

PENNSYLVANIA-AMERICAN WATER COMPANY

**2020 GENERAL BASE RATE CASE
R-2020-3019369 (WATER)
R-2020-3019371 (WASTEWATER)**

**EXHIBIT NO. 3-B
OPERATING EXPENSES**

Pennsylvania-American Water Company
Operating Expenses

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Compensation

Pennsylvania-American Water Company
Compensation
3 Year - Capitalization Rate %

Account Number Description	2019 Actual			2018 Actual			2017 Actual		
	Total Company	Water	Wastewater	Total Company	Water	Wastewater	Total Company	Water	Wastewater
Operations and Maintenance Compensation	\$56,546,549	\$48,464,665	\$8,081,884	\$55,300,801	\$47,164,794	\$8,136,007	\$50,884,145	\$44,664,689	\$6,219,456
Capital Compensation	33,032,744	30,786,742	2,246,002	30,974,708	29,431,578	1,543,130	24,259,796	23,287,145	972,651
Total Compensation	<u>\$89,579,293</u>	<u>\$79,251,407</u>	<u>\$10,327,886</u>	<u>\$86,275,509</u>	<u>\$76,596,372</u>	<u>\$9,679,137</u>	<u>\$75,143,941</u>	<u>\$67,951,834</u>	<u>\$7,192,106</u>
Operations and Maintenance Compensation	63.12%	61.15%	78.25%	64.10%	61.58%	84.06%	67.72%	65.73%	86.48%
Capital Compensation	36.88%	38.85%	21.75%	35.90%	38.42%	15.94%	32.28%	34.27%	13.52%
Total Compensation	<u>100.00%</u>	<u>100.00%</u>	<u>100.00%</u>	<u>100.00%</u>	<u>100.00%</u>	<u>100.00%</u>	<u>100.00%</u>	<u>100.00%</u>	<u>100.00%</u>
3 Year Average Total Company	35.02%								
3 Year Average Water	37.18%								
3 Year Average Wastewater	17.07%								

Pennsylvania-American Water Company
Annualized Salary and Wages

	2020	2021	2022
Water Operations Excl. Steelton			
Non-Collective Bargaining Unit Salary	\$22,321,168	\$22,916,542	\$24,007,421
Collective Bargaining Unit	43,694,102	44,290,387	45,988,159
Non-Collective Bargaining Unit Hourly	15,246,973	15,580,115	16,120,984
Total	\$81,262,243	\$82,787,044	\$86,116,564
Water Steelton Operations			
Collective Bargaining Unit	\$487,079	\$491,144	\$509,277
Total	\$487,079	\$491,144	\$509,277
WW SSS Excl. Sadsbury and Exeter Operations			
Non-Collective Bargaining Unit Salary	\$331,739	\$338,775	\$350,771
Non-Collective Bargaining Unit Hourly	1,917,106	1,959,260	2,027,081
Total	\$2,248,845	\$2,298,035	\$2,377,852
WW SSS Sadsbury Operations			
Non-Collective Bargaining Unit Hourly	\$21,157	\$21,616	\$22,364
Total	\$21,157	\$21,616	\$22,364
WW SSS Exeter Operations			
Non-Collective Bargaining Unit Salary	\$159,349	\$162,734	\$168,501
Non-Collective Bargaining Unit Hourly	469,354	479,594	496,323
Total	\$628,703	\$642,328	\$664,824
WW CSS Scranton Operations			
Non-Collective Bargaining Unit Salary	\$882,357	\$901,092	\$933,005
Collective Bargaining Unit	4,171,589	4,240,631	4,332,488
Non-Collective Bargaining Unit Hourly	107,757	110,048	113,947
Total	\$5,161,703	\$5,251,772	\$5,379,440
WW CSS McKeesport Operations			
Non-Collective Bargaining Unit Salary	\$334,568	\$341,650	\$353,746
Collective Bargaining Unit	2,084,195	2,112,411	2,186,883
Non-Collective Bargaining Unit Hourly	128,208	130,919	135,562
Total	\$2,546,970	\$2,584,980	\$2,676,191

Pennsylvania-American Water Company - Water Operations Excl. Steelton
 Compensation
 Number of Employees

	<u>12/31/2019</u>	<u>Positions to be Filled 2020</u>	<u>Total 12/31/2020</u>	<u>Positions to be Filled 2021</u>	<u>Total 12/31/2021</u>	<u>Positions to be Filled 2022</u>	<u>Total 12/31/2022</u>
Salary - Non-Collective Bargaining Unit	221	18	239	3	242	2	244
Hourly - Collective Bargaining Unit	549	2	551	1	552	1	553
Hourly - Non-Collective Bargaining Unit	212	13	225		225		225
Hourly Total	<u>761</u>	<u>15</u>	<u>776</u>	<u>1</u>	<u>777</u>	<u>1</u>	<u>778</u>
Total	<u>982</u>	<u>33</u>	<u>1,015</u>	<u>4</u>	<u>1,019</u>	<u>3</u>	<u>1,022</u>

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Compensation

Gross Labor													
				Base Year		Hourly Wage Rate				Regular Time			
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Hourly Wage Rate	Total Overtime Pay	Annualized Salaries & Wages	2020	2021	2022	2020	2021 (Prorated)	2022
Non-Collective Bargaining Unit Salary													
1	240106	CORP-Field Services	Project Manager	1/18/1999	\$66.76		\$138,867	\$68.64	\$70.58	\$72.58	\$142,771	\$145,798	\$150,966
2	240106	CORP-Field Services	Mgr Business Performance	2/26/2001	45.99		95,666	47.28	48.62	50.00	98,342	100,433	104,000
3	240106	CORP-Field Services	VP Operations (Mega)	10/1/1987	115.38		240,000	118.62	121.98	125.43	246,730	251,971	260,894
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987	40.11		83,430	41.24	42.41	43.61	85,779	87,604	90,709
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988	45.77		95,191	47.05	48.38	49.75	97,864	99,939	103,480
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993	59.69		124,162	61.37	63.11	64.90	127,650	130,364	134,992
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997	39.79		82,761	40.91	42.07	43.26	85,093	86,902	89,981
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981	39.30		81,745	40.40	41.54	42.72	84,032	85,810	88,858
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991	37.32		77,623	38.37	39.46	40.58	79,810	81,510	84,406
10	249106	WILK-Field Services	Sr Supv Operations	8/10/1987	38.22		79,500	39.29	40.40	41.54	81,723	83,455	86,403
11	249160	WILK-Watres	Supvr Production	1/11/1988	32.70		68,016	33.62	34.57	35.55	69,930	71,412	73,944
12	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	9/15/1993	46.31		96,322	47.61	48.96	50.35	99,029	101,135	104,728
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990	47.52		98,838	48.85	50.23	51.65	101,608	103,761	107,432
14	249106	WILK-Field Services	Sr Supv Operations	10/19/1987	36.54		76,000	37.56	38.62	39.71	78,125	79,778	82,597
15	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/17/1986	37.91		78,855	38.97	40.07	41.20	81,058	82,774	85,696
16	249106	WILK-Field Services	Sr Supv Ops	10/17/1983	38.12		79,280	39.18	40.29	41.43	81,494	83,226	86,174
17	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998	40.44		84,105	41.57	42.75	43.96	86,466	88,306	91,437
18	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998	30.53		63,504	31.39	32.28	33.19	65,291	66,680	69,035
19	249103	WILK-Cust Service	Supvr Field Operations	10/19/1992	45.47		94,583	46.75	48.07	49.43	97,240	99,299	102,814
20	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997	31.97		66,499	32.87	33.80	34.76	68,370	69,820	72,301
21	249150	WILK-Other	Sr Supt Production	9/13/1993	46.66		97,046	47.97	49.33	50.73	99,778	101,899	105,518
22	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995	40.90		85,066	42.04	43.23	44.45	87,443	89,300	92,456
23	246106	MECH-Field Services	Sr Mgr Operations	5/4/1998	56.73		118,000	58.32	59.97	61.67	121,306	123,880	128,274
24	249106	WILK-Field Services	Supvr Field Operations	2/22/1982	33.64		69,981	34.59	35.57	36.58	71,947	73,476	76,086
25	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994	42.39		88,162	43.57	44.80	46.07	90,626	92,544	95,826
26	245305	ABNG-Admin & Gen	Supt Opns I	6/16/1997	43.47		90,420	44.69	45.95	47.25	92,955	94,921	98,280
27	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995	37.30		77,576	38.34	39.42	40.54	79,747	81,432	84,323
28	246106	MECH-Field Services	Supvr Field Operations	4/11/1995	38.58		80,240	39.66	40.78	41.93	82,493	84,240	87,214
29	246106	MECH-Field Services	Sr Supt Opns	1/9/1989	48.20		100,266	49.56	50.96	52.40	103,085	105,269	108,992
30	246206	HSKY-Field Services	Supvr Field Operations	5/1/1995	34.67		72,116	35.64	36.65	37.69	74,131	75,707	78,395
31	240151	CORP-Cust Serv MECH	Manager Regulatory Complian	4/10/1995	50.48		105,000	51.90	53.37	54.88	107,952	110,245	114,150
32	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982	41.51		86,336	42.67	43.88	45.12	88,754	90,641	93,850
33	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/18/1989	67.84		141,107	69.74	71.71	73.74	145,059	148,132	153,379
34	240117	CORP-Water Quality	Supvr WQ & Env Compliance	2/2/1998	46.14		95,975	47.44	48.78	50.16	98,675	100,766	104,333
35	240106	CORP-Field Services	Project Mgr BP	8/14/1989	53.32		110,904	54.82	56.37	57.96	114,026	116,444	120,557
36	241106	PITT-Field Services	Supvr Field Operations	10/25/1978	44.24		92,015	45.48	46.77	48.09	94,598	96,611	100,027
37	244206	PUNX-Field Services	Sr Supvr Operations	5/16/1998	43.37		90,210	44.59	45.85	47.15	92,747	94,713	98,072
38	240114	CORP-Engineering	Mgr Engrg - Project Delivery	2/8/1988	67.24		139,859	69.13	71.09	73.10	143,790	146,848	152,048
39	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989	67.60		140,604	69.49	71.46	73.48	144,539	147,612	152,838
40	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993	62.50		130,000	64.25	66.07	67.94	133,640	136,479	141,315
41	241106	PITT-Field Services	Supvr Field Operations	9/1/1982	46.01		95,695	47.30	48.64	50.02	98,384	100,474	104,042
42	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994	45.67		95,000	46.95	48.28	49.65	97,656	99,731	103,272
43	249106	WILK-Field Services	Supvr Field Operations	8/8/1984	40.00		83,190	41.12	42.28	43.48	85,530	87,339	90,438
44	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987	77.63		161,474	79.81	82.07	84.39	166,005	169,530	175,531
45	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980	46.78		97,295	48.09	49.45	50.85	100,027	102,149	105,768
46	249106	WILK-Field Services	Supvr Field Operations	9/21/1977	42.73		88,877	43.93	45.17	46.45	91,374	93,309	96,616
47	249106	WILK-Field Services	Supvr Field Operations	11/18/1986	40.16		83,535	41.29	42.46	43.66	85,883	87,708	90,813
48	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984	46.61		96,941	47.91	49.27	50.66	99,653	101,774	105,373
49	249158	WILK-Lake Scranton	Supvr Production	11/14/1989	41.26		85,820	42.42	43.62	44.85	88,234	90,106	93,288
50	240120	CORP-Bus Dev	Sr. Dir, Business Development	3/18/1991	92.60		192,610	95.20	97.89	100.66	198,016	202,212	209,373
51	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993	73.42		152,723	75.48	77.62	79.82	156,998	160,337	166,026
52	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994	46.80		97,346	48.11	49.47	50.87	100,069	102,190	105,810
53	241150	PITT-Production Othe	Sr Supt Production	5/1/1980	51.56		107,248	53.01	54.51	56.05	110,261	112,601	116,584
54	247201	PHBG-Production	Sr Supvr Operations	12/16/1992	44.35		92,239	45.59	46.88	48.21	94,827	96,840	100,277
55	240117	CORP-Water Quality	Manager WQ & Env Compliance	11/23/1987	62.66		130,341	64.42	66.24	68.11	133,994	136,833	141,669
56	249106	WILK-Field Services	Supvr Field Operations	10/20/1986	40.16		83,528	41.28	42.45	43.65	85,862	87,688	90,792
57	247106	MILT-Field Services	Supvr Field Operations	7/3/1984	43.25		89,957	44.46	45.72	47.01	92,477	94,442	97,781

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Compensation

				Gross Labor						
				Overtime Hours						
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
Non-Collective Bargaining Unit Salary										
1	240106	CORP-Field Services	Project Manager	1/18/1999						
2	240106	CORP-Field Services	Mgr Business Performance	2/26/2001						
3	240106	CORP-Field Services	VP Operations (Mega)	10/1/1987						
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987						
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988						
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993						
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997						
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981						
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991						
10	249106	WILK-Field Services	Sr Supv Operations	8/10/1987						
11	249160	WILK-Watres	Supvr Production	1/11/1988						
12	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	9/15/1993						
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990						
14	249106	WILK-Field Services	Sr Supv Operations	10/19/1987						
15	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/17/1986						
16	249106	WILK-Field Services	Sr Supv Ops	10/17/1983						
17	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998						
18	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998						
19	249103	WILK-Cust Service	Supvr Field Operations	10/19/1992						
20	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997						
21	249150	WILK-Other	Sr Supt Production	9/13/1993						
22	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995						
23	246106	MECH-Field Services	Sr Mgr Operations	5/4/1998						
24	249106	WILK-Field Services	Supvr Field Operations	2/22/1982						
25	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994						
26	245305	ABNG-Admin & Gen	Supt Opns I	6/16/1997						
27	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995						
28	246106	MECH-Field Services	Supvr Field Operations	4/11/1995						
29	246106	MECH-Field Services	Sr Supt Opns	1/9/1989						
30	246206	HSKY-Field Services	Supvr Field Operations	5/1/1995						
31	240151	CORP-Cust Serv MECH	Manager Regulatory Complian	4/10/1995						
32	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982						
33	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/18/1989						
34	240117	CORP-Water Quality	Supvr WQ & Env Compliance	2/2/1998						
35	240106	CORP-Field Services	Project Mgr BP	8/14/1989						
36	241106	PITT-Field Services	Supvr Field Operations	10/25/1978						
37	244206	PUNX-Field Services	Sr Supvr Operations	5/16/1998						
38	240114	CORP-Engineering	Mgr Engrg - Project Delivery	2/8/1988						
39	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989						
40	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993						
41	241106	PITT-Field Services	Supvr Field Operations	9/1/1982						
42	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994						
43	249106	WILK-Field Services	Supvr Field Operations	8/8/1984						
44	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987						
45	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980						
46	249106	WILK-Field Services	Supvr Field Operations	9/21/1977						
47	249106	WILK-Field Services	Supvr Field Operations	11/18/1986						
48	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984						
49	249158	WILK-Lake Scranton	Supvr Production	11/14/1989						
50	240120	CORP-Bus Dev	Sr. Dir, Business Development	3/18/1991						
51	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993						
52	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994						
53	241150	PITT-Production Othe	Sr Supt Production	5/1/1980						
54	247201	PHBG-Production	Sr Supvr Operations	12/16/1992						
55	240117	CORP-Water Quality	Manager WQ & Env Compliance	11/23/1987						
56	249106	WILK-Field Services	Supvr Field Operations	10/20/1986						
57	247106	MILT-Field Services	Supvr Field Operations	7/3/1984						

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Compensation

					Gross Labor					
					2020		2021		2022	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
Non-Collective Bargaining Unit Salary										
1	240106	CORP-Field Services	Project Manager	1/18/1999		\$142,771		\$145,798		\$150,966
2	240106	CORP-Field Services	Mgr Business Performance	2/26/2001		98,342		100,433		104,000
3	240106	CORP-Field Services	VP Operations (Mega)	10/1/1987		246,730		251,971		260,894
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987		85,779		87,604		90,709
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988		97,864		99,939		103,480
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993		127,650		130,364		134,992
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997		85,093		86,902		89,981
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981		84,032		85,810		88,858
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991		79,810		81,510		84,406
10	249106	WILK-Field Services	Sr Supv Operations	8/10/1987		81,723		83,455		86,403
11	249160	WILK-Watres	Supvr Production	1/11/1988		69,930		71,412		73,944
12	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	9/15/1993		99,029		101,135		104,728
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990		101,608		103,761		107,432
14	249106	WILK-Field Services	Sr Supv Operations	10/19/1987		78,125		79,778		82,597
15	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/17/1986		81,058		82,774		85,696
16	249106	WILK-Field Services	Sr Supv Ops	10/17/1983		81,494		83,226		86,174
17	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998		86,466		88,306		91,437
18	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998		65,291		66,680		69,035
19	249103	WILK-Cust Service	Supvr Field Operations	10/19/1992		97,240		99,299		102,814
20	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997		68,370		69,820		72,301
21	249150	WILK-Other	Sr Supt Production	9/13/1993		99,778		101,899		105,518
22	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995		87,443		89,300		92,456
23	246106	MECH-Field Services	Sr Mgr Operations	5/4/1998		121,306		123,880		128,274
24	249106	WILK-Field Services	Supvr Field Operations	2/22/1982		71,947		73,476		76,086
25	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994		90,626		92,544		95,826
26	245305	ABNG-Admin & Gen	Supt Opns I	6/16/1997		92,955		94,921		98,280
27	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995		79,747		81,432		84,323
28	246106	MECH-Field Services	Supvr Field Operations	4/11/1995		82,493		84,240		87,214
29	246106	MECH-Field Services	Sr Supt Opns	1/9/1989		103,085		105,269		108,992
30	246206	HSHY-Field Services	Supvr Field Operations	5/1/1995		74,131		75,707		78,395
31	240151	CORP-Cust Serv MECH	Manager Regulatory Complian	4/10/1995		107,952		110,245		114,150
32	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982		88,754		90,641		93,850
33	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/18/1989		145,059		148,132		153,379
34	240117	CORP-Water Quality	Supvr WQ & Env Compliance	2/2/1998		98,675		100,766		104,333
35	240106	CORP-Field Services	Project Mgr BP	8/14/1989		114,026		116,444		120,557
36	241106	PITT-Field Services	Supvr Field Operations	10/25/1978		94,598		96,611		100,027
37	244206	PUNX-Field Services	Sr Supvr Operations	5/16/1998		92,747		94,713		98,072
38	240114	CORP-Engineering	Mgr Engrg - Project Delivery	2/8/1988		143,790		146,848		152,048
39	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989		144,539		147,612		152,838
40	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993		133,640		136,479		141,315
41	241106	PITT-Field Services	Supvr Field Operations	9/1/1982		98,384		100,474		104,042
42	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994		97,656		99,731		103,272
43	249106	WILK-Field Services	Supvr Field Operations	8/8/1984		85,530		87,339		90,438
44	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987		166,005		169,530		175,531
45	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980		100,027		102,149		105,768
46	249106	WILK-Field Services	Supvr Field Operations	9/21/1977		91,374		93,309		96,616
47	249106	WILK-Field Services	Supvr Field Operations	11/18/1986		85,883		87,708		90,813
48	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984		99,653		101,774		105,373
49	249158	WILK-Lake Scranton	Supvr Production	11/14/1989		88,234		90,106		93,288
50	240120	CORP-Bus Dev	Sr. Dir, Business Development	3/18/1991		198,016		202,212		209,373
51	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993		156,998		160,337		166,026
52	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994		100,069		102,190		105,810
53	241150	PITT-Production Othe	Sr Supt Production	5/1/1980		110,261		112,601		116,584
54	247201	PHBG-Production	Sr Supvr Operations	12/16/1992		94,827		96,840		100,277
55	240117	CORP-Water Quality	Manager WQ & Env Compliance	11/23/1987		133,994		136,833		141,669
56	249106	WILK-Field Services	Supvr Field Operations	10/20/1986		85,862		87,688		90,792
57	247106	MILT-Field Services	Supvr Field Operations	7/3/1984		92,477		94,442		97,781

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Gross Labor													
Line #	Cost Center	Cost Center Name	Job	Base Year				Hourly Wage Rate			Regular Time		
				Original	Hourly	Total	Annualized	2020	2021	2022	2020	2021	2022
				Hire Date	Wage Rate	Overtime Pay	Salaries & Wages					(Prorated)	
58	249106	WILK-Field Services	Sr Supt Field Ops	2/16/1987	51.09		106,265	52.52	54.01	55.54	109,242	111,566	115,523
59	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986	65.26		135,740	67.09	68.99	70.94	139,547	142,511	147,555
60	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996	55.83		116,132	57.40	59.02	60.69	119,392	121,919	126,235
61	241106	PITT-Field Services	Supvr Field Operations	9/16/1998	41.75		86,842	42.92	44.13	45.38	89,274	91,161	94,390
62	240106	CORP-Field Services	Mgr Production Assets	10/16/1998	61.57		128,064	63.30	65.09	66.93	131,664	134,456	139,214
63	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998	39.66		82,500	40.78	41.93	43.12	84,822	86,616	89,690
64	242206	MONVA-Field Services	Supvr Field Operations	8/31/1999	40.60		84,438	41.73	42.91	44.12	86,798	88,639	91,770
65	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999	36.10		75,098	37.12	38.17	39.25	77,210	78,848	81,640
66	240106	CORP-Field Services	Sr Mgr Operations - OM Strategy	5/1/2000	78.32		162,904	80.52	82.80	85.14	167,482	171,038	177,091
67	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000	37.03		77,020	38.07	39.15	40.26	79,186	80,870	83,741
68	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000	35.89		74,643	36.89	37.93	39.00	76,731	78,354	81,120
69	249106	WILK-Field Services	Sr Supv Operations	11/16/2000	40.90		85,072	42.05	43.24	44.46	87,464	89,320	92,477
70	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000	37.29		77,562	38.34	39.42	40.54	79,747	81,432	84,323
71	241106	PITT-Field Services	Sr Superintendent Field Ops	12/18/2001	47.33		98,450	48.66	50.04	51.46	101,213	103,366	107,037
72	245106	NORR-Field Services	Supt Ops I	3/14/1994	50.22		104,467	51.63	53.09	54.59	107,390	109,668	113,547
73	240106	CORP-Field Services	Mgr Health and Safety Programs	7/18/1989	52.03		108,230	53.49	55.00	56.56	111,259	113,615	117,645
74	246506	COAT-Field Services	Supvr Field Operations	6/25/1990	37.76		78,547	38.82	39.92	41.05	80,746	82,462	85,384
75	240114	CORP-Engineering	Engineering Project Manager	6/25/2001	45.14		93,889	46.41	47.72	49.07	96,533	98,576	102,066
76	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995	59.03		122,772	60.68	62.40	64.17	126,214	128,898	133,474
77	240114	CORP-Engineering	Engineering Project Manager	5/3/1999	44.77		93,122	46.03	47.33	48.67	95,742	97,770	101,234
78	245906	GLEN-Field Services	Sr Supt Opns	10/15/1990	47.12		98,000	48.44	49.81	51.22	100,755	102,892	106,538
79	240114	CORP-Engineering	Sr Project Engineer	8/1/1999	53.93		112,181	55.45	57.02	58.63	115,336	117,785	121,950
80	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001	43.90		91,306	45.13	46.41	47.72	93,870	95,867	99,258
81	240106	CORP-Field Services	Sr Director Operations (Mega)	3/9/1992	87.08		181,125	89.52	92.05	94.65	186,202	190,148	196,872
82	240106	CORP-Field Services	Sr Director Operations (Mega)	11/16/1997	84.13		175,000	86.50	88.95	91.47	179,920	183,742	190,258
83	240114	CORP-Engineering	Mgr Engineering	8/19/2002	62.30		129,580	64.05	65.86	67.72	133,224	136,048	140,858
84	240114	CORP-Engineering	Sr Project Engineer	5/12/2003	54.37		113,096	55.90	57.48	59.11	116,272	118,737	122,949
85	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003	35.64		74,137	36.64	37.68	38.75	76,211	77,834	80,600
86	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003	45.91		95,493	47.20	48.54	49.91	98,176	100,266	103,813
87	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003	40.07		83,342	41.19	42.36	43.56	85,675	87,500	90,605
88	249106	WILK-Field Services	Supvr Field Operations	9/2/2003	31.62		65,760	32.50	33.42	34.37	67,600	69,035	71,490
89	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004	37.70		78,423	38.76	39.86	40.99	80,621	82,337	85,259
90	240114	CORP-Engineering	Capital Program Manager	1/10/2005	49.38		102,700	50.76	52.20	53.68	105,581	107,827	111,654
91	242101	MCMR-Production	Sr Supvr Operations	2/28/2005	46.88		97,501	48.19	49.55	50.95	100,235	102,357	105,976
92	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005	45.72		95,100	47.00	48.33	49.70	97,760	99,835	103,376
93	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005	43.53		90,552	44.76	46.03	47.33	93,101	95,082	98,446
94	240114	CORP-Engineering	Engineering Project Manager	3/21/2005	41.52		86,354	42.68	43.89	45.13	88,774	90,662	93,870
95	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005	38.35		79,758	39.42	40.54	41.69	81,994	83,741	86,715
96	240114	CORP-Engineering	Mgr Engineering	5/31/2005	52.88		110,000	54.37	55.91	57.49	113,090	115,492	119,579
97	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/27/2005	39.99		83,189	41.12	42.28	43.48	85,530	87,339	90,438
98	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	7/18/2005	36.40		75,713	37.42	38.48	39.57	77,834	79,487	82,306
99	240121	CORP-Com Relations	Mgr Ext Affairs (State)	8/15/2005	51.09		106,260	52.52	54.01	55.54	109,242	111,566	115,523
100	240114	CORP-Engineering	Sr Project Engineer	11/14/2005	51.87		107,897	53.33	54.84	56.39	110,926	113,282	117,291
101	249106	WILK-Field Services	Supvr Field Operations	5/1/2006	31.73		66,000	32.62	33.54	34.49	67,850	69,285	71,739
102	240114	CORP-Engineering	Mgr Engineering	5/22/2006	57.79		120,200	59.41	61.09	62.82	123,573	126,194	130,666
103	240113	CORP-Info Systems	Sr Analyst Client Tech	5/22/2006	44.55		92,671	45.80	47.10	48.43	95,264	97,292	100,734
104	240114	CORP-Engineering	Engineering Project Manager	5/30/2006	47.16		98,095	48.48	49.85	51.26	100,838	102,976	106,621
105	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006	35.48		73,800	36.48	37.51	38.57	75,878	77,485	80,226
106	241106	PITT-Field Services	Mgr Opns	6/5/2006	48.43		100,740	49.79	51.20	52.65	103,563	105,763	109,512
107	241151	PITT-Production Haye	Supvr Production	6/12/2006	37.09		77,138	38.13	39.21	40.32	79,310	80,995	83,866
108	240106	CORP-Field Services	Director Business Performance	11/20/2006	89.68		186,538	92.20	94.81	97.49	191,776	195,848	202,779
109	249103	WILK-Cust Service	Sr Supv Ops	1/22/2007	35.34		73,500	36.33	37.36	38.42	75,566	77,173	79,914
110	246201	HSKY-Production	Sr Supvr Operations	3/27/2007	38.96		81,027	40.05	41.18	42.35	83,304	85,067	88,088
111	241106	PITT-Field Services	Supvr Field Operations	5/7/2007	32.13		66,837	33.03	33.96	34.92	68,702	70,153	72,634
112	245101	NORR-Production	Sr Supvr Operations	8/17/2009	45.13		93,864	46.39	47.70	49.05	96,491	98,535	102,024
113	240119	CORP-Risk Mgmt	Mgr Health and Safety	5/29/2007	53.94		112,200	55.46	57.03	58.64	115,357	117,806	121,971
114	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007	40.65		84,560	41.79	42.97	44.19	86,923	88,764	91,915
115	240106	CORP-Field Services	Sr Supvr Operations	7/23/2007	35.58		74,000	36.58	37.61	38.67	76,086	77,693	80,434

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						Gross Labor						
						Overtime Hours						
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x		
58	249106	WILK-Field Services	Sr Supt Field Ops	2/16/1987								
59	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986								
60	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996								
61	241106	PITT-Field Services	Supvr Field Operations	9/16/1998								
62	240106	CORP-Field Services	Mgr Production Assets	10/16/1998								
63	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998								
64	242206	MONVA-Field Services	Supvr Field Operations	8/31/1999								
65	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999								
66	240106	CORP-Field Services	Sr Mgr Operations - OM Strategy	5/1/2000								
67	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000								
68	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000								
69	249106	WILK-Field Services	Sr Supv Operations	11/16/2000								
70	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000								
71	241106	PITT-Field Services	Sr Superintendent Field Ops	12/18/2001								
72	245106	NORR-Field Services	Supt Ops I	3/14/1994								
73	240106	CORP-Field Services	Mgr Health and Safety Programs	7/18/1989								
74	246506	COAT-Field Services	Supvr Field Operations	6/25/1990								
75	240114	CORP-Engineering	Engineering Project Manager	6/25/2001								
76	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995								
77	240114	CORP-Engineering	Engineering Project Manager	5/3/1999								
78	245906	GLEN-Field Services	Sr Supt Opns	10/15/1990								
79	240114	CORP-Engineering	Sr Project Engineer	8/1/1999								
80	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001								
81	240106	CORP-Field Services	Sr Director Operations (Mega)	3/9/1992								
82	240106	CORP-Field Services	Sr Director Operations (Mega)	11/16/1997								
83	240114	CORP-Engineering	Mgr Engineering	8/19/2002								
84	240114	CORP-Engineering	Sr Project Engineer	5/12/2003								
85	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003								
86	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003								
87	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003								
88	249106	WILK-Field Services	Supvr Field Operations	9/2/2003								
89	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004								
90	240114	CORP-Engineering	Capital Program Manager	1/10/2005								
91	242101	MCMR-Production	Sr Supvr Operations	2/28/2005								
92	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005								
93	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005								
94	240114	CORP-Engineering	Engineering Project Manager	3/21/2005								
95	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005								
96	240114	CORP-Engineering	Mgr Engineering	5/31/2005								
97	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/27/2005								
98	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	7/18/2005								
99	240121	CORP-Com Relations	Mgr Ext Affairs (State)	8/15/2005								
100	240114	CORP-Engineering	Sr Project Engineer	11/14/2005								
101	249106	WILK-Field Services	Supvr Field Operations	5/1/2006								
102	240114	CORP-Engineering	Mgr Engineering	5/22/2006								
103	240113	CORP-Info Systems	Sr Analyst Client Tech	5/22/2006								
104	240114	CORP-Engineering	Engineering Project Manager	5/30/2006								
105	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006								
106	241106	PITT-Field Services	Mgr Opns	6/5/2006								
107	241151	PITT-Production Haye	Supvr Production	6/12/2006								
108	240106	CORP-Field Services	Director Business Performance	11/20/2006								
109	249103	WILK-Cust Service	Sr Supv Ops	1/22/2007								
110	246201	HSKY-Production	Sr Supvr Operations	3/27/2007								
111	241106	PITT-Field Services	Supvr Field Operations	5/7/2007								
112	245101	NORR-Production	Sr Supvr Operations	8/17/2009								
113	240119	CORP-Risk Mgmt	Mgr Health and Safety	5/29/2007								
114	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007								
115	240106	CORP-Field Services	Sr Supvr Operations	7/23/2007								

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				Gross Labor							
				2020		2021		2022			
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages	
58	249106	WILK-Field Services	Sr Supt Field Ops	2/16/1987		109,242		111,566		115,523	
59	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986		139,547		142,511		147,555	
60	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996		119,392		121,919		126,235	
61	241106	PITT-Field Services	Supvr Field Operations	9/16/1998		89,274		91,161		94,390	
62	240106	CORP-Field Services	Mgr Production Assets	10/16/1998		131,664		134,456		139,214	
63	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998		84,822		86,616		89,690	
64	242206	MONVA-Field Services	Supvr Field Operations	8/31/1999		86,798		88,639		91,770	
65	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999		77,210		78,848		81,640	
66	240106	CORP-Field Services	Sr Mgr Operations - OM Strategy	5/1/2000		167,482		171,038		177,091	
67	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000		79,186		80,870		83,741	
68	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000		76,731		78,354		81,120	
69	249106	WILK-Field Services	Sr Supv Operations	11/16/2000		87,464		89,320		92,477	
70	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000		79,747		81,432		84,323	
71	241106	PITT-Field Services	Sr Superintendent Field Ops	12/18/2001		101,213		103,366		107,037	
72	245106	NORR-Field Services	Supt Ops I	3/14/1994		107,390		109,668		113,547	
73	240106	CORP-Field Services	Mgr Health and Safety Programs	7/18/1989		111,259		113,615		117,645	
74	246506	COAT-Field Services	Supvr Field Operations	6/25/1990		80,746		82,462		85,384	
75	240114	CORP-Engineering	Engineering Project Manager	6/25/2001		96,533		98,576		102,066	
76	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995		126,214		128,898		133,474	
77	240114	CORP-Engineering	Engineering Project Manager	5/3/1999		95,742		97,770		101,234	
78	245906	GLEN-Field Services	Sr Supt Opns	10/15/1990		100,755		102,892		106,538	
79	240114	CORP-Engineering	Sr Project Engineer	8/1/1999		115,336		117,785		121,950	
80	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001		93,870		95,867		99,258	
81	240106	CORP-Field Services	Sr Director Operations (Mega)	3/9/1992		186,202		190,148		196,872	
82	240106	CORP-Field Services	Sr Director Operations (Mega)	11/16/1997		179,920		183,742		190,258	
83	240114	CORP-Engineering	Mgr Engineering	8/19/2002		133,224		136,048		140,858	
84	240114	CORP-Engineering	Sr Project Engineer	5/12/2003		116,272		118,737		122,949	
85	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003		76,211		77,834		80,600	
86	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003		98,176		100,266		103,813	
87	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003		85,675		87,500		90,605	
88	249106	WILK-Field Services	Supvr Field Operations	9/2/2003		67,600		69,035		71,490	
89	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004		80,621		82,337		85,259	
90	240114	CORP-Engineering	Capital Program Manager	1/10/2005		105,581		107,827		111,654	
91	242101	MCMR-Production	Sr Supvr Operations	2/28/2005		100,235		102,357		105,976	
92	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005		97,760		99,835		103,376	
93	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005		93,101		95,082		98,446	
94	240114	CORP-Engineering	Engineering Project Manager	3/21/2005		88,774		90,662		93,870	
95	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005		81,994		83,741		86,715	
96	240114	CORP-Engineering	Mgr Engineering	5/31/2005		113,090		115,492		119,579	
97	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/27/2005		85,530		87,339		90,438	
98	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	7/18/2005		77,834		79,487		82,306	
99	240121	CORP-Com Relations	Mgr Ext Affairs (State)	8/15/2005		109,242		111,566		115,523	
100	240114	CORP-Engineering	Sr Project Engineer	11/14/2005		110,926		113,282		117,291	
101	249106	WILK-Field Services	Supvr Field Operations	5/1/2006		67,850		69,285		71,739	
102	240114	CORP-Engineering	Mgr Engineering	5/22/2006		123,573		126,194		130,666	
103	240113	CORP-Info Systems	Sr Analyst Client Tech	5/22/2006		95,264		97,292		100,734	
104	240114	CORP-Engineering	Engineering Project Manager	5/30/2006		100,838		102,976		106,621	
105	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006		75,878		77,485		80,226	
106	241106	PITT-Field Services	Mgr Opns	6/5/2006		103,563		105,763		109,512	
107	241151	PITT-Production Haye	Supvr Production	6/12/2006		79,310		80,995		83,866	
108	240106	CORP-Field Services	Director Business Performance	11/20/2006		191,776		195,848		202,779	
109	249103	WILK-Cust Service	Sr Supv Ops	1/22/2007		75,566		77,173		79,914	
110	246201	HSKY-Production	Sr Supvr Operations	3/27/2007		83,304		85,067		88,088	
111	241106	PITT-Field Services	Supvr Field Operations	5/7/2007		68,702		70,153		72,634	
112	245101	NORR-Production	Sr Supvr Operations	8/17/2009		96,491		98,535		102,024	
113	240119	CORP-Risk Mgmt	Mgr Health and Safety	5/29/2007		115,357		117,806		121,971	
114	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007		86,923		88,764		91,915	
115	240106	CORP-Field Services	Sr Supvr Operations	7/23/2007		76,086		77,693		80,434	

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Gross Labor													
				Base Year		Hourly Wage Rate			Regular Time				
				Original	Hourly	Total	Annualized	2020	2021	2022	2020	2021 (Prorated)	2022
Line #	Cost Center	Cost Center Name	Job	Hire Date	Wage Rate	Overtime Pay	Salaries & Wages						
116	240106	CORP-Field Services	Mgr Operations - EAM	12/3/2007	42.01		87,376	43.19	44.41	45.67	89,835	91,738	94,994
117	240106	CORP-Field Services	Major Accounts Manager	12/26/2007	66.04		137,360	67.89	69.81	71.79	141,211	144,206	149,323
118	245106	NORR-Field Services	Supvr Field Operations	8/11/2008	31.27		65,050	32.15	33.06	34.00	66,872	68,292	70,720
119	240114	CORP-Engineering	Sr Project Engineer	10/27/2008	48.28		100,412	49.63	51.03	52.47	103,230	105,414	109,138
120	249106	WILK-Field Services	Supvr Opns	11/17/2008	32.30		67,193	33.21	34.15	35.12	69,077	70,543	73,050
121	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/20/2009	33.30		69,273	34.24	35.21	36.21	71,219	72,732	75,317
122	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009	38.33		79,731	39.41	40.52	41.67	81,973	83,704	86,674
123	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009	39.65		82,467	40.76	41.91	43.10	84,781	86,575	89,648
124	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009	45.21		94,034	46.48	47.80	49.15	96,678	98,738	102,232
125	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009	90.14		187,500	92.67	95.29	97.99	192,754	196,841	203,819
126	240114	CORP-Engineering	Engineering Project Manager	10/12/2009	38.24		79,539	39.31	40.42	41.56	81,765	83,496	86,445
127	249106	WILK-Field Services	Supvr Field Operations	10/19/2009	31.25		65,000	32.13	33.04	33.97	66,830	68,250	70,658
128	246501	COAT-Production	Supvr Production	4/12/2010	33.81		70,324	34.76	35.74	36.75	72,301	73,830	76,440
129	240117	CORP-Water Quality	Manager WQ & Env Compliance	6/7/2010	48.12		100,082	49.47	50.87	52.31	102,898	105,082	108,805
130	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011	35.94		74,754	36.95	38.00	39.08	76,856	78,494	81,286
131	249106	WILK-Field Services	Supvr Field Operations	8/1/2011	31.94		66,444	32.84	33.77	34.73	68,307	69,758	72,238
132	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011	34.78		72,345	35.76	36.77	37.81	74,381	75,956	78,645
133	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011	52.72		109,650	54.20	55.73	57.31	112,736	115,123	119,205
134	240114	CORP-Engineering	Sr Project Engineer	6/18/2012	51.85		107,854	53.31	54.82	56.37	110,885	113,240	117,250
135	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	6/25/2012	45.67		95,000	46.95	48.28	49.65	97,656	99,731	103,272
136	240122	CORP-Govt Relations	Dir Govt Affairs (state)	8/27/2012	58.98		122,681	60.64	62.36	64.12	126,131	128,814	133,370
137	240114	CORP-Engineering	GIS Manager	2/4/2013	46.81		97,366	48.12	49.48	50.88	100,090	102,211	105,830
138	240114	CORP-Engineering	Engineering Project Manager	3/4/2013	39.17		81,484	40.27	41.41	42.58	83,762	85,540	88,566
139	243152	NEWC-Ellwood	Supvr Production	4/1/2013	35.03		72,870	36.02	37.04	38.09	74,922	76,513	79,227
140	243151	NEWC-New Castle	Supvr Production	4/29/2013	34.33		71,400	35.29	36.29	37.32	73,403	74,963	77,626
141	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013	68.75		142,991	70.67	72.67	74.73	146,994	150,114	155,438
142	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013	67.90		141,237	69.81	71.79	73.82	145,205	148,294	153,546
143	247150	MILT-Prod Other	Production Supervisor	5/28/2013	33.58		69,836	34.52	35.50	36.50	71,802	73,330	75,920
144	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013	34.62		72,000	35.59	36.60	37.64	74,027	75,603	78,291
145	246801	LEHP-Production	Field Ops Supv	9/9/2013	33.13		68,909	34.06	35.02	36.01	70,845	72,342	74,901
146	240114	CORP-Engineering	Engineering Project Manager	11/11/2013	42.89		89,219	44.10	45.35	46.63	91,728	93,678	96,990
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013	36.46		75,835	37.48	38.54	39.63	77,958	79,612	82,430
148	240114	CORP-Engineering	Sr GIS Analyst	3/31/2014	29.06		60,442	29.87	30.72	31.59	62,130	63,456	65,707
149	240114	CORP-Engineering	Planning Engineer	5/19/2014	44.80		93,190	46.06	47.36	48.70	95,805	97,833	101,296
150	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014	40.70		84,646	41.84	43.02	44.24	87,027	88,868	92,019
151	246401	ROYF-Production	Production Supervisor	9/29/2014	36.06		75,000	37.07	38.12	39.20	77,106	78,744	81,536
152	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014	29.71		61,800	30.55	31.41	32.30	63,544	64,886	67,184
153	240114	CORP-Engineering	Mgr Engineering	11/24/2014	54.24		112,810	55.76	57.34	58.96	115,981	118,446	122,637
154	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015	35.84		74,550	36.85	37.89	38.96	76,648	78,270	81,037
155	240114	CORP-Engineering	Sr GIS Analyst	2/2/2015	29.41		61,175	30.24	31.10	31.98	62,899	64,241	66,518
156	249152	WILK-Ceasetown	Supvr Production	4/13/2015	30.78		64,021	31.64	32.54	33.46	65,811	67,215	69,597
157	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015	32.33		67,243	33.24	34.18	35.15	69,139	70,606	73,112
158	249151	WILK-Brownell	Supvr Production	11/16/2015	31.27		65,044	32.15	33.06	34.00	66,872	68,292	70,720
159	246151	MECH-ProdWestShore	Supvr Production	11/16/2015	34.12		70,966	35.08	36.07	37.09	72,966	74,511	77,147
160	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015	28.13		58,500	28.91	29.73	30.57	60,133	61,412	63,586
161	243301	BUTL-Production	Supvr Production	12/7/2015	35.10		73,000	36.08	37.10	38.15	75,046	76,638	79,352
162	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/21/2015	31.25		65,000	32.13	33.04	33.97	66,830	68,250	70,658
163	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	12/28/2015	86.99		180,936	89.43	91.96	94.56	186,014	189,961	196,685
164	246206	HSKY-Field Services	Supvr Field Operations	1/11/2016	33.65		70,000	34.60	35.58	36.59	71,968	73,497	76,107
165	240114	CORP-Engineering	Sr Project Engineer	1/25/2016	43.60		90,696	44.83	46.10	47.40	93,246	95,228	98,592
166	242103	MCMR-Cust Service	Supvr Field Operations	1/25/2016	34.62		72,000	35.59	36.60	37.64	74,027	75,603	78,291
167	245606	NAZA-Field Services	Sr Supv Ops	3/21/2016	35.84		74,550	36.85	37.89	38.96	76,648	78,270	81,037
168	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016	43.18		89,818	44.39	45.65	46.94	92,331	94,297	97,635
169	240106	CORP-Field Services	Supervisor Operations Support	9/26/2016	39.96		83,120	41.08	42.24	43.44	85,446	87,256	90,355
170	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017	44.52		92,610	45.77	47.06	48.39	95,202	97,214	100,651
171	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	3/19/2007	33.29		69,237	34.22	35.19	36.19	71,178	72,691	75,275
172	249103	WILK-Cust Service	Supv Facilities/Inventory	12/19/2016	29.57		61,514	30.40	31.26	32.14	63,232	64,574	66,851
173	240114	CORP-Engineering	Engineering Project Manager	1/5/2017	40.55		84,337	41.68	42.86	44.07	86,694	88,535	91,666

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				Gross Labor						
				Overtime Hours						
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
116	240106	CORP-Field Services	Mgr Operations - EAM	12/3/2007						
117	240106	CORP-Field Services	Major Accounts Manager	12/26/2007						
118	245106	NORR-Field Services	Supvr Field Operations	8/11/2008						
119	240114	CORP-Engineering	Sr Project Engineer	10/27/2008						
120	249106	WILK-Field Services	Supvr Opns	11/17/2008						
121	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/20/2009						
122	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009						
123	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009						
124	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009						
125	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009						
126	240114	CORP-Engineering	Engineering Project Manager	10/12/2009						
127	249106	WILK-Field Services	Supvr Field Operations	10/19/2009						
128	246501	COAT-Production	Supvr Production	4/12/2010						
129	240117	CORP-Water Quality	Manager WQ & Env Compliance	6/7/2010						
130	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011						
131	249106	WILK-Field Services	Supvr Field Operations	8/1/2011						
132	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011						
133	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011						
134	240114	CORP-Engineering	Sr Project Engineer	6/18/2012						
135	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	6/25/2012						
136	240122	CORP-Govt Relations	Dir Govt Affairs (state)	8/27/2012						
137	240114	CORP-Engineering	GIS Manager	2/4/2013						
138	240114	CORP-Engineering	Engineering Project Manager	3/4/2013						
139	243152	NEWC-Ellwood	Supvr Production	4/1/2013						
140	243151	NEWC-New Castle	Supvr Production	4/29/2013						
141	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013						
142	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013						
143	247150	MILT-Prod Other	Production Supervisor	5/28/2013						
144	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013						
145	246801	LEHP-Production	Field Ops Supv	9/9/2013						
146	240114	CORP-Engineering	Engineering Project Manager	11/11/2013						
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013						
148	240114	CORP-Engineering	Sr GIS Analyst	3/31/2014						
149	240114	CORP-Engineering	Planning Engineer	5/19/2014						
150	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014						
151	246401	ROYF-Production	Production Supervisor	9/29/2014						
152	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014						
153	240114	CORP-Engineering	Mgr Engineering	11/24/2014						
154	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015						
155	240114	CORP-Engineering	Sr GIS Analyst	2/2/2015						
156	249152	WILK-Ceasetown	Supvr Production	4/13/2015						
157	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015						
158	249151	WILK-Brownell	Supvr Production	11/16/2015						
159	246151	MECH-ProdWestShore	Supvr Production	11/16/2015						
160	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015						
161	243301	BUTL-Production	Supvr Production	12/7/2015						
162	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/21/2015						
163	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	12/28/2015						
164	246206	HSKY-Field Services	Supvr Field Operations	1/11/2016						
165	240114	CORP-Engineering	Sr Project Engineer	1/25/2016						
166	242103	MCMR-Cust Service	Supvr Field Operations	1/25/2016						
167	245606	NAZA-Field Services	Sr Supv Ops	3/21/2016						
168	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016						
169	240106	CORP-Field Services	Supervisor Operations Support	9/26/2016						
170	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017						
171	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	3/19/2007						
172	249103	WILK-Cust Service	Supv Facilities/Inventory	12/19/2016						
173	240114	CORP-Engineering	Engineering Project Manager	1/5/2017						

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				Gross Labor							
				2020		2021		2022			
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages	
116	240106	CORP-Field Services	Mgr Operations - EAM	12/3/2007		89,835		91,738			94,994
117	240106	CORP-Field Services	Major Accounts Manager	12/26/2007		141,211		144,206			149,323
118	245106	NORR-Field Services	Supvr Field Operations	8/11/2008		66,872		68,292			70,720
119	240114	CORP-Engineering	Sr Project Engineer	10/27/2008		103,230		105,414			109,138
120	249106	WILK-Field Services	Supvr Opns	11/17/2008		69,077		70,543			73,050
121	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/20/2009		71,219		72,732			75,317
122	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009		81,973		83,704			86,674
123	241151	PITT-Production Hays	Sr Supvr Operations	6/16/2009		84,781		86,575			89,648
124	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009		96,678		98,738			102,232
125	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009		192,754		196,841			203,819
126	240114	CORP-Engineering	Engineering Project Manager	10/12/2009		81,765		83,496			86,445
127	249106	WILK-Field Services	Supvr Field Operations	10/19/2009		66,830		68,250			70,658
128	246501	COAT-Production	Supvr Production	4/12/2010		72,301		73,830			76,440
129	240117	CORP-Water Quality	Manager WQ & Env Compliance	6/7/2010		102,898		105,082			108,805
130	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011		76,856		78,494			81,286
131	249106	WILK-Field Services	Supvr Field Operations	8/1/2011		68,307		69,758			72,238
132	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011		74,381		75,956			78,645
133	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011		112,736		115,123			119,205
134	240114	CORP-Engineering	Sr Project Engineer	6/18/2012		110,885		113,240			117,250
135	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	6/25/2012		97,656		99,731			103,272
136	240122	CORP-Govt Relations	Dir Govt Affairs (state)	8/27/2012		126,131		128,814			133,370
137	240114	CORP-Engineering	GIS Manager	2/4/2013		100,090		102,211			105,830
138	240114	CORP-Engineering	Engineering Project Manager	3/4/2013		83,762		85,540			88,566
139	243152	NEWC-Ellwood	Supvr Production	4/1/2013		74,922		76,513			79,227
140	243151	NEWC-New Castle	Supvr Production	4/29/2013		73,403		74,963			77,626
141	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013		146,994		150,114			155,438
142	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013		145,205		148,294			153,546
143	247150	MILT-Prod Other	Production Supervisor	5/28/2013		71,802		73,330			75,920
144	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013		74,027		75,603			78,291
145	246801	LEHP-Production	Field Ops Supv	9/9/2013		70,845		72,342			74,901
146	240114	CORP-Engineering	Engineering Project Manager	11/11/2013		91,728		93,678			96,990
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013		77,958		79,612			82,430
148	240114	CORP-Engineering	Sr GIS Analyst	3/31/2014		62,130		63,456			65,707
149	240114	CORP-Engineering	Planning Engineer	5/19/2014		95,805		97,833			101,296
150	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014		87,027		88,868			92,019
151	246401	ROYF-Production	Production Supervisor	9/29/2014		77,106		78,744			81,536
152	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014		63,544		64,886			67,184
153	240114	CORP-Engineering	Mgr Engineering	11/24/2014		115,981		118,446			122,637
154	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015		76,648		78,270			81,037
155	240114	CORP-Engineering	Sr GIS Analyst	2/2/2015		62,899		64,241			66,518
156	249152	WILK-Ceasestown	Supvr Production	4/13/2015		65,811		67,215			69,597
157	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015		69,139		70,606			73,112
158	249151	WILK-Brownell	Supvr Production	11/16/2015		66,872		68,292			70,720
159	246151	MECH-ProdWestShore	Supvr Production	11/16/2015		72,966		74,511			77,147
160	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015		60,133		61,412			63,586
161	243301	BUTL-Production	Supvr Production	12/7/2015		75,046		76,638			79,352
162	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/21/2015		66,830		68,250			70,658
163	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	12/28/2015		186,014		189,961			196,685
164	246206	HSKY-Field Services	Supvr Field Operations	1/11/2016		71,968		73,497			76,107
165	240114	CORP-Engineering	Sr Project Engineer	1/25/2016		93,246		95,228			98,592
166	242103	MCMR-Cust Service	Supvr Field Operations	1/25/2016		74,027		75,603			78,291
167	245606	NAZA-Field Services	Sr Supv Ops	3/21/2016		76,648		78,270			81,037
168	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016		92,331		94,297			97,635
169	240106	CORP-Field Services	Supervisor Operations Support	9/26/2016		85,446		87,256			90,355
170	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017		95,202		97,214			100,651
171	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	3/19/2007		71,178		72,691			75,275
172	249103	WILK-Cust Service	Supv Facilities/Inventory	12/19/2016		63,232		64,574			66,851
173	240114	CORP-Engineering	Engineering Project Manager	1/5/2017		86,694		88,535			91,666

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				Gross Labor									
				Base Year		Hourly Wage Rate			Regular Time				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Hourly Wage Rate	Total Overtime Pay	Annualized Salaries & Wages	2020	2021	2022	2020	2021 (Prorated)	2022
174	240114	CORP-Engineering	Sr Project Engineer	1/9/2017	50.89		105,843	52.31	53.79	55.31	108,805	111,114	115,045
175	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017	64.66		134,500	66.48	68.36	70.29	138,278	141,211	146,203
176	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017	31.57		65,674	32.46	33.38	34.32	67,517	68,952	71,386
177	240116	CORP-Maint Services	Sr Eng Automation	3/27/2017	40.30		83,828	41.43	42.60	43.81	86,174	88,000	91,125
178	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	27.13		56,437	27.89	28.68	29.49	58,011	59,244	61,339
179	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	27.05		56,273	27.81	28.60	29.41	57,845	59,077	61,173
180	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017	31.24		64,982	32.12	33.03	33.96	66,810	68,229	70,637
181	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/26/2017	28.48		59,231	29.28	30.11	30.96	60,902	62,197	64,397
182	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017	33.84		70,380	34.79	35.77	36.78	72,363	73,892	76,502
183	240114	CORP-Engineering	Staff Engineer	8/14/2017	33.30		69,260	34.23	35.20	36.20	71,198	72,712	75,296
184	240114	CORP-Engineering	Engineering Project Manager	8/28/2017	45.93		95,529	47.22	48.56	49.93	98,218	100,308	103,854
185	240106	CORP-Field Services	Specialist Business Svcs	11/20/2017	30.89		64,260	31.76	32.66	33.58	66,061	67,465	69,846
186	240106	CORP-Field Services	Supervisor Operations Support	9/12/2011	28.85		60,000	29.66	30.50	31.36	61,693	63,003	65,229
187	240114	CORP-Engineering	Engineering Project Manager	1/8/2018	36.50		75,924	37.53	38.59	39.68	78,062	79,716	82,534
188	240114	CORP-Engineering	Engineering Project Manager	1/16/2018	46.59		96,900	47.89	49.24	50.63	99,611	101,717	105,310
189	240114	CORP-Engineering	Engineering Project Manager	1/22/2018	46.50		96,710	47.80	49.15	50.54	99,424	101,530	105,123
190	245101	NORR-Production	Supvr Production	2/26/2018	34.50		71,750	35.46	36.46	37.49	73,757	75,317	77,979
191	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018	31.89		66,340	32.79	33.72	34.67	68,203	69,654	72,114
192	240106	CORP-Field Services	Supv Fleet Ops	3/19/2018	38.96		81,042	40.06	41.19	42.36	83,325	85,088	88,109
193	241152	PITT-Production Aldr	Supvr Production	3/19/2018	36.34		75,595	37.36	38.42	39.51	77,709	79,362	82,181
194	246101	MECH-Production	Supvr Field Operations	3/19/2018	33.65		70,000	34.60	35.58	36.59	71,968	73,497	76,107
195	240114	CORP-Engineering	Engineering Project Manager	4/16/2018	43.41		90,288	44.63	45.89	47.19	92,830	94,796	98,155
196	240121	CORP-Com Relations	Spec Ext Affairs	6/6/2018	36.32		75,555	37.34	38.40	39.49	77,667	79,321	82,139
197	240114	CORP-Engineering	Engineering Project Manager	7/9/2018	42.42		88,236	43.61	44.84	46.11	90,709	92,628	95,909
198	241106	PITT-Field Services	Supvr Field Operations	6/18/2018	32.81		68,250	33.73	34.68	35.66	70,158	71,640	74,173
199	240122	CORP-Govt Relations	Mgr Govt & Regulatory Affairs	7/30/2018	39.81		82,800	40.92	42.08	43.27	85,114	86,923	90,002
200	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018	29.42		61,200	30.25	31.11	31.99	62,920	64,262	66,539
201	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	7/30/2018	39.62		82,400	40.73	41.88	43.06	84,718	86,512	89,565
202	241106	PITT-Field Services	Supv Facilities/Inventory	8/13/2018	34.61		71,995	35.58	36.59	37.63	74,006	75,582	78,270
203	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018	31.88		66,300	32.77	33.70	34.65	68,162	69,612	72,072
204	240114	CORP-Engineering	Engineer	8/27/2018	29.76		61,897	30.59	31.46	32.35	63,627	64,984	67,288
205	241106	PITT-Field Services	Supvr Field Operations	9/10/2018	34.61		71,995	35.58	36.59	37.63	74,006	75,582	78,270
206	241106	PITT-Field Services	Supvr Field Operations	9/24/2018	34.61		71,995	35.58	36.59	37.63	74,006	75,582	78,270
207	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018	33.65		70,000	34.60	35.58	36.59	71,968	73,497	76,107
208	240106	CORP-Field Services	Supervisor Field Operations	1/28/2019	40.87		85,000	42.01	43.20	44.42	87,381	89,237	92,394
209	240114	CORP-Engineering	Planning Engineer	2/4/2019	39.90		83,000	41.02	42.18	43.37	85,322	87,131	90,210
210	240114	CORP-Engineering	Engineer	3/25/2019	36.50		75,916	37.52	38.58	39.67	78,042	79,695	82,514
211	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019	33.65		70,000	34.60	35.58	36.59	71,968	73,497	76,107
212	241106	PITT-Field Services	Supvr Field Operations	4/22/2019	33.65		70,000	34.60	35.58	36.59	71,968	73,497	76,107
213	240121	CORP-Com Relations	Mgr Ext Affairs	5/28/2019	48.08		100,000	49.43	50.83	52.27	102,814	104,998	108,722
214	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019	36.06		75,000	37.07	38.12	39.20	77,106	78,744	81,536
215	240116	CORP-Maint Services	Eng Auto & Control (SCADA)	6/24/2019	36.06		75,000	37.07	38.12	39.20	77,106	78,744	81,536
216	240117	CORP-Water Quality	Sr WQ & Env Compliance Spe	7/29/2019	27.88		58,000	28.67	29.48	30.31	59,634	60,897	63,045
217	240114	CORP-Engineering	Eng Proj Mgr	8/5/2019	43.27		90,000	44.48	45.74	47.03	92,518	94,484	97,822
218	241106	PITT-Field Services	Supvr Field Operations	8/12/2019	36.06		75,000	37.07	38.12	39.20	77,106	78,744	81,536
219	240114	CORP-Engineering	Engineering Project Manager	8/26/2019	42.31		88,000	43.49	44.72	45.99	90,459	92,378	95,659
220	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019	36.06		75,000	37.07	38.12	39.20	77,106	78,744	81,536
221	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019	35.34		73,500	36.33	37.36	38.42	75,566	77,173	79,914
222	240106	CORP-Field Services	Project Manager - to be filled	6/15/2020				51.59	53.05	54.55	107,300	109,583	113,464
223	240106	CORP-Field Services	Integration Specialist - to be filled	6/15/2020				44.86	46.12	47.42	93,300	95,272	98,634
224	240106	CORP-Field Services	Major Accounts Manager - to be filled	7/15/2020				51.59	53.05	54.55	107,300	109,583	113,464
225	240114	CORP-Engineering	Engineering Technician - to be filled	6/15/2020				30.77	31.64	32.54	64,000	65,358	67,683
226	240114	CORP-Engineering	Engineer - to be filled	6/15/2020				34.52	35.50	36.50	71,800	73,330	75,920
227	240114	CORP-Engineering	Engineer - to be filled	6/15/2020				34.52	35.50	36.50	71,800	73,330	75,920
228	240116	CORP-Maint Services	Sr Eng Auto & Controls - to be filled	7/15/2020				44.86	46.12	47.42	93,300	95,272	98,634
229	240117	CORP-Water Quality	Sr WQ & Env Compl Specialist - to be filled	6/15/2020				38.99	40.09	41.22	81,100	82,815	85,738
230	240117	CORP-Water Quality	Supvr WQ & Env Compliance - to be filled	1/13/2020				38.99	40.09	41.22	81,100	82,815	85,738
231	240117	CORP-Water Quality	Supvr WQ & Env Compliance - to be filled	7/15/2020				38.99	40.09	41.22	81,100	82,815	85,738

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					Gross Labor					
					Overtime Hours					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
174	240114	CORP-Engineering	Sr Project Engineer	1/9/2017						
175	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017						
176	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017						
177	240116	CORP-Maint Services	Sr Eng Automation	3/27/2017						
178	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017						
179	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017						
180	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017						
181	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/26/2017						
182	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017						
183	240114	CORP-Engineering	Staff Engineer	8/14/2017						
184	240114	CORP-Engineering	Engineering Project Manager	8/28/2017						
185	240106	CORP-Field Services	Specialist Business Svcs	11/20/2017						
186	240106	CORP-Field Services	Supervisor Operations Support	9/12/2011						
187	240114	CORP-Engineering	Engineering Project Manager	1/8/2018						
188	240114	CORP-Engineering	Engineering Project Manager	1/16/2018						
189	240114	CORP-Engineering	Engineering Project Manager	1/22/2018						
190	245101	NORR-Production	Supvr Production	2/26/2018						
191	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018						
192	240106	CORP-Field Services	Supv Fleet OPs	3/19/2018						
193	241152	PITT-Production Aldr	Supvr Production	3/19/2018						
194	246101	MECH-Production	Supvr Field Operations	3/19/2018						
195	240114	CORP-Engineering	Engineering Project Manager	4/16/2018						
196	240121	CORP-Com Relations	Spec Ext Affairs	6/6/2018						
197	240114	CORP-Engineering	Engineering Project Manager	7/9/2018						
198	241106	PITT-Field Services	Supvr Field Operations	6/18/2018						
199	240122	CORP-Govt Relations	Mgr Govt & Regulatory Affairs	7/30/2018						
200	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018						
201	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	7/30/2018						
202	241106	PITT-Field Services	Supv Facilities/Inventory	8/13/2018						
203	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018						
204	240114	CORP-Engineering	Engineer	8/27/2018						
205	241106	PITT-Field Services	Supvr Field Operations	9/10/2018						
206	241106	PITT-Field Services	Supvr Field Operations	9/24/2018						
207	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018						
208	240106	CORP-Field Services	Supervisor Field Operations	1/28/2019						
209	240114	CORP-Engineering	Planning Engineer	2/4/2019						
210	240114	CORP-Engineering	Engineer	3/25/2019						
211	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019						
212	241106	PITT-Field Services	Supvr Field Operations	4/22/2019						
213	240121	CORP-Com Relations	Mgr Ext Affairs	5/28/2019						
214	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019						
215	240116	CORP-Maint Services	Eng Auto & Control (SCADA)	6/24/2019						
216	240117	CORP-Water Quality	Sr WQ & Env Compliance Spe	7/29/2019						
217	240114	CORP-Engineering	Eng Proj Mgr	8/5/2019						
218	241106	PITT-Field Services	Supvr Field Operations	8/12/2019						
219	240114	CORP-Engineering	Engineering Project Manager	8/26/2019						
220	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019						
221	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019						
222	240106	CORP-Field Services	Project Manager - to be filled	6/15/2020						
223	240106	CORP-Field Services	Integration Specialist - to be filled	6/15/2020						
224	240106	CORP-Field Services	Major Accounts Manager - to be filled	7/15/2020						
225	240114	CORP-Engineering	Engineering Technician - to be filled	6/15/2020						
226	240114	CORP-Engineering	Engineer - to be filled	6/15/2020						
227	240114	CORP-Engineering	Engineer - to be filled	6/15/2020						
228	240116	CORP-Maint Services	Sr Eng Auto & Controls - to be filled	7/15/2020						
229	240117	CORP-Water Quality	Sr WQ & Env Compl Specialist - to be filled	6/15/2020						
230	240117	CORP-Water Quality	Supvr WQ & Env Compliance - to be filled	1/13/2020						
231	240117	CORP-Water Quality	Supvr WQ & Env Compliance - to be filled	7/15/2020						

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				Gross Labor							
				2020		2021		2022			
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages	
174	240114	CORP-Engineering	Sr Project Engineer	1/9/2017		108,805		111,114		115,045	
175	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017		138,278		141,211		146,203	
176	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017		67,517		68,952		71,386	
177	240116	CORP-Maint Services	Sr Eng Automation	3/27/2017		86,174		88,000		91,125	
178	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017		58,011		59,244		61,339	
179	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017		57,845		59,077		61,173	
180	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017		66,810		68,229		70,637	
181	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/26/2017		60,902		62,197		64,397	
182	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017		72,363		73,892		76,502	
183	240114	CORP-Engineering	Staff Engineer	8/14/2017		71,198		72,712		75,296	
184	240114	CORP-Engineering	Engineering Project Manager	8/28/2017		98,218		100,308		103,854	
185	240106	CORP-Field Services	Specialist Business Svcs	11/20/2017		66,061		67,465		69,846	
186	240106	CORP-Field Services	Supervisor Operations Support	9/12/2011		61,693		63,003		65,229	
187	240114	CORP-Engineering	Engineering Project Manager	1/8/2018		78,062		79,716		82,534	
188	240114	CORP-Engineering	Engineering Project Manager	1/16/2018		99,611		101,717		105,310	
189	240114	CORP-Engineering	Engineering Project Manager	1/22/2018		99,424		101,530		105,123	
190	245101	NORR-Production	Supvr Production	2/26/2018		73,757		75,317		77,979	
191	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018		68,203		69,654		72,114	
192	240106	CORP-Field Services	Supv Fleet OPs	3/19/2018		83,325		85,088		88,109	
193	241152	PITT-Production Aldr	Supvr Production	3/19/2018		77,709		79,362		82,181	
194	246101	MECH-Production	Supvr Field Operations	3/19/2018		71,968		73,497		76,107	
195	240114	CORP-Engineering	Engineering Project Manager	4/16/2018		92,830		94,796		98,155	
196	240121	CORP-Com Relations	Spec Ext Affairs	6/6/2018		77,667		79,321		82,139	
197	240114	CORP-Engineering	Engineering Project Manager	7/9/2018		90,709		92,628		95,909	
198	241106	PITT-Field Services	Supvr Field Operations	6/18/2018		70,158		71,640		74,173	
199	240122	CORP-Govt Relations	Mgr Govt & Regulatory Affairs	7/30/2018		85,114		86,923		90,002	
200	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018		62,920		64,262		66,539	
201	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	7/30/2018		84,718		86,512		89,565	
202	241106	PITT-Field Services	Supv Facilities/Inventory	8/13/2018		74,006		75,582		78,270	
203	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018		68,162		69,612		72,072	
204	240114	CORP-Engineering	Engineer	8/27/2018		63,627		64,984		67,288	
205	241106	PITT-Field Services	Supvr Field Operations	9/10/2018		74,006		75,582		78,270	
206	241106	PITT-Field Services	Supvr Field Operations	9/24/2018		74,006		75,582		78,270	
207	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018		71,968		73,497		76,107	
208	240106	CORP-Field Services	Supervisor Field Operations	1/28/2019		87,381		89,237		92,394	
209	240114	CORP-Engineering	Planning Engineer	2/4/2019		85,322		87,131		90,210	
210	240114	CORP-Engineering	Engineer	3/25/2019		78,042		79,695		82,514	
211	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019		71,968		73,497		76,107	
212	241106	PITT-Field Services	Supvr Field Operations	4/22/2019		71,968		73,497		76,107	
213	240121	CORP-Com Relations	Mgr Ext Affairs	5/28/2019		102,814		104,998		108,722	
214	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019		77,106		78,744		81,536	
215	240116	CORP-Maint Services	Eng Auto & Control (SCADA)	6/24/2019		77,106		78,744		81,536	
216	240117	CORP-Water Quality	Sr WQ & Env Compliance Spe	7/29/2019		59,634		60,897		63,045	
217	240114	CORP-Engineering	Eng Proj Mgr	8/5/2019		92,518		94,484		97,822	
218	241106	PITT-Field Services	Supvr Field Operations	8/12/2019		77,106		78,744		81,536	
219	240114	CORP-Engineering	Engineering Project Manager	8/26/2019		90,459		92,378		95,659	
220	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019		77,106		78,744		81,536	
221	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019		75,566		77,173		79,914	
222	240106	CORP-Field Services	Project Manager - to be filled	6/15/2020		107,300		109,583		113,464	
223	240106	CORP-Field Services	Integration Specialist - to be filled	6/15/2020		93,300		95,272		98,634	
224	240106	CORP-Field Services	Major Accounts Manager - to be filled	7/15/2020		107,300		109,583		113,464	
225	240114	CORP-Engineering	Engineering Technician - to be filled	6/15/2020		64,000		65,358		67,683	
226	240114	CORP-Engineering	Engineer - to be filled	6/15/2020		71,800		73,330		75,920	
227	240114	CORP-Engineering	Engineer - to be filled	6/15/2020		71,800		73,330		75,920	
228	240116	CORP-Maint Services	Sr Eng Auto & Controls - to be filled	7/15/2020		93,300		95,272		98,634	
229	240117	CORP-Water Quality	Sr WQ & Env Compl Specialist - to be filled	6/15/2020		81,100		82,815		85,738	
230	240117	CORP-Water Quality	Supvr WQ & Env Compliance - to be filled	1/13/2020		81,100		82,815		85,738	
231	240117	CORP-Water Quality	Supvr WQ & Env Compliance - to be filled	7/15/2020		81,100		82,815		85,738	

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Gross Labor													
				Base Year			Hourly Wage Rate			Regular Time			
				Original	Hourly	Total	Annualized	2020	2021	2022	2020	2021	2022
Line #	Cost Center	Cost Center Name	Job	Hire Date	Wage Rate	Overtime Pay	Salaries & Wages					(Prorated)	
232	240120	CORP-Bus Dev	Sr Mgr Business Dev - to be filled	8/15/2020				63.85	65.65	67.51	132,800	135,614	140,421
233	241106	PITT-Field Services	Sr Superintendent Field Ops - to be filled	6/15/2020				51.59	53.05	54.55	107,300	109,583	113,464
234	241106	PITT-Field Services	Supervisor Field Operations - to be filled	8/15/2020				38.99	40.09	41.22	81,100	82,815	85,738
235	242106	MCMR-Field Services	Supervisor Field Operations - to be filled	7/15/2020				38.99	40.09	41.22	81,100	82,815	85,738
236	246306	PENN/Wyom-Field Srv	Supvr Field Operations - to be filled	1/13/2020				38.99	40.09	41.22	81,100	82,815	85,738
237	249106	WILK-Field Services	Supvr Field Operations - to be filled	8/15/2020				38.99	40.09	41.22	81,100	82,815	85,738
238	249158	WILK-Lake Scranton	Sr Supt Production - to be filled	8/15/2020				51.59	53.05	54.55	107,300	109,583	113,464
239	240112	CORP-Maint Services	Principal Regulatory Analyst - to be filled	7/15/2020				51.59	53.05	54.55	107,300	109,583	113,464
240	240116	CORP-Maint Services	Sr Eng Auto & Controls - to be filled	7/1/2021					44.86	46.12	-	46,650	95,930
241	242106	McMurray-Field Services	Maintenance Service Specialist - to be filled	7/1/2021					28.85	29.66	-	30,000	61,693
242	240106	CORP-Field Services	Project Manager - to be filled	7/1/2021					43.27	44.49	-	45,000	92,539
243	240116	CORP-Maint Services	Automation &Controls Tech - to be filled	4/1/2022						40.87	-	-	85,000
244	241106	PITT-Field Services	Field Supervisor - Midnight Shift - to be filled	1/1/2022						33.65	-	-	70,000
Total Non-Collective Bargaining Unit Salary							\$0	\$20,125,250			\$22,321,168	\$22,916,542	\$24,007,421
Collective Bargaining Unit													
1	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	\$31.94	\$13,483	\$81,862	\$33.59	\$34.45	\$35.33	\$70,136	\$71,333	\$73,769
2	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	32.17	4,805	72,464	33.83	34.69	35.57	70,637	71,834	74,270
3	240106	CORP-Field Services	Meter Repair Person U537P, U648S	8/4/1986	31.73	-	66,252	33.37	34.22	35.09	69,677	70,860	73,268
4	241106	PITT-Field Services	Fire Hydrant Inspector U537P	5/14/1991	32.07	19,102	89,570	33.71	34.56	35.43	70,387	71,570	73,978
5	241106	PITT-Field Services	Service Crew Driver U537P	12/28/1978	32.23	-	67,296	33.88	34.74	35.62	70,741	71,939	74,375
6	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	32.24	14,073	83,919	33.89	34.75	35.63	70,762	71,960	74,396
7	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	31.70	-	66,190	33.34	34.19	35.06	69,614	70,797	73,205
8	241103	PITT-Cust Service	Meter Serviceman U537P	3/24/1994	32.11	4,540	71,695	33.85	34.71	35.59	70,679	71,876	74,312
9	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	31.70	-	66,190	33.34	34.19	35.06	69,614	70,797	73,205
10	241106	PITT-Field Services	Service Crew Driver U537P	9/25/1986	32.23	40,968	111,513	33.88	34.74	35.62	70,742	71,939	74,375
11	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	32.14	51,292	125,822	33.78	34.63	35.51	70,533	71,716	74,145
12	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	31.70	95	66,285	33.34	34.19	35.06	69,614	70,797	73,205
13	241152	PITT-Production Aldr	Operator U537P	5/19/1986	32.74	15,781	84,542	34.40	35.26	36.15	71,827	73,024	75,481
14	241106	PITT-Field Services	Service Crew Driver U537P	5/7/1985	32.23	26,783	95,412	33.88	34.74	35.62	70,741	71,939	74,375
15	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	31.81	278	66,711	33.45	34.30	35.17	69,844	71,027	73,435
16	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	32.24	23,052	90,465	33.90	34.76	35.65	70,783	71,980	74,437
17	241106	PITT-Field Services	Dump Truck Driver U537P	9/22/1986	32.14	30,139	101,989	33.78	34.63	35.51	70,533	71,716	74,145
18	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	32.14	47,029	121,649	33.78	34.63	35.51	70,533	71,716	74,145
19	241106	PITT-Field Services	Dump Truck Driver U537P	3/20/1984	32.14	35,900	109,982	33.78	34.63	35.51	70,533	71,716	74,145
20	241106	PITT-Field Services	Pipeline Inspector U537P	7/6/1998	32.21	16,983	85,869	33.85	34.71	35.59	70,679	71,876	74,312
21	241103	PITT-Cust Service	Meter Reader U537P	9/25/1989	31.70	-	66,190	33.34	34.19	35.06	69,614	70,797	73,205
22	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	32.22	11,905	80,833	33.86	34.72	35.60	70,700	71,897	74,333
23	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	32.49	3,533	71,372	34.15	35.01	35.90	71,305	72,502	74,959
24	240106	CORP-Field Services	Meter Serviceman U537P	5/6/1985	31.81	24	66,443	33.45	34.30	35.17	69,844	71,027	73,435
25	241152	PITT-Production Aldr	Operator U537P	8/31/1982	32.74	21,658	90,471	34.40	35.26	36.15	71,827	73,024	75,481
26	241106	PITT-Field Services	Dump Truck Driver U537P	8/31/1987	32.14	59,953	135,502	33.78	34.63	35.51	70,533	71,716	74,145
27	243103	NEWC-Cust Service	Distribution System Serviceman U537O	8/3/1981	33.28	35,818	112,721	34.07	34.88	35.81	71,139	71,421	74,772
28	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	33.43	23,376	98,952	34.23	35.05	35.98	71,472	71,758	75,126
29	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	34.14	24,999	97,231	35.04	35.84	36.64	73,164	73,581	76,504
30	241106	PITT-Field Services	Backhoe Operator U537P	12/26/1979	31.94	60,259	136,580	33.59	34.45	35.33	70,136	71,333	73,769
31	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	33.24	2,909	72,785	34.14	34.94	35.74	71,284	71,702	74,625
32	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	33.43	28,432	104,468	34.23	35.05	35.98	71,472	71,758	75,126
33	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	32.93	321	69,133	33.72	34.53	35.46	70,407	70,689	74,040
34	242106	MCMR-Field Services	Subforeman U537O	7/31/1990	33.41	24,999	99,095	34.21	35.03	35.96	71,431	71,716	75,085
35	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	34.27	8,816	80,378	35.09	35.93	36.89	73,268	73,560	77,026
36	242306	UNTN-Field Services	Distribution System Serviceman U537O	5/11/1987	33.03	10,239	80,455	33.82	34.63	35.56	70,616	70,898	74,249
37	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	33.28	11,082	81,917	34.07	34.88	35.81	71,138	71,420	74,771
38	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	33.04	372	69,359	33.94	34.74	35.54	70,867	71,284	74,208
39	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	33.20	7,519	77,184	34.10	34.90	35.70	71,198	71,615	74,538
40	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	33.43	11,935	84,355	34.23	35.05	35.98	71,472	71,758	75,126
41	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	33.03	396	69,419	33.82	34.63	35.56	70,616	70,898	74,249
42	242106	MCMR-Field Services	Pipeline Inspector U537O	3/18/1987	33.50	7,123	79,222	34.30	35.12	36.05	71,618	71,904	75,272
43	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	6/24/1985	32.60	11,993	80,068	33.38	34.18	35.10	69,697	69,976	73,289

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						Gross Labor					
						Overtime Hours					
Line #	Cost Center	Cost Center Name	Job	Original	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	
				Hire Date							
232	240120	CORP-Bus Dev	Sr Mgr Business Dev - to be filled	8/15/2020							
233	241106	PITT-Field Services	Sr Superintendent Field Ops - to be filled	6/15/2020							
234	241106	PITT-Field Services	Supervisor Field Operations - to be filled	8/15/2020							
235	242106	MCMR-Field Services	Supervisor Field Operations - to be filled	7/15/2020							
236	246306	PENN/Wyom-Field Svc	Supvr Field Operations - to be filled	1/13/2020							
237	249106	WILK-Field Services	Supvr Field Operations - to be filled	8/15/2020							
238	249158	WILK-Lake Scranton	Sr Supt Production - to be filled	8/15/2020							
239	240112	CORP-Maint Services	Principal Regulatory Analyst - to be filled	7/15/2020							
240	240116	CORP-Maint Services	Sr Eng Auto & Controls - to be filled	7/1/2021							
241	242106	McMurray-Field Services	Maintenance Service Specialist - to be filled	7/1/2021							
242	240106	CORP-Field Services	Project Manager - to be filled	7/1/2021							
243	240116	CORP-Maint Services	Automation &Controls Tech - to be filled	4/1/2022							
244	241106	PITT-Field Services	Field Supervisor - Midnight Shift - to be filled	1/1/2022							
Total Non-Collective Bargaining Unit Salary						\$0	\$0	0.0	0.0	0.0	0.0
Collective Bargaining Unit											
1	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	\$1,688	\$0	-	-	259.8	16.3	
2	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	55	433	-	-	94.3	4.0	
3	240106	CORP-Field Services	Meter Repair Person U537P, U648S	8/4/1986	-	-	-	-	-	-	
4	241106	PITT-Field Services	Fire Hydrant Inspector U537P	5/14/1991	3,506	-	-	-	382.8	10.8	
5	241106	PITT-Field Services	Service Crew Driver U537P	12/28/1978	-	-	-	-	-	-	
6	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	2,529	-	-	-	291.0	-	
7	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	-	-	-	-	-	-	
8	241103	PITT-Cust Service	Meter Serviceman U537P	3/24/1994	109	-	-	-	94.3	-	
9	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	-	-	-	-	-	-	
10	241106	PITT-Field Services	Service Crew Driver U537P	9/25/1986	3,248	-	-	-	491.8	266.8	
11	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	7,422	-	-	-	874.3	142.3	
12	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	-	-	-	-	2.0	-	
13	241152	PITT-Production Aldr	Operator U537P	5/19/1986	14	387	-	-	204.0	88.0	
14	241106	PITT-Field Services	Service Crew Driver U537P	5/7/1985	1,332	-	-	-	406.0	111.0	
15	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	14	-	-	-	0.5	4.0	
16	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	95	1	-	-	410.0	50.0	
17	241106	PITT-Field Services	Dump Truck Driver U537P	9/22/1986	4,741	-	-	-	457.5	125.8	
18	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	7,511	-	-	-	795.5	135.0	
19	241106	PITT-Field Services	Dump Truck Driver U537P	3/20/1984	6,973	-	-	-	656.0	66.5	
20	241106	PITT-Field Services	Pipeline Inspector U537P	7/6/1998	1,632	-	-	-	351.5	-	
21	241103	PITT-Cust Service	Meter Reader U537P	9/25/1989	-	-	-	-	-	-	
22	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	1,653	-	-	-	216.0	22.8	
23	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	-	-	-	-	72.5	-	
24	240106	CORP-Field Services	Meter Serviceman U537P	5/6/1985	-	-	-	-	0.5	-	
25	241152	PITT-Production Aldr	Operator U537P	8/31/1982	68	385	-	-	265.0	132.0	
26	241106	PITT-Field Services	Dump Truck Driver U537P	8/31/1987	8,440	-	-	-	968.3	206.5	
27	243103	NEWC-Cust Service	Distribution System Serviceman U537O	8/3/1981	7,414	-	-	-	569.5	111.0	
28	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	5,774	-	-	-	349.5	87.5	
29	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	948	-	-	-	433.5	41.0	
30	241106	PITT-Field Services	Backhoe Operator U537P	12/26/1979	9,630	-	-	-	1,094.8	122.3	
31	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	471	-	-	-	41.0	13.0	
32	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	6,233	-	-	-	417.0	112.5	
33	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	54	-	-	-	6.5	-	
34	242106	MCMR-Field Services	Subforeman U537O	7/31/1990	4,335	-	-	-	425.5	55.0	
35	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	-	6	-	-	163.5	6.0	
36	242306	UNTN-Field Services	Distribution System Serviceman U537O	5/11/1987	1,249	-	-	-	140.0	50.0	
37	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	1,346	-	-	-	178.0	33.0	
38	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	-	-	-	-	7.5	-	
39	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	346	-	-	-	151.0	-	
40	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	2,618	-	-	-	186.0	39.0	
41	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	56	-	-	-	8.0	-	
42	242106	MCMR-Field Services	Pipeline Inspector U537O	3/18/1987	2,151	-	-	-	129.8	9.0	
43	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	6/24/1985	6	-	-	-	245.3	-	

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Gross Labor									
Line #	Cost Center	Cost Center Name	Job	2020		2021		2022	
				Original	Total Overtime	Annualized	Total Overtime	Annualized	Total Overtime
				Hire Date	Pay	Salaries & Wages	Pay	Salaries & Wages	Pay
									Annualized Salaries & Wages
232	240120	CORP-Bus Dev	Sr Mgr Business Dev - to be filled	8/15/2020		132,800		135,614	140,421
233	241106	PITT-Field Services	Sr Superintendent Field Ops - to be filled	6/15/2020		107,300		109,583	113,464
234	241106	PITT-Field Services	Supervisor Field Operations - to be filled	8/15/2020		81,100		82,815	85,738
235	242106	MCMR-Field Services	Supervisor Field Operations - to be filled	7/15/2020		81,100		82,815	85,738
236	246306	PENN/Wyom-Field Svc	Supvr Field Operations - to be filled	1/13/2020		81,100		82,815	85,738
237	249106	WILK-Field Services	Supvr Field Operations - to be filled	8/15/2020		81,100		82,815	85,738
238	249158	WILK-Lake Scranton	Sr Supt Production - to be filled	8/15/2020		107,300		109,583	113,464
239	240112	CORP-Maint Services	Principal Regulatory Analyst - to be filled	7/15/2020		107,300		109,583	113,464
240	240116	CORP-Maint Services	Sr Eng Auto & Controls - to be filled	7/1/2021		-		46,650	95,930
241	242106	McMurray-Field Services	Maintenance Service Specialist - to be filled	7/1/2021		-		30,000	61,693
242	240106	CORP-Field Services	Project Manager - to be filled	7/1/2021		-		45,000	92,539
243	240116	CORP-Maint Services	Automation &Controls Tech - to be filled	4/1/2022		-		-	85,000
244	241106	PITT-Field Services	Field Supervisor - Midnight Shift - to be filled	1/1/2022		-		-	70,000
Total Non-Collective Bargaining Unit Salary					\$0	\$22,321,168	\$0	\$22,916,542	\$0
Collective Bargaining Unit									
1	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	\$14,179	\$86,003	\$14,542	\$87,563	\$14,914
2	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	5,053	76,178	5,182	77,504	80,071
3	240106	CORP-Field Services	Meter Repair Person U537P, U648S	8/4/1986	-	69,677	-	70,860	73,268
4	241106	PITT-Field Services	Fire Hydrant Inspector U537P	5/14/1991	20,079	93,971	20,585	95,661	21,103
5	241106	PITT-Field Services	Service Crew Driver U537P	12/28/1978	-	70,741	-	71,939	74,375
6	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	14,793	88,084	15,168	89,657	92,477
7	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	-	69,614	-	70,797	73,205
8	241103	PITT-Cust Service	Meter Serviceman U537P	3/24/1994	4,786	75,574	4,907	76,892	5,032
9	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	-	69,614	-	70,797	73,205
10	241106	PITT-Field Services	Service Crew Driver U537P	9/25/1986	43,066	117,056	44,159	119,346	45,278
11	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	53,909	131,863	55,265	134,403	56,670
12	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	100	69,714	103	70,900	105
13	241152	PITT-Production Aldr	Operator U537P	5/19/1986	16,581	88,808	16,995	90,420	17,424
14	241106	PITT-Field Services	Service Crew Driver U537P	5/7/1985	28,154	100,228	28,869	102,140	29,600
15	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	293	70,150	300	71,340	308
16	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	24,239	95,118	24,853	96,930	25,490
17	241106	PITT-Field Services	Dump Truck Driver U537P	9/22/1986	31,677	106,951	32,474	108,931	33,300
18	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	49,429	127,473	50,673	129,900	51,960
19	241106	PITT-Field Services	Dump Truck Driver U537P	3/20/1984	37,732	115,238	38,682	117,371	39,665
20	241106	PITT-Field Services	Pipeline Inspector U537P	7/6/1998	17,847	90,158	18,301	91,809	18,765
21	241103	PITT-Cust Service	Meter Reader U537P	9/25/1989	-	69,614	-	70,797	73,205
22	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	12,511	84,864	12,829	86,379	13,154
23	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	3,714	75,019	3,807	76,310	3,904
24	240106	CORP-Field Services	Meter Serviceman U537P	5/6/1985	25	69,869	26	71,053	26
25	241152	PITT-Production Aldr	Operator U537P	8/31/1982	22,756	95,035	23,324	96,801	23,913
26	241106	PITT-Field Services	Dump Truck Driver U537P	8/31/1987	63,013	141,985	64,598	144,754	66,240
27	243103	NEWC-Cust Service	Distribution System Serviceman U537O	8/3/1981	36,668	115,221	37,540	116,375	38,541
28	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	23,935	101,182	24,509	102,041	25,159
29	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	25,658	99,769	26,244	100,773	26,830
30	241106	PITT-Field Services	Backhoe Operator U537P	12/26/1979	63,372	143,138	64,994	145,957	66,654
31	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	2,987	74,743	3,057	75,230	3,127
32	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	29,113	106,818	29,810	107,801	30,601
33	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	329	70,791	337	71,080	346
34	242106	MCMR-Field Services	Subforeman U537O	7/31/1990	25,598	101,364	26,211	102,263	26,907
35	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	9,027	82,301	9,243	82,809	9,490
36	242306	UNTN-Field Services	Distribution System Serviceman U537O	5/11/1987	10,484	82,350	10,735	82,883	11,024
37	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	11,345	83,829	11,615	84,381	11,925
38	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	382	71,249	391	71,675	400
39	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	7,723	79,267	7,905	79,866	8,086
40	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	12,220	86,311	12,513	86,889	12,845
41	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	406	71,078	416	71,369	427
42	242106	MCMR-Field Services	Pipeline Inspector U537O	3/18/1987	7,293	81,063	7,467	81,523	7,665
43	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	6/24/1985	12,280	81,983	12,574	82,556	12,912

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Gross Labor													
Line #	Cost Center	Cost Center Name	Job	Base Year				Hourly Wage Rate			Regular Time		
				Original	Hourly	Total	Annualized	2020	2021	2022	2020	2021	2022
				Hire Date	Wage Rate	Overtime Pay	Salaries & Wages					(Prorated)	
44	243106	NEWC-Field Services	Backhoe Operator U5370	12/4/1986	33.18	33,902	111,299	33.98	34.80	35.73	70,950	71,236	74,604
45	242206	MONVA-Field Services	Pipeline Inspector U5370	10/14/1997	33.50	12,872	85,398	34.30	35.12	36.05	71,618	71,904	75,272
46	243301	BUTL-Production	Operator U5370	5/4/1998	34.27	18,998	91,706	35.09	35.93	36.89	73,268	73,560	77,026
47	242106	MCMR-Field Services	Subforeman U5370	6/23/1997	33.41	18,726	93,263	34.21	35.03	35.96	71,431	71,716	75,085
48	242106	MCMR-Field Services	Subforeman U5370	8/26/1991	33.16	5,248	75,744	33.96	34.78	35.71	70,908	71,194	74,562
49	243301	BUTL-Production	Operator U5370	11/2/1984	34.27	20,545	92,947	35.09	35.93	36.89	73,268	73,560	77,026
50	243306	BUTL-Field Services	General Serviceman/Person U5370	11/20/1989	33.03	1,028	70,268	33.82	34.63	35.56	70,616	70,898	74,249
51	242106	MCMR-Field Services	Utility Person U5370	6/1/1991	32.93	6,759	77,516	33.72	34.53	35.46	70,407	70,689	74,040
52	242106	MCMR-Field Services	Pipeline Inspector U5370	5/15/1989	33.25	-	69,426	34.05	34.87	35.80	71,096	71,382	74,750
53	244301	CLAR-Production	Operator/Relief Operator U5370	10/8/1972	34.27	18,463	91,139	35.09	35.93	36.89	73,268	73,560	77,026
54	243103	NEWC-Cust Service	Meter Reader U5370	4/7/1987	32.87	2,194	71,044	33.66	34.47	35.39	70,282	70,564	73,894
55	243306	BUTL-Field Services	Utility Person U5370	10/6/1993	32.93	2,964	72,213	33.72	34.53	35.46	70,407	70,689	74,040
56	243306	BUTL-Field Services	Pipeline Inspector U5370	12/9/1996	33.50	33,492	110,923	34.30	35.12	36.05	71,619	71,904	75,273
57	244301	CLAR-Production	Operator U5370	3/31/1986	34.27	17,169	89,157	35.09	35.93	36.89	73,268	73,560	77,026
58	243106	NEWC-Field Services	Backhoe Operator U5370	2/3/1988	33.43	15,896	89,684	34.23	35.05	35.98	71,472	71,758	75,126
59	243103	NEWC-Cust Service	Distribution System Serviceman U5370	2/2/1987	33.28	30,219	107,050	34.07	34.88	35.81	71,139	71,421	74,772
60	242103	MCMR-Cust Service	General Serviceman/Person U5370	10/6/1980	33.03	173	69,195	33.82	34.63	35.56	70,616	70,898	74,249
61	242106	MCMR-Field Services	Backhoe Operator U5370	1/21/1987	33.18	14,193	87,458	33.98	34.80	35.73	70,950	71,236	74,604
62	243103	NEWC-Cust Service	Distribution System Serviceman U5370	2/5/1990	33.03	3,022	72,698	33.82	34.63	35.56	70,616	70,898	74,249
63	242101	MCMR-Production	Operator/Maint Man/Person U5370	5/20/1968	34.27	2,922	75,152	35.09	35.93	36.89	73,268	73,560	77,026
64	242106	MCMR-Field Services	Backhoe Operator U5370	5/6/1985	33.18	18,838	93,696	33.98	34.80	35.73	70,950	71,236	74,604
65	243306	BUTL-Field Services	Backhoe Operator U5370	8/30/1993	33.43	17,442	90,985	34.23	35.05	35.98	71,473	71,758	75,127
66	242103	MCMR-Cust Service	General Serviceman/Person U5370	5/2/1985	33.28	424	70,022	34.07	34.88	35.81	71,138	71,420	74,771
67	244103	INDI-Cust Service	Utility Person U5370	5/12/1997	33.18	124	69,404	33.97	34.78	35.71	70,929	71,211	74,563
68	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	33.52	7,974	79,768	34.32	35.14	36.08	71,660	71,946	75,335
69	243106	NEWC-Field Services	Pipeline Inspector U5370	4/23/1998	33.50	19,204	91,602	34.30	35.12	36.05	71,619	71,904	75,273
70	243103	NEWC-Cust Service	Distribution System Serviceman U5370	11/25/1997	33.28	7,039	77,894	34.07	34.88	35.81	71,139	71,420	74,772
71	242306	UNTN-Field Services	Subforeman U5370	5/1/1989	33.41	727	70,542	34.21	35.03	35.96	71,431	71,716	75,085
72	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	29.79	13,353	75,998	30.47	31.17	31.92	63,621	64,230	66,649
73	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	29.56	9,659	72,346	30.24	30.94	31.69	63,141	63,750	66,169
74	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	29.21	19,315	81,066	29.88	30.56	31.29	62,390	62,981	65,334
75	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	28.98	17,663	78,798	29.64	30.32	31.05	61,888	62,480	64,832
76	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	29.37	23,158	85,371	30.05	30.74	31.48	62,744	63,345	65,730
77	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	29.79	16,221	78,694	30.47	31.17	31.92	63,621	64,230	66,649
78	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	29.62	21,734	84,444	30.30	30.99	31.73	63,267	63,867	66,252
79	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	28.42	14,786	74,471	29.07	29.73	30.44	60,698	61,272	63,559
80	249103	WILK-Cust Service	Servicperson U648S	12/10/1984	29.79	6,327	68,609	30.47	31.17	31.92	63,622	64,231	66,649
81	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	29.21	34,891	97,050	29.88	30.56	31.29	62,390	62,981	65,334
82	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	29.37	18,687	80,747	30.05	30.74	31.48	62,744	63,345	65,730
83	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	29.54	7,193	69,089	30.22	30.92	31.67	63,099	63,708	66,127
84	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	29.21	21,491	83,290	29.88	30.56	31.29	62,390	62,981	65,334
85	249152	WILK-Ceasetown	Plant Operator U648S	4/9/1991	29.56	7,360	69,727	30.24	30.94	31.69	63,141	63,750	66,169
86	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	29.56	21,217	84,674	30.24	30.94	31.69	63,141	63,750	66,169
87	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	29.56	12,164	74,106	30.24	30.94	31.69	63,141	63,750	66,169
88	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	29.56	9,378	71,741	30.24	30.94	31.69	63,141	63,750	66,169
89	249159	WILK-Nesbitt	Plant Operator U648S	5/15/1989	29.56	12,726	75,617	30.24	30.94	31.69	63,141	63,750	66,169
90	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	28.42	22,210	82,400	29.07	29.73	30.44	60,698	61,273	63,559
91	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	28.42	11,254	70,787	29.07	29.73	30.44	60,698	61,272	63,559
92	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	29.56	5,055	67,114	30.24	30.94	31.69	63,141	63,750	66,169
93	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	29.56	8,528	70,376	30.24	30.94	31.69	63,141	63,750	66,169
94	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	28.42	5,627	65,056	29.07	29.73	30.44	60,698	61,272	63,559
95	249151	WILK-Brownell	Plant Operator U648S	4/24/1995	29.56	3,008	64,806	30.24	30.94	31.69	63,141	63,750	66,169
96	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	29.21	22,404	84,283	29.88	30.56	31.29	62,390	62,981	65,334
97	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	28.17	5,289	64,228	28.82	29.48	30.19	60,176	60,750	63,037
98	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	29.62	29,346	92,225	30.30	30.99	31.73	63,267	63,867	66,252
99	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	29.56	11,580	73,406	30.24	30.94	31.69	63,141	63,750	66,169
100	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	29.62	9,241	71,336	30.30	30.99	31.73	63,266	63,867	66,252
101	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	29.56	13,805	75,675	30.24	30.94	31.69	63,141	63,750	66,169

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				Gross Labor						
				Overtime Hours						
Line #	Cost Center	Cost Center Name	Job	Original	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
				Hire Date						
44	243106	NEWC-Field Services	Backhoe Operator U5370	12/4/1986	8,117	-	-	-	558.5	92.0
45	242206	MONVA-Field Services	Pipeline Inspector U5370	10/14/1997	2,578	-	-	-	223.5	24.5
46	243301	BUTL-Production	Operator U5370	5/4/1998	836	315	-	168.0	228.3	1.0
47	242106	MCMR-Field Services	Subforeman U5370	6/23/1997	4,777	-	-	-	267.0	80.0
48	242106	MCMR-Field Services	Subforeman U5370	8/26/1991	1,258	-	-	-	101.5	3.0
49	243301	BUTL-Production	Operator U5370	11/2/1984	508	339	-	200.0	209.0	18.0
50	243306	BUTL-Field Services	General Serviceman/Person U5370	11/20/1989	273	-	-	-	20.8	-
51	242106	MCMR-Field Services	Utility Person U5370	6/1/1991	1,999	-	-	-	89.5	35.5
52	242106	MCMR-Field Services	Pipeline Inspector U5370	5/15/1989	-	-	-	-	-	-
53	244301	CLAR-Production	Operator/Relief Operator U5370	10/8/1972	977	143	-	72.0	274.5	18.5
54	243103	NEWC-Cust Service	Meter Reader U5370	4/7/1987	217	-	-	-	44.5	-
55	243306	BUTL-Field Services	Utility Person U5370	10/6/1993	492	-	-	-	60.0	-
56	243306	BUTL-Field Services	Pipeline Inspector U5370	12/9/1996	7,482	-	-	-	512.5	115.5
57	244301	CLAR-Production	Operator U5370	3/31/1986	288	144	-	72.0	262.0	9.0
58	243106	NEWC-Field Services	Backhoe Operator U5370	2/3/1988	3,986	-	-	-	269.0	36.0
59	243103	NEWC-Cust Service	Distribution System Serviceman U5370	2/2/1987	7,342	-	-	-	500.0	79.0
60	242103	MCMR-Cust Service	General Serviceman/Person U5370	10/6/1980	55	-	-	-	3.5	-
61	242106	MCMR-Field Services	Backhoe Operator U5370	1/21/1987	3,985	-	-	-	180.5	78.5
62	243103	NEWC-Cust Service	Distribution System Serviceman U5370	2/5/1990	710	-	-	-	61.0	-
63	242101	MCMR-Production	Operator/Maint Man/Person U5370	5/20/1968	675	-	-	-	51.5	4.0
64	242106	MCMR-Field Services	Backhoe Operator U5370	5/6/1985	5,579	-	-	-	252.5	94.5
65	243306	BUTL-Field Services	Backhoe Operator U5370	8/30/1993	3,740	-	-	-	252.5	71.5
66	242103	MCMR-Cust Service	General Serviceman/Person U5370	5/2/1985	109	-	-	-	8.5	-
67	244103	INDI-Cust Service	Utility Person U5370	5/12/1997	-	-	-	-	2.5	-
68	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	1,805	-	-	-	122.3	27.3
69	243106	NEWC-Field Services	Pipeline Inspector U5370	4/23/1998	2,450	-	-	-	373.5	6.5
70	243103	NEWC-Cust Service	Distribution System Serviceman U5370	11/25/1997	1,366	-	-	-	141.0	-
71	242306	UNTN-Field Services	Subforeman U5370	5/1/1989	55	-	-	-	14.5	-
72	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	304	139	-	-	231.5	50.5
73	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	272	694	-	-	198.5	14.5
74	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	760	-	-	-	395.5	34.0
75	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	624	-	-	-	401.0	4.0
76	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	888	-	-	-	435.0	68.0
77	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	272	-	-	-	267.0	72.0
78	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	864	-	-	-	416.5	54.5
79	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	344	-	-	-	269.5	58.0
80	249103	WILK-Cust Service	Serviceperson U648S	12/10/1984	80	-	-	-	121.3	15.3
81	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	1,168	-	-	-	619.0	133.0
82	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	736	-	-	-	369.5	41.0
83	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	216	-	-	-	145.0	13.0
84	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	808	-	-	-	442.5	36.0
85	249152	WILK-Ceasetown	Plant Operator U648S	4/9/1991	168	477	-	-	142.0	18.0
86	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	296	1,441	-	-	318.5	120.0
87	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	208	12	-	-	177.0	73.0
88	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	205	436	-	-	195.5	12.0
89	249159	WILK-Nesbitt	Plant Operator U648S	5/15/1989	232	938	-	-	287.0	-
90	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	848	-	-	-	459.0	46.5
91	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	192	-	-	-	194.0	52.5
92	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	-	338	-	-	114.0	-
93	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	88	39	-	-	91.0	76.0
94	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	88	-	-	-	92.0	30.0
95	249151	WILK-Brownell	Plant Operator U648S	4/24/1995	24	53	-	-	46.5	16.0
96	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	888	-	-	-	450.0	46.0
97	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	120	-	-	-	98.5	20.0
98	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	1,032	-	-	-	594.5	49.5
99	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	64	40	-	-	144.5	87.5
100	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	248	-	-	-	172.0	27.0
101	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	144	5	-	-	178.0	100.0

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				Gross Labor						
				2020		2021		2022		
				Original	Total Overtime	Annualized	Total Overtime	Annualized	Total Overtime	Annualized
Line #	Cost Center	Cost Center Name	Job	Hire Date	Pay	Salaries & Wages	Pay	Salaries & Wages	Pay	Salaries & Wages
44	243106	NEWC-Field Services	Backhoe Operator U5370	12/4/1986	34,719	113,787	35,557	114,910	36,507	119,229
45	242206	MONVA-Field Services	Pipeline Inspector U5370	10/14/1997	13,180	87,376	13,495	87,976	13,852	91,702
46	243301	BUTL-Production	Operator U5370	5/4/1998	19,453	93,872	19,919	94,630	20,451	98,629
47	242106	MCMR-Field Services	Subforeman U5370	6/23/1997	19,175	95,382	19,634	96,127	20,156	100,017
48	242106	MCMR-Field Services	Subforeman U5370	8/26/1991	5,374	77,541	5,504	77,956	5,651	81,472
49	243301	BUTL-Production	Operator U5370	11/2/1984	21,036	95,151	21,540	95,946	22,116	99,988
50	243306	BUTL-Field Services	General Serviceman/Person U5370	11/20/1989	1,053	71,942	1,078	72,249	1,107	75,629
51	242106	MCMR-Field Services	Utility Person U5370	6/1/1991	6,921	79,328	7,087	79,776	7,278	83,318
52	242106	MCMR-Field Services	Pipeline Inspector U5370	5/15/1989	-	71,096	-	71,382	-	74,750
53	244301	CLAR-Production	Operator/Relief Operator U5370	10/8/1972	18,905	93,293	19,357	94,037	19,874	98,021
54	243103	NEWC-Cust Service	Meter Reader U5370	4/7/1987	2,247	72,746	2,301	73,082	2,362	76,474
55	243306	BUTL-Field Services	Utility Person U5370	10/6/1993	3,035	73,934	3,108	74,289	3,191	77,723
56	243306	BUTL-Field Services	Pipeline Inspector U5370	12/9/1996	34,292	113,393	35,111	114,498	36,041	118,796
57	244301	CLAR-Production	Operator U5370	3/31/1986	17,580	91,280	18,001	91,994	18,482	95,941
58	243106	NEWC-Field Services	Backhoe Operator U5370	2/3/1988	16,276	91,735	16,666	92,410	17,109	96,221
59	243103	NEWC-Cust Service	Distribution System Serviceman U5370	2/2/1987	30,936	109,417	31,671	110,434	32,516	114,630
60	242103	MCMR-Cust Service	General Serviceman/Person U5370	10/6/1980	178	70,848	182	71,134	187	74,491
61	242106	MCMR-Field Services	Backhoe Operator U5370	1/21/1987	14,535	89,470	14,886	90,106	15,284	93,873
62	243103	NEWC-Cust Service	Distribution System Serviceman U5370	2/5/1990	3,095	74,420	3,169	74,776	3,254	78,213
63	242101	MCMR-Production	Operator/Maint Man/Person U5370	5/20/1968	2,991	76,934	3,063	77,298	3,145	80,846
64	242106	MCMR-Field Services	Backhoe Operator U5370	5/6/1985	19,292	95,821	19,758	96,572	20,286	100,469
65	243306	BUTL-Field Services	Backhoe Operator U5370	8/30/1993	17,860	93,073	18,287	93,786	18,773	97,640
66	242103	MCMR-Cust Service	General Serviceman/Person U5370	5/2/1985	434	71,682	445	71,974	457	75,337
67	244103	INDI-Cust Service	Utility Person U5370	5/12/1997	127	71,057	130	71,342	134	74,696
68	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	8,164	81,629	8,359	82,109	8,583	85,722
69	243106	NEWC-Field Services	Pipeline Inspector U5370	4/23/1998	19,663	93,731	20,133	94,487	20,666	98,388
70	243103	NEWC-Cust Service	Distribution System Serviceman U5370	11/25/1997	7,206	79,710	7,377	80,163	7,574	83,711
71	242306	UNTN-Field Services	Subforeman U5370	5/1/1989	744	72,229	762	72,533	782	75,921
72	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	13,658	77,722	13,972	78,645	14,308	81,400
73	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	9,881	73,988	10,110	74,826	10,355	77,489
74	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	19,758	82,908	20,208	83,949	20,691	86,784
75	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	18,066	80,578	18,480	81,584	18,925	84,381
76	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	23,694	87,327	24,238	88,471	24,822	91,440
77	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	16,591	80,484	16,972	81,474	17,380	84,301
78	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	22,233	86,363	22,739	87,470	23,282	90,398
79	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	15,124	76,166	15,467	77,083	15,836	79,739
80	249103	WILK-Cust Service	Servicperson U648S	12/10/1984	6,471	70,173	6,620	70,931	6,779	73,509
81	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	35,692	99,249	36,504	100,653	37,376	103,878
82	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	19,119	82,600	19,558	83,639	20,029	86,495
83	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	7,359	70,674	7,529	71,453	7,712	74,055
84	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	21,984	85,182	22,485	86,274	23,022	89,163
85	249152	WILK-Ceasetown	Plant Operator U648S	4/9/1991	7,530	71,316	7,704	72,099	7,891	74,705
86	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	21,705	86,582	22,207	87,694	22,745	90,651
87	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	12,444	75,805	12,732	76,702	13,040	79,430
88	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	9,594	73,377	9,816	74,208	10,054	76,864
89	249159	WILK-Nesbitt	Plant Operator U648S	5/15/1989	13,018	77,329	13,320	78,240	13,643	80,981
90	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	22,718	84,265	23,234	85,355	23,789	88,196
91	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	11,512	72,402	11,773	73,237	12,054	75,805
92	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	5,171	68,650	5,291	69,379	5,419	71,926
93	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	8,724	71,992	8,926	72,803	9,143	75,438
94	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	5,756	66,542	5,887	67,247	6,027	69,674
95	249151	WILK-Brownell	Plant Operator U648S	4/24/1995	3,077	66,296	3,148	66,976	3,224	69,471
96	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	22,918	86,195	23,440	87,309	23,999	90,221
97	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	5,411	65,707	5,535	66,405	5,668	68,825
98	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	30,020	94,318	30,703	95,602	31,437	98,721
99	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	11,847	75,092	12,121	75,975	12,415	78,688
100	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	9,454	72,968	9,669	73,784	9,900	76,400
101	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	14,122	77,412	14,449	78,348	14,799	81,117

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Gross Labor													
Line #	Cost Center	Cost Center Name	Job	Base Year				Hourly Wage Rate			Regular Time		
				Original	Hourly	Total	Annualized	2020	2021	2022	2020	2021	2022
				Hire Date	Wage Rate	Overtime Pay	Salaries & Wages					(Prorated)	
102	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	29.79	38,243	101,461	30.47	31.17	31.92	63,622	64,231	66,649
103	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	29.54	23,584	85,880	30.22	30.92	31.67	63,099	63,708	66,127
104	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	29.56	13,893	75,815	30.24	30.94	31.69	63,141	63,750	66,169
105	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	29.21	17,657	79,392	29.88	30.56	31.29	62,389	62,981	65,334
106	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	29.21	25,566	87,533	29.88	30.56	31.29	62,390	62,981	65,334
107	249106	WILK-Field Services	Dump Truck Driver U648S	7/14/1980	28.96	18,983	80,244	29.63	30.31	31.04	61,867	62,459	64,812
108	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	29.56	11,063	72,885	30.24	30.94	31.69	63,141	63,750	66,169
109	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	28.98	1,007	61,542	29.64	30.32	31.05	61,889	62,480	64,833
110	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	29.56	8,081	70,649	30.24	30.94	31.69	63,141	63,750	66,169
111	249160	WILK-Watres	Plant Operator U648S	7/3/1989	29.56	15,312	77,912	30.24	30.94	31.69	63,141	63,750	66,169
112	249156	WILK-Forest City	Plant Operator U648S	9/14/1992	29.56	12,282	74,490	30.24	30.94	31.69	63,141	63,750	66,169
113	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	28.98	5,115	65,721	29.64	30.32	31.05	61,888	62,480	64,833
114	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	29.79	24,093	87,054	30.47	31.17	31.92	63,622	64,231	66,649
115	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	29.37	18,819	80,935	30.05	30.74	31.48	62,744	63,345	65,730
116	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	29.56	5,232	67,663	30.24	30.94	31.69	63,141	63,750	66,169
117	249106	WILK-Field Services	Regulation Crew Leader U648S	9/24/1984	29.54	14,984	77,048	30.22	30.92	31.67	63,099	63,708	66,127
118	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	29.62	30,694	93,524	30.30	30.99	31.73	63,266	63,867	66,252
119	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	28.73	86	60,082	29.39	30.07	30.80	61,366	61,958	64,310
120	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	10/19/1987	29.56	12,933	74,884	30.24	30.94	31.69	63,141	63,750	66,169
121	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	28.01	1,744	60,293	28.65	29.31	30.02	59,821	60,395	62,682
122	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	29.54	17,310	79,318	30.22	30.92	31.67	63,099	63,708	66,127
123	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	29.56	10,978	72,907	30.24	30.94	31.69	63,141	63,750	66,169
124	249106	WILK-Field Services	M/C Crew Leader U648S	8/4/1991	29.79	9,883	72,604	30.47	31.17	31.92	63,622	64,230	66,649
125	249106	WILK-Field Services	Line Location Specialist U648S	8/10/1987	28.73	13,747	74,328	29.39	30.07	30.80	61,366	61,958	64,310
126	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	29.37	13,576	75,477	30.05	30.74	31.48	62,744	63,345	65,730
127	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	28.26	9,962	69,353	28.90	29.56	30.27	60,344	60,918	63,204
128	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	29.79	5,139	67,404	30.47	31.17	31.92	63,621	64,230	66,649
129	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	29.21	7,536	68,975	29.88	30.56	31.29	62,389	62,981	65,334
130	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	29.62	26,406	89,277	30.30	30.99	31.73	63,266	63,867	66,252
131	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	28.73	18,617	79,229	29.39	30.07	30.80	61,366	61,958	64,310
132	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	29.21	14,861	76,475	29.88	30.56	31.29	62,390	62,981	65,334
133	249106	WILK-Field Services	Leak Detection Specialist U648S	1/23/1985	28.73	22	60,010	29.39	30.07	30.80	61,366	61,958	64,310
134	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	28.98	-	60,513	29.64	30.32	31.05	61,891	62,483	64,835
135	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	29.56	11,203	73,928	30.24	30.94	31.69	63,141	63,750	66,169
136	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/22/1990	29.56	5,254	67,045	30.24	30.94	31.69	63,141	63,750	66,169
137	245206	YARD-Field Services	Working Foreperson	8/1/1991	29.72	8,225	70,388	30.52	31.34	32.19	63,726	64,867	67,213
138	245101	NORR-Production	Plant Operator F473N	8/24/1990	30.66	12,134	76,487	31.42	32.18	32.97	65,605	67,192	68,841
139	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	29.24	570	61,623	29.96	30.68	31.42	62,556	64,060	65,605
140	245106	NORR-Field Services	Working Foreman F473N	7/27/1981	31.46	11,168	77,121	32.24	33.00	33.80	67,317	68,904	70,575
141	246152	MECH-Silver Springs	Maint & Relief U648R	4/22/1991	29.80	20,539	82,940	30.50	31.20	32.01	63,683	65,023	66,836
142	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	29.57	4,262	66,060	30.27	30.97	31.78	63,204	64,544	66,357
143	245203	YARD-Cust Service	Meter Reader F473Y	7/27/1983	27.69	706	58,523	28.44	29.21	30.00	59,383	60,455	62,640
144	245203	YARD-Cust Service	Serviceperson F473Y	3/1/1976	29.41	5,978	67,458	30.20	31.01	31.85	63,058	64,185	66,503
145	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	29.27	176	61,291	29.97	30.67	31.48	62,577	63,917	65,730
146	245103	NORR-Cust Service	Serviceperson F473N	1/30/1989	29.24	3,728	64,787	29.96	30.68	31.42	62,557	64,060	65,605
147	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	29.57	177	61,926	30.27	30.97	31.78	63,204	64,544	66,357
148	246106	MECH-Field Services	Utility A U648R	9/25/1989	29.57	4,339	66,150	30.27	30.97	31.78	63,204	64,544	66,357
149	245106	NORR-Field Services	Utility Person F473N	10/16/1989	29.71	869	62,916	30.45	31.17	31.93	63,580	65,083	66,670
150	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	28.99	1,363	61,912	29.71	30.43	31.17	62,034	63,538	65,083
151	245101	NORR-Production	Plant Operator F473N	10/21/1985	31.61	8,558	74,838	32.37	33.13	33.92	67,589	69,175	70,825
152	246106	MECH-Field Services	Utility A U648R	12/8/1983	29.57	7,592	69,409	30.27	30.97	31.78	63,204	64,544	66,357
153	245103	NORR-Cust Service	Meter Reader F473N	4/17/1979	28.37	1,369	60,630	29.07	29.76	30.48	60,699	62,140	63,643
154	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	10/5/1992	29.56	8,336	70,126	30.24	30.94	31.69	63,141	63,750	66,169
155	249152	WILK-Ceasetown	Plant Operator U648S	2/15/1988	29.56	8,713	71,293	30.24	30.94	31.69	63,141	63,750	66,169
156	241106	PITT-Field Services	Utility Person U537P	8/10/1998	32.07	361	67,377	33.71	34.56	35.43	70,386	71,570	73,978
157	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	32.24	31,281	103,630	33.89	34.75	35.63	70,762	71,960	74,396
158	244206	PUNX-Field Services	Distribution System Serviceman U537O	12/28/1998	33.28	5,004	75,002	34.07	34.88	35.81	71,138	71,420	74,771
159	244506	WARR-Field Services	Distribution System Serviceman U537O	10/29/1998	33.28	924	70,412	34.07	34.88	35.81	71,138	71,420	74,771

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				Gross Labor						
				Overtime Hours						
Line #	Cost Center	Cost Center Name	Job	Original	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
				Hire Date						
102	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	1,016	-	-	-	586.5	202.0
103	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	616	-	-	-	404.3	96.0
104	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	192	8	-	-	192.0	91.0
105	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	744	-	-	-	333.0	52.5
106	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	976	-	-	-	487.5	72.0
107	249106	WILK-Field Services	Dump Truck Driver U648S	7/14/1980	792	-	-	-	393.0	33.0
108	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	80	21	-	-	141.5	81.0
109	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	24	-	-	-	8.5	11.0
110	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	224	623	-	-	182.3	-
111	249160	WILK-Watres	Plant Operator U648S	7/3/1989	440	439	-	-	188.0	118.0
112	249156	WILK-Forest City	Plant Operator U648S	9/14/1992	157	329	-	-	185.0	69.0
113	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	96	-	-	-	113.0	3.5
114	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	760	-	-	-	486.5	39.5
115	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	792	-	-	-	374.5	39.5
116	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	112	598	-	-	118.0	-
117	249106	WILK-Field Services	Regulation Crew Leader U648S	9/24/1984	384	-	-	-	277.5	45.5
118	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	984	-	-	-	565.5	94.0
119	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	8	-	-	-	2.0	-
120	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	10/19/1987	200	30	-	-	187.0	78.5
121	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	64	-	-	-	41.5	-
122	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	328	-	-	-	292.0	74.0
123	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	184	24	-	-	146.3	76.0
124	249106	WILK-Field Services	M/C Crew Leader U648S	8/4/1991	520	-	-	-	210.5	8.0
125	249106	WILK-Field Services	Line Location Specialist U648S	8/10/1987	592	-	-	-	319.0	-
126	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	576	-	-	-	289.5	14.0
127	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	384	-	-	-	235.0	-
128	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	64	-	-	-	79.0	27.0
129	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	448	-	-	-	172.0	-
130	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	1,024	-	-	-	513.0	61.0
131	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	624	-	-	-	432.0	-
132	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	624	-	-	-	312.5	20.0
133	249106	WILK-Field Services	Leak Detection Specialist U648S	1/23/1985	-	-	-	-	0.5	-
134	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	-	-	-	-	-	-
135	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	328	676	-	-	242.0	8.0
136	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/22/1990	64	5	-	-	64.5	40.5
137	245206	YARD-Field Services	Working Foreperson	8/1/1991	108	-	-	-	184.5	-
138	245101	NORR-Production	Plant Operator F473N	8/24/1990	6	329	-	-	238.5	19.0
139	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	-	-	-	-	13.0	-
140	245106	NORR-Field Services	Working Foreman F473N	7/27/1981	264	-	6.0	-	180.0	39.5
141	246152	MECH-Silver Springs	Maint & Relief U648R	4/22/1991	38	141	-	-	339.5	90.0
142	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	56	-	-	-	74.8	16.0
143	245203	YARD-Cust Service	Meter Reader F473Y	7/27/1983	-	-	-	-	17.0	-
144	245203	YARD-Cust Service	Serviceperson F473Y	3/1/1976	72	-	-	-	135.5	-
145	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	-	-	-	-	4.0	-
146	245103	NORR-Cust Service	Serviceperson F473N	1/30/1989	6	-	-	-	69.0	12.0
147	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	6	-	-	-	4.0	-
148	246106	MECH-Field Services	Utility A U648R	9/25/1989	69	-	-	-	73.5	18.3
149	245106	NORR-Field Services	Utility Person F473N	10/16/1989	12	-	6.0	-	15.5	-
150	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	18	-	-	-	26.0	4.0
151	245101	NORR-Production	Plant Operator F473N	10/21/1985	-	278	-	-	176.5	3.0
152	246106	MECH-Field Services	Utility A U648R	12/8/1983	75	-	-	-	86.5	63.5
153	245103	NORR-Cust Service	Meter Reader F473N	4/17/1979	24	-	-	-	21.5	8.0
154	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	10/5/1992	64	5	-	-	94.0	70.5
155	249152	WILK-Ceasetown	Plant Operator U648S	2/15/1988	232	627	-	-	196.5	-
156	241106	PITT-Field Services	Utility Person U537P	8/10/1998	54	-	-	-	7.5	-
157	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	5,032	-	-	-	602.5	33.3
158	244206	PUNX-Field Services	Distribution System Serviceman U537O	12/28/1998	508	-	-	-	82.3	13.5
159	244506	WARR-Field Services	Distribution System Serviceman U537O	10/29/1998	-	-	-	-	18.5	-

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				Gross Labor						
				2020		2021		2022		
				Original	Total Overtime	Annualized Salaries &	Total Overtime	Annualized Salaries &	Total Overtime	Annualized
Line #	Cost Center	Cost Center Name	Job	Hire Date	Pay	Wages	Pay	Wages	Pay	Salaries & Wages
102	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	39,116	103,754	40,015	105,262	40,978	108,643
103	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	24,127	87,842	24,686	89,010	25,285	92,027
104	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	14,213	77,554	14,542	78,492	14,894	81,263
105	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	18,062	81,196	18,474	82,199	18,915	84,992
106	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	26,153	89,518	26,748	90,705	27,387	93,696
107	249106	WILK-Field Services	Dump Truck Driver U648S	7/14/1980	19,422	82,082	19,868	83,119	20,347	85,950
108	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	11,317	74,560	11,579	75,431	11,860	78,130
109	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	1,030	62,943	1,054	63,558	1,079	65,936
110	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	8,267	72,255	8,458	73,055	8,663	75,679
111	249160	WILK-Watres	Plant Operator U648S	7/3/1989	15,664	79,684	16,027	80,656	16,415	83,463
112	249156	WILK-Forest City	Plant Operator U648S	9/14/1992	12,565	76,192	12,856	77,092	13,167	79,822
113	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	5,231	67,216	5,351	67,928	5,480	70,409
114	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	24,643	89,024	25,209	90,199	25,815	93,225
115	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	19,255	82,791	19,697	83,833	20,171	86,693
116	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	5,352	69,203	5,476	69,936	5,609	72,487
117	249106	WILK-Field Services	Regulation Crew Leader U648S	9/24/1984	15,329	78,812	15,684	79,777	16,065	82,576
118	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	31,398	95,649	32,113	96,964	32,880	100,117
119	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	88	61,462	90	62,056	92	64,411
120	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	10/19/1987	13,230	76,601	13,536	77,516	13,864	80,263
121	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	1,783	61,669	1,825	62,284	1,869	64,615
122	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	17,709	81,136	18,119	82,155	18,559	85,014
123	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	11,230	74,580	11,490	75,449	11,769	78,146
124	249106	WILK-Field Services	M/C Crew Leader U648S	8/4/1991	10,108	74,250	10,341	75,091	10,589	77,758
125	249106	WILK-Field Services	Line Location Specialist U648S	8/10/1987	14,063	76,021	14,388	76,938	14,738	79,640
126	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	13,891	77,211	14,210	78,130	14,552	80,858
127	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	10,187	70,915	10,420	71,722	10,670	74,259
128	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	5,256	68,941	5,377	69,671	5,506	72,219
129	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	7,709	70,547	7,884	71,314	8,073	73,854
130	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	27,012	91,303	27,628	92,518	28,287	95,564
131	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	19,045	81,035	19,485	82,067	19,958	84,893
132	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	15,201	78,215	15,547	79,153	15,919	81,876
133	249106	WILK-Field Services	Leak Detection Specialist U648S	1/23/1985	22	61,388	23	61,980	23	64,334
134	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	-	61,891	-	62,483	-	64,835
135	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	11,461	75,606	11,726	76,480	12,011	79,183
136	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/22/1990	5,375	68,585	5,500	69,319	5,633	71,871
137	245206	YARD-Field Services	Working Foreperson	8/1/1991	8,446	72,280	8,673	73,649	8,909	76,229
138	245101	NORR-Production	Plant Operator F473N	8/24/1990	12,434	78,375	12,735	80,262	13,048	82,224
139	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	584	63,141	598	64,658	613	66,218
140	245106	NORR-Field Services	Working Foreman F473N	7/27/1981	11,445	79,026	11,715	80,883	11,999	82,838
141	246152	MECH-Silver Springs	Maint & Relief U648R	4/22/1991	21,022	84,884	21,504	86,706	22,063	89,077
142	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	4,363	67,623	4,464	69,063	4,580	70,993
143	245203	YARD-Cust Service	Meter Reader F473Y	7/27/1983	725	60,108	745	61,199	765	63,405
144	245203	YARD-Cust Service	Serviceperson F473Y	3/1/1976	6,138	69,268	6,303	70,560	6,474	73,048
145	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	180	62,757	184	64,101	189	65,919
146	245103	NORR-Cust Service	Serviceperson F473N	1/30/1989	3,820	66,382	3,912	67,978	4,006	69,617
147	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	182	63,392	186	64,736	191	66,554
148	246106	MECH-Field Services	Utility A U648R	9/25/1989	4,442	67,715	4,545	69,157	4,664	71,089
149	245106	NORR-Field Services	Utility Person F473N	10/16/1989	891	64,482	912	66,007	934	67,616
150	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	1,396	63,449	1,430	64,986	1,465	66,566
151	245101	NORR-Production	Plant Operator F473N	10/21/1985	8,764	76,630	8,970	78,423	9,184	80,286
152	246106	MECH-Field Services	Utility A U648R	12/8/1983	7,772	71,051	7,952	72,570	8,160	74,591
153	245103	NORR-Cust Service	Meter Reader F473N	4/17/1979	1,403	62,125	1,436	63,599	1,471	65,138
154	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	10/5/1992	8,528	71,738	8,725	72,544	8,937	75,175
155	249152	WILK-Ceasetown	Plant Operator U648S	2/15/1988	8,913	72,913	9,120	73,729	9,341	76,368
156	241106	PITT-Field Services	Utility Person U537P	8/10/1998	379	70,820	389	72,013	399	74,431
157	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	32,882	108,676	33,716	110,707	34,570	113,997
158	244206	PUNX-Field Services	Distribution System Serviceman U537O	12/28/1998	5,123	76,770	5,245	77,174	5,385	80,665
159	244506	WARR-Field Services	Distribution System Serviceman U537O	10/29/1998	945	72,084	968	72,388	994	75,765

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				Gross Labor									
				Base Year			Hourly Wage Rate			Regular Time			
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Hourly Wage Rate	Total Overtime Pay	Annualized Salaries & Wages	2020	2021	2022	2020	2021 (Prorated)	2022
160	241152	PITT-Production Aldr	Operator U537P	11/16/1998	32.74	34,688	103,799	34.40	35.26	36.15	71,827	73,024	75,481
161	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	31.70	-	66,190	33.34	34.19	35.06	69,614	70,797	73,205
162	244101	INDI-Production	Operator U537O	8/9/1999	34.27	13,682	85,894	35.09	35.93	36.89	73,268	73,560	77,026
163	242106	MCMR-Field Services	Utility Person U537O	8/4/1999	32.93	14,275	88,490	33.72	34.53	35.46	70,407	70,689	74,040
164	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	32.16	12,056	79,368	32.94	33.70	34.50	68,779	70,366	72,036
165	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	33.18	14,624	87,719	33.97	34.78	35.71	70,930	71,212	74,563
166	245106	NORR-Field Services	Utility Person F473N	9/2/1999	29.71	2,785	64,856	30.45	31.17	31.93	63,580	65,083	66,670
167	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	33.18	3,778	73,846	33.97	34.78	35.71	70,929	71,211	74,562
168	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	32.24	101,403	182,818	33.89	34.75	35.63	70,763	71,960	74,396
169	246151	MECH-ProdWestShore	Plant Operator U648R	9/15/1999	30.00	10,904	73,546	30.70	31.40	32.21	64,096	65,436	67,249
170	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	32.14	4,001	71,751	33.78	34.63	35.51	70,533	71,716	74,145
171	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	29.79	3,970	66,195	30.47	31.17	31.92	63,622	64,231	66,649
172	240106	CORP-Field Services	Meter Serviceman U537P	12/28/2001	31.81	509	66,928	33.45	34.30	35.17	69,844	71,027	73,435
173	244303	CLAR-Cust Service	Distribution System Serviceman U537O	8/7/2000	33.03	1,131	70,169	33.82	34.63	35.56	70,616	70,898	74,249
174	241151	PITT-Production Haye	Operator U537P	11/27/2000	32.74	6,949	75,682	34.40	35.26	36.15	71,827	73,024	75,481
175	243152	NEWC-Ellwood	Operator U537O	3/28/2001	34.27	14,333	86,183	35.09	35.93	36.89	73,268	73,560	77,026
176	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	32.93	21,726	95,957	33.72	34.53	35.46	70,407	70,689	74,040
177	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	33.18	-	69,281	33.97	34.78	35.71	70,931	71,212	74,564
178	244101	INDI-Production	Maintenance Person U537O	1/28/2002	33.12	5,171	74,458	33.91	34.72	35.65	70,804	71,086	74,437
179	246106	MECH-Field Services	Utility A U648R	1/21/2002	29.57	111	61,853	30.27	30.97	31.78	63,204	64,544	66,357
180	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	32.14	47,736	122,494	33.78	34.63	35.51	70,533	71,716	74,145
181	241106	PITT-Field Services	Utility Person U537P	3/18/2002	32.07	32,523	104,885	33.71	34.56	35.43	70,387	71,570	73,978
182	241106	PITT-Field Services	Fire Hydrant Inspector U537P	3/25/2002	32.07	3,752	71,288	33.71	34.56	35.43	70,386	71,570	73,978
183	249106	WILK-Field Services	Regulation Crew Leader U648S	4/29/2002	29.54	14,364	76,494	30.22	30.92	31.67	63,099	63,708	66,127
184	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	28.42	25,734	86,004	29.07	29.73	30.44	60,699	61,273	63,559
185	243151	NEWC-New Castle	Operator U537O	6/4/2002	34.27	36,913	109,047	35.09	35.93	36.89	73,268	73,560	77,026
186	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	33.43	5,600	76,557	34.23	35.05	35.98	71,472	71,758	75,126
187	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	32.07	661	67,739	33.71	34.56	35.43	70,386	71,570	73,978
188	241106	PITT-Field Services	Utility Person U537P	11/12/2002	32.07	46,377	119,961	33.71	34.56	35.43	70,387	71,570	73,978
189	244406	KITT-Field Services	Subforeman U537O	11/11/2002	33.41	6,306	77,445	34.21	35.03	35.96	71,431	71,716	75,085
190	240106	CORP-Field Services	Meter Serviceman U537P	4/14/2003	31.81	-	66,727	33.45	34.30	35.17	69,844	71,027	73,435
191	244406	KITT-Field Services	Utility Person U537O	5/12/2003	32.93	247	69,005	33.72	34.53	35.46	70,407	70,689	74,040
192	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	29.56	8,580	71,176	30.24	30.94	31.69	63,141	63,750	66,169
193	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	32.23	38,942	113,489	33.88	34.74	35.62	70,742	71,939	74,375
194	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	28.42	17,883	77,936	29.07	29.73	30.44	60,698	61,273	63,559
195	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	32.23	79,052	154,061	33.88	34.74	35.62	70,742	71,939	74,375
196	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2003	31.81	-	66,419	33.45	34.30	35.17	69,844	71,027	73,435
197	242103	MCMR-Cust Service	Distribution System Serviceman U537O	9/9/2003	33.28	6,116	76,665	34.07	34.88	35.81	71,142	71,424	74,776
198	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	32.93	-	68,758	33.72	34.53	35.46	70,407	70,689	74,040
199	246106	MECH-Field Services	Utility A U648R	9/15/2003	29.57	1,479	63,252	30.27	30.97	31.78	63,204	64,544	66,357
200	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	29.79	12,802	75,604	30.47	31.17	31.92	63,621	64,230	66,649
201	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	34.03	10,681	82,660	34.85	35.69	36.65	72,767	73,059	76,525
202	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	32.02	32,885	100,086	33.66	34.51	35.38	70,282	71,465	73,874
203	245106	NORR-Field Services	Relief Utility Person F473N	1/17/2005	27.78	3,292	61,375	28.47	29.14	29.85	59,445	60,844	62,327
204	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	31.77	3,646	70,002	33.41	34.26	35.13	69,760	70,943	73,351
205	241151	PITT-Production Haye	Maintenance Person U537P	3/16/2005	31.77	9,968	76,332	33.41	34.26	35.13	69,760	70,943	73,351
206	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	33.12	13,385	83,888	33.91	34.72	35.65	70,804	71,086	74,437
207	246106	MECH-Field Services	Utility Person U648R	8/8/2005	29.06	741	61,418	29.76	30.46	31.27	62,139	63,479	65,292
208	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	33.25	21,421	92,823	34.05	34.87	35.80	71,096	71,382	74,750
209	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	33.12	5,862	76,054	33.91	34.72	35.64	70,804	71,086	74,417
210	241106	PITT-Field Services	Utility Person U537P	9/19/2005	32.07	12,459	81,206	33.71	34.56	35.43	70,387	71,570	73,978
211	246106	MECH-Field Services	Utility A U648R	10/10/2005	29.57	15,535	77,525	30.27	30.97	31.78	63,204	64,544	66,357
212	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	33.18	4,512	74,813	33.97	34.78	35.71	70,930	71,211	74,563
213	243103	NEWC-Cust Service	Distribution System Serviceman U537O	10/25/2005	33.28	15,259	86,349	34.07	34.88	35.81	71,138	71,420	74,772
214	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	28.17	16,937	76,524	28.82	29.48	30.19	60,176	60,750	63,037
215	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	29.54	4,084	65,819	30.22	30.92	31.67	63,099	63,708	66,127
216	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	32.93	25	68,783	33.72	34.53	35.46	70,407	70,689	74,040
217	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	29.24	1,923	62,976	29.96	30.68	31.42	62,557	64,060	65,605

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				Gross Labor						
				Overtime Hours						
Line #	Cost Center	Cost Center Name	Job	Original	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
				Hire Date						
160	241152	PITT-Production Aldr	Operator U537P	11/16/1998	311	439	-	-	461.0	184.0
161	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	-	-	-	-	-	-
162	244101	INDI-Production	Operator U537O	8/9/1999	338	318	-	104.0	179.5	-
163	242106	MCMR-Field Services	Utility Person U537O	8/4/1999	5,457	-	-	-	215.0	55.5
164	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	162	-	-	-	239.3	8.0
165	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	3,814	-	-	-	276.5	13.0
166	245106	NORR-Field Services	Utility Person F473N	9/2/1999	36	-	12.0	-	37.5	12.8
167	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	788	-	-	-	50.3	19.3
168	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	14,097	-	-	-	1,636.5	345.3
169	246151	MECH-ProdWestShore	Plant Operator U648R	9/15/1999	6	1	-	-	205.0	28.0
170	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	642	-	-	-	33.0	37.5
171	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	24	-	-	-	61.5	20.5
172	240106	CORP-Field Services	Meter Serviceman U537P	12/28/2001	-	-	-	-	-	8.0
173	244303	CLAR-Cust Service	Distribution System Serviceman U537O	8/7/2000	71	-	-	-	15.5	5.5
174	241151	PITT-Production Haye	Operator U537P	11/27/2000	14	359	-	-	109.5	24.0
175	243152	NEWC-Ellwood	Operator U537O	3/28/2001	-	294	-	160.0	145.5	-
176	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	5,474	-	-	-	402.5	28.0
177	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	-	-	-	-	-	-
178	244101	INDI-Production	Maintenance Person U537O	1/28/2002	67	65	-	80.0	22.8	11.0
179	246106	MECH-Field Services	Utility A U648R	1/21/2002	-	-	-	-	2.5	-
180	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	7,650	-	-	-	902.5	65.8
181	241106	PITT-Field Services	Utility Person U537P	3/18/2002	5,400	-	-	-	570.8	79.0
182	241106	PITT-Field Services	Fire Hydrant Inspector U537P	3/25/2002	574	-	-	-	78.0	-
183	249106	WILK-Field Services	Regulation Crew Leader U648S	4/29/2002	312	139	-	-	239.5	63.5
184	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	928	-	-	-	507.0	72.5
185	243151	NEWC-New Castle	Operator U537O	6/4/2002	169	409	-	184.0	366.8	148.5
186	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	1,156	-	-	-	107.0	3.5
187	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	116	-	-	-	13.8	-
188	241106	PITT-Field Services	Utility Person U537P	11/12/2002	5,683	939	-	-	616.8	260.5
189	244406	KITT-Field Services	Subforeman U537O	11/11/2002	1,378	-	-	-	100.5	19.0
190	240106	CORP-Field Services	Meter Serviceman U537P	4/14/2003	-	308	-	-	-	-
191	244406	KITT-Field Services	Utility Person U537O	5/12/2003	-	-	-	-	5.0	-
192	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	232	643	-	-	193.5	-
193	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	7,251	-	-	-	730.5	56.3
194	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	712	-	-	-	365.5	40.5
195	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	7,712	-	-	-	1,316.5	239.0
196	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2003	-	-	-	-	-	-
197	242103	MCMR-Cust Service	Distribution System Serviceman U537O	9/9/2003	1,057	-	-	-	106.5	12.0
198	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	-	-	-	-	-	-
199	246106	MECH-Field Services	Utility A U648R	9/15/2003	31	-	-	-	12.0	16.0
200	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	600	-	-	-	264.5	16.5
201	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	850	75	-	40.0	127.3	36.5
202	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	331	13	-	-	610.0	56.0
203	245106	NORR-Field Services	Relief Utility Person F473N	1/17/2005	78	-	18.0	-	67.0	-
204	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	20	-	-	-	76.5	-
205	241151	PITT-Production Haye	Maintenance Person U537P	3/16/2005	27	2	-	-	198.5	8.0
206	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	1,342	6	-	-	241.8	20.8
207	246106	MECH-Field Services	Utility Person U648R	8/8/2005	-	-	-	-	12.0	3.8
208	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	1,975	-	-	-	429.5	-
209	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	1,037	-	-	-	86.0	24.0
210	241106	PITT-Field Services	Utility Person U537P	9/19/2005	1,784	-	-	-	259.0	-
211	246106	MECH-Field Services	Utility A U648R	10/10/2005	248	-	-	-	230.3	90.0
212	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	1,021	-	-	-	72.0	14.0
213	243103	NEWC-Cust Service	Distribution System Serviceman U537O	10/25/2005	1,380	221	-	-	277.0	21.5
214	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	768	-	-	-	385.5	11.5
215	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	56	-	-	-	77.5	11.0
216	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	-	-	-	-	0.5	-
217	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	-	-	-	-	38.5	4.0

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				Gross Labor						
				2020		2021		2022		
				Original	Total Overtime	Annualized	Total Overtime	Annualized	Total Overtime	Annualized
Line #	Cost Center	Cost Center Name	Job	Hire Date	Pay	Salaries & Wages	Pay	Salaries & Wages	Pay	Salaries & Wages
160	241152	PITT-Production Aldr	Operator U537P	11/16/1998	36,447	109,024	37,358	111,132	38,301	114,532
161	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	-	69,614	-	70,797	-	73,205
162	244101	INDI-Production	Operator U537O	8/9/1999	14,010	87,934	14,345	88,562	14,728	92,411
163	242106	MCMR-Field Services	Utility Person U537O	8/4/1999	14,618	90,482	14,969	91,115	15,372	94,870
164	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	12,348	81,290	12,633	83,161	12,933	85,132
165	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	14,972	89,716	15,329	90,355	15,739	94,116
166	245106	NORR-Field Services	Utility Person F473N	9/2/1999	2,855	66,470	2,922	68,041	2,993	69,699
167	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	3,868	75,586	3,961	75,960	4,066	79,417
168	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	106,593	191,453	109,298	195,355	112,066	200,559
169	246151	MECH-ProdWestShore	Plant Operator U648R	9/15/1999	11,158	75,262	11,413	76,856	11,707	78,963
170	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	4,206	75,380	4,311	76,669	4,421	79,208
171	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	4,060	67,706	4,153	68,408	4,253	70,926
172	240106	CORP-Field Services	Meter Serviceman U537P	12/28/2001	535	70,379	549	71,576	563	73,998
173	244303	CLAR-Cust Service	Distribution System Serviceman U537O	8/7/2000	1,158	71,845	1,186	72,155	1,218	75,538
174	241151	PITT-Production Haye	Operator U537P	11/27/2000	7,301	79,501	7,484	80,880	7,673	83,526
175	243152	NEWC-Ellwood	Operator U537O	3/28/2001	14,676	88,238	15,028	88,882	15,429	92,750
176	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	22,247	98,128	22,781	98,944	23,395	102,909
177	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	-	70,931	-	71,212	-	74,564
178	244101	INDI-Production	Maintenance Person U537O	1/28/2002	5,294	76,230	5,421	76,639	5,566	80,135
179	246106	MECH-Field Services	Utility A U648R	1/21/2002	114	63,317	116	64,660	119	66,476
180	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	50,172	128,354	51,434	130,800	52,741	134,536
181	241106	PITT-Field Services	Utility Person U537P	3/18/2002	34,186	109,972	35,048	112,018	35,931	115,308
182	241106	PITT-Field Services	Fire Hydrant Inspector U537P	3/25/2002	3,944	74,904	4,044	76,187	4,145	78,697
183	249106	WILK-Field Services	Regulation Crew Leader U648S	4/29/2002	14,694	78,245	15,035	79,194	15,400	81,977
184	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	26,323	87,950	26,921	89,121	27,564	92,051
185	243151	NEWC-New Castle	Operator U537O	6/4/2002	37,796	111,643	38,701	112,840	39,735	117,340
186	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	5,734	78,362	5,871	78,785	6,027	82,309
187	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	695	71,197	713	72,398	731	74,824
188	241106	PITT-Field Services	Utility Person U537P	11/12/2002	48,749	125,757	49,978	128,170	51,236	131,836
189	244406	KITT-Field Services	Subforeman U537O	11/11/2002	6,457	79,267	6,612	79,707	6,787	83,251
190	240106	CORP-Field Services	Meter Serviceman U537P	4/14/2003	-	70,151	-	71,334	-	73,742
191	244406	KITT-Field Services	Utility Person U537O	5/12/2003	253	70,660	259	70,948	266	74,306
192	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	8,777	72,793	8,980	73,605	9,198	76,241
193	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	40,936	118,928	41,975	121,164	43,038	124,663
194	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	18,292	79,703	18,708	80,692	19,154	83,425
195	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	83,099	161,553	85,209	164,859	87,367	169,454
196	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2003	-	69,844	-	71,027	-	73,435
197	242103	MCMR-Cust Service	Distribution System Serviceman U537O	9/9/2003	6,261	78,460	6,410	78,891	6,580	82,413
198	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	-	70,407	-	70,689	-	74,040
199	246106	MECH-Field Services	Utility A U648R	9/15/2003	1,514	64,749	1,549	66,123	1,589	67,977
200	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	13,094	77,316	13,395	78,226	13,718	80,967
201	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	10,939	84,630	11,202	85,186	11,504	88,953
202	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	34,569	105,195	35,442	107,251	36,335	110,553
203	245106	NORR-Field Services	Relief Utility Person F473N	1/17/2005	3,374	62,897	3,453	64,376	3,537	65,942
204	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	3,834	73,614	3,931	74,895	4,031	77,403
205	241151	PITT-Production Haye	Maintenance Person U537P	3/16/2005	10,482	80,271	10,749	81,721	11,022	84,402
206	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	13,704	85,856	14,031	86,466	14,407	90,193
207	246106	MECH-Field Services	Utility Person U648R	8/8/2005	759	62,898	777	64,255	797	66,089
208	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	21,937	95,009	22,465	95,822	23,064	99,790
209	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	6,002	77,843	6,145	78,268	6,308	81,761
210	241106	PITT-Field Services	Utility Person U537P	9/19/2005	13,096	85,267	13,427	86,780	13,765	89,527
211	246106	MECH-Field Services	Utility A U648R	10/10/2005	15,903	79,354	16,271	81,062	16,696	83,301
212	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	4,620	76,570	4,730	76,962	4,857	80,440
213	243103	NEWC-Cust Service	Distribution System Serviceman U537O	10/25/2005	15,621	88,361	15,993	89,014	16,419	92,792
214	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	17,328	78,272	17,725	79,243	18,152	81,956
215	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	4,178	67,333	4,275	68,039	4,378	70,561
216	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	25	70,433	26	70,715	27	74,067
217	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	1,970	64,526	2,017	66,077	2,066	67,671

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Gross Labor													
Line #	Cost Center	Cost Center Name	Job	Base Year				Hourly Wage Rate			Regular Time		
				Original	Hourly	Total	Annualized	2020	2021	2022	2020	2021	2022
				Hire Date	Wage Rate	Overtime Pay	Salaries & Wages					(Prorated)	
218	244206	PUNX-Field Services	Subforeman U5370	11/7/2005	33.16	1,393	70,811	33.96	34.78	35.71	70,908	71,194	74,562
219	241106	PITT-Field Services	Utility Person U537P	12/20/2005	31.77	18,621	87,976	33.41	34.26	35.13	69,760	70,943	73,351
220	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	32.11	1,903	68,975	33.75	34.60	35.47	70,470	71,653	74,061
221	242103	MCMR-Cust Service	General Serviceman/Person U5370	12/19/2005	33.03	545	69,566	33.82	34.63	35.56	70,616	70,898	74,249
222	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	32.13	25,407	97,479	33.77	34.62	35.50	70,512	71,695	74,124
223	241106	PITT-Field Services	Pipeline Inspector U537P	12/21/2005	32.21	27,491	99,048	33.85	34.71	35.59	70,679	71,876	74,312
224	244506	WARR-Field Services	Plant Operator/Utilityperson U5370	1/4/2006	34.27	1,294	72,979	35.09	35.93	36.89	73,268	73,560	77,026
225	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	32.24	35,186	109,352	33.89	34.75	35.63	70,762	71,960	74,396
226	242106	MCMR-Field Services	Utility Person U5370	1/10/2006	32.93	6,784	77,150	33.72	34.53	35.46	70,407	70,689	74,040
227	241106	PITT-Field Services	Compressor Operator U537P	1/11/2006	32.13	2,217	69,311	33.77	34.62	35.50	70,512	71,695	74,124
228	241106	PITT-Field Services	Pipeline Inspector U537P	2/21/2006	32.21	10,653	79,266	33.85	34.71	35.59	70,679	71,876	74,312
229	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	31.83	23,833	93,959	33.47	34.32	35.20	69,885	71,069	73,498
230	240106	CORP-Field Services	Meter Serviceman U537P	3/20/2006	31.81	-	66,419	33.45	34.30	35.17	69,844	71,027	73,435
231	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	28.17	13,205	72,680	28.82	29.48	30.19	60,176	60,750	63,037
232	249103	WILK-Cust Service	Servicperson U648S	3/27/2006	29.54	1,418	63,267	30.22	30.92	31.67	63,099	63,708	66,127
233	241106	PITT-Field Services	Utility Person U537P	4/3/2006	32.07	12,519	81,401	33.71	34.56	35.43	70,387	71,570	73,978
234	241106	PITT-Field Services	Backhoe Operator U537P	4/10/2006	31.94	3,106	70,111	33.59	34.45	35.33	70,136	71,333	73,769
235	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	31.84	30,232	101,641	33.48	34.33	35.21	69,906	71,089	73,518
236	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	33.52	4,626	75,653	34.32	35.14	36.08	71,660	71,946	75,335
237	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	33.52	2,749	73,479	34.32	35.14	36.08	71,660	71,946	75,335
238	242206	MONVA-Field Services	Utility Person U5370	5/2/2006	32.93	9,920	80,328	33.72	34.53	35.46	70,407	70,689	74,040
239	241106	PITT-Field Services	Utility Person U537P	5/10/2006	31.77	2,764	69,263	33.41	34.26	35.13	69,760	70,943	73,351
240	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	28.42	29,799	90,244	29.07	29.73	30.44	60,699	61,273	63,559
241	241106	PITT-Field Services	Utility Person U537P	5/11/2006	31.77	1,763	68,262	33.41	34.26	35.13	69,760	70,943	73,351
242	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	29.54	7,887	70,055	30.22	30.92	31.67	63,099	63,708	66,127
243	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	32.23	36,956	107,853	33.88	34.74	35.62	70,742	71,939	74,375
244	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	29.79	26,699	89,661	30.47	31.17	31.92	63,622	64,231	66,649
245	242101	MCMR-Production	Operator/Maint Man/Person U5370	5/23/2006	34.27	3,350	75,432	35.09	35.93	36.89	73,268	73,560	77,026
246	241151	PITT-Production Hays	Maint & Relief U537P	5/30/2006	31.77	15,821	82,264	33.41	34.26	35.13	69,760	70,943	73,351
247	249103	WILK-Cust Service	Servicperson U648S	5/30/2006	29.79	24,994	87,428	30.47	31.17	31.92	63,621	64,230	66,649
248	244406	KITT-Field Services	Utility Person U5370	6/2/2006	32.93	922	69,898	33.72	34.53	35.46	70,407	70,689	74,040
249	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	31.25	7,875	73,388	32.09	32.96	33.85	67,004	68,215	70,679
250	245106	NORR-Field Services	Relief Utility Person F473N	6/19/2006	27.78	24,224	82,619	28.47	29.14	29.85	59,446	60,845	62,327
251	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	31.81	191	66,610	33.45	34.30	35.17	69,844	71,027	73,435
252	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	29.54	9,896	72,127	30.22	30.92	31.67	63,099	63,708	66,127
253	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	29.56	4,028	65,933	30.24	30.94	31.69	63,141	63,750	66,169
254	245201	YARD-Production	Plant Operator F473Y	7/5/2006	30.21	16,030	80,383	31.01	31.83	32.67	64,747	65,888	68,213
255	243306	BUTL-Field Services	Utility Person U5370	7/10/2006	32.93	840	69,652	33.72	34.53	35.46	70,407	70,689	74,040
256	241106	PITT-Field Services	Utility Person U537P	7/17/2006	31.77	15,810	84,294	33.41	34.26	35.13	69,760	70,943	73,351
257	244103	INDI-Cust Service	Utility Person U5370	7/24/2006	33.18	6,296	76,559	33.97	34.78	35.71	70,930	71,212	74,563
258	243306	BUTL-Field Services	Utility Person U5370	11/13/2006	33.18	10,170	81,382	33.97	34.78	35.71	70,930	71,212	74,563
259	246106	MECH-Field Services	Utility Person U648R	11/13/2006	29.36	9,087	70,522	30.06	30.76	31.57	62,765	64,105	65,918
260	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	29.56	9,866	72,526	30.24	30.94	31.69	63,141	63,750	66,169
261	241106	PITT-Field Services	Utility Person U537P	3/5/2007	32.07	22,269	93,111	33.71	34.56	35.43	70,387	71,570	73,978
262	241106	PITT-Field Services	Utility Person U537P	3/5/2007	32.07	31,008	103,578	33.71	34.56	35.43	70,387	71,570	73,978
263	242103	MCMR-Cust Service	Meter Repairer U5370	3/26/2007	33.15	6,299	76,576	33.94	34.75	35.68	70,867	71,149	74,500
264	243301	BUTL-Production	Helper/Relief Operator U5370	4/16/2007	34.03	15,105	86,880	34.85	35.69	36.65	72,767	73,059	76,525
265	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	28.17	8,352	67,587	28.82	29.48	30.19	60,176	60,750	63,037
266	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	28.17	12,909	72,344	28.82	29.48	30.19	60,176	60,750	63,037
267	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	28.17	9,557	68,800	28.82	29.48	30.19	60,176	60,750	63,037
268	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	29.79	9,734	72,360	30.47	31.17	31.92	63,621	64,230	66,649
269	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	29.54	17,547	80,002	30.22	30.92	31.67	63,099	63,708	66,127
270	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	29.79	5,958	69,338	30.47	31.17	31.92	63,621	64,230	66,649
271	246106	MECH-Field Services	Utility Person U648R	7/9/2007	29.36	2,716	64,051	30.06	30.76	31.57	62,765	64,105	65,918
272	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	26.19	12,535	67,345	26.89	27.59	28.32	56,146	57,486	59,132
273	246103	MECH-Cust Service	Servicperson U648R	7/11/2007	29.27	12,454	73,589	29.97	30.67	31.48	62,577	63,917	65,730
274	249106	WILK-Field Services	M/C Utility Person U648S	7/16/2007	29.79	19,624	82,522	30.47	31.17	31.92	63,622	64,231	66,650
275	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	28.73	1,293	61,329	29.39	30.07	30.80	61,366	61,958	64,310

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				Gross Labor						
				Overtime Hours						
Line #	Cost Center	Cost Center Name	Job	Original	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
				Hire Date						
218	244206	PUNX-Field Services	Subforeman U5370	11/7/2005	181	-	-	-	22.0	4.5
219	241106	PITT-Field Services	Utility Person U537P	12/20/2005	3,019	-	-	-	390.8	-
220	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	27	-	-	-	11.5	21.0
221	242103	MCMR-Cust Service	General Serviceman/Person U5370	12/19/2005	55	-	-	-	11.0	-
222	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	4,985	-	-	-	504.5	17.0
223	241106	PITT-Field Services	Pipeline Inspector U537P	12/21/2005	4,302	-	-	-	569.0	-
224	244506	WARR-Field Services	Plant Operator/Utilityperson U5370	1/4/2006	130	-	-	-	8.5	12.5
225	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	6,849	-	-	-	667.3	45.3
226	242106	MCMR-Field Services	Utility Person U5370	1/10/2006	1,609	-	-	-	95.0	31.8
227	241106	PITT-Field Services	Compressor Operator U537P	1/11/2006	7	-	-	-	46.0	-
228	241106	PITT-Field Services	Pipeline Inspector U537P	2/21/2006	1,358	-	-	-	220.5	-
229	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	3,665	-	-	-	430.5	51.5
230	240106	CORP-Field Services	Meter Serviceman U537P	3/20/2006	-	-	-	-	-	-
231	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	656	-	-	-	312.5	-
232	249103	WILK-Cust Service	Serviceperson U648S	3/27/2006	48	122	-	-	32.0	-
233	241106	PITT-Field Services	Utility Person U537P	4/3/2006	1,919	-	-	-	253.3	5.3
234	241106	PITT-Field Services	Backhoe Operator U537P	4/10/2006	314	-	-	-	62.5	1.8
235	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	4,405	522	-	-	471.0	121.5
236	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	1,038	-	-	-	72.0	15.0
237	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	740	-	-	-	32.0	17.0
238	242206	MONVA-Field Services	Utility Person U5370	5/2/2006	1,650	-	-	-	171.5	22.0
239	241106	PITT-Field Services	Utility Person U537P	5/10/2006	163	-	-	-	58.0	-
240	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	1,104	-	-	-	575.0	93.0
241	241106	PITT-Field Services	Utility Person U537P	5/11/2006	163	-	-	-	37.0	-
242	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	488	-	-	-	178.0	-
243	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	3,600	-	-	-	694.8	52.3
244	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	760	-	-	-	499.5	73.5
245	242101	MCMR-Production	Operator/Maint Man/Person U5370	5/23/2006	526	-	-	-	52.5	9.5
246	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	95	12	-	-	284.0	36.0
247	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	232	-	-	-	456.0	77.5
248	244406	KITT-Field Services	Utility Person U5370	6/2/2006	218	-	-	-	18.0	0.5
249	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	156	107	-	-	168.0	-
250	245106	NORR-Field Services	Relief Utility Person F473N	6/19/2006	390	-	12.0	-	462.0	83.5
251	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	-	-	-	-	4.0	-
252	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	552	-	-	-	210.0	10.0
253	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	72	112	-	-	75.5	11.5
254	245201	YARD-Production	Plant Operator F473Y	7/5/2006	900	377	-	-	353.8	-
255	243306	BUTL-Field Services	Utility Person U5370	7/10/2006	54	-	-	-	17.0	-
256	241106	PITT-Field Services	Utility Person U537P	7/17/2006	2,148	-	-	-	282.8	36.8
257	244103	INDI-Cust Service	Utility Person U5370	7/24/2006	983	-	-	-	122.5	3.0
258	243306	BUTL-Field Services	Utility Person U5370	11/13/2006	1,932	-	-	-	165.0	29.5
259	246106	MECH-Field Services	Utility Person U648R	11/13/2006	131	-	-	-	172.0	25.8
260	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	248	691	-	-	202.5	15.0
261	241106	PITT-Field Services	Utility Person U537P	3/5/2007	3,880	-	-	-	451.3	8.8
262	241106	PITT-Field Services	Utility Person U537P	3/5/2007	5,608	-	-	-	558.3	64.8
263	242103	MCMR-Cust Service	Meter Repairer U5370	3/26/2007	1,061	-	-	-	98.0	21.5
264	243301	BUTL-Production	Helper/Relief Operator U5370	4/16/2007	606	114	-	48.0	220.3	26.8
265	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	416	-	-	-	195.0	2.0
266	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	616	-	-	-	249.5	42.0
267	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	424	-	-	-	179.5	35.0
268	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	424	-	-	-	212.5	4.0
269	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	776	-	-	-	396.0	-
270	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	152	1,027	-	-	88.0	34.0
271	246106	MECH-Field Services	Utility Person U648R	7/9/2007	31	-	-	-	38.0	17.8
272	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	125	-	-	-	225.8	70.0
273	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	19	-	-	-	275.0	6.5
274	249106	WILK-Field Services	M/C Utility Person U648S	7/16/2007	696	-	-	-	372.5	50.0
275	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	48	-	-	-	30.0	-

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				Gross Labor						
				2020		2021		2022		
				Original	Total Overtime	Annualized	Total Overtime	Annualized	Total Overtime	Annualized
Line #	Cost Center	Cost Center Name	Job	Hire Date	Pay	Salaries & Wages	Pay	Salaries & Wages	Pay	Salaries & Wages
218	244206	PUNX-Field Services	Subforeman U5370	11/7/2005	1,426	72,515	1,461	72,835	1,500	76,243
219	241106	PITT-Field Services	Utility Person U537P	12/20/2005	19,582	92,362	20,081	94,043	20,591	96,961
220	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	2,000	72,497	2,050	73,730	2,102	76,190
221	242103	MCMR-Cust Service	General Serviceman/Person U5370	12/19/2005	558	71,229	571	71,524	587	74,891
222	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	26,704	102,200	27,376	104,056	28,072	107,181
223	241106	PITT-Field Services	Pipeline Inspector U537P	12/21/2005	28,891	103,872	29,625	105,803	30,376	108,990
224	244506	WARR-Field Services	Plant Operator/Utilityperson U5370	1/4/2006	1,325	74,722	1,356	75,046	1,393	78,548
225	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	36,987	114,598	37,925	116,734	38,886	120,131
226	242106	MCMR-Field Services	Utility Person U5370	1/10/2006	6,946	78,963	7,113	79,411	7,305	82,954
227	241106	PITT-Field Services	Compressor Operator U537P	1/11/2006	2,330	72,849	2,389	74,091	2,450	76,580
228	241106	PITT-Field Services	Pipeline Inspector U537P	2/21/2006	11,196	83,233	11,480	84,714	11,771	87,441
229	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	25,061	98,611	25,697	100,431	26,356	103,519
230	240106	CORP-Field Services	Meter Serviceman U537P	3/20/2006	-	69,844	-	71,027	-	73,435
231	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	13,509	74,342	13,819	75,225	14,152	77,844
232	249103	WILK-Cust Service	Serviceperson U648S	3/27/2006	1,451	64,719	1,484	65,362	1,520	67,817
233	241106	PITT-Field Services	Utility Person U537P	4/3/2006	13,160	85,465	13,491	86,980	13,831	89,728
234	241106	PITT-Field Services	Backhoe Operator U537P	4/10/2006	3,267	73,716	3,350	74,997	3,436	77,519
235	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	31,789	106,623	32,596	108,613	33,432	111,878
236	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	4,736	77,434	4,849	77,833	4,979	81,352
237	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	2,814	75,215	2,881	75,568	2,959	79,034
238	242206	MONVA-Field Services	Utility Person U5370	5/2/2006	10,158	82,216	10,402	82,742	10,682	86,373
239	241106	PITT-Field Services	Utility Person U537P	5/10/2006	2,907	72,830	2,981	74,087	3,056	76,571
240	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	30,480	92,283	31,172	93,549	31,917	96,580
241	241106	PITT-Field Services	Utility Person U537P	5/11/2006	1,854	71,778	1,901	73,008	1,950	75,464
242	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	8,069	71,656	8,256	72,452	8,456	75,071
243	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	38,848	113,190	39,834	115,373	40,843	118,818
244	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	27,309	91,690	27,936	92,927	28,608	96,018
245	242101	MCMR-Production	Operator/Maint Man/Person U5370	5/23/2006	3,430	77,224	3,512	77,599	3,606	81,159
246	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	16,638	86,505	17,061	88,112	17,495	90,953
247	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	25,564	89,418	26,152	90,614	26,781	93,662
248	244406	KITT-Field Services	Utility Person U5370	6/2/2006	944	71,569	967	71,874	993	75,251
249	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	8,087	75,354	8,306	76,784	8,530	79,472
250	245106	NORR-Field Services	Relief Utility Person F473N	6/19/2006	24,826	84,661	25,410	86,645	26,029	88,746
251	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	201	70,044	206	71,233	211	73,646
252	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	10,124	73,775	10,358	74,619	10,609	77,288
253	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	4,120	67,446	4,216	68,150	4,318	70,671
254	245201	YARD-Production	Plant Operator F473Y	7/5/2006	16,454	82,478	16,889	84,055	17,335	86,825
255	243306	BUTL-Field Services	Utility Person U5370	7/10/2006	860	71,322	881	71,624	904	74,999
256	241106	PITT-Field Services	Utility Person U537P	7/17/2006	16,626	88,534	17,049	90,140	17,482	92,981
257	244103	INDI-Cust Service	Utility Person U5370	7/24/2006	6,446	78,358	6,600	78,794	6,776	82,321
258	243306	BUTL-Field Services	Utility Person U5370	11/13/2006	10,412	83,273	10,660	83,803	10,945	87,440
259	246106	MECH-Field Services	Utility Person U648R	11/13/2006	9,304	72,200	9,520	73,757	9,771	75,820
260	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	10,093	74,173	10,326	75,016	10,577	77,685
261	241106	PITT-Field Services	Utility Person U537P	3/5/2007	23,407	97,674	23,998	99,448	24,602	102,460
262	241106	PITT-Field Services	Utility Person U537P	3/5/2007	32,593	108,588	33,415	110,594	34,256	113,843
263	242103	MCMR-Cust Service	Meter Repairer U5370	3/26/2007	6,449	78,376	6,603	78,812	6,779	82,340
264	243301	BUTL-Production	Helper/Relief Operator U5370	4/16/2007	15,469	88,956	15,842	89,621	16,268	93,513
265	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	8,545	69,137	8,741	69,907	8,951	72,404
266	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	13,207	73,999	13,509	74,876	13,835	77,487
267	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	9,777	70,377	10,001	71,175	10,242	73,703
268	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	9,956	74,002	10,185	74,839	10,430	77,503
269	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	17,951	81,826	18,366	82,851	18,812	85,715
270	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	6,094	70,894	6,234	71,643	6,384	74,212
271	246106	MECH-Field Services	Utility Person U648R	7/9/2007	2,781	65,577	2,845	66,982	2,920	68,870
272	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	12,870	69,142	13,205	70,816	13,555	72,812
273	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	12,752	75,348	13,050	76,986	13,395	79,144
274	249106	WILK-Field Services	M/C Utility Person U648S	7/16/2007	20,072	84,390	20,533	85,460	21,027	88,373
275	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	1,323	62,737	1,353	63,359	1,386	65,744

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Gross Labor													
				Base Year				Hourly Wage Rate			Regular Time		
Line #	Cost Center	Cost Center Name	Job	Original	Hourly	Total	Annualized	2020	2021	2022	2020	2021	
				Hire Date	Wage Rate	Overtime Pay	Salaries & Wages					(Prorated)	2022
276	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	31.77	6,279	73,737	33.41	34.26	35.13	69,760	70,943	73,351
277	241106	PITT-Field Services	Utility Person U537P	7/23/2007	31.77	32,314	104,251	33.41	34.26	35.13	69,760	70,943	73,351
278	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	28.99	4,044	64,659	29.71	30.43	31.17	62,034	63,538	65,083
279	245106	NORR-Field Services	Relief Utility Person F473N	8/6/2007	27.68	9,110	66,996	28.37	29.04	29.74	59,237	60,636	62,097
280	244101	INDI-Production	Operator U537O	8/13/2007	34.27	19,722	92,079	35.09	35.93	36.89	73,268	73,560	77,026
281	249106	WILK-Field Services	M/C Crew Leader U648S	8/20/2007	29.54	9,194	71,386	30.22	30.92	31.67	63,099	63,708	66,127
282	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	32.24	36	67,353	33.89	34.75	35.63	70,762	71,959	74,395
283	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	28.73	517	60,521	29.39	30.07	30.80	61,366	61,958	64,310
284	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	29.56	7,782	70,330	30.24	30.94	31.69	63,141	63,750	66,169
285	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	33.16	1,442	70,912	33.96	34.78	35.71	70,908	71,194	74,562
286	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	33.15	23,592	93,817	34.05	34.85	35.65	71,089	71,506	74,429
287	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	10/1/2007	33.03	9,372	79,234	33.82	34.63	35.56	70,616	70,898	74,249
288	245201	YARD-Production	Plant Operator F473Y	10/8/2007	29.66	17,129	80,146	30.46	31.28	32.12	63,600	64,742	67,067
289	241106	PITT-Field Services	Utility Person U537P	10/22/2007	32.07	1,155	68,280	33.71	34.56	35.43	70,386	71,570	73,978
290	249106	WILK-Field Services	Dump Truck Driver U648S	10/22/2007	28.96	13,437	74,466	29.63	30.31	31.04	61,867	62,459	64,812
291	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	33.18	12,899	84,965	33.97	34.78	35.71	70,929	71,211	74,563
292	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	28.42	12,235	72,152	29.07	29.73	30.44	60,698	61,272	63,559
293	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	32.24	5,050	72,805	33.89	34.75	35.63	70,762	71,959	74,395
294	244606	KANE-Field Services	Subforeman U537O	1/7/2008	33.16	398	69,642	33.96	34.78	35.71	70,908	71,194	74,562
295	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	29.54	14,929	76,760	30.22	30.92	31.67	63,099	63,708	66,127
296	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	32.93	20,968	93,326	33.72	34.53	35.46	70,407	70,689	74,040
297	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	30.00	13,878	76,994	30.70	31.40	32.21	64,097	65,437	67,250
298	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	32.93	4,997	75,115	33.72	34.53	35.46	70,407	70,689	74,040
299	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	28.42	6,821	66,482	29.07	29.73	30.44	60,698	61,272	63,559
300	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	29.56	8,661	70,553	30.24	30.94	31.69	63,141	63,750	66,169
301	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	31.77	1,418	67,917	33.41	34.26	35.13	69,760	70,943	73,351
302	245106	NORR-Field Services	Relief Utility Person F473N	7/28/2008	27.68	10,553	68,511	28.37	29.04	29.74	59,237	60,636	62,097
303	241106	PITT-Field Services	Utility Person U537P	8/4/2008	31.77	4,551	71,315	33.41	34.26	35.13	69,760	70,943	73,351
304	241106	PITT-Field Services	Utility Person U537P	8/11/2008	31.77	7,907	75,486	33.41	34.26	35.13	69,760	70,943	73,351
305	240106	CORP-Field Services	Distribution Records Clerk U537O	8/18/2008	32.00	72	66,888	32.77	33.56	34.46	68,424	68,699	71,952
306	245101	NORR-Production	Maint&Relief F473N	10/6/2008	29.54	12,182	74,041	30.25	30.96	31.69	63,162	64,645	66,169
307	242103	MCMR-Cust Service	Distribution System Serviceman U537O	11/10/2008	33.03	2,155	71,465	33.82	34.63	35.56	70,616	70,898	74,249
308	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	31.83	22,953	93,674	33.47	34.32	35.20	69,885	71,069	73,498
309	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	31.77	20,698	87,044	33.41	34.26	35.13	69,760	70,943	73,351
310	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	32.14	4,331	71,994	33.78	34.63	35.51	70,533	71,716	74,145
311	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	31.83	68,438	145,352	33.47	34.32	35.20	69,885	71,069	73,498
312	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	32.87	25	68,657	33.66	34.47	35.39	70,282	70,564	73,894
313	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	32.93	2,289	71,667	33.72	34.53	35.46	70,407	70,689	74,040
314	242206	MONVA-Field Services	Utility Person U537O	3/9/2009	32.93	16,029	88,363	33.72	34.53	35.46	70,407	70,689	74,040
315	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	33.12	1,913	71,418	33.91	34.72	35.64	70,804	71,086	74,416
316	242306	UNTN-Field Services	Utility Person U537O	4/13/2009	32.93	6,331	75,772	33.72	34.53	35.46	70,407	70,689	74,040
317	241106	PITT-Field Services	Utility Person U537P	5/4/2009	31.77	17,049	86,533	33.41	34.26	35.13	69,760	70,943	73,351
318	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	29.56	2,919	64,714	30.24	30.94	31.69	63,141	63,750	66,169
319	242103	MCMR-Cust Service	Meter Reader U537O	6/17/2009	32.87	2,441	71,583	33.66	34.47	35.39	70,282	70,564	73,894
320	245106	NORR-Field Services	Relief Utility Person F473N	6/30/2009	27.68	10,249	68,206	28.37	29.04	29.74	59,237	60,636	62,097
321	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	31.93	994	68,145	33.58	34.44	35.32	70,115	71,312	73,748
322	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	32.93	11,344	83,524	33.72	34.53	35.46	70,407	70,689	74,040
323	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	32.93	11,336	82,154	33.72	34.53	35.46	70,407	70,689	74,040
324	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	33.25	8,637	80,648	34.05	34.87	35.80	71,096	71,382	74,750
325	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	32.93	17,692	90,645	33.72	34.53	35.46	70,407	70,689	74,040
326	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	32.60	220	68,397	33.38	34.18	35.10	69,697	69,976	73,289
327	240106	CORP-Field Services	Meter Serviceman U537P	7/27/2009	31.81	382	66,801	33.45	34.30	35.17	69,844	71,027	73,435
328	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	33.41	7,492	78,648	34.21	35.03	35.96	71,431	71,716	75,085
329	244406	KITT-Field Services	Utility Person U537O	8/18/2009	33.18	4,537	74,867	33.97	34.78	35.71	70,930	71,212	74,563
330	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	32.93	14,201	86,167	33.72	34.53	35.46	70,407	70,689	74,040
331	242306	UNTN-Field Services	Utility Person U537O	9/14/2009	32.93	9,459	79,937	33.72	34.53	35.46	70,407	70,689	74,040
332	241106	PITT-Field Services	Compressor Operator U537P	9/29/2009	31.83	2,793	69,527	33.47	34.32	35.20	69,885	71,069	73,498
333	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	33.18	11,248	83,330	33.97	34.78	35.71	70,930	71,212	74,563

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Gross Labor										
Overtime Hours										
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
276	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	1,123	-	-	-	119.8	9.0
277	241106	PITT-Field Services	Utility Person U537P	7/23/2007	5,601	-	-	-	619.8	43.8
278	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	84	-	-	-	87.0	4.5
279	245106	NORR-Field Services	Relief Utility Person F473N	8/6/2007	90	-	12.9	-	149.5	46.0
280	244101	INDI-Production	Operator U537O	8/13/2007	454	348	-	176.0	233.0	3.0
281	249106	WILK-Field Services	M/C Crew Leader U648S	8/20/2007	512	-	-	-	207.5	-
282	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	-	-	-	-	0.8	-
283	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	16	-	-	-	12.0	-
284	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	160	667	-	-	175.5	-
285	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	232	-	-	-	25.0	3.0
286	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	1,016	-	-	-	386.5	66.0
287	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	10/1/2007	895	-	-	-	150.5	29.0
288	245201	YARD-Production	Plant Operator F473Y	10/8/2007	768	320	-	-	385.0	-
289	241106	PITT-Field Services	Utility Person U537P	10/22/2007	164	-	-	-	24.0	-
290	249106	WILK-Field Services	Dump Truck Driver U648S	10/22/2007	560	-	-	-	288.0	16.0
291	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	2,787	-	-	-	224.5	26.0
292	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	576	-	-	-	287.0	-
293	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	438	-	-	-	76.8	20.8
294	244606	KANE-Field Services	Subforeman U537O	1/7/2008	6	-	-	-	4.0	3.0
295	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	152	-	-	-	293.3	32.8
296	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	3,600	-	-	-	396.5	21.0
297	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	6	474	-	-	265.8	32.0
298	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	1,360	-	-	-	100.5	0.5
299	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	320	-	-	-	160.0	-
300	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	160	11	-	-	140.0	41.5
301	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	164	-	-	-	29.8	-
302	245106	NORR-Field Services	Relief Utility Person F473N	7/28/2008	162	-	12.0	-	181.5	48.5
303	241106	PITT-Field Services	Utility Person U537P	8/4/2008	428	-	-	-	95.5	-
304	241106	PITT-Field Services	Utility Person U537P	8/11/2008	1,244	-	-	-	140.3	19.3
305	240106	CORP-Field Services	Distribution Records Clerk U537O	8/18/2008	-	-	-	-	1.5	-
306	245101	NORR-Production	Maint&Relief F473N	10/6/2008	168	12	-	-	216.3	44.0
307	242103	MCMR-Cust Service	Distribution System Serviceman U537O	11/10/2008	344	-	-	-	35.5	6.0
308	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	4,260	-	-	-	457.8	17.3
309	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	7	3	-	-	381.0	40.0
310	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	555	-	-	-	38.5	38.5
311	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	10,452	-	-	-	1,129.8	227.8
312	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	-	-	-	-	0.5	-
313	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	621	-	-	-	39.0	5.5
314	242206	MONVA-Field Services	Utility Person U537O	3/9/2009	3,577	-	-	-	242.5	61.5
315	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	340	11	-	-	38.5	-
316	242306	UNTN-Field Services	Utility Person U537O	4/13/2009	683	-	-	-	123.5	3.5
317	241106	PITT-Field Services	Utility Person U537P	5/4/2009	3,148	-	-	-	357.8	-
318	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	45	29	-	-	42.5	17.5
319	242103	MCMR-Cust Service	Meter Reader U537O	6/17/2009	509	-	-	-	49.5	-
320	245106	NORR-Field Services	Relief Utility Person F473N	6/30/2009	162	-	6.0	-	181.5	46.0
321	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	55	426	-	-	13.8	5.3
322	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	3,422	-	-	-	175.0	41.0
323	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	2,060	-	-	-	139.5	67.5
324	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	2,586	-	-	-	168.5	3.5
325	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	4,195	-	-	-	227.5	98.0
326	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	108	-	-	-	4.5	-
327	240106	CORP-Field Services	Meter Serviceman U537P	7/27/2009	-	-	-	-	8.0	-
328	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	1,396	-	-	-	111.5	28.5
329	244406	KITT-Field Services	Utility Person U537O	8/18/2009	1,049	-	-	-	80.5	8.0
330	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	3,208	-	-	-	153.5	100.5
331	242306	UNTN-Field Services	Utility Person U537O	9/14/2009	1,720	-	-	-	123.5	51.0
332	241106	PITT-Field Services	Compressor Operator U537P	9/29/2009	273	-	-	-	58.5	-
333	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	2,801	-	-	-	186.0	30.0

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				Gross Labor						
				2020		2021		2022		
				Original	Total Overtime	Annualized	Total Overtime	Annualized	Total Overtime	Annualized
Line #	Cost Center	Cost Center Name	Job	Hire Date	Pay	Salaries & Wages	Pay	Salaries & Wages	Pay	Salaries & Wages
276	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	6,603	77,486	6,771	78,837	6,943	81,417
277	241106	PITT-Field Services	Utility Person U537P	7/23/2007	33,982	109,343	34,847	111,391	35,732	114,684
278	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	4,145	66,263	4,245	67,867	4,348	69,515
279	245106	NORR-Field Services	Relief Utility Person F473N	8/6/2007	9,337	68,664	9,557	70,283	9,788	71,975
280	244101	INDI-Production	Operator U537O	8/13/2007	20,194	94,263	20,678	95,039	21,230	99,058
281	249106	WILK-Field Services	M/C Crew Leader U648S	8/20/2007	9,406	73,017	9,624	73,844	9,857	76,496
282	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	38	70,800	39	71,999	40	74,436
283	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	529	61,911	541	62,515	554	64,881
284	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	7,961	71,928	8,145	72,722	8,342	75,338
285	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	1,477	72,617	1,513	72,938	1,553	76,347
286	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	24,232	96,337	24,802	97,324	25,371	100,817
287	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	10/1/2007	9,596	81,107	9,826	81,619	10,090	85,234
288	245201	YARD-Production	Plant Operator F473Y	10/8/2007	17,591	82,279	18,064	83,894	18,549	86,704
289	241106	PITT-Field Services	Utility Person U537P	10/22/2007	1,214	71,764	1,244	72,977	1,275	75,417
290	249106	WILK-Field Services	Dump Truck Driver U648S	10/22/2007	13,748	76,176	14,064	77,083	14,403	79,774
291	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	13,206	86,922	13,521	87,519	13,882	91,232
292	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	12,515	73,789	12,799	74,647	13,104	77,239
293	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	5,308	76,509	5,443	77,840	5,581	80,414
294	244606	KANE-Field Services	Subforeman U537O	1/7/2008	408	71,322	417	71,617	429	74,997
295	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	15,272	78,524	15,626	79,487	16,005	82,284
296	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	21,471	95,479	21,987	96,277	22,579	100,220
297	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	14,202	78,779	14,525	80,443	14,900	82,631
298	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	5,117	76,885	5,240	77,289	5,381	80,782
299	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	6,977	67,995	7,135	68,728	7,306	71,184
300	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	8,860	72,172	9,065	72,986	9,285	75,625
301	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	1,491	71,415	1,529	72,636	1,568	75,083
302	245106	NORR-Field Services	Relief Utility Person F473N	7/28/2008	10,816	70,215	11,072	71,869	11,338	73,598
303	241106	PITT-Field Services	Utility Person U537P	8/4/2008	4,786	74,974	4,908	76,279	5,032	78,812
304	241106	PITT-Field Services	Utility Person U537P	8/11/2008	8,315	79,319	8,526	80,714	8,743	83,338
305	240106	CORP-Field Services	Distribution Records Clerk U537O	8/18/2008	74	68,497	76	68,774	78	72,030
306	245101	NORR-Production	Maint&Relief F473N	10/6/2008	12,474	75,816	12,767	77,591	13,068	79,417
307	242103	MCMR-Cust Service	Distribution System Serviceman U537O	11/10/2008	2,207	73,167	2,260	73,501	2,320	76,913
308	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	24,136	98,281	24,749	100,077	25,384	103,141
309	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	21,767	91,536	22,320	93,273	22,887	96,248
310	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	4,552	75,639	4,666	76,937	4,785	79,484
311	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	71,965	152,302	73,792	155,313	75,684	159,634
312	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	25	70,307	26	70,590	27	73,921
313	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	2,344	73,372	2,400	73,710	2,464	77,126
314	242206	MONVA-Field Services	Utility Person U537O	3/9/2009	16,413	90,398	16,807	91,074	17,260	94,878
315	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	1,958	73,113	2,005	73,442	2,058	76,826
316	242306	UNTN-Field Services	Utility Person U537O	4/13/2009	6,483	77,573	6,638	78,011	6,817	81,541
317	241106	PITT-Field Services	Utility Person U537P	5/4/2009	17,929	90,837	18,385	92,476	18,852	95,351
318	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	2,986	66,201	3,055	66,879	3,129	69,372
319	242103	MCMR-Cust Service	Meter Reader U537O	6/17/2009	2,499	73,291	2,559	73,633	2,628	77,031
320	245106	NORR-Field Services	Relief Utility Person F473N	6/30/2009	10,504	69,903	10,752	71,550	11,011	73,270
321	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	1,045	71,641	1,072	72,865	1,099	75,329
322	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	11,617	85,446	11,896	86,006	12,216	89,678
323	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	11,608	84,076	11,887	84,636	12,207	88,308
324	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	8,844	82,527	9,057	83,025	9,299	86,635
325	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	18,116	92,719	18,551	93,436	19,051	97,287
326	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	225	70,031	231	70,314	237	73,634
327	240106	CORP-Field Services	Meter Serviceman U537P	7/27/2009	401	70,245	412	71,438	422	73,857
328	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	7,672	80,498	7,855	80,967	8,064	84,544
329	244406	KITT-Field Services	Utility Person U537O	8/18/2009	4,645	76,624	4,756	77,017	4,883	80,496
330	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	14,542	88,158	14,891	88,789	15,292	92,541
331	242306	UNTN-Field Services	Utility Person U537O	9/14/2009	9,686	81,813	9,919	82,328	10,186	85,946
332	241106	PITT-Field Services	Compressor Operator U537P	9/29/2009	2,937	73,095	3,012	74,353	3,089	76,859
333	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	11,516	85,247	11,790	85,803	12,106	89,470

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Gross Labor													
Line #	Cost Center	Cost Center Name	Job	Base Year				Hourly Wage Rate			Regular Time		
				Original	Hourly	Total	Annualized	2020	2021	2022	2020	2021	2022
				Hire Date	Wage Rate	Overtime Pay	Salaries & Wages					(Prorated)	
334	243306	BUTL-Field Services	Utility Person U5370	10/28/2009	33.18	9,722	81,456	33.97	34.78	35.71	70,930	71,212	74,563
335	242106	MCMR-Field Services	Utility Person U5370	11/2/2009	32.93	22,853	94,727	33.72	34.53	35.46	70,407	70,689	74,040
336	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	31.77	8,141	74,619	33.41	34.26	35.13	69,760	70,943	73,351
337	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	31.83	55,416	130,415	33.47	34.32	35.20	69,885	71,069	73,498
338	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	29.56	20,334	83,218	30.24	30.94	31.69	63,141	63,750	66,169
339	240106	CORP-Field Services	Meter Repair Person U537P, U648S	3/23/2010	31.73	-	66,252	33.37	34.22	35.09	69,677	70,860	73,268
340	249106	WILK-Field Services	M/C Crew Leader U648S	3/29/2010	29.54	13,035	75,146	30.22	30.92	31.67	63,099	63,708	66,127
341	243152	NEWC-Ellwood	Operator U5370	5/10/2010	34.27	27,964	100,303	35.09	35.93	36.89	73,268	73,560	77,026
342	245101	NORR-Production	Plant Operator F473N	6/21/2010	31.61	11,664	78,041	32.37	33.13	33.92	67,589	69,175	70,825
343	242103	MCMR-Cust Service	General Serviceman/Person U5370	10/12/2010	33.03	16,540	88,354	33.82	34.63	35.56	70,616	70,898	74,249
344	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	32.02	21,269	88,263	33.66	34.51	35.38	70,282	71,465	73,873
345	242206	MONVA-Field Services	Utility Person U5370	11/9/2010	32.93	4,133	73,709	33.72	34.53	35.46	70,407	70,689	74,040
346	242203	MONVAL-Cust Service	Distribution System Serviceman U5370	11/8/2010	33.03	8,893	79,566	33.82	34.63	35.56	70,616	70,898	74,249
347	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	31.71	51,727	124,739	33.35	34.20	35.07	69,635	70,818	73,226
348	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	31.70	-	66,190	33.34	34.19	35.06	69,614	70,797	73,205
349	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	31.83	800	67,338	33.47	34.32	35.20	69,885	71,069	73,498
350	244103	INDI-Cust Service	Utility Person U5370	11/22/2010	33.18	5,624	75,941	33.97	34.78	35.71	70,930	71,211	74,563
351	241151	PITT-Production Haye	Maint & Relief U537P	12/20/2010	32.03	11,830	78,785	33.67	34.52	35.39	70,297	71,480	73,888
352	243106	NEWC-Field Services	Utility Person U5370	12/27/2010	33.18	10,626	81,778	33.97	34.78	35.71	70,930	71,212	74,563
353	242103	MCMR-Cust Service	Distribution System Serviceman U5370	1/3/2011	33.03	619	69,657	33.82	34.63	35.56	70,616	70,898	74,249
354	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	32.11	13,904	81,221	33.75	34.60	35.47	70,470	71,653	74,061
355	243151	NEWC-New Castle	Maintenance Person U5370	1/10/2011	33.12	30,342	102,009	33.91	34.72	35.65	70,804	71,086	74,437
356	242203	MONVAL-Cust Service	Distribution System Serviceman U5370	3/14/2011	33.03	31,742	105,576	33.82	34.63	35.56	70,616	70,898	74,249
357	241152	PITT-Production Aldr	Operator U537P	3/14/2011	32.74	20,348	89,141	34.40	35.26	36.15	71,827	73,024	75,481
358	244206	PUNX-Field Services	Utility Person U5370	3/14/2011	33.18	3,973	73,597	33.97	34.78	35.71	70,930	71,212	74,563
359	243306	BUTL-Field Services	Utility Person U5370	5/24/2011	32.93	4,124	73,598	33.72	34.53	35.46	70,407	70,689	74,040
360	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	32.13	9,608	76,804	33.77	34.62	35.49	70,517	71,700	74,108
361	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	29.57	14,319	76,280	30.27	30.97	31.78	63,204	64,544	66,357
362	242106	MCMR-Field Services	Utility Person U5370	8/24/2011	32.93	9,723	80,924	33.72	34.53	35.46	70,407	70,689	74,040
363	242306	UNTN-Field Services	Utility Person U5370	9/6/2011	32.93	2,964	72,153	33.72	34.53	35.46	70,407	70,689	74,040
364	242206	MONVA-Field Services	Utility Person U5370	8/29/2011	32.93	15,790	88,885	33.72	34.53	35.46	70,407	70,689	74,040
365	242106	MCMR-Field Services	Utility Person U5370	9/7/2011	32.93	1,926	71,340	33.72	34.53	35.46	70,407	70,689	74,040
366	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	31.77	6,243	72,726	33.41	34.26	35.13	69,760	70,943	73,351
367	243106	NEWC-Field Services	Utility Person U5370	9/26/2011	32.93	7,862	78,173	33.72	34.53	35.46	70,407	70,689	74,040
368	244306	CLAR-Field Services	Utility Person U5370	10/11/2011	33.18	3,335	73,274	33.97	34.78	35.71	70,930	71,212	74,563
369	244103	INDI-Cust Service	Utility Person U5370	10/17/2011	32.93	5,964	75,513	33.72	34.53	35.46	70,407	70,689	74,040
370	242206	MONVA-Field Services	Subforeman U5370	10/3/2011	33.16	31,593	107,946	33.96	34.78	35.71	70,908	71,194	74,562
371	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	31.77	17,553	84,239	33.41	34.26	35.13	69,760	70,943	73,351
372	242106	MCMR-Field Services	Utility Person U5370	11/7/2011	32.93	24,944	99,505	33.72	34.53	35.46	70,407	70,689	74,040
373	241106	PITT-Field Services	Utility Person U537P	12/5/2011	31.77	13,169	81,306	31.04	31.83	32.64	64,812	65,911	68,152
374	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	28.04	5,804	64,664	28.22	28.92	29.62	58,923	59,532	61,847
375	241151	PITT-Production Haye	Operator U537P	4/28/2014	28.49	24,088	84,057	29.97	30.73	31.51	62,577	63,635	65,793
376	245101	NORR-Production	Maint&Relief F473N	9/28/2015	26.34	8,640	63,899	27.05	27.64	28.32	56,480	57,712	59,132
377	243306	BUTL-Field Services	General Serviceman/Person U5370	10/30/2012	33.03	1,338	70,880	33.82	34.63	35.56	70,616	70,898	74,249
378	242106	MCMR-Field Services	Utility Person U5370	2/4/2013	32.93	16,638	88,082	33.72	34.53	35.46	70,407	70,689	74,040
379	242105	MCMR-Admin & Gen	Utility Clerk U5370	3/18/2013	32.00	-	66,816	32.77	33.56	34.46	68,424	68,699	71,952
380	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	29.59	12,102	74,346	31.11	31.90	32.71	64,958	66,057	68,298
381	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	34.14	31,008	104,336	35.04	35.84	36.64	73,164	73,581	76,504
382	242106	MCMR-Field Services	Utility Person U5370	5/1/2013	32.93	6,339	77,029	33.72	34.53	35.46	70,407	70,689	74,040
383	242106	MCMR-Field Services	Utility Person U5370	4/30/2013	32.93	18,762	91,510	33.72	34.53	35.46	70,407	70,689	74,040
384	244101	INDI-Production	Operator U5370	5/13/2013	34.27	19,791	92,200	35.09	35.93	36.89	73,268	73,560	77,026
385	244306	CLAR-Field Services	Utility Person U5370	5/15/2013	33.18	15,246	87,165	33.97	34.78	35.71	70,930	71,212	74,563
386	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	29.68	2,115	64,087	31.22	32.02	32.84	65,187	66,301	68,570
387	244606	KANE-Field Services	Utility Person U5370	5/28/2013	33.18	6,785	76,357	33.97	34.78	35.71	70,930	71,212	74,563
388	244406	KITT-Field Services	Distribution System Serviceman U5370	5/28/2013	33.28	1,406	71,126	34.07	34.88	35.81	71,138	71,420	74,771
389	241106	PITT-Field Services	Utility Person U537P	6/3/2013	29.52	24,904	90,624	31.04	31.83	32.64	64,812	65,911	68,152
390	242106	MCMR-Field Services	Utility Person U5370	6/3/2013	32.93	17,576	90,090	33.72	34.53	35.46	70,407	70,689	74,040
391	241106	PITT-Field Services	Utility Person U537P	6/11/2013	29.52	44	61,682	31.04	31.83	32.64	64,812	65,911	68,152

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					Gross Labor					
					Overtime Hours					
					Original					
Line #	Cost Center	Cost Center Name	Job	Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
334	243306	BUTL-Field Services	Utility Person U5370	10/28/2009	2,454	-	-	-	134.0	46.0
335	242106	MCMR-Field Services	Utility Person U5370	11/2/2009	3,116	-	-	-	266.0	147.5
336	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	68	75	-	-	149.5	16.0
337	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	8,538	-	-	-	876.0	213.5
338	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	630	533	-	-	381.3	58.0
339	240106	CORP-Field Services	Meter Repair Person U537P, U648S	3/23/2010	-	-	-	-	-	-
340	249106	WILK-Field Services	M/C Crew Leader U648S	3/29/2010	432	-	-	-	255.5	29.0
341	243152	NEWC-Ellwood	Operator U5370	5/10/2010	451	332	-	192.0	304.0	60.0
342	245101	NORR-Production	Plant Operator F473N	6/21/2010	18	357	-	-	246.0	-
343	242103	MCMR-Cust Service	General Serviceman/Person U5370	10/12/2010	2,499	349	-	-	266.5	50.5
344	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	115	21	-	-	421.5	16.0
345	242206	MONVA-Field Services	Utility Person U5370	11/9/2010	818	-	-	-	71.0	9.5
346	242203	MONVAL-Cust Service	Distribution System Serviceman U5370	11/8/2010	1,706	-	-	-	127.5	39.0
347	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	6,693	108	-	-	742.5	258.8
348	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	-	-	-	-	-	-
349	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	77	-	-	-	1.8	11.3
350	244103	INDI-Cust Service	Utility Person U5370	11/22/2010	1,037	-	-	-	113.0	-
351	241151	PITT-Production Haye	Maint & Relief U537P	12/20/2010	68	16	-	-	214.3	24.0
352	243106	NEWC-Field Services	Utility Person U5370	12/27/2010	1,872	-	-	-	213.5	-
353	242103	MCMR-Cust Service	Distribution System Serviceman U5370	1/3/2011	71	-	-	-	8.5	3.0
354	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	270	2	-	-	170.0	89.0
355	243151	NEWC-New Castle	Maintenance Person U5370	1/10/2011	2,490	23	-	-	477.8	99.8
356	242203	MONVAL-Cust Service	Distribution System Serviceman U5370	3/14/2011	4,867	-	-	-	498.0	107.0
357	241152	PITT-Production Aldr	Operator U537P	3/14/2011	34	399	-	-	329.0	64.0
358	244206	PUNX-Field Services	Utility Person U5370	3/14/2011	343	-	-	-	52.5	20.5
359	243306	BUTL-Field Services	Utility Person U5370	5/24/2011	715	-	-	-	83.5	-
360	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	27	77	-	-	194.0	4.0
361	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	219	-	-	-	271.5	38.5
362	242106	MCMR-Field Services	Utility Person U5370	8/24/2011	2,444	-	-	-	121.5	56.5
363	242306	UNTN-Field Services	Utility Person U5370	9/6/2011	432	-	-	-	60.0	-
364	242206	MONVA-Field Services	Utility Person U5370	8/29/2011	4,337	-	-	-	281.0	29.0
365	242106	MCMR-Field Services	Utility Person U5370	9/7/2011	656	-	-	-	39.0	-
366	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	95	53	-	-	109.0	16.5
367	243106	NEWC-Field Services	Utility Person U5370	9/26/2011	1,553	-	-	-	136.5	17.0
368	244306	CLAR-Field Services	Utility Person U5370	10/11/2011	658	-	-	-	67.0	-
369	244103	INDI-Cust Service	Utility Person U5370	10/17/2011	763	27	-	40.5	87.0	-
370	242206	MONVA-Field Services	Subforeman U5370	10/3/2011	7,115	-	-	-	478.5	117.5
371	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	95	256	-	-	291.0	58.0
372	242106	MCMR-Field Services	Utility Person U5370	11/7/2011	5,802	-	-	-	373.0	99.0
373	241106	PITT-Field Services	Utility Person U537P	12/5/2011	1,802	-	-	-	267.0	7.0
374	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	24	289	-	-	98.0	30.0
375	241151	PITT-Production Haye	Operator U537P	4/28/2014	61	421	-	-	389.0	131.0
376	245101	NORR-Production	Maint&Relief F473N	9/28/2015	72	190	-	-	180.0	29.0
377	243306	BUTL-Field Services	General Serviceman/Person U5370	10/30/2012	273	303	-	-	27.0	-
378	242106	MCMR-Field Services	Utility Person U5370	2/4/2013	2,686	-	-	-	275.5	46.0
379	242105	MCMR-Admin & Gen	Utility Clerk U5370	3/18/2013	-	-	-	-	-	-
380	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	61	399	-	-	214.0	44.0
381	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	1,199	845	-	-	545.5	45.0
382	242106	MCMR-Field Services	Utility Person U5370	5/1/2013	1,305	627	-	24.0	85.0	17.5
383	242106	MCMR-Field Services	Utility Person U5370	4/30/2013	3,991	-	-	-	310.5	52.0
384	244101	INDI-Production	Operator U5370	5/13/2013	518	335	-	176.0	205.0	25.0
385	244306	CLAR-Field Services	Utility Person U5370	5/15/2013	2,637	1	-	-	215.0	68.5
386	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	-	-	-	-	47.5	-
387	244606	KANE-Field Services	Utility Person U5370	5/28/2013	292	-	-	-	125.0	8.5
388	244406	KITT-Field Services	Distribution System Serviceman U5370	5/28/2013	232	-	-	-	23.5	3.5
389	241106	PITT-Field Services	Utility Person U537P	6/3/2013	4,083	-	-	-	529.8	24.5
390	242106	MCMR-Field Services	Utility Person U5370	6/3/2013	3,611	144	-	-	252.5	77.5
391	241106	PITT-Field Services	Utility Person U537P	6/11/2013	-	-	-	-	1.0	-

