



Kentucky American Water Company  
Labor and Benefits

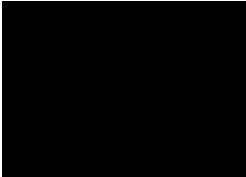
Gross Labor

Non Union Salaried

Line #	FTE	Cost Center	Cost Center Name	Job	Cost Center.Job	Employee Number	AW Hire Date	Pay Grade	APP	LTPP	Hourly Wage	Proj Hourly	Going Level	Annual
											as of 4-1-2023	Wage as of 4-1-2024	Wage Rate	Salary

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Management Salaries Allocated to Wastewater



**Kentucky American Water Company  
Labor and Benefits**

**Non Union Salaried**



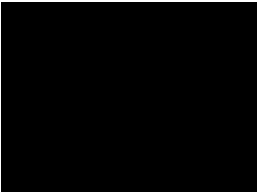
Line #	FTE	Cost Center	Cost Center Name	Job	Long Term Performance Plan	Sum Salaries & Wages
1	1	120121	CORP-Com Relations			
1	1	120217	CEN-Water Quality			
1	1	120206	CEN-Field Services			
1	1	120114	CORP-Engineering			
1	1	120206	CEN-Field Services			
1	1	120114	CORP-Engineering			
1	1	120114	CORP-Engineering			
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			

Kentucky American Water Company  
Labor and Benefits

Non Union Salaried



Line #	FTE	Cost Center	Cost Center Name	Job	Long Term Performance Plan	Sum Salaries & Wages
<u>37</u>			Management Salaries Allocated to Wastewater			



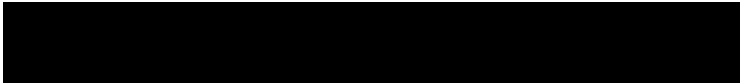


Kentucky American Water Company  
Labor and Benefits

Non Union Salaried

<b>Gross Payroll Taxes</b>	<b>Total Gross Salaries &amp; Wages</b>	<b>Total Gross Salaries &amp; Wages</b>
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Line #	FTE	Cost Center	Cost Center Name	Job	FICA Withholding	FICA Medicare	SUTA	FUTA	Total Gross Payroll Taxes	(Without APP & LTIP)	(Without LTIP)
<u>37</u>				Management Salaries Allocated to Wastewater							



**Kentucky American Water Company  
Labor and Benefits**

**Gross Other Benefits  
401k, DCP, ESPP**

**Non Union Salaried**

Line #	FTE	Cost		Job	401k % Match	401k Plan	Defined Contribution			
		Center	Cost Center Name				401k	Plan	ESPP	
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)	4.00%	401(k) Match 1-3/100% 4-5/50%	10,973	12,001		0
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	4.00%	401(k) Match 1-3/100% 4-5/50%	14,900	15,043		5,057
1	1	120114	CORP-Engineering							

Kentucky American Water Company  
Labor and Benefits

Gross Other Benefits  
401k, DCP, ESPP

Non Union Salaried

Line #	FTE	Cost Center	Cost Center Name	Job	401k % Match	401k Plan	401k	Defined Contribution Plan	ESPP
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Management Salaries Allocated to Wastewater





Kentucky American Water Company  
Labor and Benefits

Non Union Salaried

Gross Group Insurance

Line #	FTE	Cost Center	Cost Center Name	Job	Medical Dental & Vision	Employee Contribution	Net Medical, Dental, Vision	Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	Total Gross Group Insurance
					[REDACTED]								

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Management Salaries Allocated to Wastewater



Kentucky American Water Company  
Labor and Benefits

Non Union Salaried

Water - Labor

Water - Labor Expense

Line #	FTE	Cost Center	Cost Center Name	Job	Water Alloc %	Cap %	Salary	Annual Incentive Plan	Long Term Incentive Plan	Sum Salaries & Wages	Salary	Annual Incentive Plan	Long Term Incentive Plan	Sum Salaries & Wages
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Management Salaries Allocated to Wastewater





Kentucky American Water Company  
Labor and Benefits

Non Union Salaried

Line #	FTE	Cost Center	Cost Center Name	Job	Water - Payroll Taxes				Water - Payroll Taxes Expense					
					FICA Withholding	FICA Medicare	SUTA	FUTA	Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	Total Gross Payroll Taxes

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Management Salaries Allocated to Wastewater

**Kentucky American Water Company  
Labor and Benefits**

**Non Union Salaried**

Water - Other Benefits 401k, DCP, ESPP	Water - Other Benefits Expense 401k, DCP, ESPP
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Line #	FTE	Cost Center	Cost Center Name	Job	Defined Contribution			Defined Contribution		
					401k	Plan	ESPP	401k	Plan	ESPP
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)	10,973	12,001	0	7,266	7,947	0
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	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	14,900	15,043	5,057	14,733	14,875	5,057
1	1	120114	CORP-Engineering							

Kentucky American Water Company  
Labor and Benefits

Non Union Salaried

Water- Other Benefits  
401k, DCP, ESPP

Water - Other Benefits Expense  
401k, DCP, ESPP

Line #	FTE	Cost Center	Cost Center Name	Job	Defined Contribution			Defined Contribution		
					401k	Plan	ESPP	401k	Plan	ESPP
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Management Salaries Allocated to Wastewater





Kentucky American Water Company  
Labor and Benefits

Water - Group Insurance

Non Union Salaried

Line #	FTE	Cost 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
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Management Salaries Allocated to Wastewater



Kentucky American Water Company  
Labor and Benefits

Water - Group Insurance Expense

Non Union Salaried

Line #	FTE	Cost 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
<u>37</u>												

Management Salaries Allocated to Wastewater