



2013 Annual Incentive Plan



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THE 2013 AMERICAN WATER ANNUAL INCENTIVE PLAN

Your Performance — Your Award

At American Water, your performance counts. We rely on our employees' knowledge and skills to help the company achieve its business objectives.

- The American Water 2013 Annual Incentive Plan (AIP) is designed to give eligible exempt employees an annual opportunity to earn a cash award that recognizes and rewards their contributions to the company's success. This means that company and ***individual performance*** are both taken into account to determine cash awards under the plan. We continue to make adjustments to the AIP design to reinforce the link between company and individual performance and award payouts.
- We are continuing the funding approach that was used in 2012, which directly ties the amount of available cash for AIP payouts to company performance against specific metrics. AIP funding for all eligible, exempt employees will depend on the company's achieving its financial, Business Transformation and operational goals.
- ***Your individual performance continues to play a large role in determining the amount of your payout.*** Employees who exceed their performance targets could receive higher payouts. Conversely, employees who underperform and do not meet their performance targets could receive lower payouts or no payout at all. In short, ***your performance directly impacts the amount of your award.***

The 2013 AIP is designed to challenge and motivate you to perform at your highest level, and promote the creation of value to the customer and shareholder. Read this brochure to learn about how the 2013 plan works and what it means for you.

The 2013 AIP

Elements of the Program

- AIP award pool funding is based on overall corporate performance against specific financial, Business Transformation and operational performance (represented by the Corporate Multiplier), then allocated across organizational groups/functional areas. Allocation is subject to senior management's discretion and recognizes organizational group/functional area results.
 - AIP funding for **all eligible exempt employees** depends on the company achieving its financial, nonfinancial goals which are Business Transformation and operational performance.
 - A pre-determined financial threshold for company performance must be met in order for funding and any award to be provided under the AIP.
- **Individual award payouts will be based on individual performance against specific goals represented by the Individual Performance Factor** and paid from available organizational group/functional area funding.
- For 2013, the Individual Performance Factor range is **0%-200%**. Individual payouts will be capped at 200% of AIP target award.
- Award opportunity (Target Award) is expressed as a percentage of base salary. (See Attachment B).
 - Actual payout may be lower or higher than target depending on company and **individual performance** against specific goals.
- **Individual performance is assessed by your manager and measured against your pre-determined performance goals.**
- Your AIP will be distributed as a cash award in March.
 - You must be actively employed with American Water on the date awards are paid to receive your 2013 AIP payout. You (or your beneficiary) may be eligible for a prorata award if you are disabled, retire, die, involuntarily terminate (not "for cause") or a divestiture occurred after June 30, 2013. Involuntary termination for cause would not be eligible.

Eligibility

- You are eligible for an AIP award opportunity if you are a regular, full-time exempt employee of American Water.
 - Regular, full-time exempt employees who join American Water on or before September 30, 2013 are also eligible to participate in the AIP on a prorated basis.
 - Employees transferred from nonexempt to exempt status on or after September 30, 2013 are not eligible in the current plan year.

- If you are promoted or transferred during the plan year to a position with a *higher* AIP target level, or if you are reclassified/transferred to a position with a *lower* AIP target level, your award payout will be based on your new salary and target level as of December 14, 2013, except ML4s and above who will be prorated at each salary and target level. All AIP target awards will be paid based on salaries as of December 14, 2013.
- You must be an active employee with American Water on the date the payout is made in order to receive the award. You (or your beneficiary) may be eligible for a prorata award if you are disabled, retire, die, involuntarily terminate (not “for cause”) or a divestiture occurred after June 30, 2013. (Retirement under this plan is age 55 and 10 total years of employment service.)
- You are **not** eligible for an AIP award if:
 - you transfer from exempt status to nonexempt status during the current plan year or your job was reclassified to nonexempt status,
 - your performance rating is “Unacceptable” or “Too Soon to Rate,”
 - you have not complied with the company’s annual Code of Ethics certification by the established deadline,
 - your employment was involuntarily terminated for cause.

Why Is the Plan Based on Individual Performance?

Since the value (as reflected in our share price and our return to shareholders) and success of our business depend on the achievement of annual company and individual performance goals, American Water recognizes the need to differentiate and reward the performance of employees who enable us to reach these goals. The 2013 AIP is designed to ensure that award payouts are directly tied to measurable contributions — both company and individual — to American Water’s success.

DETERMINING AIP AWARDS

AIP award payouts depend on individual performance; they also depend on overall corporate performance and organizational group/functional area results (which determine award pool funding).

AIP awards will be determined according to the following three-step process:

- | | |
|----------------|---|
| Step 1: | Establish initial award pool based on overall corporate performance. |
| Step 2: | Allocate overall corporate funding to organizational groups/functional areas, and adjust specific organizational group/functional area funding to reflect results. |
| Step 3: | Determine AIP award based on individual performance; awards are paid from available organizational group/functional area funding. |

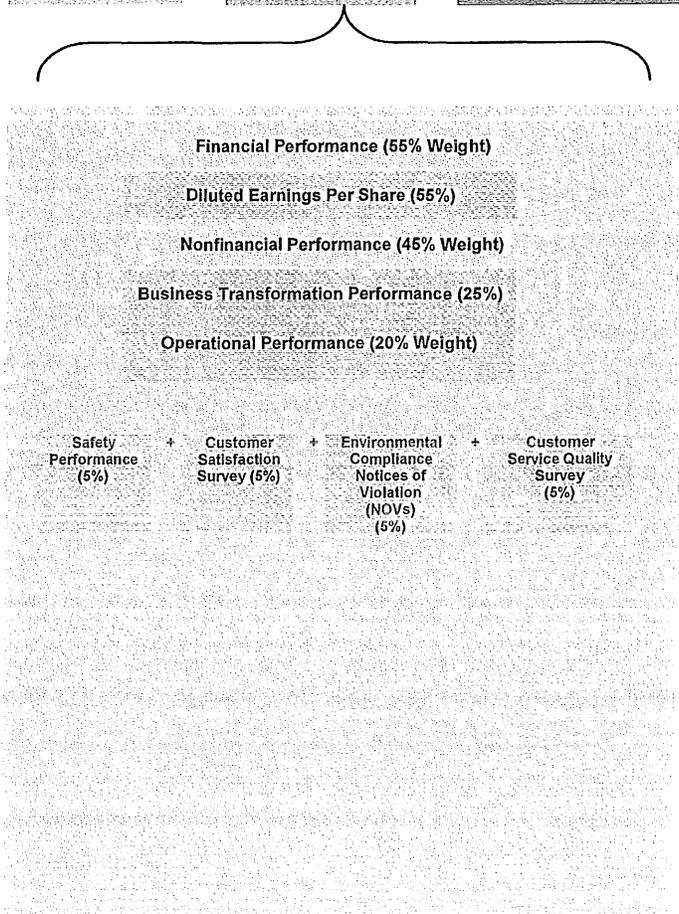
Step 1: Establish initial award pool based on overall corporate performance

Each year, American Water establishes funding for the AIP award pool. In 2013, the funding will be directly tied to company performance and represented by the **Corporate Multiplier**. The Corporate Multiplier can range from 0% to 150% depending on how well the company performed against the financial, Business Transformation and operational goals described below. Note that there is a pre-determined **threshold** for company performance:

- **2013 Diluted Earnings Per Share (EPS) must be at least 94% of target** for any financial funding and award to be provided under the AIP.
- **2013 Diluted Earnings Per Share (EPS) must be at least 90% of target** for funding of any award to be provided under the AIP for Business Transformation and Operational Performance Factors.

Based on financial (weighted 55%), nonfinancial (weighted 45%) Business Transformation (weighted 25%) and operational (weighted 20%) goals

Sum of Total AIP Funding \$XX.XXX	x	Forecasted Corporate Multiplier [X.XX%] (0%-150%)	=	Corporate Funding \$XX.XXX
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■ **Financial Metric (Weighted 55%) ***

- *Diluted Earnings Per Share* is a widely tracked measure of financial performance/profitability, and is calculated as follows:

$$\begin{array}{c} \text{Net Income to Common Stockholders} \\ \div \\ \text{Average Outstanding Shares (including dilutive securities such as} \\ \text{stock options)} \\ = \\ \text{Diluted Earnings per Share} \end{array}$$

* 2013 Diluted Earnings Per Share (EPS) must be at least 94% of target for any financial funding and award to be provided under the AIP.

■ **Nonfinancial Metric (Weighted 45%)**

■ **Business Transformation (Weighted 25%)**

- Enterprise Asset Management/Customer Information System successful go live (Judgment of Management with Discretion of the Board of Directors.)

■ **Operational Performance (Weighted 20%)***

- Environmental Compliance Notices of Violation (NOVs) (5%)
- Safety Performance (5%)
- Customer Satisfaction Survey (5%)
- Customer Service Quality Survey (5%)

*These outcomes are based on a combination of surveys, end-of-year results, data and other annual reports (For more details on these performance measures, see Attachment A at the back of this brochure).

Please note that AIP funding for all employees will depend on how well the company achieves its financial, nonfinancial goals which are Business Transformation and operational performance. A predetermined financial threshold for company performance must be met in order for funding and any

award to be provided under the AIP. For 2013, the threshold is 90% of EPS target in order to fund any award to be provided under the AIP for Business Transformation and operational performance factors.

The financial, Business Transformation and operational metrics are added together to determine the Corporate Multiplier. So, even if certain metrics are not achieved, the funding may be reduced, but not eliminated altogether. However, if the company's financial performance does not meet the threshold, the Corporate Multiplier will be reduced to zero, which would eliminate any award payout. The Corporate Multiplier (and thus funding for payouts) may be adjusted to take into account nonrecurring items such as impairment charges, dissolutions or acquisitions of businesses or costs associated with one-time events.

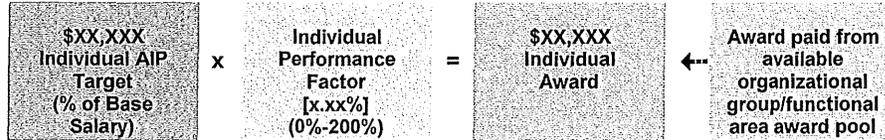
Step 2: Allocate overall corporate funding to organizational groups/functional areas, and adjust specific organizational group/functional area funding to reflect results

Once the overall corporate funding is determined as described under Step 1, senior management will allocate the corporate funding to American Water's organizational groups and functional areas. The funding for each organizational group/functional area may be increased or decreased, at senior management's discretion, to reflect specific organizational group/functional area results.