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				Gross Labor						
				2020		2021		2022		
				Original	Total Overtime	Annualized	Total Overtime	Annualized	Total Overtime	Annualized
Line #	Cost Center	Cost Center Name	Job	Hire Date	Pay	Salaries & Wages	Pay	Salaries & Wages	Pay	Salaries & Wages
334	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	9,953	83,337	10,191	83,856	10,463	87,480
335	242106	MCMR-Field Services	Utility Person U537O	11/2/2009	23,402	96,925	23,964	97,769	24,609	101,766
336	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	8,561	78,464	8,779	79,865	9,002	82,496
337	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	58,271	136,694	59,751	139,357	61,283	143,318
338	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	20,801	85,106	21,283	86,196	21,799	89,131
339	240106	CORP-Field Services	Meter Repair Person U537P, U648S	3/23/2010	-	69,677	-	70,860	-	73,268
340	249106	WILK-Field Services	M/C Crew Leader U648S	3/29/2010	13,335	76,866	13,643	77,784	13,974	80,533
341	243152	NEWC-Ellwood	Operator U537O	5/10/2010	28,633	102,685	29,319	103,662	30,102	107,912
342	245101	NORR-Production	Plant Operator F473N	6/21/2010	11,945	79,908	12,225	81,775	12,516	83,716
343	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/12/2010	16,935	90,399	17,341	91,087	17,807	94,904
344	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	22,359	92,776	22,923	94,524	23,501	97,510
345	242206	MONVA-Field Services	Utility Person U537O	11/9/2010	4,232	75,457	4,334	75,841	4,450	79,309
346	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/8/2010	9,106	81,428	9,324	81,928	9,575	85,530
347	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	54,402	130,838	55,789	133,408	57,208	137,235
348	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	-	69,614	-	70,797	-	73,205
349	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	841	70,803	862	72,008	884	74,459
350	244103	INDI-Cust Service	Utility Person U537O	11/22/2010	5,758	77,724	5,895	78,144	6,053	81,653
351	241151	PITT-Production Haye	Maint & Relief U537P	12/20/2010	12,436	82,815	12,750	84,313	13,071	87,042
352	243106	NEWC-Field Services	Utility Person U537O	12/27/2010	10,879	83,681	11,138	84,222	11,436	87,871
353	242103	MCMR-Cust Service	Distribution System Serviceman U537O	1/3/2011	634	71,321	649	71,618	667	74,987
354	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	14,614	85,355	14,982	86,907	15,359	89,691
355	243151	NEWC-New Castle	Maintenance Person U537O	1/10/2011	31,066	104,382	31,808	105,406	32,660	109,610
356	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	3/14/2011	32,501	107,985	33,279	109,045	34,173	113,290
357	241152	PITT-Production Aldr	Operator U537P	3/14/2011	21,380	93,639	21,914	95,371	22,467	98,381
358	244206	PUNX-Field Services	Utility Person U537O	3/14/2011	4,068	75,341	4,165	75,720	4,276	79,182
359	243306	BUTL-Field Services	Utility Person U537O	5/24/2011	4,223	75,346	4,325	75,729	4,441	79,197
360	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	10,098	80,719	10,352	82,156	10,612	84,824
361	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	14,658	78,081	14,997	79,760	15,389	81,965
362	242106	MCMR-Field Services	Utility Person U537O	8/24/2011	9,956	82,807	10,195	83,328	10,470	86,954
363	242306	UNTN-Field Services	Utility Person U537O	9/6/2011	3,035	73,874	3,108	74,229	3,191	77,664
364	242206	MONVA-Field Services	Utility Person U537O	8/29/2011	16,169	90,913	16,557	91,584	17,003	95,381
365	242106	MCMR-Field Services	Utility Person U537O	9/7/2011	1,973	73,036	2,020	73,365	2,074	76,771
366	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	6,565	76,473	6,732	77,823	6,903	80,402
367	243106	NEWC-Field Services	Utility Person U537O	9/26/2011	8,051	80,011	8,244	80,486	8,466	84,059
368	244306	CLAR-Field Services	Utility Person U537O	10/11/2011	3,414	75,003	3,495	75,366	3,589	78,811
369	244103	INDI-Cust Service	Utility Person U537O	10/17/2011	6,108	77,305	6,254	77,734	6,423	81,254
370	242206	MONVA-Field Services	Subforeman U537O	10/3/2011	32,355	110,379	33,137	111,445	34,023	115,700
371	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	18,459	88,569	18,929	90,222	19,409	93,111
372	242106	MCMR-Field Services	Utility Person U537O	11/7/2011	25,543	101,753	26,156	102,648	26,861	106,704
373	241106	PITT-Field Services	Utility Person U537P	12/5/2011	12,866	79,479	13,194	80,906	13,529	83,483
374	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	5,842	65,078	5,986	65,831	6,131	68,291
375	241151	PITT-Production Haye	Operator U537P	4/28/2014	25,340	88,399	25,982	90,100	26,642	92,917
376	245101	NORR-Production	Maint&Relief F473N	9/28/2015	8,872	65,615	9,066	67,040	9,289	68,683
377	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/2012	1,370	72,562	1,403	72,876	1,440	76,265
378	242106	MCMR-Field Services	Utility Person U537O	2/4/2013	17,037	90,131	17,446	90,822	17,916	94,643
379	242105	MCMR-Admin & Gen	Utility Clerk U537O	3/18/2013	-	68,424	-	68,699	-	71,952
380	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	12,724	78,141	13,047	79,564	13,378	82,136
381	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	31,825	107,032	32,552	108,177	33,278	111,826
382	242106	MCMR-Field Services	Utility Person U537O	5/1/2013	6,491	78,831	6,647	79,269	6,826	82,799
383	242106	MCMR-Field Services	Utility Person U537O	4/30/2013	19,212	93,610	19,673	94,353	20,203	98,234
384	244101	INDI-Production	Operator U537O	5/13/2013	20,264	94,386	20,750	95,163	21,304	99,184
385	244306	CLAR-Field Services	Utility Person U537O	5/15/2013	15,609	89,178	15,982	89,832	16,409	93,610
386	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	2,224	67,412	2,281	68,582	2,340	70,910
387	244606	KANE-Field Services	Utility Person U537O	5/28/2013	6,947	78,168	7,113	78,616	7,303	82,157
388	244406	KITT-Field Services	Distribution System Serviceman U537O	5/28/2013	1,439	72,809	1,474	73,125	1,513	76,516
389	241106	PITT-Field Services	Utility Person U537P	6/3/2013	26,186	95,080	26,853	96,846	27,536	99,771
390	242106	MCMR-Field Services	Utility Person U537O	6/3/2013	17,998	92,161	18,430	92,875	18,927	96,723
391	241106	PITT-Field Services	Utility Person U537P	6/11/2013	47	64,858	48	65,959	49	68,201

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Gross Labor													
				Base Year				Hourly Wage Rate			Regular Time		
				Original	Hourly	Total	Annualized	2020	2021	2022	2020	2021 (Prorated)	2022
Line #	Cost Center	Cost Center Name	Job	Hire Date	Wage Rate	Overtime Pay	Salaries & Wages						
392	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	28.17	10,479	69,810	28.82	29.48	30.19	60,176	60,750	63,037
393	244506	WARR-Field Services	Subforeman U537O	6/26/2013	33.16	2,354	71,853	33.96	34.78	35.71	70,908	71,194	74,562
394	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	29.79	22,804	85,798	30.47	31.17	31.92	63,622	64,231	66,649
395	246152	MECH-Silver Springs	Plant Operator U648R	7/8/2013	28.50	12,511	72,014	29.20	29.90	30.67	60,965	62,305	64,035
396	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	29.43	199	63,014	30.11	30.80	31.54	62,870	63,470	65,856
397	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	29.58	33,407	101,091	31.10	31.89	32.70	64,937	66,036	68,278
398	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	28.42	8,249	67,974	29.07	29.73	30.44	60,698	61,272	63,559
399	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	29.54	4,401	66,145	30.22	30.92	31.67	63,099	63,708	66,127
400	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	29.54	4,102	65,782	30.22	30.92	31.67	63,099	63,708	66,127
401	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	28.17	17,156	76,710	28.82	29.48	30.19	60,176	60,750	63,037
402	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	31.00	-	64,728	31.77	32.56	33.43	66,336	66,611	69,802
403	241103	PITT-Cust Service	Meter Serviceman U537P	2/18/2014	29.06	530	61,588	30.56	31.34	32.14	63,809	64,895	67,108
404	249106	WILK-Field Services	M/C Utility Person U648S	3/10/2014	28.17	8,641	67,972	28.82	29.48	30.19	60,176	60,750	63,037
405	245101	NORR-Production	Plant Operator F473N	3/17/2014	31.61	9,823	76,133	32.37	33.13	33.92	67,589	69,175	70,825
406	244206	PUNX-Field Services	Utility Person U537O	5/27/2014	32.18	6,122	73,800	32.97	33.78	34.68	68,842	69,124	72,412
407	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	29.35	5,444	66,804	30.85	31.63	32.43	64,408	65,493	67,707
408	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014	33.27	9,133	78,610	34.09	34.93	35.87	71,180	71,472	74,897
409	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	29.36	44	61,348	30.86	31.64	32.44	64,436	65,521	67,735
410	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	28.95	-	60,448	30.45	31.23	32.03	63,580	64,665	66,879
411	244506	WARR-Field Services	Utility Person U537O	10/27/2014	31.93	6,853	74,062	32.72	33.53	34.43	68,319	68,601	71,890
412	244506	WARR-Field Services	Utility Person U537O	10/28/2014	32.18	1,738	68,930	32.97	33.78	34.68	68,841	69,123	72,412
413	240106	CORP-Field Services	Meter Serviceman U537P	11/25/2014	29.06	44	61,108	30.04	30.81	31.60	62,724	63,795	65,981
414	240106	CORP-Field Services	Meter Serviceman U537P	12/8/2014	29.06	15,068	76,444	30.04	30.81	31.60	62,724	63,795	65,981
415	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	31.93	14,564	84,073	31.72	32.53	33.40	66,231	66,513	69,739
416	241106	PITT-Field Services	Utility Person U537P	12/16/2014	29.02	36,670	103,223	30.00	30.77	31.55	62,640	63,712	65,876
417	241106	PITT-Field Services	Utility Person U537P	12/9/2014	29.02	52,650	120,854	30.00	30.77	31.55	62,640	63,712	65,876
418	241106	PITT-Field Services	Utility Person U537P	12/15/2014	29.02	27,192	92,584	30.00	30.77	31.55	62,640	63,712	65,876
419	249106	WILK-Field Services	M/C Crew Leader U648S	1/19/2015	29.54	18,758	81,173	30.22	30.92	31.67	63,099	63,708	66,127
420	243151	NEWC-New Castle	Operator U537O	11/16/2015	32.27	23,848	91,595	32.09	32.93	33.81	67,004	67,296	70,595
421	249106	WILK-Field Services	M/C Utility Person U648S	11/17/2015	28.17	28,233	88,204	28.82	29.48	30.19	60,176	60,750	63,037
422	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	29.56	3,126	65,083	30.24	30.94	31.69	63,141	63,750	66,169
423	241151	PITT-Production Haye	Operator U537P	11/16/2015	28.99	18,438	79,455	29.97	30.73	31.51	62,577	63,635	65,793
424	244101	INDI-Production	Operator U537O	12/1/2015	32.27	19,878	88,025	32.09	32.93	33.81	67,004	67,296	70,595
425	241106	PITT-Field Services	Service Crew Driver U537P	12/21/2015	28.68	50,609	117,893	29.64	30.40	31.18	61,888	62,946	65,104
426	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	28.56	6,679	66,872	29.51	30.26	31.03	61,617	62,661	64,791
427	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	28.42	16,569	79,399	29.88	30.64	31.42	62,389	63,447	65,605
428	244606	KANE-Field Services	Utility Person U537O	2/15/2016	29.93	2,596	65,749	30.72	31.53	32.38	64,143	64,425	67,609
429	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	29.87	202	62,620	30.66	31.47	32.31	64,018	64,300	67,463
430	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	29.54	2,769	64,449	30.22	30.92	31.67	63,099	63,708	66,127
431	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	30.16	22,439	90,693	30.96	31.78	32.63	64,644	64,930	68,131
432	249158	WILK-Lake Scranton	Plant Operator U648S	3/7/2016	29.56	15,840	78,391	30.24	30.94	31.69	63,141	63,750	66,169
433	249106	WILK-Field Services	M/C Utility Person U648S	3/15/2016	28.42	13,350	73,259	29.07	29.73	30.44	60,698	61,272	63,559
434	242103	MCMR-Cust Service	Distribution System Serviceman U537O	3/22/2016	30.03	7,027	70,586	30.82	31.63	32.48	64,352	64,634	67,818
435	242303	UNTN-Cust Service	Distribution System Serviceman U537O	3/28/2016	30.03	2,815	66,116	30.82	31.63	32.48	64,352	64,634	67,818
436	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	28.18	46,870	114,612	29.64	30.40	31.18	61,888	62,946	65,104
437	241106	PITT-Field Services	Dump Truck Driver U537P	4/12/2016	28.09	13,901	74,913	29.54	30.29	31.06	61,680	62,724	64,853
438	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	28.17	16,141	75,688	28.82	29.48	30.19	60,176	60,750	63,037
439	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	28.18	4,967	64,058	29.64	30.40	31.18	61,888	62,946	65,104
440	249106	WILK-Field Services	M/C Crew Leader U648S	4/18/2016	29.54	20,663	83,087	30.22	30.92	31.67	63,099	63,708	66,127
441	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016	31.03	17,381	82,947	31.85	32.69	33.57	66,503	66,795	70,094
442	245106	NORR-Field Services	Relief Utility Person F473N	6/6/2016	26.18	7,874	62,694	26.87	27.46	28.13	56,105	57,337	58,736
443	249106	WILK-Field Services	M/C Crew Leader U648S	6/13/2016	29.79	13,108	75,765	30.47	31.17	31.92	63,621	64,230	66,649
444	243151	NEWC-New Castle	Operator U537O	8/8/2016	31.27	32,294	97,961	32.09	32.93	33.81	67,004	67,296	70,595
445	245206	YARD-Field Services	Utility B F473Y	8/15/2016	23.63	4,900	54,312	24.27	24.92	25.59	50,676	51,581	53,432
446	246106	MECH-Field Services	Utility Person U648R	10/24/2016	24.93	7,535	59,764	25.63	26.33	27.03	53,515	54,855	56,439
447	240117	CORP-Water Quality	Lab Tech/IPP Compliance	5/26/2009	28.05	4,151	63,075	28.75	29.35	29.85	60,030	60,970	62,327
448	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	28.05	7,055	65,673	28.75	29.35	29.85	60,030	60,970	62,327
449	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	27.52	8,153	65,784	28.94	29.68	30.44	60,427	61,457	63,559

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				Gross Labor						
				Overtime Hours						
Line #	Cost Center	Cost Center Name	Job	Original	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
				Hire Date						
392	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	512	-	-	-	248.0	-
393	244506	WARR-Field Services	Subforeman U5370	6/26/2013	260	-	-	-	32.0	11.5
394	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	792	-	-	-	455.0	41.5
395	246152	MECH-Silver Springs	Plant Operator U648R	7/8/2013	-	-	-	-	202.0	68.0
396	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	8	1,358	-	-	4.5	-
397	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	5,921	-	-	-	682.3	53.0
398	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	384	-	-	-	193.5	-
399	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	64	-	-	-	93.0	4.8
400	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	-	-	-	-	71.3	16.0
401	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	736	-	-	-	380.0	19.5
402	242105	MCMR-Admin & Gen	Materials Clerk U5370	2/3/2014	-	-	-	-	-	-
403	241103	PITT-Cust Service	Meter Serviceman U537P	2/18/2014	14	367	-	-	1.5	8.0
404	249106	WILK-Field Services	M/C Utility Person U648S	3/10/2014	512	-	-	-	204.5	-
405	245101	NORR-Production	Plant Operator F473N	3/17/2014	-	309	-	-	196.5	8.0
406	244206	PUNX-Field Services	Utility Person U5370	5/27/2014	486	-	-	-	103.5	17.5
407	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	14	71	-	-	113.0	8.0
408	244201	PUNX-Production	Operator/Maint Man/Person U5370	6/23/2014	-	9	-	-	183.0	-
409	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	-	-	-	-	1.0	-
410	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	-	-	-	-	-	-
411	244506	WARR-Field Services	Utility Person U5370	10/27/2014	539	-	-	-	121.8	16.0
412	244506	WARR-Field Services	Utility Person U5370	10/28/2014	-	-	-	-	32.0	3.0
413	240106	CORP-Field Services	Meter Serviceman U537P	11/25/2014	-	387	-	-	1.0	-
414	240106	CORP-Field Services	Meter Serviceman U537P	12/8/2014	371	328	-	-	315.0	23.0
415	242306	UNTN-Field Services	Utility Person U5370	12/10/2014	2,840	-	-	-	210.8	70.0
416	241106	PITT-Field Services	Utility Person U537P	12/16/2014	5,959	-	-	-	682.8	119.8
417	241106	PITT-Field Services	Utility Person U537P	12/9/2014	7,611	-	-	-	1,046.5	122.3
418	241106	PITT-Field Services	Utility Person U537P	12/15/2014	4,798	-	-	-	608.0	12.5
419	249106	WILK-Field Services	M/C Crew Leader U648S	1/19/2015	736	-	-	-	392.0	23.5
420	243151	NEWC-New Castle	Operator U5370	11/16/2015	-	368	-	176.0	282.0	48.0
421	249106	WILK-Field Services	M/C Utility Person U648S	11/17/2015	1,152	-	-	-	605.5	47.0
422	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	193	43	-	-	54.5	12.0
423	241151	PITT-Production Haye	Operator U537P	11/16/2015	128	358	-	-	300.0	93.0
424	244101	INDI-Production	Operator U5370	12/1/2015	415	352	-	192.0	236.0	11.0
425	241106	PITT-Field Services	Service Crew Driver U537P	12/21/2015	7,400	-	-	-	1,045.8	98.0
426	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	155	404	-	-	145.3	8.0
427	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	3,489	-	-	-	351.0	28.3
428	244606	KANE-Field Services	Utility Person U5370	2/15/2016	659	-	-	-	54.5	2.5
429	242103	MCMR-Cust Service	Meter Reader U5370	2/18/2016	50	-	-	-	4.5	-
430	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	-	-	-	-	54.5	6.0
431	242206	MONVA-Field Services	Subforeman U5370	3/1/2016	5,280	-	-	-	368.0	96.0
432	249158	WILK-Lake Scranton	Plant Operator U648S	3/7/2016	216	613	-	-	261.3	72.0
433	249106	WILK-Field Services	M/C Utility Person U648S	3/15/2016	568	-	-	-	302.5	8.0
434	242103	MCMR-Cust Service	Distribution System Serviceman U5370	3/22/2016	557	299	-	-	136.0	15.0
435	242303	UNTN-Cust Service	Distribution System Serviceman U5370	3/28/2016	267	331	-	-	48.5	10.5
436	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	7,792	1,110	-	-	984.5	93.3
437	241106	PITT-Field Services	Dump Truck Driver U537P	4/12/2016	2,360	-	-	-	322.3	5.8
438	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	728	-	-	-	332.0	37.5
439	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	252	-	-	-	117.5	-
440	249106	WILK-Field Services	M/C Crew Leader U648S	4/18/2016	744	-	-	-	429.0	28.0
441	243301	BUTL-Production	Helper/Relief Operator U5370	5/16/2016	440	336	-	184.0	198.8	16.0
442	245106	NORR-Field Services	Relief Utility Person F473N	6/6/2016	156	-	-	-	150.5	37.5
443	249106	WILK-Field Services	M/C Crew Leader U648S	6/13/2016	456	-	-	-	242.0	38.5
444	243151	NEWC-New Castle	Operator U5370	8/8/2016	-	375	-	200.0	408.5	85.0
445	245206	YARD-Field Services	Utility B F473Y	8/15/2016	72	-	-	-	138.3	-
446	246106	MECH-Field Services	Utility Person U648R	10/24/2016	175	-	-	-	167.5	25.5
447	240117	CORP-Water Quality	Lab Tech/IPP Compliance	5/26/2009	30	325	-	-	56.0	32.0
448	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	30	20	-	-	91.0	57.5
449	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	81	88	-	-	181.5	12.0

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				Gross Labor						
				2020		2021		2022		
				Original	Total Overtime	Annualized	Total Overtime	Annualized	Total Overtime	Annualized
Line #	Cost Center	Cost Center Name	Job	Hire Date	Pay	Salaries & Wages	Pay	Salaries & Wages	Pay	Salaries & Wages
392	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	10,721	71,409	10,967	72,229	11,231	74,779
393	244506	WARR-Field Services	Subforeman U5370	6/26/2013	2,411	73,580	2,469	73,923	2,535	77,358
394	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	23,325	87,739	23,861	88,884	24,435	91,876
395	246152	MECH-Silver Springs	Plant Operator U648R	7/8/2013	12,818	73,783	13,125	75,430	13,463	77,498
396	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	203	64,439	208	65,044	213	67,434
397	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	35,124	105,981	36,016	107,973	36,931	111,129
398	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	8,438	69,520	8,629	70,286	8,835	72,778
399	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	4,503	67,666	4,607	68,379	4,719	70,910
400	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	4,197	67,296	4,294	68,002	4,398	70,525
401	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	17,551	78,464	17,953	79,440	18,386	82,158
402	242105	MCMR-Admin & Gen	Materials Clerk U5370	2/3/2014	-	66,336	-	66,611	-	69,802
403	241103	PITT-Cust Service	Meter Serviceman U537P	2/18/2014	558	64,748	572	65,848	587	68,075
404	249106	WILK-Field Services	M/C Utility Person U648S	3/10/2014	8,841	69,529	9,043	70,305	9,261	72,810
405	245101	NORR-Production	Plant Operator F473N	3/17/2014	10,059	77,957	10,295	79,780	10,541	81,675
406	244206	PUNX-Field Services	Utility Person U5370	5/27/2014	6,273	75,600	6,427	76,036	6,598	79,496
407	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	5,722	70,214	5,867	71,444	6,015	73,806
408	244201	PUNX-Production	Operator/Maint Man/Person U5370	6/23/2014	9,358	80,547	9,588	81,070	9,846	84,752
409	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	46	64,482	47	65,569	49	67,783
410	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	-	63,580	-	64,665	-	66,879
411	244506	WARR-Field Services	Utility Person U5370	10/27/2014	7,023	75,881	7,196	76,337	7,390	79,818
412	244506	WARR-Field Services	Utility Person U5370	10/28/2014	1,780	70,622	1,824	70,947	1,873	74,285
413	240106	CORP-Field Services	Meter Serviceman U537P	11/25/2014	45	63,156	46	64,229	47	66,416
414	240106	CORP-Field Services	Meter Serviceman U537P	12/8/2014	15,576	78,998	15,975	80,469	16,385	83,064
415	242306	UNTN-Field Services	Utility Person U5370	12/10/2014	14,468	83,539	14,838	84,191	15,235	87,813
416	241106	PITT-Field Services	Utility Person U537P	12/16/2014	37,909	106,508	38,882	108,553	39,867	111,703
417	241106	PITT-Field Services	Utility Person U537P	12/9/2014	54,428	124,679	55,824	127,147	57,240	130,727
418	241106	PITT-Field Services	Utility Person U537P	12/15/2014	28,110	95,548	28,831	97,342	29,562	100,237
419	249106	WILK-Field Services	M/C Crew Leader U648S	1/19/2015	19,190	83,025	19,634	84,079	20,110	86,973
420	243151	NEWC-New Castle	Operator U5370	11/16/2015	23,715	91,086	24,335	91,999	24,986	95,949
421	249106	WILK-Field Services	M/C Utility Person U648S	11/17/2015	28,885	90,213	29,546	91,449	30,258	94,447
422	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	3,198	66,575	3,272	67,258	3,351	69,756
423	241151	PITT-Production Haye	Operator U537P	11/16/2015	19,061	82,124	19,544	83,665	20,040	86,319
424	244101	INDI-Production	Operator U5370	12/1/2015	19,767	87,539	20,285	88,349	20,827	92,190
425	241106	PITT-Field Services	Service Crew Driver U537P	12/21/2015	52,303	121,592	53,645	123,991	55,021	127,525
426	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	6,902	69,077	7,077	70,297	7,257	72,607
427	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	17,420	83,298	17,863	84,799	18,318	87,412
428	244606	KANE-Field Services	Utility Person U5370	2/15/2016	2,665	67,467	2,735	67,819	2,809	71,077
429	242103	MCMR-Cust Service	Meter Reader U5370	2/18/2016	207	64,275	212	64,562	218	67,731
430	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	2,833	65,932	2,899	66,607	2,969	69,096
431	242206	MONVA-Field Services	Subforeman U5370	3/1/2016	23,034	92,959	23,644	93,854	24,277	97,688
432	249158	WILK-Lake Scranton	Plant Operator U648S	3/7/2016	16,205	80,175	16,580	81,159	16,982	83,980
433	249106	WILK-Field Services	M/C Utility Person U648S	3/15/2016	13,656	74,922	13,966	75,806	14,299	78,426
434	242103	MCMR-Cust Service	Distribution System Serviceman U5370	3/22/2016	7,212	72,421	7,401	72,892	7,600	76,275
435	242303	UNTN-Cust Service	Distribution System Serviceman U5370	3/28/2016	2,889	67,839	2,965	68,197	3,045	71,461
436	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	49,299	120,089	50,563	122,411	51,860	125,866
437	241106	PITT-Field Services	Dump Truck Driver U537P	4/12/2016	14,619	78,658	14,990	80,073	15,371	82,584
438	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	16,514	77,418	16,892	78,370	17,299	81,064
439	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	5,224	67,364	5,358	68,556	5,495	70,851
440	249106	WILK-Field Services	M/C Crew Leader U648S	4/18/2016	21,139	84,982	21,629	86,081	22,153	89,024
441	243301	BUTL-Production	Helper/Relief Operator U5370	5/16/2016	17,840	85,119	18,310	85,882	18,803	89,674
442	245106	NORR-Field Services	Relief Utility Person F473N	6/6/2016	8,081	64,342	8,259	65,751	8,460	67,352
443	249106	WILK-Field Services	M/C Crew Leader U648S	6/13/2016	13,407	77,484	13,715	78,401	14,045	81,150
444	243151	NEWC-New Castle	Operator U5370	8/8/2016	33,141	100,520	34,008	101,680	34,917	105,888
445	245206	YARD-Field Services	Utility B F473Y	8/15/2016	5,033	55,781	5,168	56,820	5,307	58,811
446	246106	MECH-Field Services	Utility Person U648R	10/24/2016	7,747	61,437	7,958	62,988	8,170	64,783
447	240117	CORP-Water Quality	Lab Tech/IPP Compliance	5/26/2009	4,255	64,640	4,344	65,668	4,418	67,099
448	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	7,231	67,311	7,382	68,401	7,507	69,884
449	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	8,573	69,170	8,793	70,419	9,018	72,746

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Gross Labor													
Line #	Cost Center	Cost Center Name	Job	Base Year				Hourly Wage Rate			Regular Time		
				Original	Hourly	Total	Annualized	2020	2021	2022	2020	2021	2022
				Hire Date	Wage Rate	Overtime Pay	Salaries & Wages					(Prorated)	
450	240106	CORP-Field Services	Meter Serviceman U537P	1/30/2017	27.56	-	57,545	28.98	29.72	30.48	60,510	61,540	63,642
451	245106	NORR-Field Services	Relief Utility Person F473N	2/13/2017	25.18	8,146	60,974	25.87	26.43	27.08	54,017	55,186	56,543
452	243152	NEWC-Ellwood	Operator U537O	2/20/2017	30.27	18,851	82,530	31.09	31.93	32.79	64,916	65,208	68,466
453	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	29.06	10,803	72,359	29.74	30.44	31.17	62,097	62,706	65,083
454	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	28.93	7,435	70,002	29.72	30.53	31.35	62,055	62,337	65,459
455	249160	WILK-Watres	Plant Operator U648S	4/24/2017	29.06	12,380	74,270	29.74	30.44	31.17	62,097	62,706	65,083
456	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	29.29	22,195	84,216	29.47	30.17	30.89	61,533	62,142	64,498
457	249106	WILK-Field Services	M/C Crew Leader U648S	6/19/2017	29.04	20,430	82,683	29.22	29.92	30.64	61,011	61,620	63,976
458	245201	YARD-Production	Plant Operator F473Y	6/19/2017	24.61	7,863	59,692	25.28	25.97	26.68	52,785	53,745	55,708
459	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/17/2017	28.05	3,755	62,347	28.75	29.35	29.85	60,030	60,970	62,327
460	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	28.98	11,686	72,321	29.77	30.58	31.40	62,160	62,442	65,563
461	249158	WILK-Lake Scranton	Plant Operator U648S	8/28/2017	28.56	11,652	72,025	29.24	29.94	30.66	61,053	61,662	64,018
462	249159	WILK-Nesbitt	Plant Operator U648S	8/21/2017	28.56	13,266	73,993	29.24	29.94	30.66	61,053	61,662	64,018
463	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	26.51	8,092	63,763	27.21	27.91	28.63	56,814	58,154	59,779
464	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	27.59	14,774	72,871	29.01	29.75	30.51	60,573	61,603	63,705
465	244601	KANE-Production	Operator U537O	11/6/2017	30.27	6,973	71,062	30.09	30.93	31.76	62,828	63,120	66,315
466	249160	WILK-Watres	Plant Operator U648S	12/4/2017	28.56	12,624	73,493	28.74	29.44	30.15	60,009	60,618	62,953
467	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	28.56	15,465	76,477	28.74	29.44	30.15	60,009	60,618	62,953
468	240117	CORP-Water Quality	Lab Technician II UWUA 433	10/26/2015	31.50	-	65,772	32.26	33.05	33.86	67,359	68,184	70,700
469	243152	NEWC-Ellwood	Operator U537O	1/2/2018	29.27	16,077	77,632	30.09	30.93	31.76	62,828	63,120	66,315
470	241106	PITT-Field Services	Garage Attendant	1/8/2018	26.65	360	56,388	28.03	28.74	29.47	58,527	59,515	61,533
471	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	27.09	15,028	71,998	28.49	29.22	29.97	59,487	60,503	62,577
472	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/31/2018	27.09	9,258	66,560	28.49	29.22	29.97	59,487	60,503	62,577
473	241151	PITT-Production Haye	Operator U537P	1/29/2018	27.49	15,126	72,936	28.91	29.65	30.41	60,364	61,394	63,496
474	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	27.93	22,093	85,692	28.72	29.53	30.32	59,967	60,249	63,308
475	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	30.74	18,090	83,451	31.64	32.44	33.24	66,064	66,482	69,405
476	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	27.08	17,572	77,492	28.48	29.21	29.96	59,466	60,482	62,556
477	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	26.79	9,835	67,405	28.17	28.89	29.63	58,819	59,821	61,867
478	245206	YARD-Field Services	Utility B F473Y	3/26/2018	22.88	3,149	51,018	23.50	24.13	24.78	49,068	49,945	51,741
479	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	25.31	104	52,952	26.01	26.71	27.42	54,309	55,649	57,253
480	249160	WILK-Watres	Plant Operator U648S	4/30/2018	28.06	11,533	71,329	28.74	29.44	30.15	60,009	60,618	62,953
481	243106	NEWC-Field Services	Utility Person U537O	4/23/2018	27.93	17,170	79,600	28.72	29.53	30.32	59,967	60,249	63,308
482	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	27.93	4,972	64,525	28.72	29.53	30.32	59,967	60,249	63,308
483	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	26.67	9,708	66,126	27.32	27.98	28.66	57,044	57,618	59,842
484	249106	WILK-Field Services	M/C Crew Leader U648S	5/1/2018	28.29	19,096	79,111	28.47	29.17	29.87	59,445	60,054	62,369
485	246106	MECH-Field Services	Utility Person U648R	5/14/2018	23.71	2,881	52,475	24.41	25.11	25.78	50,968	52,308	53,829
486	249106	WILK-Field Services	M/C Utility Person U648S	6/5/2018	26.67	20,109	76,815	26.82	27.48	28.14	56,000	56,574	58,756
487	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	28.04	10,080	69,256	28.22	28.92	29.62	58,923	59,532	61,847
488	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	28.04	19,964	79,362	28.22	28.92	29.62	58,923	59,532	61,847
489	249103	WILK-Cust Service	Serviceperson U648S	6/18/2018	28.04	3,736	62,473	28.22	28.92	29.62	58,923	59,532	61,847
490	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	7/3/2018	27.09	13,928	70,904	28.49	29.22	29.97	59,487	60,503	62,577
491	241106	PITT-Field Services	Backhoe Operator U537P	7/9/2018	27.19	20,862	81,303	28.59	29.32	30.07	59,696	60,712	62,786
492	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	27.79	5,311	63,678	28.47	29.17	29.87	59,445	60,054	62,369
493	241106	PITT-Field Services	Utility Person B U537P	7/10/2018	26.74	20,329	79,157	28.12	28.84	29.58	58,715	59,717	61,763
494	241106	PITT-Field Services	Utility Person B U537P	7/16/2018	26.65	17,176	75,832	28.03	28.74	29.47	58,527	59,515	61,533
495	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	27.93	17,275	79,732	28.72	29.53	30.32	59,967	60,249	63,308
496	243103	NEWC-Cust Service	Distribution System Serviceman U537O	7/3/2018	28.03	16,433	77,572	28.82	29.63	30.42	60,176	60,458	63,517
497	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	27.09	16,254	73,314	28.49	29.22	29.97	59,487	60,503	62,577
498	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	28.12	7,322	66,736	28.91	29.72	30.52	60,364	60,646	63,726
499	241106	PITT-Field Services	Compressor Operator U537P	7/24/2018	27.08	22,615	83,337	28.48	29.21	29.96	59,466	60,482	62,556
500	243106	NEWC-Field Services	Utility Person U537O	7/9/2018	27.93	7,796	67,932	28.72	29.53	30.32	59,967	60,249	63,308
501	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	27.93	15,152	76,913	28.72	29.53	30.32	59,967	60,249	63,308
502	241106	PITT-Field Services	Utility Person B U537P	7/23/2018	26.74	19,052	77,581	28.12	28.84	29.58	58,715	59,717	61,763
503	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	24.27	11,495	62,246	24.97	25.67	26.35	52,137	53,477	55,019
504	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	27.08	3,947	60,890	28.48	29.21	29.96	59,466	60,482	62,556
505	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2018	27.06	1,725	58,583	28.46	29.19	29.93	59,424	60,441	62,494
506	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	27.06	2,030	58,911	28.46	29.19	29.93	59,424	60,441	62,494
507	246152	MECH-Silver Springs	Plant Operator U648R	10/8/2018	25.31	12,566	65,736	26.01	26.71	27.42	54,309	55,649	57,253

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				Gross Labor						
				Overtime Hours						
Line #	Cost Center	Cost Center Name	Job	Original	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
				Hire Date						
450	240106	CORP-Field Services	Meter Serviceman U537P	1/30/2017	-	-	-	-	-	-
451	245106	NORR-Field Services	Relief Utility Person F473N	2/13/2017	252	-	-	-	187.0	21.5
452	243152	NEWC-Ellwood	Operator U537O	2/20/2017	151	324	-	208.0	224.5	13.0
453	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	112	767	-	-	228.5	14.5
454	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	1,541	621	-	-	152.0	14.5
455	249160	WILK-Watres	Plant Operator U648S	4/24/2017	192	1,021	-	-	284.0	-
456	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	864	-	-	-	464.5	30.5
457	249106	WILK-Field Services	M/C Crew Leader U648S	6/19/2017	416	1,202	-	-	363.0	79.5
458	245201	YARD-Production	Plant Operator F473Y	6/19/2017	216	228	-	-	213.0	-
459	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/17/2017	15	9	-	-	59.3	22.5
460	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	47	78	-	40.0	211.5	18.0
461	249158	WILK-Lake Scranton	Plant Operator U648S	8/28/2017	184	555	-	-	232.0	30.0
462	249159	WILK-Nesbitt	Plant Operator U648S	8/21/2017	272	821	-	-	283.0	20.0
463	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	-	318	-	-	199.5	3.0
464	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	95	394	-	-	293.0	48.0
465	244601	KANE-Production	Operator U537O	11/6/2017	885	-	-	-	116.3	28.0
466	249160	WILK-Watres	Plant Operator U648S	12/4/2017	208	1,028	-	-	284.0	8.0
467	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	352	1,026	-	-	337.0	18.0
468	240117	CORP-Water Quality	Lab Technician II UWUA 433	10/26/2015	-	-	-	-	-	-
469	243152	NEWC-Ellwood	Operator U537O	1/2/2018	98	342	-	184.0	189.5	17.5
470	241106	PITT-Field Services	Garage Attendant	1/8/2018	-	383	-	-	9.0	-
471	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	27	379	-	-	330.5	29.5
472	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/31/2018	384	354	-	-	190.5	28.0
473	241151	PITT-Production Haye	Operator U537P	1/29/2018	61	350	-	-	273.5	70.0
474	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	5,282	-	-	-	436.0	68.5
475	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	1,161	14	-	-	377.0	11.5
476	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	3,004	373	-	-	422.3	7.8
477	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	1,632	-	-	-	234.8	7.5
478	245206	YARD-Field Services	Utility B F473Y	3/26/2018	96	-	-	-	91.8	-
479	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	-	-	-	-	2.8	-
480	249160	WILK-Watres	Plant Operator U648S	4/30/2018	208	999	-	-	274.0	-
481	243106	NEWC-Field Services	Utility Person U537O	4/23/2018	4,112	-	-	-	314.5	71.5
482	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	1,236	-	-	-	110.0	6.5
483	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	176	555	-	-	216.0	20.0
484	249106	WILK-Field Services	M/C Crew Leader U648S	5/1/2018	808	138	-	-	396.0	40.5
485	246106	MECH-Field Services	Utility Person U648R	5/14/2018	88	-	-	-	81.0	-
486	249106	WILK-Field Services	M/C Utility Person U648S	6/5/2018	888	131	-	-	476.0	20.0
487	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	504	124	-	-	229.0	8.0
488	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	712	138	-	-	348.0	95.0
489	249103	WILK-Cust Service	Serviceperson U648S	6/18/2018	8	181	-	-	83.5	4.0
490	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	7/3/2018	74	339	-	-	284.8	43.5
491	241106	PITT-Field Services	Backhoe Operator U537P	7/9/2018	3,150	518	-	-	462.5	36.8
492	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	56	286	-	-	116.8	8.0
493	241106	PITT-Field Services	Utility Person B U537P	7/10/2018	2,995	-	-	-	503.5	2.5
494	241106	PITT-Field Services	Utility Person B U537P	7/16/2018	2,505	506	-	-	419.0	8.0
495	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	4,010	130	-	-	353.0	44.5
496	243103	NEWC-Cust Service	Distribution System Serviceman U537O	7/3/2018	2,308	305	-	-	367.5	17.5
497	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	108	388	-	-	376.0	18.0
498	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	669	30	-	40.0	130.3	7.5
499	241106	PITT-Field Services	Compressor Operator U537P	7/24/2018	4,179	-	-	-	539.8	12.8
500	243106	NEWC-Field Services	Utility Person U537O	7/9/2018	1,554	264	-	-	168.8	13.0
501	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	3,443	-	-	-	309.0	39.5
502	241106	PITT-Field Services	Utility Person B U537P	7/23/2018	2,695	-	-	-	416.0	44.3
503	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	75	-	-	-	241.8	55.5
504	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	162	238	-	-	79.5	13.3
505	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2018	27	330	-	-	17.5	18.8
506	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	68	313	-	-	34.0	12.0
507	246152	MECH-Silver Springs	Plant Operator U648R	10/8/2018	13	310	-	-	263.0	51.0

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				Gross Labor					
Line #	Cost Center	Cost Center Name	Job	2020		2021		2022	
				Original	Total Overtime	Annualized	Total Overtime	Annualized	Total Overtime
				Hire Date	Pay	Salaries & Wages	Pay	Salaries & Wages	Pay
									Annualized Salaries & Wages
450	240106	CORP-Field Services	Meter Serviceman U537P	1/30/2017	-	60,510	-	61,540	-
451	245106	NORR-Field Services	Relief Utility Person F473N	2/13/2017	8,369	62,638	8,550	63,988	8,760
452	243152	NEWC-Ellwood	Operator U537O	2/20/2017	19,361	84,753	19,884	85,568	20,420
453	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	11,056	74,032	11,316	74,901	11,587
454	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	7,638	71,855	7,846	72,345	8,057
455	249160	WILK-Watres	Plant Operator U648S	4/24/2017	12,669	75,979	12,967	76,886	13,278
456	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	22,331	84,728	22,861	85,868	23,407
457	249106	WILK-Field Services	M/C Crew Leader U648S	6/19/2017	20,556	83,185	21,049	84,287	21,555
458	245201	YARD-Production	Plant Operator F473Y	6/19/2017	8,077	61,305	8,297	62,486	8,524
459	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/17/2017	3,849	63,903	3,929	64,923	3,996
460	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	12,005	74,289	12,331	74,898	12,662
461	249158	WILK-Lake Scranton	Plant Operator U648S	8/28/2017	11,930	73,722	12,216	74,617	12,509
462	249159	WILK-Nesbitt	Plant Operator U648S	8/21/2017	13,582	75,728	13,907	76,662	14,242
463	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	8,306	65,438	8,520	66,991	8,739
464	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	15,535	76,597	15,931	78,023	16,338
465	244601	KANE-Production	Operator U537O	11/6/2017	6,932	70,645	7,125	71,131	7,317
466	249160	WILK-Watres	Plant Operator U648S	12/4/2017	12,703	73,948	13,012	74,866	13,326
467	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	15,563	76,950	15,942	77,938	16,326
468	240117	CORP-Water Quality	Lab Technician II UWUA 433	10/26/2015	-	67,359	-	68,184	-
469	243152	NEWC-Ellwood	Operator U537O	1/2/2018	16,527	79,794	16,988	80,548	17,444
470	241106	PITT-Field Services	Garage Attendant	1/8/2018	378	59,288	388	60,286	398
471	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	15,805	75,698	16,210	77,119	16,626
472	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/31/2018	9,736	69,962	9,986	71,227	10,242
473	241151	PITT-Production Haye	Operator U537P	1/29/2018	15,908	76,683	16,315	78,120	16,733
474	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	22,718	87,967	23,358	88,889	23,983
475	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	18,620	85,859	19,091	86,748	19,562
476	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	18,480	81,324	18,954	82,814	19,440
477	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	10,342	70,793	10,606	72,059	10,878
478	245206	YARD-Field Services	Utility B F473Y	3/26/2018	3,234	52,398	3,321	53,362	3,410
479	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	107	54,416	110	55,759	113
480	249160	WILK-Watres	Plant Operator U648S	4/30/2018	11,812	73,028	12,100	73,925	12,392
481	243106	NEWC-Field Services	Utility Person U537O	4/23/2018	17,656	81,735	18,154	82,515	18,639
482	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	5,112	66,315	5,256	66,741	5,397
483	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	9,944	67,720	10,185	68,534	10,432
484	249106	WILK-Field Services	M/C Crew Leader U648S	5/1/2018	19,217	79,609	19,690	80,690	20,162
485	246106	MECH-Field Services	Utility Person U648R	5/14/2018	2,966	54,021	3,051	55,446	3,132
486	249106	WILK-Field Services	M/C Utility Person U648S	6/5/2018	20,222	77,242	20,720	78,313	21,218
487	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	10,145	69,697	10,397	70,557	10,648
488	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	20,093	79,866	20,591	80,973	21,089
489	249103	WILK-Cust Service	Serviceperson U648S	6/18/2018	3,760	62,873	3,854	63,575	3,947
490	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	7/3/2018	14,647	74,547	15,023	75,938	15,408
491	241106	PITT-Field Services	Backhoe Operator U537P	7/9/2018	21,936	85,300	22,496	86,877	23,071
492	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	5,441	65,228	5,575	65,971	5,709
493	241106	PITT-Field Services	Utility Person B U537P	7/10/2018	21,378	83,088	21,926	84,637	22,488
494	241106	PITT-Field Services	Utility Person B U537P	7/16/2018	18,065	79,603	18,523	81,049	18,993
495	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	17,763	81,870	18,264	82,653	18,753
496	243103	NEWC-Cust Service	Distribution System Serviceman U537O	7/3/2018	16,896	79,685	17,371	80,442	17,834
497	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	17,094	77,077	17,532	78,531	17,982
498	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	7,527	68,591	7,738	69,084	7,947
499	241106	PITT-Field Services	Compressor Operator U537P	7/24/2018	23,784	87,429	24,394	89,055	25,020
500	243106	NEWC-Field Services	Utility Person U537O	7/9/2018	8,016	69,802	8,243	70,310	8,463
501	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	15,581	78,991	16,020	79,712	16,449
502	241106	PITT-Field Services	Utility Person B U537P	7/23/2018	20,036	81,446	20,549	82,961	21,076
503	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	11,826	64,039	12,158	65,710	12,480
504	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	4,151	64,018	4,257	65,140	4,367
505	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2018	1,814	61,595	1,861	62,658	1,908
506	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	2,135	61,939	2,189	63,010	2,245
507	246152	MECH-Silver Springs	Plant Operator U648R	10/8/2018	12,914	67,545	13,262	69,233	13,614

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Gross Labor													
				Base Year				Hourly Wage Rate			Regular Time		
				Original	Hourly	Total	Annualized	2020	2021	2022	2020	2021	2022
Line #	Cost Center	Cost Center Name	Job	Hire Date	Wage Rate	Overtime Pay	Salaries & Wages					(Prorated)	
508	243152	NEWC-Ellwood	Helper/Relief Operator U537O	10/15/2018	29.03	12,926	74,156	29.85	30.69	31.51	62,327	62,619	65,793
509	243151	NEWC-New Castle	Helper/Relief Operator U537O	10/22/2018	29.03	8,288	69,232	29.85	30.69	31.51	62,327	62,619	65,793
510	249158	WILK-Lake Scranton	Plant Operator U648S	10/22/2018	27.56	11,493	70,615	28.24	28.94	29.64	58,965	59,574	61,888
511	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	27.93	24,875	86,718	28.72	29.53	30.32	59,967	60,249	63,308
512	242206	MONVA-Field Services	Utility Person U537O	10/22/2018	27.93	5,335	64,850	28.72	29.53	30.32	59,967	60,249	63,308
513	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	27.93	22,491	86,049	28.72	29.53	30.32	59,967	60,249	63,308
514	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/5/2018	27.03	5,041	63,474	27.82	28.63	29.40	58,088	58,370	61,387
515	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	27.09	13,911	70,976	28.49	29.22	29.97	59,487	60,503	62,577
516	245106	NORR-Field Services	Relief Utility Person F473N	12/3/2018	24.18	10,313	61,204	24.12	24.59	25.19	50,363	51,344	52,597
517	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	27.04	12,330	69,561	27.72	28.42	29.11	57,879	58,488	60,782
518	249103	WILK-Cust Service	Serviceperson U648S	1/14/2019	27.04	1,731	58,445	27.72	28.42	29.11	57,879	58,488	60,782
519	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	27.04	10,870	67,988	27.72	28.42	29.11	57,879	58,488	60,782
520	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	26.23	6,846	62,034	26.89	27.57	28.24	56,146	56,738	58,965
521	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	27.04	8,984	66,006	27.72	28.42	29.11	57,879	58,488	60,782
522	245106	NORR-Field Services	Relief Utility Person F473N	2/25/2019	23.43	11,624	60,810	24.12	24.59	25.19	50,363	51,344	52,597
523	243106	NEWC-Field Services	Utility Person U537O	2/27/2019	26.93	10,240	68,180	27.72	28.53	29.29	57,879	58,161	61,158
524	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	25.67	10,281	64,539	26.32	26.98	27.63	54,956	55,530	57,691
525	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	27.04	8,315	65,273	27.72	28.42	29.11	57,879	58,488	60,782
526	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	27.04	8,261	65,000	27.72	28.42	29.11	57,879	58,488	60,782
527	246152	MECH-Silver Springs	Plant Operator U648R	5/27/2019	25.31	4,572	57,505	26.01	26.71	27.42	54,309	55,649	57,253
528	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	27.06	2,314	59,160	27.24	27.94	28.61	56,877	57,486	59,738
529	240117	CORP-Water Quality	Lab Tech (N)	7/8/2019	25.30	38	52,864	25.91	26.54	27.19	54,100	54,758	56,773
530	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	26.54	3,178	58,730	27.22	27.92	28.59	56,835	57,444	59,696
531	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	26.93	6,406	63,235	27.72	28.53	29.29	57,879	58,161	61,158
532	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	26.93	5,056	62,783	27.72	28.53	29.29	57,879	58,161	61,158
533	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	26.56	4,781	60,780	27.24	27.94	28.61	56,877	57,486	59,738
534	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	27.18	14,602	72,670	28.58	29.31	30.06	59,675	60,691	62,765
535	241106	PITT-Field Services	Compressor Operator U537P	7/29/2019	27.08	10,805	68,805	28.48	29.21	29.96	59,466	60,482	62,556
536	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	26.56	637	56,277	27.24	27.94	28.61	56,877	57,486	59,738
537	249160	WILK-Watres	Plant Operator U648S	7/31/2019	26.56	3,413	59,279	27.24	27.94	28.61	56,877	57,486	59,738
538	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	26.93	1,178	57,755	27.72	28.53	29.29	57,879	58,161	61,158
539	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	26.54	5,892	61,579	27.22	27.92	28.59	56,835	57,444	59,696
540	243301	BUTL-Production	Operator U537O	8/5/2019	28.27	5,499	64,756	29.09	29.93	30.73	60,740	61,032	64,164
541	242103	MCMR-Cust Service	Distribution System Serviceman U537O	8/12/2019	27.03	3,102	59,774	27.82	28.63	29.40	58,088	58,370	61,387
542	241106	PITT-Field Services	Utility Person B U537P	8/12/2019	26.65	9,984	67,253	28.03	28.74	29.47	58,527	59,515	61,533
543	244601	KANE-Production	Operator U537O	9/9/2019	28.27	1,018	60,045	29.09	29.93	30.73	60,740	61,032	64,164
544	243151	NEWC-New Castle	Operator U537O	9/23/2019	28.27	4,099	63,198	29.09	29.93	30.73	60,740	61,032	64,164
545	243301	BUTL-Production	Operator U537O	9/23/2019	28.27	3,640	62,735	29.09	29.93	30.73	60,740	61,032	64,164
546	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	27.09	-	56,602	28.49	29.22	29.97	59,487	60,503	62,577
547	245101	NORR-Production	Maint&Relief F473N	10/7/2019	24.59	175	51,525	25.30	25.81	26.44	52,826	53,891	55,207
548	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	27.18	245	57,003	27.98	28.80	29.57	58,422	58,708	61,742
549	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	26.56	-	55,457	27.24	27.94	28.61	56,877	57,486	59,738
550	249103	WILK-Cust Service	Serviceperson - to be filled	1/27/2020	-	-	-	30.22	30.92	31.67	63,099	63,708	66,127
551	249159	WILK-Nesbitt	Plant Operator - to be filled	8/15/2020	-	-	-	29.74	30.44	31.17	62,097	62,706	65,083
552	245106	NORR-Field Services	Utility Person F473N - to be filled	7/1/2021	-	-	-	30.20	30.94	30.94	-	31,529	64,596
553	246106	Mech-Field Services	Utility Person - to be filled	4/1/2022	-	-	-	-	-	27.22	-	-	56,835
Total Collective Bargaining Unit							\$6,697,664		\$42,286,960		\$36,080,014	\$36,506,843	\$38,024,979
Non-Collective Bargaining Unit Hourly													
1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	\$28.80	\$43	\$60,178	\$29.61	\$30.45	\$31.31	\$61,826	\$63,141	\$65,375
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	37.47	16,103	94,340	38.52	39.61	40.73	80,430	82,137	85,044
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	32.00	516	67,332	32.90	33.83	34.79	68,695	70,152	72,642
4	240106	CORP-Field Services	Admin Support Rep (N)	9/10/1990	23.92	54	49,999	24.59	25.29	26.01	51,344	52,440	54,309
5	249106	WILK-Field Services	Admin Asst - Staff Supp (N)	3/6/1995	24.63	776	52,203	25.32	26.04	26.78	52,868	53,996	55,917
6	249103	WILK-Cust Service	Operations Specialist	10/27/1980	35.99	297	75,444	37.00	38.05	39.13	77,256	78,900	81,703
7	245306	ABNG-Field Services	Utility Person	7/16/1990	29.64	12,360	74,348	30.47	31.33	32.22	63,621	64,968	67,275
8	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	31.45	165	65,833	32.33	33.24	34.18	67,505	68,930	71,368
9	245506	BNGR-Field Services	Utility Person	4/15/1985	29.81	5,291	67,555	30.65	31.52	32.41	63,997	65,360	67,672
10	246801	LEHP-Production	Plant Operator	2/1/1996	30.00	16,984	79,844	30.84	31.71	32.61	64,394	65,756	68,090

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				Gross Labor						
				Overtime Hours						
Line #	Cost Center	Cost Center Name	Job	Original	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
				Hire Date						
508	243152	NEWC-Ellwood	Helper/Relief Operator U537O	10/15/2018	421	195	-	80.0	199.5	23.0
509	243151	NEWC-New Castle	Helper/Relief Operator U537O	10/22/2018	235	94	-	16.0	173.0	3.0
510	249158	WILK-Lake Scranton	Plant Operator U648S	10/22/2018	152	1,426	-	-	198.0	60.0
511	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	3,380	145	-	296.5	280.0	50.0
512	242206	MONVA-Field Services	Utility Person U537O	10/22/2018	1,197	-	-	-	98.0	22.0
513	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	5,240	-	-	-	409.5	95.5
514	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/5/2018	1,699	295	-	-	107.0	13.0
515	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	142	359	-	-	239.0	77.5
516	245106	NORR-Field Services	Relief Utility Person F473N	12/3/2018	403	-	12.0	-	241.0	26.5
517	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	632	139	-	-	288.0	12.0
518	249103	WILK-Cust Service	Serviceperson U648S	1/14/2019	-	255	-	-	40.0	2.0
519	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	512	147	-	-	260.0	6.0
520	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	296	124	-	-	174.0	-
521	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	424	138	-	-	221.5	-
522	245106	NORR-Field Services	Relief Utility Person F473N	2/25/2019	264	-	-	-	241.8	66.8
523	243106	NEWC-Field Services	Utility Person U537O	2/27/2019	1,541	169	-	-	225.5	21.0
524	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	520	139	-	-	239.0	21.0
525	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	368	131	-	-	201.0	3.0
526	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	280	-	-	-	157.0	35.0
527	246152	MECH-Silver Springs	Plant Operator U648R	5/27/2019	-	86	-	-	84.8	26.8
528	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	64	281	-	-	57.0	-
529	240117	CORP-Water Quality	Lab Tech (N)	7/8/2019	-	-	-	-	1.0	-
530	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	136	-	-	-	68.5	8.5
531	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	578	20	-	120.5	47.5	8.0
532	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	1,365	132	-	-	90.5	26.0
533	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	160	382	-	-	120.0	-
534	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	1,316	-	-	-	292.5	49.3
535	241106	PITT-Field Services	Compressor Operator U537P	7/29/2019	1,326	131	-	-	206.0	45.0
536	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	-	182	-	-	16.0	-
537	249160	WILK-Watres	Plant Operator U648S	7/31/2019	96	313	-	-	75.0	8.0
538	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	347	-	-	-	18.5	8.0
539	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	272	-	-	-	148.0	-
540	243301	BUTL-Production	Operator U537O	8/5/2019	109	121	-	72.0	59.0	8.0
541	242103	MCMR-Cust Service	Distribution System Serviceman U537O	8/12/2019	124	110	-	-	60.5	12.0
542	241106	PITT-Field Services	Utility Person B U537P	8/12/2019	1,625	-	-	-	211.8	28.5
543	244601	KANE-Production	Operator U537O	9/9/2019	-	-	-	-	24.0	-
544	243151	NEWC-New Castle	Operator U537O	9/23/2019	-	71	-	48.0	44.0	9.5
545	243301	BUTL-Production	Operator U537O	9/23/2019	-	67	-	40.0	52.5	-
546	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	-	38	-	-	-	-
547	245101	NORR-Production	Maint&Relief F473N	10/7/2019	6	-	-	-	4.8	-
548	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	6	-	-	-	6.0	-
549	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	-	-	-	-	-	-
550	249103	WILK-Cust Service	Serviceperson - to be filled	1/27/2020	-	-	-	-	-	-
551	249159	WILK-Nesbitt	Plant Operator - to be filled	8/15/2020	-	-	-	-	-	-
552	245106	NORR-Field Services	Utility Person F473N - to be filled	7/1/2021	-	-	-	-	-	-
553	246106	Mech-Field Services	Utility Person - to be filled	4/1/2022	-	-	-	-	-	-
				Total Collective Bargaining Unit	\$641,752	\$57,042	96.9	3,633.5	120,435.0	17,146.5
Non-Collective Bargaining Unit Hourly										
1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	\$0	\$0	0.0	0.0	1.0	0.0
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	-	-	-	-	286.5	-
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	-	-	-	-	10.8	-
4	240106	CORP-Field Services	Admin Support Rep (N)	9/10/1990	-	-	-	-	1.5	-
5	249106	WILK-Field Services	Admin Asst - Staff Supp (N)	3/6/1995	-	-	-	-	21.0	-
6	249103	WILK-Cust Service	Operations Specialist	10/27/1980	-	-	-	-	5.5	-
7	245306	ABNG-Field Services	Utility Person	7/16/1990	100	-	76.0	-	142.0	64.0
8	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	-	-	-	-	3.5	-
9	245506	BNGR-Field Services	Utility Person	4/15/1985	20	-	91.0	-	47.0	8.0
10	246801	LEHP-Production	Plant Operator	2/1/1996	220	-	-	-	206.8	128.0

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				Gross Labor						
				2020		2021		2022		
				Original	Total Overtime	Annualized Salaries &	Total Overtime	Annualized Salaries &	Total Overtime	Annualized
Line #	Cost Center	Cost Center Name	Job	Hire Date	Pay	Wages	Pay	Wages	Pay	Salaries & Wages
508	243152	NEWC-Ellwood	Helper/Relief Operator U537O	10/15/2018	13,291	76,234	13,665	76,900	14,030	80,439
509	243151	NEWC-New Castle	Helper/Relief Operator U537O	10/22/2018	8,522	71,178	8,762	71,711	8,996	75,118
510	249158	WILK-Lake Scranton	Plant Operator U648S	10/22/2018	11,776	72,319	12,068	73,220	12,360	75,826
511	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	25,579	89,071	26,300	90,075	27,004	93,837
512	242206	MONVA-Field Services	Utility Person U537O	10/22/2018	5,486	66,650	5,640	67,087	5,791	70,297
513	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	23,127	88,334	23,779	89,269	24,415	92,964
514	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/5/2018	5,188	65,271	5,339	65,704	5,483	68,865
515	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	14,630	74,618	15,004	76,009	15,390	78,468
516	245106	NORR-Field Services	Relief Utility Person F473N	12/3/2018	10,287	61,053	10,488	62,235	10,744	63,743
517	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	12,640	71,290	12,960	72,219	13,274	74,827
518	249103	WILK-Cust Service	Serviceperson U648S	1/14/2019	1,774	59,908	1,819	60,562	1,863	62,900
519	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	11,143	69,681	11,425	70,572	11,702	73,143
520	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	7,018	63,585	7,196	64,354	7,371	66,756
521	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	9,210	67,651	9,443	68,493	9,672	71,015
522	245106	NORR-Field Services	Relief Utility Person F473N	2/25/2019	11,967	62,593	12,200	63,808	12,497	65,358
523	243106	NEWC-Field Services	Utility Person U537O	2/27/2019	10,541	70,130	10,849	70,720	11,138	74,005
524	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	10,541	66,156	10,805	66,995	11,066	69,416
525	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	8,524	66,902	8,739	67,727	8,951	70,232
526	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	8,468	66,628	8,682	67,451	8,893	69,955
527	246152	MECH-Silver Springs	Plant Operator U648R	5/27/2019	4,698	59,093	4,824	60,559	4,953	62,292
528	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	2,329	59,552	2,389	60,220	2,446	62,529
529	240117	CORP-Water Quality	Lab Tech (N)	7/8/2019	39	54,139	40	54,798	41	56,814
530	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	3,260	60,231	3,343	60,924	3,424	63,256
531	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	6,594	65,072	6,787	65,547	6,967	68,724
532	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	5,204	64,581	5,357	65,015	5,499	68,154
533	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	4,903	62,322	5,029	63,057	5,150	65,429
534	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	15,355	76,346	15,747	77,754	16,150	80,231
535	241106	PITT-Field Services	Compressor Operator U537P	7/29/2019	11,364	72,287	11,655	73,595	11,954	75,968
536	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	654	57,713	671	58,339	687	60,606
537	249160	WILK-Watres	Plant Operator U648S	7/31/2019	3,500	60,786	3,590	61,485	3,676	63,823
538	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	1,213	59,440	1,248	59,757	1,281	62,786
539	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	6,043	63,150	6,198	63,915	6,347	66,315
540	243301	BUTL-Production	Operator U537O	8/5/2019	5,658	66,627	5,821	67,083	5,977	70,371
541	242103	MCMR-Cust Service	Distribution System Serviceman U537O	8/12/2019	3,192	61,515	3,285	61,889	3,374	64,995
542	241106	PITT-Field Services	Utility Person B U537P	8/12/2019	10,501	70,652	10,767	71,906	11,040	74,198
543	244601	KANE-Production	Operator U537O	9/9/2019	1,047	61,787	1,077	62,110	1,106	65,271
544	243151	NEWC-New Castle	Operator U537O	9/23/2019	4,218	65,029	4,340	65,443	4,456	68,691
545	243301	BUTL-Production	Operator U537O	9/23/2019	3,745	64,552	3,853	64,953	3,956	68,188
546	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	-	59,526	-	60,542	-	62,616
547	245101	NORR-Production	Maint&Relief F473N	10/7/2019	180	53,013	184	54,081	188	55,401
548	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	252	58,680	259	58,973	266	62,015
549	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	-	56,877	-	57,486	-	59,738
550	249103	WILK-Cust Service	Serviceperson - to be filled	1/27/2020	-	63,099	-	63,708	-	66,127
551	249159	WILK-Nesbitt	Plant Operator - to be filled	8/15/2020	-	62,097	-	62,706	-	65,083
552	245106	NORR-Field Services	Utility Person F473N - to be filled	7/1/2021	-	-	-	31,529	-	64,596
553	246106	Mech-Field Services	Utility Person - to be filled	4/1/2022	-	-	-	-	-	56,835
Total Collective Bargaining Unit					\$6,915,294	\$43,694,102	\$7,084,750	\$44,290,387	\$7,264,385	\$45,988,159
Non-Collective Bargaining Unit Hourly										
1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	\$44	\$61,870	\$46	\$63,187	\$47	\$65,422
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	16,554	96,984	17,022	99,159	17,504	102,548
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	531	69,226	546	70,697	561	73,203
4	240106	CORP-Field Services	Admin Support Rep (N)	9/10/1990	55	51,399	57	52,497	59	54,367
5	249106	WILK-Field Services	Admin Asst - Staff Supp (N)	3/6/1995	798	53,666	820	54,816	844	56,760
6	249103	WILK-Cust Service	Operations Specialist	10/27/1980	305	77,561	314	79,214	323	82,026
7	245306	ABNG-Field Services	Utility Person	7/16/1990	12,706	76,427	13,065	78,133	13,436	80,811
8	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	170	67,675	175	69,105	179	71,547
9	245506	BNGR-Field Services	Utility Person	4/15/1985	5,440	69,458	5,595	70,974	5,753	73,445
10	246801	LEHP-Production	Plant Operator	2/1/1996	17,459	82,073	17,952	83,928	18,461	86,771

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Gross Labor													
Line #	Cost Center	Cost Center Name	Job	Base Year				Hourly Wage Rate			Regular Time		
				Original	Hourly	Total	Annualized	2020	2021	2022	2020	2021	2022
				Hire Date	Wage Rate	Overtime Pay	Salaries & Wages					(Prorated)	
11	245501	BNGR-Production	Plant Operator	6/1/1980	31.89	7,861	74,497	32.78	33.71	34.66	68,445	69,901	72,370
12	245706	POCO-Field Services	Crew Leader	9/16/1996	30.02	12,533	75,385	30.86	31.73	32.63	64,436	65,798	68,131
13	245406	SUSQ-Field Services	Utility Person	2/20/1990	29.26	2,824	63,968	30.08	30.93	31.81	62,807	64,138	66,419
14	245706	POCO-Field Services	Utility Person	7/1/1994	29.56	9,130	70,922	30.39	31.25	32.13	63,454	64,801	67,087
15	245501	BNGR-Production	Plant Operator	7/23/1990	32.76	10,414	78,876	33.68	34.63	35.61	70,324	71,812	74,354
16	249150	WILK-Other	Operations Specialist	8/29/1983	35.35	1,220	75,030	36.34	37.37	38.43	75,878	77,491	80,242
17	245306	ABNG-Field Services	Utility Person	4/11/1994	29.62	11,233	73,150	30.45	31.31	32.20	63,580	64,926	67,234
18	247406	FRCK-Field Services	Utility Person	4/18/1988	29.87	1,971	64,390	30.71	31.58	32.47	64,122	65,485	67,797
19	247406	FRCK-Field Services	Utility Person	1/15/1986	30.44	9,178	72,826	31.29	32.18	33.09	65,334	66,727	69,092
20	247106	MILT-Field Services	Operations Specialist	6/14/1979	26.31	2,072	57,007	27.05	27.82	28.61	56,480	57,686	59,738
21	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	26.75	6,089	62,811	27.50	28.28	29.08	57,420	58,641	60,719
22	245105	NORR-Admin & Gen	Admin Asst - Staff Supp (N)	8/28/1978	25.60	1,776	55,229	26.32	27.06	27.83	54,956	56,115	58,109
23	240106	CORP-Field Services	Exec Asst (N)	6/5/1995	30.02	462	63,143	30.86	31.73	32.63	64,436	65,798	68,131
24	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	28.47	2,537	61,993	29.27	30.10	30.95	61,116	62,416	64,624
25	240151	CORP-Cust Serv MECH	Compliance Analyst	1/2/1996	28.96	4,561	65,030	29.77	30.61	31.48	62,160	63,475	65,730
26	246201	HSKY-Production	Plant Operator	7/19/1982	29.54	9,826	71,525	30.37	31.23	32.11	63,413	64,759	67,046
27	246206	HSKY-Field Services	Utility Person	12/1/1977	29.95	382	62,927	30.79	31.66	32.56	64,290	65,652	67,985
28	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/11/1988	36.75	12,899	89,633	37.78	38.85	39.95	78,885	80,560	83,416
29	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	37.38	11,831	89,880	38.43	39.52	40.64	80,242	81,949	84,856
30	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	44.80	9,307	102,850	46.06	47.36	48.70	96,173	98,209	101,686
31	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	27.54	506	58,010	28.31	29.11	29.93	59,111	60,364	62,494
32	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	39.78	20,795	103,856	40.90	42.06	43.25	85,399	87,216	90,306
33	247206	PHBG-Field Services	Foreperson	7/27/1998	30.31	3,084	66,511	31.16	32.04	32.95	65,062	66,440	68,800
34	247106	MILT-Field Services	Utility Person	11/16/1998	28.29	8,862	68,241	29.08	29.90	30.75	60,719	62,003	64,206
35	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	29.33	5,430	66,711	30.15	31.00	31.88	62,953	64,284	66,565
36	240114	CORP-Engineering	CAD Technician	8/1/2000	27.35	-	57,107	28.12	28.92	29.74	58,715	59,967	62,097
37	246401	ROYF-Production	Maintenance/Relief Operator	1/4/1993	30.94	4,687	69,709	31.81	32.71	33.64	66,419	67,829	70,240
38	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	30.87	5,198	69,734	31.74	32.64	33.56	66,273	67,683	70,073
39	246505	COAT-Admin & Gen	Operations Specialist	7/17/1989	26.58	-	55,499	27.33	28.10	28.90	57,065	58,271	60,343
40	246506	COAT-Field Services	Utility Person	1/26/1998	26.32	4,843	59,829	27.06	27.83	28.62	56,501	57,707	59,759
41	246306	PENN/Wyom-Field Svc	Crew Leader	3/1/1997	32.55	14,737	82,741	33.46	34.41	35.38	69,864	71,352	73,873
42	245906	GLEN-Field Services	Utility Person	12/27/1994	31.63	7,749	73,883	32.52	33.44	34.39	67,902	69,342	71,806
43	246306	PENN/Wyom-Field Svc	Utility Person	8/16/1999	30.56	7,472	71,291	31.42	32.31	33.22	65,605	66,999	69,363
44	245606	NAZA-Field Services	Utility Person	10/4/1993	30.24	4,634	67,835	31.09	31.97	32.87	64,916	66,294	68,633
45	245606	NAZA-Field Services	Crew Leader	4/18/1983	30.69	9,828	74,079	31.55	32.44	33.36	65,876	67,270	69,656
46	245906	GLEN-Field Services	Utility Person	3/28/1991	31.33	5,491	70,968	32.21	33.12	34.06	67,254	68,680	71,117
47	246306	PENN/Wyom-Field Svc	Utility Person	10/2/1989	30.18	9,122	72,188	31.03	31.91	32.81	64,791	66,169	68,507
48	245906	GLEN-Field Services	Utility Person	6/20/1983	30.11	7,219	70,139	30.95	31.83	32.73	64,624	66,002	68,340
49	246306	PENN/Wyom-Field Svc	Utility Person	1/27/1986	31.25	8,965	74,255	32.13	33.04	33.97	67,087	68,513	70,929
50	245906	GLEN-Field Services	Crew Leader	10/1/1987	31.85	11,713	78,326	32.74	33.67	34.62	68,361	69,818	72,287
51	240106	CORP-Field Services	Operations Specialist	7/29/1996	25.64	192	53,729	26.36	27.11	27.88	55,040	56,214	58,213
52	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	31.52	8,601	74,617	32.40	33.32	34.26	67,651	69,092	71,535
53	246401	ROYF-Production	Plant Operator	3/9/1998	32.22	9,827	77,523	33.12	34.06	35.02	69,155	70,627	73,122
54	245601	NAZA-Production	Lead Plant Operator	5/27/1987	32.31	21,034	88,577	33.22	34.16	35.13	69,363	70,835	73,351
55	246306	PENN/Wyom-Field Svc	Utility Person	3/3/1998	30.98	12,973	78,039	31.85	32.75	33.68	66,503	67,912	70,324
56	247203	PHBG-Cust Service	Utility Person	10/29/2001	30.57	3,477	67,432	31.43	32.32	33.23	65,626	67,020	69,384
57	247206	PHBG-Field Services	Utility Person	12/27/2001	30.20	3,050	66,148	31.05	31.93	32.83	64,832	66,210	68,549
58	245606	NAZA-Field Services	Utility Person	11/26/2001	29.98	7,847	70,566	30.82	31.69	32.59	64,352	65,715	68,048
59	246801	LEHP-Production	Utility Person	2/26/1990	29.69	4,583	66,676	30.52	31.38	32.27	63,726	65,073	67,380
60	246501	COAT-Production	Plant Operator	5/28/2002	31.21	17,197	82,373	32.09	33.00	33.93	67,004	68,429	70,846
61	240114	CORP-Engineering	Sr CAD Tech	10/28/2002	32.05	-	66,920	32.95	33.88	34.84	68,800	70,256	72,746
62	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	40.99	24,010	109,597	42.14	43.33	44.56	87,988	89,852	93,041
63	245906	GLEN-Field Services	Utility Person	1/5/2004	29.74	10,376	72,603	30.57	31.43	32.32	63,830	65,177	67,484
64	245606	NAZA-Field Services	Utility Person	2/16/2004	29.34	6,763	68,115	30.16	31.01	31.89	62,974	64,305	66,586
65	247106	MILT-Field Services	Utility Person	11/22/2004	27.49	1,299	58,748	28.26	29.06	29.88	59,007	60,260	62,389
66	247106	MILT-Field Services	Utility Person	11/23/2004	27.49	1,938	59,407	28.26	29.06	29.88	59,007	60,260	62,389
67	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	28.46	971	60,396	29.26	30.09	30.94	61,095	62,395	64,603
68	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	25.75	48	53,814	26.47	27.22	27.99	55,269	56,444	58,443

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					Gross Labor					
					Overtime Hours					
					Original					
Line #	Cost Center	Cost Center Name	Job	Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
11	245501	BNGR-Production	Plant Operator	6/1/1980	50	-	147.0	-	29.0	28.0
12	245706	POCO-Field Services	Crew Leader	9/16/1996	170	-	70.0	-	125.0	80.0
13	245406	SUSQ-Field Services	Utility Person	2/20/1990	50	-	35.0	-	41.0	-
14	245706	POCO-Field Services	Utility Person	7/1/1994	70	-	54.0	-	103.3	50.0
15	245501	BNGR-Production	Plant Operator	7/23/1990	60	-	147.0	-	67.3	35.0
16	249150	WILK-Other	Operations Specialist	8/29/1983	-	-	-	-	23.0	-
17	245306	ABNG-Field Services	Utility Person	4/11/1994	70	-	73.0	-	121.5	62.0
18	247406	FRCK-Field Services	Utility Person	4/18/1988	50	-	-	-	44.0	-
19	247406	FRCK-Field Services	Utility Person	1/15/1986	90	-	7.0	-	163.0	25.0
20	247106	MILT-Field Services	Operations Specialist	6/14/1979	-	-	-	-	52.5	-
21	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	10	858	-	-	87.8	48.0
22	245105	NORR-Admin & Gen	Admin Asst - Staff Supp (N)	8/28/1978	-	-	-	-	46.3	-
23	240106	CORP-Field Services	Exec Asst (N)	6/5/1995	-	-	-	-	10.3	-
24	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	10	-	-	-	48.8	8.0
25	240151	CORP-Cust Serv MECH	Compliance Analyst	1/2/1996	-	-	-	-	105.0	-
26	246201	HSHY-Production	Plant Operator	7/19/1982	20	-	-	-	117.8	78.0
27	246206	HSHY-Field Services	Utility Person	12/1/1977	10	-	-	-	8.5	-
28	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/11/1988	-	-	-	-	234.0	-
29	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	-	-	-	-	211.0	-
30	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	-	-	-	-	138.5	-
31	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	-	-	-	-	12.3	-
32	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	-	-	-	-	348.5	-
33	247206	PHBG-Field Services	Foreperson	7/27/1998	140	-	-	-	56.5	8.5
34	247106	MILT-Field Services	Utility Person	11/16/1998	310	-	-	-	163.5	34.0
35	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	40	-	-	-	48.8	56.0
36	240114	CORP-Engineering	CAD Technician	8/1/2000	-	-	-	-	-	-
37	246401	ROYF-Production	Maintenance/Relief Operator	1/4/1993	100	319	-	-	25.0	57.0
38	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	80	-	22.0	-	68.3	22.0
39	246505	COAT-Admin & Gen	Operations Specialist	7/17/1989	-	-	-	-	-	-
40	246506	COAT-Field Services	Utility Person	1/26/1998	30	-	1.0	-	88.0	25.5
41	246306	PENN/Wyom-Field Svc	Crew Leader	3/1/1997	40	-	143.0	-	144.5	46.5
42	245906	GLEN-Field Services	Utility Person	12/27/1994	90	-	44.0	-	106.0	21.0
43	246306	PENN/Wyom-Field Svc	Utility Person	8/16/1999	10	-	28.0	-	83.0	46.0
44	245606	NAZA-Field Services	Utility Person	10/4/1993	60	-	35.0	-	59.5	14.5
45	245606	NAZA-Field Services	Crew Leader	4/18/1983	170	-	59.0	-	117.5	42.5
46	245906	GLEN-Field Services	Utility Person	3/28/1991	60	-	33.0	-	71.5	17.5
47	246306	PENN/Wyom-Field Svc	Utility Person	10/2/1989	50	-	48.0	-	117.5	39.0
48	245906	GLEN-Field Services	Utility Person	6/20/1983	50	-	51.0	-	96.5	22.0
49	246306	PENN/Wyom-Field Svc	Utility Person	1/27/1986	40	-	53.0	-	109.3	35.0
50	245906	GLEN-Field Services	Crew Leader	10/1/1987	110	-	159.0	-	98.5	30.5
51	240106	CORP-Field Services	Operations Specialist	7/29/1996	-	-	-	-	5.0	-
52	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	150	52	-	-	131.3	38.0
53	246401	ROYF-Production	Plant Operator	3/9/1998	70	351	-	-	82.0	91.0
54	245601	NAZA-Production	Lead Plant Operator	5/27/1987	80	-	150.0	-	222.0	84.0
55	246306	PENN/Wyom-Field Svc	Utility Person	3/3/1998	380	-	37.0	-	214.5	30.0
56	247203	PHBG-Cust Service	Utility Person	10/29/2001	125	-	4.0	-	46.5	20.0
57	247206	PHBG-Field Services	Utility Person	12/27/2001	40	-	6.0	-	50.0	10.0
58	245606	NAZA-Field Services	Utility Person	11/26/2001	120	-	56.0	-	98.5	29.0
59	246801	LEHP-Production	Utility Person	2/26/1990	100	-	53.0	-	46.3	16.0
60	246501	COAT-Production	Plant Operator	5/28/2002	10	-	91.0	-	122.0	138.5
61	240114	CORP-Engineering	Sr CAD Tech	10/28/2002	-	-	-	-	-	-
62	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	-	-	-	-	390.5	-
63	245906	GLEN-Field Services	Utility Person	1/5/2004	130	-	63.0	-	138.3	39.3
64	245606	NAZA-Field Services	Utility Person	2/16/2004	90	-	63.0	-	81.0	23.0
65	247106	MILT-Field Services	Utility Person	11/22/2004	50	-	-	-	27.5	3.0
66	247106	MILT-Field Services	Utility Person	11/23/2004	70	-	-	-	31.0	12.0
67	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	-	-	-	-	22.8	-
68	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	-	-	-	-	1.3	-

Pennsylvania-American Water Company - Water Operations Excl. Steelton
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				Gross Labor						
				2020		2021		2022		
Line #	Cost Center	Cost Center Name	Job	Original	Total Overtime	Annualized	Total Overtime	Annualized	Total Overtime	Annualized
				Hire Date	Pay	Salaries & Wages	Pay	Salaries & Wages	Pay	Salaries & Wages
11	245501	BNGR-Production	Plant Operator	6/1/1980	8,080	76,575	8,310	78,261	8,544	80,964
12	245706	POCO-Field Services	Crew Leader	9/16/1996	12,884	77,490	13,247	79,215	13,623	81,924
13	245406	SUSQ-Field Services	Utility Person	2/20/1990	2,903	65,760	2,985	67,173	3,070	69,539
14	245706	POCO-Field Services	Utility Person	7/1/1994	9,387	72,911	9,652	74,523	9,924	77,082
15	245501	BNGR-Production	Plant Operator	7/23/1990	10,706	81,090	11,008	82,880	11,320	85,733
16	249150	WILK-Other	Operations Specialist	8/29/1983	1,254	77,132	1,289	78,780	1,326	81,568
17	245306	ABNG-Field Services	Utility Person	4/11/1994	11,548	75,198	11,874	76,871	12,212	79,515
18	247406	FRCK-Field Services	Utility Person	4/18/1988	2,027	66,199	2,084	67,619	2,143	69,990
19	247406	FRCK-Field Services	Utility Person	1/15/1986	9,434	74,857	9,702	76,520	9,977	79,159
20	247106	MILT-Field Services	Operations Specialist	6/14/1979	2,130	58,611	2,191	59,877	2,253	61,991
21	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	6,260	64,547	6,437	65,946	6,619	68,206
22	245105	NORR-Admin & Gen	Admin Asst - Staff Supp (N)	8/28/1978	1,826	56,782	1,877	57,992	1,931	60,040
23	240106	CORP-Field Services	Exec Asst (N)	6/5/1995	474	64,910	488	66,286	502	68,633
24	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	2,609	63,734	2,683	65,108	2,758	67,392
25	240151	CORP-Cust Serv MECH	Compliance Analyst	1/2/1996	4,689	66,849	4,821	68,296	4,958	70,688
26	246201	HSHY-Production	Plant Operator	7/19/1982	10,102	73,534	10,388	75,167	10,681	77,746
27	246206	HSHY-Field Services	Utility Person	12/1/1977	393	64,692	404	66,066	415	68,410
28	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/11/1988	13,261	92,145	13,636	94,197	14,022	97,438
29	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	12,163	92,405	12,508	94,457	12,863	97,719
30	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	9,569	105,742	9,839	108,048	10,117	111,803
31	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	520	59,631	535	60,899	550	63,044
32	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	21,380	106,780	21,987	109,203	22,609	112,915
33	247206	PHBG-Field Services	Foreperson	7/27/1998	3,171	68,373	3,260	69,840	3,353	72,292
34	247106	MILT-Field Services	Utility Person	11/16/1998	9,109	70,138	9,366	71,679	9,632	74,148
35	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	5,582	68,575	5,739	70,063	5,902	72,507
36	240114	CORP-Engineering	CAD Technician	8/1/2000	-	58,715	-	59,967	-	62,097
37	246401	ROYF-Production	Maintenance/Relief Operator	1/4/1993	4,819	71,657	4,956	73,203	5,096	75,756
38	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	5,344	71,697	5,496	73,258	5,651	75,804
39	246505	COAT-Admin & Gen	Operations Specialist	7/17/1989	-	57,065	-	58,271	-	60,343
40	246506	COAT-Field Services	Utility Person	1/26/1998	4,979	61,510	5,121	62,858	5,266	65,055
41	246306	PENN/Wyom-Field Svc	Crew Leader	3/1/1997	15,149	85,053	15,579	86,971	16,018	89,932
42	245906	GLEN-Field Services	Utility Person	12/27/1994	7,967	75,959	8,193	77,625	8,426	80,322
43	246306	PENN/Wyom-Field Svc	Utility Person	8/16/1999	7,682	73,297	7,900	74,908	8,122	77,496
44	245606	NAZA-Field Services	Utility Person	10/4/1993	4,765	69,740	4,899	71,253	5,037	73,730
45	245606	NAZA-Field Services	Crew Leader	4/18/1983	10,104	76,150	10,389	77,829	10,684	80,509
46	245906	GLEN-Field Services	Utility Person	3/28/1991	5,645	72,959	5,804	74,544	5,969	77,146
47	246306	PENN/Wyom-Field Svc	Utility Person	10/2/1989	9,379	74,219	9,645	75,864	9,917	78,474
48	245906	GLEN-Field Services	Utility Person	6/20/1983	7,420	72,094	7,631	73,683	7,847	76,237
49	246306	PENN/Wyom-Field Svc	Utility Person	1/27/1986	9,217	76,345	9,478	78,031	9,745	80,715
50	245906	GLEN-Field Services	Crew Leader	10/1/1987	12,040	80,511	12,382	82,310	12,732	85,128
51	240106	CORP-Field Services	Operations Specialist	7/29/1996	198	55,237	203	56,418	209	58,423
52	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	8,841	76,695	9,092	78,386	9,349	81,086
53	246401	ROYF-Production	Plant Operator	3/9/1998	10,102	79,677	10,388	81,436	10,681	84,224
54	245601	NAZA-Production	Lead Plant Operator	5/27/1987	21,626	91,070	22,238	93,154	22,870	96,301
55	246306	PENN/Wyom-Field Svc	Utility Person	3/3/1998	13,337	80,220	13,714	82,006	14,104	84,807
56	247203	PHBG-Cust Service	Utility Person	10/29/2001	3,575	69,326	3,676	70,821	3,780	73,289
57	247206	PHBG-Field Services	Utility Person	12/27/2001	3,136	68,008	3,225	69,475	3,316	71,905
58	245606	NAZA-Field Services	Utility Person	11/26/2001	8,067	72,539	8,295	74,129	8,530	76,698
59	246801	LEHP-Production	Utility Person	2/26/1990	4,712	68,537	4,844	70,017	4,982	72,461
60	246501	COAT-Production	Plant Operator	5/28/2002	17,682	84,696	18,183	86,622	18,695	89,551
61	240114	CORP-Engineering	Sr CAD Tech	10/28/2002	-	68,800	-	70,256	-	72,746
62	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	24,684	112,672	25,381	115,232	26,101	119,142
63	245906	GLEN-Field Services	Utility Person	1/5/2004	10,665	74,625	10,965	76,272	11,276	78,890
64	245606	NAZA-Field Services	Utility Person	2/16/2004	6,952	70,016	7,148	71,543	7,351	74,027
65	247106	MILT-Field Services	Utility Person	11/22/2004	1,335	60,392	1,373	61,683	1,412	63,851
66	247106	MILT-Field Services	Utility Person	11/23/2004	1,992	61,069	2,049	62,378	2,107	64,566
67	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	998	62,093	1,027	63,421	1,056	65,659
68	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	50	55,319	51	56,495	52	58,496

Pennsylvania-American Water Company - Water Operations Excl. Steelton
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				Gross Labor									
				Base Year				Hourly Wage Rate			Regular Time		
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Hourly Wage Rate	Total Overtime Pay	Annualized Salaries & Wages	2020	2021	2022	2020	2021 (Prorated)	2022
69	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	23.33	-	48,713	23.98	24.66	25.36	50,070	51,135	52,952
70	240106	CORP-Field Services	Operations Specialist	1/31/2005	27.87	8,497	66,689	28.65	29.46	30.29	59,821	61,090	63,246
71	240106	CORP-Field Services	Operations Specialist	3/21/2005	27.75	12,050	69,992	28.53	29.34	30.17	59,571	60,839	62,995
72	245701	POCO-Production	Plant Operator	6/27/2005	30.15	12,490	75,613	31.00	31.88	32.78	64,728	66,106	68,445
73	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	28.90	7,001	68,365	29.71	30.55	31.41	62,034	63,350	65,584
74	245506	BNGR-Field Services	Utility Person	11/7/2005	29.47	6,616	68,179	30.30	31.16	32.04	63,266	64,613	66,900
75	240113	CORP-Info Systems	Tech Client Technology ITS	11/21/2005	40.63	6,460	91,296	41.77	42.95	44.17	87,216	89,064	92,227
76	245452	SUSQ-Susquehanna	Plant Operator	5/15/2006	28.77	11,630	71,972	29.58	30.42	31.28	61,763	63,078	65,313
77	246306	PENN/Wyom-Field Srv	Utility Person	5/30/2006	29.42	10,036	71,525	30.25	31.11	31.99	63,162	64,509	66,795
78	246806	LEHP-Field Services	Plant Operator	10/2/2006	30.29	24,501	87,846	31.14	32.02	32.93	65,020	66,398	68,758
79	245706	POCO-Field Services	Utility Person	10/9/2006	29.03	8,346	69,071	29.84	30.68	31.55	62,306	63,621	65,876
80	245606	NAZA-Field Services	Utility Person	12/18/2006	29.64	5,291	67,239	30.47	31.33	32.22	63,621	64,968	67,275
81	249150	WILK-Other	Operations Specialist	1/22/2007	33.63	10,366	80,586	34.57	35.55	36.56	72,182	73,717	76,337
82	246206	HSKY-Field Services	Utility Person	3/26/2007	29.98	24,209	87,047	30.82	31.69	32.59	64,352	65,715	68,048
83	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	28.31	5,910	65,050	29.10	29.92	30.77	60,761	62,045	64,248
84	247106	MILT-Field Services	Utility Person	5/7/2007	28.11	822	59,546	28.90	29.72	30.56	60,343	61,627	63,809
85	240106	CORP-Field Services	Operations Specialist	6/18/2007	30.06	-	62,765	30.90	31.77	32.67	64,519	65,882	68,215
86	246306	PENN/Wyom-Field Srv	Utility Person	7/2/2007	29.15	5,859	66,744	29.97	30.82	31.69	62,577	63,908	66,169
87	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	34.71	27,412	99,887	35.68	36.69	37.73	74,500	76,082	78,780
88	246406	ROYF-Field Services	Utility Person	9/4/2007	28.77	6,840	66,942	29.58	30.42	31.28	61,763	63,078	65,313
89	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	33.70	6,184	76,641	34.65	35.63	36.64	72,349	73,884	76,504
90	240113	CORP-Info Systems	Tech Client Technology ITS	12/3/2007	31.53	-	65,835	32.41	33.33	34.27	67,672	69,113	71,556
91	247206	PHBG-Field Services	Utility Person	6/2/2008	30.38	3,251	66,744	31.23	32.11	33.02	65,208	66,586	68,946
92	247106	MILT-Field Services	Utility Person	7/21/2008	27.04	5,591	62,280	27.80	28.59	29.40	58,046	59,284	61,387
93	247701	BOGGS-Production	Plant Operator	5/4/2009	30.56	1,757	65,588	31.42	32.31	33.22	65,605	66,999	69,363
94	245706	POCO-Field Services	Utility Person	9/28/2009	29.23	15,704	76,896	30.05	30.90	31.77	62,744	64,076	66,336
95	246406	ROYF-Field Services	Utility Person	11/2/2009	29.58	3,771	65,554	30.41	31.27	32.15	63,496	64,843	67,129
96	247401	FRCK-Production	Operator	1/25/2010	29.23	4,706	65,808	30.05	30.90	31.77	62,744	64,076	66,336
97	247206	PHBG-Field Services	Utility Person	3/29/2010	30.32	3,942	67,390	31.17	32.05	32.96	65,083	66,461	68,820
98	240106	CORP-Field Services	Operations Specialist	5/3/2010	36.06	1,596	76,889	37.07	38.12	39.20	77,402	79,046	81,850
99	246406	ROYF-Field Services	Utility Person	10/4/2010	29.10	16,165	77,546	29.92	30.77	31.64	62,473	63,804	66,064
100	241106	PITT-Field Services	Operations Specialist	10/4/2010	33.00	14,400	84,870	33.93	34.89	35.88	70,846	72,349	74,917
101	240106	CORP-Field Services	Exec Asst (N)	9/1/2011	26.92	101	56,310	27.68	28.46	29.27	57,796	59,017	61,116
102	245406	SUSQ-Field Services	Utility Person	9/6/2011	28.56	7,319	67,142	29.36	30.19	31.04	61,304	62,603	64,812
103	247206	PHBG-Field Services	Utility Person	11/7/2011	29.07	1,134	61,832	29.89	30.74	31.61	62,410	63,741	66,002
104	240114	CORP-Engineering	GIS Analyst	1/16/2012	25.36	-	52,952	26.07	26.81	27.57	54,434	55,593	57,566
105	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	25.35	-	52,931	26.06	26.80	27.56	54,413	55,572	57,545
106	249106	WILK-Field Services	Operations Specialist	7/3/2012	26.45	2,202	57,430	27.19	27.96	28.75	56,773	57,979	60,030
107	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	1/7/2013	23.38	491	49,308	24.04	24.72	25.42	50,196	51,260	53,077
108	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	27.51	2,098	59,574	28.28	29.08	29.90	59,049	60,301	62,431
109	249106	WILK-Field Services	Operations Specialist	2/18/2013	26.63	280	55,883	27.38	28.15	28.95	57,169	58,375	60,448
110	240106	CORP-Field Services	Exec Asst (N)	3/4/2013	24.82	726	52,550	25.52	26.24	26.98	53,286	54,413	56,334
111	247306	BRWK-Field Services	Utility Person	4/29/2013	29.56	10,963	72,864	30.39	31.25	32.13	63,454	64,801	67,087
112	245601	NAZA-Production	Plant Operator	6/27/2013	31.08	37,595	102,850	31.95	32.85	33.78	66,712	68,121	70,533
113	247301	BRWK-Production	Operator	9/16/2013	30.39	14,789	78,413	31.24	32.12	33.03	65,229	66,607	68,967
114	240106	CORP-Field Services	Operations Specialist	11/18/2013	27.47	3,554	60,911	28.24	29.04	29.86	58,965	60,218	62,348
115	245406	SUSQ-Field Services	Utility Person	4/21/2014	25.27	10,121	63,144	25.98	26.72	27.48	54,246	55,405	57,378
116	246506	COAT-Field Services	Utility Person	9/1/2014	25.75	8,575	62,431	26.47	27.22	27.99	55,269	56,444	58,443
117	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	28.63	150	59,930	29.43	30.26	31.12	61,450	62,750	64,979
118	249103	WILK-Cust Service	Operations Specialist	11/3/2014	25.90	699	54,779	26.63	27.38	28.15	55,603	56,778	58,777
119	240113	CORP-Info Systems	Tech Client Technology ITS	1/19/2015	29.58	1,509	63,272	30.41	31.27	32.15	63,496	64,843	67,129
120	247201	PHBG-Production	Plant Operator	2/2/2015	29.29	8,062	69,704	30.11	30.96	31.84	62,870	64,201	66,482
121	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	28.67	31,533	91,426	29.47	30.30	31.16	61,533	62,833	65,062
122	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	24.75	520	52,198	25.44	26.16	26.90	53,119	54,246	56,167
123	245306	ABNG-Field Services	Utility Person	7/20/2015	28.98	15,120	75,791	29.79	30.63	31.50	62,202	63,517	65,772
124	243106	NEWK-Field Services	Operations Specialist	11/9/2015	25.17	132	52,687	25.88	26.61	27.36	54,037	55,181	57,128
125	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	30.00	4,208	66,848	30.84	31.71	32.61	64,394	65,756	68,090
126	241150	PITT-Production Othe	Operations Specialist	11/9/2015	26.68	540	56,248	27.43	28.21	29.01	57,274	58,495	60,573

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				Gross Labor						
				Overtime Hours						
Line #	Cost Center	Cost Center Name	Job	Original	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
				Hire Date						
69	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	-	-	-	-	-	-
70	240106	CORP-Field Services	Operations Specialist	1/31/2005	-	-	-	-	203.3	-
71	240106	CORP-Field Services	Operations Specialist	3/21/2005	-	-	-	-	289.5	-
72	245701	POCO-Production	Plant Operator	6/27/2005	170	-	72.0	-	143.5	63.5
73	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	-	1,021	-	-	105.5	42.0
74	245506	BNGR-Field Services	Utility Person	11/7/2005	30	-	97.0	-	69.0	12.0
75	240113	CORP-Info Systems	Tech Client Technology ITS	11/21/2005	-	-	-	-	106.0	-
76	245452	SUSQ-Susquehanna	Plant Operator	5/15/2006	270	-	49.0	-	185.5	38.5
77	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006	60	-	47.0	-	134.8	46.0
78	246806	LEHP-Field Services	Plant Operator	10/2/2006	100	-	-	-	325.3	160.5
79	245706	POCO-Field Services	Utility Person	10/9/2006	110	-	37.0	-	107.0	45.0
80	245606	NAZA-Field Services	Utility Person	12/18/2006	60	-	75.0	-	61.0	6.0
81	249150	WILK-Other	Operations Specialist	1/22/2007	-	-	-	-	205.5	-
82	246206	HSKY-Field Services	Utility Person	3/26/2007	240	-	48.0	-	377.0	97.0
83	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	-	29	-	-	96.5	32.0
84	247106	MILT-Field Services	Utility Person	5/7/2007	30	-	-	-	19.5	-
85	240106	CORP-Field Services	Operations Specialist	6/18/2007	-	-	-	-	-	-
86	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	20	-	35.0	-	84.0	20.0
87	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	-	-	-	-	526.5	-
88	246406	ROYF-Field Services	Utility Person	9/4/2007	30	-	60.0	-	102.5	12.0
89	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	30	61	-	-	77.0	34.0
90	240113	CORP-Info Systems	Tech Client Technology ITS	12/3/2007	-	-	-	-	-	-
91	247206	PHBG-Field Services	Utility Person	6/2/2008	60	-	14.0	-	46.0	12.0
92	247106	MILT-Field Services	Utility Person	7/21/2008	230	-	-	-	110.5	20.5
93	247701	BOGGS-Production	Plant Operator	5/4/2009	20	2	-	-	21.0	13.0
94	245706	POCO-Field Services	Utility Person	9/28/2009	160	-	70.0	-	207.5	78.0
95	246406	ROYF-Field Services	Utility Person	11/2/2009	20	-	39.0	-	47.0	9.0
96	247401	FRCK-Production	Operator	1/25/2010	70	-	-	-	98.0	7.0
97	247206	PHBG-Field Services	Utility Person	3/29/2010	140	-	7.0	-	70.0	9.0
98	240106	CORP-Field Services	Operations Specialist	5/3/2010	-	-	-	-	29.5	-
99	246406	ROYF-Field Services	Utility Person	10/4/2010	620	-	84.0	-	254.0	45.3
100	241106	PITT-Field Services	Operations Specialist	10/4/2010	1,464	102	-	-	262.3	21.5
101	240106	CORP-Field Services	Exec Asst (N)	9/1/2011	-	-	-	-	2.5	-
102	245406	SUSQ-Field Services	Utility Person	9/6/2011	190	-	42.0	-	123.5	14.5
103	247206	PHBG-Field Services	Utility Person	11/7/2011	-	-	9.0	-	16.0	3.0
104	240114	CORP-Engineering	GIS Analyst	1/16/2012	-	-	-	-	-	-
105	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	-	-	-	-	-	-
106	249106	WILK-Field Services	Operations Specialist	7/3/2012	-	-	-	-	55.5	-
107	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	1/7/2013	-	-	-	-	14.0	-
108	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	20	15	-	-	29.5	16.0
109	249106	WILK-Field Services	Operations Specialist	2/18/2013	-	-	-	-	7.0	-
110	240106	CORP-Field Services	Exec Asst (N)	3/4/2013	-	-	-	-	19.5	-
111	247306	BRWK-Field Services	Utility Person	4/29/2013	180	-	-	-	219.3	21.0
112	245601	NAZA-Production	Plant Operator	6/27/2013	360	-	147.0	-	423.8	213.5
113	247301	BRWK-Production	Operator	9/16/2013	170	-	8.0	-	235.8	62.5
114	240106	CORP-Field Services	Operations Specialist	11/18/2013	-	-	-	-	86.3	-
115	245406	SUSQ-Field Services	Utility Person	4/21/2014	260	-	35.0	-	199.0	33.5
116	246506	COAT-Field Services	Utility Person	9/1/2014	90	-	30.0	-	166.0	27.0
117	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	-	-	-	-	3.5	-
118	249103	WILK-Cust Service	Operations Specialist	11/3/2014	-	-	-	-	18.0	-
119	240113	CORP-Info Systems	Tech Client Technology ITS	1/19/2015	-	-	-	-	34.0	-
120	247201	PHBG-Production	Plant Operator	2/2/2015	70	415	-	-	91.5	69.0
121	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	30	-	263.0	-	383.3	131.0
122	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	-	-	-	-	14.0	-
123	245306	ABNG-Field Services	Utility Person	7/20/2015	160	-	71.0	-	196.5	78.0
124	243106	NEWC-Field Services	Operations Specialist	11/9/2015	-	-	-	-	3.5	-
125	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	-	-	-	-	93.5	-
126	241150	PITT-Production Othe	Operations Specialist	11/9/2015	-	-	-	-	13.5	-

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				Gross Labor						
				2020		2021		2022		
				Original	Total Overtime	Annualized	Total Overtime	Annualized	Total Overtime	Annualized
Line #	Cost Center	Cost Center Name	Job	Hire Date	Pay	Salaries & Wages	Pay	Salaries & Wages	Pay	Salaries & Wages
69	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	-	50,070	-	51,135	-	52,952
70	240106	CORP-Field Services	Operations Specialist	1/31/2005	8,735	68,556	8,982	70,071	9,235	72,480
71	240106	CORP-Field Services	Operations Specialist	3/21/2005	12,389	71,960	12,741	73,580	13,101	76,096
72	245701	POCO-Production	Plant Operator	6/27/2005	12,842	77,740	13,206	79,482	13,579	82,194
73	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	7,197	70,253	7,401	71,771	7,609	74,214
74	245506	BNGR-Field Services	Utility Person	11/7/2005	6,802	70,099	6,995	71,639	7,193	74,123
75	240113	CORP-Info Systems	Tech Client Technology ITS	11/21/2005	6,641	93,857	6,829	95,893	7,023	99,250
76	245452	SUSQ-Susquehanna	Plant Operator	5/15/2006	11,958	73,991	12,297	75,646	12,645	78,228
77	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006	10,319	73,541	10,612	75,181	10,913	77,768
78	246806	LEHP-Field Services	Plant Operator	10/2/2006	25,188	90,309	25,900	92,399	26,636	95,494
79	245706	POCO-Field Services	Utility Person	10/9/2006	8,579	70,995	8,821	72,552	9,071	75,057
80	245606	NAZA-Field Services	Utility Person	12/18/2006	5,439	69,120	5,592	70,621	5,751	73,087
81	249150	WILK-Other	Operations Specialist	1/22/2007	10,656	82,838	10,958	84,675	11,270	87,607
82	246206	HSHY-Field Services	Utility Person	3/26/2007	24,887	89,479	25,590	91,544	26,316	94,604
83	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	6,075	66,864	6,246	68,320	6,423	70,700
84	247106	MILT-Field Services	Utility Person	5/7/2007	845	61,219	869	62,527	894	64,733
85	240106	CORP-Field Services	Operations Specialist	6/18/2007	-	64,519	-	65,882	-	68,215
86	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	6,024	68,621	6,195	70,123	6,370	72,558
87	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	28,178	102,678	28,976	105,057	29,797	108,578
88	246406	ROYF-Field Services	Utility Person	9/4/2007	7,033	68,826	7,232	70,341	7,437	72,779
89	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	6,358	78,799	6,538	80,513	6,723	83,319
90	240113	CORP-Info Systems	Tech Client Technology ITS	12/3/2007	-	67,672	-	69,113	-	71,556
91	247206	PHBG-Field Services	Utility Person	6/2/2008	3,342	68,610	3,436	70,082	3,533	72,539
92	247106	MILT-Field Services	Utility Person	7/21/2008	5,748	64,024	5,911	65,425	6,078	67,696
93	247701	BOGGS-Production	Plant Operator	5/4/2009	1,807	67,433	1,858	68,878	1,910	71,295
94	245706	POCO-Field Services	Utility Person	9/28/2009	16,144	79,049	16,601	80,837	17,068	83,564
95	246406	ROYF-Field Services	Utility Person	11/2/2009	3,877	67,393	3,987	68,850	4,099	71,248
96	247401	FRCK-Production	Operator	1/25/2010	4,838	67,652	4,975	69,120	5,115	71,521
97	247206	PHBG-Field Services	Utility Person	3/29/2010	4,052	69,275	4,167	70,768	4,285	73,245
98	240106	CORP-Field Services	Operations Specialist	5/3/2010	1,640	79,043	1,687	80,733	1,735	83,584
99	246406	ROYF-Field Services	Utility Person	10/4/2010	16,621	79,714	17,093	81,517	17,576	84,260
100	241106	PITT-Field Services	Operations Specialist	10/4/2010	14,806	87,218	15,225	89,140	15,657	92,141
101	240106	CORP-Field Services	Exec Asst (N)	9/1/2011	104	57,900	107	59,124	110	61,226
102	245406	SUSQ-Field Services	Utility Person	9/6/2011	7,524	69,017	7,736	70,530	7,954	72,956
103	247206	PHBG-Field Services	Utility Person	11/7/2011	1,166	63,576	1,199	64,940	1,233	67,234
104	240114	CORP-Engineering	GIS Analyst	1/16/2012	-	54,434	-	55,593	-	57,566
105	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	-	54,413	-	55,572	-	57,545
106	249106	WILK-Field Services	Operations Specialist	7/3/2012	2,264	59,036	2,328	60,306	2,393	62,423
107	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	1/7/2013	505	50,700	519	51,780	534	53,611
108	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	2,156	61,240	2,217	62,554	2,280	64,746
109	249106	WILK-Field Services	Operations Specialist	2/18/2013	287	57,457	296	58,671	304	60,752
110	240106	CORP-Field Services	Exec Asst (N)	3/4/2013	746	54,032	768	55,181	789	57,123
111	247306	BRWK-Field Services	Utility Person	4/29/2013	11,271	74,905	11,590	76,571	11,916	79,184
112	245601	NAZA-Production	Plant Operator	6/27/2013	38,648	105,719	39,736	108,217	40,861	111,754
113	247301	BRWK-Production	Operator	9/16/2013	15,202	80,601	15,630	82,408	16,073	85,210
114	240106	CORP-Field Services	Operations Specialist	11/18/2013	3,654	62,619	3,757	63,975	3,863	66,211
115	245406	SUSQ-Field Services	Utility Person	4/21/2014	10,405	64,911	10,701	66,366	11,006	68,644
116	246506	COAT-Field Services	Utility Person	9/1/2014	8,815	64,174	9,064	65,598	9,321	67,854
117	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	155	61,604	159	62,908	163	65,142
118	249103	WILK-Cust Service	Operations Specialist	11/3/2014	719	56,322	739	57,517	760	59,537
119	240113	CORP-Info Systems	Tech Client Technology ITS	1/19/2015	1,551	65,047	1,595	66,438	1,640	68,769
120	247201	PHBG-Production	Plant Operator	2/2/2015	8,288	71,642	8,522	73,207	8,764	75,731
121	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	32,413	93,977	33,326	96,189	34,272	99,364
122	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	534	53,653	549	54,796	565	56,732
123	245306	ABNG-Field Services	Utility Person	7/20/2015	15,543	77,904	15,981	79,658	16,435	82,367
124	243106	NEWC-Field Services	Operations Specialist	11/9/2015	136	54,173	140	55,320	144	57,271
125	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	4,325	68,719	4,447	70,204	4,574	72,663
126	241150	PITT-Production Othe	Operations Specialist	11/9/2015	555	57,829	571	59,067	587	61,160

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				Gross Labor									
				Base Year			Hourly Wage Rate			Regular Time			
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Hourly Wage Rate	Total Overtime Pay	Annualized Salaries & Wages	2020	2021	2022	2020	2021 (Prorated)	2022
127	246106	MECH-Field Services	Operations Specialist	11/9/2015	25.54	316	53,644	26.26	27.00	27.76	54,831	55,990	57,963
128	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	29.00	14,812	75,530	29.81	30.65	31.52	62,243	63,559	65,814
129	245406	SUSQ-Field Services	Utility Person	12/14/2015	25.03	5,394	57,837	25.73	26.46	27.21	53,724	54,867	56,814
130	240106	CORP-Field Services	Operations Specialist	2/1/2016	26.88	2,933	59,059	27.63	28.41	29.21	57,691	58,913	60,990
131	246801	LEHP-Production	Utility Person	2/8/2016	26.19	11,913	66,948	26.92	27.68	28.46	56,209	57,399	59,424
132	246506	COAT-Field Services	Utility Person	2/3/2016	25.23	26,700	79,790	25.94	26.67	27.42	54,163	55,306	57,253
133	247103	MILT-Cust Service	Utility Person	3/7/2016	27.00	2,633	59,019	27.76	28.55	29.36	57,963	59,200	61,304
134	246206	HSKY-Field Services	Utility Person	2/29/2016	30.16	11,951	74,995	31.01	31.89	32.79	64,749	66,127	68,466
135	246201	HSKY-Production	Plant Operator	2/29/2016	28.73	36,142	96,181	29.54	30.38	31.24	61,680	62,995	65,229
136	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	29.25	12,504	74,189	30.07	30.92	31.79	62,786	64,117	66,378
137	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	22.83	86	47,755	23.47	24.13	24.81	49,005	50,039	51,803
138	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/25/2016	40.18	20,010	103,905	41.31	42.48	43.68	86,255	88,088	91,204
139	246206	HSKY-Field Services	Utility Person	6/13/2016	27.16	9,353	66,113	27.92	28.71	29.52	58,297	59,534	61,638
140	246206	HSKY-Field Services	Utility Person	7/11/2016	26.81	1,991	58,030	27.56	28.34	29.14	57,545	58,767	60,844
141	246406	ROYF-Field Services	Utility Person	7/5/2016	28.31	9,955	69,186	29.10	29.92	30.77	60,761	62,045	64,248
142	246501	COAT-Production	Plant Operator	7/25/2016	27.99	11,784	70,267	28.78	29.59	30.43	60,093	61,361	63,538
143	245306	ABNG-Field Services	Utility Person	10/24/2016	27.56	11,162	68,767	28.33	29.13	29.95	59,153	60,406	62,536
144	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	28.30	6,516	65,616	29.09	29.91	30.76	60,740	62,024	64,227
145	249106	WILK-Field Services	Operations Specialist	5/2/2016	25.40	324	53,359	26.11	26.85	27.61	54,518	55,677	57,650
146	247306	BRWK-Field Services	Utility Person	1/16/2017	26.47	6,184	61,633	27.21	27.98	28.77	56,814	58,020	60,072
147	246506	COAT-Field Services	Utility Person	2/13/2017	24.71	12,040	63,684	25.40	26.12	26.86	53,035	54,163	56,084
148	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	20.01	-	41,781	20.57	21.15	21.75	21,475	21,929	22,707
149	240114	CORP-Engineering	GIS Analyst	6/19/2017	25.36	-	52,952	26.07	26.81	27.57	54,434	55,593	57,566
150	240103	CORP-Cust Relations	Compliance Representative	6/26/2017	19.97	75	41,772	20.53	21.11	21.71	42,867	43,775	45,330
151	246406	ROYF-Field Services	Utility Person	7/17/2017	27.71	11,711	69,799	28.49	29.30	30.13	59,487	60,756	62,911
152	246801	LEHP-Production	Utility Person	7/31/2017	24.56	4,980	56,391	25.25	25.96	26.69	52,722	53,834	55,729
153	240151	CORP-Cust Serv MECH	Compliance Analyst	8/28/2017	27.61	2,713	60,362	28.38	29.18	30.01	59,257	60,510	62,661
154	240106	CORP-Field Services	Admin Support Rep (N)	9/3/2013	16.07	-	33,554	16.52	16.99	17.47	34,494	35,230	36,477
155	240106	CORP-Field Services	Admin Support Rep (N)	1/12/2009	17.95	-	37,480	18.45	18.97	19.51	38,524	39,338	40,737
156	245401	SUSQ-Production	Plant Operator	1/2/2018	21.63	8,730	54,264	22.24	22.87	23.52	46,437	47,424	49,110
157	240151	CORP-Cust Serv MECH	Compliance Representative	3/19/2018	19.26	-	40,215	19.80	20.36	20.94	41,342	42,219	43,723
158	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	4/17/2018	32.91	284	69,000	33.83	34.79	35.77	70,637	72,140	74,688
159	243306	BUTL-Field Services	Operations Specialist	4/30/2018	28.72	32	60,000	29.53	30.37	31.23	61,659	62,974	65,208
160	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018	25.75	5,436	59,202	26.47	27.22	27.99	55,269	56,444	58,443
161	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	7/9/2018	22.88	240	48,014	23.52	24.19	24.87	49,110	50,159	51,929
162	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018	29.21	131	61,122	30.03	30.88	31.75	62,703	64,034	66,294
163	240114	CORP-Engineering	GIS Analyst	7/2/2018	24.62	-	51,407	25.31	26.03	26.77	52,847	53,975	55,896
164	246406	ROYF-Field Services	Operations Specialist	7/16/2018	35.14	2,214	75,586	36.13	37.15	38.20	75,439	77,037	79,762
165	241106	PITT-Field Services	Admin Support Rep (N)	7/30/2018	23.46	106	49,090	24.12	24.80	25.50	50,363	51,427	53,244
166	246401	ROYF-Production	Plant Operator	7/18/2018	29.00	6,155	67,003	29.81	30.65	31.52	62,243	63,559	65,814
167	246801	LEHP-Production	Utility Person	7/23/2018	23.64	12,059	61,900	24.30	24.99	25.70	50,738	51,819	53,662
168	247106	MILT-Field Services	Utility Person	7/30/2018	27.09	4,297	60,994	27.85	28.64	29.45	58,151	59,388	61,492
169	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	35.66	9,387	83,846	36.66	37.70	38.77	76,546	78,175	80,952
170	240151	CORP-Cust Serv MECH	Compliance Analyst	8/6/2018	25.63	77	53,592	26.35	27.10	27.87	55,019	56,193	58,193
171	246501	COAT-Production	Utility Person	9/10/2018	26.52	14,248	69,662	27.26	28.03	28.82	56,919	58,125	60,176
172	240106	CORP-Field Services	Admin Support Rep (N)	9/10/2018	19.76	519	41,778	20.31	20.88	21.47	42,407	43,300	44,829
173	246501	COAT-Production	Plant Operator	9/24/2018	26.52	10,336	65,880	27.26	28.03	28.82	56,919	58,125	60,176
174	245906	GLEN-Field Services	Utility Person	10/8/2018	26.00	5,216	59,574	26.73	27.49	28.27	55,812	57,002	59,028
175	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	26.50	2,514	58,034	27.24	28.01	28.80	56,877	58,083	60,134
176	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	23.15	648	48,985	23.80	24.47	25.16	49,694	50,744	52,534
177	246201	HSKY-Production	Plant Operator	10/8/2018	26.75	20,604	76,634	27.50	28.28	29.08	57,420	58,641	60,719
178	249106	WILK-Field Services	Construction Inspector	10/29/2018	28.00	8,001	66,465	28.79	29.60	30.44	60,114	61,382	63,559
179	246506	COAT-Field Services	Utility Person	11/5/2018	23.26	16,369	65,076	23.91	24.59	25.29	49,924	50,989	52,806
180	249106	WILK-Field Services	Construction Inspector	11/5/2018	28.00	9,303	67,767	28.79	29.60	30.44	60,114	61,382	63,559
181	245406	SUSQ-Field Services	Plant Operator	11/5/2018	22.50	15,792	63,122	23.13	23.78	24.45	48,295	49,313	51,052
182	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	28.00	12,579	71,043	28.79	29.60	30.44	60,114	61,382	63,559
183	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	28.00	651	59,115	28.79	29.60	30.44	60,114	61,382	63,559
184	247106	MILT-Field Services	Utility Person	12/3/2018	26.25	2,426	57,478	26.99	27.75	28.54	56,355	57,545	59,592

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				Gross Labor						
				Overtime Hours						
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
127	246106	MECH-Field Services	Operations Specialist	11/9/2015	-	-	-	-	8.3	-
128	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	6	160	-	-	284.5	42.0
129	245406	SUSQ-Field Services	Utility Person	12/14/2015	180	-	42.0	-	103.0	9.5
130	240106	CORP-Field Services	Operations Specialist	2/1/2016	-	-	-	-	72.8	-
131	246801	LEHP-Production	Utility Person	2/8/2016	350	-	63.0	-	205.3	42.0
132	246506	COAT-Field Services	Utility Person	2/3/2016	410	-	132.0	-	523.5	70.5
133	247103	MILT-Cust Service	Utility Person	3/7/2016	10	-	-	-	57.0	6.0
134	246206	HSKY-Field Services	Utility Person	2/29/2016	70	-	35.0	-	211.5	22.0
135	246201	HSKY-Production	Plant Operator	2/29/2016	50	-	287.0	-	397.0	187.8
136	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	180	430	-	-	133.0	114.0
137	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	-	-	-	-	2.5	-
138	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/25/2016	-	-	-	-	332.0	-
139	246206	HSKY-Field Services	Utility Person	6/13/2016	50	-	-	-	178.3	38.5
140	246206	HSKY-Field Services	Utility Person	7/11/2016	60	-	-	-	49.5	-
141	246406	ROYF-Field Services	Utility Person	7/5/2016	120	-	79.0	-	144.8	27.8
142	246501	COAT-Production	Plant Operator	7/25/2016	40	-	102.0	-	34.0	134.0
143	245306	ABNG-Field Services	Utility Person	10/24/2016	60	-	77.0	-	126.0	69.5
144	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	10	-	2.0	-	125.5	20.0
145	249106	WILK-Field Services	Operations Specialist	5/2/2016	-	-	-	-	8.5	-
146	247306	BRWK-Field Services	Utility Person	1/16/2017	180	-	-	-	147.8	6.0
147	246506	COAT-Field Services	Utility Person	2/13/2017	50	-	97.0	-	201.5	44.0
148	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	-	-	-	-	-	-
149	240114	CORP-Engineering	GIS Analyst	6/19/2017	-	-	-	-	-	-
150	240103	CORP-Cust Relations	Compliance Representative	6/26/2017	-	-	-	-	2.5	-
151	246406	ROYF-Field Services	Utility Person	7/17/2017	230	-	67.0	-	184.8	39.3
152	246801	LEHP-Production	Utility Person	7/31/2017	130	-	50.0	-	74.5	20.5
153	240151	CORP-Cust Serv MECH	Compliance Analyst	8/28/2017	-	-	-	-	65.5	-
154	240106	CORP-Field Services	Admin Support Rep (N)	9/3/2013	-	-	-	-	-	-
155	240106	CORP-Field Services	Admin Support Rep (N)	1/12/2009	-	-	-	-	-	-
156	245401	SUSQ-Production	Plant Operator	1/2/2018	370	-	42.0	-	219.8	16.0
157	240151	CORP-Cust Serv MECH	Compliance Representative	3/19/2018	-	-	-	-	-	-
158	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	4/17/2018	-	-	-	-	5.8	-
159	243306	BUTL-Field Services	Operations Specialist	4/30/2018	-	-	-	-	0.8	-
160	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018	-	-	-	-	140.8	-
161	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	7/9/2018	-	-	-	-	7.0	-
162	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018	-	-	-	-	3.0	-
163	240114	CORP-Engineering	GIS Analyst	7/2/2018	-	-	-	-	-	-
164	246406	ROYF-Field Services	Operations Specialist	7/16/2018	-	-	-	-	42.0	-
165	241106	PITT-Field Services	Admin Support Rep (N)	7/30/2018	-	-	-	-	3.0	-
166	246401	ROYF-Production	Plant Operator	7/18/2018	80	216	-	-	67.5	55.5
167	246801	LEHP-Production	Utility Person	7/23/2018	480	-	48.0	-	274.8	25.0
168	247106	MILT-Field Services	Utility Person	7/30/2018	30	103	-	-	57.8	36.0
169	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	-	-	-	-	175.5	-
170	240151	CORP-Cust Serv MECH	Compliance Analyst	8/6/2018	-	-	-	-	2.0	-
171	246501	COAT-Production	Utility Person	9/10/2018	40	-	-	-	223.5	101.0
172	240106	CORP-Field Services	Admin Support Rep (N)	9/10/2018	-	-	-	-	17.5	-
173	246501	COAT-Production	Plant Operator	9/24/2018	170	-	44.0	-	198.5	24.0
174	245906	GLEN-Field Services	Utility Person	10/8/2018	70	-	49.0	-	76.8	18.3
175	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	90	98	-	-	38.3	18.8
176	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	-	-	-	-	16.0	2.0
177	246201	HSKY-Production	Plant Operator	10/8/2018	174	2	7.0	-	361.5	110.5
178	249106	WILK-Field Services	Construction Inspector	10/29/2018	-	-	-	-	190.5	-
179	246506	COAT-Field Services	Utility Person	11/5/2018	140	-	85.0	-	324.5	66.0
180	249106	WILK-Field Services	Construction Inspector	11/5/2018	-	-	-	-	221.5	-
181	245406	SUSQ-Field Services	Plant Operator	11/5/2018	350	-	42.0	-	342.3	73.3
182	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	-	-	-	-	299.5	-
183	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	-	-	-	-	15.5	-
184	247106	MILT-Field Services	Utility Person	12/3/2018	105	137	-	-	29.6	24.0

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				Gross Labor						
				2020		2021		2022		
				Original	Total Overtime	Annualized	Total Overtime	Annualized	Total Overtime	Annualized
Line #	Cost Center	Cost Center Name	Job	Hire Date	Pay	Salaries & Wages	Pay	Salaries & Wages	Pay	Salaries & Wages
127	246106	MECH-Field Services	Operations Specialist	11/9/2015	325	55,156	334	56,324	344	58,306
128	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	15,225	77,635	15,654	79,379	16,099	82,079
129	245406	SUSQ-Field Services	Utility Person	12/14/2015	5,545	59,449	5,702	60,750	5,864	62,858
130	240106	CORP-Field Services	Operations Specialist	2/1/2016	3,015	60,707	3,100	62,013	3,188	64,178
131	246801	LEHP-Production	Utility Person	2/8/2016	12,245	68,804	12,591	70,340	12,946	72,720
132	246506	COAT-Field Services	Utility Person	2/3/2016	27,451	82,024	28,224	83,939	29,017	86,680
133	247103	MILT-Cust Service	Utility Person	3/7/2016	2,707	60,679	2,784	61,994	2,863	64,176
134	246206	HSHY-Field Services	Utility Person	2/29/2016	12,288	77,107	12,636	78,833	12,993	81,529
135	246201	HSHY-Production	Plant Operator	2/29/2016	37,161	98,891	38,218	101,263	39,300	104,579
136	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	12,855	76,251	13,218	77,946	13,590	80,578
137	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	88	49,093	90	50,129	93	51,896
138	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/25/2016	20,572	106,828	21,155	109,243	21,753	112,956
139	246206	HSHY-Field Services	Utility Person	6/13/2016	9,615	67,962	9,887	69,471	10,166	71,854
140	246206	HSHY-Field Services	Utility Person	7/11/2016	2,046	59,652	2,104	60,931	2,164	63,068
141	246406	ROYF-Field Services	Utility Person	7/5/2016	10,232	71,113	10,521	72,686	10,820	75,187
142	246501	COAT-Production	Plant Operator	7/25/2016	12,116	72,249	12,457	73,858	12,811	76,389
143	245306	ABNG-Field Services	Utility Person	10/24/2016	11,474	70,687	11,798	72,263	12,130	74,725
144	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	6,698	67,448	6,887	68,921	7,082	71,319
145	249106	WILK-Field Services	Operations Specialist	5/2/2016	333	54,851	342	56,019	352	58,002
146	247306	BRWK-Field Services	Utility Person	1/16/2017	6,357	63,351	6,537	64,737	6,721	66,973
147	246506	COAT-Field Services	Utility Person	2/13/2017	12,376	65,461	12,727	66,940	13,088	69,221
148	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	-	21,475	-	21,929	-	22,707
149	240114	CORP-Engineering	GIS Analyst	6/19/2017	-	54,434	-	55,593	-	57,566
150	240103	CORP-Cust Relations	Compliance Representative	6/26/2017	77	42,944	79	43,854	81	45,412
151	246406	ROYF-Field Services	Utility Person	7/17/2017	12,041	71,758	12,383	73,368	12,734	75,875
152	246801	LEHP-Production	Utility Person	7/31/2017	5,119	57,971	5,263	59,227	5,411	61,270
153	240151	CORP-Cust Serv MECH	Compliance Analyst	8/28/2017	2,788	62,046	2,867	63,377	2,948	65,609
154	240106	CORP-Field Services	Admin Support Rep (N)	9/3/2013	-	34,494	-	35,230	-	36,477
155	240106	CORP-Field Services	Admin Support Rep (N)	1/12/2009	-	38,524	-	39,338	-	40,737
156	245401	SUSQ-Production	Plant Operator	1/2/2018	8,977	55,784	9,231	57,025	9,493	58,973
157	240151	CORP-Cust Serv MECH	Compliance Representative	3/19/2018	-	41,342	-	42,219	-	43,723
158	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	4/17/2018	292	70,929	300	72,440	309	74,996
159	243306	BUTL-Field Services	Operations Specialist	4/30/2018	33	61,692	34	63,008	35	65,243
160	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018	5,588	60,858	5,747	62,191	5,909	64,353
161	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	7/9/2018	247	49,357	254	50,413	261	52,190
162	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018	135	62,838	139	64,173	143	66,437
163	240114	CORP-Engineering	GIS Analyst	7/2/2018	-	52,847	-	53,975	-	55,896
164	246406	ROYF-Field Services	Operations Specialist	7/16/2018	2,276	77,716	2,340	79,377	2,407	82,168
165	241106	PITT-Field Services	Admin Support Rep (N)	7/30/2018	109	50,471	112	51,539	115	53,359
166	246401	ROYF-Production	Plant Operator	7/18/2018	6,327	68,866	6,505	70,360	6,690	72,799
167	246801	LEHP-Production	Utility Person	7/23/2018	12,396	63,614	12,748	65,047	13,110	67,252
168	247106	MILT-Field Services	Utility Person	7/30/2018	4,418	62,702	4,543	64,064	4,672	66,296
169	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	9,651	86,197	9,925	88,099	10,206	91,158
170	240151	CORP-Cust Serv MECH	Compliance Analyst	8/6/2018	79	55,098	81	56,275	84	58,276
171	246501	COAT-Production	Utility Person	9/10/2018	14,645	71,604	15,059	73,224	15,484	75,700
172	240106	CORP-Field Services	Admin Support Rep (N)	9/10/2018	533	42,940	548	43,848	564	45,393
173	246501	COAT-Production	Plant Operator	9/24/2018	10,625	67,713	10,925	69,219	11,233	71,579
174	245906	GLEN-Field Services	Utility Person	10/8/2018	5,363	61,245	5,515	62,588	5,672	64,769
175	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	2,584	59,650	2,657	60,928	2,732	63,055
176	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	666	50,361	685	51,429	704	53,239
177	246201	HSHY-Production	Plant Operator	10/8/2018	21,182	78,778	21,783	80,600	22,399	83,294
178	249106	WILK-Field Services	Construction Inspector	10/29/2018	8,227	68,340	8,458	69,840	8,698	72,257
179	246506	COAT-Field Services	Utility Person	11/5/2018	16,827	66,891	17,305	68,434	17,798	70,743
180	249106	WILK-Field Services	Construction Inspector	11/5/2018	9,565	69,679	9,835	71,217	10,114	73,672
181	245406	SUSQ-Field Services	Plant Operator	11/5/2018	16,234	64,880	16,691	66,354	17,161	68,562
182	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	12,934	73,047	13,298	74,680	13,675	77,234
183	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	669	60,783	688	62,070	708	64,266
184	247106	MILT-Field Services	Utility Person	12/3/2018	2,495	59,092	2,565	60,352	2,638	62,472

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Gross Labor													
				Base Year				Hourly Wage Rate			Regular Time		
				Original	Hourly	Total	Annualized	2020	2021	2022	2020	2021	2022
Line #	Cost Center	Cost Center Name	Job	Hire Date	Wage Rate	Overtime Pay	Salaries & Wages					(Prorated)	
185	240103	CORP-Cust Relations	Compliance Representative	12/3/2018	18.00	74	37,658	18.51	19.03	19.57	38,649	39,463	40,862
186	240103	CORP-Cust Relations	Compliance Analyst	12/3/2018	23.00	630	48,654	23.65	24.32	25.01	49,381	50,430	52,221
187	249106	WILK-Field Services	Construction Inspector	12/17/2018	28.00	12,663	71,127	28.79	29.60	30.44	60,114	61,382	63,559
188	247306	BRWK-Field Services	Utility Person	12/17/2018	27.00	7,540	64,036	27.76	28.55	29.36	57,963	59,200	61,304
189	246206	HSHY-Field Services	Utility Person	1/14/2019	25.00	6,669	58,949	25.70	26.43	27.18	53,662	54,805	56,752
190	246801	LEHP-Production	Crew Leader	1/14/2019	28.75	7,356	67,656	29.56	30.40	31.26	61,721	63,037	65,271
191	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	2/11/2019	26.00	858	55,146	26.73	27.49	28.27	55,812	57,002	59,028
192	240119	CORP-Risk Mgmt	Specialist Health & Safety	2/11/2019	34.00	778	71,770	34.95	35.94	36.96	72,976	74,526	77,172
193	247152	MILT-Prod Milton FP	Plant Operator	2/11/2019	26.00	5,502	60,300	26.73	27.49	28.27	55,812	57,002	59,028
194	240106	CORP-Field Services	Operations Specialist	3/25/2019	27.50	124	57,544	28.27	29.07	29.89	59,028	60,281	62,410
195	245306	ABNG-Field Services	Crew Leader	3/25/2019	27.50	2,485	60,005	28.27	29.07	29.89	59,028	60,281	62,410
196	246506	COAT-Field Services	Utility Person	3/25/2019	23.50	7,094	56,232	24.16	24.84	25.54	50,446	51,511	53,328
197	240106	CORP-Field Services	Technical Writer	4/15/2019	40.00	720	84,240	41.12	42.28	43.48	85,859	87,675	90,786
198	245306	ABNG-Field Services	Utility Person	4/8/2019	26.00	2,850	57,278	26.73	27.49	28.27	55,812	57,002	59,028
199	240114	CORP-Engineering	Engineering Technician	5/20/2019	31.25	-	65,250	32.13	33.04	33.97	67,087	68,513	70,929
200	246206	HSHY-Field Services	Operations Specialist	5/28/2019	23.84	72	49,849	24.51	25.20	25.91	51,177	52,257	54,100
201	245506	BNGR-Field Services	Utility Person	6/3/2019	25.00	3,256	55,536	25.70	26.43	27.18	53,662	54,805	56,752
202	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	44.00	13,266	105,138	45.23	46.51	47.83	94,440	96,445	99,869
203	245106	NORR-Field Services	Operations Specialist	6/10/2019	29.00	109	60,661	29.81	30.65	31.52	62,243	63,559	65,814
204	240114	CORP-Engineering	Engineering Specialist	7/8/2019	27.89	-	58,234	28.67	29.48	30.31	59,863	61,131	63,287
205	248801	TURB-Production	Plant Operator	7/8/2019	27.00	5,009	61,505	27.76	28.55	29.36	57,963	59,200	61,304
206	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	45.15	4,775	99,048	46.42	47.73	49.08	96,925	98,976	102,479
207	240114	CORP-Engineering	GIS Analyst	7/15/2019	27.00	-	56,376	27.76	28.55	29.36	57,963	59,200	61,304
208	240106	CORP-Field Services	Operations Specialist	8/26/2019	25.00	-	52,200	25.70	26.43	27.18	53,662	54,805	56,752
209	240119	CORP-Risk Mgmt	Specialist Health & Safety	8/26/2019	36.00	365	75,533	37.01	38.06	39.14	77,277	78,921	81,724
210	240114	CORP-Engineering	Engineering Specialist	10/21/2019	27.88	-	58,213	28.66	29.47	30.30	59,842	61,111	63,266
211	247201	PHBG-Production	Plant Operator	10/21/2019	26.00	1,430	55,814	26.73	27.49	28.27	55,812	57,002	59,028
212	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	28.85	-	60,239	29.66	30.50	31.36	61,930	63,246	65,480
213	240103	CORP-Cust Relations	Compliance Rep - to be filled	8/15/2020	-	-	-	23.80	24.47	25.16	49,691	50,743	52,534
214	240106	CORP-Field Services	Supervisor, Fleet - to be filled	6/15/2020	-	-	-	38.84	39.94	41.07	81,100	82,821	85,754
215	240106	CORP-Field Services	Spec Bill/Pymt Collection (N) - to be filled	6/15/2020	-	-	-	26.91	27.67	28.45	56,181	57,376	59,404
216	242101	MCMR-Production	Maint Service Specialist - to be filled	6/15/2020	-	-	-	34.39	35.36	36.36	71,800	73,324	75,920
217	245106	NORR-Field Services	Maint Service Specialist - to be filled	8/15/2020	-	-	-	34.39	35.36	36.36	71,800	73,324	75,920
218	245106	NORR-Field Services	Maint Service Specialist - to be filled	8/15/2020	-	-	-	34.39	35.36	36.36	71,800	73,324	75,920
219	246401	ROYF-Production	Maint Service Specialist - to be filled	7/15/2020	-	-	-	34.39	35.36	36.36	71,800	73,324	75,920
220	246401	ROYF-Production	Maint Service Specialist - to be filled	7/15/2020	-	-	-	34.39	35.36	36.36	71,800	73,324	75,920
221	246406	ROYF-Field Services	Utility Person - to be filled	7/15/2020	-	-	-	12.36	12.71	13.07	25,800	26,354	27,290
222	247201	PHBG-Production	Plant Operator - to be filled	1/27/2020	-	-	-	12.36	12.71	13.07	25,800	26,354	27,290
223	249106	WILK-Field Services	Construction Inspector - to be filled	7/15/2020	-	-	-	28.00	28.79	29.60	58,464	59,701	61,805
224	249106	WILK-Field Services	Construction Inspector - to be filled	7/15/2020	-	-	-	28.00	28.79	29.60	58,464	59,701	61,805
225	249106	WILK-Field Services	Construction Inspector - to be filled	7/15/2020	-	-	-	28.00	28.79	29.60	58,464	59,701	61,805
Total Non-Collective Bargaining Unit Hourly							\$1,375,198		\$14,100,490		\$13,813,704	\$14,106,853	\$14,606,573

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Compensation

				Gross Labor						
				Overtime Hours						
Line #	Cost Center	Cost Center Name	Job	Original	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x
				Hire Date						
185	240103	CORP-Cust Relations	Compliance Representative	12/3/2018	-	-	-	-	2.8	-
186	240103	CORP-Cust Relations	Compliance Analyst	12/3/2018	-	-	-	-	18.3	-
187	249106	WILK-Field Services	Construction Inspector	12/17/2018	-	-	-	-	301.5	-
188	247306	BRWK-Field Services	Utility Person	12/17/2018	120	-	-	-	155.5	23.0
189	246206	HSHY-Field Services	Utility Person	1/14/2019	80	-	-	-	108.5	52.0
190	246801	LEHP-Production	Crew Leader	1/14/2019	270	-	42.0	-	141.3	1.0
191	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	2/11/2019	-	-	-	-	22.0	-
192	240119	CORP-Risk Mgmt	Specialist Health & Safety	2/11/2019	-	-	-	-	15.3	-
193	247152	MILT-Prod Milton FP	Plant Operator	2/11/2019	20	490	-	-	87.8	40.0
194	240106	CORP-Field Services	Operations Specialist	3/25/2019	-	-	-	-	3.0	-
195	245306	ABNG-Field Services	Crew Leader	3/25/2019	100	-	-	-	60.3	-
196	246506	COAT-Field Services	Utility Person	3/25/2019	70	-	30.0	-	127.3	40.5
197	240106	CORP-Field Services	Technical Writer	4/15/2019	-	-	-	-	12.0	-
198	245306	ABNG-Field Services	Utility Person	4/8/2019	140	-	-	-	61.8	8.5
199	240114	CORP-Engineering	Engineering Technician	5/20/2019	-	-	-	-	-	-
200	246206	HSHY-Field Services	Operations Specialist	5/28/2019	-	-	-	-	2.0	-
201	245506	BNGR-Field Services	Utility Person	6/3/2019	80	-	53.0	-	47.5	3.0
202	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	-	-	-	-	201.0	-
203	245106	NORR-Field Services	Operations Specialist	6/10/2019	-	-	-	-	2.5	-
204	240114	CORP-Engineering	Engineering Specialist	7/8/2019	-	-	-	-	-	-
205	248801	TURB-Production	Plant Operator	7/8/2019	120	-	-	-	45.0	59.0
206	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	-	-	-	-	70.5	-
207	240114	CORP-Engineering	GIS Analyst	7/15/2019	-	-	-	-	-	-
208	240106	CORP-Field Services	Operations Specialist	8/26/2019	-	-	-	-	-	-
209	240119	CORP-Risk Mgmt	Specialist Health & Safety	8/26/2019	-	-	-	-	6.8	-
210	240114	CORP-Engineering	Engineering Specialist	10/21/2019	-	-	-	-	-	-
211	247201	PHBG-Production	Plant Operator	10/21/2019	20	76	-	-	2.0	26.0
212	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	-	-	-	-	-	-
213	240103	CORP-Cust Relations	Compliance Rep - to be filled	8/15/2020	-	-	-	-	-	-
214	240106	CORP-Field Services	Supervisor, Fleet - to be filled	6/15/2020	-	-	-	-	-	-
215	240106	CORP-Field Services	Spec Bill/Pymt Collection (N) - to be filled	6/15/2020	-	-	-	-	-	-
216	242101	MCMR-Production	Maint Service Specialist - to be filled	6/15/2020	-	-	-	-	-	-
217	245106	NORR-Field Services	Maint Service Specialist - to be filled	8/15/2020	-	-	-	-	-	-
218	245106	NORR-Field Services	Maint Service Specialist - to be filled	8/15/2020	-	-	-	-	-	-
219	246401	ROYF-Production	Maint Service Specialist - to be filled	7/15/2020	-	-	-	-	-	-
220	246401	ROYF-Production	Maint Service Specialist - to be filled	7/15/2020	-	-	-	-	-	-
221	246406	ROYF-Field Services	Utility Person - to be filled	7/15/2020	-	-	-	-	-	-
222	247201	PHBG-Production	Plant Operator - to be filled	1/27/2020	-	-	-	-	-	-
223	249106	WILK-Field Services	Construction Inspector - to be filled	7/15/2020	-	-	-	-	-	-
224	249106	WILK-Field Services	Construction Inspector - to be filled	7/15/2020	-	-	-	-	-	-
225	249106	WILK-Field Services	Construction Inspector - to be filled	7/15/2020	-	-	-	-	-	-
Total Non-Collective Bargaining Unit Hourly					\$14,564	\$4,935	4,713.0	-	21,363.1	4,874.5

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Compensation

				Gross Labor						
				2020		2021		2022		
				Original	Total Overtime	Annualized	Total Overtime	Annualized	Total Overtime	Annualized
Line #	Cost Center	Cost Center Name	Job	Hire Date	Pay	Salaries & Wages	Pay	Salaries & Wages	Pay	Salaries & Wages
185	240103	CORP-Cust Relations	Compliance Representative	12/3/2018	76	38,725	78	39,542	81	40,943
186	240103	CORP-Cust Relations	Compliance Analyst	12/3/2018	647	50,029	666	51,096	685	52,906
187	249106	WILK-Field Services	Construction Inspector	12/17/2018	13,020	73,134	13,387	74,769	13,766	77,325
188	247306	BRWK-Field Services	Utility Person	12/17/2018	7,752	65,835	7,973	67,293	8,199	69,622
189	246206	HSHY-Field Services	Utility Person	1/14/2019	6,855	60,597	7,050	61,935	7,250	64,082
190	246801	LEHP-Production	Crew Leader	1/14/2019	7,564	69,555	7,779	71,085	7,999	73,540
191	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	2/11/2019	882	56,694	907	57,910	933	59,961
192	240119	CORP-Risk Mgmt	Specialist Health & Safety	2/11/2019	799	73,775	822	75,348	845	78,018
193	247152	MILT-Prod Milton FP	Plant Operator	2/11/2019	5,657	61,979	5,818	63,330	5,983	65,520
194	240106	CORP-Field Services	Operations Specialist	3/25/2019	127	59,155	131	60,411	135	62,545
195	245306	ABNG-Field Services	Crew Leader	3/25/2019	2,555	61,683	2,627	63,008	2,701	65,212
196	246506	COAT-Field Services	Utility Person	3/25/2019	7,293	57,809	7,499	59,080	7,710	61,107
197	240106	CORP-Field Services	Technical Writer	4/15/2019	740	86,599	761	88,436	783	91,569
198	245306	ABNG-Field Services	Utility Person	4/8/2019	2,930	58,883	3,014	60,156	3,099	62,267
199	240114	CORP-Engineering	Engineering Technician	5/20/2019	-	67,087	-	68,513	-	70,929
200	246206	HSHY-Field Services	Operations Specialist	5/28/2019	74	51,250	76	52,333	78	54,178
201	245506	BNGR-Field Services	Utility Person	6/3/2019	3,347	57,089	3,443	58,327	3,540	60,372
202	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	13,637	108,077	14,023	110,467	14,421	114,290
203	245106	NORR-Field Services	Operations Specialist	6/10/2019	112	62,355	115	63,674	118	65,932
204	240114	CORP-Engineering	Engineering Specialist	7/8/2019	-	59,863	-	61,131	-	63,287
205	248801	TURB-Production	Plant Operator	7/8/2019	5,149	63,232	5,296	64,616	5,446	66,870
206	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	4,909	101,834	5,047	104,024	5,190	107,669
207	240114	CORP-Engineering	GIS Analyst	7/15/2019	-	57,963	-	59,200	-	61,304
208	240106	CORP-Field Services	Operations Specialist	8/26/2019	-	53,662	-	54,805	-	56,752
209	240119	CORP-Risk Mgmt	Specialist Health & Safety	8/26/2019	375	77,652	385	79,307	396	82,121
210	240114	CORP-Engineering	Engineering Specialist	10/21/2019	-	59,842	-	61,111	-	63,266
211	247201	PHBG-Production	Plant Operator	10/21/2019	1,470	57,378	1,512	58,610	1,555	60,678
212	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	-	61,930	-	63,246	-	65,480
213	240103	CORP-Cust Relations	Compliance Rep - to be filled	8/15/2020	-	49,691	-	50,743	-	52,534
214	240106	CORP-Field Services	Supervisor, Fleet - to be filled	6/15/2020	-	81,100	-	82,821	-	85,754
215	240106	CORP-Field Services	Spec Bill/Pymt Collection (N) - to be filled	6/15/2020	-	56,181	-	57,376	-	59,404
216	242101	MCMR-Production	Maint Service Specialist - to be filled	6/15/2020	-	71,800	-	73,324	-	75,920
217	245106	NORR-Field Services	Maint Service Specialist - to be filled	8/15/2020	-	71,800	-	73,324	-	75,920
218	245106	NORR-Field Services	Maint Service Specialist - to be filled	8/15/2020	-	71,800	-	73,324	-	75,920
219	246401	ROYF-Production	Maint Service Specialist - to be filled	7/15/2020	-	71,800	-	73,324	-	75,920
220	246401	ROYF-Production	Maint Service Specialist - to be filled	7/15/2020	-	71,800	-	73,324	-	75,920
221	246406	ROYF-Field Services	Utility Person - to be filled	7/15/2020	-	25,800	-	26,354	-	27,290
222	247201	PHBG-Production	Plant Operator - to be filled	1/27/2020	-	25,800	-	26,354	-	27,290
223	249106	WILK-Field Services	Construction Inspector - to be filled	7/15/2020	-	58,464	-	59,701	-	61,805
224	249106	WILK-Field Services	Construction Inspector - to be filled	7/15/2020	-	58,464	-	59,701	-	61,805
225	249106	WILK-Field Services	Construction Inspector - to be filled	7/15/2020	-	58,464	-	59,701	-	61,805
Total Non-Collective Bargaining Unit Hourly					\$1,413,770	\$15,246,973	\$1,453,762	\$15,580,115	\$1,494,912	\$16,120,984

Pennsylvania-American Water Company - Water Steelton Operations
Compensation
Number of Employees

	<u>12/31/2019</u>	<u>Positions to be Filled 2020</u>	<u>Total 12/31/2020</u>	<u>Positions to be Filled 2021</u>	<u>Total 12/31/2021</u>	<u>Positions to be Filled 2022</u>	<u>Total 12/31/2022</u>
Salary - Non-Collective Bargaining Unit	0		0		0		0
Hourly - Collective Bargaining Unit	6	2	8		8		8
Hourly - Non-Collective Bargaining Unit	0		0		0		0
Hourly Total	<u>6</u>	<u>2</u>	<u>8</u>	<u>0</u>	<u>8</u>	<u>0</u>	<u>8</u>
Total	<u>6</u>	<u>2</u>	<u>8</u>	<u>0</u>	<u>8</u>	<u>0</u>	<u>8</u>

Pennsylvania-American Water Company - Water Steelton Operations
Compensation

Gross Labor													
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2019 Hourly Wage Rate	2019 Total Overtime Pay	2019 Annualized Salaries & Wages	2020 Hourly Wage Rate	2021 Hourly Wage Rate	2022 Hourly Wage Rate	2020 Base Pay	2021 Prorated Base Pay	2022 Base Pay
Collective Bargaining Unit													
1	241401	STNW-Production	Lead Plant Operator	10/9/2019	\$31.12	\$19,761	\$84,740	\$31.72	\$32.32	\$32.87	\$66,231	\$66,545	\$68,633
2	241401	STNW-Production	Plant Operator	10/9/2019	25.00	5,400	57,600	25.60	26.20	26.75	53,453	53,766	55,854
3	241406	STNW-Field Service	Utility Person	10/9/2019	19.80	5,311	46,654	20.40	21.00	21.55	42,595	42,908	44,996
4	241406	STNW-Field Service	Utility Person	10/9/2019	19.80	4,019	45,362	20.40	21.00	21.55	42,595	42,908	44,996
5	241406	STNW-Field Service	Utility Person	10/9/2019	20.44	4,609	47,288	21.04	21.64	22.19	43,932	44,245	46,333
6	241401	STNW-Production	Plant Operator	10/9/2019	21.26	7,941	52,331	21.86	22.46	23.01	45,644	45,957	48,045
7	241401	Steelton Water - Production	Plant Operator - To Be Filled	2/10/2020				25.85	26.45	27.00	53,975	54,288	56,376
8	241401	Steelton Water - Production	Foreperson - To Be Filled	3/2/2020				33.73	34.33	34.88	70,428	70,741	72,829
Total Collective Bargaining Unit						<u>\$47,042</u>	<u>\$333,975</u>				<u>\$418,853</u>	<u>\$421,358</u>	<u>\$438,062</u>

Pennsylvania-American Water Company - Water Steelton Operations
Compensation

Gross Labor

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	Overtime Hours 1.0	Overtime Hours 1.25	Overtime Hours 1.5	Overtime Hours 2.0	2020 Total Overtime Pay
Collective Bargaining Unit											
1	241401	STNW-Production	Lead Plant Operator	10/9/2019	\$0	\$0	185.0	-	300.0	-	\$20,142
2	241401	STNW-Production	Plant Operator	10/9/2019	-	-	-	-	144.0	-	5,530
3	241406	STNW-Field Service	Utility Person	10/9/2019	-	-	122.0	-	97.5	-	5,472
4	241406	STNW-Field Service	Utility Person	10/9/2019	-	-	122.0	-	54.0	-	4,141
5	241406	STNW-Field Service	Utility Person	10/9/2019	-	-	122.0	-	69.0	-	4,745
6	241401	STNW-Production	Plant Operator	10/9/2019	-	-	90.0	-	189.0	-	8,165
7	241401	Steelton Water - Production	Plant Operator - To Be Filled	2/10/2020	-	-	89.0	-	180.0	-	9,280
8	241401	Steelton Water - Production	Foreperson - To Be Filled	3/2/2020	-	-	-	-	212.5	-	10,751
Total Collective Bargaining Unit					\$0	\$0	730.0	-	1,246.0	-	\$68,226

Pennsylvania-American Water Company - Water Steelton Operations
Compensation

Gross Labor									
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2020 Annualized Salaries & Wages	2021 Total Overtime Pay	2021 Annualized Salaries & Wages	2022 Total Overtime Pay	2022 Annualized Salaries & Wages
Collective Bargaining Unit									
1	241401	STNW-Production	Lead Plant Operator	10/9/2019	\$86,374	\$20,523	\$87,068	\$20,872	\$89,505
2	241401	STNW-Production	Plant Operator	10/9/2019	58,982	5,659	59,425	5,778	61,632
3	241406	STNW-Field Service	Utility Person	10/9/2019	48,068	5,633	48,542	5,781	50,777
4	241406	STNW-Field Service	Utility Person	10/9/2019	46,736	4,263	47,171	4,375	49,371
5	241406	STNW-Field Service	Utility Person	10/9/2019	48,676	4,880	49,125	5,004	51,337
6	241401	STNW-Production	Plant Operator	10/9/2019	53,808	8,389	54,346	8,594	56,639
7	241401	Steelton Water - Production	Plant Operator - To Be Filled	2/10/2020	63,255	9,496	63,784	9,693	66,069
8	241401	Steelton Water - Production	Foreperson - To Be Filled	3/2/2020	81,180	10,943	81,684	11,118	83,947
Total Collective Bargaining Unit					\$487,079	\$69,786	\$491,144	\$71,215	\$509,277

Pennsylvania-American Water Company - WW SSS Excl. Sadsbury and Exeter Operations
 Compensation
 Number of Employees

	<u>12/31/2019</u>	<u>Positions to be Filled 2020</u>	<u>Total 12/31/2020</u>	<u>Positions to be Filled 2021</u>	<u>Total 12/31/2021</u>	<u>Positions to be Filled 2022</u>	<u>Total 12/31/2022</u>
Salary - Non-Collective Bargaining Unit	4		4		4		4
Hourly - Collective Bargaining Unit	0		0		0		0
Hourly - Non-Collective Bargaining Unit	<u>27.65</u>	<u>1</u>	<u>28.65</u>	<u></u>	<u>28.65</u>	<u></u>	<u>28.65</u>
Hourly Total	<u>27.65</u>	<u>1</u>	<u>28.65</u>	<u>0</u>	<u>28.65</u>	<u>0</u>	<u>28.65</u>
Total	<u>31.65</u>	<u>1</u>	<u>32.65</u>	<u>0</u>	<u>32.65</u>	<u>0</u>	<u>32.65</u>

Gross Labor																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2019 Hourly Wage Rate	2019 Total Overtime Pay	2019	2020 Hourly Wage Rate	2021 Hourly Wage Rate	2022 Hourly Wage Rate	2020 Base Pay	2021 Prorated Base Pay	2022 Base Pay																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
							Annualized Salaries & Wages							Non-Collective Bargaining Unit Salary														1	244701	CLRWVW-Production	Supvr Production	12/8/1997	\$36.05		\$74,984	\$37.06	\$38.11	\$39.19	\$77,085	\$78,723	\$81,515	2	246051	FRVWVW-Production N	Sr Supvr Operations	7/8/1999	37.28		77,552	38.33	39.41	40.52	79,726	81,411	84,282	3	246701	COWW-Production	Supvr Production	3/6/2000	40.69		84,627	41.83	43.01	44.23	87,006	88,847	91,998	4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	41.12		85,531	42.27	43.47	44.70	87,922	89,794	92,976	Total Non-Collective Bargaining Unit Salary							\$0	\$322,693			\$331,739	\$338,775	\$350,771	Non-Collective Bargaining Unit Hourly														1	246701	COWW-Production	Wastewater Operator	9/20/1999	\$29.68	\$8,488	\$70,500	\$30.51	\$31.37	\$32.26	\$63,705	\$65,052	\$67,359	2	246701	COWW-Production	Plant Operator	1/21/1977	29.57	5,611	67,353	30.40	31.26	32.14	63,475	64,822	67,108	3	246706	COWW-Field Services	Utility Person	5/30/1995	27.43	6,554	58,931	28.20	29.00	29.82	53,749	54,893	56,837	4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	30.11	2,830	65,700	30.95	31.83	32.73	64,624	66,002	68,340	5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	31.21	7,139	72,386	32.09	33.00	33.93	67,004	68,429	70,846	6	245801	POWW-Production	Maintenance/Relief Operator	11/30/2000	29.59	11,533	73,487	30.42	31.28	32.16	63,517	64,864	67,150	7	245801	POWW-Production	Lead Plant Operator	9/23/1996	32.37	7,979	75,718	33.28	34.22	35.19	69,489	70,961	73,477	8	246706	COWW-Field Services	Crew Leader	11/10/2003	28.01	6,159	64,704	28.80	29.61	30.45	60,134	61,403	63,580	9	246901	LPWW-Production	Plant Operator	6/2/2008	29.46	3,439	64,972	30.29	31.15	32.03	63,246	64,592	66,879	10	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	30.82	2,966	67,339	31.68	32.58	33.50	66,148	67,557	69,948	11	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	31.57	16,558	82,497	32.46	33.38	34.32	67,776	69,217	71,660	12	242601	CLYWW-Production	Plant Operator	7/31/2008	29.07	2,733	63,441	29.89	30.74	31.61	62,410	63,741	66,002	13	244701	CLRWVW-Production	Lead Plant Operator	6/20/1994	30.78	7,864	72,133	31.64	32.54	33.46	66,064	67,474	69,864	14	244701	CLRWVW-Production	Wastewater Operator	1/3/2011	28.51	17,124	76,653	29.31	30.14	30.99	61,199	62,499	64,707	15	244701	CLRWVW-Production	Wastewater Operator	8/1/2014	21.88	6,170	51,866	22.49	23.13	23.78	46,959	47,961	49,653	16	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	27.04	6,280	62,910	27.80	28.59	29.40	58,046	59,284	61,387	17	246052	FRVWVW-Production S	Wastewater Operator	8/9/2005	34.75	5,803	78,401	35.72	36.73	37.77	74,583	76,165	78,864	18	246051	FRVWVW-Production N	Wastewater Operator	9/2/2012	26.00	5,766	60,114	26.73	27.49	28.27	55,812	57,002	59,028	19	246706	COWW-Field Services	Utility Person	3/14/2016	25.23	3,244	42,227	25.94	26.67	27.42	39,999	40,844	42,282	20	248701	Nw Cmbrlnrd WW Prod	Lead Plant Operator	10/31/2016	36.67	5,436	82,003	37.70	38.77	39.87	78,718	80,393	83,249	21	248706	Nw Cmbrlnrd WW FS	Wastewater Operator	10/31/2016	33.64	2,826	73,066	34.58	35.56	36.57	72,203	73,738	76,358	22	246901	LPWW-Production	Plant Operator	9/11/2017	26.00	14,658	69,466	26.73	27.49	28.27	55,812	57,002	59,028	23	246052	FRVWVW-Production S	Utility Person	12/4/2017	23.01	3,779	51,844	23.66	24.33	25.02	49,402	50,451	52,242	24	248706	Nw Cmbrlnrd WW FS	Utility Person	11/27/2017	23.01	3,141	51,196	23.66	24.33	25.02	49,402	50,451	52,242	25	248701	Nw Cmbrlnrd WW Prod	Utility Person	12/4/2017	23.03	3,431	51,518	23.68	24.35	25.04	49,444	50,493	52,284	26	246701	COWW-Production	Wastewater Operator	5/14/2018	27.48	15,811	73,290	28.25	29.05	29.87	58,986	60,239	62,369	27	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	24.67	11,077	62,638	25.36	26.08	26.82	52,952	54,079	56,000	28	246006	FRVWVW-Field Services	Utility Person	10/15/2018	23.50	4,259	53,367	24.16	24.84	25.54	50,446	51,511	53,328	29	244701	CLRWVW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	-	-	-	12.36	12.71	13.07	25,800	26,354	27,290	Total Non-Collective Bargaining Unit Hourly
Non-Collective Bargaining Unit Salary																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
1	244701	CLRWVW-Production	Supvr Production	12/8/1997	\$36.05		\$74,984	\$37.06	\$38.11	\$39.19	\$77,085	\$78,723	\$81,515																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
2	246051	FRVWVW-Production N	Sr Supvr Operations	7/8/1999	37.28		77,552	38.33	39.41	40.52	79,726	81,411	84,282																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
3	246701	COWW-Production	Supvr Production	3/6/2000	40.69		84,627	41.83	43.01	44.23	87,006	88,847	91,998																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	41.12		85,531	42.27	43.47	44.70	87,922	89,794	92,976																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Total Non-Collective Bargaining Unit Salary							\$0	\$322,693			\$331,739	\$338,775	\$350,771																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
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1	246701	COWW-Production	Wastewater Operator	9/20/1999	\$29.68	\$8,488	\$70,500	\$30.51	\$31.37	\$32.26	\$63,705	\$65,052	\$67,359																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
2	246701	COWW-Production	Plant Operator	1/21/1977	29.57	5,611	67,353	30.40	31.26	32.14	63,475	64,822	67,108																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
3	246706	COWW-Field Services	Utility Person	5/30/1995	27.43	6,554	58,931	28.20	29.00	29.82	53,749	54,893	56,837																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	30.11	2,830	65,700	30.95	31.83	32.73	64,624	66,002	68,340																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	31.21	7,139	72,386	32.09	33.00	33.93	67,004	68,429	70,846																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
6	245801	POWW-Production	Maintenance/Relief Operator	11/30/2000	29.59	11,533	73,487	30.42	31.28	32.16	63,517	64,864	67,150																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
7	245801	POWW-Production	Lead Plant Operator	9/23/1996	32.37	7,979	75,718	33.28	34.22	35.19	69,489	70,961	73,477																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
8	246706	COWW-Field Services	Crew Leader	11/10/2003	28.01	6,159	64,704	28.80	29.61	30.45	60,134	61,403	63,580																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
9	246901	LPWW-Production	Plant Operator	6/2/2008	29.46	3,439	64,972	30.29	31.15	32.03	63,246	64,592	66,879																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
10	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	30.82	2,966	67,339	31.68	32.58	33.50	66,148	67,557	69,948																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
11	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	31.57	16,558	82,497	32.46	33.38	34.32	67,776	69,217	71,660																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
12	242601	CLYWW-Production	Plant Operator	7/31/2008	29.07	2,733	63,441	29.89	30.74	31.61	62,410	63,741	66,002																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
13	244701	CLRWVW-Production	Lead Plant Operator	6/20/1994	30.78	7,864	72,133	31.64	32.54	33.46	66,064	67,474	69,864																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
14	244701	CLRWVW-Production	Wastewater Operator	1/3/2011	28.51	17,124	76,653	29.31	30.14	30.99	61,199	62,499	64,707																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
15	244701	CLRWVW-Production	Wastewater Operator	8/1/2014	21.88	6,170	51,866	22.49	23.13	23.78	46,959	47,961	49,653																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
16	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	27.04	6,280	62,910	27.80	28.59	29.40	58,046	59,284	61,387																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
17	246052	FRVWVW-Production S	Wastewater Operator	8/9/2005	34.75	5,803	78,401	35.72	36.73	37.77	74,583	76,165	78,864																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
18	246051	FRVWVW-Production N	Wastewater Operator	9/2/2012	26.00	5,766	60,114	26.73	27.49	28.27	55,812	57,002	59,028																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
19	246706	COWW-Field Services	Utility Person	3/14/2016	25.23	3,244	42,227	25.94	26.67	27.42	39,999	40,844	42,282																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
20	248701	Nw Cmbrlnrd WW Prod	Lead Plant Operator	10/31/2016	36.67	5,436	82,003	37.70	38.77	39.87	78,718	80,393	83,249																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
21	248706	Nw Cmbrlnrd WW FS	Wastewater Operator	10/31/2016	33.64	2,826	73,066	34.58	35.56	36.57	72,203	73,738	76,358																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
22	246901	LPWW-Production	Plant Operator	9/11/2017	26.00	14,658	69,466	26.73	27.49	28.27	55,812	57,002	59,028																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
23	246052	FRVWVW-Production S	Utility Person	12/4/2017	23.01	3,779	51,844	23.66	24.33	25.02	49,402	50,451	52,242																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
24	248706	Nw Cmbrlnrd WW FS	Utility Person	11/27/2017	23.01	3,141	51,196	23.66	24.33	25.02	49,402	50,451	52,242																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
25	248701	Nw Cmbrlnrd WW Prod	Utility Person	12/4/2017	23.03	3,431	51,518	23.68	24.35	25.04	49,444	50,493	52,284																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
26	246701	COWW-Production	Wastewater Operator	5/14/2018	27.48	15,811	73,290	28.25	29.05	29.87	58,986	60,239	62,369																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
27	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	24.67	11,077	62,638	25.36	26.08	26.82	52,952	54,079	56,000																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
28	246006	FRVWVW-Field Services	Utility Person	10/15/2018	23.50	4,259	53,367	24.16	24.84	25.54	50,446	51,511	53,328																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
29	244701	CLRWVW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	-	-	-	12.36	12.71	13.07	25,800	26,354	27,290																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Total Non-Collective Bargaining Unit Hourly							\$198,661	\$1,839,716			\$1,711,106	\$1,747,473	\$1,809,358																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									

Pennsylvania-American Water Company - WW SSS Excl. Sadsbury and Exeter Operations
Compensation

Gross Labor										
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	Overtime Hours 1.0	Overtime Hours 1.25	Overtime Hours 1.5	Overtime Hours 2.0
Non-Collective Bargaining Unit Salary										
1	244701	CLRWV-Production	Supvr Production	12/8/1997						
2	246051	FRVWW-Production N	Sr Supvr Operations	7/8/1999						
3	246701	COWW-Production	Supvr Production	3/6/2000						
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995						
Total Non-Collective Bargaining Unit Salary					\$0	\$0	0.0	0.0	0.0	0.0
Non-Collective Bargaining Unit Hourly										
1	246701	COWW-Production	Wastewater Operator	9/20/1999	\$40	\$0	94.0	0.0	92.0	27.0
2	246701	COWW-Production	Plant Operator	1/21/1977	-	-	64.0	-	30.5	40.0
3	246706	COWW-Field Services	Utility Person	5/30/1995	96	-	95.8	-	68.0	20.5
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	-	-	7.0	-	26.0	24.0
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	80	-	-	-	100.5	39.0
6	245801	POWW-Production	Maintenance/Relief Operator	11/30/2000	170	-	109.0	-	120.5	50.0
7	245801	POWW-Production	Lead Plant Operator	9/23/1996	150	-	98.0	-	87.0	9.0
8	246706	COWW-Field Services	Crew Leader	11/10/2003	60	-	71.0	-	83.3	12.0
9	246901	LPWW-Production	Plant Operator	6/2/2008	20	-	-	-	32.5	34.0
10	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	20	-	5.0	-	39.5	16.0
11	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	20	-	-	-	143.0	155.0
12	242601	CLYWW-Production	Plant Operator	7/31/2008	10	-	-	-	30.0	24.5
13	244701	CLRWV-Production	Lead Plant Operator	6/20/1994	-	-	-	-	79.0	68.5
14	244701	CLRWV-Production	Wastewater Operator	1/3/2011	-	-	-	-	228.8	128.8
15	244701	CLRWV-Production	Wastewater Operator	8/1/2014	10	-	-	-	92.0	72.0
16	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	170	-	94.0	-	69.5	17.0
17	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	40	-	71.0	-	48.0	12.0
18	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	60	-	77.0	-	76.5	15.0
19	246706	COWW-Field Services	Utility Person	3/14/2016	78	-	42.8	-	40.4	12.6
20	248701	Nw Cmbrlnd WW Prod	Lead Plant Operator	10/31/2016	-	-	71.0	-	27.5	18.0
21	248706	Nw Cmbrlnd WW FS	Wastewater Operator	10/31/2016	-	-	75.0	-	6.0	-
22	246901	LPWW-Production	Plant Operator	9/11/2017	520	-	39.0	-	240.5	82.0
23	246052	FRVWW-Production S	Utility Person	12/4/2017	20	-	76.0	-	53.5	4.0
24	248706	Nw Cmbrlnd WW FS	Utility Person	11/27/2017	10	-	72.0	-	27.0	12.0
25	248701	Nw Cmbrlnd WW Prod	Utility Person	12/4/2017	-	-	70.0	-	30.0	17.0
26	246701	COWW-Production	Wastewater Operator	5/14/2018	100	-	126.0	-	237.3	46.8
27	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	50	-	-	-	124.0	131.5
28	246006	FRVWW-Field Services	Utility Person	10/15/2018	40	-	70.0	-	51.5	17.0
29	244701	CLRWV-Production	Wastewater Operator - Position To Be Filled	8/15/2020	-	-	-	-	-	-
Total Non-Collective Bargaining Unit Hourly					\$1,763	\$0	1,427.7	-	2,284.2	1,105.1

Gross Labor

					Original	2020	2020	2021	2021	2022	2022
Line #	Cost Center	Cost Center Name	Job	Hire Date	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages	
Non-Collective Bargaining Unit Salary											
1	244701	CLRWW-Production	Supvr Production	12/8/1997		\$77,085		\$78,723		\$81,515	
2	246051	FRVWW-Production N	Sr Supvr Operations	7/8/1999		79,726		81,411		84,282	
3	246701	COWW-Production	Supvr Production	3/6/2000		87,006		88,847		91,998	
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995		87,922		89,794		92,976	
Total Non-Collective Bargaining Unit Salary						\$0	\$331,739	\$0	\$338,775	\$0	\$350,771
Non-Collective Bargaining Unit Hourly											
1	246701	COWW-Production	Wastewater Operator	9/20/1999	\$8,726	\$72,471	\$8,972	\$74,063	\$9,226	\$76,625	
2	246701	COWW-Production	Plant Operator	1/21/1977	5,768	69,244	5,932	70,754	6,099	73,207	
3	246706	COWW-Field Services	Utility Person	5/30/1995	6,738	60,583	6,929	61,918	7,125	64,058	
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	2,909	67,533	2,992	68,994	3,077	71,417	
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	7,341	74,425	7,549	76,058	7,761	78,687	
6	245801	POWW-Production	Maintenance/Relief Operator	11/30/2000	11,856	75,543	12,191	77,225	12,534	79,854	
7	245801	POWW-Production	Lead Plant Operator	9/23/1996	8,204	77,842	8,435	79,546	8,674	82,301	
8	246706	COWW-Field Services	Crew Leader	11/10/2003	6,332	66,527	6,510	67,973	6,695	70,335	
9	246901	LPWW-Production	Plant Operator	6/2/2008	3,536	66,802	3,637	68,249	3,740	70,638	
10	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	3,049	69,217	3,136	70,713	3,224	73,192	
11	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	17,025	84,822	17,508	86,745	18,001	89,681	
12	242601	CLYWW-Production	Plant Operator	7/31/2008	2,810	65,230	2,890	66,641	2,971	68,983	
13	244701	CLRWW-Production	Lead Plant Operator	6/20/1994	8,084	74,148	8,314	75,788	8,549	78,414	
14	244701	CLRWW-Production	Wastewater Operator	1/3/2011	17,604	78,804	18,103	80,602	18,613	83,320	
15	244701	CLRWW-Production	Wastewater Operator	8/1/2014	6,342	53,311	6,523	54,494	6,706	56,369	
16	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	6,457	64,673	6,640	66,094	6,828	68,385	
17	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	5,965	60,589	6,134	62,339	6,308	65,211	
18	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	5,927	61,800	6,096	63,158	6,269	65,357	
19	246706	COWW-Field Services	Utility Person	3/14/2016	3,336	43,413	3,430	44,351	3,526	45,885	
20	248701	Nw Cmbrlnd WW Prod	Lead Plant Operator	10/31/2016	5,589	84,307	5,748	86,141	5,911	89,159	
21	248706	Nw Cmbrlnd WW FS	Wastewater Operator	10/31/2016	2,905	75,108	2,987	76,725	3,072	79,430	
22	246901	LPWW-Production	Plant Operator	9/11/2017	15,069	71,401	15,497	73,020	15,937	75,485	
23	246052	FRVWW-Production S	Utility Person	12/4/2017	3,886	53,308	3,996	54,468	4,110	56,371	
24	248706	Nw Cmbrlnd WW FS	Utility Person	11/27/2017	3,230	52,642	3,321	53,782	3,415	55,667	
25	248701	Nw Cmbrlnd WW Prod	Utility Person	12/4/2017	3,528	52,972	3,628	54,121	3,731	56,014	
26	246701	COWW-Production	Wastewater Operator	5/14/2018	16,254	75,340	16,715	77,053	17,186	79,655	
27	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	11,387	64,388	11,710	65,839	12,042	68,092	
28	246006	FRVWW-Field Services	Utility Person	10/15/2018	4,379	54,865	4,502	56,053	4,629	57,997	
29	244701	CLRWW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	-	25,800	-	26,354	-	27,290	
Total Non-Collective Bargaining Unit Hourly						\$204,237	\$1,917,106	\$210,024	\$1,959,260	\$215,960	\$2,027,081

Pennsylvania-American Water Company - WW SSS Sadsbury Operations
 Compensation
 Number of Employees

	<u>12/31/2019</u>	<u>Positions to be Filled 2020</u>	<u>Total 12/31/2020</u>	<u>Positions to be Filled 2021</u>	<u>Total 12/31/2021</u>	<u>Positions to be Filled 2022</u>	<u>Total 12/31/2022</u>
Salary - Non-Collective Bargaining Unit	0		0		0		0
Hourly - Collective Bargaining Unit	0		0		0		0
Hourly - Non-Collective Bargaining Unit	0.35		0.35		0.35		0.35
Hourly Total	0.35	0	0.35	0	0.35	0	0.35
Total	0.35	0	0.35	0	0.35	0	0.35

Pennsylvania-American Water Company - WW SSS Sadsbury Operations
Compensation

				Gross Labor									
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2019	2019	2019	2020	2021	2022	2020	2021	2022
					Hourly Wage Rate	Total Overtime Pay	Annualized Salaries & Wages	Hourly Wage Rate	Hourly Wage Rate	Hourly Wage Rate	Base Pay	Base Pay	Base Pay
Non-Collective Bargaining Unit Hourly - *Sadsbury Operations includes shared resources. The following represents the allocated time.													
1	246706	COWW-Field Services	*Utility Person (allocated 8.72%)	5/30/1995	\$27.43	\$626	\$5,627	\$28.20	\$29.00	\$29.82	\$5,132	\$5,242	\$5,427
2	246706	COWW-Field Services	*Utility Person (allocated 26.15%)	3/14/2016	25.23	1,149	14,952	25.94	26.67	27.42	14,163	14,462	14,971
Total Non-Collective Bargaining Unit Hourly						\$1,775	\$20,579				\$19,296	\$19,704	\$20,399

Pennsylvania-American Water Company - WW SSS Sadsbury Operations
Compensation

Gross Labor										
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	Overtime Hours 1.0	Overtime Hours 1.25	Overtime Hours 1.5	Overtime Hours 2.0
Non-Collective Bargaining Unit Hourly - *Sadsbury Operations includes shared resources. The following represents the allocated time.										
1	246706	COWW-Field Services	*Utility Person (allocated 8.72%)	5/30/1995	\$9	\$0	9.2	-	6.5	2.0
2	246706	COWW-Field Services	*Utility Person (allocated 26.15%)	3/14/2016	27	-	15.2	-	14.3	4.4
Total Non-Collective Bargaining Unit Hourly					\$37	\$0	24.3	-	20.8	6.4

Pennsylvania-American Water Company - WW SSS Sadsbury Operations
Compensation

					Gross Labor					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2020	2020	2021	2021	2022	2022
					Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
Non-Collective Bargaining Unit Hourly - *Sadsbury Operations includes shared resources. The following represents the allocated time.										
1	246706	COWW-Field Services	*Utility Person (allocated 8.72%)	5/30/1995	\$643	\$5,785	\$662	\$5,912	\$680	\$6,117
2	246706	COWW-Field Services	*Utility Person (allocated 26.15%)	3/14/2016	1,181	15,372	1,214	15,704	1,249	16,247
Total Non-Collective Bargaining Unit Hourly					\$1,825	\$21,157	\$1,876	\$21,616	\$1,929	\$22,364

Pennsylvania-American Water Company - WW SSS Exeter Operations
 Compensation
 Number of Employees

	<u>12/31/2019</u>	<u>Positions to be Filled 2020</u>	<u>Total 12/31/2020</u>	<u>Positions to be Filled 2021</u>	<u>Total 12/31/2021</u>	<u>Positions to be Filled 2022</u>	<u>Total 12/31/2022</u>
Salary - Non-Collective Bargaining Unit	2		2		2		2
Hourly - Collective Bargaining Unit	0		0		0		0
Hourly - Non-Collective Bargaining Unit	<u>6</u>	<u>2</u>	<u>8</u>	<u></u>	<u>8</u>	<u></u>	<u>8</u>
Hourly Total	6	2	8	0	8	0	8
Total	<u>8</u>	<u>2</u>	<u>10</u>	<u>0</u>	<u>10</u>	<u>0</u>	<u>10</u>

Gross Labor

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2019		2019 Annualized Salaries & Wages	2020 Hourly Wage Rate	2021 Hourly Wage Rate	2022 Hourly Wage Rate	2020 Base Pay
					Hourly Wage Rate	Total Overtime Pay					
Non-Collective Bargaining Unit Salary											
1	241306	EXTRWW-Field Service	Supvr Field Operations	4/22/2019	\$33.65		\$70,000	\$34.60	\$35.58	\$36.59	\$71,968
2	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	40.87		85,000	42.01	43.20	44.42	87,381
Total Non-Collective Bargaining Unit Salary							\$0	\$155,000			\$159,349
Non-Collective Bargaining Unit Hourly											
1	241306	EXTRWW-Field Service	Crew Leader	5/6/2019	\$31.00	\$4,650	\$69,398	\$31.87	\$32.77	\$33.70	\$66,545
2	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	33.00	8,663	77,567	33.93	34.89	35.88	70,846
3	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	29.00	7,613	68,165	29.81	30.65	31.52	62,243
4	241306	EXTRWW-Field Service	Utility Person	11/18/2019	28.00	3,150	61,614	28.79	29.60	30.44	60,114
5	241306	EXTRWW-Field Service	Utility Person	11/18/2019	28.00	3,150	61,614	28.79	29.60	30.44	60,114
6	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	27.00	7,088	63,464	27.76	28.55	29.36	57,963
7	241301	EXTRWW-Production	Wastewater Operator - Position To Be Filled	8/15/2020			-	12.36	12.71	13.07	25,800
8	241306	EXTRWW-Field Service	Utility Person - Position To Be Filled	8/15/2020			-	12.36	12.71	13.07	25,800
Total Non-Collective Bargaining Unit Hourly							\$34,313	\$401,821			\$429,424

Pennsylvania-American Water Company - WW SSS Exeter Operations
Compensation

Gross Labor

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Prorated Base Pay	2022 Base Pay	Meals	Shift Premium	Overtime Hours 1.0	Overtime Hours 1.25	Overtime Hours 1.5	Overtime Hours 2.0
Non-Collective Bargaining Unit Salary												
1	241306	EXTRWW-Field Service	Supvr Field Operations	4/22/2019	\$73,497	\$76,107						
2	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	89,237	92,394						
Total Non-Collective Bargaining Unit Salary					\$162,734	\$168,501	\$0	\$0	0.0	0.0	0.0	0.0
Non-Collective Bargaining Unit Hourly												
1	241306	EXTRWW-Field Service	Crew Leader	5/6/2019	\$67,954	\$70,366	\$20	\$0	0.0	0.0	100.0	0.0
2	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	72,349	74,917	-	-	-	-	175.0	-
3	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	63,559	65,814	-	-	-	-	175.0	-
4	241306	EXTRWW-Field Service	Utility Person	11/18/2019	61,382	63,559	-	-	-	-	75.0	-
5	241306	EXTRWW-Field Service	Utility Person	11/18/2019	61,382	63,559	-	-	-	-	75.0	-
6	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	59,200	61,304	-	-	-	-	175.0	-
7	241301	EXTRWW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	26,354	27,290	-	-	-	-	175.0	-
8	241306	EXTRWW-Field Service	Utility Person - Position To Be Filled	8/15/2020	26,354	27,290	-	-	-	-	75.0	-
Total Non-Collective Bargaining Unit Hourly					\$438,534	\$454,098	\$20	\$0	-	-	1,025.0	-

Pennsylvania-American Water Company - WW SSS Exeter Operations
Compensation

					Gross Labor					
						2020		2021		2022
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2020 Total Overtime Pay	Annualized Salaries & Wages	2021 Total Overtime Pay	Annualized Salaries & Wages	2022 Total Overtime Pay	Annualized Salaries & Wages
Non-Collective Bargaining Unit Salary										
1	241306	EXTRWW-Field Service	Supvr Field Operations	4/22/2019		\$71,968		\$73,497		\$76,107
2	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019		87,381		89,237		92,394
Total Non-Collective Bargaining Unit Salary					\$0	\$159,349	\$0	\$162,734	\$0	\$168,501
Non-Collective Bargaining Unit Hourly										
1	241306	EXTRWW-Field Service	Crew Leader	5/6/2019	\$4,781	\$71,345	\$4,916	\$72,889	\$5,055	\$75,441
2	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	8,907	79,752	9,159	81,508	9,419	84,336
3	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	7,825	70,068	8,046	71,604	8,274	74,088
4	241306	EXTRWW-Field Service	Utility Person	11/18/2019	3,239	63,352	3,330	64,712	3,425	66,983
5	241306	EXTRWW-Field Service	Utility Person	11/18/2019	3,239	63,352	3,330	64,712	3,425	66,983
6	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	7,287	65,250	7,494	66,694	7,707	69,011
7	241301	EXTRWW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	3,244	29,044	3,336	29,690	3,431	30,721
8	241306	EXTRWW-Field Service	Utility Person - Position To Be Filled	8/15/2020	1,390	27,190	1,430	27,784	1,470	28,761
Total Non-Collective Bargaining Unit Hourly					\$39,911	\$469,354	\$41,040	\$479,594	\$42,205	\$496,323

Pennsylvania-American Water Company - WW CSS Scranton Operations
 Compensation
 Number of Employees

	<u>12/31/2019</u>	<u>Positions to be Filled 2020</u>	<u>Total 12/31/2020</u>	<u>Positions to be Filled 2021</u>	<u>Total 12/31/2021</u>	<u>Positions to be Filled 2022</u>	<u>Total 12/31/2022</u>
Salary - Non-Collective Bargaining Unit	10		10		10		10
Hourly - Collective Bargaining Unit	58	1	59		59		59
Hourly - Non-Collective Bargaining Unit	<u>2</u>		<u>2</u>		<u>2</u>		<u>2</u>
Hourly Total	60	1	61	0	61	0	61
Total	<u>70</u>	<u>1</u>	<u>71</u>	<u>0</u>	<u>71</u>	<u>0</u>	<u>71</u>

Pennsylvania-American Water Company - WW CSS Scranton Operations
Compensation

Gross Labor													
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2019	2019	2019	2020	2021	2022	2020	2021 Prorated	2022
					Hourly Wage Rate	Total Overtime Pay	Annualized Salaries & Wages	Hourly Wage Rate	Hourly Wage Rate	Hourly Wage Rate	Base Pay	Base Pay	Base Pay
Non-Collective Bargaining Unit Salary													
1	249200	Scranton WW-BS/OH	Sr Mgr Operations	7/14/1980	\$73.99		\$153,894	\$76.06	\$78.21	\$80.42	\$158,205	\$161,559	\$167,274
2	249201	Scranton WW-Prod	Sr Supt Production	2/28/2005	51.74		107,612	53.19	54.69	56.24	110,635	112,975	116,979
3	249206	Scrmtn-WW-Fld Svc	Field Ops Supv	4/17/2006	32.21		67,000	33.12	34.06	35.02	68,890	70,356	72,842
4	249201	Scranton WW-Prod	Supvr Field Operations	5/22/2006	32.49		67,588	33.41	34.36	35.33	69,493	70,975	73,486
5	249200	Scranton WW-BS/OH	Mgr Production Assets	6/2/2008	39.90		83,000	41.02	42.18	43.37	85,322	87,131	90,210
6	249206	Scrmtn-WW-Fld Svc	Field Ops Supr	5/16/2016	34.62		72,000	35.59	36.60	37.64	74,027	75,603	78,291
7	249206	Scrmtn-WW-Fld Svc	Sr Supt Field Ops	6/3/2002	42.31		88,006	43.50	44.73	46.00	90,480	92,399	95,680
8	249206	Scrmtn-WW-Fld Svc	Supvr Field Operations	9/4/2007	32.22		67,027	33.13	34.07	35.03	68,910	70,377	72,862
9	249201	Scranton WW-Prod	Supvr Production	2/12/1990	37.08		77,120	38.12	39.20	40.31	79,290	80,974	83,845
10	249201	Scranton WW-Prod	Supvr Production	7/22/2019	36.06		75,000	37.07	38.12	39.20	77,106	78,744	81,536
Total Non-Collective Bargaining Unit Salary							\$0	\$858,246			\$882,357	\$901,092	\$933,005
Collective Bargaining Unit													
1	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2016	\$28.05	\$10,550	\$69,550	\$28.75	\$29.35	\$29.85	\$60,030	\$60,970	\$62,327
2	249206	Scrmtn-WW-Fld Svc	CSO Crew Chief	3/27/2006	30.49	37,701	101,424	31.19	31.79	32.29	65,125	66,064	67,422
3	249206	Scrmtn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	28.05	5,400	64,013	28.75	29.35	29.85	60,030	60,970	62,327
4	249201	Scranton WW-Prod	Plant Operator	11/19/2002	28.05	20,904	81,420	28.75	29.35	29.85	60,030	60,970	62,327
5	249206	Scrmtn-WW-Fld Svc	Asst. Camera	9/28/2008	26.68	800	56,508	27.38	27.98	28.48	57,169	58,109	59,466
6	249201	Scranton WW-Prod	Plant Operator	7/9/2012	28.05	21,504	81,936	28.75	29.35	29.85	60,030	60,970	62,327
7	249206	Scrmtn-WW-Fld Svc	Equipment Operator B	3/7/2016	26.68	11,986	68,339	27.38	27.98	28.48	57,169	58,109	59,466
8	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	26.68	6,793	62,980	27.38	27.98	28.48	57,169	58,109	59,466
9	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	26.68	12,726	70,446	27.38	27.98	28.48	57,169	58,109	59,466
10	249206	Scrmtn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	28.05	1,536	60,134	28.75	29.35	29.85	60,030	60,970	62,327
11	249206	Scrmtn-WW-Fld Svc	Camera Truck Operator	4/25/2005	28.05	316	58,884	28.75	29.35	29.85	60,030	60,970	62,327
12	249206	Scrmtn-WW-Fld Svc	Equipment Operator B	11/4/2008	26.68	16,445	72,753	27.38	27.98	28.48	57,169	58,109	59,466
13	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	26.68	22,171	80,017	27.38	27.98	28.48	57,169	58,109	59,466
14	249206	Scrmtn-WW-Fld Svc	Equipment Operator B	2/22/2016	26.68	12,126	68,359	27.38	27.98	28.48	57,169	58,109	59,466
15	249206	Scrmtn-WW-Fld Svc	Maintenance Relief Operator	5/26/2009	26.68	29,601	88,049	27.38	27.98	28.48	57,169	58,109	59,466
16	249206	Scrmtn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	30.49	7,905	71,688	31.19	31.79	32.29	65,125	66,064	67,422
17	249206	Scrmtn-WW-Fld Svc	Asst. Camera	4/25/2005	26.68	3,862	59,615	27.38	27.98	28.48	57,169	58,109	59,466
18	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	28.05	5,719	64,317	28.75	29.35	29.85	60,030	60,970	62,327
19	249206	Scrmtn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	28.05	33,867	92,585	28.75	29.35	29.85	60,030	60,970	62,327
20	249206	Scrmtn-WW-Fld Svc	Equipment Operator A	5/22/2017	28.05	49,782	109,160	28.75	29.35	29.85	60,030	60,970	62,327
21	249206	Scrmtn-WW-Fld Svc	Equipment Operator A	2/17/2009	28.05	11,115	69,848	28.75	29.35	29.85	60,030	60,970	62,327
22	249201	Scranton WW-Prod	Plant Operator	4/25/2005	28.05	19,996	80,605	28.75	29.35	29.85	60,030	60,970	62,327
23	249206	Scrmtn-WW-Fld Svc	Equipment Operator B	1/31/2011	26.68	6,026	61,888	27.38	27.98	28.48	57,169	58,109	59,466
24	249206	Scrmtn-WW-Fld Svc	Camera Truck Operator	9/8/1987	28.05	6,480	65,108	28.75	29.35	29.85	60,030	60,970	62,327
25	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	28.05	884	59,527	28.75	29.35	29.85	60,030	60,970	62,327
26	249201	Scranton WW-Prod	Master Electrician	10/20/2014	30.49	10,382	74,108	31.19	31.79	32.29	65,125	66,064	67,422
27	249206	Scrmtn-WW-Fld Svc	CSO Crew Chief	9/8/1997	30.49	11,944	75,803	31.19	31.79	32.29	65,125	66,064	67,422
28	249206	Scrmtn-WW-Fld Svc	Equipment Operator B	4/25/2005	26.68	5,343	61,238	27.38	27.98	28.48	57,169	58,109	59,466
29	249206	Scrmtn-WW-Fld Svc	Equipment Operator B	3/27/2006	26.68	8,297	64,050	27.38	27.98	28.48	57,169	58,109	59,466
30	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	30.49	640	64,306	31.19	31.79	32.29	65,125	66,064	67,422
31	249206	Scrmtn-WW-Fld Svc	Equipment Operator B	1/31/2011	26.68	5,229	60,952	27.38	27.98	28.48	57,169	58,109	59,466
32	249206	Scrmtn-WW-Fld Svc	Equipment Operator B	6/30/2013	26.68	21,471	78,109	27.38	27.98	28.48	57,169	58,109	59,466
33	249206	Scrmtn-WW-Fld Svc	Equipment Operator A	7/9/2012	28.05	9,618	68,321	28.75	29.35	29.85	60,030	60,970	62,327
34	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	26.68	200	55,908	27.38	27.98	28.48	57,169	58,109	59,466
35	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	30.49	7,523	71,307	31.19	31.79	32.29	65,125	66,064	67,422
36	249206	Scrmtn-WW-Fld Svc	Equipment Operator B	7/28/2008	26.68	3,302	59,024	27.38	27.98	28.48	57,169	58,109	59,466
37	249201	Scranton WW-Prod	Plant Operator	11/9/1992	28.05	31,507	92,638	28.75	29.35	29.85	60,030	60,970	62,327
38	249206	Scrmtn-WW-Fld Svc	Equipment Operator A	2/22/2016	28.05	9,972	68,735	28.75	29.35	29.85	60,030	60,970	62,327
39	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	26.68	10,825	67,129	27.38	27.98	28.48	57,169	58,109	59,466
40	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	26.68	320	56,054	27.38	27.98	28.48	57,169	58,109	59,466
41	249206	Scrmtn-WW-Fld Svc	Equipment Operator B	8/13/2007	26.68	4,569	60,367	27.38	27.98	28.48	57,169	58,109	59,466
42	249206	Scrmtn-WW-Fld Svc	Equipment Operator B	3/29/2006	26.68	7,324	63,152	27.38	27.98	28.48	57,169	58,109	59,466
43	249206	Scrmtn-WW-Fld Svc	Equipment Operator B	7/28/2008	26.68	1,708	57,415	27.38	27.98	28.48	57,169	58,109	59,466
44	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	28.05	1,417	60,000	28.75	29.35	29.85	60,030	60,970	62,327
45	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	26.68	3,328	61,403	27.38	27.98	28.48	57,169	58,109	59,466
46	249206	Scrmtn-WW-Fld Svc	Maintenance Relief Operator	8/13/2007	26.68	18,029	75,120	27.38	27.98	28.48	57,169	58,109	59,466
47	249206	Scrmtn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006	28.05	9,313	68,061	28.75	29.35	29.85	60,030	60,970	62,327
48	249206	Scrmtn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	30.49	14,803	78,886	31.19	31.79	32.29	65,125	66,064	67,422
49	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008	28.05	6,013	64,669	28.75	29.35	29.85	60,030	60,970	62,327
50	249206	Scrmtn-WW-Fld Svc	Equipment Operator B	4/25/2016	26.68	21,637	78,335	27.38	27.98	28.48	57,169	58,109	59,466

Pennsylvania-American Water Company - WW CSS Scranton Operations
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Gross Labor										
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	Overtime Hours 1.0	Overtime Hours 1.25	Overtime Hours 1.5	Overtime Hours 2.0
Non-Collective Bargaining Unit Salary										
1	249200	Scranton WW-BS/OH	Sr Mgr Operations	7/14/1980						
2	249201	Scranton WW-Prod	Sr Supt Production	2/28/2005						
3	249206	Scrntn-WW-Fld Svc	Field Ops Supv	4/17/2006						
4	249201	Scranton WW-Prod	Supvr Field Operations	5/22/2006						
5	249200	Scranton WW-BS/OH	Mgr Production Assets	6/2/2008						
6	249206	Scrntn-WW-Fld Svc	Field Ops Supr	5/16/2016						
7	249206	Scrntn-WW-Fld Svc	Sr Supt Field Ops	6/3/2002						
8	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007						
9	249201	Scranton WW-Prod	Supvr Production	2/12/1990						
10	249201	Scranton WW-Prod	Supvr Production	7/22/2019						
Total Non-Collective Bargaining Unit Salary					\$0	\$0	0.0	0.0	0.0	0.0
Collective Bargaining Unit										
1	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2016	\$150	\$281	-	-	182.8	51.0
2	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	3/27/2006	60	-	-	-	762.0	46.8
3	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	45	-	-	-	123.0	4.0
4	249201	Scranton WW-Prod	Plant Operator	11/19/2002	15	1,932	-	-	239.5	193.0
5	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008	-	-	-	-	20.0	-
6	249201	Scranton WW-Prod	Plant Operator	7/9/2012	-	1,863	-	-	273.8	178.0
7	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016	645	-	-	-	299.5	-
8	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	315	163	-	-	169.8	-
9	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	165	1,847	-	-	286.0	24.0
10	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	30	-	-	-	36.5	-
11	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005	-	-	-	-	7.5	-
12	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008	600	-	-	-	362.3	36.5
13	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	60	2,078	-	-	298.0	192.0
14	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016	150	375	-	-	243.0	45.0
15	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	5/26/2009	420	2,320	-	-	387.0	264.5
16	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	120	-	-	-	133.5	29.5
17	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005	45	-	-	-	96.5	-
18	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	30	-	-	-	81.3	41.0
19	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	150	-	-	-	698.3	80.0
20	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/22/2017	810	-	-	-	1,084.5	74.0
21	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009	165	-	-	-	217.5	35.0
22	249201	Scranton WW-Prod	Plant Operator	4/25/2005	30	2,010	-	-	267.3	156.0
23	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	120	34	-	-	133.3	13.0
24	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987	60	-	-	-	154.0	-
25	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	75	-	-	-	21.0	-
26	249201	Scranton WW-Prod	Master Electrician	10/20/2014	60	3	-	-	163.0	48.0
27	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	9/8/1997	195	-	-	-	234.5	20.0
28	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005	180	8	-	-	105.5	21.0
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	45	-	-	-	180.0	20.5
30	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	-	2	-	-	14.0	-
31	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	15	-	-	-	113.0	13.3
32	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013	930	-	-	-	500.5	27.0
33	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012	135	-	-	-	201.3	20.5
34	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	-	-	-	-	5.0	-
35	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	120	-	-	-	164.5	-
36	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	15	-	-	-	56.5	19.5
37	249201	Scranton WW-Prod	Plant Operator	11/9/1992	285	2,277	-	-	487.5	196.0
38	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016	195	-	-	-	237.0	-
39	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	375	221	-	-	270.5	-
40	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	15	11	-	-	8.0	-
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007	90	-	-	-	91.5	17.0
42	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006	120	-	-	-	167.0	12.0
43	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	-	-	-	-	36.0	5.0
44	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	15	-	-	-	23.0	8.0
45	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	139	2,229	-	-	83.2	-
46	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	8/13/2007	105	1,278	-	-	226.5	168.0
47	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006	180	-	-	-	200.0	16.0
48	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	420	-	-	-	273.0	38.0
49	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008	75	13	-	-	108.3	26.0
50	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016	990	-	-	-	508.0	24.5

