Kentucky-American Water Company
Case No. 2025-00122
Employee Awards for Service Co Employees

Job Type	Job	Award	2018	2019	2020	2021	2022	2023	2024	January-May 2025
[redacted]										
Non-Union (exempt/hourly)	SVP, Chief Operational Excellence Office	Spot Award				5,000				
[redacted]										
Non-Union (exempt/hourly)	Sr Dir Corp Counsel	Spot Award					1,500			
[redacted]										
Non-Union (exempt/hourly)	Director Rates and Regulatory	Spot Award					1,000			
[redacted]										
Non-Union (exempt/hourly)	Sr. Director Regulatory Services	Spot Award						1,000		
Non-Union (exempt/hourly)	Director Accounting	Spot Award				1,500		1,000		
Non-Union (exempt/hourly)	Sr. Director, Engineering Technical Serv	Spot Award						1,500		2,000
[redacted]										
Non-Union (exempt/hourly)	Dir, Customer Care	Spot Award					1,000		1,000	22,830
[redacted]										
Non-Union (exempt/hourly)	Sr. Director Rates and Regulatory	Spot Award					5,000	1,500		
[redacted]										
Non-Union (exempt/hourly)	Director, Corporate FP&A	Spot Award				1,000			3,000	
[redacted]										
Non-Union (exempt/hourly)	VP, Business Development Strategy	Spot Award						1,000		
[redacted]										

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[redacted]										
Non-Union (exempt/hourly)	VP Chief M&A Counsel	Spot Award				5,000				
[redacted]										
Non-Union (exempt/hourly)	VP Managing General Counsel	Spot Award					1,500	5,000		
[redacted]										
Non-Union (exempt/hourly)	Dir, Treasury	Spot Award				1,000	-		750	
[redacted]										
Non-Union (exempt/hourly)	Director Rates and Regulatory	Spot Award						1,000		
Non-Union (exempt/hourly)	Dir Customer Relations	Spot Award					5,000			
[redacted]										
Non-Union (exempt/hourly)	Dir Financial Services	Spot Award				6,000	5,000			
[redacted]										
Non-Union (exempt/hourly)	Sr. Director of Accounting	Spot Award				5,000				500
[redacted]										
Non-Union (exempt/hourly)	Sr Dir, IT Architecture & Innovation	Spot Award					500			
Non-Union (exempt/hourly)	Sr Dir, HR Operations	Spot Award				1,000				
[redacted]										
Non-Union (exempt/hourly)	Dir, Operational Excellence	Spot Award					2,500		800	500
Non-Union (exempt/hourly)	Dir, Talent Acquisition	Spot Award	500			1,500	1,000	400		
[redacted]										
Non-Union (exempt/hourly)	Director, Internal Audit	Spot Award	500	250						
[redacted]										
Non-Union (exempt/hourly)	Chief Compliance Officer, VP Labor & Emp	Spot Award				7,500				
[redacted]										
Non-Union (exempt/hourly)	Sr Dir Comm & EA	Spot Award				3,500	2,000	1,500		
[redacted]										

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Job Type	Job	Award	2018	2019	2020	2021	2022	2023	2024	January-May 2025
[redacted]										
Non-Union (exempt/hourly)	Director Rates and Regulatory	Spot Award	500				5,000			
[redacted]										
Non-Union (exempt/hourly)	Director Customer Accounts	Spot Award			500	3,000	7,500			
[redacted]										
Non-Union (exempt/hourly)	Sr Dir, Asset Mgmnt-Metering&Oper System	Spot Award					5,000		500	
[redacted]										
Non-Union (exempt/hourly)	Sr Dir, HR Operations	Spot Award				1,000			500	
[redacted]										
Non-Union (exempt/hourly)	Dir Corp Counsel	Spot Award				350			2,500	
Non-Union (exempt/hourly)	Dir Business Development	Spot Award					2,500			
[redacted]										
Non-Union (exempt/hourly)	Director Accounting	Spot Award				9,000				
[redacted]										
Non-Union (exempt/hourly)	Director Compensation	Spot Award	500			1,000	1,000			
[redacted]										
Non-Union (exempt/hourly)	Dir Finance	Spot Award		250					1,000	
Non-Union (exempt/hourly)	Dir Corporate Procurement & National Cat	Spot Award	500			3,000	3,000			
[redacted]										
Non-Union (exempt/hourly)	Director Compensation	Spot Award	500							
[redacted]										
Non-Union (exempt/hourly)	Director of Payroll Services	Spot Award				4,800			2,500	
[redacted]										