Step 3: Determine individual AIP award based on (a) individual performance, and (b) available organizational group/functional area funding; awards are paid from available organizational group/functional area award pool

Your **AIP target award** (i.e., your award opportunity) is based on your job with the company and is expressed as a percentage of your base salary. Your actual award payout may be higher or lower than target depending on whether *individual* and company performance goals have been met, and your organizational group's/functional area's results. Contact your manager for information on your individual AIP Target Award.

Your individual performance factor is based on (a) your performance against specific targets, and
(b) the amount of organizational group/functional area funding available



The sum of individual awards for a specific organizational group/functional area must not exceed the funding allocated to that organizational group/functional area

The **Individual Performance Factor** represents how well you achieve your annual individual performance goals. Your **Individual Performance Factor (IPF)** can range from 0% to 200%, depending on your performance for the plan year and the amount of organizational group/functional area funding available. This performance factor will then be multiplied by your Target Award to determine your 2013 AIP award payout. Individual payouts will be capped at 200% of AIP target award. Individual AIP awards are then paid from the available organizational group/functional area award funding, which may impact the original IPF determination. The sum of all individual awards within a given organizational group/functional area must not exceed its allocated pool of dollars.

WHAT THE 2013 AIP MEANS FOR YOU

Performance Ratings

Most people are motivated to do their best; therefore *the better you perform, the greater your potential award will be under the plan*. It is your responsibility to maximize your award opportunity by achieving or exceeding your goals.

Each year, you and your manager identify four to six high priority and challenging performance targets, which represent where you can directly impact the company's success. These performance targets and their weightings should be specific, measurable and aligned with the company's performance targets. During your year-end performance review, you and your manager will discuss how well you performed against the established targets, and rate your performance using one of the following performance ratings:

2013 Performance Rating Scale	
Rating	Description
Exceptional	Contributions are widely recognized as extraordinary. Results far exceed all defined expectations, producing important and substantial impact on the Company, Division, Operating Company, Line of Business or Function.
Highly Effective	Contributions are widely recognized as distinguished. Results exceed all or most expectations, producing a tangible and material impact on the Company, Division, Operating Company, Line of Business or Function.
Commendable	Contributions are widely recognized as meaningful. Results meet, and in some cases exceed expectations, producing a positive and desirable impact on the Company, Division, Operating Company, Line of Business or Function.
Needs Improvement	Contributions are widely recognized as limited. Results generally meet but in some cases fall slightly short of expectations, producing inconsistent and marginal impact on the Company, Division, Operating Company, Line of Business or Function.
Unacceptable	Contributions are widely recognized as unsatisfactory. Results fall considerably short of expectations, producing negligible or no impact on the Company, Division, Operating Company, Line of Business or Function.
Too Soon to Rate	Contributions cannot be measured at this time because more time is needed to see a result.

Later, during the AIP process, your manager will use your rating to determine your Individual Performance Factor. Depending on how you performed during the year, you could potentially earn a higher payout — or you could earn a lower payout or no payout at all. In other words, *the AIP design gives you more power to impact the size of your award. It also means that you are accountable for meeting your performance goals.*

Award Funding Determination

Below are four scenarios that demonstrate how AIP funding may be calculated:

AIP Funding Assumptions				
Total AIP Funding *		\$20,000,000		
Total AIP Funding for Organizational Group*		\$2,000,000		
* The total is the sum of the target awards for the eligible employees.				
	Performance			
	Scenario 1	Scenario 2	Scenario 3	Scenario 4
■ Company	Above Target	Target	Threshold	Below Threshold
— Financial Performance Factor	1.39	0.94	0.25	0.00
— Business Transformation Performance Factor	1.10	0.85	0.50	0.00
— Operational Performance Factor	0.90	1.16	0.50	0.00

	Scenario 1	Scenario 2	Scenario 3	Scenario 4
STEP 1: Establish corporate funding based on overall corporate performance				
Total of AIP Targets (A)	\$20,000,000	\$20,000,000	\$20,000,000	\$20,000,000
Financial Performance Factor (i) (55% weight)	$1.39 \times 0.55 = 0.76$	$0.94 \times 0.55 = 0.52$	$0.25 \times 0.55 = 0.14$	$0.00 \times 0.55 = 0.00$
Business Transformation Performance Factor (ii) (25% Weight)	$1.10 \times 0.25 = 0.27$	$0.85 \times 0.25 = 0.21$	$0.50 \times 0.25 = 0.12$	$0.00 \times 0.25 = 0.00$
Operational Performance Factor (iii) (20% weight)	$0.90 \times 0.20 = 0.18$	$1.16 \times 0.20 = 0.23$	$0.50 \times 0.20 = 0.10$	$0.00 \times 0.20 = 0.00$
i + ii + iii = Corporate Multiplier (B)	1.21	.96	0.36	0.00
A × B = Corporate Funding	$\$20,000,000 \times 1.21 = \$24,200,000$	$\$20,000,000 \times .96 = \$19,200,000$	$\$20,000,000 \times 0.36 = \$7,200,000$	$\$20,000,000 \times 0.00 = \0

STEP 2: Allocate overall corporate funding to organizational groups/functional areas; adjust specific organizational group/functional area funding to reflect results				
Organizational Group Pool (C) (Allocated from corporate funding)	\$2,420,000	\$1,920,000	\$720,000	\$0
Organizational Group Adjustment (D)	1.00 (Target)	.80 (Below Target)	1.20 (Above Target)	1.00 (Target)
C x D = Organizational Group Pool (adjusted based on results)	\$2,420,000 x 1.00 = \$2,420,000	\$1,920,000 x 0.80 = \$1,536,000	\$720,000 x 1.20 = \$864,000	\$0 x 1.00 = \$0

Both company and individual performance can significantly impact your final payout. Also, remember that the sum of individual awards for a specific organizational group/functional area must equal the funding allocated to that organizational group/functional area.

Please discuss the AIP with your manager to ensure you clearly understand how the formula works and how your performance impacts your potential award payout.

Receiving Your AIP Award

Awards will be paid in cash no later than March 15, 2014. If you are eligible for an award payout, please keep in mind that:

- You must be actively employed with the company on the date of payout.
- The payout will be based on your annual base salary as of December 14, 2013 and subject to all federal, state and local income tax withholdings.
- The American Water Board of Directors or its Designee has the right to adjust the award determination(s) and/or award payouts(s) at its discretion.

Remember, it's your performance — and your award: The contributions you make to American Water's success throughout the year ultimately impact the amount of your payout. Be sure to carefully review this brochure; then speak with your manager about the AIP and about what you can do to improve your performance and share the financial rewards of American Water's success.

FREQUENTLY ASKED QUESTIONS

Question	Answer
How does the plan reward performance?	The AIP allows us to differentiate and reward the performance of employees who contribute to the achievement of the company's goals. The 2013 AIP directly ties award payouts to measurable contributions (company, organizational group/functional area and individual) to American Water's success.
Who is eligible for the AIP?	All regular, full-time exempt employees are eligible to participate. If you join American Water on or before September 30, 2013, you are also eligible to participate in the plan on a prorated basis.
What do I have to do to receive an AIP award?	Any payout will depend largely on your performance, as well as on company, organizational group/functional area performance (including financial, nonfinancial- Business Transformation and operational), which determines funding. If your performance is rated "Needs Improvement" or higher, you may receive an award payout — but only if threshold company performance metrics have been met. If your performance rating is "Unacceptable" or "Too Soon to Rate," you will not receive a payout. To maximize your award opportunity, it's important to meet with your manager to establish meaningful performance goals, and then work hard throughout the year to achieve those goals.
How is my AIP target award opportunity determined? How can I find out what it is?	Your AIP target award opportunity is based on your job and is expressed as a percentage of your base salary. Please see your manager to learn more about your target award opportunity for 2013.
How will my AIP award payout be calculated?	The size of the pool which funds your award is determined based on overall corporate performance and adjusted to reflect specific organizational group/functional area results. AIP funding for all eligible employees will depend on the company and/or organizational group/functional area achieving its nonfinancial - operational and Business Transformation goals as well as financial goals. Once individual awards are calculated, they are paid from the organizational group/functional area funding.
What is the minimum and maximum that could be paid under the plan (as a percent of target)?	AIP award payouts can range from zero, to a maximum of an Individual Performance Factor of 200%. Payouts are capped at 200% of AIP target award.

Question	Answer
Will I receive an award payout if I meet my individual performance goals but the company <i>does not</i> achieve minimum (threshold) performance?	No. A pre-determined financial threshold for company performance must be met in order for funding and any award to be provided under the AIP.
What happens if I leave American Water before I receive my award payout?	To receive the award payout, you must be actively employed with American Water on the date the payment is to be made. You (or your beneficiary) may be eligible for a prorata award if you are disabled, retire, die, involuntarily terminate (not "for cause") or a divestiture occurred after June 30, 2013. (Retirement under this plan is age 55 and 10 total years of employment service.) Employees involuntarily terminated for cause would not be eligible.
What happens if I change job positions or I receive a merit increase within American Water during the plan year?	Your award payout will be based on your base salary and target level percentage as of December 14, 2013.

This brochure is the 2013 American Water Annual Incentive Plan. The American Water Board of Directors or its Designee, whose decisions will be final and binding, will determine interpretations of the Plan. The company reserves the right to amend, modify, or discontinue the Plan during the plan year or at any time in the future. Participation in the Plan does not convey any commitment to ongoing employment.

2013 AIP FINANCIAL PAYOUT CURVE

DILUTED EARNINGS PER SHARE (EPS) (55%)

<u>% Target Achieved</u>	<u>% Payout</u>
103.0%	150.0%
102.4%	140.0%
101.8%	130.0%
101.2%	120.0%
100.6%	110.0%
100%	100.0%
98.8%	85%
97.6%	70%
96.4%	55%
95.2%	40%
94.0%	25%
<94.0%	0%

NONFINANCIAL PERFORMANCE (45%)

BUSINESS TRANSFORMATION PERFORMANCE 2013 AIP MEASURE

Enterprise Asset Management/Customer Information System successful go live (judgment of management with discretion of the Board of Directors.)

2013 AIP OPERATIONAL MEASURES

Environmental Compliance (5%)

For determining environmental compliance, American Water will count Notices of Violation (NOV) for which the company is responsible as described in the Environmental Non-Compliance Reporting Practice. For 2013 American Water's NOV target is 15%.

NOVs	Award
9	150.0%
11	137.5%
13	125.0%
14	112.5%
15	100.0%
16	87.5%
17	75.0%
18	62.5%
19	50.0%
>19	0%

Safety Performance (5%)

Safety performance will be determined using the total OSHA Recordable Incident Rate (ORIR) which measures all injuries and illnesses requiring treatment beyond first aid for every 200,000 hours worked. For 2013 the goal has been set at 3.10 which is 40% below the Bureau of Labor Statistics (BLS) Water Utility Average ORIR of 5.20 and will be evaluated against the graduated award scale below and discretion of management.