Pennsylvania-American Water Company - WW CSS Scranton Operations
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Gross Labor									
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2020 Total Overtime Pay	2020 Annualized Salaries & Wages	2021 Total Overtime Pay	2021 Annualized Salaries & Wages	2022 Annualized Salaries & Wages
Non-Collective Bargaining Unit Salary									
1	249200	Scranton WW-BS/OH	Sr Mgr Operations	7/14/1980		\$158,205		\$161,559	\$167,274
2	249201	Scranton WW-Prod	Sr Supt Production	2/28/2005		110,635		112,975	116,979
3	249206	Scmntn-WW-Fld Svc	Field Ops Supv	4/17/2006		68,890		70,356	72,842
4	249201	Scranton WW-Prod	Supvr Field Operations	5/22/2006		69,493		70,975	73,486
5	249200	Scranton WW-BS/OH	Mgr Production Assets	6/2/2008		85,322		87,131	90,210
6	249206	Scmntn-WW-Fld Svc	Field Ops Supr	5/16/2016		74,027		75,603	78,291
7	249206	Scmntn-WW-Fld Svc	Sr Supt Field Ops	6/3/2002		90,480		92,399	95,680
8	249206	Scmntn-WW-Fld Svc	Supvr Field Operations	9/4/2007		68,910		70,377	72,862
9	249201	Scranton WW-Prod	Supvr Production	2/12/1990		79,290		80,974	83,845
10	249201	Scranton WW-Prod	Supvr Production	7/22/2019		77,106		78,744	81,536
Total Non-Collective Bargaining Unit Salary					\$0	\$882,357	\$0	\$901,092	\$933,005
Collective Bargaining Unit									
1	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2016	\$10,814	\$71,275	\$11,039	\$72,440	\$73,986
2	249206	Scmntn-WW-Fld Svc	CSO Crew Chief	3/27/2006	38,566	103,751	39,308	105,433	107,408
3	249206	Scmntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	5,534	65,609	5,650	66,664	68,118
4	249201	Scranton WW-Prod	Plant Operator	11/19/2002	21,426	83,403	21,873	84,790	86,520
5	249206	Scmntn-WW-Fld Svc	Asst. Camera	9/28/2008	821	57,991	839	58,948	60,321
6	249201	Scranton WW-Prod	Plant Operator	7/9/2012	22,040	83,934	22,500	85,333	87,074
7	249206	Scmntn-WW-Fld Svc	Equipment Operator B	3/7/2016	12,300	70,115	12,570	71,324	72,906
8	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	6,972	64,620	7,124	65,712	67,196
9	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	13,060	72,241	13,346	73,467	75,063
10	249206	Scmntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	1,574	61,634	1,607	62,607	63,991
11	249206	Scmntn-WW-Fld Svc	Camera Truck Operator	4/25/2005	323	60,353	330	61,300	62,663
12	249206	Scmntn-WW-Fld Svc	Equipment Operator B	11/4/2008	16,876	74,646	17,246	75,955	77,621
13	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	22,753	82,060	23,251	83,498	85,271
14	249206	Scmntn-WW-Fld Svc	Equipment Operator B	2/22/2016	12,444	70,139	12,717	71,351	72,936
15	249206	Scmntn-WW-Fld Svc	Maintenance Relief Operator	5/26/2009	30,378	90,287	31,044	91,893	93,805
16	249206	Scmntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	8,086	73,331	8,242	74,426	75,913
17	249206	Scmntn-WW-Fld Svc	Asst. Camera	4/25/2005	3,963	61,178	4,050	62,204	63,634
18	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	5,861	65,921	5,984	66,983	68,442
19	249206	Scmntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	34,712	94,892	35,436	96,556	98,517
20	249206	Scmntn-WW-Fld Svc	Equipment Operator A	5/22/2017	51,024	111,864	52,089	113,869	116,113
21	249206	Scmntn-WW-Fld Svc	Equipment Operator A	2/17/2009	11,392	71,587	11,630	72,765	74,320
22	249201	Scranton WW-Prod	Plant Operator	4/25/2005	20,495	82,566	20,923	83,933	85,647
23	249206	Scmntn-WW-Fld Svc	Equipment Operator B	1/31/2011	6,184	63,507	6,320	64,583	66,053
24	249206	Scmntn-WW-Fld Svc	Camera Truck Operator	9/8/1987	6,641	66,731	6,780	67,809	69,282
25	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	906	61,011	925	61,969	63,342
26	249201	Scranton WW-Prod	Master Electrician	10/20/2014	10,620	75,808	10,824	76,952	78,479
27	249206	Scmntn-WW-Fld Svc	CSO Crew Chief	9/8/1997	12,219	77,538	12,454	78,713	80,266
28	249206	Scmntn-WW-Fld Svc	Equipment Operator B	4/25/2005	5,483	62,840	5,603	63,900	65,357
29	249206	Scmntn-WW-Fld Svc	Equipment Operator B	3/27/2006	8,515	65,730	8,702	66,856	68,369
30	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	655	65,782	668	66,734	68,102
31	249206	Scmntn-WW-Fld Svc	Equipment Operator B	1/31/2011	5,366	62,551	5,484	63,608	65,063
32	249206	Scmntn-WW-Fld Svc	Equipment Operator B	6/30/2013	22,034	80,133	22,517	81,556	83,316
33	249206	Scmntn-WW-Fld Svc	Equipment Operator A	7/9/2012	9,858	70,023	10,063	71,168	72,697
34	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	205	57,375	210	58,319	59,680
35	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	7,696	72,941	7,844	74,029	75,509
36	249206	Scmntn-WW-Fld Svc	Equipment Operator B	7/28/2008	3,388	60,573	3,463	61,587	63,006
37	249201	Scranton WW-Prod	Plant Operator	11/9/1992	32,293	94,886	32,967	96,499	98,418
38	249206	Scmntn-WW-Fld Svc	Equipment Operator A	2/22/2016	10,221	70,446	10,434	71,599	73,133
39	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	11,109	68,874	11,353	70,057	71,618
40	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	329	57,524	336	58,471	59,834
41	249206	Scmntn-WW-Fld Svc	Equipment Operator B	8/13/2007	4,689	61,948	4,792	62,991	64,433
42	249206	Scmntn-WW-Fld Svc	Equipment Operator B	3/29/2006	7,516	64,805	7,681	65,910	67,404
43	249206	Scmntn-WW-Fld Svc	Equipment Operator B	7/28/2008	1,752	58,922	1,791	59,900	61,289
44	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	1,452	61,497	1,482	62,467	63,849
45	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	3,415	62,952	3,490	63,967	65,386
46	249206	Scmntn-WW-Fld Svc	Maintenance Relief Operator	8/13/2007	18,502	77,055	18,907	78,400	80,095
47	249206	Scmntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006	9,545	69,755	9,744	70,894	72,417
48	249206	Scmntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	15,143	80,687	15,434	81,918	83,518
49	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008	6,163	66,281	6,292	67,349	68,813
50	249206	Scmntn-WW-Fld Svc	Equipment Operator B	4/25/2016	22,205	80,365	22,692	81,791	83,554

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Gross Labor													
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2019			2020	2021	2022	2020	2021 Prorated	2022
					Hourly Wage Rate	Total Overtime Pay	Annualized Salaries & Wages				Base Pay	Base Pay	Base Pay
51	249206	Scmntn-WW-Fld Svc	Equipment Operator B	3/27/2006	26.68	560	56,298	27.38	27.98	28.48	57,169	58,109	59,466
52	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005	26.68	6,193	64,759	27.38	27.98	28.48	57,169	58,109	59,466
53	249201	Scranton WW-Prod	Maintenance Mechanic A	1/3/2017	28.05	10,947	69,668	28.75	29.35	29.85	60,030	60,970	62,327
54	249206	Scmntn-WW-Fld Svc	Equipment Operator A	11/19/2018	28.05	9,309	68,222	28.25	28.85	29.35	58,986	59,926	61,283
55	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	27.55	2,004	59,589	28.25	28.85	29.35	58,986	59,926	61,283
56	249201	Scranton WW-Prod	Equipment Operator A	3/11/2019	27.55	6,188	63,788	28.25	28.85	29.35	58,986	59,926	61,283
57	249206	Scmntn-WW-Fld Svc	Equipment Operator A	3/25/2019	27.55	5,765	63,589	28.25	28.85	29.35	58,986	59,926	61,283
58	249206	Scmntn-WW-Fld Svc	Equipment Operator A	4/1/2019	27.55	1,498	59,082	28.25	28.85	29.35	58,986	59,926	61,283
59	249201	Scranton WW-Prod	Serviceperson - Position To Be Filled	8/15/2020		-	-	30.22	30.92	31.67	63,099	64,196	66,127
Total Collective Bargaining Unit						\$623,372	\$4,009,236				\$3,500,908	\$3,556,501	\$3,637,150
Non-Collective Bargaining Unit Hourly													
1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	\$26.31	\$158	\$55,093	\$27.05	\$27.82	\$28.61	\$56,480	\$57,686	\$59,738
2	249206	Scmntn-WW-Fld Svc	Admin Asst - Staff Supp (N)	9/4/2007	23.81	-	49,715	24.48	25.17	25.88	51,114	52,195	54,037
Total Non-Collective Bargaining Unit Hourly						\$158	\$104,808				\$107,595	\$109,881	\$113,775

Pennsylvania-American Water Company - WW CSS Scranton Operations
Compensation

Gross Labor

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	Overtime Hours 1.0	Overtime Hours 1.25	Overtime Hours 1.5	Overtime Hours 2.0
51	249206	Scmntn-WW-Fld Svc	Equipment Operator B	3/27/2006	30	-	-	-	14.0	-
52	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005	248	2,610	-	-	154.8	-
53	249201	Scranton WW-Prod	Maintenance Mechanic A	1/3/2017	135	18	-	-	157.5	77.0
54	249206	Scmntn-WW-Fld Svc	Equipment Operator A	11/19/2018	345	-	-	-	201.3	15.0
55	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	60	-	-	-	48.5	-
56	249201	Scranton WW-Prod	Equipment Operator A	3/11/2019	75	-	-	-	137.8	9.0
57	249206	Scmntn-WW-Fld Svc	Equipment Operator A	3/25/2019	300	-	-	-	139.5	-
58	249206	Scmntn-WW-Fld Svc	Equipment Operator A	4/1/2019	60	-	-	-	36.3	-
59	249201	Scranton WW-Prod	Serviceperson - Position To Be Filled	8/15/2020	-	-	-	-	-	-
Total Collective Bargaining Unit					\$10,211	\$21,573	-	-	11,924.2	2,264.5
Non-Collective Bargaining Unit Hourly										
1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	\$0	\$0	0.0	0.0	4.0	0.0
2	249206	Scmntn-WW-Fld Svc	Admin Asst - Staff Supp (N)	9/4/2007	-	-	-	-	-	-
Total Non-Collective Bargaining Unit Hourly					\$0	\$0	-	-	4.0	-

Pennsylvania-American Water Company - WW CSS Scranton Operations
Compensation

Gross Labor										
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2020 Total Overtime Pay	2020 Annualized Salaries & Wages	2021 Total Overtime Pay	2021 Annualized Salaries & Wages	2022 Total Overtime Pay	2022 Annualized Salaries & Wages
51	249206	Scmntn-WW-Fld Svc	Equipment Operator B	3/27/2006	575	57,774	588	58,727	598	60,094
52	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005	6,356	66,383	6,495	67,462	6,611	68,935
53	249201	Scranton WW-Prod	Maintenance Mechanic A	1/3/2017	11,220	71,403	11,454	72,577	11,649	74,129
54	249206	Scmntn-WW-Fld Svc	Equipment Operator A	11/19/2018	9,375	68,706	9,575	69,845	9,741	71,368
55	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	2,055	61,101	2,099	62,084	2,135	63,478
56	249201	Scranton WW-Prod	Equipment Operator A	3/11/2019	6,346	65,407	6,480	66,481	6,593	67,951
57	249206	Scmntn-WW-Fld Svc	Equipment Operator A	3/25/2019	5,911	65,197	6,037	66,262	6,141	67,724
58	249206	Scmntn-WW-Fld Svc	Equipment Operator A	4/1/2019	1,536	60,582	1,569	61,554	1,596	62,939
59	249201	Scranton WW-Prod	Serviceperson - Position To Be Filled	8/15/2020	-	63,099	-	64,196	-	66,127
Total Collective Bargaining Unit					\$638,897	\$4,171,589	\$652,346	\$4,240,631	\$663,554	\$4,332,488
Non-Collective Bargaining Unit Hourly										
1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	\$162	\$56,643	\$167	\$57,853	\$172	\$59,909
2	249206	Scmntn-WW-Fld Svc	Admin Asst - Staff Supp (N)	9/4/2007	-	51,114	-	52,195	-	54,037
Total Non-Collective Bargaining Unit Hourly					\$162	\$107,757	\$167	\$110,048	\$172	\$113,947

Pennsylvania-American Water Company - WW CSS McKeesport Operations
 Compensation
 Number of Employees

	<u>12/31/2019</u>	<u>Positions to be Filled 2020</u>	<u>Total 12/31/2020</u>	<u>Positions to be Filled 2021</u>	<u>Total 12/31/2021</u>	<u>Positions to be Filled 2022</u>	<u>Total 12/31/2022</u>
Salary - Non-Collective Bargaining Unit	4		4		4		4
Hourly - Collective Bargaining Unit	29		29		29		29
Hourly - Non-Collective Bargaining Unit	3		3		3		3
Hourly Total	<u>32</u>	<u>0</u>	<u>32</u>	<u>0</u>	<u>32</u>	<u>0</u>	<u>32</u>
Total	<u>36</u>	<u>0</u>	<u>36</u>	<u>0</u>	<u>36</u>	<u>0</u>	<u>36</u>

Pennsylvania-American Water Company - WW CSS McKeesport Operations
Compensation

Gross Labor													
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2019 Hourly Wage Rate	2019 Total Overtime Pay	2019	2020 Hourly Wage Rate	2021 Hourly Wage Rate	2022 Hourly Wage Rate	2020 Base Pay	2021 Prorated Base Pay	2022 Base Pay
							Annualized Salaries & Wages						
Non-Collective Bargaining Unit Salary													
1	241205	MCKEWW-Admin & Gen	Sr Supvr Operations	3/10/2008	\$41.06		\$85,407	\$42.21	\$43.40	\$44.63	\$87,797	\$89,653	\$92,830
2	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008	34.52		71,795	35.49	36.49	37.52	73,819	75,379	78,042
3	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982	38.34		79,738	39.41	40.52	41.67	81,973	83,704	86,674
4	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003	42.55		88,500	43.74	44.98	46.25	90,979	92,914	96,200
Total Non-Collective Bargaining Unit Salary							\$0	\$325,440			\$334,568	\$341,650	\$353,746
Collective Bargaining Unit													
1	241201	MCKEWW-Production	Turn Laborer UWUA 433	9/6/2011	\$28.96	\$19,439	\$80,356	\$29.66	\$30.38	\$31.12	\$61,930	\$62,682	\$64,979
2	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	31.07	8,288	73,164	31.82	32.60	33.39	66,440	67,254	69,718
3	241201	MCKEWW-Production	Turn Laborer UWUA 433	6/1/2009	28.96	-	60,468	29.66	30.38	31.12	61,930	62,682	64,979
4	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	31.50	19,491	85,669	32.26	33.05	33.86	67,359	68,184	70,700
5	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	32.44	973	68,709	33.22	34.03	34.86	69,363	70,209	72,788
6	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	32.94	630	69,409	33.72	34.53	35.36	70,407	71,253	73,832
7	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	32.94	2,100	70,879	33.72	34.53	35.36	70,407	71,253	73,832
8	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	31.50	851	66,623	32.26	33.05	33.86	67,359	68,184	70,700
9	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	29.95	21,047	83,583	30.67	31.42	32.19	64,039	64,822	67,213
10	241201	MCKEWW-Production	General Laborer UWUA 433	4/2/2012	23.73	-	49,548	24.30	24.89	25.50	50,738	51,354	53,244
11	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	33.52	302	70,291	34.33	35.17	36.03	71,681	72,558	75,231
12	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/3/1999	30.97	1,138	65,804	31.72	32.49	33.28	66,231	67,035	69,489
13	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	23.73	2,759	52,336	24.30	24.89	25.50	50,738	51,354	53,244
14	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	29.95	9,663	72,206	30.67	31.42	32.19	64,039	64,822	67,213
15	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	28.96	18,549	79,425	29.66	30.38	31.12	61,930	62,682	64,979
16	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	28.96	19,135	80,051	29.66	30.38	31.12	61,930	62,682	64,979
17	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	29.95	18,195	80,730	30.67	31.42	32.19	64,039	64,822	67,213
18	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	5/5/2008	26.63	80	55,684	27.27	27.93	28.61	56,940	57,629	59,738
19	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	31.50	24,665	90,872	32.26	33.05	33.86	67,359	68,184	70,700
20	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	24.53	4,121	55,381	25.12	25.73	26.36	52,451	53,087	55,040
21	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	31.50	18,939	85,097	32.26	33.05	33.86	67,359	68,184	70,700
22	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	35.10	158	73,447	35.95	36.83	37.73	75,064	75,982	78,780
23	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	23.73	16,303	66,265	24.30	24.89	25.50	50,738	51,354	53,244
24	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	26.63	100	55,703	27.27	27.93	28.61	56,940	57,629	59,738
25	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	31.50	19,987	86,173	32.26	33.05	33.86	67,359	68,184	70,700
26	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	33.52	201	70,191	34.33	35.17	36.03	71,681	72,558	75,231
27	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	32.44	2,579	70,314	33.22	34.03	34.86	69,363	70,209	72,788
28	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	26.63	80	55,684	27.27	27.93	28.61	56,940	57,629	59,738
29	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	28.96	738	61,207	29.66	30.38	31.12	61,930	62,682	64,979
Total Collective Bargaining Unit							\$230,509	\$2,035,271			\$1,844,685	\$1,867,142	\$1,935,701
Non-Collective Bargaining Unit Hourly													
1	241201	MCKEWW-Production	Lead Plant Operator	11/9/2010	\$28.51	\$86	\$59,614	\$29.31	\$30.14	\$30.99	\$61,199	\$62,499	\$64,707
2	241206	MCKEWW-Field Service	Admin Support Rep (N)	4/27/2015	15.60	-	32,573	16.04	16.49	16.96	33,492	34,196	35,412
3	241206	MCKEWW-Field Service	Admin Support Rep (N)	12/2/2009	15.57	-	32,510	16.01	16.46	16.93	33,429	34,134	35,350
Total Non-Collective Bargaining Unit Hourly							\$86	\$124,697			\$128,120	\$130,829	\$135,469

Pennsylvania-American Water Company - WW CSS McKeesport Operations
Compensation

Gross Labor										
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	Overtime Hours 1.0	Overtime Hours 1.25	Overtime Hours 1.5	Overtime Hours 2.0
Non-Collective Bargaining Unit Salary										
1	241205	MCKEWW-Admin & Gen	Sr Supvr Operations	3/10/2008						
2	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008						
3	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982						
4	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003						
Total Non-Collective Bargaining Unit Salary					\$0	\$0	0.0	0.0	0.0	0.0
Collective Bargaining Unit										
1	241201	MCKEWW-Production	Turn Laborer UWUA 433	9/6/2011	\$56	\$392	-	-	447.5	-
2	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	-	2	-	-	172.5	4.0
3	241201	MCKEWW-Production	Turn Laborer UWUA 433	6/1/2009	-	-	-	-	-	-
4	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	38	369	-	-	412.5	-
5	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	-	1	-	-	20.0	-
6	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	-	1	-	-	12.8	-
7	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	-	1	-	-	42.5	-
8	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	-	-	-	-	18.0	-
9	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	-	-	-	-	468.5	-
10	241201	MCKEWW-Production	General Laborer UWUA 433	4/2/2012	-	-	-	-	-	-
11	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	-	-	-	-	6.0	-
12	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/3/1999	-	1	-	-	24.5	-
13	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	15	14	-	-	77.5	-
14	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	8	-	-	-	201.8	10.0
15	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	34	374	-	-	427.0	-
16	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	56	391	-	-	440.5	-
17	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	-	-	-	-	405.0	-
18	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	5/5/2008	-	1	-	-	2.0	-
19	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	53	383	-	-	522.0	-
20	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	23	19	-	-	112.0	-
21	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	34	351	-	-	395.5	4.0
22	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	-	1	-	-	3.0	-
23	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	41	373	-	-	458.0	-
24	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	-	-	-	-	2.5	-
25	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	30	384	-	-	423.0	-
26	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	-	-	-	-	4.0	-
27	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	-	1	-	-	53.0	-
28	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	-	1	-	-	2.0	-
29	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	-	-	-	-	17.0	-
Total Collective Bargaining Unit					\$386	\$3,058	-	-	5,170.5	18.0
Non-Collective Bargaining Unit Hourly										
1	241201	MCKEWW-Production	Lead Plant Operator	11/9/2010	\$0	\$0	0.0	0.0	2.0	0.0
2	241206	MCKEWW-Field Service	Admin Support Rep (N)	4/27/2015	-	-	-	-	-	-
3	241206	MCKEWW-Field Service	Admin Support Rep (N)	12/2/2009	-	-	-	-	-	-
Total Non-Collective Bargaining Unit Hourly					\$0	\$0	-	-	2.0	-

Pennsylvania-American Water Company - WW CSS McKeesport Operations
Compensation

Gross Labor										
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2020 Total Overtime Pay	2020 Annualized Salaries & Wages	2021 Total Overtime Pay	2021 Annualized Salaries & Wages	2022 Total Overtime Pay	2022 Annualized Salaries & Wages
Non-Collective Bargaining Unit Salary										
1	241205	MCKEWW-Admin & Gen	Sr Supvr Operations	3/10/2008		\$87,797		\$89,653		\$92,830
2	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008		73,819		75,379		78,042
3	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982		81,973		83,704		86,674
4	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003		90,979		92,914		96,200
Total Non-Collective Bargaining Unit Salary					\$0	\$334,568	\$0	\$341,650	\$0	\$353,746
Collective Bargaining Unit										
1	241201	MCKEWW-Production	Turn Laborer UWUA 433	9/6/2011	\$19,909	\$82,287	\$20,393	\$83,522	\$20,889	\$86,316
2	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	8,488	74,930	8,696	75,953	8,907	78,627
3	241201	MCKEWW-Production	Turn Laborer UWUA 433	6/1/2009	-	61,930	-	62,682	-	64,979
4	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	19,961	87,727	20,450	89,040	20,951	92,057
5	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	997	70,361	1,021	71,231	1,046	73,834
6	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	645	71,053	660	71,914	676	74,509
7	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	2,150	72,558	2,201	73,455	2,254	76,086
8	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	871	68,230	892	69,076	914	71,614
9	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	21,553	85,592	22,080	86,902	22,622	89,834
10	241201	MCKEWW-Production	General Laborer UWUA 433	4/2/2012	-	50,738	-	51,354	-	53,244
11	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	309	71,990	317	72,875	324	75,555
12	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/3/1999	1,166	67,398	1,194	68,230	1,223	70,713
13	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	2,825	53,592	2,893	54,277	2,964	56,237
14	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	9,895	73,941	10,137	74,966	10,385	77,606
15	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	18,997	81,335	19,458	82,548	19,932	85,319
16	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	19,598	81,975	20,074	83,202	20,563	85,988
17	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	18,632	82,671	19,088	83,910	19,555	86,768
18	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	5/5/2008	82	57,022	84	57,713	86	59,824
19	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	25,260	93,054	25,878	94,497	26,512	97,648
20	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	4,220	56,712	4,323	57,452	4,428	59,510
21	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	19,396	87,140	19,871	88,440	20,358	91,443
22	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	162	75,226	166	76,149	170	78,951
23	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	16,694	67,847	17,099	68,869	17,519	71,177
24	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	102	57,042	105	57,734	107	59,845
25	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	20,469	88,242	20,970	89,568	21,484	92,598
26	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	206	71,887	211	72,769	216	75,447
27	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	2,641	72,005	2,705	72,915	2,771	75,560
28	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	82	57,022	84	57,713	86	59,824
29	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	756	62,686	775	63,456	794	65,772
Total Collective Bargaining Unit					\$236,065	\$2,084,195	\$241,825	\$2,112,411	\$247,738	\$2,186,883
Non-Collective Bargaining Unit Hourly										
1	241201	MCKEWW-Production	Lead Plant Operator	11/9/2010	\$88	\$61,287	\$90	\$62,589	\$93	\$64,800
2	241206	MCKEWW-Field Service	Admin Support Rep (N)	4/27/2015	-	33,492	-	34,196	-	35,412
3	241206	MCKEWW-Field Service	Admin Support Rep (N)	12/2/2009	-	33,429	-	34,134	-	35,350
Total Non-Collective Bargaining Unit Hourly					\$88	\$128,208	\$90	\$130,919	\$93	\$135,562

**Pennsylvania-American Water Company
Annualized Performance Plan**

	2020	2021	2022
Water Operations Excl. Steelton			
Non-Collective Bargaining Unit Salary	\$3,163,786	\$3,244,447	\$3,392,175
Collective Bargaining Unit	1,082,379	1,095,213	1,140,734
Non-Collective Bargaining Unit Hourly	894,184	913,169	945,509
Total	\$5,140,349	\$5,252,829	\$5,478,418
Water Steelton Operations			
Collective Bargaining Unit	\$12,566	\$12,640	\$13,142
Total	\$12,566	\$12,640	\$13,142
WW SSS Excl. Sadsbury and Exeter Operations			
Non-Collective Bargaining Unit Salary	\$33,174	\$33,877	\$35,078
Non-Collective Bargaining Unit Hourly	119,775	122,325	126,655
Total	\$152,949	\$156,202	\$161,733
WW SSS Sadsbury Operations			
Non-Collective Bargaining Unit Hourly	\$1,351	\$1,379	\$1,428
Total	\$1,351	\$1,379	\$1,428
WW SSS Exeter Operations			
Non-Collective Bargaining Unit Salary	\$15,935	\$16,274	\$16,850
Non-Collective Bargaining Unit Hourly	30,059	30,698	31,786
Total	\$45,994	\$46,972	\$48,636
WW CSS Scranton Operations			
Non-Collective Bargaining Unit Salary	\$118,378	\$120,890	\$125,171
Collective Bargaining Unit	105,031	106,688	109,119
Non-Collective Bargaining Unit Hourly	3,954	4,038	4,182
Total	\$227,363	\$231,616	\$238,472
WW CSS McKeesport Operations			
Non-Collective Bargaining Unit Salary	\$38,006	\$38,810	\$40,184
Collective Bargaining Unit	55,340	56,018	58,068
Non-Collective Bargaining Unit Hourly	4,284	4,375	4,529
Total	\$97,630	\$99,203	\$102,781

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Non-Collective Bargaining Unit Salary									
1	240106	CORP-Field Services	Project Manager	1/18/1999	15.00%	0.00%	\$21,416	\$21,870	\$22,645
2	240106	CORP-Field Services	Mgr Business Performance	2/26/2001	10.00%	0.00%	9,834	10,043	10,400
3	240106	CORP-Field Services	VP Operations (Mega)	10/1/1987	30.00%	30.00%	148,038	151,182	156,536
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987	10.00%	0.00%	8,578	8,760	9,071
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988	15.00%	0.00%	14,680	14,991	15,522
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993	20.00%	0.00%	25,530	26,073	26,998
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997	10.00%	0.00%	8,509	8,690	8,998
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981	10.00%	0.00%	8,403	8,581	8,886
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991	10.00%	0.00%	7,981	8,151	8,441
10	249106	WILK-Field Services	Sr Supv Operations	8/10/1987	10.00%	0.00%	8,172	8,345	8,640
11	249160	WILK-Watres	Supvr Production	1/11/1988	10.00%	0.00%	6,993	7,141	7,394
12	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	9/15/1993	10.00%	0.00%	9,903	10,113	10,473
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990	15.00%	0.00%	15,241	15,564	16,115
14	249106	WILK-Field Services	Sr Supv Operations	10/19/1987	10.00%	0.00%	7,812	7,978	8,260
15	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/17/1986	10.00%	0.00%	8,106	8,277	8,570
16	249106	WILK-Field Services	Sr Supv Ops	10/17/1983	10.00%	0.00%	8,149	8,323	8,617
17	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998	10.00%	0.00%	8,647	8,831	9,144
18	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998	10.00%	0.00%	6,529	6,668	6,904
19	249103	WILK-Cust Service	Supvr Field Operations	10/19/1992	10.00%	0.00%	9,724	9,930	10,281
20	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997	10.00%	0.00%	6,837	6,982	7,230
21	249150	WILK-Other	Sr Supt Production	9/13/1993	15.00%	0.00%	14,967	15,285	15,828
22	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995	10.00%	0.00%	8,744	8,930	9,246
23	246106	MECH-Field Services	Sr Mgr Operations	5/4/1998	20.00%	0.00%	24,261	24,776	25,655
24	249106	WILK-Field Services	Supvr Field Operations	2/22/1982	10.00%	0.00%	7,195	7,348	7,609
25	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994	10.00%	0.00%	9,063	9,254	9,583
26	245305	ABNG-Admin & Gen	Supt Opns I	6/16/1997	15.00%	0.00%	13,943	14,238	14,742
27	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995	10.00%	0.00%	7,975	8,143	8,432
28	246106	MECH-Field Services	Supvr Field Operations	4/11/1995	10.00%	0.00%	8,249	8,424	8,721
29	246106	MECH-Field Services	Sr Supt Opns	1/9/1989	15.00%	0.00%	15,463	15,790	16,349
30	246206	HSKY-Field Services	Supvr Field Operations	5/1/1995	10.00%	0.00%	7,413	7,571	7,840
31	240151	CORP-Cust Serv MECH	Manager Regulatory Complian	4/10/1995	15.00%	0.00%	16,193	16,537	17,123
32	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982	10.00%	0.00%	8,875	9,064	9,385
33	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/18/1989	20.00%	0.00%	29,012	29,626	30,676
34	240117	CORP-Water Quality	Supvr WQ & Env Compliance	2/2/1998	10.00%	0.00%	9,868	10,077	10,433
35	240106	CORP-Field Services	Project Mgr BP	8/14/1989	15.00%	0.00%	17,104	17,467	18,084
36	241106	PITT-Field Services	Supvr Field Operations	10/25/1978	10.00%	0.00%	9,460	9,661	10,003
37	244206	PUNX-Field Services	Sr Supvr Operations	5/16/1998	10.00%	0.00%	9,275	9,471	9,807
38	240114	CORP-Engineering	Mgr Engrg - Project Delivery	2/8/1988	20.00%	0.00%	28,758	29,370	30,410
39	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989	20.00%	0.00%	28,908	29,522	30,568
40	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993	20.00%	0.00%	26,728	27,296	28,263
41	241106	PITT-Field Services	Supvr Field Operations	9/1/1982	10.00%	0.00%	9,838	10,047	10,404
42	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994	15.00%	0.00%	14,648	14,960	15,491
43	249106	WILK-Field Services	Supvr Field Operations	8/8/1984	10.00%	0.00%	8,553	8,734	9,044
44	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987	20.00%	0.00%	33,201	33,906	35,106
45	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980	10.00%	0.00%	10,003	10,215	10,577
46	249106	WILK-Field Services	Supvr Field Operations	9/21/1977	10.00%	0.00%	9,137	9,331	9,662
47	249106	WILK-Field Services	Supvr Field Operations	11/18/1986	10.00%	0.00%	8,588	8,771	9,081
48	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984	15.00%	0.00%	14,948	15,266	15,806
49	249158	WILK-Lake Scranton	Supvr Production	11/14/1989	10.00%	0.00%	8,823	9,011	9,329
50	240120	CORP-Bus Dev	Sr. Dir, Business Development	3/18/1991	20.00%	10.00%	59,405	60,663	62,812

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51	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993	20.00%	0.00%	31,400	32,067	33,205
52	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994	10.00%	0.00%	10,007	10,219	10,581
53	241150	PITT-Production Othe	Sr Supt Production	5/1/1980	15.00%	0.00%	16,539	16,890	17,488
54	247201	PHBG-Production	Sr Supvr Operations	12/16/1992	10.00%	0.00%	9,483	9,684	10,028
55	240117	CORP-Water Quality	Manager WQ & Env Compliance	11/23/1987	15.00%	0.00%	20,099	20,525	21,250
56	249106	WILK-Field Services	Supvr Field Operations	10/20/1986	10.00%	0.00%	8,586	8,769	9,079
57	247106	MILT-Field Services	Supvr Field Operations	7/3/1984	10.00%	0.00%	9,248	9,444	9,778
58	249106	WILK-Field Services	Sr Supt Field Ops	2/16/1987	15.00%	0.00%	16,386	16,735	17,328
59	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986	20.00%	0.00%	27,909	28,502	29,511
60	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996	15.00%	0.00%	17,909	18,288	18,935
61	241106	PITT-Field Services	Supvr Field Operations	9/16/1998	10.00%	0.00%	8,927	9,116	9,439
62	240106	CORP-Field Services	Mgr Production Assets	10/16/1998	15.00%	0.00%	19,750	20,168	20,882
63	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998	10.00%	0.00%	8,482	8,662	8,969
64	242206	MONVA-Field Services	Supvr Field Operations	8/31/1999	10.00%	0.00%	8,680	8,864	9,177
65	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999	10.00%	0.00%	7,721	7,885	8,164
66	240106	CORP-Field Services	Sr Mgr Opertions - OM Strategy	5/1/2000	20.00%	0.00%	33,496	34,208	35,418
67	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000	10.00%	0.00%	7,919	8,087	8,374
68	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000	10.00%	0.00%	7,673	7,835	8,112
69	249106	WILK-Field Services	Sr Supv Operations	11/16/2000	10.00%	0.00%	8,746	8,932	9,248
70	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000	10.00%	0.00%	7,975	8,143	8,432
71	241106	PITT-Field Services	Sr Superintendent Field Ops	12/18/2001	15.00%	0.00%	15,182	15,505	16,056
72	245106	NORR-Field Services	Supt Ops I	3/14/1994	15.00%	0.00%	16,109	16,450	17,032
73	240106	CORP-Field Services	Mgr Health and Safety Programs	7/18/1989	15.00%	0.00%	16,689	17,042	17,647
74	246506	COAT-Field Services	Supvr Field Operations	6/25/1990	10.00%	0.00%	8,075	8,246	8,538
75	240114	CORP-Engineering	Engineering Project Manager	6/25/2001	10.00%	0.00%	9,653	9,858	10,207
76	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995	20.00%	0.00%	25,243	25,780	26,695
77	240114	CORP-Engineering	Engineering Project Manager	5/3/1999	10.00%	0.00%	9,574	9,777	10,123
78	245906	GLEN-Field Services	Sr Supt Opns	10/15/1990	15.00%	0.00%	15,113	15,434	15,981
79	240114	CORP-Engineering	Sr Project Engineer	8/1/1999	15.00%	0.00%	17,300	17,668	18,293
80	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001	10.00%	0.00%	9,387	9,587	9,926
81	240106	CORP-Field Services	Sr Director Operations (Mega)	3/9/1992	20.00%	10.00%	55,860	57,045	59,061
82	240106	CORP-Field Services	Sr Director Operations (Mega)	11/16/1997	20.00%	10.00%	53,976	55,122	57,078
83	240114	CORP-Engineering	Mgr Engineering	8/19/2002	20.00%	0.00%	26,645	27,210	28,172
84	240114	CORP-Engineering	Sr Project Engineer	5/12/2003	15.00%	0.00%	17,441	17,811	18,442
85	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003	10.00%	0.00%	7,621	7,783	8,060
86	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003	15.00%	0.00%	14,726	15,040	15,572
87	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003	10.00%	0.00%	8,568	8,750	9,060
88	249106	WILK-Field Services	Supvr Field Operations	9/2/2003	10.00%	0.00%	6,760	6,904	7,149
89	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004	10.00%	0.00%	8,062	8,234	8,526
90	240114	CORP-Engineering	Capital Program Manager	1/10/2005	20.00%	0.00%	21,116	21,565	22,331
91	242101	MCMR-Production	Sr Supvr Operations	2/28/2005	10.00%	0.00%	10,024	10,236	10,598
92	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005	15.00%	0.00%	14,664	14,975	15,506
93	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005	15.00%	0.00%	13,965	14,262	14,767
94	240114	CORP-Engineering	Engineering Project Manager	3/21/2005	10.00%	0.00%	8,877	9,066	9,387
95	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005	10.00%	0.00%	8,199	8,374	8,672
96	240114	CORP-Engineering	Mgr Engineering	5/31/2005	20.00%	0.00%	22,618	23,098	23,916
97	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/27/2005	10.00%	0.00%	8,553	8,734	9,044
98	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	7/18/2005	10.00%	0.00%	7,783	7,949	8,231
99	240121	CORP-Com Relations	Mgr Ext Affairs (State)	8/15/2005	15.00%	0.00%	16,386	16,735	17,328
100	240114	CORP-Engineering	Sr Project Engineer	11/14/2005	15.00%	0.00%	16,639	16,992	17,594
101	249106	WILK-Field Services	Supvr Field Operations	5/1/2006	10.00%	0.00%	6,785	6,928	7,174

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102	240114	CORP-Engineering	Mgr Engineering	5/22/2006	20.00%	0.00%	24,715	25,239	26,133
103	240113	CORP-Info Systems	Sr Analyst Client Tech	5/22/2006	10.00%	0.00%	9,526	9,729	10,073
104	240114	CORP-Engineering	Engineering Project Manager	5/30/2006	10.00%	0.00%	10,084	10,298	10,662
105	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006	10.00%	0.00%	7,588	7,749	8,023
106	241106	PITT-Field Services	Mgr Opns	6/5/2006	15.00%	0.00%	15,534	15,864	16,427
107	241151	PITT-Production Haye	Supvr Production	6/12/2006	10.00%	0.00%	7,931	8,100	8,387
108	240106	CORP-Field Services	Director Business Performance	11/20/2006	20.00%	10.00%	57,533	58,755	60,834
109	249103	WILK-Cust Service	Sr Supvr Ops	1/22/2007	10.00%	0.00%	7,557	7,717	7,991
110	246201	HSHY-Production	Sr Supvr Operations	3/27/2007	10.00%	0.00%	8,330	8,507	8,809
111	241106	PITT-Field Services	Supvr Field Operations	5/7/2007	10.00%	0.00%	6,870	7,015	7,263
112	245101	NORR-Production	Sr Supvr Operations	8/17/2009	10.00%	0.00%	9,649	9,853	10,202
113	240119	CORP-Risk Mgmt	Mgr Health and Safety	5/29/2007	15.00%	0.00%	17,304	17,671	18,296
114	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007	10.00%	0.00%	8,692	8,876	9,192
115	240106	CORP-Field Services	Sr Supvr Operations	7/23/2007	10.00%	0.00%	7,609	7,769	8,043
116	240106	CORP-Field Services	Mgr Operations - EAM	12/3/2007	15.00%	0.00%	13,475	13,761	14,249
117	240106	CORP-Field Services	Major Accounts Manager	12/26/2007	15.00%	0.00%	21,182	21,631	22,398
118	245106	NORR-Field Services	Supvr Field Operations	8/11/2008	10.00%	0.00%	6,687	6,829	7,072
119	240114	CORP-Engineering	Sr Project Engineer	10/27/2008	15.00%	0.00%	15,485	15,812	16,371
120	249106	WILK-Field Services	Supvr Opns	11/17/2008	10.00%	0.00%	6,908	7,054	7,305
121	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/20/2009	10.00%	0.00%	7,122	7,273	7,532
122	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009	10.00%	0.00%	8,197	8,370	8,667
123	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009	10.00%	0.00%	8,478	8,657	8,965
124	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009	15.00%	0.00%	14,502	14,811	15,335
125	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009	30.00%	30.00%	115,652	118,104	122,292
126	240114	CORP-Engineering	Engineering Project Manager	10/12/2009	10.00%	0.00%	8,176	8,350	8,644
127	249106	WILK-Field Services	Supvr Field Operations	10/19/2009	10.00%	0.00%	6,683	6,825	7,066
128	246501	COAT-Production	Supvr Production	4/12/2010	10.00%	0.00%	7,230	7,383	7,644
129	240117	CORP-Water Quality	Manager WQ & Env Compliance	6/7/2010	15.00%	0.00%	15,435	15,762	16,321
130	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011	10.00%	0.00%	7,686	7,849	8,129
131	249106	WILK-Field Services	Supvr Field Operations	8/1/2011	10.00%	0.00%	6,831	6,976	7,224
132	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011	10.00%	0.00%	7,438	7,596	7,864
133	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011	15.00%	0.00%	16,910	17,268	17,881
134	240114	CORP-Engineering	Sr Project Engineer	6/18/2012	15.00%	0.00%	16,633	16,986	17,587
135	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	6/25/2012	10.00%	0.00%	9,766	9,973	10,327
136	240122	CORP-Govt Relations	Dir Govt Affairs (state)	8/27/2012	20.00%	0.00%	25,226	25,763	26,674
137	240114	CORP-Engineering	GIS Manager	2/4/2013	15.00%	0.00%	15,013	15,332	15,875
138	240114	CORP-Engineering	Engineering Project Manager	3/4/2013	10.00%	0.00%	8,376	8,554	8,857
139	243152	NEWC-Ellwood	Supvr Production	4/1/2013	10.00%	0.00%	7,492	7,651	7,923
140	243151	NEWC-New Castle	Supvr Production	4/29/2013	10.00%	0.00%	7,340	7,496	7,763
141	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013	20.00%	0.00%	29,399	30,023	31,088
142	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013	20.00%	0.00%	29,041	29,659	30,709
143	247150	MILT-Prod Other	Production Supervisor	5/28/2013	10.00%	0.00%	7,180	7,333	7,592
144	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013	10.00%	0.00%	7,403	7,560	7,829
145	246801	LEHP-Production	Field Ops Supv	9/9/2013	10.00%	0.00%	7,084	7,234	7,490
146	240114	CORP-Engineering	Engineering Project Manager	11/11/2013	10.00%	0.00%	9,173	9,368	9,699
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013	10.00%	0.00%	7,796	7,961	8,243
148	240114	CORP-Engineering	Sr GIS Analyst	3/31/2014	10.00%	0.00%	6,213	6,346	6,571
149	240114	CORP-Engineering	Planning Engineer	5/19/2014	10.00%	0.00%	9,580	9,783	10,130
150	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014	10.00%	0.00%	8,703	8,887	9,202
151	246401	ROYF-Production	Production Supervisor	9/29/2014	10.00%	0.00%	7,711	7,874	8,154
152	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014	10.00%	0.00%	6,354	6,489	6,718

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153	240114	CORP-Engineering	Mgr Engineering	11/24/2014	20.00%	0.00%	23,196	23,689	24,527
154	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015	10.00%	0.00%	7,665	7,827	8,104
155	240114	CORP-Engineering	Sr GIS Analyst	2/2/2015	10.00%	0.00%	6,290	6,424	6,652
156	249152	WILK-Ceasetown	Supvr Production	4/13/2015	10.00%	0.00%	6,581	6,722	6,960
157	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015	10.00%	0.00%	6,914	7,061	7,311
158	249151	WILK-Brownell	Supvr Production	11/16/2015	10.00%	0.00%	6,687	6,829	7,072
159	246151	MECH-ProdWestShore	Supvr Production	11/16/2015	10.00%	0.00%	7,297	7,451	7,715
160	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015	10.00%	0.00%	6,013	6,141	6,359
161	243301	BUTL-Production	Supvr Production	12/7/2015	10.00%	0.00%	7,505	7,664	7,935
162	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/21/2015	10.00%	0.00%	6,683	6,825	7,066
163	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	12/28/2015	20.00%	10.00%	55,804	56,988	59,005
164	246206	HSHY-Field Services	Supvr Field Operations	1/11/2016	10.00%	0.00%	7,197	7,350	7,611
165	240114	CORP-Engineering	Sr Project Engineer	1/25/2016	15.00%	0.00%	13,987	14,284	14,789
166	242103	MCMR-Cust Service	Supvr Field Operations	1/25/2016	10.00%	0.00%	7,403	7,560	7,829
167	245606	NAZA-Field Services	Sr Supv Ops	3/21/2016	10.00%	0.00%	7,665	7,827	8,104
168	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016	15.00%	0.00%	13,850	14,145	14,645
169	240106	CORP-Field Services	Supervisor Operations Support	9/26/2016	10.00%	0.00%	8,545	8,726	9,036
170	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017	15.00%	0.00%	14,280	14,582	15,098
171	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	3/19/2007	10.00%	0.00%	7,118	7,269	7,528
172	249103	WILK-Cust Service	Supv Facilities/Inventory	12/19/2016	10.00%	0.00%	6,323	6,457	6,685
173	240114	CORP-Engineering	Engineering Project Manager	1/5/2017	10.00%	0.00%	8,669	8,854	9,167
174	240114	CORP-Engineering	Sr Project Engineer	1/9/2017	15.00%	0.00%	16,321	16,667	17,257
175	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017	20.00%	0.00%	27,656	28,242	29,241
176	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017	10.00%	0.00%	6,752	6,895	7,139
177	240116	CORP-Maint Services	Sr Eng Automation	3/27/2017	10.00%	0.00%	8,617	8,800	9,112
178	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	10.00%	0.00%	5,801	5,924	6,134
179	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	10.00%	0.00%	5,784	5,908	6,117
180	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017	10.00%	0.00%	6,681	6,823	7,064
181	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/26/2017	10.00%	0.00%	6,090	6,220	6,440
182	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017	10.00%	0.00%	7,236	7,389	7,650
183	240114	CORP-Engineering	Staff Engineer	8/14/2017	10.00%	0.00%	7,120	7,271	7,530
184	240114	CORP-Engineering	Engineering Project Manager	8/28/2017	10.00%	0.00%	9,822	10,031	10,385
185	240106	CORP-Field Services	Specialist Business Svcs	11/20/2017	7.00%	0.00%	4,624	4,723	4,889
186	240106	CORP-Field Services	Supervisor Operations Support	9/12/2011	10.00%	0.00%	6,169	6,300	6,523
187	240114	CORP-Engineering	Engineering Project Manager	1/8/2018	10.00%	0.00%	7,806	7,972	8,253
188	240114	CORP-Engineering	Engineering Project Manager	1/16/2018	10.00%	0.00%	9,961	10,172	10,531
189	240114	CORP-Engineering	Engineering Project Manager	1/22/2018	10.00%	0.00%	9,942	10,153	10,512
190	245101	NORR-Production	Supvr Production	2/26/2018	10.00%	0.00%	7,376	7,532	7,798
191	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018	10.00%	0.00%	6,820	6,965	7,211
192	240106	CORP-Field Services	Supv Fleet OPs	3/19/2018	10.00%	0.00%	8,332	8,509	8,811
193	241152	PITT-Production Aldr	Supvr Production	3/19/2018	10.00%	0.00%	7,771	7,936	8,218
194	246101	MECH-Production	Supvr Field Operations	3/19/2018	10.00%	0.00%	7,197	7,350	7,611
195	240114	CORP-Engineering	Engineering Project Manager	4/16/2018	10.00%	0.00%	9,283	9,480	9,816
196	240121	CORP-Com Relations	Spec Ext Affairs	6/6/2018	10.00%	0.00%	7,767	7,932	8,214
197	240114	CORP-Engineering	Engineering Project Manager	7/9/2018	10.00%	0.00%	9,071	9,263	9,591
198	241106	PITT-Field Services	Supvr Field Operations	6/18/2018	10.00%	0.00%	7,016	7,164	7,417
199	240122	CORP-Govt Relations	Mgr Govt & Regulatory Affairs	7/30/2018	15.00%	0.00%	12,767	13,038	13,500
200	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018	10.00%	0.00%	6,292	6,426	6,654
201	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	7/30/2018	10.00%	0.00%	8,472	8,651	8,956
202	241106	PITT-Field Services	Supv Facilities/Inventory	8/13/2018	10.00%	0.00%	7,401	7,558	7,827
203	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018	10.00%	0.00%	6,816	6,961	7,207

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					Performance Pay APP & LTPP				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
204	240114	CORP-Engineering	Engineer	8/27/2018	7.00%	0.00%	4,454	4,549	4,710
205	241106	PITT-Field Services	Supvr Field Operations	9/10/2018	10.00%	0.00%	7,401	7,558	7,827
206	241106	PITT-Field Services	Supvr Field Operations	9/24/2018	10.00%	0.00%	7,401	7,558	7,827
207	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018	10.00%	0.00%	7,197	7,350	7,611
208	240106	CORP-Field Services	Supervisor Field Operations	1/28/2019	10.00%	0.00%	8,738	8,924	9,239
209	240114	CORP-Engineering	Planning Engineer	2/4/2019	10.00%	0.00%	8,532	8,713	9,021
210	240114	CORP-Engineering	Engineer	3/25/2019	7.00%	0.00%	5,463	5,579	5,776
211	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019	10.00%	0.00%	7,197	7,350	7,611
212	241106	PITT-Field Services	Supvr Field Operations	4/22/2019	10.00%	0.00%	7,197	7,350	7,611
213	240121	CORP-Com Relations	Mgr Ext Affairs	5/28/2019	15.00%	0.00%	15,422	15,750	16,308
214	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019	10.00%	0.00%	7,711	7,874	8,154
215	240116	CORP-Maint Services	Eng Auto & Control (SCADA)	6/24/2019	10.00%	0.00%	7,711	7,874	8,154
216	240117	CORP-Water Quality	Sr WQ & Env Compliance Spe	7/29/2019	10.00%	0.00%	5,963	6,090	6,304
217	240114	CORP-Engineering	Eng Proj Mgr	8/5/2019	10.00%	0.00%	9,252	9,448	9,782
218	241106	PITT-Field Services	Supvr Field Operations	8/12/2019	10.00%	0.00%	7,711	7,874	8,154
219	240114	CORP-Engineering	Engineering Project Manager	8/26/2019	10.00%	0.00%	9,046	9,238	9,566
220	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019	10.00%	0.00%	7,711	7,874	8,154
221	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019	10.00%	0.00%	7,557	7,717	7,991
222	240106	CORP-Field Services	Project Manager - Position To Be Filled	6/15/2020	15.00%	0.00%	16,095	16,437	17,020
223	240106	CORP-Field Services	Integration Specialist - Position To Be Filled	6/15/2020	10.00%	0.00%	9,330	9,527	9,863
224	240106	CORP-Field Services	Major Accounts Manager - Position To Be Filled	7/15/2020	15.00%	0.00%	16,095	16,437	17,020
225	240114	CORP-Engineering	Engineering Technician - Position To Be Filled	6/15/2020	7.00%	0.00%	4,480	4,575	4,738
226	240114	CORP-Engineering	Engineer - Position To Be Filled	6/15/2020	7.00%	0.00%	5,026	5,133	5,314
227	240114	CORP-Engineering	Engineer - Position To Be Filled	6/15/2020	7.00%	0.00%	5,026	5,133	5,314
228	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - Position To Be Filled	7/15/2020	10.00%	0.00%	9,330	9,527	9,863
229	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist - Position To Be Filled	6/15/2020	10.00%	0.00%	8,110	8,282	8,574
230	240117	CORP-Water Quality	Supvr WQ & Env Compliance - Position To Be Filled	1/13/2020	10.00%	0.00%	8,110	8,282	8,574
231	240117	CORP-Water Quality	Supvr WQ & Env Compliance - Position To Be Filled	7/15/2020	10.00%	0.00%	8,110	8,282	8,574
232	240120	CORP-Bus Dev	Sr Mgr Business Dev - Position To Be Filled	8/15/2020	20.00%	0.00%	26,560	27,123	28,084
233	241106	PITT-Field Services	Sr Superintendent Field Ops - Position To Be Filled	6/15/2020	15.00%	0.00%	16,095	16,437	17,020
234	241106	PITT-Field Services	Supervisor Field Operations - Position To Be Filled	8/15/2020	10.00%	0.00%	8,110	8,282	8,574
235	242106	MCMR-Field Services	Supervisor Field Operations - Position To Be Filled	7/15/2020	10.00%	0.00%	8,110	8,282	8,574
236	246306	PENN/Wyom-Field Srvc	Supvr Field Operations - Position To Be Filled	1/13/2020	10.00%	0.00%	8,110	8,282	8,574
237	249106	WILK-Field Services	Supvr Field Operations - Position To Be Filled	8/15/2020	10.00%	0.00%	8,110	8,282	8,574
238	249158	WILK-Lake Scranton	Sr Supt Production - Position To Be Filled	8/15/2020	15.00%	0.00%	16,095	16,437	17,020
239	240112	CORP-Maint Services	Principal Regulatory Analyst - Position To Be Filled	7/15/2020	15.00%	0.00%	16,095	16,437	17,020
240	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - Position To Be Filled	7/1/2021	10.00%	0.00%	0	4,665	9,593
241	242106	McMurray-Field Services	Maintenance Service Specialist - Position To Be Filled	7/1/2021	7.00%	0.00%	0	2,100	4,318
242	240106	CORP-Field Services	Project Manager - Position To Be Filled	7/1/2021	15.00%	0.00%	0	6,750	13,881
243	240116	CORP-Maint Services	Automation &Controls Tech - Position To Be Filled	4/1/2022	10.00%	0.00%	0	0	8,500
244	241106	PITT-Field Services	Field Supervisor - Midnight Shift - Position To Be Filled	1/1/2022	15.00%	0.00%	0	0	10,500
Total Non-Collective Bargaining Unit Salary							\$3,163,786	\$3,244,447	\$3,392,175

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
Collective Bargaining Unit									
1	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	3.00%	0.00%	2,104	2,140	2,213
2	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	3.00%	0.00%	2,119	2,155	2,228
3	240106	CORP-Field Services	Meter Repair Person U537P, U648S	8/4/1986	3.00%	0.00%	2,090	2,126	2,198
4	241106	PITT-Field Services	Fire Hydrant Inspector U537P	5/14/1991	3.00%	0.00%	2,112	2,147	2,219
5	241106	PITT-Field Services	Service Crew Driver U537P	12/28/1978	3.00%	0.00%	2,122	2,158	2,231
6	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	3.00%	0.00%	2,123	2,159	2,232
7	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	3.00%	0.00%	2,088	2,124	2,196
8	241103	PITT-Cust Service	Meter Serviceman U537P	3/24/1994	3.00%	0.00%	2,120	2,156	2,229
9	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	3.00%	0.00%	2,088	2,124	2,196
10	241106	PITT-Field Services	Service Crew Driver U537P	9/25/1986	3.00%	0.00%	2,122	2,158	2,231
11	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	3.00%	0.00%	2,116	2,151	2,224
12	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	3.00%	0.00%	2,088	2,124	2,196
13	241152	PITT-Production Aldr	Operator U537P	5/19/1986	3.00%	0.00%	2,155	2,191	2,264
14	241106	PITT-Field Services	Service Crew Driver U537P	5/7/1985	3.00%	0.00%	2,122	2,158	2,231
15	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	3.00%	0.00%	2,095	2,131	2,203
16	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	3.00%	0.00%	2,123	2,159	2,233
17	241106	PITT-Field Services	Dump Truck Driver U537P	9/22/1986	3.00%	0.00%	2,116	2,151	2,224
18	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	3.00%	0.00%	2,116	2,151	2,224
19	241106	PITT-Field Services	Dump Truck Driver U537P	3/20/1984	3.00%	0.00%	2,116	2,151	2,224
20	241106	PITT-Field Services	Pipeline Inspector U537P	7/6/1998	3.00%	0.00%	2,120	2,156	2,229
21	241103	PITT-Cust Service	Meter Reader U537P	9/25/1989	3.00%	0.00%	2,088	2,124	2,196
22	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	3.00%	0.00%	2,121	2,157	2,230
23	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	3.00%	0.00%	2,139	2,175	2,249
24	240106	CORP-Field Services	Meter Serviceman U537P	5/6/1985	3.00%	0.00%	2,095	2,131	2,203
25	241152	PITT-Production Aldr	Operator U537P	8/31/1982	3.00%	0.00%	2,155	2,191	2,264
26	241106	PITT-Field Services	Dump Truck Driver U537P	8/31/1987	3.00%	0.00%	2,116	2,151	2,224
27	243103	NEWC-Cust Service	Distribution System Serviceman U537O	8/3/1981	3.00%	0.00%	2,134	2,143	2,243
28	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	3.00%	0.00%	2,144	2,153	2,254
29	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	3.00%	0.00%	2,195	2,207	2,295
30	241106	PITT-Field Services	Backhoe Operator U537P	12/26/1979	3.00%	0.00%	2,104	2,140	2,213
31	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	3.00%	0.00%	2,139	2,151	2,239
32	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	3.00%	0.00%	2,144	2,153	2,254
33	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	3.00%	0.00%	2,112	2,121	2,221
34	242106	MCMR-Field Services	Subforeman U537O	7/31/1990	3.00%	0.00%	2,143	2,151	2,253
35	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	3.00%	0.00%	2,198	2,207	2,311
36	242306	UNTN-Field Services	Distribution System Serviceman U537O	5/11/1987	3.00%	0.00%	2,118	2,127	2,227
37	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	3.00%	0.00%	2,134	2,143	2,243
38	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	3.00%	0.00%	2,126	2,139	2,226
39	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	3.00%	0.00%	2,136	2,148	2,236
40	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	3.00%	0.00%	2,144	2,153	2,254
41	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	3.00%	0.00%	2,118	2,127	2,227
42	242106	MCMR-Field Services	Pipeline Inspector U537O	3/18/1987	3.00%	0.00%	2,149	2,157	2,258
43	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	6/24/1985	3.00%	0.00%	2,091	2,099	2,199
44	243106	NEWC-Field Services	Backhoe Operator U537O	12/4/1986	3.00%	0.00%	2,129	2,137	2,238
45	242206	MONVA-Field Services	Pipeline Inspector U537O	10/14/1997	3.00%	0.00%	2,149	2,157	2,258
46	243301	BUTL-Production	Operator U537O	5/4/1998	3.00%	0.00%	2,198	2,207	2,311
47	242106	MCMR-Field Services	Subforeman U537O	6/23/1997	3.00%	0.00%	2,143	2,151	2,253
48	242106	MCMR-Field Services	Subforeman U537O	8/26/1991	3.00%	0.00%	2,127	2,136	2,237
49	243301	BUTL-Production	Operator U537O	11/2/1984	3.00%	0.00%	2,198	2,207	2,311
50	243306	BUTL-Field Services	General Serviceman/Person U537O	11/20/1989	3.00%	0.00%	2,118	2,127	2,227

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
51	242106	MCMR-Field Services	Utility Person U5370	6/1/1991	3.00%	0.00%	2,112	2,121	2,221
52	242106	MCMR-Field Services	Pipeline Inspector U5370	5/15/1989	3.00%	0.00%	2,133	2,141	2,243
53	244301	CLAR-Production	Operator/Relief Operator U5370	10/8/1972	3.00%	0.00%	2,198	2,207	2,311
54	243103	NEWC-Cust Service	Meter Reader U5370	4/7/1987	3.00%	0.00%	2,108	2,117	2,217
55	243306	BUTL-Field Services	Utility Person U5370	10/6/1993	3.00%	0.00%	2,112	2,121	2,221
56	243306	BUTL-Field Services	Pipeline Inspector U5370	12/9/1996	3.00%	0.00%	2,149	2,157	2,258
57	244301	CLAR-Production	Operator U5370	3/31/1986	3.00%	0.00%	2,198	2,207	2,311
58	243106	NEWC-Field Services	Backhoe Operator U5370	2/3/1988	3.00%	0.00%	2,144	2,153	2,254
59	243103	NEWC-Cust Service	Distribution System Serviceman U5370	2/2/1987	3.00%	0.00%	2,134	2,143	2,243
60	242103	MCMR-Cust Service	General Serviceman/Person U5370	10/6/1980	3.00%	0.00%	2,118	2,127	2,227
61	242106	MCMR-Field Services	Backhoe Operator U5370	1/21/1987	3.00%	0.00%	2,129	2,137	2,238
62	243103	NEWC-Cust Service	Distribution System Serviceman U5370	2/5/1990	3.00%	0.00%	2,118	2,127	2,227
63	242101	MCMR-Production	Operator/Maint Man/Person U5370	5/20/1968	3.00%	0.00%	2,198	2,207	2,311
64	242106	MCMR-Field Services	Backhoe Operator U5370	5/6/1985	3.00%	0.00%	2,129	2,137	2,238
65	243306	BUTL-Field Services	Backhoe Operator U5370	8/30/1993	3.00%	0.00%	2,144	2,153	2,254
66	242103	MCMR-Cust Service	General Serviceman/Person U5370	5/2/1985	3.00%	0.00%	2,134	2,143	2,243
67	244103	INDI-Cust Service	Utility Person U5370	5/12/1997	3.00%	0.00%	2,128	2,136	2,237
68	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	3.00%	0.00%	2,150	2,158	2,260
69	243106	NEWC-Field Services	Pipeline Inspector U5370	4/23/1998	3.00%	0.00%	2,149	2,157	2,258
70	243103	NEWC-Cust Service	Distribution System Serviceman U5370	11/25/1997	3.00%	0.00%	2,134	2,143	2,243
71	242306	UNTN-Field Services	Subforeman U5370	5/1/1989	3.00%	0.00%	2,143	2,151	2,253
72	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	3.00%	0.00%	1,909	1,927	1,999
73	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	3.00%	0.00%	1,894	1,913	1,985
74	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	3.00%	0.00%	1,872	1,889	1,960
75	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	3.00%	0.00%	1,857	1,874	1,945
76	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	3.00%	0.00%	1,882	1,900	1,972
77	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	3.00%	0.00%	1,909	1,927	1,999
78	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	3.00%	0.00%	1,898	1,916	1,988
79	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	3.00%	0.00%	1,821	1,838	1,907
80	249103	WILK-Cust Service	Serviceperson U648S	12/10/1984	3.00%	0.00%	1,909	1,927	1,999
81	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	3.00%	0.00%	1,872	1,889	1,960
82	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	3.00%	0.00%	1,882	1,900	1,972
83	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	3.00%	0.00%	1,893	1,911	1,984
84	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	3.00%	0.00%	1,872	1,889	1,960
85	249152	WILK-Ceasetown	Plant Operator U648S	4/9/1991	3.00%	0.00%	1,894	1,913	1,985
86	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	3.00%	0.00%	1,894	1,913	1,985
87	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	3.00%	0.00%	1,894	1,913	1,985
88	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	3.00%	0.00%	1,894	1,913	1,985
89	249159	WILK-Nesbitt	Plant Operator U648S	5/15/1989	3.00%	0.00%	1,894	1,913	1,985
90	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	3.00%	0.00%	1,821	1,838	1,907
91	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	3.00%	0.00%	1,821	1,838	1,907
92	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	3.00%	0.00%	1,894	1,913	1,985
93	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	3.00%	0.00%	1,894	1,913	1,985
94	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	3.00%	0.00%	1,821	1,838	1,907
95	249151	WILK-Brownell	Plant Operator U648S	4/24/1995	3.00%	0.00%	1,894	1,913	1,985
96	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	3.00%	0.00%	1,872	1,889	1,960
97	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	3.00%	0.00%	1,805	1,823	1,891
98	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	3.00%	0.00%	1,898	1,916	1,988
99	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	3.00%	0.00%	1,894	1,913	1,985
100	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	3.00%	0.00%	1,898	1,916	1,988
101	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	3.00%	0.00%	1,894	1,913	1,985

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
102	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	3.00%	0.00%	1,909	1,927	1,999
103	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	3.00%	0.00%	1,893	1,911	1,984
104	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	3.00%	0.00%	1,894	1,913	1,985
105	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	3.00%	0.00%	1,872	1,889	1,960
106	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	3.00%	0.00%	1,872	1,889	1,960
107	249106	WILK-Field Services	Dump Truck Driver U648S	7/14/1980	3.00%	0.00%	1,856	1,874	1,944
108	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	3.00%	0.00%	1,894	1,913	1,985
109	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	3.00%	0.00%	1,857	1,874	1,945
110	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	3.00%	0.00%	1,894	1,913	1,985
111	249160	WILK-Watres	Plant Operator U648S	7/3/1989	3.00%	0.00%	1,894	1,913	1,985
112	249156	WILK-Forest City	Plant Operator U648S	9/14/1992	3.00%	0.00%	1,894	1,913	1,985
113	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	3.00%	0.00%	1,857	1,874	1,945
114	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	3.00%	0.00%	1,909	1,927	1,999
115	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	3.00%	0.00%	1,882	1,900	1,972
116	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	3.00%	0.00%	1,894	1,913	1,985
117	249106	WILK-Field Services	Regulation Crew Leader U648S	9/24/1984	3.00%	0.00%	1,893	1,911	1,984
118	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	3.00%	0.00%	1,898	1,916	1,988
119	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	3.00%	0.00%	1,841	1,859	1,929
120	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	10/19/1987	3.00%	0.00%	1,894	1,913	1,985
121	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	3.00%	0.00%	1,795	1,812	1,880
122	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	3.00%	0.00%	1,893	1,911	1,984
123	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	3.00%	0.00%	1,894	1,913	1,985
124	249106	WILK-Field Services	M/C Crew Leader U648S	8/4/1991	3.00%	0.00%	1,909	1,927	1,999
125	249106	WILK-Field Services	Line Location Specialist U648S	8/10/1987	3.00%	0.00%	1,841	1,859	1,929
126	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	3.00%	0.00%	1,882	1,900	1,972
127	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	3.00%	0.00%	1,810	1,828	1,896
128	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	3.00%	0.00%	1,909	1,927	1,999
129	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	3.00%	0.00%	1,872	1,889	1,960
130	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	3.00%	0.00%	1,898	1,916	1,988
131	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	3.00%	0.00%	1,841	1,859	1,929
132	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	3.00%	0.00%	1,872	1,889	1,960
133	249106	WILK-Field Services	Leak Detection Specialist U648S	1/23/1985	3.00%	0.00%	1,841	1,859	1,929
134	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	3.00%	0.00%	1,857	1,874	1,945
135	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	3.00%	0.00%	1,894	1,913	1,985
136	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/22/1990	3.00%	0.00%	1,894	1,913	1,985
137	245206	YARD-Field Services	Working Foreperson	8/1/1991	3.00%	0.00%	1,912	1,946	2,016
138	245101	NORR-Production	Plant Operator F473N	8/24/1990	3.00%	0.00%	1,968	2,016	2,065
139	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	3.00%	0.00%	1,877	1,922	1,968
140	245106	NORR-Field Services	Working Foreman F473N	7/27/1981	3.00%	0.00%	2,020	2,067	2,117
141	246152	MECH-Silver Springs	Maint & Relief U648R	4/22/1991	3.00%	0.00%	1,910	1,951	2,005
142	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	3.00%	0.00%	1,896	1,936	1,991
143	245203	YARD-Cust Service	Meter Reader F473Y	7/27/1983	3.00%	0.00%	1,781	1,814	1,879
144	245203	YARD-Cust Service	Serviceperson F473Y	3/1/1976	3.00%	0.00%	1,892	1,926	1,995
145	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	3.00%	0.00%	1,877	1,918	1,972
146	245103	NORR-Cust Service	Serviceperson F473N	1/30/1989	3.00%	0.00%	1,877	1,922	1,968
147	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	3.00%	0.00%	1,896	1,936	1,991
148	246106	MECH-Field Services	Utility A U648R	9/25/1989	3.00%	0.00%	1,896	1,936	1,991
149	245106	NORR-Field Services	Utility Person F473N	10/16/1989	3.00%	0.00%	1,907	1,952	2,000
150	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	3.00%	0.00%	1,861	1,906	1,952
151	245101	NORR-Production	Plant Operator F473N	10/21/1985	3.00%	0.00%	2,028	2,075	2,125
152	246106	MECH-Field Services	Utility A U648R	12/8/1983	3.00%	0.00%	1,896	1,936	1,991

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
153	245103	NORR-Cust Service	Meter Reader F473N	4/17/1979	3.00%	0.00%	1,821	1,864	1,909
154	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	10/5/1992	3.00%	0.00%	1,894	1,913	1,985
155	249152	WILK-Ceasetown	Plant Operator U648S	2/15/1988	3.00%	0.00%	1,894	1,913	1,985
156	241106	PITT-Field Services	Utility Person U537P	8/10/1998	3.00%	0.00%	2,112	2,147	2,219
157	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	3.00%	0.00%	2,123	2,159	2,232
158	244206	PUNX-Field Services	Distribution System Serviceman U537O	12/28/1998	3.00%	0.00%	2,134	2,143	2,243
159	244506	WARR-Field Services	Distribution System Serviceman U537O	10/29/1998	3.00%	0.00%	2,134	2,143	2,243
160	241152	PITT-Production Aldr	Operator U537P	11/16/1998	3.00%	0.00%	2,155	2,191	2,264
161	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	3.00%	0.00%	2,088	2,124	2,196
162	244101	INDI-Production	Operator U537O	8/9/1999	3.00%	0.00%	2,198	2,207	2,311
163	242106	MCMR-Field Services	Utility Person U537O	8/4/1999	3.00%	0.00%	2,112	2,121	2,221
164	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	3.00%	0.00%	2,063	2,111	2,161
165	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	3.00%	0.00%	2,128	2,136	2,237
166	245106	NORR-Field Services	Utility Person F473N	9/2/1999	3.00%	0.00%	1,907	1,952	2,000
167	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	3.00%	0.00%	2,128	2,136	2,237
168	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	3.00%	0.00%	2,123	2,159	2,232
169	246151	MECH-ProdWestShore	Plant Operator U648R	9/15/1999	3.00%	0.00%	1,923	1,963	2,017
170	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	3.00%	0.00%	2,116	2,151	2,224
171	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	3.00%	0.00%	1,909	1,927	1,999
172	240106	CORP-Field Services	Meter Serviceman U537P	12/28/2001	3.00%	0.00%	2,095	2,131	2,203
173	244303	CLAR-Cust Service	Distribution System Serviceman U537O	8/7/2000	3.00%	0.00%	2,118	2,127	2,227
174	241151	PITT-Production Haye	Operator U537P	11/27/2000	3.00%	0.00%	2,155	2,191	2,264
175	243152	NEWC-Ellwood	Operator U537O	3/28/2001	3.00%	0.00%	2,198	2,207	2,311
176	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	3.00%	0.00%	2,112	2,121	2,221
177	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	3.00%	0.00%	2,128	2,136	2,237
178	244101	INDI-Production	Maintenance Person U537O	1/28/2002	3.00%	0.00%	2,124	2,133	2,233
179	246106	MECH-Field Services	Utility A U648R	1/21/2002	3.00%	0.00%	1,896	1,936	1,991
180	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	3.00%	0.00%	2,116	2,151	2,224
181	241106	PITT-Field Services	Utility Person U537P	3/18/2002	3.00%	0.00%	2,112	2,147	2,219
182	241106	PITT-Field Services	Fire Hydrant Inspector U537P	3/25/2002	3.00%	0.00%	2,112	2,147	2,219
183	249106	WILK-Field Services	Regulation Crew Leader U648S	4/29/2002	3.00%	0.00%	1,893	1,911	1,984
184	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	3.00%	0.00%	1,821	1,838	1,907
185	243151	NEWC-New Castle	Operator U537O	6/4/2002	3.00%	0.00%	2,198	2,207	2,311
186	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	3.00%	0.00%	2,144	2,153	2,254
187	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	3.00%	0.00%	2,112	2,147	2,219
188	241106	PITT-Field Services	Utility Person U537P	11/12/2002	3.00%	0.00%	2,112	2,147	2,219
189	244406	KITT-Field Services	Subforeman U537O	11/11/2002	3.00%	0.00%	2,143	2,151	2,253
190	240106	CORP-Field Services	Meter Serviceman U537P	4/14/2003	3.00%	0.00%	2,095	2,131	2,203
191	244406	KITT-Field Services	Utility Person U537O	5/12/2003	3.00%	0.00%	2,112	2,121	2,221
192	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	3.00%	0.00%	1,894	1,913	1,985
193	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	3.00%	0.00%	2,122	2,158	2,231
194	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	3.00%	0.00%	1,821	1,838	1,907
195	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	3.00%	0.00%	2,122	2,158	2,231
196	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2003	3.00%	0.00%	2,095	2,131	2,203
197	242103	MCMR-Cust Service	Distribution System Serviceman U537O	9/9/2003	3.00%	0.00%	2,134	2,143	2,243
198	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	3.00%	0.00%	2,112	2,121	2,221
199	246106	MECH-Field Services	Utility A U648R	9/15/2003	3.00%	0.00%	1,896	1,936	1,991
200	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	3.00%	0.00%	1,909	1,927	1,999
201	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	3.00%	0.00%	2,183	2,192	2,296
202	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	3.00%	0.00%	2,108	2,144	2,216
203	245106	NORR-Field Services	Relief Utility Person F473N	1/17/2005	3.00%	0.00%	1,783	1,825	1,870

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
204	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	3.00%	0.00%	2,093	2,128	2,201
205	241151	PITT-Production Haye	Maintenance Person U537P	3/16/2005	3.00%	0.00%	2,093	2,128	2,201
206	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	3.00%	0.00%	2,124	2,133	2,233
207	246106	MECH-Field Services	Utility Person U648R	8/8/2005	3.00%	0.00%	1,864	1,904	1,959
208	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	3.00%	0.00%	2,133	2,141	2,243
209	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	3.00%	0.00%	2,124	2,133	2,232
210	241106	PITT-Field Services	Utility Person U537P	9/19/2005	3.00%	0.00%	2,112	2,147	2,219
211	246106	MECH-Field Services	Utility A U648R	10/10/2005	3.00%	0.00%	1,896	1,936	1,991
212	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	3.00%	0.00%	2,128	2,136	2,237
213	243103	NEWC-Cust Service	Distribution System Serviceman U537O	10/25/2005	3.00%	0.00%	2,134	2,143	2,243
214	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	3.00%	0.00%	1,805	1,823	1,891
215	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	3.00%	0.00%	1,893	1,911	1,984
216	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	3.00%	0.00%	2,112	2,121	2,221
217	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	3.00%	0.00%	1,877	1,922	1,968
218	244206	PUNX-Field Services	Subforeman U537O	11/7/2005	3.00%	0.00%	2,127	2,136	2,237
219	241106	PITT-Field Services	Utility Person U537P	12/20/2005	3.00%	0.00%	2,093	2,128	2,201
220	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	3.00%	0.00%	2,114	2,150	2,222
221	242103	MCMR-Cust Service	General Serviceman/Person U537O	12/19/2005	3.00%	0.00%	2,118	2,127	2,227
222	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	3.00%	0.00%	2,115	2,151	2,224
223	241106	PITT-Field Services	Pipeline Inspector U537P	12/21/2005	3.00%	0.00%	2,120	2,156	2,229
224	244506	WARR-Field Services	Plant Operator/Utilityperson U537O	1/4/2006	3.00%	0.00%	2,198	2,207	2,311
225	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	3.00%	0.00%	2,123	2,159	2,232
226	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	3.00%	0.00%	2,112	2,121	2,221
227	241106	PITT-Field Services	Compressor Operator U537P	1/11/2006	3.00%	0.00%	2,115	2,151	2,224
228	241106	PITT-Field Services	Pipeline Inspector U537P	2/21/2006	3.00%	0.00%	2,120	2,156	2,229
229	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	3.00%	0.00%	2,097	2,132	2,205
230	240106	CORP-Field Services	Meter Serviceman U537P	3/20/2006	3.00%	0.00%	2,095	2,131	2,203
231	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	3.00%	0.00%	1,805	1,823	1,891
232	249103	WILK-Cust Service	Serviceperson U648S	3/27/2006	3.00%	0.00%	1,893	1,911	1,984
233	241106	PITT-Field Services	Utility Person U537P	4/3/2006	3.00%	0.00%	2,112	2,147	2,219
234	241106	PITT-Field Services	Backhoe Operator U537P	4/10/2006	3.00%	0.00%	2,104	2,140	2,213
235	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	3.00%	0.00%	2,097	2,133	2,206
236	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	3.00%	0.00%	2,150	2,158	2,260
237	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	3.00%	0.00%	2,150	2,158	2,260
238	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	3.00%	0.00%	2,112	2,121	2,221
239	241106	PITT-Field Services	Utility Person U537P	5/10/2006	3.00%	0.00%	2,093	2,128	2,201
240	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	3.00%	0.00%	1,821	1,838	1,907
241	241106	PITT-Field Services	Utility Person U537P	5/11/2006	3.00%	0.00%	2,093	2,128	2,201
242	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	3.00%	0.00%	1,893	1,911	1,984
243	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	3.00%	0.00%	2,122	2,158	2,231
244	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	3.00%	0.00%	1,909	1,927	1,999
245	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	3.00%	0.00%	2,198	2,207	2,311
246	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	3.00%	0.00%	2,093	2,128	2,201
247	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	3.00%	0.00%	1,909	1,927	1,999
248	244406	KITT-Field Services	Utility Person U537O	6/2/2006	3.00%	0.00%	2,112	2,121	2,221
249	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	3.00%	0.00%	2,010	2,046	2,120
250	245106	NORR-Field Services	Relief Utility Person F473N	6/19/2006	3.00%	0.00%	1,783	1,825	1,870
251	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	3.00%	0.00%	2,095	2,131	2,203
252	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	3.00%	0.00%	1,893	1,911	1,984
253	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	3.00%	0.00%	1,894	1,913	1,985
254	245201	YARD-Production	Plant Operator F473Y	7/5/2006	3.00%	0.00%	1,942	1,977	2,046

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255	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	3.00%	0.00%	2,112	2,121	2,221
256	241106	PITT-Field Services	Utility Person U537P	7/17/2006	3.00%	0.00%	2,093	2,128	2,201
257	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	3.00%	0.00%	2,128	2,136	2,237
258	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	3.00%	0.00%	2,128	2,136	2,237
259	246106	MECH-Field Services	Utility Person U648R	11/13/2006	3.00%	0.00%	1,883	1,923	1,978
260	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	3.00%	0.00%	1,894	1,913	1,985
261	241106	PITT-Field Services	Utility Person U537P	3/5/2007	3.00%	0.00%	2,112	2,147	2,219
262	241106	PITT-Field Services	Utility Person U537P	3/5/2007	3.00%	0.00%	2,112	2,147	2,219
263	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	3.00%	0.00%	2,126	2,134	2,235
264	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007	3.00%	0.00%	2,183	2,192	2,296
265	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	3.00%	0.00%	1,805	1,823	1,891
266	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	3.00%	0.00%	1,805	1,823	1,891
267	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	3.00%	0.00%	1,805	1,823	1,891
268	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	3.00%	0.00%	1,909	1,927	1,999
269	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	3.00%	0.00%	1,893	1,911	1,984
270	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	3.00%	0.00%	1,909	1,927	1,999
271	246106	MECH-Field Services	Utility Person U648R	7/9/2007	3.00%	0.00%	1,883	1,923	1,978
272	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	3.00%	0.00%	1,684	1,725	1,774
273	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	3.00%	0.00%	1,877	1,918	1,972
274	249106	WILK-Field Services	M/C Utility Person U648S	7/16/2007	3.00%	0.00%	1,909	1,927	1,999
275	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	3.00%	0.00%	1,841	1,859	1,929
276	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	3.00%	0.00%	2,093	2,128	2,201
277	241106	PITT-Field Services	Utility Person U537P	7/23/2007	3.00%	0.00%	2,093	2,128	2,201
278	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	3.00%	0.00%	1,861	1,906	1,952
279	245106	NORR-Field Services	Relief Utility Person F473N	8/6/2007	3.00%	0.00%	1,777	1,819	1,863
280	244101	INDI-Production	Operator U537O	8/13/2007	3.00%	0.00%	2,198	2,207	2,311
281	249106	WILK-Field Services	M/C Crew Leader U648S	8/20/2007	3.00%	0.00%	1,893	1,911	1,984
282	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	3.00%	0.00%	2,123	2,159	2,232
283	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	3.00%	0.00%	1,841	1,859	1,929
284	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	3.00%	0.00%	1,894	1,913	1,985
285	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	3.00%	0.00%	2,127	2,136	2,237
286	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	3.00%	0.00%	2,133	2,145	2,233
287	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	10/1/2007	3.00%	0.00%	2,118	2,127	2,227
288	245201	YARD-Production	Plant Operator F473Y	10/8/2007	3.00%	0.00%	1,908	1,942	2,012
289	241106	PITT-Field Services	Utility Person U537P	10/22/2007	3.00%	0.00%	2,112	2,147	2,219
290	249106	WILK-Field Services	Dump Truck Driver U648S	10/22/2007	3.00%	0.00%	1,856	1,874	1,944
291	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	3.00%	0.00%	2,128	2,136	2,237
292	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	3.00%	0.00%	1,821	1,838	1,907
293	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	3.00%	0.00%	2,123	2,159	2,232
294	244606	KANE-Field Services	Subforeman U537O	1/7/2008	3.00%	0.00%	2,127	2,136	2,237
295	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	3.00%	0.00%	1,893	1,911	1,984
296	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	3.00%	0.00%	2,112	2,121	2,221
297	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	3.00%	0.00%	1,923	1,963	2,018
298	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	3.00%	0.00%	2,112	2,121	2,221
299	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	3.00%	0.00%	1,821	1,838	1,907
300	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	3.00%	0.00%	1,894	1,913	1,985
301	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	3.00%	0.00%	2,093	2,128	2,201
302	245106	NORR-Field Services	Relief Utility Person F473N	7/28/2008	3.00%	0.00%	1,777	1,819	1,863
303	241106	PITT-Field Services	Utility Person U537P	8/4/2008	3.00%	0.00%	2,093	2,128	2,201
304	241106	PITT-Field Services	Utility Person U537P	8/11/2008	3.00%	0.00%	2,093	2,128	2,201
305	240106	CORP-Field Services	Distribution Records Clerk U537O	8/18/2008	3.00%	0.00%	2,053	2,061	2,159

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306	245101	NORR-Production	Maint&Relief F473N	10/6/2008	3.00%	0.00%	1,895	1,939	1,985	
307	242103	MCMR-Cust Service	Distribution System Serviceman U537O	11/10/2008	3.00%	0.00%	2,118	2,127	2,227	
308	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	3.00%	0.00%	2,097	2,132	2,205	
309	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	3.00%	0.00%	2,093	2,128	2,201	
310	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	3.00%	0.00%	2,116	2,151	2,224	
311	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	3.00%	0.00%	2,097	2,132	2,205	
312	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	3.00%	0.00%	2,108	2,117	2,217	
313	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	3.00%	0.00%	2,112	2,121	2,221	
314	242206	MONVA-Field Services	Utility Person U537O	3/9/2009	3.00%	0.00%	2,112	2,121	2,221	
315	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	3.00%	0.00%	2,124	2,133	2,232	
316	242306	UNTN-Field Services	Utility Person U537O	4/13/2009	3.00%	0.00%	2,112	2,121	2,221	
317	241106	PITT-Field Services	Utility Person U537P	5/4/2009	3.00%	0.00%	2,093	2,128	2,201	
318	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	3.00%	0.00%	1,894	1,913	1,985	
319	242103	MCMR-Cust Service	Meter Reader U537O	6/17/2009	3.00%	0.00%	2,108	2,117	2,217	
320	245106	NORR-Field Services	Relief Utility Person F473N	6/30/2009	3.00%	0.00%	1,777	1,819	1,863	
321	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	3.00%	0.00%	2,103	2,139	2,212	
322	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	3.00%	0.00%	2,112	2,121	2,221	
323	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	3.00%	0.00%	2,112	2,121	2,221	
324	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	3.00%	0.00%	2,133	2,141	2,243	
325	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	3.00%	0.00%	2,112	2,121	2,221	
326	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	3.00%	0.00%	2,091	2,099	2,199	
327	240106	CORP-Field Services	Meter Serviceman U537P	7/27/2009	3.00%	0.00%	2,095	2,131	2,203	
328	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	3.00%	0.00%	2,143	2,151	2,253	
329	244406	KITT-Field Services	Utility Person U537O	8/18/2009	3.00%	0.00%	2,128	2,136	2,237	
330	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	3.00%	0.00%	2,112	2,121	2,221	
331	242306	UNTN-Field Services	Utility Person U537O	9/14/2009	3.00%	0.00%	2,112	2,121	2,221	
332	241106	PITT-Field Services	Compressor Operator U537P	9/29/2009	3.00%	0.00%	2,097	2,132	2,205	
333	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	3.00%	0.00%	2,128	2,136	2,237	
334	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	3.00%	0.00%	2,128	2,136	2,237	
335	242106	MCMR-Field Services	Utility Person U537O	11/2/2009	3.00%	0.00%	2,112	2,121	2,221	
336	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	3.00%	0.00%	2,093	2,128	2,201	
337	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	3.00%	0.00%	2,097	2,132	2,205	
338	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	3.00%	0.00%	1,894	1,913	1,985	
339	240106	CORP-Field Services	Meter Repair Person U537P, U648S	3/23/2010	3.00%	0.00%	2,090	2,126	2,198	
340	249106	WILK-Field Services	M/C Crew Leader U648S	3/29/2010	3.00%	0.00%	1,893	1,911	1,984	
341	243152	NEWC-Ellwood	Operator U537O	5/10/2010	3.00%	0.00%	2,198	2,207	2,311	
342	245101	NORR-Production	Plant Operator F473N	6/21/2010	3.00%	0.00%	2,028	2,075	2,125	
343	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/12/2010	3.00%	0.00%	2,118	2,127	2,227	
344	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	3.00%	0.00%	2,108	2,144	2,216	
345	242206	MONVA-Field Services	Utility Person U537O	11/9/2010	3.00%	0.00%	2,112	2,121	2,221	
346	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/8/2010	3.00%	0.00%	2,118	2,127	2,227	
347	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	3.00%	0.00%	2,089	2,125	2,197	
348	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	3.00%	0.00%	2,088	2,124	2,196	
349	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	3.00%	0.00%	2,097	2,132	2,205	
350	244103	INDI-Cust Service	Utility Person U537O	11/22/2010	3.00%	0.00%	2,128	2,136	2,237	
351	241151	PITT-Production Haye	Maint & Relief U537P	12/20/2010	3.00%	0.00%	2,109	2,144	2,217	
352	243106	NEWC-Field Services	Utility Person U537O	12/27/2010	3.00%	0.00%	2,128	2,136	2,237	
353	242103	MCMR-Cust Service	Distribution System Serviceman U537O	1/3/2011	3.00%	0.00%	2,118	2,127	2,227	
354	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	3.00%	0.00%	2,114	2,150	2,222	
355	243151	NEWC-New Castle	Maintenance Person U537O	1/10/2011	3.00%	0.00%	2,124	2,133	2,233	
356	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	3/14/2011	3.00%	0.00%	2,118	2,127	2,227	

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
357	241152	PITT-Production Aldr	Operator U537P	3/14/2011	3.00%	0.00%	2,155	2,191	2,264
358	244206	PUNX-Field Services	Utility Person U537O	3/14/2011	3.00%	0.00%	2,128	2,136	2,237
359	243306	BUTL-Field Services	Utility Person U537O	5/24/2011	3.00%	0.00%	2,112	2,121	2,221
360	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	3.00%	0.00%	2,116	2,151	2,223
361	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	3.00%	0.00%	1,896	1,936	1,991
362	242106	MCMR-Field Services	Utility Person U537O	8/24/2011	3.00%	0.00%	2,112	2,121	2,221
363	242306	UNTN-Field Services	Utility Person U537O	9/6/2011	3.00%	0.00%	2,112	2,121	2,221
364	242206	MONVA-Field Services	Utility Person U537O	8/29/2011	3.00%	0.00%	2,112	2,121	2,221
365	242106	MCMR-Field Services	Utility Person U537O	9/7/2011	3.00%	0.00%	2,112	2,121	2,221
366	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	3.00%	0.00%	2,093	2,128	2,201
367	243106	NEWC-Field Services	Utility Person U537O	9/26/2011	3.00%	0.00%	2,112	2,121	2,221
368	244306	CLAR-Field Services	Utility Person U537O	10/11/2011	3.00%	0.00%	2,128	2,136	2,237
369	244103	INDI-Cust Service	Utility Person U537O	10/17/2011	3.00%	0.00%	2,112	2,121	2,221
370	242206	MONVA-Field Services	Subforeman U537O	10/3/2011	3.00%	0.00%	2,127	2,136	2,237
371	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	3.00%	0.00%	2,093	2,128	2,201
372	242106	MCMR-Field Services	Utility Person U537O	11/7/2011	3.00%	0.00%	2,112	2,121	2,221
373	241106	PITT-Field Services	Utility Person U537P	12/5/2011	3.00%	0.00%	1,944	1,977	2,045
374	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	3.00%	0.00%	1,768	1,786	1,855
375	241151	PITT-Production Haye	Operator U537P	4/28/2014	3.00%	0.00%	1,877	1,909	1,974
376	245101	NORR-Production	Maint&Relief F473N	9/28/2015	3.00%	0.00%	1,694	1,731	1,774
377	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/2012	3.00%	0.00%	2,118	2,127	2,227
378	242106	MCMR-Field Services	Utility Person U537O	2/4/2013	3.00%	0.00%	2,112	2,121	2,221
379	242105	MCMR-Admin & Gen	Utility Clerk U537O	3/18/2013	3.00%	0.00%	2,053	2,061	2,159
380	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	3.00%	0.00%	1,949	1,982	2,049
381	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	3.00%	0.00%	2,195	2,207	2,295
382	242106	MCMR-Field Services	Utility Person U537O	5/1/2013	3.00%	0.00%	2,112	2,121	2,221
383	242106	MCMR-Field Services	Utility Person U537O	4/30/2013	3.00%	0.00%	2,112	2,121	2,221
384	244101	INDI-Production	Operator U537O	5/13/2013	3.00%	0.00%	2,198	2,207	2,311
385	244306	CLAR-Field Services	Utility Person U537O	5/15/2013	3.00%	0.00%	2,128	2,136	2,237
386	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	3.00%	0.00%	1,956	1,989	2,057
387	244606	KANE-Field Services	Utility Person U537O	5/28/2013	3.00%	0.00%	2,128	2,136	2,237
388	244406	KITT-Field Services	Distribution System Serviceman U537O	5/28/2013	3.00%	0.00%	2,134	2,143	2,243
389	241106	PITT-Field Services	Utility Person U537P	6/3/2013	3.00%	0.00%	1,944	1,977	2,045
390	242106	MCMR-Field Services	Utility Person U537O	6/3/2013	3.00%	0.00%	2,112	2,121	2,221
391	241106	PITT-Field Services	Utility Person U537P	6/11/2013	3.00%	0.00%	1,944	1,977	2,045
392	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	3.00%	0.00%	1,805	1,823	1,891
393	244506	WARR-Field Services	Subforeman U537O	6/26/2013	3.00%	0.00%	2,127	2,136	2,237
394	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	3.00%	0.00%	1,909	1,927	1,999
395	246152	MECH-Silver Springs	Plant Operator U648R	7/8/2013	3.00%	0.00%	1,829	1,869	1,921
396	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	3.00%	0.00%	1,886	1,904	1,976
397	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	3.00%	0.00%	1,948	1,981	2,048
398	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	3.00%	0.00%	1,821	1,838	1,907
399	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	3.00%	0.00%	1,893	1,911	1,984
400	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	3.00%	0.00%	1,893	1,911	1,984
401	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	3.00%	0.00%	1,805	1,823	1,891
402	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	3.00%	0.00%	1,990	1,998	2,094
403	241103	PITT-Cust Service	Meter Serviceman U537P	2/18/2014	3.00%	0.00%	1,914	1,947	2,013
404	249106	WILK-Field Services	M/C Utility Person U648S	3/10/2014	3.00%	0.00%	1,805	1,823	1,891
405	245101	NORR-Production	Plant Operator F473N	3/17/2014	3.00%	0.00%	2,028	2,075	2,125
406	244206	PUNX-Field Services	Utility Person U537O	5/27/2014	3.00%	0.00%	2,065	2,074	2,172
407	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	3.00%	0.00%	1,932	1,965	2,031

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408	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014	3.00%	0.00%	2,135	2,144	2,247
409	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	3.00%	0.00%	1,933	1,966	2,032
410	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	3.00%	0.00%	1,907	1,940	2,006
411	244506	WARR-Field Services	Utility Person U537O	10/27/2014	3.00%	0.00%	2,050	2,058	2,157
412	244506	WARR-Field Services	Utility Person U537O	10/28/2014	3.00%	0.00%	2,065	2,074	2,172
413	240106	CORP-Field Services	Meter Serviceman U537P	11/25/2014	3.00%	0.00%	1,882	1,914	1,979
414	240106	CORP-Field Services	Meter Serviceman U537P	12/8/2014	3.00%	0.00%	1,882	1,914	1,979
415	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	3.00%	0.00%	1,987	1,995	2,092
416	241106	PITT-Field Services	Utility Person U537P	12/16/2014	3.00%	0.00%	1,879	1,911	1,976
417	241106	PITT-Field Services	Utility Person U537P	12/9/2014	3.00%	0.00%	1,879	1,911	1,976
418	241106	PITT-Field Services	Utility Person U537P	12/15/2014	3.00%	0.00%	1,879	1,911	1,976
419	249106	WILK-Field Services	M/C Crew Leader U648S	1/19/2015	3.00%	0.00%	1,893	1,911	1,984
420	243151	NEWC-New Castle	Operator U537O	11/16/2015	3.00%	0.00%	2,010	2,019	2,118
421	249106	WILK-Field Services	M/C Utility Person U648S	11/17/2015	3.00%	0.00%	1,805	1,823	1,891
422	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	3.00%	0.00%	1,894	1,913	1,985
423	241151	PITT-Production Haye	Operator U537P	11/16/2015	3.00%	0.00%	1,877	1,909	1,974
424	244101	INDI-Production	Operator U537O	12/1/2015	3.00%	0.00%	2,010	2,019	2,118
425	241106	PITT-Field Services	Service Crew Driver U537P	12/21/2015	3.00%	0.00%	1,857	1,888	1,953
426	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	3.00%	0.00%	1,849	1,880	1,944
427	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	3.00%	0.00%	1,872	1,903	1,968
428	244606	KANE-Field Services	Utility Person U537O	2/15/2016	3.00%	0.00%	1,924	1,933	2,028
429	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	3.00%	0.00%	1,921	1,929	2,024
430	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	3.00%	0.00%	1,893	1,911	1,984
431	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	3.00%	0.00%	1,939	1,948	2,044
432	249158	WILK-Lake Scranton	Plant Operator U648S	3/7/2016	3.00%	0.00%	1,894	1,913	1,985
433	249106	WILK-Field Services	M/C Utility Person U648S	3/15/2016	3.00%	0.00%	1,821	1,838	1,907
434	242103	MCMR-Cust Service	Distribution System Serviceman U537O	3/22/2016	3.00%	0.00%	1,931	1,939	2,035
435	242303	UNTN-Cust Service	Distribution System Serviceman U537O	3/28/2016	3.00%	0.00%	1,931	1,939	2,035
436	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	3.00%	0.00%	1,857	1,888	1,953
437	241106	PITT-Field Services	Dump Truck Driver U537P	4/12/2016	3.00%	0.00%	1,850	1,882	1,946
438	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	3.00%	0.00%	1,805	1,823	1,891
439	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	3.00%	0.00%	1,857	1,888	1,953
440	249106	WILK-Field Services	M/C Crew Leader U648S	4/18/2016	3.00%	0.00%	1,893	1,911	1,984
441	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016	3.00%	0.00%	1,995	2,004	2,103
442	245106	NORR-Field Services	Relief Utility Person F473N	6/6/2016	3.00%	0.00%	1,683	1,720	1,762
443	249106	WILK-Field Services	M/C Crew Leader U648S	6/13/2016	3.00%	0.00%	1,909	1,927	1,999
444	243151	NEWC-New Castle	Operator U537O	8/8/2016	3.00%	0.00%	2,010	2,019	2,118
445	245206	YARD-Field Services	Utility B F473Y	8/15/2016	3.00%	0.00%	1,520	1,547	1,603
446	246106	MECH-Field Services	Utility Person U648R	10/24/2016	3.00%	0.00%	1,605	1,646	1,693
447	240117	CORP-Water Quality	Lab Tech/IPP Compliance	5/26/2009	3.00%	0.00%	1,801	1,829	1,870
448	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	3.00%	0.00%	1,801	1,829	1,870
449	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	3.00%	0.00%	1,813	1,844	1,907
450	240106	CORP-Field Services	Meter Serviceman U537P	1/30/2017	3.00%	0.00%	1,815	1,846	1,909
451	245106	NORR-Field Services	Relief Utility Person F473N	2/13/2017	3.00%	0.00%	1,620	1,656	1,696
452	243152	NEWC-Ellwood	Operator U537O	2/20/2017	3.00%	0.00%	1,947	1,956	2,054
453	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	3.00%	0.00%	1,863	1,881	1,952
454	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	3.00%	0.00%	1,862	1,870	1,964
455	249160	WILK-Watres	Plant Operator U648S	4/24/2017	3.00%	0.00%	1,863	1,881	1,952
456	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	3.00%	0.00%	1,846	1,864	1,935
457	249106	WILK-Field Services	M/C Crew Leader U648S	6/19/2017	3.00%	0.00%	1,830	1,849	1,919
458	245201	YARD-Production	Plant Operator F473Y	6/19/2017	3.00%	0.00%	1,584	1,612	1,671

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459	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/17/2017	3.00%	0.00%	1,801	1,829	1,870
460	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	3.00%	0.00%	1,865	1,873	1,967
461	249158	WILK-Lake Scranton	Plant Operator U648S	8/28/2017	3.00%	0.00%	1,832	1,850	1,921
462	249159	WILK-Nesbitt	Plant Operator U648S	8/21/2017	3.00%	0.00%	1,832	1,850	1,921
463	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	3.00%	0.00%	1,704	1,745	1,793
464	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	3.00%	0.00%	1,817	1,848	1,911
465	244601	KANE-Production	Operator U537O	11/6/2017	3.00%	0.00%	1,885	1,894	1,989
466	249160	WILK-Watres	Plant Operator U648S	12/4/2017	3.00%	0.00%	1,800	1,819	1,889
467	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	3.00%	0.00%	1,800	1,819	1,889
468	240117	CORP-Water Quality	Lab Technician II UWUA 433	10/26/2015	3.00%	0.00%	2,021	2,046	2,121
469	243152	NEWC-Ellwood	Operator U537O	1/2/2018	3.00%	0.00%	1,885	1,894	1,989
470	241106	PITT-Field Services	Garage Attendant	1/8/2018	3.00%	0.00%	1,756	1,785	1,846
471	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	3.00%	0.00%	1,785	1,815	1,877
472	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/31/2018	3.00%	0.00%	1,785	1,815	1,877
473	241151	PITT-Production Haye	Operator U537P	1/29/2018	3.00%	0.00%	1,811	1,842	1,905
474	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	3.00%	0.00%	1,799	1,807	1,899
475	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	3.00%	0.00%	1,982	1,994	2,082
476	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	3.00%	0.00%	1,784	1,814	1,877
477	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	3.00%	0.00%	1,765	1,795	1,856
478	245206	YARD-Field Services	Utility B F473Y	3/26/2018	3.00%	0.00%	1,472	1,498	1,552
479	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	3.00%	0.00%	1,629	1,669	1,718
480	249160	WILK-Watres	Plant Operator U648S	4/30/2018	3.00%	0.00%	1,800	1,819	1,889
481	243106	NEWC-Field Services	Utility Person U537O	4/23/2018	3.00%	0.00%	1,799	1,807	1,899
482	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	3.00%	0.00%	1,799	1,807	1,899
483	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	3.00%	0.00%	1,711	1,729	1,795
484	249106	WILK-Field Services	M/C Crew Leader U648S	5/1/2018	3.00%	0.00%	1,783	1,802	1,871
485	246106	MECH-Field Services	Utility Person U648R	5/14/2018	3.00%	0.00%	1,529	1,569	1,615
486	249106	WILK-Field Services	M/C Utility Person U648S	6/5/2018	3.00%	0.00%	1,680	1,697	1,763
487	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	3.00%	0.00%	1,768	1,786	1,855
488	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	3.00%	0.00%	1,768	1,786	1,855
489	249103	WILK-Cust Service	Serviceperson U648S	6/18/2018	3.00%	0.00%	1,768	1,786	1,855
490	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	7/3/2018	3.00%	0.00%	1,785	1,815	1,877
491	241106	PITT-Field Services	Backhoe Operator U537P	7/9/2018	3.00%	0.00%	1,791	1,821	1,884
492	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	3.00%	0.00%	1,783	1,802	1,871
493	241106	PITT-Field Services	Utility Person B U537P	7/10/2018	3.00%	0.00%	1,761	1,792	1,853
494	241106	PITT-Field Services	Utility Person B U537P	7/16/2018	3.00%	0.00%	1,756	1,785	1,846
495	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	3.00%	0.00%	1,799	1,807	1,899
496	243103	NEWC-Cust Service	Distribution System Serviceman U537O	7/3/2018	3.00%	0.00%	1,805	1,814	1,906
497	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	3.00%	0.00%	1,785	1,815	1,877
498	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	3.00%	0.00%	1,811	1,819	1,912
499	241106	PITT-Field Services	Compressor Operator U537P	7/24/2018	3.00%	0.00%	1,784	1,814	1,877
500	243106	NEWC-Field Services	Utility Person U537O	7/9/2018	3.00%	0.00%	1,799	1,807	1,899
501	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	3.00%	0.00%	1,799	1,807	1,899
502	241106	PITT-Field Services	Utility Person B U537P	7/23/2018	3.00%	0.00%	1,761	1,792	1,853
503	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	3.00%	0.00%	1,564	1,604	1,651
504	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	3.00%	0.00%	1,784	1,814	1,877
505	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2018	3.00%	0.00%	1,783	1,813	1,875
506	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	3.00%	0.00%	1,783	1,813	1,875
507	246152	MECH-Silver Springs	Plant Operator U648R	10/8/2018	3.00%	0.00%	1,629	1,669	1,718
508	243152	NEWC-Ellwood	Helper/Relief Operator U537O	10/15/2018	3.00%	0.00%	1,870	1,879	1,974
509	243151	NEWC-New Castle	Helper/Relief Operator U537O	10/22/2018	3.00%	0.00%	1,870	1,879	1,974

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510	249158	WILK-Lake Scranton	Plant Operator U648S	10/22/2018	3.00%	0.00%	1,769	1,787	1,857
511	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	3.00%	0.00%	1,799	1,807	1,899
512	242206	MONVA-Field Services	Utility Person U537O	10/22/2018	3.00%	0.00%	1,799	1,807	1,899
513	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	3.00%	0.00%	1,799	1,807	1,899
514	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/5/2018	3.00%	0.00%	1,743	1,751	1,842
515	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	3.00%	0.00%	1,785	1,815	1,877
516	245106	NORR-Field Services	Relief Utility Person F473N	12/3/2018	3.00%	0.00%	1,511	1,540	1,578
517	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	3.00%	0.00%	1,736	1,755	1,823
518	249103	WILK-Cust Service	Serviceperson U648S	1/14/2019	3.00%	0.00%	1,736	1,755	1,823
519	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	3.00%	0.00%	1,736	1,755	1,823
520	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	3.00%	0.00%	1,684	1,702	1,769
521	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	3.00%	0.00%	1,736	1,755	1,823
522	245106	NORR-Field Services	Relief Utility Person F473N	2/25/2019	3.00%	0.00%	1,511	1,540	1,578
523	243106	NEWC-Field Services	Utility Person U537O	2/27/2019	3.00%	0.00%	1,736	1,745	1,835
524	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	3.00%	0.00%	1,649	1,666	1,731
525	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	3.00%	0.00%	1,736	1,755	1,823
526	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	3.00%	0.00%	1,736	1,755	1,823
527	246152	MECH-Silver Springs	Plant Operator U648R	5/27/2019	3.00%	0.00%	1,629	1,669	1,718
528	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	3.00%	0.00%	1,706	1,725	1,792
529	240117	CORP-Water Quality	Lab Tech (N)	7/8/2019	3.00%	0.00%	1,623	1,643	1,703
530	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	3.00%	0.00%	1,705	1,723	1,791
531	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	3.00%	0.00%	1,736	1,745	1,835
532	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	3.00%	0.00%	1,736	1,745	1,835
533	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	3.00%	0.00%	1,706	1,725	1,792
534	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	3.00%	0.00%	1,790	1,821	1,883
535	241106	PITT-Field Services	Compressor Operator U537P	7/29/2019	3.00%	0.00%	1,784	1,814	1,877
536	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	3.00%	0.00%	1,706	1,725	1,792
537	249160	WILK-Watres	Plant Operator U648S	7/31/2019	3.00%	0.00%	1,706	1,725	1,792
538	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	3.00%	0.00%	1,736	1,745	1,835
539	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	3.00%	0.00%	1,705	1,723	1,791
540	243301	BUTL-Production	Operator U537O	8/5/2019	3.00%	0.00%	1,822	1,831	1,925
541	242103	MCMR-Cust Service	Distribution System Serviceman U537O	8/12/2019	3.00%	0.00%	1,743	1,751	1,842
542	241106	PITT-Field Services	Utility Person B U537P	8/12/2019	3.00%	0.00%	1,756	1,785	1,846
543	244601	KANE-Production	Operator U537O	9/9/2019	3.00%	0.00%	1,822	1,831	1,925
544	243151	NEWC-New Castle	Operator U537O	9/23/2019	3.00%	0.00%	1,822	1,831	1,925
545	243301	BUTL-Production	Operator U537O	9/23/2019	3.00%	0.00%	1,822	1,831	1,925
546	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	3.00%	0.00%	1,785	1,815	1,877
547	245101	NORR-Production	Maint&Relief F473N	10/7/2019	3.00%	0.00%	1,585	1,617	1,656
548	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	3.00%	0.00%	1,753	1,761	1,852
549	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	3.00%	0.00%	1,706	1,725	1,792
550	249103	WILK-Cust Service	Serviceperson - Position To Be Filled	1/27/2020	3.00%	0.00%	1,893	1,911	1,984
551	249159	WILK-Nesbitt	Plant Operator - Position To Be Filled	8/15/2020	3.00%	0.00%	1,863	1,881	1,952
552	245106	NORR-Field Services	Utility Person F473N - Position To Be Filled	7/1/2021	3.00%	0.00%	0	946	1,938
553	246106	Mech-Field Services	Utility Person - Position To Be Filled	4/1/2022	3.00%	0.00%	0	0	1,705
Total Collective Bargaining Unit							\$1,082,379	\$1,095,213	\$1,140,734

Non-Collective Bargaining Unit Hourly

1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	7.00%	0.00%	\$4,328	\$4,420	\$4,576
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	10.00%	0.00%	8,043	8,214	8,504
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	7.00%	0.00%	4,809	4,911	5,085

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4	240106	CORP-Field Services	Admin Support Rep (N)	9/10/1990			0	0	0
5	249106	WILK-Field Services	Admin Asst - Staff Supp (N)	3/6/1995			0	0	0
6	249103	WILK-Cust Service	Operations Specialist	10/27/1980	7.00%	0.00%	5,408	5,523	5,719
7	245306	ABNG-Field Services	Utility Person	7/16/1990	7.00%	0.00%	4,453	4,548	4,709
8	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988			0	0	0
9	245506	BNGR-Field Services	Utility Person	4/15/1985	7.00%	0.00%	4,480	4,575	4,737
10	246801	LEHP-Production	Plant Operator	2/1/1996	7.00%	0.00%	4,508	4,603	4,766
11	245501	BNGR-Production	Plant Operator	6/1/1980	7.00%	0.00%	4,791	4,893	5,066
12	245706	POCO-Field Services	Crew Leader	9/16/1996	7.00%	0.00%	4,510	4,606	4,769
13	245406	SUSQ-Field Services	Utility Person	2/20/1990	7.00%	0.00%	4,396	4,490	4,649
14	245706	POCO-Field Services	Utility Person	7/1/1994	7.00%	0.00%	4,442	4,536	4,696
15	245501	BNGR-Production	Plant Operator	7/23/1990	7.00%	0.00%	4,923	5,027	5,205
16	249150	WILK-Other	Operations Specialist	8/29/1983	7.00%	0.00%	5,311	5,424	5,617
17	245306	ABNG-Field Services	Utility Person	4/11/1994	7.00%	0.00%	4,451	4,545	4,706
18	247406	FRCK-Field Services	Utility Person	4/18/1988	7.00%	0.00%	4,489	4,584	4,746
19	247406	FRCK-Field Services	Utility Person	1/15/1986	7.00%	0.00%	4,573	4,671	4,836
20	247106	MILT-Field Services	Operations Specialist	6/14/1979	7.00%	0.00%	3,954	4,038	4,182
21	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	7.00%	0.00%	4,019	4,105	4,250
22	245105	NORR-Admin & Gen	Admin Asst - Staff Supp (N)	8/28/1978			0	0	0
23	240106	CORP-Field Services	Exec Asst (N)	6/5/1995	7.00%	0.00%	4,510	4,606	4,769
24	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	7.00%	0.00%	4,278	4,369	4,524
25	240151	CORP-Cust Serv MECH	Compliance Analyst	1/2/1996			0	0	0
26	246201	HSKY-Production	Plant Operator	7/19/1982	7.00%	0.00%	4,439	4,533	4,693
27	246206	HSKY-Field Services	Utility Person	12/1/1977	7.00%	0.00%	4,500	4,596	4,759
28	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/11/1988	10.00%	0.00%	7,888	8,056	8,342
29	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	7.00%	0.00%	5,617	5,736	5,940
30	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	10.00%	0.00%	9,617	9,821	10,169
31	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	7.00%	0.00%	4,138	4,225	4,375
32	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	10.00%	0.00%	8,540	8,722	9,031
33	247206	PHBG-Field Services	Foreperson	7/27/1998	7.00%	0.00%	4,554	4,651	4,816
34	247106	MILT-Field Services	Utility Person	11/16/1998	7.00%	0.00%	4,250	4,340	4,494
35	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	7.00%	0.00%	4,407	4,500	4,660
36	240114	CORP-Engineering	CAD Technician	8/1/2000	7.00%	0.00%	4,110	4,198	4,347
37	246401	ROYF-Production	Maintenance/Relief Operator	1/4/1993	7.00%	0.00%	4,649	4,748	4,917
38	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	7.00%	0.00%	4,639	4,738	4,905
39	246505	COAT-Admin & Gen	Operations Specialist	7/17/1989	7.00%	0.00%	3,995	4,079	4,224
40	246506	COAT-Field Services	Utility Person	1/26/1998	7.00%	0.00%	3,955	4,039	4,183
41	246306	PENN/Wyom-Field Svc	Crew Leader	3/1/1997	7.00%	0.00%	4,891	4,995	5,171
42	245906	GLEN-Field Services	Utility Person	12/27/1994	7.00%	0.00%	4,753	4,854	5,026
43	246306	PENN/Wyom-Field Svc	Utility Person	8/16/1999	7.00%	0.00%	4,592	4,690	4,855
44	245606	NAZA-Field Services	Utility Person	10/4/1993	7.00%	0.00%	4,544	4,641	4,804
45	245606	NAZA-Field Services	Crew Leader	4/18/1983	7.00%	0.00%	4,611	4,709	4,876
46	245906	GLEN-Field Services	Utility Person	3/28/1991	7.00%	0.00%	4,708	4,808	4,978
47	246306	PENN/Wyom-Field Svc	Utility Person	10/2/1989	7.00%	0.00%	4,535	4,632	4,796
48	245906	GLEN-Field Services	Utility Person	6/20/1983	7.00%	0.00%	4,524	4,620	4,784
49	246306	PENN/Wyom-Field Svc	Utility Person	1/27/1986	7.00%	0.00%	4,696	4,796	4,965
50	245906	GLEN-Field Services	Crew Leader	10/1/1987	7.00%	0.00%	4,785	4,887	5,060
51	240106	CORP-Field Services	Operations Specialist	7/29/1996	7.00%	0.00%	3,853	3,935	4,075
52	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	7.00%	0.00%	4,736	4,836	5,007
53	246401	ROYF-Production	Plant Operator	3/9/1998	7.00%	0.00%	4,841	4,944	5,119
54	245601	NAZA-Production	Lead Plant Operator	5/27/1987	7.00%	0.00%	4,855	4,958	5,135

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55	246306	PENN/Wyom-Field Srvc	Utility Person	3/3/1998	7.00%	0.00%	4,655	4,754	4,923
56	247203	PHBG-Cust Service	Utility Person	10/29/2001	7.00%	0.00%	4,594	4,691	4,857
57	247206	PHBG-Field Services	Utility Person	12/27/2001	7.00%	0.00%	4,538	4,635	4,798
58	245606	NAZA-Field Services	Utility Person	11/26/2001	7.00%	0.00%	4,505	4,600	4,763
59	246801	LEHP-Production	Utility Person	2/26/1990	7.00%	0.00%	4,461	4,555	4,717
60	246501	COAT-Production	Plant Operator	5/28/2002	7.00%	0.00%	4,690	4,790	4,959
61	240114	CORP-Engineering	Sr CAD Tech	10/28/2002	7.00%	0.00%	4,816	4,918	5,092
62	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	10.00%	0.00%	8,799	8,985	9,304
63	245906	GLEN-Field Services	Utility Person	1/5/2004	7.00%	0.00%	4,468	4,562	4,724
64	245606	NAZA-Field Services	Utility Person	2/16/2004	7.00%	0.00%	4,408	4,501	4,661
65	247106	MILT-Field Services	Utility Person	11/22/2004	7.00%	0.00%	4,130	4,218	4,367
66	247106	MILT-Field Services	Utility Person	11/23/2004	7.00%	0.00%	4,130	4,218	4,367
67	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004			0	0	0
68	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004			0	0	0
69	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004			0	0	0
70	240106	CORP-Field Services	Operations Specialist	1/31/2005	7.00%	0.00%	4,187	4,276	4,427
71	240106	CORP-Field Services	Operations Specialist	3/21/2005	7.00%	0.00%	4,170	4,259	4,410
72	245701	POCO-Production	Plant Operator	6/27/2005	7.00%	0.00%	4,531	4,627	4,791
73	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	7.00%	0.00%	4,342	4,434	4,591
74	245506	BNGR-Field Services	Utility Person	11/7/2005	7.00%	0.00%	4,429	4,523	4,683
75	240113	CORP-Info Systems	Tech Client Technology ITS	11/21/2005	7.00%	0.00%	6,105	6,234	6,456
76	245452	SUSQ-Susquehanna	Plant Operator	5/15/2006	7.00%	0.00%	4,323	4,415	4,572
77	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006	7.00%	0.00%	4,421	4,516	4,676
78	246806	LEHP-Field Services	Plant Operator	10/2/2006	7.00%	0.00%	4,551	4,648	4,813
79	245706	POCO-Field Services	Utility Person	10/9/2006	7.00%	0.00%	4,361	4,453	4,611
80	245606	NAZA-Field Services	Utility Person	12/18/2006	7.00%	0.00%	4,453	4,548	4,709
81	249150	WILK-Other	Operations Specialist	1/22/2007	7.00%	0.00%	5,053	5,160	5,344
82	246206	HSKY-Field Services	Utility Person	3/26/2007	7.00%	0.00%	4,505	4,600	4,763
83	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	7.00%	0.00%	4,253	4,343	4,497
84	247106	MILT-Field Services	Utility Person	5/7/2007	7.00%	0.00%	4,224	4,314	4,467
85	240106	CORP-Field Services	Operations Specialist	6/18/2007	7.00%	0.00%	4,516	4,612	4,775
86	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	7.00%	0.00%	4,380	4,474	4,632
87	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	10.00%	0.00%	7,450	7,608	7,878
88	246406	ROYF-Field Services	Utility Person	9/4/2007	7.00%	0.00%	4,323	4,415	4,572
89	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	10.00%	0.00%	7,235	7,388	7,650
90	240113	CORP-Info Systems	Tech Client Technology ITS	12/3/2007	7.00%	0.00%	4,737	4,838	5,009
91	247206	PHBG-Field Services	Utility Person	6/2/2008	7.00%	0.00%	4,565	4,661	4,826
92	247106	MILT-Field Services	Utility Person	7/21/2008	7.00%	0.00%	4,063	4,150	4,297
93	247701	BOGGS-Production	Plant Operator	5/4/2009	7.00%	0.00%	4,592	4,690	4,855
94	245706	POCO-Field Services	Utility Person	9/28/2009	7.00%	0.00%	4,392	4,485	4,644
95	246406	ROYF-Field Services	Utility Person	11/2/2009	7.00%	0.00%	4,445	4,539	4,699
96	247401	FRCK-Production	Operator	1/25/2010	7.00%	0.00%	4,392	4,485	4,644
97	247206	PHBG-Field Services	Utility Person	3/29/2010	7.00%	0.00%	4,556	4,652	4,817
98	240106	CORP-Field Services	Operations Specialist	5/3/2010	7.00%	0.00%	5,418	5,533	5,729
99	246406	ROYF-Field Services	Utility Person	10/4/2010	7.00%	0.00%	4,373	4,466	4,625
100	241106	PITT-Field Services	Operations Specialist	10/4/2010	7.00%	0.00%	4,959	5,064	5,244
101	240106	CORP-Field Services	Exec Asst (N)	9/1/2011	7.00%	0.00%	4,046	4,131	4,278
102	245406	SUSQ-Field Services	Utility Person	9/6/2011	7.00%	0.00%	4,291	4,382	4,537
103	247206	PHBG-Field Services	Utility Person	11/7/2011	7.00%	0.00%	4,369	4,462	4,620
104	240114	CORP-Engineering	GIS Analyst	1/16/2012	7.00%	0.00%	3,810	3,892	4,030
105	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	7.00%	0.00%	3,809	3,890	4,028

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106	249106	WILK-Field Services	Operations Specialist	7/3/2012	7.00%	0.00%	3,974	4,058	4,202
107	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	1/7/2013			0	0	0
108	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	7.00%	0.00%	4,133	4,221	4,370
109	249106	WILK-Field Services	Operations Specialist	2/18/2013	7.00%	0.00%	4,002	4,086	4,231
110	240106	CORP-Field Services	Exec Asst (N)	3/4/2013	7.00%	0.00%	3,730	3,809	3,943
111	247306	BRWK-Field Services	Utility Person	4/29/2013	7.00%	0.00%	4,442	4,536	4,696
112	245601	NAZA-Production	Plant Operator	6/27/2013	7.00%	0.00%	4,670	4,768	4,937
113	247301	BRWK-Production	Operator	9/16/2013	7.00%	0.00%	4,566	4,663	4,828
114	240106	CORP-Field Services	Operations Specialist	11/18/2013	7.00%	0.00%	4,128	4,215	4,364
115	245406	SUSQ-Field Services	Utility Person	4/21/2014	7.00%	0.00%	3,797	3,878	4,016
116	246506	COAT-Field Services	Utility Person	9/1/2014	7.00%	0.00%	3,869	3,951	4,091
117	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	7.00%	0.00%	4,301	4,392	4,548
118	249103	WILK-Cust Service	Operations Specialist	11/3/2014	7.00%	0.00%	3,892	3,974	4,114
119	240113	CORP-Info Systems	Tech Client Technology ITS	1/19/2015	7.00%	0.00%	4,445	4,539	4,699
120	247201	PHBG-Production	Plant Operator	2/2/2015	7.00%	0.00%	4,401	4,494	4,654
121	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	7.00%	0.00%	4,307	4,398	4,554
122	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015			0	0	0
123	245306	ABNG-Field Services	Utility Person	7/20/2015	7.00%	0.00%	4,354	4,446	4,604
124	243106	NEWC-Field Services	Operations Specialist	11/9/2015	7.00%	0.00%	3,783	3,863	3,999
125	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	7.00%	0.00%	4,508	4,603	4,766
126	241150	PITT-Production Othe	Operations Specialist	11/9/2015	7.00%	0.00%	4,009	4,095	4,240
127	246106	MECH-Field Services	Operations Specialist	11/9/2015	7.00%	0.00%	3,838	3,919	4,057
128	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	7.00%	0.00%	4,357	4,449	4,607
129	245406	SUSQ-Field Services	Utility Person	12/14/2015	7.00%	0.00%	3,761	3,841	3,977
130	240106	CORP-Field Services	Operations Specialist	2/1/2016	7.00%	0.00%	4,038	4,124	4,269
131	246801	LEHP-Production	Utility Person	2/8/2016	7.00%	0.00%	3,935	4,018	4,160
132	246506	COAT-Field Services	Utility Person	2/3/2016	7.00%	0.00%	3,791	3,871	4,008
133	247103	MILT-Cust Service	Utility Person	3/7/2016	7.00%	0.00%	4,057	4,144	4,291
134	246206	HSY-Field Services	Utility Person	2/29/2016	7.00%	0.00%	4,532	4,629	4,793
135	246201	HSY-Production	Plant Operator	2/29/2016	7.00%	0.00%	4,318	4,410	4,566
136	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	7.00%	0.00%	4,395	4,488	4,646
137	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	7.00%	0.00%	3,430	3,503	3,626
138	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/25/2016	10.00%	0.00%	8,626	8,809	9,120
139	246206	HSY-Field Services	Utility Person	6/13/2016	7.00%	0.00%	4,081	4,167	4,315
140	246206	HSY-Field Services	Utility Person	7/11/2016	7.00%	0.00%	4,028	4,114	4,259
141	246406	ROYF-Field Services	Utility Person	7/5/2016	7.00%	0.00%	4,253	4,343	4,497
142	246501	COAT-Production	Plant Operator	7/25/2016	7.00%	0.00%	4,206	4,295	4,448
143	245306	ABNG-Field Services	Utility Person	10/24/2016	7.00%	0.00%	4,141	4,228	4,377
144	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	7.00%	0.00%	4,252	4,342	4,496
145	249106	WILK-Field Services	Operations Specialist	5/2/2016	7.00%	0.00%	3,816	3,897	4,035
146	247306	BRWK-Field Services	Utility Person	1/16/2017	7.00%	0.00%	3,977	4,061	4,205
147	246506	COAT-Field Services	Utility Person	2/13/2017	7.00%	0.00%	3,712	3,791	3,926
148	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	0		0	0	0
149	240114	CORP-Engineering	GIS Analyst	6/19/2017	7.00%	0.00%	3,810	3,892	4,030
150	240103	CORP-Cust Relations	Compliance Representative	6/26/2017			0	0	0
151	246406	ROYF-Field Services	Utility Person	7/17/2017	7.00%	0.00%	4,164	4,253	4,404
152	246801	LEHP-Production	Utility Person	7/31/2017	7.00%	0.00%	3,691	3,768	3,901
153	240151	CORP-Cust Serv MECH	Compliance Analyst	8/28/2017			0	0	0
154	240106	CORP-Field Services	Admin Support Rep (N)	9/3/2013			0	0	0
155	240106	CORP-Field Services	Admin Support Rep (N)	1/12/2009			0	0	0
156	245401	SUSQ-Production	Plant Operator	1/2/2018	7.00%	0.00%	3,251	3,320	3,438

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157	240151	CORP-Cust Serv MECH	Compliance Representative	3/19/2018			0	0	0
158	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	4/17/2018	7.00%	0.00%	4,945	5,050	5,228
159	243306	BUTL-Field Services	Operations Specialist	4/30/2018	7.00%	0.00%	4,316	4,408	4,565
160	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018			0	0	0
161	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	7/9/2018			0	0	0
162	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018			0	0	0
163	240114	CORP-Engineering	GIS Analyst	7/2/2018	7.00%	0.00%	3,699	3,778	3,913
164	246406	ROYF-Field Services	Operations Specialist	7/16/2018	7.00%	0.00%	5,281	5,393	5,583
165	241106	PITT-Field Services	Admin Support Rep (N)	7/30/2018			0	0	0
166	246401	ROYF-Production	Plant Operator	7/18/2018	7.00%	0.00%	4,357	4,449	4,607
167	246801	LEHP-Production	Utility Person	7/23/2018	7.00%	0.00%	3,552	3,627	3,756
168	247106	MILT-Field Services	Utility Person	7/30/2018	7.00%	0.00%	4,071	4,157	4,304
169	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	10.00%	0.00%	7,655	7,817	8,095
170	240151	CORP-Cust Serv MECH	Compliance Analyst	8/6/2018			0	0	0
171	246501	COAT-Production	Utility Person	9/10/2018	7.00%	0.00%	3,984	4,069	4,212
172	240106	CORP-Field Services	Admin Support Rep (N)	9/10/2018			0	0	0
173	246501	COAT-Production	Plant Operator	9/24/2018	7.00%	0.00%	3,984	4,069	4,212
174	245906	GLEN-Field Services	Utility Person	10/8/2018	7.00%	0.00%	3,907	3,990	4,132
175	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	7.00%	0.00%	3,981	4,066	4,209
176	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018			0	0	0
177	246201	HSKY-Production	Plant Operator	10/8/2018	7.00%	0.00%	4,019	4,105	4,250
178	249106	WILK-Field Services	Construction Inspector	10/29/2018	7.00%	0.00%	4,208	4,297	4,449
179	246506	COAT-Field Services	Utility Person	11/5/2018	7.00%	0.00%	3,495	3,569	3,696
180	249106	WILK-Field Services	Construction Inspector	11/5/2018	7.00%	0.00%	4,208	4,297	4,449
181	245406	SUSQ-Field Services	Plant Operator	11/5/2018	7.00%	0.00%	3,381	3,452	3,574
182	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	7.00%	0.00%	4,208	4,297	4,449
183	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	7.00%	0.00%	4,208	4,297	4,449
184	247106	MILT-Field Services	Utility Person	12/3/2018	7.00%	0.00%	3,945	4,028	4,171
185	240103	CORP-Cust Relations	Compliance Representative	12/3/2018			0	0	0
186	240103	CORP-Cust Relations	Compliance Analyst	12/3/2018			0	0	0
187	249106	WILK-Field Services	Construction Inspector	12/17/2018	7.00%	0.00%	4,208	4,297	4,449
188	247306	BRWK-Field Services	Utility Person	12/17/2018	7.00%	0.00%	4,057	4,144	4,291
189	246206	HSKY-Field Services	Utility Person	1/14/2019	7.00%	0.00%	3,756	3,836	3,973
190	246801	LEHP-Production	Crew Leader	1/14/2019	7.00%	0.00%	4,320	4,413	4,569
191	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	2/11/2019			0	0	0
192	240119	CORP-Risk Mgmt	Specialist Health & Safety	2/11/2019	7.00%	0.00%	5,108	5,217	5,402
193	247152	MILT-Prod Milton FP	Plant Operator	2/11/2019	7.00%	0.00%	3,907	3,990	4,132
194	240106	CORP-Field Services	Operations Specialist	3/25/2019	7.00%	0.00%	4,132	4,220	4,369
195	245306	ABNG-Field Services	Crew Leader	3/25/2019	7.00%	0.00%	4,132	4,220	4,369
196	246506	COAT-Field Services	Utility Person	3/25/2019	7.00%	0.00%	3,531	3,606	3,733
197	240106	CORP-Field Services	Technical Writer	4/15/2019	7.00%	0.00%	6,010	6,137	6,355
198	245306	ABNG-Field Services	Utility Person	4/8/2019	7.00%	0.00%	3,907	3,990	4,132
199	240114	CORP-Engineering	Engineering Technician	5/20/2019	7.00%	0.00%	4,696	4,796	4,965
200	246206	HSKY-Field Services	Operations Specialist	5/28/2019	7.00%	0.00%	3,582	3,658	3,787
201	245506	BNGR-Field Services	Utility Person	6/3/2019	7.00%	0.00%	3,756	3,836	3,973
202	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	10.00%	0.00%	9,444	9,644	9,987
203	245106	NORR-Field Services	Operations Specialist	6/10/2019	7.00%	0.00%	4,357	4,449	4,607
204	240114	CORP-Engineering	Engineering Specialist	7/8/2019	7.00%	0.00%	4,190	4,279	4,430
205	248801	TURB-Production	Plant Operator	7/8/2019	7.00%	0.00%	4,057	4,144	4,291
206	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	10.00%	0.00%	9,692	9,898	10,248
207	240114	CORP-Engineering	GIS Analyst	7/15/2019	7.00%	0.00%	4,057	4,144	4,291

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Compensation

					Performance Pay APP & LTPP				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
208	240106	CORP-Field Services	Operations Specialist	8/26/2019	7.00%	0.00%	3,756	3,836	3,973
209	240119	CORP-Risk Mgmt	Specialist Health & Safety	8/26/2019	7.00%	0.00%	5,409	5,524	5,721
210	240114	CORP-Engineering	Engineering Specialist	10/21/2019	7.00%	0.00%	4,189	4,278	4,429
211	247201	PHBG-Production	Plant Operator	10/21/2019	7.00%	0.00%	3,907	3,990	4,132
212	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019			0	0	0
213	240103	CORP-Cust Relations	Compliance Rep - Position To Be Filled	8/15/2020			0	0	0
214	240106	CORP-Field Services	Supervisor, Fleet - Position To Be Filled	6/15/2020	10.00%	0.00%	8,110	8,282	8,575
215	240106	CORP-Field Services	Spec Bill/Pymt Collection (N) - Position To Be Filled	6/15/2020			0	0	0
216	242101	MCMR-Production	Maint Service Specialist - Position To Be Filled	6/15/2020	7.00%	0.00%	5,026	5,133	5,314
217	245106	NORR-Field Services	Maint Service Specialist - Position To Be Filled	8/15/2020	7.00%	0.00%	5,026	5,133	5,314
218	245106	NORR-Field Services	Maint Service Specialist - Position To Be Filled	8/15/2020	7.00%	0.00%	5,026	5,133	5,314
219	246401	ROYF-Production	Maint Service Specialist - Position To Be Filled	7/15/2020	7.00%	0.00%	5,026	5,133	5,314
220	246401	ROYF-Production	Maint Service Specialist - Position To Be Filled	7/15/2020	7.00%	0.00%	5,026	5,133	5,314
221	246406	ROYF-Field Services	Utility Person - Position To Be Filled	7/15/2020	7.00%	0.00%	1,806	1,845	1,910
222	247201	PHBG-Production	Plant Operator - Position To Be Filled	1/27/2020	7.00%	0.00%	1,806	1,845	1,910
223	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	7.00%	0.00%	4,092	4,179	4,326
224	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	7.00%	0.00%	4,092	4,179	4,326
225	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	7.00%	0.00%	4,092	4,179	4,326
Total Non-Collective Bargaining Unit Hourly							\$894,184	\$913,169	\$945,509

Pennsylvania-American Water Company - Water Steelton Operations
Compensation

Performance Pay APP & LTPP

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
Collective Bargaining Unit									
1	241401	STNW-Production	Lead Plant Operator	10/9/2019	3.00%	0.00%	\$1,987	\$1,996	\$2,059
2	241401	STNW-Production	Plant Operator	10/9/2019	3.00%	0.00%	1,604	1,613	1,676
3	241406	STNW-Field Service	Utility Person	10/9/2019	3.00%	0.00%	1,278	1,287	1,350
4	241406	STNW-Field Service	Utility Person	10/9/2019	3.00%	0.00%	1,278	1,287	1,350
5	241406	STNW-Field Service	Utility Person	10/9/2019	3.00%	0.00%	1,318	1,327	1,390
6	241401	STNW-Production	Plant Operator	10/9/2019	3.00%	0.00%	1,369	1,379	1,441
7	241401	Steelton Water - Production	Plant Operator - Position To Be Filled	2/10/2020	3.00%	0.00%	1,619	1,629	1,691
8	241401	Steelton Water - Production	Foreperson - Position To Be Filled	3/2/2020	3.00%	0.00%	2,113	2,122	2,185
Total Collective Bargaining Unit							\$12,566	\$12,640	\$13,142

Pennsylvania-American Water Company - WW SSS Excl. Sadsbury and Exeter Operations
Compensation

							Performance Pay APP & LTPP		
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
Non-Collective Bargaining Unit Salary									
1	244701	CLRWW-Production	Supvr Production	12/8/1997	10.00%	0.00%	\$7,708	\$7,872	\$8,152
2	246051	FRVWW-Production N	Sr Supvr Operations	7/8/1999	10.00%	0.00%	7,973	8,141	8,428
3	246701	COWW-Production	Supvr Production	3/6/2000	10.00%	0.00%	8,701	8,885	9,200
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	10.00%	0.00%	8,792	8,979	9,298
Total Non-Collective Bargaining Unit Salary							\$33,174	\$33,877	\$35,078
Non-Collective Bargaining Unit Hourly									
1	246701	COWW-Production	Wastewater Operator	9/20/1999	7.00%	0.00%	\$4,459	\$4,554	\$4,715
2	246701	COWW-Production	Plant Operator	1/21/1977	7.00%	0.00%	4,443	4,538	4,698
3	246706	COWW-Field Services	Utility Person	5/30/1995	7.00%	0.00%	3,763	3,842	3,978
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	7.00%	0.00%	4,524	4,620	4,784
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	7.00%	0.00%	4,690	4,790	4,959
6	245801	POWW-Production	Maintenance/Relief Operator	11/30/2000	7.00%	0.00%	4,446	4,540	4,701
7	245801	POWW-Production	Lead Plant Operator	9/23/1996	7.00%	0.00%	4,864	4,967	5,143
8	246706	COWW-Field Services	Crew Leader	11/10/2003	7.00%	0.00%	4,209	4,298	4,451
9	246901	LPWW-Production	Plant Operator	6/2/2008	7.00%	0.00%	4,427	4,521	4,682
10	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	7.00%	0.00%	4,630	4,729	4,896
11	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	7.00%	0.00%	4,744	4,845	5,016
12	242601	CLYWW-Production	Plant Operator	7/31/2008	7.00%	0.00%	4,369	4,462	4,620
13	244701	CLRWW-Production	Lead Plant Operator	6/20/1994	7.00%	0.00%	4,625	4,723	4,891
14	244701	CLRWW-Production	Wastewater Operator	1/3/2011	7.00%	0.00%	4,284	4,375	4,529
15	244701	CLRWW-Production	Wastewater Operator	8/1/2014	7.00%	0.00%	3,287	3,357	3,476
16	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	7.00%	0.00%	4,063	4,150	4,297
17	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	7.00%	0.00%	5,221	5,332	5,520
18	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	7.00%	0.00%	3,907	3,990	4,132
19	246706	COWW-Field Services	Utility Person	3/14/2016	7.00%	0.00%	2,800	2,859	2,960
20	248701	Nw Cmbrlnd WW Prod	Lead Plant Operator	10/31/2016	7.00%	0.00%	5,510	5,628	5,827
21	248706	Nw Cmbrlnd WW FS	Wastewater Operator	10/31/2016	7.00%	0.00%	5,054	5,162	5,345
22	246901	LPWW-Production	Plant Operator	9/11/2017	7.00%	0.00%	3,907	3,990	4,132
23	246052	FRVWW-Production S	Utility Person	12/4/2017	7.00%	0.00%	3,458	3,532	3,657
24	248706	Nw Cmbrlnd WW FS	Utility Person	11/27/2017	7.00%	0.00%	3,458	3,532	3,657
25	248701	Nw Cmbrlnd WW Prod	Utility Person	12/4/2017	7.00%	0.00%	3,461	3,535	3,660
26	246701	COWW-Production	Wastewater Operator	5/14/2018	7.00%	0.00%	4,129	4,217	4,366
27	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	7.00%	0.00%	3,707	3,786	3,920
28	246006	FRVWW-Field Services	Utility Person	10/15/2018	7.00%	0.00%	3,531	3,606	3,733
29	244701	CLRWW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	7.00%	0.00%	1,806	1,845	1,910
Total Non-Collective Bargaining Unit Hourly							\$119,775	\$122,325	\$126,655

Pennsylvania-American Water Company - WW SSS Sadsbury Operations
Compensation

Performance Pay APP & LTPP

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
Non-Collective Bargaining Unit Hourly - *Sadsbury Operations includes shared resources. The following represents the allocated time.									
1	246706	COWW-Field Services	*Utility Person (allocated 8.72%)	5/30/1995	7.00%	0.00%	\$359	\$367	\$380
2	246706	COWW-Field Services	*Utility Person (allocated 26.15%)	3/14/2016	7.00%	0.00%	991	1,012	1,048
Total Non-Collective Bargaining Unit Hourly							\$1,351	\$1,379	\$1,428

Pennsylvania-American Water Company - WW SSS Exeter Operations
Compensation

							Performance Pay APP & LTPP		
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
Non-Collective Bargaining Unit Salary									
1	241306	EXTRWW-Field Service	Supvr Field Operations	4/22/2019	10.00%	0.00%	\$7,197	\$7,350	\$7,611
2	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	10.00%	0.00%	8,738	8,924	9,239
Total Non-Collective Bargaining Unit Salary							\$15,935	\$16,274	\$16,850
Non-Collective Bargaining Unit Hourly									
1	241306	EXTRWW-Field Service	Crew Leader	5/6/2019	7.00%	0.00%	\$4,658	\$4,757	\$4,926
2	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	7.00%	0.00%	4,959	5,064	5,244
3	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	7.00%	0.00%	4,357	4,449	4,607
4	241306	EXTRWW-Field Service	Utility Person	11/18/2019	7.00%	0.00%	4,208	4,297	4,449
5	241306	EXTRWW-Field Service	Utility Person	11/18/2019	7.00%	0.00%	4,208	4,297	4,449
6	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	7.00%	0.00%	4,057	4,144	4,291
7	241301	EXTRWW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	7.00%	0.00%	1,806	1,845	1,910
8	241306	EXTRWW-Field Service	Utility Person - Position To Be Filled	8/15/2020	7.00%	0.00%	1,806	1,845	1,910
Total Non-Collective Bargaining Unit Hourly							\$30,059	\$30,698	\$31,786

Pennsylvania-American Water Company - WW CSS Scranton Operations
Compensation

Performance Pay APP & LTPP

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
Non-Collective Bargaining Unit Salary									
1	249200	Scranton WW-BS/OH	Sr Mgr Operations	7/14/1980	20.00%	0.00%	\$31,641	\$32,312	\$33,455
2	249201	Scranton WW-Prod	Sr Supt Production	2/28/2005	15.00%	0.00%	16,595	16,946	17,547
3	249206	Scrntn-WW-Fld Svc	Field Ops Supv	4/17/2006	10.00%	0.00%	6,889	7,036	7,284
4	249201	Scranton WW-Prod	Supvr Field Operations	5/22/2006	10.00%	0.00%	6,949	7,097	7,349
5	249200	Scranton WW-BS/OH	Mgr Production Assets	6/2/2008	15.00%	0.00%	12,798	13,070	13,531
6	249206	Scrntn-WW-Fld Svc	Field Ops Supr	5/16/2016	10.00%	0.00%	7,403	7,560	7,829
7	249206	Scrntn-WW-Fld Svc	Sr Supt Field Ops	6/3/2002	15.00%	0.00%	13,572	13,860	14,352
8	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007	10.00%	0.00%	6,891	7,038	7,286
9	249201	Scranton WW-Prod	Supvr Production	2/12/1990	10.00%	0.00%	7,929	8,097	8,384
10	249201	Scranton WW-Prod	Supvr Production	7/22/2019	10.00%	0.00%	7,711	7,874	8,154
Total Non-Collective Bargaining Unit Salary							\$118,378	\$120,890	\$125,171
Collective Bargaining Unit									
1	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2016	3.00%	0.00%	1,801	1,829	1,870
2	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	3/27/2006	3.00%	0.00%	1,954	1,982	2,023
3	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	3.00%	0.00%	1,801	1,829	1,870
4	249201	Scranton WW-Prod	Plant Operator	11/19/2002	3.00%	0.00%	1,801	1,829	1,870
5	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008	3.00%	0.00%	1,715	1,743	1,784
6	249201	Scranton WW-Prod	Plant Operator	7/9/2012	3.00%	0.00%	1,801	1,829	1,870
7	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016	3.00%	0.00%	1,715	1,743	1,784
8	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	3.00%	0.00%	1,715	1,743	1,784
9	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	3.00%	0.00%	1,715	1,743	1,784
10	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	3.00%	0.00%	1,801	1,829	1,870
11	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005	3.00%	0.00%	1,801	1,829	1,870
12	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008	3.00%	0.00%	1,715	1,743	1,784
13	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	3.00%	0.00%	1,715	1,743	1,784
14	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016	3.00%	0.00%	1,715	1,743	1,784
15	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	5/26/2009	3.00%	0.00%	1,715	1,743	1,784
16	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	3.00%	0.00%	1,954	1,982	2,023
17	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005	3.00%	0.00%	1,715	1,743	1,784
18	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	3.00%	0.00%	1,801	1,829	1,870
19	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	3.00%	0.00%	1,801	1,829	1,870
20	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/22/2017	3.00%	0.00%	1,801	1,829	1,870
21	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009	3.00%	0.00%	1,801	1,829	1,870
22	249201	Scranton WW-Prod	Plant Operator	4/25/2005	3.00%	0.00%	1,801	1,829	1,870
23	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	3.00%	0.00%	1,715	1,743	1,784
24	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987	3.00%	0.00%	1,801	1,829	1,870
25	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	3.00%	0.00%	1,801	1,829	1,870
26	249201	Scranton WW-Prod	Master Electrician	10/20/2014	3.00%	0.00%	1,954	1,982	2,023
27	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	9/8/1997	3.00%	0.00%	1,954	1,982	2,023
28	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005	3.00%	0.00%	1,715	1,743	1,784
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	3.00%	0.00%	1,715	1,743	1,784

Pennsylvania-American Water Company - WW CSS Scranton Operations
Compensation

Performance Pay APP & LTPP

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
30	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	3.00%	0.00%	1,954	1,982	2,023
31	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	3.00%	0.00%	1,715	1,743	1,784
32	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013	3.00%	0.00%	1,715	1,743	1,784
33	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012	3.00%	0.00%	1,801	1,829	1,870
34	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	3.00%	0.00%	1,715	1,743	1,784
35	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	3.00%	0.00%	1,954	1,982	2,023
36	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	3.00%	0.00%	1,715	1,743	1,784
37	249201	Scranton WW-Prod	Plant Operator	11/9/1992	3.00%	0.00%	1,801	1,829	1,870
38	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016	3.00%	0.00%	1,801	1,829	1,870
39	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	3.00%	0.00%	1,715	1,743	1,784
40	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	3.00%	0.00%	1,715	1,743	1,784
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007	3.00%	0.00%	1,715	1,743	1,784
42	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006	3.00%	0.00%	1,715	1,743	1,784
43	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	3.00%	0.00%	1,715	1,743	1,784
44	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	3.00%	0.00%	1,801	1,829	1,870
45	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	3.00%	0.00%	1,715	1,743	1,784
46	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	8/13/2007	3.00%	0.00%	1,715	1,743	1,784
47	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006	3.00%	0.00%	1,801	1,829	1,870
48	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	3.00%	0.00%	1,954	1,982	2,023
49	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008	3.00%	0.00%	1,801	1,829	1,870
50	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016	3.00%	0.00%	1,715	1,743	1,784
51	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	3.00%	0.00%	1,715	1,743	1,784
52	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005	3.00%	0.00%	1,715	1,743	1,784
53	249201	Scranton WW-Prod	Maintenance Mechanic A	1/3/2017	3.00%	0.00%	1,801	1,829	1,870
54	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018	3.00%	0.00%	1,770	1,798	1,838
55	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	3.00%	0.00%	1,770	1,798	1,838
56	249201	Scranton WW-Prod	Equipment Operator A	3/11/2019	3.00%	0.00%	1,770	1,798	1,838
57	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/25/2019	3.00%	0.00%	1,770	1,798	1,838
58	249206	Scrntn-WW-Fld Svc	Equipment Operator A	4/1/2019	3.00%	0.00%	1,770	1,798	1,838
59	249201	Scranton WW-Prod	Serviceperson - Position To Be Filled	8/15/2020	3.00%	0.00%	1,893	1,926	1,984
Total Collective Bargaining Unit							\$105,031	\$106,688	\$109,119
Non-Collective Bargaining Unit Hourly									
1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	7.00%	0.00%	\$3,954	\$4,038	\$4,182
2	249206	Scrntn-WW-Fld Svc	Admin Asst - Staff Supp (N)	9/4/2007			0	0	0
Total Non-Collective Bargaining Unit Hourly							\$3,954	\$4,038	\$4,182

Pennsylvania-American Water Company - WW CSS McKeesport Operations
Compensation

Performance Pay APP & LTPP

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2020 Performance Pay Amount	2021 Performance Pay Amount	2022 Performance Pay Amount
Non-Collective Bargaining Unit Salary									
1	241205	MCKEWW-Admin & Gen	Sr Supvr Operations	3/10/2008	10.00%	0.00%	\$8,780	\$8,965	\$9,283
2	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008	10.00%	0.00%	7,382	7,538	7,804
3	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982	10.00%	0.00%	8,197	8,370	8,667
4	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003	15.00%	0.00%	13,647	13,937	14,430
Total Non-Collective Bargaining Unit Salary							\$38,006	\$38,810	\$40,184
Collective Bargaining Unit									
1	241201	MCKEWW-Production	Turn Laborer UWUA 433	9/6/2011	3.00%	0.00%	1,858	1,880	1,949
2	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	3.00%	0.00%	1,993	2,018	2,092
3	241201	MCKEWW-Production	Turn Laborer UWUA 433	6/1/2009	3.00%	0.00%	1,858	1,880	1,949
4	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	3.00%	0.00%	2,021	2,046	2,121
5	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	3.00%	0.00%	2,081	2,106	2,184
6	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	3.00%	0.00%	2,112	2,138	2,215
7	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	3.00%	0.00%	2,112	2,138	2,215
8	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	3.00%	0.00%	2,021	2,046	2,121
9	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	3.00%	0.00%	1,921	1,945	2,016
10	241201	MCKEWW-Production	General Laborer UWUA 433	4/2/2012	3.00%	0.00%	1,522	1,541	1,597
11	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	3.00%	0.00%	2,150	2,177	2,257
12	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/3/1999	3.00%	0.00%	1,987	2,011	2,085
13	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	3.00%	0.00%	1,522	1,541	1,597
14	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	3.00%	0.00%	1,921	1,945	2,016
15	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	3.00%	0.00%	1,858	1,880	1,949
16	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	3.00%	0.00%	1,858	1,880	1,949
17	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	3.00%	0.00%	1,921	1,945	2,016
18	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	5/5/2008	3.00%	0.00%	1,708	1,729	1,792
19	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	3.00%	0.00%	2,021	2,046	2,121
20	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	3.00%	0.00%	1,574	1,593	1,651
21	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	3.00%	0.00%	2,021	2,046	2,121
22	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	3.00%	0.00%	2,252	2,279	2,363
23	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	3.00%	0.00%	1,522	1,541	1,597
24	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	3.00%	0.00%	1,708	1,729	1,792
25	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	3.00%	0.00%	2,021	2,046	2,121
26	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	3.00%	0.00%	2,150	2,177	2,257
27	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	3.00%	0.00%	2,081	2,106	2,184
28	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	3.00%	0.00%	1,708	1,729	1,792
29	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	3.00%	0.00%	1,858	1,880	1,949
Total Collective Bargaining Unit							\$55,340	\$56,018	\$58,068
Non-Collective Bargaining Unit Hourly									
1	241201	MCKEWW-Production	Lead Plant Operator	11/9/2010	7.00%	0.00%	\$4,284	\$4,375	\$4,529
2	241206	MCKEWW-Field Service	Admin Support Rep (N)	4/27/2015			0	0	0
3	241206	MCKEWW-Field Service	Admin Support Rep (N)	12/2/2009			0	0	0
Total Non-Collective Bargaining Unit Hourly							\$4,284	\$4,375	\$4,529

Pennsylvania-American Water Company
Payroll Taxes

	2020	2021	2022
Water Operations Excl. Steelton			
Non-Collective Bargaining Unit Salary	\$1,903,766	\$1,955,495	\$2,044,927
Collective Bargaining Unit	3,539,972	3,587,008	3,720,350
Non-Collective Bargaining Unit Hourly	1,284,459	1,311,397	1,355,248
Total	\$6,728,197	\$6,853,901	\$7,120,524
Water Steelton Operations			
Collective Bargaining Unit	\$39,989	\$40,305	\$41,731
Total	\$39,989	\$40,305	\$41,731
WW SSS Excl. Sadsbury and Exeter Operations			
Non-Collective Bargaining Unit Salary	\$28,799	\$29,391	\$30,400
Non-Collective Bargaining Unit Hourly	162,145	165,565	171,085
Total	\$190,944	\$194,956	\$201,485
WW SSS Sadsbury Operations			
Non-Collective Bargaining Unit Hourly	\$1,799	\$1,836	\$1,897
Total	\$1,799	\$1,836	\$1,897
WW SSS Exeter Operations			
Non-Collective Bargaining Unit Salary	\$13,851	\$14,136	\$14,621
Non-Collective Bargaining Unit Hourly	39,971	40,803	42,166
Total	\$53,821	\$54,939	\$56,787
WW CSS Scranton Operations			
Non-Collective Bargaining Unit Salary	\$75,530	\$77,136	\$79,715
Collective Bargaining Unit	340,184	345,592	352,805
Non-Collective Bargaining Unit Hourly	8,987	9,169	9,478
Total	\$424,701	\$431,897	\$441,998
WW CSS McKeesport Operations			
Non-Collective Bargaining Unit Salary	\$29,385	\$29,988	\$31,018
Collective Bargaining Unit	170,075	172,286	178,139
Non-Collective Bargaining Unit Hourly	10,798	11,012	11,379
Total	\$210,258	\$213,286	\$220,537

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Payroll Taxes

2019 Gross Payroll Taxes										2020 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
Non-Collective Bargaining Unit Salary														
1	240106	CORP-Field Services	Project Manager	1/18/1999	\$8,240	\$2,316	\$271	\$42	\$10,868	\$8,537	\$2,381	\$179	\$42	\$11,139
2	240106	CORP-Field Services	Mgr Business Performance	2/26/2001	6,524	1,526	271	42	8,363	6,707	1,569	179	42	8,496
3	240106	CORP-Field Services	VP Operations (Mega)	10/1/1987	8,240	5,568	271	42	14,120	8,537	5,724	179	42	14,482
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987	5,690	1,331	271	42	7,333	5,850	1,368	179	42	7,439
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988	6,787	1,587	271	42	8,687	6,978	1,632	179	42	8,830
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993	8,240	2,160	271	42	10,713	8,537	2,221	179	42	10,979
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997	5,644	1,320	271	42	7,277	5,803	1,357	179	42	7,381
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981	5,575	1,304	271	42	7,191	5,731	1,340	179	42	7,292
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991	5,294	1,238	271	42	6,845	5,443	1,273	179	42	6,937
10	249106	WILK-Field Services	Sr Supv Operations	8/10/1987	5,422	1,268	271	42	7,003	5,574	1,303	179	42	7,098
11	249160	WILK-Watres	Supvr Production	1/11/1988	4,639	1,085	271	42	6,036	4,769	1,115	179	42	6,105
12	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	9/15/1993	6,569	1,536	271	42	8,418	6,754	1,580	179	42	8,554
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990	7,047	1,648	271	42	9,008	7,245	1,694	179	42	9,160
14	249106	WILK-Field Services	Sr Supv Operations	10/19/1987	5,183	1,212	271	42	6,708	5,328	1,246	179	42	6,795
15	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/17/1986	5,378	1,258	271	42	6,948	5,528	1,293	179	42	7,042
16	249106	WILK-Field Services	Sr Supv Ops	10/17/1983	5,407	1,265	271	42	6,984	5,558	1,300	179	42	7,078
17	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998	5,736	1,341	271	42	7,390	5,897	1,379	179	42	7,497
18	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998	4,331	1,013	271	42	5,657	4,453	1,041	179	42	5,715
19	249103	WILK-Cust Service	Supvr Field Operations	10/19/1992	6,451	1,509	271	42	8,272	6,632	1,551	179	42	8,403
20	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997	4,535	1,061	271	42	5,909	4,663	1,090	179	42	5,974
21	249150	WILK-Other	Sr Supt Production	9/13/1993	6,919	1,618	271	42	8,850	7,114	1,664	179	42	8,999
22	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995	5,802	1,357	271	42	7,471	5,964	1,395	179	42	7,579
23	246106	MECH-Field Services	Sr Mgr Operations	5/4/1998	8,240	2,053	271	42	10,606	8,537	2,111	179	42	10,869
24	249106	WILK-Field Services	Supvr Field Operations	2/22/1982	4,773	1,116	271	42	6,202	4,907	1,148	179	42	6,275
25	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994	6,013	1,406	271	42	7,732	6,181	1,445	179	42	7,847
26	245305	ABNG-Admin & Gen	Supt Opns I	6/16/1997	6,447	1,508	271	42	8,267	6,628	1,550	179	42	8,398
27	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995	5,291	1,237	271	42	6,841	5,439	1,272	179	42	6,931
28	246106	MECH-Field Services	Supvr Field Operations	4/11/1995	5,472	1,280	271	42	7,065	5,626	1,316	179	42	7,162
29	246106	MECH-Field Services	Sr Supt Opns	1/9/1989	7,149	1,672	271	42	9,134	7,350	1,719	179	42	9,290
30	246206	HSY-Field Services	Supvr Field Operations	5/1/1995	4,918	1,150	271	42	6,381	5,056	1,182	179	42	6,459
31	240151	CORP-Cust Serv MECH	Manager Regulatory Complian	4/10/1995	7,486	1,751	271	42	9,550	7,697	1,800	179	42	9,718
32	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982	5,888	1,377	271	42	7,578	6,053	1,416	179	42	7,689
33	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/18/1989	8,240	2,455	271	42	11,008	8,537	2,524	179	42	11,282
34	240117	CORP-Water Quality	Supvr WQ & Env Compliance	2/2/1998	6,546	1,531	271	42	8,389	6,730	1,574	179	42	8,524
35	240106	CORP-Field Services	Project Mgr BP	8/14/1989	7,907	1,849	271	42	10,070	8,130	1,901	179	42	10,252
36	241106	PITT-Field Services	Supvr Field Operations	10/25/1978	6,275	1,468	271	42	8,056	6,452	1,509	179	42	8,181
37	244206	PUNX-Field Services	Sr Supvr Operations	5/16/1998	6,152	1,439	271	42	7,904	6,325	1,479	179	42	8,025
38	240114	CORP-Engineering	Mgr Engrg - Project Delivery	2/8/1988	8,240	2,434	271	42	10,986	8,537	2,502	179	42	11,260
39	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989	8,240	2,447	271	42	10,999	8,537	2,515	179	42	11,273
40	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993	8,240	2,262	271	42	10,814	8,537	2,325	179	42	11,083
41	241106	PITT-Field Services	Supvr Field Operations	9/1/1982	6,526	1,526	271	42	8,365	6,710	1,569	179	42	8,500
42	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994	6,774	1,584	271	42	8,670	6,963	1,628	179	42	8,812
43	249106	WILK-Field Services	Supvr Field Operations	8/8/1984	5,674	1,327	271	42	7,313	5,833	1,364	179	42	7,418
44	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987	8,240	2,810	271	42	11,362	8,537	2,888	179	42	11,647
45	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980	6,636	1,552	271	42	8,500	6,822	1,595	179	42	8,638
46	249106	WILK-Field Services	Supvr Field Operations	9/21/1977	6,061	1,418	271	42	7,792	6,232	1,457	179	42	7,910
47	249106	WILK-Field Services	Supvr Field Operations	11/18/1986	5,697	1,332	271	42	7,342	5,857	1,370	179	42	7,448
48	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984	6,912	1,616	271	42	8,841	7,105	1,662	179	42	8,988
49	249158	WILK-Lake Scranton	Supvr Production	11/14/1989	5,853	1,369	271	42	7,534	6,018	1,407	179	42	7,646
50	240120	CORP-Bus Dev	Sr. Dir, Business Development	3/18/1991	8,240	3,631	271	42	12,183	8,537	3,733	179	42	12,491
51	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993	8,240	2,657	271	42	11,210	8,537	2,732	179	42	11,490
52	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994	6,639	1,553	271	42	8,504	6,825	1,596	179	42	8,642
53	241150	PITT-Production Othe	Sr Supt Production	5/1/1980	7,647	1,788	271	42	9,748	7,862	1,839	179	42	9,921
54	247201	PHBG-Production	Sr Supvr Operations	12/16/1992	6,291	1,471	271	42	8,075	6,467	1,512	179	42	8,200
55	240117	CORP-Water Quality	Manager WQ & Env Compliance	11/23/1987	8,240	2,173	271	42	10,726	8,537	2,234	179	42	10,992
56	249106	WILK-Field Services	Supvr Field Operations	10/20/1986	5,697	1,332	271	42	7,342	5,856	1,370	179	42	7,446
57	247106	MILT-Field Services	Supvr Field Operations	7/3/1984	6,135	1,435	271	42	7,883	6,307	1,475	179	42	8,003
58	249106	WILK-Field Services	Sr Supt Field Ops	2/16/1987	7,577	1,772	271	42	9,661	7,789	1,822	179	42	9,831
59	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986	8,240	2,362	271	42	10,914	8,537	2,428	179	42	11,186
60	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996	8,240	1,937	271	42	10,489	8,513	1,991	179	42	10,724
61	241106	PITT-Field Services	Supvr Field Operations	9/16/1998	5,923	1,385	271	42	7,620	6,088	1,424	179	42	7,733
62	240106	CORP-Field Services	Mgr Production Assets	10/16/1998	8,240	2,135	271	42	10,688	8,537	2,196	179	42	10,954
63	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998	5,627	1,316	271	42	7,255	5,785	1,353	179	42	7,359
64	242206	MONVA-Field Services	Supvr Field Operations	8/31/1999	5,759	1,347	271	42	7,418	5,920	1,384	179	42	7,525

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Payroll Taxes

					2021 Gross Payroll Taxes				2022 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2021 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2022 Total Gross Payroll Taxes
Non-Collective Bargaining Unit Salary														
1	240106	CORP-Field Services	Project Manager	1/18/1999	\$8,767	\$2,431	\$179	\$42	\$11,419	\$9,002	\$2,517	\$179	\$42	\$11,740
2	240106	CORP-Field Services	Mgr Business Performance	2/26/2001	6,849	1,602	179	42	8,672	7,093	1,659	179	42	8,972
3	240106	CORP-Field Services	VP Operations (Mega)	10/1/1987	8,767	5,846	179	42	14,833	9,002	6,053	179	42	15,276
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987	5,975	1,397	179	42	7,593	6,186	1,447	179	42	7,854
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988	7,126	1,666	179	42	9,013	7,378	1,726	179	42	9,324
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993	8,767	2,268	179	42	11,256	9,002	2,349	179	42	11,572
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997	5,927	1,386	179	42	7,534	6,137	1,435	179	42	7,793
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981	5,852	1,369	179	42	7,442	6,060	1,417	179	42	7,698
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991	5,559	1,300	179	42	7,080	5,757	1,346	179	42	7,324
10	249106	WILK-Field Services	Sr Supv Operations	8/10/1987	5,692	1,331	179	42	7,243	5,893	1,378	179	42	7,492
11	249160	WILK-Watres	Supvr Production	1/11/1988	4,870	1,139	179	42	6,230	5,043	1,179	179	42	6,443
12	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	9/15/1993	6,897	1,613	179	42	8,731	7,142	1,670	179	42	9,034
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990	7,398	1,730	179	42	9,349	7,660	1,791	179	42	9,672
14	249106	WILK-Field Services	Sr Supv Operations	10/19/1987	5,441	1,272	179	42	6,934	5,633	1,317	179	42	7,171
15	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/17/1986	5,645	1,320	179	42	7,186	5,844	1,367	179	42	7,432
16	249106	WILK-Field Services	Sr Supv Ops	10/17/1983	5,676	1,327	179	42	7,224	5,877	1,374	179	42	7,472
17	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998	6,023	1,408	179	42	7,652	6,236	1,458	179	42	7,915
18	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998	4,548	1,064	179	42	5,832	4,708	1,101	179	42	6,030
19	249103	WILK-Cust Service	Supvr Field Operations	10/19/1992	6,772	1,584	179	42	8,577	7,012	1,640	179	42	8,873
20	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997	4,762	1,114	179	42	6,096	4,931	1,153	179	42	6,305
21	249150	WILK-Other	Sr Supt Production	9/13/1993	7,265	1,699	179	42	9,185	7,523	1,760	179	42	9,504
22	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995	6,090	1,424	179	42	7,735	6,306	1,475	179	42	8,001
23	246106	MECH-Field Services	Sr Mgr Operations	5/4/1998	8,767	2,156	179	42	11,143	9,002	2,232	179	42	11,455
24	249106	WILK-Field Services	Supvr Field Operations	2/22/1982	5,011	1,172	179	42	6,404	5,189	1,214	179	42	6,623
25	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994	6,312	1,476	179	42	8,008	6,535	1,528	179	42	8,284
26	245305	ABNG-Admin & Gen	Supt Opns I	6/16/1997	6,768	1,583	179	42	8,571	7,007	1,639	179	42	8,867
27	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995	5,554	1,299	179	42	7,073	5,751	1,345	179	42	7,316
28	246106	MECH-Field Services	Supvr Field Operations	4/11/1995	5,745	1,344	179	42	7,310	5,948	1,391	179	42	7,560
29	246106	MECH-Field Services	Sr Supt Opns	1/9/1989	7,506	1,755	179	42	9,482	7,771	1,817	179	42	9,809
30	246206	HSHY-Field Services	Supvr Field Operations	5/1/1995	5,163	1,208	179	42	6,591	5,347	1,250	179	42	6,818
31	240151	CORP-Cust Serv MECH	Manager Regulatory Complian	4/10/1995	7,860	1,838	179	42	9,920	8,139	1,903	179	42	10,263
32	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982	6,182	1,446	179	42	7,848	6,401	1,497	179	42	8,118
33	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/18/1989	8,767	2,577	179	42	11,565	9,002	2,669	179	42	11,892
34	240117	CORP-Water Quality	Supvr WQ & Env Compliance	2/2/1998	6,872	1,607	179	42	8,700	7,115	1,664	179	42	9,000
35	240106	CORP-Field Services	Project Mgr BP	8/14/1989	8,302	1,942	179	42	10,465	8,596	2,010	179	42	10,827
36	241106	PITT-Field Services	Supvr Field Operations	10/25/1978	6,589	1,541	179	42	8,351	6,822	1,595	179	42	8,638
37	244206	PUNX-Field Services	Sr Supvr Operations	5/16/1998	6,459	1,511	179	42	8,191	6,688	1,564	179	42	8,473
38	240114	CORP-Engineering	Mgr Engrg - Project Delivery	2/8/1988	8,767	2,555	179	42	11,543	9,002	2,646	179	42	11,869
39	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989	8,767	2,568	179	42	11,556	9,002	2,659	179	42	11,882
40	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993	8,767	2,375	179	42	11,362	9,002	2,459	179	42	11,682
41	241106	PITT-Field Services	Supvr Field Operations	9/1/1982	6,852	1,603	179	42	8,676	7,096	1,659	179	42	8,976
42	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994	7,111	1,663	179	42	8,995	7,363	1,722	179	42	9,306
43	249106	WILK-Field Services	Supvr Field Operations	8/8/1984	5,957	1,393	179	42	7,570	6,168	1,442	179	42	7,831
44	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987	8,767	2,950	179	42	11,937	9,002	3,054	179	42	12,277
45	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980	6,967	1,629	179	42	8,817	7,213	1,687	179	42	9,121
46	249106	WILK-Field Services	Supvr Field Operations	9/21/1977	6,364	1,488	179	42	8,073	6,589	1,541	179	42	8,351
47	249106	WILK-Field Services	Supvr Field Operations	11/18/1986	5,982	1,399	179	42	7,601	6,193	1,448	179	42	7,863
48	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984	7,257	1,697	179	42	9,174	7,513	1,757	179	42	9,491
49	249158	WILK-Lake Scranton	Supvr Production	11/14/1989	6,145	1,437	179	42	7,803	6,362	1,488	179	42	8,071
50	240120	CORP-Bus Dev	Sr. Dir, Business Development	3/18/1991	8,767	3,812	179	42	12,799	9,002	3,947	179	42	13,170
51	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993	8,767	2,790	179	42	11,777	9,002	2,889	179	42	12,112
52	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994	6,969	1,630	179	42	8,820	7,216	1,688	179	42	9,125
53	241150	PITT-Production Othe	Sr Supt Production	5/1/1980	8,028	1,878	179	42	10,127	8,312	1,944	179	42	10,477
54	247201	PHBG-Production	Sr Supvr Operations	12/16/1992	6,604	1,545	179	42	8,370	6,839	1,599	179	42	8,659
55	240117	CORP-Water Quality	Manager WQ & Env Compliance	11/23/1987	8,767	2,282	179	42	11,269	9,002	2,362	179	42	11,585
56	249106	WILK-Field Services	Supvr Field Operations	10/20/1986	5,980	1,399	179	42	7,600	6,192	1,448	179	42	7,861
57	247106	MILT-Field Services	Supvr Field Operations	7/3/1984	6,441	1,506	179	42	8,168	6,669	1,560	179	42	8,449
58	249106	WILK-Field Services	Sr Supt Field Ops	2/16/1987	7,955	1,860	179	42	10,036	8,237	1,926	179	42	10,384
59	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986	8,767	2,480	179	42	11,467	9,002	2,567	179	42	11,790
60	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996	8,693	2,033	179	42	10,947	9,001	2,105	179	42	11,326
61	241106	PITT-Field Services	Supvr Field Operations	9/16/1998	6,217	1,454	179	42	7,892	6,437	1,506	179	42	8,164
62	240106	CORP-Field Services	Mgr Production Assets	10/16/1998	8,767	2,242	179	42	11,230	9,002	2,321	179	42	11,544
63	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998	5,907	1,382	179	42	7,510	6,117	1,431	179	42	7,768
64	242206	MONVA-Field Services	Supvr Field Operations	8/31/1999	6,045	1,414	179	42	7,680	6,259	1,464	179	42	7,943

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2019 Gross Payroll Taxes										2020 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
65	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999	5,122	1,198	271	42	6,632	5,266	1,231	179	42	6,718
66	240106	CORP-Field Services	Sr Mgr Opterions - OM Strategy	5/1/2000	8,240	2,835	271	42	11,387	8,537	2,914	179	42	11,672
67	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000	5,253	1,228	271	42	6,794	5,400	1,263	179	42	6,884
68	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000	5,091	1,191	271	42	6,594	5,233	1,224	179	42	6,678
69	249106	WILK-Field Services	Sr Supv Operations	11/16/2000	5,802	1,357	271	42	7,471	5,965	1,395	179	42	7,581
70	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000	5,290	1,237	271	42	6,840	5,439	1,272	179	42	6,931
71	241106	PITT-Field Services	Sr Superintendent Field Ops	12/18/2001	7,019	1,642	271	42	8,974	7,216	1,688	179	42	9,125
72	245106	NORR-Field Services	Supt Ops I	3/14/1994	7,448	1,742	271	42	9,503	7,657	1,791	179	42	9,668
73	240106	CORP-Field Services	Mgr Health and Safety Programs	7/18/1989	7,717	1,805	271	42	9,834	7,933	1,855	179	42	10,009
74	246506	COAT-Field Services	Supvr Field Operations	6/25/1990	5,357	1,253	271	42	6,922	5,507	1,288	179	42	7,015
75	240114	CORP-Engineering	Engineering Project Manager	6/25/2001	6,403	1,498	271	42	8,213	6,584	1,540	179	42	8,344
76	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995	8,240	2,136	271	42	10,689	8,537	2,196	179	42	10,954
77	240114	CORP-Engineering	Engineering Project Manager	5/3/1999	6,351	1,485	271	42	8,149	6,530	1,527	179	42	8,277
78	245906	GLEN-Field Services	Sr Supt Opns	10/15/1990	6,987	1,634	271	42	8,934	7,184	1,680	179	42	9,085
79	240114	CORP-Engineering	Sr Project Engineer	8/1/1999	7,999	1,871	271	42	10,182	8,223	1,923	179	42	10,367
80	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001	6,227	1,456	271	42	7,996	6,402	1,497	179	42	8,120
81	240106	CORP-Field Services	Sr Director Operations (Mega)	3/9/1992	8,240	3,414	271	42	11,967	8,537	3,510	179	42	12,268
82	240106	CORP-Field Services	Sr Director Operations (Mega)	11/16/1997	8,240	3,299	271	42	11,851	8,537	3,391	179	42	12,150
83	240114	CORP-Engineering	Mgr Engineering	8/19/2002	8,240	2,255	271	42	10,807	8,537	2,318	179	42	11,076
84	240114	CORP-Engineering	Sr Project Engineer	5/12/2003	8,064	1,886	271	42	10,262	8,290	1,939	179	42	10,450
85	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003	5,056	1,182	271	42	6,551	5,198	1,216	179	42	6,634
86	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003	6,809	1,592	271	42	8,714	7,000	1,637	179	42	8,858
87	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003	5,684	1,329	271	42	7,326	5,843	1,367	179	42	7,430
88	249106	WILK-Field Services	Supvr Field Operations	9/2/2003	4,485	1,049	271	42	5,846	4,610	1,078	179	42	5,909
89	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004	5,348	1,251	271	42	6,912	5,498	1,286	179	42	7,005
90	240114	CORP-Engineering	Capital Program Manager	1/10/2005	7,641	1,787	271	42	9,741	7,855	1,837	179	42	9,913
91	242101	MCMR-Production	Sr Supvr Operations	2/28/2005	6,650	1,555	271	42	8,517	6,836	1,599	179	42	8,656
92	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005	6,781	1,586	271	42	8,679	6,970	1,630	179	42	8,821
93	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005	6,456	1,510	271	42	8,279	6,638	1,552	179	42	8,411
94	240114	CORP-Engineering	Engineering Project Manager	3/21/2005	5,889	1,377	271	42	7,579	6,054	1,416	179	42	7,691
95	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005	5,439	1,272	271	42	7,024	5,592	1,308	179	42	7,120
96	240114	CORP-Engineering	Mgr Engineering	5/31/2005	8,184	1,914	271	42	10,411	8,414	1,968	179	42	10,602
97	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/27/2005	5,674	1,327	271	42	7,313	5,833	1,364	179	42	7,418
98	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	7/18/2005	5,164	1,208	271	42	6,684	5,308	1,241	179	42	6,770
99	240121	CORP-Com Relations	Mgr Ext Affairs (State)	8/15/2005	7,576	1,772	271	42	9,661	7,789	1,822	179	42	9,831
100	240114	CORP-Engineering	Sr Project Engineer	11/14/2005	7,693	1,799	271	42	9,805	7,909	1,850	179	42	9,979
101	249106	WILK-Field Services	Supvr Field Operations	5/1/2006	4,501	1,053	271	42	5,867	4,627	1,082	179	42	5,930
102	240114	CORP-Engineering	Mgr Engineering	5/22/2006	8,240	2,091	271	42	10,644	8,537	2,150	179	42	10,908
103	240113	CORP-Info Systems	Sr Analyst Client Tech	5/22/2006	6,320	1,478	271	42	8,111	6,497	1,519	179	42	8,237
104	240114	CORP-Engineering	Engineering Project Manager	5/30/2006	6,690	1,565	271	42	8,567	6,877	1,608	179	42	8,706
105	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006	5,033	1,177	271	42	6,523	5,175	1,210	179	42	6,606
106	241106	PITT-Field Services	Mgr Opns	6/5/2006	7,183	1,680	271	42	9,175	7,384	1,727	179	42	9,332
107	241151	PITT-Production Haye	Supvr Production	6/12/2006	5,261	1,230	271	42	6,804	5,409	1,265	179	42	6,895
108	240106	CORP-Field Services	Director Business Performance	11/20/2006	8,240	3,516	271	42	12,069	8,537	3,615	179	42	12,373
109	249103	WILK-Cust Service	Sr Supv Ops	1/22/2007	5,013	1,172	271	42	6,498	5,154	1,205	179	42	6,580
110	246201	HSKY-Production	Sr Supvr Operations	3/27/2007	5,526	1,292	271	42	7,131	5,681	1,329	179	42	7,231
111	241106	PITT-Field Services	Supvr Field Operations	5/7/2007	4,558	1,066	271	42	5,937	4,685	1,096	179	42	6,002
112	245101	NORR-Production	Sr Supvr Operations	8/17/2009	6,401	1,497	271	42	8,211	6,581	1,539	179	42	8,340
113	240119	CORP-Risk Mgmt	Mgr Health and Safety	5/29/2007	8,000	1,871	271	42	10,183	8,225	1,924	179	42	10,369
114	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007	5,767	1,349	271	42	7,428	5,928	1,386	179	42	7,535
115	240106	CORP-Field Services	Sr Supvr Operations	7/23/2007	5,047	1,180	271	42	6,540	5,189	1,214	179	42	6,623
116	240106	CORP-Field Services	Mgr Operations - EAM	12/3/2007	6,230	1,457	271	42	8,000	6,405	1,498	179	42	8,124
117	240106	CORP-Field Services	Major Accounts Manager	12/26/2007	8,240	2,290	271	42	10,843	8,537	2,355	179	42	11,113
118	245106	NORR-Field Services	Supvr Field Operations	8/11/2008	4,436	1,038	271	42	5,787	4,561	1,067	179	42	5,848
119	240114	CORP-Engineering	Sr Project Engineer	10/27/2008	7,159	1,674	271	42	9,146	7,360	1,721	179	42	9,302
120	249106	WILK-Field Services	Supvr Opns	11/17/2008	4,583	1,072	271	42	5,967	4,711	1,102	179	42	6,034
121	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/20/2009	4,724	1,105	271	42	6,142	4,857	1,136	179	42	6,214
122	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009	5,438	1,272	271	42	7,022	5,591	1,307	179	42	7,119
123	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009	5,624	1,315	271	42	7,252	5,782	1,352	179	42	7,355
124	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009	6,705	1,568	271	42	8,585	6,893	1,612	179	42	8,726
125	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009	8,240	4,350	271	42	12,902	8,537	4,472	179	42	13,230
126	240114	CORP-Engineering	Engineering Project Manager	10/12/2009	5,425	1,269	271	42	7,006	5,576	1,304	179	42	7,101
127	249106	WILK-Field Services	Supvr Field Operations	10/19/2009	4,433	1,037	271	42	5,782	4,558	1,066	179	42	5,844
128	246501	COAT-Production	Supvr Production	4/12/2010	4,796	1,122	271	42	6,230	4,931	1,153	179	42	6,305
129	240117	CORP-Water Quality	Manager WQ & Env Compliance	6/7/2010	7,136	1,669	271	42	9,117	7,337	1,716	179	42	9,273

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					2021 Gross Payroll Taxes				2022 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Total Gross				2022 Total Gross					
					FICA Withholding	FICA Medicare	SUTA	FUTA	Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	Payroll Taxes
65	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999	5,377	1,258	179	42	6,856	5,568	1,302	179	42	7,091
66	240106	CORP-Field Services	Sr Mgr Operations - OM Strategy	5/1/2000	8,767	2,976	179	42	11,964	9,002	3,081	179	42	12,304
67	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000	5,515	1,290	179	42	7,026	5,711	1,336	179	42	7,267
68	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000	5,344	1,250	179	42	6,814	5,532	1,294	179	42	7,047
69	249106	WILK-Field Services	Sr Supv Operations	11/16/2000	6,092	1,425	179	42	7,737	6,307	1,475	179	42	8,003
70	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000	5,554	1,299	179	42	7,073	5,751	1,345	179	42	7,316
71	241106	PITT-Field Services	Sr Superintendent Field Ops	12/18/2001	7,370	1,724	179	42	9,314	7,632	1,785	179	42	9,637
72	245106	NORR-Field Services	Supt Ops I	3/14/1994	7,819	1,829	179	42	9,869	8,096	1,893	179	42	10,210
73	240106	CORP-Field Services	Mgr Health and Safety Programs	7/18/1989	8,101	1,895	179	42	10,216	8,388	1,962	179	42	10,571
74	246506	COAT-Field Services	Supvr Field Operations	6/25/1990	5,624	1,315	179	42	7,160	5,823	1,362	179	42	7,406
75	240114	CORP-Engineering	Engineering Project Manager	6/25/2001	6,723	1,572	179	42	8,516	6,961	1,628	179	42	8,810
76	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995	8,767	2,243	179	42	11,230	9,002	2,322	179	42	11,545
77	240114	CORP-Engineering	Engineering Project Manager	5/3/1999	6,668	1,559	179	42	8,448	6,904	1,615	179	42	8,739
78	245906	GLEN-Field Services	Sr Supt Opns	10/15/1990	7,336	1,716	179	42	9,273	7,596	1,777	179	42	9,593
79	240114	CORP-Engineering	Sr Project Engineer	8/1/1999	8,398	1,964	179	42	10,583	8,695	2,034	179	42	10,949
80	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001	6,538	1,529	179	42	8,288	6,769	1,583	179	42	8,573
81	240106	CORP-Field Services	Sr Director Operations (Mega)	3/9/1992	8,767	3,584	179	42	12,572	9,002	3,711	179	42	12,934
82	240106	CORP-Field Services	Sr Director Operations (Mega)	11/16/1997	8,767	3,464	179	42	12,451	9,002	3,586	179	42	12,809
83	240114	CORP-Engineering	Mgr Engineering	8/19/2002	8,767	2,367	179	42	11,355	9,002	2,451	179	42	11,674
84	240114	CORP-Engineering	Sr Project Engineer	5/12/2003	8,466	1,980	179	42	10,667	8,766	2,050	179	42	11,037
85	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003	5,308	1,241	179	42	6,770	5,497	1,286	179	42	7,003
86	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003	7,149	1,672	179	42	9,042	7,402	1,731	179	42	9,354
87	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003	5,968	1,396	179	42	7,584	6,179	1,445	179	42	7,845
88	249106	WILK-Field Services	Supvr Field Operations	9/2/2003	4,708	1,101	179	42	6,030	4,876	1,140	179	42	6,237
89	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004	5,615	1,313	179	42	7,149	5,815	1,360	179	42	7,395
90	240114	CORP-Engineering	Capital Program Manager	1/10/2005	8,022	1,876	179	42	10,119	8,307	1,943	179	42	10,471
91	242101	MCMR-Production	Sr Supvr Operations	2/28/2005	6,981	1,633	179	42	8,834	7,228	1,690	179	42	9,139
92	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005	7,118	1,665	179	42	9,004	7,371	1,724	179	42	9,315
93	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005	6,779	1,585	179	42	8,586	7,019	1,642	179	42	8,882
94	240114	CORP-Engineering	Engineering Project Manager	3/21/2005	6,183	1,446	179	42	7,850	6,402	1,497	179	42	8,120
95	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005	5,711	1,336	179	42	7,267	5,914	1,383	179	42	7,518
96	240114	CORP-Engineering	Mgr Engineering	5/31/2005	8,593	2,010	179	42	10,823	8,897	2,081	179	42	11,198
97	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/27/2005	5,957	1,393	179	42	7,570	6,168	1,442	179	42	7,831
98	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	7/18/2005	5,421	1,268	179	42	6,910	5,613	1,313	179	42	7,147
99	240121	CORP-Com Relations	Mgr Ext Affairs (State)	8/15/2005	7,955	1,860	179	42	10,036	8,237	1,926	179	42	10,384
100	240114	CORP-Engineering	Sr Project Engineer	11/14/2005	8,077	1,889	179	42	10,187	8,363	1,956	179	42	10,539
101	249106	WILK-Field Services	Supvr Field Operations	5/1/2006	4,725	1,105	179	42	6,051	4,893	1,144	179	42	6,258
102	240114	CORP-Engineering	Mgr Engineering	5/22/2006	8,767	2,196	179	42	11,183	9,002	2,274	179	42	11,497
103	240113	CORP-Info Systems	Sr Analyst Client Tech	5/22/2006	6,635	1,552	179	42	8,408	6,870	1,607	179	42	8,697
104	240114	CORP-Engineering	Engineering Project Manager	5/30/2006	7,023	1,642	179	42	8,886	7,272	1,701	179	42	9,193
105	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006	5,285	1,236	179	42	6,741	5,471	1,280	179	42	6,972
106	241106	PITT-Field Services	Mgr Opns	6/5/2006	7,541	1,764	179	42	9,525	7,808	1,826	179	42	9,855
107	241151	PITT-Production Haye	Supvr Production	6/12/2006	5,524	1,292	179	42	7,036	5,720	1,338	179	42	7,278
108	240106	CORP-Field Services	Director Business Performance	11/20/2006	8,767	3,692	179	42	12,679	9,002	3,822	179	42	13,045
109	249103	WILK-Cust Service	Sr Supv Ops	1/22/2007	5,263	1,231	179	42	6,715	5,450	1,275	179	42	6,945
110	246201	HSKY-Production	Sr Supvr Operations	3/27/2007	5,802	1,357	179	42	7,379	6,008	1,405	179	42	7,633
111	241106	PITT-Field Services	Supvr Field Operations	5/7/2007	4,784	1,119	179	42	6,124	4,954	1,159	179	42	6,333
112	245101	NORR-Production	Sr Supvr Operations	8/17/2009	6,720	1,572	179	42	8,512	6,958	1,627	179	42	8,806
113	240119	CORP-Risk Mgmt	Mgr Health and Safety	5/29/2007	8,400	1,964	179	42	10,585	8,697	2,034	179	42	10,951
114	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007	6,054	1,416	179	42	7,690	6,269	1,466	179	42	7,955
115	240106	CORP-Field Services	Sr Supvr Operations	7/23/2007	5,299	1,239	179	42	6,759	5,486	1,283	179	42	6,989
116	240106	CORP-Field Services	Mgr Operations - EAM	12/3/2007	6,541	1,530	179	42	8,291	6,773	1,584	179	42	8,578
117	240106	CORP-Field Services	Major Accounts Manager	12/26/2007	8,767	2,405	179	42	11,392	9,002	2,490	179	42	11,713
118	245106	NORR-Field Services	Supvr Field Operations	8/11/2008	4,657	1,089	179	42	5,967	4,823	1,128	179	42	6,172
119	240114	CORP-Engineering	Sr Project Engineer	10/27/2008	7,516	1,758	179	42	9,495	7,782	1,820	179	42	9,822
120	249106	WILK-Field Services	Supvr Opns	11/17/2008	4,811	1,125	179	42	6,157	4,982	1,165	179	42	6,368
121	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/20/2009	4,960	1,160	179	42	6,341	5,137	1,201	179	42	6,559
122	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009	5,709	1,335	179	42	7,264	5,911	1,382	179	42	7,514
123	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009	5,904	1,381	179	42	7,506	6,114	1,430	179	42	7,765
124	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009	7,040	1,646	179	42	8,907	7,289	1,705	179	42	9,215
125	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009	8,767	4,567	179	42	13,554	9,002	4,729	179	42	13,952
126	240114	CORP-Engineering	Engineering Project Manager	10/12/2009	5,694	1,332	179	42	7,247	5,896	1,379	179	42	7,495
127	249106	WILK-Field Services	Supvr Field Operations	10/19/2009	4,655	1,089	179	42	5,964	4,819	1,127	179	42	6,167
128	246501	COAT-Production	Supvr Production	4/12/2010	5,035	1,178	179	42	6,433	5,213	1,219	179	42	6,653
129	240117	CORP-Water Quality	Manager WQ & Env Compliance	6/7/2010	7,492	1,752	179	42	9,465	7,758	1,814	179	42	9,793

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2019 Gross Payroll Taxes									2020 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2019 Total Gross Payroll Taxes					2020 Total Gross Payroll Taxes				
					FICA Withholding	FICA Medicare	SUTA	FUTA	FICA Withholding	FICA Medicare	SUTA	FUTA		
130	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011	5,098	1,192	271	42	6,603	5,242	1,226	179	42	6,688
131	249106	WILK-Field Services	Supvr Field Operations	8/1/2011	4,531	1,060	271	42	5,904	4,659	1,090	179	42	5,969
132	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011	4,934	1,154	271	42	6,401	5,073	1,186	179	42	6,480
133	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011	7,818	1,828	271	42	9,959	8,038	1,880	179	42	10,139
134	240114	CORP-Engineering	Sr Project Engineer	6/18/2012	7,690	1,798	271	42	9,801	7,906	1,849	179	42	9,976
135	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	6/25/2012	6,479	1,515	271	42	8,307	6,660	1,558	179	42	8,438
136	240122	CORP-Govt Relations	Dir Govt Affairs (state)	8/27/2012	8,240	2,135	271	42	10,687	8,537	2,195	179	42	10,953
137	240114	CORP-Engineering	GIS Manager	2/4/2013	6,942	1,624	271	42	8,878	7,136	1,669	179	42	9,026
138	240114	CORP-Engineering	Engineering Project Manager	3/4/2013	5,557	1,300	271	42	7,169	5,713	1,336	179	42	7,269
139	243152	NEWC-Ellwood	Supvr Production	4/1/2013	4,970	1,162	271	42	6,445	5,110	1,195	179	42	6,525
140	243151	NEWC-New Castle	Supvr Production	4/29/2013	4,869	1,139	271	42	6,321	5,006	1,171	179	42	6,398
141	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013	8,240	2,488	271	42	11,041	8,537	2,558	179	42	11,316
142	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013	8,240	2,458	271	42	11,010	8,537	2,527	179	42	11,285
143	247150	MILT-Prod Other	Production Supervisor	5/28/2013	4,763	1,114	271	42	6,189	4,897	1,145	179	42	6,263
144	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013	4,910	1,148	271	42	6,371	5,049	1,181	179	42	6,450
145	246801	LEHP-Production	Field Ops Supv	9/9/2013	4,700	1,099	271	42	6,111	4,832	1,130	179	42	6,182
146	240114	CORP-Engineering	Engineering Project Manager	11/11/2013	6,085	1,423	271	42	7,820	6,256	1,463	179	42	7,940
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013	5,172	1,210	271	42	6,694	5,317	1,243	179	42	6,781
148	240114	CORP-Engineering	Sr GIS Analyst	3/31/2014	4,122	964	271	42	5,399	4,237	991	179	42	5,449
149	240114	CORP-Engineering	Planning Engineer	5/19/2014	6,356	1,486	271	42	8,155	6,534	1,528	179	42	8,283
150	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014	5,773	1,350	271	42	7,436	5,935	1,388	179	42	7,544
151	246401	ROYF-Production	Production Supervisor	9/29/2014	5,115	1,196	271	42	6,624	5,259	1,230	179	42	6,709
152	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014	4,215	986	271	42	5,513	4,334	1,014	179	42	5,568
153	240114	CORP-Engineering	Mgr Engineering	11/24/2014	8,240	1,963	271	42	10,515	8,537	2,018	179	42	10,776
154	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015	5,084	1,189	271	42	6,586	5,227	1,223	179	42	6,671
155	240114	CORP-Engineering	Sr GIS Analyst	2/2/2015	4,172	976	271	42	5,460	4,290	1,003	179	42	5,514
156	249152	WILK-Ceasetown	Supvr Production	4/13/2015	4,366	1,021	271	42	5,700	4,488	1,050	179	42	5,759
157	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015	4,586	1,073	271	42	5,971	4,715	1,103	179	42	6,039
158	249151	WILK-Brownell	Supvr Production	11/16/2015	4,436	1,037	271	42	5,786	4,561	1,067	179	42	5,848
159	246151	MECH-ProdWestShore	Supvr Production	11/16/2015	4,840	1,132	271	42	6,285	4,976	1,164	179	42	6,361
160	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015	3,990	933	271	42	5,235	4,101	959	179	42	5,281
161	243301	BUTL-Production	Supvr Production	12/7/2015	4,979	1,164	271	42	6,456	5,118	1,197	179	42	6,536
162	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/21/2015	4,433	1,037	271	42	5,782	4,558	1,066	179	42	5,844
163	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	12/28/2015	8,240	3,411	271	42	11,963	8,537	3,506	179	42	12,264
164	246206	HSKY-Field Services	Supvr Field Operations	1/11/2016	4,774	1,117	271	42	6,203	4,908	1,148	179	42	6,277
165	240114	CORP-Engineering	Sr Project Engineer	1/25/2016	6,467	1,512	271	42	8,292	6,648	1,555	179	42	8,424
166	242103	MCMR-Cust Service	Supvr Field Operations	1/25/2016	4,910	1,148	271	42	6,371	5,049	1,181	179	42	6,450
167	245606	NAZA-Field Services	Sr Supv Ops	3/21/2016	5,084	1,189	271	42	6,586	5,227	1,223	179	42	6,671
168	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016	6,404	1,498	271	42	8,214	6,583	1,540	179	42	8,344
169	240106	CORP-Field Services	Supervisor Operations Support	9/26/2016	5,669	1,326	271	42	7,307	5,827	1,363	179	42	7,411
170	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017	6,603	1,544	271	42	8,460	6,788	1,587	179	42	8,596
171	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	3/19/2007	4,722	1,104	271	42	6,139	4,854	1,135	179	42	6,210
172	249103	WILK-Cust Service	Supv Facilities/Inventory	12/19/2016	4,195	981	271	42	5,489	4,312	1,009	179	42	5,542
173	240114	CORP-Engineering	Engineering Project Manager	1/5/2017	5,752	1,345	271	42	7,410	5,913	1,383	179	42	7,516
174	240114	CORP-Engineering	Sr Project Engineer	1/9/2017	7,547	1,765	271	42	9,624	7,758	1,814	179	42	9,793
175	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017	8,240	2,340	271	42	10,893	8,537	2,406	179	42	11,164
176	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017	4,479	1,047	271	42	5,839	4,605	1,077	179	42	5,902
177	240116	CORP-Maint Services	Sr Eng Automation	3/27/2017	5,717	1,337	271	42	7,367	5,877	1,374	179	42	7,472
178	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	3,849	900	271	42	5,062	3,956	925	179	42	5,102
179	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	3,838	898	271	42	5,048	3,945	923	179	42	5,088
180	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017	4,432	1,036	271	42	5,781	4,556	1,066	179	42	5,843
181	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/26/2017	4,040	945	271	42	5,297	4,154	971	179	42	5,346
182	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017	4,800	1,123	271	42	6,235	4,935	1,154	179	42	6,310
183	240114	CORP-Engineering	Staff Engineer	8/14/2017	4,724	1,105	271	42	6,141	4,856	1,136	179	42	6,212
184	240114	CORP-Engineering	Engineering Project Manager	8/28/2017	6,515	1,524	271	42	8,351	6,698	1,567	179	42	8,486
185	240106	CORP-Field Services	Specialist Business Svcs	11/20/2017	4,263	997	271	42	5,573	4,382	1,025	179	42	5,628
186	240106	CORP-Field Services	Supervisor Operations Support	9/12/2011	4,092	957	271	42	5,362	4,207	984	179	42	5,412
187	240114	CORP-Engineering	Engineering Project Manager	1/8/2018	5,178	1,211	271	42	6,702	5,324	1,245	179	42	6,790
188	240114	CORP-Engineering	Engineering Project Manager	1/16/2018	6,609	1,546	271	42	8,467	6,793	1,589	179	42	8,603
189	240114	CORP-Engineering	Engineering Project Manager	1/22/2018	6,596	1,543	271	42	8,451	6,781	1,586	179	42	8,587
190	245101	NORR-Production	Supvr Production	2/26/2018	4,893	1,144	271	42	6,350	5,030	1,176	179	42	6,427
191	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018	4,524	1,058	271	42	5,895	4,651	1,088	179	42	5,960
192	240106	CORP-Field Services	Supv Fleet Ops	3/19/2018	5,527	1,293	271	42	7,132	5,683	1,329	179	42	7,232
193	241152	PITT-Production Aldr	Supvr Production	3/19/2018	5,156	1,206	271	42	6,674	5,300	1,239	179	42	6,760
194	246101	MECH-Production	Supvr Field Operations	3/19/2018	4,774	1,117	271	42	6,203	4,908	1,148	179	42	6,277