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Non-Union (exempt/hourly)	Dir Insurance & Risk Mgt	Spot Award				1,000				
Non-Union (exempt/hourly)	Director, Digital HR & Analytics	Spot Award				500			800	
[redacted]										
Non-Union (exempt/hourly)	Dir Enterprise Systems Development	Spot Award					5,000			500
[redacted]										
Non-Union (exempt/hourly)	SVP, Chief Accounting Officer	Spot Award				7,000				
[redacted]										
Non-Union (exempt/hourly)	Sr Dir Corp Counsel	Spot Award						500		
[redacted]										
Non-Union (exempt/hourly)	Dir Finance	Spot Award						500	1,500	
Non-Union (exempt/hourly)	Dir Labor Relations	Spot Award	500			500	1,500	1,000	8,500	
[redacted]										
Non-Union (exempt/hourly)	VP Managing General Counsel	Spot Award					250			
[redacted]										
Non-Union (exempt/hourly)	Dir Corp Counsel	Spot Award					10,000			
[redacted]										
Non-Union (exempt/hourly)	Dir HR Business Partner	Spot Award				3,000				
[redacted]										
Non-Union (exempt/hourly)	Sr Dir Enterprise-Wide Regulatory Pricin	Spot Award						1,500		
[redacted]										
Non-Union (exempt/hourly)	Sr. Director, Compliance	Spot Award					1,000			
Non-Union (exempt/hourly)	Dir, Health & Safety	Spot Award			1,000	-				2,000
[redacted]										
Non-Union (exempt/hourly)	Dir Finance	Spot Award				1,000				
[redacted]										
Non-Union (exempt/hourly)	Sr Dir Ext Communications	Spot Award				4,000				
[redacted]										
Non-Union (exempt/hourly)	Dir, General Tax	Spot Award				1,000	1,000			
[redacted]										

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[redacted]										
Non-Union (exempt/hourly)	Dir Corp Counsel	Spot Award					5,000		5,000	
Non-Union (exempt/hourly)	VP, Business Development	Spot Award				1,000				
[redacted]										
Non-Union (exempt/hourly)	SVP Deputy Gnrl Counsel	Spot Award				1,000				
[redacted]										
Non-Union (exempt/hourly)	Dir Health & Safety (Ops)	Spot Award						500		
[redacted]										
Non-Union (exempt/hourly)	Sr. Director Rates and Regulatory	Spot Award					15,000			
[redacted]										
Non-Union (exempt/hourly)	Dir Corp Counsel	Spot Award					1,000			3,000
[redacted]										
Non-Union (exempt/hourly)	VP, Tax	Spot Award				3,500				
[redacted]										
Non-Union (exempt/hourly)	Dir Health & Safety (Ops)	Spot Award					1,500			
[redacted]										
Non-Union (exempt/hourly)	SVP Deputy CFO & Treasurer	Spot Award				10,000				
[redacted]										
Non-Union (exempt/hourly)	Sr Dir Enterprise-Wide Regulatory Strate	Spot Award						1,500		
[redacted]										

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[redacted]										
Non-Union (exempt/hourly)	Dir Benefits & Retirement Services	Spot Award				1,000			800	
[redacted]										
Non-Union (exempt/hourly)	Dir Finance	Spot Award					2,250			
[redacted]										
Non-Union (exempt/hourly)	Director Rates and Regulatory	Spot Award						2,500		
[redacted]										
Non-Union (exempt/hourly)	Dir Corp Counsel	Spot Award					5,000			
[redacted]										
Non-Union (exempt/hourly)	Dir Engineering (Large1)	Spot Award				2,500		1,000		
[redacted]										
Non-Union (exempt/hourly)	Dir, Health & Safety	Spot Award							2,000	
[redacted]										
Non-Union (exempt/hourly)	Dir Valuation Strategies	Spot Award							1,500	
[redacted]										
Non-Union (exempt/hourly)	VP, Business Development	Spot Award							6,000	
[redacted]										
Non-Union (exempt/hourly)	Dir Finance	Spot Award							3,000	
[redacted]										
Non-Union (exempt/hourly)	Dir, Sustainability	Spot Award							500	
[redacted]										