ORIR	Award
2.90	150.0%
2.95	137.5%
3.00	125.0%
3.05	112.5%
3.10	100.0%
3.20	87.5%
3.30	75.0%
3.40	62.5%
3.50	50.0%
>3.50	0%

2013 AIP OPERATIONAL MEASURES

Service Quality (5%)

This metric is measured by the Service Quality Survey (SQS) which is conducted throughout the year for customers requesting service resulting in completion of a service order by a Field Service Representative (FSR). The score is based on the survey question: "Overall, how satisfied were you with the outcome of your service contact?" taking the top two response categories of a 5 point response scale (5. Extremely Satisfied, 4. Very Satisfied, 3. Somewhat Satisfied, 2. Somewhat Dissatisfied, 1. Very Dissatisfied). The American Water goal for 2013 is 85% and the graduated award scale is provided below.

SQS %	Award
90	150%
89	140%
88	130%
87	120%
86	110%
85	100%
84	90%
83	80%
82	70%
81	60%
80	50%
< 80	0%

Customer Satisfaction (5%)

This metric measures overall customer satisfaction through a random customer survey containing the following question, "Overall, how satisfied have you been with (Company Name) in general during the past twelve months", which has a five-point response scale (Extremely Satisfied, Very Satisfied, Somewhat Satisfied, Somewhat Dissatisfied, Very Dissatisfied), response percentages in the top three categories are indicative of overall customer satisfaction levels and a 90% target has been set.

CSS%	Award
95	150%
94	140%
93	130%
92	120%
91	110%
90	100%
89	90%
88	80%
87	70%
86	60%
85	50%
<85	0%



AMERICAN WATER

2012 Annual Incentive Plan



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Your Performance — Your Award

At American Water, your performance counts. We rely on our employees' knowledge and skills to help the company achieve its business objectives.

- The American Water 2012 Annual Incentive Plan (AIP) is designed to give eligible exempt employees an annual opportunity to earn a cash award that recognizes and rewards their contributions to the company's success. This means that company and ***individual performance*** are both taken into account to determine cash awards under the plan. We continue to make adjustments to the AIP design to reinforce the link between company and individual performance and award payouts. This year will include a new goal of Business Transformation Performance.
- We are continuing the funding approach that was used in 2011, which directly ties the amount of available cash for AIP payouts to company performance against specific metrics. AIP funding for all eligible, exempt employees will depend on the company's achieving its financial, business transformation and operational goals.
- **Your individual performance continues to play a large role in determining the amount of your payout.** Employees who exceed their performance targets could receive higher payouts. Conversely, employees who under-perform and do not meet their performance targets could receive lower payouts or no payout at all. In short, ***your performance directly impacts the amount of your award.***

The 2012 AIP is designed to challenge and motivate you to perform at your highest level, and promote the creation of value to the customer and shareholder. Read this brochure to learn about how the 2012 plan works and what it means for you.

The 2012 AIP	
Elements of the Program	
<ul style="list-style-type: none">■ AIP award pool funding is based on overall corporate performance against specific financial, business transformation and operational goals (represented by the Corporate Multiplier), then allocated across organizational groups/functional areas — at senior management's discretion — depending on organizational group/functional area results.<ul style="list-style-type: none">○ AIP funding for all eligible exempt employees depends on the company achieving its financial, business transformation and operational goals.○ A pre-determined financial threshold for company performance must be met in order for funding and any award to be provided under the AIP.■ Individual award payouts will be based on individual performance against specific goals represented by the Individual Performance Factor and paid from available organizational group/functional area funding.■ For 2012, the Individual Performance Factor range is 0%-200%. Individual payouts will be capped at 200% of AIP target award.	<ul style="list-style-type: none">■ Award opportunity (Target Award) is expressed as a percentage of base salary. (See Attachment B).<ul style="list-style-type: none">○ Actual payout may be lower or higher than target depending on company and individual performance against specific goals.■ Individual performance is assessed by your manager and measured against your pre-determined performance goals.■ Your AIP will be distributed as a cash award in March.<ul style="list-style-type: none">○ You must be actively employed with American Water on the date awards are paid to receive your 2012 AIP payout. You (or your beneficiary) may be eligible for a prorata award if you are disabled, retire, die, involuntarily terminate (not "for cause") or a divestiture occurred after June 30, 2012. Involuntary termination for cause would not be eligible.

Eligibility

- You are eligible for an AIP award opportunity if you are a regular, full-time exempt employee of American Water.
 - Regular, full-time exempt employees who join American Water on or before September 30, 2012 are also eligible to participate in the AIP on a prorated basis.
 - Employees transferred from nonexempt to exempt status on or after September 30th are not eligible in the current plan year.
- You must be an active employee with American Water on the date the payout is made in order to receive the award. You (or your beneficiary) may be eligible for

a prorata award if you are disabled, retire, die, involuntarily terminate (not “for cause”) or a divestiture occurred after June 30, 2012. (Retirement under this plan is age 55 and 10 years of service.)

- If you are promoted during the plan year to a position with a *higher* AIP target level, or if you are reclassified/transferred to a position with a *lower* AIP target level, your award payout will be based on your new target level as of December 14, 2012, except ML4s and above who will be prorated at each salary and target level.
- You are **not** eligible for an AIP award if:
 - you transfer from exempt status to nonexempt status during the current plan year or your job was reclassified to nonexempt status,
 - your performance rating is “Unacceptable” or “Too Soon to Rate,”
 - you have not complied with the company’s annual Code of Ethics certification by the established deadline,
 - your employment was involuntarily terminated for cause.

Why Is the Plan Based on Individual Performance?

Since the value (as reflected in our share price and our return to shareholders) and success of our business depend on the achievement of annual company and individual performance goals, American Water recognizes the need to differentiate and reward the performance of employees who enable us to reach these goals. The 2012 AIP is designed to ensure that award payouts are directly tied to measurable contributions — both company and individual — to American Water’s success.

DETERMINING AIP AWARDS

AIP award payouts depend on individual performance; they also depend on overall corporate performance and organizational group/functional area results (which determine award pool funding).

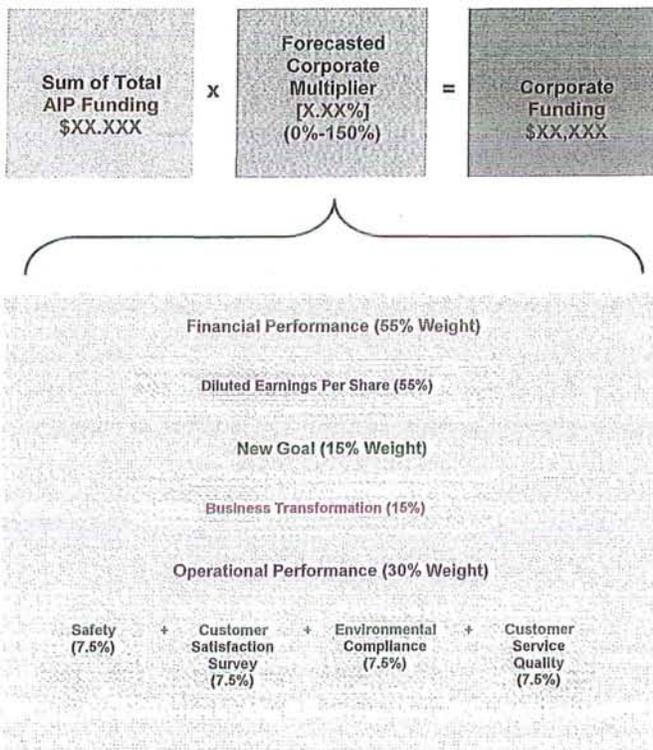
AIP awards will be determined according to the following three-step process:

- Step 1: Establish initial award pool based on overall corporate performance**
- Step 2: Allocate overall corporate funding to organizational groups/functional areas, and adjust specific organizational group/functional area funding to reflect results**
- Step 3: Determine AIP award based on individual performance; awards are paid from available organizational group/functional area funding**

Step 1: Establish initial award pool based on overall corporate performance

Based on financial (weighted 55%), business transformation (weighted 15%) and operational (weighted 30%) goals

Each year, American Water establishes funding for the AIP award pool. In 2012, the funding will be directly tied to company performance and represented by the **Corporate Multiplier**. The Corporate Multiplier can range from 0% to 150% depending on how well the company performed against the financial, business transformation and operational goals described below. Note that a pre-determined **threshold** for company performance - **2012 Diluted Earnings Per Share (EPS) must be at least 90% of target** - must be met in order for funding of any award to be provided under the AIP for Business Transformation and Operational Performance Factors.



■ **Financial Metric (Weighted 55%) ***

- *Diluted Earnings Per Share* is a widely tracked measure of financial performance/profitability, and is calculated as follows:

$$\begin{array}{r} \text{Net Income to Common Stockholders} \\ \div \\ \text{Average Outstanding Shares (including dilutive securities such as} \\ \text{stock options)} \\ = \\ \text{Diluted Earnings per Share} \end{array}$$

* 2012 Diluted Earnings Per Share (EPS) must be at least 94.3% of target for any financial funding and award to be provided under the AIP.

■ **Business Transformation (Weighted 15%)**

- Enterprise Resource Plan (ERP) go live with successful third quarter close (Judgment of Management with Discretion of the Board of Directors.)

■ **Operational Performance (Weighted 30%)***

- Environmental Compliance Notices of Violation (NOVs) (7.5%)
- Safety Performance (7.5%)
- Customer Satisfaction Survey (7.5%)
- Customer Service Quality Survey (7.5%)

*These outcomes are based on a combination of surveys, end-of-year results, data and other annual reports (For more details on these performance measures, see Attachment A at the back of this brochure).

Please note that AIP funding for all employees will depend on how well the company achieves its financial, business transformation and operational goals. A pre-determined financial threshold for company performance must be met in order for funding and any award to be provided under the AIP. For 2012, the threshold is 90% of EPS target.

The financial, business transformation and operational metrics are added together to determine the Corporate Multiplier. So, even if certain metrics are not achieved, the

funding may be reduced, but not eliminated altogether. However, if the company's financial performance does not meet the threshold, the Corporate Multiplier will be reduced to zero, which would eliminate any award payout. The Corporate Multiplier (and thus funding for payouts) may be adjusted to take into account nonrecurring items such as impairment charges, dissolutions or acquisitions of businesses or costs associated with one-time events.