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Gross Payroll Taxes				2021 Total Gross Payroll Taxes	2022 Gross Payroll Taxes				2022 Total Gross Payroll Taxes
					FICA Withholding	FICA Medicare	SUTA	FUTA		FICA Withholding	FICA Medicare	SUTA	FUTA	
130	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011	5,353	1,252	179	42	6,826	5,544	1,297	179	42	7,061
131	249106	WILK-Field Services	Supvr Field Operations	8/1/2011	4,758	1,113	179	42	6,091	4,927	1,152	179	42	6,300
132	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011	5,180	1,212	179	42	6,612	5,364	1,254	179	42	6,839
133	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011	8,208	1,920	179	42	10,349	8,499	1,988	179	42	10,708
134	240114	CORP-Engineering	Sr Project Engineer	6/18/2012	8,074	1,888	179	42	10,183	8,360	1,955	179	42	10,536
135	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	6/25/2012	6,802	1,591	179	42	8,613	7,043	1,647	179	42	8,911
136	240122	CORP-Govt Relations	Dir Govt Affairs (state)	8/27/2012	8,767	2,241	179	42	11,229	9,002	2,321	179	42	11,544
137	240114	CORP-Engineering	GIS Manager	2/4/2013	7,288	1,704	179	42	9,213	7,546	1,765	179	42	9,531
138	240114	CORP-Engineering	Engineering Project Manager	3/4/2013	5,834	1,364	179	42	7,419	6,040	1,413	179	42	7,674
139	243152	NEWC-Ellwood	Supvr Production	4/1/2013	5,218	1,220	179	42	6,659	5,403	1,264	179	42	6,888
140	243151	NEWC-New Castle	Supvr Production	4/29/2013	5,112	1,196	179	42	6,529	5,294	1,238	179	42	6,753
141	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013	8,767	2,612	179	42	11,599	9,002	2,705	179	42	11,928
142	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013	8,767	2,580	179	42	11,568	9,002	2,672	179	42	11,895
143	247150	MILT-Prod Other	Production Supervisor	5/28/2013	5,001	1,170	179	42	6,391	5,178	1,211	179	42	6,609
144	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013	5,156	1,206	179	42	6,583	5,339	1,249	179	42	6,809
145	246801	LEHP-Production	Field Ops Supv	9/9/2013	4,934	1,154	179	42	6,308	5,108	1,195	179	42	6,524
146	240114	CORP-Engineering	Engineering Project Manager	11/11/2013	6,389	1,494	179	42	8,104	6,615	1,547	179	42	8,382
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013	5,430	1,270	179	42	6,920	5,622	1,315	179	42	7,157
148	240114	CORP-Engineering	Sr GIS Analyst	3/31/2014	4,328	1,012	179	42	5,561	4,481	1,048	179	42	5,750
149	240114	CORP-Engineering	Planning Engineer	5/19/2014	6,672	1,560	179	42	8,453	6,908	1,616	179	42	8,745
150	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014	6,061	1,417	179	42	7,699	6,276	1,468	179	42	7,964
151	246401	ROYF-Production	Production Supervisor	9/29/2014	5,370	1,256	179	42	6,847	5,561	1,301	179	42	7,082
152	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014	4,425	1,035	179	42	5,681	4,582	1,072	179	42	5,874
153	240114	CORP-Engineering	Mgr Engineering	11/24/2014	8,767	2,061	179	42	11,048	9,002	2,134	179	42	11,357
154	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015	5,338	1,248	179	42	6,807	5,527	1,293	179	42	7,040
155	240114	CORP-Engineering	Sr GIS Analyst	2/2/2015	4,381	1,025	179	42	5,627	4,537	1,061	179	42	5,818
156	249152	WILK-Ceasetown	Supvr Production	4/13/2015	4,584	1,072	179	42	5,877	4,747	1,110	179	42	6,077
157	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015	4,815	1,126	179	42	6,162	4,986	1,166	179	42	6,373
158	249151	WILK-Brownell	Supvr Production	11/16/2015	4,657	1,089	179	42	5,967	4,823	1,128	179	42	6,172
159	246151	MECH-ProdWestShore	Supvr Production	11/16/2015	5,082	1,188	179	42	6,491	5,261	1,231	179	42	6,713
160	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015	4,188	980	179	42	5,389	4,337	1,014	179	42	5,571
161	243301	BUTL-Production	Supvr Production	12/7/2015	5,227	1,222	179	42	6,670	5,412	1,266	179	42	6,898
162	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/21/2015	4,655	1,089	179	42	5,964	4,819	1,127	179	42	6,167
163	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	12/28/2015	8,767	3,581	179	42	12,568	9,002	3,708	179	42	12,930
164	246206	HSKY-Field Services	Supvr Field Operations	1/11/2016	5,013	1,172	179	42	6,405	5,191	1,214	179	42	6,625
165	240114	CORP-Engineering	Sr Project Engineer	1/25/2016	6,790	1,588	179	42	8,598	7,030	1,644	179	42	8,894
166	242103	MCMR-Cust Service	Supvr Field Operations	1/25/2016	5,156	1,206	179	42	6,583	5,339	1,249	179	42	6,809
167	245606	NAZA-Field Services	Sr Supv Ops	3/21/2016	5,338	1,248	179	42	6,807	5,527	1,293	179	42	7,040
168	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016	6,723	1,572	179	42	8,517	6,961	1,628	179	42	8,810
169	240106	CORP-Field Services	Supervisor Operations Support	9/26/2016	5,951	1,392	179	42	7,563	6,162	1,441	179	42	7,824
170	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017	6,931	1,621	179	42	8,773	7,176	1,678	179	42	9,076
171	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	3/19/2007	4,958	1,159	179	42	6,338	5,134	1,201	179	42	6,555
172	249103	WILK-Cust Service	Supv Facilities/Inventory	12/19/2016	4,404	1,030	179	42	5,655	4,559	1,066	179	42	5,846
173	240114	CORP-Engineering	Engineering Project Manager	1/5/2017	6,038	1,412	179	42	7,671	6,252	1,462	179	42	7,934
174	240114	CORP-Engineering	Sr Project Engineer	1/9/2017	7,922	1,853	179	42	9,996	8,203	1,918	179	42	10,342
175	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017	8,767	2,457	179	42	11,445	9,002	2,544	179	42	11,767
176	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017	4,703	1,100	179	42	6,023	4,869	1,139	179	42	6,228
177	240116	CORP-Maint Services	Sr Eng Automation	3/27/2017	6,002	1,404	179	42	7,626	6,215	1,453	179	42	7,889
178	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	4,040	945	179	42	5,206	4,183	978	179	42	5,382
179	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	4,029	942	179	42	5,192	4,172	976	179	42	5,368
180	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017	4,653	1,088	179	42	5,962	4,817	1,127	179	42	6,165
181	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/26/2017	4,242	992	179	42	5,455	4,392	1,027	179	42	5,640
182	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017	5,039	1,179	179	42	6,439	5,217	1,220	179	42	6,658
183	240114	CORP-Engineering	Staff Engineer	8/14/2017	4,959	1,160	179	42	6,339	5,135	1,201	179	42	6,557
184	240114	CORP-Engineering	Engineering Project Manager	8/28/2017	6,841	1,600	179	42	8,662	7,083	1,656	179	42	8,960
185	240106	CORP-Field Services	Specialist Business Svcs	11/20/2017	4,476	1,047	179	42	5,743	4,634	1,084	179	42	5,938
186	240106	CORP-Field Services	Supervisor Operations Support	9/12/2011	4,297	1,005	179	42	5,522	4,449	1,040	179	42	5,710
187	240114	CORP-Engineering	Engineering Project Manager	1/8/2018	5,437	1,271	179	42	6,929	5,629	1,316	179	42	7,166
188	240114	CORP-Engineering	Engineering Project Manager	1/16/2018	6,937	1,622	179	42	8,780	7,182	1,680	179	42	9,083
189	240114	CORP-Engineering	Engineering Project Manager	1/22/2018	6,924	1,619	179	42	8,764	7,169	1,677	179	42	9,067
190	245101	NORR-Production	Supvr Production	2/26/2018	5,137	1,201	179	42	6,559	5,318	1,244	179	42	6,783
191	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018	4,750	1,111	179	42	6,082	4,918	1,150	179	42	6,289
192	240106	CORP-Field Services	Supv Fleet OPs	3/19/2018	5,803	1,357	179	42	7,381	6,009	1,405	179	42	7,635
193	241152	PITT-Production Aldr	Supvr Production	3/19/2018	5,413	1,266	179	42	6,899	5,605	1,311	179	42	7,136
194	246101	MECH-Production	Supvr Field Operations	3/19/2018	5,013	1,172	179	42	6,405	5,191	1,214	179	42	6,625

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Payroll Taxes

				2019 Gross Payroll Taxes					2020 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
195	240114	CORP-Engineering	Engineering Project Manager	4/16/2018	6,158	1,440	271	42	7,910	6,331	1,481	179	42	8,032
196	240121	CORP-Com Relations	Spec Ext Affairs	6/6/2018	5,153	1,205	271	42	6,671	5,297	1,239	179	42	6,756
197	240114	CORP-Engineering	Engineering Project Manager	7/9/2018	6,018	1,407	271	42	7,738	6,186	1,447	179	42	7,854
198	241106	PITT-Field Services	Supvr Field Operations	6/18/2018	4,655	1,089	271	42	6,056	4,785	1,119	179	42	6,125
199	240122	CORP-Govt Relations	Mgr Govt & Regulatory Affairs	7/30/2018	5,904	1,381	271	42	7,597	6,069	1,419	179	42	7,709
200	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018	4,174	976	271	42	5,463	4,291	1,004	179	42	5,515
201	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	7/30/2018	5,620	1,314	271	42	7,247	5,778	1,351	179	42	7,350
202	241106	PITT-Field Services	Supv Facilities/Inventory	8/13/2018	4,910	1,148	271	42	6,371	5,047	1,180	179	42	6,448
203	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018	4,522	1,057	271	42	5,892	4,649	1,087	179	42	5,957
204	240114	CORP-Engineering	Engineer	8/27/2018	4,106	960	271	42	5,379	4,221	987	179	42	5,429
205	241106	PITT-Field Services	Supvr Field Operations	9/10/2018	4,910	1,148	271	42	6,371	5,047	1,180	179	42	6,448
206	241106	PITT-Field Services	Supvr Field Operations	9/24/2018	4,910	1,148	271	42	6,371	5,047	1,180	179	42	6,448
207	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018	4,774	1,117	271	42	6,203	4,908	1,148	179	42	6,277
208	240106	CORP-Field Services	Supervisor Field Operations	1/28/2019	5,797	1,356	271	42	7,465	5,959	1,394	179	42	7,574
209	240114	CORP-Engineering	Planning Engineer	2/4/2019	5,661	1,324	271	42	7,297	5,819	1,361	179	42	7,401
210	240114	CORP-Engineering	Engineer	3/25/2019	5,036	1,178	271	42	6,527	5,177	1,211	179	42	6,609
211	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019	4,774	1,117	271	42	6,203	4,908	1,148	179	42	6,277
212	241106	PITT-Field Services	Supvr Field Operations	4/22/2019	4,774	1,117	271	42	6,203	4,908	1,148	179	42	6,277
213	240121	CORP-Com Relations	Mgr Ext Affairs	5/28/2019	7,130	1,667	271	42	9,110	7,331	1,714	179	42	9,266
214	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019	5,115	1,196	271	42	6,624	5,259	1,230	179	42	6,709
215	240116	CORP-Maint Services	Eng Auto & Control (SCADA)	6/24/2019	5,115	1,196	271	42	6,624	5,259	1,230	179	42	6,709
216	240117	CORP-Water Quality	Sr WQ & Env Compliance Spe	7/29/2019	3,956	925	271	42	5,193	4,067	951	179	42	5,239
217	240114	CORP-Engineering	Eng Proj Mgr	8/5/2019	6,138	1,436	271	42	7,886	6,310	1,476	179	42	8,006
218	241106	PITT-Field Services	Supvr Field Operations	8/12/2019	5,115	1,196	271	42	6,624	5,259	1,230	179	42	6,709
219	240114	CORP-Engineering	Engineering Project Manager	8/26/2019	6,002	1,404	271	42	7,718	6,169	1,443	179	42	7,833
220	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019	5,115	1,196	271	42	6,624	5,259	1,230	179	42	6,709
221	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019	5,013	1,172	271	42	6,498	5,154	1,205	179	42	6,580
222	240106	CORP-Field Services	Project Manager - To Be Filled	6/15/2020	-	-	-	-	-	7,650	1,789	179	42	9,660
223	240106	CORP-Field Services	Integration Specialist - To Be Filled	6/15/2020	-	-	-	-	-	6,363	1,488	179	42	8,072
224	240106	CORP-Field Services	Major Accounts Manager - To Be Filled	7/15/2020	-	-	-	-	-	7,650	1,789	179	42	9,660
225	240114	CORP-Engineering	Engineering Technician - To Be Filled	6/15/2020	-	-	-	-	-	4,246	993	179	42	5,459
226	240114	CORP-Engineering	Engineer - To Be Filled	6/15/2020	-	-	-	-	-	4,763	1,114	179	42	6,098
227	240114	CORP-Engineering	Engineer - To Be Filled	6/15/2020	-	-	-	-	-	4,763	1,114	179	42	6,098
228	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - To Be Filled	7/15/2020	-	-	-	-	-	6,363	1,488	179	42	8,072
229	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist - To Be Filled	6/15/2020	-	-	-	-	-	5,531	1,294	179	42	7,045
230	240117	CORP-Water Quality	Supvr WQ & Env Compliance - To Be Filled	1/13/2020	-	-	-	-	-	5,531	1,294	179	42	7,045
231	240117	CORP-Water Quality	Supvr WQ & Env Compliance - To Be Filled	7/15/2020	-	-	-	-	-	5,531	1,294	179	42	7,045
232	240120	CORP-Bus Dev	Sr Mgr Business Dev - To Be Filled	8/15/2020	-	-	-	-	-	8,537	2,311	179	42	11,069
233	241106	PITT-Field Services	Sr Superintendent Field Ops - To Be Filled	6/15/2020	-	-	-	-	-	7,650	1,789	179	42	9,660
234	241106	PITT-Field Services	Supervisor Field Operations - To Be Filled	8/15/2020	-	-	-	-	-	5,531	1,294	179	42	7,045
235	242106	MCMR-Field Services	Supervisor Field Operations - To Be Filled	7/15/2020	-	-	-	-	-	5,531	1,294	179	42	7,045
236	246306	PENN/Wyom-Field Svc	Supvr Field Operations - To Be Filled	1/13/2020	-	-	-	-	-	5,531	1,294	179	42	7,045
237	249106	WILK-Field Services	Supvr Field Operations - To Be Filled	8/15/2020	-	-	-	-	-	5,531	1,294	179	42	7,045
238	249158	WILK-Lake Scranton	Sr Supt Production - To Be Filled	8/15/2020	-	-	-	-	-	7,650	1,789	179	42	9,660
239	240112	CORP-Maint Services	Principal Regulatory Analyst - To Be Filled	7/15/2020	-	-	-	-	-	7,650	1,789	179	42	9,660
240	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - To Be Filled	7/1/2021	-	-	-	-	-	-	-	-	-	-
241	242106	McMurray-Field Services	Maintenance Service Specialist - To Be Filled	7/1/2021	-	-	-	-	-	-	-	-	-	-
242	240106	CORP-Field Services	Project Manager - To Be Filled	7/1/2021	-	-	-	-	-	-	-	-	-	-
243	240116	CORP-Maint Services	Automation &Controls Tech - To Be Filled	4/1/2022	-	-	-	-	-	-	-	-	-	-
244	241106	PITT-Field Services	Field Supervisor - Midnight Shift - To Be Filled	1/1/2022	-	-	-	-	-	-	-	-	-	-
Total Non-Collective Bargaining Unit Salary					\$1,330,185	\$333,660	\$59,818	\$9,282	\$1,732,946	\$1,481,483	\$369,532	\$42,713	\$10,038	\$1,903,766

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					2021 Gross Payroll Taxes				2022 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Total Gross Payroll Taxes				2022 Total Gross Payroll Taxes					
					FICA Withholding	FICA Medicare	SUTA	FUTA	FICA Withholding	FICA Medicare	SUTA	FUTA		
195	240114	CORP-Engineering	Engineering Project Manager	4/16/2018	6,465	1,512	179	42	8,198	6,694	1,566	179	42	8,481
196	240121	CORP-Com Relations	Spec Ext Affairs	6/6/2018	5,410	1,265	179	42	6,896	5,602	1,310	179	42	7,133
197	240114	CORP-Engineering	Engineering Project Manager	7/9/2018	6,317	1,477	179	42	8,015	6,541	1,530	179	42	8,291
198	241106	PITT-Field Services	Supvr Field Operations	6/18/2018	4,886	1,143	179	42	6,249	5,059	1,183	179	42	6,462
199	240122	CORP-Govt Relations	Mgr Govt & Regulatory Affairs	7/30/2018	6,198	1,449	179	42	7,868	6,417	1,501	179	42	8,139
200	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018	4,383	1,025	179	42	5,628	4,538	1,061	179	42	5,820
201	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	7/30/2018	5,900	1,380	179	42	7,501	6,108	1,429	179	42	7,758
202	241106	PITT-Field Services	Supv Facilities/Inventory	8/13/2018	5,155	1,206	179	42	6,581	5,338	1,248	179	42	6,807
203	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018	4,748	1,110	179	42	6,079	4,915	1,150	179	42	6,286
204	240114	CORP-Engineering	Engineer	8/27/2018	4,311	1,008	179	42	5,540	4,464	1,044	179	42	5,729
205	241106	PITT-Field Services	Supvr Field Operations	9/10/2018	5,155	1,206	179	42	6,581	5,338	1,248	179	42	6,807
206	241106	PITT-Field Services	Supvr Field Operations	9/24/2018	5,155	1,206	179	42	6,581	5,338	1,248	179	42	6,807
207	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018	5,013	1,172	179	42	6,405	5,191	1,214	179	42	6,625
208	240106	CORP-Field Services	Supervisor Field Operations	1/28/2019	6,086	1,423	179	42	7,730	6,301	1,474	179	42	7,996
209	240114	CORP-Engineering	Planning Engineer	2/4/2019	5,942	1,390	179	42	7,553	6,152	1,439	179	42	7,812
210	240114	CORP-Engineering	Engineer	3/25/2019	5,287	1,236	179	42	6,744	5,474	1,280	179	42	6,975
211	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019	5,013	1,172	179	42	6,405	5,191	1,214	179	42	6,625
212	241106	PITT-Field Services	Supvr Field Operations	4/22/2019	5,013	1,172	179	42	6,405	5,191	1,214	179	42	6,625
213	240121	CORP-Com Relations	Mgr Ext Affairs	5/28/2019	7,486	1,751	179	42	9,458	7,752	1,813	179	42	9,785
214	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019	5,370	1,256	179	42	6,847	5,561	1,301	179	42	7,082
215	240116	CORP-Maint Services	Eng Auto & Control (SCADA)	6/24/2019	5,370	1,256	179	42	6,847	5,561	1,301	179	42	7,082
216	240117	CORP-Water Quality	Sr WQ & Env Compliance Spe	7/29/2019	4,153	971	179	42	5,345	4,300	1,006	179	42	5,526
217	240114	CORP-Engineering	Eng Proj Mgr	8/5/2019	6,444	1,507	179	42	8,172	6,671	1,560	179	42	8,452
218	241106	PITT-Field Services	Supvr Field Operations	8/12/2019	5,370	1,256	179	42	6,847	5,561	1,301	179	42	7,082
219	240114	CORP-Engineering	Engineering Project Manager	8/26/2019	6,300	1,473	179	42	7,994	6,524	1,526	179	42	8,270
220	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019	5,370	1,256	179	42	6,847	5,561	1,301	179	42	7,082
221	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019	5,263	1,231	179	42	6,715	5,450	1,275	179	42	6,945
222	240106	CORP-Field Services	Project Manager - To Be Filled	6/15/2020	7,813	1,827	179	42	9,861	8,090	1,892	179	42	10,203
223	240106	CORP-Field Services	Integration Specialist - To Be Filled	6/15/2020	6,498	1,520	179	42	8,238	6,727	1,573	179	42	8,521
224	240106	CORP-Field Services	Major Accounts Manager - To Be Filled	7/15/2020	7,813	1,827	179	42	9,861	8,090	1,892	179	42	10,203
225	240114	CORP-Engineering	Engineering Technician - To Be Filled	6/15/2020	4,336	1,014	179	42	5,571	4,490	1,050	179	42	5,761
226	240114	CORP-Engineering	Engineer - To Be Filled	6/15/2020	4,865	1,138	179	42	6,223	5,037	1,178	179	42	6,435
227	240114	CORP-Engineering	Engineer - To Be Filled	6/15/2020	4,865	1,138	179	42	6,223	5,037	1,178	179	42	6,435
228	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - To Be Filled	7/15/2020	6,498	1,520	179	42	8,238	6,727	1,573	179	42	8,521
229	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist - To Be Filled	6/15/2020	5,648	1,321	179	42	7,190	5,847	1,368	179	42	7,436
230	240117	CORP-Water Quality	Supvr WQ & Env Compliance - To Be Filled	1/13/2020	5,648	1,321	179	42	7,190	5,847	1,368	179	42	7,436
231	240117	CORP-Water Quality	Supvr WQ & Env Compliance - To Be Filled	7/15/2020	5,648	1,321	179	42	7,190	5,847	1,368	179	42	7,436
232	240120	CORP-Bus Dev	Sr Mgr Business Dev - To Be Filled	8/15/2020	8,767	2,360	179	42	11,347	9,002	2,443	179	42	11,666
233	241106	PITT-Field Services	Sr Superintendent Field Ops - To Be Filled	6/15/2020	7,813	1,827	179	42	9,861	8,090	1,892	179	42	10,203
234	241106	PITT-Field Services	Supervisor Field Operations - To Be Filled	8/15/2020	5,648	1,321	179	42	7,190	5,847	1,368	179	42	7,436
235	242106	MCMR-Field Services	Supervisor Field Operations - To Be Filled	7/15/2020	5,648	1,321	179	42	7,190	5,847	1,368	179	42	7,436
236	246306	PENN/Wyom-Field Srv	Supvr Field Operations - To Be Filled	1/13/2020	5,648	1,321	179	42	7,190	5,847	1,368	179	42	7,436
237	249106	WILK-Field Services	Supvr Field Operations - To Be Filled	8/15/2020	5,648	1,321	179	42	7,190	5,847	1,368	179	42	7,436
238	249158	WILK-Lake Scranton	Sr Supt Production - To Be Filled	8/15/2020	7,813	1,827	179	42	9,861	8,090	1,892	179	42	10,203
239	240112	CORP-Maint Services	Principal Regulatory Analyst - To Be Filled	7/15/2020	7,813	1,827	179	42	9,861	8,090	1,892	179	42	10,203
240	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - To Be Filled	7/1/2021	3,182	744	179	42	4,146	6,542	1,530	179	42	8,293
241	242106	McMurray-Field Services	Maintenance Service Specialist - To Be Filled	7/1/2021	1,990	465	179	42	2,676	4,093	957	179	42	5,271
242	240106	CORP-Field Services	Project Manager - To Be Filled	7/1/2021	3,209	750	179	42	4,180	6,598	1,543	179	42	8,362
243	240116	CORP-Maint Services	Automation &Controls Tech - To Be Filled	4/1/2022	-	-	-	-	-	5,797	1,356	179	42	7,373
244	241106	PITT-Field Services	Field Supervisor - Midnight Shift - To Be Filled	1/1/2022	-	-	-	-	-	4,991	1,167	179	42	6,379
Total Non-Collective Bargaining Unit Salary					\$1,522,748	\$379,334	\$43,249	\$10,164	\$1,955,495	\$1,593,778	\$397,294	\$43,606	\$10,248	\$2,044,927

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Payroll Taxes

2019 Gross Payroll Taxes										2020 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
Collective Bargaining Unit														
1	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	\$5,199	\$1,216	\$271	\$42	\$6,728	\$5,463	\$1,278	\$179	\$42	\$6,961
2	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	4,618	1,080	271	42	6,010	4,854	1,135	179	42	6,210
3	240106	CORP-Field Services	Meter Repair Person U537P, U648S	8/4/1986	4,231	989	271	42	5,533	4,450	1,041	179	42	5,711
4	241106	PITT-Field Services	Fire Hydrant Inspector U537P	5/14/1991	5,678	1,328	271	42	7,318	5,957	1,393	179	42	7,571
5	241106	PITT-Field Services	Service Crew Driver U537P	12/28/1978	4,298	1,005	271	42	5,615	4,518	1,057	179	42	5,795
6	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	5,328	1,246	271	42	6,887	5,593	1,308	179	42	7,122
7	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	4,227	989	271	42	5,528	4,446	1,040	179	42	5,706
8	241103	PITT-Cust Service	Meter Serviceman U537P	3/24/1994	4,570	1,069	271	42	5,951	4,817	1,127	179	42	6,164
9	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	4,227	989	271	42	5,528	4,446	1,040	179	42	5,706
10	241106	PITT-Field Services	Service Crew Driver U537P	9/25/1986	7,039	1,646	271	42	8,998	7,389	1,728	179	42	9,338
11	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	7,926	1,854	271	42	10,092	8,307	1,943	179	42	10,470
12	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	4,233	990	271	42	5,535	4,452	1,041	179	42	5,714
13	241152	PITT-Production Aldr	Operator U537P	5/19/1986	5,369	1,256	271	42	6,937	5,640	1,319	179	42	7,179
14	241106	PITT-Field Services	Service Crew Driver U537P	5/7/1985	6,041	1,413	271	42	7,766	6,346	1,484	179	42	8,050
15	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	4,260	996	271	42	5,569	4,479	1,048	179	42	5,747
16	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	5,734	1,341	271	42	7,388	6,029	1,410	179	42	7,660
17	241106	PITT-Field Services	Dump Truck Driver U537P	9/22/1986	6,448	1,508	271	42	8,269	6,762	1,581	179	42	8,564
18	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	7,667	1,793	271	42	9,773	8,035	1,879	179	42	10,134
19	241106	PITT-Field Services	Dump Truck Driver U537P	3/20/1984	6,944	1,624	271	42	8,880	7,276	1,702	179	42	9,198
20	241106	PITT-Field Services	Pipeline Inspector U537P	7/6/1998	5,449	1,274	271	42	7,036	5,721	1,338	179	42	7,280
21	241103	PITT-Cust Service	Meter Reader U537P	9/25/1989	4,227	989	271	42	5,528	4,446	1,040	179	42	5,706
22	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	5,137	1,201	271	42	6,651	5,393	1,261	179	42	6,875
23	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	4,551	1,064	271	42	5,928	4,784	1,119	179	42	6,123
24	240106	CORP-Field Services	Meter Serviceman U537P	5/6/1985	4,243	992	271	42	5,548	4,462	1,043	179	42	5,726
25	241152	PITT-Production Aldr	Operator U537P	8/31/1982	5,736	1,342	271	42	7,391	6,026	1,409	179	42	7,656
26	241106	PITT-Field Services	Dump Truck Driver U537P	8/31/1987	8,240	1,994	271	42	10,546	8,537	2,089	179	42	10,848
27	243103	NEWC-Cust Service	Distribution System Serviceman U537O	8/3/1981	7,118	1,665	271	42	9,095	7,276	1,702	179	42	9,198
28	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	6,265	1,465	271	42	8,043	6,406	1,498	179	42	8,125
29	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	6,161	1,441	271	42	7,914	6,322	1,478	179	42	8,021
30	241106	PITT-Field Services	Backhoe Operator U537P	12/26/1979	8,240	2,009	271	42	10,562	8,537	2,106	179	42	10,864
31	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	4,642	1,086	271	42	6,040	4,767	1,115	179	42	6,102
32	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	6,607	1,545	271	42	8,465	6,756	1,580	179	42	8,556
33	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	4,414	1,032	271	42	5,759	4,520	1,057	179	42	5,798
34	242106	MCMR-Field Services	Subforeman U537O	7/31/1990	6,274	1,467	271	42	8,054	6,417	1,501	179	42	8,139
35	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	5,117	1,197	271	42	6,626	5,239	1,225	179	42	6,685
36	242306	UNTN-Field Services	Distribution System Serviceman U537O	5/11/1987	5,117	1,197	271	42	6,626	5,237	1,225	179	42	6,682
37	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	5,208	1,218	271	42	6,739	5,330	1,246	179	42	6,797
38	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	4,429	1,036	271	42	5,777	4,549	1,064	179	42	5,834
39	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	4,914	1,149	271	42	6,376	5,047	1,180	179	42	6,448
40	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	5,360	1,254	271	42	6,926	5,484	1,283	179	42	6,988
41	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	4,432	1,037	271	42	5,781	4,538	1,061	179	42	5,820
42	242106	MCMR-Field Services	Pipeline Inspector U537O	3/18/1987	5,042	1,179	271	42	6,534	5,159	1,207	179	42	6,586
43	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	6/24/1985	5,091	1,191	271	42	6,594	5,213	1,219	179	42	6,652
44	243106	NEWC-Field Services	Backhoe Operator U537O	12/4/1986	7,029	1,644	271	42	8,986	7,187	1,681	179	42	9,088
45	242206	MONVA-Field Services	Pipeline Inspector U537O	10/14/1997	5,425	1,269	271	42	7,006	5,551	1,298	179	42	7,069
46	243301	BUTL-Production	Operator U537O	5/4/1998	5,819	1,361	271	42	7,492	5,956	1,393	179	42	7,570
47	242106	MCMR-Field Services	Subforeman U537O	6/23/1997	5,912	1,383	271	42	7,607	6,047	1,414	179	42	7,681
48	242106	MCMR-Field Services	Subforeman U537O	8/26/1991	4,825	1,128	271	42	6,266	4,939	1,155	179	42	6,315
49	243301	BUTL-Production	Operator U537O	11/2/1984	5,896	1,379	271	42	7,587	6,036	1,412	179	42	7,668
50	243306	BUTL-Field Services	General Serviceman/Person U537O	11/20/1989	4,485	1,049	271	42	5,846	4,592	1,074	179	42	5,886
51	242106	MCMR-Field Services	Utility Person U537O	6/1/1991	4,934	1,154	271	42	6,400	5,049	1,181	179	42	6,451
52	242106	MCMR-Field Services	Pipeline Inspector U537O	5/15/1989	4,434	1,037	271	42	5,783	4,540	1,062	179	42	5,823
53	244301	CLAR-Production	Operator/Relief Operator U537O	10/8/1972	5,784	1,353	271	42	7,449	5,920	1,385	179	42	7,526
54	243103	NEWC-Cust Service	Meter Reader U537O	4/7/1987	4,532	1,060	271	42	5,905	4,641	1,085	179	42	5,947
55	243306	BUTL-Field Services	Utility Person U537O	10/6/1993	4,605	1,077	271	42	5,995	4,715	1,103	179	42	6,038
56	243306	BUTL-Field Services	Pipeline Inspector U537O	12/9/1996	7,007	1,639	271	42	8,959	7,164	1,675	179	42	9,060
57	244301	CLAR-Production	Operator U537O	3/31/1986	5,661	1,324	271	42	7,297	5,796	1,355	179	42	7,372
58	243106	NEWC-Field Services	Backhoe Operator U537O	2/3/1988	5,690	1,331	271	42	7,334	5,820	1,361	179	42	7,402
59	243103	NEWC-Cust Service	Distribution System Serviceman U537O	2/2/1987	6,766	1,582	271	42	8,661	6,916	1,617	179	42	8,754
60	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/6/1980	4,418	1,033	271	42	5,764	4,524	1,058	179	42	5,803
61	242106	MCMR-Field Services	Backhoe Operator U537O	1/21/1987	5,551	1,298	271	42	7,162	5,679	1,328	179	42	7,228
62	243103	NEWC-Cust Service	Distribution System Serviceman U537O	2/5/1990	4,636	1,084	271	42	6,032	4,745	1,110	179	42	6,076
63	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/20/1968	4,793	1,121	271	42	6,226	4,906	1,147	179	42	6,274
64	242106	MCMR-Field Services	Backhoe Operator U537O	5/6/1985	5,938	1,389	271	42	7,639	6,073	1,420	179	42	7,714

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Payroll Taxes

					2021 Gross Payroll Taxes					2022 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2021 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2022 Total Gross Payroll Taxes
Collective Bargaining Unit														
1	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	\$5,562	\$1,301	\$179	\$42	\$7,083	\$5,740	\$1,342	\$179	\$42	\$7,303
2	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	4,939	1,155	179	42	6,315	5,103	1,193	179	42	6,517
3	240106	CORP-Field Services	Meter Repair Person U537P, U648S	8/4/1986	4,525	1,058	179	42	5,804	4,679	1,094	179	42	5,994
4	241106	PITT-Field Services	Fire Hydrant Inspector U537P	5/14/1991	6,064	1,418	179	42	7,703	6,250	1,462	179	42	7,932
5	241106	PITT-Field Services	Service Crew Driver U537P	12/28/1978	4,594	1,074	179	42	5,889	4,750	1,111	179	42	6,081
6	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	5,693	1,331	179	42	7,245	5,872	1,373	179	42	7,466
7	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	4,521	1,057	179	42	5,799	4,675	1,093	179	42	5,989
8	241103	PITT-Cust Service	Meter Serviceman U537P	3/24/1994	4,901	1,146	179	42	6,268	5,064	1,184	179	42	6,469
9	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	4,521	1,057	179	42	5,799	4,675	1,093	179	42	5,989
10	241106	PITT-Field Services	Service Crew Driver U537P	9/25/1986	7,533	1,762	179	42	9,516	7,758	1,814	179	42	9,793
11	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	8,466	1,980	179	42	10,667	8,709	2,037	179	42	10,966
12	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	4,527	1,059	179	42	5,807	4,681	1,095	179	42	5,997
13	241152	PITT-Production Aldr	Operator U537P	5/19/1986	5,742	1,343	179	42	7,305	5,925	1,386	179	42	7,532
14	241106	PITT-Field Services	Service Crew Driver U537P	5/7/1985	6,466	1,512	179	42	8,199	6,667	1,559	179	42	8,447
15	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	4,555	1,065	179	42	5,841	4,709	1,101	179	42	6,032
16	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	6,143	1,437	179	42	7,801	6,340	1,483	179	42	8,043
17	241106	PITT-Field Services	Dump Truck Driver U537P	9/22/1986	6,887	1,611	179	42	8,718	7,093	1,659	179	42	8,973
18	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	8,187	1,915	179	42	10,323	8,422	1,970	179	42	10,613
19	241106	PITT-Field Services	Dump Truck Driver U537P	3/20/1984	7,410	1,733	179	42	9,364	7,626	1,784	179	42	9,631
20	241106	PITT-Field Services	Pipeline Inspector U537P	7/6/1998	5,826	1,362	179	42	7,409	6,010	1,406	179	42	7,636
21	241103	PITT-Cust Service	Meter Reader U537P	9/25/1989	4,521	1,057	179	42	5,799	4,675	1,093	179	42	5,989
22	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	5,489	1,284	179	42	6,994	5,665	1,325	179	42	7,211
23	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	4,866	1,138	179	42	6,225	5,029	1,176	179	42	6,426
24	240106	CORP-Field Services	Meter Serviceman U537P	5/6/1985	4,537	1,061	179	42	5,819	4,691	1,097	179	42	6,009
25	241152	PITT-Production Aldr	Operator U537P	8/31/1982	6,138	1,435	179	42	7,794	6,331	1,481	179	42	8,032
26	241106	PITT-Field Services	Dump Truck Driver U537P	8/31/1987	8,767	2,130	179	42	11,118	9,002	2,190	179	42	11,413
27	243103	NEWC-Cust Service	Distribution System Serviceman U537O	8/3/1981	7,348	1,719	179	42	9,287	7,624	1,783	179	42	9,628
28	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	6,460	1,511	179	42	8,192	6,715	1,571	179	42	8,507
29	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	6,385	1,493	179	42	8,099	6,608	1,545	179	42	8,374
30	241106	PITT-Field Services	Backhoe Operator U537P	12/26/1979	8,767	2,147	179	42	11,135	9,002	2,208	179	42	11,431
31	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	4,798	1,122	179	42	6,140	4,989	1,167	179	42	6,376
32	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	6,817	1,594	179	42	8,632	7,081	1,656	179	42	8,958
33	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	4,538	1,061	179	42	5,821	4,753	1,112	179	42	6,085
34	242106	MCMR-Field Services	Subforeman U537O	7/31/1990	6,474	1,514	179	42	8,208	6,732	1,574	179	42	8,527
35	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	5,271	1,233	179	42	6,724	5,508	1,288	179	42	7,016
36	242306	UNTN-Field Services	Distribution System Serviceman U537O	5/11/1987	5,271	1,233	179	42	6,724	5,502	1,287	179	42	7,010
37	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	5,364	1,255	179	42	6,840	5,598	1,309	179	42	7,128
38	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	4,576	1,070	179	42	5,867	4,764	1,114	179	42	6,098
39	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	5,085	1,189	179	42	6,495	5,283	1,235	179	42	6,739
40	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	5,521	1,291	179	42	7,032	5,756	1,346	179	42	7,323
41	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	4,557	1,066	179	42	5,843	4,771	1,116	179	42	6,108
42	242106	MCMR-Field Services	Pipeline Inspector U537O	3/18/1987	5,188	1,213	179	42	6,622	5,416	1,267	179	42	6,903
43	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	6/24/1985	5,249	1,227	179	42	6,697	5,481	1,282	179	42	6,984
44	243106	NEWC-Field Services	Backhoe Operator U537O	12/4/1986	7,257	1,697	179	42	9,175	7,531	1,761	179	42	9,513
45	242206	MONVA-Field Services	Pipeline Inspector U537O	10/14/1997	5,588	1,307	179	42	7,116	5,826	1,362	179	42	7,409
46	243301	BUTL-Production	Operator U537O	5/4/1998	6,004	1,404	179	42	7,629	6,258	1,464	179	42	7,943
47	242106	MCMR-Field Services	Subforeman U537O	6/23/1997	6,093	1,425	179	42	7,739	6,341	1,483	179	42	8,044
48	242106	MCMR-Field Services	Subforeman U537O	8/26/1991	4,966	1,161	179	42	6,348	5,190	1,214	179	42	6,624
49	243301	BUTL-Production	Operator U537O	11/2/1984	6,086	1,423	179	42	7,729	6,343	1,483	179	42	8,047
50	243306	BUTL-Field Services	General Serviceman/Person U537O	11/20/1989	4,611	1,078	179	42	5,910	4,827	1,129	179	42	6,177
51	242106	MCMR-Field Services	Utility Person U537O	6/1/1991	5,078	1,188	179	42	6,486	5,303	1,240	179	42	6,764
52	242106	MCMR-Field Services	Pipeline Inspector U537O	5/15/1989	4,558	1,066	179	42	5,845	4,774	1,116	179	42	6,111
53	244301	CLAR-Production	Operator/Relief Operator U537O	10/8/1972	5,967	1,396	179	42	7,583	6,221	1,455	179	42	7,896
54	243103	NEWC-Cust Service	Meter Reader U537O	4/7/1987	4,662	1,090	179	42	5,973	4,879	1,141	179	42	6,241
55	243306	BUTL-Field Services	Utility Person U537O	10/6/1993	4,737	1,108	179	42	6,066	4,957	1,159	179	42	6,336
56	243306	BUTL-Field Services	Pipeline Inspector U537O	12/9/1996	7,233	1,691	179	42	9,145	7,505	1,755	179	42	9,481
57	244301	CLAR-Production	Operator U537O	3/31/1986	5,840	1,366	179	42	7,427	6,092	1,425	179	42	7,737
58	243106	NEWC-Field Services	Backhoe Operator U537O	2/3/1988	5,863	1,371	179	42	7,455	6,105	1,428	179	42	7,754
59	243103	NEWC-Cust Service	Distribution System Serviceman U537O	2/2/1987	6,980	1,632	179	42	8,833	7,246	1,695	179	42	9,161
60	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/6/1980	4,542	1,062	179	42	5,825	4,756	1,112	179	42	6,090
61	242106	MCMR-Field Services	Backhoe Operator U537O	1/21/1987	5,719	1,338	179	42	7,277	5,959	1,394	179	42	7,573
62	243103	NEWC-Cust Service	Distribution System Serviceman U537O	2/5/1990	4,768	1,115	179	42	6,104	4,987	1,166	179	42	6,374
63	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/20/1968	4,929	1,153	179	42	6,303	5,156	1,206	179	42	6,582
64	242106	MCMR-Field Services	Backhoe Operator U537O	5/6/1985	6,120	1,431	179	42	7,772	6,368	1,489	179	42	8,078

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2019 Gross Payroll Taxes										2020 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes	
65	243306	BUTL-Field Services	Backhoe Operator U5370	8/30/1993	5,771	1,350	271	42	7,433	5,903	1,381	179	42	7,505	
66	242103	MCMR-Cust Service	General Serviceman/Person U5370	5/2/1985	4,471	1,046	271	42	5,829	4,577	1,070	179	42	5,868	
67	244103	INDI-Cust Service	Utility Person U5370	5/12/1997	4,432	1,036	271	42	5,781	4,537	1,061	179	42	5,819	
68	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	5,076	1,187	271	42	6,576	5,194	1,215	179	42	6,630	
69	243106	NEWC-Field Services	Pipeline Inspector U5370	4/23/1998	5,809	1,359	271	42	7,481	5,945	1,390	179	42	7,556	
70	243103	NEWC-Cust Service	Distribution System Serviceman U5370	11/25/1997	4,959	1,160	271	42	6,431	5,074	1,187	179	42	6,482	
71	242306	UNTN-Field Services	Subforeman U5370	5/1/1989	4,503	1,053	271	42	5,869	4,611	1,078	179	42	5,910	
72	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	4,828	1,129	271	42	6,269	4,937	1,155	179	42	6,313	
73	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	4,600	1,076	271	42	5,989	4,705	1,100	179	42	6,026	
74	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	5,140	1,202	271	42	6,654	5,256	1,229	179	42	6,706	
75	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	4,998	1,169	271	42	6,480	5,111	1,195	179	42	6,527	
76	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	5,407	1,265	271	42	6,984	5,531	1,294	179	42	7,045	
77	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	4,995	1,168	271	42	6,476	5,108	1,195	179	42	6,524	
78	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	5,351	1,251	271	42	6,915	5,472	1,280	179	42	6,973	
79	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	4,728	1,106	271	42	6,146	4,835	1,131	179	42	6,187	
80	249103	WILK-Cust Service	Servicperson U648S	12/10/1984	4,369	1,022	271	42	5,704	4,469	1,045	179	42	5,735	
81	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	6,131	1,434	271	42	7,877	6,270	1,466	179	42	7,956	
82	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	5,120	1,198	271	42	6,631	5,238	1,225	179	42	6,684	
83	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	4,398	1,029	271	42	5,739	4,499	1,052	179	42	5,772	
84	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	5,277	1,234	271	42	6,824	5,397	1,262	179	42	6,880	
85	249152	WILK-Ceasestown	Plant Operator U648S	4/9/1991	4,438	1,038	271	42	5,788	4,539	1,062	179	42	5,821	
86	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	5,365	1,255	271	42	6,932	5,486	1,283	179	42	6,989	
87	249152	WILK-Ceasestown	Maintenance/Relief Operator U648S	12/21/1987	4,709	1,101	271	42	6,123	4,817	1,127	179	42	6,165	
88	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	4,563	1,067	271	42	5,943	4,667	1,091	179	42	5,979	
89	249159	WILK-Nesbitt	Plant Operator U648S	5/15/1989	4,803	1,123	271	42	6,239	4,912	1,149	179	42	6,281	
90	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	5,219	1,221	271	42	6,752	5,337	1,248	179	42	6,806	
91	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	4,499	1,052	271	42	5,864	4,602	1,076	179	42	5,899	
92	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	4,276	1,000	271	42	5,589	4,374	1,023	179	42	5,617	
93	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	4,478	1,047	271	42	5,838	4,581	1,071	179	42	5,873	
94	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	4,144	969	271	42	5,426	4,239	991	179	42	5,450	
95	249151	WILK-Brownell	Plant Operator U648S	4/24/1995	4,133	967	271	42	5,412	4,228	989	179	42	5,437	
96	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	5,339	1,249	271	42	6,900	5,460	1,277	179	42	6,958	
97	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	4,092	957	271	42	5,361	4,186	979	179	42	5,385	
98	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	5,833	1,364	271	42	7,510	5,965	1,395	179	42	7,581	
99	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	4,666	1,091	271	42	6,070	4,773	1,116	179	42	6,110	
100	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	4,538	1,061	271	42	5,912	4,642	1,086	179	42	5,948	
101	249152	WILK-Ceasestown	Maintenance/Relief Operator U648S	9/11/1991	4,807	1,124	271	42	6,243	4,917	1,150	179	42	6,288	
102	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	6,406	1,498	271	42	8,217	6,551	1,532	179	42	8,304	
103	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	5,439	1,272	271	42	7,024	5,564	1,301	179	42	7,085	
104	249152	WILK-Ceasestown	Maintenance/Relief Operator U648S	1/5/1981	4,815	1,126	271	42	6,254	4,926	1,152	179	42	6,298	
105	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	5,036	1,178	271	42	6,526	5,150	1,204	179	42	6,575	
106	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	5,540	1,296	271	42	7,149	5,666	1,325	179	42	7,212	
107	249106	WILK-Field Services	Dump Truck Driver U648S	7/14/1980	5,088	1,190	271	42	6,590	5,204	1,217	179	42	6,642	
108	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	4,634	1,084	271	42	6,030	4,740	1,109	179	42	6,069	
109	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	3,928	919	271	42	5,159	4,018	940	179	42	5,178	
110	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	4,495	1,051	271	42	5,859	4,597	1,075	179	42	5,893	
111	249160	WILK-Watres	Plant Operator U648S	7/3/1989	4,945	1,157	271	42	6,415	5,058	1,183	179	42	6,461	
112	249156	WILK-Forest City	Plant Operator U648S	9/14/1992	4,733	1,107	271	42	6,153	4,841	1,132	179	42	6,194	
113	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	4,187	979	271	42	5,479	4,283	1,002	179	42	5,505	
114	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	5,513	1,289	271	42	7,115	5,638	1,319	179	42	7,177	
115	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	5,132	1,200	271	42	6,645	5,250	1,228	179	42	6,698	
116	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	4,310	1,008	271	42	5,631	4,408	1,031	179	42	5,660	
117	249106	WILK-Field Services	Regulation Crew Leader U648S	9/24/1984	4,892	1,144	271	42	6,348	5,004	1,170	179	42	6,395	
118	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	5,914	1,383	271	42	7,609	6,048	1,414	179	42	7,683	
119	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	3,837	897	271	42	5,047	3,925	918	179	42	5,063	
120	249152	WILK-Ceasestown	Maintenance/Relief Operator U648S	10/19/1987	4,758	1,113	271	42	6,183	4,867	1,138	179	42	6,226	
121	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	3,847	900	271	42	5,059	3,935	920	179	42	5,076	
122	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	5,032	1,177	271	42	6,522	5,148	1,204	179	42	6,572	
123	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	4,635	1,084	271	42	6,032	4,741	1,109	179	42	6,071	
124	249106	WILK-Field Services	M/C Crew Leader U648S	8/4/1991	4,617	1,080	271	42	6,010	4,722	1,104	179	42	6,047	
125	249106	WILK-Field Services	Line Location Specialist U648S	8/10/1987	4,720	1,104	271	42	6,136	4,827	1,129	179	42	6,177	
126	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	4,794	1,121	271	42	6,227	4,904	1,147	179	42	6,271	
127	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	4,410	1,031	271	42	5,754	4,509	1,055	179	42	5,784	
128	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	4,295	1,004	271	42	5,612	4,393	1,027	179	42	5,641	
129	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	4,390	1,027	271	42	5,729	4,490	1,050	179	42	5,761	

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Gross Payroll Taxes				2021 Total Gross Payroll Taxes	2022 Gross Payroll Taxes				2022 Total Gross Payroll Taxes
					FICA Withholding	FICA Medicare	SUTA	FUTA		FICA Withholding	FICA Medicare	SUTA	FUTA	
65	243306	BUTL-Field Services	Backhoe Operator U5370	8/30/1993	5,948	1,391	179	42	7,560	6,193	1,448	179	42	7,863
66	242103	MCMR-Cust Service	General Serviceman/Person U5370	5/2/1985	4,595	1,075	179	42	5,891	4,810	1,125	179	42	6,156
67	244103	INDI-Cust Service	Utility Person U5370	5/12/1997	4,556	1,065	179	42	5,842	4,770	1,116	179	42	6,106
68	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	5,225	1,222	179	42	6,667	5,455	1,276	179	42	6,951
69	243106	NEWC-Field Services	Pipeline Inspector U5370	4/23/1998	5,992	1,401	179	42	7,614	6,240	1,459	179	42	7,920
70	243103	NEWC-Cust Service	Distribution System Serviceman U5370	11/25/1997	5,103	1,193	179	42	6,517	5,329	1,246	179	42	6,796
71	242306	UNTN-Field Services	Subforeman U5370	5/1/1989	4,630	1,083	179	42	5,934	4,847	1,134	179	42	6,201
72	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	4,995	1,168	179	42	6,384	5,171	1,209	179	42	6,601
73	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	4,758	1,113	179	42	6,091	4,927	1,152	179	42	6,300
74	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	5,322	1,245	179	42	6,787	5,502	1,287	179	42	7,010
75	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	5,174	1,210	179	42	6,605	5,352	1,252	179	42	6,825
76	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	5,603	1,310	179	42	7,134	5,792	1,354	179	42	7,367
77	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	5,171	1,209	179	42	6,601	5,351	1,251	179	42	6,823
78	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	5,542	1,296	179	42	7,059	5,728	1,340	179	42	7,288
79	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	4,893	1,144	179	42	6,258	5,062	1,184	179	42	6,467
80	249103	WILK-Cust Service	Servicperson U648S	12/10/1984	4,517	1,056	179	42	5,794	4,681	1,095	179	42	5,997
81	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	6,358	1,487	179	42	8,065	6,562	1,535	179	42	8,317
82	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	5,303	1,240	179	42	6,764	5,485	1,283	179	42	6,988
83	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	4,549	1,064	179	42	5,833	4,714	1,103	179	42	6,038
84	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	5,466	1,278	179	42	6,965	5,650	1,321	179	42	7,192
85	249152	WILK-Ceasetown	Plant Operator U648S	4/9/1991	4,589	1,073	179	42	5,883	4,755	1,112	179	42	6,087
86	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	5,556	1,299	179	42	7,076	5,743	1,343	179	42	7,307
87	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	4,874	1,140	179	42	6,235	5,048	1,181	179	42	6,449
88	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	4,719	1,104	179	42	6,044	4,889	1,143	179	42	6,253
89	249159	WILK-Nesbitt	Plant Operator U648S	5/15/1989	4,969	1,162	179	42	6,352	5,144	1,203	179	42	6,568
90	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	5,406	1,264	179	42	6,891	5,586	1,306	179	42	7,114
91	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	4,655	1,089	179	42	5,964	4,818	1,127	179	42	6,166
92	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	4,420	1,034	179	42	5,675	4,582	1,072	179	42	5,875
93	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	4,632	1,083	179	42	5,936	4,800	1,123	179	42	6,144
94	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	4,283	1,002	179	42	5,506	4,438	1,038	179	42	5,697
95	249151	WILK-Brownell	Plant Operator U648S	4/24/1995	4,271	999	179	42	5,491	4,430	1,036	179	42	5,687
96	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	5,530	1,293	179	42	7,044	5,715	1,337	179	42	7,273
97	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	4,230	989	179	42	5,440	4,384	1,025	179	42	5,630
98	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	6,046	1,414	179	42	7,681	6,244	1,460	179	42	7,925
99	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	4,829	1,129	179	42	6,179	5,002	1,170	179	42	6,392
100	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	4,693	1,098	179	42	6,012	4,860	1,137	179	42	6,217
101	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	4,976	1,164	179	42	6,361	5,152	1,205	179	42	6,578
102	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	6,646	1,554	179	42	8,421	6,860	1,604	179	42	8,685
103	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	5,637	1,318	179	42	7,176	5,829	1,363	179	42	7,413
104	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	4,985	1,166	179	42	6,372	5,161	1,207	179	42	6,589
105	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	5,213	1,219	179	42	6,653	5,391	1,261	179	42	6,873
106	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	5,741	1,343	179	42	7,304	5,931	1,387	179	42	7,538
107	249106	WILK-Field Services	Dump Truck Driver U648S	7/14/1980	5,270	1,232	179	42	6,723	5,449	1,274	179	42	6,945
108	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	4,795	1,121	179	42	6,138	4,967	1,162	179	42	6,350
109	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	4,057	949	179	42	5,226	4,209	984	179	42	5,414
110	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	4,648	1,087	179	42	5,956	4,815	1,126	179	42	6,162
111	249160	WILK-Watres	Plant Operator U648S	7/3/1989	5,119	1,197	179	42	6,537	5,298	1,239	179	42	6,757
112	249156	WILK-Forest City	Plant Operator U648S	9/14/1992	4,898	1,146	179	42	6,265	5,072	1,186	179	42	6,479
113	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	4,328	1,012	179	42	5,561	4,486	1,049	179	42	5,756
114	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	5,712	1,336	179	42	7,268	5,904	1,381	179	42	7,505
115	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	5,315	1,243	179	42	6,779	5,497	1,286	179	42	7,004
116	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	4,455	1,042	179	42	5,717	4,617	1,080	179	42	5,918
117	249106	WILK-Field Services	Regulation Crew Leader U648S	9/24/1984	5,065	1,184	179	42	6,470	5,243	1,226	179	42	6,690
118	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	6,131	1,434	179	42	7,785	6,330	1,481	179	42	8,032
119	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	3,963	927	179	42	5,110	4,113	962	179	42	5,296
120	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	10/19/1987	4,925	1,152	179	42	6,297	5,099	1,193	179	42	6,513
121	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	3,974	929	179	42	5,124	4,123	964	179	42	5,308
122	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	5,212	1,219	179	42	6,652	5,394	1,261	179	42	6,876
123	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	4,796	1,122	179	42	6,139	4,968	1,162	179	42	6,351
124	249106	WILK-Field Services	M/C Crew Leader U648S	8/4/1991	4,775	1,117	179	42	6,113	4,945	1,156	179	42	6,322
125	249106	WILK-Field Services	Line Location Specialist U648S	8/10/1987	4,885	1,143	179	42	6,249	5,057	1,183	179	42	6,461
126	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	4,962	1,160	179	42	6,343	5,135	1,201	179	42	6,557
127	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	4,560	1,066	179	42	5,847	4,722	1,104	179	42	6,047
128	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	4,439	1,038	179	42	5,698	4,602	1,076	179	42	5,898
129	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	4,539	1,061	179	42	5,821	4,700	1,099	179	42	6,021

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2019 Gross Payroll Taxes									2020 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
130	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	5,650	1,321	271	42	7,284	5,778	1,351	179	42	7,351
131	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	5,024	1,175	271	42	6,511	5,138	1,202	179	42	6,561
132	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	4,855	1,135	271	42	6,303	4,965	1,161	179	42	6,347
133	249106	WILK-Field Services	Leak Detection Specialist U648S	1/23/1985	3,832	896	271	42	5,041	3,920	917	179	42	5,058
134	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	3,864	904	271	42	5,081	3,952	924	179	42	5,097
135	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	4,698	1,099	271	42	6,110	4,805	1,124	179	42	6,149
136	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/22/1990	4,272	999	271	42	5,583	4,370	1,022	179	42	5,612
137	245206	YARD-Field Services	Working Foreperson	8/1/1991	4,480	1,048	271	42	5,840	4,600	1,076	179	42	5,896
138	245101	NORR-Production	Plant Operator F473N	8/24/1990	4,861	1,137	271	42	6,311	4,981	1,165	179	42	6,367
139	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	3,934	920	271	42	5,167	4,031	943	179	42	5,195
140	245106	NORR-Field Services	Working Foreman F473N	7/27/1981	4,904	1,147	271	42	6,363	5,025	1,175	179	42	6,421
141	246152	MECH-Silver Springs	Maint & Relief U648R	4/22/1991	5,258	1,230	271	42	6,800	5,381	1,259	179	42	6,860
142	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	4,211	985	271	42	5,508	4,310	1,008	179	42	5,539
143	245203	YARD-Cust Service	Meter Reader F473Y	7/27/1983	3,736	874	271	42	4,922	3,837	897	179	42	4,955
144	245203	YARD-Cust Service	Serviceperson F473Y	3/1/1976	4,297	1,005	271	42	5,614	4,412	1,032	179	42	5,664
145	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	3,914	915	271	42	5,142	4,007	937	179	42	5,165
146	245103	NORR-Cust Service	Serviceperson F473N	1/30/1989	4,130	966	271	42	5,409	4,232	990	179	42	5,443
147	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	3,954	925	271	42	5,192	4,048	947	179	42	5,215
148	246106	MECH-Field Services	Utility A U648R	9/25/1989	4,216	986	271	42	5,515	4,316	1,009	179	42	5,546
149	245106	NORR-Field Services	Utility Person F473N	10/16/1989	4,016	939	271	42	5,268	4,116	963	179	42	5,299
150	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	3,951	924	271	42	5,188	4,049	947	179	42	5,217
151	245101	NORR-Production	Plant Operator F473N	10/21/1985	4,763	1,114	271	42	6,189	4,877	1,141	179	42	6,238
152	246106	MECH-Field Services	Utility A U648R	12/8/1983	4,418	1,033	271	42	5,764	4,523	1,058	179	42	5,801
153	245103	NORR-Cust Service	Meter Reader F473N	4/17/1979	3,869	905	271	42	5,087	3,965	927	179	42	5,113
154	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	10/5/1992	4,463	1,044	271	42	5,819	4,565	1,068	179	42	5,854
155	249152	WILK-Ceasetown	Plant Operator U648S	2/15/1988	4,535	1,061	271	42	5,908	4,638	1,085	179	42	5,943
156	241106	PITT-Field Services	Utility Person U537P	8/10/1998	4,302	1,006	271	42	5,621	4,522	1,058	179	42	5,800
157	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	6,550	1,532	271	42	8,395	6,870	1,607	179	42	8,697
158	244206	PUNX-Field Services	Distribution System Serviceman U537O	12/28/1998	4,779	1,118	271	42	6,210	4,892	1,144	179	42	6,257
159	244506	WARR-Field Services	Distribution System Serviceman U537O	10/29/1998	4,495	1,051	271	42	5,859	4,601	1,076	179	42	5,898
160	241152	PITT-Production Aldr	Operator U537P	11/16/1998	6,563	1,535	271	42	8,410	6,893	1,612	179	42	8,726
161	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	4,227	989	271	42	5,528	4,446	1,040	179	42	5,706
162	244101	INDI-Production	Operator U537O	8/9/1999	5,459	1,277	271	42	7,048	5,588	1,307	179	42	7,116
163	242106	MCMR-Field Services	Utility Person U537O	8/4/1999	5,614	1,313	271	42	7,240	5,741	1,343	179	42	7,304
164	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	5,046	1,180	271	42	6,539	5,168	1,209	179	42	6,597
165	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	5,567	1,302	271	42	7,182	5,694	1,332	179	42	7,247
166	245106	NORR-Field Services	Utility Person F473N	9/2/1999	4,136	967	271	42	5,417	4,239	991	179	42	5,452
167	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	4,707	1,101	271	42	6,121	4,818	1,127	179	42	6,166
168	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	8,240	2,680	271	42	11,233	8,537	2,807	179	42	11,565
169	246151	MECH-ProdWestShore	Plant Operator U648R	9/15/1999	4,676	1,094	271	42	6,083	4,785	1,119	179	42	6,125
170	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	4,573	1,070	271	42	5,956	4,805	1,124	179	42	6,149
171	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	4,220	987	271	42	5,519	4,316	1,009	179	42	5,546
172	240106	CORP-Field Services	Meter Serviceman U537P	12/28/2001	4,273	999	271	42	5,585	4,493	1,051	179	42	5,765
173	244303	CLAR-Cust Service	Distribution System Serviceman U537O	8/7/2000	4,479	1,047	271	42	5,839	4,586	1,072	179	42	5,879
174	241151	PITT-Production Haye	Operator U537P	11/27/2000	4,819	1,127	271	42	6,259	5,063	1,184	179	42	6,467
175	243152	NEWC-Ellwood	Operator U537O	3/28/2001	5,476	1,281	271	42	7,070	5,607	1,311	179	42	7,139
176	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	6,077	1,421	271	42	7,811	6,215	1,453	179	42	7,889
177	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	4,424	1,035	271	42	5,772	4,530	1,059	179	42	5,810
178	244101	INDI-Production	Maintenance Person U537O	1/28/2002	4,745	1,110	271	42	6,167	4,858	1,136	179	42	6,215
179	246106	MECH-Field Services	Utility A U648R	1/21/2002	3,950	924	271	42	5,186	4,043	946	179	42	5,210
180	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	7,719	1,805	271	42	9,837	8,089	1,892	179	42	10,202
181	241106	PITT-Field Services	Utility Person U537P	3/18/2002	6,627	1,550	271	42	8,490	6,949	1,625	179	42	8,795
182	241106	PITT-Field Services	Fire Hydrant Inspector U537P	3/25/2002	4,544	1,063	271	42	5,920	4,775	1,117	179	42	6,112
183	249106	WILK-Field Services	Regulation Crew Leader U648S	4/29/2002	4,857	1,136	271	42	6,306	4,969	1,162	179	42	6,351
184	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	5,443	1,273	271	42	7,028	5,566	1,302	179	42	7,088
185	243151	NEWC-New Castle	Operator U537O	6/4/2002	6,894	1,612	271	42	8,819	7,058	1,651	179	42	8,930
186	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	4,876	1,140	271	42	6,330	4,991	1,167	179	42	6,379
187	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	4,324	1,011	271	42	5,648	4,545	1,063	179	42	5,829
188	241106	PITT-Field Services	Utility Person U537P	11/12/2002	7,562	1,769	271	42	9,643	7,928	1,854	179	42	10,003
189	244406	KITT-Field Services	Subforeman U537O	11/11/2002	4,931	1,153	271	42	6,397	5,047	1,180	179	42	6,449
190	240106	CORP-Field Services	Meter Serviceman U537P	4/14/2003	4,261	996	271	42	5,570	4,479	1,048	179	42	5,748
191	244406	KITT-Field Services	Utility Person U537O	5/12/2003	4,406	1,030	271	42	5,749	4,512	1,055	179	42	5,788
192	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	4,528	1,059	271	42	5,899	4,631	1,083	179	42	5,934
193	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	7,162	1,675	271	42	9,149	7,505	1,755	179	42	9,481
194	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	4,942	1,156	271	42	6,411	5,054	1,182	179	42	6,457

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Gross Payroll Taxes				2021 Total Gross Payroll Taxes	2022 Gross Payroll Taxes				2022 Total Gross Payroll Taxes
					FICA Withholding	FICA Medicare	SUTA	FUTA		FICA Withholding	FICA Medicare	SUTA	FUTA	
130	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	5,855	1,369	179	42	7,445	6,048	1,414	179	42	7,683
131	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	5,203	1,217	179	42	6,641	5,383	1,259	179	42	6,863
132	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	5,025	1,175	179	42	6,420	5,198	1,216	179	42	6,634
133	249106	WILK-Field Services	Leak Detection Specialist U648S	1/23/1985	3,958	926	179	42	5,104	4,108	961	179	42	5,290
134	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	3,990	933	179	42	5,144	4,140	968	179	42	5,329
135	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	4,860	1,137	179	42	6,218	5,032	1,177	179	42	6,430
136	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/22/1990	4,416	1,033	179	42	5,670	4,579	1,071	179	42	5,871
137	245206	YARD-Field Services	Working Foreperson	8/1/1991	4,687	1,096	179	42	6,004	4,851	1,135	179	42	6,206
138	245101	NORR-Production	Plant Operator F473N	8/24/1990	5,101	1,193	179	42	6,515	5,226	1,222	179	42	6,669
139	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	4,128	965	179	42	5,314	4,228	989	179	42	5,437
140	245106	NORR-Field Services	Working Foreman F473N	7/27/1981	5,143	1,203	179	42	6,566	5,267	1,232	179	42	6,720
141	246152	MECH-Silver Springs	Maint & Relief U648R	4/22/1991	5,497	1,286	179	42	7,003	5,647	1,321	179	42	7,189
142	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	4,402	1,029	179	42	5,652	4,525	1,058	179	42	5,804
143	245203	YARD-Cust Service	Meter Reader F473Y	7/27/1983	3,907	914	179	42	5,041	4,048	947	179	42	5,215
144	245203	YARD-Cust Service	Serviceperson F473Y	3/1/1976	4,494	1,051	179	42	5,766	4,653	1,088	179	42	5,962
145	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	4,093	957	179	42	5,271	4,209	984	179	42	5,414
146	245103	NORR-Cust Service	Serviceperson F473N	1/30/1989	4,334	1,014	179	42	5,568	4,438	1,038	179	42	5,697
147	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	4,134	967	179	42	5,321	4,250	994	179	42	5,464
148	246106	MECH-Field Services	Utility A U648R	9/25/1989	4,408	1,031	179	42	5,659	4,531	1,060	179	42	5,811
149	245106	NORR-Field Services	Utility Person F473N	10/16/1989	4,213	985	179	42	5,420	4,316	1,009	179	42	5,546
150	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	4,147	970	179	42	5,338	4,248	994	179	42	5,462
151	245101	NORR-Production	Plant Operator F473N	10/21/1985	4,991	1,167	179	42	6,379	5,110	1,195	179	42	6,525
152	246106	MECH-Field Services	Utility A U648R	12/8/1983	4,619	1,080	179	42	5,920	4,748	1,110	179	42	6,079
153	245103	NORR-Cust Service	Meter Reader F473N	4/17/1979	4,059	949	179	42	5,229	4,157	972	179	42	5,350
154	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	10/5/1992	4,616	1,080	179	42	5,917	4,784	1,119	179	42	6,123
155	249152	WILK-Ceasetown	Plant Operator U648S	2/15/1988	4,690	1,097	179	42	6,007	4,858	1,136	179	42	6,215
156	241106	PITT-Field Services	Utility Person U537P	8/10/1998	4,598	1,075	179	42	5,894	4,752	1,111	179	42	6,084
157	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	6,998	1,637	179	42	8,855	7,206	1,685	179	42	9,112
158	244206	PUNX-Field Services	Distribution System Serviceman U537O	12/28/1998	4,918	1,150	179	42	6,288	5,140	1,202	179	42	6,563
159	244506	WARR-Field Services	Distribution System Serviceman U537O	10/29/1998	4,621	1,081	179	42	5,922	4,836	1,131	179	42	6,188
160	241152	PITT-Production Aldr	Operator U537P	11/16/1998	7,026	1,643	179	42	8,890	7,241	1,694	179	42	9,156
161	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	4,521	1,057	179	42	5,799	4,675	1,093	179	42	5,989
162	244101	INDI-Production	Operator U537O	8/9/1999	5,628	1,316	179	42	7,165	5,873	1,373	179	42	7,467
163	242106	MCMR-Field Services	Utility Person U537O	8/4/1999	5,781	1,352	179	42	7,353	6,020	1,408	179	42	7,648
164	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	5,287	1,236	179	42	6,744	5,412	1,266	179	42	6,899
165	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	5,734	1,341	179	42	7,296	5,974	1,397	179	42	7,592
166	245106	NORR-Field Services	Utility Person F473N	9/2/1999	4,340	1,015	179	42	5,575	4,445	1,040	179	42	5,706
167	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	4,842	1,132	179	42	6,195	5,063	1,184	179	42	6,467
168	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	8,767	2,864	179	42	11,851	9,002	2,940	179	42	12,163
169	246151	MECH-ProdWestShore	Plant Operator U648R	9/15/1999	4,887	1,143	179	42	6,250	5,021	1,174	179	42	6,416
170	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	4,887	1,143	179	42	6,250	5,049	1,181	179	42	6,450
171	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	4,361	1,020	179	42	5,601	4,521	1,057	179	42	5,800
172	240106	CORP-Field Services	Meter Serviceman U537P	12/28/2001	4,570	1,069	179	42	5,859	4,724	1,105	179	42	6,050
173	244303	CLAR-Cust Service	Distribution System Serviceman U537O	8/7/2000	4,605	1,077	179	42	5,903	4,821	1,128	179	42	6,170
174	241151	PITT-Production Haye	Operator U537P	11/27/2000	5,150	1,205	179	42	6,576	5,319	1,244	179	42	6,784
175	243152	NEWC-Ellwood	Operator U537O	3/28/2001	5,648	1,321	179	42	7,189	5,894	1,378	179	42	7,493
176	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	6,266	1,465	179	42	7,952	6,518	1,524	179	42	8,263
177	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	4,548	1,064	179	42	5,832	4,762	1,114	179	42	6,096
178	244101	INDI-Production	Maintenance Person U537O	1/28/2002	4,884	1,142	179	42	6,247	5,107	1,194	179	42	6,522
179	246106	MECH-Field Services	Utility A U648R	1/21/2002	4,129	966	179	42	5,315	4,245	993	179	42	5,458
180	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	8,243	1,928	179	42	10,391	8,479	1,983	179	42	10,683
181	241106	PITT-Field Services	Utility Person U537P	3/18/2002	7,078	1,655	179	42	8,954	7,287	1,704	179	42	9,212
182	241106	PITT-Field Services	Fire Hydrant Inspector U537P	3/25/2002	4,857	1,136	179	42	6,213	5,017	1,173	179	42	6,411
183	249106	WILK-Field Services	Regulation Crew Leader U648S	4/29/2002	5,029	1,176	179	42	6,425	5,206	1,217	179	42	6,644
184	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	5,639	1,319	179	42	7,179	5,825	1,362	179	42	7,408
185	243151	NEWC-New Castle	Operator U537O	6/4/2002	7,133	1,668	179	42	9,022	7,418	1,735	179	42	9,374
186	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	5,018	1,174	179	42	6,412	5,243	1,226	179	42	6,690
187	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	4,622	1,081	179	42	5,923	4,777	1,117	179	42	6,115
188	241106	PITT-Field Services	Utility Person U537P	11/12/2002	8,080	1,890	179	42	10,190	8,311	1,944	179	42	10,476
189	244406	KITT-Field Services	Subforeman U537O	11/11/2002	5,075	1,187	179	42	6,483	5,301	1,240	179	42	6,762
190	240106	CORP-Field Services	Meter Serviceman U537P	4/14/2003	4,555	1,065	179	42	5,841	4,709	1,101	179	42	6,031
191	244406	KITT-Field Services	Utility Person U537O	5/12/2003	4,530	1,060	179	42	5,811	4,745	1,110	179	42	6,075
192	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	4,682	1,095	179	42	5,998	4,850	1,134	179	42	6,205
193	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	7,646	1,788	179	42	9,655	7,867	1,840	179	42	9,928
194	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	5,117	1,197	179	42	6,534	5,291	1,237	179	42	6,749

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2019 Gross Payroll Taxes									2020 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
195	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	8,240	2,263	271	42	10,816	8,537	2,373	179	42	11,131
196	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2003	4,242	992	271	42	5,546	4,460	1,043	179	42	5,724
197	242103	MCMR-Cust Service	Distribution System Serviceman U537O	9/9/2003	4,883	1,142	271	42	6,337	4,997	1,169	179	42	6,386
198	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	4,391	1,027	271	42	5,730	4,496	1,052	179	42	5,768
199	246106	MECH-Field Services	Utility A U648R	9/15/2003	4,036	944	271	42	5,293	4,132	966	179	42	5,319
200	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	4,803	1,123	271	42	6,239	4,912	1,149	179	42	6,281
201	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	5,257	1,229	271	42	6,799	5,382	1,259	179	42	6,862
202	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	6,330	1,480	271	42	8,123	6,653	1,556	179	42	8,429
203	245106	NORR-Field Services	Relief Utility Person F473N	1/17/2005	3,913	915	271	42	5,141	4,010	938	179	42	5,169
204	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	4,463	1,044	271	42	5,820	4,694	1,098	179	42	6,012
205	241151	PITT-Production Haye	Maintenance Person U537P	3/16/2005	4,856	1,136	271	42	6,304	5,107	1,194	179	42	6,522
206	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	5,330	1,246	271	42	6,889	5,455	1,276	179	42	6,951
207	246106	MECH-Field Services	Utility Person U648R	8/8/2005	3,921	917	271	42	5,150	4,015	939	179	42	5,175
208	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	5,884	1,376	271	42	7,573	6,023	1,409	179	42	7,652
209	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	4,844	1,133	271	42	6,290	4,958	1,160	179	42	6,338
210	241106	PITT-Field Services	Utility Person U537P	9/19/2005	5,159	1,207	271	42	6,679	5,417	1,267	179	42	6,905
211	246106	MECH-Field Services	Utility A U648R	10/10/2005	4,921	1,151	271	42	6,385	5,038	1,178	179	42	6,436
212	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	4,767	1,115	271	42	6,195	4,879	1,141	179	42	6,241
213	243103	NEWC-Cust Service	Distribution System Serviceman U537O	10/25/2005	5,483	1,282	271	42	7,078	5,611	1,312	179	42	7,144
214	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	4,854	1,135	271	42	6,302	4,965	1,161	179	42	6,347
215	249103	WILK-Cust Service	Servicperson U648S	10/24/2005	4,196	981	271	42	5,489	4,292	1,004	179	42	5,517
216	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	4,392	1,027	271	42	5,732	4,498	1,052	179	42	5,770
217	245103	NORR-Cust Service	Servicperson F473N	11/7/2005	4,018	940	271	42	5,270	4,117	963	179	42	5,301
218	244206	PUNX-Field Services	Subforeman U537O	11/7/2005	4,519	1,057	271	42	5,889	4,628	1,082	179	42	5,931
219	241106	PITT-Field Services	Utility Person U537P	12/20/2005	5,578	1,305	271	42	7,195	5,856	1,370	179	42	7,446
220	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	4,401	1,029	271	42	5,743	4,626	1,082	179	42	5,928
221	242103	MCMR-Cust Service	General Serviceman/Person U537O	12/19/2005	4,441	1,039	271	42	5,793	4,547	1,064	179	42	5,832
222	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	6,169	1,443	271	42	7,924	6,468	1,513	179	42	8,201
223	241106	PITT-Field Services	Pipeline Inspector U537P	12/21/2005	6,266	1,465	271	42	8,044	6,572	1,537	179	42	8,329
224	244506	WARR-Field Services	Plant Operator/Utilityperson U537O	1/4/2006	4,658	1,089	271	42	6,060	4,769	1,115	179	42	6,105
225	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	6,905	1,615	271	42	8,833	7,237	1,692	179	42	9,150
226	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	4,911	1,149	271	42	6,372	5,027	1,176	179	42	6,423
227	241106	PITT-Field Services	Compressor Operator U537P	1/11/2006	4,422	1,034	271	42	5,769	4,648	1,087	179	42	5,955
228	241106	PITT-Field Services	Pipeline Inspector U537P	2/21/2006	5,040	1,179	271	42	6,531	5,292	1,238	179	42	6,750
229	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	5,949	1,391	271	42	7,653	6,244	1,460	179	42	7,925
230	240106	CORP-Field Services	Meter Serviceman U537P	3/20/2006	4,242	992	271	42	5,546	4,460	1,043	179	42	5,724
231	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	4,616	1,079	271	42	6,008	4,721	1,104	179	42	6,046
232	249103	WILK-Cust Service	Servicperson U648S	3/27/2006	4,037	944	271	42	5,294	4,130	966	179	42	5,317
233	241106	PITT-Field Services	Utility Person U537P	4/3/2006	5,171	1,209	271	42	6,694	5,430	1,270	179	42	6,920
234	241106	PITT-Field Services	Backhoe Operator U537P	4/10/2006	4,471	1,046	271	42	5,829	4,701	1,099	179	42	6,021
235	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	6,425	1,503	271	42	8,241	6,741	1,576	179	42	8,538
236	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	4,821	1,127	271	42	6,261	4,934	1,154	179	42	6,309
237	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	4,686	1,096	271	42	6,094	4,797	1,122	179	42	6,139
238	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	5,108	1,195	271	42	6,616	5,228	1,223	179	42	6,672
239	241106	PITT-Field Services	Utility Person U537P	5/10/2006	4,418	1,033	271	42	5,764	4,645	1,086	179	42	5,952
240	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	5,706	1,334	271	42	7,353	5,834	1,365	179	42	7,420
241	241106	PITT-Field Services	Utility Person U537P	5/11/2006	4,356	1,019	271	42	5,687	4,580	1,071	179	42	5,872
242	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	4,458	1,043	271	42	5,813	4,560	1,066	179	42	5,847
243	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	6,812	1,593	271	42	8,718	7,149	1,672	179	42	9,042
244	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	5,675	1,327	271	42	7,314	5,803	1,357	179	42	7,381
245	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	4,810	1,125	271	42	6,247	4,924	1,152	179	42	6,297
246	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	5,224	1,222	271	42	6,758	5,493	1,285	179	42	6,998
247	249103	WILK-Cust Service	Servicperson U648S	5/30/2006	5,536	1,295	271	42	7,144	5,662	1,324	179	42	7,207
248	244406	KITT-Field Services	Utility Person U537O	6/2/2006	4,462	1,043	271	42	5,818	4,568	1,068	179	42	5,857
249	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	4,671	1,093	271	42	6,077	4,797	1,122	179	42	6,139
250	245106	NORR-Field Services	Relief Utility Person F473N	6/19/2006	5,230	1,223	271	42	6,766	5,360	1,253	179	42	6,834
251	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	4,253	995	271	42	5,561	4,473	1,046	179	42	5,739
252	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	4,587	1,073	271	42	5,972	4,691	1,097	179	42	6,009
253	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	4,203	983	271	42	5,498	4,299	1,005	179	42	5,525
254	245201	YARD-Production	Plant Operator F473Y	7/5/2006	5,101	1,193	271	42	6,607	5,234	1,224	179	42	6,679
255	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	4,446	1,040	271	42	5,799	4,553	1,065	179	42	5,838
256	241106	PITT-Field Services	Utility Person U537P	7/17/2006	5,350	1,251	271	42	6,913	5,619	1,314	179	42	7,154
257	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	4,875	1,140	271	42	6,328	4,990	1,167	179	42	6,378
258	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	5,174	1,210	271	42	6,697	5,295	1,238	179	42	6,754
259	246106	MECH-Field Services	Utility Person U648R	11/13/2006	4,486	1,049	271	42	5,848	4,593	1,074	179	42	5,888

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Gross Payroll Taxes					2022 Gross Payroll Taxes				
					FICA Withholding	FICA Medicare	SUTA	FUTA	2021 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2022 Total Gross Payroll Taxes
195	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	8,767	2,422	179	42	11,409	9,002	2,489	179	42	11,712
196	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2003	4,536	1,061	179	42	5,817	4,690	1,097	179	42	6,007
197	242103	MCMR-Cust Service	Distribution System Serviceman U537O	9/9/2003	5,024	1,175	179	42	6,420	5,249	1,228	179	42	6,697
198	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	4,514	1,056	179	42	5,791	4,728	1,106	179	42	6,055
199	246106	MECH-Field Services	Utility A U648R	9/15/2003	4,220	987	179	42	5,427	4,338	1,015	179	42	5,573
200	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	4,969	1,162	179	42	6,352	5,144	1,203	179	42	6,568
201	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	5,417	1,267	179	42	6,905	5,657	1,323	179	42	7,201
202	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	6,782	1,586	179	42	8,589	6,992	1,635	179	42	8,848
203	245106	NORR-Field Services	Relief Utility Person F473N	1/17/2005	4,104	960	179	42	5,285	4,204	983	179	42	5,408
204	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	4,775	1,117	179	42	6,113	4,935	1,154	179	42	6,310
205	241151	PITT-Production Haye	Maintenance Person U537P	3/16/2005	5,199	1,216	179	42	6,635	5,369	1,256	179	42	6,846
206	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	5,493	1,285	179	42	6,999	5,730	1,340	179	42	7,291
207	246106	MECH-Field Services	Utility Person U648R	8/8/2005	4,102	959	179	42	5,282	4,219	987	179	42	5,426
208	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	6,074	1,420	179	42	7,715	6,326	1,479	179	42	8,026
209	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	4,985	1,166	179	42	6,371	5,208	1,218	179	42	6,646
210	241106	PITT-Field Services	Utility Person U537P	9/19/2005	5,513	1,289	179	42	7,024	5,688	1,330	179	42	7,239
211	246106	MECH-Field Services	Utility A U648R	10/10/2005	5,146	1,203	179	42	6,570	5,288	1,237	179	42	6,746
212	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	4,904	1,147	179	42	6,272	5,126	1,199	179	42	6,546
213	243103	NEWC-Cust Service	Distribution System Serviceman U537O	10/25/2005	5,652	1,322	179	42	7,194	5,892	1,378	179	42	7,491
214	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	5,026	1,175	179	42	6,422	5,199	1,216	179	42	6,635
215	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	4,337	1,014	179	42	5,572	4,498	1,052	179	42	5,770
216	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	4,516	1,056	179	42	5,793	4,730	1,106	179	42	6,057
217	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	4,216	986	179	42	5,423	4,318	1,010	179	42	5,548
218	244206	PUNX-Field Services	Subforeman U537O	11/7/2005	4,648	1,087	179	42	5,956	4,866	1,138	179	42	6,224
219	241106	PITT-Field Services	Utility Person U537P	12/20/2005	5,963	1,394	179	42	7,578	6,148	1,438	179	42	7,807
220	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	4,705	1,100	179	42	6,026	4,862	1,137	179	42	6,219
221	242103	MCMR-Cust Service	General Serviceman/Person U537O	12/19/2005	4,566	1,068	179	42	5,855	4,781	1,118	179	42	6,120
222	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	6,585	1,540	179	42	8,346	6,783	1,586	179	42	8,590
223	241106	PITT-Field Services	Pipeline Inspector U537P	12/21/2005	6,693	1,565	179	42	8,480	6,896	1,613	179	42	8,729
224	244506	WARR-Field Services	Plant Operator/Utilityperson U537O	1/4/2006	4,790	1,120	179	42	6,131	5,013	1,172	179	42	6,406
225	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	7,371	1,724	179	42	9,316	7,586	1,774	179	42	9,581
226	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	5,055	1,182	179	42	6,458	5,281	1,235	179	42	6,737
227	241106	PITT-Field Services	Compressor Operator U537P	1/11/2006	4,727	1,106	179	42	6,053	4,886	1,143	179	42	6,249
228	241106	PITT-Field Services	Pipeline Inspector U537P	2/21/2006	5,386	1,260	179	42	6,866	5,560	1,300	179	42	7,081
229	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	6,359	1,487	179	42	8,067	6,555	1,533	179	42	8,309
230	240106	CORP-Field Services	Meter Serviceman U537P	3/20/2006	4,536	1,061	179	42	5,817	4,690	1,097	179	42	6,007
231	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	4,777	1,117	179	42	6,115	4,944	1,156	179	42	6,320
232	249103	WILK-Cust Service	Serviceperson U648S	3/27/2006	4,171	975	179	42	5,367	4,328	1,012	179	42	5,560
233	241106	PITT-Field Services	Utility Person U537P	4/3/2006	5,526	1,292	179	42	7,039	5,701	1,333	179	42	7,255
234	241106	PITT-Field Services	Backhoe Operator U537P	4/10/2006	4,783	1,118	179	42	6,122	4,943	1,156	179	42	6,320
235	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	6,866	1,606	179	42	8,693	7,073	1,654	179	42	8,948
236	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	4,959	1,160	179	42	6,340	5,184	1,212	179	42	6,617
237	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	4,819	1,127	179	42	6,167	5,040	1,179	179	42	6,440
238	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	5,261	1,231	179	42	6,713	5,493	1,285	179	42	6,998
239	241106	PITT-Field Services	Utility Person U537P	5/10/2006	4,725	1,105	179	42	6,051	4,884	1,142	179	42	6,247
240	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	5,914	1,383	179	42	7,518	6,106	1,428	179	42	7,755
241	241106	PITT-Field Services	Utility Person U537P	5/11/2006	4,658	1,089	179	42	5,969	4,815	1,126	179	42	6,162
242	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	4,611	1,078	179	42	5,909	4,777	1,117	179	42	6,115
243	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	7,287	1,704	179	42	9,212	7,505	1,755	179	42	9,481
244	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	5,881	1,375	179	42	7,477	6,077	1,421	179	42	7,719
245	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	4,948	1,157	179	42	6,326	5,175	1,210	179	42	6,606
246	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	5,595	1,308	179	42	7,124	5,776	1,351	179	42	7,347
247	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	5,738	1,342	179	42	7,300	5,931	1,387	179	42	7,539
248	244406	KITT-Field Services	Utility Person U537O	6/2/2006	4,588	1,073	179	42	5,881	4,803	1,123	179	42	6,147
249	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	4,887	1,143	179	42	6,251	5,059	1,183	179	42	6,463
250	245106	NORR-Field Services	Relief Utility Person F473N	6/19/2006	5,485	1,283	179	42	6,989	5,618	1,314	179	42	7,153
251	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	4,549	1,064	179	42	5,833	4,703	1,100	179	42	6,023
252	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	4,745	1,110	179	42	6,075	4,915	1,149	179	42	6,285
253	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	4,344	1,016	179	42	5,581	4,505	1,054	179	42	5,779
254	245201	YARD-Production	Plant Operator F473Y	7/5/2006	5,334	1,247	179	42	6,802	5,510	1,289	179	42	7,019
255	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	4,572	1,069	179	42	5,862	4,788	1,120	179	42	6,128
256	241106	PITT-Field Services	Utility Person U537P	7/17/2006	5,721	1,338	179	42	7,279	5,901	1,380	179	42	7,502
257	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	5,018	1,173	179	42	6,412	5,243	1,226	179	42	6,689
258	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	5,328	1,246	179	42	6,795	5,560	1,300	179	42	7,081
259	246106	MECH-Field Services	Utility Person U648R	11/13/2006	4,692	1,097	179	42	6,010	4,824	1,128	179	42	6,172

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2019 Gross Payroll Taxes										2020 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes	
260	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	4,611	1,078	271	42	6,003	4,716	1,103	179	42	6,040	
261	241106	PITT-Field Services	Utility Person U537P	3/5/2007	5,897	1,379	271	42	7,589	6,187	1,447	179	42	7,854	
262	241106	PITT-Field Services	Utility Person U537P	3/5/2007	6,546	1,531	271	42	8,390	6,863	1,605	179	42	8,689	
263	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	4,877	1,140	271	42	6,330	4,991	1,167	179	42	6,379	
264	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007	5,519	1,291	271	42	7,122	5,651	1,322	179	42	7,193	
265	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	4,300	1,006	271	42	5,618	4,398	1,029	179	42	5,648	
266	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	4,595	1,075	271	42	5,982	4,700	1,099	179	42	6,020	
267	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	4,375	1,023	271	42	5,711	4,475	1,047	179	42	5,743	
268	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	4,602	1,076	271	42	5,991	4,706	1,101	179	42	6,028	
269	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	5,075	1,187	271	42	6,574	5,191	1,214	179	42	6,625	
270	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	4,415	1,032	271	42	5,760	4,514	1,056	179	42	5,790	
271	246106	MECH-Field Services	Utility Person U648R	7/9/2007	4,085	955	271	42	5,353	4,183	978	179	42	5,381	
272	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	4,277	1,000	271	42	5,590	4,391	1,027	179	42	5,639	
273	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	4,676	1,094	271	42	6,082	4,788	1,120	179	42	6,128	
274	249106	WILK-Field Services	M/C Utility Person U648S	7/16/2007	5,232	1,224	271	42	6,768	5,351	1,251	179	42	6,823	
275	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	3,914	915	271	42	5,142	4,004	936	179	42	5,161	
276	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	4,695	1,098	271	42	6,106	4,934	1,154	179	42	6,308	
277	241106	PITT-Field Services	Utility Person U537P	7/23/2007	6,587	1,540	271	42	8,440	6,909	1,616	179	42	8,746	
278	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	4,121	964	271	42	5,398	4,224	988	179	42	5,432	
279	245106	NORR-Field Services	Relief Utility Person F473N	8/6/2007	4,261	997	271	42	5,570	4,367	1,021	179	42	5,609	
280	244101	INDI-Production	Operator U537O	8/13/2007	5,842	1,366	271	42	7,521	5,981	1,399	179	42	7,600	
281	249106	WILK-Field Services	M/C Crew Leader U648S	8/20/2007	4,541	1,062	271	42	5,915	4,644	1,086	179	42	5,951	
282	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	4,301	1,006	271	42	5,620	4,521	1,057	179	42	5,799	
283	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	3,864	904	271	42	5,080	3,953	924	179	42	5,098	
284	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	4,475	1,047	271	42	5,835	4,577	1,070	179	42	5,868	
285	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	4,525	1,058	271	42	5,896	4,634	1,084	179	42	5,939	
286	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	5,945	1,390	271	42	7,649	6,105	1,428	179	42	7,754	
287	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	10/1/2007	5,041	1,179	271	42	6,532	5,160	1,207	179	42	6,587	
288	245201	YARD-Production	Plant Operator F473Y	10/8/2007	5,084	1,189	271	42	6,586	5,220	1,221	179	42	6,661	
289	241106	PITT-Field Services	Utility Person U537P	10/22/2007	4,358	1,019	271	42	5,690	4,580	1,071	179	42	5,872	
290	249106	WILK-Field Services	Dump Truck Driver U648S	10/22/2007	4,729	1,106	271	42	6,148	4,838	1,131	179	42	6,190	
291	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	5,397	1,262	271	42	6,971	5,521	1,291	179	42	7,033	
292	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	4,584	1,072	271	42	5,968	4,688	1,096	179	42	6,005	
293	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	4,639	1,085	271	42	6,037	4,875	1,140	179	42	6,236	
294	244606	KANE-Field Services	Subforeman U537O	1/7/2008	4,447	1,040	271	42	5,799	4,554	1,065	179	42	5,840	
295	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	4,874	1,140	271	42	6,326	4,986	1,166	179	42	6,373	
296	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	5,914	1,383	271	42	7,610	6,051	1,415	179	42	7,686	
297	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	4,890	1,144	271	42	6,346	5,004	1,170	179	42	6,394	
298	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	4,785	1,119	271	42	6,217	4,898	1,145	179	42	6,264	
299	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	4,232	990	271	42	5,535	4,329	1,012	179	42	5,562	
300	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	4,489	1,050	271	42	5,852	4,592	1,074	179	42	5,887	
301	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	4,334	1,014	271	42	5,661	4,557	1,066	179	42	5,844	
302	245106	NORR-Field Services	Relief Utility Person F473N	7/28/2008	4,355	1,019	271	42	5,686	4,463	1,044	179	42	5,728	
303	241106	PITT-Field Services	Utility Person U537P	8/4/2008	4,545	1,063	271	42	5,920	4,778	1,117	179	42	6,116	
304	241106	PITT-Field Services	Utility Person U537P	8/11/2008	4,804	1,123	271	42	6,240	5,048	1,180	179	42	6,449	
305	240106	CORP-Field Services	Distribution Records Clerk U537O	8/18/2008	4,271	999	271	42	5,583	4,374	1,023	179	42	5,618	
306	245101	NORR-Production	Maint&Relief F473N	10/6/2008	4,705	1,100	271	42	6,118	4,818	1,127	179	42	6,166	
307	242103	MCMR-Cust Service	Distribution System Serviceman U537O	11/10/2008	4,559	1,066	271	42	5,938	4,668	1,092	179	42	5,980	
308	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	5,931	1,387	271	42	7,631	6,223	1,455	179	42	7,900	
309	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	5,520	1,291	271	42	7,124	5,805	1,358	179	42	7,383	
310	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	4,588	1,073	271	42	5,974	4,821	1,127	179	42	6,169	
311	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	8,240	2,137	271	42	10,689	8,537	2,239	179	42	10,997	
312	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	4,384	1,025	271	42	5,722	4,490	1,050	179	42	5,760	
313	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	4,571	1,069	271	42	5,953	4,680	1,095	179	42	5,995	
314	242206	MONVA-Field Services	Utility Person U537O	3/9/2009	5,606	1,311	271	42	7,230	5,736	1,341	179	42	7,298	
315	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	4,557	1,066	271	42	5,935	4,665	1,091	179	42	5,976	
316	242306	UNTN-Field Services	Utility Person U537O	4/13/2009	4,826	1,129	271	42	6,267	4,940	1,155	179	42	6,317	
317	241106	PITT-Field Services	Utility Person U537P	5/4/2009	5,488	1,284	271	42	7,085	5,762	1,347	179	42	7,330	
318	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	4,127	965	271	42	5,405	4,222	987	179	42	5,430	
319	242103	MCMR-Cust Service	Meter Reader U537O	6/17/2009	4,566	1,068	271	42	5,946	4,675	1,093	179	42	5,989	
320	245106	NORR-Field Services	Relief Utility Person F473N	6/30/2009	4,336	1,014	271	42	5,663	4,444	1,039	179	42	5,704	
321	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	4,349	1,017	271	42	5,679	4,572	1,069	179	42	5,862	
322	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	5,306	1,241	271	42	6,860	5,429	1,270	179	42	6,919	
323	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	5,221	1,221	271	42	6,755	5,344	1,250	179	42	6,814	
324	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	5,129	1,200	271	42	6,642	5,249	1,228	179	42	6,697	

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Gross Payroll Taxes				2021 Total Gross Payroll Taxes	2022 Gross Payroll Taxes				2022 Total Gross Payroll Taxes
					FICA Withholding	FICA Medicare	SUTA	FUTA		FICA Withholding	FICA Medicare	SUTA	FUTA	
260	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	4,770	1,115	179	42	6,106	4,940	1,155	179	42	6,315
261	241106	PITT-Field Services	Utility Person U537P	3/5/2007	6,299	1,473	179	42	7,993	6,490	1,518	179	42	8,229
262	241106	PITT-Field Services	Utility Person U537P	3/5/2007	6,990	1,635	179	42	8,845	7,196	1,683	179	42	9,099
263	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	5,019	1,174	179	42	6,413	5,244	1,226	179	42	6,691
264	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007	5,692	1,331	179	42	7,244	5,940	1,389	179	42	7,550
265	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	4,447	1,040	179	42	5,708	4,606	1,077	179	42	5,904
266	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	4,755	1,112	179	42	6,088	4,921	1,151	179	42	6,293
267	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	4,526	1,058	179	42	5,805	4,687	1,096	179	42	6,004
268	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	4,760	1,113	179	42	6,093	4,929	1,153	179	42	6,303
269	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	5,255	1,229	179	42	6,705	5,437	1,272	179	42	6,930
270	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	4,561	1,067	179	42	5,849	4,725	1,105	179	42	6,051
271	246106	MECH-Field Services	Utility Person U648R	7/9/2007	4,272	999	179	42	5,492	4,393	1,027	179	42	5,641
272	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	4,498	1,052	179	42	5,770	4,624	1,081	179	42	5,927
273	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	4,892	1,144	179	42	6,257	5,029	1,176	179	42	6,426
274	249106	WILK-Field Services	M/C Utility Person U648S	7/16/2007	5,418	1,267	179	42	6,906	5,603	1,310	179	42	7,134
275	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	4,044	946	179	42	5,210	4,196	981	179	42	5,398
276	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	5,020	1,174	179	42	6,415	5,184	1,212	179	42	6,617
277	241106	PITT-Field Services	Utility Person U537P	7/23/2007	7,038	1,646	179	42	8,905	7,247	1,695	179	42	9,162
278	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	4,326	1,012	179	42	5,558	4,431	1,036	179	42	5,688
279	245106	NORR-Field Services	Relief Utility Person F473N	8/6/2007	4,470	1,045	179	42	5,737	4,578	1,071	179	42	5,869
280	244101	INDI-Production	Operator U537O	8/13/2007	6,029	1,410	179	42	7,660	6,285	1,470	179	42	7,975
281	249106	WILK-Field Services	M/C Crew Leader U648S	8/20/2007	4,697	1,098	179	42	6,016	4,866	1,138	179	42	6,224
282	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	4,598	1,075	179	42	5,894	4,753	1,112	179	42	6,086
283	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	3,991	933	179	42	5,145	4,142	969	179	42	5,332
284	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	4,627	1,082	179	42	5,930	4,794	1,121	179	42	6,136
285	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	4,655	1,089	179	42	5,964	4,872	1,139	179	42	6,232
286	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	6,167	1,442	179	42	7,830	6,389	1,494	179	42	8,104
287	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	10/1/2007	5,192	1,214	179	42	6,627	5,423	1,268	179	42	6,911
288	245201	YARD-Production	Plant Operator F473Y	10/8/2007	5,322	1,245	179	42	6,787	5,500	1,286	179	42	7,007
289	241106	PITT-Field Services	Utility Person U537P	10/22/2007	4,658	1,089	179	42	5,968	4,813	1,126	179	42	6,160
290	249106	WILK-Field Services	Dump Truck Driver U648S	10/22/2007	4,895	1,145	179	42	6,261	5,067	1,185	179	42	6,472
291	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	5,559	1,300	179	42	7,079	5,795	1,355	179	42	7,371
292	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	4,742	1,109	179	42	6,072	4,907	1,148	179	42	6,275
293	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	4,960	1,160	179	42	6,341	5,124	1,198	179	42	6,543
294	244606	KANE-Field Services	Subforeman U537O	1/7/2008	4,573	1,069	179	42	5,863	4,789	1,120	179	42	6,129
295	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	5,047	1,180	179	42	6,448	5,225	1,222	179	42	6,667
296	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	6,101	1,427	179	42	7,748	6,351	1,485	179	42	8,057
297	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	5,109	1,195	179	42	6,525	5,248	1,227	179	42	6,696
298	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	4,923	1,151	179	42	6,296	5,146	1,204	179	42	6,570
299	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	4,375	1,023	179	42	5,619	4,532	1,060	179	42	5,812
300	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	4,644	1,086	179	42	5,951	4,812	1,125	179	42	6,158
301	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	4,635	1,084	179	42	5,940	4,792	1,121	179	42	6,133
302	245106	NORR-Field Services	Relief Utility Person F473N	7/28/2008	4,569	1,068	179	42	5,858	4,679	1,094	179	42	5,993
303	241106	PITT-Field Services	Utility Person U537P	8/4/2008	4,861	1,137	179	42	6,219	5,023	1,175	179	42	6,418
304	241106	PITT-Field Services	Utility Person U537P	8/11/2008	5,136	1,201	179	42	6,558	5,303	1,240	179	42	6,764
305	240106	CORP-Field Services	Distribution Records Clerk U537O	8/18/2008	4,392	1,027	179	42	5,640	4,600	1,076	179	42	5,896
306	245101	NORR-Production	Maint&Relief F473N	10/6/2008	4,931	1,153	179	42	6,305	5,047	1,180	179	42	6,448
307	242103	MCMR-Cust Service	Distribution System Serviceman U537O	11/10/2008	4,689	1,097	179	42	6,006	4,907	1,148	179	42	6,275
308	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	6,337	1,482	179	42	8,040	6,531	1,528	179	42	8,280
309	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	5,915	1,383	179	42	7,519	6,104	1,428	179	42	7,752
310	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	4,903	1,147	179	42	6,271	5,066	1,185	179	42	6,471
311	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	8,767	2,283	179	42	11,270	9,002	2,347	179	42	11,570
312	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	4,508	1,054	179	42	5,783	4,721	1,104	179	42	6,045
313	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	4,702	1,100	179	42	6,022	4,920	1,151	179	42	6,291
314	242206	MONVA-Field Services	Utility Person U537O	3/9/2009	5,778	1,351	179	42	7,350	6,020	1,408	179	42	7,649
315	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	4,686	1,096	179	42	6,002	4,902	1,146	179	42	6,269
316	242306	UNTN-Field Services	Utility Person U537O	4/13/2009	4,968	1,162	179	42	6,351	5,193	1,215	179	42	6,629
317	241106	PITT-Field Services	Utility Person U537P	5/4/2009	5,865	1,372	179	42	7,458	6,048	1,415	179	42	7,683
318	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	4,265	997	179	42	5,483	4,424	1,035	179	42	5,679
319	242103	MCMR-Cust Service	Meter Reader U537O	6/17/2009	4,696	1,098	179	42	6,016	4,913	1,149	179	42	6,283
320	245106	NORR-Field Services	Relief Utility Person F473N	6/30/2009	4,549	1,064	179	42	5,833	4,658	1,089	179	42	5,968
321	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	4,650	1,088	179	42	5,959	4,808	1,124	179	42	6,153
322	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	5,464	1,278	179	42	6,962	5,698	1,333	179	42	7,251
323	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	5,379	1,258	179	42	6,858	5,613	1,313	179	42	7,146
324	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	5,280	1,235	179	42	6,736	5,510	1,289	179	42	7,020

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2019 Gross Payroll Taxes				2019 Total Gross Payroll Taxes	2020 Gross Payroll Taxes				2020 Total Gross Payroll Taxes
					FICA Withholding	FICA Medicare	SUTA	FUTA		FICA Withholding	FICA Medicare	SUTA	FUTA	
325	242106	MCMR-Field Services	Utility Person U5370	7/20/2009	5,748	1,344	271	42	7,405	5,880	1,375	179	42	7,475
326	242106	MCMR-Field Services	Distribution Systems Records Clerk U5370	7/21/2009	4,367	1,021	271	42	5,701	4,472	1,046	179	42	5,738
327	240106	CORP-Field Services	Meter Serviceman U537P	7/27/2009	4,265	998	271	42	5,575	4,485	1,049	179	42	5,755
328	244306	CLAR-Field Services	Subforeman U5370	8/3/2009	5,006	1,171	271	42	6,489	5,124	1,198	179	42	6,543
329	244406	KITT-Field Services	Utility Person U5370	8/18/2009	4,771	1,116	271	42	6,199	4,883	1,142	179	42	6,245
330	242106	MCMR-Field Services	Utility Person U5370	8/17/2009	5,470	1,279	271	42	7,062	5,597	1,309	179	42	7,126
331	242306	UNTN-Field Services	Utility Person U5370	9/14/2009	5,084	1,189	271	42	6,586	5,203	1,217	179	42	6,641
332	241106	PITT-Field Services	Compressor Operator U537P	9/29/2009	4,434	1,037	271	42	5,784	4,662	1,090	179	42	5,973
333	243306	BUTL-Field Services	Utility Person U5370	10/28/2009	5,295	1,238	271	42	6,846	5,417	1,267	179	42	6,905
334	243306	BUTL-Field Services	Utility Person U5370	10/28/2009	5,179	1,211	271	42	6,703	5,299	1,239	179	42	6,759
335	242106	MCMR-Field Services	Utility Person U5370	11/2/2009	6,001	1,403	271	42	7,717	6,140	1,436	179	42	7,797
336	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	4,750	1,111	271	42	6,173	4,995	1,168	179	42	6,383
337	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	8,209	1,920	271	42	10,442	8,537	2,012	179	42	10,771
338	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	5,274	1,234	271	42	6,821	5,394	1,261	179	42	6,876
339	240106	CORP-Field Services	Meter Repair Person U537P, U648S	3/23/2010	4,231	989	271	42	5,533	4,450	1,041	179	42	5,711
340	249106	WILK-Field Services	M/C Crew Leader U648S	3/29/2010	4,774	1,116	271	42	6,203	4,883	1,142	179	42	6,246
341	243152	NEWC-Ellwood	Operator U5370	5/10/2010	6,352	1,486	271	42	8,150	6,503	1,521	179	42	8,244
342	245101	NORR-Production	Plant Operator F473N	6/21/2010	4,961	1,160	271	42	6,434	5,080	1,188	179	42	6,489
343	242103	MCMR-Cust Service	General Serviceman/Person U5370	10/12/2010	5,606	1,311	271	42	7,230	5,736	1,342	179	42	7,298
344	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	5,597	1,309	271	42	7,218	5,883	1,376	179	42	7,479
345	242206	MONVA-Field Services	Utility Person U5370	11/9/2010	4,698	1,099	271	42	6,109	4,809	1,125	179	42	6,155
346	242203	MONVAL-Cust Service	Distribution System Serviceman U5370	11/8/2010	5,061	1,184	271	42	6,558	5,180	1,211	179	42	6,612
347	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	7,857	1,838	271	42	10,007	8,241	1,927	179	42	10,390
348	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	4,227	989	271	42	5,528	4,446	1,040	179	42	5,706
349	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	4,299	1,005	271	42	5,617	4,520	1,057	179	42	5,798
350	244103	INDI-Cust Service	Utility Person U5370	11/22/2010	4,837	1,131	271	42	6,281	4,951	1,158	179	42	6,329
351	241151	PITT-Production Haye	Maint & Relief U537P	12/20/2010	5,009	1,171	271	42	6,493	5,265	1,231	179	42	6,717
352	243106	NEWC-Field Services	Utility Person U5370	12/27/2010	5,199	1,216	271	42	6,728	5,320	1,244	179	42	6,785
353	242103	MCMR-Cust Service	Distribution System Serviceman U5370	1/3/2011	4,447	1,040	271	42	5,800	4,553	1,065	179	42	5,839
354	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	5,160	1,207	271	42	6,680	5,423	1,268	179	42	6,912
355	243151	NEWC-New Castle	Maintenance Person U5370	1/10/2011	6,453	1,509	271	42	8,275	6,603	1,544	179	42	8,368
356	242203	MONVAL-Cust Service	Distribution System Serviceman U5370	3/14/2011	6,674	1,561	271	42	8,548	6,826	1,596	179	42	8,644
357	241152	PITT-Production Aldr	Operator U537P	3/14/2011	5,654	1,322	271	42	7,289	5,939	1,389	179	42	7,549
358	244206	PUNX-Field Services	Utility Person U5370	3/14/2011	4,692	1,097	271	42	6,102	4,803	1,123	179	42	6,147
359	243306	BUTL-Field Services	Utility Person U5370	5/24/2011	4,691	1,097	271	42	6,101	4,802	1,123	179	42	6,146
360	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	4,887	1,143	271	42	6,342	5,136	1,201	179	42	6,558
361	246103	MECH-Cust Service	Servicperson U648R	8/22/2011	4,844	1,133	271	42	6,290	4,959	1,160	179	42	6,339
362	242106	MCMR-Field Services	Utility Person U5370	8/24/2011	5,145	1,203	271	42	6,661	5,265	1,231	179	42	6,717
363	242306	UNTN-Field Services	Utility Person U5370	9/6/2011	4,601	1,076	271	42	5,990	4,711	1,102	179	42	6,034
364	242206	MONVA-Field Services	Utility Person U5370	8/29/2011	5,639	1,319	271	42	7,270	5,768	1,349	179	42	7,337
365	242106	MCMR-Field Services	Utility Person U5370	9/7/2011	4,551	1,064	271	42	5,928	4,659	1,090	179	42	5,970
366	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	4,632	1,083	271	42	6,028	4,871	1,139	179	42	6,231
367	243106	NEWC-Field Services	Utility Person U5370	9/26/2011	4,975	1,163	271	42	6,451	5,092	1,191	179	42	6,503
368	244306	CLAR-Field Services	Utility Person U5370	10/11/2011	4,672	1,093	271	42	6,077	4,782	1,118	179	42	6,121
369	244103	INDI-Cust Service	Utility Person U5370	10/17/2011	4,810	1,125	271	42	6,247	4,924	1,152	179	42	6,296
370	242206	MONVA-Field Services	Subforeman U5370	10/3/2011	6,821	1,595	271	42	8,729	6,975	1,631	179	42	8,827
371	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	5,346	1,250	271	42	6,909	5,621	1,315	179	42	7,156
372	242106	MCMR-Field Services	Utility Person U5370	11/7/2011	6,297	1,473	271	42	8,083	6,440	1,506	179	42	8,166
373	241106	PITT-Field Services	Utility Person U537P	12/5/2011	5,164	1,208	271	42	6,685	5,048	1,181	179	42	6,450
374	249103	WILK-Cust Service	Servicperson U648S	7/3/2012	4,118	963	271	42	5,394	4,144	969	179	42	5,334
375	241151	PITT-Production Haye	Operator U537P	4/28/2014	5,322	1,245	271	42	6,880	5,597	1,309	179	42	7,127
376	245101	NORR-Production	Maint&Relief F473N	9/28/2015	4,064	950	271	42	5,327	4,173	976	179	42	5,370
377	243306	BUTL-Field Services	General Serviceman/Person U5370	10/30/2012	4,523	1,058	271	42	5,893	4,630	1,083	179	42	5,934
378	242106	MCMR-Field Services	Utility Person U5370	2/4/2013	5,589	1,307	271	42	7,209	5,719	1,338	179	42	7,277
379	242105	MCMR-Admin & Gen	Utility Clerk U5370	3/18/2013	4,267	998	271	42	5,577	4,370	1,022	179	42	5,612
380	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	4,724	1,105	271	42	6,142	4,966	1,161	179	42	6,348
381	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	6,601	1,544	271	42	8,458	6,772	1,584	179	42	8,577
382	242106	MCMR-Field Services	Utility Person U5370	5/1/2013	4,904	1,147	271	42	6,363	5,018	1,174	179	42	6,413
383	242106	MCMR-Field Services	Utility Person U5370	4/30/2013	5,802	1,357	271	42	7,471	5,935	1,388	179	42	7,543
384	244101	INDI-Production	Operator U5370	5/13/2013	5,850	1,368	271	42	7,530	5,988	1,400	179	42	7,609
385	244306	CLAR-Field Services	Utility Person U5370	5/15/2013	5,533	1,294	271	42	7,140	5,661	1,324	179	42	7,206
386	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	4,089	956	271	42	5,358	4,301	1,006	179	42	5,527
387	244606	KANE-Field Services	Utility Person U5370	5/28/2013	4,863	1,137	271	42	6,313	4,978	1,164	179	42	6,363
388	244406	KITT-Field Services	Distribution System Serviceman U5370	5/28/2013	4,539	1,062	271	42	5,913	4,646	1,087	179	42	5,954
389	241106	PITT-Field Services	Utility Person U537P	6/3/2013	5,733	1,341	271	42	7,387	6,016	1,407	179	42	7,643

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					2021 Gross Payroll Taxes				2022 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Total Gross Payroll Taxes				2022 Total Gross Payroll Taxes					
					FICA Withholding	FICA Medicare	SUTA	FUTA	FICA Withholding	FICA Medicare	SUTA	FUTA		
325	242106	MCMR-Field Services	Utility Person U5370	7/20/2009	5,925	1,386	179	42	7,531	6,169	1,443	179	42	7,833
326	242106	MCMR-Field Services	Distribution Systems Records Clerk U5370	7/21/2009	4,490	1,050	179	42	5,760	4,702	1,100	179	42	6,022
327	240106	CORP-Field Services	Meter Serviceman U537P	7/27/2009	4,561	1,067	179	42	5,849	4,716	1,103	179	42	6,039
328	244306	CLAR-Field Services	Subforeman U5370	8/3/2009	5,153	1,205	179	42	6,579	5,381	1,259	179	42	6,861
329	244406	KITT-Field Services	Utility Person U5370	8/18/2009	4,907	1,148	179	42	6,276	5,129	1,200	179	42	6,550
330	242106	MCMR-Field Services	Utility Person U5370	8/17/2009	5,636	1,318	179	42	7,175	5,875	1,374	179	42	7,470
331	242306	UNTN-Field Services	Utility Person U5370	9/14/2009	5,236	1,225	179	42	6,681	5,466	1,278	179	42	6,965
332	241106	PITT-Field Services	Compressor Operator U537P	9/29/2009	4,742	1,109	179	42	6,072	4,902	1,146	179	42	6,269
333	243306	BUTL-Field Services	Utility Person U5370	10/28/2009	5,452	1,275	179	42	6,948	5,686	1,330	179	42	7,236
334	243306	BUTL-Field Services	Utility Person U5370	10/28/2009	5,332	1,247	179	42	6,799	5,562	1,301	179	42	7,084
335	242106	MCMR-Field Services	Utility Person U5370	11/2/2009	6,193	1,448	179	42	7,862	6,447	1,508	179	42	8,176
336	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	5,084	1,189	179	42	6,493	5,251	1,228	179	42	6,700
337	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	8,767	2,052	179	42	11,039	9,002	2,110	179	42	11,333
338	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	5,463	1,278	179	42	6,961	5,649	1,321	179	42	7,191
339	240106	CORP-Field Services	Meter Repair Person U537P, U648S	3/23/2010	4,525	1,058	179	42	5,804	4,679	1,094	179	42	5,994
340	249106	WILK-Field Services	M/C Crew Leader U648S	3/29/2010	4,941	1,156	179	42	6,317	5,116	1,197	179	42	6,533
341	243152	NEWC-Ellwood	Operator U5370	5/10/2010	6,564	1,535	179	42	8,320	6,834	1,598	179	42	8,653
342	245101	NORR-Production	Plant Operator F473N	6/21/2010	5,199	1,216	179	42	6,635	5,322	1,245	179	42	6,788
343	242103	MCMR-Cust Service	General Serviceman/Person U5370	10/12/2010	5,779	1,352	179	42	7,352	6,022	1,408	179	42	7,651
344	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	5,993	1,402	179	42	7,616	6,183	1,446	179	42	7,850
345	242206	MONVA-Field Services	Utility Person U5370	11/9/2010	4,834	1,130	179	42	6,185	5,055	1,182	179	42	6,458
346	242203	MONVAL-Cust Service	Distribution System Serviceman U5370	11/8/2010	5,211	1,219	179	42	6,651	5,441	1,272	179	42	6,934
347	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	8,403	1,965	179	42	10,589	8,645	2,022	179	42	10,887
348	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	4,521	1,057	179	42	5,799	4,675	1,093	179	42	5,989
349	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	4,597	1,075	179	42	5,892	4,753	1,112	179	42	6,086
350	244103	INDI-Cust Service	Utility Person U5370	11/22/2010	4,977	1,164	179	42	6,362	5,201	1,216	179	42	6,638
351	241151	PITT-Production Haye	Maint & Relief U537P	12/20/2010	5,360	1,254	179	42	6,835	5,534	1,294	179	42	7,049
352	243106	NEWC-Field Services	Utility Person U5370	12/27/2010	5,354	1,252	179	42	6,827	5,587	1,307	179	42	7,114
353	242103	MCMR-Cust Service	Distribution System Serviceman U5370	1/3/2011	4,572	1,069	179	42	5,862	4,787	1,120	179	42	6,128
354	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	5,522	1,291	179	42	7,034	5,699	1,333	179	42	7,252
355	243151	NEWC-New Castle	Maintenance Person U5370	1/10/2011	6,667	1,559	179	42	8,447	6,934	1,622	179	42	8,777
356	242203	MONVAL-Cust Service	Distribution System Serviceman U5370	3/14/2011	6,893	1,612	179	42	8,725	7,162	1,675	179	42	9,058
357	241152	PITT-Production Aldr	Operator U537P	3/14/2011	6,049	1,415	179	42	7,684	6,240	1,459	179	42	7,920
358	244206	PUNX-Field Services	Utility Person U5370	3/14/2011	4,827	1,129	179	42	6,177	5,048	1,181	179	42	6,449
359	243306	BUTL-Field Services	Utility Person U5370	5/24/2011	4,827	1,129	179	42	6,176	5,048	1,181	179	42	6,449
360	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	5,227	1,222	179	42	6,670	5,397	1,262	179	42	6,880
361	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	5,065	1,185	179	42	6,470	5,205	1,217	179	42	6,643
362	242106	MCMR-Field Services	Utility Person U5370	8/24/2011	5,298	1,239	179	42	6,758	5,529	1,293	179	42	7,043
363	242306	UNTN-Field Services	Utility Person U5370	9/6/2011	4,734	1,107	179	42	6,061	4,953	1,158	179	42	6,332
364	242206	MONVA-Field Services	Utility Person U5370	8/29/2011	5,810	1,359	179	42	7,389	6,051	1,415	179	42	7,687
365	242106	MCMR-Field Services	Utility Person U5370	9/7/2011	4,680	1,095	179	42	5,995	4,897	1,145	179	42	6,264
366	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	4,957	1,159	179	42	6,337	5,121	1,198	179	42	6,540
367	243106	NEWC-Field Services	Utility Person U5370	9/26/2011	5,122	1,198	179	42	6,540	5,349	1,251	179	42	6,821
368	244306	CLAR-Field Services	Utility Person U5370	10/11/2011	4,805	1,124	179	42	6,150	5,025	1,175	179	42	6,421
369	244103	INDI-Cust Service	Utility Person U5370	10/17/2011	4,951	1,158	179	42	6,330	5,175	1,210	179	42	6,607
370	242206	MONVA-Field Services	Subforeman U5370	10/3/2011	7,042	1,647	179	42	8,910	7,312	1,710	179	42	9,243
371	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	5,726	1,339	179	42	7,285	5,909	1,382	179	42	7,512
372	242106	MCMR-Field Services	Utility Person U5370	11/7/2011	6,496	1,519	179	42	8,236	6,753	1,579	179	42	8,553
373	241106	PITT-Field Services	Utility Person U537P	12/5/2011	5,139	1,202	179	42	6,561	5,303	1,240	179	42	6,764
374	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	4,192	980	179	42	5,393	4,349	1,017	179	42	5,587
375	241151	PITT-Production Haye	Operator U537P	4/28/2014	5,705	1,334	179	42	7,259	5,883	1,376	179	42	7,480
376	245101	NORR-Production	Maint&Relief F473N	9/28/2015	4,264	997	179	42	5,482	4,368	1,022	179	42	5,611
377	243306	BUTL-Field Services	General Serviceman/Person U5370	10/30/2012	4,650	1,088	179	42	5,958	4,867	1,138	179	42	6,225
378	242106	MCMR-Field Services	Utility Person U5370	2/4/2013	5,762	1,348	179	42	7,331	6,006	1,405	179	42	7,631
379	242105	MCMR-Admin & Gen	Utility Clerk U5370	3/18/2013	4,387	1,026	179	42	5,634	4,595	1,075	179	42	5,890
380	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	5,056	1,182	179	42	6,459	5,219	1,221	179	42	6,661
381	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	6,844	1,601	179	42	8,665	7,076	1,655	179	42	8,951
382	242106	MCMR-Field Services	Utility Person U5370	5/1/2013	5,046	1,180	179	42	6,447	5,271	1,233	179	42	6,725
383	242106	MCMR-Field Services	Utility Person U5370	4/30/2013	5,981	1,399	179	42	7,601	6,228	1,457	179	42	7,906
384	244101	INDI-Production	Operator U5370	5/13/2013	6,037	1,412	179	42	7,670	6,293	1,472	179	42	7,985
385	244306	CLAR-Field Services	Utility Person U5370	5/15/2013	5,702	1,334	179	42	7,256	5,943	1,390	179	42	7,553
386	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	4,375	1,023	179	42	5,619	4,524	1,058	179	42	5,803
387	244606	KANE-Field Services	Utility Person U5370	5/28/2013	5,007	1,171	179	42	6,398	5,232	1,224	179	42	6,677
388	244406	KITT-Field Services	Distribution System Serviceman U5370	5/28/2013	4,667	1,091	179	42	5,979	4,883	1,142	179	42	6,246
389	241106	PITT-Field Services	Utility Person U537P	6/3/2013	6,127	1,433	179	42	7,781	6,313	1,476	179	42	8,010

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
390	242106	MCMR-Field Services	Utility Person U5370	6/3/2013	5,713	1,336	271	42	7,362	5,845	1,367	179	42	7,433
391	241106	PITT-Field Services	Utility Person U537P	6/11/2013	3,939	921	271	42	5,173	4,142	969	179	42	5,331
392	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	4,438	1,038	271	42	5,788	4,539	1,062	179	42	5,822
393	244506	WARR-Field Services	Subforeman U5370	6/26/2013	4,584	1,072	271	42	5,968	4,694	1,098	179	42	6,012
394	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	5,435	1,271	271	42	7,019	5,558	1,300	179	42	7,079
395	246152	MECH-Silver Springs	Plant Operator U648R	7/8/2013	4,576	1,070	271	42	5,958	4,688	1,096	179	42	6,005
396	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	4,021	940	271	42	5,274	4,112	962	179	42	5,295
397	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	6,383	1,493	271	42	8,188	6,692	1,565	179	42	8,477
398	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	4,325	1,011	271	42	5,649	4,423	1,034	179	42	5,678
399	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	4,216	986	271	42	5,514	4,313	1,009	179	42	5,542
400	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	4,193	981	271	42	5,487	4,290	1,003	179	42	5,514
401	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	4,865	1,138	271	42	6,316	4,977	1,164	179	42	6,361
402	242105	MCMR-Admin & Gen	Materials Clerk U5370	2/3/2014	4,134	967	271	42	5,413	4,236	991	179	42	5,448
403	241103	PITT-Cust Service	Meter Serviceman U537P	2/18/2014	3,931	919	271	42	5,163	4,133	967	179	42	5,320
404	249106	WILK-Field Services	M/C Utility Person U648S	3/10/2014	4,324	1,011	271	42	5,648	4,423	1,034	179	42	5,678
405	245101	NORR-Production	Plant Operator F473N	3/17/2014	4,843	1,133	271	42	6,288	4,959	1,160	179	42	6,340
406	244206	PUNX-Field Services	Utility Person U5370	5/27/2014	4,701	1,099	271	42	6,113	4,815	1,126	179	42	6,162
407	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	4,256	995	271	42	5,564	4,473	1,046	179	42	5,740
408	244201	PUNX-Production	Operator/Maint Man/Person U5370	6/23/2014	5,003	1,170	271	42	6,486	5,126	1,199	179	42	6,546
409	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	3,918	916	271	42	5,146	4,118	963	179	42	5,301
410	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	3,860	903	271	42	5,076	4,060	950	179	42	5,230
411	244506	WARR-Field Services	Utility Person U5370	10/27/2014	4,716	1,103	271	42	6,131	4,832	1,130	179	42	6,182
412	244506	WARR-Field Services	Utility Person U5370	10/28/2014	4,399	1,029	271	42	5,740	4,507	1,054	179	42	5,781
413	240106	CORP-Field Services	Meter Serviceman U537P	11/25/2014	3,902	912	271	42	5,127	4,032	943	179	42	5,196
414	240106	CORP-Field Services	Meter Serviceman U537P	12/8/2014	4,852	1,135	271	42	6,300	5,015	1,173	179	42	6,408
415	242306	UNTN-Field Services	Utility Person U5370	12/10/2014	5,337	1,248	271	42	6,897	5,303	1,240	179	42	6,763
416	241106	PITT-Field Services	Utility Person U537P	12/16/2014	6,513	1,523	271	42	8,348	6,720	1,572	179	42	8,512
417	241106	PITT-Field Services	Utility Person U537P	12/9/2014	7,606	1,779	271	42	9,697	7,847	1,835	179	42	9,902
418	241106	PITT-Field Services	Utility Person U537P	12/15/2014	5,853	1,369	271	42	7,534	6,040	1,413	179	42	7,674
419	249106	WILK-Field Services	M/C Crew Leader U648S	1/19/2015	5,147	1,204	271	42	6,664	5,265	1,231	179	42	6,717
420	243151	NEWC-New Castle	Operator U5370	11/16/2015	5,804	1,357	271	42	7,474	5,772	1,350	179	42	7,343
421	249106	WILK-Field Services	M/C Utility Person U648S	11/17/2015	5,578	1,305	271	42	7,195	5,705	1,334	179	42	7,260
422	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	4,150	971	271	42	5,433	4,245	993	179	42	5,459
423	241151	PITT-Production Haye	Operator U537P	11/16/2015	5,039	1,178	271	42	6,530	5,208	1,218	179	42	6,647
424	244101	INDI-Production	Operator U5370	12/1/2015	5,583	1,306	271	42	7,201	5,552	1,298	179	42	7,071
425	241106	PITT-Field Services	Service Crew Driver U537P	12/21/2015	7,421	1,736	271	42	9,469	7,654	1,790	179	42	9,665
426	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	4,257	996	271	42	5,565	4,397	1,028	179	42	5,647
427	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	5,033	1,177	271	42	6,523	5,281	1,235	179	42	6,736
428	244606	KANE-Field Services	Utility Person U5370	2/15/2016	4,193	981	271	42	5,486	4,302	1,006	179	42	5,529
429	242103	MCMR-Cust Service	Meter Reader U5370	2/18/2016	3,998	935	271	42	5,246	4,104	960	179	42	5,285
430	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	4,111	961	271	42	5,385	4,205	983	179	42	5,409
431	242206	MONVA-Field Services	Subforeman U5370	3/1/2016	5,740	1,342	271	42	7,395	5,884	1,376	179	42	7,480
432	249158	WILK-Lake Scranton	Plant Operator U648S	3/7/2016	4,975	1,164	271	42	6,451	5,088	1,190	179	42	6,499
433	249106	WILK-Field Services	M/C Utility Person U648S	3/15/2016	4,652	1,088	271	42	6,053	4,758	1,113	179	42	6,092
434	242103	MCMR-Cust Service	Distribution System Serviceman U5370	3/22/2016	4,493	1,051	271	42	5,856	4,610	1,078	179	42	5,909
435	242303	UNTN-Cust Service	Distribution System Serviceman U5370	3/28/2016	4,216	986	271	42	5,514	4,326	1,012	179	42	5,558
436	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	7,215	1,687	271	42	9,216	7,561	1,768	179	42	9,550
437	241106	PITT-Field Services	Dump Truck Driver U537P	4/12/2016	4,754	1,112	271	42	6,178	4,991	1,167	179	42	6,380
438	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	4,802	1,123	271	42	6,238	4,912	1,149	179	42	6,281
439	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	4,081	954	271	42	5,348	4,292	1,004	179	42	5,516
440	249106	WILK-Field Services	M/C Crew Leader U648S	4/18/2016	5,266	1,232	271	42	6,810	5,386	1,260	179	42	6,867
441	243301	BUTL-Production	Helper/Relief Operator U5370	5/16/2016	5,263	1,231	271	42	6,807	5,401	1,263	179	42	6,885
442	245106	NORR-Field Services	Relief Utility Person F473N	6/6/2016	3,989	933	271	42	5,234	4,094	957	179	42	5,272
443	249106	WILK-Field Services	M/C Crew Leader U648S	6/13/2016	4,813	1,126	271	42	6,251	4,922	1,151	179	42	6,294
444	243151	NEWC-New Castle	Operator U5370	8/8/2016	6,195	1,449	271	42	7,957	6,357	1,487	179	42	8,064
445	245206	YARD-Field Services	Utility B F473Y	8/15/2016	3,459	809	271	42	4,581	3,553	831	179	42	4,604
446	246106	MECH-Field Services	Utility Person U648R	10/24/2016	3,802	889	271	42	5,004	3,909	914	179	42	5,043
447	240117	CORP-Water Quality	Lab Tech/IPP Compliance	5/26/2009	4,020	940	271	42	5,272	4,119	963	179	42	5,303
448	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	4,181	978	271	42	5,471	4,285	1,002	179	42	5,508
449	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	4,185	979	271	42	5,477	4,401	1,029	179	42	5,651
450	240106	CORP-Field Services	Meter Serviceman U537P	1/30/2017	3,675	859	271	42	4,847	3,864	904	179	42	4,989
451	245106	NORR-Field Services	Relief Utility Person F473N	2/13/2017	3,878	907	271	42	5,098	3,984	932	179	42	5,136
452	243152	NEWC-Ellwood	Operator U5370	2/20/2017	5,234	1,224	271	42	6,771	5,375	1,257	179	42	6,853
453	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	4,599	1,076	271	42	5,987	4,705	1,100	179	42	6,027
454	242206	MONVA-Field Services	Utility Person U5370	4/24/2017	4,452	1,041	271	42	5,806	4,570	1,069	179	42	5,860

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Gross Payroll Taxes				2021 Total Gross Payroll Taxes	2022 Gross Payroll Taxes				2022 Total Gross Payroll Taxes
					FICA Withholding	FICA Medicare	SUTA	FUTA		FICA Withholding	FICA Medicare	SUTA	FUTA	
390	242106	MCMR-Field Services	Utility Person U5370	6/3/2013	5,890	1,377	179	42	7,488	6,135	1,435	179	42	7,790
391	241106	PITT-Field Services	Utility Person U537P	6/11/2013	4,212	985	179	42	5,418	4,355	1,019	179	42	5,595
392	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	4,591	1,074	179	42	5,886	4,754	1,112	179	42	6,086
393	244506	WARR-Field Services	Subforeman U5370	6/26/2013	4,716	1,103	179	42	6,039	4,935	1,154	179	42	6,310
394	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	5,630	1,317	179	42	7,168	5,820	1,361	179	42	7,402
395	246152	MECH-Silver Springs	Plant Operator U648R	7/8/2013	4,793	1,121	179	42	6,134	4,924	1,152	179	42	6,296
396	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	4,151	971	179	42	5,342	4,303	1,006	179	42	5,531
397	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	6,817	1,594	179	42	8,632	7,017	1,641	179	42	8,879
398	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	4,472	1,046	179	42	5,738	4,630	1,083	179	42	5,934
399	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	4,358	1,019	179	42	5,598	4,519	1,057	179	42	5,797
400	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	4,335	1,014	179	42	5,569	4,496	1,051	179	42	5,768
401	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	5,038	1,178	179	42	6,437	5,211	1,219	179	42	6,650
402	242105	MCMR-Admin & Gen	Materials Clerk U5370	2/3/2014	4,254	995	179	42	5,469	4,458	1,042	179	42	5,721
403	241103	PITT-Cust Service	Meter Serviceman U537P	2/18/2014	4,203	983	179	42	5,407	4,345	1,016	179	42	5,582
404	249106	WILK-Field Services	M/C Utility Person U648S	3/10/2014	4,472	1,046	179	42	5,739	4,631	1,083	179	42	5,935
405	245101	NORR-Production	Plant Operator F473N	3/17/2014	5,075	1,187	179	42	6,483	5,196	1,215	179	42	6,631
406	244206	PUNX-Field Services	Utility Person U5370	5/27/2014	4,843	1,133	179	42	6,196	5,063	1,184	179	42	6,468
407	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	4,551	1,064	179	42	5,837	4,702	1,100	179	42	6,022
408	244201	PUNX-Production	Operator/Maint Man/Person U5370	6/23/2014	5,159	1,207	179	42	6,587	5,394	1,261	179	42	6,876
409	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	4,187	979	179	42	5,387	4,329	1,012	179	42	5,562
410	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	4,130	966	179	42	5,316	4,271	999	179	42	5,490
411	244506	WARR-Field Services	Utility Person U5370	10/27/2014	4,860	1,137	179	42	6,218	5,082	1,189	179	42	6,492
412	244506	WARR-Field Services	Utility Person U5370	10/28/2014	4,527	1,059	179	42	5,807	4,740	1,109	179	42	6,070
413	240106	CORP-Field Services	Meter Serviceman U537P	11/25/2014	4,101	959	179	42	5,281	4,240	992	179	42	5,453
414	240106	CORP-Field Services	Meter Serviceman U537P	12/8/2014	5,108	1,195	179	42	6,523	5,273	1,233	179	42	6,727
415	242306	UNTN-Field Services	Utility Person U5370	12/10/2014	5,344	1,250	179	42	6,814	5,574	1,304	179	42	7,098
416	241106	PITT-Field Services	Utility Person U537P	12/16/2014	6,849	1,602	179	42	8,671	7,048	1,648	179	42	8,917
417	241106	PITT-Field Services	Utility Person U537P	12/9/2014	8,002	1,871	179	42	10,094	8,228	1,924	179	42	10,373
418	241106	PITT-Field Services	Utility Person U537P	12/15/2014	6,154	1,439	179	42	7,814	6,337	1,482	179	42	8,040
419	249106	WILK-Field Services	M/C Crew Leader U648S	1/19/2015	5,331	1,247	179	42	6,799	5,515	1,290	179	42	7,026
420	243151	NEWC-New Castle	Operator U5370	11/16/2015	5,829	1,363	179	42	7,413	6,080	1,422	179	42	7,723
421	249106	WILK-Field Services	M/C Utility Person U648S	11/17/2015	5,783	1,352	179	42	7,356	5,973	1,397	179	42	7,591
422	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	4,289	1,003	179	42	5,512	4,448	1,040	179	42	5,709
423	241151	PITT-Production Haye	Operator U537P	11/16/2015	5,306	1,241	179	42	6,767	5,474	1,280	179	42	6,975
424	244101	INDI-Production	Operator U5370	12/1/2015	5,603	1,310	179	42	7,134	5,847	1,367	179	42	7,435
425	241106	PITT-Field Services	Service Crew Driver U537P	12/21/2015	7,804	1,825	179	42	9,850	8,028	1,877	179	42	10,126
426	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	4,475	1,047	179	42	5,742	4,622	1,081	179	42	5,924
427	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	5,376	1,257	179	42	6,853	5,542	1,296	179	42	7,058
428	244606	KANE-Field Services	Utility Person U5370	2/15/2016	4,325	1,011	179	42	5,557	4,533	1,060	179	42	5,813
429	242103	MCMR-Cust Service	Meter Reader U5370	2/18/2016	4,122	964	179	42	5,307	4,325	1,011	179	42	5,557
430	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	4,248	994	179	42	5,462	4,407	1,031	179	42	5,658
431	242206	MONVA-Field Services	Subforeman U5370	3/1/2016	5,940	1,389	179	42	7,550	6,183	1,446	179	42	7,850
432	249158	WILK-Lake Scranton	Plant Operator U648S	3/7/2016	5,150	1,205	179	42	6,576	5,330	1,246	179	42	6,797
433	249106	WILK-Field Services	M/C Utility Person U648S	3/15/2016	4,814	1,126	179	42	6,160	4,981	1,165	179	42	6,366
434	242103	MCMR-Cust Service	Distribution System Serviceman U5370	3/22/2016	4,640	1,085	179	42	5,945	4,855	1,135	179	42	6,211
435	242303	UNTN-Cust Service	Distribution System Serviceman U5370	3/28/2016	4,348	1,017	179	42	5,586	4,557	1,066	179	42	5,843
436	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	7,707	1,802	179	42	9,730	7,925	1,853	179	42	9,999
437	241106	PITT-Field Services	Dump Truck Driver U537P	4/12/2016	5,081	1,188	179	42	6,490	5,241	1,226	179	42	6,687
438	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	4,972	1,163	179	42	6,356	5,143	1,203	179	42	6,567
439	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	4,368	1,021	179	42	5,610	4,514	1,056	179	42	5,790
440	249106	WILK-Field Services	M/C Crew Leader U648S	4/18/2016	5,455	1,276	179	42	6,952	5,643	1,320	179	42	7,183
441	243301	BUTL-Production	Helper/Relief Operator U5370	5/16/2016	5,449	1,274	179	42	6,944	5,690	1,331	179	42	7,242
442	245106	NORR-Field Services	Relief Utility Person F473N	6/6/2016	4,183	978	179	42	5,382	4,285	1,002	179	42	5,508
443	249106	WILK-Field Services	M/C Crew Leader U648S	6/13/2016	4,980	1,165	179	42	6,366	5,155	1,206	179	42	6,582
444	243151	NEWC-New Castle	Operator U5370	8/8/2016	6,429	1,504	179	42	8,154	6,696	1,566	179	42	8,483
445	245206	YARD-Field Services	Utility B F473Y	8/15/2016	3,619	846	179	42	4,686	3,746	876	179	42	4,842
446	246106	MECH-Field Services	Utility Person U648R	10/24/2016	4,007	937	179	42	5,165	4,122	964	179	42	5,306
447	240117	CORP-Water Quality	Lab Tech/IPP Compliance	5/26/2009	4,185	979	179	42	5,384	4,276	1,000	179	42	5,497
448	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	4,354	1,018	179	42	5,593	4,449	1,040	179	42	5,710
449	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	4,480	1,048	179	42	5,749	4,628	1,082	179	42	5,932
450	240106	CORP-Field Services	Meter Serviceman U537P	1/30/2017	3,930	919	179	42	5,070	4,064	950	179	42	5,235
451	245106	NORR-Field Services	Relief Utility Person F473N	2/13/2017	4,070	952	179	42	5,242	4,170	975	179	42	5,365
452	243152	NEWC-Ellwood	Operator U5370	2/20/2017	5,427	1,269	179	42	6,916	5,668	1,326	179	42	7,214
453	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	4,760	1,113	179	42	6,095	4,929	1,153	179	42	6,303
454	242206	MONVA-Field Services	Utility Person U5370	4/24/2017	4,601	1,076	179	42	5,898	4,814	1,126	179	42	6,160

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes		FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes	
455	249160	WILK-Watres	Plant Operator U648S	4/24/2017	4,718	1,103	271	42	6,134		4,826	1,129	179	42	6,176	
456	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	5,335	1,248	271	42	6,896		5,368	1,255	179	42	6,844	
457	249106	WILK-Field Services	M/C Crew Leader U648S	6/19/2017	5,239	1,225	271	42	6,777		5,271	1,233	179	42	6,724	
458	245201	YARD-Production	Plant Operator F473Y	6/19/2017	3,797	888	271	42	4,997		3,899	912	179	42	5,032	
459	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/17/2017	3,974	930	271	42	5,217		4,074	953	179	42	5,247	
460	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	4,596	1,075	271	42	5,984		4,722	1,104	179	42	6,047	
461	249158	WILK-Lake Scranton	Plant Operator U648S	8/28/2017	4,576	1,070	271	42	5,959		4,684	1,096	179	42	6,001	
462	249159	WILK-Nesbitt	Plant Operator U648S	8/21/2017	4,698	1,099	271	42	6,110		4,809	1,125	179	42	6,154	
463	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	4,056	949	271	42	5,318		4,163	974	179	42	5,357	
464	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	4,625	1,082	271	42	6,020		4,862	1,137	179	42	6,219	
465	244601	KANE-Production	Operator U537O	11/6/2017	4,523	1,058	271	42	5,894		4,497	1,052	179	42	5,769	
466	249160	WILK-Watres	Plant Operator U648S	12/4/2017	4,667	1,092	271	42	6,072		4,696	1,098	179	42	6,015	
467	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	4,852	1,135	271	42	6,300		4,882	1,142	179	42	6,245	
468	240117	CORP-Water Quality	Lab Technician II UWUA 433	10/26/2015	4,200	982	271	42	5,495		4,302	1,006	179	42	5,528	
469	243152	NEWC-Ellwood	Operator U537O	1/2/2018	4,927	1,152	271	42	6,392		5,064	1,184	179	42	6,469	
470	241106	PITT-Field Services	Garage Attendant	1/8/2018	3,600	842	271	42	4,754		3,785	885	179	42	4,891	
471	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	4,569	1,069	271	42	5,950		4,804	1,124	179	42	6,148	
472	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/31/2018	4,232	990	271	42	5,534		4,448	1,040	179	42	5,709	
473	241151	PITT-Production Haye	Operator U537P	1/29/2018	4,629	1,083	271	42	6,024		4,867	1,138	179	42	6,225	
474	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	5,421	1,268	271	42	7,002		5,565	1,302	179	42	7,088	
475	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	5,293	1,238	271	42	6,844		5,446	1,274	179	42	6,941	
476	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	4,910	1,148	271	42	6,371		5,153	1,205	179	42	6,578	
477	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	4,283	1,002	271	42	5,597		4,499	1,052	179	42	5,771	
478	245206	YARD-Field Services	Utility B F473Y	3/26/2018	3,252	761	271	42	4,325		3,340	781	179	42	4,342	
479	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	3,381	791	271	42	4,485		3,475	813	179	42	4,508	
480	249160	WILK-Watres	Plant Operator U648S	4/30/2018	4,531	1,060	271	42	5,904		4,639	1,085	179	42	5,945	
481	243106	NEWC-Field Services	Utility Person U537O	4/23/2018	5,044	1,180	271	42	6,536		5,179	1,211	179	42	6,611	
482	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	4,109	961	271	42	5,383		4,223	988	179	42	5,431	
483	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	4,203	983	271	42	5,499		4,305	1,007	179	42	5,532	
484	249106	WILK-Field Services	M/C Crew Leader U648S	5/1/2018	5,015	1,173	271	42	6,500		5,046	1,180	179	42	6,447	
485	246106	MECH-Field Services	Utility Person U648R	5/14/2018	3,346	782	271	42	4,441		3,444	805	179	42	4,470	
486	249106	WILK-Field Services	M/C Utility Person U648S	6/5/2018	4,866	1,138	271	42	6,317		4,893	1,144	179	42	6,258	
487	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	4,403	1,030	271	42	5,745		4,431	1,036	179	42	5,688	
488	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	5,029	1,176	271	42	6,518		5,061	1,184	179	42	6,466	
489	249103	WILK-Cust Service	Serviceperson U648S	6/18/2018	3,982	931	271	42	5,226		4,008	937	179	42	5,166	
490	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	7/3/2018	4,501	1,053	271	42	5,867		4,733	1,107	179	42	6,060	
491	241106	PITT-Field Services	Backhoe Operator U537P	7/9/2018	5,146	1,204	271	42	6,663		5,400	1,263	179	42	6,883	
492	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	4,056	949	271	42	5,317		4,155	972	179	42	5,347	
493	241106	PITT-Field Services	Utility Person B U537P	7/10/2018	5,012	1,172	271	42	6,496		5,261	1,230	179	42	6,712	
494	241106	PITT-Field Services	Utility Person B U537P	7/16/2018	4,805	1,124	271	42	6,242		5,044	1,180	179	42	6,445	
495	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	5,052	1,181	271	42	6,546		5,187	1,213	179	42	6,621	
496	243103	NEWC-Cust Service	Distribution System Serviceman U537O	7/3/2018	4,918	1,150	271	42	6,381		5,052	1,182	179	42	6,455	
497	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	4,651	1,088	271	42	6,051		4,889	1,144	179	42	6,254	
498	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	4,247	993	271	42	5,553		4,365	1,021	179	42	5,606	
499	241106	PITT-Field Services	Compressor Operator U537P	7/24/2018	5,272	1,233	271	42	6,818		5,531	1,294	179	42	7,046	
500	243106	NEWC-Field Services	Utility Person U537O	7/9/2018	4,320	1,010	271	42	5,643		4,439	1,038	179	42	5,698	
501	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	4,877	1,141	271	42	6,330		5,009	1,171	179	42	6,401	
502	241106	PITT-Field Services	Utility Person B U537P	7/23/2018	4,914	1,149	271	42	6,376		5,159	1,206	179	42	6,586	
503	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	3,953	925	271	42	5,191		4,067	951	179	42	5,239	
504	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	3,880	908	271	42	5,101		4,080	954	179	42	5,255	
505	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2018	3,737	874	271	42	4,924		3,929	919	179	42	5,069	
506	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	3,758	879	271	42	4,949		3,951	924	179	42	5,095	
507	246152	MECH-Silver Springs	Plant Operator U648R	10/8/2018	4,174	976	271	42	5,463		4,289	1,003	179	42	5,513	
508	243152	NEWC-Ellwood	Helper/Relief Operator U537O	10/15/2018	4,710	1,102	271	42	6,125		4,842	1,133	179	42	6,196	
509	243151	NEWC-New Castle	Helper/Relief Operator U537O	10/22/2018	4,405	1,030	271	42	5,748		4,529	1,059	179	42	5,809	
510	249158	WILK-Lake Scranton	Plant Operator U648S	10/22/2018	4,485	1,049	271	42	5,847		4,593	1,074	179	42	5,888	
511	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	5,485	1,283	271	42	7,080		5,634	1,318	179	42	7,172	
512	242206	MONVA-Field Services	Utility Person U537O	10/22/2018	4,129	966	271	42	5,408		4,244	993	179	42	5,457	
513	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	5,444	1,273	271	42	7,029		5,588	1,307	179	42	7,116	
514	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/5/2018	4,040	945	271	42	5,298		4,155	972	179	42	5,347	
515	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	4,506	1,054	271	42	5,872		4,737	1,108	179	42	6,066	
516	245106	NORR-Field Services	Relief Utility Person F473N	12/3/2018	3,889	909	271	42	5,111		3,879	907	179	42	5,007	
517	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	4,418	1,033	271	42	5,764		4,528	1,059	179	42	5,807	
518	249103	WILK-Cust Service	Serviceperson U648S	1/14/2019	3,729	872	271	42	4,913		3,822	894	179	42	4,937	
519	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	4,320	1,010	271	42	5,643		4,428	1,036	179	42	5,684	

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Gross Payroll Taxes				2021 Total Gross Payroll Taxes	2022 Gross Payroll Taxes				2022 Total Gross Payroll Taxes
					FICA Withholding	FICA Medicare	SUTA	FUTA		FICA Withholding	FICA Medicare	SUTA	FUTA	
455	249160	WILK-Watres	Plant Operator U648S	4/24/2017	4,884	1,142	179	42	6,246	5,055	1,182	179	42	6,457
456	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	5,439	1,272	179	42	6,932	5,624	1,315	179	42	7,160
457	249106	WILK-Field Services	M/C Crew Leader U648S	6/19/2017	5,340	1,249	179	42	6,810	5,522	1,291	179	42	7,034
458	245201	YARD-Production	Plant Operator F473Y	6/19/2017	3,974	929	179	42	5,124	4,114	962	179	42	5,296
459	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/17/2017	4,139	968	179	42	5,327	4,229	989	179	42	5,439
460	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	4,760	1,113	179	42	6,094	4,980	1,165	179	42	6,365
461	249158	WILK-Lake Scranton	Plant Operator U648S	8/28/2017	4,741	1,109	179	42	6,070	4,910	1,148	179	42	6,279
462	249159	WILK-Nesbitt	Plant Operator U648S	8/21/2017	4,868	1,138	179	42	6,227	5,039	1,178	179	42	6,438
463	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	4,262	997	179	42	5,479	4,379	1,024	179	42	5,624
464	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	4,952	1,158	179	42	6,331	5,111	1,195	179	42	6,528
465	244601	KANE-Production	Operator U537O	11/6/2017	4,528	1,059	179	42	5,807	4,743	1,109	179	42	6,073
466	249160	WILK-Watres	Plant Operator U648S	12/4/2017	4,754	1,112	179	42	6,087	4,923	1,151	179	42	6,295
467	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	4,945	1,156	179	42	6,322	5,118	1,197	179	42	6,536
468	240117	CORP-Water Quality	Lab Technician II UWUA 433	10/26/2015	4,354	1,018	179	42	5,593	4,515	1,056	179	42	5,791
469	243152	NEWC-Ellwood	Operator U537O	1/2/2018	5,111	1,195	179	42	6,528	5,344	1,250	179	42	6,814
470	241106	PITT-Field Services	Garage Attendant	1/8/2018	3,848	900	179	42	4,969	3,978	930	179	42	5,129
471	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	4,894	1,145	179	42	6,259	5,052	1,182	179	42	6,454
472	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/31/2018	4,529	1,059	179	42	5,808	4,677	1,094	179	42	5,991
473	241151	PITT-Production Haye	Operator U537P	1/29/2018	4,958	1,159	179	42	6,338	5,118	1,197	179	42	6,535
474	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	5,623	1,315	179	42	7,159	5,857	1,370	179	42	7,448
475	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	5,502	1,287	179	42	7,009	5,718	1,337	179	42	7,276
476	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	5,247	1,227	179	42	6,695	5,410	1,265	179	42	6,895
477	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	4,579	1,071	179	42	5,871	4,726	1,105	179	42	6,053
478	245206	YARD-Field Services	Utility B F473Y	3/26/2018	3,401	795	179	42	4,417	3,522	824	179	42	4,566
479	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	3,561	833	179	42	4,614	3,663	857	179	42	4,741
480	249160	WILK-Watres	Plant Operator U648S	4/30/2018	4,696	1,098	179	42	6,015	4,863	1,137	179	42	6,221
481	243106	NEWC-Field Services	Utility Person U537O	4/23/2018	5,228	1,223	179	42	6,671	5,453	1,275	179	42	6,950
482	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	4,250	994	179	42	5,465	4,454	1,042	179	42	5,716
483	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	4,356	1,019	179	42	5,596	4,514	1,056	179	42	5,790
484	249106	WILK-Field Services	M/C Crew Leader U648S	5/1/2018	5,115	1,196	179	42	6,531	5,292	1,238	179	42	6,750
485	246106	MECH-Field Services	Utility Person U648R	5/14/2018	3,535	827	179	42	4,582	3,637	851	179	42	4,708
486	249106	WILK-Field Services	M/C Utility Person U648S	6/5/2018	4,961	1,160	179	42	6,342	5,131	1,200	179	42	6,552
487	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	4,485	1,049	179	42	5,755	4,649	1,087	179	42	5,957
488	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	5,131	1,200	179	42	6,552	5,310	1,242	179	42	6,772
489	249103	WILK-Cust Service	Serviceperson U648S	6/18/2018	4,052	948	179	42	5,221	4,206	984	179	42	5,410
490	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	7/3/2018	4,821	1,127	179	42	6,169	4,977	1,164	179	42	6,362
491	241106	PITT-Field Services	Backhoe Operator U537P	7/9/2018	5,499	1,286	179	42	7,006	5,667	1,325	179	42	7,214
492	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	4,202	983	179	42	5,405	4,358	1,019	179	42	5,598
493	241106	PITT-Field Services	Utility Person B U537P	7/10/2018	5,359	1,253	179	42	6,833	5,524	1,292	179	42	7,037
494	241106	PITT-Field Services	Utility Person B U537P	7/16/2018	5,136	1,201	179	42	6,558	5,294	1,238	179	42	6,753
495	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	5,237	1,225	179	42	6,682	5,462	1,277	179	42	6,960
496	243103	NEWC-Cust Service	Distribution System Serviceman U537O	7/3/2018	5,100	1,193	179	42	6,513	5,324	1,245	179	42	6,790
497	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	4,981	1,165	179	42	6,367	5,142	1,203	179	42	6,565
498	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	4,396	1,028	179	42	5,645	4,606	1,077	179	42	5,903
499	241106	PITT-Field Services	Compressor Operator U537P	7/24/2018	5,634	1,318	179	42	7,172	5,805	1,358	179	42	7,384
500	243106	NEWC-Field Services	Utility Person U537O	7/9/2018	4,471	1,046	179	42	5,738	4,680	1,095	179	42	5,996
501	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	5,054	1,182	179	42	6,457	5,276	1,234	179	42	6,731
502	241106	PITT-Field Services	Utility Person B U537P	7/23/2018	5,255	1,229	179	42	6,704	5,418	1,267	179	42	6,906
503	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	4,173	976	179	42	5,370	4,292	1,004	179	42	5,516
504	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	4,151	971	179	42	5,343	4,290	1,003	179	42	5,515
505	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2018	3,997	935	179	42	5,153	4,131	966	179	42	5,318
506	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	4,019	940	179	42	5,180	4,154	971	179	42	5,346
507	246152	MECH-Silver Springs	Plant Operator U648R	10/8/2018	4,396	1,028	179	42	5,645	4,520	1,057	179	42	5,798
508	243152	NEWC-Ellwood	Helper/Relief Operator U537O	10/15/2018	4,884	1,142	179	42	6,247	5,110	1,195	179	42	6,525
509	243151	NEWC-New Castle	Helper/Relief Operator U537O	10/22/2018	4,563	1,067	179	42	5,850	4,780	1,118	179	42	6,118
510	249158	WILK-Lake Scranton	Plant Operator U648S	10/22/2018	4,650	1,088	179	42	5,959	4,816	1,126	179	42	6,163
511	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	5,697	1,332	179	42	7,250	5,936	1,388	179	42	7,545
512	242206	MONVA-Field Services	Utility Person U537O	10/22/2018	4,271	999	179	42	5,491	4,476	1,047	179	42	5,744
513	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	5,647	1,321	179	42	7,188	5,881	1,376	179	42	7,478
514	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/5/2018	4,182	978	179	42	5,381	4,384	1,025	179	42	5,630
515	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	4,825	1,128	179	42	6,174	4,981	1,165	179	42	6,367
516	245106	NORR-Field Services	Relief Utility Person F473N	12/3/2018	3,954	925	179	42	5,099	4,050	947	179	42	5,218
517	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	4,586	1,073	179	42	5,880	4,752	1,111	179	42	6,084
518	249103	WILK-Cust Service	Serviceperson U648S	1/14/2019	3,864	904	179	42	4,988	4,013	938	179	42	5,172
519	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	4,484	1,049	179	42	5,754	4,648	1,087	179	42	5,956

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					2019 Gross Payroll Taxes					2020 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
520	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	3,948	923	271	42	5,184	4,047	946	179	42	5,214
521	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	4,197	982	271	42	5,492	4,302	1,006	179	42	5,529
522	245106	NORR-Field Services	Relief Utility Person F473N	2/25/2019	3,861	903	271	42	5,077	3,974	930	179	42	5,125
523	243106	NEWC-Field Services	Utility Person U5370	2/27/2019	4,332	1,013	271	42	5,657	4,456	1,042	179	42	5,718
524	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	4,101	959	271	42	5,373	4,204	983	179	42	5,408
525	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	4,152	971	271	42	5,436	4,256	995	179	42	5,472
526	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	4,135	967	271	42	5,415	4,239	991	179	42	5,451
527	246152	MECH-Silver Springs	Plant Operator U648R	5/27/2019	3,664	857	271	42	4,833	3,765	880	179	42	4,866
528	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	3,773	882	271	42	4,968	3,798	888	179	42	4,907
529	240117	CORP-Water Quality	Lab Tech (N)	7/8/2019	3,376	790	271	42	4,478	3,457	809	179	42	4,487
530	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	3,744	876	271	42	4,933	3,840	898	179	42	4,959
531	242106	MCMR-Field Services	Utility Person U5370	7/8/2019	4,025	941	271	42	5,279	4,142	969	179	42	5,332
532	242106	MCMR-Field Services	Utility Person U5370	7/9/2019	3,997	935	271	42	5,245	4,112	962	179	42	5,294
533	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	3,872	905	271	42	5,090	3,970	928	179	42	5,119
534	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	4,611	1,078	271	42	6,002	4,844	1,133	179	42	6,198
535	241106	PITT-Field Services	Compressor Operator U537P	7/29/2019	4,371	1,022	271	42	5,706	4,592	1,074	179	42	5,887
536	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	3,592	840	271	42	4,745	3,684	862	179	42	4,766
537	249160	WILK-Watres	Plant Operator U648S	7/31/2019	3,778	884	271	42	4,975	3,875	906	179	42	5,001
538	242106	MCMR-Field Services	Utility Person U5370	8/5/2019	3,685	862	271	42	4,860	3,793	887	179	42	4,901
539	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	3,921	917	271	42	5,151	4,021	940	179	42	5,182
540	243301	BUTL-Production	Operator U5370	8/5/2019	4,125	965	271	42	5,402	4,244	993	179	42	5,457
541	242103	MCMR-Cust Service	Distribution System Serviceman U5370	8/12/2019	3,811	891	271	42	5,015	3,922	917	179	42	5,060
542	241106	PITT-Field Services	Utility Person B U537P	8/12/2019	4,273	999	271	42	5,585	4,489	1,050	179	42	5,760
543	244601	KANE-Production	Operator U5370	9/9/2019	3,833	896	271	42	5,042	3,944	922	179	42	5,087
544	243151	NEWC-New Castle	Operator U5370	9/23/2019	4,028	942	271	42	5,283	4,145	969	179	42	5,335
545	243301	BUTL-Production	Operator U5370	9/23/2019	3,999	935	271	42	5,247	4,115	962	179	42	5,298
546	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	3,615	845	271	42	4,773	3,801	889	179	42	4,911
547	245101	NORR-Production	Maint&Relief F473N	10/7/2019	3,290	769	271	42	4,372	3,385	792	179	42	4,397
548	242106	MCMR-Field Services	Backhoe Operator U5370	10/21/2019	3,640	851	271	42	4,804	3,747	876	179	42	4,844
549	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	3,542	828	271	42	4,682	3,632	849	179	42	4,702
550	249103	WILK-Cust Service	Serviceperson - To Be Filled	1/27/2020	-	-	-	-	-	4,030	942	179	42	5,193
551	249159	WILK-Nesbitt	Plant Operator - To Be Filled	8/15/2020	-	-	-	-	-	3,966	927	179	42	5,114
552	245106	NORR-Field Services	Utility Person F473N - To Be Filled	7/1/2021	-	-	-	-	-	-	-	-	-	-
553	246106	Mech-Field Services	Utility Person - To Be Filled	4/1/2022	-	-	-	-	-	-	-	-	-	-
Total Collective Bargaining Unit					\$2,680,499	\$628,339	\$148,598	\$23,058	\$3,480,493	\$2,769,100	\$649,259	\$98,472	\$23,142	\$3,539,972

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Gross Payroll Taxes					2022 Gross Payroll Taxes				
					FICA Withholding	FICA Medicare	SUTA	FUTA	2021 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2022 Total Gross Payroll Taxes
520	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	4,095	958	179	42	5,274	4,249	994	179	42	5,463
521	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	4,355	1,019	179	42	5,595	4,516	1,056	179	42	5,793
522	245106	NORR-Field Services	Relief Utility Person F473N	2/25/2019	4,052	948	179	42	5,220	4,150	971	179	42	5,341
523	243106	NEWC-Field Services	Utility Person U537O	2/27/2019	4,493	1,051	179	42	5,764	4,702	1,100	179	42	6,022
524	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	4,257	996	179	42	5,473	4,411	1,032	179	42	5,663
525	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	4,308	1,007	179	42	5,536	4,467	1,045	179	42	5,733
526	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	4,291	1,003	179	42	5,515	4,450	1,041	179	42	5,712
527	246152	MECH-Silver Springs	Plant Operator U648R	5/27/2019	3,858	902	179	42	4,981	3,969	928	179	42	5,117
528	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	3,841	898	179	42	4,960	3,988	933	179	42	5,141
529	240117	CORP-Water Quality	Lab Tech (N)	7/8/2019	3,499	818	179	42	4,538	3,628	848	179	42	4,697
530	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	3,884	908	179	42	5,013	4,033	943	179	42	5,197
531	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	4,172	976	179	42	5,369	4,375	1,023	179	42	5,618
532	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	4,139	968	179	42	5,328	4,339	1,015	179	42	5,575
533	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	4,017	939	179	42	5,177	4,168	975	179	42	5,363
534	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	4,934	1,154	179	42	6,308	5,091	1,191	179	42	6,502
535	241106	PITT-Field Services	Compressor Operator U537P	7/29/2019	4,675	1,093	179	42	5,989	4,826	1,129	179	42	6,176
536	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	3,724	871	179	42	4,816	3,869	905	179	42	4,994
537	249160	WILK-Watres	Plant Operator U648S	7/31/2019	3,919	917	179	42	5,056	4,068	951	179	42	5,240
538	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	3,813	892	179	42	4,926	4,007	937	179	42	5,164
539	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	4,070	952	179	42	5,242	4,223	988	179	42	5,431
540	243301	BUTL-Production	Operator U537O	8/5/2019	4,273	999	179	42	5,493	4,482	1,048	179	42	5,751
541	242103	MCMR-Cust Service	Distribution System Serviceman U537O	8/12/2019	3,946	923	179	42	5,089	4,144	969	179	42	5,334
542	241106	PITT-Field Services	Utility Person B U537P	8/12/2019	4,569	1,069	179	42	5,858	4,715	1,103	179	42	6,038
543	244601	KANE-Production	Operator U537O	9/9/2019	3,964	927	179	42	5,112	4,166	974	179	42	5,361
544	243151	NEWC-New Castle	Operator U537O	9/23/2019	4,171	975	179	42	5,367	4,378	1,024	179	42	5,623
545	243301	BUTL-Production	Operator U537O	9/23/2019	4,141	968	179	42	5,330	4,347	1,017	179	42	5,584
546	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	3,866	904	179	42	4,991	3,999	935	179	42	5,154
547	245101	NORR-Production	Maint&Relief F473N	10/7/2019	3,453	808	179	42	4,482	3,538	827	179	42	4,586
548	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	3,766	881	179	42	4,867	3,960	926	179	42	5,107
549	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	3,671	859	179	42	4,750	3,815	892	179	42	4,928
550	249103	WILK-Cust Service	Serviceperson - To Be Filled	1/27/2020	4,068	951	179	42	5,241	4,223	988	179	42	5,431
551	249159	WILK-Nesbitt	Plant Operator - To Be Filled	8/15/2020	4,004	937	179	42	5,162	4,156	972	179	42	5,349
552	245106	NORR-Field Services	Utility Person F473N - To Be Filled	7/1/2021	2,013	471	179	42	2,705	4,125	965	179	42	5,311
553	246106	Mech-Field Services	Utility Person - To Be Filled	4/1/2022	-	-	-	-	-	3,630	849	179	42	4,699
Total Collective Bargaining Unit					\$2,807,083	\$658,091	\$98,651	\$23,184	\$3,587,008	\$2,914,926	\$683,369	\$98,829	\$23,226	\$3,720,350

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2019 Gross Payroll Taxes										2020 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
Non-Collective Bargaining Unit Hourly														
1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	\$3,992	\$934	\$271	\$42	\$5,238	\$4,104	\$960	\$179	\$42	\$5,285
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	6,334	1,481	271	42	8,128	6,512	1,523	179	42	8,255
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	4,465	1,044	271	42	5,821	4,590	1,074	179	42	5,884
4	240106	CORP-Field Services	Admin Support Rep (N)	9/10/1990	3,100	725	271	42	4,138	3,187	745	179	42	4,153
5	249106	WILK-Field Services	Admin Asst - Staff Supp (N)	3/6/1995	3,237	757	271	42	4,306	3,327	778	179	42	4,326
6	249103	WILK-Cust Service	Operations Specialist	10/27/1980	5,004	1,170	271	42	6,487	5,144	1,203	179	42	6,568
7	245306	ABNG-Field Services	Utility Person	7/16/1990	4,878	1,141	271	42	6,332	5,015	1,173	179	42	6,408
8	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	4,082	955	271	42	5,349	4,196	981	179	42	5,398
9	245506	BNGR-Field Services	Utility Person	4/15/1985	4,459	1,043	271	42	5,814	4,584	1,072	179	42	5,877
10	246801	LEHP-Production	Plant Operator	2/1/1996	5,222	1,221	271	42	6,756	5,368	1,255	179	42	6,844
11	245501	BNGR-Production	Plant Operator	6/1/1980	4,908	1,148	271	42	6,368	5,045	1,180	179	42	6,445
12	245706	POCO-Field Services	Crew Leader	9/16/1996	4,946	1,157	271	42	6,415	5,084	1,189	179	42	6,494
13	245406	SUSQ-Field Services	Utility Person	2/20/1990	4,231	990	271	42	5,533	4,350	1,017	179	42	5,588
14	245706	POCO-Field Services	Utility Person	7/1/1994	4,665	1,091	271	42	6,069	4,796	1,122	179	42	6,138
15	245501	BNGR-Production	Plant Operator	7/23/1990	5,187	1,213	271	42	6,713	5,333	1,247	179	42	6,801
16	249150	WILK-Other	Operations Specialist	8/29/1983	4,972	1,163	271	42	6,448	5,111	1,195	179	42	6,528
17	245306	ABNG-Field Services	Utility Person	4/11/1994	4,804	1,123	271	42	6,240	4,938	1,155	179	42	6,314
18	247406	FRCK-Field Services	Utility Person	4/18/1988	4,263	997	271	42	5,573	4,383	1,025	179	42	5,628
19	247406	FRCK-Field Services	Utility Person	1/15/1986	4,791	1,120	271	42	6,224	4,925	1,152	179	42	6,297
20	247106	MILT-Field Services	Operations Specialist	6/14/1979	3,773	882	271	42	4,968	3,879	907	179	42	5,007
21	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	4,137	967	271	42	5,417	4,251	994	179	42	5,466
22	245105	NORR-Admin & Gen	Admin Asst - Staff Supp (N)	8/28/1978	3,424	801	271	42	4,538	3,520	823	179	42	4,565
23	240106	CORP-Field Services	Exec Asst (N)	6/5/1995	4,187	979	271	42	5,479	4,304	1,007	179	42	5,531
24	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	4,102	959	271	42	5,373	4,217	986	179	42	5,424
25	240151	CORP-Cust Serv MECH	Compliance Analyst	1/2/1996	4,032	943	271	42	5,287	4,145	969	179	42	5,335
26	246201	HSKY-Production	Plant Operator	7/19/1982	4,702	1,100	271	42	6,115	4,834	1,131	179	42	6,186
27	246206	HSKY-Field Services	Utility Person	12/1/1977	4,173	976	271	42	5,461	4,290	1,003	179	42	5,514
28	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/11/1988	6,033	1,411	271	42	7,757	6,202	1,450	179	42	7,873
29	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	5,911	1,382	271	42	7,606	6,077	1,421	179	42	7,719
30	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	6,957	1,627	271	42	8,896	7,152	1,673	179	42	9,046
31	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	3,846	900	271	42	5,058	3,954	925	179	42	5,099
32	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	6,954	1,626	271	42	8,893	7,150	1,672	179	42	9,043
33	247206	PHBG-Field Services	Foreperson	7/27/1998	4,398	1,029	271	42	5,740	4,521	1,057	179	42	5,800
34	247106	MILT-Field Services	Utility Person	11/16/1998	4,487	1,049	271	42	5,849	4,612	1,079	179	42	5,911
35	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	4,402	1,029	271	42	5,744	4,525	1,058	179	42	5,804
36	240114	CORP-Engineering	CAD Technician	8/1/2000	3,788	886	271	42	4,987	3,895	911	179	42	5,027
37	246401	ROYF-Production	Maintenance/Relief Operator	1/4/1993	4,602	1,076	271	42	5,991	4,731	1,106	179	42	6,058
38	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	4,603	1,077	271	42	5,993	4,733	1,107	179	42	6,060
39	246505	COAT-Admin & Gen	Operations Specialist	7/17/1989	3,682	861	271	42	4,856	3,786	885	179	42	4,892
40	246506	COAT-Field Services	Utility Person	1/26/1998	3,948	923	271	42	5,184	4,059	949	179	42	5,229
41	246306	PENN/Wyom-Field Svc	Crew Leader	3/1/1997	5,425	1,269	271	42	7,006	5,577	1,304	179	42	7,101
42	245906	GLEN-Field Services	Utility Person	12/27/1994	4,867	1,138	271	42	6,318	5,004	1,170	179	42	6,395
43	246306	PENN/Wyom-Field Svc	Utility Person	8/16/1999	4,697	1,098	271	42	6,108	4,829	1,129	179	42	6,179
44	245606	NAZA-Field Services	Utility Person	10/4/1993	4,480	1,048	271	42	5,840	4,606	1,077	179	42	5,903
45	245606	NAZA-Field Services	Crew Leader	4/18/1983	4,871	1,139	271	42	6,323	5,007	1,171	179	42	6,399
46	245906	GLEN-Field Services	Utility Person	3/28/1991	4,684	1,095	271	42	6,092	4,815	1,126	179	42	6,162
47	246306	PENN/Wyom-Field Svc	Utility Person	10/2/1989	4,749	1,111	271	42	6,172	4,883	1,142	179	42	6,245
48	245906	GLEN-Field Services	Utility Person	6/20/1983	4,621	1,081	271	42	6,015	4,750	1,111	179	42	6,082
49	246306	PENN/Wyom-Field Svc	Utility Person	1/27/1986	4,887	1,143	271	42	6,343	5,025	1,175	179	42	6,420
50	245906	GLEN-Field Services	Crew Leader	10/1/1987	5,145	1,203	271	42	6,661	5,288	1,237	179	42	6,746
51	240106	CORP-Field Services	Operations Specialist	7/29/1996	3,564	833	271	42	4,710	3,664	857	179	42	4,741
52	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	4,912	1,149	271	42	6,373	5,049	1,181	179	42	6,450
53	246401	ROYF-Production	Plant Operator	3/9/1998	5,098	1,192	271	42	6,603	5,240	1,226	179	42	6,686
54	245601	NAZA-Production	Lead Plant Operator	5/27/1987	5,785	1,353	271	42	7,450	5,947	1,391	179	42	7,559
55	246306	PENN/Wyom-Field Svc	Utility Person	3/3/1998	5,119	1,197	271	42	6,629	5,262	1,231	179	42	6,714
56	247203	PHBG-Cust Service	Utility Person	10/29/2001	4,458	1,043	271	42	5,813	4,583	1,072	179	42	5,876
57	247206	PHBG-Field Services	Utility Person	12/27/2001	4,375	1,023	271	42	5,711	4,498	1,052	179	42	5,771
58	245606	NAZA-Field Services	Utility Person	11/26/2001	4,647	1,087	271	42	6,046	4,777	1,117	179	42	6,115
59	246801	LEHP-Production	Utility Person	2/26/1990	4,403	1,030	271	42	5,745	4,526	1,058	179	42	5,805
60	246501	COAT-Production	Plant Operator	5/28/2002	5,390	1,261	271	42	6,963	5,542	1,296	179	42	7,059
61	240114	CORP-Engineering	Sr CAD Tech	10/28/2002	4,439	1,038	271	42	5,790	4,564	1,067	179	42	5,852
62	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	7,326	1,713	271	42	9,352	7,531	1,761	179	42	9,513
63	245906	GLEN-Field Services	Utility Person	1/5/2004	4,771	1,116	271	42	6,199	4,904	1,147	179	42	6,271
64	245606	NAZA-Field Services	Utility Person	2/16/2004	4,489	1,050	271	42	5,851	4,614	1,079	179	42	5,914

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					2021 Gross Payroll Taxes				2022 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2021 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2022 Total Gross Payroll Taxes
Non-Collective Bargaining Unit Hourly														
1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	\$4,192	\$980	\$179	\$42	\$5,393	\$4,340	\$1,015	\$179	\$42	\$5,576
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	6,657	1,557	179	42	8,435	6,885	1,610	179	42	8,716
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	4,688	1,096	179	42	6,005	4,854	1,135	179	42	6,210
4	240106	CORP-Field Services	Admin Support Rep (N)	9/10/1990	3,255	761	179	42	4,237	3,371	788	179	42	4,380
5	249106	WILK-Field Services	Admin Asst - Staff Supp (N)	3/6/1995	3,399	795	179	42	4,414	3,519	823	179	42	4,563
6	249103	WILK-Cust Service	Operations Specialist	10/27/1980	5,254	1,229	179	42	6,703	5,440	1,272	179	42	6,933
7	245306	ABNG-Field Services	Utility Person	7/16/1990	5,126	1,199	179	42	6,546	5,302	1,240	179	42	6,763
8	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	4,284	1,002	179	42	5,507	4,436	1,037	179	42	5,694
9	245506	BNGR-Field Services	Utility Person	4/15/1985	4,684	1,095	179	42	6,000	4,847	1,134	179	42	6,202
10	246801	LEHP-Production	Plant Operator	2/1/1996	5,489	1,284	179	42	6,993	5,675	1,327	179	42	7,223
11	245501	BNGR-Production	Plant Operator	6/1/1980	5,156	1,206	179	42	6,582	5,334	1,247	179	42	6,802
12	245706	POCO-Field Services	Crew Leader	9/16/1996	5,197	1,215	179	42	6,633	5,375	1,257	179	42	6,853
13	245406	SUSQ-Field Services	Utility Person	2/20/1990	4,443	1,039	179	42	5,703	4,600	1,076	179	42	5,896
14	245706	POCO-Field Services	Utility Person	7/1/1994	4,902	1,146	179	42	6,269	5,070	1,186	179	42	6,477
15	245501	BNGR-Production	Plant Operator	7/23/1990	5,450	1,275	179	42	6,946	5,638	1,319	179	42	7,177
16	249150	WILK-Other	Operations Specialist	8/29/1983	5,221	1,221	179	42	6,662	5,405	1,264	179	42	6,890
17	245306	ABNG-Field Services	Utility Person	4/11/1994	5,048	1,181	179	42	6,449	5,222	1,221	179	42	6,664
18	247406	FRCK-Field Services	Utility Person	4/18/1988	4,477	1,047	179	42	5,744	4,634	1,084	179	42	5,938
19	247406	FRCK-Field Services	Utility Person	1/15/1986	5,034	1,177	179	42	6,432	5,208	1,218	179	42	6,646
20	247106	MILT-Field Services	Operations Specialist	6/14/1979	3,963	927	179	42	5,110	4,103	960	179	42	5,283
21	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	4,343	1,016	179	42	5,580	4,492	1,051	179	42	5,764
22	245105	NORR-Admin & Gen	Admin Asst - Staff Supp (N)	8/28/1978	3,596	841	179	42	4,657	3,722	871	179	42	4,814
23	240106	CORP-Field Services	Exec Asst (N)	6/5/1995	4,395	1,028	179	42	5,644	4,551	1,064	179	42	5,836
24	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	4,308	1,007	179	42	5,536	4,459	1,043	179	42	5,722
25	240151	CORP-Cust Serv MECH	Compliance Analyst	1/2/1996	4,234	990	179	42	5,445	4,383	1,025	179	42	5,628
26	246201	HSKY-Production	Plant Operator	7/19/1982	4,941	1,156	179	42	6,318	5,111	1,195	179	42	6,527
27	246206	HSKY-Field Services	Utility Person	12/1/1977	4,381	1,025	179	42	5,626	4,537	1,061	179	42	5,818
28	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/11/1988	6,340	1,483	179	42	8,043	6,558	1,534	179	42	8,313
29	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	6,212	1,453	179	42	7,885	6,427	1,503	179	42	8,151
30	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	7,308	1,709	179	42	9,238	7,562	1,769	179	42	9,552
31	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	4,038	944	179	42	5,203	4,180	978	179	42	5,378
32	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	7,311	1,710	179	42	9,242	7,561	1,768	179	42	9,550
33	247206	PHBG-Field Services	Foreperson	7/27/1998	4,618	1,080	179	42	5,919	4,781	1,118	179	42	6,119
34	247106	MILT-Field Services	Utility Person	11/16/1998	4,713	1,102	179	42	6,036	4,876	1,140	179	42	6,237
35	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	4,623	1,081	179	42	5,925	4,784	1,119	179	42	6,124
36	240114	CORP-Engineering	CAD Technician	8/1/2000	3,978	930	179	42	5,129	4,120	963	179	42	5,304
37	246401	ROYF-Production	Maintenance/Relief Operator	1/4/1993	4,833	1,130	179	42	6,184	5,002	1,170	179	42	6,392
38	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	4,836	1,131	179	42	6,187	5,004	1,170	179	42	6,395
39	246505	COAT-Admin & Gen	Operations Specialist	7/17/1989	3,866	904	179	42	4,990	4,003	936	179	42	5,160
40	246506	COAT-Field Services	Utility Person	1/26/1998	4,148	970	179	42	5,338	4,293	1,004	179	42	5,517
41	246306	PENN/Wyom-Field Srv	Crew Leader	3/1/1997	5,702	1,334	179	42	7,256	5,896	1,379	179	42	7,496
42	245906	GLEN-Field Services	Utility Person	12/27/1994	5,114	1,196	179	42	6,530	5,292	1,238	179	42	6,750
43	246306	PENN/Wyom-Field Srv	Utility Person	8/16/1999	4,935	1,154	179	42	6,310	5,106	1,194	179	42	6,521
44	245606	NAZA-Field Services	Utility Person	10/4/1993	4,705	1,100	179	42	6,027	4,869	1,139	179	42	6,229
45	245606	NAZA-Field Services	Crew Leader	4/18/1983	5,117	1,197	179	42	6,535	5,294	1,238	179	42	6,753
46	245906	GLEN-Field Services	Utility Person	3/28/1991	4,920	1,151	179	42	6,291	5,092	1,191	179	42	6,503
47	246306	PENN/Wyom-Field Srv	Utility Person	10/2/1989	4,991	1,167	179	42	6,379	5,163	1,207	179	42	6,591
48	245906	GLEN-Field Services	Utility Person	6/20/1983	4,855	1,135	179	42	6,211	5,023	1,175	179	42	6,419
49	246306	PENN/Wyom-Field Srv	Utility Person	1/27/1986	5,135	1,201	179	42	6,557	5,312	1,242	179	42	6,775
50	245906	GLEN-Field Services	Crew Leader	10/1/1987	5,406	1,264	179	42	6,891	5,592	1,308	179	42	7,120
51	240106	CORP-Field Services	Operations Specialist	7/29/1996	3,742	875	179	42	4,838	3,875	906	179	42	5,002
52	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	5,160	1,207	179	42	6,587	5,338	1,248	179	42	6,807
53	246401	ROYF-Production	Plant Operator	3/9/1998	5,356	1,253	179	42	6,829	5,539	1,295	179	42	7,055
54	245601	NAZA-Production	Lead Plant Operator	5/27/1987	6,083	1,423	179	42	7,726	6,289	1,471	179	42	7,981
55	246306	PENN/Wyom-Field Srv	Utility Person	3/3/1998	5,379	1,258	179	42	6,858	5,563	1,301	179	42	7,085
56	247203	PHBG-Cust Service	Utility Person	10/29/2001	4,682	1,095	179	42	5,997	4,845	1,133	179	42	6,199
57	247206	PHBG-Field Services	Utility Person	12/27/2001	4,595	1,075	179	42	5,890	4,756	1,112	179	42	6,088
58	245606	NAZA-Field Services	Utility Person	11/26/2001	4,881	1,142	179	42	6,244	5,051	1,181	179	42	6,453
59	246801	LEHP-Production	Utility Person	2/26/1990	4,623	1,081	179	42	5,925	4,785	1,119	179	42	6,125
60	246501	COAT-Production	Plant Operator	5/28/2002	5,668	1,325	179	42	7,214	5,860	1,370	179	42	7,451
61	240114	CORP-Engineering	Sr CAD Tech	10/28/2002	4,661	1,090	179	42	5,972	4,826	1,129	179	42	6,175
62	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	7,701	1,801	179	42	9,723	7,964	1,862	179	42	10,047
63	245906	GLEN-Field Services	Utility Person	1/5/2004	5,012	1,172	179	42	6,405	5,184	1,212	179	42	6,617
64	245606	NAZA-Field Services	Utility Person	2/16/2004	4,715	1,103	179	42	6,038	4,879	1,141	179	42	6,240

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2019 Gross Payroll Taxes									2020 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
65	247106	MILT-Field Services	Utility Person	11/22/2004	3,891	910	271	42	5,114	4,000	936	179	42	5,157
66	247106	MILT-Field Services	Utility Person	11/23/2004	3,932	920	271	42	5,165	4,042	945	179	42	5,208
67	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	3,745	876	271	42	4,933	3,850	900	179	42	4,971
68	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	3,336	780	271	42	4,429	3,430	802	179	42	4,453
69	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	3,020	706	271	42	4,039	3,104	726	179	42	4,051
70	240106	CORP-Field Services	Operations Specialist	1/31/2005	4,387	1,026	271	42	5,726	4,510	1,055	179	42	5,786
71	240106	CORP-Field Services	Operations Specialist	3/21/2005	4,591	1,074	271	42	5,977	4,720	1,104	179	42	6,045
72	245701	POCO-Production	Plant Operator	6/27/2005	4,961	1,160	271	42	6,434	5,101	1,193	179	42	6,514
73	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	4,501	1,053	271	42	5,866	4,625	1,082	179	42	5,927
74	245506	BNGR-Field Services	Utility Person	11/7/2005	4,494	1,051	271	42	5,858	4,621	1,081	179	42	5,922
75	240113	CORP-Info Systems	Tech Client Technology ITS	11/21/2005	6,028	1,410	271	42	7,751	6,198	1,449	179	42	7,868
76	245452	SUSQ-Susquehanna	Plant Operator	5/15/2006	4,723	1,105	271	42	6,140	4,855	1,136	179	42	6,212
77	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006	4,701	1,099	271	42	6,113	4,834	1,130	179	42	6,185
78	246806	LEHP-Field Services	Plant Operator	10/2/2006	5,721	1,338	271	42	7,372	5,881	1,375	179	42	7,477
79	245706	POCO-Field Services	Utility Person	10/9/2006	4,545	1,063	271	42	5,921	4,672	1,093	179	42	5,985
80	245606	NAZA-Field Services	Utility Person	12/18/2006	4,437	1,038	271	42	5,788	4,562	1,067	179	42	5,849
81	249150	WILK-Other	Operations Specialist	1/22/2007	5,301	1,240	271	42	6,853	5,449	1,274	179	42	6,944
82	246206	HSKY-Field Services	Utility Person	3/26/2007	5,669	1,326	271	42	7,307	5,827	1,363	179	42	7,411
83	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	4,290	1,003	271	42	5,606	4,409	1,031	179	42	5,661
84	247106	MILT-Field Services	Utility Person	5/7/2007	3,947	923	271	42	5,182	4,057	949	179	42	5,227
85	240106	CORP-Field Services	Operations Specialist	6/18/2007	4,164	974	271	42	5,450	4,280	1,001	179	42	5,502
86	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	4,402	1,030	271	42	5,745	4,526	1,059	179	42	5,805
87	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	6,642	1,553	271	42	8,508	6,828	1,597	179	42	8,646
88	246406	ROYF-Field Services	Utility Person	9/4/2007	4,411	1,032	271	42	5,755	4,535	1,061	179	42	5,817
89	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	5,188	1,213	271	42	6,714	5,334	1,247	179	42	6,802
90	240113	CORP-Info Systems	Tech Client Technology ITS	12/3/2007	4,367	1,021	271	42	5,702	4,489	1,050	179	42	5,760
91	247206	PHBG-Field Services	Utility Person	6/2/2008	4,413	1,032	271	42	5,758	4,537	1,061	179	42	5,819
92	247106	MILT-Field Services	Utility Person	7/21/2008	4,106	960	271	42	5,379	4,221	987	179	42	5,429
93	247701	BOGGS-Production	Plant Operator	5/4/2009	4,343	1,016	271	42	5,672	4,466	1,044	179	42	5,731
94	245706	POCO-Field Services	Utility Person	9/28/2009	5,032	1,177	271	42	6,522	5,173	1,210	179	42	6,604
95	246406	ROYF-Field Services	Utility Person	11/2/2009	4,332	1,013	271	42	5,658	4,454	1,042	179	42	5,716
96	247401	FRCK-Production	Operator	1/25/2010	4,345	1,016	271	42	5,674	4,467	1,045	179	42	5,732
97	247206	PHBG-Field Services	Utility Person	3/29/2010	4,453	1,041	271	42	5,807	4,578	1,071	179	42	5,869
98	240106	CORP-Field Services	Operations Specialist	5/3/2010	5,094	1,191	271	42	6,598	5,237	1,225	179	42	6,682
99	246406	ROYF-Field Services	Utility Person	10/4/2010	5,072	1,186	271	42	6,570	5,213	1,219	179	42	6,653
100	241106	PITT-Field Services	Operations Specialist	10/4/2010	5,561	1,301	271	42	7,174	5,715	1,337	179	42	7,272
101	240106	CORP-Field Services	Exec Asst (N)	9/1/2011	3,735	874	271	42	4,921	3,841	898	179	42	4,960
102	245406	SUSQ-Field Services	Utility Person	9/6/2011	4,422	1,034	271	42	5,768	4,545	1,063	179	42	5,829
103	247206	PHBG-Field Services	Utility Person	11/7/2011	4,097	958	271	42	5,368	4,213	985	179	42	5,419
104	240114	CORP-Engineering	GIS Analyst	1/16/2012	3,513	822	271	42	4,647	3,611	845	179	42	4,676
105	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	3,511	821	271	42	4,645	3,610	844	179	42	4,675
106	249106	WILK-Field Services	Operations Specialist	7/3/2012	3,800	889	271	42	5,002	3,907	914	179	42	5,041
107	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	1/7/2013	3,057	715	271	42	4,085	3,143	735	179	42	4,099
108	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	3,943	922	271	42	5,178	4,053	948	179	42	5,222
109	249106	WILK-Field Services	Operations Specialist	2/18/2013	3,706	867	271	42	4,885	3,810	891	179	42	4,922
110	240106	CORP-Field Services	Exec Asst (N)	3/4/2013	3,483	815	271	42	4,610	3,581	838	179	42	4,640
111	247306	BRWK-Field Services	Utility Person	4/29/2013	4,785	1,119	271	42	6,217	4,920	1,151	179	42	6,291
112	245601	NAZA-Production	Plant Operator	6/27/2013	6,658	1,557	271	42	8,528	6,844	1,601	179	42	8,665
113	247301	BRWK-Production	Operator	9/16/2013	5,137	1,201	271	42	6,651	5,280	1,235	179	42	6,736
114	240106	CORP-Field Services	Operations Specialist	11/18/2013	4,025	941	271	42	5,280	4,138	968	179	42	5,327
115	245406	SUSQ-Field Services	Utility Person	4/21/2014	4,144	969	271	42	5,426	4,260	996	179	42	5,477
116	246506	COAT-Field Services	Utility Person	9/1/2014	4,104	960	271	42	5,377	4,219	987	179	42	5,426
117	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	3,975	930	271	42	5,217	4,086	956	179	42	5,262
118	249103	WILK-Cust Service	Operations Specialist	11/3/2014	3,631	849	271	42	4,793	3,733	873	179	42	4,827
119	240113	CORP-Info Systems	Tech Client Technology ITS	1/19/2015	4,191	980	271	42	5,484	4,309	1,008	179	42	5,537
120	247201	PHBG-Production	Plant Operator	2/2/2015	4,587	1,073	271	42	5,973	4,715	1,103	179	42	6,038
121	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	5,928	1,386	271	42	7,627	6,094	1,425	179	42	7,739
122	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	3,236	757	271	42	4,306	3,326	778	179	42	4,325
123	245306	ABNG-Field Services	Utility Person	7/20/2015	4,962	1,160	271	42	6,435	5,100	1,193	179	42	6,513
124	243106	NEWC-Field Services	Operations Specialist	11/9/2015	3,495	817	271	42	4,625	3,593	840	179	42	4,654
125	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	4,416	1,033	271	42	5,762	4,540	1,062	179	42	5,823
126	241150	PITT-Production Othe	Operations Specialist	11/9/2015	3,729	872	271	42	4,914	3,834	897	179	42	4,951
127	246106	MECH-Field Services	Operations Specialist	11/9/2015	3,557	832	271	42	4,702	3,658	855	179	42	4,734
128	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	4,946	1,157	271	42	6,415	5,084	1,189	179	42	6,493
129	245406	SUSQ-Field Services	Utility Person	12/14/2015	3,813	892	271	42	5,017	3,919	917	179	42	5,056

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Gross Payroll Taxes				2021 Total Gross Payroll Taxes	2022 Gross Payroll Taxes				2022 Total Gross Payroll Taxes
					FICA Withholding	FICA Medicare	SUTA	FUTA		FICA Withholding	FICA Medicare	SUTA	FUTA	
65	247106	MILT-Field Services	Utility Person	11/22/2004	4,086	956	179	42	5,262	4,230	989	179	42	5,439
66	247106	MILT-Field Services	Utility Person	11/23/2004	4,129	966	179	42	5,315	4,274	1,000	179	42	5,494
67	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	3,932	920	179	42	5,072	4,071	952	179	42	5,244
68	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	3,503	819	179	42	4,543	3,627	848	179	42	4,696
69	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	3,170	741	179	42	4,133	3,283	768	179	42	4,272
70	240106	CORP-Field Services	Operations Specialist	1/31/2005	4,610	1,078	179	42	5,908	4,768	1,115	179	42	6,104
71	240106	CORP-Field Services	Operations Specialist	3/21/2005	4,826	1,129	179	42	6,175	4,991	1,167	179	42	6,379
72	245701	POCO-Production	Plant Operator	6/27/2005	5,215	1,220	179	42	6,655	5,393	1,261	179	42	6,875
73	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	4,725	1,105	179	42	6,050	4,886	1,143	179	42	6,249
74	245506	BNGR-Field Services	Utility Person	11/7/2005	4,722	1,104	179	42	6,047	4,886	1,143	179	42	6,249
75	240113	CORP-Info Systems	Tech Client Technology ITS	11/21/2005	6,332	1,481	179	42	8,033	6,554	1,533	179	42	8,307
76	245452	SUSQ-Susquehanna	Plant Operator	5/15/2006	4,964	1,161	179	42	6,345	5,134	1,201	179	42	6,555
77	246306	PENN/Wyom-Field Svc	Utility Person	5/30/2006	4,941	1,156	179	42	6,318	5,112	1,195	179	42	6,528
78	246806	LEHP-Field Services	Plant Operator	10/2/2006	6,017	1,407	179	42	7,645	6,219	1,454	179	42	7,894
79	245706	POCO-Field Services	Utility Person	10/9/2006	4,774	1,117	179	42	6,112	4,939	1,155	179	42	6,315
80	245606	NAZA-Field Services	Utility Person	12/18/2006	4,660	1,090	179	42	5,971	4,823	1,128	179	42	6,172
81	249150	WILK-Other	Operations Specialist	1/22/2007	5,570	1,303	179	42	7,093	5,763	1,348	179	42	7,331
82	246206	HSKY-Field Services	Utility Person	3/26/2007	5,961	1,394	179	42	7,576	6,161	1,441	179	42	7,822
83	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	4,505	1,054	179	42	5,779	4,662	1,090	179	42	5,973
84	247106	MILT-Field Services	Utility Person	5/7/2007	4,144	969	179	42	5,334	4,290	1,003	179	42	5,515
85	240106	CORP-Field Services	Operations Specialist	6/18/2007	4,371	1,022	179	42	5,613	4,525	1,058	179	42	5,804
86	246306	PENN/Wyom-Field Svc	Utility Person	7/2/2007	4,625	1,082	179	42	5,927	4,786	1,119	179	42	6,126
87	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	6,985	1,634	179	42	8,840	7,220	1,689	179	42	9,130
88	246406	ROYF-Field Services	Utility Person	9/4/2007	4,635	1,084	179	42	5,940	4,796	1,122	179	42	6,138
89	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	5,450	1,275	179	42	6,945	5,640	1,319	179	42	7,180
90	240113	CORP-Info Systems	Tech Client Technology ITS	12/3/2007	4,585	1,072	179	42	5,878	4,747	1,110	179	42	6,078
91	247206	PHBG-Field Services	Utility Person	6/2/2008	4,634	1,084	179	42	5,939	4,797	1,122	179	42	6,139
92	247106	MILT-Field Services	Utility Person	7/21/2008	4,314	1,009	179	42	5,543	4,464	1,044	179	42	5,728
93	247701	BOGGS-Production	Plant Operator	5/4/2009	4,561	1,067	179	42	5,849	4,721	1,104	179	42	6,046
94	245706	POCO-Field Services	Utility Person	9/28/2009	5,290	1,237	179	42	6,748	5,469	1,279	179	42	6,969
95	246406	ROYF-Field Services	Utility Person	11/2/2009	4,550	1,064	179	42	5,835	4,709	1,101	179	42	6,031
96	247401	FRCK-Production	Operator	1/25/2010	4,564	1,067	179	42	5,852	4,722	1,104	179	42	6,047
97	247206	PHBG-Field Services	Utility Person	3/29/2010	4,676	1,094	179	42	5,990	4,840	1,132	179	42	6,192
98	240106	CORP-Field Services	Operations Specialist	5/3/2010	5,349	1,251	179	42	6,820	5,537	1,295	179	42	7,053
99	246406	ROYF-Field Services	Utility Person	10/4/2010	5,331	1,247	179	42	6,798	5,511	1,289	179	42	7,020
100	241106	PITT-Field Services	Operations Specialist	10/4/2010	5,841	1,366	179	42	7,427	6,038	1,412	179	42	7,671
101	240106	CORP-Field Services	Exec Asst (N)	9/1/2011	3,922	917	179	42	5,060	4,061	950	179	42	5,232
102	245406	SUSQ-Field Services	Utility Person	9/6/2011	4,645	1,086	179	42	5,951	4,805	1,124	179	42	6,149
103	247206	PHBG-Field Services	Utility Person	11/7/2011	4,303	1,006	179	42	5,530	4,455	1,042	179	42	5,718
104	240114	CORP-Engineering	GIS Analyst	1/16/2012	3,688	863	179	42	4,771	3,819	893	179	42	4,933
105	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	3,687	862	179	42	4,770	3,818	893	179	42	4,931
106	249106	WILK-Field Services	Operations Specialist	7/3/2012	3,991	933	179	42	5,145	4,131	966	179	42	5,318
107	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	1/7/2013	3,210	751	179	42	4,182	3,324	777	179	42	4,322
108	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	4,140	968	179	42	5,329	4,285	1,002	179	42	5,508
109	249106	WILK-Field Services	Operations Specialist	2/18/2013	3,891	910	179	42	5,022	4,029	942	179	42	5,192
110	240106	CORP-Field Services	Exec Asst (N)	3/4/2013	3,657	855	179	42	4,733	3,786	885	179	42	4,892
111	247306	BRWK-Field Services	Utility Person	4/29/2013	5,029	1,176	179	42	6,425	5,201	1,216	179	42	6,638
112	245601	NAZA-Production	Plant Operator	6/27/2013	7,005	1,638	179	42	8,864	7,235	1,692	179	42	9,148
113	247301	BRWK-Production	Operator	9/16/2013	5,398	1,263	179	42	6,882	5,582	1,306	179	42	7,109
114	240106	CORP-Field Services	Operations Specialist	11/18/2013	4,228	989	179	42	5,437	4,376	1,023	179	42	5,620
115	245406	SUSQ-Field Services	Utility Person	4/21/2014	4,355	1,019	179	42	5,594	4,505	1,054	179	42	5,779
116	246506	COAT-Field Services	Utility Person	9/1/2014	4,312	1,008	179	42	5,541	4,461	1,043	179	42	5,724
117	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	4,173	976	179	42	5,369	4,321	1,011	179	42	5,552
118	249103	WILK-Cust Service	Operations Specialist	11/3/2014	3,812	892	179	42	4,925	3,946	923	179	42	5,090
119	240113	CORP-Info Systems	Tech Client Technology ITS	1/19/2015	4,401	1,029	179	42	5,650	4,555	1,065	179	42	5,841
120	247201	PHBG-Production	Plant Operator	2/2/2015	4,817	1,127	179	42	6,165	4,984	1,166	179	42	6,370
121	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	6,236	1,459	179	42	7,916	6,443	1,507	179	42	8,170
122	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	3,397	795	179	42	4,413	3,517	823	179	42	4,561
123	245306	ABNG-Field Services	Utility Person	7/20/2015	5,214	1,220	179	42	6,655	5,392	1,261	179	42	6,874
124	243106	NEWC-Field Services	Operations Specialist	11/9/2015	3,669	858	179	42	4,748	3,799	888	179	42	4,908
125	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	4,638	1,085	179	42	5,943	4,801	1,123	179	42	6,144
126	241150	PITT-Production Othe	Operations Specialist	11/9/2015	3,916	916	179	42	5,053	4,055	948	179	42	5,224
127	246106	MECH-Field Services	Operations Specialist	11/9/2015	3,735	874	179	42	4,829	3,867	904	179	42	4,992
128	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	5,197	1,216	179	42	6,634	5,375	1,257	179	42	6,852
129	245406	SUSQ-Field Services	Utility Person	12/14/2015	4,005	937	179	42	5,162	4,144	969	179	42	5,334

