FICA Medicar			Total Gross Payroll
#		Center	Cost Center Name	Job	ng	е	SUTA	FUTA	Taxes	g	е	SUTA	FUTA	Taxes
1		120121	CORP-Com Relations											
1	1	120217	CEN-Water Quality											
1			CEN-Field Services											
1		120114	CORP-Engineering											
1	1	120206	CEN-Field Services											
1	1	120114	CORP-Engineering											
1	1	120114	CORP-Engineering											
1	1	120251	CEN-Richmond Road											
1	1	120105	CORP-Admin & Gen	VP Operations (Large 2)	9,932	4,475	33	42	14,482	6,577	2,963	22	28	9,590
1	1	120114	CORP-Engineering											
1	1	120206	CEN-Field Services											
1	1	120121	CORP-Com Relations	5										
1	1	123006	NOR-Field Services											
1	1	120206	CEN-Field Services											
1	1	120114	CORP-Engineering											
1	1	120206	CEN-Field Services											
1	1	120201	CEN-Production											
1	1	120217	CEN-Water Quality											
1	1	120217	CEN-Water Quality											
1	1	120105	CORP-Admin & Gen											
1	1	120250	CEN-KY River St											
1	1	120114	CORP-Engineering											
1	1	120201	CEN-Production											
1	1	120114	CORP-Engineering											
1		120114	CORP-Engineering											
1	1	120114												
1			CEN-Cust Service											
1	1	123005	NOR-Admin & Gen											
1	1	120105	CORP-Admin & Gen											
1		120206	CEN-Field Services											
1		120206	CEN-Field Services											
1		120105	CORP-Admin & Gen											
1		120103	CEN-Water Quality											
1			CORP-Engineering											
1		120217	CEN-Water Quality											
1		120217	CORP-Admin & Gen	President Large 2 State	9,932	7,063	33	42	17,070	9,821	6,984	33	42	16,88
1			CORP-Engineering	r resident Large 2 State	9,932	7,003		42	17,070	9,021	0,504	J3	42	10,00

Kentucky American Water Company Labor and Benefits

Non	Union	Salaried				Water	- Payroll	Taxes			Water - Pa	yroll Taxe	es Expense	
									Total					Total
					FICA	FICA			Gross	FICA	FICA			Gross
Line		Cost			Withholdi	Medicar			Payroll	Withholdin	Medicar			Payroll
#	FTE	Center	Cost Center Name	Job	ng	е	SUTA	FUTA	Taxes	g	е	SUTA	FUTA	Taxes
				·										
	37													

Non l	Jnion	Salaried				ter- Other Benef 401k, DCP, ESPP	Water - Other Benefits Expense 401k, DCP, ESPP			
Line		Cost			401k	Defined Contribution Plan	Defined Contribution 401k Plan ESPP			
1	FTE 1	Center 120121	Cost Center Name CORP-Com Relations	Job	401K	Plan	ESPP	401K	Plan	ESPP
1			CEN-Water Quality							
1			CEN-Field Services							
1			CORP-Engineering							
1			CEN-Field Services							
1			CORP-Engineering							
1										
			CORP-Engineering							
1			CEN-Richmond Road		10.072	12.001	0	7.200	7.047	
1				VP Operations (Large 2)	10,973	12,001	0	7,266	7,947	(
1			CORP-Engineering							
1			CEN-Field Services							
1			CORP-Com Relations							
1			NOR-Field Services							
1			CEN-Field Services							
1			CORP-Engineering							
1			CEN-Field Services							
1			CEN-Production							
1			CEN-Water Quality							
1			CEN-Water Quality							
1			CORP-Admin & Gen							
1			CEN-KY River St							
1			CORP-Engineering							
1			CEN-Production							
1	1	120114	CORP-Engineering							
1			CORP-Engineering							
1			CORP-Engineering							
1	1	120203	CEN-Cust Service							
1	1	123005	NOR-Admin & Gen							
1	1	120105	CORP-Admin & Gen							
1	1	120206	CEN-Field Services							
1	1	120206	CEN-Field Services							
1	1	120105	CORP-Admin & Gen							
1	1	120217	CEN-Water Quality							
1	1	120114	CORP-Engineering							
1	1	120217	CEN-Water Quality							
1	1	120105	CORP-Admin & Gen	President Large 2 State	14,900	15,043	5,057	14,733	14,875	5,057
1	1	120114	CORP-Engineering							

Kentucky American Water Company Labor and Benefits

lon Union	Salaried				r- Other Ben 1k, DCP, ESP		Water - Other Benefits Expense 401k, DCP, ESPP			
ine	Cost				Defined Contribution	1	(Defined Contribution	1	
# FTE	Center	Cost Center Name	Job	401k	Plan	ESPP	401k	Plan	ESPP	

