

Job Title	Rate #1 Pay Rate	Medical/Dental/Vision Annual Salary	Monthly Health Coverage Cost	401k Monthly Match	Monthly Life Insurance	Payroll Taxes
Senior EHS Coordinator						
Regulatory Analyst						
Project Analyst						
Enterprise Asset Mgmt. Systems Technical Director						
Engineering Project Coordinator						
VP of Government Affairs/Regional Mgr						
Field Operations Administrative Support Manager						
Utility Engineer						
Work Order Resource Specialist						
Construction Project Manager						
Director of Customer Strategy and Operations						
Field Operations Administrative Support Specialist						
Capital Project Coordinator						
Jr. Software Engineer						
Billing Lead						
President	\$66,000.00	\$792,000.00 FM	3,126.58	\$3,300.00	\$12.54	\$22,402.20
Work Order Resource Specialist						
Accounts Payable Specialist						
Accounts Receivable Analyst						
Field Operations Administrative Support Specialist						
Regional Manager						
Senior Regulatory Accountant						
Vice President	\$30,750.00	\$369,000.00 FM	3,126.58	\$1,537.50	\$5.84	\$16,268.70
EHS Field Analyst						
Regional Manager East Coast						
Regional Director						
Senior Customer Experience Escalation Specialist						
Utility Engineer						
Director of Engineering						
AVP of Capital Construction						
Sr. Construction Project Manager						
Financial Analyst						
Work Order Resource Specialist						
Utility Engineer Manager						
Financial Data Analyst						
Engineering Project Coordinator						
Accounts Payable Specialist						
Manager of Rates and Revenue						
Sr. Software Engineer						
GIS Administrator						
Director of IT, Finance						
Corporate Safety Manager						
Staff Accountant						
Chief Financial Officer	\$45,833.33	\$549,999.96 EC	2,016.81	\$2,291.67	\$8.71	\$18,893.20
EHS Compliance Coordinator						
Construction Project Manager						
Asst Controller						

Senior Accountant						
Senior Accountant						
Call Center Manager						
Human Resource Director						
Director of Capital Planning						
Regional Manager Missouri						
Staff Accountant						
Sr. Strategic Communications Manager						
Water Wastewater Field Analyst						
Senior Corporate Communications Specialist						
Environmental Programs Manager						
Engineering Regulatory Manager						
Systems Technical Director						
Work Order Resource Specialist						
Operations Specialist						
HR Assistant						
In House General Counsel	\$34,371.83	\$412,461.96 ES	2,133.06	\$1,718.59	\$6.53	\$16,898.90
Manager of Legal Administration						
Director Business Development						
Director of EHS/Operations Projects						
VP of Business Development						
Work Order Resource Specialist						
Manager of FP&A						
Accounting Manager Regulatory						
Project Manager						
Regional Director						
Director of AP/Treasury Management						
HR Manager						
Billing Manager						
Capital Construction Project Manager						
EHS Compliance Coordinator						
Billing Specialist						
Accounts Payable Manager						
Regulatory Case Manager						
Asst Controller						
Procurement Manager						
Associate Director of Business Development						
Accounts Payable Supervisor						
EHS Compliance Coordinator						
Office Administrator						
Business Development Assistant						
Regional Director Great River						
AVP of Regulatory Operations & Customer Exp						
Director of National Regulatory Affairs						
Senior Accountant						
Systems and Regulatory Manager						
Regional Director of Operations						
Project Accountant						
Director of Asset Management						
Vice President/Corporate Controller	\$37,500.00	\$450,000.00 EC	2,016.81	\$1,875.00	\$7.13	\$17,443.20

Senior Vice President	\$45,666.67	\$548,000.04 FM	3,126.58	\$2,283.33	\$8.68	\$18,864.20
Sr. EHS Compliance Coordinator						
Billing Specialist						
Environmental Health and Safety Support Specialist						
Accounts Payable Specialist						
Customer Operations Revenue Analyst						
Chief Of Staff						
Senior Data Analyst						
Work Order Resource Team Lead						
TOTAL	\$1,190,227.64	\$14,684,957.68	217,639.58	\$59,511.38	\$232.51	\$952,722.69

*Note: CSWR does not allocate to any state expenses incurred by paying overtime to hourly employees. Therefore, all hourly employees may be presumed to be straight time.