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2019 Gross Payroll Taxes									2020 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
130	240106	CORP-Field Services	Operations Specialist	2/1/2016	3,905	913	271	42	5,131	4,014	939	179	42	5,174
131	246801	LEHP-Production	Utility Person	2/8/2016	4,388	1,026	271	42	5,727	4,510	1,055	179	42	5,785
132	246506	COAT-Field Services	Utility Person	2/3/2016	5,176	1,210	271	42	6,699	5,321	1,244	179	42	6,786
133	247103	MILT-Cust Service	Utility Person	3/7/2016	3,904	913	271	42	5,129	4,014	939	179	42	5,173
134	246206	HSHY-Field Services	Utility Person	2/29/2016	4,923	1,151	271	42	6,387	5,062	1,184	179	42	6,466
135	246201	HSHY-Production	Plant Operator	2/29/2016	6,224	1,456	271	42	7,992	6,399	1,497	179	42	8,116
136	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	4,865	1,138	271	42	6,315	5,000	1,169	179	42	6,390
137	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	3,168	741	271	42	4,221	3,256	762	179	42	4,239
138	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/25/2016	6,962	1,628	271	42	8,903	7,158	1,674	179	42	9,053
139	246206	HSHY-Field Services	Utility Person	6/13/2016	4,345	1,016	271	42	5,674	4,467	1,045	179	42	5,732
140	246206	HSHY-Field Services	Utility Person	7/11/2016	3,841	898	271	42	5,052	3,948	923	179	42	5,092
141	246406	ROYF-Field Services	Utility Person	7/5/2016	4,546	1,063	271	42	5,922	4,673	1,093	179	42	5,986
142	246501	COAT-Production	Plant Operator	7/25/2016	4,610	1,078	271	42	6,001	4,740	1,109	179	42	6,070
143	245306	ABNG-Field Services	Utility Person	10/24/2016	4,513	1,056	271	42	5,881	4,639	1,085	179	42	5,945
144	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	4,325	1,011	271	42	5,649	4,445	1,040	179	42	5,706
145	249106	WILK-Field Services	Operations Specialist	5/2/2016	3,538	828	271	42	4,679	3,637	851	179	42	4,709
146	247306	BRWK-Field Services	Utility Person	1/16/2017	4,061	950	271	42	5,324	4,174	976	179	42	5,371
147	246506	COAT-Field Services	Utility Person	2/13/2017	4,172	976	271	42	5,461	4,289	1,003	179	42	5,512
148	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	1,295	303	271	42	1,911	1,331	311	179	42	1,864
149	240114	CORP-Engineering	GIS Analyst	6/19/2017	3,513	822	271	42	4,647	3,611	845	179	42	4,676
150	240103	CORP-Cust Relations	Compliance Representative	6/26/2017	2,590	606	271	42	3,508	2,663	623	179	42	3,506
151	246406	ROYF-Field Services	Utility Person	7/17/2017	4,579	1,071	271	42	5,962	4,707	1,101	179	42	6,029
152	246801	LEHP-Production	Utility Person	7/31/2017	3,719	870	271	42	4,901	3,823	894	179	42	4,938
153	240151	CORP-Cust Serv MECH	Compliance Analyst	8/28/2017	3,742	875	271	42	4,930	3,847	900	179	42	4,967
154	240106	CORP-Field Services	Admin Support Rep (N)	9/3/2013	2,080	487	271	42	2,880	2,139	500	179	42	2,859
155	240106	CORP-Field Services	Admin Support Rep (N)	1/12/2009	2,324	543	271	42	3,180	2,388	559	179	42	3,168
156	245401	SUSQ-Production	Plant Operator	1/2/2018	3,560	833	271	42	4,706	3,660	856	179	42	4,737
157	240151	CORP-Cust Serv MECH	Compliance Representative	3/19/2018	2,493	583	271	42	3,389	2,563	599	179	42	3,383
158	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	4/17/2018	4,576	1,070	271	42	5,959	4,704	1,100	179	42	6,025
159	243306	BUTL-Field Services	Operations Specialist	4/30/2018	3,980	931	271	42	5,224	4,092	957	179	42	5,270
160	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018	3,671	858	271	42	4,842	3,773	882	179	42	4,876
161	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	7/9/2018	2,977	696	271	42	3,986	3,060	716	179	42	3,997
162	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018	3,790	886	271	42	4,988	3,896	911	179	42	5,028
163	240114	CORP-Engineering	GIS Analyst	7/2/2018	3,410	798	271	42	4,521	3,506	820	179	42	4,547
164	246406	ROYF-Field Services	Operations Specialist	7/16/2018	5,005	1,170	271	42	6,488	5,146	1,203	179	42	6,570
165	241106	PITT-Field Services	Admin Support Rep (N)	7/30/2018	3,044	712	271	42	4,068	3,129	732	179	42	4,082
166	246401	ROYF-Production	Plant Operator	7/18/2018	4,417	1,033	271	42	5,763	4,540	1,062	179	42	5,822
167	246801	LEHP-Production	Utility Person	7/23/2018	4,052	948	271	42	5,312	4,164	974	179	42	5,359
168	247106	MILT-Field Services	Utility Person	7/30/2018	4,027	942	271	42	5,282	4,140	968	179	42	5,329
169	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	5,660	1,324	271	42	7,296	5,819	1,361	179	42	7,400
170	240151	CORP-Cust Serv MECH	Compliance Analyst	8/6/2018	3,323	777	271	42	4,412	3,416	799	179	42	4,436
171	246501	COAT-Production	Utility Person	9/10/2018	4,559	1,066	271	42	5,938	4,686	1,096	179	42	6,003
172	240106	CORP-Field Services	Admin Support Rep (N)	9/10/2018	2,590	606	271	42	3,509	2,662	623	179	42	3,506
173	246501	COAT-Production	Plant Operator	9/24/2018	4,325	1,011	271	42	5,649	4,445	1,040	179	42	5,706
174	245906	GLEN-Field Services	Utility Person	10/8/2018	3,929	919	271	42	5,161	4,039	945	179	42	5,205
175	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	3,838	898	271	42	5,049	3,945	923	179	42	5,088
176	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	3,037	710	271	42	4,060	3,122	730	179	42	4,073
177	246201	HSHY-Production	Plant Operator	10/8/2018	4,994	1,168	271	42	6,474	5,133	1,201	179	42	6,555
178	249106	WILK-Field Services	Construction Inspector	10/29/2018	4,375	1,023	271	42	5,710	4,498	1,052	179	42	5,771
179	246506	COAT-Field Services	Utility Person	11/5/2018	4,246	993	271	42	5,551	4,364	1,021	179	42	5,605
180	249106	WILK-Field Services	Construction Inspector	11/5/2018	4,455	1,042	271	42	5,810	4,581	1,071	179	42	5,873
181	245406	SUSQ-Field Services	Plant Operator	11/5/2018	4,117	963	271	42	5,393	4,232	990	179	42	5,443
182	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	4,658	1,089	271	42	6,060	4,790	1,120	179	42	6,131
183	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	3,919	917	271	42	5,148	4,029	942	179	42	5,193
184	247106	MILT-Field Services	Utility Person	12/3/2018	3,802	889	271	42	5,003	3,908	914	179	42	5,043
185	240103	CORP-Cust Relations	Compliance Representative	12/3/2018	2,335	546	271	42	3,194	2,401	562	179	42	3,183
186	240103	CORP-Cust Relations	Compliance Analyst	12/3/2018	3,017	705	271	42	4,035	3,102	725	179	42	4,048
187	249106	WILK-Field Services	Construction Inspector	12/17/2018	4,664	1,091	271	42	6,067	4,795	1,121	179	42	6,137
188	247306	BRWK-Field Services	Utility Person	12/17/2018	4,215	986	271	42	5,513	4,333	1,013	179	42	5,567
189	246206	HSHY-Field Services	Utility Person	1/14/2019	3,881	908	271	42	5,102	3,990	933	179	42	5,144
190	246801	LEHP-Production	Crew Leader	1/14/2019	4,455	1,042	271	42	5,810	4,580	1,071	179	42	5,872
191	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	2/11/2019	3,419	800	271	42	4,531	3,515	822	179	42	4,558
192	240119	CORP-Risk Mgmt	Specialist Health & Safety	2/11/2019	4,758	1,113	271	42	6,183	4,891	1,144	179	42	6,255
193	247152	MILT-Prod Milton FP	Plant Operator	2/11/2019	3,974	929	271	42	5,216	4,085	955	179	42	5,261
194	240106	CORP-Field Services	Operations Specialist	3/25/2019	3,817	893	271	42	5,022	3,924	918	179	42	5,062

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					2021 Gross Payroll Taxes				2022 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Total Gross				2022 Total Gross					
					FICA Withholding	FICA Medicare	SUTA	FUTA	Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	Payroll Taxes
130	240106	CORP-Field Services	Operations Specialist	2/1/2016	4,101	959	179	42	5,280	4,244	992	179	42	5,457
131	246801	LEHP-Production	Utility Person	2/8/2016	4,610	1,078	179	42	5,909	4,767	1,115	179	42	6,102
132	246506	COAT-Field Services	Utility Person	2/3/2016	5,444	1,273	179	42	6,938	5,623	1,315	179	42	7,158
133	247103	MILT-Cust Service	Utility Person	3/7/2016	4,101	959	179	42	5,280	4,245	993	179	42	5,458
134	246206	HSHY-Field Services	Utility Person	2/29/2016	5,175	1,210	179	42	6,606	5,352	1,252	179	42	6,824
135	246201	HSHY-Production	Plant Operator	2/29/2016	6,552	1,532	179	42	8,305	6,767	1,583	179	42	8,570
136	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	5,111	1,195	179	42	6,527	5,284	1,236	179	42	6,740
137	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	3,325	778	179	42	4,324	3,442	805	179	42	4,468
138	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/25/2016	7,319	1,712	179	42	9,252	7,569	1,770	179	42	9,560
139	246206	HSHY-Field Services	Utility Person	6/13/2016	4,566	1,068	179	42	5,854	4,722	1,104	179	42	6,048
140	246206	HSHY-Field Services	Utility Person	7/11/2016	4,033	943	179	42	5,197	4,174	976	179	42	5,371
141	246406	ROYF-Field Services	Utility Person	7/5/2016	4,776	1,117	179	42	6,113	4,940	1,155	179	42	6,317
142	246501	COAT-Production	Plant Operator	7/25/2016	4,846	1,133	179	42	6,199	5,012	1,172	179	42	6,405
143	245306	ABNG-Field Services	Utility Person	10/24/2016	4,742	1,109	179	42	6,072	4,904	1,147	179	42	6,272
144	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	4,542	1,062	179	42	5,825	4,701	1,099	179	42	6,021
145	249106	WILK-Field Services	Operations Specialist	5/2/2016	3,715	869	179	42	4,804	3,846	900	179	42	4,967
146	247306	BRWK-Field Services	Utility Person	1/16/2017	4,265	998	179	42	5,484	4,413	1,032	179	42	5,666
147	246506	COAT-Field Services	Utility Person	2/13/2017	4,385	1,026	179	42	5,632	4,535	1,061	179	42	5,816
148	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	1,360	318	179	42	1,898	1,408	329	179	42	1,958
149	240114	CORP-Engineering	GIS Analyst	6/19/2017	3,688	863	179	42	4,771	3,819	893	179	42	4,933
150	240103	CORP-Cust Relations	Compliance Representative	6/26/2017	2,719	636	179	42	3,576	2,816	658	179	42	3,695
151	246406	ROYF-Field Services	Utility Person	7/17/2017	4,813	1,126	179	42	6,159	4,977	1,164	179	42	6,362
152	246801	LEHP-Production	Utility Person	7/31/2017	3,906	913	179	42	5,040	4,041	945	179	42	5,206
153	240151	CORP-Cust Serv MECH	Compliance Analyst	8/28/2017	3,929	919	179	42	5,069	4,068	951	179	42	5,240
154	240106	CORP-Field Services	Admin Support Rep (N)	9/3/2013	2,184	511	179	42	2,916	2,262	529	179	42	3,011
155	240106	CORP-Field Services	Admin Support Rep (N)	1/12/2009	2,439	570	179	42	3,230	2,526	591	179	42	3,337
156	245401	SUSQ-Production	Plant Operator	1/2/2018	3,741	875	179	42	4,837	3,869	905	179	42	4,995
157	240151	CORP-Cust Serv MECH	Compliance Representative	3/19/2018	2,618	612	179	42	3,450	2,711	634	179	42	3,566
158	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	4/17/2018	4,804	1,124	179	42	6,149	4,974	1,163	179	42	6,358
159	243306	BUTL-Field Services	Operations Specialist	4/30/2018	4,180	978	179	42	5,378	4,328	1,012	179	42	5,561
160	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018	3,856	902	179	42	4,978	3,990	933	179	42	5,144
161	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	7/9/2018	3,126	731	179	42	4,077	3,236	757	179	42	4,213
162	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018	3,979	931	179	42	5,130	4,119	963	179	42	5,303
163	240114	CORP-Engineering	GIS Analyst	7/2/2018	3,581	837	179	42	4,639	3,708	867	179	42	4,796
164	246406	ROYF-Field Services	Operations Specialist	7/16/2018	5,256	1,229	179	42	6,706	5,441	1,272	179	42	6,934
165	241106	PITT-Field Services	Admin Support Rep (N)	7/30/2018	3,195	747	179	42	4,163	3,308	774	179	42	4,303
166	246401	ROYF-Production	Plant Operator	7/18/2018	4,638	1,085	179	42	5,944	4,799	1,122	179	42	6,142
167	246801	LEHP-Production	Utility Person	7/23/2018	4,258	996	179	42	5,474	4,402	1,030	179	42	5,653
168	247106	MILT-Field Services	Utility Person	7/30/2018	4,230	989	179	42	5,440	4,377	1,024	179	42	5,622
169	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	5,947	1,391	179	42	7,558	6,154	1,439	179	42	7,814
170	240151	CORP-Cust Serv MECH	Compliance Analyst	8/6/2018	3,489	816	179	42	4,526	3,613	845	179	42	4,679
171	246501	COAT-Production	Utility Person	9/10/2018	4,792	1,121	179	42	6,134	4,955	1,159	179	42	6,334
172	240106	CORP-Field Services	Admin Support Rep (N)	9/10/2018	2,719	636	179	42	3,575	2,814	658	179	42	3,693
173	246501	COAT-Production	Plant Operator	9/24/2018	4,544	1,063	179	42	5,827	4,699	1,099	179	42	6,019
174	245906	GLEN-Field Services	Utility Person	10/8/2018	4,128	965	179	42	5,314	4,272	999	179	42	5,492
175	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	4,030	942	179	42	5,193	4,170	975	179	42	5,366
176	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	3,189	746	179	42	4,155	3,301	772	179	42	4,293
177	246201	HSHY-Production	Plant Operator	10/8/2018	5,252	1,228	179	42	6,701	5,428	1,269	179	42	6,918
178	249106	WILK-Field Services	Construction Inspector	10/29/2018	4,597	1,075	179	42	5,892	4,756	1,112	179	42	6,089
179	246506	COAT-Field Services	Utility Person	11/5/2018	4,464	1,044	179	42	5,729	4,615	1,079	179	42	5,915
180	249106	WILK-Field Services	Construction Inspector	11/5/2018	4,682	1,095	179	42	5,998	4,844	1,133	179	42	6,197
181	245406	SUSQ-Field Services	Plant Operator	11/5/2018	4,328	1,012	179	42	5,561	4,472	1,046	179	42	5,739
182	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	4,897	1,145	179	42	6,262	5,064	1,184	179	42	6,469
183	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	4,115	962	179	42	5,298	4,260	996	179	42	5,477
184	247106	MILT-Field Services	Utility Person	12/3/2018	3,992	934	179	42	5,146	4,132	966	179	42	5,319
185	240103	CORP-Cust Relations	Compliance Representative	12/3/2018	2,452	573	179	42	3,246	2,538	594	179	42	3,353
186	240103	CORP-Cust Relations	Compliance Analyst	12/3/2018	3,168	741	179	42	4,130	3,280	767	179	42	4,268
187	249106	WILK-Field Services	Construction Inspector	12/17/2018	4,902	1,146	179	42	6,269	5,070	1,186	179	42	6,476
188	247306	BRWK-Field Services	Utility Person	12/17/2018	4,429	1,036	179	42	5,686	4,583	1,072	179	42	5,875
189	246206	HSHY-Field Services	Utility Person	1/14/2019	4,078	954	179	42	5,252	4,219	987	179	42	5,427
190	246801	LEHP-Production	Crew Leader	1/14/2019	4,681	1,095	179	42	5,996	4,843	1,133	179	42	6,196
191	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	2/11/2019	3,590	840	179	42	4,651	3,718	869	179	42	4,808
192	240119	CORP-Risk Mgmt	Specialist Health & Safety	2/11/2019	4,995	1,168	179	42	6,384	5,172	1,210	179	42	6,602
193	247152	MILT-Prod Milton FP	Plant Operator	2/11/2019	4,174	976	179	42	5,371	4,318	1,010	179	42	5,549
194	240106	CORP-Field Services	Operations Specialist	3/25/2019	4,007	937	179	42	5,165	4,149	970	179	42	5,340

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Payroll Taxes

					2019 Gross Payroll Taxes					2020 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
195	245306	ABNG-Field Services	Crew Leader	3/25/2019	3,970	928	271	42	5,211	4,081	954	179	42	5,256
196	246506	COAT-Field Services	Utility Person	3/25/2019	3,699	865	271	42	4,877	3,803	889	179	42	4,913
197	240106	CORP-Field Services	Technical Writer	4/15/2019	5,585	1,306	271	42	7,204	5,742	1,343	179	42	7,305
198	245306	ABNG-Field Services	Utility Person	4/8/2019	3,787	886	271	42	4,985	3,893	910	179	42	5,024
199	240114	CORP-Engineering	Engineering Technician	5/20/2019	4,329	1,012	271	42	5,654	4,451	1,041	179	42	5,712
200	246206	HSKY-Field Services	Operations Specialist	5/28/2019	3,307	773	271	42	4,393	3,400	795	179	42	4,415
201	245506	BNGR-Field Services	Utility Person	6/3/2019	3,670	858	271	42	4,841	3,772	882	179	42	4,875
202	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	7,088	1,658	271	42	9,059	7,286	1,704	179	42	9,211
203	245106	NORR-Field Services	Operations Specialist	6/10/2019	4,024	941	271	42	5,278	4,136	967	179	42	5,324
204	240114	CORP-Engineering	Engineering Specialist	7/8/2019	3,863	903	271	42	5,079	3,971	929	179	42	5,121
205	248801	TURB-Production	Plant Operator	7/8/2019	4,058	949	271	42	5,320	4,172	976	179	42	5,368
206	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	6,725	1,573	271	42	8,611	6,915	1,617	179	42	8,752
207	240114	CORP-Engineering	GIS Analyst	7/15/2019	3,740	875	271	42	4,927	3,845	899	179	42	4,965
208	240106	CORP-Field Services	Operations Specialist	8/26/2019	3,463	810	271	42	4,586	3,560	833	179	42	4,613
209	240119	CORP-Risk Mgmt	Specialist Health & Safety	8/26/2019	5,009	1,172	271	42	6,493	5,150	1,204	179	42	6,575
210	240114	CORP-Engineering	Engineering Specialist	10/21/2019	3,862	903	271	42	5,078	3,970	928	179	42	5,119
211	247201	PHBG-Production	Plant Operator	10/21/2019	3,696	864	271	42	4,873	3,800	889	179	42	4,909
212	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	3,735	873	271	42	4,921	3,840	898	179	42	4,958
213	240103	CORP-Cust Relations	Compliance Rep - To Be Filled	8/15/2020	-	-	-	-	-	3,081	721	179	42	4,022
214	240106	CORP-Field Services	Supervisor, Fleet - To Be Filled	6/15/2020	-	-	-	-	-	5,531	1,294	179	42	7,045
215	240106	CORP-Field Services	Spec Bill/Pymt Collection (N) - To Be Filled	6/15/2020	-	-	-	-	-	3,483	815	179	42	4,519
216	242101	MCMR-Production	Maint Service Specialist - To Be Filled	6/15/2020	-	-	-	-	-	4,763	1,114	179	42	6,098
217	245106	NORR-Field Services	Maint Service Specialist - To Be Filled	8/15/2020	-	-	-	-	-	4,763	1,114	179	42	6,098
218	245106	NORR-Field Services	Maint Service Specialist - To Be Filled	8/15/2020	-	-	-	-	-	4,763	1,114	179	42	6,098
219	246401	ROYF-Production	Maint Service Specialist - To Be Filled	7/15/2020	-	-	-	-	-	4,763	1,114	179	42	6,098
220	246401	ROYF-Production	Maint Service Specialist - To Be Filled	7/15/2020	-	-	-	-	-	4,763	1,114	179	42	6,098
221	246406	ROYF-Field Services	Utility Person - To Be Filled	7/15/2020	-	-	-	-	-	1,712	400	179	42	2,333
222	247201	PHBG-Production	Plant Operator - To Be Filled	1/27/2020	-	-	-	-	-	1,712	400	179	42	2,333
223	249106	WILK-Field Services	Construction Inspector - To Be Filled	7/15/2020	-	-	-	-	-	3,878	907	179	42	5,006
224	249106	WILK-Field Services	Construction Inspector - To Be Filled	7/15/2020	-	-	-	-	-	3,878	907	179	42	5,006
225	249106	WILK-Field Services	Construction Inspector - To Be Filled	7/15/2020	-	-	-	-	-	3,878	907	179	42	5,006
Total Non-Collective Bargaining Unit Hourly					\$923,899	\$216,073	\$57,382	\$8,904	\$1,206,258	\$1,000,752	\$234,047	\$40,211	\$9,450	\$1,284,459

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Payroll Taxes

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Gross Payroll Taxes					2022 Gross Payroll Taxes				
					FICA Withholding	FICA Medicare	SUTA	FUTA	2021 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2022 Total Gross Payroll Taxes
195	245306	ABNG-Field Services	Crew Leader	3/25/2019	4,168	975	179	42	5,364	4,314	1,009	179	42	5,544
196	246506	COAT-Field Services	Utility Person	3/25/2019	3,887	909	179	42	5,016	4,020	940	179	42	5,181
197	240106	CORP-Field Services	Technical Writer	4/15/2019	5,864	1,371	179	42	7,456	6,071	1,420	179	42	7,712
198	245306	ABNG-Field Services	Utility Person	4/8/2019	3,977	930	179	42	5,128	4,117	963	179	42	5,300
199	240114	CORP-Engineering	Engineering Technician	5/20/2019	4,545	1,063	179	42	5,829	4,705	1,100	179	42	6,027
200	246206	HSKY-Field Services	Operations Specialist	5/28/2019	3,471	812	179	42	4,504	3,594	840	179	42	4,655
201	245506	BNGR-Field Services	Utility Person	6/3/2019	3,854	901	179	42	4,976	3,989	933	179	42	5,143
202	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	7,447	1,742	179	42	9,409	7,705	1,802	179	42	9,728
203	245106	NORR-Field Services	Operations Specialist	6/10/2019	4,224	988	179	42	5,432	4,373	1,023	179	42	5,617
204	240114	CORP-Engineering	Engineering Specialist	7/8/2019	4,055	948	179	42	5,225	4,198	982	179	42	5,401
205	248801	TURB-Production	Plant Operator	7/8/2019	4,263	997	179	42	5,481	4,412	1,032	179	42	5,665
206	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	7,063	1,652	179	42	8,936	7,311	1,710	179	42	9,241
207	240114	CORP-Engineering	GIS Analyst	7/15/2019	3,927	918	179	42	5,067	4,067	951	179	42	5,239
208	240106	CORP-Field Services	Operations Specialist	8/26/2019	3,636	850	179	42	4,707	3,765	881	179	42	4,866
209	240119	CORP-Risk Mgmt	Specialist Health & Safety	8/26/2019	5,259	1,230	179	42	6,710	5,446	1,274	179	42	6,941
210	240114	CORP-Engineering	Engineering Specialist	10/21/2019	4,054	948	179	42	5,223	4,197	982	179	42	5,399
211	247201	PHBG-Production	Plant Operator	10/21/2019	3,881	908	179	42	5,010	4,018	940	179	42	5,179
212	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	3,921	917	179	42	5,059	4,060	949	179	42	5,230
213	240103	CORP-Cust Relations	Compliance Rep - To Be Filled	8/15/2020	3,146	736	179	42	4,103	3,257	762	179	42	4,240
214	240106	CORP-Field Services	Supervisor, Fleet - To Be Filled	6/15/2020	5,648	1,321	179	42	7,190	5,848	1,368	179	42	7,437
215	240106	CORP-Field Services	Spec Bill/Pymt Collection (N) - To Be Filled	6/15/2020	3,557	832	179	42	4,610	3,683	861	179	42	4,765
216	242101	MCMR-Production	Maint Service Specialist - To Be Filled	6/15/2020	4,864	1,138	179	42	6,223	5,036	1,178	179	42	6,435
217	245106	NORR-Field Services	Maint Service Specialist - To Be Filled	8/15/2020	4,864	1,138	179	42	6,223	5,036	1,178	179	42	6,435
218	245106	NORR-Field Services	Maint Service Specialist - To Be Filled	8/15/2020	4,864	1,138	179	42	6,223	5,036	1,178	179	42	6,435
219	246401	ROYF-Production	Maint Service Specialist - To Be Filled	7/15/2020	4,864	1,138	179	42	6,223	5,036	1,178	179	42	6,435
220	246401	ROYF-Production	Maint Service Specialist - To Be Filled	7/15/2020	4,864	1,138	179	42	6,223	5,036	1,178	179	42	6,435
221	246406	ROYF-Field Services	Utility Person - To Be Filled	7/15/2020	1,748	409	179	42	2,378	1,810	423	179	42	2,455
222	247201	PHBG-Production	Plant Operator - To Be Filled	1/27/2020	1,748	409	179	42	2,378	1,810	423	179	42	2,455
223	249106	WILK-Field Services	Construction Inspector - To Be Filled	7/15/2020	3,961	926	179	42	5,108	4,100	959	179	42	5,280
224	249106	WILK-Field Services	Construction Inspector - To Be Filled	7/15/2020	3,961	926	179	42	5,108	4,100	959	179	42	5,280
225	249106	WILK-Field Services	Construction Inspector - To Be Filled	7/15/2020	3,961	926	179	42	5,108	4,100	959	179	42	5,280
Total Non-Collective Bargaining Unit Hourly					\$1,022,584	\$239,153	\$40,211	\$9,450	\$1,311,397	\$1,058,123	\$247,464	\$40,211	\$9,450	\$1,355,248

Pennsylvania-American Water Company - Water Steelton Operations
Payroll Taxes

					2019 Gross Payroll Taxes					2020 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
Collective Bargaining Unit														
1	241401	STNW-Production	Lead Plant Operator	10/9/2019	\$5,375	\$1,257	\$271	\$42	\$6,944	\$5,478	\$1,281	\$179	\$42	\$6,980
2	241401	STNW-Production	Plant Operator	10/9/2019	3,668	858	271	42	4,839	3,756	879	179	42	4,856
3	241406	STNW-Field Service	Utility Person	10/9/2019	2,969	694	271	42	3,977	3,059	716	179	42	3,996
4	241406	STNW-Field Service	Utility Person	10/9/2019	2,889	676	271	42	3,878	2,977	696	179	42	3,894
5	241406	STNW-Field Service	Utility Person	10/9/2019	3,011	704	271	42	4,028	3,100	725	179	42	4,045
6	241401	STNW-Production	Plant Operator	10/9/2019	3,327	778	271	42	4,418	3,421	800	179	42	4,442
7	241401	Steelton Water - Production	Plant Operator - To Be Filled	2/10/2020	-	-	-	-	-	4,022	941	179	42	5,184
8	241401	Steelton Water - Production	Foreperson - To Be Filled	3/2/2020	-	-	-	-	-	5,164	1,208	179	42	6,593
Total Collective Bargaining Unit					\$21,240	\$4,967	\$1,624	\$252	\$28,084	\$30,978	\$7,245	\$1,430	\$336	\$39,989

Pennsylvania-American Water Company - Water Steelton Operations
Payroll Taxes

					2021 Gross Payroll Taxes					2022 Gross Payroll Taxes				
				Original Hire	2021 Total					2022 Total				
Line #	Cost Center	Cost Center Name	Job	Date	FICA Withholding	FICA Medicare	SUTA	FUTA	Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	Gross Payroll Taxes
Collective Bargaining Unit														
1	241401	STNW-Production	Lead Plant Operator	10/9/2019	\$5,522	\$1,291	\$179	\$42	\$7,034	\$5,677	\$1,328	\$179	\$42	\$7,225
2	241401	STNW-Production	Plant Operator	10/9/2019	3,784	885	179	42	4,890	3,925	918	179	42	5,064
3	241406	STNW-Field Service	Utility Person	10/9/2019	3,089	723	179	42	4,033	3,232	756	179	42	4,208
4	241406	STNW-Field Service	Utility Person	10/9/2019	3,004	703	179	42	3,928	3,145	735	179	42	4,101
5	241406	STNW-Field Service	Utility Person	10/9/2019	3,128	732	179	42	4,080	3,269	765	179	42	4,254
6	241401	STNW-Production	Plant Operator	10/9/2019	3,455	808	179	42	4,484	3,601	842	179	42	4,664
7	241401	Steelton Water - Production	Plant Operator - To Be Filled	2/10/2020	4,056	948	179	42	5,225	4,201	983	179	42	5,404
8	241401	Steelton Water - Production	Foreperson - To Be Filled	3/2/2020	5,196	1,215	179	42	6,632	5,340	1,249	179	42	6,810
Total Collective Bargaining Unit					\$31,235	\$7,305	\$1,430	\$336	\$40,305	\$32,390	\$7,575	\$1,430	\$336	\$41,731

Pennsylvania-American Water Company - WW SSS Excl. Sadsbury and Exeter Operations
Payroll Taxes

				2019 Gross Payroll Taxes					2020 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
Non-Collective Bargaining Unit Salary														
1	244701	CLRWW-Production	Supvr Production	12/8/1997	\$5,114	\$1,196	\$271	\$42	\$6,623	\$5,257	\$1,229	\$179	\$42	\$6,707
2	246051	FRVWW-Production N	Sr Supvr Operations	7/8/1999	5,289	1,237	271	42	6,839	5,437	1,272	179	42	6,930
3	246701	COWW-Production	Supvr Production	3/6/2000	5,772	1,350	271	42	7,434	5,934	1,388	179	42	7,542
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	5,833	1,364	271	42	7,510	5,996	1,402	179	42	7,619
Total Non-Collective Bargaining Unit Salary					\$22,008	\$5,147	\$1,083	\$168	\$28,405	\$22,625	\$5,291	\$715	\$168	\$28,799
Non-Collective Bargaining Unit Hourly														
1	246701	COWW-Production	Wastewater Operator	9/20/1999	\$4,640	\$1,085	\$271	\$42	\$6,038	\$4,770	\$1,115	\$179	\$42	\$6,106
2	246701	COWW-Production	Plant Operator	1/21/1977	4,444	1,039	271	42	5,796	4,569	1,068	179	42	5,858
3	246706	COWW-Field Services	Utility Person	5/30/1995	3,881	908	247	38	5,074	3,989	933	163	38	5,124
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	4,346	1,016	271	42	5,675	4,468	1,045	179	42	5,733
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	4,771	1,116	271	42	6,199	4,905	1,147	179	42	6,273
6	245801	POWW-Production	Maintenance/Relief Operator	11/30/2000	4,824	1,128	271	42	6,265	4,959	1,160	179	42	6,340
7	245801	POWW-Production	Lead Plant Operator	9/23/1996	4,988	1,167	271	42	6,467	5,128	1,199	179	42	6,548
8	246706	COWW-Field Services	Crew Leader	11/10/2003	4,265	998	271	42	5,576	4,386	1,026	179	42	5,632
9	246901	LPWW-Production	Plant Operator	6/2/2008	4,295	1,005	271	42	5,612	4,416	1,033	179	42	5,670
10	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	4,454	1,042	271	42	5,809	4,579	1,071	179	42	5,870
11	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	5,401	1,263	271	42	6,977	5,553	1,299	179	42	7,072
12	242601	CLYWW-Production	Plant Operator	7/31/2008	4,197	982	271	42	5,491	4,315	1,009	179	42	5,545
13	244701	CLRWW-Production	Lead Plant Operator	6/20/1994	4,751	1,111	271	42	6,175	4,884	1,142	179	42	6,247
14	244701	CLRWW-Production	Wastewater Operator	1/3/2011	5,011	1,172	271	42	6,495	5,151	1,205	179	42	6,577
15	244701	CLRWW-Production	Wastewater Operator	8/1/2014	3,414	798	271	42	4,525	3,509	821	179	42	4,550
16	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	4,145	969	271	42	5,428	4,262	997	179	42	5,479
17	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	5,176	1,210	271	42	6,699	5,320	1,244	179	42	6,785
18	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	3,963	927	271	42	5,202	4,074	953	179	42	5,247
19	246706	COWW-Field Services	Utility Person	3/14/2016	2,787	652	200	31	3,670	2,865	670	132	31	3,698
20	248701	Nw Cmbrlnld WW Prod	Lead Plant Operator	10/31/2016	5,417	1,267	271	42	6,996	5,569	1,302	179	42	7,092
21	248706	Nw Cmbrlnld WW FS	Wastewater Operator	10/31/2016	4,835	1,131	271	42	6,278	4,970	1,162	179	42	6,353
22	246901	LPWW-Production	Plant Operator	9/11/2017	4,542	1,062	271	42	5,917	4,669	1,092	179	42	5,982
23	246052	FRVWW-Production S	Utility Person	12/4/2017	3,423	801	271	42	4,536	3,520	823	179	42	4,563
24	248706	Nw Cmbrlnld WW FS	Utility Person	11/27/2017	3,383	791	271	42	4,486	3,478	813	179	42	4,512
25	248701	Nw Cmbrlnld WW Prod	Utility Person	12/4/2017	3,403	796	271	42	4,511	3,499	818	179	42	4,538
26	246701	COWW-Production	Wastewater Operator	5/14/2018	4,793	1,121	271	42	6,227	4,927	1,152	179	42	6,300
27	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	4,107	961	271	42	5,380	4,222	987	179	42	5,430
28	246006	FRVWW-Field Services	Utility Person	10/15/2018	3,522	824	271	42	4,658	3,621	847	179	42	4,688
29	244701	CLRWW-Production	Wastewater Operator - To Be Filled	8/15/2020	-	-	-	-	-	1,712	400	179	42	2,333
Total Non-Collective Bargaining Unit Hourly					\$121,177	\$28,340	\$7,484	\$1,161	\$158,163	\$126,287	\$29,535	\$5,120	\$1,203	\$162,145

Pennsylvania-American Water Company - WW SSS Excl. Sadsbury and Exeter Operations
Payroll Taxes

Payroll Taxes					2021 Gross Payroll Taxes					2022 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA				2021 Total Gross	FICA				2022 Total Gross
					FICA Withholding	Medicare	SUTA	FUTA	Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	Payroll Taxes
Non-Collective Bargaining Unit Salary														
1	244701	CLRWW-Production	Supvr Production	12/8/1997	\$5,369	\$1,256	\$179	\$42	\$6,845	\$5,559	\$1,300	\$179	\$42	\$7,080
2	246051	FRVWW-Production N	Sr Supvr Operations	7/8/1999	5,552	1,299	179	42	7,071	5,748	1,344	179	42	7,313
3	246701	COWW-Production	Supvr Production	3/6/2000	6,059	1,417	179	42	7,697	6,274	1,467	179	42	7,962
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	6,124	1,432	179	42	7,777	6,341	1,483	179	42	8,045
Total Non-Collective Bargaining Unit Salary					\$23,104	\$5,403	\$715	\$168	\$29,391	\$23,923	\$5,595	\$715	\$168	\$30,400
Non-Collective Bargaining Unit Hourly														
1	246701	COWW-Production	Wastewater Operator	9/20/1999	\$4,874	\$1,140	\$179	\$42	\$6,235	\$5,043	\$1,179	\$179	\$42	\$6,443
2	246701	COWW-Production	Plant Operator	1/21/1977	4,668	1,092	179	42	5,981	4,830	1,130	179	42	6,180
3	246706	COWW-Field Services	Utility Person	5/30/1995	4,077	954	163	38	5,232	4,218	987	163	38	5,406
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	4,564	1,067	179	42	5,852	4,724	1,105	179	42	6,050
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	5,013	1,172	179	42	6,406	5,186	1,213	179	42	6,620
6	245801	POWW-Production	Maintenance/Relief Operator	11/30/2000	5,069	1,186	179	42	6,476	5,242	1,226	179	42	6,689
7	245801	POWW-Production	Lead Plant Operator	9/23/1996	5,240	1,225	179	42	6,686	5,422	1,268	179	42	6,910
8	246706	COWW-Field Services	Crew Leader	11/10/2003	4,481	1,048	179	42	5,749	4,637	1,084	179	42	5,942
9	246901	LPWW-Production	Plant Operator	6/2/2008	4,512	1,055	179	42	5,788	4,670	1,092	179	42	5,983
10	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	4,677	1,094	179	42	5,992	4,841	1,132	179	42	6,194
11	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	5,679	1,328	179	42	7,227	5,871	1,373	179	42	7,465
12	242601	CLYWW-Production	Plant Operator	7/31/2008	4,408	1,031	179	42	5,660	4,563	1,067	179	42	5,851
13	244701	CLRWW-Production	Lead Plant Operator	6/20/1994	4,992	1,167	179	42	6,380	5,165	1,208	179	42	6,594
14	244701	CLRWW-Production	Wastewater Operator	1/3/2011	5,269	1,232	179	42	6,721	5,447	1,274	179	42	6,941
15	244701	CLRWW-Production	Wastewater Operator	8/1/2014	3,587	839	179	42	4,646	3,710	868	179	42	4,799
16	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	4,355	1,019	179	42	5,594	4,506	1,054	179	42	5,781
17	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	5,436	1,271	179	42	6,928	5,625	1,316	179	42	7,162
18	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	4,163	974	179	42	5,358	4,308	1,008	179	42	5,537
19	246706	COWW-Field Services	Utility Person	3/14/2016	2,927	685	132	31	3,775	3,028	708	132	31	3,900
20	248701	Nw Cmbrlnld WW Prod	Lead Plant Operator	10/31/2016	5,690	1,331	179	42	7,241	5,889	1,377	179	42	7,487
21	248706	Nw Cmbrlnld WW FS	Wastewater Operator	10/31/2016	5,077	1,187	179	42	6,485	5,256	1,229	179	42	6,706
22	246901	LPWW-Production	Plant Operator	9/11/2017	4,775	1,117	179	42	6,112	4,936	1,154	179	42	6,311
23	246052	FRVWW-Production S	Utility Person	12/4/2017	3,596	841	179	42	4,658	3,722	870	179	42	4,813
24	248706	Nw Cmbrlnld WW FS	Utility Person	11/27/2017	3,553	831	179	42	4,605	3,678	860	179	42	4,759
25	248701	Nw Cmbrlnld WW Prod	Utility Person	12/4/2017	3,575	836	179	42	4,631	3,700	865	179	42	4,786
26	246701	COWW-Production	Wastewater Operator	5/14/2018	5,039	1,178	179	42	6,438	5,209	1,218	179	42	6,648
27	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	4,317	1,010	179	42	5,547	4,465	1,044	179	42	5,730
28	246006	FRVWW-Field Services	Utility Person	10/15/2018	3,699	865	179	42	4,785	3,827	895	179	42	4,943
29	244701	CLRWW-Production	Wastewater Operator - To Be Filled	8/15/2020	1,748	409	179	42	2,378	1,810	423	179	42	2,455
Total Non-Collective Bargaining Unit Hourly					\$129,058	\$30,183	\$5,120	\$1,203	\$165,565	\$133,532	\$31,229	\$5,120	\$1,203	\$171,085

Pennsylvania-American Water Company - WW SSS Sadsbury Operations
Payroll Taxes

2019 Gross Payroll Taxes										2020 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
Non-Collective Bargaining Unit Hourly - *Sadsbury Operations includes shared resources. The following represents the allocated time.														
1	246706	COWW-Field Services	*Utility Person (allocated 8.72%)	5/30/1995	\$371	\$87	\$24	\$4	\$484	\$381	\$89	\$16	\$4	\$489
2	246706	COWW-Field Services	*Utility Person (allocated 26.15%)	3/14/2016	987	231	71	11	1,299	1,015	237	47	11	1,309
Total Non-Collective Bargaining Unit Hourly					\$1,357	\$317	\$94	\$15	\$1,784	\$1,395	\$326	\$62	\$15	\$1,799

Pennsylvania-American Water Company - WW SSS Sadsbury Operations
Payroll Taxes

					2021 Gross Payroll Taxes					2022 Gross Payroll Taxes				
									2021 Total Gross Payroll Taxes					2022 Total Gross Payroll Taxes
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA		FICA Withholding	FICA Medicare	SUTA	FUTA	
<u>Non-Collective Bargaining Unit Hourly - *Sadsbury Operations includes shared resources. The following represents the allocated time.</u>														
1	246706	COWW-Field Services	*Utility Person (allocated 8.72%)	5/30/1995	\$389	\$91	\$16	\$4	\$500	\$403	\$94	\$16	\$4	\$516
2	246706	COWW-Field Services	*Utility Person (allocated 26.15%)	3/14/2016	1,036	242	47	11	1,337	1,072	251	47	11	1,381
Total Non-Collective Bargaining Unit Hourly					\$1,426	\$333	\$62	\$15	\$1,836	\$1,475	\$345	\$62	\$15	\$1,897

Pennsylvania-American Water Company - WW SSS Exeter Operations
Payroll Taxes

					2019 Gross Payroll Taxes					2020 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
Non-Collective Bargaining Unit Salary														
1	241306	EXTRWW-Field Service	Supvr Field Operations	4/22/2019	\$4,774	\$1,117	\$271	\$42	\$6,203	\$4,908	\$1,148	\$179	\$42	\$6,277
2	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	5,797	1,356	271	42	7,465	5,959	1,394	179	42	7,574
Total Non-Collective Bargaining Unit Salary					\$10,571	\$2,472	\$541	\$84	\$13,669	\$10,868	\$2,542	\$357	\$84	\$13,851
Non-Collective Bargaining Unit Hourly														
1	241306	EXTRWW-Field Service	Crew Leader	5/6/2019	\$4,584	\$1,072	\$271	\$42	\$5,968	\$4,712	\$1,102	\$179	\$42	\$6,035
2	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	\$5,108	\$1,195	\$271	\$42	\$6,615	\$5,252	\$1,228	\$179	\$42	\$6,701
3	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	\$4,489	\$1,050	\$271	\$42	\$5,852	\$4,614	\$1,079	\$179	\$42	\$5,914
4	241306	EXTRWW-Field Service	Utility Person	11/18/2019	\$4,074	\$953	\$271	\$42	\$5,339	\$4,189	\$980	\$179	\$42	\$5,389
5	241306	EXTRWW-Field Service	Utility Person	11/18/2019	\$4,074	\$953	\$271	\$42	\$5,339	\$4,189	\$980	\$179	\$42	\$5,389
6	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	\$4,179	\$977	\$271	\$42	\$5,469	\$4,297	\$1,005	\$179	\$42	\$5,523
7	241301	EXTRWW-Production	Wastewater Operator - To Be Filled	8/15/2020	\$0	\$0	\$0	\$0	\$0	\$1,913	\$447	\$179	\$42	\$2,581
8	241306	EXTRWW-Field Service	Utility Person - To Be Filled	8/15/2020	\$0	\$0	\$0	\$0	\$0	\$1,798	\$420	\$179	\$42	\$2,439
Total Non-Collective Bargaining Unit Hourly					\$26,508	\$6,199	\$1,624	\$252	\$34,583	\$30,964	\$7,241	\$1,430	\$336	\$39,971

Pennsylvania-American Water Company - WW SSS Exeter Operations
Payroll Taxes

					2021 Gross Payroll Taxes					2022 Gross Payroll Taxes					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date						2022 Total Gross Payroll Taxes					
					FICA Withholding	FICA Medicare	SUTA	FUTA	2021 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	Taxes	
Non-Collective Bargaining Unit Salary															
1	241306	EXTRWW-Field Service	Supvr Field Operations	4/22/2019	\$5,013	\$1,172	\$179	\$42	\$6,405	\$5,191	\$1,214	\$179	\$42	\$6,625	
2	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	6,086	1,423	179	42	7,730	6,301	1,474	179	42	7,996	
Total Non-Collective Bargaining Unit Salary					\$11,098	\$2,596	\$357	\$84	\$14,136	\$11,492	\$2,688	\$357	\$84	\$14,621	
Non-Collective Bargaining Unit Hourly															
1	241306	EXTRWW-Field Service	Crew Leader	5/6/2019	\$4,814	\$1,126	\$179	\$42	\$6,161	\$4,983	\$1,165	\$179	\$42	\$6,369	
2	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	\$5,367	\$1,255	\$179	\$42	\$6,843	\$5,554	\$1,299	\$179	\$42	\$7,074	
3	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	\$4,715	\$1,103	\$179	\$42	\$6,039	\$4,879	\$1,141	\$179	\$42	\$6,241	
4	241306	EXTRWW-Field Service	Utility Person	11/18/2019	\$4,279	\$1,001	\$179	\$42	\$5,500	\$4,429	\$1,036	\$179	\$42	\$5,685	
5	241306	EXTRWW-Field Service	Utility Person	11/18/2019	\$4,279	\$1,001	\$179	\$42	\$5,500	\$4,429	\$1,036	\$179	\$42	\$5,685	
6	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	\$4,392	\$1,027	\$179	\$42	\$5,640	\$4,545	\$1,063	\$179	\$42	\$5,828	
7	241301	EXTRWW-Production	Wastewater Operator - To Be Filled	8/15/2020	\$1,955	\$457	\$179	\$42	\$2,633	\$2,023	\$473	\$179	\$42	\$2,717	
8	241306	EXTRWW-Field Service	Utility Person - To Be Filled	8/15/2020	\$1,837	\$430	\$179	\$42	\$2,487	\$1,902	\$445	\$179	\$42	\$2,567	
Total Non-Collective Bargaining Unit Hourly					\$31,638	\$7,399	\$1,430	\$336	\$40,803	\$32,743	\$7,658	\$1,430	\$336	\$42,166	

Pennsylvania-American Water Company - WW CSS Scranton Operations
Payroll Taxes

2019 Gross Payroll Taxes										2020 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
Non-Collective Bargaining Unit Salary														
1	249200	Scranton WW-BS/OH	Sr Mgr Operations	7/14/1980	\$8,240	\$2,678	\$271	\$42	\$11,230	\$8,537	\$2,753	\$179	\$42	\$11,511
2	249201	Scranton WW-Prod	Sr Supt Production	2/28/2005	7,673	1,794	271	42	9,780	7,888	1,845	179	42	9,954
3	249206	Scrntn-WW-Fld Svc	Field Ops Supv	4/17/2006	4,569	1,069	271	42	5,951	4,698	1,099	179	42	6,018
4	249201	Scranton WW-Prod	Supvr Field Operations	5/22/2006	4,609	1,078	271	42	6,000	4,739	1,108	179	42	6,069
5	249200	Scranton WW-BS/OH	Mgr Production Assets	6/2/2008	5,918	1,384	271	42	7,615	6,083	1,423	179	42	7,727
6	249206	Scrntn-WW-Fld Svc	Field Ops Supr	5/16/2016	4,910	1,148	271	42	6,371	5,049	1,181	179	42	6,450
7	249206	Scrntn-WW-Fld Svc	Sr Supt Field Ops	6/3/2002	6,275	1,467	271	42	8,055	6,451	1,509	179	42	8,181
8	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007	4,571	1,069	271	42	5,953	4,700	1,099	179	42	6,020
9	249201	Scranton WW-Prod	Supvr Production	2/12/1990	5,260	1,230	271	42	6,802	5,408	1,265	179	42	6,893
10	249201	Scranton WW-Prod	Supvr Production	7/22/2019	5,115	1,196	271	42	6,624	5,259	1,230	179	42	6,709
Total Non-Collective Bargaining Unit Salary					\$57,140	\$14,114	\$2,707	\$420	\$74,381	\$58,813	\$14,511	\$1,787	\$420	\$75,530
Collective Bargaining Unit														
1	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2016	\$4,421	\$1,034	\$271	\$42	\$5,768	\$4,531	\$1,060	\$179	\$42	\$5,811
2	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	3/27/2006	6,407	1,498	271	42	8,218	6,554	1,533	179	42	8,307
3	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	4,078	954	271	42	5,344	4,179	977	179	42	5,378
4	249201	Scranton WW-Prod	Plant Operator	11/19/2002	5,157	1,206	271	42	6,676	5,283	1,235	179	42	6,739
5	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008	3,607	844	271	42	4,763	3,702	866	179	42	4,788
6	249201	Scranton WW-Prod	Plant Operator	7/9/2012	5,189	1,214	271	42	6,715	5,316	1,243	179	42	6,779
7	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016	4,341	1,015	271	42	5,668	4,453	1,042	179	42	5,716
8	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	4,008	937	271	42	5,258	4,113	962	179	42	5,295
9	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	4,471	1,046	271	42	5,830	4,585	1,072	179	42	5,878
10	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	3,837	897	271	42	5,047	3,933	920	179	42	5,073
11	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005	3,760	879	271	42	4,952	3,854	901	179	42	4,976
12	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008	4,614	1,079	271	42	6,006	4,734	1,107	179	42	6,062
13	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	5,065	1,184	271	42	6,562	5,194	1,215	179	42	6,629
14	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016	4,342	1,015	271	42	5,670	4,455	1,042	179	42	5,718
15	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	5/26/2009	5,563	1,301	271	42	7,176	5,704	1,334	179	42	7,259
16	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	4,563	1,067	271	42	5,943	4,668	1,092	179	42	5,980
17	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005	3,800	889	271	42	5,001	3,899	912	179	42	5,032
18	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	4,097	958	271	42	5,367	4,199	982	179	42	5,401
19	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	5,849	1,368	271	42	7,530	5,995	1,402	179	42	7,618
20	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/22/2017	6,877	1,608	271	42	8,798	7,047	1,648	179	42	8,916
21	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009	4,440	1,038	271	42	5,790	4,550	1,064	179	42	5,835
22	249201	Scranton WW-Prod	Plant Operator	4/25/2005	5,106	1,194	271	42	6,613	5,231	1,223	179	42	6,675
23	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	3,941	922	271	42	5,175	4,044	946	179	42	5,210
24	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987	4,146	970	271	42	5,428	4,249	994	179	42	5,463
25	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	3,800	889	271	42	5,001	3,894	911	179	42	5,026
26	249201	Scranton WW-Prod	Master Electrician	10/20/2014	4,713	1,102	271	42	6,128	4,821	1,128	179	42	6,169
27	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	9/8/1997	4,818	1,127	271	42	6,258	4,929	1,153	179	42	6,302
28	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005	3,900	912	271	42	5,125	4,002	936	179	42	5,159
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	4,075	953	271	42	5,340	4,182	978	179	42	5,380
30	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	4,105	960	271	42	5,378	4,200	982	179	42	5,403
31	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	3,883	908	271	42	5,103	3,984	932	179	42	5,137
32	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013	4,946	1,157	271	42	6,416	5,075	1,187	179	42	6,482
33	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012	4,345	1,016	271	42	5,674	4,453	1,041	179	42	5,715
34	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	3,570	835	271	42	4,717	3,664	857	179	42	4,741
35	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	4,539	1,062	271	42	5,914	4,643	1,086	179	42	5,950
36	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	3,763	880	271	42	4,956	3,862	903	179	42	4,986
37	249201	Scranton WW-Prod	Plant Operator	11/9/1992	5,852	1,369	271	42	7,534	5,995	1,402	179	42	7,617
38	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016	4,371	1,022	271	42	5,705	4,479	1,048	179	42	5,748
39	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	4,266	998	271	42	5,576	4,377	1,024	179	42	5,621
40	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	3,579	837	271	42	4,729	3,673	859	179	42	4,753
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007	3,846	900	271	42	5,059	3,947	923	179	42	5,091
42	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006	4,019	940	271	42	5,272	4,124	965	179	42	5,310
43	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	3,663	857	271	42	4,833	3,759	879	179	42	4,859
44	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	3,829	895	271	42	5,037	3,924	918	179	42	5,063
45	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	3,911	915	271	42	5,138	4,009	938	179	42	5,168
46	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	8/13/2007	4,761	1,113	271	42	6,187	4,884	1,142	179	42	6,247
47	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006	4,329	1,012	271	42	5,654	4,436	1,038	179	42	5,695

Pennsylvania-American Water Company - WW CSS Scranton Operations
Payroll Taxes

					2021 Gross Payroll Taxes					2022 Gross Payroll Taxes				
					2021 Total Gross Payroll Taxes					2022 Total Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	Taxes
Non-Collective Bargaining Unit Salary														
1	249200	Scranton WW-BS/OH	Sr Mgr Operations	7/14/1980	\$8,767	\$2,811	\$179	\$42	\$11,799	\$9,002	\$2,911	\$179	\$42	\$12,134
2	249201	Scranton WW-Prod	Sr Supt Production	2/28/2005	8,055	1,884	179	42	10,160	8,341	1,951	179	42	10,512
3	249206	Scrntn-WW-Fld Svc	Field Ops Supv	4/17/2006	4,798	1,122	179	42	6,141	4,968	1,162	179	42	6,350
4	249201	Scranton WW-Prod	Supvr Field Operations	5/22/2006	4,840	1,132	179	42	6,193	5,012	1,172	179	42	6,405
5	249200	Scranton WW-BS/OH	Mgr Production Assets	6/2/2008	6,212	1,453	179	42	7,886	6,432	1,504	179	42	8,157
6	249206	Scrntn-WW-Fld Svc	Field Ops Supr	5/16/2016	5,156	1,206	179	42	6,583	5,339	1,249	179	42	6,809
7	249206	Scrntn-WW-Fld Svc	Sr Supt Field Ops	6/3/2002	6,588	1,541	179	42	8,350	6,822	1,595	179	42	8,638
8	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007	4,800	1,123	179	42	6,143	4,969	1,162	179	42	6,352
9	249201	Scranton WW-Prod	Supvr Production	2/12/1990	5,522	1,292	179	42	7,035	5,718	1,337	179	42	7,276
10	249201	Scranton WW-Prod	Supvr Production	7/22/2019	5,370	1,256	179	42	6,847	5,561	1,301	179	42	7,082
Total Non-Collective Bargaining Unit Salary					\$60,110	\$14,819	\$1,787	\$420	\$77,136	\$62,164	\$15,344	\$1,787	\$420	\$79,715
Collective Bargaining Unit														
1	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2016	\$4,605	\$1,077	\$179	\$42	\$5,902	\$4,703	\$1,100	\$179	\$42	\$6,024
2	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	3/27/2006	6,660	1,558	179	42	8,438	6,785	1,587	179	42	8,592
3	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	4,247	993	179	42	5,460	4,339	1,015	179	42	5,575
4	249201	Scranton WW-Prod	Plant Operator	11/19/2002	5,370	1,256	179	42	6,847	5,480	1,282	179	42	6,983
5	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008	3,763	880	179	42	4,864	3,850	901	179	42	4,972
6	249201	Scranton WW-Prod	Plant Operator	7/9/2012	5,404	1,264	179	42	6,889	5,515	1,290	179	42	7,025
7	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016	4,530	1,059	179	42	5,810	4,631	1,083	179	42	5,934
8	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	4,182	978	179	42	5,381	4,277	1,000	179	42	5,498
9	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	4,663	1,091	179	42	5,974	4,765	1,114	179	42	6,099
10	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	3,995	934	179	42	5,150	4,083	955	179	42	5,259
11	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005	3,914	915	179	42	5,050	4,001	936	179	42	5,157
12	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008	4,817	1,127	179	42	6,165	4,923	1,151	179	42	6,295
13	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	5,285	1,236	179	42	6,742	5,397	1,262	179	42	6,880
14	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016	4,532	1,060	179	42	5,812	4,633	1,083	179	42	5,937
15	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	5/26/2009	5,805	1,358	179	42	7,384	5,926	1,386	179	42	7,533
16	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	4,737	1,108	179	42	6,066	4,832	1,130	179	42	6,183
17	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005	3,965	927	179	42	5,113	4,056	949	179	42	5,225
18	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	4,266	998	179	42	5,485	4,359	1,020	179	42	5,600
19	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	6,100	1,427	179	42	7,747	6,224	1,456	179	42	7,900
20	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/22/2017	7,173	1,678	179	42	9,072	7,315	1,711	179	42	9,246
21	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009	4,625	1,082	179	42	5,927	4,724	1,105	179	42	6,049
22	249201	Scranton WW-Prod	Plant Operator	4/25/2005	5,317	1,244	179	42	6,781	5,426	1,269	179	42	6,916
23	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	4,112	962	179	42	5,295	4,206	984	179	42	5,410
24	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987	4,318	1,010	179	42	5,548	4,411	1,032	179	42	5,664
25	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	3,955	925	179	42	5,101	4,043	946	179	42	5,209
26	249201	Scranton WW-Prod	Master Electrician	10/20/2014	4,894	1,145	179	42	6,259	4,991	1,167	179	42	6,379
27	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	9/8/1997	5,003	1,170	179	42	6,394	5,102	1,193	179	42	6,516
28	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005	4,070	952	179	42	5,242	4,163	974	179	42	5,357
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	4,253	995	179	42	5,469	4,349	1,017	179	42	5,587
30	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	4,260	996	179	42	5,477	4,348	1,017	179	42	5,585
31	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	4,052	948	179	42	5,220	4,145	969	179	42	5,335
32	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013	5,165	1,208	179	42	6,593	5,276	1,234	179	42	6,731
33	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012	4,526	1,058	179	42	5,805	4,623	1,081	179	42	5,925
34	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	3,724	871	179	42	4,815	3,811	891	179	42	4,923
35	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	4,713	1,102	179	42	6,036	4,807	1,124	179	42	6,152
36	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	3,926	918	179	42	5,065	4,017	939	179	42	5,177
37	249201	Scranton WW-Prod	Plant Operator	11/9/1992	6,096	1,426	179	42	7,743	6,218	1,454	179	42	7,893
38	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016	4,553	1,065	179	42	5,838	4,650	1,088	179	42	5,958
39	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	4,452	1,041	179	42	5,713	4,551	1,064	179	42	5,836
40	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	3,733	873	179	42	4,827	3,820	893	179	42	4,935
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007	4,013	939	179	42	5,173	4,105	960	179	42	5,286
42	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006	4,194	981	179	42	5,396	4,290	1,003	179	42	5,514
43	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	3,822	894	179	42	4,936	3,911	915	179	42	5,046
44	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	3,986	932	179	42	5,139	4,075	953	179	42	5,248
45	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	4,074	953	179	42	5,248	4,165	974	179	42	5,359
46	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	8/13/2007	4,969	1,162	179	42	6,352	5,076	1,187	179	42	6,484
47	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006	4,509	1,054	179	42	5,784	4,606	1,077	179	42	5,904

Pennsylvania-American Water Company - WW CSS Scranton Operations
Payroll Taxes

					2019 Gross Payroll Taxes					2020 Gross Payroll Taxes				
					FICA				2019 Total Gross		FICA			2020 Total Gross
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	Medicare	SUTA	FUTA	Payroll Taxes	FICA Withholding	Medicare	SUTA	FUTA	Payroll Taxes
48	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	5,009	1,172	271	42	6,494	5,124	1,198	179	42	6,543
49	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008	4,118	963	271	42	5,394	4,221	987	179	42	5,429
50	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016	4,960	1,160	271	42	6,433	5,089	1,190	179	42	6,500
51	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	3,594	841	271	42	4,747	3,688	863	179	42	4,772
52	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005	4,119	963	271	42	5,395	4,222	987	179	42	5,430
53	249201	Scranton WW-Prod	Maintenance Mechanic A	1/3/2017	4,428	1,036	271	42	5,777	4,539	1,061	179	42	5,821
54	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018	4,339	1,015	271	42	5,666	4,370	1,022	179	42	5,612
55	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	3,802	889	271	42	5,003	3,898	912	179	42	5,030
56	249201	Scranton WW-Prod	Equipment Operator A	3/11/2019	4,062	950	271	42	5,324	4,165	974	179	42	5,360
57	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/25/2019	4,050	947	271	42	5,309	4,152	971	179	42	5,344
58	249206	Scrntn-WW-Fld Svc	Equipment Operator A	4/1/2019	3,770	882	271	42	4,965	3,866	904	179	42	4,991
59	249201	Scranton WW-Prod	Serviceperson - To Be Filled	8/15/2020	-	-	-	-	-	4,030	942	179	42	5,193
Total Collective Bargaining Unit					\$254,811	\$59,593	\$15,699	\$2,436	\$332,539	\$265,150	\$62,011	\$10,544	\$2,478	\$340,184
Non-Collective Bargaining Unit Hourly														
1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	\$3,654	\$855	\$271	\$42	\$4,821	\$3,757	\$879	\$179	\$42	\$4,856
2	249206	Scrntn-WW-Fld Svc	Admin Asst - Staff Supp (N)	9/4/2007	3,082	721	271	42	4,116	3,169	741	179	42	4,131
Total Non-Collective Bargaining Unit Hourly					\$6,737	\$1,575	\$541	\$84	\$8,937	\$6,926	\$1,620	\$357	\$84	\$8,987

Pennsylvania-American Water Company - WW CSS Scranton Operations
Payroll Taxes

						2021 Gross Payroll Taxes					2022 Gross Payroll Taxes				
						2021 Total Gross Payroll Taxes					2022 Total Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date		FICA Withholding	FICA Medicare	SUTA	FUTA		FICA Withholding	FICA Medicare	SUTA	FUTA	
48	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017		5,202	1,217	179	42	6,639	5,304	1,240	179	42	6,765
49	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008		4,289	1,003	179	42	5,513	4,382	1,025	179	42	5,628
50	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016		5,179	1,211	179	42	6,611	5,291	1,237	179	42	6,749
51	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006		3,749	877	179	42	4,847	3,836	897	179	42	4,954
52	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005		4,291	1,003	179	42	5,515	4,385	1,025	179	42	5,631
53	249201	Scranton WW-Prod	Maintenance Mechanic A	1/3/2017		4,613	1,079	179	42	5,913	4,712	1,102	179	42	6,035
54	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018		4,442	1,039	179	42	5,701	4,539	1,061	179	42	5,821
55	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019		3,961	926	179	42	5,108	4,050	947	179	42	5,217
56	249201	Scranton WW-Prod	Equipment Operator A	3/11/2019		4,233	990	179	42	5,444	4,327	1,012	179	42	5,560
57	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/25/2019		4,220	987	179	42	5,427	4,313	1,009	179	42	5,542
58	249206	Scrntn-WW-Fld Svc	Equipment Operator A	4/1/2019		3,928	919	179	42	5,067	4,016	939	179	42	5,176
59	249201	Scranton WW-Prod	Serviceperson - To Be Filled	8/15/2020		4,100	959	179	42	5,279	4,223	988	179	42	5,431
Total Collective Bargaining Unit						\$269,534	\$63,036	\$10,544	\$2,478	\$345,592	\$275,380	\$64,403	\$10,544	\$2,478	\$352,805
Non-Collective Bargaining Unit Hourly															
1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016		\$3,837	\$897	\$179	\$42	\$4,955	\$3,974	\$929	\$179	\$42	\$5,124
2	249206	Scrntn-WW-Fld Svc	Admin Asst - Staff Supp (N)	9/4/2007		3,236	757	179	42	4,214	3,350	784	179	42	4,355
Total Non-Collective Bargaining Unit Hourly						\$7,073	\$1,654	\$357	\$84	\$9,169	\$7,324	\$1,713	\$357	\$84	\$9,478

Pennsylvania-American Water Company - WW CSS McKeesport Operations
Payroll Taxes

					2019 Gross Payroll Taxes					2020 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2019 Total Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	2020 Total Gross Payroll Taxes
Non-Collective Bargaining Unit Salary														
1	241205	MCKEWW-Admin & Gen	Sr Supvr Operations	3/10/2008	\$5,825	\$1,362	\$271	\$42	\$7,500	\$5,988	\$1,400	\$179	\$42	\$7,609
2	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008	4,896	1,145	271	42	6,354	5,034	1,177	179	42	6,433
3	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982	5,438	1,272	271	42	7,023	5,591	1,307	179	42	7,119
4	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003	6,310	1,476	271	42	8,098	6,487	1,517	179	42	8,225
Total Non-Collective Bargaining Unit Salary					\$22,469	\$5,255	\$1,083	\$168	\$28,975	\$23,100	\$5,402	\$715	\$168	\$29,385
Collective Bargaining Unit														
1	241201	MCKEWW-Production	Turn Laborer UWUA 433	9/6/2011	\$5,095	\$1,191	\$271	\$42	\$6,599	\$5,217	\$1,220	\$179	\$42	\$6,658
2	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	4,657	1,089	271	42	6,059	4,769	1,115	179	42	6,105
3	241201	MCKEWW-Production	Turn Laborer UWUA 433	6/1/2009	3,862	903	271	42	5,077	3,955	925	179	42	5,101
4	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	5,434	1,271	271	42	7,017	5,564	1,301	179	42	7,086
5	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	4,386	1,026	271	42	5,724	4,491	1,050	179	42	5,763
6	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	4,431	1,036	271	42	5,780	4,536	1,061	179	42	5,818
7	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	4,522	1,058	271	42	5,893	4,630	1,083	179	42	5,933
8	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	4,253	995	271	42	5,560	4,356	1,019	179	42	5,595
9	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	5,298	1,239	271	42	6,850	5,426	1,269	179	42	6,915
10	241201	MCKEWW-Production	General Laborer UWUA 433	4/2/2012	3,164	740	271	42	4,217	3,240	758	179	42	4,219
11	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	4,488	1,050	271	42	5,851	4,597	1,075	179	42	5,892
12	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/3/1999	4,200	982	271	42	5,495	4,302	1,006	179	42	5,529
13	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	3,337	780	271	42	4,430	3,417	799	179	42	4,437
14	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	4,593	1,074	271	42	5,980	4,703	1,100	179	42	6,024
15	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	5,037	1,178	271	42	6,527	5,158	1,206	179	42	6,585
16	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	5,076	1,187	271	42	6,575	5,198	1,216	179	42	6,634
17	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	5,122	1,198	271	42	6,632	5,245	1,227	179	42	6,692
18	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	5/5/2008	3,556	832	271	42	4,700	3,641	852	179	42	4,714
19	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	5,756	1,346	271	42	7,415	5,895	1,379	179	42	7,494
20	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	3,529	825	271	42	4,667	3,614	845	179	42	4,680
21	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	5,398	1,263	271	42	6,973	5,528	1,293	179	42	7,042
22	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	4,690	1,097	271	42	6,100	4,804	1,123	179	42	6,148
23	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	4,201	982	271	42	5,496	4,301	1,006	179	42	5,527
24	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	3,557	832	271	42	4,702	3,643	852	179	42	4,715
25	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	5,465	1,278	271	42	7,056	5,596	1,309	179	42	7,126
26	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	4,482	1,048	271	42	5,843	4,590	1,074	179	42	5,885
27	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	4,485	1,049	271	42	5,847	4,593	1,074	179	42	5,888
28	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	3,556	832	271	42	4,700	3,641	852	179	42	4,714
29	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	3,907	914	271	42	5,134	4,002	936	179	42	5,158
Total Collective Bargaining Unit					\$129,537	\$30,295	\$7,849	\$1,218	\$168,899	\$132,651	\$31,023	\$5,183	\$1,218	\$170,075
Non-Collective Bargaining Unit Hourly														
1	241201	MCKEWW-Production	Lead Plant Operator	11/9/2010	\$3,954	\$925	\$271	\$42	\$5,192	\$4,065	\$951	\$179	\$42	\$5,237
2	241206	MCKEWW-Field Service	Admin Support Rep (N)	4/27/2015	2,020	472	271	42	2,804	2,076	486	179	42	2,783
3	241206	MCKEWW-Field Service	Admin Support Rep (N)	12/2/2009	2,016	471	271	42	2,800	2,073	485	179	42	2,778
Total Non-Collective Bargaining Unit Hourly					\$7,990	\$1,869	\$812	\$126	\$10,796	\$8,214	\$1,921	\$536	\$126	\$10,798

Pennsylvania-American Water Company - WW CSS McKeesport Operations
Payroll Taxes

					2021 Gross Payroll Taxes					2022 Gross Payroll Taxes				
				Original Hire	2021 Total					2022 Total				
Line #	Cost Center	Cost Center Name	Job	Date	FICA Withholding	FICA Medicare	SUTA	FUTA	Gross Payroll Taxes	FICA Withholding	FICA Medicare	SUTA	FUTA	Gross Payroll Taxes
Non-Collective Bargaining Unit Salary														
1	241205	MCKEWW-Admin & Gen	Sr Supvr Operations	3/10/2008	\$6,114	\$1,430	\$179	\$42	\$7,765	\$6,331	\$1,481	\$179	\$42	\$8,032
2	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008	5,141	1,202	179	42	6,564	5,322	1,245	179	42	6,788
3	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982	5,709	1,335	179	42	7,264	5,911	1,382	179	42	7,514
4	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003	6,625	1,549	179	42	8,395	6,859	1,604	179	42	8,684
Total Non-Collective Bargaining Unit Salary					\$23,589	\$5,517	\$715	\$168	\$29,988	\$24,424	\$5,712	\$715	\$168	\$31,018
Collective Bargaining Unit														
1	241201	MCKEWW-Production	Turn Laborer UWUA 433	9/6/2011	\$5,295	\$1,238	\$179	\$42	\$6,754	\$5,472	\$1,280	\$179	\$42	\$6,973
2	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	4,834	1,131	179	42	6,185	5,005	1,170	179	42	6,396
3	241201	MCKEWW-Production	Turn Laborer UWUA 433	6/1/2009	4,003	936	179	42	5,160	4,150	970	179	42	5,341
4	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	5,647	1,321	179	42	7,189	5,839	1,366	179	42	7,425
5	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	4,547	1,063	179	42	5,831	4,713	1,102	179	42	6,036
6	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	4,591	1,074	179	42	5,886	4,757	1,112	179	42	6,090
7	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	4,687	1,096	179	42	6,004	4,855	1,135	179	42	6,211
8	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	4,410	1,031	179	42	5,662	4,572	1,069	179	42	5,861
9	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	5,509	1,288	179	42	7,018	5,695	1,332	179	42	7,247
10	241201	MCKEWW-Production	General Laborer UWUA 433	4/2/2012	3,280	767	179	42	4,267	3,400	795	179	42	4,416
11	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	4,653	1,088	179	42	5,962	4,824	1,128	179	42	6,173
12	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/3/1999	4,355	1,018	179	42	5,594	4,513	1,056	179	42	5,790
13	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	3,461	809	179	42	4,491	3,586	839	179	42	4,645
14	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	4,769	1,115	179	42	6,104	4,937	1,155	179	42	6,312
15	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	5,235	1,224	179	42	6,679	5,411	1,265	179	42	6,897
16	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	5,275	1,234	179	42	6,730	5,452	1,275	179	42	6,948
17	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	5,323	1,245	179	42	6,789	5,505	1,287	179	42	7,013
18	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	5/5/2008	3,685	862	179	42	4,768	3,820	893	179	42	4,934
19	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	5,986	1,400	179	42	7,606	6,186	1,447	179	42	7,853
20	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	3,661	856	179	42	4,738	3,792	887	179	42	4,900
21	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	5,610	1,312	179	42	7,143	5,801	1,357	179	42	7,378
22	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	4,863	1,137	179	42	6,220	5,041	1,179	179	42	6,441
23	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	4,365	1,021	179	42	5,607	4,512	1,055	179	42	5,788
24	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	3,687	862	179	42	4,770	3,821	894	179	42	4,936
25	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	5,680	1,328	179	42	7,229	5,873	1,373	179	42	7,467
26	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	4,647	1,087	179	42	5,954	4,818	1,127	179	42	6,165
27	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	4,651	1,088	179	42	5,960	4,820	1,127	179	42	6,168
28	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	3,685	862	179	42	4,768	3,820	893	179	42	4,934
29	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	4,051	947	179	42	5,219	4,199	982	179	42	5,401
Total Collective Bargaining Unit					\$134,443	\$31,442	\$5,183	\$1,218	\$172,286	\$139,187	\$32,552	\$5,183	\$1,218	\$178,139
Non-Collective Bargaining Unit Hourly														
1	241201	MCKEWW-Production	Lead Plant Operator	11/9/2010	\$4,152	\$971	\$179	\$42	\$5,343	\$4,298	\$1,005	\$179	\$42	\$5,524
2	241206	MCKEWW-Field Service	Admin Support Rep (N)	4/27/2015	2,120	496	179	42	2,837	2,196	513	179	42	2,930
3	241206	MCKEWW-Field Service	Admin Support Rep (N)	12/2/2009	2,116	495	179	42	2,832	2,192	513	179	42	2,925
Total Non-Collective Bargaining Unit Hourly					\$8,388	\$1,962	\$536	\$126	\$11,012	\$8,686	\$2,031	\$536	\$126	\$11,379

Group Insurance

**Pennsylvania-American Water Company
Group Insurance**

	2020	2021	2022
Water Operations Excl. Steelton			
Non-Collective Bargaining Unit Salary	\$4,036,067	\$4,337,812	\$4,643,059
Collective Bargaining Unit	7,274,101	7,738,105	8,231,676
Non-Collective Bargaining Unit Hourly	3,268,157	3,469,976	3,684,259
Total	\$14,578,325	\$15,545,893	\$16,558,994
Water Steelton Operations			
Collective Bargaining Unit	\$96,222	\$102,164	\$108,473
Total	\$96,222	\$102,164	\$108,473
WW SSS Excl. Sadsbury and Exeter Operations			
Non-Collective Bargaining Unit Salary	\$62,748	\$66,623	\$70,737
Non-Collective Bargaining Unit Hourly	448,441	476,133	505,536
Total	\$511,189	\$542,756	\$576,273
WW SSS Sadsbury Operations			
Non-Collective Bargaining Unit Hourly	\$3,716	\$3,945	\$4,189
Total	\$3,716	\$3,945	\$4,189
WW SSS Exeter Operations			
Non-Collective Bargaining Unit Salary	\$23,636	\$25,096	\$26,646
Non-Collective Bargaining Unit Hourly	118,136	125,431	133,177
Total	\$141,772	\$150,527	\$159,823
WW CSS Scranton Operations			
Non-Collective Bargaining Unit Salary	\$135,185	\$143,533	\$152,396
Collective Bargaining Unit	798,354	847,655	900,000
Non-Collective Bargaining Unit Hourly	30,865	32,771	34,795
Total	\$964,404	\$1,023,959	\$1,087,192
WW CSS McKeesport Operations			
Non-Collective Bargaining Unit Salary	\$69,973	\$74,294	\$78,882
Collective Bargaining Unit	404,563	429,547	456,072
Non-Collective Bargaining Unit Hourly	52,802	56,063	59,525
Total	\$527,338	\$559,903	\$594,479

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance

					Gross Group Insurance					
					Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020	2021	2022
								Insurance Coverage	Insurance Coverage	Insurance Coverage
Line #	Cost Center	Cost Center Name	Job	Original Hire Date						
Non-Collective Bargaining Unit Salary										
1	240106	CORP-Field Services	Project Manager	1/18/1999	\$22,203	\$4,156	\$26,359	\$200,000	\$200,000	\$200,000
2	240106	CORP-Field Services	Mgr Business Performance	2/26/2001				148,000	151,000	156,000
3	240106	CORP-Field Services	VP Operations (Mega)	10/1/1987	28,857	2,674	31,531	200,000	200,000	200,000
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987	7,930	1,484	9,414	129,000	131,000	136,000
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988	22,203	4,156	26,359	147,000	150,000	155,000
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993	22,203	4,156	26,359	191,000	196,000	200,000
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997	22,203	4,156	26,359	128,000	130,000	135,000
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981	7,930	1,460	9,389	126,000	129,000	133,000
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991	22,203	4,156	26,359	120,000	122,000	127,000
10	249106	WILK-Field Services	Sr Supv Operations	8/10/1987	22,203	4,156	26,359	123,000	125,000	130,000
11	249160	WILK-Watres	Supvr Production	1/11/1988	22,203	4,156	26,359	105,000	107,000	111,000
12	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	9/15/1993	22,203	4,156	26,359	149,000	152,000	157,000
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990	22,203	4,156	26,359	152,000	156,000	161,000
14	249106	WILK-Field Services	Sr Supv Operations	10/19/1987	22,203	4,087	26,290	117,000	120,000	124,000
15	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/17/1986	22,203	4,156	26,359	122,000	124,000	129,000
16	249106	WILK-Field Services	Sr Supv Ops	10/17/1983	17,445	3,259	20,704	122,000	125,000	129,000
17	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998	22,203	4,156	26,359	130,000	132,000	137,000
18	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998	22,203	4,156	26,359	98,000	100,000	104,000
19	249103	WILK-Cust Service	Supvr Field Operations	10/19/1992	22,203	4,087	26,290	146,000	149,000	154,000
20	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997	8,209	955	9,164	103,000	105,000	108,000
21	249150	WILK-Other	Sr Supt Production	9/13/1993	17,445	3,265	20,710	150,000	153,000	158,000
22	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995	17,445	3,265	20,710	131,000	134,000	139,000
23	246106	MECH-Field Services	Sr Mgr Operations	5/4/1998	22,203	4,156	26,359	182,000	186,000	192,000
24	249106	WILK-Field Services	Supvr Field Operations	2/22/1982	394	94	488	108,000	110,000	114,000
25	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994	22,203	4,156	26,359	136,000	139,000	144,000
26	245305	ABNG-Admin & Gen	Supt Opns I	6/16/1997	22,203	4,156	26,359	139,000	142,000	147,000
27	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995	22,203	4,087	26,290	120,000	122,000	126,000
28	246106	MECH-Field Services	Supvr Field Operations	4/11/1995	7,930	1,484	9,414	124,000	126,000	131,000
29	246106	MECH-Field Services	Sr Supt Opns	1/9/1989	17,445	3,265	20,710	155,000	158,000	163,000
30	246206	HSHY-Field Services	Supvr Field Operations	5/1/1995	17,445	3,265	20,710	111,000	114,000	118,000
31	240151	CORP-Cust Serv MECH	Manager Regulatory Complian	4/10/1995	1,103	264	1,367	162,000	165,000	171,000
32	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982	17,445	3,265	20,710	133,000	136,000	141,000
33	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/18/1989	17,445	3,265	20,710	200,000	200,000	200,000
34	240117	CORP-Water Quality	Supvr WQ & Env Compliance	2/2/1998	22,203	4,095	26,298	148,000	151,000	156,000
35	240106	CORP-Field Services	Project Mgr BP	8/14/1989	22,203	4,156	26,359	171,000	175,000	181,000
36	241106	PITT-Field Services	Supvr Field Operations	10/25/1978	17,445	3,265	20,710	142,000	145,000	150,000
37	244206	PUNX-Field Services	Sr Supvr Operations	5/16/1998	22,203	4,156	26,359	139,000	142,000	147,000
38	240114	CORP-Engineering	Mgr Engrg - Project Delivery	2/8/1988	22,203	4,156	26,359	200,000	200,000	200,000
39	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989				200,000	200,000	200,000
40	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993	7,930	1,463	9,392	200,000	200,000	200,000
41	241106	PITT-Field Services	Supvr Field Operations	9/1/1982	17,445	3,265	20,710	148,000	151,000	156,000
42	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994	17,445	3,265	20,710	146,000	150,000	155,000
43	249106	WILK-Field Services	Supvr Field Operations	8/8/1984	17,445	3,265	20,710	128,000	131,000	136,000
44	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987	22,203	4,095	26,298	200,000	200,000	200,000
45	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980	17,445	3,265	20,710	150,000	153,000	159,000
46	249106	WILK-Field Services	Supvr Field Operations	9/21/1977	17,445	3,265	20,710	137,000	140,000	145,000
47	249106	WILK-Field Services	Supvr Field Operations	11/18/1986	22,203	4,095	26,298	129,000	132,000	136,000
48	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984	22,203	4,095	26,298	149,000	153,000	158,000
49	249158	WILK-Lake Scranton	Supvr Production	11/14/1989				132,000	135,000	140,000
50	240120	CORP-Bus Dev	Sr. Dir, Business Development	3/18/1991	22,203	4,095	26,298	200,000	200,000	200,000
51	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993				200,000	200,000	200,000
52	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994	8,399	955	9,354	150,000	153,000	159,000
53	241150	PITT-Production Othe	Sr Supt Production	5/1/1980	17,445	3,265	20,710	165,000	169,000	175,000
54	247201	PHBG-Production	Sr Supvr Operations	12/16/1992	7,930	1,484	9,414	142,000	145,000	150,000
55	240117	CORP-Water Quality	Manager WQ & Env Compliance	11/23/1987	17,445	3,265	20,710	200,000	200,000	200,000
56	249106	WILK-Field Services	Supvr Field Operations	10/20/1986	17,445	3,265	20,710	129,000	132,000	136,000
57	247106	MILT-Field Services	Supvr Field Operations	7/3/1984				139,000	142,000	147,000
58	249106	WILK-Field Services	Sr Supt Field Ops	2/16/1987	22,203	4,156	26,359	164,000	167,000	173,000
59	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986	22,203	4,156	26,359	200,000	200,000	200,000
60	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996	22,203	4,156	26,359	179,000	183,000	189,000
61	241106	PITT-Field Services	Supvr Field Operations	9/16/1998	17,445	3,265	20,710	134,000	137,000	142,000
62	240106	CORP-Field Services	Mgr Production Assets	10/16/1998	22,203	4,156	26,359	197,000	200,000	200,000

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
Non-Collective Bargaining Unit Salary											
1	240106	CORP-Field Services	Project Manager	1/18/1999	\$413	\$48	\$357	\$45	\$23,066	\$24,490	\$26,003
2	240106	CORP-Field Services	Mgr Business Performance	2/26/2001	305	36	246	45	632	671	713
3	240106	CORP-Field Services	VP Operations (Mega)	10/1/1987	413	48	450	45	29,814	31,655	33,609
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987	266	31	214	45	8,487	9,011	9,567
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988	303	35	245	45	22,832	24,242	25,739
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993	394	46	319	45	23,007	24,428	25,937
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997	264	31	213	45	22,756	24,161	25,653
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981	260	30	210	45	8,475	8,999	9,554
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991	248	29	200	45	22,724	24,128	25,617
10	249106	WILK-Field Services	Sr Supv Operations	8/10/1987	254	30	204	45	22,736	24,140	25,631
11	249160	WILK-Watres	Supvr Production	1/11/1988	217	25	175	45	22,665	24,065	25,551
12	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	9/15/1993	308	36	248	45	22,839	24,249	25,747
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990	314	36	254	45	22,852	24,264	25,762
14	249106	WILK-Field Services	Sr Supv Operations	10/19/1987	241	28	195	45	22,713	24,116	25,605
15	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/17/1986	252	29	203	45	22,732	24,136	25,626
16	249106	WILK-Field Services	Sr Supv Ops	10/17/1983	252	29	204	45	17,975	19,085	20,264
17	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998	268	31	216	45	22,764	24,170	25,662
18	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998	202	24	163	45	22,637	24,035	25,519
19	249103	WILK-Cust Service	Supvr Field Operations	10/19/1992	301	35	243	45	22,828	24,237	25,734
20	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997	213	25	171	45	8,663	9,197	9,765
21	249150	WILK-Other	Sr Supt Production	9/13/1993	310	36	249	45	18,086	19,202	20,388
22	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995	270	31	219	45	18,011	19,123	20,304
23	246106	MECH-Field Services	Sr Mgr Operations	5/4/1998	376	44	303	45	22,971	24,389	25,895
24	249106	WILK-Field Services	Supvr Field Operations	2/22/1982	223	26	180	45	868	921	978
25	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994	281	33	227	45	22,788	24,195	25,690
26	245305	ABNG-Admin & Gen	Supt Opns I	6/16/1997	287	33	232	45	22,801	24,209	25,704
27	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995	248	29	199	45	22,724	24,127	25,617
28	246106	MECH-Field Services	Supvr Field Operations	4/11/1995	256	30	206	45	8,467	8,990	9,545
29	246106	MECH-Field Services	Sr Supt Opns	1/9/1989	320	37	258	45	18,105	19,224	20,411
30	246206	HSKY-Field Services	Supvr Field Operations	5/1/1995	229	27	185	45	17,932	19,039	20,215
31	240151	CORP-Cust Serv MECH	Manager Regulatory Complian	4/10/1995	334	39	270	45	1,791	1,902	2,019
32	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982	275	32	222	45	18,019	19,132	20,313
33	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/18/1989	413	48	363	45	18,314	19,445	20,646
34	240117	CORP-Water Quality	Supvr WQ & Env Compliance	2/2/1998	305	36	247	45	22,836	24,246	25,743
35	240106	CORP-Field Services	Project Mgr BP	8/14/1989	353	41	285	45	22,927	24,343	25,846
36	241106	PITT-Field Services	Supvr Field Operations	10/25/1978	293	34	236	45	18,054	19,169	20,353
37	244206	PUNX-Field Services	Sr Supvr Operations	5/16/1998	287	33	232	45	22,800	24,208	25,703
38	240114	CORP-Engineering	Mgr Engrg - Project Delivery	2/8/1988	413	48	359	45	23,069	24,493	26,006
39	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989	413	48	361	45	867	921	978
40	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993	413	48	334	45	8,770	9,311	9,886
41	241106	PITT-Field Services	Supvr Field Operations	9/1/1982	305	36	246	45	18,078	19,194	20,379
42	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994	301	35	244	45	18,071	19,187	20,372
43	249106	WILK-Field Services	Supvr Field Operations	8/8/1984	264	31	214	45	17,999	19,111	20,291
44	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987	413	48	415	45	23,124	24,552	26,068
45	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980	310	36	250	45	18,086	19,203	20,389
46	249106	WILK-Field Services	Supvr Field Operations	9/21/1977	283	33	228	45	18,035	19,148	20,331
47	249106	WILK-Field Services	Supvr Field Operations	11/18/1986	266	31	215	45	22,760	24,166	25,658
48	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984	308	36	249	45	22,841	24,251	25,749
49	249158	WILK-Lake Scranton	Supvr Production	11/14/1989	272	32	221	45	570	605	643
50	240120	CORP-Bus Dev	Sr. Dir, Business Development	3/18/1991	413	48	450	45	23,159	24,589	26,108
51	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993	413	48	392	45	899	954	1,013
52	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994	310	36	250	45	9,040	9,598	10,191
53	241150	PITT-Production Othe	Sr Supt Production	5/1/1980	341	40	276	45	18,146	19,267	20,457
54	247201	PHBG-Production	Sr Supvr Operations	12/16/1992	293	34	237	45	8,539	9,066	9,626
55	240117	CORP-Water Quality	Manager WQ & Env Compliance	11/23/1987	413	48	335	45	18,286	19,416	20,615
56	249106	WILK-Field Services	Supvr Field Operations	10/20/1986	266	31	215	45	18,002	19,114	20,295
57	247106	MILT-Field Services	Supvr Field Operations	7/3/1984	287	33	231	45	597	634	673
58	249106	WILK-Field Services	Sr Supt Field Ops	2/16/1987	338	39	273	45	22,899	24,313	25,815
59	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986	413	48	349	45	23,058	24,482	25,994
60	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996	369	43	298	45	22,959	24,377	25,882
61	241106	PITT-Field Services	Supvr Field Operations	9/16/1998	277	32	223	45	18,023	19,135	20,317
62	240106	CORP-Field Services	Mgr Production Assets	10/16/1998	407	47	329	45	23,031	24,454	25,964

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

					Gross Group Insurance					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental &	Employee	Net Medical Dental	2020	2021	2022
					Vision	Contribution	Vision	Insurance Coverage	Insurance Coverage	Insurance Coverage
63	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998	22,203	4,156	26,359	127,000	130,000	135,000
64	242206	MONVA-Field Services	Supvr Field Operations	8/31/1999	18,238	3,407	21,645	130,000	133,000	138,000
65	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999	18,238	3,414	21,652	116,000	118,000	122,000
66	240106	CORP-Field Services	Sr Mgr Opertions - OM Strategy	5/1/2000	24,088	2,053	26,141	200,000	200,000	200,000
67	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000	1,103	264	1,367	119,000	121,000	126,000
68	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000	18,238	3,364	21,602	115,000	118,000	122,000
69	249106	WILK-Field Services	Sr Supv Operations	11/16/2000	22,203	4,156	26,359	131,000	134,000	139,000
70	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000	7,930	1,460	9,389	120,000	122,000	126,000
71	241106	PITT-Field Services	Sr Superintendent Field Ops	12/18/2001	22,203	4,156	26,359	152,000	155,000	161,000
72	245106	NORR-Field Services	Supt Ops I	3/14/1994	22,203	4,095	26,298	161,000	165,000	170,000
73	240106	CORP-Field Services	Mgr Health and Safety Programs	7/18/1989	17,445	3,211	20,656	167,000	170,000	176,000
74	246506	COAT-Field Services	Supvr Field Operations	6/25/1990	22,203	4,156	26,359	121,000	124,000	128,000
75	240114	CORP-Engineering	Engineering Project Manager	6/25/2001	22,203	4,156	26,359	145,000	148,000	153,000
76	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995	17,770	3,281	21,051	189,000	193,000	200,000
77	240114	CORP-Engineering	Engineering Project Manager	5/3/1999	22,203	4,156	26,359	144,000	147,000	152,000
78	245906	GLEN-Field Services	Sr Supt Opns	10/15/1990	7,930	1,484	9,414	151,000	154,000	160,000
79	240114	CORP-Engineering	Sr Project Engineer	8/1/1999	22,203	4,156	26,359	173,000	177,000	183,000
80	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001	17,445	3,211	20,656	141,000	144,000	149,000
81	240106	CORP-Field Services	Sr Director Operations (Mega)	3/9/1992	17,445	3,265	20,710	200,000	200,000	200,000
82	240106	CORP-Field Services	Sr Director Operations (Mega)	11/16/1997	22,203	4,156	26,359	200,000	200,000	200,000
83	240114	CORP-Engineering	Mgr Engineering	8/19/2002	22,203	4,095	26,298	200,000	200,000	200,000
84	240114	CORP-Engineering	Sr Project Engineer	5/12/2003	22,203	4,156	26,359	174,000	178,000	184,000
85	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003	17,445	3,211	20,656	114,000	117,000	121,000
86	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003	22,203	4,087	26,290	147,000	150,000	156,000
87	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003	22,203	4,156	26,359	129,000	131,000	136,000
88	249106	WILK-Field Services	Supvr Field Operations	9/2/2003	22,203	4,156	26,359	101,000	104,000	107,000
89	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004	22,142	4,076	26,219	121,000	124,000	128,000
90	240114	CORP-Engineering	Capital Program Manager	1/10/2005	22,203	4,156	26,359	158,000	162,000	167,000
91	242101	MCMR-Production	Sr Supvr Operations	2/28/2005	22,203	4,095	26,298	150,000	154,000	159,000
92	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005	22,203	4,095	26,298	147,000	150,000	155,000
93	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005	22,203	4,156	26,359	140,000	143,000	148,000
94	240114	CORP-Engineering	Engineering Project Manager	3/21/2005	7,930	1,460	9,389	133,000	136,000	141,000
95	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005	22,203	4,156	26,359	123,000	126,000	130,000
96	240114	CORP-Engineering	Mgr Engineering	5/31/2005	22,203	4,095	26,298	170,000	173,000	179,000
97	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/27/2005	17,445	3,265	20,710	128,000	131,000	136,000
98	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	7/18/2005	7,930	1,484	9,414	117,000	119,000	123,000
99	240121	CORP-Com Relations	Mgr Ext Affairs (State)	8/15/2005	7,930	1,463	9,392	164,000	167,000	173,000
100	240114	CORP-Engineering	Sr Project Engineer	11/14/2005	22,203	4,095	26,298	166,000	170,000	176,000
101	249106	WILK-Field Services	Supvr Field Operations	5/1/2006	22,203	4,156	26,359	102,000	104,000	108,000
102	240114	CORP-Engineering	Mgr Engineering	5/22/2006	17,445	3,265	20,710	185,000	189,000	196,000
103	240113	CORP-Info Systems	Sr Analyst Client Tech	5/22/2006	27,757	2,674	30,431	143,000	146,000	151,000
104	240114	CORP-Engineering	Engineering Project Manager	5/30/2006	7,930	1,463	9,392	151,000	154,000	160,000
105	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006	17,445	3,265	20,710	114,000	116,000	120,000
106	241106	PITT-Field Services	Mgr Opns	6/5/2006	7,930	1,460	9,389	155,000	159,000	164,000
107	241151	PITT-Production Haye	Supvr Production	6/12/2006	22,203	4,156	26,359	119,000	121,000	126,000
108	240106	CORP-Field Services	Director Business Performance	11/20/2006	11,458	1,124	12,582	200,000	200,000	200,000
109	249103	WILK-Cust Service	Sr Supv Ops	1/22/2007	22,203	4,156	26,359	113,000	116,000	120,000
110	246201	HSKY-Production	Sr Supvr Operations	3/27/2007	18,238	3,414	21,652	125,000	128,000	132,000
111	241106	PITT-Field Services	Supvr Field Operations	5/7/2007	22,203	4,156	26,359	103,000	105,000	109,000
112	245101	NORR-Production	Sr Supvr Operations	8/17/2009				145,000	148,000	153,000
113	240119	CORP-Risk Mgmt	Mgr Health and Safety	5/29/2007				173,000	177,000	183,000
114	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007	22,203	4,148	26,351	130,000	133,000	138,000
115	240106	CORP-Field Services	Sr Supvr Operations	7/23/2007	22,203	4,095	26,298	114,000	117,000	121,000
116	240106	CORP-Field Services	Mgr Operations - EAM	12/3/2007	22,203	4,095	26,298	135,000	138,000	142,000
117	240106	CORP-Field Services	Major Accounts Manager	12/26/2007	22,203	4,095	26,298	200,000	200,000	200,000
118	245106	NORR-Field Services	Supvr Field Operations	8/11/2008	7,930	1,484	9,414	100,000	102,000	106,000
119	240114	CORP-Engineering	Sr Project Engineer	10/27/2008	22,203	4,156	26,359	155,000	158,000	164,000
120	249106	WILK-Field Services	Supvr Opns	11/17/2008	22,203	4,156	26,359	104,000	106,000	110,000
121	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/20/2009	17,445	3,265	20,710	107,000	109,000	113,000
122	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009	22,203	4,095	26,298	123,000	126,000	130,000
123	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009	22,203	4,156	26,359	127,000	130,000	134,000
124	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009	22,203	4,087	26,290	145,000	148,000	153,000
125	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009	22,203	4,156	26,359	200,000	200,000	200,000

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
63	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998	262	30	212	45	22,753	24,158	25,650
64	242206	MONVA-Field Services	Supvr Field Operations	8/31/1999	268	31	217	45	18,800	19,961	21,194
65	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999	239	28	193	45	18,744	19,901	21,130
66	240106	CORP-Field Services	Sr Mgr Opertions - OM Strategy	5/1/2000	413	48	419	45	25,013	26,557	28,197
67	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000	246	29	198	45	1,620	1,720	1,827
68	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000	237	28	192	45	18,740	19,898	21,126
69	249106	WILK-Field Services	Sr Supv Operations	11/16/2000	270	31	219	45	22,769	24,175	25,668
70	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000	248	29	199	45	8,451	8,973	9,527
71	241106	PITT-Field Services	Sr Superintendent Field Ops	12/18/2001	314	36	253	45	22,851	24,263	25,761
72	245106	NORR-Field Services	Supt Ops I	3/14/1994	332	39	268	45	22,888	24,301	25,802
73	240106	CORP-Field Services	Mgr Health and Safety Programs	7/18/1989	345	40	278	45	18,154	19,275	20,465
74	246506	COAT-Field Services	Supvr Field Operations	6/25/1990	250	29	202	45	22,729	24,132	25,623
75	240114	CORP-Engineering	Engineering Project Manager	6/25/2001	299	35	241	45	22,824	24,233	25,730
76	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995	390	45	316	45	18,566	19,713	20,930
77	240114	CORP-Engineering	Engineering Project Manager	5/3/1999	297	35	239	45	22,819	24,229	25,725
78	245906	GLEN-Field Services	Sr Supt Opns	10/15/1990	312	36	252	45	8,575	9,104	9,666
79	240114	CORP-Engineering	Sr Project Engineer	8/1/1999	357	42	288	45	22,935	24,351	25,855
80	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001	291	34	235	45	18,050	19,165	20,348
81	240106	CORP-Field Services	Sr Director Operations (Mega)	3/9/1992	413	48	450	45	18,401	19,538	20,744
82	240106	CORP-Field Services	Sr Director Operations (Mega)	11/16/1997	413	48	450	45	23,159	24,589	26,107
83	240114	CORP-Engineering	Mgr Engineering	8/19/2002	413	48	333	45	23,042	24,465	25,976
84	240114	CORP-Engineering	Sr Project Engineer	5/12/2003	359	42	291	45	22,940	24,356	25,861
85	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003	235	27	191	45	17,944	19,052	20,228
86	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003	303	35	245	45	22,832	24,242	25,739
87	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003	266	31	214	45	22,760	24,165	25,657
88	249106	WILK-Field Services	Supvr Field Operations	9/2/2003	208	24	169	45	22,650	24,049	25,534
89	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004	250	29	202	45	22,668	24,068	25,554
90	240114	CORP-Engineering	Capital Program Manager	1/10/2005	326	38	264	45	22,876	24,289	25,789
91	242101	MCMR-Production	Sr Supvr Operations	2/28/2005	310	36	251	45	22,844	24,255	25,753
92	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005	303	35	244	45	22,831	24,241	25,738
93	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005	289	34	233	45	22,804	24,212	25,707
94	240114	CORP-Engineering	Engineering Project Manager	3/21/2005	275	32	222	45	8,503	9,028	9,586
95	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005	254	30	205	45	22,737	24,141	25,631
96	240114	CORP-Engineering	Mgr Engineering	5/31/2005	351	41	283	45	22,923	24,338	25,841
97	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/27/2005	264	31	214	45	17,999	19,111	20,291
98	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	7/18/2005	241	28	195	45	8,439	8,960	9,513
99	240121	CORP-Com Relations	Mgr Ext Affairs (State)	8/15/2005	338	39	273	45	8,626	9,158	9,724
100	240114	CORP-Engineering	Sr Project Engineer	11/14/2005	343	40	277	45	22,908	24,323	25,825
101	249106	WILK-Field Services	Supvr Field Operations	5/1/2006	211	24	170	45	22,653	24,052	25,537
102	240114	CORP-Engineering	Mgr Engineering	5/22/2006	382	44	309	45	18,226	19,351	20,546
103	240113	CORP-Info Systems	Sr Analyst Client Tech	5/22/2006	295	34	238	45	28,370	30,122	31,982
104	240114	CORP-Engineering	Engineering Project Manager	5/30/2006	312	36	252	45	8,575	9,104	9,667
105	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006	235	27	190	45	17,943	19,051	20,227
106	241106	PITT-Field Services	Mgr Opns	6/5/2006	320	37	259	45	8,591	9,121	9,685
107	241151	PITT-Production Haye	Supvr Production	6/12/2006	246	29	198	45	22,721	24,124	25,613
108	240106	CORP-Field Services	Director Business Performance	11/20/2006	413	48	450	45	12,414	13,181	13,995
109	249103	WILK-Cust Service	Sr Supv Ops	1/22/2007	233	27	189	45	22,698	24,099	25,587
110	246201	HSKY-Production	Sr Supvr Operations	3/27/2007	258	30	208	45	18,780	19,940	21,171
111	241106	PITT-Field Services	Supvr Field Operations	5/7/2007	213	25	172	45	22,657	24,056	25,542
112	245101	NORR-Production	Sr Supvr Operations	8/17/2009	299	35	241	45	621	659	700
113	240119	CORP-Risk Mgmt	Mgr Health and Safety	5/29/2007	357	42	288	45	732	777	825
114	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007	268	31	217	45	22,765	24,171	25,664
115	240106	CORP-Field Services	Sr Supvr Operations	7/23/2007	235	27	190	45	22,701	24,103	25,591
116	240106	CORP-Field Services	Mgr Operations - EAM	12/3/2007	279	32	225	45	22,784	24,191	25,685
117	240106	CORP-Field Services	Major Accounts Manager	12/26/2007	413	48	353	45	23,062	24,486	25,998
118	245106	NORR-Field Services	Supvr Field Operations	8/11/2008	206	24	167	45	8,372	8,889	9,438
119	240114	CORP-Engineering	Sr Project Engineer	10/27/2008	320	37	258	45	22,863	24,275	25,774
120	249106	WILK-Field Services	Supvr Opns	11/17/2008	215	25	173	45	22,661	24,060	25,546
121	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/20/2009	221	26	178	45	17,915	19,021	20,196
122	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009	254	30	205	45	22,737	24,141	25,631
123	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009	262	30	212	45	22,753	24,158	25,650
124	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009	299	35	242	45	22,824	24,233	25,730
125	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009	413	48	450	45	23,159	24,589	26,108

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

					Gross Group Insurance					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020	2021	2022
								Insurance Coverage	Insurance Coverage	Insurance Coverage
126	240114	CORP-Engineering	Engineering Project Manager	10/12/2009				123,000	125,000	130,000
127	249106	WILK-Field Services	Supvr Field Operations	10/19/2009	22,203	4,156	26,359	100,000	102,000	106,000
128	246501	COAT-Production	Supvr Production	4/12/2010	22,203	4,087	26,290	108,000	111,000	115,000
129	240117	CORP-Water Quality	Manager WQ & Env Compliance	6/7/2010	19,783	2,196	21,979	154,000	158,000	163,000
130	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011	22,203	4,156	26,359	115,000	118,000	122,000
131	249106	WILK-Field Services	Supvr Field Operations	8/1/2011	8,442	1,606	10,048	102,000	105,000	108,000
132	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011	7,930	1,463	9,392	112,000	114,000	118,000
133	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011	18,803	2,196	20,999	169,000	173,000	179,000
134	240114	CORP-Engineering	Sr Project Engineer	6/18/2012	22,203	4,156	26,359	166,000	170,000	176,000
135	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	6/25/2012	22,203	4,156	26,359	146,000	150,000	155,000
136	240122	CORP-Govt Relations	Dir Govt Affairs (state)	8/27/2012	7,930	1,484	9,414	189,000	193,000	200,000
137	240114	CORP-Engineering	GIS Manager	2/4/2013	22,203	4,156	26,359	150,000	153,000	159,000
138	240114	CORP-Engineering	Engineering Project Manager	3/4/2013	1,103	264	1,367	126,000	128,000	133,000
139	243152	NEWC-Ellwood	Supvr Production	4/1/2013	22,203	4,156	26,359	112,000	115,000	119,000
140	243151	NEWC-New Castle	Supvr Production	4/29/2013	17,445	3,211	20,656	110,000	112,000	116,000
141	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013	22,203	4,095	26,298	200,000	200,000	200,000
142	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013	18,238	3,414	21,652	200,000	200,000	200,000
143	247150	MILT-Prod Other	Production Supervisor	5/28/2013	7,930	1,463	9,392	108,000	110,000	114,000
144	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013	7,930	1,484	9,414	111,000	113,000	117,000
145	246801	LEHP-Production	Field Ops Supv	9/9/2013	22,203	4,095	26,298	106,000	109,000	112,000
146	240114	CORP-Engineering	Engineering Project Manager	11/11/2013	22,203	4,156	26,359	138,000	141,000	145,000
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013	1,103	264	1,367	117,000	119,000	124,000
148	240114	CORP-Engineering	Sr GIS Analyst	3/31/2014	17,644	2,053	19,697	93,000	95,000	99,000
149	240114	CORP-Engineering	Planning Engineer	5/19/2014	20,088	2,053	22,141	144,000	147,000	152,000
150	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014	7,930	1,484	9,414	131,000	133,000	138,000
151	246401	ROYF-Production	Production Supervisor	9/29/2014	18,238	3,364	21,602	116,000	118,000	122,000
152	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014	17,445	3,265	20,710	95,000	97,000	101,000
153	240114	CORP-Engineering	Mgr Engineering	11/24/2014	25,757	2,674	28,431	174,000	178,000	184,000
154	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015	360	85	445	115,000	117,000	122,000
155	240114	CORP-Engineering	Sr GIS Analyst	2/2/2015				94,000	96,000	100,000
156	249152	WILK-Ceasetown	Supvr Production	4/13/2015	7,930	1,460	9,389	99,000	101,000	104,000
157	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015	17,445	3,218	20,663	104,000	106,000	110,000
158	249151	WILK-Brownell	Supvr Production	11/16/2015	7,930	1,484	9,414	100,000	102,000	106,000
159	246151	MECH-ProdWestShore	Supvr Production	11/16/2015	22,203	4,156	26,359	109,000	112,000	116,000
160	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015	22,203	4,095	26,298	90,000	92,000	95,000
161	243301	BUTL-Production	Supvr Production	12/7/2015	22,203	4,087	26,290	113,000	115,000	119,000
162	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/21/2015	18,413	2,196	20,609	100,000	102,000	106,000
163	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	12/28/2015	22,203	4,095	26,298	200,000	200,000	200,000
164	246206	HSKY-Field Services	Supvr Field Operations	1/11/2016	19,583	2,196	21,779	108,000	110,000	114,000
165	240114	CORP-Engineering	Sr Project Engineer	1/25/2016	8,209	933	9,142	140,000	143,000	148,000
166	242103	MCMR-Cust Service	Supvr Field Operations	1/25/2016	17,445	3,218	20,663	111,000	113,000	117,000
167	245606	NAZA-Field Services	Sr Supv Ops	3/21/2016	17,445	3,265	20,710	115,000	117,000	122,000
168	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016	22,203	4,095	26,298	138,000	141,000	146,000
169	240106	CORP-Field Services	Supervisor Operations Support	9/26/2016	22,203	4,095	26,298	128,000	131,000	136,000
170	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017	22,203	4,095	26,298	143,000	146,000	151,000
171	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	3/19/2007				107,000	109,000	113,000
172	249103	WILK-Cust Service	Supv Facilities/Inventory	12/19/2016	7,930	1,460	9,389	95,000	97,000	100,000
173	240114	CORP-Engineering	Engineering Project Manager	1/5/2017	22,203	4,156	26,359	130,000	133,000	137,000
174	240114	CORP-Engineering	Sr Project Engineer	1/9/2017	24,857	2,613	27,471	163,000	167,000	173,000
175	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017	8,729	955	9,684	200,000	200,000	200,000
176	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017	17,445	3,265	20,710	101,000	103,000	107,000
177	240116	CORP-Maint Services	Sr Eng Automation	3/27/2017	22,203	4,156	26,359	129,000	132,000	137,000
178	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	7,930	1,484	9,414	87,000	89,000	92,000
179	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	7,930	1,484	9,414	87,000	89,000	92,000
180	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017	18,238	3,414	21,652	100,000	102,000	106,000
181	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/26/2017	22,203	4,095	26,298	91,000	93,000	97,000
182	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017	18,238	3,364	21,602	109,000	111,000	115,000
183	240114	CORP-Engineering	Staff Engineer	8/14/2017	22,203	4,087	26,290	107,000	109,000	113,000
184	240114	CORP-Engineering	Engineering Project Manager	8/28/2017	22,203	4,095	26,298	147,000	150,000	156,000
185	240106	CORP-Field Services	Specialist Business Svcs	11/20/2017	18,238	3,414	21,652	99,000	101,000	105,000
186	240106	CORP-Field Services	Supervisor Operations Support	9/12/2011	7,930	1,463	9,392	93,000	95,000	98,000
187	240114	CORP-Engineering	Engineering Project Manager	1/8/2018	22,203	4,156	26,359	117,000	120,000	124,000
188	240114	CORP-Engineering	Engineering Project Manager	1/16/2018				149,000	153,000	158,000

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
126	240114	CORP-Engineering	Engineering Project Manager	10/12/2009	254	30	204	45	533	566	601
127	249106	WILK-Field Services	Supvr Field Operations	10/19/2009	206	24	167	45	22,646	24,044	25,529
128	246501	COAT-Production	Supvr Production	4/12/2010	223	26	181	45	22,678	24,078	25,565
129	240117	CORP-Water Quality	Manager WQ & Env Compliance	6/7/2010	318	37	257	45	20,440	21,703	23,043
130	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011	237	28	192	45	22,705	24,107	25,596
131	249106	WILK-Field Services	Supvr Field Operations	8/1/2011	211	24	171	45	8,893	9,442	10,025
132	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011	231	27	186	45	8,419	8,939	9,491
133	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011	349	41	282	45	19,520	20,725	22,005
134	240114	CORP-Engineering	Sr Project Engineer	6/18/2012	343	40	277	45	22,908	24,323	25,825
135	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	6/25/2012	301	35	244	45	22,829	24,239	25,735
136	240122	CORP-Govt Relations	Dir Govt Affairs (state)	8/27/2012	390	45	315	45	8,726	9,264	9,837
137	240114	CORP-Engineering	GIS Manager	2/4/2013	310	36	250	45	22,844	24,255	25,753
138	240114	CORP-Engineering	Engineering Project Manager	3/4/2013	260	30	209	45	1,648	1,750	1,858
139	243152	NEWC-Ellwood	Supvr Production	4/1/2013	231	27	187	45	22,694	24,095	25,583
140	243151	NEWC-New Castle	Supvr Production	4/29/2013	227	26	184	45	17,928	19,035	20,210
141	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013	413	48	367	45	23,077	24,502	26,015
142	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013	413	48	363	45	19,107	20,287	21,540
143	247150	MILT-Prod Other	Production Supervisor	5/28/2013	223	26	180	45	8,403	8,922	9,473
144	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013	229	27	185	45	8,416	8,935	9,487
145	246801	LEHP-Production	Field Ops Supv	9/9/2013	219	25	177	45	22,670	24,069	25,556
146	240114	CORP-Engineering	Engineering Project Manager	11/11/2013	285	33	229	45	22,796	24,203	25,698
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013	241	28	195	45	1,613	1,712	1,818
148	240114	CORP-Engineering	Sr GIS Analyst	3/31/2014	192	22	155	45	18,059	19,174	20,358
149	240114	CORP-Engineering	Planning Engineer	5/19/2014	297	35	240	45	20,705	21,983	23,341
150	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014	270	31	218	45	8,494	9,019	9,576
151	246401	ROYF-Production	Production Supervisor	9/29/2014	239	28	193	45	18,744	19,901	21,130
152	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014	196	23	159	45	17,868	18,972	20,143
153	240114	CORP-Engineering	Mgr Engineering	11/24/2014	359	42	290	45	26,494	28,130	29,867
154	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015	237	28	192	45	862	915	972
155	240114	CORP-Engineering	Sr GIS Analyst	2/2/2015	194	23	157	45	419	445	472
156	249152	WILK-Ceasetown	Supvr Production	4/13/2015	204	24	165	45	8,367	8,884	9,433
157	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015	215	25	173	45	17,903	19,009	20,182
158	249151	WILK-Brownell	Supvr Production	11/16/2015	206	24	167	45	8,372	8,889	9,438
159	246151	MECH-ProdWestShore	Supvr Production	11/16/2015	225	26	182	45	22,682	24,082	25,570
160	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015	186	22	150	45	22,606	24,002	25,484
161	243301	BUTL-Production	Supvr Production	12/7/2015	233	27	188	45	22,696	24,098	25,586
162	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/21/2015	206	24	167	45	18,856	20,020	21,257
163	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	12/28/2015	413	48	450	45	23,159	24,589	26,108
164	246206	HSKY-Field Services	Supvr Field Operations	1/11/2016	223	26	180	45	20,057	21,296	22,611
165	240114	CORP-Engineering	Sr Project Engineer	1/25/2016	289	34	233	45	8,810	9,354	9,932
166	242103	MCMR-Cust Service	Supvr Field Operations	1/25/2016	229	27	185	45	17,931	19,039	20,214
167	245606	NAZA-Field Services	Sr Supv Ops	3/21/2016	237	28	192	45	17,947	19,055	20,232
168	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016	285	33	231	45	22,797	24,205	25,700
169	240106	CORP-Field Services	Supervisor Operations Support	9/26/2016	264	31	214	45	22,757	24,162	25,654
170	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017	295	34	238	45	22,816	24,225	25,721
171	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	3/19/2007	221	26	178	45	470	499	530
172	249103	WILK-Cust Service	Supv Facilities/Inventory	12/19/2016	196	23	158	45	8,352	8,868	9,415
173	240114	CORP-Engineering	Engineering Project Manager	1/5/2017	268	31	217	45	22,764	24,170	25,663
174	240114	CORP-Engineering	Sr Project Engineer	1/9/2017	336	39	272	45	25,550	27,128	28,803
175	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017	413	48	346	45	9,581	10,172	10,801
176	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017	208	24	169	45	17,892	18,997	20,170
177	240116	CORP-Maint Services	Sr Eng Automation	3/27/2017	266	31	215	45	22,761	24,166	25,659
178	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	180	21	145	45	8,320	8,834	9,380
179	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	180	21	145	45	8,320	8,834	9,379
180	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017	206	24	167	45	18,681	19,835	21,059
181	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/26/2017	188	22	152	45	22,610	24,006	25,489
182	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017	225	26	181	45	18,716	19,871	21,098
183	240114	CORP-Engineering	Staff Engineer	8/14/2017	221	26	178	45	22,673	24,073	25,559
184	240114	CORP-Engineering	Engineering Project Manager	8/28/2017	303	35	246	45	22,832	24,242	25,740
185	240106	CORP-Field Services	Specialist Business Svcs	11/20/2017	204	24	165	45	18,677	19,830	21,055
186	240106	CORP-Field Services	Supervisor Operations Support	9/12/2011	192	22	154	45	8,343	8,859	9,406
187	240114	CORP-Engineering	Engineering Project Manager	1/8/2018	241	28	195	45	22,713	24,116	25,605
188	240114	CORP-Engineering	Engineering Project Manager	1/16/2018	308	36	249	45	638	677	719

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

					Gross Group Insurance					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020	2021	2022
								Insurance Coverage	Insurance Coverage	Insurance Coverage
189	240114	CORP-Engineering	Engineering Project Manager	1/22/2018	18,238	3,414	21,652	149,000	152,000	158,000
190	245101	NORR-Production	Supvr Production	2/26/2018	7,949	930	8,879	111,000	113,000	117,000
191	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018	22,203	4,156	26,359	102,000	104,000	108,000
192	240106	CORP-Field Services	Supv Fleet OPs	3/19/2018	22,203	4,156	26,359	125,000	128,000	132,000
193	241152	PITT-Production Aldr	Supvr Production	3/19/2018	1,103	264	1,367	117,000	119,000	123,000
194	246101	MECH-Production	Supvr Field Operations	3/19/2018	22,203	4,095	26,298	108,000	110,000	114,000
195	240114	CORP-Engineering	Engineering Project Manager	4/16/2018	8,209	930	9,139	139,000	142,000	147,000
196	240121	CORP-Com Relations	Spec Ext Affairs	6/6/2018	8,599	933	9,532	117,000	119,000	123,000
197	240114	CORP-Engineering	Engineering Project Manager	7/9/2018	7,930	1,460	9,389	136,000	139,000	144,000
198	241106	PITT-Field Services	Supvr Field Operations	6/18/2018	8,949	930	9,879	105,000	107,000	111,000
199	240122	CORP-Govt Relations	Mgr Govt & Regulatory Affairs	7/30/2018				128,000	130,000	135,000
200	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018	22,203	4,095	26,298	94,000	96,000	100,000
201	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	7/30/2018	22,203	4,156	26,359	127,000	130,000	134,000
202	241106	PITT-Field Services	Supv Facilities/Inventory	8/13/2018	22,203	4,156	26,359	111,000	113,000	117,000
203	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018	18,238	3,364	21,602	102,000	104,000	108,000
204	240114	CORP-Engineering	Engineer	8/27/2018				95,000	97,000	101,000
205	241106	PITT-Field Services	Supvr Field Operations	9/10/2018	22,203	4,156	26,359	111,000	113,000	117,000
206	241106	PITT-Field Services	Supvr Field Operations	9/24/2018	906	160	1,066	111,000	113,000	117,000
207	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018	22,203	4,156	26,359	108,000	110,000	114,000
208	240106	CORP-Field Services	Supervisor Field Operations	1/28/2019	7,930	1,463	9,392	131,000	134,000	139,000
209	240114	CORP-Engineering	Planning Engineer	2/4/2019	10,379	930	11,309	128,000	131,000	135,000
210	240114	CORP-Engineering	Engineer	3/25/2019				117,000	120,000	124,000
211	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019				108,000	110,000	114,000
212	241106	PITT-Field Services	Supvr Field Operations	4/22/2019	18,238	3,414	21,652	108,000	110,000	114,000
213	240121	CORP-Com Relations	Mgr Ext Affairs	5/28/2019	7,930	1,484	9,414	154,000	157,000	163,000
214	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019	17,707	2,039	19,747	116,000	118,000	122,000
215	240116	CORP-Maint Services	Eng Auto & Control (SCADA)	6/24/2019	8,449	955	9,404	116,000	118,000	122,000
216	240117	CORP-Water Quality	Sr WQ & Env Compliance Spe	7/29/2019	8,049	933	8,982	89,000	91,000	95,000
217	240114	CORP-Engineering	Eng Proj Mgr	8/5/2019	17,878	2,100	19,979	139,000	142,000	147,000
218	241106	PITT-Field Services	Supvr Field Operations	8/12/2019	18,238	3,414	21,652	116,000	118,000	122,000
219	240114	CORP-Engineering	Engineering Project Manager	8/26/2019	7,930	1,484	9,414	136,000	139,000	143,000
220	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019	17,445	3,265	20,710	116,000	118,000	122,000
221	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019	9,509	955	10,464	113,000	116,000	120,000
222	240106	CORP-Field Services	Project Manager - Position To Be Filled	6/15/2020	16,337	2,924	19,261	161,000	164,000	170,000
223	240106	CORP-Field Services	Integration Specialist - Position To Be Filled	6/15/2020	16,337	2,924	19,261	140,000	143,000	148,000
224	240106	CORP-Field Services	Major Accounts Manager - Position To Be Filled	7/15/2020	16,337	2,924	19,261	161,000	164,000	170,000
225	240114	CORP-Engineering	Engineering Technician - Position To Be Filled	6/15/2020	16,337	2,924	19,261	96,000	98,000	102,000
226	240114	CORP-Engineering	Engineer - Position To Be Filled	6/15/2020	16,337	2,924	19,261	108,000	110,000	114,000
227	240114	CORP-Engineering	Engineer - Position To Be Filled	6/15/2020	16,337	2,924	19,261	108,000	110,000	114,000
228	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - Position To Be Filled	7/15/2020	16,337	2,924	19,261	140,000	143,000	148,000
229	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist - Position To Be Filled	6/15/2020	16,337	2,924	19,261	122,000	124,000	129,000
230	240117	CORP-Water Quality	Supvr WQ & Env Compliance - Position To Be Filled	1/13/2020	16,337	2,924	19,261	122,000	124,000	129,000
231	240117	CORP-Water Quality	Supvr WQ & Env Compliance - Position To Be Filled	7/15/2020	16,337	2,924	19,261	122,000	124,000	129,000
232	240120	CORP-Bus Dev	Sr Mgr Business Dev - Position To Be Filled	8/15/2020	16,337	2,924	19,261	199,000	200,000	200,000
233	241106	PITT-Field Services	Sr Superintendent Field Ops - Position To Be Filled	6/15/2020	16,337	2,924	19,261	161,000	164,000	170,000
234	241106	PITT-Field Services	Supervisor Field Operations - Position To Be Filled	8/15/2020	16,337	2,924	19,261	122,000	124,000	129,000
235	242106	MCMR-Field Services	Supervisor Field Operations - Position To Be Filled	7/15/2020	16,337	2,924	19,261	122,000	124,000	129,000
236	246306	PENN/Wyom-Field Srvc	Supvr Field Operations - Position To Be Filled	1/13/2020	16,337	2,924	19,261	122,000	124,000	129,000
237	249106	WILK-Field Services	Supvr Field Operations - Position To Be Filled	8/15/2020	16,337	2,924	19,261	122,000	124,000	129,000
238	249158	WILK-Lake Scranton	Sr Supt Production - Position To Be Filled	8/15/2020	16,337	2,924	19,261	161,000	164,000	170,000
239	240112	CORP-Maint Services	Principal Regulatory Analyst - Position To Be Filled	7/15/2020	16,337	2,924	19,261	161,000	164,000	170,000
240	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - Position To Be Filled	7/1/2021	16,337	2,924	19,261	-	70,000	144,000
241	242106	McMurray-Field Services	Maintenance Service Specialist - Position To Be Filled	7/1/2021	16,337	2,924	19,261	-	45,000	93,000
242	240106	CORP-Field Services	Project Manager - Position To Be Filled	7/1/2021	16,337	2,924	19,261	-	68,000	139,000
243	240116	CORP-Maint Services	Automation &Controls Tech - Position To Be Filled	4/1/2022	16,337	2,924	19,261	-	-	128,000
244	241106	PITT-Field Services	Field Supervisor - Midnight Shift - Position To Be Filled	1/1/2022	16,337	2,924	19,261	-	-	105,000
Total Non-Collective Bargaining Unit Salary					\$3,976,462	\$706,424	\$4,682,885	\$32,543,000	\$33,313,000	\$34,744,000
Collective Bargaining Unit										
1	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	\$7,282	\$1,611	\$8,894	\$88,000	\$89,000	\$92,000
2	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	7,282	1,611	8,894	88,000	90,000	93,000
3	240106	CORP-Field Services	Meter Repair Person U537P, U648S	8/4/1986	15,689	2,989	18,677	87,000	89,000	92,000
4	241106	PITT-Field Services	Fire Hydrant Inspector U537P	5/14/1991	15,689	2,989	18,677	88,000	89,000	92,000

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
189	240114	CORP-Engineering	Engineering Project Manager	1/22/2018	308	36	249	45	18,875	20,041	21,279
190	245101	NORR-Production	Supvr Production	2/26/2018	229	27	184	45	8,434	8,955	9,508
191	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018	211	24	171	45	22,654	24,053	25,538
192	240106	CORP-Field Services	Supv Fleet OPs	3/19/2018	258	30	208	45	22,745	24,149	25,640
193	241152	PITT-Production Aldr	Supvr Production	3/19/2018	241	28	194	45	1,612	1,712	1,817
194	246101	MECH-Production	Supvr Field Operations	3/19/2018	223	26	180	45	22,677	24,077	25,564
195	240114	CORP-Engineering	Engineering Project Manager	4/16/2018	287	33	232	45	8,807	9,350	9,928
196	240121	CORP-Com Relations	Spec Ext Affairs	6/6/2018	241	28	194	45	9,108	9,670	10,268
197	240114	CORP-Engineering	Engineering Project Manager	7/9/2018	281	33	227	45	8,515	9,041	9,599
198	241106	PITT-Field Services	Supvr Field Operations	6/18/2018	217	25	175	45	9,412	9,993	10,610
199	240122	CORP-Govt Relations	Mgr Govt & Regulatory Affairs	7/30/2018	264	31	213	45	553	587	623
200	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018	194	23	157	45	22,622	24,019	25,502
201	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	7/30/2018	262	30	212	45	22,753	24,158	25,650
202	241106	PITT-Field Services	Supv Facilities/Inventory	8/13/2018	229	27	185	45	22,689	24,090	25,578
203	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018	211	24	170	45	18,689	19,843	21,068
204	240114	CORP-Engineering	Engineer	8/27/2018	196	23	159	45	423	449	477
205	241106	PITT-Field Services	Supvr Field Operations	9/10/2018	229	27	185	45	22,689	24,090	25,578
206	241106	PITT-Field Services	Supvr Field Operations	9/24/2018	229	27	185	45	1,392	1,478	1,569
207	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018	223	26	180	45	22,677	24,077	25,564
208	240106	CORP-Field Services	Supervisor Field Operations	1/28/2019	270	31	218	45	8,495	9,020	9,577
209	240114	CORP-Engineering	Planning Engineer	2/4/2019	264	31	213	45	10,932	11,608	12,324
210	240114	CORP-Engineering	Engineer	3/25/2019	241	28	195	45	510	541	575
211	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019	223	26	180	45	474	503	534
212	241106	PITT-Field Services	Supvr Field Operations	4/22/2019	223	26	180	45	18,712	19,868	21,095
213	240121	CORP-Com Relations	Mgr Ext Affairs	5/28/2019	318	37	257	45	8,587	9,117	9,680
214	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019	239	28	193	45	18,213	19,337	20,532
215	240116	CORP-Maint Services	Eng Auto & Control (SCADA)	6/24/2019	239	28	193	45	8,954	9,507	10,094
216	240117	CORP-Water Quality	Sr WQ & Env Compliance Spe	7/29/2019	184	21	149	45	8,448	8,970	9,524
217	240114	CORP-Engineering	Eng Proj Mgr	8/5/2019	287	33	231	45	18,475	19,616	20,827
218	241106	PITT-Field Services	Supvr Field Operations	8/12/2019	239	28	193	45	18,744	19,901	21,130
219	240114	CORP-Engineering	Engineering Project Manager	8/26/2019	281	33	226	45	8,514	9,040	9,598
220	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019	239	28	193	45	17,951	19,059	20,236
221	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019	233	27	189	45	10,004	10,621	11,277
222	240106	CORP-Field Services	Project Manager - Position To Be Filled	6/15/2020	332	39	268	45	17,021	18,073	19,189
223	240106	CORP-Field Services	Integration Specialist - Position To Be Filled	6/15/2020	289	34	233	45	16,938	17,984	19,095
224	240106	CORP-Field Services	Major Accounts Manager - Position To Be Filled	7/15/2020	332	39	268	45	17,021	18,073	19,189
225	240114	CORP-Engineering	Engineering Technician - Position To Be Filled	6/15/2020	198	23	160	45	16,763	17,799	18,898
226	240114	CORP-Engineering	Engineer - Position To Be Filled	6/15/2020	223	26	180	45	16,811	17,849	18,951
227	240114	CORP-Engineering	Engineer - Position To Be Filled	6/15/2020	223	26	180	45	16,811	17,849	18,951
228	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - Position To Be Filled	7/15/2020	289	34	233	45	16,938	17,984	19,095
229	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist - Position To Be Filled	6/15/2020	252	29	203	45	16,866	17,908	19,013
230	240117	CORP-Water Quality	Supvr WQ & Env Compliance - Position To Be Filled	1/13/2020	252	29	203	45	16,866	17,908	19,013
231	240117	CORP-Water Quality	Supvr WQ & Env Compliance - Position To Be Filled	7/15/2020	252	29	203	45	16,866	17,908	19,013
232	240120	CORP-Bus Dev	Sr Mgr Business Dev - Position To Be Filled	8/15/2020	411	48	332	45	17,173	18,233	19,359
233	241106	PITT-Field Services	Sr Superintendent Field Ops - Position To Be Filled	6/15/2020	332	39	268	45	17,021	18,073	19,189
234	241106	PITT-Field Services	Supervisor Field Operations - Position To Be Filled	8/15/2020	252	29	203	45	16,866	17,908	19,013
235	242106	MCMR-Field Services	Supervisor Field Operations - Position To Be Filled	7/15/2020	252	29	203	45	16,866	17,908	19,013
236	246306	PENN/Wyom-Field Srvc	Supvr Field Operations - Position To Be Filled	1/13/2020	252	29	203	45	16,866	17,908	19,013
237	249106	WILK-Field Services	Supvr Field Operations - Position To Be Filled	8/15/2020	252	29	203	45	16,866	17,908	19,013
238	249158	WILK-Lake Scranton	Sr Supt Production - Position To Be Filled	8/15/2020	332	39	268	45	17,021	18,073	19,189
239	240112	CORP-Maint Services	Principal Regulatory Analyst - Position To Be Filled	7/15/2020	332	39	268	45	17,021	18,073	19,189
240	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - Position To Be Filled	7/1/2021	-	-	117	45	-	17,518	18,600
241	242106	McMurray-Field Services	Maintenance Service Specialist - Position To Be Filled	7/1/2021	-	-	75	45	-	17,474	18,553
242	240106	CORP-Field Services	Project Manager - Position To Be Filled	7/1/2021	-	-	113	45	-	17,513	18,595
243	240116	CORP-Maint Services	Automation &Controls Tech - Position To Be Filled	4/1/2022	-	-	213	45	-	-	18,708
244	241106	PITT-Field Services	Field Supervisor - Midnight Shift - Position To Be Filled	1/1/2022	-	-	175	45	-	-	18,665
Total Non-Collective Bargaining Unit Salary					\$67,169	\$7,810	\$56,191	\$11,039	\$4,036,067	\$4,337,812	\$4,643,059
Collective Bargaining Unit											
1	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	\$182	\$2	\$0	\$45	\$7,512	\$7,976	\$8,468
2	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	182	2	-	45	7,512	7,976	8,468
3	240106	CORP-Field Services	Meter Repair Person U537P, U648S	8/4/1986	180	2	-	45	15,916	16,899	17,942
4	241106	PITT-Field Services	Fire Hydrant Inspector U537P	5/14/1991	182	2	-	45	15,918	16,901	17,944

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

					Gross Group Insurance					
					Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020	2021	2022
Line #	Cost Center	Cost Center Name	Job	Original Hire Date				Insurance Coverage	Insurance Coverage	Insurance Coverage
5	241106	PITT-Field Services	Service Crew Driver U537P	12/28/1978				88,000	90,000	93,000
6	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	7,282	1,611	8,894	88,000	90,000	93,000
7	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	22,153	3,640	25,792	87,000	88,000	92,000
8	241103	PITT-Cust Service	Meter Serviceman U537P	3/24/1994	22,153	3,640	25,792	88,000	90,000	93,000
9	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	22,153	3,574	25,726	87,000	88,000	92,000
10	241106	PITT-Field Services	Service Crew Driver U537P	9/25/1986	15,688	2,941	18,629	88,000	90,000	93,000
11	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	7,568	3,057	10,625	88,000	90,000	93,000
12	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	22,153	3,640	25,792	87,000	88,000	92,000
13	241152	PITT-Production Aldr	Operator U537P	5/19/1986	22,153	3,574	25,726	90,000	91,000	94,000
14	241106	PITT-Field Services	Service Crew Driver U537P	5/7/1985	7,282	1,589	8,871	88,000	90,000	93,000
15	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	22,153	3,640	25,792	87,000	89,000	92,000
16	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	22,153	3,640	25,792	88,000	90,000	93,000
17	241106	PITT-Field Services	Dump Truck Driver U537P	9/22/1986	15,689	2,948	18,636	88,000	90,000	93,000
18	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	22,153	3,640	25,792	88,000	90,000	93,000
19	241106	PITT-Field Services	Dump Truck Driver U537P	3/20/1984	22,153	3,640	25,792	88,000	90,000	93,000
20	241106	PITT-Field Services	Pipeline Inspector U537P	7/6/1998	22,153	3,640	25,792	88,000	90,000	93,000
21	241103	PITT-Cust Service	Meter Reader U537P	9/25/1989	7,282	1,592	8,874	87,000	88,000	92,000
22	241106	PITT-Field Services	Blacksmith U537P	6/4/1991				88,000	90,000	93,000
23	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	22,125	3,575	25,700	89,000	91,000	94,000
24	240106	CORP-Field Services	Meter Serviceman U537P	5/6/1985	7,568	3,098	10,666	87,000	89,000	92,000
25	241152	PITT-Production Aldr	Operator U537P	8/31/1982	15,688	2,982	18,670	90,000	91,000	94,000
26	241106	PITT-Field Services	Dump Truck Driver U537P	8/31/1987	15,689	2,989	18,677	88,000	90,000	93,000
27	243103	NEWC-Cust Service	Distribution System Serviceman U537O	8/3/1981	7,282	1,611	8,894	89,000	89,000	93,000
28	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	22,153	3,583	25,736	89,000	90,000	94,000
29	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	22,153	3,630	25,783	91,000	92,000	96,000
30	241106	PITT-Field Services	Backhoe Operator U537P	12/26/1979	15,689	2,948	18,636	88,000	89,000	92,000
31	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	22,153	3,640	25,792	89,000	90,000	93,000
32	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	22,153	3,640	25,792	89,000	90,000	94,000
33	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	27,453	2,540	29,993	88,000	88,000	93,000
34	242106	MCMR-Field Services	Subforeman U537O	7/31/1990	7,282	1,611	8,894	89,000	90,000	94,000
35	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	22,153	3,574	25,726	92,000	92,000	96,000
36	242306	UNTN-Field Services	Distribution System Serviceman U537O	5/11/1987	15,689	2,989	18,677	88,000	89,000	93,000
37	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	7,282	1,611	8,894	89,000	89,000	93,000
38	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	15,689	2,948	18,636	89,000	89,000	93,000
39	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	22,153	3,583	25,736	89,000	90,000	93,000
40	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	22,153	3,583	25,736	89,000	90,000	94,000
41	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	22,153	3,640	25,792	88,000	89,000	93,000
42	242106	MCMR-Field Services	Pipeline Inspector U537O	3/18/1987	7,282	1,611	8,894	90,000	90,000	94,000
43	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	6/24/1985	7,282	1,592	8,874	87,000	87,000	92,000
44	243106	NEWC-Field Services	Backhoe Operator U537O	12/4/1986	22,153	3,640	25,792	89,000	89,000	93,000
45	242206	MONVA-Field Services	Pipeline Inspector U537O	10/14/1997	15,689	2,948	18,636	90,000	90,000	94,000
46	243301	BUTL-Production	Operator U537O	5/4/1998	1,033	265	1,299	92,000	92,000	96,000
47	242106	MCMR-Field Services	Subforeman U537O	6/23/1997	22,153	3,640	25,792	89,000	90,000	94,000
48	242106	MCMR-Field Services	Subforeman U537O	8/26/1991	7,568	3,098	10,666	89,000	89,000	93,000
49	243301	BUTL-Production	Operator U537O	11/2/1984	15,688	2,941	18,629	92,000	92,000	96,000
50	243306	BUTL-Field Services	General Serviceman/Person U537O	11/20/1989	15,689	2,989	18,677	88,000	89,000	93,000
51	242106	MCMR-Field Services	Utility Person U537O	6/1/1991	1,033	209	1,242	88,000	88,000	93,000
52	242106	MCMR-Field Services	Pipeline Inspector U537O	5/15/1989	22,153	3,574	25,726	89,000	89,000	93,000
53	244301	CLAR-Production	Operator/Relief Operator U537O	10/8/1972	7,282	1,611	8,894	92,000	92,000	96,000
54	243103	NEWC-Cust Service	Meter Reader U537O	4/7/1987	7,568	3,098	10,666	88,000	88,000	92,000
55	243306	BUTL-Field Services	Utility Person U537O	10/6/1993	15,688	2,941	18,629	88,000	88,000	93,000
56	243306	BUTL-Field Services	Pipeline Inspector U537O	12/9/1996	7,674	1,705	9,380	90,000	90,000	94,000
57	244301	CLAR-Production	Operator U537O	3/31/1986	15,689	2,989	18,677	92,000	92,000	96,000
58	243106	NEWC-Field Services	Backhoe Operator U537O	2/3/1988	7,568	3,063	10,631	89,000	90,000	94,000
59	243103	NEWC-Cust Service	Distribution System Serviceman U537O	2/2/1987	15,689	2,989	18,677	89,000	89,000	93,000
60	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/6/1980	22,153	3,640	25,792	88,000	89,000	93,000
61	242106	MCMR-Field Services	Backhoe Operator U537O	1/21/1987	15,689	2,989	18,677	89,000	89,000	93,000
62	243103	NEWC-Cust Service	Distribution System Serviceman U537O	2/5/1990	7,282	1,611	8,894	88,000	89,000	93,000
63	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/20/1968	7,282	1,611	8,894	92,000	92,000	96,000
64	242106	MCMR-Field Services	Backhoe Operator U537O	5/6/1985	7,282	1,592	8,874	89,000	89,000	93,000
65	243306	BUTL-Field Services	Backhoe Operator U537O	8/30/1993	577	148	725	89,000	90,000	94,000
66	242103	MCMR-Cust Service	General Serviceman/Person U537O	5/2/1985	7,282	1,592	8,874	89,000	89,000	93,000
67	244103	INDI-Cust Service	Utility Person U537O	5/12/1997	15,688	2,941	18,629	89,000	89,000	93,000

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
5	241106	PITT-Field Services	Service Crew Driver U537P	12/28/1978	182	2	-	45	229	243	258
6	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	182	2	-	45	7,512	7,976	8,468
7	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	180	2	-	45	22,380	23,762	25,229
8	241103	PITT-Cust Service	Meter Serviceman U537P	3/24/1994	182	2	-	45	22,382	23,764	25,232
9	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	180	2	-	45	22,380	23,762	25,229
10	241106	PITT-Field Services	Service Crew Driver U537P	9/25/1986	182	2	-	45	15,918	16,901	17,944
11	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	182	2	-	45	7,797	8,278	8,790
12	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	180	2	-	45	22,380	23,762	25,229
13	241152	PITT-Production Aldr	Operator U537P	5/19/1986	186	2	-	45	22,386	23,769	25,236
14	241106	PITT-Field Services	Service Crew Driver U537P	5/7/1985	182	2	-	45	7,512	7,976	8,468
15	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	180	2	-	45	22,380	23,762	25,229
16	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	182	2	-	45	22,382	23,764	25,232
17	241106	PITT-Field Services	Dump Truck Driver U537P	9/22/1986	182	2	-	45	15,918	16,901	17,944
18	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	182	2	-	45	22,382	23,764	25,232
19	241106	PITT-Field Services	Dump Truck Driver U537P	3/20/1984	182	2	-	45	22,382	23,764	25,232
20	241106	PITT-Field Services	Pipeline Inspector U537P	7/6/1998	182	2	-	45	22,382	23,764	25,232
21	241103	PITT-Cust Service	Meter Reader U537P	9/25/1989	180	2	-	45	7,510	7,973	8,466
22	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	182	2	-	45	229	243	258
23	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	184	2	-	45	22,356	23,736	25,202
24	240106	CORP-Field Services	Meter Serviceman U537P	5/6/1985	180	2	-	45	7,795	8,276	8,787
25	241152	PITT-Production Aldr	Operator U537P	8/31/1982	186	2	-	45	15,922	16,905	17,949
26	241106	PITT-Field Services	Dump Truck Driver U537P	8/31/1987	182	2	-	45	15,918	16,901	17,944
27	243103	NEWC-Cust Service	Distribution System Serviceman U537O	8/3/1981	184	2	-	45	7,514	7,978	8,470
28	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	184	2	-	45	22,384	23,766	25,234
29	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	188	2	-	45	22,388	23,771	25,239
30	241106	PITT-Field Services	Backhoe Operator U537P	12/26/1979	182	2	-	45	15,918	16,901	17,944
31	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	184	2	-	45	22,384	23,766	25,234
32	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	184	2	-	45	22,384	23,766	25,234
33	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	182	2	-	45	27,682	29,392	31,207
34	242106	MCMR-Field Services	Subforeman U537O	7/31/1990	184	2	-	45	7,514	7,978	8,470
35	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	190	2	-	45	22,390	23,773	25,241
36	242306	UNTN-Field Services	Distribution System Serviceman U537O	5/11/1987	182	2	-	45	15,918	16,901	17,944
37	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	184	2	-	45	7,514	7,978	8,470
38	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	184	2	-	45	15,920	16,903	17,947
39	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	184	2	-	45	22,384	23,766	25,234
40	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	184	2	-	45	22,384	23,766	25,234
41	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	182	2	-	45	22,382	23,764	25,232
42	242106	MCMR-Field Services	Pipeline Inspector U537O	3/18/1987	186	2	-	45	7,516	7,980	8,473
43	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	6/24/1985	180	2	-	45	7,510	7,973	8,466
44	243106	NEWC-Field Services	Backhoe Operator U537O	12/4/1986	184	2	-	45	22,384	23,766	25,234
45	242206	MONVA-Field Services	Pipeline Inspector U537O	10/14/1997	186	2	-	45	15,922	16,905	17,949
46	243301	BUTL-Production	Operator U537O	5/4/1998	190	2	-	45	1,271	1,349	1,433
47	242106	MCMR-Field Services	Subforeman U537O	6/23/1997	184	2	-	45	22,384	23,766	25,234
48	242106	MCMR-Field Services	Subforeman U537O	8/26/1991	184	2	-	45	7,799	8,281	8,792
49	243301	BUTL-Production	Operator U537O	11/2/1984	190	2	-	45	15,926	16,909	17,954
50	243306	BUTL-Field Services	General Serviceman/Person U537O	11/20/1989	182	2	-	45	15,918	16,901	17,944
51	242106	MCMR-Field Services	Utility Person U537O	6/1/1991	182	2	-	45	1,263	1,341	1,423
52	242106	MCMR-Field Services	Pipeline Inspector U537O	5/15/1989	184	2	-	45	22,384	23,766	25,234
53	244301	CLAR-Production	Operator/Relief Operator U537O	10/8/1972	190	2	-	45	7,520	7,984	8,477
54	243103	NEWC-Cust Service	Meter Reader U537O	4/7/1987	182	2	-	45	7,797	8,278	8,790
55	243306	BUTL-Field Services	Utility Person U537O	10/6/1993	182	2	-	45	15,918	16,901	17,944
56	243306	BUTL-Field Services	Pipeline Inspector U537O	12/9/1996	186	2	-	45	7,908	8,396	8,915
57	244301	CLAR-Production	Operator U537O	3/31/1986	190	2	-	45	15,926	16,910	17,954
58	243106	NEWC-Field Services	Backhoe Operator U537O	2/3/1988	184	2	-	45	7,799	8,281	8,792
59	243103	NEWC-Cust Service	Distribution System Serviceman U537O	2/2/1987	184	2	-	45	15,920	16,903	17,947
60	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/6/1980	182	2	-	45	22,382	23,764	25,232
61	242106	MCMR-Field Services	Backhoe Operator U537O	1/21/1987	184	2	-	45	15,920	16,903	17,947
62	243103	NEWC-Cust Service	Distribution System Serviceman U537O	2/5/1990	182	2	-	45	7,512	7,976	8,468
63	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/20/1968	190	2	-	45	7,520	7,984	8,477
64	242106	MCMR-Field Services	Backhoe Operator U537O	5/6/1985	184	2	-	45	7,514	7,978	8,470
65	243306	BUTL-Field Services	Backhoe Operator U537O	8/30/1993	184	2	-	45	809	859	912
66	242103	MCMR-Cust Service	General Serviceman/Person U537O	5/2/1985	184	2	-	45	7,514	7,978	8,470
67	244103	INDI-Cust Service	Utility Person U537O	5/12/1997	184	2	-	45	15,920	16,903	17,947

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance

					Gross Group Insurance					
					Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020	2021	2022
Line #	Cost Center	Cost Center Name	Job	Original Hire Date				Insurance Coverage	Insurance Coverage	Insurance Coverage
68	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	15,689	2,989	18,677	90,000	90,000	94,000
69	243106	NEWC-Field Services	Pipeline Inspector U537O	4/23/1998	7,568	3,098	10,666	90,000	90,000	94,000
70	243103	NEWC-Cust Service	Distribution System Serviceman U537O	11/25/1997	22,153	3,640	25,792	89,000	89,000	93,000
71	242306	UNTN-Field Services	Subforeman U537O	5/1/1989	7,282	1,592	8,874	89,000	90,000	94,000
72	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	15,689	2,948	18,636	80,000	80,000	83,000
73	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	7,282	1,611	8,894	79,000	80,000	83,000
74	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	7,568	3,098	10,666	78,000	79,000	82,000
75	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	22,153	3,640	25,792	77,000	78,000	81,000
76	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	15,689	2,948	18,636	78,000	79,000	82,000
77	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	15,689	2,989	18,677	80,000	80,000	83,000
78	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	15,689	2,989	18,677	79,000	80,000	83,000
79	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	7,282	1,611	8,894	76,000	77,000	79,000
80	249103	WILK-Cust Service	Serviceperson U648S	12/10/1984	15,614	2,969	18,582	80,000	80,000	83,000
81	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	15,689	2,989	18,677	78,000	79,000	82,000
82	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	15,689	2,989	18,677	78,000	79,000	82,000
83	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	15,689	2,989	18,677	79,000	80,000	83,000
84	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	22,153	3,640	25,792	78,000	79,000	82,000
85	249152	WILK-Ceasetown	Plant Operator U648S	4/9/1991	22,153	3,583	25,736	79,000	80,000	83,000
86	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	22,153	3,574	25,726	79,000	80,000	83,000
87	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	22,153	3,640	25,792	79,000	80,000	83,000
88	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	22,153	3,583	25,736	79,000	80,000	83,000
89	249159	WILK-Nesbitt	Plant Operator U648S	5/15/1989	7,282	1,611	8,894	79,000	80,000	83,000
90	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	7,282	1,611	8,894	76,000	77,000	79,000
91	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	22,153	3,583	25,736	76,000	77,000	79,000
92	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	22,153	3,583	25,736	79,000	80,000	83,000
93	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	15,689	2,948	18,636	79,000	80,000	83,000
94	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	15,689	2,989	18,677	76,000	77,000	79,000
95	249151	WILK-Brownell	Plant Operator U648S	4/24/1995	7,282	1,592	8,874	79,000	80,000	83,000
96	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	15,689	2,989	18,677	78,000	79,000	82,000
97	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	15,689	2,989	18,677	75,000	76,000	79,000
98	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	22,153	3,583	25,736	79,000	80,000	83,000
99	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990				79,000	80,000	83,000
100	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	15,689	2,989	18,677	79,000	80,000	83,000
101	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	7,568	3,063	10,631	79,000	80,000	83,000
102	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	7,282	1,611	8,894	80,000	80,000	83,000
103	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	15,689	2,989	18,677	79,000	80,000	83,000
104	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	7,282	1,589	8,871	79,000	80,000	83,000
105	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	15,689	2,989	18,677	78,000	79,000	82,000
106	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	15,689	2,989	18,677	78,000	79,000	82,000
107	249106	WILK-Field Services	Dump Truck Driver U648S	7/14/1980	22,153	3,583	25,736	77,000	78,000	81,000
108	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	7,282	1,611	8,894	79,000	80,000	83,000
109	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	7,568	3,098	10,666	77,000	78,000	81,000
110	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	7,282	1,608	8,891	79,000	80,000	83,000
111	249160	WILK-Watres	Plant Operator U648S	7/3/1989	7,282	1,589	8,871	79,000	80,000	83,000
112	249156	WILK-Forest City	Plant Operator U648S	9/14/1992	7,282	1,611	8,894	79,000	80,000	83,000
113	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	15,689	2,989	18,677	77,000	78,000	81,000
114	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	22,153	3,583	25,736	80,000	80,000	83,000
115	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	7,535	876	8,412	78,000	79,000	82,000
116	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	15,688	2,982	18,670	79,000	80,000	83,000
117	249106	WILK-Field Services	Regulation Crew Leader U648S	9/24/1984	7,282	1,611	8,894	79,000	80,000	83,000
118	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	15,689	2,948	18,636	79,000	80,000	83,000
119	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	15,689	2,989	18,677	77,000	77,000	80,000
120	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	10/19/1987	356	92	448	79,000	80,000	83,000
121	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	22,153	3,640	25,792	75,000	75,000	78,000
122	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	22,153	3,574	25,726	79,000	80,000	83,000
123	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	15,689	2,989	18,677	79,000	80,000	83,000
124	249106	WILK-Field Services	M/C Crew Leader U648S	8/4/1991	22,153	3,640	25,792	80,000	80,000	83,000
125	249106	WILK-Field Services	Line Location Specialist U648S	8/10/1987	15,689	2,989	18,677	77,000	77,000	80,000
126	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	7,282	1,611	8,894	78,000	79,000	82,000
127	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	22,153	3,640	25,792	75,000	76,000	79,000
128	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	15,689	2,989	18,677	80,000	80,000	83,000
129	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	22,153	3,583	25,736	78,000	79,000	82,000
130	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	15,689	2,989	18,677	79,000	80,000	83,000

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
68	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	186	2	-	45	15,922	16,905	17,949
69	243106	NEWC-Field Services	Pipeline Inspector U537O	4/23/1998	186	2	-	45	7,801	8,283	8,794
70	243103	NEWC-Cust Service	Distribution System Serviceman U537O	11/25/1997	184	2	-	45	22,384	23,766	25,234
71	242306	UNTN-Field Services	Subforeman U537O	5/1/1989	184	2	-	45	7,514	7,978	8,470
72	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	165	2	-	45	15,901	16,883	17,926
73	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	163	2	-	45	7,493	7,956	8,447
74	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	161	2	-	45	7,776	8,257	8,766
75	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	159	2	-	45	22,359	23,740	25,206
76	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	161	2	-	45	15,897	16,879	17,921
77	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	165	2	-	45	15,901	16,883	17,926
78	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	163	2	-	45	15,899	16,881	17,924
79	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	157	2	-	45	7,487	7,949	8,440
80	249103	WILK-Cust Service	Serviceperson U648S	12/10/1984	165	2	-	45	15,826	16,804	17,841
81	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	161	2	-	45	15,897	16,879	17,921
82	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	161	2	-	45	15,897	16,879	17,921
83	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	163	2	-	45	15,899	16,881	17,924
84	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	161	2	-	45	22,361	23,742	25,208
85	249152	WILK-Ceasetown	Plant Operator U648S	4/9/1991	163	2	-	45	22,364	23,745	25,211
86	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	163	2	-	45	22,364	23,745	25,211
87	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	163	2	-	45	22,363	23,744	25,211
88	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	163	2	-	45	22,364	23,745	25,211
89	249159	WILK-Nesbitt	Plant Operator U648S	5/15/1989	163	2	-	45	7,493	7,956	8,447
90	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	157	2	-	45	7,487	7,949	8,440
91	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	157	2	-	45	22,357	23,738	25,204
92	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	163	2	-	45	22,364	23,745	25,211
93	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	163	2	-	45	15,899	16,881	17,924
94	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	157	2	-	45	15,893	16,875	17,917
95	249151	WILK-Brownell	Plant Operator U648S	4/24/1995	163	2	-	45	7,493	7,956	8,447
96	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	161	2	-	45	15,897	16,879	17,921
97	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	155	2	-	45	15,891	16,872	17,914
98	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	163	2	-	45	22,364	23,745	25,211
99	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	163	2	-	45	211	224	238
100	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	163	2	-	45	15,899	16,881	17,924
101	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	163	2	-	45	7,778	8,259	8,769
102	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	165	2	-	45	7,495	7,958	8,449
103	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	163	2	-	45	15,899	16,881	17,924
104	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	163	2	-	45	7,493	7,956	8,447
105	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	161	2	-	45	15,897	16,879	17,921
106	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	161	2	-	45	15,897	16,879	17,921
107	249106	WILK-Field Services	Dump Truck Driver U648S	7/14/1980	159	2	-	45	22,359	23,740	25,206
108	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	163	2	-	45	7,493	7,956	8,447
109	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	159	2	-	45	7,774	8,254	8,764
110	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	163	2	-	45	7,493	7,956	8,447
111	249160	WILK-Watres	Plant Operator U648S	7/3/1989	163	2	-	45	7,493	7,956	8,447
112	249156	WILK-Forest City	Plant Operator U648S	9/14/1992	163	2	-	45	7,493	7,956	8,447
113	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	159	2	-	45	15,895	16,877	17,919
114	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	165	2	-	45	22,366	23,747	25,213
115	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	161	2	-	45	7,744	8,222	8,730
116	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	163	2	-	45	15,899	16,881	17,923
117	249106	WILK-Field Services	Regulation Crew Leader U648S	9/24/1984	163	2	-	45	7,493	7,956	8,447
118	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	163	2	-	45	15,899	16,881	17,924
119	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	159	2	-	45	15,895	16,877	17,919
120	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	10/19/1987	163	2	-	45	567	602	639
121	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	155	2	-	45	22,355	23,736	25,201
122	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	163	2	-	45	22,364	23,745	25,211
123	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	163	2	-	45	15,899	16,881	17,924
124	249106	WILK-Field Services	M/C Crew Leader U648S	8/4/1991	165	2	-	45	22,365	23,747	25,213
125	249106	WILK-Field Services	Line Location Specialist U648S	8/10/1987	159	2	-	45	15,895	16,877	17,919
126	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	161	2	-	45	7,491	7,954	8,445
127	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	155	2	-	45	22,355	23,736	25,201
128	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	165	2	-	45	15,901	16,883	17,926
129	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	161	2	-	45	22,361	23,742	25,209
130	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	163	2	-	45	15,899	16,881	17,924

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

				Gross Group Insurance						
				Original Hire Date	Medical Dental &	Employee	Net Medical Dental	2020	2021	2022
Line #	Cost Center	Cost Center Name	Job		Vision	Contribution	Vision	Insurance Coverage	Insurance Coverage	Insurance Coverage
131	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	22,153	3,640	25,792	77,000	77,000	80,000
132	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	22,153	3,640	25,792	78,000	79,000	82,000
133	249106	WILK-Field Services	Leak Detection Specialist U648S	1/23/1985	15,689	2,989	18,677	77,000	77,000	80,000
134	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	22,153	3,630	25,783	77,000	78,000	81,000
135	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	7,282	1,589	8,871	79,000	80,000	83,000
136	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/22/1990	15,689	2,989	18,677	79,000	80,000	83,000
137	245206	YARD-Field Services	Working Foreperson	8/1/1991	15,689	2,989	18,677	80,000	81,000	84,000
138	245101	NORR-Production	Plant Operator F473N	8/24/1990	7,568	3,098	10,666	82,000	84,000	86,000
139	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	22,153	3,630	25,783	78,000	80,000	82,000
140	245106	NORR-Field Services	Working Foreman F473N	7/27/1981	15,689	2,989	18,677	84,000	86,000	88,000
141	246152	MECH-Silver Springs	Maint & Relief U648R	4/22/1991	22,153	3,640	25,792	80,000	81,000	84,000
142	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	7,568	3,098	10,666	79,000	81,000	83,000
143	245203	YARD-Cust Service	Meter Reader F473Y	7/27/1983	15,689	2,948	18,636	74,000	76,000	78,000
144	245203	YARD-Cust Service	Serviceperson F473Y	3/1/1976	15,689	2,989	18,677	79,000	80,000	83,000
145	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	642	165	806	78,000	80,000	82,000
146	245103	NORR-Cust Service	Serviceperson F473N	1/30/1989	22,153	3,640	25,792	78,000	80,000	82,000
147	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	15,688	2,941	18,629	79,000	81,000	83,000
148	246106	MECH-Field Services	Utility A U648R	9/25/1989	7,568	3,098	10,666	79,000	81,000	83,000
149	245106	NORR-Field Services	Utility Person F473N	10/16/1989	15,689	2,948	18,636	79,000	81,000	83,000
150	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	7,282	1,589	8,871	78,000	79,000	81,000
151	245101	NORR-Production	Plant Operator F473N	10/21/1985	7,282	1,611	8,894	84,000	86,000	89,000
152	246106	MECH-Field Services	Utility A U648R	12/8/1983	15,689	2,989	18,677	79,000	81,000	83,000
153	245103	NORR-Cust Service	Meter Reader F473N	4/17/1979	15,688	2,941	18,629	76,000	78,000	80,000
154	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	10/5/1992	15,689	2,948	18,636	79,000	80,000	83,000
155	249152	WILK-Ceasetown	Plant Operator U648S	2/15/1988	7,282	1,608	8,891	79,000	80,000	83,000
156	241106	PITT-Field Services	Utility Person U537P	8/10/1998	7,282	1,611	8,894	88,000	89,000	92,000
157	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	22,153	3,640	25,792	88,000	90,000	93,000
158	244206	PUNX-Field Services	Distribution System Serviceman U537O	12/28/1998	22,153	3,583	25,736	89,000	89,000	93,000
159	244506	WARR-Field Services	Distribution System Serviceman U537O	10/29/1998	15,689	2,989	18,677	89,000	89,000	93,000
160	241152	PITT-Production Aldr	Operator U537P	11/16/1998	7,282	1,611	8,894	90,000	91,000	94,000
161	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	22,153	3,640	25,792	87,000	88,000	92,000
162	244101	INDI-Production	Operator U537O	8/9/1999	7,282	1,592	8,874	92,000	92,000	96,000
163	242106	MCMR-Field Services	Utility Person U537O	8/4/1999	15,689	2,989	18,677	88,000	88,000	93,000
164	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	22,153	3,640	25,792	86,000	88,000	90,000
165	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	15,689	2,948	18,636	89,000	89,000	93,000
166	245106	NORR-Field Services	Utility Person F473N	9/2/1999	7,282	1,611	8,894	79,000	81,000	83,000
167	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	22,153	3,640	25,792	89,000	89,000	93,000
168	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	22,153	3,640	25,792	88,000	90,000	93,000
169	246151	MECH-ProdWestShore	Plant Operator U648R	9/15/1999	15,689	2,989	18,677	80,000	82,000	84,000
170	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	1,033	265	1,299	88,000	90,000	93,000
171	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	15,688	2,941	18,629	80,000	80,000	83,000
172	240106	CORP-Field Services	Meter Serviceman U537P	12/28/2001	7,282	1,611	8,894	87,000	89,000	92,000
173	244303	CLAR-Cust Service	Distribution System Serviceman U537O	8/7/2000	22,153	3,583	25,736	88,000	89,000	93,000
174	241151	PITT-Production Haye	Operator U537P	11/27/2000	7,282	1,611	8,894	90,000	91,000	94,000
175	243152	NEWC-Ellwood	Operator U537O	3/28/2001	15,689	2,948	18,636	92,000	92,000	96,000
176	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	22,153	3,583	25,736	88,000	88,000	93,000
177	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	8,285	876	9,162	89,000	89,000	93,000
178	244101	INDI-Production	Maintenance Person U537O	1/28/2002	15,689	2,948	18,636	89,000	89,000	93,000
179	246106	MECH-Field Services	Utility A U648R	1/21/2002	7,282	1,611	8,894	79,000	81,000	83,000
180	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	15,689	2,948	18,636	88,000	90,000	93,000
181	241106	PITT-Field Services	Utility Person U537P	3/18/2002	7,568	3,098	10,666	88,000	89,000	92,000
182	241106	PITT-Field Services	Fire Hydrant Inspector U537P	3/25/2002				88,000	89,000	92,000
183	249106	WILK-Field Services	Regulation Crew Leader U648S	4/29/2002	7,282	1,611	8,894	79,000	80,000	83,000
184	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	22,153	3,640	25,792	76,000	77,000	79,000
185	243151	NEWC-New Castle	Operator U537O	6/4/2002	7,925	876	8,802	92,000	92,000	96,000
186	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	15,689	2,989	18,677	89,000	90,000	94,000
187	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	7,282	1,611	8,894	88,000	89,000	92,000
188	241106	PITT-Field Services	Utility Person U537P	11/12/2002	7,282	1,611	8,894	88,000	89,000	92,000
189	244406	KITT-Field Services	Subforeman U537O	11/11/2002	15,689	2,948	18,636	89,000	90,000	94,000
190	240106	CORP-Field Services	Meter Serviceman U537P	4/14/2003	7,282	1,611	8,894	87,000	89,000	92,000
191	244406	KITT-Field Services	Utility Person U537O	5/12/2003	7,282	1,611	8,894	88,000	88,000	93,000
192	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	15,689	2,989	18,677	79,000	80,000	83,000
193	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	7,282	1,611	8,894	88,000	90,000	93,000

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
131	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	159	2	-	45	22,359	23,740	25,206
132	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	161	2	-	45	22,361	23,742	25,208
133	249106	WILK-Field Services	Leak Detection Specialist U648S	1/23/1985	159	2	-	45	15,895	16,877	17,919
134	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	159	2	-	45	22,359	23,740	25,206
135	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	163	2	-	45	7,493	7,956	8,447
136	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/22/1990	163	2	-	45	15,899	16,881	17,924
137	245206	YARD-Field Services	Working Foreperson	8/1/1991	165	2	-	45	15,901	16,883	17,926
138	245101	NORR-Production	Plant Operator F473N	8/24/1990	169	2	-	45	7,785	8,265	8,776
139	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	161	2	-	45	22,361	23,742	25,208
140	245106	NORR-Field Services	Working Foreman F473N	7/27/1981	173	2	-	45	15,910	16,892	17,935
141	246152	MECH-Silver Springs	Maint & Relief U648R	4/22/1991	165	2	-	45	22,365	23,747	25,213
142	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	163	2	-	45	7,778	8,259	8,769
143	245203	YARD-Cust Service	Meter Reader F473Y	7/27/1983	153	2	-	45	15,889	16,870	17,912
144	245203	YARD-Cust Service	Serviceperson F473Y	3/1/1976	163	2	-	45	15,899	16,881	17,924
145	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	161	2	-	45	850	903	958
146	245103	NORR-Cust Service	Serviceperson F473N	1/30/1989	161	2	-	45	22,361	23,742	25,208
147	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	163	2	-	45	15,899	16,881	17,923
148	246106	MECH-Field Services	Utility A U648R	9/25/1989	163	2	-	45	7,778	8,259	8,769
149	245106	NORR-Field Services	Utility Person F473N	10/16/1989	163	2	-	45	15,899	16,881	17,924
150	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	161	2	-	45	7,491	7,954	8,445
151	245101	NORR-Production	Plant Operator F473N	10/21/1985	173	2	-	45	7,503	7,967	8,459
152	246106	MECH-Field Services	Utility A U648R	12/8/1983	163	2	-	45	15,899	16,881	17,924
153	245103	NORR-Cust Service	Meter Reader F473N	4/17/1979	157	2	-	45	15,893	16,874	17,916
154	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	10/5/1992	163	2	-	45	15,899	16,881	17,924
155	249152	WILK-Ceasetown	Plant Operator U648S	2/15/1988	163	2	-	45	7,493	7,956	8,447
156	241106	PITT-Field Services	Utility Person U537P	8/10/1998	182	2	-	45	7,512	7,976	8,468
157	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	182	2	-	45	22,382	23,764	25,232
158	244206	PUNX-Field Services	Distribution System Serviceman U537O	12/28/1998	184	2	-	45	22,384	23,766	25,234
159	244506	WARR-Field Services	Distribution System Serviceman U537O	10/29/1998	184	2	-	45	15,920	16,903	17,947
160	241152	PITT-Production Aldr	Operator U537P	11/16/1998	186	2	-	45	7,516	7,980	8,473
161	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	180	2	-	45	22,380	23,762	25,229
162	244101	INDI-Production	Operator U537O	8/9/1999	190	2	-	45	7,520	7,984	8,477
163	242106	MCMR-Field Services	Utility Person U537O	8/4/1999	182	2	-	45	15,918	16,901	17,944
164	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	178	2	-	45	22,378	23,760	25,227
165	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	184	2	-	45	15,920	16,903	17,947
166	245106	NORR-Field Services	Utility Person F473N	9/2/1999	163	2	-	45	7,493	7,956	8,447
167	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	184	2	-	45	22,384	23,766	25,234
168	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	182	2	-	45	22,382	23,764	25,232
169	246151	MECH-ProdWestShore	Plant Operator U648R	9/15/1999	165	2	-	45	15,901	16,883	17,926
170	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	182	2	-	45	1,263	1,341	1,423
171	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	165	2	-	45	15,901	16,883	17,926
172	240106	CORP-Field Services	Meter Serviceman U537P	12/28/2001	180	2	-	45	7,510	7,973	8,466
173	244303	CLAR-Cust Service	Distribution System Serviceman U537O	8/7/2000	182	2	-	45	22,382	23,764	25,232
174	241151	PITT-Production Haye	Operator U537P	11/27/2000	186	2	-	45	7,516	7,980	8,473
175	243152	NEWC-Ellwood	Operator U537O	3/28/2001	190	2	-	45	15,926	16,910	17,954
176	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	182	2	-	45	22,382	23,764	25,232
177	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	184	2	-	45	8,517	9,043	9,601
178	244101	INDI-Production	Maintenance Person U537O	1/28/2002	184	2	-	45	15,920	16,903	17,947
179	246106	MECH-Field Services	Utility A U648R	1/21/2002	163	2	-	45	7,493	7,956	8,447
180	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	182	2	-	45	15,918	16,901	17,944
181	241106	PITT-Field Services	Utility Person U537P	3/18/2002	182	2	-	45	7,797	8,278	8,790
182	241106	PITT-Field Services	Fire Hydrant Inspector U537P	3/25/2002	182	2	-	45	229	243	258
183	249106	WILK-Field Services	Regulation Crew Leader U648S	4/29/2002	163	2	-	45	7,493	7,956	8,447
184	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	157	2	-	45	22,357	23,738	25,204
185	243151	NEWC-New Castle	Operator U537O	6/4/2002	190	2	-	45	8,163	8,667	9,202
186	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	184	2	-	45	15,920	16,903	17,947
187	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	182	2	-	45	7,512	7,976	8,468
188	241106	PITT-Field Services	Utility Person U537P	11/12/2002	182	2	-	45	7,512	7,976	8,468
189	244406	KITT-Field Services	Subforeman U537O	11/11/2002	184	2	-	45	15,920	16,903	17,947
190	240106	CORP-Field Services	Meter Serviceman U537P	4/14/2003	180	2	-	45	7,510	7,973	8,466
191	244406	KITT-Field Services	Utility Person U537O	5/12/2003	182	2	-	45	7,512	7,976	8,468
192	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	163	2	-	45	15,899	16,881	17,924
193	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	182	2	-	45	7,512	7,976	8,468

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

					Gross Group Insurance					
					Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020	2021	2022
Line #	Cost Center	Cost Center Name	Job	Original Hire Date				Insurance Coverage	Insurance Coverage	Insurance Coverage
194	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	22,153	3,583	25,736	76,000	77,000	79,000
195	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	7,282	1,611	8,894	88,000	90,000	93,000
196	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2003	7,282	1,592	8,874	87,000	89,000	92,000
197	242103	MCMR-Cust Service	Distribution System Serviceman U537O	9/9/2003				89,000	89,000	93,000
198	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	22,125	3,575	25,700	88,000	88,000	93,000
199	246106	MECH-Field Services	Utility A U648R	9/15/2003	22,153	3,640	25,792	79,000	81,000	83,000
200	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	7,282	1,589	8,871	80,000	80,000	83,000
201	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	7,282	1,611	8,894	91,000	91,000	96,000
202	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	7,282	1,611	8,894	88,000	89,000	92,000
203	245106	NORR-Field Services	Relief Utility Person F473N	1/17/2005	7,568	3,098	10,666	74,000	76,000	78,000
204	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005				87,000	89,000	92,000
205	241151	PITT-Production Haye	Maintenance Person U537P	3/16/2005	22,153	3,640	25,792	87,000	89,000	92,000
206	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	7,568	3,063	10,631	89,000	89,000	93,000
207	246106	MECH-Field Services	Utility Person U648R	8/8/2005	22,153	3,640	25,792	78,000	79,000	82,000
208	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	22,153	3,640	25,792	89,000	89,000	93,000
209	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	7,282	1,592	8,874	89,000	89,000	93,000
210	241106	PITT-Field Services	Utility Person U537P	9/19/2005	7,282	1,592	8,874	88,000	89,000	92,000
211	246106	MECH-Field Services	Utility A U648R	10/10/2005	7,282	1,611	8,894	79,000	81,000	83,000
212	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	7,282	1,611	8,894	89,000	89,000	93,000
213	243103	NEWC-Cust Service	Distribution System Serviceman U537O	10/25/2005				89,000	89,000	93,000
214	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	22,153	3,583	25,736	75,000	76,000	79,000
215	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	7,568	3,057	10,625	79,000	80,000	83,000
216	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	22,153	3,574	25,726	88,000	88,000	93,000
217	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	15,689	2,989	18,677	78,000	80,000	82,000
218	244206	PUNX-Field Services	Subforeman U537O	11/7/2005	22,153	3,574	25,726	89,000	89,000	93,000
219	241106	PITT-Field Services	Utility Person U537P	12/20/2005				87,000	89,000	92,000
220	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	22,153	3,640	25,792	88,000	90,000	93,000
221	242103	MCMR-Cust Service	General Serviceman/Person U537O	12/19/2005	7,568	3,098	10,666	88,000	89,000	93,000
222	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	22,153	3,583	25,736	88,000	90,000	93,000
223	241106	PITT-Field Services	Pipeline Inspector U537P	12/21/2005	22,153	3,583	25,736	88,000	90,000	93,000
224	244506	WARR-Field Services	Plant Operator/Utilityperson U537O	1/4/2006	7,568	3,098	10,666	92,000	92,000	96,000
225	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	22,153	3,640	25,792	88,000	90,000	93,000
226	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	21,800	3,505	25,305	88,000	88,000	93,000
227	241106	PITT-Field Services	Compressor Operator U537P	1/11/2006	15,689	2,989	18,677	88,000	90,000	93,000
228	241106	PITT-Field Services	Pipeline Inspector U537P	2/21/2006	7,282	1,611	8,894	88,000	90,000	93,000
229	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006				87,000	89,000	92,000
230	240106	CORP-Field Services	Meter Serviceman U537P	3/20/2006	22,153	3,640	25,792	87,000	89,000	92,000
231	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	7,568	3,098	10,666	75,000	76,000	79,000
232	249103	WILK-Cust Service	Serviceperson U648S	3/27/2006	7,282	1,611	8,894	79,000	80,000	83,000
233	241106	PITT-Field Services	Utility Person U537P	4/3/2006	7,282	1,589	8,871	88,000	89,000	92,000
234	241106	PITT-Field Services	Backhoe Operator U537P	4/10/2006	15,689	2,948	18,636	88,000	89,000	92,000
235	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	22,153	3,630	25,783	87,000	89,000	92,000
236	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	7,760	847	8,607	90,000	90,000	94,000
237	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	7,568	3,098	10,666	90,000	90,000	94,000
238	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	22,153	3,583	25,736	88,000	88,000	93,000
239	241106	PITT-Field Services	Utility Person U537P	5/10/2006	7,282	1,592	8,874	87,000	89,000	92,000
240	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	15,689	2,989	18,677	76,000	77,000	79,000
241	241106	PITT-Field Services	Utility Person U537P	5/11/2006	22,153	3,640	25,792	87,000	89,000	92,000
242	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	22,153	3,640	25,792	79,000	80,000	83,000
243	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	22,153	3,640	25,792	88,000	90,000	93,000
244	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	15,689	2,989	18,677	80,000	80,000	83,000
245	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	7,282	1,592	8,874	92,000	92,000	96,000
246	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	7,282	1,589	8,871	87,000	89,000	92,000
247	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	15,689	2,989	18,677	80,000	80,000	83,000
248	244406	KITT-Field Services	Utility Person U537O	6/2/2006	17,125	1,839	18,964	88,000	88,000	93,000
249	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	22,153	3,640	25,792	84,000	85,000	88,000
250	245106	NORR-Field Services	Relief Utility Person F473N	6/19/2006	7,568	3,098	10,666	74,000	76,000	78,000
251	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	930	238	1,168	87,000	89,000	92,000
252	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	15,689	2,989	18,677	79,000	80,000	83,000
253	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	7,282	1,611	8,894	79,000	80,000	83,000
254	245201	YARD-Production	Plant Operator F473Y	7/5/2006	7,282	1,611	8,894	81,000	82,000	85,000
255	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	7,282	1,589	8,871	88,000	88,000	93,000
256	241106	PITT-Field Services	Utility Person U537P	7/17/2006	22,153	3,640	25,792	87,000	89,000	92,000

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
194	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	157	2	-	45	22,357	23,738	25,204
195	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	182	2	-	45	7,512	7,976	8,468
196	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2003	180	2	-	45	7,510	7,973	8,466
197	242103	MCMR-Cust Service	Distribution System Serviceman U537O	9/9/2003	184	2	-	45	231	246	261
198	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	182	2	-	45	22,354	23,734	25,200
199	246106	MECH-Field Services	Utility A U648R	9/15/2003	163	2	-	45	22,363	23,744	25,211
200	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	165	2	-	45	7,495	7,958	8,449
201	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	188	2	-	45	7,518	7,982	8,475
202	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	182	2	-	45	7,512	7,976	8,468
203	245106	NORR-Field Services	Relief Utility Person F473N	1/17/2005	153	2	-	45	7,768	8,248	8,757
204	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	180	2	-	45	227	241	256
205	241151	PITT-Production Haye	Maintenance Person U537P	3/16/2005	180	2	-	45	22,380	23,762	25,229
206	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	184	2	-	45	7,799	8,281	8,792
207	246106	MECH-Field Services	Utility Person U648R	8/8/2005	161	2	-	45	22,361	23,742	25,208
208	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	184	2	-	45	22,384	23,766	25,234
209	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	184	2	-	45	7,514	7,978	8,470
210	241106	PITT-Field Services	Utility Person U537P	9/19/2005	182	2	-	45	7,512	7,976	8,468
211	246106	MECH-Field Services	Utility A U648R	10/10/2005	163	2	-	45	7,493	7,956	8,447
212	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	184	2	-	45	7,514	7,978	8,470
213	243103	NEWC-Cust Service	Distribution System Serviceman U537O	10/25/2005	184	2	-	45	231	246	261
214	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	155	2	-	45	22,355	23,736	25,202
215	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	163	2	-	45	7,778	8,259	8,769
216	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	182	2	-	45	22,382	23,764	25,232
217	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	161	2	-	45	15,897	16,879	17,921
218	244206	PUNX-Field Services	Subforeman U537O	11/7/2005	184	2	-	45	22,384	23,766	25,234
219	241106	PITT-Field Services	Utility Person U537P	12/20/2005	180	2	-	45	227	241	256
220	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	182	2	-	45	22,382	23,764	25,232
221	242103	MCMR-Cust Service	General Serviceman/Person U537O	12/19/2005	182	2	-	45	7,797	8,278	8,790
222	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	182	2	-	45	22,382	23,764	25,232
223	241106	PITT-Field Services	Pipeline Inspector U537P	12/21/2005	182	2	-	45	22,382	23,764	25,232
224	244506	WARR-Field Services	Plant Operator/Utilityperson U537O	1/4/2006	190	2	-	45	7,805	8,287	8,799
225	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	182	2	-	45	22,382	23,764	25,232
226	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	182	2	-	45	22,029	23,390	24,834
227	241106	PITT-Field Services	Compressor Operator U537P	1/11/2006	182	2	-	45	15,918	16,901	17,944
228	241106	PITT-Field Services	Pipeline Inspector U537P	2/21/2006	182	2	-	45	7,512	7,976	8,468
229	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	180	2	-	45	227	241	256
230	240106	CORP-Field Services	Meter Serviceman U537P	3/20/2006	180	2	-	45	22,380	23,762	25,229
231	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	155	2	-	45	7,770	8,250	8,759
232	249103	WILK-Cust Service	Serviceperson U648S	3/27/2006	163	2	-	45	7,493	7,956	8,447
233	241106	PITT-Field Services	Utility Person U537P	4/3/2006	182	2	-	45	7,512	7,976	8,468
234	241106	PITT-Field Services	Backhoe Operator U537P	4/10/2006	182	2	-	45	15,918	16,901	17,944
235	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	180	2	-	45	22,380	23,762	25,229
236	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	186	2	-	45	7,993	8,487	9,011
237	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	186	2	-	45	7,801	8,283	8,794
238	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	182	2	-	45	22,382	23,764	25,232
239	241106	PITT-Field Services	Utility Person U537P	5/10/2006	180	2	-	45	7,510	7,973	8,466
240	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	157	2	-	45	15,893	16,875	17,917
241	241106	PITT-Field Services	Utility Person U537P	5/11/2006	180	2	-	45	22,380	23,762	25,229
242	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	163	2	-	45	22,363	23,744	25,211
243	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	182	2	-	45	22,382	23,764	25,232
244	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	165	2	-	45	15,901	16,883	17,926
245	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	190	2	-	45	7,520	7,984	8,477
246	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	180	2	-	45	7,510	7,973	8,466
247	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	165	2	-	45	15,901	16,883	17,926
248	244406	KITT-Field Services	Utility Person U537O	6/2/2006	182	2	-	45	17,354	18,426	19,564
249	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	173	2	-	45	22,374	23,755	25,222
250	245106	NORR-Field Services	Relief Utility Person F473N	6/19/2006	153	2	-	45	7,768	8,248	8,757
251	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	180	2	-	45	1,157	1,229	1,305
252	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	163	2	-	45	15,899	16,881	17,924
253	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	163	2	-	45	7,493	7,956	8,447
254	245201	YARD-Production	Plant Operator F473Y	7/5/2006	167	2	-	45	7,497	7,960	8,452
255	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	182	2	-	45	7,512	7,976	8,468
256	241106	PITT-Field Services	Utility Person U537P	7/17/2006	180	2	-	45	22,380	23,762	25,229

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

				Gross Group Insurance						
				Original Hire Date	Medical Dental &	Employee	Net Medical Dental	2020	2021	2022
Line #	Cost Center	Cost Center Name	Job		Vision	Contribution	Vision	Insurance Coverage	Insurance Coverage	Insurance Coverage
257	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	15,689	2,989	18,677	89,000	89,000	93,000
258	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	7,568	3,057	10,625	89,000	89,000	93,000
259	246106	MECH-Field Services	Utility Person U648R	11/13/2006	22,153	3,630	25,783	78,000	80,000	82,000
260	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	22,153	3,583	25,736	79,000	80,000	83,000
261	241106	PITT-Field Services	Utility Person U537P	3/5/2007	22,153	3,583	25,736	88,000	89,000	92,000
262	241106	PITT-Field Services	Utility Person U537P	3/5/2007	7,282	1,608	8,891	88,000	89,000	92,000
263	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	22,153	3,640	25,792	89,000	89,000	93,000
264	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007				91,000	91,000	96,000
265	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	7,282	1,611	8,894	75,000	76,000	79,000
266	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	15,689	2,948	18,636	75,000	76,000	79,000
267	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	22,153	3,640	25,792	75,000	76,000	79,000
268	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	7,568	3,092	10,660	80,000	80,000	83,000
269	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	22,153	3,640	25,792	79,000	80,000	83,000
270	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	22,153	3,640	25,792	80,000	80,000	83,000
271	246106	MECH-Field Services	Utility Person U648R	7/9/2007	22,153	3,583	25,736	78,000	80,000	82,000
272	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	7,568	3,098	10,666	70,000	72,000	74,000
273	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	7,282	1,611	8,894	78,000	80,000	82,000
274	249106	WILK-Field Services	M/C Utility Person U648S	7/16/2007	7,282	1,592	8,874	80,000	80,000	83,000
275	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	7,282	1,611	8,894	77,000	77,000	80,000
276	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	22,153	3,640	25,792	87,000	89,000	92,000
277	241106	PITT-Field Services	Utility Person U537P	7/23/2007				87,000	89,000	92,000
278	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	22,153	3,640	25,792	78,000	79,000	81,000
279	245106	NORR-Field Services	Relief Utility Person F473N	8/6/2007	22,153	3,640	25,792	74,000	76,000	78,000
280	244101	INDI-Production	Operator U537O	8/13/2007	22,153	3,640	25,792	92,000	92,000	96,000
281	249106	WILK-Field Services	M/C Crew Leader U648S	8/20/2007	21,853	2,474	24,327	79,000	80,000	83,000
282	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007				88,000	90,000	93,000
283	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	22,153	3,583	25,736	77,000	77,000	80,000
284	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	15,689	2,989	18,677	79,000	80,000	83,000
285	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	7,282	1,611	8,894	89,000	89,000	93,000
286	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	7,568	3,098	10,666	89,000	89,000	93,000
287	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	10/1/2007	7,282	1,592	8,874	88,000	89,000	93,000
288	245201	YARD-Production	Plant Operator F473Y	10/8/2007	22,153	3,640	25,792	80,000	81,000	84,000
289	241106	PITT-Field Services	Utility Person U537P	10/22/2007	22,153	3,640	25,792	88,000	89,000	92,000
290	249106	WILK-Field Services	Dump Truck Driver U648S	10/22/2007	7,282	1,611	8,894	77,000	78,000	81,000
291	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	22,153	3,640	25,792	89,000	89,000	93,000
292	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	21,853	2,540	24,393	76,000	77,000	79,000
293	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	15,689	2,989	18,677	88,000	90,000	93,000
294	244606	KANE-Field Services	Subforeman U537O	1/7/2008	22,153	3,640	25,792	89,000	89,000	93,000
295	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	356	92	448	79,000	80,000	83,000
296	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	22,153	3,583	25,736	88,000	88,000	93,000
297	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	7,282	1,611	8,894	80,000	82,000	84,000
298	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	7,282	1,592	8,874	88,000	88,000	93,000
299	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	22,153	3,640	25,792	76,000	77,000	79,000
300	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	22,153	3,640	25,792	79,000	80,000	83,000
301	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	22,153	3,583	25,736	87,000	89,000	92,000
302	245106	NORR-Field Services	Relief Utility Person F473N	7/28/2008	7,282	1,611	8,894	74,000	76,000	78,000
303	241106	PITT-Field Services	Utility Person U537P	8/4/2008	22,153	3,640	25,792	87,000	89,000	92,000
304	241106	PITT-Field Services	Utility Person U537P	8/11/2008	36	10	45	87,000	89,000	92,000
305	240106	CORP-Field Services	Distribution Records Clerk U537O	8/18/2008	22,153	3,640	25,792	86,000	86,000	90,000
306	245101	NORR-Production	Maint&Relief F473N	10/6/2008	7,282	1,592	8,874	79,000	81,000	83,000
307	242103	MCMR-Cust Service	Distribution System Serviceman U537O	11/10/2008	22,153	3,640	25,792	88,000	89,000	93,000
308	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	7,282	1,611	8,894	87,000	89,000	92,000
309	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	22,153	3,583	25,736	87,000	89,000	92,000
310	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	7,795	876	8,672	88,000	90,000	93,000
311	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	7,282	1,611	8,894	87,000	89,000	92,000
312	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	7,535	857	8,392	88,000	88,000	92,000
313	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	22,153	3,640	25,792	88,000	88,000	93,000
314	242206	MONVA-Field Services	Utility Person U537O	3/9/2009	22,153	3,574	25,726	88,000	88,000	93,000
315	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	15,689	2,989	18,677	89,000	89,000	93,000
316	242306	UNTN-Field Services	Utility Person U537O	4/13/2009	22,153	3,640	25,792	88,000	88,000	93,000
317	241106	PITT-Field Services	Utility Person U537P	5/4/2009	7,568	3,098	10,666	87,000	89,000	92,000
318	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	7,568	3,098	10,666	79,000	80,000	83,000
319	242103	MCMR-Cust Service	Meter Reader U537O	6/17/2009	7,282	1,611	8,894	88,000	88,000	92,000

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
257	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	184	2	-	45	15,920	16,903	17,947
258	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	184	2	-	45	7,799	8,281	8,792
259	246106	MECH-Field Services	Utility Person U648R	11/13/2006	161	2	-	45	22,361	23,742	25,208
260	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	163	2	-	45	22,364	23,745	25,211
261	241106	PITT-Field Services	Utility Person U537P	3/5/2007	182	2	-	45	22,382	23,764	25,232
262	241106	PITT-Field Services	Utility Person U537P	3/5/2007	182	2	-	45	7,512	7,976	8,468
263	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	184	2	-	45	22,384	23,766	25,234
264	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007	188	2	-	45	235	250	265
265	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	155	2	-	45	7,485	7,947	8,438
266	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	155	2	-	45	15,891	16,872	17,914
267	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	155	2	-	45	22,355	23,736	25,201
268	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	165	2	-	45	7,780	8,261	8,771
269	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	163	2	-	45	22,363	23,744	25,211
270	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	165	2	-	45	22,365	23,747	25,213
271	246106	MECH-Field Services	Utility Person U648R	7/9/2007	161	2	-	45	22,361	23,742	25,209
272	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	144	2	-	45	7,760	8,239	8,748
273	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	161	2	-	45	7,491	7,954	8,445
274	249106	WILK-Field Services	M/C Utility Person U648S	7/16/2007	165	2	-	45	7,495	7,958	8,449
275	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	159	2	-	45	7,489	7,951	8,443
276	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	180	2	-	45	22,380	23,762	25,229
277	241106	PITT-Field Services	Utility Person U537P	7/23/2007	180	2	-	45	227	241	256
278	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	161	2	-	45	22,361	23,742	25,208
279	245106	NORR-Field Services	Relief Utility Person F473N	8/6/2007	153	2	-	45	22,353	23,733	25,199
280	244101	INDI-Production	Operator U537O	8/13/2007	190	2	-	45	22,390	23,773	25,241
281	249106	WILK-Field Services	M/C Crew Leader U648S	8/20/2007	163	2	-	45	22,064	23,427	24,873
282	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	182	2	-	45	229	243	258
283	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	159	2	-	45	22,359	23,740	25,206
284	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	163	2	-	45	15,899	16,881	17,924
285	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	184	2	-	45	7,514	7,978	8,470
286	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	184	2	-	45	7,799	8,281	8,792
287	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	10/1/2007	182	2	-	45	7,512	7,976	8,468
288	245201	YARD-Production	Plant Operator F473Y	10/8/2007	165	2	-	45	22,365	23,747	25,213
289	241106	PITT-Field Services	Utility Person U537P	10/22/2007	182	2	-	45	22,382	23,764	25,232
290	249106	WILK-Field Services	Dump Truck Driver U648S	10/22/2007	159	2	-	45	7,489	7,951	8,443
291	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	184	2	-	45	22,384	23,766	25,234
292	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	157	2	-	45	22,058	23,420	24,866
293	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	182	2	-	45	15,918	16,901	17,944
294	244606	KANE-Field Services	Subforeman U537O	1/7/2008	184	2	-	45	22,384	23,766	25,234
295	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	163	2	-	45	567	602	639
296	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	182	2	-	45	22,382	23,764	25,232
297	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	165	2	-	45	7,495	7,958	8,449
298	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	182	2	-	45	7,512	7,976	8,468
299	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	157	2	-	45	22,357	23,738	25,204
300	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	163	2	-	45	22,363	23,744	25,211
301	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	180	2	-	45	22,380	23,762	25,229
302	245106	NORR-Field Services	Relief Utility Person F473N	7/28/2008	153	2	-	45	7,483	7,945	8,436
303	241106	PITT-Field Services	Utility Person U537P	8/4/2008	180	2	-	45	22,380	23,762	25,229
304	241106	PITT-Field Services	Utility Person U537P	8/11/2008	180	2	-	45	263	279	296
305	240106	CORP-Field Services	Distribution Records Clerk U537O	8/18/2008	178	2	-	45	22,378	23,760	25,227
306	245101	NORR-Production	Maint&Relief F473N	10/6/2008	163	2	-	45	7,493	7,956	8,447
307	242103	MCMR-Cust Service	Distribution System Serviceman U537O	11/10/2008	182	2	-	45	22,382	23,764	25,232
308	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	180	2	-	45	7,510	7,973	8,466
309	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	180	2	-	45	22,380	23,762	25,229
310	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	182	2	-	45	8,025	8,520	9,046
311	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	180	2	-	45	7,510	7,973	8,466
312	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	182	2	-	45	7,765	8,244	8,753
313	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	182	2	-	45	22,382	23,764	25,232
314	242206	MONVA-Field Services	Utility Person U537O	3/9/2009	182	2	-	45	22,382	23,764	25,232
315	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	184	2	-	45	15,920	16,903	17,947
316	242306	UNTN-Field Services	Utility Person U537O	4/13/2009	182	2	-	45	22,382	23,764	25,232
317	241106	PITT-Field Services	Utility Person U537P	5/4/2009	180	2	-	45	7,795	8,276	8,787
318	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	163	2	-	45	7,778	8,259	8,769
319	242103	MCMR-Cust Service	Meter Reader U537O	6/17/2009	182	2	-	45	7,512	7,976	8,468

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

					Gross Group Insurance					
					Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020	2021	2022
Line #	Cost Center	Cost Center Name	Job	Original Hire Date				Insurance Coverage	Insurance Coverage	Insurance Coverage
320	245106	NORR-Field Services	Relief Utility Person F473N	6/30/2009	22,153	3,640	25,792	74,000	76,000	78,000
321	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	15,689	2,989	18,677	88,000	89,000	92,000
322	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	7,282	1,589	8,871	88,000	88,000	93,000
323	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	22,153	3,640	25,792	88,000	88,000	93,000
324	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	22,153	3,583	25,736	89,000	89,000	93,000
325	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	22,153	3,640	25,792	88,000	88,000	93,000
326	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	22,153	3,583	25,736	87,000	87,000	92,000
327	240106	CORP-Field Services	Meter Serviceman U537P	7/27/2009	7,282	1,611	8,894	87,000	89,000	92,000
328	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	7,568	3,098	10,666	89,000	90,000	94,000
329	244406	KITT-Field Services	Utility Person U537O	8/18/2009	22,153	3,640	25,792	89,000	89,000	93,000
330	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	7,535	876	8,412	88,000	88,000	93,000
331	242306	UNTN-Field Services	Utility Person U537O	9/14/2009				88,000	88,000	93,000
332	241106	PITT-Field Services	Compressor Operator U537P	9/29/2009	7,282	1,592	8,874	87,000	89,000	92,000
333	243306	BUTL-Field Services	Utility Person U537O	10/28/2009				89,000	89,000	93,000
334	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	22,153	3,640	25,792	89,000	89,000	93,000
335	242106	MCMR-Field Services	Utility Person U537O	11/2/2009	7,568	3,098	10,666	88,000	88,000	93,000
336	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	22,153	3,640	25,792	87,000	89,000	92,000
337	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	7,503	3,081	10,584	87,000	89,000	92,000
338	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	7,282	1,592	8,874	79,000	80,000	83,000
339	240106	CORP-Field Services	Meter Repair Person U537P, U648S	3/23/2010	7,282	1,611	8,894	87,000	89,000	92,000
340	249106	WILK-Field Services	M/C Crew Leader U648S	3/29/2010	15,689	2,989	18,677	79,000	80,000	83,000
341	243152	NEWC-Ellwood	Operator U537O	5/10/2010	15,689	2,989	18,677	92,000	92,000	96,000
342	245101	NORR-Production	Plant Operator F473N	6/21/2010	7,535	876	8,412	84,000	86,000	89,000
343	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/12/2010	7,282	1,589	8,871	88,000	89,000	93,000
344	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010				88,000	89,000	92,000
345	242206	MONVA-Field Services	Utility Person U537O	11/9/2010				88,000	88,000	93,000
346	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/8/2010	1,033	265	1,299	88,000	89,000	93,000
347	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	15,689	2,948	18,636	87,000	89,000	92,000
348	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	22,153	3,640	25,792	87,000	88,000	92,000
349	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	22,153	3,640	25,792	87,000	89,000	92,000
350	244103	INDI-Cust Service	Utility Person U537O	11/22/2010	7,282	1,611	8,894	89,000	89,000	93,000
351	241151	PITT-Production Haye	Maint & Relief U537P	12/20/2010	7,568	3,098	10,666	88,000	89,000	92,000
352	243106	NEWC-Field Services	Utility Person U537O	12/27/2010	15,689	2,989	18,677	89,000	89,000	93,000
353	242103	MCMR-Cust Service	Distribution System Serviceman U537O	1/3/2011	22,153	3,574	25,726	88,000	89,000	93,000
354	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	22,153	3,640	25,792	88,000	90,000	93,000
355	243151	NEWC-New Castle	Maintenance Person U537O	1/10/2011	22,153	3,640	25,792	89,000	89,000	93,000
356	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	3/14/2011	7,282	1,611	8,894	88,000	89,000	93,000
357	241152	PITT-Production Aldr	Operator U537P	3/14/2011	22,153	3,640	25,792	90,000	91,000	94,000
358	244206	PUNX-Field Services	Utility Person U537O	3/14/2011	22,153	3,640	25,792	89,000	89,000	93,000
359	243306	BUTL-Field Services	Utility Person U537O	5/24/2011				88,000	88,000	93,000
360	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011				88,000	90,000	93,000
361	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	7,568	3,098	10,666	79,000	81,000	83,000
362	242106	MCMR-Field Services	Utility Person U537O	8/24/2011	7,282	1,611	8,894	88,000	88,000	93,000
363	242306	UNTN-Field Services	Utility Person U537O	9/6/2011	22,153	3,640	25,792	88,000	88,000	93,000
364	242206	MONVA-Field Services	Utility Person U537O	8/29/2011	22,153	3,583	25,736	88,000	88,000	93,000
365	242106	MCMR-Field Services	Utility Person U537O	9/7/2011				88,000	88,000	93,000
366	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	356	92	448	87,000	89,000	92,000
367	243106	NEWC-Field Services	Utility Person U537O	9/26/2011	7,282	1,589	8,871	88,000	88,000	93,000
368	244306	CLAR-Field Services	Utility Person U537O	10/11/2011	16,010	1,779	17,788	89,000	89,000	93,000
369	244103	INDI-Cust Service	Utility Person U537O	10/17/2011	8,315	853	9,169	88,000	88,000	93,000
370	242206	MONVA-Field Services	Subforeman U537O	10/3/2011	22,153	3,583	25,736	89,000	89,000	93,000
371	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011				87,000	89,000	92,000
372	242106	MCMR-Field Services	Utility Person U537O	11/7/2011	7,282	1,611	8,894	88,000	88,000	93,000
373	241106	PITT-Field Services	Utility Person U537P	12/5/2011	22,373	2,540	24,913	81,000	82,000	85,000
374	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	7,568	3,057	10,625	74,000	74,000	77,000
375	241151	PITT-Production Haye	Operator U537P	4/28/2014	7,568	3,098	10,666	78,000	80,000	82,000
376	245101	NORR-Production	Maint&Relief F473N	9/28/2015	7,282	1,611	8,894	71,000	72,000	74,000
377	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/2012	7,535	857	8,392	88,000	89,000	93,000
378	242106	MCMR-Field Services	Utility Person U537O	2/4/2013	22,153	3,640	25,792	88,000	88,000	93,000
379	242105	MCMR-Admin & Gen	Utility Clerk U537O	3/18/2013				86,000	86,000	90,000
380	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	7,282	1,611	8,894	81,000	83,000	85,000
381	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	22,153	3,640	25,792	91,000	92,000	96,000
382	242106	MCMR-Field Services	Utility Person U537O	5/1/2013	22,153	3,583	25,736	88,000	88,000	93,000