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Job Type	Job	Award	2018	2019	2020	2021	2022	2023	2024	January-May 2025
[redacted]										
Non-Union (exempt/hourly)	Sr. Director, Chief Security Officer	Spot Award							800	
[redacted]										
Non-Union (exempt/hourly)	Dir Organizational Change Mgmnt, Strateg	Spot Award							1,000	12,750
[redacted]										
Non-Union (exempt/hourly)	VP, Financial Planning & Analysis	Spot Award							3,000	
[redacted]										
Non-Union (exempt/hourly)	Dir Customer Relations	Spot Award							700	
[redacted]										
Non-Union (exempt/hourly)	Sr Dir, Employment & Labor Law Counsel	Spot Award							5,000	
[redacted]										
Non-Union (exempt/hourly)	Dir, Water Quality and Environmental	Spot Award							1,000	
[redacted]										
Non-Union (exempt/hourly)	Dir Supply Chain, Strategic Programs	Spot Award								16,500
Non-Union (exempt/hourly)	VP Engineering (Mega)	Spot Award								2,000
Non-Union (exempt/hourly)	VP Operations, Strategic Programs	Spot Award								25,000
[redacted]										
Non-Union (exempt/hourly)	Dir, Engineering Technologies	Spot Award								500
[redacted]										
Non-Union (exempt/hourly)	Vice President, Internal Communications	Spot Award								12,349
Non-Union (exempt/hourly)	Director, Technology, Strategic Programs	Spot Award								17,710
Non-Union (exempt/hourly)	VP Operational Advisory Services	Spot Award								500
[redacted]										
Non-Union (exempt/hourly)	Sr Dir, GIS	Spot Award								500
[redacted]										
Non-Union (exempt/hourly)	Dir Strategic Programs	Spot Award								17,550
[redacted]										
Non-Union (exempt/hourly)	SVP, Strategic Services and Programs	Spot Award								15,250
[redacted]										
Non-Union (exempt/hourly)	Sr Dir Technology, Strategic Programs	Spot Award								22,120
[redacted]										

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[redacted]										
Non-Union (exempt/hourly)	Director, Infrastructure & Cloud Operati	Spot Award								5,000
[redacted]										
Non-Union (exempt/hourly)	VP, Regulatory Policy & Affairs	Spot Award								14,040
[redacted]										
Non-Union (exempt/hourly)	Sr Dir, Strategic Programs	Spot Award								4,615
[redacted]										
Non-Union (exempt/hourly)	Dir Organizational Change Mgmnt, Strateg	Spot Award								4,250
[redacted]										
Non-Union (exempt/hourly)	Sr Dir, Asset Mgmnt-Metering&Oper System	Non Disc AwardGU	2,855							
[redacted]										
Non-Union (exempt/hourly)	Dir Engineering (Large1)	Non Disc AwardGU			707					
Non-Union (exempt/hourly)	Dir, Customer Care	StkNetAwardGU				2,340.50				
[redacted]										
Non-Union (exempt/hourly)	Sr Dir Comm & EA	StkNetAwardGU			768					
[redacted]										
Non-Union (exempt/hourly)	Dir Labor Relations	StkNetAwardGU						453.38		
Non-Union (exempt/hourly)	VP Managing General Counsel	StkNetAwardGU			784					
[redacted]										
Non-Union (exempt/hourly)	VP, General Counsel	StkNetAwardGU							760.94	
Non-Union (exempt/hourly)	Dir Source Water Protection	StkNetAwardGU							823.14	
[redacted]										