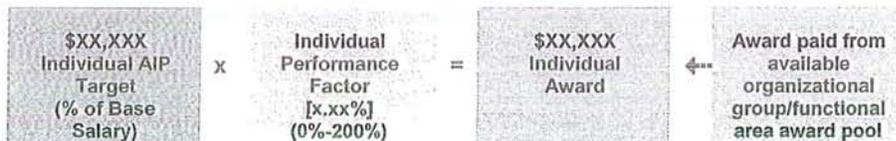
Step 2: Allocate overall corporate funding to organizational groups/functional areas, and adjust specific organizational group/functional area funding to reflect results

Once the overall corporate funding is determined as described under Step 1, senior management will allocate the Corporate funding to American Water's organizational groups and functional areas. The funding for each organizational group/functional area may be increased or decreased, at senior management's discretion, to reflect specific organizational group/functional area results.

Step 3: Determine individual AIP award based on (a) individual performance, and (b) available organizational group/functional area funding; awards are paid from available organizational group/functional area award pool

Your AIP target award (i.e., your award opportunity) is based on your job with the company and is expressed as a percentage of your base salary. Your actual award payout may be higher or lower than target depending on whether *individual* and company performance goals have been met, and your organizational group's/functional area's results. Contact your manager for information on your individual AIP Target Award.

Your individual performance factor is based on (a) your performance against specific targets, and (b) the amount of organizational group/functional area funding available



The sum of individual awards for a specific organizational group/functional area must not exceed the funding allocated to that organizational group/functional area

The **Individual Performance Factor** represents how well you achieve your annual individual performance goals. Your **Individual Performance Factor (IPF)** can range from 0% to 200%, depending on your performance for the plan year and the amount of organizational group/functional area funding available. This performance factor will then be multiplied by your Target Award to determine your 2012 AIP award payout. Individual payouts will be capped at 200% of AIP target award.

Individual AIP awards are then paid from the available organizational group/functional area award funding, which may impact the original IPF determination. The sum of all individual awards within a given organizational group/functional area must not exceed its allocated pool of dollars.

WHAT THE 2012 AIP MEANS FOR YOU

Performance Ratings

Most people are motivated to do their best; therefore ***the better you perform, the greater your potential award will be under the Plan.*** It is your responsibility to maximize your award opportunity by achieving or exceeding your goals.

Each year, you and your manager identify four to six high priority and challenging performance targets, which represent where you can directly impact the company's success. These performance targets and their weightings should be specific, measurable and aligned with the company's performance targets. During your year-end performance review, you and your manager will discuss how well you performed against the established targets, and rate your performance using one of the following performance ratings:

Rating
Exceptional
Highly Effective
Commendable
Needs Improvement
Unacceptable
Too Soon to Rate

Later, during the AIP process, your manager will use your rating to determine your Individual Performance Factor. Depending on how you performed during the year, you could potentially earn a higher payout than in previous years — or you could earn a lower payout or no payout at all. In other words, *the AIP design gives you more power to impact the size of your award. It also means that you are accountable for meeting your performance goals.*

Award Funding Determination

Below are four scenarios that demonstrate how AIP funding may be calculated:

AIP Funding Assumptions				
Total AIP Funding *		\$20,000,000		
Total AIP Funding for Organizational Group*		\$2,000,000		
* The total is the sum of the target awards for the eligible employees.				
	Performance			
	Scenario 1	Scenario 2	Scenario 3	Scenario 4
■ Company	Above Target	Target	Threshold	Below Threshold
— Financial Performance Factor	1.39	0.94	0.25	0.00
— Business Transformation Performance Factor	1.10	0.85	0.50	0.00
— Operational Performance Factor	0.90	1.16	0.50	0.00

	Scenario 1	Scenario 2	Scenario 3	Scenario 4
STEP 1: Establish corporate funding based on overall corporate performance				
Total of AIP Targets (A)	\$20,000,000	\$20,000,000	\$20,000,000	\$20,000,000
Financial Performance Factor (i) (55% weight)	$1.39 \times 0.55 = 0.76$	$0.94 \times 0.55 = 0.52$	$0.25 \times 0.55 = 0.14$	$0.00 \times 0.55 = 0.00$
Business Transformation Performance Factor (ii) (15% Weight)	$1.10 \times 0.15 = 0.17$	$0.85 \times 0.15 = 0.13$	$0.50 \times 0.15 = 0.07$	$0.00 \times 0.15 = 0.00$
Operational Performance Factor (iii) (30% weight)	$0.90 \times 0.30 = 0.27$	$1.16 \times 0.30 = 0.35$	$0.50 \times 0.30 = 0.15$	$0.00 \times 0.30 = 0.00$
i + ii + iii = Corporate Multiplier (B)	1.20	1.00	0.36	0.00
A × B = Corporate Funding	$\$20,000,000 \times 1.20 = \$24,000,000$	$\$20,000,000 \times 1.00 = \$20,000,000$	$\$20,000,000 \times 0.36 = \$7,200,000$	$\$20,000,000 \times 0.00 = \0
STEP 2: Allocate overall corporate funding to organizational groups/functional areas; adjust specific organizational group/functional area funding to reflect results				
Organizational Group Pool (C) (Allocated from corporate funding)	\$2,400,000	\$2,000,000	\$720,000	\$0
Organizational Group Adjustment (D)	1.00 (Target)	.80 (Below Target)	1.20 (Above Target)	1.00 (Target)
C × D = Organizational Group Pool (adjusted based on results)	$\$2,400,000 \times 1.00 = \$2,400,000$	$\$2,000,000 \times 0.80 = \$1,600,000$	$\$720,000 \times 1.20 = \$864,000$	$\$0 \times 1.00 = \0

Both company and individual performance can significantly impact your final payout. Also, remember that the sum of individual awards for a specific organizational group/functional area must equal the funding allocated to that organizational group/functional area.

Please discuss the AIP with your manager to ensure you clearly understand how the formula works and how your performance impacts your potential award payout.

Receiving Your AIP Award

Awards will be paid in cash no later than March 15, 2013. If you are eligible for an award payout, please keep in mind that:

- You must be actively employed with the company on the date of payout.
- The payout will be based on your annual base salary as of December 14, 2012 and subject to all federal, state and local income tax withholdings.
- The American Water Board of Directors or its Designee has the right to adjust the award determination(s) and/or award payouts(s) at its discretion.

*Remember, **it's your performance** — and your award: The contributions you make to American Water's success throughout the year ultimately impact the amount of your payout. Be sure to carefully review this brochure; then speak with your manager about the AIP and about what you can do to improve your performance and share the financial rewards of American Water's success.*

FREQUENTLY ASKED QUESTIONS

Question	Answer
How does the plan reward performance?	The AIP allows us to differentiate and reward the performance of employees who contribute to the achievement of the company's goals. The 2012 AIP directly ties award payouts to measurable contributions (company, organizational group/ functional area and individual) to American Water's success.
Who is eligible for the AIP?	All regular, full-time exempt employees are eligible to participate. If you join American Water on or before September 30, 2012, you are also eligible to participate in the plan on a prorated basis.
What do I have to do to receive an AIP award?	<p>Any payout will depend largely on your performance, as well as on company, organizational group/ functional area performance (including financial, business transformation and operational), which determines funding.</p> <p>If your performance is rated "Needs Improvement" or higher, you may receive an award payout — but only if threshold company performance metrics have been met. If your performance rating is "Unacceptable" or "Too Soon to Rate," you will not receive a payout. To maximize your award opportunity, it's important to meet with your manager to establish meaningful performance goals, then work hard throughout the year to achieve those goals.</p>
How is my AIP target award opportunity determined? How can I find out what it is?	Your AIP target award opportunity is based on your job and is expressed as a percentage of your base salary. Please see your manager to learn more about your target award opportunity for 2012.
How will my AIP award payout be calculated?	The size of the pool which funds your award is determined based on overall corporate performance and adjusted to reflect specific organizational group/functional area results. AIP funding for all eligible employees will depend on the company and/or organizational group/functional area achieving its operational and business transformation as well as financial goals. Once individual awards are calculated, they are paid from the organizational group/functional area funding.

Question	Answer
What is the minimum and maximum that could be paid under the plan (as a percent of target)?	AIP award payouts can range from zero, to a maximum of an Individual Performance Factor of 200%. Payouts are capped at 200% of AIP target award.
Will I receive an award payout if I meet my individual performance goals but the company <i>does not</i> achieve minimum (threshold) performance?	No. A pre-determined financial threshold for company performance must be met in order for funding and any award to be provided under the AIP.
What happens if I leave American Water before I receive my award payout?	To receive the award payout, you must be actively employed with American Water on the date the payment is to be made. You (or your beneficiary) may be eligible for a prorata award if you are disabled, retire, die, involuntarily terminate (not "for cause") or a divestiture occurred after June 30, 2012. (Retirement under this plan is age 55 and 10 years of service.) Employees involuntarily terminated for cause would not be eligible.
What happens if I change job positions within American Water during the plan year?	Your award payout will be based on your base salary and target level percentage as of December 14, 2012.

This brochure is the 2012 American Water Annual Incentive Plan. The American Water Board of Directors or its Designee, whose decisions will be final and binding, will determine interpretations of the Plan. The company reserves the right to amend, modify, or discontinue the Plan during the plan year or at any time in the future. Participation in the Plan does not convey any commitment to ongoing employment.

2012 AIP FINANCIAL PAYOUT CURVE

DILUTED EARNINGS PER SHARE (EPS) (55%)

<u>% Target Achieved</u>	<u>% Payout</u>
103.1%	150.0%
102.6%	140.0%
102.1%	130.0%
101.0%	120.0%
100.5%	110.0%
100.0%	100.0%
98.4%	81.3%
97.4%	62.5%
95.8%	43.8%
94.3%	25.0%
<94.3%	0%

* For 2012, the EPS target is within the range of our earnings guidance of \$1.90 to \$2.00.

BUSINESS TRANSFORMATION PERFORMANCE 2012 AIP MEASURE

Enterprise Resource Plan (ERP) go live with successful third quarter close
(Judgment of Management with Discretion of the Board of Directors.)

2012 AIP OPERATIONAL MEASURES

Environmental Compliance (7.5%)

For determining environmental compliance, AW will count Notices of Violation (NOV) for which the company is responsible as described in the Environmental Non-Compliance Reporting Practice. For 2012 AW's NOV target is 17.

NOVs	Award
11	150.0%
13	137.5%
15	125.0%
16	112.5%
17	100.0%
18	87.5%
19	75.0%
20	62.5%
21	50.0%
>21	0%

Safety Performance (7.5%)

Safety performance will be determined using the total OSHA Recordable Incident Rate (ORIR) which measures all injuries and illnesses requiring treatment beyond first aid for every 200,000 hours worked. For 2012 the goal has been set at 3.35 which is 25% below the Bureau of Labor Statistics (BLS) Water Utility Average ORIR of 4.5 and will be evaluated against the graduated award scale below.