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
320	245106	NORR-Field Services	Relief Utility Person F473N	6/30/2009	153	2	-	45	22,353	23,733	25,199
321	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	182	2	-	45	15,918	16,901	17,944
322	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	182	2	-	45	7,512	7,976	8,468
323	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	182	2	-	45	22,382	23,764	25,232
324	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	184	2	-	45	22,384	23,766	25,234
325	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	182	2	-	45	22,382	23,764	25,232
326	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	180	2	-	45	22,380	23,762	25,229
327	240106	CORP-Field Services	Meter Serviceman U537P	7/27/2009	180	2	-	45	7,510	7,973	8,466
328	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	184	2	-	45	7,799	8,281	8,792
329	244406	KITT-Field Services	Utility Person U537O	8/18/2009	184	2	-	45	22,384	23,766	25,234
330	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	182	2	-	45	7,765	8,244	8,753
331	242306	UNTN-Field Services	Utility Person U537O	9/14/2009	182	2	-	45	229	243	258
332	241106	PITT-Field Services	Compressor Operator U537P	9/29/2009	180	2	-	45	7,510	7,973	8,466
333	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	184	2	-	45	231	246	261
334	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	184	2	-	45	22,384	23,766	25,234
335	242106	MCMR-Field Services	Utility Person U537O	11/2/2009	182	2	-	45	7,797	8,278	8,790
336	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	180	2	-	45	22,380	23,762	25,229
337	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	180	2	-	45	7,731	8,208	8,715
338	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	163	2	-	45	7,493	7,956	8,447
339	240106	CORP-Field Services	Meter Repair Person U537P, U648S	3/23/2010	180	2	-	45	7,510	7,973	8,466
340	249106	WILK-Field Services	M/C Crew Leader U648S	3/29/2010	163	2	-	45	15,899	16,881	17,924
341	243152	NEWC-Ellwood	Operator U537O	5/10/2010	190	2	-	45	15,926	16,910	17,954
342	245101	NORR-Production	Plant Operator F473N	6/21/2010	173	2	-	45	7,756	8,235	8,744
343	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/12/2010	182	2	-	45	7,512	7,976	8,468
344	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	182	2	-	45	229	243	258
345	242206	MONVA-Field Services	Utility Person U537O	11/9/2010	182	2	-	45	229	243	258
346	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/8/2010	182	2	-	45	1,263	1,341	1,423
347	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	180	2	-	45	15,916	16,899	17,942
348	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	180	2	-	45	22,380	23,762	25,229
349	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	180	2	-	45	22,380	23,762	25,229
350	244103	INDI-Cust Service	Utility Person U537O	11/22/2010	184	2	-	45	7,514	7,978	8,470
351	241151	PITT-Production Haye	Maint & Relief U537P	12/20/2010	182	2	-	45	7,797	8,278	8,790
352	243106	NEWC-Field Services	Utility Person U537O	12/27/2010	184	2	-	45	15,920	16,903	17,947
353	242103	MCMR-Cust Service	Distribution System Serviceman U537O	1/3/2011	182	2	-	45	22,382	23,764	25,232
354	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	182	2	-	45	22,382	23,764	25,232
355	243151	NEWC-New Castle	Maintenance Person U537O	1/10/2011	184	2	-	45	22,384	23,766	25,234
356	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	3/14/2011	182	2	-	45	7,512	7,976	8,468
357	241152	PITT-Production Aldr	Operator U537P	3/14/2011	186	2	-	45	22,386	23,769	25,236
358	244206	PUNX-Field Services	Utility Person U537O	3/14/2011	184	2	-	45	22,384	23,766	25,234
359	243306	BUTL-Field Services	Utility Person U537O	5/24/2011	182	2	-	45	229	243	258
360	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	182	2	-	45	229	243	258
361	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	163	2	-	45	7,778	8,259	8,769
362	242106	MCMR-Field Services	Utility Person U537O	8/24/2011	182	2	-	45	7,512	7,976	8,468
363	242306	UNTN-Field Services	Utility Person U537O	9/6/2011	182	2	-	45	22,382	23,764	25,232
364	242206	MONVA-Field Services	Utility Person U537O	8/29/2011	182	2	-	45	22,382	23,764	25,232
365	242106	MCMR-Field Services	Utility Person U537O	9/7/2011	182	2	-	45	229	243	258
366	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	180	2	-	45	583	620	658
367	243106	NEWC-Field Services	Utility Person U537O	9/26/2011	182	2	-	45	7,512	7,976	8,468
368	244306	CLAR-Field Services	Utility Person U537O	10/11/2011	184	2	-	45	16,241	17,244	18,309
369	244103	INDI-Cust Service	Utility Person U537O	10/17/2011	182	2	-	45	8,545	9,072	9,633
370	242206	MONVA-Field Services	Subforeman U537O	10/3/2011	184	2	-	45	22,384	23,766	25,234
371	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	180	2	-	45	227	241	256
372	242106	MCMR-Field Services	Utility Person U537O	11/7/2011	182	2	-	45	7,512	7,976	8,468
373	241106	PITT-Field Services	Utility Person U537P	12/5/2011	167	2	-	45	22,588	23,983	25,464
374	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	153	2	-	45	7,768	8,248	8,757
375	241151	PITT-Production Haye	Operator U537P	4/28/2014	161	2	-	45	7,776	8,257	8,766
376	245101	NORR-Production	Maint&Relief F473N	9/28/2015	147	2	-	45	7,477	7,938	8,429
377	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/2012	182	2	-	45	7,765	8,244	8,753
378	242106	MCMR-Field Services	Utility Person U537O	2/4/2013	182	2	-	45	22,382	23,764	25,232
379	242105	MCMR-Admin & Gen	Utility Clerk U537O	3/18/2013	178	2	-	45	225	239	254
380	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	167	2	-	45	7,497	7,960	8,452
381	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	188	2	-	45	22,388	23,771	25,239
382	242106	MCMR-Field Services	Utility Person U537O	5/1/2013	182	2	-	45	22,382	23,764	25,232

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

					Gross Group Insurance					
					Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020	2021	2022
Line #	Cost Center	Cost Center Name	Job	Original Hire Date				Insurance Coverage	Insurance Coverage	Insurance Coverage
383	242106	MCMR-Field Services	Utility Person U537O	4/30/2013				88,000	88,000	93,000
384	244101	INDI-Production	Operator U537O	5/13/2013	7,925	853	8,779	92,000	92,000	96,000
385	244306	CLAR-Field Services	Utility Person U537O	5/15/2013	22,153	3,640	25,792	89,000	89,000	93,000
386	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	7,282	1,611	8,894	81,000	83,000	86,000
387	244606	KANE-Field Services	Utility Person U537O	5/28/2013	15,688	2,941	18,629	89,000	89,000	93,000
388	244406	KITT-Field Services	Distribution System Serviceman U537O	5/28/2013	22,153	3,640	25,792	89,000	89,000	93,000
389	241106	PITT-Field Services	Utility Person U537P	6/3/2013	22,153	3,583	25,736	81,000	82,000	85,000
390	242106	MCMR-Field Services	Utility Person U537O	6/3/2013	7,282	1,611	8,894	88,000	88,000	93,000
391	241106	PITT-Field Services	Utility Person U537P	6/11/2013	15,689	2,948	18,636	81,000	82,000	85,000
392	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	7,535	876	8,412	75,000	76,000	79,000
393	244506	WARR-Field Services	Subforeman U537O	6/26/2013	7,568	3,092	10,660	89,000	89,000	93,000
394	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	22,153	3,574	25,726	80,000	80,000	83,000
395	246152	MECH-Silver Springs	Plant Operator U648R	7/8/2013	7,282	1,608	8,891	76,000	78,000	80,000
396	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	7,282	1,611	8,894	79,000	79,000	82,000
397	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	7,568	3,092	10,660	81,000	83,000	85,000
398	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	22,153	3,583	25,736	76,000	77,000	79,000
399	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	22,153	3,640	25,792	79,000	80,000	83,000
400	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	22,153	3,640	25,792	79,000	80,000	83,000
401	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	22,153	3,640	25,792	75,000	76,000	79,000
402	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	7,282	1,611	8,894	83,000	83,000	87,000
403	241103	PITT-Cust Service	Meter Serviceman U537P	2/18/2014	7,282	1,611	8,894	80,000	81,000	84,000
404	249106	WILK-Field Services	M/C Utility Person U648S	3/10/2014	7,282	1,592	8,874	75,000	76,000	79,000
405	245101	NORR-Production	Plant Operator F473N	3/17/2014	7,535	876	8,412	84,000	86,000	89,000
406	244206	PUNX-Field Services	Utility Person U537O	5/27/2014	23,153	2,540	25,693	86,000	86,000	91,000
407	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	7,535	857	8,392	81,000	82,000	85,000
408	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014				89,000	89,000	94,000
409	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	7,282	1,611	8,894	81,000	82,000	85,000
410	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	7,282	1,611	8,894	79,000	81,000	84,000
411	244506	WARR-Field Services	Utility Person U537O	10/27/2014	7,500	867	8,366	85,000	86,000	90,000
412	244506	WARR-Field Services	Utility Person U537O	10/28/2014	22,153	3,640	25,792	86,000	86,000	91,000
413	240106	CORP-Field Services	Meter Serviceman U537P	11/25/2014	7,282	1,589	8,871	78,000	80,000	82,000
414	240106	CORP-Field Services	Meter Serviceman U537P	12/8/2014	22,153	3,640	25,792	78,000	80,000	82,000
415	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	7,282	1,611	8,894	83,000	83,000	87,000
416	241106	PITT-Field Services	Utility Person U537P	12/16/2014	22,153	3,640	25,792	78,000	80,000	82,000
417	241106	PITT-Field Services	Utility Person U537P	12/9/2014	22,153	3,640	25,792	78,000	80,000	82,000
418	241106	PITT-Field Services	Utility Person U537P	12/15/2014	7,282	1,589	8,871	78,000	80,000	82,000
419	249106	WILK-Field Services	M/C Crew Leader U648S	1/19/2015	7,535	857	8,392	79,000	80,000	83,000
420	243151	NEWC-New Castle	Operator U537O	11/16/2015	7,282	1,611	8,894	84,000	84,000	88,000
421	249106	WILK-Field Services	M/C Utility Person U648S	11/17/2015	22,153	3,640	25,792	75,000	76,000	79,000
422	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015				79,000	80,000	83,000
423	241151	PITT-Production Haye	Operator U537P	11/16/2015	7,282	1,611	8,894	78,000	80,000	82,000
424	244101	INDI-Production	Operator U537O	12/1/2015	748	192	941	84,000	84,000	88,000
425	241106	PITT-Field Services	Service Crew Driver U537P	12/21/2015	7,282	1,608	8,891	77,000	79,000	81,000
426	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	15,689	2,989	18,677	77,000	78,000	81,000
427	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	1,033	265	1,299	78,000	79,000	82,000
428	244606	KANE-Field Services	Utility Person U537O	2/15/2016	22,153	3,640	25,792	80,000	81,000	85,000
429	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	7,282	1,589	8,871	80,000	80,000	84,000
430	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	7,282	1,589	8,871	79,000	80,000	83,000
431	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	22,153	3,640	25,792	81,000	81,000	85,000
432	249158	WILK-Lake Scranton	Plant Operator U648S	3/7/2016	7,535	876	8,412	79,000	80,000	83,000
433	249106	WILK-Field Services	M/C Utility Person U648S	3/15/2016	14,950	1,524	16,474	76,000	77,000	79,000
434	242103	MCMR-Cust Service	Distribution System Serviceman U537O	3/22/2016	22,153	3,574	25,726	80,000	81,000	85,000
435	242303	UNTN-Cust Service	Distribution System Serviceman U537O	3/28/2016	7,535	857	8,392	80,000	81,000	85,000
436	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	15,689	2,989	18,677	77,000	79,000	81,000
437	241106	PITT-Field Services	Dump Truck Driver U537P	4/12/2016	22,153	3,583	25,736	77,000	78,000	81,000
438	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	7,282	1,592	8,874	75,000	76,000	79,000
439	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	22,153	3,640	25,792	77,000	79,000	81,000
440	249106	WILK-Field Services	M/C Crew Leader U648S	4/18/2016	22,153	3,640	25,792	79,000	80,000	83,000
441	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016	7,282	1,608	8,891	83,000	83,000	88,000
442	245106	NORR-Field Services	Relief Utility Person F473N	6/6/2016				70,000	72,000	73,000
443	249106	WILK-Field Services	M/C Crew Leader U648S	6/13/2016	22,153	3,640	25,792	80,000	80,000	83,000
444	243151	NEWC-New Castle	Operator U537O	8/8/2016	15,689	2,989	18,677	84,000	84,000	88,000
445	245206	YARD-Field Services	Utility B F473Y	8/15/2016	7,282	1,611	8,894	63,000	64,000	67,000

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
383	242106	MCMR-Field Services	Utility Person U537O	4/30/2013	182	2	-	45	229	243	258
384	244101	INDI-Production	Operator U537O	5/13/2013	190	2	-	45	8,163	8,667	9,202
385	244306	CLAR-Field Services	Utility Person U537O	5/15/2013	184	2	-	45	22,384	23,766	25,234
386	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	167	2	-	45	7,497	7,960	8,452
387	244606	KANE-Field Services	Utility Person U537O	5/28/2013	184	2	-	45	15,920	16,903	17,947
388	244406	KITT-Field Services	Distribution System Serviceman U537O	5/28/2013	184	2	-	45	22,384	23,766	25,234
389	241106	PITT-Field Services	Utility Person U537P	6/3/2013	167	2	-	45	22,368	23,749	25,216
390	242106	MCMR-Field Services	Utility Person U537O	6/3/2013	182	2	-	45	7,512	7,976	8,468
391	241106	PITT-Field Services	Utility Person U537P	6/11/2013	167	2	-	45	15,903	16,885	17,928
392	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	155	2	-	45	7,738	8,216	8,723
393	244506	WARR-Field Services	Subforeman U537O	6/26/2013	184	2	-	45	7,799	8,281	8,792
394	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	165	2	-	45	22,366	23,747	25,213
395	246152	MECH-Silver Springs	Plant Operator U648R	7/8/2013	157	2	-	45	7,487	7,949	8,440
396	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	163	2	-	45	7,493	7,956	8,447
397	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	167	2	-	45	7,782	8,263	8,773
398	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	157	2	-	45	22,357	23,738	25,204
399	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	163	2	-	45	22,363	23,744	25,211
400	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	163	2	-	45	22,363	23,744	25,211
401	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	155	2	-	45	22,355	23,736	25,201
402	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	171	2	-	45	7,501	7,965	8,456
403	241103	PITT-Cust Service	Meter Serviceman U537P	2/18/2014	165	2	-	45	7,495	7,958	8,449
404	249106	WILK-Field Services	M/C Utility Person U648S	3/10/2014	155	2	-	45	7,485	7,947	8,438
405	245101	NORR-Production	Plant Operator F473N	3/17/2014	173	2	-	45	7,756	8,235	8,744
406	244206	PUNX-Field Services	Utility Person U537O	5/27/2014	178	2	-	45	23,378	24,822	26,355
407	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	167	2	-	45	7,750	8,229	8,737
408	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014	184	2	-	45	231	246	261
409	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	167	2	-	45	7,497	7,960	8,452
410	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	163	2	-	45	7,493	7,956	8,447
411	244506	WARR-Field Services	Utility Person U537O	10/27/2014	175	2	-	45	7,723	8,200	8,706
412	244506	WARR-Field Services	Utility Person U537O	10/28/2014	178	2	-	45	22,378	23,760	25,227
413	240106	CORP-Field Services	Meter Serviceman U537P	11/25/2014	161	2	-	45	7,491	7,954	8,445
414	240106	CORP-Field Services	Meter Serviceman U537P	12/8/2014	161	2	-	45	22,361	23,742	25,208
415	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	171	2	-	45	7,501	7,965	8,456
416	241106	PITT-Field Services	Utility Person U537P	12/16/2014	161	2	-	45	22,361	23,742	25,208
417	241106	PITT-Field Services	Utility Person U537P	12/9/2014	161	2	-	45	22,361	23,742	25,208
418	241106	PITT-Field Services	Utility Person U537P	12/15/2014	161	2	-	45	7,491	7,954	8,445
419	249106	WILK-Field Services	M/C Crew Leader U648S	1/19/2015	163	2	-	45	7,746	8,224	8,732
420	243151	NEWC-New Castle	Operator U537O	11/16/2015	173	2	-	45	7,503	7,967	8,459
421	249106	WILK-Field Services	M/C Utility Person U648S	11/17/2015	155	2	-	45	22,355	23,736	25,201
422	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	163	2	-	45	211	224	238
423	241151	PITT-Production Haye	Operator U537P	11/16/2015	161	2	-	45	7,491	7,954	8,445
424	244101	INDI-Production	Operator U537O	12/1/2015	173	2	-	45	969	1,029	1,093
425	241106	PITT-Field Services	Service Crew Driver U537P	12/21/2015	159	2	-	45	7,489	7,951	8,443
426	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	159	2	-	45	15,895	16,877	17,919
427	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	161	2	-	45	1,242	1,319	1,400
428	244606	KANE-Field Services	Utility Person U537O	2/15/2016	165	2	-	45	22,365	23,747	25,213
429	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	165	2	-	45	7,495	7,958	8,449
430	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	163	2	-	45	7,493	7,956	8,447
431	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	167	2	-	45	22,368	23,749	25,215
432	249158	WILK-Lake Scranton	Plant Operator U648S	3/7/2016	163	2	-	45	7,746	8,224	8,732
433	249106	WILK-Field Services	M/C Utility Person U648S	3/15/2016	157	2	-	45	15,155	16,090	17,084
434	242103	MCMR-Cust Service	Distribution System Serviceman U537O	3/22/2016	165	2	-	45	22,366	23,747	25,213
435	242303	UNTN-Cust Service	Distribution System Serviceman U537O	3/28/2016	165	2	-	45	7,748	8,227	8,735
436	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	159	2	-	45	15,895	16,877	17,919
437	241106	PITT-Field Services	Dump Truck Driver U537P	4/12/2016	159	2	-	45	22,359	23,740	25,206
438	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	155	2	-	45	7,485	7,947	8,438
439	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	159	2	-	45	22,359	23,740	25,206
440	249106	WILK-Field Services	M/C Crew Leader U648S	4/18/2016	163	2	-	45	22,363	23,744	25,211
441	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016	171	2	-	45	7,501	7,965	8,456
442	245106	NORR-Field Services	Relief Utility Person F473N	6/6/2016	144	2	-	45	192	204	217
443	249106	WILK-Field Services	M/C Crew Leader U648S	6/13/2016	165	2	-	45	22,365	23,747	25,213
444	243151	NEWC-New Castle	Operator U537O	8/8/2016	173	2	-	45	15,910	16,892	17,935
445	245206	YARD-Field Services	Utility B F473Y	8/15/2016	130	2	-	45	7,460	7,921	8,410

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance

					Gross Group Insurance					
					Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020	2021	2022
Line #	Cost Center	Cost Center Name	Job	Original Hire Date				Insurance Coverage	Insurance Coverage	Insurance Coverage
446	246106	MECH-Field Services	Utility Person U648R	10/24/2016	22,153	3,640	25,792	67,000	69,000	71,000
447	240117	CORP-Water Quality	Lab Tech/IPP Compliance	5/26/2009				75,000	76,000	78,000
448	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	22,153	3,640	25,792	75,000	76,000	78,000
449	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	7,282	1,611	8,894	76,000	77,000	79,000
450	240106	CORP-Field Services	Meter Serviceman U537P	1/30/2017	7,282	1,611	8,894	76,000	77,000	80,000
451	245106	NORR-Field Services	Relief Utility Person F473N	2/13/2017	7,282	1,611	8,894	68,000	69,000	71,000
452	243152	NEWC-Ellwood	Operator U537O	2/20/2017	22,153	3,583	25,736	81,000	82,000	86,000
453	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	22,153	3,640	25,792	78,000	78,000	81,000
454	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	7,282	1,589	8,871	78,000	78,000	82,000
455	249160	WILK-Watres	Plant Operator U648S	4/24/2017	7,282	1,592	8,874	78,000	78,000	81,000
456	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	22,153	3,640	25,792	77,000	78,000	81,000
457	249106	WILK-Field Services	M/C Crew Leader U648S	6/19/2017	7,568	3,098	10,666	76,000	77,000	80,000
458	245201	YARD-Production	Plant Operator F473Y	6/19/2017	22,153	3,640	25,792	66,000	67,000	70,000
459	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/17/2017	7,282	1,589	8,871	75,000	76,000	78,000
460	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	22,153	3,640	25,792	78,000	78,000	82,000
461	249158	WILK-Lake Scranton	Plant Operator U648S	8/28/2017	7,282	1,589	8,871	76,000	77,000	80,000
462	249159	WILK-Nesbitt	Plant Operator U648S	8/21/2017	7,282	1,611	8,894	76,000	77,000	80,000
463	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	15,649	2,937	18,587	71,000	73,000	75,000
464	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	15,689	2,989	18,677	76,000	77,000	80,000
465	244601	KANE-Production	Operator U537O	11/6/2017	1,033	199	1,233	79,000	79,000	83,000
466	249160	WILK-Watres	Plant Operator U648S	12/4/2017	7,282	1,611	8,894	75,000	76,000	79,000
467	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	22,153	3,583	25,736	75,000	76,000	79,000
468	240117	CORP-Water Quality	Lab Technician II UWUA 433	10/26/2015	7,282	1,592	8,874	84,000	85,000	88,000
469	243152	NEWC-Ellwood	Operator U537O	1/2/2018	7,282	1,592	8,874	79,000	79,000	83,000
470	241106	PITT-Field Services	Garage Attendant	1/8/2018	15,689	2,989	18,677	73,000	74,000	77,000
471	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018				74,000	76,000	78,000
472	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/31/2018	22,050	3,555	25,605	74,000	76,000	78,000
473	241151	PITT-Production Haye	Operator U537P	1/29/2018	7,568	3,098	10,666	75,000	77,000	79,000
474	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	7,282	1,611	8,894	75,000	75,000	79,000
475	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	22,153	3,640	25,792	83,000	83,000	87,000
476	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	7,282	1,592	8,874	74,000	76,000	78,000
477	241106	PITT-Field Services	Utility Person B U537P	2/27/2018				74,000	75,000	77,000
478	245206	YARD-Field Services	Utility B F473Y	3/26/2018	22,153	3,640	25,792	61,000	62,000	65,000
479	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	7,568	3,098	10,666	68,000	70,000	72,000
480	249160	WILK-Watres	Plant Operator U648S	4/30/2018	22,153	3,583	25,736	75,000	76,000	79,000
481	243106	NEWC-Field Services	Utility Person U537O	4/23/2018	7,535	876	8,412	75,000	75,000	79,000
482	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	7,535	853	8,389	75,000	75,000	79,000
483	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	22,153	3,583	25,736	71,000	72,000	75,000
484	249106	WILK-Field Services	M/C Crew Leader U648S	5/1/2018	7,282	1,611	8,894	74,000	75,000	78,000
485	246106	MECH-Field Services	Utility Person U648R	5/14/2018	748	192	941	64,000	65,000	67,000
486	249106	WILK-Field Services	M/C Utility Person U648S	6/5/2018	7,795	857	8,652	70,000	71,000	73,000
487	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018				74,000	74,000	77,000
488	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	22,153	3,640	25,792	74,000	74,000	77,000
489	249103	WILK-Cust Service	Serviceperson U648S	6/18/2018	7,282	1,611	8,894	74,000	74,000	77,000
490	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	7/3/2018	7,282	1,592	8,874	74,000	76,000	78,000
491	241106	PITT-Field Services	Backhoe Operator U537P	7/9/2018	7,282	1,611	8,894	75,000	76,000	78,000
492	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018				74,000	75,000	78,000
493	241106	PITT-Field Services	Utility Person B U537P	7/10/2018	22,153	3,640	25,792	73,000	75,000	77,000
494	241106	PITT-Field Services	Utility Person B U537P	7/16/2018	8,185	857	9,042	73,000	74,000	77,000
495	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	7,282	1,608	8,891	75,000	75,000	79,000
496	243103	NEWC-Cust Service	Distribution System Serviceman U537O	7/3/2018	22,153	3,640	25,792	75,000	76,000	79,000
497	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	7,282	1,611	8,894	74,000	76,000	78,000
498	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	8,285	876	9,162	75,000	76,000	80,000
499	241106	PITT-Field Services	Compressor Operator U537P	7/24/2018	7,282	1,608	8,891	74,000	76,000	78,000
500	243106	NEWC-Field Services	Utility Person U537O	7/9/2018	7,282	1,608	8,891	75,000	75,000	79,000
501	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	7,282	1,592	8,874	75,000	75,000	79,000
502	241106	PITT-Field Services	Utility Person B U537P	7/23/2018	7,282	1,611	8,894	73,000	75,000	77,000
503	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	7,282	1,592	8,874	65,000	67,000	69,000
504	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	7,282	1,592	8,874	74,000	76,000	78,000
505	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2018	7,535	876	8,412	74,000	76,000	78,000
506	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	7,282	1,611	8,894	74,000	76,000	78,000
507	246152	MECH-Silver Springs	Plant Operator U648R	10/8/2018	13,564	1,536	15,100	68,000	70,000	72,000
508	243152	NEWC-Ellwood	Helper/Relief Operator U537O	10/15/2018	22,153	3,583	25,736	78,000	78,000	82,000

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
446	246106	MECH-Field Services	Utility Person U648R	10/24/2016	138	2	-	45	22,339	23,718	25,183
447	240117	CORP-Water Quality	Lab Tech/IPP Compliance	5/26/2009	155	2	-	45	202	215	228
448	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	155	2	-	45	22,355	23,736	25,201
449	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	157	2	-	45	7,487	7,949	8,440
450	240106	CORP-Field Services	Meter Serviceman U537P	1/30/2017	157	2	-	45	7,487	7,949	8,440
451	245106	NORR-Field Services	Relief Utility Person F473N	2/13/2017	140	2	-	45	7,470	7,932	8,422
452	243152	NEWC-Ellwood	Operator U537O	2/20/2017	167	2	-	45	22,368	23,749	25,216
453	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	161	2	-	45	22,361	23,742	25,208
454	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	161	2	-	45	7,491	7,954	8,445
455	249160	WILK-Watres	Plant Operator U648S	4/24/2017	161	2	-	45	7,491	7,954	8,445
456	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	159	2	-	45	22,359	23,740	25,206
457	249106	WILK-Field Services	M/C Crew Leader U648S	6/19/2017	157	2	-	45	7,772	8,252	8,762
458	245201	YARD-Production	Plant Operator F473Y	6/19/2017	136	2	-	45	22,337	23,716	25,180
459	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/17/2017	155	2	-	45	7,485	7,947	8,438
460	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	161	2	-	45	22,361	23,742	25,208
461	249158	WILK-Lake Scranton	Plant Operator U648S	8/28/2017	157	2	-	45	7,487	7,949	8,440
462	249159	WILK-Nesbitt	Plant Operator U648S	8/21/2017	157	2	-	45	7,487	7,949	8,440
463	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	147	2	-	45	15,843	16,822	17,861
464	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	157	2	-	45	15,893	16,875	17,917
465	244601	KANE-Production	Operator U537O	11/6/2017	163	2	-	45	1,244	1,321	1,403
466	249160	WILK-Watres	Plant Operator U648S	12/4/2017	155	2	-	45	7,485	7,947	8,438
467	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	155	2	-	45	22,355	23,736	25,202
468	240117	CORP-Water Quality	Lab Technician II UWUA 433	10/26/2015	173	2	-	45	7,503	7,967	8,459
469	243152	NEWC-Ellwood	Operator U537O	1/2/2018	163	2	-	45	7,493	7,956	8,447
470	241106	PITT-Field Services	Garage Attendant	1/8/2018	151	2	-	45	15,887	16,868	17,910
471	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	153	2	-	45	200	213	226
472	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/31/2018	153	2	-	45	22,250	23,624	25,083
473	241151	PITT-Production Haye	Operator U537P	1/29/2018	155	2	-	45	7,770	8,250	8,759
474	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	155	2	-	45	7,485	7,947	8,438
475	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	171	2	-	45	22,372	23,753	25,220
476	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	153	2	-	45	7,483	7,945	8,436
477	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	153	2	-	45	200	213	226
478	245206	YARD-Field Services	Utility B F473Y	3/26/2018	126	2	-	45	22,326	23,705	25,169
479	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	140	2	-	45	7,756	8,235	8,743
480	249160	WILK-Watres	Plant Operator U648S	4/30/2018	155	2	-	45	22,355	23,736	25,202
481	243106	NEWC-Field Services	Utility Person U537O	4/23/2018	155	2	-	45	7,738	8,216	8,723
482	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	155	2	-	45	7,738	8,216	8,723
483	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	147	2	-	45	22,347	23,727	25,192
484	249106	WILK-Field Services	M/C Crew Leader U648S	5/1/2018	153	2	-	45	7,483	7,945	8,436
485	246106	MECH-Field Services	Utility Person U648R	5/14/2018	132	2	-	45	928	985	1,046
486	249106	WILK-Field Services	M/C Utility Person U648S	6/5/2018	144	2	-	45	7,988	8,481	9,004
487	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	153	2	-	45	200	213	226
488	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	153	2	-	45	22,353	23,733	25,199
489	249103	WILK-Cust Service	Serviceperson U648S	6/18/2018	153	2	-	45	7,483	7,945	8,436
490	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	7/3/2018	153	2	-	45	7,483	7,945	8,436
491	241106	PITT-Field Services	Backhoe Operator U537P	7/9/2018	155	2	-	45	7,485	7,947	8,438
492	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	153	2	-	45	200	213	226
493	241106	PITT-Field Services	Utility Person B U537P	7/10/2018	151	2	-	45	22,351	23,731	25,197
494	241106	PITT-Field Services	Utility Person B U537P	7/16/2018	151	2	-	45	8,384	8,901	9,451
495	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	155	2	-	45	7,485	7,947	8,438
496	243103	NEWC-Cust Service	Distribution System Serviceman U537O	7/3/2018	155	2	-	45	22,355	23,736	25,201
497	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	153	2	-	45	7,483	7,945	8,436
498	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	155	2	-	45	8,488	9,012	9,569
499	241106	PITT-Field Services	Compressor Operator U537P	7/24/2018	153	2	-	45	7,483	7,945	8,436
500	243106	NEWC-Field Services	Utility Person U537O	7/9/2018	155	2	-	45	7,485	7,947	8,438
501	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	155	2	-	45	7,485	7,947	8,438
502	241106	PITT-Field Services	Utility Person B U537P	7/23/2018	151	2	-	45	7,481	7,943	8,433
503	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	134	2	-	45	7,464	7,925	8,415
504	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	153	2	-	45	7,483	7,945	8,436
505	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2018	153	2	-	45	7,736	8,213	8,721
506	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	153	2	-	45	7,483	7,945	8,436
507	246152	MECH-Silver Springs	Plant Operator U648R	10/8/2018	140	2	-	45	13,752	14,601	15,503
508	243152	NEWC-Ellwood	Helper/Relief Operator U537O	10/15/2018	161	2	-	45	22,361	23,742	25,209

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Group Insurance

					Gross Group Insurance					
					Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020	2021	2022
Line #	Cost Center	Cost Center Name	Job	Original Hire Date				Insurance Coverage	Insurance Coverage	Insurance Coverage
509	243151	NEWC-New Castle	Helper/Relief Operator U537O	10/22/2018	22,153	3,640	25,792	78,000	78,000	82,000
510	249158	WILK-Lake Scranton	Plant Operator U648S	10/22/2018	7,535	853	8,389	74,000	74,000	77,000
511	242106	MCMR-Field Services	Utility Person U537O	10/22/2018				75,000	75,000	79,000
512	242206	MONVA-Field Services	Utility Person U537O	10/22/2018	22,153	3,640	25,792	75,000	75,000	79,000
513	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	22,153	3,574	25,726	75,000	75,000	79,000
514	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/5/2018	22,153	3,574	25,726	73,000	73,000	77,000
515	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	7,282	1,589	8,871	74,000	76,000	78,000
516	245106	NORR-Field Services	Relief Utility Person F473N	12/3/2018	7,535	876	8,412	63,000	64,000	66,000
517	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	7,282	1,611	8,894	72,000	73,000	76,000
518	249103	WILK-Cust Service	Serviceperson U648S	1/14/2019				72,000	73,000	76,000
519	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	21,800	3,514	25,314	72,000	73,000	76,000
520	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	22,153	3,640	25,792	70,000	71,000	74,000
521	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	7,535	853	8,389	72,000	73,000	76,000
522	245106	NORR-Field Services	Relief Utility Person F473N	2/25/2019	22,153	3,640	25,792	63,000	64,000	66,000
523	243106	NEWC-Field Services	Utility Person U537O	2/27/2019	22,153	3,574	25,726	72,000	73,000	76,000
524	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	36	6	42	69,000	69,000	72,000
525	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019				72,000	73,000	76,000
526	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	7,282	1,611	8,894	72,000	73,000	76,000
527	246152	MECH-Silver Springs	Plant Operator U648R	5/27/2019	15,689	2,989	18,677	68,000	70,000	72,000
528	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	7,247	1,582	8,829	71,000	72,000	75,000
529	240117	CORP-Water Quality	Lab Tech (N)	7/8/2019	7,535	857	8,392	68,000	68,000	71,000
530	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	7,282	1,592	8,874	71,000	72,000	75,000
531	242106	MCMR-Field Services	Utility Person U537O	7/8/2019				72,000	73,000	76,000
532	242106	MCMR-Field Services	Utility Person U537O	7/9/2019				72,000	73,000	76,000
533	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	7,282	1,611	8,894	71,000	72,000	75,000
534	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	15,689	2,989	18,677	75,000	76,000	78,000
535	241106	PITT-Field Services	Compressor Operator U537P	7/29/2019	7,282	1,611	8,894	74,000	76,000	78,000
536	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	7,587	876	8,464	71,000	72,000	75,000
537	249160	WILK-Watres	Plant Operator U648S	7/31/2019	7,247	1,602	8,849	71,000	72,000	75,000
538	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	7,568	3,063	10,631	72,000	73,000	76,000
539	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	7,282	1,611	8,894	71,000	72,000	75,000
540	243301	BUTL-Production	Operator U537O	8/5/2019	7,282	1,611	8,894	76,000	76,000	80,000
541	242103	MCMR-Cust Service	Distribution System Serviceman U537O	8/12/2019	7,282	1,611	8,894	73,000	73,000	77,000
542	241106	PITT-Field Services	Utility Person B U537P	8/12/2019	7,282	1,608	8,891	73,000	74,000	77,000
543	244601	KANE-Production	Operator U537O	9/9/2019	15,688	2,982	18,670	76,000	76,000	80,000
544	243151	NEWC-New Castle	Operator U537O	9/23/2019	22,153	3,630	25,783	76,000	76,000	80,000
545	243301	BUTL-Production	Operator U537O	9/23/2019	7,535	876	8,412	76,000	76,000	80,000
546	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	15,064	1,577	16,641	74,000	76,000	78,000
547	245101	NORR-Production	Maint&Relief F473N	10/7/2019	7,282	1,611	8,894	66,000	67,000	69,000
548	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	21,868	3,525	25,393	73,000	73,000	77,000
549	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	7,655	857	8,512	71,000	72,000	75,000
550	249103	WILK-Cust Service	Serviceperson - Position To Be Filled	1/27/2020	13,895	2,574	16,470	79,000	80,000	83,000
551	249159	WILK-Nesbitt	Plant Operator - Position To Be Filled	8/15/2020	13,895	2,574	16,470	78,000	78,000	81,000
552	245106	NORR-Field Services	Utility Person F473N - Position To Be Filled	7/1/2021	13,895	2,574	16,470	-	39,000	81,000
553	246106	Mech-Field Services	Utility Person - Position To Be Filled	4/1/2022	13,895	2,574	16,470	-	-	71,000
Total Collective Bargaining Unit					\$7,182,558	\$1,327,714	\$8,510,272	\$45,099,000	\$45,647,000	\$47,549,000

Non-Collective Bargaining Unit Hourly

1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	\$17,445	\$3,265	\$20,710	\$93,000	\$95,000	\$98,000
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	22,203	4,156	26,359	121,000	123,000	128,000
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	\$22,203	\$4,156	26,359	103,000	105,000	109,000
4	240106	CORP-Field Services	Admin Support Rep (N)	9/10/1990	17,445	3,265	20,710	77,000	79,000	81,000
5	249106	WILK-Field Services	Admin Asst - Staff Supp (N)	3/6/1995	7,930	1,463	9,392	79,000	81,000	84,000
6	249103	WILK-Cust Service	Operations Specialist	10/27/1980	17,445	3,265	20,710	116,000	118,000	123,000
7	245306	ABNG-Field Services	Utility Person	7/16/1990	17,445	3,265	20,710	95,000	97,000	101,000
8	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	22,203	4,156	26,359	101,000	103,000	107,000
9	245506	BNGR-Field Services	Utility Person	4/15/1985	17,445	3,211	20,656	96,000	98,000	102,000
10	246801	LEHP-Production	Plant Operator	2/1/1996	17,445	3,218	20,663	97,000	99,000	102,000
11	245501	BNGR-Production	Plant Operator	6/1/1980	22,203	4,156	26,359	103,000	105,000	109,000
12	245706	POCO-Field Services	Crew Leader	9/16/1996	17,445	3,265	20,710	97,000	99,000	102,000
13	245406	SUSQ-Field Services	Utility Person	2/20/1990	17,445	3,211	20,656	94,000	96,000	100,000
14	245706	POCO-Field Services	Utility Person	7/1/1994	17,488	2,100	19,589	95,000	97,000	101,000
15	245501	BNGR-Production	Plant Operator	7/23/1990	17,445	3,265	20,710	105,000	108,000	112,000

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
509	243151	NEWC-New Castle	Helper/Relief Operator U537O	10/22/2018	161	2	-	45	22,361	23,742	25,208
510	249158	WILK-Lake Scranton	Plant Operator U648S	10/22/2018	153	2	-	45	7,736	8,213	8,721
511	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	155	2	-	45	202	215	228
512	242206	MONVA-Field Services	Utility Person U537O	10/22/2018	155	2	-	45	22,355	23,736	25,201
513	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	155	2	-	45	22,355	23,736	25,202
514	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/5/2018	151	2	-	45	22,351	23,731	25,197
515	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	153	2	-	45	7,483	7,945	8,436
516	245106	NORR-Field Services	Relief Utility Person F473N	12/3/2018	130	2	-	45	7,713	8,189	8,695
517	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	149	2	-	45	7,479	7,941	8,431
518	249103	WILK-Cust Service	Serviceperson U648S	1/14/2019	149	2	-	45	196	208	221
519	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	149	2	-	45	21,996	23,355	24,797
520	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	144	2	-	45	22,345	23,725	25,190
521	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	149	2	-	45	7,732	8,209	8,716
522	245106	NORR-Field Services	Relief Utility Person F473N	2/25/2019	130	2	-	45	22,330	23,709	25,173
523	243106	NEWC-Field Services	Utility Person U537O	2/27/2019	149	2	-	45	22,349	23,729	25,195
524	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	142	2	-	45	226	240	254
525	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	149	2	-	45	196	208	221
526	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	149	2	-	45	7,479	7,941	8,431
527	246152	MECH-Silver Springs	Plant Operator U648R	5/27/2019	140	2	-	45	15,877	16,857	17,898
528	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	147	2	-	45	7,441	7,901	8,389
529	240117	CORP-Water Quality	Lab Tech (N)	7/8/2019	140	2	-	45	7,723	8,200	8,707
530	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	147	2	-	45	7,477	7,938	8,429
531	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	149	2	-	45	196	208	221
532	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	149	2	-	45	196	208	221
533	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	147	2	-	45	7,477	7,938	8,429
534	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	155	2	-	45	15,891	16,872	17,914
535	241106	PITT-Field Services	Compressor Operator U537P	7/29/2019	153	2	-	45	7,483	7,945	8,436
536	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	147	2	-	45	7,782	8,262	8,772
537	249160	WILK-Watres	Plant Operator U648S	7/31/2019	147	2	-	45	7,441	7,901	8,389
538	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	149	2	-	45	7,764	8,243	8,752
539	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	147	2	-	45	7,477	7,938	8,429
540	243301	BUTL-Production	Operator U537O	8/5/2019	157	2	-	45	7,487	7,949	8,440
541	242103	MCMR-Cust Service	Distribution System Serviceman U537O	8/12/2019	151	2	-	45	7,481	7,943	8,433
542	241106	PITT-Field Services	Utility Person B U537P	8/12/2019	151	2	-	45	7,481	7,943	8,433
543	244601	KANE-Production	Operator U537O	9/9/2019	157	2	-	45	15,893	16,874	17,916
544	243151	NEWC-New Castle	Operator U537O	9/23/2019	157	2	-	45	22,357	23,738	25,204
545	243301	BUTL-Production	Operator U537O	9/23/2019	157	2	-	45	7,740	8,218	8,725
546	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	153	2	-	45	15,265	16,207	17,208
547	245101	NORR-Production	Maint&Relief F473N	10/7/2019	136	2	-	45	7,466	7,927	8,417
548	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	151	2	-	45	22,066	23,429	24,876
549	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	147	2	-	45	7,850	8,334	8,849
550	249103	WILK-Cust Service	Serviceperson - Position To Be Filled	1/27/2020	163	2	-	45	14,106	14,977	15,902
551	249159	WILK-Nesbitt	Plant Operator - Position To Be Filled	8/15/2020	161	2	-	45	14,104	14,975	15,900
552	245106	NORR-Field Services	Utility Person F473N - Position To Be Filled	7/1/2021	-	2	-	45	-	14,804	15,718
553	246106	Mech-Field Services	Utility Person - Position To Be Filled	4/1/2022	-	2	-	45	-	-	15,718
Total Collective Bargaining Unit					\$93,084	\$1,327	\$0	\$25,018	\$7,274,101	\$7,738,105	\$8,231,676

Non-Collective Bargaining Unit Hourly

1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	\$192	\$22	\$155	\$45	\$17,859	\$18,962	\$20,133
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	250	29	201	45	22,728	24,132	25,622
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	213	25	172	45	\$22,657	\$24,056	\$25,542
4	240106	CORP-Field Services	Admin Support Rep (N)	9/10/1990	159	18	128	45	17,796	18,895	20,062
5	249106	WILK-Field Services	Admin Asst - Staff Supp (N)	3/6/1995	163	19	132	45	8,289	8,801	9,344
6	249103	WILK-Cust Service	Operations Specialist	10/27/1980	239	28	193	45	17,951	19,060	20,237
7	245306	ABNG-Field Services	Utility Person	7/16/1990	196	23	159	45	17,869	18,972	20,144
8	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	208	24	169	45	22,650	24,048	25,533
9	245506	BNGR-Field Services	Utility Person	4/15/1985	198	23	160	45	17,872	18,975	20,147
10	246801	LEHP-Production	Plant Operator	2/1/1996	200	23	161	45	17,875	18,979	20,151
11	245501	BNGR-Production	Plant Operator	6/1/1980	213	25	171	45	22,657	24,056	25,541
12	245706	POCO-Field Services	Crew Leader	9/16/1996	200	23	161	45	17,875	18,979	20,151
13	245406	SUSQ-Field Services	Utility Person	2/20/1990	194	23	157	45	17,864	18,967	20,139
14	245706	POCO-Field Services	Utility Person	7/1/1994	196	23	159	45	17,911	19,017	20,191
15	245501	BNGR-Production	Plant Operator	7/23/1990	217	25	176	45	17,908	19,014	20,188

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

					Gross Group Insurance					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020	2021	2022
								Insurance Coverage	Insurance Coverage	Insurance Coverage
16	249150	WILK-Other	Operations Specialist	8/29/1983	7,930	1,481	9,411	114,000	116,000	120,000
17	245306	ABNG-Field Services	Utility Person	4/11/1994	17,445	3,265	20,710	95,000	97,000	101,000
18	247406	FRCK-Field Services	Utility Person	4/18/1988				96,000	98,000	102,000
19	247406	FRCK-Field Services	Utility Person	1/15/1986	7,930	1,460	9,389	98,000	100,000	104,000
20	247106	MILT-Field Services	Operations Specialist	6/14/1979	17,445	3,265	20,710	85,000	87,000	90,000
21	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	7,930	1,463	9,392	86,000	88,000	91,000
22	245105	NORR-Admin & Gen	Admin Asst - Staff Supp (N)	8/28/1978				82,000	84,000	87,000
23	240106	CORP-Field Services	Exec Asst (N)	6/5/1995	17,445	3,218	20,663	97,000	99,000	102,000
24	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	17,445	3,265	20,710	92,000	94,000	97,000
25	240151	CORP-Cust Serv MECH	Compliance Analyst	1/2/1996	22,203	4,156	26,359	93,000	95,000	99,000
26	246201	HSKY-Production	Plant Operator	7/19/1982	17,445	3,265	20,710	95,000	97,000	101,000
27	246206	HSKY-Field Services	Utility Person	12/1/1977	7,930	1,484	9,414	96,000	98,000	102,000
28	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/11/1988	7,930	1,460	9,389	118,000	121,000	125,000
29	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989				120,000	123,000	127,000
30	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	17,445	3,265	20,710	144,000	147,000	153,000
31	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	22,203	4,095	26,298	89,000	91,000	94,000
32	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	17,445	3,265	20,710	128,000	131,000	135,000
33	247206	PHBG-Field Services	Foreperson	7/27/1998	7,930	1,463	9,392	98,000	100,000	103,000
34	247106	MILT-Field Services	Utility Person	11/16/1998	22,203	4,156	26,359	91,000	93,000	96,000
35	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	22,203	4,156	26,359	94,000	96,000	100,000
36	240114	CORP-Engineering	CAD Technician	8/1/2000	17,445	3,265	20,710	88,000	90,000	93,000
37	246401	ROYF-Production	Maintenance/Relief Operator	1/4/1993	17,445	3,265	20,710	100,000	102,000	105,000
38	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	17,445	3,218	20,663	99,000	102,000	105,000
39	246505	COAT-Admin & Gen	Operations Specialist	7/17/1989	7,930	1,484	9,414	86,000	87,000	91,000
40	246506	COAT-Field Services	Utility Person	1/26/1998	18,238	3,357	21,595	85,000	87,000	90,000
41	246306	PENN/Wyom-Field Srvc	Crew Leader	3/1/1997	7,930	1,460	9,389	105,000	107,000	111,000
42	245906	GLEN-Field Services	Utility Person	12/27/1994	22,203	4,156	26,359	102,000	104,000	108,000
43	246306	PENN/Wyom-Field Srvc	Utility Person	8/16/1999				98,000	100,000	104,000
44	245606	NAZA-Field Services	Utility Person	10/4/1993	7,536	1,390	8,926	97,000	99,000	103,000
45	245606	NAZA-Field Services	Crew Leader	4/18/1983	17,445	3,265	20,710	99,000	101,000	104,000
46	245906	GLEN-Field Services	Utility Person	3/28/1991	17,445	3,259	20,704	101,000	103,000	107,000
47	246306	PENN/Wyom-Field Srvc	Utility Person	10/2/1989	17,445	3,265	20,710	97,000	99,000	103,000
48	245906	GLEN-Field Services	Utility Person	6/20/1983	17,445	3,265	20,710	97,000	99,000	103,000
49	246306	PENN/Wyom-Field Srvc	Utility Person	1/27/1986	17,445	3,259	20,704	101,000	103,000	106,000
50	245906	GLEN-Field Services	Crew Leader	10/1/1987	22,203	4,087	26,290	103,000	105,000	108,000
51	240106	CORP-Field Services	Operations Specialist	7/29/1996	7,930	1,463	9,392	83,000	84,000	87,000
52	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	17,445	3,259	20,704	101,000	104,000	107,000
53	246401	ROYF-Production	Plant Operator	3/9/1998	17,445	3,265	20,710	104,000	106,000	110,000
54	245601	NAZA-Production	Lead Plant Operator	5/27/1987	22,203	4,156	26,359	104,000	106,000	110,000
55	246306	PENN/Wyom-Field Srvc	Utility Person	3/3/1998	7,930	1,484	9,414	100,000	102,000	105,000
56	247203	PHBG-Cust Service	Utility Person	10/29/2001	22,203	4,095	26,298	98,000	101,000	104,000
57	247206	PHBG-Field Services	Utility Person	12/27/2001	17,445	3,265	20,710	97,000	99,000	103,000
58	245606	NAZA-Field Services	Utility Person	11/26/2001	22,203	4,156	26,359	97,000	99,000	102,000
59	246801	LEHP-Production	Utility Person	2/26/1990	17,445	3,211	20,656	96,000	98,000	101,000
60	246501	COAT-Production	Plant Operator	5/28/2002	17,445	3,265	20,710	101,000	103,000	106,000
61	240114	CORP-Engineering	Sr CAD Tech	10/28/2002	7,930	1,484	9,414	103,000	105,000	109,000
62	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	22,203	4,087	26,290	132,000	135,000	140,000
63	245906	GLEN-Field Services	Utility Person	1/5/2004	18,238	3,414	21,652	96,000	98,000	101,000
64	245606	NAZA-Field Services	Utility Person	2/16/2004	17,445	3,265	20,710	94,000	96,000	100,000
65	247106	MILT-Field Services	Utility Person	11/22/2004	867	207	1,074	89,000	90,000	94,000
66	247106	MILT-Field Services	Utility Person	11/23/2004	17,445	3,265	20,710	89,000	90,000	94,000
67	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	22,203	4,156	26,359	92,000	94,000	97,000
68	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	17,445	3,265	20,710	83,000	85,000	88,000
69	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	7,949	930	8,879	75,000	77,000	79,000
70	240106	CORP-Field Services	Operations Specialist	1/31/2005	17,445	3,265	20,710	90,000	92,000	95,000
71	240106	CORP-Field Services	Operations Specialist	3/21/2005	7,930	1,484	9,414	89,000	91,000	94,000
72	245701	POCO-Production	Plant Operator	6/27/2005	17,445	3,265	20,710	97,000	99,000	103,000
73	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	22,203	4,156	26,359	93,000	95,000	98,000
74	245506	BNGR-Field Services	Utility Person	11/7/2005	22,203	4,156	26,359	95,000	97,000	100,000
75	240113	CORP-Info Systems	Tech Client Technology ITS	11/21/2005	17,445	3,265	20,710	131,000	134,000	138,000
76	245452	SUSQ-Susquehanna	Plant Operator	5/15/2006	7,930	1,460	9,389	93,000	95,000	98,000
77	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006	22,203	4,156	26,359	95,000	97,000	100,000
78	246806	LEHP-Field Services	Plant Operator	10/2/2006	18,238	3,414	21,652	98,000	100,000	103,000

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
16	249150	WILK-Other	Operations Specialist	8/29/1983	235	27	190	45	8,427	8,948	9,500
17	245306	ABNG-Field Services	Utility Person	4/11/1994	196	23	159	45	17,868	18,972	20,143
18	247406	FRCK-Field Services	Utility Person	4/18/1988	198	23	160	45	427	453	481
19	247406	FRCK-Field Services	Utility Person	1/15/1986	202	24	163	45	8,364	8,880	9,429
20	247106	MILT-Field Services	Operations Specialist	6/14/1979	175	20	141	45	17,828	18,929	20,097
21	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	178	21	144	45	8,317	8,830	9,375
22	245105	NORR-Admin & Gen	Admin Asst - Staff Supp (N)	8/28/1978	169	20	137	45	372	395	419
23	240106	CORP-Field Services	Exec Asst (N)	6/5/1995	200	23	161	45	17,875	18,979	20,151
24	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	190	22	153	45	17,855	18,958	20,129
25	240151	CORP-Cust Serv MECH	Compliance Analyst	1/2/1996	192	22	155	45	22,618	24,015	25,498
26	246201	HSKY-Production	Plant Operator	7/19/1982	196	23	159	45	17,868	18,971	20,143
27	246206	HSKY-Field Services	Utility Person	12/1/1977	198	23	161	45	8,357	8,873	9,421
28	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/11/1988	244	28	197	45	8,444	8,965	9,519
29	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	248	29	201	45	522	555	589
30	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	297	35	240	45	18,063	19,178	20,363
31	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	184	21	148	45	22,601	23,997	25,479
32	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	264	31	213	45	17,999	19,111	20,291
33	247206	PHBG-Field Services	Foreperson	7/27/1998	202	24	163	45	8,363	8,880	9,428
34	247106	MILT-Field Services	Utility Person	11/16/1998	188	22	152	45	22,610	24,006	25,488
35	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	194	23	157	45	22,622	24,019	25,502
36	240114	CORP-Engineering	CAD Technician	8/1/2000	182	21	147	45	17,840	18,942	20,112
37	246401	ROYF-Production	Maintenance/Relief Operator	1/4/1993	206	24	166	45	17,887	18,992	20,164
38	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	204	24	166	45	17,884	18,989	20,161
39	246505	COAT-Admin & Gen	Operations Specialist	7/17/1989	178	21	143	45	8,316	8,829	9,374
40	246506	COAT-Field Services	Utility Person	1/26/1998	175	20	141	45	18,621	19,771	20,991
41	246306	PENN/Wyom-Field Srvc	Crew Leader	3/1/1997	217	25	175	45	8,391	8,910	9,460
42	245906	GLEN-Field Services	Utility Person	12/27/1994	211	24	170	45	22,653	24,052	25,537
43	246306	PENN/Wyom-Field Srvc	Utility Person	8/16/1999	202	24	164	45	435	462	490
44	245606	NAZA-Field Services	Utility Person	10/4/1993	200	23	162	45	7,967	8,459	8,981
45	245606	NAZA-Field Services	Crew Leader	4/18/1983	204	24	165	45	17,883	18,988	20,160
46	245906	GLEN-Field Services	Utility Person	3/28/1991	208	24	168	45	17,891	18,996	20,169
47	246306	PENN/Wyom-Field Srvc	Utility Person	10/2/1989	200	23	162	45	17,876	18,980	20,152
48	245906	GLEN-Field Services	Utility Person	6/20/1983	200	23	162	45	17,876	18,980	20,152
49	246306	PENN/Wyom-Field Srvc	Utility Person	1/27/1986	208	24	168	45	17,891	18,996	20,169
50	245906	GLEN-Field Services	Crew Leader	10/1/1987	213	25	171	45	22,656	24,056	25,541
51	240106	CORP-Field Services	Operations Specialist	7/29/1996	171	20	138	45	8,304	8,816	9,361
52	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	208	24	169	45	17,892	18,997	20,170
53	246401	ROYF-Production	Plant Operator	3/9/1998	215	25	173	45	17,903	19,009	20,183
54	245601	NAZA-Production	Lead Plant Operator	5/27/1987	215	25	173	45	22,661	24,061	25,546
55	246306	PENN/Wyom-Field Srvc	Utility Person	3/3/1998	206	24	166	45	8,371	8,888	9,437
56	247203	PHBG-Cust Service	Utility Person	10/29/2001	202	24	164	45	22,638	24,036	25,520
57	247206	PHBG-Field Services	Utility Person	12/27/2001	200	23	162	45	17,876	18,980	20,152
58	245606	NAZA-Field Services	Utility Person	11/26/2001	200	23	161	45	22,633	24,030	25,514
59	246801	LEHP-Production	Utility Person	2/26/1990	198	23	159	45	17,871	18,975	20,146
60	246501	COAT-Production	Plant Operator	5/28/2002	208	24	168	45	17,891	18,996	20,169
61	240114	CORP-Engineering	Sr CAD Tech	10/28/2002	213	25	172	45	8,384	8,902	9,452
62	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	272	32	220	45	22,772	24,179	25,672
63	245906	GLEN-Field Services	Utility Person	1/5/2004	198	23	160	45	18,664	19,817	21,041
64	245606	NAZA-Field Services	Utility Person	2/16/2004	194	23	157	45	17,865	18,968	20,139
65	247106	MILT-Field Services	Utility Person	11/22/2004	184	21	148	45	1,265	1,343	1,426
66	247106	MILT-Field Services	Utility Person	11/23/2004	184	21	148	45	17,843	18,945	20,115
67	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	190	22	153	45	22,613	24,009	25,492
68	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	171	20	138	45	17,820	18,920	20,089
69	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	155	18	125	45	8,292	8,804	9,348
70	240106	CORP-Field Services	Operations Specialist	1/31/2005	186	22	150	45	17,848	18,950	20,120
71	240106	CORP-Field Services	Operations Specialist	3/21/2005	184	21	149	45	8,329	8,843	9,389
72	245701	POCO-Production	Plant Operator	6/27/2005	200	23	162	45	17,876	18,980	20,152
73	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	192	22	155	45	22,618	24,014	25,497
74	245506	BNGR-Field Services	Utility Person	11/7/2005	196	23	158	45	22,625	24,022	25,506
75	240113	CORP-Info Systems	Tech Client Technology ITS	11/21/2005	270	31	218	45	18,010	19,123	20,304
76	245452	SUSQ-Susquehanna	Plant Operator	5/15/2006	192	22	154	45	8,344	8,859	9,406
77	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006	196	23	158	45	22,625	24,022	25,506
78	246806	LEHP-Field Services	Plant Operator	10/2/2006	202	24	163	45	18,672	19,825	21,049

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

					Gross Group Insurance					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020	2021	2022
								Insurance Coverage	Insurance Coverage	Insurance Coverage
79	245706	POCO-Field Services	Utility Person	10/9/2006	22,203	4,095	26,298	93,000	95,000	99,000
80	245606	NAZA-Field Services	Utility Person	12/18/2006	22,203	4,156	26,359	95,000	97,000	101,000
81	249150	WILK-Other	Operations Specialist	1/22/2007	22,203	4,156	26,359	108,000	111,000	115,000
82	246206	HSHY-Field Services	Utility Person	3/26/2007	22,203	4,095	26,298	97,000	99,000	102,000
83	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	17,445	3,265	20,710	91,000	93,000	96,000
84	247106	MILT-Field Services	Utility Person	5/7/2007				91,000	92,000	96,000
85	240106	CORP-Field Services	Operations Specialist	6/18/2007	22,203	4,148	26,351	97,000	99,000	102,000
86	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	17,445	3,211	20,656	94,000	96,000	99,000
87	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	22,203	4,156	26,359	112,000	114,000	118,000
88	246406	ROYF-Field Services	Utility Person	9/4/2007	7,930	1,484	9,414	93,000	95,000	98,000
89	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	17,445	3,218	20,663	109,000	111,000	115,000
90	240113	CORP-Info Systems	Tech Client Technology ITS	12/3/2007	7,949	952	8,901	102,000	104,000	107,000
91	247206	PHBG-Field Services	Utility Person	6/2/2008	22,203	4,095	26,298	98,000	100,000	103,000
92	247106	MILT-Field Services	Utility Person	7/21/2008	17,445	3,218	20,663	87,000	89,000	92,000
93	247701	BOGGS-Production	Plant Operator	5/4/2009	17,445	3,265	20,710	98,000	100,000	104,000
94	245706	POCO-Field Services	Utility Person	9/28/2009	17,748	2,100	19,849	94,000	96,000	100,000
95	246406	ROYF-Field Services	Utility Person	11/2/2009				95,000	97,000	101,000
96	247401	FRCK-Production	Operator	1/25/2010	18,283	2,189	20,472	94,000	96,000	100,000
97	247206	PHBG-Field Services	Utility Person	3/29/2010	17,488	2,046	19,535	98,000	100,000	103,000
98	240106	CORP-Field Services	Operations Specialist	5/3/2010				116,000	119,000	123,000
99	246406	ROYF-Field Services	Utility Person	10/4/2010	22,203	4,156	26,359	94,000	96,000	99,000
100	241106	PITT-Field Services	Operations Specialist	10/4/2010	7,930	1,484	9,414	106,000	109,000	112,000
101	240106	CORP-Field Services	Exec Asst (N)	9/1/2011	7,930	1,484	9,414	87,000	89,000	92,000
102	245406	SUSQ-Field Services	Utility Person	9/6/2011	7,930	1,460	9,389	92,000	94,000	97,000
103	247206	PHBG-Field Services	Utility Person	11/7/2011	17,445	3,265	20,710	94,000	96,000	99,000
104	240114	CORP-Engineering	GIS Analyst	1/16/2012	7,930	1,463	9,392	82,000	83,000	86,000
105	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	22,203	4,095	26,298	82,000	83,000	86,000
106	249106	WILK-Field Services	Operations Specialist	7/3/2012	7,930	1,484	9,414	85,000	87,000	90,000
107	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	1/7/2013	867	207	1,074	75,000	77,000	80,000
108	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	17,445	3,211	20,656	89,000	90,000	94,000
109	249106	WILK-Field Services	Operations Specialist	2/18/2013	17,445	3,218	20,663	86,000	88,000	91,000
110	240106	CORP-Field Services	Exec Asst (N)	3/4/2013	7,930	1,463	9,392	80,000	82,000	85,000
111	247306	BRWK-Field Services	Utility Person	4/29/2013	17,445	3,265	20,710	95,000	97,000	101,000
112	245601	NAZA-Production	Plant Operator	6/27/2013	22,203	4,156	26,359	100,000	102,000	106,000
113	247301	BRWK-Production	Operator	9/16/2013	17,445	3,265	20,710	98,000	100,000	103,000
114	240106	CORP-Field Services	Operations Specialist	11/18/2013	17,445	3,265	20,710	88,000	90,000	94,000
115	245406	SUSQ-Field Services	Utility Person	4/21/2014	18,238	3,364	21,602	81,000	83,000	86,000
116	246506	COAT-Field Services	Utility Person	9/1/2014				83,000	85,000	88,000
117	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	22,203	4,156	26,359	92,000	94,000	97,000
118	249103	WILK-Cust Service	Operations Specialist	11/3/2014	17,445	3,265	20,710	83,000	85,000	88,000
119	240113	CORP-Info Systems	Tech Client Technology ITS	1/19/2015	22,203	4,156	26,359	95,000	97,000	101,000
120	247201	PHBG-Production	Plant Operator	2/2/2015	22,203	4,156	26,359	94,000	96,000	100,000
121	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	22,203	4,156	26,359	92,000	94,000	98,000
122	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	22,203	4,095	26,298	80,000	81,000	84,000
123	245306	ABNG-Field Services	Utility Person	7/20/2015	17,445	3,211	20,656	93,000	95,000	99,000
124	243106	NEWC-Field Services	Operations Specialist	11/9/2015	1,103	264	1,367	81,000	83,000	86,000
125	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	7,930	1,481	9,411	97,000	99,000	102,000
126	241150	PITT-Production Othe	Operations Specialist	11/9/2015	7,930	1,463	9,392	86,000	88,000	91,000
127	246106	MECH-Field Services	Operations Specialist	11/9/2015	7,930	1,460	9,389	82,000	84,000	87,000
128	246152	MECH-Silver Springs	Operations Specialist	12/1/2015				93,000	95,000	99,000
129	245406	SUSQ-Field Services	Utility Person	12/14/2015	21,967	4,093	26,060	81,000	82,000	85,000
130	240106	CORP-Field Services	Operations Specialist	2/1/2016	18,238	3,414	21,652	87,000	88,000	91,000
131	246801	LEHP-Production	Utility Person	2/8/2016	22,203	4,156	26,359	84,000	86,000	89,000
132	246506	COAT-Field Services	Utility Person	2/3/2016	22,203	4,156	26,359	81,000	83,000	86,000
133	247103	MILT-Cust Service	Utility Person	3/7/2016	22,203	4,156	26,359	87,000	89,000	92,000
134	246206	HSHY-Field Services	Utility Person	2/29/2016	24,207	2,674	26,881	97,000	99,000	103,000
135	246201	HSHY-Production	Plant Operator	2/29/2016	22,203	4,156	26,359	93,000	94,000	98,000
136	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	7,930	1,460	9,389	94,000	96,000	100,000
137	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	34	9	43	74,000	75,000	78,000
138	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/25/2016	23,757	2,674	26,431	129,000	132,000	137,000
139	246206	HSHY-Field Services	Utility Person	6/13/2016	8,339	930	9,269	87,000	89,000	92,000
140	246206	HSHY-Field Services	Utility Person	7/11/2016	360	85	445	86,000	88,000	91,000
141	246406	ROYF-Field Services	Utility Person	7/5/2016	22,203	4,095	26,298	91,000	93,000	96,000

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
79	245706	POCO-Field Services	Utility Person	10/9/2006	192	22	156	45	22,618	24,015	25,498
80	245606	NAZA-Field Services	Utility Person	12/18/2006	196	23	159	45	22,626	24,023	25,507
81	249150	WILK-Other	Operations Specialist	1/22/2007	223	26	180	45	22,678	24,078	25,565
82	246206	HSKY-Field Services	Utility Person	3/26/2007	200	23	161	45	22,633	24,030	25,514
83	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	188	22	152	45	17,852	18,955	20,125
84	247106	MILT-Field Services	Utility Person	5/7/2007	188	22	151	45	406	431	457
85	240106	CORP-Field Services	Operations Specialist	6/18/2007	200	23	161	45	22,633	24,031	25,515
86	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	194	23	156	45	17,864	18,967	20,138
87	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	231	27	186	45	22,693	24,094	25,582
88	246406	ROYF-Field Services	Utility Person	9/4/2007	192	22	154	45	8,344	8,859	9,406
89	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	225	26	181	45	17,923	19,029	20,205
90	240113	CORP-Info Systems	Tech Client Technology ITS	12/3/2007	211	24	169	45	8,398	8,917	9,468
91	247206	PHBG-Field Services	Utility Person	6/2/2008	202	24	163	45	22,637	24,035	25,519
92	247106	MILT-Field Services	Utility Person	7/21/2008	180	21	145	45	17,836	18,938	20,107
93	247701	BOGGS-Production	Plant Operator	5/4/2009	202	24	164	45	17,880	18,985	20,157
94	245706	POCO-Field Services	Utility Person	9/28/2009	194	23	157	45	18,167	19,289	20,480
95	246406	ROYF-Field Services	Utility Person	11/2/2009	196	23	159	45	423	449	477
96	247401	FRCK-Production	Operator	1/25/2010	194	23	157	45	18,702	19,857	21,083
97	247206	PHBG-Field Services	Utility Person	3/29/2010	202	24	163	45	17,922	19,029	20,204
98	240106	CORP-Field Services	Operations Specialist	5/3/2010	239	28	194	45	506	537	570
99	246406	ROYF-Field Services	Utility Person	10/4/2010	194	23	156	45	22,621	24,018	25,501
100	241106	PITT-Field Services	Operations Specialist	10/4/2010	219	25	177	45	8,396	8,915	9,465
101	240106	CORP-Field Services	Exec Asst (N)	9/1/2011	180	21	144	45	8,320	8,834	9,379
102	245406	SUSQ-Field Services	Utility Person	9/6/2011	190	22	153	45	8,340	8,855	9,402
103	247206	PHBG-Field Services	Utility Person	11/7/2011	194	23	156	45	17,863	18,966	20,138
104	240114	CORP-Engineering	GIS Analyst	1/16/2012	169	20	136	45	8,300	8,812	9,357
105	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	169	20	136	45	22,573	23,967	25,447
106	249106	WILK-Field Services	Operations Specialist	7/3/2012	175	20	142	45	8,313	8,826	9,371
107	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	1/7/2013	155	18	125	45	1,210	1,285	1,364
108	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	184	21	148	45	17,843	18,945	20,115
109	249106	WILK-Field Services	Operations Specialist	2/18/2013	178	21	143	45	17,832	18,933	20,102
110	240106	CORP-Field Services	Exec Asst (N)	3/4/2013	165	19	133	45	8,292	8,804	9,348
111	247306	BRWK-Field Services	Utility Person	4/29/2013	196	23	159	45	17,868	18,972	20,143
112	245601	NAZA-Production	Plant Operator	6/27/2013	206	24	167	45	22,645	24,044	25,529
113	247301	BRWK-Production	Operator	9/16/2013	202	24	163	45	17,879	18,984	20,156
114	240106	CORP-Field Services	Operations Specialist	11/18/2013	182	21	147	45	17,841	18,942	20,112
115	245406	SUSQ-Field Services	Utility Person	4/21/2014	167	19	136	45	18,606	19,755	20,975
116	246506	COAT-Field Services	Utility Person	9/1/2014	171	20	138	45	375	398	422
117	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	190	22	154	45	22,614	24,010	25,493
118	249103	WILK-Cust Service	Operations Specialist	11/3/2014	171	20	139	45	17,821	18,921	20,090
119	240113	CORP-Info Systems	Tech Client Technology ITS	1/19/2015	196	23	159	45	22,626	24,023	25,507
120	247201	PHBG-Production	Plant Operator	2/2/2015	194	23	157	45	22,622	24,019	25,502
121	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	190	22	154	45	22,614	24,011	25,493
122	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	165	19	133	45	22,565	23,959	25,438
123	245306	ABNG-Field Services	Utility Person	7/20/2015	192	22	156	45	17,860	18,963	20,134
124	243106	NEWC-Field Services	Operations Specialist	11/9/2015	167	19	135	45	1,470	1,561	1,657
125	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	200	23	161	45	8,359	8,876	9,424
126	241150	PITT-Production Othe	Operations Specialist	11/9/2015	178	21	143	45	8,316	8,830	9,375
127	246106	MECH-Field Services	Operations Specialist	11/9/2015	169	20	137	45	8,301	8,813	9,358
128	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	192	22	156	45	415	441	468
129	245406	SUSQ-Field Services	Utility Person	12/14/2015	167	19	134	45	22,333	23,712	25,176
130	240106	CORP-Field Services	Operations Specialist	2/1/2016	180	21	144	45	18,628	19,779	21,000
131	246801	LEHP-Production	Utility Person	2/8/2016	173	20	141	45	22,582	23,977	25,457
132	246506	COAT-Field Services	Utility Person	2/3/2016	167	19	135	45	22,570	23,964	25,444
133	247103	MILT-Cust Service	Utility Person	3/7/2016	180	21	145	45	22,594	23,989	25,470
134	246206	HSKY-Field Services	Utility Person	2/29/2016	200	23	162	45	24,638	26,160	27,775
135	246201	HSKY-Production	Plant Operator	2/29/2016	192	22	154	45	22,617	24,013	25,496
136	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	194	23	157	45	8,348	8,864	9,411
137	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	153	18	123	45	372	395	419
138	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/25/2016	266	31	216	45	24,316	25,817	27,411
139	246206	HSKY-Field Services	Utility Person	6/13/2016	180	21	146	45	8,730	9,270	9,842
140	246206	HSKY-Field Services	Utility Person	7/11/2016	178	21	144	45	747	794	843
141	246406	ROYF-Field Services	Utility Person	7/5/2016	188	22	152	45	22,610	24,006	25,488

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

					Gross Group Insurance					
					Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020	2021	2022
Line #	Cost Center	Cost Center Name	Job	Original Hire Date				Insurance Coverage	Insurance Coverage	Insurance Coverage
142	246501	COAT-Production	Plant Operator	7/25/2016	17,405	3,255	20,659	90,000	92,000	95,000
143	245306	ABNG-Field Services	Utility Person	10/24/2016	17,445	3,265	20,710	89,000	91,000	94,000
144	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	22,006	4,109	26,115	91,000	93,000	96,000
145	249106	WILK-Field Services	Operations Specialist	5/2/2016	17,445	3,265	20,710	82,000	84,000	86,000
146	247306	BRWK-Field Services	Utility Person	1/16/2017	22,203	4,087	26,290	85,000	87,000	90,000
147	246506	COAT-Field Services	Utility Person	2/13/2017	7,930	1,481	9,411	80,000	81,000	84,000
148	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	906	216	1,122	32,000	33,000	34,000
149	240114	CORP-Engineering	GIS Analyst	6/19/2017	17,445	3,218	20,663	82,000	83,000	86,000
150	240103	CORP-Cust Relations	Compliance Representative	6/26/2017	1,103	195	1,298	64,000	66,000	68,000
151	246406	ROYF-Field Services	Utility Person	7/17/2017	22,203	4,156	26,359	89,000	91,000	94,000
152	246801	LEHP-Production	Utility Person	7/31/2017				79,000	81,000	84,000
153	240151	CORP-Cust Serv MECH	Compliance Analyst	8/28/2017	7,930	1,463	9,392	89,000	91,000	94,000
154	240106	CORP-Field Services	Admin Support Rep (N)	9/3/2013	17,445	3,265	20,710	52,000	53,000	55,000
155	240106	CORP-Field Services	Admin Support Rep (N)	1/12/2009	22,203	4,095	26,298	58,000	59,000	61,000
156	245401	SUSQ-Production	Plant Operator	1/2/2018	22,203	4,156	26,359	70,000	71,000	74,000
157	240151	CORP-Cust Serv MECH	Compliance Representative	3/19/2018				62,000	63,000	66,000
158	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	4/17/2018	22,203	4,156	26,359	106,000	108,000	112,000
159	243306	BUTL-Field Services	Operations Specialist	4/30/2018	17,445	3,265	20,710	92,000	94,000	98,000
160	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018	1,008	238	1,247	83,000	85,000	88,000
161	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	7/9/2018	7,949	933	8,882	74,000	75,000	78,000
162	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018				94,000	96,000	99,000
163	240114	CORP-Engineering	GIS Analyst	7/2/2018	7,930	1,463	9,392	79,000	81,000	84,000
164	246406	ROYF-Field Services	Operations Specialist	7/16/2018	17,445	3,218	20,663	113,000	116,000	120,000
165	241106	PITT-Field Services	Admin Support Rep (N)	7/30/2018	7,930	1,484	9,414	76,000	77,000	80,000
166	246401	ROYF-Production	Plant Operator	7/18/2018				93,000	95,000	99,000
167	246801	LEHP-Production	Utility Person	7/23/2018	7,930	1,484	9,414	76,000	78,000	80,000
168	247106	MILT-Field Services	Utility Person	7/30/2018	34	9	43	87,000	89,000	92,000
169	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	18,238	3,414	21,652	115,000	117,000	121,000
170	240151	CORP-Cust Serv MECH	Compliance Analyst	8/6/2018	7,930	1,484	9,414	83,000	84,000	87,000
171	246501	COAT-Production	Utility Person	9/10/2018	8,549	930	9,479	85,000	87,000	90,000
172	240106	CORP-Field Services	Admin Support Rep (N)	9/10/2018	7,930	1,484	9,414	64,000	65,000	67,000
173	246501	COAT-Production	Plant Operator	9/24/2018	7,930	1,463	9,392	85,000	87,000	90,000
174	245906	GLEN-Field Services	Utility Person	10/8/2018				84,000	86,000	89,000
175	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	18,283	2,139	20,422	85,000	87,000	90,000
176	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	394	73	466	75,000	76,000	79,000
177	246201	HSKY-Production	Plant Operator	10/8/2018	22,203	4,156	26,359	86,000	88,000	91,000
178	249106	WILK-Field Services	Construction Inspector	10/29/2018	18,238	3,414	21,652	90,000	92,000	95,000
179	246506	COAT-Field Services	Utility Person	11/5/2018	18,238	3,414	21,652	75,000	76,000	79,000
180	249106	WILK-Field Services	Construction Inspector	11/5/2018	8,442	1,606	10,048	90,000	92,000	95,000
181	245406	SUSQ-Field Services	Plant Operator	11/5/2018	22,257	2,605	24,862	72,000	74,000	77,000
182	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	17,445	3,211	20,656	90,000	92,000	95,000
183	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	7,930	1,460	9,389	90,000	92,000	95,000
184	247106	MILT-Field Services	Utility Person	12/3/2018	22,203	4,156	26,359	85,000	86,000	89,000
185	240103	CORP-Cust Relations	Compliance Representative	12/3/2018				58,000	59,000	61,000
186	240103	CORP-Cust Relations	Compliance Analyst	12/3/2018	7,930	1,484	9,414	74,000	76,000	78,000
187	249106	WILK-Field Services	Construction Inspector	12/17/2018	7,949	955	8,904	90,000	92,000	95,000
188	247306	BRWK-Field Services	Utility Person	12/17/2018	7,930	1,484	9,414	87,000	89,000	92,000
189	246206	HSKY-Field Services	Utility Person	1/14/2019	18,238	3,364	21,602	80,000	82,000	85,000
190	246801	LEHP-Production	Crew Leader	1/14/2019	7,930	1,484	9,414	93,000	95,000	98,000
191	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	2/11/2019	7,930	1,463	9,392	84,000	86,000	89,000
192	240119	CORP-Risk Mgmt	Specialist Health & Safety	2/11/2019	17,445	3,265	20,710	109,000	112,000	116,000
193	247152	MILT-Prod Milton FP	Plant Operator	2/11/2019	7,930	1,463	9,392	84,000	86,000	89,000
194	240106	CORP-Field Services	Operations Specialist	3/25/2019	8,209	955	9,164	89,000	90,000	94,000
195	245306	ABNG-Field Services	Crew Leader	3/25/2019	7,930	1,481	9,411	89,000	90,000	94,000
196	246506	COAT-Field Services	Utility Person	3/25/2019	18,238	3,357	21,595	76,000	77,000	80,000
197	240106	CORP-Field Services	Technical Writer	4/15/2019	10,352	933	11,285	129,000	132,000	136,000
198	245306	ABNG-Field Services	Utility Person	4/8/2019	7,949	955	8,904	84,000	86,000	89,000
199	240114	CORP-Engineering	Engineering Technician	5/20/2019	22,289	2,435	24,724	101,000	103,000	106,000
200	246206	HSKY-Field Services	Operations Specialist	5/28/2019	22,203	4,156	26,359	77,000	78,000	81,000
201	245506	BNGR-Field Services	Utility Person	6/3/2019	22,203	4,095	26,298	80,000	82,000	85,000
202	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	22,203	4,156	26,359	142,000	145,000	150,000
203	245106	NORR-Field Services	Operations Specialist	6/10/2019	7,896	1,454	9,350	93,000	95,000	99,000
204	240114	CORP-Engineering	Engineering Specialist	7/8/2019	7,930	1,463	9,392	90,000	92,000	95,000

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance**

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
142	246501	COAT-Production	Plant Operator	7/25/2016	186	22	150	45	17,808	18,907	20,075
143	245306	ABNG-Field Services	Utility Person	10/24/2016	184	21	148	45	17,844	18,945	20,115
144	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	188	22	152	45	22,413	23,797	25,266
145	249106	WILK-Field Services	Operations Specialist	5/2/2016	169	20	136	45	17,816	18,916	20,084
146	247306	BRWK-Field Services	Utility Person	1/16/2017	175	20	142	45	22,586	23,981	25,462
147	246506	COAT-Field Services	Utility Person	2/13/2017	165	19	133	45	8,292	8,804	9,347
148	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	66	8	54	45	1,079	1,145	1,216
149	240114	CORP-Engineering	GIS Analyst	6/19/2017	169	20	136	45	17,816	18,916	20,084
150	240103	CORP-Cust Relations	Compliance Representative	6/26/2017	132	15	107	45	1,403	1,490	1,582
151	246406	ROYF-Field Services	Utility Person	7/17/2017	184	21	149	45	22,602	23,998	25,480
152	246801	LEHP-Production	Utility Person	7/31/2017	163	19	132	45	359	381	405
153	240151	CORP-Cust Serv MECH	Compliance Analyst	8/28/2017	184	21	148	45	8,328	8,842	9,388
154	240106	CORP-Field Services	Admin Support Rep (N)	9/3/2013	107	12	86	45	17,697	18,789	19,950
155	240106	CORP-Field Services	Admin Support Rep (N)	1/12/2009	120	14	96	45	22,478	23,866	25,340
156	245401	SUSQ-Production	Plant Operator	1/2/2018	144	17	116	45	22,526	23,917	25,394
157	240151	CORP-Cust Serv MECH	Compliance Representative	3/19/2018	128	15	103	45	291	309	329
158	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	4/17/2018	219	25	177	45	22,669	24,069	25,555
159	243306	BUTL-Field Services	Operations Specialist	4/30/2018	190	22	154	45	17,857	18,959	20,130
160	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018	171	20	138	45	1,383	1,469	1,559
161	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	7/9/2018	153	18	123	45	8,288	8,799	9,343
162	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018	194	23	157	45	419	444	472
163	240114	CORP-Engineering	GIS Analyst	7/2/2018	163	19	132	45	8,289	8,801	9,344
164	246406	ROYF-Field Services	Operations Specialist	7/16/2018	233	27	189	45	17,940	19,047	20,224
165	241106	PITT-Field Services	Admin Support Rep (N)	7/30/2018	157	18	126	45	8,276	8,787	9,330
166	246401	ROYF-Production	Plant Operator	7/18/2018	192	22	156	45	415	441	468
167	246801	LEHP-Production	Utility Person	7/23/2018	157	18	127	45	8,277	8,788	9,331
168	247106	MILT-Field Services	Utility Person	7/30/2018	180	21	145	45	425	451	479
169	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	237	28	191	45	18,740	19,897	21,126
170	240151	CORP-Cust Serv MECH	Compliance Analyst	8/6/2018	171	20	138	45	8,304	8,816	9,361
171	246501	COAT-Production	Utility Person	9/10/2018	175	20	142	45	8,932	9,484	10,070
172	240106	CORP-Field Services	Admin Support Rep (N)	9/10/2018	132	15	106	45	8,228	8,736	9,276
173	246501	COAT-Production	Plant Operator	9/24/2018	175	20	142	45	8,313	8,826	9,371
174	245906	GLEN-Field Services	Utility Person	10/8/2018	173	20	140	45	378	402	426
175	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	175	20	142	45	18,666	19,819	21,043
176	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	155	18	124	45	736	782	830
177	246201	HSKY-Production	Plant Operator	10/8/2018	178	21	144	45	22,590	23,985	25,466
178	249106	WILK-Field Services	Construction Inspector	10/29/2018	186	22	150	45	18,641	19,792	21,015
179	246506	COAT-Field Services	Utility Person	11/5/2018	155	18	125	45	18,581	19,729	20,947
180	249106	WILK-Field Services	Construction Inspector	11/5/2018	186	22	150	45	8,845	9,391	9,971
181	245406	SUSQ-Field Services	Plant Operator	11/5/2018	149	17	121	45	22,589	23,984	25,465
182	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	186	22	150	45	17,848	18,950	20,121
183	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	186	22	150	45	8,332	8,847	9,393
184	247106	MILT-Field Services	Utility Person	12/3/2018	175	20	141	45	22,585	23,980	25,460
185	240103	CORP-Cust Relations	Compliance Representative	12/3/2018	120	14	97	45	275	293	311
186	240103	CORP-Cust Relations	Compliance Analyst	12/3/2018	153	18	123	45	8,269	8,779	9,322
187	249106	WILK-Field Services	Construction Inspector	12/17/2018	186	22	150	45	8,352	8,868	9,415
188	247306	BRWK-Field Services	Utility Person	12/17/2018	180	21	145	45	8,320	8,834	9,380
189	246206	HSKY-Field Services	Utility Person	1/14/2019	165	19	134	45	18,602	19,751	20,970
190	246801	LEHP-Production	Crew Leader	1/14/2019	192	22	154	45	8,343	8,859	9,406
191	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	2/11/2019	173	20	140	45	8,308	8,821	9,366
192	240119	CORP-Risk Mgmt	Specialist Health & Safety	2/11/2019	225	26	182	45	17,924	19,031	20,206
193	247152	MILT-Prod Milton FP	Plant Operator	2/11/2019	173	20	140	45	8,308	8,821	9,366
194	240106	CORP-Field Services	Operations Specialist	3/25/2019	184	21	148	45	8,607	9,138	9,703
195	245306	ABNG-Field Services	Crew Leader	3/25/2019	184	21	148	45	8,327	8,842	9,388
196	246506	COAT-Field Services	Utility Person	3/25/2019	157	18	126	45	18,585	19,732	20,951
197	240106	CORP-Field Services	Technical Writer	4/15/2019	266	31	215	45	10,909	11,582	12,298
198	245306	ABNG-Field Services	Utility Person	4/8/2019	173	20	140	45	8,327	8,842	9,388
199	240114	CORP-Engineering	Engineering Technician	5/20/2019	208	24	168	45	22,735	24,139	25,629
200	246206	HSKY-Field Services	Operations Specialist	5/28/2019	159	18	128	45	22,554	23,946	25,425
201	245506	BNGR-Field Services	Utility Person	6/3/2019	165	19	134	45	22,567	23,960	25,440
202	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	293	34	236	45	22,812	24,220	25,716
203	245106	NORR-Field Services	Operations Specialist	6/10/2019	192	22	156	45	8,311	8,824	9,369
204	240114	CORP-Engineering	Engineering Specialist	7/8/2019	186	22	150	45	8,332	8,846	9,393

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Group Insurance

					Gross Group Insurance					
					Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020	2021	2022
Line #	Cost Center	Cost Center Name	Job	Original Hire Date				Insurance Coverage	Insurance Coverage	Insurance Coverage
205	248801	TURB-Production	Plant Operator	7/8/2019	17,445	3,218	20,663	87,000	89,000	92,000
206	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019				145,000	148,000	154,000
207	240114	CORP-Engineering	GIS Analyst	7/15/2019	7,949	955	8,904	87,000	89,000	92,000
208	240106	CORP-Field Services	Operations Specialist	8/26/2019				80,000	82,000	85,000
209	240119	CORP-Risk Mgmt	Specialist Health & Safety	8/26/2019	1,103	264	1,367	116,000	118,000	123,000
210	240114	CORP-Engineering	Engineering Specialist	10/21/2019	7,569	1,399	8,969	90,000	92,000	95,000
211	247201	PHBG-Production	Plant Operator	10/21/2019	22,203	4,156	26,359	84,000	86,000	89,000
212	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	7,930	1,484	9,414	93,000	95,000	98,000
213	240103	CORP-Cust Relations	Compliance Rep - Position To Be Filled	8/15/2020	16,337	2,924	19,261	75,000	76,000	79,000
214	240106	CORP-Field Services	Supervisor, Fleet - Position To Be Filled	6/15/2020	16,337	2,924	19,261	122,000	124,000	129,000
215	240106	CORP-Field Services	Spec Bill/Pymt Collection (N) - Position To Be Filled	6/15/2020	16,337	2,924	19,261	84,000	86,000	89,000
216	242101	MCMR-Production	Maint Service Specialist - Position To Be Filled	6/15/2020	16,337	2,924	19,261	108,000	110,000	114,000
217	245106	NORR-Field Services	Maint Service Specialist - Position To Be Filled	8/15/2020	16,337	2,924	19,261	108,000	110,000	114,000
218	245106	NORR-Field Services	Maint Service Specialist - Position To Be Filled	8/15/2020	16,337	2,924	19,261	108,000	110,000	114,000
219	246401	ROYF-Production	Maint Service Specialist - Position To Be Filled	7/15/2020	16,337	2,924	19,261	108,000	110,000	114,000
220	246401	ROYF-Production	Maint Service Specialist - Position To Be Filled	7/15/2020	16,337	2,924	19,261	108,000	110,000	114,000
221	246406	ROYF-Field Services	Utility Person - Position To Be Filled	7/15/2020	16,337	2,924	19,261	39,000	40,000	41,000
222	247201	PHBG-Production	Plant Operator - Position To Be Filled	1/27/2020	16,337	2,924	19,261	39,000	40,000	41,000
223	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	16,337	2,924	19,261	88,000	90,000	93,000
224	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	16,337	2,924	19,261	88,000	90,000	93,000
225	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	16,337	2,924	19,261	88,000	90,000	93,000
Total Non-Collective Bargaining Unit Hourly					\$3,175,684	\$571,357	\$3,747,041	\$20,729,000	\$21,163,000	\$21,916,000

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Group Insurance

Gross Group Insurance												
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance	
205	248801	TURB-Production	Plant Operator	7/8/2019	180	21	145	45	17,836	18,937	20,107	
206	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	299	35	242	45	622	660	701	
207	240114	CORP-Engineering	GIS Analyst	7/15/2019	180	21	145	45	8,340	8,855	9,401	
208	240106	CORP-Field Services	Operations Specialist	8/26/2019	165	19	134	45	364	386	410	
209	240119	CORP-Risk Mgmt	Specialist Health & Safety	8/26/2019	239	28	193	45	1,609	1,708	1,814	
210	240114	CORP-Engineering	Engineering Specialist	10/21/2019	186	22	150	45	7,972	8,464	8,987	
211	247201	PHBG-Production	Plant Operator	10/21/2019	173	20	140	45	22,581	23,976	25,456	
212	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	192	22	155	45	8,344	8,859	9,406	
213	240103	CORP-Cust Relations	Compliance Rep - Position To Be Filled	8/15/2020	155	18	124	45	16,679	17,709	18,803	
214	240106	CORP-Field Services	Supervisor, Fleet - Position To Be Filled	6/15/2020	252	29	203	45	16,866	17,908	19,013	
215	240106	CORP-Field Services	Spec Bill/Pymt Collection (N) - Position To Be Filled	6/15/2020	173	20	140	45	16,716	17,749	18,845	
216	242101	MCMR-Production	Maint Service Specialist - Position To Be Filled	6/15/2020	223	26	180	45	16,811	17,849	18,951	
217	245106	NORR-Field Services	Maint Service Specialist - Position To Be Filled	8/15/2020	223	26	180	45	16,811	17,849	18,951	
218	245106	NORR-Field Services	Maint Service Specialist - Position To Be Filled	8/15/2020	223	26	180	45	16,811	17,849	18,951	
219	246401	ROYF-Production	Maint Service Specialist - Position To Be Filled	7/15/2020	223	26	180	45	16,811	17,849	18,951	
220	246401	ROYF-Production	Maint Service Specialist - Position To Be Filled	7/15/2020	223	26	180	45	16,811	17,849	18,951	
221	246406	ROYF-Field Services	Utility Person - Position To Be Filled	7/15/2020	80	9	65	45	16,537	17,558	18,642	
222	247201	PHBG-Production	Plant Operator - Position To Be Filled	1/27/2020	80	9	65	45	16,537	17,558	18,642	
223	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	182	21	146	45	16,731	17,764	18,861	
224	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	182	21	146	45	16,731	17,764	18,861	
225	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	182	21	146	45	16,731	17,764	18,861	
Total Non-Collective Bargaining Unit Hourly					\$42,785	\$4,975	\$34,534	\$10,179	\$3,268,157	\$3,469,976	\$3,684,259	

Pennsylvania-American Water Company - Water Steelton Operations
Group Insurance

					Gross Group Insurance					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020 Insurance Coverage	2021 Insurance Coverage	2022 Insurance Coverage
Collective Bargaining Unit										
1	241401	STNW-Production	Lead Plant Operator	10/9/2019	\$7,282	\$1,611	\$8,894	\$83,000	\$83,000	\$86,000
2	241401	STNW-Production	Plant Operator	10/9/2019	15,689	2,989	18,677	67,000	67,000	70,000
3	241406	STNW-Field Service	Utility Person	10/9/2019	7,282	1,589	8,871	53,000	54,000	56,000
4	241406	STNW-Field Service	Utility Person	10/9/2019	7,282	1,611	8,894	53,000	54,000	56,000
5	241406	STNW-Field Service	Utility Person	10/9/2019	7,282	1,611	8,894	55,000	55,000	58,000
6	241401	STNW-Production	Plant Operator	10/9/2019	22,153	3,640	25,792	57,000	57,000	60,000
7	241401	Steelton Water - Production	Plant Operator - Position To Be Filled	2/10/2020	13,895	2,574	16,470	67,000	68,000	70,000
8	241401	Steelton Water - Production	Foreperson - Position To Be Filled	3/2/2020	13,895	2,574	16,470	88,000	88,000	91,000
Total Collective Bargaining Unit					\$94,762	\$18,200	\$112,962	\$523,000	\$526,000	\$547,000

Pennsylvania-American Water Company - Water Steelton Operations
Group Insurance

					Gross Group Insurance						
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
Collective Bargaining Unit											
1	241401	STNW-Production	Lead Plant Operator	10/9/2019	\$171	\$2	\$0	\$45	\$7,501	\$7,965	\$8,456
2	241401	STNW-Production	Plant Operator	10/9/2019	138	2	-	45	15,874	16,855	17,896
3	241406	STNW-Field Service	Utility Person	10/9/2019	109	2	-	45	7,439	7,899	8,387
4	241406	STNW-Field Service	Utility Person	10/9/2019	109	2	-	45	7,439	7,899	8,387
5	241406	STNW-Field Service	Utility Person	10/9/2019	114	2	-	45	7,444	7,903	8,391
6	241401	STNW-Production	Plant Operator	10/9/2019	118	2	-	45	22,318	23,696	25,160
7	241401	Steelton Water - Production	Plant Operator - Position To Be Filled	2/10/2020	138	2	-	45	14,081	14,951	15,874
8	241401	Steelton Water - Production	Foreperson - Position To Be Filled	3/2/2020	182	2	-	45	14,125	14,997	15,923
Total Collective Bargaining Unit					\$1,079	\$19	\$0	\$362	\$96,222	\$102,164	\$108,473

Pennsylvania-American Water Company - WW SSS Excl. Sadsbury and Exeter Operations
Group Insurance

Gross Group Insurance										
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020 Insurance Coverage	2021 Insurance Coverage	2022 Insurance Coverage
Non-Collective Bargaining Unit Salary										
1	244701	CLRWW-Production	Supvr Production	12/8/1997	\$8,209	\$933	\$9,142	\$116,000	\$118,000	\$122,000
2	246051	FRVWW-Production N	Sr Supvr Operations	7/8/1999	17,488	2,100	19,589	120,000	122,000	126,000
3	246701	COWW-Production	Supvr Production	3/6/2000	17,445	3,265	20,710	131,000	133,000	138,000
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	17,445	3,218	20,663	132,000	135,000	139,000
Total Non-Collective Bargaining Unit Salary					\$60,588	\$9,516	\$70,104	\$499,000	\$508,000	\$525,000
Non-Collective Bargaining Unit Hourly										
1	246701	COWW-Production	Wastewater Operator	9/20/1999	\$7,930	\$1,460	\$9,389	\$96,000	\$98,000	\$101,000
2	246701	COWW-Production	Plant Operator	1/21/1977	7,930	1,484	9,414	95,000	97,000	101,000
3	246706	COWW-Field Services	Utility Person	5/30/1995	15,925	2,931	18,856	88,000	90,000	93,000
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	22,203	4,156	26,359	97,000	99,000	103,000
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	17,445	3,265	20,710	101,000	103,000	106,000
6	245801	POWW-Production	Maintenance/Relief Operator	11/30/2000	22,203	4,156	26,359	95,000	97,000	101,000
7	245801	POWW-Production	Lead Plant Operator	9/23/1996	17,445	3,218	20,663	104,000	106,000	110,000
8	246706	COWW-Field Services	Crew Leader	11/10/2003	22,203	4,156	26,359	90,000	92,000	95,000
9	246901	LPWW-Production	Plant Operator	6/2/2008	17,445	3,265	20,710	95,000	97,000	100,000
10	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	22,203	4,156	26,359	99,000	101,000	105,000
11	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	7,930	1,460	9,389	102,000	104,000	107,000
12	242601	CLYWW-Production	Plant Operator	7/31/2008	18,238	3,407	21,645	94,000	96,000	99,000
13	244701	CLRWW-Production	Lead Plant Operator	6/20/1994				99,000	101,000	105,000
14	244701	CLRWW-Production	Wastewater Operator	1/3/2011	22,203	4,087	26,290	92,000	94,000	97,000
15	244701	CLRWW-Production	Wastewater Operator	8/1/2014	17,445	3,265	20,710	70,000	72,000	74,000
16	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	17,445	3,218	20,663	87,000	89,000	92,000
17	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	22,203	4,156	26,359	112,000	114,000	118,000
18	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	7,930	1,460	9,389	84,000	86,000	89,000
19	246706	COWW-Field Services	Utility Person	3/14/2016	5,831	1,074	6,905	81,000	83,000	86,000
20	248701	Nw CmbrnInd WW Prod	Lead Plant Operator	10/31/2016	22,203	4,156	26,359	118,000	121,000	125,000
21	248706	Nw Cmbrlnd WW FS	Wastewater Operator	10/31/2016	22,203	4,156	26,359	108,000	111,000	115,000
22	246901	LPWW-Production	Plant Operator	9/11/2017	7,930	1,484	9,414	84,000	86,000	89,000
23	246052	FRVWW-Production S	Utility Person	12/4/2017	7,930	1,463	9,392	74,000	76,000	78,000
24	248706	Nw Cmbrlnd WW FS	Utility Person	11/27/2017	22,203	4,156	26,359	74,000	76,000	78,000
25	248701	Nw CmbrnInd WW Prod	Utility Person	12/4/2017	22,203	4,156	26,359	74,000	76,000	78,000
26	246701	COWW-Production	Wastewater Operator	5/14/2018	7,930	1,484	9,414	88,000	90,000	94,000
27	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	7,930	1,484	9,414	79,000	81,000	84,000
28	246006	FRVWW-Field Services	Utility Person	10/15/2018	7,930	1,484	9,414	76,000	77,000	80,000
29	244701	CLRWW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	16,337	2,924	19,261	39,000	40,000	41,000
Total Non-Collective Bargaining Unit Hourly					\$436,954	\$81,320	\$518,274	\$2,595,000	\$2,653,000	\$2,744,000

Pennsylvania-American Water Company - WW SSS Excl. Sadsbury and Exeter Operations
Group Insurance

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
Non-Collective Bargaining Unit Salary											
1	244701	CLRWW-Production	Supvr Production	12/8/1997	\$239	\$28	\$193	\$45	\$8,714	\$9,252	\$9,824
2	246051	FRVWW-Production N	Sr Supvr Operations	7/8/1999	248	29	199	45	18,009	19,121	20,302
3	246701	COWW-Production	Supvr Production	3/6/2000	270	31	218	45	18,010	19,122	20,303
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	272	32	220	45	18,015	19,127	20,308
Total Non-Collective Bargaining Unit Salary					\$1,030	\$120	\$829	\$181	\$62,748	\$66,623	\$70,737
Non-Collective Bargaining Unit Hourly											
1	246701	COWW-Production	Wastewater Operator	9/20/1999	\$198	\$23	\$159	\$45	\$8,355	\$8,871	\$9,419
2	246701	COWW-Production	Plant Operator	1/21/1977	196	23	159	45	8,352	8,868	9,416
3	246706	COWW-Field Services	Utility Person	5/30/1995	166	19	134	41	16,285	17,291	18,359
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	200	23	162	45	22,633	24,031	25,515
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	208	24	168	45	17,891	18,996	20,169
6	245801	POWW-Production	Maintenance/Relief Operator	11/30/2000	196	23	159	45	22,626	24,023	25,507
7	245801	POWW-Production	Lead Plant Operator	9/23/1996	215	25	174	45	17,904	19,010	20,183
8	246706	COWW-Field Services	Crew Leader	11/10/2003	186	22	150	45	22,606	24,002	25,484
9	246901	LPWW-Production	Plant Operator	6/2/2008	196	23	158	45	17,868	18,971	20,142
10	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	204	24	165	45	22,642	24,040	25,524
11	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	211	24	169	45	8,379	8,897	9,446
12	242601	CLYWW-Production	Plant Operator	7/31/2008	194	23	156	45	18,656	19,808	21,031
13	244701	CLRWW-Production	Lead Plant Operator	6/20/1994	204	24	165	45	438	466	494
14	244701	CLRWW-Production	Wastewater Operator	1/3/2011	190	22	153	45	22,613	24,010	25,492
15	244701	CLRWW-Production	Wastewater Operator	8/1/2014	144	17	117	45	17,769	18,867	20,032
16	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	180	21	145	45	17,836	18,938	20,107
17	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	231	27	186	45	22,693	24,094	25,582
18	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	173	20	140	45	8,308	8,821	9,366
19	246706	COWW-Field Services	Utility Person	3/14/2016	123	14	100	33	6,102	6,479	6,879
20	248701	Nw CmbrnInd WW Prod	Lead Plant Operator	10/31/2016	244	28	197	45	22,717	24,120	25,609
21	248706	Nw CmbrInd WW FS	Wastewater Operator	10/31/2016	223	26	181	45	22,678	24,078	25,565
22	246901	LPWW-Production	Plant Operator	9/11/2017	173	20	140	45	8,308	8,821	9,366
23	246052	FRVWW-Production S	Utility Person	12/4/2017	153	18	124	45	8,269	8,779	9,322
24	248706	Nw CmbrInd WW FS	Utility Person	11/27/2017	153	18	124	45	22,542	23,934	25,412
25	248701	Nw CmbrnInd WW Prod	Utility Person	12/4/2017	153	18	124	45	22,542	23,934	25,412
26	246701	COWW-Production	Wastewater Operator	5/14/2018	182	21	147	45	8,325	8,839	9,385
27	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	163	19	132	45	8,289	8,801	9,345
28	246006	FRVWW-Field Services	Utility Person	10/15/2018	157	18	126	45	8,276	8,787	9,330
29	244701	CLRWW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	80	9	65	45	16,537	17,558	18,642
Total Non-Collective Bargaining Unit Hourly					\$5,297	\$616	\$4,278	\$1,296	\$448,441	\$476,133	\$505,536

Pennsylvania-American Water Company - WW SSS Sadsbury Operations
Group Insurance

Gross Group Insurance										
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020 Insurance Coverage	2021 Insurance Coverage	2022 Insurance Coverage
Non-Collective Bargaining Unit Hourly - *Sadsbury Operations includes shared resources. The following represents the allocated time.										
1	246706	COWW-Field Services	*Utility Person (allocated 8.72%)	5/30/1995	\$1,521	\$280	\$1,801	\$88,000	\$90,000	\$93,000
2	246706	COWW-Field Services	*Utility Person (allocated 26.15%)	3/14/2016	2,065	380	2,445	81,000	83,000	86,000
Total Non-Collective Bargaining Unit Hourly					\$3,585	\$660	\$4,245	\$169,000	\$173,000	\$179,000

Pennsylvania-American Water Company - WW SSS Sadsbury Operations
Group Insurance

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
Non-Collective Bargaining Unit Hourly - *Sadsbury Operations includes shared resources. The following represents the allocated time.											
1	246706	COWW-Field Services	*Utility Person (allocated 8.72%)	5/30/1995	\$16	\$2	\$13	\$4	\$1,555	\$1,651	\$1,753
2	246706	COWW-Field Services	*Utility Person (allocated 26.15%)	3/14/2016	44	5	35	12	2,161	2,294	2,436
Total Non-Collective Bargaining Unit Hourly					\$60	\$7	\$48	\$16	\$3,716	\$3,945	\$4,189

Pennsylvania-American Water Company - WW SSS Exeter Operations
Group Insurance

					Gross Group Insurance					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020 Insurance Coverage	2021 Insurance Coverage	2022 Insurance Coverage
Non-Collective Bargaining Unit Salary										
1	241306	EXTRWW-Field Service	Supvr Field Operations	4/22/2019	\$22,203	\$4,156	\$26,359	\$108,000	\$110,000	\$114,000
2	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	394	94	488	131,000	134,000	139,000
Total Non-Collective Bargaining Unit Salary					\$22,597	\$4,250	\$26,847	\$239,000	\$244,000	\$253,000
Non-Collective Bargaining Unit Hourly										
1	241306	EXTRWW-Field Service	Crew Leader	5/6/2019	\$22,183	\$4,150	\$26,333	\$100,000	\$102,000	\$106,000
2	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	22,203	\$4,156	26,359	106,000	109,000	112,000
3	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	7,930	\$1,484	9,414	93,000	95,000	99,000
4	241306	EXTRWW-Field Service	Utility Person	11/18/2019	95	\$25	120	90,000	92,000	95,000
5	241306	EXTRWW-Field Service	Utility Person	11/18/2019	7,930	\$1,460	9,389	90,000	92,000	95,000
6	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	22,203	\$4,156	26,359	87,000	89,000	92,000
7	241301	EXTRWW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	16,337	\$2,924	19,261	39,000	40,000	41,000
8	241306	EXTRWW-Field Service	Utility Person - Position To Be Filled	8/15/2020	16,337	\$2,924	19,261	39,000	40,000	41,000
Total Non-Collective Bargaining Unit Hourly					\$115,217	\$21,280	\$136,496	\$644,000	\$659,000	\$681,000

Pennsylvania-American Water Company - WW SSS Exeter Operations
Group Insurance

Gross Group Insurance

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
Non-Collective Bargaining Unit Salary											
1	241306	EXTRWW-Field Service	Supvr Field Operations	4/22/2019	\$223	\$26	\$180	\$45	\$22,677	\$24,077	\$25,564
2	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	270	31	218	45	959	1,019	1,082
Total Non-Collective Bargaining Unit Salary					\$493	\$57	\$398	\$90	\$23,636	\$25,096	\$26,646
Non-Collective Bargaining Unit Hourly											
1	241306	EXTRWW-Field Service	Crew Leader	5/6/2019	\$206	\$24	\$166	\$45	\$22,625	\$24,022	\$25,505
2	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	219	25	177	45	22,670	24,069	25,556
3	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	192	22	156	45	8,345	8,860	9,407
4	241306	EXTRWW-Field Service	Utility Person	11/18/2019	186	22	150	45	497	528	561
5	241306	EXTRWW-Field Service	Utility Person	11/18/2019	186	22	150	45	8,332	8,847	9,393
6	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	180	21	145	45	22,594	23,989	25,470
7	241301	EXTRWW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	80	9	65	45	16,537	17,558	18,642
8	241306	EXTRWW-Field Service	Utility Person - Position To Be Filled	8/15/2020	80	9	65	45	16,537	17,558	18,642
Total Non-Collective Bargaining Unit Hourly					\$1,329	\$155	\$1,074	\$362	\$118,136	\$125,431	\$133,177

Pennsylvania-American Water Company - WW CSS Scranton Operations
Group Insurance

						Gross Group Insurance				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020 Insurance Coverage	2021 Insurance Coverage	2022 Insurance Coverage
Non-Collective Bargaining Unit Salary										
1	249200	Scranton WW-BS/OH	Sr Mgr Operations	7/14/1980	\$22,203	\$4,156	\$26,359	\$200,000	\$200,000	\$200,000
2	249201	Scranton WW-Prod	Sr Supt Production	2/28/2005	22,203	4,156	26,359	166,000	169,000	175,000
3	249206	Scrntn-WW-Fld Svc	Field Ops Supv	4/17/2006	17,445	3,265	20,710	103,000	106,000	109,000
4	249201	Scranton WW-Prod	Supvr Field Operations	5/22/2006				104,000	106,000	110,000
5	249200	Scranton WW-BS/OH	Mgr Production Assets	6/2/2008				128,000	131,000	135,000
6	249206	Scrntn-WW-Fld Svc	Field Ops Supr	5/16/2016	22,203	4,095	26,298	111,000	113,000	117,000
7	249206	Scrntn-WW-Fld Svc	Sr Supt Field Ops	6/3/2002				136,000	139,000	144,000
8	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007	1,103	264	1,367	103,000	106,000	109,000
9	249201	Scranton WW-Prod	Supvr Production	2/12/1990	22,203	4,156	26,359	119,000	121,000	126,000
10	249201	Scranton WW-Prod	Supvr Production	7/22/2019	22,203	4,156	26,359	116,000	118,000	122,000
Total Non-Collective Bargaining Unit Salary					\$129,563	\$24,248	\$153,811	\$1,286,000	\$1,309,000	\$1,347,000

Collective Bargaining Unit

1	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2016	\$22,153	\$3,640	\$25,792	\$75,000	\$76,000	\$78,000
2	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	3/27/2006	22,153	3,640	25,792	81,000	83,000	84,000
3	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	22,153	3,574	25,726	75,000	76,000	78,000
4	249201	Scranton WW-Prod	Plant Operator	11/19/2002	15,689	2,989	18,677	75,000	76,000	78,000
5	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008	7,568	3,098	10,666	71,000	73,000	74,000
6	249201	Scranton WW-Prod	Plant Operator	7/9/2012	7,282	1,611	8,894	75,000	76,000	78,000
7	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016				71,000	73,000	74,000
8	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	15,689	2,989	18,677	71,000	73,000	74,000
9	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	22,153	3,583	25,736	71,000	73,000	74,000
10	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	7,282	1,611	8,894	75,000	76,000	78,000
11	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005	22,153	3,640	25,792	75,000	76,000	78,000
12	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008	7,282	1,611	8,894	71,000	73,000	74,000
13	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	7,282	1,611	8,894	71,000	73,000	74,000
14	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016	7,535	873	8,408	71,000	73,000	74,000
15	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	5/26/2009	22,153	3,640	25,792	71,000	73,000	74,000
16	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	22,153	3,640	25,792	81,000	83,000	84,000
17	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005	22,153	3,640	25,792	71,000	73,000	74,000
18	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	22,153	3,640	25,792	75,000	76,000	78,000
19	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	15,689	2,989	18,677	75,000	76,000	78,000
20	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/22/2017	7,282	1,611	8,894	75,000	76,000	78,000
21	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009				75,000	76,000	78,000
22	249201	Scranton WW-Prod	Plant Operator	4/25/2005	22,153	3,640	25,792	75,000	76,000	78,000
23	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	22,153	3,574	25,726	71,000	73,000	74,000
24	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987	22,153	3,583	25,736	75,000	76,000	78,000
25	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	15,689	2,989	18,677	75,000	76,000	78,000
26	249201	Scranton WW-Prod	Master Electrician	10/20/2014	7,282	1,611	8,894	81,000	83,000	84,000
27	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	9/8/1997				81,000	83,000	84,000
28	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005	22,153	3,574	25,726	71,000	73,000	74,000
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	15,689	2,989	18,677	71,000	73,000	74,000
30	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	7,568	3,098	10,666	81,000	83,000	84,000
31	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	7,282	1,611	8,894	71,000	73,000	74,000
32	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013	7,568	3,098	10,666	71,000	73,000	74,000
33	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012	15,689	2,989	18,677	75,000	76,000	78,000
34	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	15,689	2,989	18,677	71,000	73,000	74,000
35	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	7,282	1,611	8,894	81,000	83,000	84,000
36	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	15,689	2,989	18,677	71,000	73,000	74,000
37	249201	Scranton WW-Prod	Plant Operator	11/9/1992	15,689	2,989	18,677	75,000	76,000	78,000

Pennsylvania-American Water Company - WW CSS Scranton Operations
Group Insurance

					Gross Group Insurance						
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
Non-Collective Bargaining Unit Salary											
1	249200	Scranton WW-BS/OH	Sr Mgr Operations	7/14/1980	\$413	\$48	\$396	\$45	\$23,105	\$24,531	\$26,046
2	249201	Scranton WW-Prod	Sr Supt Production	2/28/2005	343	40	277	45	22,907	24,322	25,824
3	249206	Scrntn-WW-Fld Svc	Field Ops Supv	4/17/2006	213	25	172	45	17,900	19,006	20,179
4	249201	Scranton WW-Prod	Supvr Field Operations	5/22/2006	215	25	174	45	459	487	517
5	249200	Scranton WW-BS/OH	Mgr Production Assets	6/2/2008	264	31	213	45	553	588	624
6	249206	Scrntn-WW-Fld Svc	Field Ops Supr	5/16/2016	229	27	185	45	22,689	24,090	25,578
7	249206	Scrntn-WW-Fld Svc	Sr Supt Field Ops	6/3/2002	281	33	226	45	585	621	659
8	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007	213	25	172	45	1,558	1,654	1,756
9	249201	Scranton WW-Prod	Supvr Production	2/12/1990	246	29	198	45	22,721	24,124	25,613
10	249201	Scranton WW-Prod	Supvr Production	7/22/2019	239	28	193	45	22,708	24,111	25,599
Total Non-Collective Bargaining Unit Salary					\$2,654	\$309	\$2,206	\$452	\$135,185	\$143,533	\$152,396
Collective Bargaining Unit											
1	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2016	\$155	\$2	\$0	\$45	\$22,355	\$23,736	\$25,201
2	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	3/27/2006	167	2	-	45	22,368	23,749	25,215
3	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	155	2	-	45	22,355	23,736	25,202
4	249201	Scranton WW-Prod	Plant Operator	11/19/2002	155	2	-	45	15,891	16,872	17,914
5	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008	147	2	-	45	7,762	8,241	8,750
6	249201	Scranton WW-Prod	Plant Operator	7/9/2012	155	2	-	45	7,485	7,947	8,438
7	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016	147	2	-	45	194	206	219
8	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	147	2	-	45	15,883	16,864	17,905
9	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	147	2	-	45	22,347	23,727	25,192
10	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	155	2	-	45	7,485	7,947	8,438
11	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005	155	2	-	45	22,355	23,736	25,201
12	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008	147	2	-	45	7,477	7,938	8,429
13	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	147	2	-	45	7,477	7,938	8,429
14	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016	147	2	-	45	7,730	8,207	8,714
15	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	5/26/2009	147	2	-	45	22,347	23,727	25,192
16	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	167	2	-	45	22,368	23,749	25,215
17	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005	147	2	-	45	22,347	23,727	25,192
18	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	155	2	-	45	22,355	23,736	25,201
19	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	155	2	-	45	15,891	16,872	17,914
20	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/22/2017	155	2	-	45	7,485	7,947	8,438
21	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009	155	2	-	45	202	215	228
22	249201	Scranton WW-Prod	Plant Operator	4/25/2005	155	2	-	45	22,355	23,736	25,201
23	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	147	2	-	45	22,347	23,727	25,192
24	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987	155	2	-	45	22,355	23,736	25,202
25	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	155	2	-	45	15,891	16,872	17,914
26	249201	Scranton WW-Prod	Master Electrician	10/20/2014	167	2	-	45	7,497	7,960	8,452
27	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	9/8/1997	167	2	-	45	215	228	242
28	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005	147	2	-	45	22,347	23,727	25,192
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	147	2	-	45	15,883	16,864	17,905
30	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	167	2	-	45	7,783	8,263	8,773
31	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	147	2	-	45	7,477	7,938	8,429
32	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013	147	2	-	45	7,762	8,241	8,750
33	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012	155	2	-	45	15,891	16,872	17,914
34	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	147	2	-	45	15,883	16,864	17,905
35	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	167	2	-	45	7,497	7,960	8,452
36	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	147	2	-	45	15,883	16,864	17,905
37	249201	Scranton WW-Prod	Plant Operator	11/9/1992	155	2	-	45	15,891	16,872	17,914

Pennsylvania-American Water Company - WW CSS Scranton Operations
Group Insurance

Gross Group Insurance										
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020 Insurance Coverage	2021 Insurance Coverage	2022 Insurance Coverage
38	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016	15,689	2,989	18,677	75,000	76,000	78,000
39	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	15,689	2,989	18,677	71,000	73,000	74,000
40	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	7,282	1,611	8,894	71,000	73,000	74,000
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007	22,153	3,640	25,792	71,000	73,000	74,000
42	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006	22,153	3,640	25,792	71,000	73,000	74,000
43	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	7,282	1,608	8,891	71,000	73,000	74,000
44	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	7,282	1,611	8,894	75,000	76,000	78,000
45	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	7,282	1,611	8,894	71,000	73,000	74,000
46	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	8/13/2007	15,689	2,989	18,677	71,000	73,000	74,000
47	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006				75,000	76,000	78,000
48	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	22,153	3,583	25,736	81,000	83,000	84,000
49	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008	7,282	1,611	8,894	75,000	76,000	78,000
50	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016	22,153	3,640	25,792	71,000	73,000	74,000
51	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	7,282	1,589	8,871	71,000	73,000	74,000
52	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005	7,282	1,589	8,871	71,000	73,000	74,000
53	249201	Scranton WW-Prod	Maintenance Mechanic A	1/3/2017				75,000	76,000	78,000
54	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018	22,153	3,574	25,726	74,000	75,000	77,000
55	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	15,689	2,989	18,677	74,000	75,000	77,000
56	249201	Scranton WW-Prod	Equipment Operator A	3/11/2019	1,033	209	1,242	74,000	75,000	77,000
57	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/25/2019	22,153	3,640	25,792	74,000	75,000	77,000
58	249206	Scrntn-WW-Fld Svc	Equipment Operator A	4/1/2019	7,282	1,611	8,894	74,000	75,000	77,000
59	249201	Scranton WW-Prod	Serviceperson - Position To Be Filled	8/15/2020	13,895	2,574	16,470	79,000	80,000	83,000
Total Collective Bargaining Unit					\$786,540	\$146,257	\$932,797	\$4,362,000	\$4,454,000	\$4,540,000

Non-Collective Bargaining Unit Hourly

1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	\$22,203	\$4,156	\$26,359	\$85,000	\$87,000	\$90,000
2	249206	Scrntn-WW-Fld Svc	Admin Asst - Staff Supp (N)	9/4/2007	7,930	\$1,481	9,411	77,000	78,000	81,000
Total Non-Collective Bargaining Unit Hourly					\$30,133	\$5,637	\$35,770	\$162,000	\$165,000	\$171,000

Pennsylvania-American Water Company - WW CSS Scranton Operations
Group Insurance

Gross Group Insurance											
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
38	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016	155	2	-	45	15,891	16,872	17,914
39	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	147	2	-	45	15,883	16,864	17,905
40	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	147	2	-	45	7,477	7,938	8,429
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007	147	2	-	45	22,347	23,727	25,192
42	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006	147	2	-	45	22,347	23,727	25,192
43	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	147	2	-	45	7,477	7,938	8,429
44	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	155	2	-	45	7,485	7,947	8,438
45	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	147	2	-	45	7,477	7,938	8,429
46	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	8/13/2007	147	2	-	45	15,883	16,864	17,905
47	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006	155	2	-	45	202	215	228
48	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	167	2	-	45	22,368	23,749	25,216
49	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008	155	2	-	45	7,485	7,947	8,438
50	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016	147	2	-	45	22,347	23,727	25,192
51	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	147	2	-	45	7,477	7,938	8,429
52	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005	147	2	-	45	7,477	7,938	8,429
53	249201	Scranton WW-Prod	Maintenance Mechanic A	1/3/2017	155	2	-	45	202	215	228
54	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018	153	2	-	45	22,353	23,734	25,199
55	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	153	2	-	45	15,889	16,870	17,912
56	249201	Scranton WW-Prod	Equipment Operator A	3/11/2019	153	2	-	45	1,234	1,310	1,391
57	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/25/2019	153	2	-	45	22,353	23,733	25,199
58	249206	Scrntn-WW-Fld Svc	Equipment Operator A	4/1/2019	153	2	-	45	7,483	7,945	8,436
59	249201	Scranton WW-Prod	Serviceperson - Position To Be Filled	8/15/2020	163	2	-	45	14,106	14,977	15,902
Total Collective Bargaining Unit					\$9,003	\$142	\$0	\$2,669	\$798,354	\$847,655	\$900,000

Non-Collective Bargaining Unit Hourly

1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	\$175	\$20	\$141	\$45	\$22,585	\$23,980	\$25,461
2	249206	Scrntn-WW-Fld Svc	Admin Asst - Staff Supp (N)	9/4/2007	159	18	128	45	8,280	8,791	9,334
Total Non-Collective Bargaining Unit Hourly					\$334	\$39	\$269	\$90	\$30,865	\$32,771	\$34,795

Pennsylvania-American Water Company - WW CSS McKeesport Operations
Group Insurance

						Gross Group Insurance				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2020 Insurance Coverage	2021 Insurance Coverage	2022 Insurance Coverage
<u>Non-Collective Bargaining Unit Salary</u>										
1	241205	MCKEWW-Admin & Gen	Sr Supvr Operations	3/10/2008	\$0	\$0	\$0	\$132,000	\$134,000	\$139,000
2	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008	22,203	4,148	26,351	111,000	113,000	117,000
3	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982	27,357	2,605	29,962	123,000	126,000	130,000
4	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003	18,238	3,414	21,652	136,000	139,000	144,000
Total Non-Collective Bargaining Unit Salary					\$67,799	\$10,166	\$77,965	\$502,000	\$512,000	\$530,000
<u>Collective Bargaining Unit</u>										
1	241201	MCKEWW-Production	Turn Laborer UWUA 433	9/6/2011	\$15,689	\$2,948	\$18,636	\$77,000	\$78,000	\$81,000
2	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	7,282	1,589	8,871	83,000	84,000	87,000
3	241201	MCKEWW-Production	Turn Laborer UWUA 433	6/1/2009	15,689	2,989	18,677	77,000	78,000	81,000
4	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	15,689	2,989	18,677	84,000	85,000	88,000
5	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	7,247	1,602	8,849	87,000	88,000	91,000
6	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	22,153	3,640	25,792	88,000	89,000	92,000
7	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	22,153	3,640	25,792	88,000	89,000	92,000
8	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	22,153	3,640	25,792	84,000	85,000	88,000
9	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	7,568	3,057	10,625	80,000	81,000	84,000
10	241201	MCKEWW-Production	General Laborer UWUA 433	4/2/2012	22,153	3,574	25,726	63,000	64,000	67,000
11	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	15,689	2,948	18,636	90,000	91,000	94,000
12	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/3/1999	7,535	857	8,392	83,000	84,000	87,000
13	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	22,153	3,640	25,792	63,000	64,000	67,000
14	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	7,568	3,057	10,625	80,000	81,000	84,000
15	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	21,853	2,531	24,384	77,000	78,000	81,000
16	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	7,568	3,098	10,666	77,000	78,000	81,000
17	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	7,282	1,608	8,891	80,000	81,000	84,000
18	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	5/5/2008	7,535	873	8,408	71,000	72,000	75,000
19	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	22,153	3,640	25,792	84,000	85,000	88,000
20	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	7,282	1,611	8,894	66,000	66,000	69,000
21	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	15,689	2,989	18,677	84,000	85,000	88,000
22	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	15,689	2,989	18,677	94,000	95,000	98,000
23	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	7,282	1,611	8,894	63,000	64,000	67,000
24	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	7,282	1,589	8,871	71,000	72,000	75,000
25	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	7,282	1,611	8,894	84,000	85,000	88,000
26	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	15,689	2,948	18,636	90,000	91,000	94,000
27	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	15,689	2,989	18,677	87,000	88,000	91,000
28	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	7,282	1,611	8,894	71,000	72,000	75,000
29	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	22,153	3,640	25,792	77,000	78,000	81,000
Total					\$398,428	\$75,504	\$473,932	\$2,303,000	\$2,331,000	\$2,418,000
<u>Non-Collective Bargaining Unit Hourly</u>										
1	241201	MCKEWW-Production	Lead Plant Operator	11/9/2010	\$17,445	\$3,259	\$20,704	\$92,000	\$94,000	\$97,000
2	241206	MCKEWW-Field Service	Admin Support Rep (N)	4/27/2015	17,445	3,218	20,663	50,000	51,000	53,000
3	241206	MCKEWW-Field Service	Admin Support Rep (N)	12/2/2009	17,013	3,163	20,176	50,000	51,000	53,000
Total Non-Collective Bargaining Unit Hourly					\$51,904	\$9,639	\$61,543	\$192,000	\$196,000	\$203,000

Pennsylvania-American Water Company - WW CSS McKeesport Operations
Group Insurance

					Gross Group Insurance						
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Basic Life	AD&D	Long Term Disability	Short Term Disability	2020 Total Gross Group Insurance	2021 Total Gross Group Insurance	2022 Total Gross Group Insurance
Non-Collective Bargaining Unit Salary											
1	241205	MCKEWW-Admin & Gen	Sr Supvr Operations	3/10/2008	\$272	\$32	\$219	\$45	\$569	\$604	\$641
2	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008	229	27	185	45	22,689	24,090	25,577
3	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982	254	30	205	45	27,891	29,613	31,442
4	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003	281	33	227	45	18,824	19,987	21,221
Total Non-Collective Bargaining Unit Salary					\$1,036	\$120	\$836	\$181	\$69,973	\$74,294	\$78,882
Collective Bargaining Unit											
1	241201	MCKEWW-Production	Turn Laborer UWUA 433	9/6/2011	\$159	\$2	\$0	\$45	\$15,895	\$16,877	\$17,919
2	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	171	2	-	45	7,501	7,965	8,456
3	241201	MCKEWW-Production	Turn Laborer UWUA 433	6/1/2009	159	2	-	45	15,895	16,877	17,919
4	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	173	2	-	45	15,910	16,892	17,935
5	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	180	2	-	45	7,474	7,936	8,426
6	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	182	2	-	45	22,382	23,764	25,232
7	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	182	2	-	45	22,382	23,764	25,232
8	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	173	2	-	45	22,374	23,755	25,222
9	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	165	2	-	45	7,780	8,261	8,771
10	241201	MCKEWW-Production	General Laborer UWUA 433	4/2/2012	130	2	-	45	22,331	23,709	25,174
11	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	186	2	-	45	15,922	16,905	17,949
12	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/3/1999	171	2	-	45	7,754	8,233	8,742
13	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	130	2	-	45	22,330	23,709	25,173
14	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	165	2	-	45	7,780	8,261	8,771
15	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	159	2	-	45	22,060	23,422	24,868
16	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	159	2	-	45	7,774	8,254	8,764
17	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	165	2	-	45	7,495	7,958	8,449
18	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	5/5/2008	147	2	-	45	7,730	8,207	8,714
19	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	173	2	-	45	22,374	23,755	25,222
20	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	136	2	-	45	7,466	7,927	8,417
21	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	173	2	-	45	15,910	16,892	17,935
22	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	194	2	-	45	15,930	16,914	17,958
23	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	130	2	-	45	7,460	7,921	8,410
24	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	147	2	-	45	7,477	7,938	8,429
25	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	173	2	-	45	7,503	7,967	8,459
26	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	186	2	-	45	15,922	16,905	17,949
27	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	180	2	-	45	15,916	16,899	17,942
28	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	147	2	-	45	7,477	7,938	8,429
29	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	159	2	-	45	22,359	23,740	25,206
Total					\$4,753	\$70	\$0	\$1,312	\$404,563	\$429,547	\$456,072
Non-Collective Bargaining Unit Hourly											
1	241201	MCKEWW-Production	Lead Plant Operator	11/9/2010	\$190	\$22	\$153	\$45	\$17,856	\$18,958	\$20,129
2	241206	MCKEWW-Field Service	Admin Support Rep (N)	4/27/2015	103	12	84	45	17,690	18,782	19,942
3	241206	MCKEWW-Field Service	Admin Support Rep (N)	12/2/2009	103	12	84	45	17,257	18,323	19,454
Total Non-Collective Bargaining Unit Hourly					\$396	\$46	\$320	\$136	\$52,802	\$56,063	\$59,525

401K, Defined Contribution Plan, and Employee Stock Purchase Plan

**Pennsylvania-American Water Company
401K, DCP, ESPP**

	401K			DCP			ESPP		
	2020	2021	2022	2020	2021	2022	2020	2021	2022
Water Operations Excl. Steelton									
Non-Collective Bargaining Unit Salary	\$604,412	\$621,717	\$654,017	\$607,804	\$620,705	\$642,694	\$66,007	\$67,407	\$69,796
Collective Bargaining Unit	1,068,389	1,081,346	1,127,105	1,286,879	1,301,104	1,352,437	55,581	56,233	58,378
Non-Collective Bargaining Unit Hourly	378,211	386,236	399,916	450,177	459,730	476,014	20,311	20,742	21,476
Total	\$2,051,011	\$2,089,300	\$2,181,037	\$2,344,860	\$2,381,539	\$2,471,146	\$141,898	\$144,382	\$149,650
Water Steelton Operations									
Collective Bargaining Unit	\$13,753	\$13,835	\$14,377	\$15,459	\$15,557	\$16,215	\$0	\$0	\$0
Total	\$13,753	\$13,835	\$14,377	\$15,459	\$15,557	\$16,215	\$0	\$0	\$0
WW SSS Excl. Sadsbury and Exeter Operations									
Non-Collective Bargaining Unit Salary	\$9,489	\$9,691	\$10,034	\$4,186	\$4,274	\$4,425	\$1,800	\$1,838	\$1,903
Non-Collective Bargaining Unit Hourly	48,324	49,351	51,099	74,510	76,093	78,788	2,030	2,074	2,147
Total	\$57,813	\$59,041	\$61,133	\$78,695	\$80,367	\$83,213	\$3,831	\$3,912	\$4,050
WW SSS Sadsbury Operations									
Non-Collective Bargaining Unit Hourly	\$425	\$434	\$449	\$1,013	\$1,034	\$1,071	\$0	\$0	\$0
Total	\$425	\$434	\$449	\$1,013	\$1,034	\$1,071	\$0	\$0	\$0
WW SSS Exeter Operations									
Non-Collective Bargaining Unit Salary	\$5,654	\$5,774	\$5,979	\$8,366	\$8,544	\$8,846	\$0	\$0	\$0
Non-Collective Bargaining Unit Hourly	15,210	15,532	16,084	19,836	20,256	20,975	0	0	0
Total	\$20,864	\$21,307	\$22,063	\$28,202	\$28,799	\$29,821	\$0	\$0	\$0
WW CSS Scranton Operations									
Non-Collective Bargaining Unit Salary	\$25,391	\$25,930	\$26,848	\$32,210	\$32,894	\$34,059	\$2,286	\$2,334	\$2,417
Collective Bargaining Unit	12,093	12,289	12,585	180,485	183,346	187,479	2,982	3,028	3,095
Non-Collective Bargaining Unit Hourly	4,304	4,395	4,551	5,649	5,769	5,973	0	0	0
Total	\$41,787	\$42,614	\$43,984	\$218,343	\$222,009	\$227,511	\$5,267	\$5,362	\$5,512
WW CSS McKeesport Operations									
Non-Collective Bargaining Unit Salary	\$9,520	\$9,722	\$10,066	\$17,565	\$17,937	\$18,572	\$132	\$134	\$139
Collective Bargaining Unit	68,423	69,256	71,799	96,846	98,025	101,624	4,446	4,500	4,665
Non-Collective Bargaining Unit Hourly	4,513	4,608	4,772	6,726	6,869	7,112	0	0	0
Total	\$82,456	\$83,586	\$86,637	\$121,137	\$122,830	\$127,308	\$4,578	\$4,634	\$4,804

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

						Gross Other Benefits 401k, DCP, ESPP						
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k	Defined Contribution Plan 2019	Defined Contribution Plan 2020
Non-Collective Bargaining Unit Salary												
1	240106	CORP-Field Services	Project Manager	1/18/1999	4.00%	401(k) Match 1-3/100% 4-5/50%	\$5,555	\$5,711	\$5,832	\$6,039	\$7,291	\$7,495
2	240106	CORP-Field Services	Mgr Business Performance	2/26/2001	4.00%	401(k) Match 1-3/100% 4-5/50%	3,827	3,934	4,017	4,160	5,022	5,163
3	240106	CORP-Field Services	VP Operations (Mega)	10/1/1987			-	-	-	-	12,600	12,953
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987	2.50%	401(k) Match 50% up to 5%	2,086	2,144	2,190	2,268	-	-
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988	2.50%	401(k) Match 50% up to 5%	2,380	2,447	2,498	2,587	-	-
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993	2.50%	401(k) Match 50% up to 5%	3,104	3,191	3,259	3,375	-	-
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997	2.50%	401(k) Match 50% up to 5%	2,069	2,127	2,173	2,250	-	-
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981	2.00%	401(k) Match 50% up to 5%	1,635	1,681	1,716	1,777	-	-
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991	2.50%	401(k) Match 50% up to 5%	1,941	1,995	2,038	2,110	-	-
10	249106	WILK-Field Services	Sr Supv Operations	8/10/1987	2.50%	401(k) Match 50% up to 5%	1,988	2,043	2,086	2,160	-	-
11	249160	WILK-Watres	Supvr Production	1/11/1988	1.00%	401(k) Match 50% up to 5%	680	699	714	739	-	-
12	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	9/15/1993	1.50%	401(k) Match 50% up to 5%	1,445	1,485	1,517	1,571	-	-
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990			-	-	-	-	-	-
14	249106	WILK-Field Services	Sr Supv Operations	10/19/1987	1.50%	401(k) Match 50% up to 5%	1,140	1,172	1,197	1,239	-	-
15	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/17/1986	2.50%	401(k) Match 50% up to 5%	1,971	2,026	2,069	2,142	-	-
16	249106	WILK-Field Services	Sr Supv Ops	10/17/1983	2.50%	401(k) Match 50% up to 5%	1,982	2,037	2,081	2,154	-	-
17	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998	2.50%	401(k) Match 50% up to 5%	2,103	2,162	2,208	2,286	-	-
18	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998			-	-	-	-	-	-
19	249103	WILK-Cust Service	Supvr Field Operations	10/19/1992	1.50%	401(k) Match 50% up to 5%	1,419	1,459	1,489	1,542	-	-
20	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997	2.50%	401(k) Match 50% up to 5%	1,662	1,709	1,746	1,808	-	-
21	249150	WILK-Other	Sr Supt Production	9/13/1993	2.50%	401(k) Match 50% up to 5%	2,426	2,494	2,547	2,638	-	-
22	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995	2.50%	401(k) Match 50% up to 5%	2,127	2,186	2,232	2,311	-	-
23	246106	MECH-Field Services	Sr Mgr Operations	5/4/1998	4.00%	401(k) Match 1-3/100% 4-5/50%	4,720	4,852	4,955	5,131	6,195	6,369
24	249106	WILK-Field Services	Supvr Field Operations	2/22/1982	2.50%	401(k) Match 50% up to 5%	1,750	1,799	1,837	1,902	-	-
25	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994	2.50%	401(k) Match 50% up to 5%	2,204	2,266	2,314	2,396	-	-
26	245305	ABNG-Admin & Gen	Supt Opns I	6/16/1997	2.00%	401(k) Match 50% up to 5%	1,808	1,859	1,898	1,966	-	-
27	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995	2.50%	401(k) Match 50% up to 5%	1,939	1,994	2,036	2,108	-	-
28	246106	MECH-Field Services	Supvr Field Operations	4/11/1995	2.50%	401(k) Match 50% up to 5%	2,006	2,062	2,106	2,180	-	-
29	246106	MECH-Field Services	Sr Supt Opns	1/9/1989	2.50%	401(k) Match 50% up to 5%	2,507	2,577	2,632	2,725	-	-
30	246206	HSHY-Field Services	Supvr Field Operations	5/1/1995			-	-	-	-	-	-
31	240151	CORP-Cust Serv MECH	Manager Regulatory Complian	4/10/1995	4.00%	401(k) Match 1-3/100% 4-5/50%	4,200	4,318	4,410	4,566	5,512	5,667
32	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982	2.00%	401(k) Match 50% up to 5%	1,727	1,775	1,813	1,877	-	-
33	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/18/1989	2.50%	401(k) Match 50% up to 5%	3,528	3,626	3,703	3,834	-	-
34	240117	CORP-Water Quality	Supvr WQ & Env Compliance	2/2/1998	2.50%	401(k) Match 50% up to 5%	2,399	2,467	2,519	2,608	-	-
35	240106	CORP-Field Services	Project Mgr BP	8/14/1989	2.50%	401(k) Match 50% up to 5%	2,773	2,851	2,911	3,014	-	-
36	241106	PITT-Field Services	Supvr Field Operations	10/25/1978	2.00%	401(k) Match 50% up to 5%	1,840	1,892	1,932	2,001	-	-
37	244206	PUNX-Field Services	Sr Supvr Operations	5/16/1998	2.50%	401(k) Match 50% up to 5%	2,255	2,319	2,368	2,452	-	-
38	240114	CORP-Engineering	Mgr Engrg - Project Delivery	2/8/1988	2.50%	401(k) Match 50% up to 5%	3,496	3,595	3,671	3,801	-	-
39	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989	2.50%	401(k) Match 50% up to 5%	3,515	3,613	3,690	3,821	-	-
40	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993	2.50%	401(k) Match 50% up to 5%	3,250	3,341	3,412	3,533	-	-
41	241106	PITT-Field Services	Supvr Field Operations	9/1/1982	2.50%	401(k) Match 50% up to 5%	2,392	2,460	2,512	2,601	-	-
42	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994			-	-	-	-	-	-
43	249106	WILK-Field Services	Supvr Field Operations	8/8/1984	2.50%	401(k) Match 50% up to 5%	2,080	2,138	2,183	2,261	-	-
44	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987	2.50%	401(k) Match 50% up to 5%	4,037	4,150	4,238	4,388	-	-
45	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980	2.50%	401(k) Match 50% up to 5%	2,432	2,501	2,554	2,644	-	-
46	249106	WILK-Field Services	Supvr Field Operations	9/21/1977	1.50%	401(k) Match 50% up to 5%	1,333	1,371	1,400	1,449	-	-
47	249106	WILK-Field Services	Supvr Field Operations	11/18/1986	2.50%	401(k) Match 50% up to 5%	2,088	2,147	2,193	2,270	-	-
48	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984	2.50%	401(k) Match 50% up to 5%	2,424	2,491	2,544	2,634	-	-
49	249158	WILK-Lake Scranton	Supvr Production	11/14/1989			-	-	-	-	-	-
50	240120	CORP-Bus Dev	Sr. Dir, Business Development	3/18/1991	2.50%	401(k) Match 50% up to 5%	4,815	4,950	5,055	5,234	-	-
51	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993	2.50%	401(k) Match 50% up to 5%	3,818	3,925	4,008	4,151	-	-
52	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994	2.50%	401(k) Match 50% up to 5%	2,434	2,502	2,555	2,645	-	-
53	241150	PITT-Production Othe	Sr Supt Production	5/1/1980	2.50%	401(k) Match 50% up to 5%	2,681	2,757	2,815	2,915	-	-
54	247201	PHBG-Production	Sr Supvr Operations	12/16/1992	2.50%	401(k) Match 50% up to 5%	2,306	2,371	2,421	2,507	-	-
55	240117	CORP-Water Quality	Manager WQ & Env Compliance	11/23/1987	2.50%	401(k) Match 50% up to 5%	3,259	3,350	3,421	3,542	-	-
56	249106	WILK-Field Services	Supvr Field Operations	10/20/1986	2.50%	401(k) Match 50% up to 5%	2,088	2,147	2,192	2,270	-	-
57	247106	MILT-Field Services	Supvr Field Operations	7/3/1984			-	-	-	-	-	-
58	249106	WILK-Field Services	Sr Supt Field Ops	2/16/1987	2.50%	401(k) Match 50% up to 5%	2,657	2,731	2,789	2,888	-	-
59	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986	2.50%	401(k) Match 50% up to 5%	3,394	3,489	3,563	3,689	-	-
60	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996	2.50%	401(k) Match 50% up to 5%	2,903	2,985	3,048	3,156	-	-
61	241106	PITT-Field Services	Supvr Field Operations	9/16/1998	2.50%	401(k) Match 50% up to 5%	2,171	2,232	2,279	2,360	-	-
62	240106	CORP-Field Services	Mgr Production Assets	10/16/1998	2.50%	401(k) Match 50% up to 5%	3,202	3,292	3,361	3,480	-	-
63	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998	2.50%	401(k) Match 50% up to 5%	2,063	2,121	2,165	2,242	-	-

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP					
					Defined Contribution Plan 2021	Defined Contribution Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP
Line #	Cost Center	Cost Center Name	Job	Original Hire Date						
Non-Collective Bargaining Unit Salary										
1	240106	CORP-Field Services	Project Manager	1/18/1999	\$7,654	\$7,926	\$625	\$642	\$656	\$679
2	240106	CORP-Field Services	Mgr Business Performance	2/26/2001	5,273	5,460	-	-	-	-
3	240106	CORP-Field Services	VP Operations (Mega)	10/1/1987	13,228	13,697	1,800	1,850	1,890	1,957
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987	-	-	-	-	-	-
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988	-	-	286	294	300	310
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993	-	-	1,490	1,532	1,564	1,620
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997	-	-	248	255	261	270
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981	-	-	-	-	-	-
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991	-	-	-	-	-	-
10	249106	WILK-Field Services	Sr Supv Operations	8/10/1987	-	-	-	-	-	-
11	249160	WILK-Watres	Supvr Production	1/11/1988	-	-	-	-	-	-
12	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	9/15/1993	-	-	-	-	-	-
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990	-	-	297	305	311	322
14	249106	WILK-Field Services	Sr Supv Operations	10/19/1987	-	-	-	-	-	-
15	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/17/1986	-	-	-	-	-	-
16	249106	WILK-Field Services	Sr Supv Ops	10/17/1983	-	-	-	-	-	-
17	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998	-	-	126	130	132	137
18	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998	-	-	-	-	-	-
19	249103	WILK-Cust Service	Supvr Field Operations	10/19/1992	-	-	993	1,021	1,043	1,080
20	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997	-	-	399	410	419	434
21	249150	WILK-Other	Sr Supt Production	9/13/1993	-	-	582	599	611	633
22	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995	-	-	255	262	268	277
23	246106	MECH-Field Services	Sr Mgr Operations	5/4/1998	6,504	6,734	1,062	1,092	1,115	1,154
24	249106	WILK-Field Services	Supvr Field Operations	2/22/1982	-	-	-	-	-	-
25	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994	-	-	529	544	555	575
26	245305	ABNG-Admin & Gen	Supt Opns I	6/16/1997	-	-	-	-	-	-
27	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995	-	-	-	-	-	-
28	246106	MECH-Field Services	Supvr Field Operations	4/11/1995	-	-	-	-	-	-
29	246106	MECH-Field Services	Sr Supt Opns	1/9/1989	-	-	752	773	790	817
30	246206	HSHY-Field Services	Supvr Field Operations	5/1/1995	-	-	-	-	-	-
31	240151	CORP-Cust Serv MECH	Manager Regulatory Complian	4/10/1995	5,788	5,993	472	486	496	514
32	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982	-	-	130	133	136	141
33	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/18/1989	-	-	423	435	444	460
34	240117	CORP-Water Quality	Supvr WQ & Env Compliance	2/2/1998	-	-	432	444	453	469
35	240106	CORP-Field Services	Project Mgr BP	8/14/1989	-	-	-	-	-	-
36	241106	PITT-Field Services	Supvr Field Operations	10/25/1978	-	-	414	426	435	450
37	244206	PUNX-Field Services	Sr Supvr Operations	5/16/1998	-	-	-	-	-	-
38	240114	CORP-Engineering	Mgr Engrg - Project Delivery	2/8/1988	-	-	420	431	441	456
39	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989	-	-	1,687	1,734	1,771	1,834
40	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993	-	-	390	401	409	424
41	241106	PITT-Field Services	Supvr Field Operations	9/1/1982	-	-	574	590	603	624
42	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994	-	-	-	-	-	-
43	249106	WILK-Field Services	Supvr Field Operations	8/8/1984	-	-	-	-	-	-
44	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987	-	-	242	249	254	263
45	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980	-	-	-	-	-	-
46	249106	WILK-Field Services	Supvr Field Operations	9/21/1977	-	-	400	411	420	435
47	249106	WILK-Field Services	Supvr Field Operations	11/18/1986	-	-	-	-	-	-
48	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984	-	-	582	598	611	632
49	249158	WILK-Lake Scranton	Supvr Production	11/14/1989	-	-	-	-	-	-
50	240120	CORP-Bus Dev	Sr. Dir, Business Development	3/18/1991	-	-	-	-	-	-
51	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993	-	-	-	-	-	-
52	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994	-	-	-	-	-	-
53	241150	PITT-Production Othe	Sr Supt Production	5/1/1980	-	-	-	-	-	-
54	247201	PHBG-Production	Sr Supvr Operations	12/16/1992	-	-	1,384	1,422	1,453	1,504
55	240117	CORP-Water Quality	Manager WQ & Env Compliance	11/23/1987	-	-	1,564	1,608	1,642	1,700
56	249106	WILK-Field Services	Supvr Field Operations	10/20/1986	-	-	-	-	-	-
57	247106	MILT-Field Services	Supvr Field Operations	7/3/1984	-	-	-	-	-	-
58	249106	WILK-Field Services	Sr Supt Field Ops	2/16/1987	-	-	1,275	1,311	1,339	1,386
59	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986	-	-	-	-	-	-
60	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996	-	-	523	537	549	568
61	241106	PITT-Field Services	Supvr Field Operations	9/16/1998	-	-	782	803	820	850
62	240106	CORP-Field Services	Mgr Production Assets	10/16/1998	-	-	768	790	807	835
63	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998	-	-	248	254	260	269

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	Gross Other Benefits 401k, DCP, ESPP				Defined Contribution	
							2019 401k	2020 401k	2021 401k	2022 401k	Plan 2019	Plan 2020
64	242206	MONVA-Field Services	Supvr Field Operations	8/31/1999			-	-	-	-	-	-
65	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999			-	-	-	-	-	-
66	240106	CORP-Field Services	Sr Mgr Operations - OM Strategy	5/1/2000	2.50%	401(k) Match 50% up to 5%	4,073	4,187	4,276	4,427	-	-
67	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000	2.50%	401(k) Match 50% up to 5%	1,926	1,980	2,022	2,094	-	-
68	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000	2.50%	401(k) Match 50% up to 5%	1,866	1,918	1,959	2,028	-	-
69	249106	WILK-Field Services	Sr Supv Operations	11/16/2000	0.50%	401(k) Match 50% up to 5%	425	437	447	462	-	-
70	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000	2.50%	401(k) Match 50% up to 5%	1,939	1,994	2,036	2,108	-	-
71	241106	PITT-Field Services	Sr Superintendent Field Ops	12/18/2001			-	-	-	-	5,169	5,314
72	245106	NORR-Field Services	Supt Ops I	3/14/1994	2.50%	401(k) Match 50% up to 5%	2,612	2,685	2,742	2,839	-	-
73	240106	CORP-Field Services	Mgr Health and Safety Programs	7/18/1989	2.50%	401(k) Match 50% up to 5%	2,706	2,781	2,840	2,941	-	-
74	246506	COAT-Field Services	Supvr Field Operations	6/25/1990		#N/A	-	-	-	-	4,124	4,239
75	240114	CORP-Engineering	Engineering Project Manager	6/25/2001	2.50%	401(k) Match 50% up to 5%	2,347	2,413	2,464	2,552	-	-
76	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995	2.50%	401(k) Match 50% up to 5%	3,069	3,155	3,222	3,337	-	-
77	240114	CORP-Engineering	Engineering Project Manager	5/3/1999	2.50%	401(k) Match 50% up to 5%	2,328	2,394	2,444	2,531	-	-
78	245906	GLEN-Field Services	Sr Supt Ops	10/15/1990	2.50%	401(k) Match 50% up to 5%	2,450	2,519	2,572	2,663	-	-
79	240114	CORP-Engineering	Sr Project Engineer	8/1/1999	2.50%	401(k) Match 50% up to 5%	2,805	2,883	2,945	3,049	-	-
80	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001	2.50%	401(k) Match 50% up to 5%	2,283	2,347	2,397	2,481	-	-
81	240106	CORP-Field Services	Sr Director Operations (Mega)	3/9/1992	2.50%	401(k) Match 50% up to 5%	4,528	4,655	4,754	4,922	-	-
82	240106	CORP-Field Services	Sr Director Operations (Mega)	11/16/1997			-	-	-	-	-	-
83	240114	CORP-Engineering	Mgr Engineering	8/19/2002	2.50%	401(k) Match 50% up to 5%	3,240	3,331	3,401	3,521	-	-
84	240114	CORP-Engineering	Sr Project Engineer	5/12/2003	2.50%	401(k) Match 50% up to 5%	2,827	2,907	2,968	3,074	-	-
85	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,965	3,048	3,113	3,224	3,892	4,001
86	242106	MCMR-Field Services	Sr Supt Ops	6/23/2003	2.50%	401(k) Match 50% up to 5%	2,387	2,454	2,507	2,595	-	-
87	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003	1.00%	401(k) Match 50% up to 5%	833	857	875	906	-	-
88	249106	WILK-Field Services	Supvr Field Operations	9/2/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,630	2,704	2,761	2,860	3,452	3,549
89	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004	2.50%	401(k) Match 50% up to 5%	1,961	2,016	2,058	2,131	-	-
90	240114	CORP-Engineering	Capital Program Manager	1/10/2005	2.50%	401(k) Match 50% up to 5%	2,568	2,640	2,696	2,791	-	-
91	242101	MCMR-Production	Sr Supvr Operations	2/28/2005	1.00%	401(k) Match 50% up to 5%	975	1,002	1,024	1,060	-	-
92	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005	2.50%	401(k) Match 50% up to 5%	2,377	2,444	2,496	2,584	-	-
93	247150	MILT-Prod Other	Sr Supt Ops	3/7/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	3,622	3,724	3,803	3,938	4,754	4,888
94	240114	CORP-Engineering	Engineering Project Manager	3/21/2005			-	-	-	-	-	-
95	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	3,190	3,280	3,350	3,469	4,187	4,305
96	240114	CORP-Engineering	Mgr Engineering	5/31/2005	2.50%	401(k) Match 50% up to 5%	2,750	2,827	2,887	2,989	-	-
97	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/27/2005	2.50%	401(k) Match 50% up to 5%	2,080	2,138	2,183	2,261	-	-
98	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	7/18/2005	2.50%	401(k) Match 50% up to 5%	1,893	1,946	1,987	2,058	-	-
99	240121	CORP-Com Relations	Mgr Ext Affairs (State)	8/15/2005			-	-	-	-	-	-
100	240114	CORP-Engineering	Sr Project Engineer	11/14/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	4,316	4,437	4,531	4,692	5,665	5,824
101	249106	WILK-Field Services	Supvr Field Operations	5/1/2006			-	-	-	-	3,465	3,562
102	240114	CORP-Engineering	Mgr Engineering	5/22/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	4,808	4,943	5,048	5,227	6,311	6,488
103	240113	CORP-Info Systems	Sr Analyst Client Tech	5/22/2006			-	-	-	-	4,865	5,001
104	240114	CORP-Engineering	Engineering Project Manager	5/30/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	3,924	4,034	4,119	4,265	5,150	5,294
105	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,952	3,035	3,099	3,209	3,874	3,984
106	241106	PITT-Field Services	Mgr Ops	6/5/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	4,030	4,143	4,231	4,380	5,289	5,437
107	241151	PITT-Production Haye	Supvr Production	6/12/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	3,086	3,172	3,240	3,355	4,050	4,164
108	240106	CORP-Field Services	Director Business Performance	11/20/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	7,462	7,671	7,834	8,111	9,793	10,068
109	249103	WILK-Cust Service	Sr Supv Ops	1/22/2007	1.00%	401(k) Match 1-3/100% 4-5/50%	735	756	772	799	3,859	3,967
110	246201	HSKY-Production	Sr Supvr Operations	3/27/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	3,241	3,332	3,403	3,524	4,254	4,373
111	241106	PITT-Field Services	Supvr Field Operations	5/7/2007	2.00%	401(k) Match 1-3/100% 4-5/50%	1,337	1,374	1,403	1,453	3,509	3,607
112	245101	NORR-Production	Sr Supvr Operations	8/17/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	3,755	3,860	3,941	4,081	4,928	5,066
113	240119	CORP-Risk Mgmt	Mgr Health and Safety	5/29/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	4,488	4,614	4,712	4,879	5,891	6,056
114	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007	3.00%	401(k) Match 1-3/100% 4-5/50%	2,537	2,608	2,663	2,757	4,439	4,563
115	240106	CORP-Field Services	Sr Supvr Operations	7/23/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,960	3,043	3,108	3,217	3,885	3,995
116	240106	CORP-Field Services	Mgr Operations - EAM	12/3/2007			-	-	-	-	4,587	4,716
117	240106	CORP-Field Services	Major Accounts Manager	12/26/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	5,494	5,648	5,768	5,973	7,211	7,414
118	245106	NORR-Field Services	Supvr Field Operations	8/11/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,602	2,675	2,732	2,829	3,415	3,511
119	240114	CORP-Engineering	Sr Project Engineer	10/27/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	4,016	4,129	4,217	4,366	5,272	5,420
120	249106	WILK-Field Services	Supvr Ops	11/17/2008	3.00%	401(k) Match 1-3/100% 4-5/50%	2,016	2,072	2,116	2,191	3,528	3,627
121	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/20/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,849	2,909	3,013	3,637	3,739
122	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	3,189	3,279	3,348	3,467	4,186	4,304
123	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	3,299	3,391	3,463	3,586	4,329	4,451
124	246505	COAT-Admin & Gen	Sr Supt Ops	8/24/2009			-	-	-	-	4,937	5,076
125	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	7,500	7,710	7,874	8,153	9,844	10,120
126	240114	CORP-Engineering	Engineering Project Manager	10/12/2009			-	-	-	-	4,176	4,293
127	249106	WILK-Field Services	Supvr Field Operations	10/19/2009	3.50%	401(k) Match 1-3/100% 4-5/50%	2,275	2,339	2,389	2,473	3,413	3,509

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Gross Other Benefits 401k, DCP, ESPP						
					Defined						
					Contribution Plan	Defined Contribution					
					2021	Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP	
64	242206	MONVA-Field Services	Supvr Field Operations	8/31/1999	-	-	-	-	-	-	
65	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999	-	-	-	-	-	-	
66	240106	CORP-Field Services	Sr Mgr Operations - OM Strategy	5/1/2000	-	-	-	-	-	-	
67	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000	-	-	1,155	1,188	1,213	1,256	
68	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000	-	-	672	691	705	730	
69	249106	WILK-Field Services	Sr Supv Operations	11/16/2000	-	-	-	-	-	-	
70	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000	-	-	1,163	1,196	1,221	1,265	
71	241106	PITT-Field Services	Sr Superintendent Field Ops	12/18/2001	5,427	5,619	-	-	-	-	
72	245106	NORR-Field Services	Supt Ops I	3/14/1994	-	-	313	322	329	341	
73	240106	CORP-Field Services	Mgr Health and Safety Programs	7/18/1989	-	-	-	-	-	-	
74	246506	COAT-Field Services	Supvr Field Operations	6/25/1990	4,329	4,483	-	-	-	-	
75	240114	CORP-Engineering	Engineering Project Manager	6/25/2001	-	-	-	-	-	-	
76	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995	-	-	921	947	967	1,001	
77	240114	CORP-Engineering	Engineering Project Manager	5/3/1999	-	-	698	718	733	759	
78	245906	GLEN-Field Services	Sr Supt Opns	10/15/1990	-	-	1,470	1,511	1,543	1,598	
79	240114	CORP-Engineering	Sr Project Engineer	8/1/1999	-	-	1,346	1,384	1,413	1,463	
80	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001	-	-	-	-	-	-	
81	240106	CORP-Field Services	Sr Director Operations (Mega)	3/9/1992	-	-	-	-	-	-	
82	240106	CORP-Field Services	Sr Director Operations (Mega)	11/16/1997	-	-	525	540	551	571	
83	240114	CORP-Engineering	Mgr Engineering	8/19/2002	-	-	1,944	1,998	2,041	2,113	
84	240114	CORP-Engineering	Sr Project Engineer	5/12/2003	-	-	848	872	891	922	
85	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003	4,086	4,232	334	343	350	363	
86	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003	-	-	-	-	-	-	
87	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003	-	-	-	-	-	-	
88	249106	WILK-Field Services	Supvr Field Operations	9/2/2003	3,624	3,753	395	406	414	429	
89	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004	-	-	-	-	-	-	
90	240114	CORP-Engineering	Capital Program Manager	1/10/2005	-	-	-	-	-	-	
91	242101	MCMR-Production	Sr Supvr Operations	2/28/2005	-	-	-	-	-	-	
92	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005	-	-	428	440	449	465	
93	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005	4,992	5,168	-	-	-	-	
94	240114	CORP-Engineering	Engineering Project Manager	3/21/2005	-	-	-	-	-	-	
95	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005	4,396	4,553	-	-	-	-	
96	240114	CORP-Engineering	Mgr Engineering	5/31/2005	-	-	825	848	866	897	
97	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/27/2005	-	-	374	385	393	407	
98	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	7/18/2005	-	-	-	-	-	-	
99	240121	CORP-Com Relations	Mgr Ext Affairs (State)	8/15/2005	-	-	-	-	-	-	
100	240114	CORP-Engineering	Sr Project Engineer	11/14/2005	5,947	6,158	162	166	170	176	
101	249106	WILK-Field Services	Supvr Field Operations	5/1/2006	3,637	3,766	-	-	-	-	
102	240114	CORP-Engineering	Mgr Engineering	5/22/2006	6,625	6,860	902	927	946	980	
103	240113	CORP-Info Systems	Sr Analyst Client Tech	5/22/2006	5,108	5,289	-	-	-	-	
104	240114	CORP-Engineering	Engineering Project Manager	5/30/2006	5,406	5,598	147	151	154	160	
105	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006	4,068	4,212	-	-	-	-	
106	241106	PITT-Field Services	Mgr Opns	6/5/2006	5,553	5,749	-	-	-	-	
107	241151	PITT-Production Haye	Supvr Production	6/12/2006	4,252	4,403	579	595	607	629	
108	240106	CORP-Field Services	Director Business Performance	11/20/2006	10,282	10,646	-	-	-	-	
109	249103	WILK-Cust Service	Sr Supv Ops	1/22/2007	4,052	4,195	-	-	-	-	
110	246201	HSKY-Production	Sr Supvr Operations	3/27/2007	4,466	4,625	608	625	638	661	
111	241106	PITT-Field Services	Supvr Field Operations	5/7/2007	3,683	3,813	-	-	-	-	
112	245101	NORR-Production	Sr Supvr Operations	8/17/2009	5,173	5,356	563	579	591	612	
113	240119	CORP-Risk Mgmt	Mgr Health and Safety	5/29/2007	6,185	6,403	842	865	884	915	
114	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007	4,660	4,826	254	261	266	276	
115	240106	CORP-Field Services	Sr Supvr Operations	7/23/2007	4,079	4,223	-	-	-	-	
116	240106	CORP-Field Services	Mgr Operations - EAM	12/3/2007	4,816	4,987	-	-	-	-	
117	240106	CORP-Field Services	Major Accounts Manager	12/26/2007	7,571	7,839	824	847	865	896	
118	245106	NORR-Field Services	Supvr Field Operations	8/11/2008	3,585	3,713	293	301	307	318	
119	240114	CORP-Engineering	Sr Project Engineer	10/27/2008	5,534	5,730	-	-	-	-	
120	249106	WILK-Field Services	Supvr Opns	11/17/2008	3,704	3,835	504	518	529	548	
121	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/20/2009	3,818	3,954	1,039	1,068	1,091	1,130	
122	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009	4,394	4,550	-	-	-	-	
123	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009	4,545	4,707	-	-	-	-	
124	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009	5,184	5,367	-	-	-	-	
125	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009	10,334	10,701	1,406	1,446	1,476	1,529	
126	240114	CORP-Engineering	Engineering Project Manager	10/12/2009	4,384	4,538	1,193	1,226	1,252	1,297	
127	249106	WILK-Field Services	Supvr Field Operations	10/19/2009	3,583	3,710	-	-	-	-	

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	Gross Other Benefits 401k, DCP, ESPP				Defined Contribution	
							2019 401k	2020 401k	2021 401k	2022 401k	Plan 2019	Plan 2020
128	246501	COAT-Production	Supvr Production	4/12/2010	3.00%	401(k) Match 1-3/100% 4-5/50%	2,110	2,169	2,215	2,293	3,692	3,796
129	240117	CORP-Water Quality	Manager WQ & Env Compliance	6/7/2010			-	-	-	-	5,254	5,402
130	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011			-	-	-	-	3,925	4,035
131	249106	WILK-Field Services	Supvr Field Operations	8/1/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,658	2,732	2,790	2,890	3,488	3,586
132	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,894	2,975	3,038	3,146	3,798	3,905
133	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011	3.00%	401(k) Match 1-3/100% 4-5/50%	3,290	3,382	3,454	3,576	5,757	5,919
134	240114	CORP-Engineering	Sr Project Engineer	6/18/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	4,314	4,435	4,530	4,690	5,662	5,821
135	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	6/25/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	3,800	3,906	3,989	4,131	4,988	5,127
136	240122	CORP-Govt Relations	Dir Govt Affairs (state)	8/27/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	4,907	5,045	5,153	5,335	6,441	6,622
137	240114	CORP-Engineering	GIS Manager	2/4/2013	3.00%	401(k) Match 1-3/100% 4-5/50%	2,921	3,003	3,066	3,175	5,112	5,255
138	240114	CORP-Engineering	Engineering Project Manager	3/4/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	3,259	3,350	3,422	3,543	4,278	4,397
139	243152	NEWC-Ellwood	Supvr Production	4/1/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,915	2,997	3,061	3,169	3,826	3,933
140	243151	NEWC-New Castle	Supvr Production	4/29/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,856	2,936	2,999	3,105	3,749	3,854
141	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	5,720	5,880	6,005	6,218	7,507	7,717
142	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	5,649	5,808	5,932	6,142	7,415	7,623
143	247150	MILT-Prod Other	Production Supervisor	5/28/2013	3.50%	401(k) Match 1-3/100% 4-5/50%	2,444	2,513	2,567	2,657	3,666	3,770
144	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013			-	-	-	-	3,780	3,886
145	246801	LEHP-Production	Field Ops Supv	9/9/2013			-	-	-	-	3,618	3,719
146	240114	CORP-Engineering	Engineering Project Manager	11/11/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	3,569	3,669	3,747	3,880	4,684	4,816
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013	2.00%	401(k) Match 1-3/100% 4-5/50%	1,517	1,559	1,592	1,649	3,981	4,093
148	240114	CORP-Engineering	Sr GIS Analyst	3/31/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,418	2,485	2,538	2,628	3,173	3,262
149	240114	CORP-Engineering	Planning Engineer	5/19/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	3,728	3,832	3,913	4,052	4,892	5,030
150	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	3,386	3,481	3,555	3,681	4,444	4,569
151	246401	ROYF-Production	Production Supervisor	9/29/2014	2.00%	401(k) Match 1-3/100% 4-5/50%	1,500	1,542	1,575	1,631	3,938	4,048
152	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,472	2,542	2,595	2,687	3,244	3,336
153	240114	CORP-Engineering	Mgr Engineering	11/24/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	4,512	4,639	4,738	4,905	5,923	6,089
154	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015	3.00%	401(k) Match 1-3/100% 4-5/50%	2,237	2,299	2,348	2,431	3,914	4,024
155	240114	CORP-Engineering	Sr GIS Analyst	2/2/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,447	2,516	2,570	2,661	3,212	3,302
156	249152	WILK-Ceasestown	Supvr Production	4/13/2015			-	-	-	-	3,361	3,455
157	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015			-	-	-	-	3,530	3,630
158	249151	WILK-Brownell	Supvr Production	11/16/2015			-	-	-	-	3,415	3,511
159	246151	MECH-ProdWestShore	Supvr Production	11/16/2015	1.00%	401(k) Match 1-3/100% 4-5/50%	710	730	745	771	3,726	3,831
160	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,340	2,405	2,456	2,543	3,071	3,157
161	243301	BUTL-Production	Supvr Production	12/7/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,920	3,002	3,066	3,174	3,833	3,940
162	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/21/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,600	2,673	2,730	2,826	3,413	3,509
163	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	12/28/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	7,237	7,441	7,598	7,867	9,499	9,766
164	246206	HSKY-Field Services	Supvr Field Operations	1/11/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,800	2,879	2,940	3,044	3,675	3,778
165	240114	CORP-Engineering	Sr Project Engineer	1/25/2016	2.00%	401(k) Match 1-3/100% 4-5/50%	1,814	1,865	1,905	1,972	4,762	4,895
166	242103	MCMR-Cust Service	Supvr Field Operations	1/25/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,880	2,961	3,024	3,132	3,780	3,886
167	245606	NAZA-Field Services	Sr Supv Ops	3/21/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,982	3,066	3,131	3,241	3,914	4,024
168	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016	3.00%	401(k) Match 1-3/100% 4-5/50%	2,695	2,770	2,829	2,929	4,715	4,847
169	240106	CORP-Field Services	Supervisor Operations Support	9/26/2016			-	-	-	-	4,364	4,486
170	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017	3.50%	401(k) Match 1-3/100% 4-5/50%	3,241	3,332	3,402	3,523	4,862	4,998
171	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	3/19/2007			-	-	-	-	3,635	3,737
172	249103	WILK-Cust Service	Supv Facilities/Inventory	12/19/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,461	2,529	2,583	2,674	3,229	3,320
173	240114	CORP-Engineering	Engineering Project Manager	1/5/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	3,373	3,468	3,541	3,667	4,428	4,551
174	240114	CORP-Engineering	Sr Project Engineer	1/9/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	4,234	4,352	4,445	4,602	5,557	5,712
175	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	5,380	5,531	5,648	5,848	7,061	7,260
176	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017	3.50%	401(k) Match 1-3/100% 4-5/50%	2,299	2,363	2,413	2,498	3,448	3,545
177	240116	CORP-Maint Services	Sr Eng Automation	3/27/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	3,353	3,447	3,520	3,645	4,401	4,524
178	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,257	2,320	2,370	2,454	2,963	3,046
179	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,251	2,314	2,363	2,447	2,954	3,037
180	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,599	2,672	2,729	2,825	3,412	3,508
181	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/26/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,369	2,488	2,488	2,576	3,110	3,197
182	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017	2.00%	401(k) Match 1-3/100% 4-5/50%	1,408	1,447	1,478	1,530	3,695	3,799
183	240114	CORP-Engineering	Staff Engineer	8/14/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,770	2,848	2,908	3,012	3,636	3,738
184	240114	CORP-Engineering	Engineering Project Manager	8/28/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	3,821	3,929	4,012	4,154	5,015	5,156
185	240106	CORP-Field Services	Specialist Business Svcs	11/20/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,570	2,642	2,699	2,794	3,374	3,468
186	240106	CORP-Field Services	Supervisor Operations Support	9/12/2011	3.00%	401(k) Match 1-3/100% 4-5/50%	1,800	1,851	1,890	1,957	3,150	3,239
187	240114	CORP-Engineering	Engineering Project Manager	1/8/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,037	3,122	3,189	3,301	3,986	4,098
188	240114	CORP-Engineering	Engineering Project Manager	1/16/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,876	3,984	4,069	4,212	5,087	5,230
189	240114	CORP-Engineering	Engineering Project Manager	1/22/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,868	3,977	4,061	4,205	5,077	5,220
190	245101	NORR-Production	Supvr Production	2/26/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,870	2,950	3,013	3,119	3,767	3,872
191	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,990	2,046	2,090	2,163	3,483	3,581

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP					
					Defined Contribution Plan 2021	Defined Contribution Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP
Line #	Cost Center	Cost Center Name	Job	Original Hire Date						
128	246501	COAT-Production	Supvr Production	4/12/2010	3,876	4,013	-	-	-	-
129	240117	CORP-Water Quality	Manager WQ & Env Compliance	6/7/2010	5,517	5,712	300	309	315	326
130	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011	4,121	4,268	-	-	-	-
131	249106	WILK-Field Services	Supvr Field Operations	8/1/2011	3,662	3,793	498	512	523	542
132	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011	3,988	4,129	326	335	342	354
133	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011	6,044	6,258	164	169	173	179
134	240114	CORP-Engineering	Sr Project Engineer	6/18/2012	5,945	6,156	162	166	170	176
135	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	6/25/2012	5,236	5,422	1,425	1,465	1,496	1,549
136	240122	CORP-Govt Relations	Dir Govt Affairs (state)	8/27/2012	6,763	7,002	552	568	580	600
137	240114	CORP-Engineering	GIS Manager	2/4/2013	5,366	5,556	438	450	460	476
138	240114	CORP-Engineering	Engineering Project Manager	3/4/2013	4,491	4,650	1,222	1,256	1,283	1,328
139	243152	NEWC-Ellwood	Supvr Production	4/1/2013	4,017	4,159	-	-	-	-
140	243151	NEWC-New Castle	Supvr Production	4/29/2013	3,936	4,075	750	771	787	815
141	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013	7,881	8,161	429	441	450	466
142	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013	7,785	8,061	-	-	-	-
143	247150	MILT-Prod Other	Production Supervisor	5/28/2013	3,850	3,986	-	-	-	-
144	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013	3,969	4,110	324	333	340	352
145	246801	LEHP-Production	Field Ops Supv	9/9/2013	3,798	3,932	-	-	-	-
146	240114	CORP-Engineering	Engineering Project Manager	11/11/2013	4,918	5,092	1,338	1,376	1,405	1,455
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013	4,180	4,328	-	-	-	-
148	240114	CORP-Engineering	Sr GIS Analyst	3/31/2014	3,331	3,450	-	-	-	-
149	240114	CORP-Engineering	Planning Engineer	5/19/2014	5,136	5,318	1,398	1,437	1,467	1,519
150	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014	4,666	4,831	254	261	267	276
151	246401	ROYF-Production	Production Supervisor	9/29/2014	4,134	4,281	-	-	-	-
152	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014	3,406	3,527	-	-	-	-
153	240114	CORP-Engineering	Mgr Engineering	11/24/2014	6,218	6,438	1,692	1,740	1,777	1,840
154	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015	4,109	4,254	-	-	-	-
155	240114	CORP-Engineering	Sr GIS Analyst	2/2/2015	3,373	3,492	-	-	-	-
156	249152	WILK-Ceasetown	Supvr Production	4/13/2015	3,529	3,654	192	197	202	209
157	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015	3,707	3,838	202	207	212	219
158	249151	WILK-Brownell	Supvr Production	11/16/2015	3,585	3,713	293	301	307	318
159	246151	MECH-ProdWestShore	Supvr Production	11/16/2015	3,912	4,050	-	-	-	-
160	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015	3,224	3,338	-	-	-	-
161	243301	BUTL-Production	Supvr Production	12/7/2015	4,023	4,166	438	450	460	476
162	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/21/2015	3,583	3,710	195	200	205	212
163	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	12/28/2015	9,973	10,326	-	-	-	-
164	246206	HSKY-Field Services	Supvr Field Operations	1/11/2016	3,859	3,996	315	324	331	342
165	240114	CORP-Engineering	Sr Project Engineer	1/25/2016	4,999	5,176	136	140	143	148
166	242103	MCMR-Cust Service	Supvr Field Operations	1/25/2016	3,969	4,110	-	-	-	-
167	245606	NAZA-Field Services	Sr Supv Ops	3/21/2016	4,109	4,254	-	-	-	-
168	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016	4,951	5,126	-	-	-	-
169	240106	CORP-Field Services	Supervisor Operations Support	9/26/2016	4,581	4,744	374	385	393	407
170	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017	5,104	5,284	-	-	-	-
171	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	3/19/2007	3,816	3,952	-	-	-	-
172	249103	WILK-Cust Service	Supv Facilities/Inventory	12/19/2016	3,390	3,510	-	-	-	-
173	240114	CORP-Engineering	Engineering Project Manager	1/5/2017	4,648	4,812	380	390	398	412
174	240114	CORP-Engineering	Sr Project Engineer	1/9/2017	5,833	6,040	-	-	-	-
175	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017	7,414	7,676	-	-	-	-
176	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017	3,620	3,748	296	304	310	321
177	240116	CORP-Maint Services	Sr Eng Automation	3/27/2017	4,620	4,784	377	388	396	410
178	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	3,110	3,220	254	261	267	276
179	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	3,102	3,212	-	-	-	-
180	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017	3,582	3,708	-	-	-	-
181	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/26/2017	3,265	3,381	89	91	93	97
182	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017	3,879	4,016	-	-	-	-
183	240114	CORP-Engineering	Staff Engineer	8/14/2017	3,817	3,953	623	641	654	678
184	240114	CORP-Engineering	Engineering Project Manager	8/28/2017	5,266	5,452	-	-	-	-
185	240106	CORP-Field Services	Specialist Business Svcs	11/20/2017	3,542	3,667	-	-	-	-
186	240106	CORP-Field Services	Supervisor Operations Support	9/12/2011	3,308	3,425	90	93	95	98
187	240114	CORP-Engineering	Engineering Project Manager	1/8/2018	4,185	4,333	-	-	-	-
188	240114	CORP-Engineering	Engineering Project Manager	1/16/2018	5,340	5,529	1,163	1,195	1,221	1,264
189	240114	CORP-Engineering	Engineering Project Manager	1/22/2018	5,330	5,519	145	149	152	158
190	245101	NORR-Production	Supvr Production	2/26/2018	3,954	4,094	215	221	226	234
191	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018	3,657	3,786	-	-	-	-

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Gross Other Benefits 401k, DCP, ESPP												
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k	Defined Contribution	Defined Contribution
											Plan 2019	Plan 2020
192	240106	CORP-Field Services	Supv Fleet OPs	3/19/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,242	3,333	3,404	3,524	4,255	4,375
193	241152	PITT-Production Aldr	Supvr Production	3/19/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,024	3,108	3,174	3,287	3,969	4,080
194	246101	MECH-Production	Supvr Field Operations	3/19/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,800	2,879	2,940	3,044	3,675	3,778
195	240114	CORP-Engineering	Engineering Project Manager	4/16/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	2,709	2,785	2,844	2,945	4,740	4,874
196	240121	CORP-Com Relations	Spec Ext Affairs	6/6/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,022	3,107	3,173	3,286	3,967	4,078
197	240114	CORP-Engineering	Engineering Project Manager	7/9/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,529	3,628	3,705	3,836	4,632	4,762
198	241106	PITT-Field Services	Supvr Field Operations	6/18/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,730	2,806	2,866	2,967	3,583	3,683
199	240122	CORP-Govt Relations	Mgr Govt & Regulatory Affairs	7/30/2018			-	-	-	-	-	-
200	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,448	2,517	2,570	2,662	3,213	3,303
201	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	7/30/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,296	3,389	3,460	3,583	4,326	4,448
202	241106	PITT-Field Services	Supv Facilities/Inventory	8/13/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	2,160	2,267	2,220	2,348	3,780	3,885
203	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018			-	-	-	-	3,481	3,578
204	240114	CORP-Engineering	Engineer	8/27/2018	3.50%	401(k) Match 1-3/100% 4-5/50%	2,166	2,227	2,274	2,355	3,250	3,340
205	241106	PITT-Field Services	Supvr Field Operations	9/10/2018	3.50%	401(k) Match 1-3/100% 4-5/50%	2,520	2,590	2,645	2,739	3,780	3,885
206	241106	PITT-Field Services	Supvr Field Operations	9/24/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,880	2,960	3,023	3,131	3,780	3,885
207	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018			-	-	-	-	3,675	3,778
208	240106	CORP-Field Services	Supervisor Field Operations	1/28/2019			-	-	-	-	4,462	4,587
209	240114	CORP-Engineering	Planning Engineer	2/4/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,320	3,413	3,485	3,608	4,358	4,479
210	240114	CORP-Engineering	Engineer	3/25/2019			-	-	-	-	3,986	4,097
211	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,800	2,879	2,940	3,044	3,675	3,778
212	241106	PITT-Field Services	Supvr Field Operations	4/22/2019	3.50%	401(k) Match 1-3/100% 4-5/50%	2,450	2,519	2,572	2,664	3,675	3,778
213	240121	CORP-Com Relations	Mgr Ext Affairs	5/28/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	3,000	3,084	3,150	3,262	5,250	5,398
214	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,000	3,084	3,150	3,261	3,938	4,048
215	240116	CORP-Maint Services	Eng Auto & Control (SCADA)	6/24/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	2,250	2,313	2,362	2,446	3,938	4,048
216	240117	CORP-Water Quality	Sr WQ & Env Compliance Spe	7/29/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,740	1,789	1,827	1,891	3,045	3,131
217	240114	CORP-Engineering	Eng Proj Mgr	8/5/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,600	3,701	3,779	3,913	4,725	4,857
218	241106	PITT-Field Services	Supvr Field Operations	8/12/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,000	3,084	3,150	3,261	3,938	4,048
219	240114	CORP-Engineering	Engineering Project Manager	8/26/2019			-	-	-	-	4,620	4,749
220	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,000	3,084	3,150	3,261	3,938	4,048
221	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019			-	-	-	-	3,859	3,967
222	240106	CORP-Field Services	Project Manager - Position To Be Filled	6/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	3,951	4,035	4,178	-	-
223	240106	CORP-Field Services	Integration Specialist - Position To Be Filled	6/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	3,435	3,508	3,632	-	-
224	240106	CORP-Field Services	Major Accounts Manager - Position To Be Filled	7/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	3,951	4,035	4,178	-	-
225	240114	CORP-Engineering	Engineering Technician - Position To Be Filled	6/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,357	2,407	2,492	-	-
226	240114	CORP-Engineering	Engineer - Position To Be Filled	6/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,644	2,700	2,795	-	-
227	240114	CORP-Engineering	Engineer - Position To Be Filled	6/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,644	2,700	2,795	-	-
228	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - Position To Be Filled	7/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	3,435	3,508	3,632	-	-
229	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist - Position To Be Filled	6/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,986	3,049	3,157	-	-
230	240117	CORP-Water Quality	Supvr WQ & Env Compliance - Position To Be Filled	1/13/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,986	3,049	3,157	-	-
231	240117	CORP-Water Quality	Supvr WQ & Env Compliance - Position To Be Filled	7/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,986	3,049	3,157	-	-
232	240120	CORP-Bus Dev	Sr Mgr Business Dev - Position To Be Filled	8/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	4,890	4,994	5,171	-	-
233	241106	PITT-Field Services	Sr Superintendent Field Ops - Position To Be Filled	6/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	3,951	4,035	4,178	-	-
234	241106	PITT-Field Services	Supervisor Field Operations - Position To Be Filled	8/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,986	3,049	3,157	-	-
235	242106	MCMR-Field Services	Supervisor Field Operations - Position To Be Filled	7/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,986	3,049	3,157	-	-
236	246306	PENN/Wyom-Field Srvc	Supvr Field Operations - Position To Be Filled	1/13/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,986	3,049	3,157	-	-
237	249106	WILK-Field Services	Supvr Field Operations - Position To Be Filled	8/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,986	3,049	3,157	-	-
238	249158	WILK-Lake Scranton	Sr Supt Production - Position To Be Filled	8/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	3,951	4,035	4,178	-	-
239	240112	CORP-Maint Services	Principal Regulatory Analyst - Position To Be Filled	7/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	3,951	4,035	4,178	-	-
240	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - Position To Be Filled	7/1/2021	3.68%	401(k) Match 1-3/100% 4-5/50%	-	-	1,718	3,532	-	-
241	242106	McMurray-Field Services	Maintenance Service Specialist - Position To Be Filled	7/1/2021	3.68%	401(k) Match 1-3/100% 4-5/50%	-	-	1,105	2,272	-	-
242	240106	CORP-Field Services	Project Manager - Position To Be Filled	7/1/2021	3.68%	401(k) Match 1-3/100% 4-5/50%	-	-	1,657	3,407	-	-
243	240116	CORP-Maint Services	Automation & Controls Tech - Position To Be Filled	4/1/2022	3.68%	401(k) Match 1-3/100% 4-5/50%	-	-	-	3,130	-	-
244	241106	PITT-Field Services	Field Supervisor - Midnight Shift - Position To Be Filled	1/1/2022	3.68%	401(k) Match 1-3/100% 4-5/50%	-	-	-	2,578	-	-
Total Non-Collective Bargaining Unit Salary							\$529,491	\$604,412	\$621,717	\$654,017	\$591,214	\$607,804
Collective Bargaining Unit												
1	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	2.00%	401(k) Match 50% up to 5%	\$1,334	\$1,403	\$1,427	\$1,475	\$0	\$0
2	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	2.50%	401(k) Match 50% up to 5%	1,679	1,766	1,796	1,857	-	-
3	240106	CORP-Field Services	Meter Repair Person U537P, U648S	8/4/1986	1.50%	401(k) Match 50% up to 5%	994	1,045	1,063	1,099	-	-
4	241106	PITT-Field Services	Fire Hydrant Inspector U537P	5/14/1991	2.50%	401(k) Match 50% up to 5%	1,674	1,760	1,789	1,849	-	-
5	241106	PITT-Field Services	Service Crew Driver U537P	12/28/1978			-	-	-	-	-	-
6	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	2.50%	401(k) Match 50% up to 5%	1,683	1,769	1,799	1,860	-	-
7	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	2.50%	401(k) Match 50% up to 5%	1,655	1,740	1,770	1,830	-	-
8	241103	PITT-Cust Service	Meter Serviceman U537P	3/24/1994	2.50%	401(k) Match 50% up to 5%	1,676	1,767	1,797	1,858	-	-

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

				Gross Other Benefits 401k, DCP, ESPP							
				Defined							
				Contribution Plan		Defined Contribution					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021	Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP	
192	240106	CORP-Field Services	Supv Fleet Ops	3/19/2018	4,467	4,626	365	375	383	396	
193	241152	PITT-Production Aldr	Supvr Production	3/19/2018	4,167	4,314	-	-	-	-	
194	246101	MECH-Production	Supvr Field Operations	3/19/2018	3,859	3,996	-	-	-	-	
195	240114	CORP-Engineering	Engineering Project Manager	4/16/2018	4,977	5,153	-	-	-	-	
196	240121	CORP-Com Relations	Spec Ext Affairs	6/6/2018	4,164	4,312	340	350	357	370	
197	240114	CORP-Engineering	Engineering Project Manager	7/9/2018	4,863	5,035	397	408	417	432	
198	241106	PITT-Field Services	Supvr Field Operations	6/18/2018	3,761	3,894	-	-	-	-	
199	240122	CORP-Govt Relations	Mgr Govt & Regulatory Affairs	7/30/2018	-	-	-	-	-	-	
200	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018	3,374	3,493	-	-	-	-	
201	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA)	7/30/2018	4,542	4,702	247	254	260	269	
202	241106	PITT-Field Services	Supv Facilities/Inventory	8/13/2018	3,968	4,109	-	-	-	-	
203	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018	3,655	3,784	-	-	-	-	
204	240114	CORP-Engineering	Engineer	8/27/2018	3,412	3,533	928	954	975	1,009	
205	241106	PITT-Field Services	Supvr Field Operations	9/10/2018	3,968	4,109	-	-	-	-	
206	241106	PITT-Field Services	Supvr Field Operations	9/24/2018	3,968	4,109	-	-	-	-	
207	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018	3,859	3,996	-	-	-	-	
208	240106	CORP-Field Services	Supervisor Field Operations	1/28/2019	4,685	4,851	-	-	-	-	
209	240114	CORP-Engineering	Planning Engineer	2/4/2019	4,574	4,736	-	-	-	-	
210	240114	CORP-Engineering	Engineer	3/25/2019	4,184	4,332	-	-	-	-	
211	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019	3,859	3,996	-	-	-	-	
212	241106	PITT-Field Services	Supvr Field Operations	4/22/2019	3,859	3,996	-	-	-	-	
213	240121	CORP-Com Relations	Mgr Ext Affairs	5/28/2019	5,512	5,708	-	-	-	-	
214	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019	4,134	4,281	-	-	-	-	
215	240116	CORP-Maint Services	Eng Auto & Control (SCADA)	6/24/2019	4,134	4,281	-	-	-	-	
216	240117	CORP-Water Quality	Sr WQ & Env Compliance Spe	7/29/2019	3,197	3,310	-	-	-	-	
217	240114	CORP-Engineering	Eng Proj Mgr	8/5/2019	4,960	5,136	-	-	-	-	
218	241106	PITT-Field Services	Supvr Field Operations	8/12/2019	4,134	4,281	-	-	-	-	
219	240114	CORP-Engineering	Engineering Project Manager	8/26/2019	4,850	5,022	-	-	-	-	
220	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019	4,134	4,281	-	-	-	-	
221	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019	4,052	4,195	-	-	-	-	
222	240106	CORP-Field Services	Project Manager - Position To Be Filled	6/15/2020	-	-	-	-	-	-	
223	240106	CORP-Field Services	Integration Specialist - Position To Be Filled	6/15/2020	-	-	-	-	-	-	
224	240106	CORP-Field Services	Major Accounts Manager - Position To Be Filled	7/15/2020	-	-	-	-	-	-	
225	240114	CORP-Engineering	Engineering Technician - Position To Be Filled	6/15/2020	-	-	-	-	-	-	
226	240114	CORP-Engineering	Engineer - Position To Be Filled	6/15/2020	-	-	-	-	-	-	
227	240114	CORP-Engineering	Engineer - Position To Be Filled	6/15/2020	-	-	-	-	-	-	
228	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - Position To Be Filled	7/15/2020	-	-	-	-	-	-	
229	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist - Position To Be Filled	6/15/2020	-	-	-	-	-	-	
230	240117	CORP-Water Quality	Supvr WQ & Env Compliance - Position To Be Filled	1/13/2020	-	-	-	-	-	-	
231	240117	CORP-Water Quality	Supvr WQ & Env Compliance - Position To Be Filled	7/15/2020	-	-	-	-	-	-	
232	240120	CORP-Bus Dev	Sr Mgr Business Dev - Position To Be Filled	8/15/2020	-	-	-	-	-	-	
233	241106	PITT-Field Services	Sr Superintendent Field Ops - Position To Be Filled	6/15/2020	-	-	-	-	-	-	
234	241106	PITT-Field Services	Supervisor Field Operations - Position To Be Filled	8/15/2020	-	-	-	-	-	-	
235	242106	MCMR-Field Services	Supervisor Field Operations - Position To Be Filled	7/15/2020	-	-	-	-	-	-	
236	246306	PENN/Wyom-Field Srvc	Supvr Field Operations - Position To Be Filled	1/13/2020	-	-	-	-	-	-	
237	249106	WILK-Field Services	Supvr Field Operations - Position To Be Filled	8/15/2020	-	-	-	-	-	-	
238	249158	WILK-Lake Scranton	Sr Supt Production - Position To Be Filled	8/15/2020	-	-	-	-	-	-	
239	240112	CORP-Maint Services	Principal Regulatory Analyst - Position To Be Filled	7/15/2020	-	-	-	-	-	-	
240	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - Position To Be Filled	7/1/2021	-	-	-	-	-	-	
241	242106	McMurray-Field Services	Maintenance Service Specialist - Position To Be Filled	7/1/2021	-	-	-	-	-	-	
242	240106	CORP-Field Services	Project Manager - Position To Be Filled	7/1/2021	-	-	-	-	-	-	
243	240116	CORP-Maint Services	Automation & Controls Tech - Position To Be Filled	4/1/2022	-	-	-	-	-	-	
244	241106	PITT-Field Services	Field Supervisor - Midnight Shift - Position To Be Filled	1/1/2022	-	-	-	-	-	-	
Total Non-Collective Bargaining Unit Salary					\$620,705	\$642,694	\$64,205	\$66,007	\$67,407	\$69,796	

Collective Bargaining Unit

1	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	\$0	\$0	\$0	\$0	\$0	\$0	
2	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	-	-	-	-	-	-	
3	240106	CORP-Field Services	Meter Repair Person U537P, U648S	8/4/1986	-	-	-	-	-	-	
4	241106	PITT-Field Services	Fire Hydrant Inspector U537P	5/14/1991	-	-	-	-	-	-	
5	241106	PITT-Field Services	Service Crew Driver U537P	12/28/1978	-	-	-	-	-	-	
6	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	-	-	-	-	-	-	
7	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	-	-	-	-	-	-	
8	241103	PITT-Cust Service	Meter Serviceman U537P	3/24/1994	-	-	402	424	431	446	

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Gross Other Benefits 401k, DCP, ESPP												Defined Contribution Plan 2019	Defined Contribution Plan 2020
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k			
9	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	2.50%	401(k) Match 50% up to 5%	1,655	1,740	1,770	1,830	-	-	-
10	241106	PITT-Field Services	Service Crew Driver U537P	9/25/1986	2.50%	401(k) Match 50% up to 5%	1,682	1,769	1,798	1,859	-	-	-
11	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	1.50%	401(k) Match 50% up to 5%	1,007	1,058	1,076	1,112	-	-	-
12	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	2.50%	401(k) Match 50% up to 5%	1,655	1,740	1,770	1,830	-	-	-
13	241152	PITT-Production Aldr	Operator U537P	5/19/1986	2.50%	401(k) Match 50% up to 5%	1,709	1,796	1,826	1,887	-	-	-
14	241106	PITT-Field Services	Service Crew Driver U537P	5/7/1985	2.50%	401(k) Match 50% up to 5%	1,682	1,769	1,798	1,859	-	-	-
15	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	2.00%	401(k) Match 50% up to 5%	1,328	1,397	1,421	1,469	-	-	-
16	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	2.50%	401(k) Match 50% up to 5%	1,683	1,770	1,800	1,861	-	-	-
17	241106	PITT-Field Services	Dump Truck Driver U537P	9/22/1986	2.50%	401(k) Match 50% up to 5%	1,678	1,763	1,793	1,854	-	-	-
18	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	-	-	-	-	-	-	-	-	-
19	241106	PITT-Field Services	Dump Truck Driver U537P	3/20/1984	2.50%	401(k) Match 50% up to 5%	1,678	1,763	1,793	1,854	-	-	-
20	241106	PITT-Field Services	Pipeline Inspector U537P	7/6/1998	2.50%	401(k) Match 50% up to 5%	1,681	1,767	1,797	1,858	-	-	-
21	241103	PITT-Cust Service	Meter Reader U537P	9/25/1989	2.50%	401(k) Match 50% up to 5%	1,655	1,740	1,770	1,830	-	-	-
22	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	2.00%	401(k) Match 50% up to 5%	1,346	1,414	1,438	1,487	-	-	-
23	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	2.50%	401(k) Match 50% up to 5%	1,696	1,783	1,813	1,874	-	-	-
24	240106	CORP-Field Services	Meter Serviceman U537P	5/6/1985	2.50%	401(k) Match 50% up to 5%	1,660	1,746	1,776	1,836	-	-	-
25	241152	PITT-Production Aldr	Operator U537P	8/31/1982	-	-	-	-	-	-	-	-	-
26	241106	PITT-Field Services	Dump Truck Driver U537P	8/31/1987	2.00%	401(k) Match 50% up to 5%	1,342	1,411	1,434	1,483	-	-	-
27	243103	NEWC-Cust Service	Distribution System Serviceman U537O	8/3/1981	2.50%	401(k) Match 50% up to 5%	1,737	1,778	1,786	1,869	-	-	-
28	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	2.50%	401(k) Match 50% up to 5%	1,745	1,787	1,794	1,878	-	-	-
29	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	2.50%	401(k) Match 50% up to 5%	1,782	1,829	1,840	1,913	-	-	-
30	241106	PITT-Field Services	Backhoe Operator U537P	12/26/1979	2.50%	401(k) Match 50% up to 5%	1,667	1,753	1,783	1,844	-	-	-
31	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	2.00%	401(k) Match 50% up to 5%	1,388	1,426	1,434	1,493	-	-	-
32	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	2.50%	401(k) Match 50% up to 5%	1,745	1,787	1,794	1,878	-	-	-
33	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	2.50%	401(k) Match 50% up to 5%	1,719	1,760	1,767	1,851	-	-	-
34	242106	MCMR-Field Services	Subforeman U537O	7/31/1990	2.50%	401(k) Match 50% up to 5%	1,744	1,786	1,793	1,877	-	-	-
35	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	2.50%	401(k) Match 50% up to 5%	1,789	1,832	1,839	1,926	-	-	-
36	242306	UNTN-Field Services	Distribution System Serviceman U537O	5/11/1987	2.50%	401(k) Match 50% up to 5%	1,724	1,765	1,772	1,856	-	-	-
37	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	2.50%	401(k) Match 50% up to 5%	1,737	1,778	1,786	1,869	-	-	-
38	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	2.50%	401(k) Match 50% up to 5%	1,725	1,772	1,782	1,855	-	-	-
39	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	2.50%	401(k) Match 50% up to 5%	1,733	1,780	1,790	1,863	-	-	-
40	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	2.50%	401(k) Match 50% up to 5%	1,745	1,787	1,794	1,878	-	-	-
41	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	2.50%	401(k) Match 50% up to 5%	1,724	1,765	1,772	1,856	-	-	-
42	242106	MCMR-Field Services	Pipeline Inspector U537O	3/18/1987	2.50%	401(k) Match 50% up to 5%	1,749	1,790	1,798	1,882	3,672	-	3,760
43	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	6/24/1985	2.50%	401(k) Match 50% up to 5%	1,702	1,742	1,749	1,832	-	-	-
44	243106	NEWC-Field Services	Backhoe Operator U537O	12/4/1986	1.00%	401(k) Match 50% up to 5%	693	710	712	746	-	-	-
45	242206	MONVA-Field Services	Pipeline Inspector U537O	10/14/1997	2.50%	401(k) Match 50% up to 5%	1,749	1,790	1,798	1,882	-	-	-
46	243301	BUTL-Production	Operator U537O	5/4/1998	2.50%	401(k) Match 50% up to 5%	1,789	1,832	1,839	1,926	-	-	-
47	242106	MCMR-Field Services	Subforeman U537O	6/23/1997	2.50%	401(k) Match 50% up to 5%	1,744	1,786	1,793	1,877	-	-	-
48	242106	MCMR-Field Services	Subforeman U537O	8/26/1991	2.50%	401(k) Match 50% up to 5%	1,731	1,773	1,780	1,864	-	-	-
49	243301	BUTL-Production	Operator U537O	11/2/1984	2.50%	401(k) Match 50% up to 5%	1,789	1,832	1,839	1,926	-	-	-
50	243306	BUTL-Field Services	General Serviceman/Person U537O	11/20/1989	2.00%	401(k) Match 50% up to 5%	1,379	1,412	1,418	1,485	-	-	-
51	242106	MCMR-Field Services	Utility Person U537O	6/1/1991	2.50%	401(k) Match 50% up to 5%	1,719	1,760	1,767	1,851	-	-	-
52	242106	MCMR-Field Services	Pipeline Inspector U537O	5/15/1989	-	-	-	-	-	-	-	-	-
53	244301	CLAR-Production	Operator/Relief Operator U537O	10/8/1972	2.50%	401(k) Match 50% up to 5%	1,789	1,832	1,839	1,926	-	-	-
54	243103	NEWC-Cust Service	Meter Reader U537O	4/7/1987	2.50%	401(k) Match 50% up to 5%	1,716	1,757	1,764	1,847	-	-	-
55	243306	BUTL-Field Services	Utility Person U537O	10/6/1993	2.50%	401(k) Match 50% up to 5%	1,719	1,760	1,767	1,851	-	-	-
56	243306	BUTL-Field Services	Pipeline Inspector U537O	12/9/1996	2.50%	401(k) Match 50% up to 5%	1,749	1,790	1,798	1,882	-	-	-
57	244301	CLAR-Production	Operator U537O	3/31/1986	2.50%	401(k) Match 50% up to 5%	1,789	1,832	1,839	1,926	-	-	-
58	243106	NEWC-Field Services	Backhoe Operator U537O	2/3/1988	2.50%	401(k) Match 50% up to 5%	1,745	1,787	1,794	1,878	-	-	-
59	243103	NEWC-Cust Service	Distribution System Serviceman U537O	2/2/1987	2.00%	401(k) Match 50% up to 5%	1,390	1,423	1,428	1,495	-	-	-
60	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/6/1980	2.50%	401(k) Match 50% up to 5%	1,724	1,765	1,772	1,856	-	-	-
61	242106	MCMR-Field Services	Backhoe Operator U537O	1/21/1987	2.50%	401(k) Match 50% up to 5%	1,732	1,774	1,781	1,865	-	-	-
62	243103	NEWC-Cust Service	Distribution System Serviceman U537O	2/5/1990	2.50%	401(k) Match 50% up to 5%	1,724	1,765	1,772	1,856	-	-	-
63	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/20/1968	2.50%	401(k) Match 50% up to 5%	1,789	1,832	1,839	1,926	-	-	-
64	242106	MCMR-Field Services	Backhoe Operator U537O	5/6/1985	2.00%	401(k) Match 50% up to 5%	1,386	1,419	1,425	1,492	-	-	-
65	243306	BUTL-Field Services	Backhoe Operator U537O	8/30/1993	2.50%	401(k) Match 50% up to 5%	1,745	1,787	1,794	1,878	-	-	-
66	242103	MCMR-Cust Service	General Serviceman/Person U537O	5/2/1985	2.50%	401(k) Match 50% up to 5%	1,737	1,778	1,786	1,869	-	-	-
67	244103	INDI-Cust Service	Utility Person U537O	5/12/1997	2.50%	401(k) Match 50% up to 5%	1,732	1,773	1,780	1,864	-	-	-
68	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	2.50%	401(k) Match 50% up to 5%	1,750	1,792	1,799	1,883	-	-	-
69	243106	NEWC-Field Services	Pipeline Inspector U537O	4/23/1998	2.50%	401(k) Match 50% up to 5%	1,749	1,790	1,798	1,882	-	-	-
70	243103	NEWC-Cust Service	Distribution System Serviceman U537O	11/25/1997	2.50%	401(k) Match 50% up to 5%	1,737	1,778	1,786	1,869	-	-	-
71	242306	UNTN-Field Services	Subforeman U537O	5/1/1989	2.00%	401(k) Match 50% up to 5%	1,395	1,429	1,434	1,502	-	-	-
72	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	2.50%	401(k) Match 50% up to 5%	1,555	1,591	1,606	1,666	-	-	-