								Water - Grou	p Insurance			
Non	Union	Salaried										
Line		Cost			Medical Dental &	Employee	Net Medical, Dental,			Long Term	Short Term	Total Gross Group
#		Center	Cost Center Name	Job	Vision	Contribution	Vision	Basic Life	AD&D	Disability	Disability	Insurance
1		120121	CORP-Com Relations									
1		120217	CEN-Water Quality									
1			CEN-Field Services									
1		120114	CORP-Engineering									
1		120206	CEN-Field Services									
1			CORP-Engineering									
1			CORP-Engineering									
1			CEN-Richmond Road	1/0.0 // 2)	20 200	(4.004)	24 207	442	40	450	45	25.26
1		120105		VP Operations (Large 2)	29,298	(4,991)	24,307	413	48	450	45	25,263
1			CORP-Engineering									
1			CEN-Field Services									
1			CORP-Com Relations									
1		123006	NOR-Field Services									
1			CEN-Field Services									
1		120114	CORP-Engineering									
1			CEN-Field Services									
1			CEN-Production									
1			CEN-Water Quality									
1		120217	CEN-Water Quality									
1			CORP-Admin & Gen									
1		120250	CEN-KY River St									
1			CORP-Engineering									
1			CEN-Production									
1			CORP-Engineering									
1			CORP-Engineering									
1		120114	CORP-Engineering									
1		120203	CEN-Cust Service									
1		123005	NOR-Admin & Gen									
1		120105	CORP-Admin & Gen									
1		120206	CEN-Field Services									
1			CEN-Field Services									
1 1		120105 120217	CORP-Admin & Gen									
			CEN-Water Quality									
1			CORP-Engineering									
1		120217 120105	CEN-Water Quality	Drosident Large 2 State	0	0	0	413	48	450	45	956
1			CORP-Admin & Gen CORP-Engineering	President Large 2 State	0	0	Ü	413	48	450	45	956

Kentucky American Water Company Labor and Benefits

Non Union Salaried						Water - Grou	ıp Insurance			
Line Cost # FTE Center	Cost Center Name	Job	Medical Dental & Vision	Employee Contribution	Net Medical, Dental, Vision	Basic Life	AD&D	Long Term Disability	Short Term Disability	Total Gross Group Insurance
37	Cost Center Name	300	Vision	Contribution	VISION	busic Eric	ADQD	Disability	Disasincy	msurance

					Water - Group Insurance Expense								
Non	Union	Salaried											
					Medical		Net Medical,					Total Gross	
Line		Cost			Dental &	Employee	Dental,			Long Term	Short Term	Group	
#	FTE	Center	Cost Center Name	Job	Vision	Contribution	Vision	Basic Life	AD&D	Disability	Disability	Insurance	
1	1	120121	CORP-Com Relations										
1	1	120217	CEN-Water Quality										
1	1	120206	CEN-Field Services										
1	1	120114	CORP-Engineering										
1	1	120206	CEN-Field Services										
1	1	120114	CORP-Engineering										
1	1	120114	CORP-Engineering										
1	1	120251	CEN-Richmond Road										
1	1	120105	CORP-Admin & Gen	VP Operations (Large 2)	19,401	(3,305)	16,096	273	32	298	30	16,72	
1	1	120114	CORP-Engineering										
1	1	120206	CEN-Field Services										
1	1	120121	CORP-Com Relations										
1	1	123006	NOR-Field Services										
1	1	120206	CEN-Field Services										
1	1	120114	CORP-Engineering										
1	1	120206	CEN-Field Services										
1	1	120201	CEN-Production										
1	1	120217	CEN-Water Quality										
1	1	120217	CEN-Water Quality										
1	1	120105	CORP-Admin & Gen										
1	1	120250	CEN-KY River St										
1	1	120114	CORP-Engineering										
1	1	120201	CEN-Production										
1	1	120114	CORP-Engineering										
1	1	120114	CORP-Engineering										
1			CORP-Engineering										
1		120203	CEN-Cust Service										
1	1	123005	NOR-Admin & Gen										
1	1	120105	CORP-Admin & Gen										
1		120206	CEN-Field Services										
1		120206	CEN-Field Services										
1		120105	CORP-Admin & Gen										
1		120217	CEN-Water Quality										
1		120114											
1		120217	CEN-Water Quality										
1		120105	CORP-Admin & Gen	President Large 2 State	0	0	0	408	47	445	44	944	
1			CORP-Engineering			Ü	3	-100	-77	1-13	-7-7	34-	

Kentucky American Water Company Labor and Benefits

							Wa	iter - Group In	surance Expe	ense		
Non I	Union	Salaried										
Line		Cost			Medical Dental &	Employee	Net Medical, Dental,			Long Term	Short Term	Total Gross Group
#	FTE	Center	Cost Center Name	Job	Vision	Contribution	Vision	Basic Life	AD&D	Disability	Disability	Insurance
			cost center rame	300				240.0 20	7.242	2.00.0,	2.00.0,	
-	37	-										