ORIR	Award
3.15	150.0%
3.20	137.5%
3.25	125.0%
3.30	112.5%
3.35	100.0%
3.45	87.5%
3.55	75.0%
3.65	62.5%
3.75	50.0%
>3.75	0%

2012 AIP OPERATIONAL MEASURES

Service Quality (7.5%)

This metric is measured by the Service Quality Survey (SQS) which is conducted throughout the year for customers requesting service resulting in completion of a service order by a Field Service Representative (FSR). The score is based on the survey question: "Overall, how satisfied were you with the outcome of your service contact?" taking the top two response categories of a 5 point response scale (5. Extremely Satisfied, 4. Very Satisfied, 3. Somewhat Satisfied, 2. Somewhat Dissatisfied, 1. Very Dissatisfied). The AW goal for 2012 is 85% and the graduated award scale is provided below.

SQS %	Award
90	150%
89	140%
88	130%
87	120%
86	110%
85	100%
84	90%
83	80%
82	70%
81	60%
80	50%
< 80	0%

Customer Satisfaction (7.5%)

This metric measures overall customer satisfaction through a random customer survey containing the following question, "Overall, how satisfied have you been with (Company Name) in general during the past twelve months", which has a five-point response scale (Extremely Satisfied, Very Satisfied, Somewhat Satisfied, Somewhat Dissatisfied, Very Dissatisfied), response percentages in the top three categories are indicative of overall customer satisfaction levels and a 90% target has been set.

CSS%	Award
95	150%
94	140%
93	130%
92	120%
91	110%
90	100%
89	90%
88	80%
87	70%
86	60%
85	50%
<85	0%

2012 ANNUAL INCENTIVE PLAN TARGETS

EXEMPT POSITIONS	
Grade	AIP %
ML4	30%
L5 – L6	20%
L7	15%
L8-L9	10%
L10 – L12	5%

OUC 03-008

DATA INFORMATION REQUEST
Indiana-American Water Company
Cause No. 44450

Information Requested:

Please list the actual yearly annual incentive plan payout percentages for the following years: 2009, 2010, 2011, 2012 and the test year in this Cause.

Requested By: Daniel M. LeVay – dlevay@oucc.in.gov – 317-232-2494
Scott Franson – sfranson@oucc.in.gov – 317-232-2786
Tiffany Murray - timurray@oucc.in.gov – 317-232-2494
Office of Utility Consumer Counselor (OUCC)

Witness: Gary M. VerDouw

Objection:

Petitioner objects to Request 03-008 on the grounds and to the extent it is vague and ambiguous in that Petitioner has selected a future test year.

Information Provided:

Subject to and without waiver of the foregoing objection, Petitioner responds as follows: The payout percentage for 2013 has not yet been determined. Indiana-American Water's actual yearly AIP payout percentages (paid the ensuing March) are as follows:

AIP Payout
Percentages

2009	111%
2010	111%
2011	138%
2012	135%

OUCC 19-002

DATA INFORMATION REQUEST
Indiana-American Water Company
Cause No. 44450

Information Requested:

In Cause No. 44022, OUCC Data Request No. 12-002 asks Petitioner to provide actual yearly incentive plan payout percentages for 2010 and 2011. In response, Petitioner stated that the actual yearly incentive plan payout percentages for 2010 and 2011 as 114.85% and 112.48%, respectively. In Cause No. 43680, in response to OUCC Data Request No. 17-235, Petitioner stated that the 2009 yearly incentive plan payout percentage was 73.67%.

In the present Cause, in response to OUCC Data Request No. 03-008, Petitioner provided the following yearly incentive plan payout percentages: 2009 (111%), 2010 (111%), 2011 (138%) and 2012 (135%). Please explain and reconcile the differences between the percentage of payouts for 2009, 2010 and 2011 as provided by Petitioner.

Requested By: Daniel M. LeVay – dlevay@oucc.in.gov – 317-232-2494
Scott Franson – sfranson@oucc.in.gov – 317-232-2786
Tiffany Murray - timurray@oucc.in.gov – 317-232-2494
Office of Utility Consumer Counselor (OUCC)

Witness: Gary M. VerDouw

Information Provided:

Please see the table below that aligns the AIP payout percentage responses with the years that the AIP amount was earned.

OUCC 19-002

DATA INFORMATION REQUEST
Indiana-American Water Company
Cause No. 44450

Information Provided (Continued):

The remaining difference relates to employee target measures applied. For cause 44450, the percentage is calculated using actual payouts in Indiana American per employee divided by 100% payout of eligible employees' salary at the salary grade payout percentages as of December in the year earned.

Cause No	Fiscal Year Earned		
	2008 Paid out in 2009	2009 Paid out in 2010	2010 Paid out in 2011
43680	73.67%		
44022		114.85%	112.48%
44450		111.37%	110.54%
Difference		-3.48%	-1.94%

OUCC 03-009

DATA INFORMATION REQUEST
Indiana-American Water Company
Cause No. 44450

Information Requested:

Did Indiana-American include 100% of its annual incentive plan payout in the rates requested in this Cause? If not, please state the percent of incentive plan pay included in this rate request in this Cause.

Requested By: Daniel M. LeVay – dlevay@oucc.in.gov – 317-232-2494
Scott Franson – sfranson@oucc.in.gov – 317-232-2786
Tiffany Murray - timurray@oucc.in.gov – 317-232-2494
Office of Utility Consumer Counselor (OUCC)

Witness: Gary M. VerDouw

Information Provided:

Indiana-American did include 100% of its annual incentive plan payout in the rates requested in this Cause.

	A	B	AT	AU	AV	AW	AX	AY	AZ	BA	BB	BC	BD	BE	BF
1	American Water														
2	Workforce Plann														
3															
4															
5	Please d														
6	insert colt														
7															
8															
9															
	Home Company	Employee Number	O&M AP Dis	O&M AP Ser	O&M AP Fac	O&M AP Mat	O&M AP Agr	O&M AP Mnt	O&M AP Sub	O&M AP Ad	O&M AP Arg	O&M AP Svc	O&M AP Otr	O&M AP Net	Total O&M AP
11	00010	50546805	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
12	00010	50193726	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
13	00010	10000062	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
14	00010	60000141	\$ 318.09	\$ 304.26	\$ 276.60	\$ 304.26	\$ 312.63	\$ 298.42	\$ 312.63	\$ 326.84	\$ 298.42	\$ 312.63	\$ 312.63	\$ 298.42	\$ 3,675.85
15	00010	50454289	\$ 179.51	\$ 171.71	\$ 156.10	\$ 171.71	\$ 176.43	\$ 168.41	\$ 176.43	\$ 184.45	\$ 168.41	\$ 176.43	\$ 176.43	\$ 168.41	\$ 2,074.42
16	00010	60000097	\$ 345.32	\$ 330.30	\$ 300.28	\$ 330.30	\$ 339.39	\$ 323.96	\$ 339.39	\$ 354.81	\$ 323.96	\$ 339.39	\$ 339.39	\$ 323.96	\$ 3,960.43
17	00010	50346953	\$ 29.96	\$ 28.66	\$ 26.05	\$ 28.66	\$ 29.44	\$ 28.11	\$ 29.44	\$ 30.78	\$ 28.11	\$ 29.44	\$ 29.44	\$ 28.11	\$ 346.20
18	00010	10000229	\$ 851.30	\$ 814.29	\$ 740.26	\$ 814.29	\$ 836.68	\$ 798.65	\$ 836.68	\$ 874.71	\$ 798.65	\$ 836.68	\$ 836.68	\$ 798.65	\$ 9,837.50
19	00010	10017723	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	00010	60000112	\$ 266.82	\$ 255.22	\$ 232.02	\$ 255.22	\$ 262.24	\$ 250.32	\$ 262.24	\$ 274.16	\$ 250.32	\$ 262.24	\$ 262.24	\$ 250.32	\$ 3,083.34
21	00010	10000238	\$ 220.92	\$ 211.31	\$ 192.10	\$ 211.31	\$ 217.12	\$ 207.25	\$ 217.12	\$ 226.99	\$ 207.25	\$ 217.12	\$ 217.12	\$ 207.25	\$ 2,562.88
22	00010	50208943	\$ 331.66	\$ 317.24	\$ 288.40	\$ 317.24	\$ 325.96	\$ 311.14	\$ 325.96	\$ 340.78	\$ 311.14	\$ 325.96	\$ 325.96	\$ 311.14	\$ 3,832.59
23	00010	10000251	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	00010	60000105	\$ 613.54	\$ 586.86	\$ 533.51	\$ 586.86	\$ 603.00	\$ 575.59	\$ 603.00	\$ 630.41	\$ 575.59	\$ 603.00	\$ 603.00	\$ 575.59	\$ 7,089.94
25	00010	50481531	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
26	00010	50542682	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
27	00010	60000094	\$ 216.15	\$ 206.75	\$ 187.95	\$ 206.75	\$ 212.43	\$ 202.78	\$ 212.43	\$ 222.09	\$ 202.78	\$ 212.43	\$ 212.43	\$ 202.78	\$ 2,497.76
28	00010	50489176	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
29	00010	60000130	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
30	00010	10000258	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
31	00010	10008361	\$ 56.81	\$ 54.34	\$ 49.40	\$ 54.34	\$ 55.83	\$ 53.30	\$ 55.83	\$ 58.37	\$ 53.30	\$ 55.83	\$ 55.83	\$ 53.30	\$ 656.48
32	00010	60000114	\$ 409.02	\$ 391.24	\$ 355.67	\$ 391.24	\$ 402.00	\$ 383.73	\$ 402.00	\$ 420.27	\$ 383.73	\$ 402.00	\$ 402.00	\$ 383.73	\$ 4,726.63
33	00010	60000171	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
34	00010	50397146	\$ 520.17	\$ 497.55	\$ 452.32	\$ 497.55	\$ 511.24	\$ 488.00	\$ 511.24	\$ 534.47	\$ 488.00	\$ 511.24	\$ 511.24	\$ 488.00	\$ 6,011.01
35	00010	10000226	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
36	00010	50399110	\$ 294.93	\$ 282.11	\$ 256.46	\$ 282.11	\$ 289.87	\$ 276.69	\$ 289.87	\$ 303.04	\$ 276.69	\$ 289.87	\$ 289.87	\$ 276.69	\$ 3,408.21
37	00010	50254053	\$ 2,056.57	\$ 1,967.16	\$ 1,769.32	\$ 1,967.16	\$ 2,021.25	\$ 1,929.38	\$ 2,021.25	\$ 2,113.13	\$ 1,929.38	\$ 2,021.25	\$ 2,021.25	\$ 1,929.38	\$ 23,765.48
38	00010	60000115	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
39	00010	50064393	\$ 709.04	\$ 678.21	\$ 616.56	\$ 678.21	\$ 696.86	\$ 665.19	\$ 696.86	\$ 728.54	\$ 665.19	\$ 696.86	\$ 696.86	\$ 665.19	\$ 8,193.56
40	00010	50487231	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
41	00010	22003527	\$ 2,493.55	\$ 2,409.22	\$ 2,190.20	\$ 2,409.22	\$ 2,475.48	\$ 2,362.95	\$ 2,475.48	\$ 2,588.00	\$ 2,362.95	\$ 2,475.48	\$ 2,475.48	\$ 2,362.95	\$ 29,080.95
42	00010	50589587	\$ 622.81	\$ 595.73	\$ 541.57	\$ 595.73	\$ 612.11	\$ 584.29	\$ 612.11	\$ 638.93	\$ 584.29	\$ 612.11	\$ 612.11	\$ 584.29	\$ 7,197.08
43	00010	10000245	\$ 2,352.52	\$ 2,250.24	\$ 2,045.67	\$ 2,250.24	\$ 2,312.12	\$ 2,207.03	\$ 2,312.12	\$ 2,417.22	\$ 2,207.03	\$ 2,312.12	\$ 2,312.12	\$ 2,207.03	\$ 27,185.47
44	00010	10007803	\$ 1,554.58	\$ 1,486.99	\$ 1,351.81	\$ 1,486.99	\$ 1,527.88	\$ 1,458.43	\$ 1,527.88	\$ 1,597.33	\$ 1,458.43	\$ 1,527.88	\$ 1,527.88	\$ 1,458.43	\$ 17,964.50
45	00010	50654124	\$ 232.35	\$ 222.25	\$ 202.05	\$ 222.25	\$ 228.36	\$ 217.96	\$ 228.36	\$ 238.74	\$ 217.96	\$ 228.36	\$ 228.36	\$ 217.96	\$ 2,685.04
46	00010	50178507	\$ 735.29	\$ 703.32	\$ 639.38	\$ 703.32	\$ 722.66	\$ 689.81	\$ 722.66	\$ 755.51	\$ 689.81	\$ 722.66	\$ 722.66	\$ 689.81	\$ 8,496.91
47	00010	50566361	\$ 655.57	\$ 627.07	\$ 570.07	\$ 627.07	\$ 644.32	\$ 615.03	\$ 644.32	\$ 673.60	\$ 615.03	\$ 644.32	\$ 644.32	\$ 615.03	\$ 7,575.74
48	00010	50532508	\$ 2,065.75	\$ 1,975.94	\$ 1,796.31	\$ 1,975.94	\$ 2,030.28	\$ 1,937.99	\$ 2,030.28	\$ 2,122.56	\$ 1,937.99	\$ 2,030.28	\$ 2,030.28	\$ 1,937.99	\$ 23,871.58
49	00010	50552234	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
50	00010	50434676	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
51	00010	12007131	\$ 662.83	\$ 634.01	\$ 576.38	\$ 634.01	\$ 651.45	\$ 621.84	\$ 651.45	\$ 681.06	\$ 621.84	\$ 651.45	\$ 651.45	\$ 621.84	\$ 7,659.60
52	00010	50594230	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
53	00010	50415614	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