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP					
					Defined Contribution Plan 2021	Defined Contribution Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP
Line #	Cost Center	Cost Center Name	Job	Original Hire Date						
9	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	-	-	-	-	-	-
10	241106	PITT-Field Services	Service Crew Driver U537P	9/25/1986	-	-	-	-	-	-
11	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	-	-	-	-	-	-
12	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	-	-	-	-	-	-
13	241152	PITT-Production Aldr	Operator U537P	5/19/1986	-	-	-	-	-	-
14	241106	PITT-Field Services	Service Crew Driver U537P	5/7/1985	-	-	-	-	-	-
15	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	-	-	-	-	-	-
16	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	-	-	1,010	1,062	1,080	1,117
17	241106	PITT-Field Services	Dump Truck Driver U537P	9/22/1986	-	-	-	-	-	-
18	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	-	-	503	529	538	556
19	241106	PITT-Field Services	Dump Truck Driver U537P	3/20/1984	-	-	-	-	-	-
20	241106	PITT-Field Services	Pipeline Inspector U537P	7/6/1998	-	-	303	318	323	334
21	241103	PITT-Cust Service	Meter Reader U537P	9/25/1989	-	-	-	-	-	-
22	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	-	-	101	106	108	111
23	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	-	-	712	749	761	787
24	240106	CORP-Field Services	Meter Serviceman U537P	5/6/1985	-	-	-	-	-	-
25	241152	PITT-Production Aldr	Operator U537P	8/31/1982	-	-	1,025	1,077	1,095	1,132
26	241106	PITT-Field Services	Dump Truck Driver U537P	8/31/1987	-	-	-	-	-	-
27	243103	NEWC-Cust Service	Distribution System Serviceman U537O	8/3/1981	-	-	-	-	-	-
28	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	-	-	-	-	-	-
29	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	-	-	321	329	331	344
30	241106	PITT-Field Services	Backhoe Operator U537P	12/26/1979	-	-	-	-	-	-
31	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	-	-	208	214	215	224
32	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	-	-	-	-	-	-
33	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	-	-	-	-	-	-
34	242106	MCMR-Field Services	Subforeman U537O	7/31/1990	-	-	105	107	108	113
35	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	-	-	-	-	-	-
36	242306	UNTN-Field Services	Distribution System Serviceman U537O	5/11/1987	-	-	-	-	-	-
37	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	-	-	-	-	-	-
38	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	-	-	724	744	748	779
39	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	-	-	520	534	537	559
40	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	-	-	-	-	-	-
41	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	-	-	310	318	319	334
42	242106	MCMR-Field Services	Pipeline Inspector U537O	3/18/1987	3,775	3,952	-	-	-	-
43	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	6/24/1985	-	-	204	209	210	220
44	243106	NEWC-Field Services	Backhoe Operator U537O	12/4/1986	-	-	-	-	-	-
45	242206	MONVA-Field Services	Pipeline Inspector U537O	10/14/1997	-	-	525	537	539	565
46	243301	BUTL-Production	Operator U537O	5/4/1998	-	-	-	-	-	-
47	242106	MCMR-Field Services	Subforeman U537O	6/23/1997	-	-	314	321	323	338
48	242106	MCMR-Field Services	Subforeman U537O	8/26/1991	-	-	-	-	-	-
49	243301	BUTL-Production	Operator U537O	11/2/1984	-	-	-	-	-	-
50	243306	BUTL-Field Services	General Serviceman/Person U537O	11/20/1989	-	-	-	-	-	-
51	242106	MCMR-Field Services	Utility Person U537O	6/1/1991	-	-	-	-	-	-
52	242106	MCMR-Field Services	Pipeline Inspector U537O	5/15/1989	-	-	1,041	1,066	1,071	1,121
53	244301	CLAR-Production	Operator/Relief Operator U537O	10/8/1972	-	-	-	-	-	-
54	243103	NEWC-Cust Service	Meter Reader U537O	4/7/1987	-	-	-	-	-	-
55	243306	BUTL-Field Services	Utility Person U537O	10/6/1993	-	-	-	-	-	-
56	243306	BUTL-Field Services	Pipeline Inspector U537O	12/9/1996	-	-	-	-	-	-
57	244301	CLAR-Production	Operator U537O	3/31/1986	-	-	-	-	-	-
58	243106	NEWC-Field Services	Backhoe Operator U537O	2/3/1988	-	-	838	858	861	902
59	243103	NEWC-Cust Service	Distribution System Serviceman U537O	2/2/1987	-	-	-	-	-	-
60	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/6/1980	-	-	-	-	-	-
61	242106	MCMR-Field Services	Backhoe Operator U537O	1/21/1987	-	-	-	-	-	-
62	243103	NEWC-Cust Service	Distribution System Serviceman U537O	2/5/1990	-	-	310	318	319	334
63	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/20/1968	-	-	-	-	-	-
64	242106	MCMR-Field Services	Backhoe Operator U537O	5/6/1985	-	-	-	-	-	-
65	243306	BUTL-Field Services	Backhoe Operator U537O	8/30/1993	-	-	-	-	-	-
66	242103	MCMR-Cust Service	General Serviceman/Person U537O	5/2/1985	-	-	-	-	-	-
67	244103	INDI-Cust Service	Utility Person U537O	5/12/1997	-	-	-	-	-	-
68	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	-	-	-	-	-	-
69	243106	NEWC-Field Services	Pipeline Inspector U537O	4/23/1998	-	-	-	-	-	-
70	243103	NEWC-Cust Service	Distribution System Serviceman U537O	11/25/1997	-	-	521	534	536	561
71	242306	UNTN-Field Services	Subforeman U537O	5/1/1989	-	-	-	-	-	-
72	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	-	-	93	95	96	100

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	Gross Other Benefits 401k, DCP, ESPP				Defined Contribution Plan 2019	Defined Contribution Plan 2020
							2019 401k	2020 401k	2021 401k	2022 401k		
73	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
74	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	2.50%	401(k) Match 50% up to 5%	1,525	1,560	1,575	1,633	-	-
75	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	2.50%	401(k) Match 50% up to 5%	1,513	1,547	1,562	1,621	-	-
76	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	2.50%	401(k) Match 50% up to 5%	1,533	1,569	1,584	1,643	-	-
77	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	2.50%	401(k) Match 50% up to 5%	1,555	1,591	1,606	1,666	-	-
78	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	-	-	-	-	-	-	-	-
79	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	2.50%	401(k) Match 50% up to 5%	1,484	1,517	1,532	1,589	-	-
80	249103	WILK-Cust Service	Serviceperson U648S	12/10/1984	2.50%	401(k) Match 50% up to 5%	1,555	1,591	1,606	1,666	-	-
81	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	2.50%	401(k) Match 50% up to 5%	1,525	1,560	1,575	1,633	-	-
82	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	2.50%	401(k) Match 50% up to 5%	1,533	1,569	1,584	1,643	-	-
83	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	1.50%	401(k) Match 50% up to 5%	925	946	956	992	-	-
84	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	2.00%	401(k) Match 50% up to 5%	1,220	1,248	1,260	1,307	-	-
85	249152	WILK-Ceasetown	Plant Operator U648S	4/9/1991	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
86	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	1.00%	401(k) Match 50% up to 5%	617	631	638	662	-	-
87	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
88	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
89	249159	WILK-Nesbitt	Plant Operator U648S	5/15/1989	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
90	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	2.50%	401(k) Match 50% up to 5%	1,484	1,517	1,532	1,589	-	-
91	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	2.50%	401(k) Match 50% up to 5%	1,484	1,517	1,532	1,589	-	-
92	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	2.00%	401(k) Match 50% up to 5%	1,234	1,263	1,275	1,323	-	-
93	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
94	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	2.50%	401(k) Match 50% up to 5%	1,484	1,517	1,532	1,589	-	-
95	249151	WILK-Brownell	Plant Operator U648S	4/24/1995	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
96	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	2.50%	401(k) Match 50% up to 5%	1,525	1,560	1,575	1,633	-	-
97	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	1.00%	401(k) Match 50% up to 5%	588	602	608	630	-	-
98	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	2.50%	401(k) Match 50% up to 5%	1,546	1,582	1,597	1,656	-	-
99	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
100	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	2.50%	401(k) Match 50% up to 5%	1,546	1,582	1,597	1,656	-	-
101	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
102	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	2.00%	401(k) Match 50% up to 5%	1,244	1,272	1,285	1,333	-	-
103	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	2.50%	401(k) Match 50% up to 5%	1,542	1,577	1,593	1,653	-	-
104	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	1.50%	401(k) Match 50% up to 5%	926	947	956	993	-	-
105	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	-	-	-	-	-	-	-	-
106	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	1.50%	401(k) Match 50% up to 5%	915	936	945	980	-	-
107	249106	WILK-Field Services	Dump Truck Driver U648S	7/14/1980	1.00%	401(k) Match 50% up to 5%	605	619	625	648	-	-
108	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
109	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	2.50%	401(k) Match 50% up to 5%	1,513	1,547	1,562	1,621	-	-
110	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
111	249160	WILK-Watres	Plant Operator U648S	7/3/1989	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
112	249156	WILK-Forest City	Plant Operator U648S	9/14/1992	2.00%	401(k) Match 50% up to 5%	1,234	1,263	1,275	1,323	-	-
113	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	2.50%	401(k) Match 50% up to 5%	1,513	1,547	1,562	1,621	-	-
114	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	2.50%	401(k) Match 50% up to 5%	1,555	1,591	1,606	1,666	-	-
115	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	2.50%	401(k) Match 50% up to 5%	1,533	1,569	1,584	1,643	-	-
116	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
117	249106	WILK-Field Services	Regulation Crew Leader U648S	9/24/1984	-	-	-	-	-	-	-	-
118	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	2.50%	401(k) Match 50% up to 5%	1,546	1,582	1,597	1,656	-	-
119	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	2.50%	401(k) Match 50% up to 5%	1,500	1,534	1,549	1,608	-	-
120	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	10/19/1987	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
121	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	2.50%	401(k) Match 50% up to 5%	1,462	1,496	1,510	1,567	-	-
122	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	2.50%	401(k) Match 50% up to 5%	1,542	1,577	1,593	1,653	-	-
123	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
124	249106	WILK-Field Services	M/C Crew Leader U648S	8/4/1991	2.50%	401(k) Match 50% up to 5%	1,555	1,591	1,606	1,666	-	-
125	249106	WILK-Field Services	Line Location Specialist U648S	8/10/1987	2.50%	401(k) Match 50% up to 5%	1,500	1,534	1,549	1,608	-	-
126	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	2.50%	401(k) Match 50% up to 5%	1,533	1,569	1,584	1,643	-	-
127	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	2.50%	401(k) Match 50% up to 5%	1,475	1,509	1,523	1,580	-	-
128	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	2.50%	401(k) Match 50% up to 5%	1,555	1,591	1,606	1,666	-	-
129	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	2.50%	401(k) Match 50% up to 5%	1,525	1,560	1,575	1,633	-	-
130	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	2.50%	401(k) Match 50% up to 5%	1,546	1,582	1,597	1,656	-	-
131	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	0.50%	401(k) Match 50% up to 5%	300	307	310	322	-	-
132	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	0.50%	401(k) Match 50% up to 5%	305	312	315	327	-	-
133	249106	WILK-Field Services	Leak Detection Specialist U648S	1/23/1985	2.50%	401(k) Match 50% up to 5%	1,500	1,534	1,549	1,608	-	-
134	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	2.50%	401(k) Match 50% up to 5%	1,513	1,547	1,562	1,621	-	-
135	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	-	-	-	-	-	-	-	-
136	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/22/1990	-	-	-	-	-	-	-	-

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP						
					Defined Contribution Plan 2021	Defined Contribution Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date							
73	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	-	-	-	-	-	-	
74	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	-	-	183	187	189	196	
75	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	-	-	-	-	-	-	
76	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	-	-	920	941	950	986	
77	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	-	-	-	-	-	-	
78	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	-	-	-	-	-	-	
79	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	-	-	267	273	276	286	
80	249103	WILK-Cust Service	Serviceperson U648S	12/10/1984	-	-	933	954	963	1,000	
81	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	-	-	183	187	189	196	
82	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	-	-	-	-	-	-	
83	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	-	-	-	-	-	-	
84	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	-	-	-	-	-	-	
85	249152	WILK-Ceasetown	Plant Operator U648S	4/9/1991	-	-	-	-	-	-	
86	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	-	-	-	-	-	-	
87	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	-	-	-	-	-	-	
88	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	-	-	185	189	191	199	
89	249159	WILK-Nesbitt	Plant Operator U648S	5/15/1989	-	-	-	-	-	-	
90	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	-	-	890	910	919	953	
91	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	-	-	-	-	-	-	
92	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	-	-	-	-	-	-	
93	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	-	-	555	568	574	596	
94	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	-	-	-	-	-	-	
95	249151	WILK-Brownell	Plant Operator U648S	4/24/1995	-	-	-	-	-	-	
96	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	-	-	-	-	-	-	
97	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	-	-	-	-	-	-	
98	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	-	-	-	-	-	-	
99	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	-	-	-	-	-	-	
100	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	-	-	-	-	-	-	
101	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	-	-	-	-	-	-	
102	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	-	-	-	-	-	-	
103	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	-	-	-	-	-	-	
104	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	-	-	-	-	-	-	
105	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	-	-	-	-	-	-	
106	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	-	-	-	-	-	-	
107	249106	WILK-Field Services	Dump Truck Driver U648S	7/14/1980	-	-	-	-	-	-	
108	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	-	-	-	-	-	-	
109	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	-	-	454	464	469	486	
110	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	-	-	-	-	-	-	
111	249160	WILK-Watres	Plant Operator U648S	7/3/1989	-	-	-	-	-	-	
112	249156	WILK-Forest City	Plant Operator U648S	9/14/1992	-	-	185	189	191	199	
113	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	-	-	182	186	187	194	
114	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	-	-	373	382	385	400	
115	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	-	-	276	282	285	296	
116	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	-	-	-	-	-	-	
117	249106	WILK-Field Services	Regulation Crew Leader U648S	9/24/1984	-	-	-	-	-	-	
118	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	-	-	928	949	958	994	
119	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	-	-	-	-	-	-	
120	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	10/19/1987	-	-	-	-	-	-	
121	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	-	-	-	-	-	-	
122	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	-	-	-	-	-	-	
123	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	-	-	-	-	-	-	
124	249106	WILK-Field Services	M/C Crew Leader U648S	8/4/1991	-	-	-	-	-	-	
125	249106	WILK-Field Services	Line Location Specialist U648S	8/10/1987	-	-	270	276	279	289	
126	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	-	-	-	-	-	-	
127	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	-	-	-	-	-	-	
128	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	-	-	-	-	-	-	
129	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	-	-	-	-	-	-	
130	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	-	-	-	-	-	-	
131	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	-	-	-	-	-	-	
132	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	-	-	-	-	-	-	
133	249106	WILK-Field Services	Leak Detection Specialist U648S	1/23/1985	-	-	-	-	-	-	
134	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	-	-	-	-	-	-	
135	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	-	-	-	-	-	-	
136	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/22/1990	-	-	-	-	-	-	

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

						Gross Other Benefits 401k, DCP, ESPP					Defined Contribution	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k	Contribution Plan 2019	Defined Contribution Plan 2020
137	245206	YARD-Field Services	Working Foreperson	8/1/1991	2.50%	401(k) Match 50% up to 5%	1,551	1,593	1,622	1,680	-	-
138	245101	NORR-Production	Plant Operator F473N	8/24/1990	2.50%	401(k) Match 50% up to 5%	1,600	1,640	1,680	1,721	-	-
139	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	2.50%	401(k) Match 50% up to 5%	1,526	1,564	1,601	1,640	-	-
140	245106	NORR-Field Services	Working Foreman F473N	7/27/1981	1.50%	401(k) Match 50% up to 5%	985	1,010	1,034	1,059	-	-
141	246152	MECH-Silver Springs	Maint & Relief U648R	4/22/1991	2.50%	401(k) Match 50% up to 5%	1,556	1,592	1,626	1,671	-	-
142	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	1.00%	401(k) Match 50% up to 5%	617	632	645	664	-	-
143	245203	YARD-Cust Service	Meter Reader F473Y	7/27/1983	2.50%	401(k) Match 50% up to 5%	1,445	1,485	1,511	1,566	-	-
144	245203	YARD-Cust Service	Serviceperson F473Y	3/1/1976	2.50%	401(k) Match 50% up to 5%	1,535	1,576	1,605	1,663	-	-
145	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	-	-	-	-	-	-	-	-
146	245103	NORR-Cust Service	Serviceperson F473N	1/30/1989	2.50%	401(k) Match 50% up to 5%	1,526	1,564	1,601	1,640	-	-
147	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	2.50%	401(k) Match 50% up to 5%	1,544	1,580	1,614	1,659	-	-
148	246106	MECH-Field Services	Utility A U648R	9/25/1989	2.50%	401(k) Match 50% up to 5%	1,544	1,580	1,614	1,659	-	-
149	245106	NORR-Field Services	Utility Person F473N	10/16/1989	2.50%	401(k) Match 50% up to 5%	1,551	1,589	1,627	1,667	-	-
150	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	2.50%	401(k) Match 50% up to 5%	1,513	1,551	1,588	1,627	-	-
151	245101	NORR-Production	Plant Operator F473N	10/21/1985	2.50%	401(k) Match 50% up to 5%	1,650	1,690	1,729	1,771	-	-
152	246106	MECH-Field Services	Utility A U648R	12/8/1983	2.50%	401(k) Match 50% up to 5%	1,544	1,580	1,614	1,659	-	-
153	245103	NORR-Cust Service	Meter Reader F473N	4/17/1979	2.50%	401(k) Match 50% up to 5%	1,481	1,517	1,553	1,591	-	-
154	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	10/5/1992	4.00%	401(k) Match 1-3/100% 4-5/50%	2,469	2,526	2,550	2,647	3,240	3,315
155	249152	WILK-Ceasetown	Plant Operator U648S	2/15/1988	2.50%	401(k) Match 50% up to 5%	1,543	1,579	1,594	1,654	-	-
156	241106	PITT-Field Services	Utility Person U537P	8/10/1998	2.50%	401(k) Match 50% up to 5%	1,674	1,760	1,789	1,849	-	-
157	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	2.50%	401(k) Match 50% up to 5%	1,683	1,769	1,799	1,860	-	-
158	244206	PUNX-Field Services	Distribution System Serviceman U537O	12/28/1998	2.50%	401(k) Match 50% up to 5%	1,737	1,778	1,786	1,869	-	-
159	244506	WARR-Field Services	Distribution System Serviceman U537O	10/29/1998	2.50%	401(k) Match 50% up to 5%	1,737	1,778	1,786	1,869	-	-
160	241152	PITT-Production Aldr	Operator U537P	11/16/1998	2.50%	401(k) Match 50% up to 5%	1,709	1,796	1,826	1,887	-	-
161	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	2.50%	401(k) Match 50% up to 5%	1,655	1,740	1,770	1,830	-	-
162	244101	INDI-Production	Operator U537O	8/9/1999	2.50%	401(k) Match 50% up to 5%	1,789	1,832	1,839	1,926	-	-
163	242106	MCMR-Field Services	Utility Person U537O	8/4/1999	2.50%	401(k) Match 50% up to 5%	1,719	1,760	1,767	1,851	-	-
164	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	2.50%	401(k) Match 50% up to 5%	1,679	1,719	1,759	1,801	-	-
165	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	2.50%	401(k) Match 50% up to 5%	1,732	1,773	1,780	1,864	-	-
166	245106	NORR-Field Services	Utility Person F473N	9/2/1999	2.00%	401(k) Match 50% up to 5%	1,241	1,272	1,302	1,333	-	-
167	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	2.50%	401(k) Match 50% up to 5%	1,732	1,773	1,780	1,864	-	-
168	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	2.50%	401(k) Match 50% up to 5%	1,683	1,769	1,799	1,860	-	-
169	246151	MECH-ProdWestShore	Plant Operator U648R	9/15/1999	2.50%	401(k) Match 50% up to 5%	1,566	1,602	1,636	1,681	-	-
170	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	2.50%	401(k) Match 50% up to 5%	1,678	1,763	1,793	1,854	-	-
171	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	1.00%	401(k) Match 1-3/100% 4-5/50%	622	636	642	666	3,266	3,340
172	240106	CORP-Field Services	Meter Serviceman U537P	12/28/2001	3.00%	401(k) Match 1-3/100% 4-5/50%	1,993	2,095	2,131	2,203	3,487	3,667
173	244303	CLAR-Cust Service	Distribution System Serviceman U537O	8/7/2000	2.00%	401(k) Match 50% up to 5%	1,379	1,412	1,418	1,485	-	-
174	241151	PITT-Production Haye	Operator U537P	11/27/2000	-	-	-	-	-	-	-	-
175	243152	NEWC-Ellwood	Operator U537O	3/28/2001	4.00%	401(k) Match 1-3/100% 4-5/50%	2,862	2,931	2,942	3,081	3,757	3,847
176	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
177	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,837	2,848	2,983	3,637	3,724
178	244101	INDI-Production	Maintenance Person U537O	1/28/2002	-	-	-	-	-	-	3,631	3,717
179	246106	MECH-Field Services	Utility A U648R	1/21/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,470	2,528	2,582	2,654	3,241	3,318
180	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,684	2,821	2,869	2,966	3,523	3,703
181	241106	PITT-Field Services	Utility Person U537P	3/18/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,678	2,815	2,863	2,959	3,516	3,695
182	241106	PITT-Field Services	Fire Hydrant Inspector U537P	3/25/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,678	2,815	2,863	2,959	3,516	3,695
183	249106	WILK-Field Services	Regulation Crew Leader U648S	4/29/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,467	2,524	2,548	2,645	3,238	3,313
184	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,374	2,428	2,451	2,542	3,115	3,187
185	243151	NEWC-New Castle	Operator U537O	6/4/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,862	2,931	2,942	3,081	3,757	3,847
186	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,792	2,859	2,870	3,005	3,665	3,752
187	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	-	-	-	-	-	-	3,516	3,695
188	241106	PITT-Field Services	Utility Person U537P	11/12/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,678	2,815	2,863	2,959	3,516	3,695
189	244406	KITT-Field Services	Subforeman U537O	11/11/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,790	2,857	2,869	3,003	3,662	3,750
190	240106	CORP-Field Services	Meter Serviceman U537P	4/14/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,657	2,794	2,841	2,937	3,487	3,667
191	244406	KITT-Field Services	Utility Person U537O	5/12/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
192	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,469	2,526	2,550	2,647	3,240	3,315
193	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,692	2,830	2,878	2,975	3,533	3,714
194	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,374	2,428	2,451	2,542	3,115	3,187
195	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,692	2,830	2,878	2,975	3,533	3,714
196	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2003	1.00%	401(k) Match 1-3/100% 4-5/50%	664	698	710	734	3,487	3,667
197	242103	MCMR-Cust Service	Distribution System Serviceman U537O	9/9/2003	-	-	-	-	-	-	-	-
198	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
199	246106	MECH-Field Services	Utility A U648R	9/15/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,470	2,528	2,582	2,654	3,241	3,318
200	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,488	2,545	2,569	2,666	3,266	3,340

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Gross Other Benefits 401k, DCP, ESPP						
					Defined						
					Contribution Plan	Defined Contribution					
					2021	Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP	
137	245206	YARD-Field Services	Working Foreperson	8/1/1991	-	-	-	-	-	-	
138	245101	NORR-Production	Plant Operator F473N	8/24/1990	-	-	-	-	-	-	
139	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	-	-	183	188	192	197	
140	245106	NORR-Field Services	Working Foreman F473N	7/27/1981	-	-	-	-	-	-	
141	246152	MECH-Silver Springs	Maint & Relief U648R	4/22/1991	-	-	373	382	390	401	
142	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	-	-	185	190	194	199	
143	245203	YARD-Cust Service	Meter Reader F473Y	7/27/1983	-	-	-	-	-	-	
144	245203	YARD-Cust Service	Serviceperson F473Y	3/1/1976	-	-	-	-	-	-	
145	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	-	-	-	-	-	-	
146	245103	NORR-Cust Service	Serviceperson F473N	1/30/1989	-	-	-	-	-	-	
147	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	-	-	-	2/27/1996	-	-	
148	246106	MECH-Field Services	Utility A U648R	9/25/1989	-	-	-	-	-	-	
149	245106	NORR-Field Services	Utility Person F473N	10/16/1989	-	-	-	-	-	-	
150	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	-	-	-	-	-	-	
151	245101	NORR-Production	Plant Operator F473N	10/21/1985	-	-	-	-	-	-	
152	246106	MECH-Field Services	Utility A U648R	12/8/1983	-	-	-	-	-	-	
153	245103	NORR-Cust Service	Meter Reader F473N	4/17/1979	-	-	178	182	186	191	
154	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	10/5/1992	3,347	3,474	926	947	956	993	
155	249152	WILK-Ceasetown	Plant Operator U648S	2/15/1988	-	-	93	95	96	99	
156	241106	PITT-Field Services	Utility Person U537P	8/10/1998	-	-	-	-	-	-	
157	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	-	-	-	-	-	-	
158	244206	PUNX-Field Services	Distribution System Serviceman U537O	12/28/1998	-	-	-	-	-	-	
159	244506	WARR-Field Services	Distribution System Serviceman U537O	10/29/1998	-	-	-	-	-	-	
160	241152	PITT-Production Aldr	Operator U537P	11/16/1998	-	-	513	539	548	566	
161	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	-	-	993	1,044	1,062	1,098	
162	244101	INDI-Production	Operator U537O	8/9/1999	-	-	-	-	-	-	
163	242106	MCMR-Field Services	Utility Person U537O	8/4/1999	-	-	-	-	-	-	
164	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	-	-	-	-	-	-	
165	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	-	-	208	213	214	224	
166	245106	NORR-Field Services	Utility Person F473N	9/2/1999	-	-	-	-	-	-	
167	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	-	-	-	-	-	-	
168	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	-	-	-	-	-	-	
169	246151	MECH-ProdWestShore	Plant Operator U648R	9/15/1999	-	-	658	673	687	706	
170	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	-	-	-	-	-	-	
171	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	3,372	3,499	-	-	-	-	
172	240106	CORP-Field Services	Meter Serviceman U537P	12/28/2001	3,729	3,855	-	-	-	-	
173	244303	CLAR-Cust Service	Distribution System Serviceman U537O	8/7/2000	-	-	-	-	-	-	
174	241151	PITT-Production Haye	Operator U537P	11/27/2000	-	-	-	-	-	-	
175	243152	NEWC-Ellwood	Operator U537O	3/28/2001	3,862	4,044	-	-	-	-	
176	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	3,711	3,887	619	634	636	666	
177	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	3,739	3,915	208	213	214	224	
178	244101	INDI-Production	Maintenance Person U537O	1/28/2002	3,732	3,908	-	-	-	-	
179	246106	MECH-Field Services	Utility A U648R	1/21/2002	3,389	3,484	-	-	-	-	
180	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	3,765	3,893	1,007	1,058	1,076	1,112	
181	241106	PITT-Field Services	Utility Person U537P	3/18/2002	3,757	3,884	1,004	1,056	1,074	1,110	
182	241106	PITT-Field Services	Fire Hydrant Inspector U537P	3/25/2002	3,757	3,884	201	211	215	222	
183	249106	WILK-Field Services	Regulation Crew Leader U648S	4/29/2002	3,345	3,472	-	-	-	-	
184	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	3,217	3,337	445	455	460	477	
185	243151	NEWC-New Castle	Operator U537O	6/4/2002	3,862	4,044	-	-	-	-	
186	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	3,767	3,944	-	-	-	-	
187	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	3,757	3,884	-	-	-	-	
188	241106	PITT-Field Services	Utility Person U537P	11/12/2002	3,757	3,884	-	-	-	-	
189	244406	KITT-Field Services	Subforeman U537O	11/11/2002	3,765	3,942	-	-	-	-	
190	240106	CORP-Field Services	Meter Serviceman U537P	4/14/2003	3,729	3,855	-	-	-	-	
191	244406	KITT-Field Services	Utility Person U537O	5/12/2003	3,711	3,887	-	-	-	-	
192	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	3,347	3,474	-	-	-	-	
193	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	3,777	3,905	1,009	1,061	1,079	1,116	
194	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	3,217	3,337	-	-	-	-	
195	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	3,777	3,905	-	-	-	-	
196	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2003	3,729	3,855	-	-	-	-	
197	242103	MCMR-Cust Service	Distribution System Serviceman U537O	9/9/2003	-	-	-	-	-	-	
198	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	3,711	3,887	-	-	-	-	
199	246106	MECH-Field Services	Utility A U648R	9/15/2003	3,389	3,484	-	-	-	-	
200	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	3,372	3,499	-	-	-	-	

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Gross Other Benefits 401k, DCP, ESPP												
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k	Defined Contribution	Defined Contribution
											Plan 2019	Plan 2020
201	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,842	2,911	2,922	3,061	3,730	3,820
202	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,674	2,811	2,859	2,955	3,510	3,690
203	245106	NORR-Field Services	Relief Utility Person F473N	1/17/2005	3.00%	401(k) Match 1-3/100% 4-5/50%	1,740	1,783	1,825	1,870	3,045	3,121
204	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,790	2,838	2,934	3,483	3,662
205	241151	PITT-Production Haye	Maintenance Person U537P	3/16/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,790	2,838	2,934	3,483	3,662
206	243152	NEWC-Elwood	Maintenance Person U537O	4/18/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,766	2,832	2,843	2,977	3,631	3,717
207	246106	MECH-Field Services	Utility Person U648R	8/8/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,427	2,486	2,539	2,612	3,186	3,262
208	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,777	2,844	2,855	2,990	3,645	3,733
209	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,766	2,832	2,843	2,977	3,631	3,717
210	241106	PITT-Field Services	Utility Person U537P	9/19/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,678	2,815	2,863	2,959	3,516	3,695
211	246106	MECH-Field Services	Utility A U648R	10/10/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,470	2,528	2,582	2,654	3,241	3,318
212	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,837	2,848	2,983	3,637	3,724
213	243103	NEWC-Cust Service	Distribution System Serviceman U537O	10/25/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,780	2,846	2,857	2,991	3,648	3,735
214	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	2.00%	401(k) Match 1-3/100% 4-5/50%	1,176	1,204	1,215	1,261	3,088	3,159
215	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	-	-	-	-	-	-	3,238	3,313
216	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	-	-	-	-	-	-	3,610	3,696
217	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	-	-	-	-	-	-	3,205	3,284
218	244206	PUNX-Field Services	Subforeman U537O	11/7/2005	3.50%	401(k) Match 1-3/100% 4-5/50%	2,423	2,482	2,492	2,610	3,635	3,723
219	241106	PITT-Field Services	Utility Person U537P	12/20/2005	3.50%	401(k) Match 1-3/100% 4-5/50%	2,322	2,442	2,483	2,567	3,483	3,662
220	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,682	2,819	2,866	2,962	3,520	3,700
221	242103	MCMR-Cust Service	General Serviceman/Person U537O	12/19/2005	3.00%	401(k) Match 1-3/100% 4-5/50%	2,069	2,118	2,127	2,227	3,621	3,707
222	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	3.50%	401(k) Match 1-3/100% 4-5/50%	2,348	2,468	2,509	2,594	3,522	3,702
223	241106	PITT-Field Services	Pipeline Inspector U537P	12/21/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,690	2,827	2,875	2,972	3,531	3,711
224	244506	WARR-Field Services	Plant Operator/Utilityperson U537O	1/4/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,862	2,931	2,942	3,081	3,757	3,847
225	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,693	2,830	2,878	2,976	3,534	3,715
226	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
227	241106	PITT-Field Services	Compressor Operator U537P	1/11/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,683	2,820	2,868	2,965	3,522	3,702
228	241106	PITT-Field Services	Pipeline Inspector U537P	2/21/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,690	2,827	2,875	2,972	3,531	3,711
229	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,658	2,795	2,843	2,940	3,489	3,669
230	240106	CORP-Field Services	Meter Serviceman U537P	3/20/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,657	2,794	2,841	2,937	3,487	3,667
231	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	-	-	-	-	-	-	3,088	3,159
232	249103	WILK-Cust Service	Serviceperson U648S	3/27/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,467	2,524	2,548	2,645	3,238	3,313
233	241106	PITT-Field Services	Utility Person U537P	4/3/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,678	2,815	2,863	2,959	3,516	3,695
234	241106	PITT-Field Services	Backhoe Operator U537P	4/10/2006	-	-	-	-	-	-	3,501	3,682
235	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	-	-	-	-	-	-	3,490	3,670
236	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,800	2,866	2,878	3,013	3,674	3,762
237	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,800	2,866	2,878	3,013	3,674	3,762
238	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
239	241106	PITT-Field Services	Utility Person U537P	5/10/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,790	2,838	2,934	3,483	3,662
240	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,374	2,428	2,451	2,542	3,115	3,187
241	241106	PITT-Field Services	Utility Person U537P	5/11/2006	3.00%	401(k) Match 1-3/100% 4-5/50%	1,990	2,093	2,128	2,201	3,483	3,662
242	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	-	-	-	-	-	-	3,238	3,313
243	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,692	2,830	2,878	2,975	3,533	3,714
244	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,488	2,545	2,569	2,666	3,266	3,340
245	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,862	2,931	2,942	3,081	3,757	3,847
246	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,790	2,838	2,934	3,483	3,662
247	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	-	-	-	-	-	-	3,266	3,340
248	244406	KITT-Field Services	Utility Person U537O	6/2/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
249	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,610	2,680	2,729	2,827	3,426	3,518
250	245106	NORR-Field Services	Relief Utility Person F473N	6/19/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,320	2,378	2,434	2,493	3,045	3,121
251	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,657	2,794	2,841	2,937	3,487	3,667
252	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,467	2,524	2,548	2,645	3,238	3,313
253	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,469	2,526	2,550	2,647	3,240	3,315
254	245201	YARD-Production	Plant Operator F473Y	7/5/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,523	2,590	2,636	2,729	3,312	3,399
255	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
256	241106	PITT-Field Services	Utility Person U537P	7/17/2006	-	-	-	-	-	-	3,483	3,662
257	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,837	2,848	2,983	3,637	3,724
258	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,837	2,848	2,983	3,637	3,724
259	246106	MECH-Field Services	Utility Person U648R	11/13/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,452	2,511	2,564	2,637	3,218	3,295
260	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,469	2,526	2,550	2,647	3,240	3,315
261	241106	PITT-Field Services	Utility Person U537P	3/5/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,678	2,815	2,863	2,959	3,516	3,695
262	241106	PITT-Field Services	Utility Person U537P	3/5/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,678	2,815	2,863	2,959	3,516	3,695
263	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,769	2,835	2,846	2,980	3,634	3,721
264	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,842	2,911	2,922	3,061	3,730	3,820

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP							
					Defined	Contribution Plan		Defined Contribution				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021	Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP		
201	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	3,836	4,018	213	218	219	230		
202	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	3,752	3,878	-	-	-	-		
203	245106	NORR-Field Services	Relief Utility Person F473N	1/17/2005	3,194	3,272	-	-	-	-		
204	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	3,725	3,851	597	628	638	660		
205	241151	PITT-Production Haye	Maintenance Person U537P	3/16/2005	3,725	3,851	995	1,046	1,064	1,100		
206	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	3,732	3,908	-	-	-	-		
207	246106	MECH-Field Services	Utility Person U648R	8/8/2005	3,333	3,428	-	-	-	-		
208	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	3,748	3,924	-	-	-	-		
209	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	3,732	3,907	-	-	-	-		
210	241106	PITT-Field Services	Utility Person U537P	9/19/2005	3,757	3,884	-	-	-	-		
211	246106	MECH-Field Services	Utility A U648R	10/10/2005	3,389	3,484	-	-	-	-		
212	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	3,739	3,915	-	-	-	-		
213	243103	NEWC-Cust Service	Distribution System Serviceman U537O	10/25/2005	3,750	3,926	-	-	-	-		
214	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	3,189	3,309	-	-	-	-		
215	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	3,345	3,472	-	-	-	-		
216	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	3,711	3,887	-	-	-	-		
217	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	3,363	3,444	-	-	-	-		
218	244206	PUNX-Field Services	Subforeman U537O	11/7/2005	3,738	3,915	-	-	-	-		
219	241106	PITT-Field Services	Utility Person U537P	12/20/2005	3,725	3,851	-	-	-	-		
220	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	3,762	3,888	-	-	-	-		
221	242103	MCMR-Cust Service	General Serviceman/Person U537O	12/19/2005	3,722	3,898	-	-	-	-		
222	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	3,764	3,892	201	212	215	222		
223	241106	PITT-Field Services	Pipeline Inspector U537P	12/21/2005	3,773	3,901	101	106	108	111		
224	244506	WARR-Field Services	Plant Operator/Utilityperson U537O	1/4/2006	3,862	4,044	-	-	-	-		
225	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	3,778	3,906	-	-	-	-		
226	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	3,711	3,887	-	-	-	-		
227	241106	PITT-Field Services	Compressor Operator U537P	1/11/2006	3,764	3,892	-	-	-	-		
228	241106	PITT-Field Services	Pipeline Inspector U537P	2/21/2006	3,773	3,901	-	-	-	-		
229	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	3,731	3,859	-	-	-	-		
230	240106	CORP-Field Services	Meter Serviceman U537P	3/20/2006	3,729	3,855	-	-	-	-		
231	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	3,189	3,309	88	90	91	95		
232	249103	WILK-Cust Service	Serviceperson U648S	3/27/2006	3,345	3,472	-	-	-	-		
233	241106	PITT-Field Services	Utility Person U537P	4/3/2006	3,757	3,884	-	-	-	-		
234	241106	PITT-Field Services	Backhoe Operator U537P	4/10/2006	3,745	3,873	-	-	-	-		
235	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	3,732	3,860	-	-	-	-		
236	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	3,777	3,955	-	-	-	-		
237	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	3,777	3,955	-	-	-	-		
238	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	3,711	3,887	1,031	1,056	1,060	1,111		
239	241106	PITT-Field Services	Utility Person U537P	5/10/2006	3,725	3,851	-	-	-	-		
240	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	3,217	3,337	-	-	-	-		
241	241106	PITT-Field Services	Utility Person U537P	5/11/2006	3,725	3,851	-	-	-	-		
242	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	3,345	3,472	-	-	-	-		
243	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	3,777	3,905	-	-	-	-		
244	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	3,372	3,499	-	-	-	-		
245	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	3,862	4,044	-	-	-	-		
246	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	3,725	3,851	995	1,046	1,064	1,100		
247	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	3,372	3,499	187	191	193	200		
248	244406	KITT-Field Services	Utility Person U537O	6/2/2006	3,711	3,887	-	-	-	-		
249	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	3,581	3,711	-	-	-	-		
250	245106	NORR-Field Services	Relief Utility Person F473N	6/19/2006	3,194	3,272	261	268	274	280		
251	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	3,729	3,855	-	-	-	-		
252	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	3,345	3,472	-	-	-	-		
253	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	3,347	3,474	-	-	-	-		
254	245201	YARD-Production	Plant Operator F473Y	7/5/2006	3,459	3,581	946	971	988	1,023		
255	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	3,711	3,887	-	-	-	-		
256	241106	PITT-Field Services	Utility Person U537P	7/17/2006	3,725	3,851	-	-	-	-		
257	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	3,739	3,915	-	-	-	-		
258	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	3,739	3,915	-	-	-	-		
259	246106	MECH-Field Services	Utility Person U648R	11/13/2006	3,366	3,461	276	282	288	297		
260	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	3,347	3,474	-	-	-	-		
261	241106	PITT-Field Services	Utility Person U537P	3/5/2007	3,757	3,884	-	-	-	-		
262	241106	PITT-Field Services	Utility Person U537P	3/5/2007	3,757	3,884	402	422	429	444		
263	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	3,735	3,911	623	638	640	670		
264	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007	3,836	4,018	426	437	438	459		

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

						Gross Other Benefits 401k, DCP, ESPP					Defined Contribution	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k	Plan 2019	Defined Contribution Plan 2020
265	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,353	2,407	2,430	2,521	3,088	3,159
266	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,353	2,407	2,430	2,521	3,088	3,159
267	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007			-	-	-	-	3,088	3,159
268	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	2.00%	401(k) Match 1-3/100% 4-5/50%	1,244	1,272	1,285	1,333	3,266	3,340
269	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	3.00%	401(k) Match 1-3/100% 4-5/50%	1,850	1,893	1,911	1,984	3,238	3,313
270	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,488	2,545	2,569	2,666	3,266	3,340
271	246106	MECH-Field Services	Utility Person U648R	7/9/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,452	2,511	2,564	2,637	3,218	3,295
272	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,187	2,246	2,299	2,365	2,871	2,948
273	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,445	2,503	2,557	2,629	3,209	3,285
274	249106	WILK-Field Services	M/C Utility Person U648S	7/16/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,488	2,545	2,569	2,666	3,266	3,340
275	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	3.00%	401(k) Match 1-3/100% 4-5/50%	1,800	1,841	1,859	1,929	3,149	3,222
276	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	1.00%	401(k) Match 1-3/100% 4-5/50%	663	698	709	734	3,483	3,662
277	241106	PITT-Field Services	Utility Person U537P	7/23/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,790	2,838	2,934	3,483	3,662
278	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,421	2,481	2,542	2,603	3,178	3,257
279	245106	NORR-Field Services	Relief Utility Person F473N	8/6/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,312	2,369	2,425	2,484	3,034	3,110
280	244101	INDI-Production	Operator U537O	8/13/2007			-	-	-	-	3,757	3,847
281	249106	WILK-Field Services	M/C Crew Leader U648S	8/20/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,467	2,524	2,548	2,645	3,238	3,313
282	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,693	2,830	2,878	2,976	3,534	3,715
283	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,400	2,455	2,478	2,572	3,149	3,222
284	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,469	2,526	2,550	2,647	3,240	3,315
285	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	3.00%	401(k) Match 1-3/100% 4-5/50%	2,077	2,127	2,136	2,237	3,635	3,723
286	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,768	2,844	2,860	2,977	3,633	3,732
287	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	10/1/2007			-	-	-	-	3,621	3,707
288	245201	YARD-Production	Plant Operator F473Y	10/8/2007	2.00%	401(k) Match 1-3/100% 4-5/50%	1,239	1,272	1,295	1,341	3,251	3,339
289	241106	PITT-Field Services	Utility Person U537P	10/22/2007	3.00%	401(k) Match 1-3/100% 4-5/50%	2,009	2,112	2,147	2,219	3,516	3,695
290	249106	WILK-Field Services	Dump Truck Driver U648S	10/22/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,419	2,475	2,498	2,592	3,175	3,248
291	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,837	2,848	2,983	3,637	3,724
292	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007			-	-	-	-	3,115	3,187
293	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,693	2,830	2,878	2,976	3,534	3,715
294	244606	KANE-Field Services	Subforeman U537O	1/7/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,770	2,836	2,848	2,982	3,635	3,723
295	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,467	2,524	2,548	2,645	3,238	3,313
296	243106	NEWC-Field Services	Utility Person U537O	4/28/2008			-	-	-	-	3,610	3,696
297	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,505	2,564	2,617	2,690	3,288	3,365
298	243306	BUTL-Field Services	Utility Person U537O	6/2/2008			-	-	-	-	3,610	3,696
299	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,374	2,428	2,451	2,542	3,115	3,187
300	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,469	2,526	2,550	2,647	3,240	3,315
301	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008			-	-	-	-	3,483	3,662
302	245106	NORR-Field Services	Relief Utility Person F473N	7/28/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,312	2,369	2,425	2,484	3,034	3,110
303	241106	PITT-Field Services	Utility Person U537P	8/4/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,790	2,838	2,934	3,483	3,662
304	241106	PITT-Field Services	Utility Person U537P	8/11/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,790	2,838	2,934	3,483	3,662
305	240106	CORP-Field Services	Distribution Records Clerk U537O	8/18/2008			-	-	-	-	3,508	3,592
306	245101	NORR-Production	Maint&Relief F473N	10/6/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,467	2,526	2,586	2,647	3,238	3,316
307	242103	MCMR-Cust Service	Distribution System Serviceman U537O	11/10/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,759	2,825	2,836	2,970	3,621	3,707
308	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	3.00%	401(k) Match 1-3/100% 4-5/50%	1,994	2,097	2,132	2,205	3,489	3,669
309	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,790	2,838	2,934	3,483	3,662
310	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,684	2,821	2,869	2,966	3,523	3,703
311	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,658	2,795	2,843	2,940	3,489	3,669
312	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,745	2,811	2,823	2,956	3,603	3,690
313	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	3.00%	401(k) Match 1-3/100% 4-5/50%	2,063	2,112	2,121	2,221	3,610	3,696
314	242206	MONVA-Field Services	Utility Person U537O	3/9/2009			-	-	-	-	3,610	3,696
315	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009			-	-	-	-	3,631	3,717
316	242306	UNTN-Field Services	Utility Person U537O	4/13/2009	1.00%	401(k) Match 1-3/100% 4-5/50%	688	704	707	740	3,610	3,696
317	241106	PITT-Field Services	Utility Person U537P	5/4/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,790	2,838	2,934	3,483	3,662
318	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009			-	-	-	-	3,240	3,315
319	242103	MCMR-Cust Service	Meter Reader U537O	6/17/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,745	2,811	2,823	2,956	3,603	3,690
320	245106	NORR-Field Services	Relief Utility Person F473N	6/30/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,312	2,369	2,425	2,484	3,034	3,110
321	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,667	2,805	2,852	2,950	3,500	3,681
322	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
323	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
324	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,777	2,844	2,855	2,990	3,645	3,733
325	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
326	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009			-	-	-	-	3,574	3,659
327	240106	CORP-Field Services	Meter Serviceman U537P	7/27/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,657	2,794	2,841	2,937	3,487	3,667
328	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	3.00%	401(k) Match 1-3/100% 4-5/50%	2,093	2,143	2,151	2,253	3,662	3,750

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

				Gross Other Benefits 401k, DCP, ESPP							
				Defined							
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Contribution Plan	Defined Contribution	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP	
					2021	Plan 2022					
265	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	3,189	3,309	-	-	-	-	
266	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	3,189	3,309	-	-	-	-	
267	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	3,189	3,309	618	632	638	662	
268	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	3,372	3,499	93	95	96	100	
269	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	3,345	3,472	-	-	-	-	
270	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	3,372	3,499	467	477	482	500	
271	246106	MECH-Field Services	Utility Person U648R	7/9/2007	3,366	3,461	-	-	-	-	
272	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	3,018	3,104	-	-	-	-	
273	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	3,356	3,451	550	563	575	592	
274	249106	WILK-Field Services	M/C Utility Person U648S	7/16/2007	3,372	3,499	280	286	289	300	
275	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	3,253	3,376	-	-	-	-	
276	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	3,725	3,851	-	-	-	-	
277	241106	PITT-Field Services	Utility Person U537P	7/23/2007	3,725	3,851	995	1,046	1,064	1,100	
278	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	3,336	3,417	-	-	-	-	
279	245106	NORR-Field Services	Relief Utility Person F473N	8/6/2007	3,183	3,260	-	-	-	-	
280	244101	INDI-Production	Operator U537O	8/13/2007	3,862	4,044	-	-	-	-	
281	249106	WILK-Field Services	M/C Crew Leader U648S	8/20/2007	3,345	3,472	-	-	-	-	
282	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	3,778	3,906	202	212	216	223	
283	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	3,253	3,376	-	-	-	-	
284	249152	WILK-Ceasestown	Plant Operator U648S	9/4/2007	3,347	3,474	463	474	478	496	
285	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	3,738	3,915	-	-	-	-	
286	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	3,754	3,908	-	-	-	-	
287	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	10/1/2007	3,722	3,898	-	-	-	-	
288	245201	YARD-Production	Plant Operator F473Y	10/8/2007	3,399	3,521	-	-	-	-	
289	241106	PITT-Field Services	Utility Person U537P	10/22/2007	3,757	3,884	-	-	-	-	
290	249106	WILK-Field Services	Dump Truck Driver U648S	10/22/2007	3,279	3,403	-	-	-	-	
291	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	3,739	3,915	312	319	320	336	
292	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	3,217	3,337	-	-	-	-	
293	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	3,778	3,906	-	-	-	-	
294	244606	KANE-Field Services	Subforeman U537O	1/7/2008	3,738	3,915	-	-	-	-	
295	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	3,345	3,472	-	-	-	-	
296	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	3,711	3,887	-	-	-	-	
297	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	3,435	3,531	-	-	-	-	
298	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	3,711	3,887	-	-	-	-	
299	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	3,217	3,337	534	546	551	572	
300	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	3,347	3,474	-	-	-	-	
301	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	3,725	3,851	-	-	-	-	
302	245106	NORR-Field Services	Relief Utility Person F473N	7/28/2008	3,183	3,260	-	-	-	-	
303	241106	PITT-Field Services	Utility Person U537P	8/4/2008	3,725	3,851	-	-	-	-	
304	241106	PITT-Field Services	Utility Person U537P	8/11/2008	3,725	3,851	-	-	-	-	
305	240106	CORP-Field Services	Distribution Records Clerk U537O	8/18/2008	3,607	3,778	-	-	-	-	
306	245101	NORR-Production	Maint&Relief F473N	10/6/2008	3,394	3,474	-	-	-	-	
307	242103	MCMR-Cust Service	Distribution System Serviceman U537O	11/10/2008	3,722	3,898	310	318	319	334	
308	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	3,731	3,859	-	-	-	-	
309	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	3,725	3,851	-	-	-	-	
310	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	3,765	3,893	-	-	-	-	
311	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	3,731	3,859	-	-	-	-	
312	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	3,705	3,879	-	-	-	-	
313	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	3,711	3,887	-	-	-	-	
314	242206	MONVA-Field Services	Utility Person U537O	3/9/2009	3,711	3,887	-	-	-	-	
315	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	3,732	3,907	-	-	-	-	
316	242306	UNTN-Field Services	Utility Person U537O	4/13/2009	3,711	3,887	-	-	-	-	
317	241106	PITT-Field Services	Utility Person U537P	5/4/2009	3,725	3,851	-	-	-	-	
318	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	3,347	3,474	-	-	-	-	
319	242103	MCMR-Cust Service	Meter Reader U537O	6/17/2009	3,705	3,879	-	-	-	-	
320	245106	NORR-Field Services	Relief Utility Person F473N	6/30/2009	3,183	3,260	-	-	-	-	
321	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	3,744	3,872	-	-	-	-	
322	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	3,711	3,887	-	-	-	-	
323	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	3,711	3,887	-	-	-	-	
324	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	3,748	3,924	-	-	-	-	
325	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	3,711	3,887	206	211	212	222	
326	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	3,674	3,848	-	-	-	-	
327	240106	CORP-Field Services	Meter Serviceman U537P	7/27/2009	3,729	3,855	-	-	-	-	
328	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	3,765	3,942	-	-	-	-	

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	Gross Other Benefits 401k, DCP, ESPP				Defined Contribution	
							2019 401k	2020 401k	2021 401k	2022 401k	Plan 2019	Plan 2020
329	244406	KITT-Field Services	Utility Person U5370	8/18/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,837	2,848	2,983	3,637	3,724
330	242106	MCMR-Field Services	Utility Person U5370	8/17/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
331	242306	UNTN-Field Services	Utility Person U5370	9/14/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
332	241106	PITT-Field Services	Compressor Operator U537P	9/29/2009	2.00%	401(k) Match 1-3/100% 4-5/50%	1,329	1,398	1,421	1,470	3,489	3,669
333	243306	BUTL-Field Services	Utility Person U5370	10/28/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,837	2,848	2,983	3,637	3,724
334	243306	BUTL-Field Services	Utility Person U5370	10/28/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,837	2,848	2,983	3,637	3,724
335	242106	MCMR-Field Services	Utility Person U5370	11/2/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
336	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,790	2,838	2,934	3,483	3,662
337	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,658	2,795	2,843	2,940	3,489	3,669
338	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,469	2,526	2,550	2,647	3,240	3,315
339	240106	CORP-Field Services	Meter Repair Person U537P, U648S	3/23/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,650	2,787	2,834	2,931	3,478	3,658
340	249106	WILK-Field Services	M/C Crew Leader U648S	3/29/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,467	2,524	2,548	2,645	3,238	3,313
341	243152	NEWC-Ellwood	Operator U5370	5/10/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,862	2,931	2,942	3,081	3,757	3,847
342	245101	NORR-Production	Plant Operator F473N	6/21/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,640	2,704	2,767	2,833	3,465	3,548
343	242103	MCMR-Cust Service	General Serviceman/Person U5370	10/12/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,759	2,825	2,836	2,970	3,621	3,707
344	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,674	2,811	2,859	2,955	3,510	3,690
345	242206	MONVA-Field Services	Utility Person U5370	11/9/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
346	242203	MONVAL-Cust Service	Distribution System Serviceman U5370	11/8/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,759	2,825	2,836	2,970	3,621	3,707
347	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,648	2,833	2,833	2,929	3,476	3,656
348	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,648	2,785	2,832	2,928	3,475	3,655
349	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010			-		-		3,489	3,669
350	244103	INDI-Cust Service	Utility Person U5370	11/22/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,837	2,848	2,983	3,637	3,724
351	241151	PITT-Production Haye	Maint & Relief U537P	12/20/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,675	2,812	2,859	2,956	3,511	3,691
352	243106	NEWC-Field Services	Utility Person U5370	12/27/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,837	2,848	2,983	3,637	3,724
353	242103	MCMR-Cust Service	Distribution System Serviceman U5370	1/3/2011	3.00%	401(k) Match 1-3/100% 4-5/50%	2,069	2,118	2,127	2,227	3,621	3,707
354	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,682	2,819	2,866	2,962	3,520	3,700
355	243151	NEWC-New Castle	Maintenance Person U5370	1/10/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,766	2,832	2,843	2,977	3,631	3,717
356	242203	MONVAL-Cust Service	Distribution System Serviceman U5370	3/14/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,759	2,825	2,836	2,970	3,621	3,707
357	241152	PITT-Production Aldr	Operator U537P	3/14/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,734	2,873	2,921	3,019	3,589	3,771
358	244206	PUNX-Field Services	Utility Person U5370	3/14/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,837	2,848	2,983	3,637	3,724
359	243306	BUTL-Field Services	Utility Person U5370	5/24/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
360	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,684	2,821	2,868	2,964	3,522	3,702
361	246103	MECH-Cust Service	Servicperson U648R	8/22/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,470	2,528	2,582	2,654	3,241	3,318
362	242106	MCMR-Field Services	Utility Person U5370	8/24/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
363	242306	UNTN-Field Services	Utility Person U5370	9/6/2011	3.00%	401(k) Match 1-3/100% 4-5/50%	2,063	2,112	2,121	2,221	3,610	3,696
364	242206	MONVA-Field Services	Utility Person U5370	8/29/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
365	242106	MCMR-Field Services	Utility Person U5370	9/7/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
366	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,790	2,838	2,934	3,483	3,662
367	243106	NEWC-Field Services	Utility Person U5370	9/26/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
368	244306	CLAR-Field Services	Utility Person U5370	10/11/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,837	2,848	2,983	3,637	3,724
369	244103	INDI-Cust Service	Utility Person U5370	10/17/2011	3.00%	401(k) Match 1-3/100% 4-5/50%	2,063	2,112	2,121	2,221	3,610	3,696
370	242206	MONVA-Field Services	Subforeman U5370	10/3/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,770	2,836	2,848	2,982	3,635	3,723
371	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011			-	-	-	-	3,483	3,662
372	242106	MCMR-Field Services	Utility Person U5370	11/7/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
373	241106	PITT-Field Services	Utility Person U537P	12/5/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,592	2,636	2,726	3,483	3,403
374	249103	WILK-Cust Service	Servicperson U648S	7/3/2012			-	-	-	-	3,074	3,093
375	241151	PITT-Production Haye	Operator U537P	4/28/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,379	2,503	2,545	2,632	3,123	3,285
376	245101	NORR-Production	Maint&Relief F473N	9/28/2015	3.00%	401(k) Match 1-3/100% 4-5/50%	1,650	1,694	1,731	1,774	2,887	2,965
377	243306	BUTL-Field Services	General Serviceman/Person U5370	10/30/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	2,759	2,825	2,836	2,970	3,621	3,707
378	242106	MCMR-Field Services	Utility Person U5370	2/4/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
379	242105	MCMR-Admin & Gen	Utility Clerk U5370	3/18/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,673	2,737	2,748	2,878	3,508	3,592
380	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,471	2,598	2,642	2,732	3,244	3,410
381	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013			-	-	-	-	3,742	3,841
382	242106	MCMR-Field Services	Utility Person U5370	5/1/2013	3.00%	401(k) Match 1-3/100% 4-5/50%	2,063	2,112	2,121	2,221	3,610	3,696
383	242106	MCMR-Field Services	Utility Person U5370	4/30/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
384	244101	INDI-Production	Operator U5370	5/13/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,862	2,931	2,942	3,081	3,757	3,847
385	244306	CLAR-Field Services	Utility Person U5370	5/15/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,837	2,848	2,983	3,637	3,724
386	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,479	2,607	2,652	2,743	3,254	3,422
387	244606	KANE-Field Services	Utility Person U5370	5/28/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,771	2,837	2,848	2,983	3,637	3,724
388	244406	KITT-Field Services	Distribution System Serviceman U5370	5/28/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,780	2,846	2,857	2,991	3,648	3,735
389	241106	PITT-Field Services	Utility Person U537P	6/3/2013	3.00%	401(k) Match 1-3/100% 4-5/50%	1,849	1,944	1,977	2,045	3,236	3,403
390	242106	MCMR-Field Services	Utility Person U5370	6/3/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,816	2,828	2,962	3,610	3,696
391	241106	PITT-Field Services	Utility Person U537P	6/11/2013	3.00%	401(k) Match 1-3/100% 4-5/50%	1,849	1,944	1,977	2,045	3,236	3,403
392	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,353	2,407	2,430	2,521	3,088	3,159

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

						Gross Other Benefits 401k, DCP, ESPP					
						Defined					
						Contribution Plan	Defined Contribution				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021	Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP	
329	244406	KITT-Field Services	Utility Person U5370	8/18/2009	3,739	3,915	-	-	-	-	
330	242106	MCMR-Field Services	Utility Person U5370	8/17/2009	3,711	3,887	206	211	212	222	
331	242306	UNTN-Field Services	Utility Person U5370	9/14/2009	3,711	3,887	-	-	-	-	
332	241106	PITT-Field Services	Compressor Operator U537P	9/29/2009	3,731	3,859	-	-	-	-	
333	243306	BUTL-Field Services	Utility Person U5370	10/28/2009	3,739	3,915	-	-	-	-	
334	243306	BUTL-Field Services	Utility Person U5370	10/28/2009	3,739	3,915	-	-	-	-	
335	242106	MCMR-Field Services	Utility Person U5370	11/2/2009	3,711	3,887	-	-	-	-	
336	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	3,725	3,851	100	105	106	110	
337	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	3,731	3,859	299	314	320	331	
338	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	3,347	3,474	185	189	191	199	
339	240106	CORP-Field Services	Meter Repair Person U537P, U648S	3/23/2010	3,720	3,847	-	-	-	-	
340	249106	WILK-Field Services	M/C Crew Leader U648S	3/29/2010	3,345	3,472	278	284	287	298	
341	243152	NEWC-Ellwood	Operator U5370	5/10/2010	3,862	4,044	-	-	-	-	
342	245101	NORR-Production	Plant Operator F473N	6/21/2010	3,632	3,718	-	-	-	-	
343	242103	MCMR-Cust Service	General Serviceman/Person U5370	10/12/2010	3,722	3,898	-	-	-	-	
344	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	3,752	3,878	-	-	-	-	
345	242206	MONVA-Field Services	Utility Person U5370	11/9/2010	3,711	3,887	103	106	106	111	
346	242203	MONVAL-Cust Service	Distribution System Serviceman U5370	11/8/2010	3,722	3,898	-	-	-	-	
347	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	3,718	3,844	-	-	-	-	
348	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	3,717	3,843	-	-	-	-	
349	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	3,731	3,859	-	-	-	-	
350	244103	INDI-Cust Service	Utility Person U5370	11/22/2010	3,739	3,915	-	-	-	-	
351	241151	PITT-Production Haye	Maint & Relief U537P	12/20/2010	3,753	3,879	1,003	1,054	1,072	1,108	
352	243106	NEWC-Field Services	Utility Person U5370	12/27/2010	3,739	3,915	-	-	-	-	
353	242103	MCMR-Cust Service	Distribution System Serviceman U5370	1/3/2011	3,722	3,898	-	-	-	-	
354	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	3,762	3,888	-	-	-	-	
355	243151	NEWC-New Castle	Maintenance Person U5370	1/10/2011	3,732	3,908	415	425	427	447	
356	242203	MONVAL-Cust Service	Distribution System Serviceman U5370	3/14/2011	3,722	3,898	-	-	-	-	
357	241152	PITT-Production Aldr	Operator U537P	3/14/2011	3,834	3,963	513	539	548	566	
358	244206	PUNX-Field Services	Utility Person U5370	3/14/2011	3,739	3,915	-	-	-	-	
359	243306	BUTL-Field Services	Utility Person U5370	5/24/2011	3,711	3,887	-	-	-	-	
360	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	3,764	3,891	503	529	538	556	
361	246103	MECH-Cust Service	Servicperson U648R	8/22/2011	3,389	3,484	-	-	-	-	
362	242106	MCMR-Field Services	Utility Person U5370	8/24/2011	3,711	3,887	-	-	-	-	
363	242306	UNTN-Field Services	Utility Person U5370	9/6/2011	3,711	3,887	-	-	-	-	
364	242206	MONVA-Field Services	Utility Person U5370	8/29/2011	3,711	3,887	-	-	-	-	
365	242106	MCMR-Field Services	Utility Person U5370	9/7/2011	3,711	3,887	-	-	-	-	
366	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	3,725	3,851	796	837	851	880	
367	243106	NEWC-Field Services	Utility Person U5370	9/26/2011	3,711	3,887	516	528	530	555	
368	244306	CLAR-Field Services	Utility Person U5370	10/11/2011	3,739	3,915	208	213	214	224	
369	244103	INDI-Cust Service	Utility Person U5370	10/17/2011	3,711	3,887	-	-	-	-	
370	242206	MONVA-Field Services	Subforeman U5370	10/3/2011	3,738	3,915	1,039	1,064	1,068	1,118	
371	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	3,725	3,851	-	-	-	-	
372	242106	MCMR-Field Services	Utility Person U5370	11/7/2011	3,711	3,887	-	-	-	-	
373	241106	PITT-Field Services	Utility Person U537P	12/5/2011	3,460	3,578	498	486	494	511	
374	249103	WILK-Cust Service	Servicperson U648S	7/3/2012	3,125	3,247	-	-	-	-	
375	241151	PITT-Production Haye	Operator U537P	4/28/2014	3,341	3,454	446	469	477	493	
376	245101	NORR-Production	Maint&Relief F473N	9/28/2015	3,030	3,104	-	-	-	-	
377	243306	BUTL-Field Services	General Serviceman/Person U5370	10/30/2012	3,722	3,898	-	-	-	-	
378	242106	MCMR-Field Services	Utility Person U5370	2/4/2013	3,711	3,887	-	-	-	-	
379	242105	MCMR-Admin & Gen	Utility Clerk U5370	3/18/2013	3,607	3,778	-	-	-	-	
380	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	3,468	3,586	-	-	-	-	
381	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	3,863	4,016	107	110	110	115	
382	242106	MCMR-Field Services	Utility Person U5370	5/1/2013	3,711	3,887	-	-	-	-	
383	242106	MCMR-Field Services	Utility Person U5370	4/30/2013	3,711	3,887	-	-	-	-	
384	244101	INDI-Production	Operator U5370	5/13/2013	3,862	4,044	215	220	221	231	
385	244306	CLAR-Field Services	Utility Person U5370	5/15/2013	3,739	3,915	-	-	-	-	
386	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	3,481	3,600	-	-	-	-	
387	244606	KANE-Field Services	Utility Person U5370	5/28/2013	3,739	3,915	104	106	107	112	
388	244406	KITT-Field Services	Distribution System Serviceman U5370	5/28/2013	3,750	3,926	-	-	-	-	
389	241106	PITT-Field Services	Utility Person U537P	6/3/2013	3,460	3,578	-	-	-	-	
390	242106	MCMR-Field Services	Utility Person U5370	6/3/2013	3,711	3,887	-	-	-	-	
391	241106	PITT-Field Services	Utility Person U537P	6/11/2013	3,460	3,578	-	-	-	-	
392	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	3,189	3,309	265	271	273	284	

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP					Defined Contribution		Defined Contribution	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k	Plan 2019	Plan 2020	
393	244506	WARR-Field Services	Subforeman U537O	6/26/2013			-	-	-	-	3,635	3,723	
394	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,488	2,545	2,569	2,666	3,266	3,340	
395	246152	MECH-Silver Springs	Plant Operator U648R	7/8/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,380	2,439	2,492	2,561	3,124	3,201	
396	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,458	2,515	2,539	2,634	3,226	3,301	
397	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,471	2,597	2,641	2,731	3,243	3,409	
398	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,374	2,428	2,451	2,542	3,115	3,187	
399	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	3.50%	401(k) Match 1-3/100% 4-5/50%	2,159	2,208	2,230	2,314	3,238	3,313	
400	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,467	2,524	2,548	2,645	3,238	3,313	
401	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,353	2,407	2,430	2,521	3,088	3,159	
402	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,589	2,653	2,664	2,792	3,398	3,483	
403	241103	PITT-Cust Service	Meter Serviceman U537P	2/18/2014			-	-	-	-	3,186	3,350	
404	249106	WILK-Field Services	M/C Utility Person U648S	3/10/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,353	2,407	2,430	2,521	3,088	3,159	
405	245101	NORR-Production	Plant Operator F473N	3/17/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,640	2,704	2,767	2,833	3,465	3,548	
406	244206	PUNX-Field Services	Utility Person U537O	5/27/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,688	2,754	2,765	2,896	3,528	3,614	
407	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,451	2,576	2,620	2,708	3,217	3,381	
408	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,779	2,847	2,859	2,996	3,647	3,737	
409	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,452	2,577	2,621	2,709	3,218	3,383	
410	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014			-	-	-	-	3,173	3,338	
411	244506	WARR-Field Services	Utility Person U537O	10/27/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,667	2,733	2,744	2,876	3,500	3,587	
412	244506	WARR-Field Services	Utility Person U537O	10/28/2014	2.00%	401(k) Match 1-3/100% 4-5/50%	1,344	1,377	1,382	1,448	3,528	3,614	
413	240106	CORP-Field Services	Meter Serviceman U537P	11/25/2014			-	-	-	-	3,186	3,293	
414	240106	CORP-Field Services	Meter Serviceman U537P	12/8/2014			-	-	-	-	3,186	3,293	
415	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,667	2,649	2,661	2,790	3,500	3,477	
416	241106	PITT-Field Services	Utility Person U537P	12/16/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,424	2,506	2,548	2,635	3,181	3,289	
417	241106	PITT-Field Services	Utility Person U537P	12/9/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,424	2,506	2,548	2,635	3,181	3,289	
418	241106	PITT-Field Services	Utility Person U537P	12/15/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,424	2,506	2,548	2,635	3,181	3,289	
419	249106	WILK-Field Services	M/C Crew Leader U648S	1/19/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,467	2,524	2,548	2,645	3,238	3,313	
420	243151	NEWC-New Castle	Operator U537O	11/16/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,695	2,680	2,692	2,824	3,537	3,518	
421	249106	WILK-Field Services	M/C Utility Person U648S	11/17/2015			-	-	-	-	3,088	3,159	
422	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,469	2,526	2,550	2,647	3,240	3,315	
423	241151	PITT-Production Haye	Operator U537P	11/16/2015	3.00%	401(k) Match 1-3/100% 4-5/50%	1,816	1,877	1,909	1,974	3,178	3,285	
424	244101	INDI-Production	Operator U537O	12/1/2015	3.00%	401(k) Match 1-3/100% 4-5/50%	2,021	2,010	2,019	2,118	3,537	3,518	
425	241106	PITT-Field Services	Service Crew Driver U537P	12/21/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,395	2,476	2,518	2,604	3,144	3,249	
426	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015			-	-	-	-	3,131	3,235	
427	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,374	2,496	2,538	2,624	3,115	3,275	
428	244606	KANE-Field Services	Utility Person U537O	2/15/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,500	2,566	2,577	2,704	3,281	3,368	
429	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,495	2,561	2,572	2,699	3,274	3,361	
430	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,467	2,524	2,548	2,645	3,238	3,313	
431	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,519	2,586	2,597	2,725	3,306	3,394	
432	249158	WILK-Lake Scranton	Plant Operator U648S	3/7/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,469	2,526	2,550	2,647	3,240	3,315	
433	249106	WILK-Field Services	M/C Utility Person U648S	3/15/2016	1.00%	401(k) Match 1-3/100% 4-5/50%	593	607	613	636	3,115	3,187	
434	242103	MCMR-Cust Service	Distribution System Serviceman U537O	3/22/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,508	2,574	2,585	2,713	3,292	3,378	
435	242303	UNTN-Cust Service	Distribution System Serviceman U537O	3/28/2016	3.00%	401(k) Match 1-3/100% 4-5/50%	1,881	1,931	1,939	2,035	3,292	3,378	
436	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,354	2,476	2,518	2,604	3,089	3,249	
437	241106	PITT-Field Services	Dump Truck Driver U537P	4/12/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,346	2,467	2,509	2,594	3,079	3,238	
438	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,353	2,407	2,430	2,521	3,088	3,159	
439	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,354	2,476	2,518	2,604	3,089	3,249	
440	249106	WILK-Field Services	M/C Crew Leader U648S	4/18/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,467	2,524	2,548	2,645	3,238	3,313	
441	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016			-	-	-	-	3,402	3,491	
442	245106	NORR-Field Services	Relief Utility Person F473N	6/6/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,187	2,244	2,293	2,349	2,870	2,945	
443	249106	WILK-Field Services	M/C Crew Leader U648S	6/13/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,488	2,545	2,569	2,666	3,266	3,340	
444	243151	NEWC-New Castle	Operator U537O	8/8/2016			-	-	-	-	3,428	3,518	
445	245206	YARD-Field Services	Utility B F473Y	8/15/2016	3.50%	401(k) Match 1-3/100% 4-5/50%	1,727	1,774	1,805	1,870	2,590	2,660	
446	246106	MECH-Field Services	Utility Person U648R	10/24/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,082	2,141	2,194	2,258	2,733	2,810	
447	240117	CORP-Water Quality	Lab Tech/IPP Compliance	5/26/2009			-	-	-	-	3,075	3,152	
448	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011			-	-	-	-	3,075	3,152	
449	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,298	2,417	2,458	2,542	3,017	3,172	
450	240106	CORP-Field Services	Meter Serviceman U537P	1/30/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,302	2,420	2,462	2,546	3,021	3,177	
451	245106	NORR-Field Services	Relief Utility Person F473N	2/13/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,103	2,161	2,207	2,262	2,760	2,836	
452	243152	NEWC-Ellwood	Operator U537O	2/20/2017			-	-	-	-	3,318	3,408	
453	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	3.00%	401(k) Match 1-3/100% 4-5/50%	1,820	1,863	1,881	1,952	3,186	3,260	
454	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,416	2,482	2,493	2,618	3,171	3,258	
455	249160	WILK-Watres	Plant Operator U648S	4/24/2017	2.00%	401(k) Match 1-3/100% 4-5/50%	1,214	1,242	1,254	1,302	3,186	3,260	
456	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,446	2,461	2,486	2,580	3,211	3,231	

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Gross Other Benefits 401k, DCP, ESPP							
					Defined							
					Contribution Plan	Defined Contribution						
					2021	Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP		
393	244506	WARR-Field Services	Subforeman U537O	6/26/2013	3,738	3,915	-	-	-	-		
394	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	3,372	3,499	-	-	-	-		
395	246152	MECH-Silver Springs	Plant Operator U648R	7/8/2013	3,271	3,362	-	-	-	-		
396	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	3,332	3,457	-	-	-	-		
397	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	3,467	3,585	93	97	99	102		
398	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	3,217	3,337	178	182	184	191		
399	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	3,345	3,472	-	-	-	-		
400	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	3,345	3,472	-	-	-	-		
401	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	3,189	3,309	-	-	-	-		
402	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	3,497	3,665	-	-	-	-		
403	241103	PITT-Cust Service	Meter Serviceman U537P	2/18/2014	3,407	3,523	-	-	-	-		
404	249106	WILK-Field Services	M/C Utility Person U648S	3/10/2014	3,189	3,309	-	-	-	-		
405	245101	NORR-Production	Plant Operator F473N	3/17/2014	3,632	3,718	198	203	208	212		
406	244206	PUNX-Field Services	Utility Person U537O	5/27/2014	3,629	3,802	-	-	-	-		
407	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	3,438	3,555	551	580	589	609		
408	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014	3,752	3,932	-	-	-	-		
409	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	3,440	3,556	-	-	-	-		
410	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	3,395	3,511	-	-	-	-		
411	244506	WARR-Field Services	Utility Person U537O	10/27/2014	3,602	3,774	-	-	-	-		
412	244506	WARR-Field Services	Utility Person U537O	10/28/2014	3,629	3,802	-	-	-	-		
413	240106	CORP-Field Services	Meter Serviceman U537P	11/25/2014	3,349	3,464	-	-	-	-		
414	240106	CORP-Field Services	Meter Serviceman U537P	12/8/2014	3,349	3,464	-	-	-	-		
415	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	3,492	3,661	300	298	299	314		
416	241106	PITT-Field Services	Utility Person U537P	12/16/2014	3,345	3,459	-	-	-	-		
417	241106	PITT-Field Services	Utility Person U537P	12/9/2014	3,345	3,459	-	-	-	-		
418	241106	PITT-Field Services	Utility Person U537P	12/15/2014	3,345	3,459	-	-	-	-		
419	249106	WILK-Field Services	M/C Crew Leader U648S	1/19/2015	3,345	3,472	-	-	-	-		
420	243151	NEWC-New Castle	Operator U537O	11/16/2015	3,533	3,706	-	-	-	-		
421	249106	WILK-Field Services	M/C Utility Person U648S	11/17/2015	3,189	3,309	-	-	-	-		
422	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	3,347	3,474	278	284	287	298		
423	241151	PITT-Production Haye	Operator U537P	11/16/2015	3,341	3,454	182	188	191	197		
424	244101	INDI-Production	Operator U537O	12/1/2015	3,533	3,706	-	-	-	-		
425	241106	PITT-Field Services	Service Crew Driver U537P	12/21/2015	3,305	3,418	449	464	472	488		
426	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	3,290	3,402	-	-	-	-		
427	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	3,331	3,444	356	374	381	394		
428	244606	KANE-Field Services	Utility Person U537O	2/15/2016	3,382	3,549	94	96	97	101		
429	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	3,376	3,542	-	-	-	-		
430	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	3,345	3,472	-	-	-	-		
431	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	3,409	3,577	-	-	-	-		
432	249158	WILK-Lake Scranton	Plant Operator U648S	3/7/2016	3,347	3,474	-	-	-	-		
433	249106	WILK-Field Services	M/C Utility Person U648S	3/15/2016	3,217	3,337	-	-	-	-		
434	242103	MCMR-Cust Service	Distribution System Serviceman U537O	3/22/2016	3,393	3,560	-	-	-	-		
435	242303	UNTN-Cust Service	Distribution System Serviceman U537O	3/28/2016	3,393	3,560	-	-	-	-		
436	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	3,305	3,418	-	-	-	-		
437	241106	PITT-Field Services	Dump Truck Driver U537P	4/12/2016	3,293	3,405	-	-	-	-		
438	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	3,189	3,309	-	-	-	-		
439	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	3,305	3,418	-	-	-	-		
440	249106	WILK-Field Services	M/C Crew Leader U648S	4/18/2016	3,345	3,472	-	-	-	-		
441	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016	3,507	3,680	-	-	-	-		
442	245106	NORR-Field Services	Relief Utility Person F473N	6/6/2016	3,010	3,084	-	-	-	-		
443	249106	WILK-Field Services	M/C Crew Leader U648S	6/13/2016	3,372	3,499	-	-	-	-		
444	243151	NEWC-New Castle	Operator U537O	8/8/2016	3,533	3,706	979	1,005	1,009	1,059		
445	245206	YARD-Field Services	Utility B F473Y	8/15/2016	2,708	2,805	-	-	-	-		
446	246106	MECH-Field Services	Utility Person U648R	10/24/2016	2,880	2,963	-	-	-	-		
447	240117	CORP-Water Quality	Lab Tech/IPP Compliance	5/26/2009	3,201	3,272	-	-	-	-		
448	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	3,201	3,272	439	450	457	467		
449	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	3,226	3,337	431	453	461	477		
450	240106	CORP-Field Services	Meter Serviceman U537P	1/30/2017	3,231	3,341	-	-	-	-		
451	245106	NORR-Field Services	Relief Utility Person F473N	2/13/2017	2,897	2,969	-	-	-	-		
452	243152	NEWC-Ellwood	Operator U537O	2/20/2017	3,423	3,594	-	-	-	-		
453	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	3,292	3,417	-	-	-	-		
454	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	3,273	3,437	-	-	-	-		
455	249160	WILK-Watres	Plant Operator U648S	4/24/2017	3,292	3,417	-	-	-	-		
456	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	3,262	3,386	-	-	-	-		

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Gross Other Benefits 401k, DCP, ESPP												
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k	Defined Contribution	Defined Contribution
											Plan 2019	Plan 2020
457	249106	WILK-Field Services	M/C Crew Leader U648S	6/19/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,425	2,440	2,465	2,559	3,183	3,203
458	245201	YARD-Production	Plant Operator F473Y	6/19/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,055	2,111	2,150	2,228	2,698	2,771
459	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/17/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,343	2,401	2,439	2,493	3,075	3,152
460	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,420	2,486	2,498	2,623	3,177	3,263
461	249158	WILK-Lake Scranton	Plant Operator U648S	8/28/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,385	2,442	2,466	2,561	3,131	3,205
462	249159	WILK-Nesbitt	Plant Operator U648S	8/21/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,385	2,442	2,466	2,561	3,131	3,205
463	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	3.00%	401(k) Match 1-3/100% 4-5/50%	1,661	1,704	1,745	1,793	2,906	2,983
464	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	3.50%	401(k) Match 1-3/100% 4-5/50%	2,016	2,120	2,156	2,230	3,024	3,180
465	244601	KANE-Production	Operator U537O	11/6/2017			-	-	-	-	3,318	3,298
466	249160	WILK-Watres	Plant Operator U648S	12/4/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,385	2,400	2,425	2,518	3,131	3,150
467	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	3.00%	401(k) Match 1-3/100% 4-5/50%	1,789	1,800	1,819	1,889	3,131	3,150
468	240117	CORP-Water Quality	Lab Technician II UWUA 433	10/26/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,631	2,694	2,727	2,828	3,453	3,536
469	243152	NEWC-Ellwood	Operator U537O	1/2/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,445	2,513	2,525	2,653	3,209	3,298
470	241106	PITT-Field Services	Garage Attendant	1/8/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,226	2,341	2,381	2,461	2,921	3,073
471	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,263	2,379	2,420	2,503	2,970	3,123
472	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/31/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,697	1,785	1,815	1,877	2,970	3,123
473	241151	PITT-Production Haye	Operator U537P	1/29/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,296	2,415	2,456	2,540	3,013	3,169
474	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,333	2,399	2,410	2,532	3,062	3,148
475	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,567	2,643	2,659	2,776	3,370	3,468
476	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,262	2,379	2,419	2,502	2,969	3,122
477	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	3.50%	401(k) Match 1-3/100% 4-5/50%	1,958	2,059	2,094	2,165	2,937	3,088
478	245206	YARD-Field Services	Utility B F473Y	3/26/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,433	1,472	1,498	1,552	2,508	2,576
479	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,114	2,172	2,226	2,290	2,774	2,851
480	249160	WILK-Watres	Plant Operator U648S	4/30/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,758	1,800	1,819	1,889	3,076	3,150
481	243106	NEWC-Field Services	Utility Person U537O	4/23/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,333	2,399	2,410	2,532	3,062	3,148
482	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,750	1,799	1,807	1,899	3,062	3,148
483	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,671	1,711	1,729	1,795	2,924	2,995
484	249106	WILK-Field Services	M/C Crew Leader U648S	5/1/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,363	2,378	2,402	2,495	3,101	3,121
485	246106	MECH-Field Services	Utility Person U648R	5/14/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,485	1,529	1,569	1,615	2,599	2,676
486	249106	WILK-Field Services	M/C Utility Person U648S	6/5/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,227	2,240	2,263	2,350	2,924	2,940
487	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,756	1,768	1,786	1,855	3,074	3,093
488	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,342	2,357	2,381	2,474	3,074	3,093
489	249103	WILK-Cust Service	Serviceperson U648S	6/18/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,342	2,357	2,381	2,474	3,074	3,093
490	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	7/3/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,263	2,379	2,420	2,503	2,970	3,123
491	241106	PITT-Field Services	Backhoe Operator U537P	7/9/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,271	2,388	2,428	2,511	2,981	3,134
492	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,321	2,378	2,402	2,495	3,046	3,121
493	241106	PITT-Field Services	Utility Person B U537P	7/10/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,675	1,761	1,792	1,853	2,931	3,083
494	241106	PITT-Field Services	Utility Person B U537P	7/16/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,226	2,341	2,381	2,461	2,921	3,073
495	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,750	1,799	1,807	1,899	3,062	3,148
496	243103	NEWC-Cust Service	Distribution System Serviceman U537O	7/3/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,756	1,805	1,814	1,906	3,073	3,159
497	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,263	2,379	2,420	2,503	2,970	3,123
498	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,349	2,415	2,426	2,549	3,083	3,169
499	241106	PITT-Field Services	Compressor Operator U537P	7/24/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,262	2,379	2,419	2,502	2,969	3,122
500	243106	NEWC-Field Services	Utility Person U537O	7/9/2018			-	-	-	-	3,062	3,148
501	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,333	2,399	2,410	2,532	3,062	3,148
502	241106	PITT-Field Services	Utility Person B U537P	7/23/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,233	2,349	2,389	2,471	2,931	3,083
503	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,027	2,085	2,139	2,201	2,660	2,737
504	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	3.50%	401(k) Match 1-3/100% 4-5/50%	1,979	2,081	2,117	2,189	2,969	3,122
505	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2018			-	-	-	-	2,966	3,120
506	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,260	2,377	2,418	2,500	2,966	3,120
507	246152	MECH-Silver Springs	Plant Operator U648R	10/8/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,585	1,629	1,669	1,718	2,774	2,851
508	243152	NEWC-Ellwood	Helper/Relief Operator U537O	10/15/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,818	1,870	1,879	1,974	3,182	3,272
509	243151	NEWC-New Castle	Helper/Relief Operator U537O	10/22/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,425	2,493	2,505	2,632	3,182	3,272
510	249158	WILK-Lake Scranton	Plant Operator U648S	10/22/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,726	1,769	1,787	1,857	3,021	3,096
511	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,333	2,399	2,410	2,532	3,062	3,148
512	242206	MONVA-Field Services	Utility Person U537O	10/22/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,750	1,799	1,807	1,899	3,062	3,148
513	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,750	1,799	1,807	1,899	3,062	3,148
514	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/5/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,258	2,324	2,335	2,455	2,963	3,050
515	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,697	1,785	1,815	1,877	2,970	3,123
516	245106	NORR-Field Services	Relief Utility Person F473N	12/3/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,515	1,511	1,540	1,578	2,651	2,644
517	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,694	1,736	1,755	1,823	2,964	3,039
518	249103	WILK-Cust Service	Serviceperson U648S	1/14/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,694	1,736	1,755	1,823	2,964	3,039
519	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,258	2,315	2,340	2,431	2,964	3,039
520	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,191	2,246	2,270	2,359	2,875	2,948

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP						
					Defined Contribution Plan		Defined Contribution				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021	Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP	
457	249106	WILK-Field Services	M/C Crew Leader U648S	6/19/2017	3,235	3,359	-	-	-	-	
458	245201	YARD-Production	Plant Operator F473Y	6/19/2017	2,822	2,925	-	-	-	-	
459	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/17/2017	3,201	3,272	-	-	-	-	
460	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	3,278	3,442	272	280	281	295	
461	249158	WILK-Lake Scranton	Plant Operator U648S	8/28/2017	3,237	3,361	-	-	-	-	
462	249159	WILK-Nesbitt	Plant Operator U648S	8/21/2017	3,237	3,361	-	-	-	-	
463	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	3,053	3,138	-	-	-	-	
464	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	3,234	3,345	86	91	92	96	
465	244601	KANE-Production	Operator U537O	11/6/2017	3,314	3,482	569	565	568	597	
466	249160	WILK-Watres	Plant Operator U648S	12/4/2017	3,182	3,305	-	-	-	-	
467	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	3,182	3,305	-	-	-	-	
468	240117	CORP-Water Quality	Lab Technician II UWUA 433	10/26/2015	3,580	3,712	197	202	205	212	
469	243152	NEWC-Ellwood	Operator U537O	1/2/2018	3,314	3,482	-	-	-	-	
470	241106	PITT-Field Services	Garage Attendant	1/8/2018	3,125	3,231	-	-	-	-	
471	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	3,176	3,285	255	268	272	282	
472	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/31/2018	3,176	3,285	-	-	-	-	
473	241151	PITT-Production Haye	Operator U537P	1/29/2018	3,223	3,334	86	91	92	95	
474	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	3,163	3,324	-	-	-	-	
475	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	3,490	3,644	-	-	-	-	
476	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	3,175	3,284	-	-	-	-	
477	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	3,141	3,248	-	-	-	-	
478	245206	YARD-Field Services	Utility B F473Y	3/26/2018	2,622	2,716	-	-	-	-	
479	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	2,922	3,006	-	-	-	-	
480	249160	WILK-Watres	Plant Operator U648S	4/30/2018	3,182	3,305	-	-	-	-	
481	243106	NEWC-Field Services	Utility Person U537O	4/23/2018	3,163	3,324	262	270	271	285	
482	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	3,163	3,324	-	-	-	-	
483	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	3,025	3,142	-	-	-	-	
484	249106	WILK-Field Services	M/C Crew Leader U648S	5/1/2018	3,153	3,274	-	-	-	-	
485	246106	MECH-Field Services	Utility Person U648R	5/14/2018	2,746	2,826	-	-	-	-	
486	249106	WILK-Field Services	M/C Utility Person U648S	6/5/2018	2,970	3,085	-	-	-	-	
487	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	3,125	3,247	-	-	-	-	
488	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	3,125	3,247	-	-	-	-	
489	249103	WILK-Cust Service	Serviceperson U648S	6/18/2018	3,125	3,247	-	-	-	-	
490	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	7/3/2018	3,176	3,285	424	446	454	469	
491	241106	PITT-Field Services	Backhoe Operator U537P	7/9/2018	3,187	3,296	-	-	-	-	
492	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	3,153	3,274	-	-	-	-	
493	241106	PITT-Field Services	Utility Person B U537P	7/10/2018	3,135	3,243	-	-	-	-	
494	241106	PITT-Field Services	Utility Person B U537P	7/16/2018	3,125	3,231	167	176	179	185	
495	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	3,163	3,324	-	-	-	-	
496	243103	NEWC-Cust Service	Distribution System Serviceman U537O	7/3/2018	3,174	3,335	-	-	-	-	
497	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	3,176	3,285	-	-	-	-	
498	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	3,184	3,346	-	-	-	-	
499	241106	PITT-Field Services	Compressor Operator U537P	7/24/2018	3,175	3,284	-	-	-	-	
500	243106	NEWC-Field Services	Utility Person U537O	7/9/2018	3,163	3,324	437	450	452	475	
501	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	3,163	3,324	-	-	-	-	
502	241106	PITT-Field Services	Utility Person B U537P	7/23/2018	3,135	3,243	-	-	-	-	
503	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	2,808	2,888	-	-	-	-	
504	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	3,175	3,284	-	-	-	-	
505	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2018	3,173	3,281	-	-	-	-	
506	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	3,173	3,281	-	-	-	-	
507	246152	MECH-Silver Springs	Plant Operator U648R	10/8/2018	2,922	3,006	-	-	-	-	
508	243152	NEWC-Ellwood	Helper/Relief Operator U537O	10/15/2018	3,288	3,454	-	-	-	-	
509	243151	NEWC-New Castle	Helper/Relief Operator U537O	10/22/2018	3,288	3,454	-	-	-	-	
510	249158	WILK-Lake Scranton	Plant Operator U648S	10/22/2018	3,128	3,249	-	-	-	-	
511	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	3,163	3,324	-	-	-	-	
512	242206	MONVA-Field Services	Utility Person U537O	10/22/2018	3,163	3,324	-	-	-	-	
513	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	3,163	3,324	-	-	-	-	
514	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/5/2018	3,064	3,223	-	-	-	-	
515	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	3,176	3,285	-	-	-	-	
516	245106	NORR-Field Services	Relief Utility Person F473N	12/3/2018	2,696	2,761	-	-	-	-	
517	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	3,071	3,191	-	-	-	-	
518	249103	WILK-Cust Service	Serviceperson U648S	1/14/2019	3,071	3,191	-	-	-	-	
519	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	3,071	3,191	-	-	-	-	
520	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	2,979	3,096	-	-	-	-	

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

						Gross Other Benefits 401k, DCP, ESPP					Defined Contribution	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k	Plan 2019	Plan 2020
521	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,258	2,315	2,340	2,431	2,964	3,039
522	245106	NORR-Field Services	Relief Utility Person F473N	2/25/2019	2.00%	401(k) Match 1-3/100% 4-5/50%	978	1,007	1,027	1,052	2,568	2,644
523	243106	NEWC-Field Services	Utility Person U537O	2/27/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,687	1,736	1,745	1,835	2,952	3,039
524	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,144	2,198	2,221	2,308	2,814	2,885
525	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,694	1,736	1,755	1,823	2,964	3,039
526	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,694	1,736	1,755	1,823	2,964	3,039
527	246152	MECH-Silver Springs	Plant Operator U648R	5/27/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,114	2,172	2,226	2,290	2,774	2,851
528	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019			-	-	-	-	2,966	2,986
529	240117	CORP-Water Quality	Lab Tech (N)	7/8/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,113	2,164	2,190	2,271	2,773	2,840
530	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,217	2,273	2,298	2,388	2,909	2,984
531	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,249	2,315	2,326	2,446	2,952	3,039
532	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,249	2,315	2,326	2,446	2,952	3,039
533	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,218	2,275	2,299	2,390	2,912	2,986
534	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,270	2,387	2,428	2,511	2,979	3,133
535	241106	PITT-Field Services	Compressor Operator U537P	7/29/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,262	2,379	2,419	2,502	2,969	3,122
536	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,664	1,706	1,725	1,792	2,912	2,986
537	249160	WILK-Watres	Plant Operator U648S	7/31/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,218	2,275	2,299	2,390	2,912	2,986
538	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,249	2,315	2,326	2,446	2,952	3,039
539	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,662	1,705	1,723	1,791	2,909	2,984
540	243301	BUTL-Production	Operator U537O	8/5/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,361	2,430	2,441	2,567	3,099	3,189
541	242103	MCMR-Cust Service	Distribution System Serviceman U537O	8/12/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,258	2,324	2,335	2,455	2,963	3,050
542	241106	PITT-Field Services	Utility Person B U537P	8/12/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,226	2,341	2,381	2,461	2,921	3,073
543	244601	KANE-Production	Operator U537O	9/9/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,361	2,430	2,441	2,567	3,099	3,189
544	243151	NEWC-New Castle	Operator U537O	9/23/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,771	1,822	1,831	1,925	3,099	3,189
545	243301	BUTL-Production	Operator U537O	9/23/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,771	1,822	1,831	1,925	3,099	3,189
546	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,263	2,379	2,420	2,503	2,970	3,123
547	245101	NORR-Production	Maint&Relief F473N	10/7/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,054	2,113	2,156	2,208	2,696	2,773
548	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,270	2,337	2,348	2,470	2,979	3,067
549	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,218	2,275	2,299	2,390	2,912	2,986
550	249103	WILK-Cust Service	Serviceperson - Position To Be Filled	1/27/2020	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,360	2,383	2,473	-	-
551	249159	WILK-Nesbitt	Plant Operator - Position To Be Filled	8/15/2020	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,322	2,345	2,434	-	-
552	245106	NORR-Field Services	Utility Person F473N - Position To Be Filled	7/1/2021	3.74%	401(k) Match 1-3/100% 4-5/50%	-	-	1,179	2,416	-	-
553	246106	Mech-Field Services	Utility Person - Position To Be Filled	4/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	-	-	2,126	-	-
Total Collective Bargaining Unit							\$1,031,973	\$1,068,389	\$1,081,346	\$1,127,105	\$1,248,130	\$1,286,879
Non-Collective Bargaining Unit Hourly												
1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	4.00%	401(k) Match 1-3/100% 4-5/50%	\$2,405	\$2,473	\$2,526	\$2,615	\$3,157	\$3,246
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	2.50%	401(k) Match 50% up to 5%	1,956	2,011	2,053	2,126	-	-
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	2.50%	401(k) Match 50% up to 5%	1,670	1,717	1,754	1,816	-	-
4	240106	CORP-Field Services	Admin Support Rep (N)	9/10/1990	2.50%	401(k) Match 50% up to 5%	1,249	1,284	1,311	1,358	-	-
5	249106	WILK-Field Services	Admin Asst - Staff Supp (N)	3/6/1995	2.50%	401(k) Match 50% up to 5%	1,286	1,322	1,350	1,398	-	-
6	249103	WILK-Cust Service	Operations Specialist	10/27/1980	2.00%	401(k) Match 50% up to 5%	1,503	1,545	1,578	1,634	-	-
7	245306	ABNG-Field Services	Utility Person	7/16/1990	2.50%	401(k) Match 50% up to 5%	1,547	1,591	1,624	1,682	-	-
8	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	1.50%	401(k) Match 50% up to 5%	985	1,013	1,034	1,071	-	-
9	245506	BNGR-Field Services	Utility Person	4/15/1985	2.50%	401(k) Match 50% up to 5%	1,556	1,600	1,634	1,692	-	-
10	246801	LEHP-Production	Plant Operator	2/1/1996	2.50%	401(k) Match 50% up to 5%	1,566	1,610	1,644	1,702	-	-
11	245501	BNGR-Production	Plant Operator	6/1/1980	2.50%	401(k) Match 50% up to 5%	1,665	1,711	1,748	1,809	-	-
12	245706	POCO-Field Services	Crew Leader	9/16/1996	2.50%	401(k) Match 50% up to 5%	1,567	1,611	1,645	1,703	-	-
13	245406	SUSQ-Field Services	Utility Person	2/20/1990	2.50%	401(k) Match 50% up to 5%	1,527	1,570	1,603	1,660	-	-
14	245706	POCO-Field Services	Utility Person	7/1/1994	2.50%	401(k) Match 50% up to 5%	1,543	1,586	1,620	1,677	-	-
15	245501	BNGR-Production	Plant Operator	7/23/1990	2.50%	401(k) Match 50% up to 5%	1,710	1,758	1,795	1,859	-	-
16	249150	WILK-Other	Operations Specialist	8/29/1983	2.50%	401(k) Match 50% up to 5%	1,845	1,897	1,937	2,006	-	-
17	245306	ABNG-Field Services	Utility Person	4/11/1994	2.50%	401(k) Match 50% up to 5%	1,546	1,589	1,623	1,681	-	-
18	247406	FRCK-Field Services	Utility Person	4/18/1988			-	-	-	-	-	-
19	247406	FRCK-Field Services	Utility Person	1/15/1986	2.50%	401(k) Match 50% up to 5%	1,589	1,633	1,668	1,727	-	-
20	247106	MILT-Field Services	Operations Specialist	6/14/1979	2.50%	401(k) Match 50% up to 5%	1,373	1,412	1,442	1,493	-	-
21	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	4.00%	401(k) Match 1-3/100% 4-5/50%	2,234	2,297	2,346	2,429	2,932	3,015
22	245105	NORR-Admin & Gen	Admin Asst - Staff Supp (N)	8/28/1978			-	-	-	-	-	-
23	240106	CORP-Field Services	Exec Asst (N)	6/5/1995	2.00%	401(k) Match 50% up to 5%	1,254	1,289	1,316	1,363	-	-
24	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	4.00%	401(k) Match 1-3/100% 4-5/50%	2,378	2,445	2,497	2,585	3,121	3,209
25	240151	CORP-Cust Serv MECH	Compliance Analyst	1/2/1996	2.50%	401(k) Match 50% up to 5%	1,512	1,554	1,587	1,643	-	-
26	246201	HSHY-Production	Plant Operator	7/19/1982	2.00%	401(k) Match 50% up to 5%	1,234	1,268	1,295	1,341	-	-
27	246206	HSHY-Field Services	Utility Person	12/1/1977	2.00%	401(k) Match 50% up to 5%	1,251	1,286	1,313	1,360	-	-
28	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/11/1988	2.00%	401(k) Match 50% up to 5%	1,535	1,578	1,611	1,668	-	-

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP						
					Defined						
					Contribution Plan	Defined Contribution					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021	Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP	
521	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	3,071	3,191	-	-	-	-	
522	245106	NORR-Field Services	Relief Utility Person F473N	2/25/2019	2,696	2,761	-	-	-	-	
523	243106	NEWC-Field Services	Utility Person U537O	2/27/2019	3,053	3,211	-	-	-	-	
524	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	2,915	3,029	-	-	-	-	
525	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	3,071	3,191	-	-	-	-	
526	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	3,071	3,191	254	260	263	274	
527	246152	MECH-Silver Springs	Plant Operator U648R	5/27/2019	2,922	3,006	-	-	-	-	
528	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	3,018	3,136	254	256	259	269	
529	240117	CORP-Water Quality	Lab Tech (N)	7/8/2019	2,875	2,981	79	81	82	85	
530	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	3,016	3,134	-	-	-	-	
531	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	3,053	3,211	-	-	-	-	
532	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	3,053	3,211	-	-	-	-	
533	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	3,018	3,136	-	-	-	-	
534	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	3,186	3,295	-	-	-	-	
535	241106	PITT-Field Services	Compressor Operator U537P	7/29/2019	3,175	3,284	85	89	91	94	
536	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	3,018	3,136	-	-	-	-	
537	249160	WILK-Watres	Plant Operator U648S	7/31/2019	3,018	3,136	-	-	-	-	
538	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	3,053	3,211	-	-	-	-	
539	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	3,016	3,134	-	-	-	-	
540	243301	BUTL-Production	Operator U537O	8/5/2019	3,204	3,369	-	-	-	-	
541	242103	MCMR-Cust Service	Distribution System Serviceman U537O	8/12/2019	3,064	3,223	-	-	-	-	
542	241106	PITT-Field Services	Utility Person B U537P	8/12/2019	3,125	3,231	-	-	-	-	
543	244601	KANE-Production	Operator U537O	9/9/2019	3,204	3,369	-	-	-	-	
544	243151	NEWC-New Castle	Operator U537O	9/23/2019	3,204	3,369	-	-	-	-	
545	243301	BUTL-Production	Operator U537O	9/23/2019	3,204	3,369	-	-	-	-	
546	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	3,176	3,285	-	-	-	-	
547	245101	NORR-Production	Maint&Relief F473N	10/7/2019	2,829	2,898	-	-	-	-	
548	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	3,082	3,241	-	-	-	-	
549	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	3,018	3,136	-	-	-	-	
550	249103	WILK-Cust Service	Serviceperson - Position To Be Filled	1/27/2020	-	-	-	-	-	-	
551	249159	WILK-Nesbitt	Plant Operator - Position To Be Filled	8/15/2020	-	-	-	-	-	-	
552	245106	NORR-Field Services	Utility Person F473N - Position To Be Filled	7/1/2021	-	-	-	-	-	-	
553	246106	Mech-Field Services	Utility Person - Position To Be Filled	4/1/2022	-	-	-	-	-	-	
Total Collective Bargaining Unit					\$1,301,104	\$1,352,437	\$53,803	\$55,581	\$56,233	\$58,378	
Non-Collective Bargaining Unit Hourly											
1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	\$3,315	\$3,432	\$0	\$0	\$0	\$0	
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	-	-	-	-	-	-	
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	-	-	1,002	1,030	1,052	1,090	
4	240106	CORP-Field Services	Admin Support Rep (N)	9/10/1990	-	-	-	-	-	-	
5	249106	WILK-Field Services	Admin Asst - Staff Supp (N)	3/6/1995	-	-	154	159	162	168	
6	249103	WILK-Cust Service	Operations Specialist	10/27/1980	-	-	113	116	118	123	
7	245306	ABNG-Field Services	Utility Person	7/16/1990	-	-	-	-	-	-	
8	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	-	-	-	-	-	-	
9	245506	BNGR-Field Services	Utility Person	4/15/1985	-	-	-	-	-	-	
10	246801	LEHP-Production	Plant Operator	2/1/1996	-	-	-	-	-	-	
11	245501	BNGR-Production	Plant Operator	6/1/1980	-	-	699	719	734	760	
12	245706	POCO-Field Services	Crew Leader	9/16/1996	-	-	-	-	-	-	
13	245406	SUSQ-Field Services	Utility Person	2/20/1990	-	-	-	-	-	-	
14	245706	POCO-Field Services	Utility Person	7/1/1994	-	-	-	-	-	-	
15	245501	BNGR-Production	Plant Operator	7/23/1990	-	-	205	211	215	223	
16	249150	WILK-Other	Operations Specialist	8/29/1983	-	-	-	-	-	-	
17	245306	ABNG-Field Services	Utility Person	4/11/1994	-	-	464	477	487	504	
18	247406	FRCK-Field Services	Utility Person	4/18/1988	-	-	-	-	-	-	
19	247406	FRCK-Field Services	Utility Person	1/15/1986	-	-	-	-	-	-	
20	247106	MILT-Field Services	Operations Specialist	6/14/1979	-	-	-	-	-	-	
21	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	3,079	3,188	-	-	-	-	
22	245105	NORR-Admin & Gen	Admin Asst - Staff Supp (N)	8/28/1978	-	-	-	-	-	-	
23	240106	CORP-Field Services	Exec Asst (N)	6/5/1995	-	-	-	-	-	-	
24	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	3,277	3,393	-	-	-	-	
25	240151	CORP-Cust Serv MECH	Compliance Analyst	1/2/1996	-	-	181	186	190	197	
26	246201	HSY-Production	Plant Operator	7/19/1982	-	-	-	-	-	-	
27	246206	HSY-Field Services	Utility Person	12/1/1977	-	-	-	-	-	-	
28	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/11/1988	-	-	230	237	242	250	

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

											Gross Other Benefits 401k, DCP, ESPP		Defined Contribution		Defined Contribution	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k			Plan 2019		Plan 2020	
29	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	2.50%	401(k) Match 50% up to 5%	1,951	2,006	2,049	2,121			-		-	
30	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	2.50%	401(k) Match 50% up to 5%	2,339	2,404	2,455	2,542			-		-	
31	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990			-	-	-	-			-		-	
32	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	2.50%	401(k) Match 50% up to 5%	2,077	2,135	2,180	2,258			-		-	
33	247206	PHBG-Field Services	Foreperson	7/27/1998	2.50%	401(k) Match 50% up to 5%	1,582	1,627	1,661	1,720			-		-	
34	247106	MILT-Field Services	Utility Person	11/16/1998	2.50%	401(k) Match 50% up to 5%	1,477	1,518	1,550	1,605			-		-	
35	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	2.50%	401(k) Match 50% up to 5%	1,531	1,574	1,607	1,664			-		-	
36	240114	CORP-Engineering	CAD Technician	8/1/2000	2.50%	401(k) Match 50% up to 5%	1,428	1,468	1,499	1,552			-		-	
37	246401	ROYF-Production	Maintenance/Relief Operator	1/4/1993	2.50%	401(k) Match 50% up to 5%	1,615	1,660	1,696	1,756			-		-	
38	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	4.00%	401(k) Match 1-3/100% 4-5/50%	2,578	2,651	2,707	2,803			3,384		3,479	
39	246505	COAT-Admin & Gen	Operations Specialist	7/17/1989	2.50%	401(k) Match 50% up to 5%	1,387	1,427	1,457	1,509			-		-	
40	246506	COAT-Field Services	Utility Person	1/26/1998			-	-	-	-			2,885		2,966	
41	246306	PENN/Wyom-Field Srvc	Crew Leader	3/1/1997	2.50%	401(k) Match 50% up to 5%	1,699	1,747	1,784	1,847			-		-	
42	245906	GLEN-Field Services	Utility Person	12/27/1994	2.00%	401(k) Match 50% up to 5%	1,321	1,358	1,387	1,436			-		-	
43	246306	PENN/Wyom-Field Srvc	Utility Person	8/16/1999	2.50%	401(k) Match 50% up to 5%	1,595	1,640	1,675	1,734			-		-	
44	245606	NAZA-Field Services	Utility Person	10/4/1993	2.50%	401(k) Match 50% up to 5%	1,579	1,623	1,657	1,716			-		-	
45	245606	NAZA-Field Services	Crew Leader	4/18/1983	2.50%	401(k) Match 50% up to 5%	1,602	1,647	1,682	1,741			-		-	
46	245906	GLEN-Field Services	Utility Person	3/28/1991	2.50%	401(k) Match 50% up to 5%	1,635	1,681	1,717	1,778			-		-	
47	246306	PENN/Wyom-Field Srvc	Utility Person	10/2/1989	2.50%	401(k) Match 50% up to 5%	1,575	1,620	1,654	1,713			-		-	
48	245906	GLEN-Field Services	Utility Person	6/20/1983			-	-	-	-			-		-	
49	246306	PENN/Wyom-Field Srvc	Utility Person	1/27/1986	2.50%	401(k) Match 50% up to 5%	1,631	1,677	1,713	1,773			-		-	
50	245906	GLEN-Field Services	Crew Leader	10/1/1987	2.50%	401(k) Match 50% up to 5%	1,663	1,709	1,745	1,807			-		-	
51	240106	CORP-Field Services	Operations Specialist	7/29/1996			-	-	-	-			2,811		2,890	
52	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	2.50%	401(k) Match 50% up to 5%	1,645	1,691	1,727	1,788			-		-	
53	246401	ROYF-Production	Plant Operator	3/9/1998	2.50%	401(k) Match 50% up to 5%	1,682	1,729	1,766	1,828			-		-	
54	245601	NAZA-Production	Lead Plant Operator	5/27/1987			-	-	-	-			-		-	
55	246306	PENN/Wyom-Field Srvc	Utility Person	3/3/1998	2.50%	401(k) Match 50% up to 5%	1,617	1,663	1,698	1,758			-		-	
56	247203	PHBG-Cust Service	Utility Person	10/29/2001	2.50%	401(k) Match 50% up to 5%	1,596	1,641	1,675	1,735			-		-	
57	247206	PHBG-Field Services	Utility Person	12/27/2001	2.50%	401(k) Match 50% up to 5%	1,576	1,621	1,655	1,714			-		-	
58	245606	NAZA-Field Services	Utility Person	11/26/2001	2.50%	401(k) Match 50% up to 5%	1,565	1,609	1,643	1,701			-		-	
59	246801	LEHP-Production	Utility Person	2/26/1990	2.50%	401(k) Match 50% up to 5%	1,550	1,593	1,627	1,684			-		-	
60	246501	COAT-Production	Plant Operator	5/28/2002			-	-	-	-			3,421		3,518	
61	240114	CORP-Engineering	Sr CAD Tech	10/28/2002	2.50%	401(k) Match 50% up to 5%	1,673	1,720	1,756	1,819			-		-	
62	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	2.50%	401(k) Match 50% up to 5%	2,140	2,200	2,246	2,326			-		-	
63	245906	GLEN-Field Services	Utility Person	1/5/2004	1.50%	401(k) Match 50% up to 5%	931	957	978	1,012			-		-	
64	245606	NAZA-Field Services	Utility Person	2/16/2004	2.50%	401(k) Match 50% up to 5%	1,532	1,574	1,608	1,665			-		-	
65	247106	MILT-Field Services	Utility Person	11/22/2004	3.50%	401(k) Match 1-3/100% 4-5/50%	2,009	2,065	2,109	2,184			3,013		3,098	
66	247106	MILT-Field Services	Utility Person	11/23/2004	4.00%	401(k) Match 1-3/100% 4-5/50%	2,296	2,360	2,410	2,496			3,013		3,098	
67	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	2.50%	401(k) Match 50% up to 5%	1,486	1,527	1,560	1,615			-		-	
68	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	2.50%	401(k) Match 50% up to 5%	1,344	1,382	1,411	1,461			-		-	
69	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	2.50%	401(k) Match 50% up to 5%	1,218	1,252	1,278	1,324			-		-	
70	240106	CORP-Field Services	Operations Specialist	1/31/2005	2.50%	401(k) Match 50% up to 5%	1,455	1,496	1,527	1,581			-		-	
71	240106	CORP-Field Services	Operations Specialist	3/21/2005	1.50%	401(k) Match 50% up to 5%	869	894	913	945			-		-	
72	245701	POCO-Production	Plant Operator	6/27/2005	2.50%	401(k) Match 50% up to 5%	1,574	1,618	1,653	1,711			-		-	
73	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,414	2,481	2,534	2,623			3,168		3,257	
74	245506	BNGR-Field Services	Utility Person	11/7/2005			-	-	-	-			-		-	
75	240113	CORP-Info Systems	Tech Client Technology ITS	11/21/2005			-	-	-	-			-		-	
76	245452	SUSQ-Susquehanna	Plant Operator	5/15/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,403	2,471	2,523	2,613			3,154		3,243	
77	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006			-	-	-	-			3,225		3,316	
78	246806	LEHP-Field Services	Plant Operator	10/2/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,530	2,601	2,656	2,750			3,320		3,414	
79	245706	POCO-Field Services	Utility Person	10/9/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,425	2,492	2,545	2,635			3,182		3,271	
80	245606	NAZA-Field Services	Utility Person	12/18/2006			-	-	-	-			3,249		3,340	
81	249150	WILK-Other	Operations Specialist	1/22/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,809	2,887	2,949	3,053			3,687		3,790	
82	246206	HSKY-Field Services	Utility Person	3/26/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,504	2,574	2,629	2,722			3,286		3,378	
83	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007			-	-	-	-			3,103		3,190	
84	247106	MILT-Field Services	Utility Person	5/7/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,348	2,414	2,465	2,552			3,081		3,168	
85	240106	CORP-Field Services	Operations Specialist	6/18/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,511	2,581	2,635	2,729			3,295		3,387	
86	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,435	2,503	2,556	2,647			3,195		3,285	
87	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007			-	-	-	-			3,805		3,911	
88	246406	ROYF-Field Services	Utility Person	9/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,403	2,471	2,523	2,613			3,154		3,243	
89	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,815	2,894	2,955	3,060			3,694		3,798	
90	240113	CORP-Info Systems	Tech Client Technology ITS	12/3/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,633	2,707	2,765	2,862			3,456		3,553	
91	247206	PHBG-Field Services	Utility Person	6/2/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,537	2,608	2,663	2,758			3,330		3,423	
92	247106	MILT-Field Services	Utility Person	7/21/2008			-	-	-	-			2,964		3,047	

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Gross Other Benefits 401k, DCP, ESPP						
					Defined Contribution Plan		Defined Contribution				
					2021	Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP	
29	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	-	-	-	-	-	-	-
30	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	-	-	1,403	1,443	1,473	1,525	-
31	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	-	-	-	-	-	-	-
32	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	-	-	374	384	392	406	-
33	247206	PHBG-Field Services	Foreperson	7/27/1998	-	-	-	-	-	-	-
34	247106	MILT-Field Services	Utility Person	11/16/1998	-	-	-	-	-	-	-
35	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	-	-	-	-	-	-	-
36	240114	CORP-Engineering	CAD Technician	8/1/2000	-	-	-	-	-	-	-
37	246401	ROYF-Production	Maintenance/Relief Operator	1/4/1993	-	-	-	-	-	-	-
38	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	3,553	3,679	-	-	-	-	-
39	246505	COAT-Admin & Gen	Operations Specialist	7/17/1989	-	-	-	-	-	-	-
40	246506	COAT-Field Services	Utility Person	1/26/1998	3,030	3,137	-	-	-	-	-
41	246306	PENN/Wyom-Field Srvc	Crew Leader	3/1/1997	-	-	-	-	-	-	-
42	245906	GLEN-Field Services	Utility Person	12/27/1994	-	-	198	204	208	215	-
43	246306	PENN/Wyom-Field Srvc	Utility Person	8/16/1999	-	-	-	-	-	-	-
44	245606	NAZA-Field Services	Utility Person	10/4/1993	-	-	-	-	-	-	-
45	245606	NAZA-Field Services	Crew Leader	4/18/1983	-	-	-	-	-	-	-
46	245906	GLEN-Field Services	Utility Person	3/28/1991	-	-	-	-	-	-	-
47	246306	PENN/Wyom-Field Srvc	Utility Person	10/2/1989	-	-	-	-	-	-	-
48	245906	GLEN-Field Services	Utility Person	6/20/1983	-	-	-	-	-	-	-
49	246306	PENN/Wyom-Field Srvc	Utility Person	1/27/1986	-	-	-	-	-	-	-
50	245906	GLEN-Field Services	Crew Leader	10/1/1987	-	-	-	-	-	-	-
51	240106	CORP-Field Services	Operations Specialist	7/29/1996	2,951	3,056	-	-	-	-	-
52	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	-	-	-	-	-	-	-
53	246401	ROYF-Production	Plant Operator	3/9/1998	-	-	-	-	-	-	-
54	245601	NAZA-Production	Lead Plant Operator	5/27/1987	-	-	-	-	-	-	-
55	246306	PENN/Wyom-Field Srvc	Utility Person	3/3/1998	-	-	-	-	-	-	-
56	247203	PHBG-Cust Service	Utility Person	10/29/2001	-	-	-	-	-	-	-
57	247206	PHBG-Field Services	Utility Person	12/27/2001	-	-	662	681	695	720	-
58	245606	NAZA-Field Services	Utility Person	11/26/2001	-	-	-	-	-	-	-
59	246801	LEHP-Production	Utility Person	2/26/1990	-	-	-	-	-	-	-
60	246501	COAT-Production	Plant Operator	5/28/2002	3,593	3,719	-	-	-	-	-
61	240114	CORP-Engineering	Sr CAD Tech	10/28/2002	-	-	-	-	-	-	-
62	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	-	-	385	396	404	419	-
63	245906	GLEN-Field Services	Utility Person	1/5/2004	-	-	93	96	98	101	-
64	245606	NAZA-Field Services	Utility Person	2/16/2004	-	-	-	-	-	-	-
65	247106	MILT-Field Services	Utility Person	11/22/2004	3,164	3,275	-	-	-	-	-
66	247106	MILT-Field Services	Utility Person	11/23/2004	3,164	3,275	-	-	-	-	-
67	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	-	-	-	-	-	-	-
68	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	-	-	-	-	-	-	-
69	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	-	-	-	-	-	-	-
70	240106	CORP-Field Services	Operations Specialist	1/31/2005	-	-	-	-	-	-	-
71	240106	CORP-Field Services	Operations Specialist	3/21/2005	-	-	-	-	-	-	-
72	245701	POCO-Production	Plant Operator	6/27/2005	-	-	661	680	694	719	-
73	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	3,326	3,443	-	-	-	-	-
74	245506	BNGR-Field Services	Utility Person	11/7/2005	-	-	-	-	-	-	-
75	240113	CORP-Info Systems	Tech Client Technology ITS	11/21/2005	-	-	-	-	-	-	-
76	245452	SUSQ-Susquehanna	Plant Operator	5/15/2006	3,312	3,429	-	-	-	-	-
77	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006	3,387	3,507	-	-	-	-	-
78	246806	LEHP-Field Services	Plant Operator	10/2/2006	3,486	3,610	95	98	100	103	-
79	245706	POCO-Field Services	Utility Person	10/9/2006	3,340	3,459	-	-	-	-	-
80	245606	NAZA-Field Services	Utility Person	12/18/2006	3,411	3,532	-	-	-	-	-
81	249150	WILK-Other	Operations Specialist	1/22/2007	3,870	4,008	316	325	332	344	-
82	246206	HSKY-Field Services	Utility Person	3/26/2007	3,450	3,573	939	965	986	1,021	-
83	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	3,257	3,373	-	-	-	-	-
84	247106	MILT-Field Services	Utility Person	5/7/2007	3,235	3,350	-	-	-	-	-
85	240106	CORP-Field Services	Operations Specialist	6/18/2007	3,459	3,581	753	774	791	819	-
86	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	3,355	3,474	183	188	192	199	-
87	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	3,994	4,136	-	-	-	-	-
88	246406	ROYF-Field Services	Utility Person	9/4/2007	3,312	3,429	-	-	-	-	-
89	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	3,879	4,016	-	-	-	-	-
90	240113	CORP-Info Systems	Tech Client Technology ITS	12/3/2007	3,628	3,757	988	1,015	1,037	1,073	-
91	247206	PHBG-Field Services	Utility Person	6/2/2008	3,496	3,620	-	-	-	-	-
92	247106	MILT-Field Services	Utility Person	7/21/2008	3,112	3,223	-	-	-	-	-

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	Gross Other Benefits 401k, DCP, ESPP				Defined Contribution	
							2019 401k	2020 401k	2021 401k	2022 401k	Plan 2019	Plan 2020
93	247701	BOGGS-Production	Plant Operator	5/4/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,552	2,624	2,680	2,775	3,350	3,444
94	245706	POCO-Field Services	Utility Person	9/28/2009			-	-	-	-	3,204	3,294
95	246406	ROYF-Field Services	Utility Person	11/2/2009			-	-	-	-	3,243	3,334
96	247401	FRCK-Production	Operator	1/25/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,441	2,510	2,563	2,653	3,204	3,294
97	247206	PHBG-Field Services	Utility Person	3/29/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,532	2,603	2,658	2,753	3,324	3,417
98	240106	CORP-Field Services	Operations Specialist	5/3/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	3,012	3,096	3,162	3,274	3,953	4,064
99	246406	ROYF-Field Services	Utility Person	10/4/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,430	2,499	2,552	2,643	3,190	3,280
100	241106	PITT-Field Services	Operations Specialist	10/4/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,756	2,834	2,894	2,997	3,617	3,719
101	240106	CORP-Field Services	Exec Asst (N)	9/1/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,248	2,312	2,361	2,445	2,951	3,034
102	245406	SUSQ-Field Services	Utility Person	9/6/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,385	2,452	2,504	2,592	3,131	3,218
103	247206	PHBG-Field Services	Utility Person	11/7/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,428	2,496	2,550	2,640	3,187	3,277
104	240114	CORP-Engineering	GIS Analyst	1/16/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	2,118	2,177	2,224	2,303	2,780	2,858
105	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	3.50%	401(k) Match 1-3/100% 4-5/50%	1,853	1,904	1,945	2,014	2,779	2,857
106	249106	WILK-Field Services	Operations Specialist	7/3/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	2,209	2,271	2,319	2,401	2,899	2,981
107	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	1/7/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	1,953	2,008	2,050	2,123	2,563	2,635
108	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,298	2,362	2,412	2,497	3,016	3,100
109	249106	WILK-Field Services	Operations Specialist	2/18/2013			-	-	-	-	2,919	3,001
110	240106	CORP-Field Services	Exec Asst (N)	3/4/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,073	2,131	2,177	2,253	2,721	2,798
111	247306	BRWK-Field Services	Utility Person	4/29/2013			-	-	-	-	3,240	3,331
112	245601	NAZA-Production	Plant Operator	6/27/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,596	2,668	2,725	2,821	3,407	3,502
113	247301	BRWK-Production	Operator	9/16/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,538	2,609	2,664	2,759	3,331	3,425
114	240106	CORP-Field Services	Operations Specialist	11/18/2013			-	-	-	-	3,011	3,096
115	245406	SUSQ-Field Services	Utility Person	4/21/2014			-	-	-	-	2,770	2,848
116	246506	COAT-Field Services	Utility Person	9/1/2014			-	-	-	-	-	-
117	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	3.00%	401(k) Match 1-3/100% 4-5/50%	1,793	1,843	1,882	1,949	3,138	3,226
118	249103	WILK-Cust Service	Operations Specialist	11/3/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,163	2,224	2,271	2,351	2,839	2,919
119	240113	CORP-Info Systems	Tech Client Technology ITS	1/19/2015			-	-	-	-	3,243	3,334
120	247201	PHBG-Production	Plant Operator	2/2/2015	3.50%	401(k) Match 1-3/100% 4-5/50%	2,141	2,200	2,247	2,327	3,211	3,301
121	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,395	2,461	2,513	2,602	3,143	3,231
122	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	3.00%	401(k) Match 1-3/100% 4-5/50%	1,550	1,594	1,627	1,685	2,713	2,789
123	245306	ABNG-Field Services	Utility Person	7/20/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,420	2,488	2,541	2,631	3,177	3,266
124	243106	NEWC-Field Services	Operations Specialist	11/9/2015	3.00%	401(k) Match 1-3/100% 4-5/50%	1,577	1,621	1,655	1,714	2,759	2,837
125	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,506	2,576	2,630	2,724	3,289	3,381
126	241150	PITT-Production Othe	Operations Specialist	11/9/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,228	2,291	2,340	2,423	2,925	3,007
127	246106	MECH-Field Services	Operations Specialist	11/9/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,133	2,193	2,240	2,319	2,800	2,879
128	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,422	2,490	2,542	2,633	3,179	3,268
129	245406	SUSQ-Field Services	Utility Person	12/14/2015	3.00%	401(k) Match 1-3/100% 4-5/50%	1,568	1,612	1,646	1,704	2,744	2,821
130	240106	CORP-Field Services	Operations Specialist	2/1/2016	2.00%	401(k) Match 1-3/100% 4-5/50%	1,123	1,154	1,178	1,220	2,947	3,029
131	246801	LEHP-Production	Utility Person	2/8/2016			-	-	-	-	2,871	2,951
132	246506	COAT-Field Services	Utility Person	2/3/2016			-	-	-	-	2,766	2,844
133	247103	MILT-Cust Service	Utility Person	3/7/2016	3.00%	401(k) Match 1-3/100% 4-5/50%	1,691	1,739	1,776	1,839	2,960	3,043
134	246206	HSKY-Field Services	Utility Person	2/29/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,519	2,590	2,645	2,739	3,306	3,399
135	246201	HSKY-Production	Plant Operator	2/29/2016			-	-	-	-	3,149	3,238
136	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,443	2,511	2,565	2,655	3,206	3,296
137	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	1,907	1,960	2,002	2,072	2,503	2,573
138	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/25/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	3,356	3,450	3,524	3,648	4,405	4,528
139	246206	HSKY-Field Services	Utility Person	6/13/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,268	2,332	2,381	2,466	2,977	3,061
140	246206	HSKY-Field Services	Utility Person	7/11/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,239	2,302	2,351	2,434	2,939	3,021
141	246406	ROYF-Field Services	Utility Person	7/5/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,364	2,430	2,482	2,570	3,103	3,190
142	246501	COAT-Production	Plant Operator	7/25/2016			-	-	-	-	3,068	3,155
143	245306	ABNG-Field Services	Utility Person	10/24/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,302	2,366	2,416	2,501	3,021	3,106
144	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,364	2,430	2,481	2,569	3,102	3,189
145	249106	WILK-Field Services	Operations Specialist	5/2/2016			-	-	-	-	2,784	2,862
146	247306	BRWK-Field Services	Utility Person	1/16/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,211	2,273	2,321	2,403	2,902	2,983
147	246506	COAT-Field Services	Utility Person	2/13/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,064	2,121	2,167	2,243	2,709	2,784
148	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	3.00%	401(k) Match 1-3/100% 4-5/50%	627	644	658	681	1,097	1,127
149	240114	CORP-Engineering	GIS Analyst	6/19/2017			-	-	-	-	2,780	2,858
150	240103	CORP-Cust Relations	Compliance Representative	6/26/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	1,668	1,715	1,751	1,813	2,189	2,250
151	246406	ROYF-Field Services	Utility Person	7/17/2017			-	-	-	-	3,038	3,123
152	246801	LEHP-Production	Utility Person	7/31/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,051	2,109	2,153	2,229	2,692	2,768
153	240151	CORP-Cust Serv MECH	Compliance Analyst	8/28/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,306	2,370	2,420	2,506	3,027	3,111
154	240106	CORP-Field Services	Admin Support Rep (N)	9/3/2013	3.00%	401(k) Match 1-3/100% 4-5/50%	1,007	1,035	1,057	1,094	1,762	1,811
155	240106	CORP-Field Services	Admin Support Rep (N)	1/12/2009	3.00%	401(k) Match 1-3/100% 4-5/50%	1,124	1,156	1,180	1,222	1,968	2,022
156	245401	SUSQ-Production	Plant Operator	1/2/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,355	1,393	1,423	1,473	2,371	2,438

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Gross Other Benefits 401k, DCP, ESPP						
					Defined						
					Contribution Plan	Defined Contribution					
					2021	Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP	
93	247701	BOGGS-Production	Plant Operator	5/4/2009	3,517	3,642	287	295	301	312	
94	245706	POCO-Field Services	Utility Person	9/28/2009	3,364	3,483	-	-	-	-	
95	246406	ROYF-Field Services	Utility Person	11/2/2009	3,404	3,524	-	-	-	-	
96	247401	FRCK-Production	Operator	1/25/2010	3,364	3,483	275	282	288	299	
97	247206	PHBG-Field Services	Utility Person	3/29/2010	3,489	3,613	-	-	-	-	
98	240106	CORP-Field Services	Operations Specialist	5/3/2010	4,150	4,297	-	-	-	-	
99	246406	ROYF-Field Services	Utility Person	10/4/2010	3,350	3,468	-	-	-	-	
100	241106	PITT-Field Services	Operations Specialist	10/4/2010	3,798	3,933	-	-	-	-	
101	240106	CORP-Field Services	Exec Asst (N)	9/1/2011	3,098	3,209	169	173	177	183	
102	245406	SUSQ-Field Services	Utility Person	9/6/2011	3,287	3,403	-	-	-	-	
103	247206	PHBG-Field Services	Utility Person	11/7/2011	3,346	3,465	-	-	-	-	
104	240114	CORP-Engineering	GIS Analyst	1/16/2012	2,919	3,022	79	82	83	86	
105	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	2,918	3,021	159	163	167	173	
106	249106	WILK-Field Services	Operations Specialist	7/3/2012	3,044	3,152	166	170	174	180	
107	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	1/7/2013	2,691	2,787	-	-	-	-	
108	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	3,166	3,278	172	177	181	187	
109	249106	WILK-Field Services	Operations Specialist	2/18/2013	3,065	3,173	-	-	-	-	
110	240106	CORP-Field Services	Exec Asst (N)	3/4/2013	2,857	2,958	155	160	163	169	
111	247306	BRWK-Field Services	Utility Person	4/29/2013	3,402	3,522	278	286	292	302	
112	245601	NAZA-Production	Plant Operator	6/27/2013	3,576	3,703	-	-	-	-	
113	247301	BRWK-Production	Operator	9/16/2013	3,497	3,621	381	391	400	414	
114	240106	CORP-Field Services	Operations Specialist	11/18/2013	3,161	3,273	-	-	-	-	
115	245406	SUSQ-Field Services	Utility Person	4/21/2014	2,909	3,012	-	-	-	-	
116	246506	COAT-Field Services	Utility Person	9/1/2014	-	-	-	-	-	-	
117	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	3,294	3,411	-	-	-	-	
118	249103	WILK-Cust Service	Operations Specialist	11/3/2014	2,981	3,086	487	500	511	529	
119	240113	CORP-Info Systems	Tech Client Technology ITS	1/19/2015	3,404	3,524	-	-	-	-	
120	247201	PHBG-Production	Plant Operator	2/2/2015	3,371	3,490	917	943	963	997	
121	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	3,299	3,416	898	923	942	976	
122	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	2,848	2,949	-	-	-	-	
123	245306	ABNG-Field Services	Utility Person	7/20/2015	3,335	3,453	-	-	-	-	
124	243106	NEWC-Field Services	Operations Specialist	11/9/2015	2,897	2,999	-	-	-	-	
125	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	3,452	3,575	-	-	-	-	
126	241150	PITT-Production Othe	Operations Specialist	11/9/2015	3,071	3,180	418	430	439	454	
127	246106	MECH-Field Services	Operations Specialist	11/9/2015	2,939	3,043	400	411	420	435	
128	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	3,337	3,455	-	-	-	-	
129	245406	SUSQ-Field Services	Utility Person	12/14/2015	2,881	2,983	-	-	-	-	
130	240106	CORP-Field Services	Operations Specialist	2/1/2016	3,093	3,202	253	260	265	274	
131	246801	LEHP-Production	Utility Person	2/8/2016	3,013	3,120	-	-	-	-	
132	246506	COAT-Field Services	Utility Person	2/3/2016	2,904	3,006	-	-	-	-	
133	247103	MILT-Cust Service	Utility Person	3/7/2016	3,108	3,218	-	-	-	-	
134	246206	HSKY-Field Services	Utility Person	2/29/2016	3,472	3,594	-	-	-	-	
135	246201	HSKY-Production	Plant Operator	2/29/2016	3,307	3,425	-	-	-	-	
136	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	3,366	3,485	-	-	-	-	
137	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	2,627	2,720	72	74	75	78	
138	240116	CORP-Maint Services	Sr Automation & Controls Tech	4/25/2016	4,625	4,788	252	259	264	274	
139	246206	HSKY-Field Services	Utility Person	6/13/2016	3,126	3,236	-	-	-	-	
140	246206	HSKY-Field Services	Utility Person	7/11/2016	3,085	3,194	588	604	617	639	
141	246406	ROYF-Field Services	Utility Person	7/5/2016	3,257	3,373	-	-	-	-	
142	246501	COAT-Production	Plant Operator	7/25/2016	3,221	3,336	-	-	-	-	
143	245306	ABNG-Field Services	Utility Person	10/24/2016	3,171	3,283	-	-	-	-	
144	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	3,256	3,372	266	273	279	289	
145	249106	WILK-Field Services	Operations Specialist	5/2/2016	2,923	3,027	239	245	251	259	
146	247306	BRWK-Field Services	Utility Person	1/16/2017	3,046	3,154	-	-	-	-	
147	246506	COAT-Field Services	Utility Person	2/13/2017	2,844	2,944	-	-	-	-	
148	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	1,151	1,192	-	-	-	-	
149	240114	CORP-Engineering	GIS Analyst	6/19/2017	2,919	3,022	-	-	-	-	
150	240103	CORP-Cust Relations	Compliance Representative	6/26/2017	2,298	2,380	-	-	-	-	
151	246406	ROYF-Field Services	Utility Person	7/17/2017	3,190	3,303	-	-	-	-	
152	246801	LEHP-Production	Utility Person	7/31/2017	2,826	2,926	-	-	-	-	
153	240151	CORP-Cust Serv MECH	Compliance Analyst	8/28/2017	3,177	3,290	-	-	-	-	
154	240106	CORP-Field Services	Admin Support Rep (N)	9/3/2013	1,850	1,915	-	-	-	-	
155	240106	CORP-Field Services	Admin Support Rep (N)	1/12/2009	2,065	2,139	-	-	-	-	
156	245401	SUSQ-Production	Plant Operator	1/2/2018	2,490	2,578	-	-	-	-	

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP							
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k	Defined Contribution Plan 2019	Defined Contribution Plan 2020
157	240151	CORP-Cust Serv MECH	Compliance Representative	3/19/2018			-	-	-	-	-	-
158	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	4/17/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,749	2,825	2,886	2,988	3,608	3,708
159	243306	BUTL-Field Services	Operations Specialist	4/30/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,399	2,466	2,519	2,608	3,148	3,237
160	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018			-	-	-	-	2,823	2,902
161	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	7/9/2018	1.00%	401(k) Match 1-3/100% 4-5/50%	478	491	502	519	2,508	2,578
162	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,830	1,881	1,921	1,989	3,202	3,292
163	240114	CORP-Engineering	GIS Analyst	7/2/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,056	2,114	2,159	2,236	2,699	2,774
164	246406	ROYF-Field Services	Operations Specialist	7/16/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,935	3,018	3,081	3,190	3,852	3,961
165	241106	PITT-Field Services	Admin Support Rep (N)	7/30/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	1,959	2,015	2,057	2,130	2,572	2,644
166	246401	ROYF-Production	Plant Operator	7/18/2018			-	-	-	-	-	-
167	246801	LEHP-Production	Utility Person	7/23/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	1,974	2,030	2,073	2,146	2,591	2,664
168	247106	MILT-Field Services	Utility Person	7/30/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,697	1,745	1,782	1,845	2,970	3,053
169	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,978	3,062	3,127	3,238	3,909	4,019
170	240151	CORP-Cust Serv MECH	Compliance Analyst	8/6/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,605	1,651	1,686	1,746	2,810	2,888
171	246501	COAT-Production	Utility Person	9/10/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,215	2,277	2,325	2,407	2,907	2,988
172	240106	CORP-Field Services	Admin Support Rep (N)	9/10/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,238	1,272	1,299	1,345	2,166	2,226
173	246501	COAT-Production	Plant Operator	9/24/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,215	2,277	2,325	2,407	2,907	2,988
174	245906	GLEN-Field Services	Utility Person	10/8/2018			-	-	-	-	2,850	2,930
175	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,213	2,275	2,323	2,405	2,905	2,986
176	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	1,933	1,988	2,030	2,101	2,538	2,609
177	246201	HSKY-Production	Plant Operator	10/8/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,676	1,723	1,759	1,822	2,932	3,015
178	249106	WILK-Field Services	Construction Inspector	10/29/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,339	2,405	2,455	2,542	3,069	3,156
179	246506	COAT-Field Services	Utility Person	11/5/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	1,943	1,997	2,040	2,112	2,550	2,621
180	249106	WILK-Field Services	Construction Inspector	11/5/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,754	1,803	1,841	1,907	3,069	3,156
181	245406	SUSQ-Field Services	Plant Operator	11/5/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	1,879	1,932	1,973	2,042	2,466	2,536
182	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,754	1,803	1,841	1,907	3,069	3,156
183	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,754	1,803	1,841	1,907	3,069	3,156
184	247106	MILT-Field Services	Utility Person	12/3/2018			-	-	-	-	2,878	2,959
185	240103	CORP-Cust Relations	Compliance Representative	12/3/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,128	1,159	1,184	1,226	1,973	2,029
186	240103	CORP-Cust Relations	Compliance Analyst	12/3/2018	3.50%	401(k) Match 1-3/100% 4-5/50%	1,681	1,728	1,765	1,828	2,521	2,593
187	249106	WILK-Field Services	Construction Inspector	12/17/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,754	1,803	1,841	1,907	3,069	3,156
188	247306	BRWK-Field Services	Utility Person	12/17/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,691	1,739	1,776	1,839	2,960	3,043
189	246206	HSKY-Field Services	Utility Person	1/14/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,566	1,610	1,644	1,703	2,741	2,817
190	246801	LEHP-Production	Crew Leader	1/14/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,401	2,469	2,521	2,611	3,152	3,240
191	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	2/11/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,172	2,232	2,280	2,361	2,850	2,930
192	240119	CORP-Risk Mgmt	Specialist Health & Safety	2/11/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	2,130	2,189	2,236	2,315	3,727	3,831
193	247152	MILT-Prod Milton FP	Plant Operator	2/11/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,172	2,232	2,280	2,361	2,850	2,930
194	240106	CORP-Field Services	Operations Specialist	3/25/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,723	1,771	1,808	1,872	3,015	3,099
195	245306	ABNG-Field Services	Crew Leader	3/25/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,723	1,771	1,808	1,872	3,015	3,099
196	246506	COAT-Field Services	Utility Person	3/25/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,472	1,513	1,545	1,600	2,576	2,648
197	240106	CORP-Field Services	Technical Writer	4/15/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,341	3,434	3,507	3,631	4,385	4,508
198	245306	ABNG-Field Services	Utility Person	4/8/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,629	1,674	1,710	1,771	2,850	2,930
199	240114	CORP-Engineering	Engineering Technician	5/20/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,610	2,683	2,741	2,837	3,426	3,522
200	246206	HSKY-Field Services	Operations Specialist	5/28/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	1,991	2,047	2,090	2,164	2,613	2,687
201	245506	BNGR-Field Services	Utility Person	6/3/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,566	1,610	1,644	1,703	2,741	2,817
202	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,675	3,778	3,858	3,995	4,823	4,958
203	245106	NORR-Field Services	Operations Specialist	6/10/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,817	1,867	1,907	1,974	3,179	3,268
204	240114	CORP-Engineering	Engineering Specialist	7/8/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,329	2,395	2,445	2,531	3,057	3,143
205	248801	TURB-Production	Plant Operator	7/8/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,255	2,319	2,368	2,452	2,960	3,043
206	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	2,828	2,908	2,969	3,074	4,949	5,089
207	240114	CORP-Engineering	GIS Analyst	7/15/2019			-	-	-	-	2,960	3,043
208	240106	CORP-Field Services	Operations Specialist	8/26/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,566	1,610	1,644	1,703	2,741	2,817
209	240119	CORP-Risk Mgmt	Specialist Health & Safety	8/26/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	2,255	2,318	2,368	2,452	3,946	4,057
210	240114	CORP-Engineering	Engineering Specialist	10/21/2019			-	-	-	-	3,056	3,142
211	247201	PHBG-Production	Plant Operator	10/21/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,172	2,232	2,280	2,361	2,850	2,930
212	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,410	2,477	2,530	2,619	3,163	3,251
213	240103	CORP-Cust Relations	Compliance Rep - Position To Be Filled	8/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	1,830	1,868	1,934	-	-
214	240106	CORP-Field Services	Supervisor, Fleet - Position To Be Filled	6/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,986	3,050	3,158	-	-
215	240106	CORP-Field Services	Spec Bill/Pymt Collection (N) - Position To Be Filled	6/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,069	2,113	2,187	-	-
216	242101	MCMR-Production	Maint Service Specialist - Position To Be Filled	6/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,644	2,700	2,795	-	-
217	245106	NORR-Field Services	Maint Service Specialist - Position To Be Filled	8/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,644	2,700	2,795	-	-
218	245106	NORR-Field Services	Maint Service Specialist - Position To Be Filled	8/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,644	2,700	2,795	-	-
219	246401	ROYF-Production	Maint Service Specialist - Position To Be Filled	7/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,644	2,700	2,795	-	-
220	246401	ROYF-Production	Maint Service Specialist - Position To Be Filled	7/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,644	2,700	2,795	-	-

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Gross Other Benefits 401k, DCP, ESPP						
					Defined		2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP	
					Contribution Plan	Defined Contribution					
					2021	Plan 2022					
157	240151	CORP-Cust Serv MECH	Compliance Representative	3/19/2018	-	-	-	-	-	-	-
158	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	4/17/2018	3,787	3,921	-	-	-	-	-
159	243306	BUTL-Field Services	Operations Specialist	4/30/2018	3,306	3,423	-	-	-	-	-
160	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018	2,963	3,068	-	-	-	-	-
161	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	7/9/2018	2,633	2,726	-	-	-	-	-
162	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018	3,362	3,480	-	-	-	-	-
163	240114	CORP-Engineering	GIS Analyst	7/2/2018	2,834	2,935	-	-	-	-	-
164	246406	ROYF-Field Services	Operations Specialist	7/16/2018	4,044	4,187	-	-	-	-	-
165	241106	PITT-Field Services	Admin Support Rep (N)	7/30/2018	2,700	2,795	-	-	-	-	-
166	246401	ROYF-Production	Plant Operator	7/18/2018	-	-	-	-	-	-	-
167	246801	LEHP-Production	Utility Person	7/23/2018	2,720	2,817	370	381	389	402	
168	247106	MILT-Field Services	Utility Person	7/30/2018	3,118	3,228	-	-	-	-	-
169	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	4,104	4,250	-	-	-	-	-
170	240151	CORP-Cust Serv MECH	Compliance Analyst	8/6/2018	2,950	3,055	-	-	-	-	-
171	246501	COAT-Production	Utility Person	9/10/2018	3,052	3,159	-	-	-	-	-
172	240106	CORP-Field Services	Admin Support Rep (N)	9/10/2018	2,273	2,354	-	-	-	-	-
173	246501	COAT-Production	Plant Operator	9/24/2018	3,052	3,159	831	854	872	903	
174	245906	GLEN-Field Services	Utility Person	10/8/2018	2,993	3,099	-	-	-	-	-
175	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	3,049	3,157	83	85	87	90	
176	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	2,664	2,758	-	-	-	-	-
177	246201	HSY-Production	Plant Operator	10/8/2018	3,079	3,188	-	-	-	-	-
178	249106	WILK-Field Services	Construction Inspector	10/29/2018	3,223	3,337	-	-	-	-	-
179	246506	COAT-Field Services	Utility Person	11/5/2018	2,677	2,772	364	374	382	396	
180	249106	WILK-Field Services	Construction Inspector	11/5/2018	3,223	3,337	-	-	-	-	-
181	245406	SUSQ-Field Services	Plant Operator	11/5/2018	2,589	2,680	-	-	-	-	-
182	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	3,223	3,337	-	-	-	-	-
183	240113	CORP-Info Systems	Tech Client Technology ITS	11/19/2018	3,223	3,337	-	-	-	-	-
184	247106	MILT-Field Services	Utility Person	12/3/2018	3,021	3,129	-	-	-	-	-
185	240103	CORP-Cust Relations	Compliance Representative	12/3/2018	2,072	2,145	-	-	-	-	-
186	240103	CORP-Cust Relations	Compliance Analyst	12/3/2018	2,648	2,742	-	-	-	-	-
187	249106	WILK-Field Services	Construction Inspector	12/17/2018	3,223	3,337	-	-	-	-	-
188	247306	BRWK-Field Services	Utility Person	12/17/2018	3,108	3,218	-	-	-	-	-
189	246206	HSY-Field Services	Utility Person	1/14/2019	2,877	2,979	783	805	822	851	
190	246801	LEHP-Production	Crew Leader	1/14/2019	3,309	3,427	-	-	-	-	-
191	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	2/11/2019	2,993	3,099	-	-	-	-	-
192	240119	CORP-Risk Mgmt	Specialist Health & Safety	2/11/2019	3,913	4,052	-	-	-	-	-
193	247152	MILT-Prod Milton FP	Plant Operator	2/11/2019	2,993	3,099	-	-	-	-	-
194	240106	CORP-Field Services	Operations Specialist	3/25/2019	3,165	3,277	-	-	-	-	-
195	245306	ABNG-Field Services	Crew Leader	3/25/2019	3,165	3,277	-	-	-	-	-
196	246506	COAT-Field Services	Utility Person	3/25/2019	2,704	2,800	-	-	-	-	-
197	240106	CORP-Field Services	Technical Writer	4/15/2019	4,603	4,766	-	-	-	-	-
198	245306	ABNG-Field Services	Utility Person	4/8/2019	2,993	3,099	-	-	-	-	-
199	240114	CORP-Engineering	Engineering Technician	5/20/2019	3,597	3,724	-	-	-	-	-
200	246206	HSY-Field Services	Operations Specialist	5/28/2019	2,744	2,840	75	77	78	81	
201	245506	BNGR-Field Services	Utility Person	6/3/2019	2,877	2,979	-	-	-	-	-
202	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	5,063	5,243	-	-	-	-	-
203	245106	NORR-Field Services	Operations Specialist	6/10/2019	3,337	3,455	-	-	-	-	-
204	240114	CORP-Engineering	Engineering Specialist	7/8/2019	3,209	3,323	-	-	-	-	-
205	248801	TURB-Production	Plant Operator	7/8/2019	3,108	3,218	-	-	-	-	-
206	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	5,196	5,380	-	-	-	-	-
207	240114	CORP-Engineering	GIS Analyst	7/15/2019	3,108	3,218	-	-	-	-	-
208	240106	CORP-Field Services	Operations Specialist	8/26/2019	2,877	2,979	-	-	-	-	-
209	240119	CORP-Risk Mgmt	Specialist Health & Safety	8/26/2019	4,143	4,291	-	-	-	-	-
210	240114	CORP-Engineering	Engineering Specialist	10/21/2019	3,208	3,321	-	-	-	-	-
211	247201	PHBG-Production	Plant Operator	10/21/2019	2,993	3,099	244	251	257	266	
212	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	3,320	3,438	-	-	-	-	-
213	240103	CORP-Cust Relations	Compliance Rep - Position To Be Filled	8/15/2020	-	-	-	-	-	-	-
214	240106	CORP-Field Services	Supervisor, Fleet - Position To Be Filled	6/15/2020	-	-	-	-	-	-	-
215	240106	CORP-Field Services	Spec Bill/Pymt Collection (N) - Position To Be Filled	6/15/2020	-	-	-	-	-	-	-
216	242101	MCMR-Production	Maint Service Specialist - Position To Be Filled	6/15/2020	-	-	-	-	-	-	-
217	245106	NORR-Field Services	Maint Service Specialist - Position To Be Filled	8/15/2020	-	-	-	-	-	-	-
218	245106	NORR-Field Services	Maint Service Specialist - Position To Be Filled	8/15/2020	-	-	-	-	-	-	-
219	246401	ROYF-Production	Maint Service Specialist - Position To Be Filled	7/15/2020	-	-	-	-	-	-	-
220	246401	ROYF-Production	Maint Service Specialist - Position To Be Filled	7/15/2020	-	-	-	-	-	-	-

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

						Gross Other Benefits 401k, DCP, ESPP								
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k %	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k	Defined Contribution Plan 2019	Defined Contribution Plan 2020		
					Match									
221	246406	ROYF-Field Services	Utility Person - Position To Be Filled	7/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	950	970	1,005	-	-		
222	247201	PHBG-Production	Plant Operator - Position To Be Filled	1/27/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	950	970	1,005	-	-		
223	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,153	2,198	2,276	-	-		
224	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,153	2,198	2,276	-	-		
225	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%	-	2,153	2,198	2,276	-	-		
Total Non-Collective Bargaining Unit Hourly							\$340,206	\$378,211	\$386,236	\$399,916	\$437,892	\$450,177		

Pennsylvania-American Water Company - Water Operations Excl. Steelton
401K and Defined Contribution Plan (DCP) Expense

						Gross Other Benefits 401k, DCP, ESPP					
						Defined					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Contribution Plan	Defined Contribution		2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP
						2021	Plan 2022				
221	246406	ROYF-Field Services	Utility Person - Position To Be Filled	7/15/2020	-	-	-	-	-	-	-
222	247201	PHBG-Production	Plant Operator - Position To Be Filled	1/27/2020	-	-	-	-	-	-	-
223	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	-	-	-	-	-	-	-
224	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	-	-	-	-	-	-	-
225	249106	WILK-Field Services	Construction Inspector - Position To Be Filled	7/15/2020	-	-	-	-	-	-	-
Total Non-Collective Bargaining Unit Hourly						\$459,730	\$476,014	\$19,757	\$20,311	\$20,742	\$21,476

Pennsylvania-American Water Company - Water Steelton Operations
401K and Defined Contribution Plan (DCP) Expense

						Gross Other Benefits 401k, DCP, ESPP						
										Defined Contribution	Defined	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k	Plan 2019	Contribution Plan 2020
Collective Bargaining Unit												
1	241401	STNW-Production	Lead Plant Operator	10/9/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	\$1,949	\$1,987	\$1,996	\$2,059	\$3,411	\$3,477
2	241401	STNW-Production	Plant Operator	10/9/2019	3.50%	401(k) Match 1-3/100% 4-5/50%	1,827	1,871	1,882	1,955	2,741	2,806
3	241406	STNW-Field Service	Utility Person	10/9/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,240	1,278	1,287	1,350	2,170	2,236
4	241406	STNW-Field Service	Utility Person	10/9/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,240	1,278	1,287	1,350	2,170	2,236
5	241406	STNW-Field Service	Utility Person	10/9/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,280	1,318	1,327	1,390	2,241	2,306
6	241401	STNW-Production	Plant Operator	10/9/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,332	1,369	1,379	1,441	2,331	2,396
7	241401	Steelton Water - Production	Plant Operator - To Be Filled	2/10/2020	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,019	2,030	2,108	-	-
8	241401	Steelton Water - Production	Foreperson - To Be Filled	3/2/2020	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,634	2,646	2,724	-	-
Total Collective Bargaining Unit							\$8,869	\$13,753	\$13,835	\$14,377	\$15,064	\$15,459

Pennsylvania-American Water Company - Water Steelton Operations
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Defined	Defined	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP
					Contribution Plan 2021	Contribution Plan 2022				
Collective Bargaining Unit										
1	241401	STNW-Production	Lead Plant Operator	10/9/2019	\$3,494	\$3,603	\$0	\$0	\$0	\$0
2	241401	STNW-Production	Plant Operator	10/9/2019	2,823	2,932	-	-	-	-
3	241406	STNW-Field Service	Utility Person	10/9/2019	2,253	2,362	-	-	-	-
4	241406	STNW-Field Service	Utility Person	10/9/2019	2,253	2,362	-	-	-	-
5	241406	STNW-Field Service	Utility Person	10/9/2019	2,323	2,432	-	-	-	-
6	241401	STNW-Production	Plant Operator	10/9/2019	2,413	2,522	-	-	-	-
7	241401	Steelton Water - Production	Plant Operator - To Be Filled	2/10/2020	-	-	-	-	-	-
8	241401	Steelton Water - Production	Foreperson - To Be Filled	3/2/2020	-	-	-	-	-	-
Total Collective Bargaining Unit					\$15,557	\$16,215	\$0	\$0	\$0	\$0

Pennsylvania-American Water Company - WW SSS Excl. Sadsbury and Exeter Operations
401K and Defined Contribution Plan (DCP) Expense

						Gross Other Benefits 401k, DCP, ESPP				Defined Contribution Plan 2019	Defined Contribution Plan 2020
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k	
Non-Collective Bargaining Unit Salary											
1	244701	CLRWW-Production	Supvr Production	12/8/1997	2.50%	401(k) Match 50% up to 5%	\$1,875	\$1,927	\$1,968	\$2,038	\$0
2	246051	FRVWW-Production N	Sr Supvr Operations	7/8/1999	4.00%	401(k) Match 1-3/100% 4-5/50%	3,102	3,189	3,256	3,371	4,071
3	246701	COWW-Production	Supvr Production	3/6/2000	2.50%	401(k) Match 50% up to 5%	2,116	2,175	2,221	2,300	-
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	2.50%	401(k) Match 50% up to 5%	2,138	2,198	2,245	2,324	-
Total Non-Collective Bargaining Unit Salary							\$9,231	\$9,489	\$9,691	\$10,034	\$4,071
Non-Collective Bargaining Unit Hourly											
1	246701	COWW-Production	Wastewater Operator	9/20/1999	4.00%	401(k) Match 1-3/100% 4-5/50%	\$2,479	\$2,548	\$2,602	\$2,694	\$3,254
2	246701	COWW-Production	Plant Operator	1/21/1977			-	-	-	-	3,241
3	246706	COWW-Field Services	Utility Person	5/30/1995			-	-	-	-	2,745
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	4.00%	401(k) Match 1-3/100% 4-5/50%	2,515	2,585	2,640	2,734	3,301
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	2.50%	401(k) Match 50% up to 5%	1,629	1,675	1,711	1,771	-
6	245801	POWW-Production	Maintenance/Relief Operator	11/30/2000	2.50%	401(k) Match 50% up to 5%	1,545	1,588	1,622	1,679	-
7	245801	POWW-Production	Lead Plant Operator	9/23/1996	2.50%	401(k) Match 50% up to 5%	1,690	1,737	1,774	1,837	-
8	246706	COWW-Field Services	Crew Leader	11/10/2003			-	-	-	-	3,070
9	246901	LPWW-Production	Plant Operator	6/2/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,460	2,530	2,584	2,675	3,229
10	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	1.00%	401(k) Match 1-3/100% 4-5/50%	644	661	676	699	3,378
11	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,637	2,711	2,769	2,866	3,461
12	242601	CLYWW-Production	Plant Operator	7/31/2008			-	-	-	-	3,187
13	244701	CLRWW-Production	Lead Plant Operator	6/20/1994			-	-	-	-	-
14	244701	CLRWW-Production	Wastewater Operator	1/3/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,381	2,448	2,500	2,588	3,125
15	244701	CLRWW-Production	Wastewater Operator	8/1/2014			-	-	-	-	2,398
16	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,258	2,322	2,371	2,455	2,964
17	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,902	2,983	3,047	3,155	3,809
18	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	2,172	2,232	2,280	2,361	2,850
19	246706	COWW-Field Services	Utility Person	3/14/2016	3.00%	401(k) Match 1-3/100% 4-5/50%	1,167	1,200	1,225	1,268	2,042
20	248701	Nw Cmbrlnd WW Prod	Lead Plant Operator	10/31/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	3,063	3,149	3,216	3,330	4,020
21	248706	Nw Cmbrlnd WW FS	Wastewater Operator	10/31/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,810	2,888	2,950	3,054	3,688
22	246901	LPWW-Production	Plant Operator	9/11/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,172	2,232	2,280	2,361	2,850
23	246052	FRVWW-Production S	Utility Person	12/4/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	1,922	1,976	2,018	2,090	2,522
24	248706	Nw Cmbrlnd WW FS	Utility Person	11/27/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	1,922	1,976	2,018	2,090	2,522
25	248701	Nw Cmbrlnd WW Prod	Utility Person	12/4/2017	3.50%	401(k) Match 1-3/100% 4-5/50%	1,683	1,731	1,767	1,830	2,525
26	246701	COWW-Production	Wastewater Operator	5/14/2018	3.50%	401(k) Match 1-3/100% 4-5/50%	2,008	2,065	2,108	2,183	3,012
27	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,060	2,118	2,163	2,240	2,704
28	246006	FRVWW-Field Services	Utility Person	10/15/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	1,963	2,018	2,060	2,133	2,576
29	244701	CLRWW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	3.74%	401(k) Match 1-3/100% 4-5/50%	-	950	970	1,005	-
Total Non-Collective Bargaining Unit Hourly							\$46,080	\$48,324	\$49,351	\$51,099	\$72,475
											\$74,510

Pennsylvania-American Water Company - WW SSS Excl. Sadsbury and Exeter Operations
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Defined	Defined	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP
					Contribution Plan 2021	Contribution Plan 2022				
Non-Collective Bargaining Unit Salary										
1	244701	CLRWW-Production	Supvr Production	12/8/1997	\$0	\$0	\$225	\$231	\$236	\$245
2	246051	FRVWW-Production N	Sr Supvr Operations	7/8/1999	4,274	4,425	-	-	-	-
3	246701	COWW-Production	Supvr Production	3/6/2000	-	-	1,269	1,305	1,333	1,380
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	-	-	257	264	269	279
Total Non-Collective Bargaining Unit Salary					\$4,274	\$4,425	\$1,751	\$1,800	\$1,838	\$1,903
Non-Collective Bargaining Unit Hourly										
1	246701	COWW-Production	Wastewater Operator	9/20/1999	\$3,415	\$3,536	\$0	\$0	\$0	\$0
2	246701	COWW-Production	Plant Operator	1/21/1977	3,403	3,523	-	-	-	-
3	246706	COWW-Field Services	Utility Person	5/30/1995	2,882	2,984	-	-	-	-
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	3,465	3,588	-	-	-	-
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	-	-	-	-	-	-
6	245801	POWW-Production	Maintenance/Relief Operator	11/30/2000	-	-	371	381	389	403
7	245801	POWW-Production	Lead Plant Operator	9/23/1996	-	-	-	-	-	-
8	246706	COWW-Field Services	Crew Leader	11/10/2003	3,224	3,338	-	-	-	-
9	246901	LPWW-Production	Plant Operator	6/2/2008	3,391	3,511	461	474	484	502
10	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	3,547	3,672	-	-	-	-
11	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	3,634	3,762	-	-	-	-
12	242601	CLYWW-Production	Plant Operator	7/31/2008	3,346	3,465	-	-	-	-
13	244701	CLRWW-Production	Lead Plant Operator	6/20/1994	-	-	-	-	-	-
14	244701	CLRWW-Production	Wastewater Operator	1/3/2011	3,281	3,397	446	459	469	485
15	244701	CLRWW-Production	Wastewater Operator	8/1/2014	2,518	2,607	69	70	72	74
16	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	3,112	3,223	-	-	-	-
17	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	3,999	4,140	-	-	-	-
18	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	2,993	3,099	-	-	-	-
19	246706	COWW-Field Services	Utility Person	3/14/2016	2,144	2,220	-	-	-	-
20	248701	Nw Cmbrlnld WW Prod	Lead Plant Operator	10/31/2016	4,221	4,371	-	-	-	-
21	248706	Nw Cmbrlnld WW FS	Wastewater Operator	10/31/2016	3,871	4,009	-	-	-	-
22	246901	LPWW-Production	Plant Operator	9/11/2017	2,993	3,099	407	419	428	443
23	246052	FRVWW-Production S	Utility Person	12/4/2017	2,649	2,743	-	-	-	-
24	248706	Nw Cmbrlnld WW FS	Utility Person	11/27/2017	2,649	2,743	-	-	-	-
25	248701	Nw Cmbrlnld WW Prod	Utility Person	12/4/2017	2,651	2,745	-	-	-	-
26	246701	COWW-Production	Wastewater Operator	5/14/2018	3,163	3,274	-	-	-	-
27	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	2,839	2,940	-	-	-	-
28	246006	FRVWW-Field Services	Utility Person	10/15/2018	2,704	2,800	221	227	232	240
29	244701	CLRWW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	-	-	-	-	-	-
Total Non-Collective Bargaining Unit Hourly					\$76,093	\$78,788	\$1,975	\$2,030	\$2,074	\$2,147

Pennsylvania-American Water Company - WW SSS Sadsbury Operations
401K and Defined Contribution Plan (DCP) Expense

							Gross Other Benefits 401k, DCP, ESPP					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan					Defined Contribution Plan	Defined Contribution Plan
							2019 401k	2020 401k	2021 401k	2022 401k	2019	2020
<u>Non-Collective Bargaining Unit Hourly - *Sadsbury Operations includes shared resources. The following represents the allocated time.</u>												
1	246706	COWW-Field Services	*Utility Person (allocated 8.72%)	5/30/1995			\$0	\$0	\$0	\$0	\$262	\$269
2	246706	COWW-Field Services	*Utility Person (allocated 26.15%)	3/14/2016	3.00%	401(k) Match 1-3/100% 4-5/50%	413	425	434	449	723	744
Total Non-Collective Bargaining Unit Hourly							\$413	\$425	\$434	\$449	\$985	\$1,013

Pennsylvania-American Water Company - WW SSS Sadsbury Operations
 401K and Defined Contribution Plan (DCP) Expense

						Gross Other Benefits 401k, DCP, ESPP				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Defined Contribution Plan 2021	Defined Contribution Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP
<u>Non-Collective Bargaining Unit Hourly - *Sadsbury Operations includes shared resources. The following represents the allocated time.</u>										
1	246706	COWW-Field Services	*Utility Person (allocated 8.72%)	5/30/1995	\$275	\$285	\$0	\$0	\$0	\$0
2	246706	COWW-Field Services	*Utility Person (allocated 26.15%)	3/14/2016	759	786	-	-	-	-
Total Non-Collective Bargaining Unit Hourly					\$1,034	\$1,071	\$0	\$0	\$0	\$0

Pennsylvania-American Water Company - WW SSS Exeter Operations
401K and Defined Contribution Plan (DCP) Expense

								Gross Other Benefits 401k, DCP, ESPP					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan		2019 401k	2020 401k	2021 401k	2022 401k	Defined Contribution Plan 2019	Defined Contribution Plan 2020
Non-Collective Bargaining Unit Salary													
1	241306	EXTRWW-Field Service	Supvr Field Operations	4/22/2019	3.00%	401(k) Match 1-3/100% 4-5/50%		\$2,100	\$2,159	\$2,205	\$2,283	\$3,675	\$3,778
2	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	4.00%	401(k) Match 1-3/100% 4-5/50%		3,400	3,495	3,569	3,696	4,462	4,587
Total Non-Collective Bargaining Unit Salary								\$5,500	\$5,654	\$5,774	\$5,979	\$8,138	\$8,366
Non-Collective Bargaining Unit Hourly													
1	241306	EXTRWW-Field Service	Crew Leader	5/6/2019	4.00%	401(k) Match 1-3/100% 4-5/50%		\$2,589	\$2,662	\$2,718	\$2,815	\$3,398	\$3,494
2	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	4.00%	401(k) Match 1-3/100% 4-5/50%		2,756	2,834	2,894	2,997	3,617	3,719
3	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	3.00%	401(k) Match 1-3/100% 4-5/50%		1,817	1,867	1,907	1,974	3,179	3,268
4	241306	EXTRWW-Field Service	Utility Person	11/18/2019	3.00%	401(k) Match 1-3/100% 4-5/50%		1,754	1,803	1,841	1,907	3,069	3,156
5	241306	EXTRWW-Field Service	Utility Person	11/18/2019	4.00%	401(k) Match 1-3/100% 4-5/50%		2,339	2,405	2,455	2,542	3,069	3,156
6	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	3.00%	401(k) Match 1-3/100% 4-5/50%		1,691	1,739	1,776	1,839	2,960	3,043
7	241301	EXTRWW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%		-	950	970	1,005	-	-
8	241306	EXTRWW-Field Service	Utility Person - Position To Be Filled	8/15/2020	3.68%	401(k) Match 1-3/100% 4-5/50%		-	950	970	1,005	-	-
Total Non-Collective Bargaining Unit Hourly								\$12,946	\$15,210	\$15,532	\$16,084	\$19,293	\$19,836

Pennsylvania-American Water Company - WW SSS Exeter Operations
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Defined Contribution Plan 2021	Defined Contribution Plan 2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP
Non-Collective Bargaining Unit Salary										
1	241306	EXTRWW-Field Service	Supvr Field Operations	4/22/2019	\$3,859	\$3,996	\$0	\$0	\$0	\$0
2	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	4,685	4,851	-	-	-	-
Total Non-Collective Bargaining Unit Salary					\$8,544	\$8,846	\$0	\$0	\$0	\$0
Non-Collective Bargaining Unit Hourly										
1	241306	EXTRWW-Field Service	Crew Leader	5/6/2019	\$3,568	\$3,694	\$0	\$0	\$0	\$0
2	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	3,798	3,933	-	-	-	-
3	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	3,337	3,455	-	-	-	-
4	241306	EXTRWW-Field Service	Utility Person	11/18/2019	3,223	3,337	-	-	-	-
5	241306	EXTRWW-Field Service	Utility Person	11/18/2019	3,223	3,337	-	-	-	-
6	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	3,108	3,218	-	-	-	-
7	241301	EXTRWW-Production	Wastewater Operator - Position To Be Filled	8/15/2020	-	-	-	-	-	-
8	241306	EXTRWW-Field Service	Utility Person - Position To Be Filled	8/15/2020	-	-	-	-	-	-
Total Non-Collective Bargaining Unit Hourly					\$20,256	\$20,975	\$0	\$0	\$0	\$0

Pennsylvania-American Water Company - WW CSS Scranton Operations
401K and Defined Contribution Plan (DCP) Expense

							Gross Other Benefits 401k, DCP, ESPP				Defined Contribution Plan	Defined Contribution Plan
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k	2019	2020
Non-Collective Bargaining Unit Salary												
1	249200	Scranton WW-BS/OH	Sr Mgr Operations	7/14/1980	2.50%	401(k) Match 50% up to 5%	\$3,847	\$3,955	\$4,039	\$4,182	\$0	\$0
2	249201	Scranton WW-Prod	Sr Supt Production	2/28/2005	2.50%	401(k) Match 50% up to 5%	2,690	2,766	2,824	2,924	-	-
3	249206	Scrntn-WW-Fld Svc	Field Ops Supv	4/17/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,680	2,756	2,814	2,914	3,517	3,617
4	249201	Scranton WW-Prod	Supvr Field Operations	5/22/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,704	2,780	2,839	2,939	3,548	3,648
5	249200	Scranton WW-BS/OH	Mgr Production Assets	6/2/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	3,320	3,413	3,485	3,608	4,358	4,479
6	249206	Scrntn-WW-Fld Svc	Field Ops Supr	5/16/2016	2.00%	401(k) Match 1-3/100% 4-5/50%	1,440	1,481	1,512	1,566	3,780	3,886
7	249206	Scrntn-WW-Fld Svc	Sr Supt Field Ops	6/3/2002			-	-	-	-	4,620	4,750
8	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,681	2,756	2,815	2,914	3,519	3,618
9	249201	Scranton WW-Prod	Supvr Production	2/12/1990	4.00%	401(k) Match 1-3/100% 4-5/50%	3,085	3,172	3,239	3,354	4,049	4,163
10	249201	Scranton WW-Prod	Supvr Production	7/22/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	2,250	2,313	2,362	2,446	3,938	4,048
Total Non-Collective Bargaining Unit Salary							\$24,697	\$25,391	\$25,930	\$26,848	\$31,329	\$32,210
Collective Bargaining Unit												
1	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2016			\$0	\$0	\$0	\$0	\$3,075	\$3,152
2	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	3/27/2006			-	-	-	-	3,342	3,419
3	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005			-	-	-	-	3,075	3,152
4	249201	Scranton WW-Prod	Plant Operator	11/19/2002			-	-	-	-	3,075	3,152
5	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008			-	-	-	-	2,925	3,001
6	249201	Scranton WW-Prod	Plant Operator	7/9/2012			-	-	-	-	3,075	3,152
7	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016			-	-	-	-	2,925	3,001
8	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012			-	-	-	-	2,925	3,001
9	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013			-	-	-	-	2,925	3,001
10	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990			-	-	-	-	3,075	3,152
11	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005			-	-	-	-	3,075	3,152
12	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008			-	-	-	-	2,925	3,001
13	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007			-	-	-	-	2,925	3,001
14	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016			-	-	-	-	2,925	3,001
15	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	5/26/2009			-	-	-	-	2,925	3,001
16	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005			-	-	-	-	3,342	3,419
17	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005			-	-	-	-	2,925	3,001
18	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009			-	-	-	-	3,075	3,152
19	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008			-	-	-	-	3,075	3,152
20	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/22/2017			-	-	-	-	3,075	3,152
21	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009			-	-	-	-	3,075	3,152
22	249201	Scranton WW-Prod	Plant Operator	4/25/2005			-	-	-	-	3,075	3,152
23	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011			-	-	-	-	2,925	3,001
24	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987			-	-	-	-	3,075	3,152
25	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983			-	-	-	-	3,075	3,152
26	249201	Scranton WW-Prod	Master Electrician	10/20/2014			-	-	-	-	3,342	3,419
27	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	9/8/1997			-	-	-	-	3,342	3,419
28	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005			-	-	-	-	2,925	3,001
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006			-	-	-	-	2,925	3,001
30	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007			-	-	-	-	3,342	3,419
31	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011			-	-	-	-	2,925	3,001
32	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013			-	-	-	-	2,925	3,001
33	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012			-	-	-	-	3,075	3,152
34	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009			-	-	-	-	2,925	3,001
35	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013			-	-	-	-	3,342	3,419
36	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008			-	-	-	-	2,925	3,001
37	249201	Scranton WW-Prod	Plant Operator	11/9/1992			-	-	-	-	3,075	3,152

Pennsylvania-American Water Company - WW CSS Scranton Operations
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP						
					Original Hire	Defined Contribution Plan	Defined Contribution	2019			
Line #	Cost Center	Cost Center Name	Job	Date	2021	Plan 2022	ESPP	2020 ESPP	2021 ESPP	2022 ESPP	
Non-Collective Bargaining Unit Salary											
1	249200	Scranton WW-BS/OH	Sr Mgr Operations	7/14/1980	\$0	\$0	\$1,616	\$1,661	\$1,696	\$1,756	
2	249201	Scranton WW-Prod	Sr Supt Production	2/28/2005	-	-	-	-	-	-	
3	249206	Scrntn-WW-Fld Svc	Field Ops Supv	4/17/2006	3,694	3,824	100	103	106	109	
4	249201	Scranton WW-Prod	Supvr Field Operations	5/22/2006	3,726	3,858	507	521	532	551	
5	249200	Scranton WW-BS/OH	Mgr Production Assets	6/2/2008	4,574	4,736	-	-	-	-	
6	249206	Scrntn-WW-Fld Svc	Field Ops Supr	5/16/2016	3,969	4,110	-	-	-	-	
7	249206	Scrntn-WW-Fld Svc	Sr Supt Field Ops	6/3/2002	4,851	5,023	-	-	-	-	
8	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007	3,695	3,825	-	-	-	-	
9	249201	Scranton WW-Prod	Supvr Production	2/12/1990	4,251	4,402	-	-	-	-	
10	249201	Scranton WW-Prod	Supvr Production	7/22/2019	4,134	4,281	-	-	-	-	
Total Non-Collective Bargaining Unit Salary					\$32,894	\$34,059	\$2,223	\$2,286	\$2,334	\$2,417	
Collective Bargaining Unit											
1	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2016	\$3,201	\$3,272	\$439	\$450	\$457	\$467	
2	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	3/27/2006	3,468	3,540	-	-	-	-	
3	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	3,201	3,272	-	-	-	-	
4	249201	Scranton WW-Prod	Plant Operator	11/19/2002	3,201	3,272	-	-	-	-	
5	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008	3,051	3,122	-	-	-	-	
6	249201	Scranton WW-Prod	Plant Operator	7/9/2012	3,201	3,272	-	-	-	-	
7	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016	3,051	3,122	-	-	-	-	
8	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	3,051	3,122	-	-	-	-	
9	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	3,051	3,122	-	-	-	-	
10	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	3,201	3,272	-	-	-	-	
11	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005	3,201	3,272	-	-	-	-	
12	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008	3,051	3,122	-	-	-	-	
13	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	3,051	3,122	-	-	-	-	
14	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016	3,051	3,122	-	-	-	-	
15	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	5/26/2009	3,051	3,122	-	-	-	-	
16	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	3,468	3,540	-	-	-	-	
17	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005	3,051	3,122	-	-	-	-	
18	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	3,201	3,272	-	-	-	-	
19	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	3,201	3,272	-	-	-	-	
20	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/22/2017	3,201	3,272	-	-	-	-	
21	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009	3,201	3,272	-	-	-	-	
22	249201	Scranton WW-Prod	Plant Operator	4/25/2005	3,201	3,272	879	900	915	935	
23	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	3,051	3,122	-	-	-	-	
24	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987	3,201	3,272	-	-	-	-	
25	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	3,201	3,272	-	-	-	-	
26	249201	Scranton WW-Prod	Master Electrician	10/20/2014	3,468	3,540	-	-	-	-	
27	249206	Scrntn-WW-Fld Svc	CSO Crew Chief	9/8/1997	3,468	3,540	-	-	-	-	
28	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005	3,051	3,122	-	-	-	-	
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	3,051	3,122	-	-	-	-	
30	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	3,468	3,540	-	-	-	-	
31	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	3,051	3,122	-	-	-	-	
32	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013	3,051	3,122	-	-	-	-	
33	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012	3,201	3,272	-	-	-	-	
34	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	3,051	3,122	-	-	-	-	
35	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	3,468	3,540	286	293	297	303	
36	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	3,051	3,122	-	-	-	-	
37	249201	Scranton WW-Prod	Plant Operator	11/9/1992	3,201	3,272	-	-	-	-	

Pennsylvania-American Water Company - WW CSS Scranton Operations
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP							
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan					Defined Contribution Plan 2019	Defined Contribution Plan 2020
							2019 401k	2020 401k	2021 401k	2022 401k		
38	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016			-	-	-	-	3,075	3,152
39	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006			-	-	-	-	2,925	3,001
40	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012			-	-	-	-	2,925	3,001
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007			-	-	-	-	2,925	3,001
42	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006			-	-	-	-	2,925	3,001
43	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008			-	-	-	-	2,925	3,001
44	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997			-	-	-	-	3,075	3,152
45	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006			-	-	-	-	2,925	3,001
46	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	8/13/2007			-	-	-	-	2,925	3,001
47	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006			-	-	-	-	3,075	3,152
48	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017			-	-	-	-	3,342	3,419
49	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008			-	-	-	-	3,075	3,152
50	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016			-	-	-	-	2,925	3,001
51	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006			-	-	-	-	2,925	3,001
52	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005			-	-	-	-	2,925	3,001
53	249201	Scranton WW-Prod	Maintenance Mechanic A	1/3/2017			-	-	-	-	3,075	3,152
54	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,757	1,770	1,798	1,838	3,075	3,097
55	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,301	2,359	2,397	2,451	3,020	3,097
56	249201	Scranton WW-Prod	Equipment Operator A	3/11/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,726	1,770	1,798	1,838	3,020	3,097
57	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/25/2019	3.50%	401(k) Match 1-3/100% 4-5/50%	2,013	2,065	2,097	2,145	3,020	3,097
58	249206	Scrntn-WW-Fld Svc	Equipment Operator A	4/1/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,726	1,770	1,798	1,838	3,020	3,097
59	249201	Scranton WW-Prod	Serviceperson - Position To Be Filled	8/15/2020	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,360	2,401	2,473	-	-
Total Collective Bargaining Unit							\$9,523	\$12,093	\$12,289	\$12,585	\$176,089	\$180,485
Non-Collective Bargaining Unit Hourly												
1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	\$2,197	\$2,259	\$2,307	\$2,390	\$2,884	\$2,965
2	249206	Scrntn-WW-Fld Svc	Admin Asst - Staff Supp (N)	9/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	1,989	2,045	2,088	2,161	2,610	2,683
Total Non-Collective Bargaining Unit Hourly							\$4,186	\$4,304	\$4,395	\$4,551	\$5,494	\$5,649

Pennsylvania-American Water Company - WW CSS Scranton Operations
401K and Defined Contribution Plan (DCP) Expense

				Gross Other Benefits 401k, DCP, ESPP						
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Defined Contribution Plan		2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP
					2021	Plan 2022				
38	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016	3,201	3,272	-	-	-	-
39	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	3,051	3,122	-	-	-	-
40	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	3,051	3,122	-	-	-	-
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007	3,051	3,122	-	-	-	-
42	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006	3,051	3,122	-	-	-	-
43	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	3,051	3,122	-	-	-	-
44	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	3,201	3,272	-	-	-	-
45	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	3,051	3,122	-	-	-	-
46	249206	Scrntn-WW-Fld Svc	Maintenance Relief Operator	8/13/2007	3,051	3,122	-	-	-	-
47	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006	3,201	3,272	-	-	-	-
48	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	3,468	3,540	-	-	-	-
49	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008	3,201	3,272	176	180	183	187
50	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016	3,051	3,122	251	257	261	268
51	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	3,051	3,122	-	-	-	-
52	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005	3,051	3,122	-	-	-	-
53	249201	Scranton WW-Prod	Maintenance Mechanic A	1/3/2017	3,201	3,272	879	900	915	935
54	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018	3,146	3,217	-	-	-	-
55	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	3,146	3,217	-	-	-	-
56	249201	Scranton WW-Prod	Equipment Operator A	3/11/2019	3,146	3,217	-	-	-	-
57	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/25/2019	3,146	3,217	-	-	-	-
58	249206	Scrntn-WW-Fld Svc	Equipment Operator A	4/1/2019	3,146	3,217	-	-	-	-
59	249201	Scranton WW-Prod	Serviceperson - Position To Be Filled	8/15/2020	-	-	-	-	-	-
Total Collective Bargaining Unit					\$183,346	\$187,479	\$2,909	\$2,982	\$3,028	\$3,095
Non-Collective Bargaining Unit Hourly										
1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	\$3,029	\$3,136	\$0	\$0	\$0	\$0
2	249206	Scrntn-WW-Fld Svc	Admin Asst - Staff Supp (N)	9/4/2007	2,740	2,837	-	-	-	-
Total Non-Collective Bargaining Unit Hourly					\$5,769	\$5,973	\$0	\$0	\$0	\$0

Pennsylvania-American Water Company - WW CSS McKeesport Operations
401K and Defined Contribution Plan (DCP) Expense

						Gross Other Benefits 401k, DCP, ESPP						
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2019 401k	2020 401k	2021 401k	2022 401k	Defined Contribution Plan 2019	Defined Contribution Plan 2020
Non-Collective Bargaining Unit Salary												
1	241205	MCKEWW-Admin & Gen	Sr Supvr Operations	3/10/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	\$3,416	\$3,512	\$3,586	\$3,713	\$4,484	\$4,609
2	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008			-	-	-	-	3,769	3,876
3	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982	4.00%	401(k) Match 1-3/100% 4-5/50%	3,190	3,279	3,348	3,467	4,186	4,304
4	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003	3.00%	401(k) Match 1-3/100% 4-5/50%	2,655	2,729	2,787	2,886	4,646	4,776
Total Non-Collective Bargaining Unit Salary							\$9,261	\$9,520	\$9,722	\$10,066	\$17,086	\$17,565
Collective Bargaining Unit												
1	241201	MCKEWW-Production	Turn Laborer UWUA 433	9/6/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	\$2,419	\$2,477	\$2,507	\$2,599	\$3,175	\$3,251
2	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,595	2,658	2,690	2,789	3,406	3,488
3	241201	MCKEWW-Production	Turn Laborer UWUA 433	6/1/2009			-	-	-	-	3,175	3,251
4	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,631	2,694	2,727	2,828	3,453	3,536
5	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,709	2,775	2,808	2,912	3,556	3,642
6	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	4.00%	401(k) Match 1-3/100% 4-5/50%	2,751	2,816	2,850	2,953	3,611	3,696
7	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	4.00%	401(k) Match 1-3/100% 4-5/50%	2,751	2,816	2,850	2,953	3,611	3,696
8	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,631	2,694	2,727	2,828	3,453	3,536
9	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,501	2,562	2,593	2,689	3,283	3,362
10	241201	MCKEWW-Production	General Laborer UWUA 433	4/2/2012	3.00%	401(k) Match 1-3/100% 4-5/50%	1,486	1,522	1,541	1,597	2,601	2,664
11	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	2,800	2,867	2,902	3,009	3,674	3,763
12	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/3/1999	4.00%	401(k) Match 1-3/100% 4-5/50%	2,587	2,649	2,681	2,780	3,395	3,477
13	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	1,982	2,030	2,054	2,130	2,601	2,664
14	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,501	2,562	2,593	2,689	3,283	3,362
15	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,419	2,477	2,507	2,599	3,175	3,251
16	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,419	2,477	2,507	2,599	3,175	3,251
17	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,501	2,562	2,593	2,689	3,283	3,362
18	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	5/5/2008	3.00%	401(k) Match 1-3/100% 4-5/50%	1,668	1,708	1,729	1,792	2,919	2,989
19	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	2,631	2,694	2,727	2,828	3,453	3,536
20	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	3.00%	401(k) Match 1-3/100% 4-5/50%	1,537	1,574	1,593	1,651	2,689	2,754
21	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,631	2,694	2,727	2,828	3,453	3,536
22	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,932	3,003	3,039	3,151	3,848	3,941
23	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	1,982	2,030	2,054	2,130	2,601	2,664
24	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,224	2,278	2,305	2,390	2,919	2,989
25	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	4.00%	401(k) Match 1-3/100% 4-5/50%	2,631	2,694	2,727	2,828	3,453	3,536
26	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	3.00%	401(k) Match 1-3/100% 4-5/50%	2,100	2,150	2,177	2,257	3,674	3,763
27	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,709	2,775	2,808	2,912	3,556	3,642
28	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	3.00%	401(k) Match 1-3/100% 4-5/50%	1,668	1,708	1,729	1,792	2,919	2,989
29	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,419	2,477	2,507	2,599	3,175	3,251
Total Collective Bargaining Unit							\$66,814	\$68,423	\$69,256	\$71,799	\$94,569	\$96,846
Non-Collective Bargaining Unit Hourly												
1	241201	MCKEWW-Production	Lead Plant Operator	11/9/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	\$1,786	\$1,836	\$1,875	\$1,941	\$3,125	\$3,213
2	241206	MCKEWW-Field Service	Admin Support Rep (N)	4/27/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	1,303	1,340	1,368	1,416	1,710	1,758
3	241206	MCKEWW-Field Service	Admin Support Rep (N)	12/2/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	1,300	1,337	1,365	1,414	1,707	1,755
Total Non-Collective Bargaining Unit Hourly							\$4,389	\$4,513	\$4,608	\$4,772	\$6,542	\$6,726

Pennsylvania-American Water Company - WW CSS McKeesport Operations
401K and Defined Contribution Plan (DCP) Expense

					Gross Other Benefits 401k, DCP, ESPP					
				Original Hire	Defined Contribution	Defined Contribution Plan				
Line #	Cost Center	Cost Center Name	Job	Date	Plan 2021	2022	2019 ESPP	2020 ESPP	2021 ESPP	2022 ESPP
Non-Collective Bargaining Unit Salary										
1	241205	MCKEWW-Admin & Gen	Sr Supvr Operations	3/10/2008	\$4,707	\$4,874	\$128	\$132	\$134	\$139
2	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008	3,957	4,097	-	-	-	-
3	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982	4,394	4,550	-	-	-	-
4	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003	4,878	5,051	-	-	-	-
Total Non-Collective Bargaining Unit Salary					\$17,937	\$18,572	\$128	\$132	\$134	\$139
Collective Bargaining Unit										
1	241201	MCKEWW-Production	Turn Laborer UWUA 433	9/6/2011	\$3,291	\$3,411	\$0	\$0	\$0	\$0
2	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	3,531	3,660	195	199	202	209
3	241201	MCKEWW-Production	Turn Laborer UWUA 433	6/1/2009	3,291	3,411	-	-	-	-
4	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	3,580	3,712	-	-	-	-
5	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	3,686	3,821	-	-	-	-
6	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	3,741	3,876	-	-	-	-
7	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	3,741	3,876	619	634	641	664
8	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	3,580	3,712	-	-	-	-
9	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	3,403	3,529	-	-	-	-
10	241201	MCKEWW-Production	General Laborer UWUA 433	4/2/2012	2,696	2,795	-	-	-	-
11	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	3,809	3,950	-	-	-	-
12	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/3/1999	3,519	3,648	194	199	201	208
13	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	2,696	2,795	-	-	-	-
14	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	3,403	3,529	-	-	-	-
15	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	3,291	3,411	454	464	470	487
16	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	3,291	3,411	907	929	940	975
17	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	3,403	3,529	-	-	-	-
18	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	5/5/2008	3,026	3,136	-	-	-	-
19	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	3,580	3,712	493	505	511	530
20	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	2,787	2,890	-	-	-	-
21	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	3,580	3,712	493	505	511	530
22	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	3,989	4,136	-	-	-	-
23	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	2,696	2,795	-	-	-	-
24	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	3,026	3,136	-	-	-	-
25	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	3,580	3,712	987	1,010	1,023	1,060
26	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	1/9/2012	3,809	3,950	-	-	-	-
27	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	3,686	3,821	-	-	-	-
28	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	3,026	3,136	-	-	-	-
29	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	3,291	3,411	-	-	-	-
Total Collective Bargaining Unit					\$98,025	\$101,624	\$4,341	\$4,446	\$4,500	\$4,665
Non-Collective Bargaining Unit Hourly										
1	241201	MCKEWW-Production	Lead Plant Operator	11/9/2010	\$3,281	\$3,397	\$0	\$0	\$0	\$0
2	241206	MCKEWW-Field Service	Admin Support Rep (N)	4/27/2015	1,795	1,859	-	-	-	-
3	241206	MCKEWW-Field Service	Admin Support Rep (N)	12/2/2009	1,792	1,856	-	-	-	-
Total Non-Collective Bargaining Unit Hourly					\$6,869	\$7,112	\$0	\$0	\$0	\$0

Other Post-Employment Benefits (OPEB) and Retiree Medical

Pennsylvania-American Water Company
Other Post Employment Benefits (OPEB)
Pro Forma Adjustment

	2019 Per Books	Adjustment	2019 Pro forma Expense
Pro Forma OPEB Cost - Service Costs	\$805,564	(\$451,693)	\$353,871
Retiree Medical VEBA	177,785		177,785
Subtotal	983,349	(451,693)	531,656
Capitalization Rate			37.18%
Pro Forma OPEB Cost - Service Costs and Retiree Medical VEBA Capitalized	(450,846)	253,176	(197,670)
Pro Forma OPEB Cost - Non-Service Costs	(7,485,192)	5,086,898	(2,398,294)
OPEB Cost - ASC 715 (FAS 106) and Retiree VEBA Medical	(6,952,689)	4,888,381	(2,064,308)
Total 2019 Pro forma OPEB Expense Adjustment			<u>\$4,888,381</u>

	2019 Pro forma Expense	Adjustment	2020 Pro forma Expense
Pro Forma OPEB Cost - Service Costs	\$353,871	\$28,775	\$382,646
Retiree Medical VEBA	177,785	19,615	197,400
Subtotal	531,656	48,390	580,046
Capitalization Rate	37.18%		37.18%
Pro Forma OPEB Cost - Service Costs Capitalized	(197,670)	(17,991)	(215,661)
Pro Forma OPEB Cost - Non-Service Costs	(2,398,294)	(495,500)	(2,893,794)
OPEB Cost - ASC 715 (FAS 106) and Retiree VEBA Medical	(2,064,308)	(465,102)	(2,529,409)
Total 2020 Pro forma OPEB Expense Adjustment			<u>(\$465,102)</u>

American Water
Allocation of 2019 Post-Retirement Welfare Cost - Revised EROA
Not Reflecting Purchase Accounting
Based on census data collected as of July 1, 2018

Based on census data collected as of July 1, 2018

Company	GAAP							Union Medical		Non-Union Medical		Life Insurance VEBA		Pro Forma	
	FAS 106			Retiree		Service		Service		Service		Service		Service	
	Allocation	Cost	Expense	Contribution		Cost		Expense	Cost	Expense	Cost	Expense	Cost	Expense	Cost
	<u>Code</u>	Count	Allocation %	Allocation	Allocation	Allocation		Allocation	Allocation	Allocation	Allocation	Allocation	Allocation	Allocation	Allocation
PENNSYLVANIA - AM	1024	1,694	22.77%	(6,140,649)	371,401	938,066	25.70%	(4,096,226)	583,962	(1,832,252)	257,359	(212,171)	96,512	(2,044,423)	353,871

Based on census data collected as of July 1, 2019

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Pennsylvania-American Water Company - Water Operations Excl. Steelton
Other Post Employment Benefits (OPEB)

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
<u>Collective Bargaining Unit</u>					
1	244506	WARR-Field Services	Plant Operator/Utilityperson U5370	1/4/2006	\$600
2	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	600
3	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	600
4	241106	PITT-Field Services	Compressor Operator U537P	1/11/2006	600
5	241106	PITT-Field Services	Pipeline Inspector U537P	2/21/2006	600
6	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	600
7	240106	CORP-Field Services	Meter Serviceman U537P	3/20/2006	600
8	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	600
9	249103	WILK-Cust Service	Serviceperson U648S	3/27/2006	600
10	241106	PITT-Field Services	Utility Person U537P	4/3/2006	600
11	241106	PITT-Field Services	Backhoe Operator U537P	4/10/2006	600
12	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	600
13	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	600
14	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	600
15	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	600
16	241106	PITT-Field Services	Utility Person U537P	5/10/2006	600
17	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	600
18	241106	PITT-Field Services	Utility Person U537P	5/11/2006	600
19	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	600
20	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	600
21	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	600
22	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	600
23	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	600
24	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	600
25	244406	KITT-Field Services	Utility Person U537O	6/2/2006	600
26	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	600
27	245106	NORR-Field Services	Relief Utility Person F473N	6/19/2006	600
28	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	600
29	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	600
30	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	600
31	245201	YARD-Production	Plant Operator F473Y	7/5/2006	600
32	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	600
33	241106	PITT-Field Services	Utility Person U537P	7/17/2006	600
34	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	600
35	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	600
36	246106	MECH-Field Services	Utility Person U648R	11/13/2006	600
37	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	600
38	241106	PITT-Field Services	Utility Person U537P	3/5/2007	600
39	241106	PITT-Field Services	Utility Person U537P	3/5/2007	600
40	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	600
41	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007	600
42	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	600
43	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	600
44	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	600
45	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	600
46	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	600
47	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	600

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Other Post Employment Benefits (OPEB)

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
48	246106	MECH-Field Services	Utility Person U648R	7/9/2007	600
49	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	600
50	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	600
51	249106	WILK-Field Services	M/C Utility Person U648S	7/16/2007	600
52	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	600
53	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	600
54	241106	PITT-Field Services	Utility Person U537P	7/23/2007	600
55	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	600
56	245106	NORR-Field Services	Relief Utility Person F473N	8/6/2007	600
57	244101	INDI-Production	Operator U537O	8/13/2007	600
58	249106	WILK-Field Services	M/C Crew Leader U648S	8/20/2007	600
59	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	600
60	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	600
61	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	600
62	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	600
63	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	600
64	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	10/1/2007	600
65	245201	YARD-Production	Plant Operator F473Y	10/8/2007	600
66	241106	PITT-Field Services	Utility Person U537P	10/22/2007	600
67	249106	WILK-Field Services	Dump Truck Driver U648S	10/22/2007	600
68	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	600
69	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	600
70	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	600
71	244606	KANE-Field Services	Subforeman U537O	1/7/2008	600
72	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	600
73	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	600
74	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	600
75	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	600
76	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	600
77	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	600
78	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	600
79	245106	NORR-Field Services	Relief Utility Person F473N	7/28/2008	600
80	241106	PITT-Field Services	Utility Person U537P	8/4/2008	600
81	241106	PITT-Field Services	Utility Person U537P	8/11/2008	600
82	240106	CORP-Field Services	Distribution Records Clerk U537O	8/18/2008	600
83	245101	NORR-Production	Maint&Relief F473N	10/6/2008	600
84	242103	MCMR-Cust Service	Distribution System Serviceman U537O	11/10/2008	600
85	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	600
86	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	600
87	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	600
88	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	600
89	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	600
90	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	600
91	242206	MONVA-Field Services	Utility Person U537O	3/9/2009	600
92	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	600
93	242306	UNTN-Field Services	Utility Person U537O	4/13/2009	600
94	241106	PITT-Field Services	Utility Person U537P	5/4/2009	600
95	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	600

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Other Post Employment Benefits (OPEB)