	A	B	AT	AU	AV	AW	AX	AY	AZ	BA	BB	BC	BD	BE	BF
1	American Water														
2	Workforce Plan														
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6	Please insert col.														
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9															
10	Person Component	Employee Number	O&M AP Dec	O&M AP Jan	O&M AP Feb	O&M AP Mar	O&M AP Apr	O&M AP May	O&M AP Jun	O&M AP Jul	O&M AP Aug	O&M AP Sep	O&M AP Oct	O&M AP Nov	Total O&M AP
54	00010	10009809	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
55	00010	60000311	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
56	00010	10000090	\$ 179.97	\$ 172.15	\$ 156.50	\$ 172.15	\$ 176.88	\$ 168.84	\$ 176.88	\$ 184.92	\$ 168.84	\$ 176.88	\$ 176.88	\$ 168.84	\$ 2,079.72
57	00010	50016659	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
58	00010	10000089	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
59	00010	50487326	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
60	00010	50496054	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
61	00010	10000091	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
62	00010	50356518	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
63	00010	10000085	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
64	00010	50475657	\$ 28.35	\$ 27.12	\$ 24.66	\$ 27.12	\$ 27.87	\$ 26.50	\$ 27.87	\$ 29.13	\$ 26.60	\$ 27.87	\$ 27.87	\$ 26.60	\$ 327.65
65	00010	50341594	\$ 383.15	\$ 366.49	\$ 444.23	\$ 488.65	\$ 502.09	\$ 479.26	\$ 502.09	\$ 524.91	\$ 479.26	\$ 502.09	\$ 502.09	\$ 479.26	\$ 5,653.56
66	00010	50580954	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
67	00010	10009003	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
68	00010	10000101	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
69	00010	50496500	\$ 445.47	\$ 426.10	\$ 387.37	\$ 426.10	\$ 437.82	\$ 417.92	\$ 437.82	\$ 457.72	\$ 417.92	\$ 437.82	\$ 437.82	\$ 417.92	\$ 5,147.80
70	00010	50502877	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
71	00010	50425858	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
72	00010	10000087	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
73	00010	10000076	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
74	00010	50485305	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
75	00010	10000078	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
76	00010	50008307	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
77	00010	50577690	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
78	00010	10000069	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
79	00010	10000183	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
80	00010	50261038	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
81	00010	10000123	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
82	00010	50029246	\$ 472.10	\$ 282.23	\$ 256.58	\$ 282.23	\$ 250.00	\$ 276.81	\$ 290.00	\$ 303.18	\$ 276.81	\$ 290.00	\$ 290.00	\$ 276.81	\$ 3,586.75
83	00010	10000094	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
84	00010	50243265	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
85	00010	50356451	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
86	00010	10000098	\$ 496.39	\$ 357.54	\$ 325.04	\$ 357.54	\$ 367.38	\$ 350.68	\$ 367.38	\$ 384.07	\$ 350.68	\$ 367.38	\$ 367.38	\$ 350.68	\$ 4,444.12
87	00010	50389389	\$ 311.15	\$ 297.63	\$ 270.57	\$ 297.63	\$ 305.81	\$ 291.91	\$ 305.81	\$ 319.71	\$ 291.91	\$ 305.81	\$ 305.81	\$ 291.91	\$ 3,595.66
88	00010	10000124	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
89	00010	50591810	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
90	00010	10000139	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
91	00010	50279056	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
92	00010	10014952	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
93	00010	50296501	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
94	00010	50591054	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
95	00010	10000259	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
96	00010	10000105	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
97	00010	10008868	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
98	00010	50479598	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
99	00010	50424795	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
100	00010	50438029	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
101	00010	10000058	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
102	00010	50540604	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
103	00010	50138018	\$ 187.12	\$ 178.98	\$ 162.71	\$ 178.98	\$ 183.90	\$ 175.54	\$ 183.90	\$ 192.26	\$ 175.54	\$ 183.90	\$ 183.90	\$ 175.54	\$ 2,162.31
104	00010	10000073	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
105	00010	10000064	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
106	00010	10020188	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
107	00010	10000074	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

	A	B	AT	AU	AV	AW	AX	AY	AZ	BA	BB	BC	BD	BE	BF
1	American Water														
2	Workforce Plann														
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9															
10	Home- Company	Employee Number	O&M AIP Dec	O&M AIP Jan	O&M AIP Feb	O&M AIP Mar	O&M AIP Apr	O&M AIP May	O&M AIP Jun	O&M AIP Jul	O&M AIP Aug	O&M AIP Sep	O&M AIP Oct	O&M AIP Nov	Total O&M AIP
108	00010	10009320	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
109	00010	10000065	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
110	00010	50190196	\$ 498.56	\$ 476.88	\$ 433.53	\$ 476.88	\$ 489.99	\$ 467.72	\$ 489.99	\$ 512.27	\$ 467.72	\$ 489.99	\$ 489.99	\$ 467.72	\$ 5,761.25
111	00010	10000130	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
112	00010	10000207	\$ 149.12	\$ 35.86	\$ 32.42	\$ 35.86	\$ 36.64	\$ 34.97	\$ 36.64	\$ 38.30	\$ 34.97	\$ 36.64	\$ 36.64	\$ 34.97	\$ 542.63
113	00010	50434678	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
114	00010	10000193	\$ 184.45	\$ 176.43	\$ 160.39	\$ 176.43	\$ 181.28	\$ 173.04	\$ 181.28	\$ 189.52	\$ 173.04	\$ 181.28	\$ 181.28	\$ 173.04	\$ 2,131.46
115	00010	50584164	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
116	00010	10000039	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
117	00010	10000156	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
118	00010	50296669	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
119	00010	10000068	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
120	00010	10000050	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
121	00010	50586426	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
122	00010	10000174	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
123	00010	10000096	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
124	00010	50180151	\$ 176.08	\$ 168.43	\$ 153.12	\$ 168.43	\$ 173.06	\$ 165.19	\$ 173.06	\$ 180.93	\$ 165.19	\$ 173.06	\$ 173.06	\$ 165.19	\$ 2,034.81
125	00010	50568214	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
126	00010	10000859	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
127	00010	50315444	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
128	00010	10000157	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
129	00010	50332084	\$ 266.28	\$ 254.70	\$ 231.54	\$ 254.70	\$ 261.70	\$ 249.81	\$ 261.70	\$ 273.60	\$ 249.81	\$ 261.70	\$ 261.70	\$ 249.81	\$ 3,077.05
130	00010	50400130	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
131	00010	10009340	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
132	00010	10009341	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
133	00010	50356447	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
134	00010	50410456	\$ 472.66	\$ 452.11	\$ 411.01	\$ 452.11	\$ 464.55	\$ 443.43	\$ 464.55	\$ 485.66	\$ 443.43	\$ 464.55	\$ 464.55	\$ 443.43	\$ 5,462.03
135	00010	10009328	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
136	00010	10009329	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
137	00010	10009330	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
138	00010	10018580	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
139	00010	10009331	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
140	00010	10009332	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
141	00010	10009333	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
142	00010	10009321	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
143	00010	50569406	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
144	00010	50601312	\$ 27.02	\$ 36.18	\$ 32.89	\$ 36.18	\$ 37.18	\$ 35.49	\$ 37.18	\$ 27.76	\$ 25.35	\$ 26.55	\$ 26.55	\$ 25.35	\$ 373.68
145	00010	10000186	\$ 499.12	\$ 477.42	\$ 434.02	\$ 477.42	\$ 490.55	\$ 468.25	\$ 490.55	\$ 512.85	\$ 468.25	\$ 490.55	\$ 490.55	\$ 468.25	\$ 5,767.81
146	00010	10020782	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
147	00010	50490781	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
148	00010	50025958	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
149	00010	50085788	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
150	00010	10003030	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
151	00010	50367865	\$ 507.35	\$ 485.29	\$ 441.18	\$ 485.29	\$ 498.64	\$ 475.97	\$ 498.64	\$ 521.31	\$ 475.97	\$ 498.64	\$ 498.64	\$ 475.97	\$ 5,862.91
152	00010	10018206	\$ 459.11	\$ 439.15	\$ 399.23	\$ 439.15	\$ 451.23	\$ 430.72	\$ 451.23	\$ 471.74	\$ 430.72	\$ 451.23	\$ 451.23	\$ 430.72	\$ 5,305.42
153	00010	50499830	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
154	00010	10013039	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
155	00010	50281624	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
156	00010	50127339	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
157	00010	50496135	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
158	00010	50252718	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
159	00010	50251277	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
160	00010	50127337	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
161	00010	10000019	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
162	00010	50370260	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
163	00010	50577688	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
164	00010	50591019	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
165	00010	10009323	\$ 330.25	\$ 315.89	\$ 287.17	\$ 315.89	\$ 324.58	\$ 309.83	\$ 324.58	\$ 339.33	\$ 309.83	\$ 324.58	\$ 324.58	\$ 309.83	\$ 3,816.33
166	00010	50006913	\$ 31.77	\$ 30.39	\$ 27.63	\$ 30.39	\$ 31.23	\$ 29.81	\$ 31.23	\$ 32.65	\$ 29.81	\$ 31.23	\$ 31.23	\$ 29.81	\$ 367.15
167	00010	10009325	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
168	00010	10009324	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
169	00010	50135642	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
170	00010	10000111	\$ 472.46	\$ 451.91	\$ 410.83	\$ 451.91	\$ 464.34	\$ 443.24	\$ 464.34	\$ 485.45	\$ 443.24	\$ 464.34	\$ 464.34	\$ 443.24	\$ 5,459.64

	A	B	AT	AU	AV	AW	AX	AY	AZ	BA	BB	BC	BD	BE	BF	
1	American Water															
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10	Home Company	Employee Number	O&M AP Dec	O&M AP Jan	O&M AP Feb	O&M AP Mar	O&M AP Apr	O&M AP May	O&M AP Jun	O&M AP Jul	O&M AP Aug	O&M AP Sep	O&M AP Oct	O&M AP Nov	Total O&M AP	
171	00010	60000312	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
172	00010	50358838	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
173	00010	10000018	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
174	00010	10007147	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
175	00010	50302514	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
176	00010	50139421	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
177	00010	10001414	\$	177.40	\$	169.69	\$	154.26	\$	169.69	\$	174.35	\$	166.43	\$	174.35
178	00010	10000053	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
179	00010	50433148	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
180	00010	50475659	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
181	00010	60000208	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
182	00010	10000099	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
183	00010	10000080	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
184	00010	50311225	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
185	00010	60000111	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
186	00010	50449552	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
187	00010	50529636	\$	256.26	\$	214.48	\$	194.99	\$	214.48	\$	220.37	\$	210.36	\$	220.37
188	00010	50049784	\$	321.91	\$	307.92	\$	279.93	\$	307.92	\$	316.39	\$	302.00	\$	316.39
189	00010	50584138	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
190	00010	10000107	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
191	00010	60000463	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
192	00010	10000115	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
193	00010	50314590	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
194	00010	10004607	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
195	00010	10000854	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
196	00010	10000120	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
197	00010	50321832	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
198	00010	10000182	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
199	00010	50311196	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
200	00010	10004606	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
201	00010	10000176	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
202	00010	50045527	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
203	00010	50279072	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
204	00010	10011427	\$	134.57	\$	128.72	\$	117.02	\$	128.72	\$	132.26	\$	126.25	\$	132.26
205	00010	60000369	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
206	00010	60000401	\$	511.28	\$	488.05	\$	444.59	\$	488.05	\$	502.50	\$	479.66	\$	502.50
207	00010	50652208	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
208	00010	10000009	\$	38.70	\$	55.52	\$	50.47	\$	55.52	\$	57.05	\$	54.45	\$	57.05
209	00010	10008521	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
210	00010	50187392	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
211	00010	10000184	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
212	00010	50153752	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
213	00010	50251222	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
214	00010	10008046	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
215	00010	50023028	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
216	00010	10011277	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
217	00010	10000040	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
218	00010	50296586	\$	188.73	\$	190.09	\$	172.80	\$	190.09	\$	195.31	\$	186.43	\$	195.31
219	00010	50285835	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
220	00010	50013175	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
221	00010	50349651	\$	183.15	\$	184.75	\$	167.96	\$	184.75	\$	189.83	\$	181.20	\$	189.83
222	00010	50300077	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
223	00010	50184764	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
224	00010	10000154	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
225	00010	10000013	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
226	00010	10000010	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
227	00010	50421093	\$	155.92	\$	149.14	\$	135.58	\$	149.14	\$	153.24	\$	146.28	\$	153.24
228	00010	10000008	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
229	00010	10000005	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
230	00010	10008398	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
231	00010	50568217	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
232	00010	10008209	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	
233	00010	10008241	\$	-	\$	-	\$	-	\$	-	\$	-	\$	-	\$	

	A	B	AT	AU	AV	AW	AX	AY	AZ	BA	BB	BC	BD	BE	BF
1	American Water														
2	Workforce Plann														
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4	Please d														
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6															
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8															
9															
10	Home Company	Employee Number	O&M AP Dec	O&M AP Jan	O&M AP Feb	O&M AP Mar	O&M AP Apr	O&M AP May	O&M AP Jun	O&M AP Jul	O&M AP Aug	O&M AP Sep	O&M AP Oct	O&M AP Nov	Total O&M AP
234	00010	50490786	\$ 179.97	\$ 172.15	\$ 156.50	\$ 172.15	\$ 176.88	\$ 168.84	\$ 176.88	\$ 184.92	\$ 168.84	\$ 176.88	\$ 176.88	\$ 168.84	\$ 2,079.72
235	00010	10008306	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
236	00010	50548547	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
237	00010	10008279	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
238	00010	10008248	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
239	00010	10008303	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
240	00010	10008206	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
241	00010	10008252	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
242	00010	10008222	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
243	00010	50411453	\$ 156.28	\$ 149.49	\$ 135.90	\$ 149.49	\$ 153.60	\$ 146.62	\$ 153.60	\$ 160.58	\$ 146.62	\$ 153.60	\$ 153.60	\$ 146.62	\$ 1,805.97
244	00010	10001988	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
245	00010	10008243	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
246	00010	10002131	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
247	00010	50301307	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
248	00010	10008212	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
249	00010	10008130	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
250	00010	10007794	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
251	00010	50345936	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
252	00010	60000276	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
253	00010	50300093	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
254	00010	50612320	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
255	00010	10007805	\$ 407.45	\$ 389.73	\$ 354.30	\$ 389.73	\$ 400.45	\$ 382.25	\$ 400.45	\$ 418.65	\$ 382.25	\$ 400.45	\$ 400.45	\$ 382.25	\$ 4,708.44
256	00010	10015445	\$ 29.39	\$ 28.12	\$ 25.56	\$ 28.12	\$ 28.89	\$ 27.58	\$ 28.89	\$ 30.20	\$ 27.58	\$ 28.89	\$ 28.89	\$ 27.58	\$ 339.67
257	00010	10008254	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
258	00010	10008215	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
259	00010	10008249	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
260	00010	50229827	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
261	00010	50284241	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
262	00010	50483421	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
263	00010	10008285	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
264	00010	10008221	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
265	00010	50491638	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
266	00010	50482451	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
267	00010	50318627	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
268	00010	50285551	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
269	00010	10008289	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
270	00010	50302445	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
271	00010	10008205	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
272	00010	50148678	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
273	00010	50311172	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
274	00010	10008342	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
275	00010	10008281	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
276	00010	10001976	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
277	00010	10008286	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
278	00010	10008143	\$ 568.48	\$ 543.76	\$ 494.33	\$ 543.76	\$ 558.72	\$ 533.32	\$ 558.72	\$ 584.11	\$ 533.32	\$ 558.72	\$ 558.72	\$ 533.32	\$ 6,569.26
279	00010	50294352	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
280	00010	10008280	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
281	00010	50335860	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
282	00010	10001651	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
283	00010	10008200	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
284	00010	10008235	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
285	00010	10008230	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
286	00010	10008171	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
287	00010	10007660	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
288	00010	10007801	\$ 386.11	\$ 369.32	\$ 335.75	\$ 369.32	\$ 379.48	\$ 362.23	\$ 379.48	\$ 396.73	\$ 362.23	\$ 379.48	\$ 379.48	\$ 362.23	\$ 4,461.81
289	00010	10008229	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
290	00010	10008228	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
291	00010	50302541	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
292	00010	10008214	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
293	00010	50279191	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
294	00010	10008284	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
295	00010	10007740	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
296	00010	10008236	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

	A	B	AT	AU	AV	AW	AX	AY	AZ	BA	BB	BC	BD	BE	BF
1	American Water														
2	Workforce Plann														
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5	Please d														
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9															
10	Home Company	Employee Number	O&M AIP Dec	O&M AIP Jan	O&M AIP Feb	O&M AIP Mar	O&M AIP Apr	O&M AIP May	O&M AIP Jun	O&M AIP Jul	O&M AIP Aug	O&M AIP Sep	O&M AIP Oct	O&M AIP Nov	Total O&M AIP
297	00010	10008220	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
298	00010	10008253	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
299	00010	50374284	\$ 647.89	\$ 619.72	\$ 563.39	\$ 619.72	\$ 636.77	\$ 607.82	\$ 636.77	\$ 665.71	\$ 607.82	\$ 636.77	\$ 636.77	\$ 607.82	\$ 7,486.97
300	00010	10008370	\$ 631.29	\$ 603.84	\$ 548.95	\$ 603.84	\$ 620.45	\$ 592.24	\$ 620.45	\$ 648.65	\$ 592.24	\$ 620.45	\$ 620.45	\$ 592.24	\$ 7,295.08
301	00010	50359771	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
302	00010	50229830	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
303	00010	50314479	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
304	00010	5003473	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
305	00010	10008198	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
306	00010	50235223	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
307	00010	10008239	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
308	00010	10008231	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
309	00010	10008357	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
310	00010	10008291	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
311	00010	10008216	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
312	00010	50487249	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
313	00010	50606300	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
314	00010	10008282	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
315	00010	50317556	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
316	00010	50236282	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
317	00010	10008238	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
318	00010	10008233	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
319	00010	10008223	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
320	00010	50296668	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
321	00010	50303477	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
322	00010	10007807	\$ 572.04	\$ 547.17	\$ 497.42	\$ 547.17	\$ 562.21	\$ 536.66	\$ 562.21	\$ 587.77	\$ 536.66	\$ 562.21	\$ 562.21	\$ 536.66	\$ 6,610.38
323	00010	10008307	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
324	00010	10002134	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
325	00010	10008226	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
326	00010	10008290	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
327	00010	50148531	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
328	00010	10008277	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
329	00010	50320617	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
330	00010		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
331	00010		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
332	00010		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
333	00010		\$ 590.81	\$ 565.13	\$ 513.75	\$ 565.13	\$ 580.57	\$ 554.27	\$ 580.57	\$ 607.06	\$ 554.27	\$ 580.57	\$ 580.67	\$ 554.27	\$ 6,827.36
334	00010		\$ 336.31	\$ 321.69	\$ 292.44	\$ 321.69	\$ 330.53	\$ 315.51	\$ 330.53	\$ 345.56	\$ 315.51	\$ 330.53	\$ 330.53	\$ 315.51	\$ 3,886.34
335	00010		\$ 336.31	\$ 321.69	\$ 292.44	\$ 321.69	\$ 330.53	\$ 315.51	\$ 330.53	\$ 345.56	\$ 315.51	\$ 330.53	\$ 330.53	\$ 315.51	\$ 3,886.34
336	00010		\$ 336.31	\$ 321.69	\$ 292.44	\$ 321.69	\$ 330.53	\$ 315.51	\$ 330.53	\$ 345.56	\$ 315.51	\$ 330.53	\$ 330.53	\$ 315.51	\$ 3,886.34
337	00010		\$ 249.96	\$ 239.09	\$ 217.36	\$ 239.09	\$ 245.57	\$ 234.50	\$ 245.57	\$ 256.83	\$ 234.50	\$ 245.57	\$ 245.67	\$ 234.50	\$ 2,888.50
338	00010		\$ 249.96	\$ 239.09	\$ 217.36	\$ 239.09	\$ 245.57	\$ 234.50	\$ 245.57	\$ 256.83	\$ 234.50	\$ 245.57	\$ 245.67	\$ 234.50	\$ 2,888.50
339	00010		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
340	00010		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
341	00010		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
342	00010		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
343	00010		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
344															
345															
346			\$ 33,041	\$ 31,232	\$ 28,503	\$ 31,354	\$ 32,216	\$ 30,752	\$ 32,216	\$ 33,669	\$ 30,723	\$ 32,186	\$ 32,186	\$ 30,723	\$ 378,903



ORIGINAL

STATE OF INDIANA

INDIANA UTILITY REGULATORY COMMISSION

PETITION OF INDIANA-AMERICAN)
WATER COMPANY, INC. FOR)
AUTHORITY TO INCREASE ITS RATES) CAUSE NO. 44022
AND CHARGES FOR WATER AND)
SEWER UTILITY SERVICE AND FOR)
APPROVAL OF NEW SCHEDULES OF) APPROVED:
RATES AND CHARGES APPLICABLE)
THERE TO)

JUN 06 2012

ORDER OF THE COMMISSION

Presiding Officers:
Carolene Mays, Commissioner
Jeffery A. Earl, Administrative Law Judge

Company so that the Company and ratepayers can benefit from their experience and expertise. Accordingly, he recommended that the Company's pro forma LTIP expense of \$96,945 not be eliminated.

(iv) **Commission Discussion and Findings.** The Commission recognizes the value of incentive compensation plans as part of an overall compensation package to attract and retain qualified personnel. The criteria for the recovery of incentive compensation plan costs are well established. We allow recovery in rates when: (1) the incentive compensation plan is not a pure profit-sharing plan, but rather incorporates operational as well as financial performance goals; (2) the incentive compensation plan does not result in excessive pay levels beyond what is reasonably necessary to attract a talented workforce; and (3) shareholders are allocated part of the cost of the incentive compensation program. *N. Ind. Pub. Serv. Co.*, Cause No. 43526, 2010 Ind. PUC LEXIS 294, at *195-96 (IURC Aug. 25, 2010).

In Petitioner's last three litigated rate cases, we have found Petitioner's AIP to be recoverable under this standard. Similarly, there is no dispute in this case that the AIP is recoverable: the only dispute is how much should be allocated to customers. Petitioner requests an AIP payout level at 100% of target level, based on a three-year-average payout of 100.33% of target. In *S. Ind. Gas & Elec. Co.*, we authorized recovery of 100% of the incentive plan target level. Cause No. 43839, 2011 PUC LEXIS 115, at *148-151 (IURC Apr. 27, 2011). However, in that case, the evidence demonstrated that the petitioner's average payout had exceeded target by as much as 190% over the past ten years, and that shareholders absorbed the cost of incentive compensation that exceeded the target level.

Here, Petitioner's evidence indicates that the three-year average payout was 100.33% of target level. Yet, Petitioner requests recovery of the full target level: in essence, leaving shareholders to pay only the extra 0.33%. In addition, a review of Petitioner's past several rate cases demonstrates that Petitioner's incentive payout has not typically exceeded the target level. Authorizing Petitioner to recover 100% of the AIP target level, would not allocate a sufficient amount of the incentive costs to shareholders. Therefore, we conclude that Petitioner shall recover 85% of the three-year average payout based on 358 employees with a further reduction to eliminate the incentive pay associated with the Senior Manager Business Development position. This results in a pro forma AIP expense of \$587,416.

The OUCC also recommended that we disallow recovery of expenses for Petitioner's LTIP. Mr. VerDouw testified that Petitioner strives to provide employees with a base compensation at the 50th percentile of the market and the opportunity to earn up to the 65th percentile through AIP. Petitioner's top executives then have an opportunity to earn additional compensation through the LTIP. LTIP is based on the total shareholder return and internal performance goals. Although the LTIP is not a pure profit-sharing plan, it is strongly tied to financial performance in that the Board of Directors determines the level of additional compensation. In addition, the Commission notes that given the current economic climate and the other increases being requested by Petitioner in this case, it is reasonable for Petitioner to mitigate rate increases and control costs where possible. Therefore, we find that Petitioner's LTIP expense should be borne by its shareholders rather than its ratepayers, and we disallow the pro forma LTIP expense.



AMERICAN WATER

American Water Works Company, Inc.

**2013 Equity Award Brochure
for Employees**



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This guide provides an overview of your 2013 equity awards granted to you under the American Water Works Company, Inc. 2007 Omnibus Equity Compensation Plan (the "Plan"). The Equity Award — a key component of your American Water compensation package — promotes the achievement of the company's long-term, strategic business objectives. Read this guide to learn about equity awards and how they reward you for contributing to American Water's long-term financial success.

AN OVERVIEW OF THE EQUITY AWARD

You have been granted a 2013 Equity Award, which represents your Long-Term Incentive Compensation. Your award is determined by the Compensation Committee of the American Water Board of Directors ("the Committee").

An Award Based on American Water's Success

As a publicly-held company, American Water has a responsibility to its stockholders to drive long-term success and increase the value of American Water stock.

You can make a difference. Think about the activities you perform on a day-to-day basis. Your contributions can help generate results that lead to success for American Water and significant rewards for you. As an American Water management employee and stockholder, you not only have the ability to influence our day-to-day performance, you also share in the long-term rewards of American Water's success.

Equity awards under the Plan allow you to share in the company's success by providing opportunities for rewards based on long-term performance. The 2013 award includes stock options, Restricted Stock Units (RSUs) — **New in 2013**, and a performance-based stock component, which awards Performance Stock Units (PSUs) based on American Water's Total Stockholder Return (TSR) ranking among peer companies in the Dow Jones U.S. Utilities Index as well as PSUs based on certain company internal metrics. This design aligns more closely with the market and helps keep American Water competitive with our peers in the utilities industry.

The Amount of Your Award Grant

Your individual award grant amount is based on a percentage of your base salary, granted in the form of equity in the company: 20 percent of the value in stock options, 20 percent RSUs, 30 percent of the value in PSUs based on TSR ranking, and 30 percent value in PSUs based on internal performance goals: compounded earnings per share (EPS) growth and operational efficiency improvement.

ABOUT OPTIONS, RESTRICTED STOCK UNITS AND PERFORMANCE STOCK UNITS ¹

The following sections describe how the options, RSUs and PSUs granted to you vest and are distributed.

Stock Options

- **20 percent of Equity Award**
- **Exercise price is the closing price on the date of grant, which was \$39.45 on Feb. 21, 2013**
- **Options vest 33.3 percent each on Jan. 1 of 2014, 2015 and 2016. Options are 100 percent vested as of Jan. 1, 2016**

A stock option is your right to purchase a share of American Water stock at the exercise price, once vested, for a set period of time.

A stock option gives you the right to purchase a share of American Water stock at an "exercise price" for a set period of time.

Stock options represent 20 percent of your equity award. The number of options you are granted is based on the monetary value of your option award and a value determination called the **Black-Scholes value** for an option on the date of the grant. The exercise price of the options is based on the closing price of the company's stock on the date of grant. The 2013 equity awards were granted on Feb. 21, 2013. The closing price on the grant date was \$39.45.

Vesting

Your options vest in three equal installments (33.3 percent each) on Jan. 1 of 2014, 2015 and 2016. Once options vest, you may purchase (or "exercise") your options, until their Dec. 31, 2019 expiration date and subject to employment requirements as defined in the Plan and summarized in the Appendix. Any options not exercised by the expiration date will be forfeited.

The Value of Your Options

The value of your options depends on American Water's stock performance in the future. This means they may or may not have value at the time they expire. The greater the increase in American Water's market price, the greater the value of your award.

The value you receive is the difference between (a) the exercise price, and (b) the market price of the stock at the time you exercise your options.

You will benefit if the market price of American Water's stock at exercise is *greater* than its exercise price on the date of the grant. However, if the market price at exercise is *lower* than the exercise price, the options have no value.

¹ Before trading in the company's securities, including exercising any options, you must review the Company's Insider Trading Policy. In addition, under the Insider Trading Policy, certain persons (Section 16 and Restricted Individuals) are subject to the affirmative obligation to "pre-clear" any proposed purchase or sale of Company securities with the CFO, General Counsel, or inside SEC Counsel. If you have any questions about the Insider Trading Policy and pre-clearance process, please call SEC Compliance Specialist (856-346-5857) or SEC Counsel (856-309-4589).