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
96	242103	MCMR-Cust Service	Meter Reader U537O	6/17/2009	600
97	245106	NORR-Field Services	Relief Utility Person F473N	6/30/2009	600
98	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	600
99	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	600
100	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	600
101	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	600
102	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	600
103	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	600
104	240106	CORP-Field Services	Meter Serviceman U537P	7/27/2009	600
105	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	600
106	244406	KITT-Field Services	Utility Person U537O	8/18/2009	600
107	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	600
108	242306	UNTN-Field Services	Utility Person U537O	9/14/2009	600
109	241106	PITT-Field Services	Compressor Operator U537P	9/29/2009	600
110	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	600
111	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	600
112	242106	MCMR-Field Services	Utility Person U537O	11/2/2009	600
113	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	600
114	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	600
115	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	600
116	240106	CORP-Field Services	Meter Repair Person U537P, U648S	3/23/2010	600
117	249106	WILK-Field Services	M/C Crew Leader U648S	3/29/2010	600
118	243152	NEWC-Ellwood	Operator U537O	5/10/2010	600
119	245101	NORR-Production	Plant Operator F473N	6/21/2010	600
120	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/12/2010	600
121	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	600
122	242206	MONVA-Field Services	Utility Person U537O	11/9/2010	600
123	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/8/2010	600
124	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	600
125	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	600
126	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	600
127	244103	INDI-Cust Service	Utility Person U537O	11/22/2010	600
128	241151	PITT-Production Haye	Maint & Relief U537P	12/20/2010	600
129	243106	NEWC-Field Services	Utility Person U537O	12/27/2010	600
130	242103	MCMR-Cust Service	Distribution System Serviceman U537O	1/3/2011	600
131	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	600
132	243151	NEWC-New Castle	Maintenance Person U537O	1/10/2011	600
133	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	3/14/2011	600
134	241152	PITT-Production Aldr	Operator U537P	3/14/2011	600
135	244206	PUNX-Field Services	Utility Person U537O	3/14/2011	600
136	243306	BUTL-Field Services	Utility Person U537O	5/24/2011	600
137	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	600
138	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	600
139	242106	MCMR-Field Services	Utility Person U537O	8/24/2011	600
140	242306	UNTN-Field Services	Utility Person U537O	9/6/2011	600
141	242206	MONVA-Field Services	Utility Person U537O	8/29/2011	600
142	242106	MCMR-Field Services	Utility Person U537O	9/7/2011	600
143	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	600

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Other Post Employment Benefits (OPEB)

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
144	243106	NEWC-Field Services	Utility Person U537O	9/26/2011	600
145	244306	CLAR-Field Services	Utility Person U537O	10/11/2011	600
146	244103	INDI-Cust Service	Utility Person U537O	10/17/2011	600
147	242206	MONVA-Field Services	Subforeman U537O	10/3/2011	600
148	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	600
149	242106	MCMR-Field Services	Utility Person U537O	11/7/2011	600
150	241106	PITT-Field Services	Utility Person U537P	12/5/2011	600
151	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	600
152	241151	PITT-Production Haye	Operator U537P	4/28/2014	600
153	245101	NORR-Production	Maint&Relief F473N	9/28/2015	600
154	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/2012	600
155	242106	MCMR-Field Services	Utility Person U537O	2/4/2013	600
156	242105	MCMR-Admin & Gen	Utility Clerk U537O	3/18/2013	600
157	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	600
158	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	600
159	242106	MCMR-Field Services	Utility Person U537O	5/1/2013	600
160	242106	MCMR-Field Services	Utility Person U537O	4/30/2013	600
161	244101	INDI-Production	Operator U537O	5/13/2013	600
162	244306	CLAR-Field Services	Utility Person U537O	5/15/2013	600
163	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	600
164	244606	KANE-Field Services	Utility Person U537O	5/28/2013	600
165	244406	KITT-Field Services	Distribution System Serviceman U537O	5/28/2013	600
166	241106	PITT-Field Services	Utility Person U537P	6/3/2013	600
167	242106	MCMR-Field Services	Utility Person U537O	6/3/2013	600
168	241106	PITT-Field Services	Utility Person U537P	6/11/2013	600
169	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	600
170	244506	WARR-Field Services	Subforeman U537O	6/26/2013	600
171	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	600
172	246152	MECH-Silver Springs	Plant Operator U648R	7/8/2013	600
173	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	600
174	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	600
175	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	600
176	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	600
177	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	600
178	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	600
179	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	600
180	241103	PITT-Cust Service	Meter Serviceman U537P	2/18/2014	600
181	249106	WILK-Field Services	M/C Utility Person U648S	3/10/2014	600
182	245101	NORR-Production	Plant Operator F473N	3/17/2014	600
183	244206	PUNX-Field Services	Utility Person U537O	5/27/2014	600
184	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	600
185	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014	600
186	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	600
187	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	600
188	244506	WARR-Field Services	Utility Person U537O	10/27/2014	600
189	244506	WARR-Field Services	Utility Person U537O	10/28/2014	600
190	240106	CORP-Field Services	Meter Serviceman U537P	11/25/2014	600
191	240106	CORP-Field Services	Meter Serviceman U537P	12/8/2014	600

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Other Post Employment Benefits (OPEB)

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
192	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	600
193	241106	PITT-Field Services	Utility Person U537P	12/16/2014	600
194	241106	PITT-Field Services	Utility Person U537P	12/9/2014	600
195	241106	PITT-Field Services	Utility Person U537P	12/15/2014	600
196	249106	WILK-Field Services	M/C Crew Leader U648S	1/19/2015	600
197	243151	NEWC-New Castle	Operator U537O	11/16/2015	600
198	249106	WILK-Field Services	M/C Utility Person U648S	11/17/2015	600
199	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	600
200	241151	PITT-Production Haye	Operator U537P	11/16/2015	600
201	244101	INDI-Production	Operator U537O	12/1/2015	600
202	241106	PITT-Field Services	Service Crew Driver U537P	12/21/2015	600
203	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	600
204	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	600
205	244606	KANE-Field Services	Utility Person U537O	2/15/2016	600
206	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	600
207	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	600
208	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	600
209	249158	WILK-Lake Scranton	Plant Operator U648S	3/7/2016	600
210	249106	WILK-Field Services	M/C Utility Person U648S	3/15/2016	600
211	242103	MCMR-Cust Service	Distribution System Serviceman U537O	3/22/2016	600
212	242303	UNTN-Cust Service	Distribution System Serviceman U537O	3/28/2016	600
213	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	600
214	241106	PITT-Field Services	Dump Truck Driver U537P	4/12/2016	600
215	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	600
216	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	600
217	249106	WILK-Field Services	M/C Crew Leader U648S	4/18/2016	600
218	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016	600
219	245106	NORR-Field Services	Relief Utility Person F473N	6/6/2016	600
220	249106	WILK-Field Services	M/C Crew Leader U648S	6/13/2016	600
221	243151	NEWC-New Castle	Operator U537O	8/8/2016	600
222	245206	YARD-Field Services	Utility B F473Y	8/15/2016	600
223	246106	MECH-Field Services	Utility Person U648R	10/24/2016	600
224	240117	CORP-Water Quality	Lab Tech/IPP Compliance	5/26/2009	600
225	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	600
226	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	600
227	240106	CORP-Field Services	Meter Serviceman U537P	1/30/2017	600
228	245106	NORR-Field Services	Relief Utility Person F473N	2/13/2017	600
229	243152	NEWC-Ellwood	Operator U537O	2/20/2017	600
230	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	600
231	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	600
232	249160	WILK-Watres	Plant Operator U648S	4/24/2017	600
233	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	600
234	249106	WILK-Field Services	M/C Crew Leader U648S	6/19/2017	600
235	245201	YARD-Production	Plant Operator F473Y	6/19/2017	600
236	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/17/2017	600
237	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	600
238	249158	WILK-Lake Scranton	Plant Operator U648S	8/28/2017	600
239	249159	WILK-Nesbitt	Plant Operator U648S	8/21/2017	600

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Other Post Employment Benefits (OPEB)

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
240	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	600
241	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	600
242	244601	KANE-Production	Operator U537O	11/6/2017	600
243	249160	WILK-Watres	Plant Operator U648S	12/4/2017	600
244	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	600
245	240117	CORP-Water Quality	Lab Technician II UWUA 433	10/26/2015	600
246	243152	NEWC-Ellwood	Operator U537O	1/2/2018	600
247	241106	PITT-Field Services	Garage Attendant	1/8/2018	600
248	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	600
249	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/31/2018	600
250	241151	PITT-Production Haye	Operator U537P	1/29/2018	600
251	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	600
252	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	600
253	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	600
254	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	600
255	245206	YARD-Field Services	Utility B F473Y	3/26/2018	600
256	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	600
257	249160	WILK-Watres	Plant Operator U648S	4/30/2018	600
258	243106	NEWC-Field Services	Utility Person U537O	4/23/2018	600
259	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	600
260	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	600
261	249106	WILK-Field Services	M/C Crew Leader U648S	5/1/2018	600
262	246106	MECH-Field Services	Utility Person U648R	5/14/2018	600
263	249106	WILK-Field Services	M/C Utility Person U648S	6/5/2018	600
264	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	600
265	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	600
266	249103	WILK-Cust Service	Serviceperson U648S	6/18/2018	600
267	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	7/3/2018	600
268	241106	PITT-Field Services	Backhoe Operator U537P	7/9/2018	600
269	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	600
270	241106	PITT-Field Services	Utility Person B U537P	7/10/2018	600
271	241106	PITT-Field Services	Utility Person B U537P	7/16/2018	600
272	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	600
273	243103	NEWC-Cust Service	Distribution System Serviceman U537O	7/3/2018	600
274	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	600
275	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	600
276	241106	PITT-Field Services	Compressor Operator U537P	7/24/2018	600
277	243106	NEWC-Field Services	Utility Person U537O	7/9/2018	600
278	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	600
279	241106	PITT-Field Services	Utility Person B U537P	7/23/2018	600
280	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	600
281	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	600
282	240106	CORP-Field Services	Meter Serviceman U537P	8/29/2018	600
283	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	600
284	246152	MECH-Silver Springs	Plant Operator U648R	10/8/2018	600
285	243152	NEWC-Ellwood	Helper/Relief Operator U537O	10/15/2018	600
286	243151	NEWC-New Castle	Helper/Relief Operator U537O	10/22/2018	600
287	249158	WILK-Lake Scranton	Plant Operator U648S	10/22/2018	600

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Other Post Employment Benefits (OPEB)

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
288	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	600
289	242206	MONVA-Field Services	Utility Person U537O	10/22/2018	600
290	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	600
291	242203	MONVAL-Cust Service	Distribution System Serviceman U537O	11/5/2018	600
292	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	600
293	245106	NORR-Field Services	Relief Utility Person F473N	12/3/2018	600
294	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	600
295	249103	WILK-Cust Service	Serviceperson U648S	1/14/2019	600
296	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	600
297	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	600
298	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	600
299	245106	NORR-Field Services	Relief Utility Person F473N	2/25/2019	600
300	243106	NEWC-Field Services	Utility Person U537O	2/27/2019	600
301	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	600
302	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	600
303	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	600
304	246152	MECH-Silver Springs	Plant Operator U648R	5/27/2019	600
305	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	600
306	240117	CORP-Water Quality	Lab Tech (N)	7/8/2019	600
307	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	600
308	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	600
309	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	600
310	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	600
311	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	600
312	241106	PITT-Field Services	Compressor Operator U537P	7/29/2019	600
313	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	600
314	249160	WILK-Watres	Plant Operator U648S	7/31/2019	600
315	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	600
316	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	600
317	243301	BUTL-Production	Operator U537O	8/5/2019	600
318	242103	MCMR-Cust Service	Distribution System Serviceman U537O	8/12/2019	600
319	241106	PITT-Field Services	Utility Person B U537P	8/12/2019	600
320	244601	KANE-Production	Operator U537O	9/9/2019	600
321	243151	NEWC-New Castle	Operator U537O	9/23/2019	600
322	243301	BUTL-Production	Operator U537O	9/23/2019	600
323	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	600
324	245101	NORR-Production	Maint&Relief F473N	10/7/2019	600
325	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	600
326	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	600
327	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	10/5/1992	600
328	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	600
329	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	600
Total					<u>\$197,400</u>

Pennsylvania-American Water Company - Water Steelton Operations
Other Post Employment Benefits (OPEB)

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
<u>Collective Bargaining Unit</u>					
1	241401	STNW-Production	Lead Plant Operator	10/9/2019	\$600
2	241401	STNW-Production	Plant Operator	10/9/2019	600
3	241406	STNW-Field Service	Utility Person	10/9/2019	600
4	241406	STNW-Field Service	Utility Person	10/9/2019	600
5	241406	STNW-Field Service	Utility Person	10/9/2019	600
6	241401	STNW-Production	Plant Operator	10/9/2019	600
Total					<u><u>\$3,600</u></u>

Pension

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Pension**

Pension

	2020 Gross Amount	Capital Rate	Capitalized Service Costs	2020 Pro forma Expense
Pro Forma Pension Cost - Service Costs	\$5,449,743	37.18%	\$2,026,214	\$3,423,529
Pro Forma Pension Cost - Non-Service Costs	(1,855,124)			(1,855,124)
Pro Forma Pension Cost - ASC 715 (FAS 87) Accrual	\$3,594,619			\$1,568,405
10 yr amortization of Deferred Pension Liability - PWAC				(\$1,479,089)
10 yr amortization of Deferred Pension Liability - Service Company				(479,329)
Total 10 yr amortization of Deferred Pension Liability				(1,958,418)
Total Pro Forma Pension Expense				(\$390,013)

Purchased Power

Pennsylvania American Water Company
Water Segment - Water Excluding Steelton
Purchased Power by Vendor
2019 Actual through 2022 Forecast

Test Year Actual Data - Bill Month Report From Engie System																		
Segment	Vendor Name	Rate Note	Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total		
Water Excl. Steelton	Adams Electric Cooperative, PA Total			\$43	\$42	\$43	\$42	\$42	\$42	\$42	\$42	\$42	\$42	\$42	\$43	\$508		
Water Excl. Steelton	Blakely Electric Light Company Total			9,646	9,413	9,553	8,581	8,875	9,008	9,234	8,448	8,429	8,294	9,486	0	98,967		
Water Excl. Steelton	Borough of Ellwood City Total			1,232	1,292	1,263	1,401	1,197	1,237	1,233	1,350	1,226	1,250	1,193	1,337	15,210		
Water Excl. Steelton	Central Electric Cooperative, Inc./PA Total			692	689	539	652	591	420	420	515	497	394	533	567	6,509		
Water Excl. Steelton	Citizens Electric Company Total			1,279	903	806	748	720	684	786	1,048	856	841	901	50	9,622		
Water Excl. Steelton	Constellation NewEnergy/4640 Total			452,659	457,092	447,796	417,256	398,121	423,553	433,767	432,333	445,408	386,636	400,372	384,924	5,079,919		
Water Excl. Steelton	Duquesne Light Company Total			42,071	64,964	65,907	58,847	58,587	59,047	62,694	63,156	60,701	58,303	54,803	52,896	701,976		
Water Excl. Steelton	ENGIE Resources Total			210,417	208,696	192,171	191,607	187,280	178,947	180,396	177,024	181,402	178,311	187,899	174,235	2,248,384		
Water Excl. Steelton	Knox Energy Cooperative Association, Inc Total			92	113	85	47	21	5	1	2	2	19	58	0	445		
Water Excl. Steelton	Met-Ed/3687 Total			14,862	14,803	14,018	13,800	571	(497)	(346)	(219)	347	883	1,862	1,742	61,827		
Water Excl. Steelton	National Fuel/371835 Total			0	0	0	0	0	0	25	12	94	(31)	13	51	163		
Water Excl. Steelton	PECO/37629 Total			19,819	26,360	26,535	25,509	25,017	26,680	29,753	30,207	29,036	28,623	29,438	31,295	328,271		
Water Excl. Steelton	Penelec/3687 Total			25,176	24,615	24,624	22,864	22,403	19,991	20,528	19,143	19,414	17,963	18,600	19,582	254,901		
Water Excl. Steelton	Penn Power Total			8,317	27,925	16,540	19,364	19,932	17,759	19,442	30,587	40,736	39,762	28,537	30,758	299,660		
Water Excl. Steelton	Pennsylvania-American Water Company Total			0	0	0	0	35	966	1,156	1,167	772	1,347	1,121	1,233	7,796		
Water Excl. Steelton	Pike County Light & Power Company Total			985	1,638	1,481	887	984	504	1,104	738	697	723	821	126	10,688		
Water Excl. Steelton	PPL Electric Utilities/Allentown Total			44,251	44,985	43,669	43,005	42,843	46,658	47,622	47,291	47,415	48,054	50,263	45,384	551,439		
Water Excl. Steelton	Talen Energy Marketing LLC Total			232,965	233,641	229,981	214,745	214,431	217,527	218,667	212,253	240,285	226,140	246,279	100,835	2,587,749		
Water Excl. Steelton	UGI Utilities Inc Total			23,976	23,731	22,594	20,893	18,983	15,983	18,417	19,485	18,869	17,898	19,831	4,401	225,060		
Water Excl. Steelton	United Electric Cooperative, Inc.-PA Total			5,249	5,535	5,409	4,951	2,117	1,879	1,823	1,753	1,749	1,415	3,142	5,237	40,260		
Water Excl. Steelton	Watsonstown Borough Total			25	27	25	21	20	20	20	20	20	20	20	22	259		
Water Excl. Steelton	West Penn Power Total			52,741	55,795	53,269	50,053	49,328	51,141	53,940	53,650	52,749	56,470	59,350	55,775	644,261		
Water Excl. Steelton Total				\$1,146,496	\$1,202,258	\$1,156,309	\$1,095,274	\$1,052,098	\$1,071,554	\$1,100,721	\$1,100,005	\$1,150,744	\$1,073,357	\$1,114,564	\$910,494	\$13,173,875		

Test Year Bill Adjustments - removal of closed accounts, credit balances and 12 months of activity for all active accounts																		
Segment	Vendor Name	Rate Note	Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total		
Water Excl. Steelton	Adams Electric Cooperative, PA Total			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Water Excl. Steelton	Blakely Electric Light Company Total			0	0	0	0	0	0	0	0	0	0	0	8,997	8,997		
Water Excl. Steelton	Borough of Ellwood City Total			0	0	0	0	0	0	0	0	0	0	0	0	0		
Water Excl. Steelton	Central Electric Cooperative, Inc./PA Total			0	0	17	0	0	0	0	0	0	0	0	84	101		
Water Excl. Steelton	Citizens Electric Company Total			0	0	0	0	0	0	0	0	0	0	0	823	823		
Water Excl. Steelton	Constellation NewEnergy/4640 Total			73	48	97	82	18,721	211	183	138	184	257	74	10,132	30,199		
Water Excl. Steelton	Duquesne Light Company Total			417	383	383	383	383	383	383	383	383	383	0	186	4,054		
Water Excl. Steelton	ENGIE Resources Total			329	299	18	7	80	176	2	14	1	2	1	27,185	28,113		
Water Excl. Steelton	Knox Energy Cooperative Association, Inc Total			0	0	0	0	0	0	0	0	0	0	0	40	40		
Water Excl. Steelton	Met-Ed/3687 Total			1,180	1,137	1,096	1,047	13,031	12,960	12,909	12,433	12,383	12,335	12,275	12,536	105,323		
Water Excl. Steelton	National Fuel/371835 Total			27	27	27	27	27	27	0	0	0	31	0	0	194		
Water Excl. Steelton	PECO/37629 Total			0	0	0	0	0	0	0	0	0	0	0	206	206		
Water Excl. Steelton	Penelec/3687 Total			0	0	0	0	0	0	0	0	0	0	23	563	585		
Water Excl. Steelton	Penn Power Total			28,242	9,126	19,926	16,790	16,078	17,120	15,294	0	0	0	0	59	122,635		
Water Excl. Steelton	Pennsylvania-American Water Company Total			974	974	974	974	0	0	0	0	0	0	0	0	3,898		
Water Excl. Steelton	Pike County Light & Power Company Total			0	0	0	0	0	0	0	0	0	0	0	0	0		
Water Excl. Steelton	PPL Electric Utilities/Allentown Total			358	322	166	157	0	157	0	0	0	0	0	4,775	5,935		
Water Excl. Steelton	Talen Energy Marketing LLC Total			328	384	360	365	2,121	371	253	384	269	205	161	126,550	131,748		
Water Excl. Steelton	UGI Utilities Inc Total			588	475	452	1,089	380	320	368	390	377	358	800	16,288	21,884		
Water Excl. Steelton	United Electric Cooperative, Inc.-PA Total			0	0	0	0	0	0	0	0	0	0	0	0	0		
Water Excl. Steelton	Watsonstown Borough Total			0	0	0	0	0	0	0	0	0	0	0	0	0		
Water Excl. Steelton	West Penn Power Total			282	279	427	308	318	299	689	710	575	547	373	2,676	7,482		
Water Excl. Steelton Total				\$32,798	\$13,453	\$23,943	\$21,230	\$51,138	\$32,025	\$30,083	\$14,452	\$14,173	\$14,118	\$13,707	\$211,099	\$472,217		

Pennsylvania American Water Company
Water Segment - Water Excluding Steelton
Purchased Power by Vendor
2019 Actual through 2022 Forecast

		Adjusted Test Year Data														
Segment	Vendor Name	Rate Note	Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
Water Excl. Steelton	Adams Electric Cooperative, PA Total			\$43	\$42	\$43	\$42	\$42	\$42	\$42	\$42	\$42	\$42	\$42	\$43	\$508
Water Excl. Steelton	Blakely Electric Light Company Total			9,646	9,413	9,553	8,581	8,875	9,008	9,234	8,448	8,429	8,294	9,486	8,997	107,964
Water Excl. Steelton	Borough of Ellwood City Total			1,232	1,292	1,263	1,401	1,197	1,237	1,233	1,350	1,226	1,250	1,193	1,337	15,210
Water Excl. Steelton	Central Electric Cooperative, Inc./PA Total			692	689	556	652	591	420	420	515	497	394	533	651	6,610
Water Excl. Steelton	Citizens Electric Company Total			1,279	903	806	748	720	684	786	1,048	856	841	901	874	10,446
Water Excl. Steelton	Constellation NewEnergy/4640 Total			452,732	457,140	447,893	417,338	416,842	423,765	433,950	432,471	445,592	386,893	400,446	395,056	5,110,118
Water Excl. Steelton	Duquesne Light Company Total			42,487	65,347	66,291	59,230	58,970	59,431	63,077	63,540	61,085	58,686	54,803	53,083	706,030
Water Excl. Steelton	ENGIE Resources Total			210,746	208,994	192,190	191,614	187,359	179,123	180,398	177,038	181,403	178,312	187,900	201,420	2,276,497
Water Excl. Steelton	Knox Energy Cooperative Association, Inc Total			92	113	85	47	21	5	1	2	2	19	58	40	485
Water Excl. Steelton	Met-Ed/3687 Total			16,043	15,940	15,114	14,846	13,603	12,463	12,564	12,214	12,730	13,217	14,137	14,278	167,149
Water Excl. Steelton	National Fuel/371835 Total			27	27	27	27	27	27	25	12	94	0	13	51	357
Water Excl. Steelton	PECO/37629 Total			19,819	26,360	26,535	25,509	25,017	26,680	29,753	30,207	29,036	28,623	29,438	31,500	328,477
Water Excl. Steelton	Penelec/3687 Total			25,176	24,615	24,624	22,864	22,403	19,991	20,528	19,143	19,414	17,963	18,623	20,144	255,487
Water Excl. Steelton	Penn Power Total			36,559	37,051	36,466	36,154	36,010	34,879	34,737	30,587	40,736	39,762	28,537	30,817	422,295
Water Excl. Steelton	Pennsylvania-American Water Company Total			974	974	974	974	35	966	1,156	1,167	772	1,347	1,121	1,233	11,694
Water Excl. Steelton	Pike County Light & Power Company Total			985	1,638	1,481	887	984	504	1,104	738	697	723	821	126	10,688
Water Excl. Steelton	PPL Electric Utilities/Allentown Total			44,609	45,307	43,834	43,162	42,843	46,815	47,622	47,291	47,415	48,054	50,263	50,159	557,374
Water Excl. Steelton	Talen Energy Marketing LLC Total			233,293	234,024	230,341	215,110	216,552	217,898	218,920	212,637	240,554	226,344	246,440	227,384	2,719,497
Water Excl. Steelton	UGI Utilities Inc Total			24,564	24,205	23,046	21,982	19,363	16,303	18,785	19,875	19,247	18,256	20,631	20,689	246,944
Water Excl. Steelton	United Electric Cooperative, Inc.-PA Total			5,249	5,535	5,409	4,951	2,117	1,879	1,823	1,753	1,749	1,415	3,142	5,237	40,260
Water Excl. Steelton	Watsontown Borough Total			25	27	25	21	20	20	20	20	20	20	20	22	259
Water Excl. Steelton	West Penn Power Total			53,023	56,075	53,695	50,361	49,646	51,441	54,629	54,359	53,324	57,017	59,723	58,450	651,743
Water Excl. Steelton Total				\$1,179,294	\$1,215,711	\$1,180,252	\$1,116,504	\$1,103,235	\$1,103,579	\$1,130,804	\$1,114,456	\$1,164,917	\$1,087,475	\$1,128,271	\$1,121,593	\$13,646,092

Future Test Year - Adjusted for rate changes																
Segment	Vendor Name	Rate Note	Change	2020 Jan	2020 Feb	2020 Mar	2020 Apr	2020 May	2020 Jun	2020 Jul	2020 Aug	2020 Sep	2020 Oct	2020 Nov	2020 Dec	2020 Total
Water Excl. Steelton	Adams Electric Cooperative, PA Total			\$43	\$42	\$43	\$42	\$42	\$42	\$42	\$42	\$42	\$42	\$42	\$43	\$508
Water Excl. Steelton	Blakely Electric Light Company Total			9,646	9,413	9,553	8,581	8,875	9,008	9,234	8,448	8,429	8,294	9,486	8,997	107,964
Water Excl. Steelton	Borough of Ellwood City Total			1,232	1,292	1,263	1,401	1,197	1,237	1,233	1,350	1,226	1,250	1,193	1,337	15,210
Water Excl. Steelton	Central Electric Cooperative, Inc./PA Total			692	689	556	652	591	420	420	515	497	394	533	651	6,610
Water Excl. Steelton	Citizens Electric Company Total			1,279	903	806	748	720	684	786	1,048	856	841	901	874	10,446
Water Excl. Steelton	Constellation NewEnergy/4640 Total	1	-10%	391,706	398,661	391,452	362,982	361,247	368,624	376,672	385,588	400,018	347,421	359,673	354,770	4,498,813
Water Excl. Steelton	Duquesne Light Company Total			42,487	65,347	66,291	59,230	58,970	59,431	63,077	63,540	61,085	58,686	54,803	53,083	706,030
Water Excl. Steelton	ENGIE Resources Total	2	-15%	179,134	177,645	163,361	162,872	159,255	152,255	153,338	150,482	154,192	151,566	159,715	171,207	1,935,023
Water Excl. Steelton	Knox Energy Cooperative Association, Inc Total			92	113	85	47	21	5	1	2	2	19	58	40	485
Water Excl. Steelton	Met-Ed/3687 Total			16,043	15,940	15,114	14,846	13,603	12,463	12,564	12,214	12,730	13,217	14,137	14,278	167,149
Water Excl. Steelton	National Fuel/371835 Total			27	27	27	27	27	27	25	12	94	0	13	51	357
Water Excl. Steelton	PECO/37629 Total			19,819	26,360	26,535	25,509	25,017	26,680	29,753	30,207	29,036	28,623	29,438	31,500	328,477
Water Excl. Steelton	Penelec/3687 Total			25,176	24,615	24,624	22,864	22,403	19,991	20,528	19,143	19,414	17,963	18,623	20,144	255,487
Water Excl. Steelton	Penn Power Total			33,957	34,408	34,001	33,596	33,517	32,673	32,601	28,783	39,661	38,694	27,471	29,733	399,094
Water Excl. Steelton	Pennsylvania-American Water Company Total			974	974	974	974	35	966	1,156	1,167	772	1,347	1,121	1,233	11,694
Water Excl. Steelton	Pike County Light & Power Company Total			985	1,638	1,481	887	984	504	1,104	738	697	723	821	126	10,688
Water Excl. Steelton	PPL Electric Utilities/Allentown Total			44,609	45,307	43,834	43,162	42,843	46,815	47,622	47,291	47,415	48,054	50,263	50,159	557,374
Water Excl. Steelton	Talen Energy Marketing LLC Total	3	-10%	209,964	210,622	207,307	193,599	194,897	196,108	197,028	191,373	216,498	203,710	221,796	204,646	2,447,548
Water Excl. Steelton	UGI Utilities Inc Total			24,564	24,205	23,046	21,982	19,363	16,303	18,785	19,875	19,247	18,256	20,631	20,689	246,944
Water Excl. Steelton	United Electric Cooperative, Inc.-PA Total			5,249	5,535	5,409	4,951	2,117	1,879	1,823	1,753	1,749	1,415	3,142	5,237	40,260
Water Excl. Steelton	Watsontown Borough Total			25	27	25	21	20	20	20	20	20	20	20	22	259
Water Excl. Steelton	West Penn Power Total			53,023	56,075	53,695	50,361	49,646	51,441	54,629	54,359	53,324	57,017	59,723	58,450	651,743
Water Excl. Steelton Total				\$1,060,725	\$1,099,839	\$1,069,482	\$1,009,336	\$995,388	\$997,574	\$1,022,439	\$1,017,950	\$1,067,002	\$997,553	\$1,033,603	\$1,027,271	\$12,398,162

Pennsylvania American Water Company
Water Segment - Water Excluding Steelton
Purchased Power by Vendor
2019 Actual through 2022 Forecast

Fully Forecasted Future Test Year Rate Year 1 - Adjusted for rate changes																
Segment	Vendor Name	Rate Note	Change	2021 Jan	2021 Feb	2021 Mar	2021 Apr	2021 May	2021 Jun	2021 Jul	2021 Aug	2021 Sep	2021 Oct	2021 Nov	2021 Dec	2021 Total
Water Excl. Steelton	Adams Electric Cooperative, PA Total			\$43	\$42	\$43	\$42	\$42	\$42	\$42	\$42	\$42	\$42	\$42	\$42	\$508
Water Excl. Steelton	Blakely Electric Light Company Total			9,646	9,413	9,553	8,581	8,875	9,008	9,234	8,448	8,429	8,294	9,486	8,997	107,964
Water Excl. Steelton	Borough of Ellwood City Total			1,232	1,292	1,263	1,401	1,197	1,237	1,233	1,350	1,226	1,250	1,193	1,337	15,210
Water Excl. Steelton	Central Electric Cooperative, Inc./PA Total			692	689	556	652	591	420	420	515	497	394	533	651	6,610
Water Excl. Steelton	Citizens Electric Company Total			1,279	903	806	748	720	684	786	1,048	856	841	901	874	10,446
Water Excl. Steelton	Constellation NewEnergy/4640 Total			391,706	398,661	391,452	362,982	361,247	368,624	376,672	385,588	400,018	347,421	359,673	354,770	4,498,813
Water Excl. Steelton	Duquesne Light Company Total			42,487	65,347	66,291	59,230	58,970	59,431	63,077	63,540	61,085	58,686	54,803	53,083	706,030
Water Excl. Steelton	ENGIE Resources Total			179,134	177,645	163,361	162,872	159,255	152,255	153,338	150,482	154,192	151,566	159,715	171,207	1,935,023
Water Excl. Steelton	Knox Energy Cooperative Association, Inc Total			92	113	85	47	21	5	1	2	2	19	58	40	485
Water Excl. Steelton	Met-Ed/3687 Total			16,043	15,940	15,114	14,846	13,603	12,463	12,564	12,214	12,730	13,217	14,137	14,278	167,149
Water Excl. Steelton	National Fuel/371835 Total			27	27	27	27	27	27	25	12	94	0	13	51	357
Water Excl. Steelton	PECO/37629 Total			19,819	26,360	26,535	25,509	25,017	26,680	29,753	30,207	29,036	28,623	29,438	31,500	328,477
Water Excl. Steelton	Penelec/3687 Total			25,176	24,615	24,624	22,864	22,403	19,991	20,528	19,143	19,414	17,963	18,623	20,144	255,487
Water Excl. Steelton	Penn Power Total			33,957	34,408	34,001	33,596	33,517	32,673	32,601	28,783	39,661	38,694	27,471	29,733	399,094
Water Excl. Steelton	Pennsylvania-American Water Company Total			974	974	974	974	35	966	1,156	1,167	772	1,347	1,121	1,233	11,694
Water Excl. Steelton	Pike County Light & Power Company Total			985	1,638	1,481	887	984	504	1,104	738	697	723	821	126	10,688
Water Excl. Steelton	PPL Electric Utilities/Allentown Total			44,609	45,307	43,834	43,162	42,843	46,815	47,622	47,291	47,415	48,054	50,263	50,159	557,374
Water Excl. Steelton	Talen Energy Marketing LLC Total			209,964	210,622	207,307	193,599	194,897	196,108	197,028	191,373	216,498	203,710	221,796	204,646	2,447,548
Water Excl. Steelton	UGI Utilities Inc Total			24,564	24,205	23,046	21,982	19,363	16,303	18,785	19,875	19,247	18,256	20,631	20,689	246,944
Water Excl. Steelton	United Electric Cooperative, Inc.-PA Total			5,249	5,535	5,409	4,951	2,117	1,879	1,823	1,753	1,749	1,415	3,142	5,237	40,260
Water Excl. Steelton	Watsontown Borough Total			25	27	25	21	20	20	20	20	20	20	20	22	259
Water Excl. Steelton	West Penn Power Total			53,023	56,075	53,695	50,361	49,646	51,441	54,629	54,359	53,324	57,017	59,723	58,450	651,743
Water Excl. Steelton Total				\$1,060,725	\$1,099,839	\$1,069,482	\$1,009,336	\$995,388	\$997,574	\$1,022,439	\$1,017,950	\$1,067,002	\$997,553	\$1,033,603	\$1,027,271	\$12,398,162

Fully Forecasted Future Test Year Rate Year 2 - Adjusted for rate changes																
Segment	Vendor Name	Rate Note	Change	2022 Jan	2022 Feb	2022 Mar	2022 Apr	2022 May	2022 Jun	2022 Jul	2022 Aug	2022 Sep	2022 Oct	2022 Nov	2022 Dec	2022 Total
Water Excl. Steelton	Adams Electric Cooperative, PA Total			\$43	\$42	\$43	\$42	\$42	\$42	\$42	\$42	\$42	\$42	\$42	\$43	\$508
Water Excl. Steelton	Blakely Electric Light Company Total			9,646	9,413	9,553	8,581	8,875	9,008	9,234	8,448	8,429	8,294	9,486	8,997	107,964
Water Excl. Steelton	Borough of Ellwood City Total			1,232	1,292	1,263	1,401	1,197	1,237	1,233	1,350	1,226	1,250	1,193	1,337	15,210
Water Excl. Steelton	Central Electric Cooperative, Inc./PA Total			692	689	556	652	591	420	420	515	497	394	533	651	6,610
Water Excl. Steelton	Citizens Electric Company Total			1,279	903	806	748	720	684	786	1,048	856	841	901	874	10,446
Water Excl. Steelton	Constellation NewEnergy/4640 Total	4	-2%	383,872	390,688	383,623	355,722	354,022	361,251	369,139	377,876	392,017	340,473	352,479	347,674	4,408,837
Water Excl. Steelton	Duquesne Light Company Total			42,487	65,347	66,291	59,230	58,970	59,431	63,077	63,540	61,085	58,686	54,803	53,083	706,030
Water Excl. Steelton	ENGIE Resources Total			179,134	177,645	163,361	162,872	159,255	152,255	153,338	150,482	154,192	151,566	159,715	171,207	1,935,023
Water Excl. Steelton	Knox Energy Cooperative Association, Inc Total			92	113	85	47	21	5	1	2	2	19	58	40	485
Water Excl. Steelton	Met-Ed/3687 Total			16,043	15,940	15,114	14,846	13,603	12,463	12,564	12,214	12,730	13,217	14,137	14,278	167,149
Water Excl. Steelton	National Fuel/371835 Total			27	27	27	27	27	27	25	12	94	0	13	51	357
Water Excl. Steelton	PECO/37629 Total			19,819	26,360	26,535	25,509	25,017	26,680	29,753	30,207	29,036	28,623	29,438	31,500	328,477
Water Excl. Steelton	Penelec/3687 Total			25,176	24,615	24,624	22,864	22,403	19,991	20,528	19,143	19,414	17,963	18,623	20,144	255,487
Water Excl. Steelton	Penn Power Total			33,957	34,408	34,001	33,596	33,517	32,673	32,601	28,783	39,661	38,694	27,471	29,733	399,094
Water Excl. Steelton	Pennsylvania-American Water Company Total			974	974	974	974	35	966	1,156	1,167	772	1,347	1,121	1,233	11,694
Water Excl. Steelton	Pike County Light & Power Company Total			985	1,638	1,481	887	984	504	1,104	738	697	723	821	126	10,688
Water Excl. Steelton	PPL Electric Utilities/Allentown Total			44,609	45,307	43,834	43,162	42,843	46,815	47,622	47,291	47,415	48,054	50,263	50,159	557,374
Water Excl. Steelton	Talen Energy Marketing LLC Total			209,964	210,622	207,307	193,599	194,897	196,108	197,028	191,373	216,498	203,710	221,796	204,646	2,447,548
Water Excl. Steelton	UGI Utilities Inc Total			24,564	24,205	23,046	21,982	19,363	16,303	18,785	19,875	19,247	18,256	20,631	20,689	246,944
Water Excl. Steelton	United Electric Cooperative, Inc.-PA Total			5,249	5,535	5,409	4,951	2,117	1,879	1,823	1,753	1,749	1,415	3,142	5,237	40,260
Water Excl. Steelton	Watsontown Borough Total			25	27	25	21	20	20	20	20	20	20	20	22	259
Water Excl. Steelton	West Penn Power Total			53,023	56,075	53,695	50,361	49,646	51,441	54,629	54,359	53,324	57,017	59,723	58,450	651,743
Water Excl. Steelton Total				\$1,052,891	\$1,091,865	\$1,061,653	\$1,002,076	\$988,163	\$990,202	\$1,014,906	\$1,010,238	\$1,059,001	\$990,605	\$1,026,410	\$1,020,176	\$12,308,186

Note

- 1 Constellation NewEnergy has a 10% rate reduction in starting in January 2020 due to a new negotiated contract through 2022
- 2 ENGIE Resources has a 15% rate reduction in starting in January 2020 due to a new negotiated contract through 2022
- 3 Talen Energy Marketing LLC has a 10% rate reduction in starting in January 2020 due to a new negotiated contract through 2022
- 4 Constellation NewEnergy has a rate reduction of 2% beginning Jan 2022 due to a new negotiated contract through 2022

Pennsylvania American Water Company
Water Segment - Steelton
Purchased Power by Vendor
2019 Actual through 2022 Forecast

			Test Year Data - Bill Month Report From Engie System												
Segment	Vendor Name	Rate Note Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
Water Steelton	PPL Electric Utilities/Allentown Total		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$6,630	\$9,961	\$10,927	\$27,518
Water Steelton Total			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$6,630	\$9,961	\$10,927	\$27,518

			Test Year Bill Adjustments												
Segment	Vendor Name	Rate Note Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
Water Steelton	PPL Electric Utilities/Allentown Total		\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$0	\$0	\$0	\$82,554
Water Steelton Total			\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$0	\$0	\$0	\$82,554

			Adjusted Test Year Data												
Segment	Vendor Name	Rate Note Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
Water Steelton	PPL Electric Utilities/Allentown Total		\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$6,630	\$9,961	\$10,927	\$110,072
Water Steelton Total			\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$6,630	\$9,961	\$10,927	\$110,072

			Future Test Year - adjusted for rate changes												
Segment	Vendor Name	Rate Note Change	2020 Jan	2020 Feb	2020 Mar	2020 Apr	2020 May	2020 Jun	2020 Jul	2020 Aug	2020 Sep	2020 Oct	2020 Nov	2020 Dec	2020 Total
Water Steelton	PPL Electric Utilities/Allentown Total		\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$6,630	\$9,961	\$10,927	\$110,072
Water Steelton Total			\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$6,630	\$9,961	\$10,927	\$110,072

			Fully Forecasted Future Test Year Rate Year 1 - adjusted for rate changes												
Segment	Vendor Name	Rate Note Change	2021 Jan	2021 Feb	2021 Mar	2021 Apr	2021 May	2021 Jun	2021 Jul	2021 Aug	2021 Sep	2021 Oct	2021 Nov	2021 Dec	2021 Total
Water Steelton	PPL Electric Utilities/Allentown Total		\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$6,630	\$9,961	\$10,927	\$110,072
Water Steelton Total			\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$6,630	\$9,961	\$10,927	\$110,072

			Fully Forecasted Future Test Year Rate Year 2 - adjusted for rate changes												
Segment	Vendor Name	Rate Note Change	2022 Jan	2022 Feb	2022 Mar	2022 Apr	2022 May	2022 Jun	2022 Jul	2022 Aug	2022 Sep	2022 Oct	2022 Nov	2022 Dec	2022 Total
Water Steelton	PPL Electric Utilities/Allentown Total		\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$6,630	\$9,961	\$10,927	\$110,072
Water Steelton Total			\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$9,173	\$6,630	\$9,961	\$10,927	\$110,072

Pennsylvania American Water Company
Wastewater Segment - Wastewater SSS Excl. Sadsbury and Exeter
Purchased Power by Vendor
2019 Actual through 2022 Forecast

Test Year Data - Bill Month Report From Engie System																
Segment	Vendor Name	Note	Rate Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
WW SSS Excl. Sadsbury and Exeter	Adams Electric Cooperative, PA Total			\$45	\$43	\$44	\$41	\$40	\$44	\$40	\$40	\$40	\$40	\$41	\$0	\$458
WW SSS Excl. Sadsbury and Exeter	Champion Energy Services, LLC/4723 Total			476	0	0	0	0	0	0	0	0	0	0	0	476
WW SSS Excl. Sadsbury and Exeter	Constellation NewEnergy/4640 Total			72,703	68,588	62,724	60,259	55,290	58,956	60,911	60,937	52,631	40,608	49,226	53,187	696,021
WW SSS Excl. Sadsbury and Exeter	ENGIE Resources Total			8,360	9,266	8,028	5,983	5,797	5,105	5,406	5,039	5,442	5,151	6,679	7,488	77,745
WW SSS Excl. Sadsbury and Exeter	Met-Ed/3687 Total			4,476	4,610	4,385	4,131	3,912	3,602	3,381	3,441	3,227	3,246	3,811	3,971	46,192
WW SSS Excl. Sadsbury and Exeter	PECO/37629 Total			6,407	7,785	7,810	7,700	7,161	7,804	8,328	7,983	7,844	6,261	6,484	7,050	88,618
WW SSS Excl. Sadsbury and Exeter	Penelec/3687 Total			2,654	2,740	2,622	2,151	1,661	1,617	1,416	1,105	1,092	1,597	2,629	2,493	23,776
WW SSS Excl. Sadsbury and Exeter	Penn Power Total			195	235	198	180	148	126	121	130	118	122	125	144	1,842
WW SSS Excl. Sadsbury and Exeter	PPL Electric Utilities/Allentown Total			4,304	4,219	4,332	3,614	3,557	3,843	4,392	5,909	5,303	5,921	6,594	6,867	58,855
WW SSS Excl. Sadsbury and Exeter	Talen Energy Marketing LLC Total			8,546	8,538	7,503	7,473	6,987	6,546	6,242	6,461	6,461	7,181	8,584	262	80,784
WW SSS Excl. Sadsbury and Exeter	UGI Utilities Inc Total			1,556	1,773	1,564	341	75	78	77	75	97	553	1,914	74	8,176
WW SSS Excl. Sadsbury and Exeter	West Penn Power Total			2,825	2,480	2,354	2,253	2,218	2,325	2,564	2,497	2,534	2,808	2,977	3,234	31,069
WW SSS Excl. Sadsbury and Exeter Total				\$112,548	\$110,277	\$101,565	\$94,126	\$86,845	\$90,047	\$92,879	\$93,616	\$84,791	\$73,487	\$89,063	\$84,771	\$1,114,014

Test Year Bill Adjustments																
Segment	Vendor Name	Note	Rate Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
WW SSS Excl. Sadsbury and Exeter	Adams Electric Cooperative, PA Total			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$42	\$42
WW SSS Excl. Sadsbury and Exeter	Champion Energy Services, LLC/4723 Total			0	0	0	0	0	0	0	0	0	0	0	0	0
WW SSS Excl. Sadsbury and Exeter	Constellation NewEnergy/4640 Total			0	0	0	0	0	0	0	0	0	0	0	1,946	1,949
WW SSS Excl. Sadsbury and Exeter	ENGIE Resources Total			0	0	0	0	0	0	0	0	0	0	0	357	357
WW SSS Excl. Sadsbury and Exeter	Met-Ed/3687 Total			0	0	0	0	0	0	0	0	0	0	0	0	0
WW SSS Excl. Sadsbury and Exeter	PECO/37629 Total			252	0	0	0	0	0	0	0	0	0	0	0	252
WW SSS Excl. Sadsbury and Exeter	Penelec/3687 Total			0	0	0	0	0	0	0	0	0	0	0	0	0
WW SSS Excl. Sadsbury and Exeter	Penn Power Total			0	0	0	0	0	0	0	0	0	0	0	0	0
WW SSS Excl. Sadsbury and Exeter	PPL Electric Utilities/Allentown Total			1,908	1,908	1,908	1,908	1,908	1,908	1,120	0	0	0	0	249	12,815
WW SSS Excl. Sadsbury and Exeter	Talen Energy Marketing LLC Total			0	0	0	0	0	0	0	0	0	0	0	7,142	7,142
WW SSS Excl. Sadsbury and Exeter	UGI Utilities Inc Total			31	35	31	7	1	2	2	2	2	11	38	688	850
WW SSS Excl. Sadsbury and Exeter	West Penn Power Total			0	0	0	0	0	0	0	0	0	0	0	0	0
WW SSS Excl. Sadsbury and Exeter Total				\$2,191	\$1,943	\$1,939	\$1,915	\$1,909	\$1,910	\$1,122	\$2	\$2	\$12	\$38	\$10,424	\$23,407

Adjusted Test Year Data																
Segment	Vendor Name	Note	Rate Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
WW SSS Excl. Sadsbury and Exeter	Adams Electric Cooperative, PA Total			\$45	\$43	\$44	\$41	\$40	\$44	\$40	\$40	\$40	\$40	\$41	\$42	\$500
WW SSS Excl. Sadsbury and Exeter	Champion Energy Services, LLC/4723 Total			476	0	0	0	0	0	0	0	0	0	0	0	476
WW SSS Excl. Sadsbury and Exeter	Constellation NewEnergy/4640 Total			72,703	68,588	62,724	60,259	55,290	58,957	60,911	60,938	52,632	40,608	49,226	55,133	697,970
WW SSS Excl. Sadsbury and Exeter	ENGIE Resources Total			8,360	9,266	8,028	5,983	5,797	5,105	5,406	5,039	5,442	5,151	6,679	7,845	78,103
WW SSS Excl. Sadsbury and Exeter	Met-Ed/3687 Total			4,476	4,610	4,385	4,131	3,912	3,602	3,381	3,441	3,227	3,246	3,811	3,971	46,192
WW SSS Excl. Sadsbury and Exeter	PECO/37629 Total			6,659	7,785	7,810	7,700	7,161	7,804	8,328	7,983	7,844	6,261	6,484	7,050	88,870
WW SSS Excl. Sadsbury and Exeter	Peneldec/3687 Total			2,654	2,740	2,622	2,151	1,661	1,617	1,416	1,105	1,092	1,597	2,629	2,493	23,776
WW SSS Excl. Sadsbury and Exeter	Penn Power Total			195	235	198	180	148	126	121	130	118	122	125	144	1,842
WW SSS Excl. Sadsbury and Exeter	PPL Electric Utilities/Allentown Total			6,212	6,127	6,240	5,522	5,464	5,751	5,512	5,909	5,303	5,921	6,594	7,116	71,670
WW SSS Excl. Sadsbury and Exeter	Talen Energy Marketing LLC Total			8,546	8,538	7,503	7,473	6,987	6,546	6,242	6,461	6,461	7,181	8,584	7,404	87,926
WW SSS Excl. Sadsbury and Exeter	UGI Utilities Inc Total			1,587	1,809	1,595	348	76	79	78	77	99	564	1,952	762	9,027
WW SSS Excl. Sadsbury and Exeter	West Penn Power Total			2,825	2,480	2,354	2,253	2,218	2,325	2,564	2,497	2,534	2,808	2,977	3,234	31,069
WW SSS Excl. Sadsbury and Exeter Total				\$114,738	\$112,220	\$103,504	\$96,041	\$88,755	\$91,957	\$94,001	\$93,618	\$84,793	\$73,498	\$89,101	\$95,195	\$1,137,421

Pennsylvania American Water Company
Wastewater Segment - Wastewater SSS Excl. Sadsbury and Exeter
Purchased Power by Vendor
2019 Actual through 2022 Forecast

Future Test Year - adjusted for rate changes																
Segment	Vendor Name	Note	Rate Change	2020 Jan	2020 Feb	2020 Mar	2020 Apr	2020 May	2020 Jun	2020 Jul	2020 Aug	2020 Sep	2020 Oct	2020 Nov	2020 Dec	2020 Total
WW SSS Excl. Sadsbury and Exeter	Adams Electric Cooperative, PA Total			\$45	\$43	\$44	\$41	\$40	\$44	\$40	\$40	\$40	\$40	\$41	\$42	\$500
WW SSS Excl. Sadsbury and Exeter	Champion Energy Services, LLC/4723 Total			476	0	0	0	0	0	0	0	0	0	0	0	476
WW SSS Excl. Sadsbury and Exeter	Constellation NewEnergy/4640 Total	1	-10%	65,433	61,729	56,452	54,233	49,761	53,061	54,820	54,844	47,369	36,547	44,303	49,620	628,173
WW SSS Excl. Sadsbury and Exeter	ENGIE Resources Total	2	-15%	7,111	7,883	6,828	5,088	4,930	4,342	4,598	4,286	4,629	4,382	5,682	6,676	66,434
WW SSS Excl. Sadsbury and Exeter	Met-Ed/3687 Total			4,476	4,610	4,385	4,131	3,912	3,602	3,381	3,441	3,227	3,246	3,811	3,971	46,192
WW SSS Excl. Sadsbury and Exeter	PECO/37629 Total			6,659	7,785	7,810	7,700	7,161	7,804	8,328	7,983	7,844	6,261	6,484	7,050	88,870
WW SSS Excl. Sadsbury and Exeter	Penelec/3687 Total			2,654	2,740	2,622	2,151	1,661	1,617	1,416	1,105	1,092	1,597	2,629	2,493	23,776
WW SSS Excl. Sadsbury and Exeter	Penn Power Total			195	235	198	180	148	126	121	130	118	122	125	144	1,842
WW SSS Excl. Sadsbury and Exeter	PPL Electric Utilities/Allentown Total			6,212	6,127	6,240	5,522	5,464	5,751	5,512	5,909	5,303	5,921	6,594	7,116	71,670
WW SSS Excl. Sadsbury and Exeter	Talen Energy Marketing LLC Total	3	-10%	7,691	7,684	6,753	6,726	6,288	5,892	5,618	5,815	5,815	6,463	7,726	6,664	79,133
WW SSS Excl. Sadsbury and Exeter	UGI Utilities Inc Total			1,587	1,809	1,595	348	76	79	78	77	99	564	1,952	762	9,027
WW SSS Excl. Sadsbury and Exeter	West Penn Power Total			2,825	2,480	2,354	2,253	2,218	2,325	2,564	2,497	2,534	2,808	2,977	3,234	31,069
WW SSS Excl. Sadsbury and Exeter Total				\$105,364	\$103,125	\$95,281	\$88,373	\$81,660	\$84,643	\$86,477	\$86,125	\$78,071	\$67,950	\$82,323	\$87,772	\$1,047,163

Fully Forecasted Future Test Year Rate Year 1 - adjusted for rate changes																
Segment	Vendor Name	Note	Rate Change	2021 Jan	2021 Feb	2021 Mar	2021 Apr	2021 May	2021 Jun	2021 Jul	2021 Aug	2021 Sep	2021 Oct	2021 Nov	2021 Dec	2021 Total
WW SSS Excl. Sadsbury and Exeter	Adams Electric Cooperative, PA Total			\$45	\$43	\$44	\$41	\$40	\$44	\$40	\$40	\$40	\$40	\$41	\$42	\$500
WW SSS Excl. Sadsbury and Exeter	Champion Energy Services, LLC/4723 Total			476	0	0	0	0	0	0	0	0	0	0	0	476
WW SSS Excl. Sadsbury and Exeter	Constellation NewEnergy/4640 Total	4		67,099	63,396	58,118	55,900	51,428	54,728	56,487	56,511	49,035	38,214	45,970	51,286	648,172
WW SSS Excl. Sadsbury and Exeter	ENGIE Resources Total			7,111	7,883	6,828	5,088	4,930	4,342	4,598	4,286	4,629	4,382	5,682	6,676	66,434
WW SSS Excl. Sadsbury and Exeter	Met-Ed/3687 Total			4,476	4,610	4,385	4,131	3,912	3,602	3,381	3,441	3,227	3,246	3,811	3,971	46,192
WW SSS Excl. Sadsbury and Exeter	PECO/37629 Total			6,659	7,785	7,810	7,700	7,161	7,804	8,328	7,983	7,844	6,261	6,484	7,050	88,870
WW SSS Excl. Sadsbury and Exeter	Penelec/3687 Total			2,654	2,740	2,622	2,151	1,661	1,617	1,416	1,105	1,092	1,597	2,629	2,493	23,776
WW SSS Excl. Sadsbury and Exeter	Penn Power Total			195	235	198	180	148	126	121	130	118	122	125	144	1,842
WW SSS Excl. Sadsbury and Exeter	PPL Electric Utilities/Allentown Total			6,212	6,127	6,240	5,522	5,464	5,751	5,512	5,909	5,303	5,921	6,594	7,116	71,670
WW SSS Excl. Sadsbury and Exeter	Talen Energy Marketing LLC Total	5		8,108	8,101	7,170	7,143	6,705	6,308	6,035	6,231	6,879	8,142	7,080	84,133	84,133
WW SSS Excl. Sadsbury and Exeter	UGI Utilities Inc Total			1,587	1,809	1,595	348	76	79	78	77	99	564	1,952	762	9,027
WW SSS Excl. Sadsbury and Exeter	West Penn Power Total			2,825	2,480	2,354	2,253	2,218	2,325	2,564	2,497	2,534	2,808	2,977	3,234	31,069
WW SSS Excl. Sadsbury and Exeter Total				\$107,447	\$105,208	\$97,364	\$90,457	\$83,744	\$86,726	\$88,560	\$88,209	\$80,154	\$70,033	\$84,406	\$89,855	\$1,072,163

Fully Forecasted Future Test Year Rate Year 2 - adjusted for rate changes																
Segment	Vendor Name	Note	Rate Change	2022 Jan	2022 Feb	2022 Mar	2022 Apr	2022 May	2022 Jun	2022 Jul	2022 Aug	2022 Sep	2022 Oct	2022 Nov	2022 Dec	2022 Total
WW SSS Excl. Sadsbury and Exeter	Adams Electric Cooperative, PA Total			\$45	\$43	\$44	\$41	\$40	\$44	\$40	\$40	\$40	\$40	\$41	\$42	\$500
WW SSS Excl. Sadsbury and Exeter	Champion Energy Services, LLC/4723 Total			476	0	0	0	0	0	0	0	0	0	0	0	476
WW SSS Excl. Sadsbury and Exeter	Constellation NewEnergy/4640 Total	6	-2%	65,757	62,128	56,956	54,782	50,399	53,633	55,357	55,380	48,055	37,450	45,051	50,261	635,209
WW SSS Excl. Sadsbury and Exeter	ENGIE Resources Total			7,111	7,883	6,828	5,088	4,930	4,342	4,598	4,286	4,629	4,382	5,682	6,676	66,434
WW SSS Excl. Sadsbury and Exeter	Met-Ed/3687 Total			4,476	4,610	4,385	4,131	3,912	3,602	3,381	3,441	3,227	3,246	3,811	3,971	46,192
WW SSS Excl. Sadsbury and Exeter	PECO/37629 Total			6,659	7,785	7,810	7,700	7,161	7,804	8,328	7,983	7,844	6,261	6,484	7,050	88,870
WW SSS Excl. Sadsbury and Exeter	Penelec/3687 Total			2,654	2,740	2,622	2,151	1,661	1,617	1,416	1,105	1,092	1,597	2,629	2,493	23,776
WW SSS Excl. Sadsbury and Exeter	Penn Power Total			195	235	198	180	148	126	121	130	118	122	125	144	1,842
WW SSS Excl. Sadsbury and Exeter	PPL Electric Utilities/Allentown Total			6,212	6,127	6,240	5,522	5,464	5,751	5,512	5,909	5,303	5,921	6,594	7,116	71,670
WW SSS Excl. Sadsbury and Exeter	Talen Energy Marketing LLC Total			8,108	8,101	7,170	7,143	6,705	6,308	6,035	6,231	6,879	8,142	7,080	84,133	84,133
WW SSS Excl. Sadsbury and Exeter	UGI Utilities Inc Total			1,587	1,809	1,595	348	76	79	78	77	99	564	1,952	762	9,027
WW SSS Excl. Sadsbury and Exeter	West Penn Power Total			2,825	2,480	2,354	2,253	2,218	2,325	2,564	2,497	2,534	2,808	2,977	3,234	31,069
WW SSS Excl. Sadsbury and Exeter Total				\$106,105	\$103,940	\$96,202	\$89,339	\$82,715	\$85,632	\$87,430	\$87,078	\$79,173	\$69,269	\$83,487	\$88,829	\$1,059,199

Note

- 1 Constellation NewEnergy has a 10% rate reduction in starting in January 2020 due to a new negotiated contract through 2022
- 2 ENGIE Resources has a 15% rate reduction in starting in January 2020 due to a new negotiated contract through 2022
- 3 Talen Energy Marketing LLC has a 10% rate reduction in starting in January 2020 due to a new negotiated contract through 2022
- 4 Constellation NewEnergy Accounts 8177649, 8177657, 8177667, 8177678 have \$5,000 added in 2021 as a result of additional power expenses related to new UV disinfection systems
- 5 Talen Energy account 879091928835 has an additional \$5,000 per year added in 2022 due to the power needs of a new UV disinfection system
- 6 Constellation NewEnergy has a rate reduction of 2% beginning Jan 2022 due to a new negotiated contract through 2022

Pennsylvania American Water Company
Wastewater Segment - Sadsbury WW SSS
Purchased Power by Vendor
2019 Actual through 2022 Forecast

				Test Year Data - Bill Month Report From Engie System												
Segment	Vendor Name	Note	Rate Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
Sadsbury WW SSS	PECO/37629 Total			\$0	\$0	\$468	\$1,018	\$937	\$673	\$658	\$739	\$587	\$849	\$936	\$999	\$7,864
Sadsbury WW SSS Total				\$0	\$0	\$468	\$1,018	\$937	\$673	\$658	\$739	\$587	\$849	\$936	\$999	\$7,864

				Test Year Bill Adjustments												
Segment	Vendor Name	Note	Rate Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
Sadsbury WW SSS	PECO/37629 Total			\$786	\$786	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,573
Sadsbury WW SSS Total				\$786	\$786	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$1,573

				Adjusted Test Year Data												
Segment	Vendor Name	Note	Rate Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
Sadsbury WW SSS	PECO/37629 Total			\$786	\$786	\$468	\$1,018	\$937	\$673	\$658	\$739	\$587	\$849	\$936	\$999	\$9,437
Sadsbury WW SSS Total				\$786	\$786	\$468	\$1,018	\$937	\$673	\$658	\$739	\$587	\$849	\$936	\$999	\$9,437

				Future Test Year - adjusted for rate changes												
Segment	Vendor Name	Note	Rate Change	2020 Jan	2020 Feb	2020 Mar	2020 Apr	2020 May	2020 Jun	2020 Jul	2020 Aug	2020 Sep	2020 Oct	2020 Nov	2020 Dec	2020 Total
Sadsbury WW SSS	PECO/37629 Total			\$786	\$786	\$468	\$1,018	\$937	\$673	\$658	\$739	\$587	\$849	\$936	\$999	\$9,437
Sadsbury WW SSS Total				\$786	\$786	\$468	\$1,018	\$937	\$673	\$658	\$739	\$587	\$849	\$936	\$999	\$9,437

				Fully Forecasted Future Test Year Rate Year 1 - adjusted for rate changes												
Segment	Vendor Name	Note	Rate Change	2021 Jan	2021 Feb	2021 Mar	2021 Apr	2021 May	2021 Jun	2021 Jul	2021 Aug	2021 Sep	2021 Oct	2021 Nov	2021 Dec	2021 Total
Sadsbury WW SSS	PECO/37629 Total			\$786	\$786	\$468	\$1,018	\$937	\$673	\$658	\$739	\$587	\$849	\$936	\$999	\$9,437
Sadsbury WW SSS Total				\$786	\$786	\$468	\$1,018	\$937	\$673	\$658	\$739	\$587	\$849	\$936	\$999	\$9,437

				Fully Forecasted Future Test Year Rate Year 2 - adjusted for rate changes												
Segment	Vendor Name	Note	Rate Change	2022 Jan	2022 Feb	2022 Mar	2022 Apr	2022 May	2022 Jun	2022 Jul	2022 Aug	2022 Sep	2022 Oct	2022 Nov	2022 Dec	2022 Total
Sadsbury WW SSS	PECO/37629 Total			\$786	\$786	\$468	\$1,018	\$937	\$673	\$658	\$739	\$587	\$849	\$936	\$999	\$9,437
Sadsbury WW SSS Total				\$786	\$786	\$468	\$1,018	\$937	\$673	\$658	\$739	\$587	\$849	\$936	\$999	\$9,437

Pennsylvania American Water Company
Wastewater Segment - Exeter WW SSS
Purchased Power by Vendor
2019 Actual through 2022 Forecast

Test Year Data - Bill Month Report From Engie System																
Segment	Vendor Name	Note	Rate Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
Exeter WW SSS	Met-Ed/3687 Total			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$19,908	\$22,512	\$42,420
Exeter WW SSS Total				\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$19,908	\$22,512	\$42,420

Test Year Bill Adjustments																
Segment	Vendor Name	Note	Rate Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
Exeter WW SSS	Met-Ed/3687 Total			\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$0	\$725	\$216,450
Exeter WW SSS Total				\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$0	\$725	\$216,450

Adjusted Test Year Data																
Segment	Vendor Name	Note	Rate Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
Exeter WW SSS	Met-Ed/3687 Total			\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$19,908	\$23,237	\$258,870
Exeter WW SSS Total				\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$19,908	\$23,237	\$258,870

Future Test Year - adjusted for rate changes																
Segment	Vendor Name	Note	Rate Change	2020 Jan	2020 Feb	2020 Mar	2020 Apr	2020 May	2020 Jun	2020 Jul	2020 Aug	2020 Sep	2020 Oct	2020 Nov	2020 Dec	2020 Total
Exeter WW SSS	Met-Ed/3687 Total			\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$19,908	\$23,237	\$258,870
Exeter WW SSS Total				\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$19,908	\$23,237	\$258,870

Fully Forecasted Future Test Year Rate Year 1 - adjusted for rate changes																
Segment	Vendor Name	Note	Rate Change	2021 Jan	2021 Feb	2021 Mar	2021 Apr	2021 May	2021 Jun	2021 Jul	2021 Aug	2021 Sep	2021 Oct	2021 Nov	2021 Dec	2021 Total
Exeter WW SSS	Met-Ed/3687 Total			\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$19,908	\$23,237	\$258,870
Exeter WW SSS Total				\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$19,908	\$23,237	\$258,870

Fully Forecasted Future Test Year Rate Year 2 - adjusted for rate changes																
Segment	Vendor Name	Note	Rate Change	2022 Jan	2022 Feb	2022 Mar	2022 Apr	2022 May	2022 Jun	2022 Jul	2022 Aug	2022 Sep	2022 Oct	2022 Nov	2022 Dec	2022 Total
Exeter WW SSS	Met-Ed/3687 Total			\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$19,908	\$23,237	\$258,870
Exeter WW SSS Total				\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$21,573	\$19,908	\$23,237	\$258,870

Pennsylvania American Water Company
Wastewater Segment - Scranton WW CSS
Purchased Power by Vendor
2019 Actual through 2022 Forecast

			Test Year Data - Bill Month Report From Engie System													
Segment	Vendor Name	Note	Rate Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
Scranton WW CSS	ENGIE Resources Total			\$38,752	\$36,511	\$35,105	\$35,956	\$35,281	\$33,821	\$30,108	\$28,566	\$32,858	\$30,355	\$32,610	\$35,774	\$405,698
Scranton WW CSS	PPL Electric Utilities/Allentown Total			7,407	7,361	3,642	7,389	6,960	7,177	6,729	6,995	6,442	6,631	7,536	7,085	81,354
Scranton WW CSS Total				\$46,159	\$43,872	\$38,748	\$43,345	\$42,241	\$40,999	\$36,837	\$35,561	\$39,301	\$36,986	\$40,146	\$42,858	\$487,053

			Test Year Bill Adjustments													
Segment	Vendor Name	Note	Rate Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
Scranton WW CSS	ENGIE Resources Total			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Scranton WW CSS	PPL Electric Utilities/Allentown Total			1,049	1,049	102	947	0	0	0	0	0	0	0	200	3,347
Scranton WW CSS Total				\$1,049	\$1,049	\$102	\$947	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$200	\$3,347

			Adjusted Test Year Data													
Segment	Vendor Name	Note	Rate Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
Scranton WW CSS	ENGIE Resources Total			\$38,752	\$36,511	\$35,105	\$35,956	\$35,281	\$33,821	\$30,108	\$28,566	\$32,858	\$30,355	\$32,610	\$35,774	\$405,698
Scranton WW CSS	PPL Electric Utilities/Allentown Total			8,457	8,410	3,744	8,336	6,960	7,177	6,729	6,995	6,442	6,631	7,536	7,284	84,701
Scranton WW CSS Total				\$47,208	\$44,921	\$38,849	\$44,293	\$42,241	\$40,999	\$36,837	\$35,561	\$39,301	\$36,986	\$40,146	\$43,058	\$490,400

				Future Test Year - adjusted for rate changes												
Segment	Vendor Name	Note	Rate Change	2020 Jan	2020 Feb	2020 Mar	2020 Apr	2020 May	2020 Jun	2020 Jul	2020 Aug	2020 Sep	2020 Oct	2020 Nov	2020 Dec	2020 Total
Scranton WW CSS	ENGIE Resources Total	1	-15%	\$33,247	\$31,343	\$30,148	\$30,871	\$30,297	\$29,056	\$25,900	\$24,589	\$28,238	\$26,110	\$28,027	\$30,716	\$348,544
Scranton WW CSS	PPL Electric Utilities/Allentown Total			8,457	8,410	3,744	8,336	6,960	7,177	6,729	6,995	6,442	6,631	7,536	7,284	84,701
Scranton WW CSS Total				\$41,704	\$39,753	\$33,892	\$39,208	\$37,257	\$36,234	\$32,629	\$31,584	\$34,680	\$32,741	\$35,563	\$38,000	\$433,245

			Fully Forecasted Future Test Year Rate Year 1 - adjusted for rate changes													
Segment	Vendor Name	Note	Rate Change	2021 Jan	2021 Feb	2021 Mar	2021 Apr	2021 May	2021 Jun	2021 Jul	2021 Aug	2021 Sep	2021 Oct	2021 Nov	2021 Dec	2021 Total
Scranton WW CSS	ENGIE Resources Total	2		\$33,351	\$31,446	\$30,251	\$30,975	\$30,401	\$29,160	\$26,003	\$24,693	\$28,341	\$26,214	\$28,131	\$30,819	\$349,784
Scranton WW CSS	PPL Electric Utilities/Allentown Total			8,457	8,410	3,744	8,336	6,960	7,177	6,729	6,995	6,442	6,631	7,536	7,284	84,701
Scranton WW CSS Total				\$41,807	\$39,856	\$33,995	\$39,311	\$37,360	\$36,337	\$32,732	\$31,688	\$34,783	\$32,844	\$35,666	\$38,104	\$434,485

			Fully Forecasted Future Test Year Rate Year 2 - adjusted for rate changes													
Segment	Vendor Name	Note	Rate Change	2022 Jan	2022 Feb	2022 Mar	2022 Apr	2022 May	2022 Jun	2022 Jul	2022 Aug	2022 Sep	2022 Oct	2022 Nov	2022 Dec	2022 Total
Scranton WW CSS	ENGIE Resources Total	2		\$33,607	\$31,703	\$30,508	\$31,231	\$30,657	\$29,416	\$26,260	\$24,949	\$28,598	\$26,470	\$28,387	\$31,076	\$352,863
Scranton WW CSS	PPL Electric Utilities/Allentown Total			8,457	8,410	3,744	8,336	6,960	7,177	6,729	6,995	6,442	6,631	7,536	7,284	84,701
Scranton WW CSS Total				\$42,064	\$40,113	\$34,252	\$39,568	\$37,617	\$36,594	\$32,989	\$31,944	\$35,040	\$33,101	\$35,923	\$38,360	\$437,565

Note

- ENGIE Resources has a 15% rate reduction in starting in January 2020 due to a new negotiated contract through 2022
- Engie account 9562800005 has \$3,700 added to 2020, \$1,240 added to 2021 and \$3,080 added to 2022 for the additional power needs related to new facilities.

Pennsylvania American Water Company
Wastewater Segment - McKeesport WW CSS
Purchased Power by Vendor
2019 Actual through 2022 Forecast

			Test Year Data - Bill Month Report From Engie System												
Segment	Vendor Name	Rate Note Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
McKeesport WW CSS	Constellation NewEnergy/4640 Total		\$48,514	\$50,867	\$46,039	\$41,364	\$42,068	\$40,787	\$39,414	\$36,820	\$32,941	\$39,981	\$46,083	\$48,448	\$513,326
McKeesport WW CSS	Duquesne Light Company Total		16,238	23,328	20,564	20,958	20,366	21,668	21,240	18,707	18,022	20,525	21,335	21,816	244,767
McKeesport WW CSS	Peoples/644760 Total		1,531	1,499	1,274	548	97	48	45	44	47	62	704	1,217	7,117
McKeesport WW CSS Total			66,283.35	75,693.79	67,877.70	62,870.20	62,531.21	62,503.98	60,698.31	55,570.47	51,009.65	60,567.80	68,122.89	71,480.66	765,210.01

			Test Year Bill Adjustments												
Segment	Vendor Name	Rate Note Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
McKeesport WW CSS	Constellation NewEnergy/4640 Total		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
McKeesport WW CSS	Duquesne Light Company Total		0	0	0	0	0	0	0	0	0	0	0	0	0
McKeesport WW CSS	Peoples/644760 Total		0	0	0	0	0	0	0	0	0	0	0	0	0
McKeesport WW CSS Total			0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

			Adjusted Test Year Data												
Segment	Vendor Name	Rate Note Change	2019 Jan	2019 Feb	2019 Mar	2019 Apr	2019 May	2019 Jun	2019 Jul	2019 Aug	2019 Sep	2019 Oct	2019 Nov	2019 Dec	2019 Total
McKeesport WW CSS	Constellation NewEnergy/4640 Total		\$48,514	\$50,867	\$46,039	\$41,364	\$42,068	\$40,787	\$39,414	\$36,820	\$32,941	\$39,981	\$46,083	\$48,448	\$513,326
McKeesport WW CSS	Duquesne Light Company Total		16,238	23,328	20,564	20,958	20,366	21,668	21,240	18,707	18,022	20,525	21,335	21,816	244,767
McKeesport WW CSS	Peoples/644760 Total		1,531	1,499	1,274	548	97	48	45	44	47	62	704	1,217	7,117
McKeesport WW CSS Total			\$66,283	\$75,694	\$67,878	\$62,870	\$62,531	\$62,504	\$60,698	\$55,570	\$51,010	\$60,568	\$68,123	\$71,481	\$765,210

			Future Test Year - adjusted for rate changes												
Segment	Vendor Name	Rate Note Change	2020 Jan	2020 Feb	2020 Mar	2020 Apr	2020 May	2020 Jun	2020 Jul	2020 Aug	2020 Sep	2020 Oct	2020 Nov	2020 Dec	2020 Total
McKeesport WW CSS	Constellation NewEnergy/4640 Total	1 10%	\$43,663	\$45,780	\$41,435	\$37,228	\$37,861	\$36,709	\$35,472	\$33,138	\$29,647	\$35,983	\$41,475	\$43,603	\$461,994
McKeesport WW CSS	Duquesne Light Company Total		16,238	23,328	20,564	20,958	20,366	21,668	21,240	18,707	18,022	20,525	21,335	21,816	244,767
McKeesport WW CSS	Peoples/644760 Total		1,531	1,499	1,274	548	97	48	45	44	47	62	704	1,217	7,117
McKeesport WW CSS Total			\$61,432	\$70,607	\$63,274	\$58,734	\$58,324	\$58,425	\$56,757	\$51,888	\$47,716	\$56,570	\$63,515	\$66,636	\$713,877

			Fully Forecasted Future Test Year Rate Year 1 - adjusted for rate changes												
Segment	Vendor Name	Rate Note Change	2021 Jan	2021 Feb	2021 Mar	2021 Apr	2021 May	2021 Jun	2021 Jul	2021 Aug	2021 Sep	2021 Oct	2021 Nov	2021 Dec	2021 Total
McKeesport WW CSS	Constellation NewEnergy/4640 Total	2	\$43,707	\$45,824	\$41,479	\$37,272	\$37,905	\$36,752	\$35,516	\$33,182	\$29,691	\$36,027	\$41,519	\$43,647	\$462,519
McKeesport WW CSS	Duquesne Light Company Total		16,238	23,328	20,564	20,958	20,366	21,668	21,240	18,707	18,022	20,525	21,335	21,816	244,767
McKeesport WW CSS	Peoples/644760 Total		1,531	1,499	1,274	548	97	48	45	44	47	62	704	1,217	7,117
McKeesport WW CSS Total			\$61,476	\$70,651	\$63,318	\$58,778	\$58,368	\$58,469	\$56,801	\$51,932	\$47,759	\$56,613	\$63,558	\$66,680	\$714,402

			Fully Forecasted Future Test Year Rate Year 2 - adjusted for rate changes												
Segment	Vendor Name	Rate Note Change	2022 Jan	2022 Feb	2022 Mar	2022 Apr	2022 May	2022 Jun	2022 Jul	2022 Aug	2022 Sep	2022 Oct	2022 Nov	2022 Dec	2022 Total
McKeesport WW CSS	Constellation NewEnergy/4640 Total	3 -2%	\$42,876	\$44,951	\$40,693	\$36,570	\$37,191	\$36,061	\$34,850	\$32,562	\$29,141	\$35,350	\$40,732	\$42,817	\$453,793
McKeesport WW CSS	Duquesne Light Company Total		16,238	23,328	20,564	20,958	20,366	21,668	21,240	18,707	18,022	20,525	21,335	21,816	244,767
McKeesport WW CSS	Peoples/644760 Total		1,531	1,499	1,274	548	97	48	45	44	47	62	704	1,217	7,117
McKeesport WW CSS Total			\$60,645	\$69,778	\$62,532	\$58,076	\$57,654	\$57,778	\$56,134	\$51,312	\$47,209	\$55,937	\$62,772	\$65,850	\$705,677

Note

- 1 Constellation NewEnergy has a 10% rate reduction in starting in January 2020 due to a new negotiated contract through 2022
- 2 Increase of \$525 per year for Constellation account 8622834 for 2021 and 2022 due to new lift stations for Dravosburg Mine & RIDC2 locations
- 3 Constellation NewEnergy has a rate reduction of 2% beginning Jan 2022 due to a new negotiated contract through 2022

Waste Disposal

Pennsylvania-American Water Company - Water Steelton Operations

Pro Forma Costs for Acquired Operations - Steelton Water

Average daily system flow (thou. gallons)	42.358	See detail below
x Rate charged	\$21.20	per service provider tariff (Steelton Borough)
Avg daily cost	\$898	
x Days in a year	365	
Annualized cost 2020	\$327,770	
Inflation Adjustment 2021	\$334,588	
Inflation Adjustment 2022	\$341,279	

Daily System Flow (January 2020 - February 2020): Filter Backwash Waste to Sewer

Date	# of Filter Washes	Backwash Time	Plant Flow	Gallons Wasted per Filter	Daily Total Waste to Sewer
01/01/20	2	11.5	2.4	19,167	38,334
01/02/20	3	11.5	2.4	19,167	57,501
01/03/20	2	11.5	2.4	19,167	38,334
01/04/20	2	11.5	2.4	19,167	38,334
01/05/20	2	11.5	2.4	19,167	38,334
01/06/20	2	11.5	2.4	19,167	38,334
01/07/20	3	11.5	2.4	19,167	57,501
01/08/20	2	11.5	2.4	19,167	38,334
01/09/20	2	11.5	2.4	19,167	38,334
01/10/20	3	11.5	2.4	19,167	57,501
01/11/20	1	11.5	2.4	19,167	19,167
01/12/20	3	11.5	2.4	19,167	57,501
01/13/20	1	11.5	2.4	19,167	19,167
01/14/20	3	11.5	2.4	19,167	57,501
01/15/20	2	11.5	2.3	18,368	36,736
01/16/20	2	11.5	2.3	18,368	36,736
01/17/20	2	11.5	2.3	18,368	36,736
01/18/20	2	11.5	2.3	18,368	36,736
01/19/20	2	11.5	2.4	19,167	38,334
01/20/20	2	11.5	2.4	19,167	38,334
01/21/20	3	11.5	2.4	19,167	57,501
01/22/20	3	11.5	2.4	19,167	57,501
01/23/20	4	11.5	2.4	19,167	76,668
01/24/20	4	11.5	2.4	19,167	76,668
01/25/20	2	9.5	2.4	15,833	31,666
01/26/20	4	9.5	2.4	15,833	63,332
01/27/20	4	9.5	2.4	15,833	63,332
01/28/20	2	9.5	2.4	15,833	31,666
01/29/20	4	9.5	2.4	15,833	63,332
01/30/20	2	9.5	2.4	15,833	31,666
01/31/20	2	9.5	2.4	15,833	31,666
02/01/20	2	9.5	2.4	15,833	31,666
02/02/20	3	9.5	2.4	15,833	47,499
02/03/20	2	9.5	2.4	15,833	31,666
02/04/20	2	9.5	2.4	15,833	31,666
02/05/20	3	9.5	2.0	13,194	39,582
02/06/20	1	9.5	2.0	13,194	13,194
02/07/20	2	9.5	2.0	13,194	26,388
02/08/20	2	9.5	2.0	13,194	26,388
02/09/20	2	9.5	2.0	13,194	26,388
02/10/20	2	9.5	2.0	13,194	26,388
02/11/20	2	9.5	2.0	13,194	26,388
02/12/20	2	9.5	2.0	13,194	26,388

Daily System Flow (January 2020 - February 2020): Filter Backwash Waste to Sewer

Date	# of Filter Washes	Backwash Time	Plant Flow	Gallons Wasted per Filter	Daily Total Waste to Sewer
02/13/20	2	9.5	1.9	12,535	25,070
02/14/20	3	9.5	1.9	12,535	37,605
02/15/20	2	9.5	1.9	12,535	25,070
02/16/20	2	9.5	1.9	12,535	25,070
02/17/20	4	13.5	1.8	16,875	67,500
02/18/20	3	13.5	1.8	16,875	50,625
02/19/20	2	13.5	1.8	16,875	33,750
02/20/20	4	13.5	1.8	16,875	67,500
02/21/20	3	13.5	1.8	16,875	50,625
02/22/20	2	13.5	1.8	16,875	33,750
02/23/20	3	13.5	1.8	16,875	50,625
02/24/20	3	13.5	1.8	16,875	50,625
02/25/20	3	13.5	1.8	16,875	50,625
02/26/20	3	13.5	1.8	16,875	50,625
02/27/20	4	13.5	1.8	16,875	67,500
02/28/20	3	13.5	1.8	16,875	50,625
02/29/20	3	11.5	2.0	15,972	47,916

Total	2,541,494
Divided by Number of Days	60
Average Daily Flow	42,358

Pennsylvania-American Water Company - WW SSS Excl. Sadsbury and Exeter Operations

Pro Forma Costs for Acquired Operations - Turbotville WW

Turbotville (annualize expense)

Actual bills July-Dec 2019	\$5,489
divided by # days	<u>183</u>
Avg daily cost	\$30
x days in a year	<u>365</u>
Annualized cost	\$10,950
Less amount recorded in year	<u>5,489</u>
Adjustment to annualize 2020	<u>\$5,461</u>
Inflation Adjustment 2021	\$5,575
Inflation Adjustment 2022	\$5,686

Pennsylvania-American Water Company - WW SSS Exeter Operations

Pro Forma Costs for Acquired Operations - Exeter

Exeter (annualize expense)

Actual bills Nov-Dec 2019	\$35,403	See detail below
divided by # days	61	
Avg daily cost	\$580	
x days in a year	365	
Annualized cost	\$211,700	
Inflation Adjustment 2021	\$216,103	
Inflation Adjustment 2022	\$220,425	

Actual Bills Received for Service in 2019:

(Vendor: Waste Management)

Date	Sludge Tons	Price/Ton	Sludge Price	Pickup / Delivery Charge	Liner	Other Charges (Fuel, reg. cost)	Total Charges
10/31/19	0.00	\$100	\$0	\$380			\$380
11/08/19	0.00	100	0	185			185
11/13/19	0.00	100	0	370			370
11/15/19	11.83	100	1,183	195			1,378
11/15/19	11.98	100	1,198	195			1,393
11/20/19	10.88	100	1,088	195	\$25		1,308
11/20/20	10.01	100	1,001	195	25		1,221
11/22/19	12.56	100	1,256	195	25		1,476
11/26/19	12.75	100	1,275	195	25		1,495
11/19/20	0.00	100	0			\$38	38
11/29/20	0.00	100	0			3,622	3,622
11/25/19	13.12	100	1,312	390	50		1,752
11/29/19	0.00	100	0	370			370
12/04/19	11.95	100	1,195	195	25		1,415
12/05/20	0.00	100	0	185			185
12/06/19	0.00	100	0	195	25		220
12/06/19	13.15	100	1,315	195	25		1,535
12/13/19	14.28	100	1,428	195	25		1,648
12/16/19	13.93	100	1,393	195	25		1,613
12/16/19	13.50	100	1,350	195	25		1,570
12/18/19	0.00	100	0	185			185
12/20/19	0.00	100	0	370			370
12/24/19	3.93	100	393	390	50		833
12/26/19	10.40	100	1,040	195	25		1,260
12/26/19	11.90	100	1,190	195	25		1,410
12/30/19	16.43	100	1,643	195	25		1,863
12/30/19	0.00	100	0	0		6,308	6,308
Total November - December 2019 actual charges							\$35,403

Purchased Water

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Purchased Water Summary

			Base Year		Future Test Year			Rate Year 1		Rate Year 2		
District	Location	Acct Number	2019 YTD Expense	2019 Consumption Gallons (000's)	Annualized 2020 Expense	Annualized 2020 Gallons (000)	2019-2020 Variance Expense	2019-2020 Variance Gallons (000)	Annualized 2021 Expense	2020-2021 Variance Expense	Annualized 2022 Expense	2021-2022 Variance Expense
2423	RTE 711- PERRY	S-351-104-00	\$384,953	163,985	\$590,131	245,978	\$205,177	81,993	\$602,376	\$12,245	\$614,424	\$12,048
2423	104 Royal Palm Alley	S-351-104-25	334,213	140,669	338,018	140,669	3,805	-	345,032	7,014	351,933	6,901
2423	Fifth & Wine St Intercnct, Connellsvill	S-351-113-00	20,267	8,585	20,604	8,585	337	-	21,032	428	21,452	421
2423	Cramer Ave NEW	S-351-107-00	178,519	75,467	181,174	75,467	2,655	-	184,934	3,759	188,633	3,699
2423	Uniontown Booster Station	S-351-109-00	861,608	365,779	807,141	336,517	(54,466)	(29,262)	823,889	16,748	840,367	16,478
2422	Rte 51 Opferville	S-355-008-00	21,906	2,259	21,906	2,259	-	-	22,361	455	22,808	447
2422	Williamsport Rd.	S-082-201-00	2,651	278	2,651	278	-	-	2,706	55	2,760	54
2423	Rte 119 & Pine Motel	14461	20,577	1,833	20,577	1,833	-	-	21,004	427	21,424	420
2423	Airport Rd-U Town Dist	14250.1	-	-	-	-	-	-	-	-	-	-
2423	Connellsville Airport	G301-01770	-	-	-	-	-	-	-	-	-	-
2423	Connellsville Airport- 2"	14537.1	-	-	-	-	-	-	-	-	-	-
2423	Rte 119-Mt. Braddock	14250.2	-	-	-	-	-	-	-	-	-	-
2423	Mt Braddock-Percy	14250.5	-	-	-	-	-	-	-	-	-	-
2423	Lappa-Rocks Work Rd.	20428	231	17	237	17	7	-	242	5	247	5
2423	Sensus- Gallatin Ave	14250.6	-	-	-	-	-	-	-	-	-	-
2425	Rte 40 Brownsville	14289.1	9,782	9	9,782	9	-	-	9,985	203	10,185	200
2423	Breakiron Connection	050205	17,719	2,025	17,719	2,025	-	-	18,086	368	18,448	362
2411	Arlington Ave	5057737-1009331	90,515	2,800	92,432	2,800	1,917	-	94,350	1,918	96,237	1,887
2451	619 School Ln	349461	6,759	104	7,074	104	315	-	7,221	147	7,366	144
2451	Springfield Pike	2033 97	21,484	1,099	21,484	1,099	-	-	21,930	446	22,369	439
2451	Rte. 202 @ Whitpain	90017600	75,188	24,122	75,746	24,122	558	-	77,318	1,572	78,864	1,546
2464	Covered Bridge	9165	110,711	48,200	120,776	52,582	10,065	4,382	123,282	2,506	125,747	2,466
2464	Township Line @ Pumphouse	9166	13,141	3,389	13,141	3,389	-	-	13,414	273	13,682	268
2464	Sowers Ave	302	20,166	7,568	22,000	8,256	1,833	688	22,456	456	22,905	449
2425	Daisytown Road Meter Pit	40058-0	1,589	163	1,603	163	14	-	1,636	33	1,669	33
2474	302 Morea Rd, Frackville	8104900	602	29	602	29	-	-	615	12	627	12
2474	Laural Ridge, Frackville	8105000	19,746	3,880	19,746	3,880	-	-	20,156	410	20,559	403
2474	S Eleanor Ave	8104800	602	12	602	12	-	-	615	12	627	12
2459/246305	501 S. 19th St.	28656.01	112,149	25,585	112,149	25,585	(0)	-	114,476	2,327	116,766	2,290
2459/246305	Seidel St.	550470.1	7,234	2,864	7,891	3,124	657	260	8,055	164	8,216	161
2459/246305	Meter Pit at St. Lawrence Ave & Bigan	550470.2	334,344	133,423	334,570	133,423	226	-	341,512	6,942	348,342	6,830
2462	W. Penn Ave.	15544-01	6,845	1,157	6,845	1,157	-	-	6,987	142	7,127	140
							-	-	-	-	-	-
2451	DRBS-Norristown	Diversion Rights	37,371	-	38,109	-	738	-	38,900	791	39,678	778
2456	DRBC-Blue Mountain	Diversion Rights	4,872	-	4,968	-	96	-	5,071	103	5,173	101
2455	DRBC-Bangor System	Diversion Rights	53	-	54	-	1	-	55	1	56	1
2452	DRBS-Yardley	Diversion Rights	8,020	-	8,179	-	158	-	8,348	170	8,515	167
2464	DRBS-Home Royersford	Diversion Rights	6,865	-	7,001	-	136	-	7,146	145	7,289	143
							-	-	-	-	-	-
Change in Accrual/Adjustments			(152,332)	(3,112)			152,332	3,112	-	-	-	-
Totals Purchased			\$2,578,352	1,012,188	\$2,904,915	1,073,360	\$326,562	61,172	\$2,965,192	\$60,277	\$3,024,495	\$59,304

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 230 - Connellsville
 VENDOR: WESTMORELAND
 LOCATION: Perry St off Snyder Ave
 ACCT #: S-351-104-00 Snyder St 36"
 METER SIZE: 36" and 54" Snyder St 54"

Engie MAWC
Location # 2404238

2019	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total
	JAN	\$55,252	24,340	12/14/18	01/15/19	32	\$2	\$55,252	\$0	\$55,252
	FEB	54,809	24,145	01/15/19	02/19/19	35	\$2	54,809	\$0	54,809
	MAR	47,919	20,134	02/19/19	03/15/19	24	\$2	47,919	\$0	47,919
	APR	49,102	20,631	03/15/19	04/12/19	28	\$2	49,102	\$0	49,102
	MAY	45,613	19,165	04/12/19	05/14/19	32	\$2	45,613	\$0	45,613
	JUN	37,464	15,741	05/14/19	06/06/19	23	\$2	37,464	\$0	37,464
	JUL					0	\$2	0	\$0	0
	AUG					0	\$2	0	\$0	0
	SEP					0	\$2	0	\$0	0
	OCT					0	\$2	0	\$0	0
	NOV	26,528	11,146	10/30/19	11/19/19	20	\$2	26,527	\$0	26,527
	DEC	68,266	28,683	11/19/19	12/17/19	28	\$2	68,266	\$0	68,266
		\$384,953	163,985			222				

2020	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total
	JAN	\$57,930	24,340	12/14/19	01/15/20	32	\$2	\$57,929	\$0	\$57,930
	FEB	57,465	24,145	01/15/20	02/19/20	35	\$2	57,465	0	57,465
	MAR	48,398	20,134	02/19/20	03/15/20	25	\$2	48,398	0	48,398
	APR	49,593	20,631	03/15/20	04/12/20	28	\$2	49,593	0	49,593
	MAY	46,069	19,165	04/12/20	05/14/20	32	\$2	46,069	0	46,069
	JUN	37,839	15,741	05/14/20	06/06/20	23	\$2	37,838	0	37,839
	JUL	49,274	20,498	06/06/20	07/06/20	30	\$2	49,273	0	49,274
	AUG	49,274	20,498	07/06/20	08/06/20	31	\$2	49,273	0	49,274
	SEP	49,274	20,498	08/06/20	09/06/20	31	\$2	49,273	0	49,274
	OCT	49,274	20,498	09/06/20	10/06/20	30	\$2	49,273	0	49,274
	NOV	26,793	11,146	10/06/20	11/06/20	31	\$2	26,793	0	26,793
	DEC	68,949	28,683	11/06/20	12/06/20	30	\$2	68,948	0	68,949
		\$590,131	245,978			358				

Note: Westmoreland contract has 1% price increase each year on anniversary date of agreement

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 230 - Connellsville PACN-CV-SNYST-541C
 VENDOR: WESTMORELAND Snyder St 54"
 LOCATION: 102 Royal Palm Alley
 ACCT #: S-351-104-25
 METER SIZE: 2 & 8

Engie MAWC
 Location # 2404631

2019	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total
	JAN	\$6,054	2,667	12/14/18	01/15/19	32	\$2	\$6,054	\$0	\$6,054
	FEB	5,982	2,635	01/16/19	02/19/19	34	2	5,981	0	5,982
	MAR	5,762	2,421	02/20/19	03/15/19	23	2	5,762	0	5,762
	APR	5,322	2,236	03/15/19	04/12/19	28	2	5,322	0	5,322
	MAY	24,707	10,381	04/12/19	05/14/19	32	2	24,707	0	24,707
	JUN	39,187	16,465	05/14/19	06/17/19	34	2	39,187	0	39,187
	JUL	87,839	36,907	06/17/19	07/18/19	31	2	87,839	0	87,839
	AUG	71,612	30,089	07/18/19	08/15/19	28	2	71,612	0	71,612
	SEP	24,393	10,249	08/15/19	09/16/19	32	2	24,393	0	24,393
	OCT	27,658	11,621	09/16/19	10/17/19	31	2	27,658	0	27,658
	NOV	33,601	14,118	10/17/19	11/19/19	33	2	33,601	0	33,601
	DEC	2,095	880	11/19/19	12/17/19	28	2	2,094	0	2,095
		\$334,213	140,669			366				

2020	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total
	JAN	\$6,348	2,667	12/14/19	01/15/20	32	\$2	\$6,347	\$0	\$6,348
	FEB	6,272	2,635	01/16/20	02/19/20	34	2	6,271	0	6,272
	MAR	5,820	2,421	02/20/20	03/15/20	24	2	5,820	0	5,820
	APR	5,375	2,236	03/15/20	04/12/20	28	2	5,375	0	5,375
	MAY	24,954	10,381	04/12/20	05/14/20	32	2	24,954	0	24,954
	JUN	39,579	16,465	05/14/20	06/17/20	34	2	39,579	0	39,579
	JUL	88,717	36,907	06/17/20	07/18/20	31	2	88,717	0	88,717
	AUG	72,328	30,089	07/18/20	08/15/20	28	2	72,328	0	72,328
	SEP	24,637	10,249	08/15/20	09/16/20	32	2	24,637	0	24,637
	OCT	27,935	11,621	09/16/20	10/17/20	31	2	27,935	0	27,935
	NOV	33,937	14,118	10/17/20	11/19/20	33	2	33,937	0	33,937
	DEC	2,116	880	11/19/20	12/17/20	28	2	2,115	0	2,116
		\$338,018.03	140,669			367				

Note: Westmoreland contract has 1% price increase each year on anniversary date of agreement

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT: 230 - Connellsville PACN-CV-5WIN
 VENDOR: WESTMORELAND Engie MAWC
 LOCATION: 5TH & WINE, CONNELLSVILLE Location # 2402195
 ACCT #: S-351-113-00
 METER SIZE: 4"

2019	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total
	JAN	\$1,657	730	12/14/18	01/15/19	32	\$2	\$1,657	\$0	\$1,657
	FEB	1,846	813	01/15/19	02/19/19	35	2	1,846	0	1,846
	MAR	1,697	713	02/20/19	03/15/19	23	2	1,697	0	1,697
	APR	1,528	642	03/15/19	04/12/19	28	2	1,528	0	1,528
	MAY	1,866	784	04/12/19	05/14/19	32	2	1,866	0	1,866
	JUN	2,023	850	05/14/19	06/17/19	34	2	2,023	0	2,023
	JUL	1,609	676	06/17/19	07/18/19	31	2	1,609	0	1,609
	AUG	1,469	617	07/18/19	08/15/19	28	2	1,468	0	1,469
	SEP	1,535	645	08/15/19	09/16/19	32	2	1,535	0	1,535
	OCT	1,804	758	09/16/19	10/17/19	31	2	1,804	0	1,804
	NOV	1,828	768	10/17/19	11/19/19	33	2	1,828	0	1,828
	DEC	1,402	589	11/19/19	12/17/19	28	2	1,402	0	1,402
		\$20,267	8,585			367				

2020	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total
	JAN	\$1,738	730	12/14/19	01/15/20	32	\$2	\$1,737	\$0	\$1,738
	FEB	\$1,935	813	01/15/20	02/19/20	35	2	1,935	0	1,935
	MAR	\$1,714	713	02/20/20	03/15/20	24	2	1,714	0	1,714
	APR	\$1,544	642	03/15/20	04/12/20	28	2	1,543	0	1,544
	MAY	\$1,885	784	04/12/20	05/14/20	32	2	1,885	0	1,885
	JUN	\$2,044	850	05/14/20	06/17/20	34	2	2,043	0	2,044
	JUL	\$1,625	676	06/17/20	07/18/20	31	2	1,625	0	1,625
	AUG	\$1,483	617	07/18/20	08/15/20	28	2	1,483	0	1,483
	SEP	\$1,551	645	08/15/20	09/16/20	32	2	1,550	0	1,551
	OCT	\$1,822	758	09/16/20	10/17/20	31	2	1,822	0	1,822
	NOV	\$1,846	768	10/17/20	11/19/20	33	2	1,846	0	1,846
	DEC	\$1,416	589	11/19/20	12/17/20	28	2	1,416	0	1,416
		\$20,604	8,585			368				

Note: Westmoreland contract has 1% price increase each year on anniversary date of agreement

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 230 - Connellsvi PACN-CV-CRAM
 VENDOR: WESTMORELAND Engie MAWC
 LOCATION: 307 CRAMER AVE Location # 2404632
 ACCT #: S-351-107-00
 METER SIZE: 2" & 4"

2019	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total
	JAN	\$9,135	4,024	12/14/18	01/15/19	32	\$2	\$9,134	\$0	\$9,135
	FEB	13,489	5,942	01/15/19	02/19/19	35	2	13,488	0	13,489
	MAR	9,116	3,830	02/19/19	03/15/19	24	2	9,115	0	9,116
	APR	8,454	3,552	03/15/19	04/12/19	28	2	8,454	0	8,454
	MAY	9,489	3,987	04/12/19	05/14/19	32	2	9,489	0	9,489
	JUN	10,380	4,361	05/14/19	06/17/19	34	2	10,379	0	10,380
	JUL	93	39	06/17/19	07/18/19	31	2	93	0	93
	AUG	5,498	2,310	07/18/19	08/15/19	28	2	5,498	0	5,498
	SEP	43,533	18,291	08/15/19	09/16/19	32	2	43,533	0	43,533
	OCT	48,605	20,422	09/16/19	10/17/19	31	2	48,604	0	48,605
	NOV	15,787	6,633	10/17/19	11/19/19	33	2	15,787	0	15,787
	DEC	4,941	2,076	11/19/19	12/17/19	28	2	4,941	0	4,941
		\$178,519	75,467			368				

2020	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total
	JAN	\$9,577	4,024	12/14/19	01/15/20	32	\$2	\$9,577	\$0	\$9,577
	FEB	14,142	5,942	01/15/20	02/19/20	35	2	14,142	0	14,142
	MAR	9,207	3,830	02/19/20	03/15/20	25	2	9,207	0	9,207
	APR	8,539	3,552	03/15/20	04/12/20	28	2	8,538	0	8,539
	MAY	9,584	3,987	04/12/20	05/14/20	32	2	9,584	0	9,584
	JUN	10,483	4,361	05/14/20	06/17/20	34	2	10,483	0	10,483
	JUL	94	39	06/17/20	07/18/20	31	2	94	0	94
	AUG	5,553	2,310	07/18/20	08/15/20	28	2	5,553	0	5,553
	SEP	43,968	18,291	08/15/20	09/16/20	32	2	43,968	0	43,968
	OCT	49,091	20,422	09/16/20	10/17/20	31	2	49,090	0	49,091
	NOV	15,945	6,633	10/17/20	11/19/20	33	2	15,944	0	15,945
	DEC	4,991	2,076	11/19/20	12/17/20	28	2	4,990	0	4,991
		\$181,174	75,467			369				

Note: Westmoreland contract has 1% price increase each year on anniversary date of agreement

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 230 - Uniontown PAUT-OP-ICMTR
 VENDOR: WESTMORELAND MAWC's ICWTP SFR to PAWC Meter Vault Engie MAWC
 LOCATION: Uniontown Location # 2404463
 ACCT #: S-351-109-00
 METER SIZE: 10"

2019	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total
	JAN	\$82,077	36,157	12/14/18	01/15/19	32	\$2	\$82,076	\$0	\$82,077
	FEB	102,625	45,209	01/15/19	02/19/19	35	2	102,624	0	102,625
	MAR	63,213	26,560	02/19/19	03/15/19	24	2	63,213	0	63,213
	APR	47,203	19,833	03/15/19	04/12/19	28	2	47,203	0	47,203
	MAY	58,060	24,395	04/12/19	05/14/19	32	2	58,060	0	58,060
	JUN	63,718	26,772	05/14/19	06/17/19	34	2	63,717	0	63,718
	JUL	62,625	26,313	06/17/19	07/18/19	31	2	62,625	0	62,625
	AUG	52,291	21,971	07/18/19	08/15/19	28	2	52,291	0	52,291
	SEP	69,970	29,399	08/15/19	09/16/19	32	2	69,970	0	69,970
	OCT	98,920	41,563	09/16/19	10/17/19	31	2	98,920	0	98,920
	NOV	96,952	40,736	10/17/19	11/19/19	33	2	96,952	0	96,952
	DEC	63,953	26,871	11/19/19	12/17/19	28	2	63,953	0	63,953
		\$861,608	365,779			368				

2020	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total
	JAN	\$79,170	33,264	12/14/19	01/15/20	32	\$2	\$79,169	\$0	\$79,170
	FEB	98,990	41,592	01/15/20	02/19/20	35	2	98,990	0	98,990
	MAR	58,738	24,435	02/19/20	03/15/20	25	2	58,737	0	58,738
	APR	43,861	18,246	03/15/20	04/12/20	28	2	43,861	0	43,861
	MAY	53,950	22,443	04/12/20	05/14/20	32	2	53,949	0	53,950
	JUN	59,207	24,630	05/14/20	06/17/20	34	2	59,206	0	59,207
	JUL	58,191	24,208	06/17/20	07/18/20	31	2	58,191	0	58,191
	AUG	48,589	20,213	07/18/20	08/15/20	28	2	48,589	0	48,589
	SEP	65,016	27,047	08/15/20	09/16/20	32	2	65,016	0	65,016
	OCT	91,917	38,238	09/16/20	10/17/20	31	2	91,916	0	91,917
	NOV	90,088	37,477	10/17/20	11/19/20	33	2	90,088	0	90,088
	DEC	59,425	24,721	11/19/20	12/17/20	28	2	59,425	0	59,425
		\$807,141	336,517			369				

Note: 2020 has less consumption by 8% due to using less purchased water from this location
 Note: Westmoreland contract has 1% price increase each year on anniversary date of agreement

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 110 - Pittsburgh PAMV-VY-OPCON
 VENDOR: WESTMORELAND
 LOCATION: Rte 51 Opferville Engle MAWC
 ACCT #: S-355-008-00 Location # 2404666
 METER SIZE: 2" & 6"

2019	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Meter Charge 2"	Meter Charge 6"	Gallons included with meter charge	Cost per 1,000 gallons, up to 80,000	Cost per 1,000 gallons over 80,000 gallons	Consumption Charge	Cap Surcharge	Total
	JAN	\$1,663	158	12/20/18	01/16/19	27	\$86	\$490	\$2	\$9	\$5	\$1,087	\$0	\$1,663
	FEB	1,894	201	01/16/19	02/21/19	36	86	490	2	9	5	1,318	0	1,894
	MAR	1,593	145	02/21/19	03/19/19	26	86	490	2	9	5	1,018	0	1,593
	APR	1,588	144	03/19/19	04/12/19	24	86	490	2	9	5	1,012	0	1,588
	MAY	1,958	213	04/12/19	05/17/19	35	86	490	2	9	5	1,383	0	1,958
	JUN	1,905	203	05/17/19	06/18/19	32	86	490	2	9	5	1,329	0	1,905
	JULY	1,781	180	06/18/19	07/19/19	31	86	490	2	9	5	1,205	0	1,781
	AUG	1,620	150	07/19/19	08/15/19	27	86	490	2	9	5	1,044	0	1,620
	SEP	1,717	168	08/15/19	09/16/19	32	86	490	2	9	5	1,141	0	1,717
	OCT	2,179	254	09/16/19	10/17/19	31	86	490	2	9	5	1,603	0	2,179
	NOV	2,329	282	10/17/19	11/19/19	33	86	490	2	9	5	1,753	0	2,329
	DEC	1,679	161	11/19/19	12/18/19	29	86	490	2	9	5	1,103	0	1,679
		\$21,906	2,259			363								

2020	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Meter Charge 2"	Meter Charge 6"	Gallons included with meter charge	Cost per 1,000 gallons, up to 80,000	Cost per 1,000 gallons over 80,000 gallons	Consumption Charge	Cap Surcharge	Total
	JAN	\$1,663	158	12/20/19	01/16/20	27	\$86	\$490	\$2	\$9	\$5	\$1,087	\$0	\$1,663
	FEB	1,894	201	01/16/20	02/21/20	36	86	490	2	9	5	1,318	0	1,894
	MAR	1,593	145	02/21/20	03/19/20	27	86	490	2	9	5	1,018	0	1,593
	APR	1,588	144	03/19/20	04/12/20	24	86	490	2	9	5	1,012	0	1,588
	MAY	1,958	213	04/12/20	05/17/20	35	86	490	2	9	5	1,383	0	1,958
	JUN	1,905	203	05/17/20	06/18/20	32	86	490	2	9	5	1,329	0	1,905
	JULY	1,781	180	06/18/20	07/19/20	31	86	490	2	9	5	1,205	0	1,781
	AUG	1,620	150	07/19/20	08/15/20	27	86	490	2	9	5	1,044	0	1,620
	SEP	1,717	168	08/15/20	09/16/20	32	86	490	2	9	5	1,141	0	1,717
	OCT	2,179	254	09/16/20	10/17/20	31	86	490	2	9	5	1,603	0	2,179
	NOV	2,329	282	10/17/20	11/19/20	33	86	490	2	9	5	1,753	0	2,329
	DEC	1,679	161	11/19/20	12/18/20	29	86	490	2	9	5	1,103	0	1,679
		\$21,906	2,259			364								

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 110 - Pittsburgh
 VENDOR: WESTMORELAND
 LOCATION: Williamsport Rd
 ACCT #: S-082-201-00
 METER SIZE: 1"

Opferville MAWC Interconnection
 PAMV-VY-WPCON
 Engie MAWC
 Location # 2404602

2019	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Service Charge	First 3,000 gal	Next 237,000 gal	Consumption Charge	Cap Surchg	Total
	JAN	\$599	62	1/23/19	4/16/19	83	\$92	\$0	\$9	\$506	\$1	\$599
	FEB											
	MAR											
	APR	796	85	4/16/19	7/29/19	104	92	0	9	703	1	796
	MAY											
	JUN											
	JUL	599	62	7/29/19	10/28/19	91	92	0	9	506	1	599
	AUG											
	SEP											
	OCT	659	69	10/28/19	1/22/20	86	92	0	9	566	1	659
	NOV											
	DEC											
		\$2,651	278			364						
2020	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Service Charge	First 3,000 gal	Next 237,000 gal	Consumption Charge	Cap Surchg	Total
	JAN	\$599	62	1/23/20	4/16/20	84	\$92	\$0	\$9	\$506	\$1	\$599
	FEB											
	MAR											
	APR	\$796	85	4/16/20	7/29/20	104	92	0	9	703	1	796
	MAY											
	JUN											
	JUL	\$599	62	7/29/20	10/28/20	91	92	0	9	506	1	599
	AUG											
	SEP											
	OCT	\$659	69	10/28/20	1/22/21	86	92	0	9	566	1	659
	NOV											
	DEC											
		\$2,651	278			365						

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 230 - Connellsville PACN-CV-MORL.
 VENDOR: NORTH FAYETTE
 LOCATION: Pines Motel Morrell Engie NORTH FAYETTE
 ACCT #: 14461 Morrell Connection Location # 2404636
 METER SIZE: 6"

2019	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Meter Charge	First 1,000,000	Over 1,000,000	Consumption Charge	Total
	JAN	\$810	0	12/26/18	01/31/19	36	\$810	\$6	\$4	\$0	\$810
	FEB	810	0	01/31/19	02/28/19	28	810	6	4	0	810
	MAR	810	0	02/28/19	03/27/19	27	810	6	4	0	810
	APR	810	0	03/27/19	05/01/19	35	810	6	4	0	810
	MAY	810	0	05/01/19	05/29/19	28	810	6	4	0	810
	JUN	810	0	05/29/19	06/26/19	28	810	7	5	0	810
	JUL	810	0	06/26/19	07/29/19	33	810	7	5	0	810
	AUG	810	0	07/29/19	08/28/19	30	810	7	5	0	810
	SEP	810	0	08/28/19	09/26/19	29	810	7	5	0	810
	OCT	810	0	09/26/19	10/28/19	32	810	7	5	0	810
	NOV	810	0	10/28/19	11/25/19	28	810	7	5	0	810
	DEC	11,667	1,833	11/25/19	01/02/20	38	810	7	5	10,857	11,667
		\$20,577	1,833			372					

2020	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Meter Charge	First 1,000,000	Over 1,000,000	Consumption Charge	Total
	JAN	\$810	0	12/26/19	01/31/20	36	\$810	\$7	\$5	\$0	\$810
	FEB	\$810	0	01/31/20	02/28/20	28	810	7	5	0	810
	MAR	\$810	0	02/28/20	03/27/20	28	810	7	5	0	810
	APR	\$810	0	03/27/20	05/01/20	35	810	7	5	0	810
	MAY	\$810	0	05/01/20	05/29/20	28	810	7	5	0	810
	JUN	\$810	0	05/29/20	06/26/20	28	810	7	5	0	810
	JUL	\$810	0	06/26/20	07/29/20	33	810	7	5	0	810
	AUG	\$810	0	07/29/20	08/28/20	30	810	7	5	0	810
	SEP	\$810	0	08/28/20	09/26/20	29	810	7	5	0	810
	OCT	\$810	0	09/26/20	10/28/20	32	810	7	5	0	810
	NOV	\$810	0	10/28/20	11/25/20	28	810	7	5	0	810
	DEC	\$11,667	1,833	11/25/20	01/02/21	38	810	7	5	10,857	11,667
		\$20,577	1,833			373					

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 2423 - Uniontown/Connellsville
 VENDOR: NORTH FAYETTE
 LOCATION: Lappa-Rocks Work Rd Engie NORTH FAYETTE
 ACCT #: 20428 Location # 2404638
 METER SIZE: 5/8"

2019	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Meter Charge	First 1,000,000	Over 1,000,000	Consumption Charge	Total
	JAN										
	FEB	\$61	5	11/19/18	02/20/19	93	\$30	\$6	\$4	\$31	\$61
	MAR										
	APR										
	MAY	55	4	02/20/19	05/21/19	90	30	6	4	25	55
	JUN										
	JUL										
	AUG	58	4	05/21/19	08/14/19	85	30	7	5	28	58
	SEP										
	OCT										
	NOV	58	4	08/14/19	11/06/19	84	30	7	5	28	58
	DEC										
		\$231	17			352					

2020	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Meter Charge	First 1,000,000	Over 1,000,000	Consumption Charge	Total
	JAN										
	FEB	\$65	5	11/19/19	02/20/20	93	\$30	\$7	\$5	\$35	\$65
	MAR										
	APR										
	MAY	58	4	02/20/20	05/21/20	91	30	7	5	28	58
	JUN										
	JUL										
	AUG	58	4	05/21/20	08/14/20	85	30	7	5	28	58
	SEP										
	OCT										
	NOV	58	4	08/14/20	11/06/20	84	30	7	5	28	58
	DEC										
		\$237	17			353					

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 230 Connellsville
 VENDOR: NORTH FAYETTE
 LOCATION: Rte 40 Brownsville Engle NORTH FAYETTE
 ACCT #: 14289.1 Morrell Connection Location # 2404636
 METER SIZE: 6"

2019	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Meter Charge	First 1,000,000	Over 1,000,000	Consumption Charge	Total
	JAN	\$810	0	12/27/18	01/31/19	35	\$810	\$6	\$4	\$0	\$810
	FEB	810	0	01/31/19	02/28/19	28	810	6	4	0	810
	MAR	810	0	02/28/19	03/28/19	28	810	6	4	0	810
	APR	810	0	03/28/19	04/30/19	33	810	6	4	0	810
	MAY	810	0	04/30/19	05/30/19	30	810	5	4	0	810
	JUN	810	0	05/30/19	06/26/19	27	810	7	5	0	810
	JUL	810	0	06/26/19	07/31/19	35	810	7	5	0	810
	AUG	872	9	07/31/19	08/28/19	28	810	7	5	62	872
	SEP	810	0	08/28/19	09/27/19	30	810	7	5	0	810
	OCT	810	0	09/28/19	11/01/19	34	810	7	5	0	810
	NOV	810	0	11/01/19	11/27/19	26	810	7	5	0	810
	DEC	810	0	11/27/19	12/24/19	27	810	7	5	0	810
		\$9,782	9			361					

2020	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Meter Charge	First 1,000,000	Over 1,000,000	Consumption Charge	Total
	JAN	\$810	0	12/27/19	01/31/20	35	\$810	\$7	\$5	\$0	\$810
	FEB	810	0	01/31/20	02/28/20	28	810	7	5	0	810
	MAR	810	0	02/28/20	03/28/20	29	810	7	5	0	810
	APR	810	0	03/28/20	04/30/20	33	810	7	5	0	810
	MAY	810	0	04/30/20	05/30/20	30	810	7	5	0	810
	JUN	810	0	05/30/20	06/26/20	27	810	7	5	0	810
	JUL	810	0	06/26/20	07/31/20	35	810	7	5	0	810
	AUG	872	9	07/31/20	08/28/20	28	810	7	5	62	872
	SEP	810	0	08/28/20	09/27/20	30	810	7	5	0	810
	OCT	810	0	09/27/20	11/01/20	35	810	7	5	0	810
	NOV	810	0	11/01/20	11/27/20	26	810	7	5	0	810
	DEC	810	0	11/27/20	12/24/20	27	810	7	5	0	810
		\$9,782	9			363					

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 230 - Connellsville PACN-CV-BRKN
 VENDOR: PLEASANT VALLEY Engie Pleasant Valley Water
 LOCATION: Breakiron Connection Location # 2404731
 ACCT #: 50205
 METER SIZE: 2"

2019	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Total
	JAN	\$1,549	177	01/01/19	01/31/19	31	\$9	\$1,549	\$1,549
	FEB	1,304	149	02/01/19	02/28/19	28	9	1,304	1,304
	MAR	1,365	156	03/01/19	03/31/19	31	9	1,365	1,365
	APR	1,356	155	04/01/19	04/30/19	30	9	1,356	1,356
	MAY	1,715	196	05/01/19	05/31/19	31	9	1,715	1,715
	JUN	1,785	204	06/01/19	06/30/19	29	9	1,785	1,785
	JUL	1,374	157	07/01/19	07/31/19	30	9	1,374	1,374
	AUG	1,479	169	08/01/19	08/31/19	30	9	1,479	1,479
	SEP	1,540	176	09/01/19	09/30/19	29	9	1,540	1,540
	OCT	1,505	172	10/01/19	10/31/19	30	9	1,505	1,505
	NOV	1,365	156	11/01/19	11/30/19	29	9	1,365	1,365
	DEC	1,383	158	12/01/19	12/31/19	30	9	1,383	1,383
		\$17,719	2,025			358			

2020	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Total
	JAN	\$1,549	177	01/01/20	01/31/20	31	\$9	\$1,549	\$1,549
	FEB	1,304	149	02/01/20	02/28/20	28	9	1,304	1,304
	MAR	1,365	156	02/29/20	03/31/20	32	9	1,365	1,365
	APR	1,356	155	04/01/20	04/30/20	30	9	1,356	1,356
	MAY	1,715	196	05/01/20	05/31/20	31	9	1,715	1,715
	JUN	1,785	204	06/01/20	06/30/20	29	9	1,785	1,785
	JUL	1,374	157	07/01/20	07/31/20	30	9	1,374	1,374
	AUG	1,479	169	08/01/20	08/31/20	30	9	1,479	1,479
	SEP	1,540	176	09/01/20	09/30/20	29	9	1,540	1,540
	OCT	1,505	172	10/01/20	10/31/20	30	9	1,505	1,505
	NOV	1,365	156	11/01/20	11/30/20	29	9	1,365	1,365
	DEC	1,383	158	12/01/20	12/31/20	30	9	1,383	1,383
		\$17,719	2,025			359			

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 110 - Pittsburgh PAPT-Z5-MWBST
 VENDOR: PITTSBURGH WATER AND SEWER AUTHORITY
 LOCATION: ARLINGTON AVE
 ACCT #: 5057737-1009331
 METER SIZE: 4"

Engie PWSA
 Location # 2404727

2019	Rate											
	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Service Charge	Per contract	Per contract	Consumption Charge	DSIC	Total
	JAN	\$5,509	0	12/30/18	01/29/19	30	\$5,509	\$0	\$0	\$0		\$5,509
	FEB	5,509	0	01/29/19	02/27/19	29	\$5,509	0	0	0		5,509
	MAR	6,418	0	02/27/19	03/28/19	29	\$6,418	0	0	0		6,418
	APR	6,451	0	03/28/19	04/28/19	31	\$6,451	0	0	0		6,451
	MAY	6,451	0	04/28/19	05/29/19	31	\$6,451	0	0	0		6,451
	JUN	6,451	0	05/29/19	06/27/19	29	\$6,451	0	0	0		6,451
	JUL	6,451	0	06/27/19	07/29/19	32	\$6,451	0	0	0		6,451
	AUG	6,451	0	07/29/19	08/27/19	29	\$6,451	0	0	0		6,451
	SEP	21,472	2,800	08/27/19	09/29/19	33	\$6,451	0	0	15,021		21,472
	OCT	6,451	0	09/29/19	10/30/19	31	\$6,451	0	0	0		6,451
	NOV	6,451	0	10/30/19	11/26/19	27	\$6,451	0	0	0		6,451
	DEC	6,451	0	11/26/19	12/30/19	34	\$6,451	0	0	0		6,451
		\$90,515	2,800			365						

2020	Rate											
	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Service Charge	Per contract	Per contract	Consumption Charge	DSIC	Total
	JAN	\$6,451	0	12/30/19	01/29/20	30	\$6,451	\$0	\$0	\$0		\$6,451
	FEB	6,451	0	01/29/20	02/27/20	29	\$6,451	0	0	0		6,451
	MAR	6,451	0	02/27/20	03/28/20	30	\$6,451	0	0	0		6,451
	APR	6,451	0	03/28/20	04/28/20	31	\$6,451	0	0	0		6,451
	MAY	6,451	0	04/28/20	05/29/20	31	\$6,451	0	0	0		6,451
	JUN	6,451	0	05/29/20	06/27/20	29	\$6,451	0	0	0		6,451
	JUL	6,451	0	06/27/20	07/29/20	32	\$6,451	0	0	0		6,451
	AUG	6,451	0	07/29/20	08/27/20	29	\$6,451	0	0	0		6,451
	SEP	21,472	2,800	08/27/20	09/29/20	33	\$6,451	0	0	15,021		21,472
	OCT	6,451	0	09/29/20	10/30/20	31	\$6,451	0	0	0		6,451
	NOV	6,451	0	10/30/20	11/26/20	27	\$6,451	0	0	0		6,451
	DEC	6,451	0	11/26/20	12/30/20	34	\$6,451	0	0	0		6,451
		\$92,432	2,800			366						

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 510 - Norristown PANO-BH-SCHOL
 VENDOR: AQUA PA Engie Aqua Pennsylvania
 LOCATION: 619 School Ln. Gulph Mills Location # 2404727
 ACCT #: 349461
 METER SIZE: 4"

2019	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Customer Charge	First 2,000 gal	2,000 gal +	Consumption Charge	DSIC Surcharge	Total
	JAN	\$459	1	12/18/18	01/17/19	30	\$418	\$9	\$9	\$9	\$32	\$459
	FEB	449	0	01/17/19	02/17/19	31	418	9	9	0	31	449
	MAR	449	0	02/17/19	03/20/19	31	418	9	9	0	31	449
	APR	449	0	03/20/19	04/17/19	28	418	9	9	0	31	449
	MAY	449	0	04/17/19	05/16/19	29	418	9	9	0	31	449
	JUN	457	0	05/16/19	06/14/19	29	418	9	9	0	39	457
	JUL	1,601	95	06/14/19	07/17/19	33	470	12	12	1,131	0	1,601
	AUG	470	0	07/17/19	08/19/19	33	470	12	12	0	0	470
	SEP	482	1	08/19/19	09/17/19	29	470	12	12	12	0	482
	OCT	482	1	09/17/19	10/17/19	30	470	12	12	12	0	482
	NOV	541	6	10/17/19	11/18/19	32	470	12	12	71	0	541
	DEC	470	0	11/18/19	12/17/19	29	470	12	12	0	0	470
		\$6,759	104			364						

2020	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Customer Charge	First 2,000 gal	2,000 gal +	Consumption Charge	DSIC Surcharge	Total
	JAN	\$514	1	12/18/19	01/17/20	30	\$470	\$12	\$12	\$12	\$32	\$514
	FEB	501	0	01/17/20	02/17/20	31	470	12	12	0	31	501
	MAR	501	0	02/17/20	03/20/20	32	470	12	12	0	31	501
	APR	501	0	03/20/20	04/17/20	28	470	12	12	0	31	501
	MAY	501	0	04/17/20	05/16/20	29	470	12	12	0	31	501
	JUN	509	0	05/16/20	06/14/20	29	470	12	12	0	39	509
	JUL	1,601	95	06/14/20	07/17/20	33	470	12	12	1,131	0	1,601
	AUG	470	0	07/17/20	08/19/20	33	470	12	12	0	0	470
	SEP	482	1	08/19/20	09/17/20	29	470	12	12	12	0	482
	OCT	482	1	09/17/20	10/17/20	30	470	12	12	12	0	482
	NOV	541	6	10/17/20	11/18/20	32	470	12	12	71	0	541
	DEC	470	0	11/18/20	12/17/20	29	470	12	12	0	0	470
		\$7,074	104			365						

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT

VENDOR: Indian Creek Valley Water Auth

LOCATION: Springfield Pike Engle Indian Creek Valley Water

ACCT #: Location # 2404369

Meter size: 6"

2019	Month	Amount of Bill	Consumption (000) gallons	Beginning Read Date	Ending Read Date	Days	Meter Charge	Price per 1,000 gallons	Consumption Charge	Total
	JAN	\$859	20	01/14/19	02/13/19	30	\$600	\$13	\$259	\$859
	FEB	1,192	46	02/13/19	03/13/19	28	600	13	592	1,192
	MAR	1,894	100	03/13/19	04/15/19	33	600	13	1,294	1,894
	APR	1,767	90	04/15/19	05/13/19	28	600	13	1,167	1,767
	MAY	3,959	258	05/13/19	06/13/19	31	600	13	3,359	3,959
	JUN	1,606	77	06/13/19	07/15/19	32	600	13	1,006	1,606
	JUL	1,463	66	07/15/19	08/13/19	29	600	13	863	1,463
	AUG	1,446	65	08/13/19	09/13/19	31	600	13	846	1,446
	SEP	1,463	66	09/13/19	10/14/19	31	600	13	863	1,463
	OCT	1,445	65	10/14/19	11/13/19	30	600	13	845	1,445
	NOV	1,337	57	11/13/19	12/13/19	30	600	13	737	1,337
	DEC	3,053	189	12/13/19	01/13/20	31	600	13	2,453	3,053
		\$21,484	1,099			364				

2020	Month	Amount of Bill	Consumption (000) gallons	Beginning Read Date	Ending Read Date	Days	Meter Charge	Price per 1,000 gallons	Consumption Charge	Total
	JAN	\$859	20	01/14/20	02/13/20	30	\$600	\$13	\$259	\$859
	FEB	1,192	46	02/13/20	03/13/20	29	600	13	592	1,192
	MAR	1,894	100	03/13/20	04/15/20	33	600	13	1,294	1,894
	APR	1,767	90	04/15/20	05/13/20	28	600	13	1,167	1,767
	MAY	3,959	258	05/13/20	06/13/20	31	600	13	3,359	3,959
	JUN	1,606	77	06/13/20	07/15/20	32	600	13	1,006	1,606
	JUL	1,463	66	07/15/20	08/13/20	29	600	13	863	1,463
	AUG	1,446	65	08/13/20	09/13/20	31	600	13	846	1,446
	SEP	1,463	66	09/13/20	10/14/20	31	600	13	863	1,463
	OCT	1,445	65	10/14/20	11/13/20	30	600	13	845	1,445
	NOV	1,337	57	11/13/20	12/13/20	30	600	13	737	1,337
	DEC	3,053	189	12/13/20	01/13/21	31	600	13	2,453	3,053
		\$21,484	1,099			365				

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 2451 - Norristown
VENDOR: N. WALES WATER AUTH Engle North Wales Water Authority
LOCATION: Rt. 202 Whitpain Twp. Location # 2404695
ACCT #: 90017600 PANO-BL-NBBCC & PANO-BL-NMCCC
METER SIZE: 4", 2" & 6"

2019	Month	Amount of Bill	Consumption (000)	Beginning Read		Days	Service Charge	Standby Charge	Usage @	Total
				Date	Ending Read Date				\$2.95/1000 gal	
	JAN	\$3,341	1,003	12/28/18	01/30/19	33	\$328	\$54	\$2,959	\$3,341
	FEB	3,188	951	01/30/19	02/27/19	28	328	54	2,805	3,188
	MAR	3,368	1,012	02/27/19	03/28/19	29	328	54	2,985	3,368
	APR	3,459	1,043	03/28/19	04/29/19	32	328	54	3,077	3,459
	MAY	4,081	1,254	04/29/19	05/30/19	31	328	54	3,699	4,081
	JUN	3,840	1,172	05/30/19	06/28/19	29	328	54	3,457	3,840
	JUL	5,031	1,576	06/28/19	07/29/19	31	328	54	4,649	5,031
	AUG	16,138	5,341	07/29/19	08/30/19	32	328	54	15,756	16,138
	SEP	4,762	1,579	08/30/19	09/27/19	28	328	54	4,658	5,040
	OCT	13,524	4,455	09/27/19	10/30/19	33	328	54	13,142	13,524
	NOV	10,184	3,417	10/30/19	11/26/19	27	328	54	10,080	10,462
	DEC	4,272	1,319	11/26/19	12/30/19	34	328	54	3,891	4,273
		\$75,188	24,122			367				

2020	Month	Amount of Bill	Consumption (000)	Beginning Read		Days	Service Charge	Standby Charge	Usage @	Total
				Date	Ending Read Date				\$2.95/1000 gal	
	JAN	\$3,341	1,003	12/28/19	01/30/20	33	\$328	\$54	\$2,959	\$3,341
	FEB	3,188	951	01/30/20	02/27/20	28	328	54	2,805	3,188
	MAR	3,368	1,012	02/27/20	03/28/20	30	328	54	2,985	3,368
	APR	3,459	1,043	03/28/20	04/29/20	32	328	54	3,077	3,459
	MAY	4,081	1,254	04/29/20	05/30/20	31	328	54	3,699	4,081
	JUN	3,840	1,172	05/30/20	06/28/20	29	328	54	3,457	3,840
	JUL	5,031	1,576	06/28/20	07/29/20	31	328	54	4,649	5,031
	AUG	16,138	5,341	07/29/20	08/30/20	32	328	54	15,756	16,138
	SEP	5,040	1,579	08/30/20	09/27/20	28	328	54	4,658	5,040
	OCT	13,524	4,455	09/27/20	10/30/20	33	328	54	13,142	13,524
	NOV	10,462	3,417	10/30/20	11/26/20	27	328	54	10,080	10,462
	DEC	4,273	1,319	11/26/20	12/30/20	34	328	54	3,891	4,273
		\$75,746	24,122			368				

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 640 - Royersford PARF-PH-PHC1.
 VENDOR: BOROUGH OF PHOENIXVILLE
 LOCATION: Covered Bridge EP Engle The Borough of Phoenixville
 ACCT #: 9165.01 Location # 2404629
 METER SIZE: Multi

2019	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Admin Fee	First 333,333 Gal	Next 1,333,333 Gal	Over 1,666,333 Gal	Consumption Charge	Total
	JAN	\$9,396	4,090	12/19/18	01/14/19	26	\$283	\$3	\$2	\$2	\$9,113	\$9,396
	FEB	10,456	4,620	01/14/19	02/21/19	38	283	3	2	2	10,173	10,456
	MAR	11,296	5,040	02/21/19	03/19/19	26	283	3	2	2	11,013	11,296
	APR	8,756	3,770	03/19/19	04/18/19	30	283	3	2	2	8,473	8,756
	MAY	11,416	5,100	04/18/19	05/24/19	36	283	3	2	2	11,133	11,416
	JUN	7,816	3,300	05/24/19	06/17/19	24	283	3	2	2	7,533	7,816
	JUL	283	0			0	283	3	2	2	0	283
	JUL/AUG	22,009	9,930	06/17/19	08/26/19	70	283	3	2	2	21,726	22,009
	SEP	8,536	3,660	08/26/19	09/24/19	29	283	3	2	2	8,253	8,536
	OCT	9,276	4,030	09/24/19	10/22/19	28	283	3	2	2	8,993	9,276
	NOV	11,469	4,660	10/22/19	12/02/19	41	283	3	2	2	11,186	11,469
	DEC			12/02/19	12/02/19	0	283	3	2	2	(283)	0
		\$110,711	48,200			348						

2020	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Admin Fee	First 333,333 Gal	Next 1,333,333 Gal	Over 1,666,333 Gal	Consumption Charge	Total
	JAN	\$9,396	4,090	12/19/19	01/14/20	26	\$283	\$3	\$2	\$2	\$9,113	\$9,396
	FEB	10,456	4,620	01/14/20	02/21/20	38	283	3	2	2	10,173	10,456
	MAR	11,296	5,040	02/21/20	03/19/20	27	283	3	2	2	11,013	11,296
	APR	8,756	3,770	03/19/20	04/18/20	30	283	3	2	2	8,473	8,756
	MAY	11,416	5,100	04/18/20	05/24/20	36	283	3	2	2	11,133	11,416
	JUN	7,816	3,300	05/24/20	06/17/20	24	283	3	2	2	7,533	7,816
	JUL	283	0			0	283	3	2	2	0	283
	JUL/AUG	22,009	9,930	06/17/20	08/26/20	70	283	3	2	2	21,726	22,009
	SEP	8,536	3,660	08/26/20	09/24/20	29	283	3	2	2	8,253	8,536
	OCT	9,276	4,030	09/24/20	10/22/20	28	283	3	2	2	8,993	9,276
	NOV	11,469	4,660	10/22/20	12/02/20	41	283	3	2	2	11,186	11,469
	DEC	10,065	4,382	12/02/20	12/31/20	29	283	3	2	2	9,781	10,065
		\$120,776	52,582			378						

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 640 - Royersford PARF-PH-PHC2.
 VENDOR: BOROUGH OF PHOENIXVILLE Engle The Borough of Phoenixville
 LOCATION: Township Line & Pumphouse EP Location # 2404629
 ACCT #: 9166.01
 METER SIZE: Multi

2019	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Admin Fee	First 333,333 Gal	Next 1,333,333 Gal	Over 1,666,333 Gal	Consumption Charges	Total
	JAN	\$1,395	379	12/19/18	01/14/19	26	\$283	\$3	\$2	\$2	\$1,112	\$1,395
	FEB	313	10	01/14/19	02/21/19	38	283	3	2	2	30	313
	MAR	373	30	02/21/19	03/19/19	26	283	3	2	2	90	373
	APR	523	80	03/19/19	04/18/19	30	283	3	2	2	240	523
	MAY	1,273	330	04/18/19	05/24/19	36	283	3	2	2	990	1,273
	JUN	1,243	320	05/24/19	06/17/19	24	283	3	2	2	960	1,243
	JUL	283		06/17/19	07/16/19	0	283	3	2	2	0	283
	JUL/AUG	3,908	1,330	06/17/19	08/26/19	70	283	3	2	2	3,625	3,908
	SEP	1,422	390	08/26/19	09/24/19	29	283	3	2	2	1,139	1,422
	OCT	1,299	340	09/24/19	10/22/19	28	283	3	2	2	1,016	1,299
	NOV	763	160	10/22/19	11/26/19	35	283	3	2	2	480	763
	DEC	343	20	11/26/19	12/23/19	27	283	3	2	2	60	343
		\$13,141	3,389			369						

2020	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Admin Fee	First 333,333 Gal	Next 1,333,333 Gal	Over 1,666,333 Gal	Consumption Charges	Total
	JAN	\$1,395	379	12/19/19	01/14/20	26	\$283	\$3	\$2	\$2	\$1,112	\$1,395
	FEB	313	10	01/14/20	02/21/20	38	283	3	2	2	30	313
	MAR	373	30	02/21/20	03/19/20	27	283	3	2	2	90	373
	APR	523	80	03/19/20	04/18/20	30	283	3	2	2	240	523
	MAY	1,273	330	04/18/20	05/24/20	36	283	3	2	2	990	1,273
	JUN	1,243	320	05/24/20	06/17/20	24	283	3	2	2	960	1,243
	JUL	283	0	06/17/20	07/16/20	0	283	3	2	2	0	283
	JUL/AUG	3,908	1,330	06/17/20	08/26/20	70	283	3	2	2	3,625	3,908
	SEP	1,422	390	08/26/20	09/24/20	29	283	3	2	2	1,139	1,422
	OCT	1,299	340	09/24/20	10/22/20	28	283	3	2	2	1,016	1,299
	NOV	763	160	10/22/20	11/26/20	35	283	3	2	2	480	763
	DEC	343	20	11/26/20	12/23/20	27	283	3	2	2	60	343
		\$13,141	3,389			370						

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 640 - Royersford
 VENDOR: BOROUGH OF PHOENIXVILLE Engle The Borough of Phoenixville
 LOCATION: Sowers Ave MC Location # 2404629
 ACCT #: 302.01
 METER SIZE: 4"

2019	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	First 333,333 Gal	Next 1,333,333 Gal	Over 1,666,333 Gal	Consumption Charge	Administrative Fee	Total
	JAN	\$1,467	490	12/19/18	01/22/19	34	\$3	\$2	\$2	\$1,384	\$83	\$1,467
	FEB	569	162	01/22/19	02/21/19	30	3	2	2	486	83	569
	MAR	1,175	371	02/21/19	03/19/19	26	3	2	2	1,092	83	1,175
	APR	1,736	600	03/19/19	04/18/19	30	3	2	2	1,653	83	1,736
	MAY	899	272	04/18/19	05/29/19	41	3	2	2	816	83	899
	JUN	2,136	763	05/29/19	06/17/19	19	3	2	2	2,053	83	2,136
	JUL	83	0			0	3	2	2	0	83	83
	JUL/AUG	3,037	1,056	06/17/19	08/26/19	70	3	2	2	2,954	83	3,037
	SEP	8,380	3,682	08/26/19	09/27/19	32	3	2	2	8,297	83	8,380
	OCT	83	0	09/27/19	10/22/19	25	3	2	2	0	83	83
	NOV	599	172	10/22/19	12/02/19	41	3	2	2	516	83	599
	DEC			12/02/19	12/31/19	29	3	2	2	(83)	83	0
		\$20,166	7,568.00			377						
2020	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	First 333,333 Gal	Next 1,333,333 Gal	Over 1,666,333 Gal	Consumption Charge	Administrative Fee	Total
	JAN	\$1,467	490	12/19/19	01/22/20	34	\$3	\$2	\$2	\$1,384	\$83	\$1,467
	FEB	569	162	01/22/20	02/21/20	30	3	2	2	486	83	569
	MAR	1,175	371	02/21/20	03/19/20	27	3	2	2	1,092	83	1,175
	APR	1,736	600	03/19/20	04/18/20	30	3	2	2	1,653	83	1,736
	MAY	899	272	04/18/20	05/29/20	41	3	2	2	816	83	899
	JUN	2,136	763	05/29/20	06/17/20	19	3	2	2	2,053	83	2,136
	JUL	83	0			0	3	2	2	0	83	83
	JUL/AUG	3,037	1,056	06/17/20	08/26/20	70	3	2	2	2,954	83	3,037
	SEP	8,380	3,682	08/26/20	09/27/20	32	3	2	2	8,297	83	8,380
	OCT	83	0	09/27/20	10/22/20	25	3	2	2	0	83	83
	NOV	599	172	10/22/20	12/02/20	41	3	2	2	516	83	599
	DEC	1,833	688	12/02/20	12/31/20	29	3	2	2	1,750	83	1,833
		\$22,000	8,256.00			378						

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 250 - PA-Brownsville Water System PABV-BV-TCCON
 VENDOR: Tri-County Joint Municipal Authority
 LOCATION: Daisytown Meter Pit Location # 2404724
 ACCT #: 40058-0
 METER SIZE: 3/4"

Consumption and usage charge are in 100 gallons on the invoice - converted to 1,000's for this spreadsheet.

2019	Month	Bill Amount	Consumption (000's)	Beginning Read Date	Ending Read Date	Days	Service Charge	Usage Charge per 1,000 gallons	Total Usage	Total Charges
	JAN	\$110	12	12/28/18	01/30/19	33	\$17	\$8	\$93	\$110
	FEB	113	11	01/30/19	02/26/19	27	18	9	94	113
	MAR	121	12	02/26/19	03/28/19	30	18	9	103	121
	APR	132	13	03/28/19	04/30/19	33	18	9	114	132
	MAY	128	13	04/30/19	05/29/19	29	18	9	110	128
	JUN	129	13	05/29/19	06/28/19	30	18	9	111	129
	JUL	158	16	06/28/19	07/30/19	32	18	9	139	158
	AUG	132	13	07/30/19	08/28/19	29	18	9	114	132
	SEP	150	16	08/28/19	09/30/19	33	18	9	132	150
	OCT	151	16	09/30/19	10/30/19	30	18	9	133	151
	NOV	128	13	10/30/19	11/27/19	28	18	9	110	128
	DEC	137	14	11/27/19	12/30/19	33	18	9	119	137
		\$1,589	163			367				

2020	Month	Bill Amount	Consumption (000's)	Beginning Read Date	Ending Read Date	Days	Service Charge	Usage Charge per 1,000 gallons	Total Usage	Total Charges
	JAN	\$124	12	12/28/19	01/30/20	33	\$18	\$9	\$105	\$124
	FEB	113	11	01/30/20	02/26/20	27	18	9	94	113
	MAR	121	12	02/26/20	03/28/20	31	18	9	103	121
	APR	132	13	03/28/20	04/30/20	33	18	9	114	132
	MAY	128	13	04/30/20	05/29/20	29	18	9	110	128
	JUN	129	13	05/29/20	06/28/20	30	18	9	111	129
	JUL	158	16	06/28/20	07/30/20	32	18	9	139	158
	AUG	132	13	07/30/20	08/28/20	29	18	9	114	132
	SEP	150	16	08/28/20	09/30/20	33	18	9	132	150
	OCT	151	16	09/30/20	10/30/20	30	18	9	133	151
	NOV	128	13	10/30/20	11/27/20	28	18	9	110	128
	DEC	137	14	11/27/20	12/30/20	33	18	9	119	137
		\$1,603	163			368				

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 740 - Frackville PAFR-FR-SCMA.(consolidated)
 VENDOR: SCHUYLKILL COUNTY
 LOCATION: 302 Morea Rd Schuylkill County Municipal Authority
 ACCT #: 08104900-0 Location # 2402402
 METER SIZE: 1"

2019	Month	Bill Amount	Consumption 100 CF	Beginning Read		Days	Service Charge	First 10 (100 CF Units)	All Other Consumption per 100 CF Unit	Total Consumption	Total
				Date	Ending Read Date						
	JAN	\$50	3	01/01/19	01/31/19	30	\$50	\$0	\$5	\$0	\$50
	FEB	50	4	01/31/19	02/28/19	28	50	0	5	0	50
	MAR	50	3	02/28/19	03/31/19	31	50	0	5	0	50
	APR	50	6	03/31/19	04/30/19	30	50	0	5	0	50
	MAY	50	4	04/30/19	05/31/19	31	50	0	5	0	50
	JUN	50	2	05/31/19	06/30/19	30	50	0	5	0	50
	JUL	50	0	06/30/19	07/31/19	31	50	0	5	0	50
	AUG	50	0	07/31/19	08/31/19	31	50	0	5	0	50
	SEP	50	0	08/31/19	09/30/19	30	50	0	5	0	50
	OCT	50	2	09/30/19	10/31/19	31	50	0	5	0	50
	NOV	50	3	10/31/19	11/30/19	30	50	0	5	0	50
	DEC	50	2	11/30/19	12/31/19	31	50	0	5	0	50
		\$602	29			364					

2020	Month	Bill Amount	Consumption 100 CF	Beginning Read		Days	Service Charge	First 10 (100 CF Units)	All Other Consumption per 100 CF Unit	Total Consumption	Total
				Date	Ending Read Date						
	JAN	\$50	3	01/01/20	01/31/20	30	\$50	\$0	\$5	\$0	\$50
	FEB	50	4	01/31/20	02/28/20	28	50	0	5	0	50
	MAR	50	3	02/28/20	03/31/20	32	50	0	5	0	50
	APR	50	6	03/31/20	04/30/20	30	50	0	5	0	50
	MAY	50	4	04/30/20	05/31/20	31	50	0	5	0	50
	JUN	50	2	05/31/20	06/30/20	30	50	0	5	0	50
	JUL	50	0	06/30/20	07/31/20	31	50	0	5	0	50
	AUG	50	0	07/31/20	08/31/20	31	50	0	5	0	50
	SEP	50	0	08/31/20	09/30/20	30	50	0	5	0	50
	OCT	50	2	09/30/20	10/31/20	31	50	0	5	0	50
	NOV	50	3	10/31/20	11/30/20	30	50	0	5	0	50
	DEC	50	2	11/30/20	12/31/20	31	50	0	5	0	50
		\$602	29			365					

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 740 - Frackville PAFR-FR-SCMA.(consolidated)
VENDOR: SCHUYLKILL COUNTY
LOCATION: Laural Ridge, Frackville Schuylkill County Municipal Authority
ACCT #: 08105000-0 Location # 2402206
METER SIZE: 6"

2019	Month	Bill Amount	Consumption		Beginning Read Date	Ending Read Date	Days	Service Charge	First 153CF	All Other Consumption -		Total Consumption	Total
			100 CF							per 100CF			
	JAN	\$1,154	223		01/01/19	01/31/19	30	\$811	\$0	\$5		\$343	\$1,154
	FEB	1,409	275		01/31/19	02/28/19	28	811	0	5		598	1,409
	MAR	1,002	192		02/28/19	03/31/19	31	811	0	5		191	1,002
	APR	1,409	275		03/31/19	04/30/19	30	811	0	5		598	1,409
	MAY	2,256	448		04/30/19	05/31/19	31	811	0	5		1,446	2,256
	JUN	1,178	228		05/31/19	06/30/19	30	811	0	5		368	1,178
	JUL	1,340	261		06/30/19	07/31/19	31	811	0	5		529	1,340
	AUG	2,031	402		07/31/19	08/31/19	31	811	0	5		1,220	2,031
	SEP	2,031	402		08/31/19	09/30/19	30	811	0	5		1,220	2,031
	OCT	1,384	270		09/30/19	10/31/19	31	811	0	5		573	1,384
	NOV	2,663	531		10/31/19	11/30/19	30	811	0	5		1,852	2,663
	DEC	1,889	373		11/30/19	12/31/19	31	811	0	5		1,078	1,889
		\$19,746	3,880	Cubic Feet			364						

2020	Month	Bill Amount	Consumption		Beginning Read Date	Ending Read Date	Days	Service Charge	First 153CF	All Other Consumption -		Total Consumption	Total
			100 CF							per 100CF			
	JAN	\$1,154	223		01/01/20	01/31/20	30	\$811	\$0	\$5		\$343	\$1,154
	FEB	1,409	275		01/31/20	02/28/20	28	\$811	0	5		598	1,409
	MAR	1,002	192		02/28/20	03/31/20	32	\$811	0	5		191	1,002
	APR	1,409	275		03/31/20	04/30/20	30	\$811	0	5		598	1,409
	MAY	2,256	448		04/30/20	05/31/20	31	\$811	0	5		1,446	2,256
	JUN	1,178	228		05/31/20	06/30/20	30	\$811	0	5		368	1,178
	JUL	1,340	261		06/30/20	07/31/20	31	\$811	0	5		529	1,340
	AUG	2,031	402		07/31/20	08/31/20	31	\$811	0	5		1,220	2,031
	SEP	2,031	402		08/31/20	09/30/20	30	\$811	0	5		1,220	2,031
	OCT	1,384	270		09/30/20	10/31/20	31	\$811	0	5		573	1,384
	NOV	2,663	531		10/31/20	11/30/20	30	\$811	0	5		1,852	2,663
	DEC	1,889	373		11/30/20	12/31/20	31	\$811	0	5		1,078	1,889
		\$19,746	3,880	Cubic Feet			365						

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT: 740 - Frackville PAFR-FR-SCMA.(consolidated)
 VENDOR: SCHUYLKILL COUNTY
 LOCATION: 6 S Eleanor Ave Schuylkill County Municipal Authority
 ACCT #: 08104800-0 Location # 2402402
 METER SIZE: 1"

2019	Month	Bill Amount	Consumption 100 CF	Beginning Read Date	Ending Read Date	Days	Service Charge	First 10 (100 CF Units)	All Other Consumption per 100 CF Unit	Total Consumption	Total
	JAN	\$50	1	01/01/19	01/31/19	30	\$50	\$0	\$5	\$0	\$50
	FEB	50	1	01/31/19	02/28/19	28	50	0	5	0	50
	MAR	50	1	02/28/19	03/31/19	31	50	0	5	0	50
	APR	50	1	03/31/19	04/30/19	30	50	0	5	0	50
	MAY	50	1	04/30/19	05/31/19	31	50	0	5	0	50
	JUN	50	1	05/31/19	06/30/19	30	50	0	5	0	50
	JUL	50	1	06/30/19	07/31/19	31	50	0	5	0	50
	AUG	50	1	07/31/19	08/31/19	31	50	0	5	0	50
	SEP	50	1	08/31/19	09/30/19	30	50	0	5	0	50
	OCT	50	1	09/30/19	10/31/19	31	50	0	5	0	50
	NOV	50	1	10/31/19	11/30/19	30	50	0	5	0	50
	DEC	50	1	11/30/19	12/31/19	31	50	0	5	0	50
		\$602	12			364					

2020	Month	Bill Amount	Consumption 100 CF	Beginning Read Date	Ending Read Date	Days	Service Charge	First 10 (100 CF Units)	All Other Consumption per 100 CF Unit	Total Consumption	Total
	JAN	\$50	1	01/01/20	01/31/20	30	\$50	\$0	\$5	\$0	\$50
	FEB	50	1	01/31/20	02/28/20	28	50	0	5	0	50
	MAR	50	1	02/28/20	03/31/20	32	50	0	5	0	50
	APR	50	1	03/31/20	04/30/20	30	50	0	5	0	50
	MAY	50	1	04/30/20	05/31/20	31	50	0	5	0	50
	JUN	50	1	05/31/20	06/30/20	30	50	0	5	0	50
	JUL	50	1	06/30/20	07/31/20	31	50	0	5	0	50
	AUG	50	1	07/31/20	08/31/20	31	50	0	5	0	50
	SEP	50	1	08/31/20	09/30/20	30	50	0	5	0	50
	OCT	50	1	09/30/20	10/31/20	31	50	0	5	0	50
	NOV	50	1	10/31/20	11/30/20	30	50	0	5	0	50
	DEC	50	1	11/30/20	12/31/20	31	50	0	5	0	50
		\$602	12			365					

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 633 - Glen Alsace Woodvale Pump Station Site
 VENDOR: READING AREA WTR AUTH
 LOCATION: 501 S 19th St. Reading Area Water Authority
 ACCT #: 28656.01 Location # 2402853
 METER SIZE: 8" & 0.62

2019	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gal	Consumption	Water Customer Charge	Sewer Customer Charge	Total
	JAN	\$7,515	1,712	12/20/18	01/15/19	26	\$4	\$7,465	\$19	\$31	\$7,515
	FEB	12,498	2,855	01/15/19	02/22/19	38	4	12,448	19	31	12,498
	MAR	7,026	1,600	02/22/19	03/15/19	21	4	6,976	19	31	7,026
	APR	8,540	1,947	03/15/19	04/11/19	27	4	8,490	19	31	8,540
	MAY	13,475	3,079	04/11/19	05/09/19	28	4	13,425	19	31	13,475
	JUN	17,416	3,983	05/09/19	06/07/19	29	4	17,366	19	31	17,416
	JUL	5,034	1,143	06/07/19	07/10/19	33	4	4,984	19	31	5,033
	AUG	6,555	1,492	07/10/19	08/08/19	29	4	6,505	19	31	6,555
	SEP	8,612	1,964	08/08/19	09/09/19	32	4	8,562	19	31	8,612
	OCT	8,988	2,050	09/09/19	10/09/19	30	4	8,938	19	31	8,988
	NOV	8,928	2,036	10/09/19	11/08/19	30	4	8,878	19	31	8,928
	DEC	7,562	1,723	11/08/19	12/06/19	28	4	7,513	19	31	7,562
		\$112,149	25,585			351					

2020	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gal	Consumption	Water Customer Charge	Sewer Customer Charge	Total
	JAN	\$7,515	1,712	12/20/19	01/15/20	26	\$4	\$7,465	\$19	\$31	\$7,515
	FEB	12,498	2,855	01/15/20	02/22/20	38	4	12,448	19	31	12,498
	MAR	7,026	1,600	02/22/20	03/15/20	22	4	6,976	19	31	7,026
	APR	8,540	1,947	03/15/20	04/11/20	27	4	8,490	19	31	8,540
	MAY	13,475	3,079	04/11/20	05/09/20	28	4	13,425	19	31	13,475
	JUN	17,416	3,983	05/09/20	06/07/20	29	4	17,366	19	31	17,416
	JUL	5,033	1,143	06/07/20	07/10/20	33	4	4,984	19	31	5,033
	AUG	6,555	1,492	07/10/20	08/08/20	29	4	6,505	19	31	6,555
	SEP	8,612	1,964	08/08/20	09/09/20	32	4	8,562	19	31	8,612
	OCT	8,988	2,050	09/09/20	10/09/20	30	4	8,938	19	31	8,988
	NOV	8,928	2,036	10/09/20	11/08/20	30	4	8,878	19	31	8,928
	DEC	7,562	1,723	11/08/20	12/06/20	28	4	7,513	19	31	7,562
		\$112,149	25,585			352					

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 633 - Glen Alsace PAGA-EX-SEIDL
 VENDOR: MT PENN
 LOCATION: SEIDEL ST Engie Mt. Penn Borough Municipal Authority
 ACCT #: 550470 Seidel St. Location # 2402418
 METER SIZE: 2"

2019	Month	Amount of Bill	Consumption (000)	Beginning Read		Days	Service Charge (1st 1000 Gal)	Charge for next 1,001 to 6,000,000 Gal		Consumption Charge	Total
				Date	Ending Read Date						
	JAN	\$833	335	12/16/18	01/11/19	26	\$48	\$2		\$785	\$833
	FEB	1,202	491	01/11/19	02/22/19	42	48	2		1,154	1,202
	MAR	781	313	02/22/19	03/22/19	28	48	2		733	781
	APR	668	265	03/19/19	04/19/19	31	48	2		620	668
	MAY	600	236	04/19/19	05/17/19	28	48	2		552	600
	JUN	852	343	05/17/19	07/05/19	49	48	2		804	852
	JUL	506	196	07/05/19	08/09/19	35	48	2		458	506
	AUG	558	218	08/09/19	09/20/19	42	48	2		510	558
	SEPT	349	129	09/20/19	10/18/19	28	48	2		301	349
	OCT	466	179	10/18/19	11/22/19	35	48	2		418	466
	NOV	419	159	11/22/19	12/20/19	28	48	2		371	419
	DEC			12/20/19	12/20/19	0	48	2		(2)	45
		\$7,234	2,864			372					

2020	Month	Amount of Bill	Consumption (000)	Beginning Read		Days	Service Charge (1st 1000 Gal)	Charge for next 1,001 to 6,000,000 Gal		Consumption Charge	Total
				Date	Ending Read Date						
	JAN	\$833	335	12/16/19	01/11/20	26	\$48	\$2		\$785	\$833
	FEB	1,202	491	01/11/20	02/22/20	42	48	2		1,154	1,202
	MAR	781	313	02/22/20	03/22/20	29	48	2		733	781
	APR	668	265	03/22/20	04/19/20	28	48	2		620	668
	MAY	600	236	04/19/20	05/17/20	28	48	2		552	600
	JUN	852	343	05/17/20	07/05/20	49	48	2		804	852
	JUL	506	196	07/05/20	08/09/20	35	48	2		458	506
	AUG	558	218	08/09/20	09/20/20	42	48	2		510	558
	SEPT	349	129	09/20/20	10/18/20	28	48	2		301	349
	OCT	466	179	10/18/20	11/22/20	35	48	2		418	466
	NOV	419	159	11/22/20	12/20/20	28	48	2		371	419
	DEC	657	260	12/20/20	12/31/20	11	48	2		610	657
		\$7,891	3,124			381					

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 633 - Glen Alsace PAGA-EX-MTPN.-BG. Engie Mt. Penn Borough Municipal Authority
 VENDOR: MT PENN Location # 2402418
 LOCATION: METER PIT AT ST. LAWRENCE AVE & BINGAMAN ST
 ACCT #: 550471 St. Lawrence Ave & Bingaman
 METER SIZE: 4

2019	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Service Charge (1st 1,000 Gal)	\$2.35 per 1000	\$2.65 per 1000	Total
								Next 1,001 to 6,000,000 Gal	All Over 6,000,000 Gal	
	JAN	\$22,686	9,240	12/16/18	01/11/19	26	\$127	\$14,100	\$8,586	\$22,813
	FEB	35,720	14,141	01/11/19	02/22/19	42	48	14,100	21,573	35,721
	MAR	23,137	9,364	02/22/19	03/22/19	28	127	14,100	8,914	23,142
	APR	24,806	9,992	03/22/19	04/22/19	31	127	14,100	10,579	24,806
	MAY	26,403	10,596	04/22/19	05/17/19	25	127	14,098	12,178	26,403
	JUN/JUL	45,164	17,675	05/17/19	07/05/19	49	127	14,098	30,939	45,164
	JUL	0	0			0	0	0	0	0
	AUG	30,122	12,221	07/05/19	08/09/19	35	127	14,098	15,897	30,122
	SEP	38,375	15,114	08/09/19	09/20/19	42	127	14,098	24,150	38,375
	OCT	27,081	10,852	09/20/19	10/18/19	28	127	14,098	12,858	27,081
	NOV	33,913	13,430	10/18/19	11/22/19	35	127	14,098	19,687	33,912
	DEC	26,937	10,798	11/22/19	12/20/19	28	127	14,098	12,712	26,937
		\$334,344	133,423			369				

2020	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Service Charge (1st 1,000 Gal)	\$2.35 per 1000	\$2.65 per 1000	Total
								Next 1,001 to 6,000,000 Gal	All Over 6,000,000 Gal	
	JAN	\$22,813	9,240	12/16/19	01/11/20	26	\$127	\$14,100	\$8,586	\$22,813
	FEB	35,800	14,141	01/11/20	02/22/20	42	127	14,100	21,573	35,800
	MAR	23,142	9,364	02/22/20	03/22/20	29	127	14,100	8,914	23,142
	APR	24,806	9,992	03/22/20	04/22/20	31	127	14,100	10,579	24,806
	MAY	26,406	10,596	04/22/20	05/17/20	25	127	14,100	12,178	26,406
	JUN/JUL	45,166	17,675	05/17/20	07/05/20	49	127	14,100	30,939	45,166
	JUL	0	0			0	0	0	0	0
	AUG	30,125	12,221	07/05/20	08/09/20	35	127	14,100	15,897	30,125
	SEP	38,378	15,114	08/09/20	09/20/20	42	127	14,100	24,150	38,378
	OCT	27,081	10,852	09/20/20	10/18/20	28	127	14,100	12,858	27,081
	NOV	33,914	13,430	10/18/20	11/22/20	35	127	14,100	19,687	33,914
	DEC	26,939	10,798	11/22/20	12/20/20	28	127	14,100	12,712	26,939
		\$334,570	133,423			370				

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 620 - Hershey Lebanon PRV Stat & Purchased Water Inte
VENDOR: CITY OF LEBANON
LOCATION: W. PENN AVE, CLEONA Engle City of Lebanon, PA
ACCT #: 15544-38086 Location # 2402318
METER SIZE: 6"

2019	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Meter Charge	First 30,000 gal	Next 120,000 gal	150,000+ gals	Consumption Charge	Total
	JAN	\$895	195	12/20/18	01/25/19	36	\$221	\$5	\$4	\$3	\$675	\$895
	FEB	553	89	01/25/19	02/25/19	31	221	5	4	3	333	553
	MAR	403	44	02/25/19	03/25/19	28	221	5	4	3	182	403
	APR	407	45	03/25/19	04/25/19	31	221	5	4	3	187	407
	MAY	327	25	04/25/19	05/24/19	29	221	5	4	3	106	327
	JUN	290	16	05/24/19	06/25/19	32	221	5	4	3	70	290
	JUL	307	20	06/25/19	07/24/19	29	221	5	4	3	86	307
	AUG	1,112	262	07/24/19	08/26/19	33	221	5	4	3	891	1,112
	SEP	521	79	08/26/19	09/25/19	30	221	5	4	3	300	521
	OCT	1,050	243	09/25/19	10/24/19	29	221	5	4	3	830	1,050
	NOV	469	63	10/24/19	11/25/19	32	221	5	4	3	249	469
	DEC	511	76	11/25/19	12/20/19	25	221	5	4	3	291	511
		\$6,845	1,157			365						

2020	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Meter Charge	First 30,000 gal	Next 120,000 gal	150,000+ gals	Consumption Charge	Total
	JAN	\$895	195	12/20/19	01/25/20	36	\$221	\$5	\$4	\$3	\$675	\$895
	FEB	553	89	01/25/20	02/25/20	31	221	5	4	3	333	553
	MAR	403	44	02/25/20	03/25/20	29	221	5	4	3	182	403
	APR	407	45	03/25/20	04/25/20	31	221	5	4	3	187	407
	MAY	327	25	04/25/20	05/24/20	29	221	5	4	3	106	327
	JUN	290	16	05/24/20	06/25/20	32	221	5	4	3	70	290
	JUL	307	20	06/25/20	07/24/20	29	221	5	4	3	86	307
	AUG	1,112	262	07/24/20	08/26/20	33	221	5	4	3	891	1,112
	SEP	521	79	08/26/20	09/25/20	30	221	5	4	3	300	521
	OCT	1,050	243	09/25/20	10/24/20	29	221	5	4	3	830	1,050
	NOV	469	63	10/24/20	11/25/20	32	221	5	4	3	249	469
	DEC	511	76	11/25/20	12/20/20	25	221	5	4	3	291	511
		\$6,845	1,157			366						

PENNSYLVANIA AMERICAN WATER COMPANY

PURCHASED WATER

DISTRICT 2451
 VENDOR: Delaware River Basin Commission
 LOCATION: Norristown System
 CITY: Spring City
 ACCT #:
 METER SIZE: Diversion Rights

2019

Billing Month	VOUCHER #	AMOUNT OF BILL	
JAN			
FEB			
MAR			
APR	5000643375	\$8,483	Q1
MAY			
JUN			
JUL	5000669855	9,115	Q2
AUG			
SEP			
OCT	5000703048	10,327	Q3
NOV			
DEC	5000732973	9,446	Q4
		\$37,371	

2020

Billing Month	VOUCHER #	AMOUNT OF BILL	
JAN			
FEB			
MAR			
APR		\$8,483	Q1
MAY			
JUN			
JUL		9,115	Q2
AUG			
SEP			
OCT		10,327	Q3
NOV			
DEC		9,446	Q4
		\$37,371	

PENNSYLVANIA AMERICAN WATER COMPANY

PURCHASED WATER

DISTRICT 2456

VENDOR: Delaware River Basin Commission

LOCATION: Wilkes Barre

ACCT #:

METER SIZE: Diversion Rights

2019

Billing Month	VOUCHER #	AMOUNT OF BILL	
JAN			
FEB			
MAR			
APR	5000640453	\$1,421	Q1
MAY			
JUN			
JUL	5000668520	1,416	Q2
AUG			
SEP			
OCT	5000696739	902	Q3
NOV			
DEC	5000728688	1,133	Q4
		\$4,872	

2020

Billing Month	VOUCHER #	AMOUNT OF BILL	
JAN			
FEB			
MAR			
APR		\$1,421	Q1
MAY			
JUN			
JUL		1,416	Q2
AUG			
SEP			
OCT		902	Q3
NOV			
DEC		1,133	Q4
		\$4,872	

PENNSYLVANIA AMERICAN WATER COMPANY

PURCHASED WATER

DISTRICT 2455

VENDOR: Delaware River Basin Commission

LOCATION: Bangor System

ACCT #:

METER SIZE: Diversion Rights

2019

Billing Month	VOUCHER #	AMOUNT OF BILL	
JAN			
FEB			
MAR			
APR	5000640462	\$6	Q1
MAY			
JUN			
JUL	5000668519	3	Q2
AUG			
SEP			
OCT	5000696742	17	Q3
NOV			
DEC	5000728679	26	Q4
		\$53	

2020

Billing Month	VOUCHER #	AMOUNT OF BILL	
JAN			
FEB			
MAR			
APR		\$6	Q1
MAY			
JUN			
JUL		3	Q2
AUG			
SEP			
OCT		17	Q3
NOV			
DEC		26	Q4
		\$53	

PENNSYLVANIA AMERICAN WATER COMPANY

PURCHASED WATER

DISTRICT 2452

VENDOR: DELAWARE RIVER BASIN

LOCATION: Yardley System

Name of Source: Delaware River

ACCT #:

METER SIZE: Diversion Rights

2019

Billing Month	VOUCHER #	AMOUNT OF BILL	
JAN			
FEB			
MAR			
APR	5000643406	\$1,762	Q1
MAY			
JUN			
JUL	5000669863	1,951	Q2
AUG			
SEP			
OCT	5000703042	2,318	Q3
NOV			
DEC	5000732950	1,990	Q4
		\$8,020	

2020

Billing Month	VOUCHER #	AMOUNT OF BILL	
JAN			
FEB			
MAR			
APR		\$1,762	Q1
MAY			
JUN			
JUL		1,951	Q2
AUG			
SEP			
OCT		2,318	Q3
NOV			
DEC		1,990	Q4
		\$8,020	

PENNSYLVANIA AMERICAN WATER COMPANY

PURCHASED WATER

DISTRICT 2464

VENDOR: Home Royersford

CITY: Hershey

ACCT #:

METER SIZE: Diversion Rights Fees

2019	Billing Month	VOUCHER #	AMOUNT OF BILL	
	JAN			
	FEB			
	MAR			
	APR	5000642748	\$1,608	Q1
	MAY			
	JUN			
	JUL	5000543826	1,589	Q2
	JUL	5000703050	1,937	Q3
	AUG			
	SEP			
	OCT			
	NOV	5000732958	1,731	Q4
	DEC			
			\$6,865	

2020	Billing Month	VOUCHER #	AMOUNT OF BILL	
	JAN		\$1,608	Q1
	FEB			
	MAR			
	APR		1,589	Q2
	MAY			
	JUN			
	JUL		1,937	Q3
	AUG			
	SEP			
	OCT		1,731	Q4
	NOV			
	DEC			
			\$6,865	

Chemicals

Plant #	Plant Name	Material	Material Description	2019 (Base Year)		Comments	2020 (Future Test Year)			2021 (Rate Year 1)			2022 (Rate Year 2)		
				Units	Expense		Units	Price	Expense	Units	Price	Expense	Units	Price	Expense
P101	Abington Prod	1200859	CHM,PHOSPHATE,POLY CALGON C5,30GA	6,654	\$3,702		6,654	\$0.5600	\$3,726	6,654	\$0.5883	\$3,915	6,654	\$0.6181	\$4,113
P101	Abington Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	43,033	10,756		43,033	\$0.2548	10,965	43,033	\$0.2677	11,520	43,033	\$0.2812	12,103
P101	Abington Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	4,376	2,892		4,376	\$0.6800	2,976	4,376	\$0.7144	3,126	4,376	\$0.7506	3,284
Total Abington Prod				54,063	\$17,350		54,063		\$17,667	54,063		\$18,561	54,063		\$19,500
P102	Bangor Prod	1200551	CHM,ALUM,SULFAT LIQUID,50%,55GA	8,140	\$1,982		8,140	\$0.2717	\$2,212	8,140	\$0.2854	\$2,324	8,140	\$0.2999	\$2,441
P102	Bangor Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	4,000	1,706		4,000	\$0.4600	1,840	4,000	\$0.4833	1,933	4,000	\$0.5077	2,031
P102	Bangor Prod	1200915	CHM,SODIUM HYDROXIDE,25%,55GA	7,828	2,518		7,828	\$0.2605	2,039	7,828	\$0.2737	2,142	7,828	\$0.2875	2,251
P102	Bangor Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	36,981	7,080		36,981	\$0.1437	5,314	36,981	\$0.1510	5,583	36,981	\$0.1586	5,866
P102	Bangor Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	5,192	2,759		5,192	\$0.3662	1,901	5,192	\$0.3847	1,998	5,192	\$0.4042	2,099
P102	Bangor Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	4,016	2,614		4,016	\$0.6700	2,691	4,016	\$0.7039	2,827	4,016	\$0.7395	2,970
P102	Total Lehman Pike Sewer	WE	INDUCLOR Calcium Hypochlorite Granules	1	273		1	\$272.9500	273	1	\$286.7613	287	1	\$301.2714	301
Total Bangor Prod				66,158	\$18,932		66,158		\$16,270	66,158		\$17,093	66,158		\$17,958
P103	Blue Mount Nazareth P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	55,304	\$4,423		55,304	\$0.0860	\$4,756	55,304	\$0.0904	\$4,997	55,304	\$0.0949	\$5,250
P103	Blue Mount Nazareth P	1200570	CHM,CALCIUM,HYPO,100%,100LB	36	73		36	\$2.3800	86	36	\$2.5004	90	36	\$2.6269	95
P103	Total Pocono Sewer	1200596	CHM,CHLORINE,100%,150LB CYLINDER	0	-		0		-	0	\$0.0000	-	0	\$0.0000	-
P103	Blue Mount Nazareth P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	14,410	3,649	for '20 on, eliminate this usage, replaced with sodium hypochlorite below	0	\$0.2450	-	0	\$0.2574	-	0	\$0.2704	-
P103	Blue Mount Nazareth P	1200609	CHM,DIATOMACEOUS EARTH,100%,50LB	0	-		0		-	0	\$0.0000	-	0	\$0.0000	-
P103	Blue Mount Nazareth P	1200806	CHM,POLYMER,CATIONIC SPRFLOC C572,55GA	170	397		170	\$1.6800	286	170	\$1.7650	300	170	\$1.8543	315
P103	Blue Mount Nazareth P	1200826	CHM,POLYMER,NONIONIC SPRFLOC1986N,55GA	40	59		40		-	40	\$0.0000	-	40	\$0.0000	-
P103	Blue Mount Nazareth P	1200827	CHM,POLYMER,NONIONIC SPRFLOC1986N,5GA	140	598		140	\$3.7400	524	140	\$3.9292	550	140	\$4.1281	578
P103	Blue Mount Nazareth P	1200882	CHM,SODA ASH,100%,50LB	76,000	23,467		76,000	\$0.2575	19,570	76,000	\$0.2705	20,560	76,000	\$0.2842	21,601
P103	Blue Mount Nazareth P	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	5,953	3,120		5,953	\$0.5900	3,512	5,953	\$0.6199	3,690	5,953	\$0.6512	3,876
P103	Blue Mount Nazareth P	1200982	CHM,ZINC,CHLORIDE,1:10,50LB	15,350	15,021		15,350	\$0.9900	15,197	15,350	\$1.0401	15,965	15,350	\$1.0927	16,773
P103	Blue Mount Nazareth P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	144,000			144,000	\$0.2200	31,680	144,000	\$0.2311	33,283	144,000	\$0.2428	34,967
Total Blue Moun Nazareth P				167,403	\$50,806		167,403		\$75,610	167,403		\$79,435	167,403		\$83,455
P104	Lehman Pike Prod	1200857	CHM,PHOSPHATE,POLY WSU319 CALCIQ,MW,55GA	15,162	\$7,529		15,162	\$0.5000	\$7,581	15,162	\$0.5253	\$7,965	15,162	\$0.5519	\$8,368
P104	Lehman Pike Prod	1200912	CHM,SODIUM HYDROXIDE,25%,15GA 403	290,280	84,061		290,280	\$0.2855	82,875	290,280	\$0.2999	87,068	290,280	\$0.3151	91,474
P104	Lehman Pike Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	107,850	45,995		107,850	\$0.4869	30,942	107,850	\$0.5014	32,508	107,850	\$0.5167	34,153
P104	Total Clarion Sewer	1202351	CHM,PHOSPHATE,ORTH-PLY CARUS 8100,55GAL	3,762	1,914		3,762	\$0.2850	1,825	3,762	\$0.3095	1,917	3,762	\$0.3353	2,014
P104	Lehman Pike Prod	WE	D-Chlor Tablets 2-5/8" 45 Lb Sodi 28526	5	763		5	\$152.6700	763	5	\$160.3951	802	5	\$168.5111	843
P104	Lehman Pike Prod	ZI	Reagent Set - Chlorine Free CL17	276	11,868		276	\$42.9988	11,868	276	\$45.1745	12,468	276	\$47.4603	13,099
Total Lehman Pike Prod				417,335	\$152,131		417,335		\$135,854	417,335		\$142,728	417,335		\$149,950
P106	Pocono Prod	1200663	CHM,PHOSPHATE,ORTH-PLY CARUS 8500,55GA	10,086	\$5,010		10,086	\$0.8500	\$8,573	10,086	\$0.8930	\$9,007	10,086	\$0.9382	\$9,463
P106	Pocono Prod	1200669	CHM,PHOSPHATE,ORTH-PLY CARUS 8500,58LB	5,958	3,745		5,958	\$1.1300	6,733	5,958	\$1.1872	7,073	5,958	\$1.2472	7,431
P106	Pocono Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	64,246	22,766		64,246	\$0.3200	20,559	64,246	\$0.3362	21,599	64,246	\$0.3532	22,692
P106	Pocono Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	409,809	133,551		409,809	\$0.3450	141,384	409,809	\$0.3625	148,538	409,809	\$0.3808	156,054
P106	Pocono Prod	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	85,172	23,613		85,172	\$0.2550	21,719	85,172	\$0.2679	22,818	85,172	\$0.2815	23,972
P106	Pocono Prod	1200980	ZINC,CHLORIDE,1:5,30GA	10,153	5,276		10,153	\$0.8900	9,036	10,153	\$0.9350	9,493	10,153	\$0.9823	9,974
Total Pocono Prod				585,423	\$193,961		585,423		\$208,003	585,423		\$218,528	585,423		\$229,586
P107	Total Coatesville Sewer	1200544	CHM,ALGICIDE,CUTRINE,55GA	4,356	\$9,235		4,356	\$2.1820	\$9,505	4,356	\$2.2924	\$9,986	4,356	\$2.4084	\$10,491
P107	Susquehanna Prod	1200550	CHM,ALUM,SULFAT DRY,100%,50LB	30,850	12,635		30,850	\$0.4063	12,534	30,850	\$0.4269	\$13,169	30,850	\$0.4485	\$13,835
P107	Susquehanna Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	62,541	20,959		62,541	\$0.3540	22,140	62,541	\$0.3719	\$23,260	62,541	\$0.3907	24,437
P107	Susquehanna Prod	1200553	CHM,ALUM,SULFAT LIQUID,48%,5GA	0	-		0		-	0	\$0.0000	50	0	\$0.0000	-
P107	Susquehanna Prod	1200570	CHM,CALCIUM,HYPO,100%,100LB	0	-		0	\$3.1512	-	0	\$3.3107	50	0	\$3.4782	-
P107	Susquehanna Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	1,600	1,319		1,600	\$0.8300	1,328	1,600	\$0.8720	\$1,395	1,600	\$0.9161	1,466
P107	Total Claysville Sewer	1200595	CHM,CHLORINE,100%,100LB CYLINDER	482	333		482	\$2.3500	1,133	482	\$2.4689	\$1,190	482	\$2.5938	1,250
P107	Susquehanna Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	4,714	3,686		4,714	\$1.8500	8,721	4,714	\$1.9436	\$9,162	4,714	\$2.0420	9,626
P107	Susquehanna Prod	1200641	CHM,HFS ACID,23%,15GA	3,240	5,113		3,240	\$1.5000	4,860	3,240	\$1.5759	\$5,106	3,240	\$1.6556	5,364
P107	Susquehanna Prod	1200646	CHM,HFS ACID,23%,55GA	0	-		0		-	0	\$0.0000	50	0	\$0.0000	-
P107	Susquehanna Prod	1200777	CHM,POLYMER,CATIONIC MAGNAFLOC LT225,50LB	147	498		147	\$4.3572	642	147	\$4.5777	\$674	147	\$4.8093	708
P107	Total Koppel Borough	1200826	CHM,POLYMER,NONIONIC SPRFLOC1986N,55GA	45	66		45	\$1.6900	76	45	\$1.7755	\$80	45	\$1.8654	84
P107	Susquehanna Prod	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	941	2,122		941	\$2.4742	2,328	941	\$2.5994	\$2,445	941	\$2.7309	2,569
P107	Susquehanna Prod	1200882	CHM,SODA ASH,100%,50LB	0	-		0		-	0	\$0.0000	50	0	\$0.0000	-
P107	Susquehanna Prod	1200915	CHM,SODIUM HYDROXIDE,25%,55GA	59,196	13,494		59,196	\$0.2287	13,538	59,196	\$0.2403	\$14,223	59,196	\$0.2524	14,943
P107	Susquehanna Prod	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	35,556	12,706		35,556	\$0.3760	13,369	35,556	\$0.3950	\$14,046	35,556	\$0.4150	14,756
P107	Susquehanna Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	0	-		0	\$0.2409	-	0	\$0.2531	50	0	\$0.2659	-
P107	Total Franklin Twp Mun Sewer Auth	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	1,984	2,549		1,984	\$1.8500	3,670	1,984	\$1.9436	\$3,856	1,984	\$2.0420	4,051
P107	Susquehanna Prod	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	0	-		0	\$0.2825	-	0	\$0.2968	50	0	\$0.3118	-
P107	Susquehanna Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK	43,760	13,503		43,760	\$0.3787	16,572	43,760	\$0.3979	\$17,410	43,760	\$0.4180	18,291
P107	Susquehanna Prod	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	2,611	2,027		2,611	\$1.6028	4,184	2,611	\$1.6839	\$4,396	2,611	\$1.7691	4,618
P107	Total Paint-Elk Twp Sewer	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	4,558	3,105		4,558	\$0.6900	3,145	4,558	\$0.7249	\$3,304	4,558	\$0.7616	3,471
P107	Susquehanna Prod	1200993	CHM,ZINC,1:10,50LB	18	31		18	\$1.8700	34	18	\$1.9646	\$35	18	\$2.0640	37
P107	Susquehanna Prod	1201981	CHM,PHOSPHATE,ORTH-PLY CARUS 8100,30GAL	2,752	1,750		2,752	\$0.6100	1,679	2,752	\$0.6409	\$1,764	2,752	\$0.6733	1,853
Total Susquehanna Prod				259,351	\$104,759		259,351		\$119,457	259,351		\$125,501	259,351		\$131,851
Total McEwensville Sewer															
P108	Berwick Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	7,752	\$10,474		7,752	\$1.3167	\$10,207	7,752	\$1.3833	\$10,724	7,752	\$1.4533	\$11,266
P108	Berwick Prod	1200911	CHM,SODIUM HEXAMETAPHOSPHATE,100%,50LB	3,800	3,630		3,800	\$0.9550	3,629	3,800	\$1.0033	3,813	3,800	\$1.0541	4,006
Total Berwick Prod				11,552	\$14,104		11,552		\$13,836	11,552		\$14,536	11,552		\$15,272
P109	Frackville Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,630	\$1,915		1,630	\$1.7167	\$2,798	1,630	1.8036	\$2,940	1,630	\$1.8948	\$3,089
P109	Total Fairview Sewer North	1200861	CHM,PHOSPHATE,POLY CALGON C5,5GA	1,423	1,143		1,423	\$0.8100	1,153	1,423	0.8510	1,211	1,423	\$0.8940	1,272
P109	Frackville Prod	1200915	CHM,SODIUM HYDROXIDE,25%,55GA	3,084	1,743		3,084	\$0.3500	1,079	3,084	0.3677	1,134	3,084	\$0.3863	1,

Plant #	Plant Name	Material	Material Description	2019 (Base Year)		Comments	2020 (Future Test Year)			2021 (Rate Year 1)			2022 (Rate Year 2)				
				Units	Expense		Units	Price	Expense	Units	Price	Expense	Units	Price	Expense		
P109	Frackville Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	2,604	1,969		2,604	\$0.7800	2,031	2,604	0.8195	2,134	2,604	\$0.8609	2,242		
P109	Frackville Prod	1200976	CHM,ZINC,CHLORIDE,1:3,5GA	0	-		0	\$0.7500	0	0	0.7880	0	0	\$0.8278	0		
Total Frackville Prod				8,741	\$6,769		8,741		\$7,061	8,741		\$7,419	8,741		\$7,794		
P110	Hershey Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	74,169	\$7,306		74,169	\$0.0907	\$6,727	74,169	\$0.0953	\$7,068	74,169	\$0.1001	\$7,425		
P110	Hershey Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	0	-	for '21 on, eliminate this usage, replaced with sodium hypochlorite below	3,400	\$0.6660	2,264	3,400	\$0.6997	2,379	3,400	\$0.7351	2,499		
P110	Hershey Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	104,976	34,279		104,976	\$0.3450	36,217	0	\$0.3625	-	0	\$0.3808	-		
P110	Hershey Prod	1200623	CHM,FERRIC,CHLORID PLYMR FER+PLUS,BULK	996,574	198,229		996,574	\$0.2090	208,284	996,574	\$0.2196	218,823	996,574	\$0.2307	229,896		
P110	Hershey Prod	1200804	CHM,POLYMER,CATIONC AS 2222,55GA	0	-		0	-	0	0	\$0.0000	-	0	\$0.0000	-		
P110	Hershey Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	8,569	9,614		8,569	\$0.9813	8,409	8,569	\$1.0310	8,834	8,569	\$1.0831	9,281		
P110	Hershey Prod	1200877	CHM,SODIUM PERMANGANATE,20%,55GA	0	-		0	\$1.0100	-	0	\$1.0611	-	0	\$1.1148	-		
P110	Hershey Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	669,082	109,150		669,082	\$0.1445	96,682	669,082	\$0.1518	101,574	669,082	\$0.1595	106,714		
P110	Hershey Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	57,426	20,707		57,426	\$0.3580	20,559	57,426	\$0.3761	21,599	57,426	\$0.3951	22,692		
P110	Hershey Prod	1201118	CHM,SODIUM PERMANGANATE,20%,300GA	90,935	91,933		90,935	\$1.0000	90,935	90,935	\$1.0506	95,536	90,935	\$1.1038	100,370		
P110	Hershey Prod	1201822	CHM,POLYMER,FERRI+PLUS 1025,BULK	0	-		0	\$0.2090	-	0	\$0.2196	-	0	\$0.2307	-		
P110	Hershey Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK			0	\$0.0000	-	1,050,000	\$0.0830	87,150	1,050,000	\$0.0872	91,560			
Total Hershey Prod				2,001,731	\$471,218		2,005,131		\$470,077	2,950,155		\$542,963	2,950,155		\$570,437		
P112	Milton / White Deer P	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	32,050	\$22,727		32,050	\$0.7100	\$22,756	32,050	\$0.7459	\$23,907	32,050	\$0.7837	\$25,117		
P112	Milton / White Deer P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		0	\$0.1500	-	0	\$0.1576	-	0	\$0.1656	-		
P112	Milton / White Deer P	1200630	CHM,LIME,HYDRATED CAO,72%,50LB	50	7		50	\$0.1727	9	50	\$0.1814	9	50	\$0.1906	10		
P112	Milton / White Deer P	1200702	CHM,PACL,DELPC2020, BULK	354,680	47,055		354,680	\$0.1350	47,882	354,680	\$0.1418	50,305	354,680	\$0.1490	52,850		
P112	Milton / White Deer P	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	221	739		221	\$3.0900	683	221	\$3.2464	717	221	\$3.4106	754		
P112	Milton / White Deer P	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	2,582	6,855		2,582	\$2.6700	6,894	2,582	\$2.8051	7,243	2,582	\$2.9470	7,609		
P112	Milton / White Deer P	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	57,690	6,240		57,690	\$0.0812	4,684	57,690	\$0.0853	4,921	57,690	\$0.0896	5,170		
P112	Milton / White Deer P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	262,845	31,564		262,845	\$0.1043	27,415	262,845	\$0.1096	28,802	262,845	\$0.1151	30,259		
P112	Milton / White Deer P	1200980	ZINC,CHLORIDE,1:5,30GA	24,829	12,192		24,829	\$0.4800	11,918	24,829	\$0.5043	12,521	24,829	\$0.5298	13,155		
P112	Milton / White Deer P	WE	INDUCLOR Calcium Hypochlorite Granules	2	542		2	\$271.0400	542	2	\$284.7546	570	2	\$299.1632	598		
Total Milton / White Deer P				734,948	\$127,921		734,948		\$122,782	734,948		\$128,995	734,948		\$135,522		
P113	Phillipsburg Prod	1200551	CHM,ALUM,SULFAT LIQUID,50%,55GA	23,032	\$6,852		23,032	\$0.3875	\$8,925	23,032	\$0.4071	\$9,376	23,032	\$0.4277	\$9,851		
P113	Phillipsburg Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	19,713	19,375		19,713	\$1.0278	20,261	19,713	\$1.0798	21,286	19,713	\$1.1344	22,363		
P113	Phillipsburg Prod	1200641	CHM,HFS ACID,23%,15GA	18,079	27,928		18,079	\$1.5000	27,119	18,079	\$1.5759	28,491	18,079	\$1.6556	29,932		
P113	Phillipsburg Prod	1200861	CHM,PHOSPHATE,POLY CALGON C5,5GA	1,368	2,736		1,368	\$0.7500	1,026	1,368	\$0.7880	1,078	1,368	\$0.8278	1,132		
P113	Phillipsburg Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	155,950	27,328		155,950	\$0.1738	27,104	155,950	\$0.1826	28,476	155,950	\$0.1918	29,916		
P113	Phillipsburg Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	20,296	30,404		20,296	\$0.3398	6,897	20,296	\$0.3570	7,246	20,296	\$0.3751	7,612		
P113	Phillipsburg Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	13,565	20,190		13,565	\$1.5200	20,619	13,565	\$1.5969	21,662	13,565	\$1.6777	22,758		
P113	Phillipsburg Prod	1201253	CHM,ORTHO-POLY P,AQUA MAG 9100,5GA	3,855	7,710		3,855	\$1.6500	6,361	3,855	\$1.7335	6,683	3,855	\$1.8212	7,021		
Total Phillipsburg Prod				255,858	\$142,522		255,858		\$118,311	255,858		\$124,297	255,858		\$130,587		
P114	Glen Alsace Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,232	\$1,502		1,232	\$1.4481	\$1,784	1,232	\$1.5214	\$1,874	1,232	\$1.5984	\$1,969		
P114	Glen Alsace Prod	1200672	CHM,PHOS,ORTH-PLY CARUS 8400,336LB	2,934	1,348		2,934	\$0.4700	1,379	2,934	\$0.4938	1,449	2,934	\$0.5188	1,522		
P114	Glen Alsace Prod	1200859	CHM,PHOSPHATE,POLY CALGON C5,30GA	5,022	2,636		5,022	\$0.5300	2,662	5,022	\$0.5568	2,796	5,022	\$0.5850	2,938		
P114	Glen Alsace Prod	1200882	CHM,SODA ASH,100%,50LB	10,150	3,436		10,150	\$0.3400	3,451	10,150	\$0.3572	3,626	10,150	\$0.3753	3,809		
P114	Glen Alsace Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	7,836	1,589		7,836	\$0.2100	1,645	7,836	\$0.2206	1,729	7,836	\$0.2318	1,816		
P114	Glen Alsace Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	30,850	9,252		30,850	\$0.3000	9,255	30,850	\$0.3152	9,723	30,850	\$0.3311	10,215		
P114	Glen Alsace Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	43,630	8,199		43,630	\$0.2440	10,646	43,630	\$0.2563	11,184	43,630	\$0.2693	11,750		
P114	Glen Alsace Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	12,575	7,527		12,575	\$0.6200	7,797	12,575	\$0.6514	8,191	12,575	\$0.6843	8,605		
Total Glen Alsace Prod				114,229	\$35,490		114,229		\$38,618	114,229		\$40,572	114,229		\$42,625		
P115	Norristown Prod	1200557	CHM,AMMONIA,ANHYDROUS,100%,BULK	17,434	\$13,154	for '20 on, eliminate this usage, replaced with ammonium sulfate	0	\$0.7800	50	0	\$0.8195	50	0	\$0.8609	50		
P115	Norristown Prod	1200562	CHM,AMMONIUM SULFATE,40%,BULK	64,506	17,955		108,000	\$0.1980	21,384	108,000	\$0.2080	22,466	108,000	\$0.2185	23,603		
P115	Norristown Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	199,137	43,536		for '20 on, eliminate this usage, replaced with sodium hypochlorite below	0	\$0.2200	-	0	\$0.2311	-	0	\$0.2428	-	
P115	Norristown Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	0	-			0	\$0.1100	-	0	\$0.1156	-	0	\$0.1214	-	
P115	Norristown Prod	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	0	-			0	\$0.1150	-	0	\$0.1208	-	0	\$0.1269	-	
P115	Norristown Prod	1200782	CHM,POLYMER,CATIONC CATFLOC 71259,BULK	763	989			763	\$1.5800	1,206	763	\$1.6599	1,267	763	\$1.7439	1,331	
P115	Norristown Prod	1200791	CHM,POLYMER,CATIONC NALCO 8173,55LB	7,467	16,344			7,467	\$2.2400	16,726	7,467	\$2.3533	17,572	7,467	\$2.4724	18,462	
P115	Norristown Prod	1200849	CHM,POLYMER,SLUDGE POLLUTECH,40LB	0	-			0	\$2.1361	-	0	\$2.2442	-	0	\$2.3577	-	
P115	Norristown Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	26,175	68,578			for '20 on, eliminate this usage, replaced with sodium permanganate	0	\$2.4700	-	0	\$2.5950	-	0	\$2.7263	-
P115	Norristown Prod	1200900	CHM,SODIUM CHLORIDE,90% PURE,50LB 704	51,881	6,949				51,881	\$0.1350	7,004	51,881	\$0.1418	7,358	51,881	\$0.1490	7,731
P115	Norristown Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	2,904,298	255,566	2,904,298			\$0.0825	239,605	2,904,298	\$0.0867	251,729	2,904,298	\$0.0911	264,466	
P115	Norristown Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	140,386	53,803	140,386			\$0.3900	54,751	140,386	\$0.4097	57,521	140,386	\$0.4305	60,431	
P115	Norristown Prod	1201524	CHM,POLYMER,CATIONC NALCO 7763 55GA	2,161	2,581	2,161	\$1.2000		2,593	2,161	\$1.2607	2,724	2,161	\$1.3245	2,862		
P115	Norristown Prod	1201822	CHM,POLYMER,FERRI+PLUS 1025,BULK	2,613,941	549,684	2,613,941	\$0.2090		546,314	2,613,941	\$0.2196	573,957	2,613,941	\$0.2307	602,999		
P115	Norristown Prod	1202111	CHM,POLYMER,ANIONC CEDRFLOC 551,275GAL	26,165	28,409	26,165	\$1.0400		27,212	26,165	\$1.0926	28,589	26,165	\$1.1479	30,035		
P115	Norristown Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	1,991,000		1,991,000	\$0.0830		165,253	1,991,000	\$0.0872	173,615	1,991,000	\$0.0916	182,400		
P115	Norristown Prod	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	130,800		130,800	\$0.7700		100,716	130,800	\$0.8090	105,812	130,800	\$0.8499	111,166		
Total Norristown Prod				6,054,314	\$1,057,547		7,976,862			\$1,182,762	7,976,862		\$1,242,610	7,976,862		\$1,305,486	
P116	Penn Water Prod	1200596	CHM,CHLOR														

Plant #	Plant Name	Material	Material Description	2019 (Base Year)		Comments	2020 (Future Test Year)			2021 (Rate Year 1)			2022 (Rate Year 2)		
				Units	Expense		Units	Price	Expense	Units	Price	Expense	Units	Price	Expense
P117	Royersford Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	328,902	28,311		328,902	\$0.0877	\$28,845	328,902	\$0.0921	\$30,304	328,902	\$0.0968	\$31,838
P117	Royersford Prod	1200556	CHM,AMMONIA,ANHYDROUS,100%,150LB	1,101	2,177		1,101	\$2.0100	2,213	1,101	\$2.1117	2,325	1,101	\$2.2186	2,443
P117	Royersford Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,228	1,081		1,228	\$1.5500	1,903	1,228	\$1.6284	2,000	1,228	\$1.7108	2,101
P117	Royersford Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	30,787	11,087		30,787	\$0.4067	12,521	30,787	\$0.4273	13,155	30,787	\$0.4489	13,820
P117	Royersford Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	1,445	3,004		1,445	\$2.2350	3,230	1,445	\$2.3481	3,393	1,445	\$2.4669	3,565
P117	Royersford Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	715	1,876		715	\$2.6300	1,880	715	\$2.7631	1,976	715	\$2.9029	2,076
P117	Royersford Prod	1200882	CHM,SODA ASH,100%,50LB	3,150	980		3,150	\$0.3000	945	3,150	\$0.3152	993	3,150	\$0.3311	1,043
P117	Royersford Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	222,203	27,635		222,203	\$0.1250	27,775	222,203	\$0.1313	29,181	222,203	\$0.1380	30,657
P117	Royersford Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	3,688	1,106		3,688	\$0.3000	1,106	3,688	\$0.3152	1,162	3,688	\$0.3311	1,221
P117	Royersford Prod	1200958	CHM,SODIUM ZINC,METASHANNOCOR,50LB	10,450	10,378		10,450	\$1.0000	10,450	10,450	\$1.0506	10,979	10,450	\$1.1038	11,534
Total Royersford Prod				603,669	\$87,634		603,669		\$90,869	603,669		\$95,467	603,669		\$100,298
P118	Yardley Prod	1200557	CHM,AMMONIA,ANHYDROUS,100%,BULK	3,738	\$2,432		3,738	\$0.6500	\$2,430	3,738	\$0.6829	\$2,553	3,738	\$0.7174	\$2,682
P118	Yardley Prod	1200570	CHM,CALCIUM,HYPO,100%,100LB	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
P118	Yardley Prod	1200583	CHM,CARBON,PAC LIGNITE,40LB	2,000	1,700		2,000	\$0.8900	1,780	2,000	\$0.9350	1,870	2,000	\$0.9823	1,965
P118	Yardley Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	5,085	5,300		5,085	\$1.1887	6,045	5,085	\$1.2488	6,351	5,085	\$1.3120	6,672
P118	Yardley Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	24,242	5,193	for '21 on, eliminate this usage, replaced with sodium hypochlorite below	24,242	\$0.2200	5,333	0	\$0.2311	0	0	\$0.2428	0
P118	Yardley Prod	1200630	CHM,LIME,HYDRATED CAO,72%,50LB	0	-		0	\$0.3000	-	0	\$0.3152	-	0	\$0.3311	-
P118	Yardley Prod	1200774	CHM,POLYMER,CATIONC CF71259,55GA	16,484	23,241		16,484	\$1.4500	23,902	16,484	\$1.5234	25,111	16,484	\$1.6005	26,382
P118	Yardley Prod	1200849	CHM,POLYMER,SLUDGE POLLUTECH,40LB	0	-		0	\$3.9500	-	0	\$4.1499	-	0	\$4.3599	-
P118	Yardley Prod	1200859	CHM,PHOSPHATE,POLY CALGON C5,30GA	14,337	8,029		14,337	\$0.5600	8,029	14,337	\$0.5883	8,435	14,337	\$0.6181	8,862
P118	Yardley Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	275,209	25,796		275,209	\$0.0709	19,512	275,209	\$0.0745	20,500	275,209	\$0.0783	21,537
P118	Yardley Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	20,087	7,031		20,087	\$0.2800	5,624	282,087	\$0.0830	23,413	282,087	\$0.0872	24,598
P118	Yardley Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	13,163	8,435		13,163	\$0.6500	8,556	13,163	\$0.6829	8,989	13,163	\$0.7174	9,444
P118	Yardley Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	9,897	5,619		9,897	\$0.4650	4,602	9,897	\$0.4885	4,835	9,897	\$0.5132	5,079
P118	Yardley Prod	1201822	CHM,POLYMER,FERRI+PLUS 1025,BULK	185,667	39,507		185,667	\$0.2090	38,804	185,667	\$0.2196	40,768	185,667	\$0.2307	42,831
Total Yardley Prod				569,909	\$132,283		569,909		\$124,617	807,667		\$142,824	807,667		\$150,051
P119	Clarion Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	18,922	\$2,522		18,922	\$0.1336	\$2,528	18,922	\$0.1404	\$2,656	18,922	\$0.1475	\$2,790
P119	Clarion Prod	1200577	CHM,CBPN,PAC BITUMIN 500 IODINE,50LB	9,950	7,887		9,950	\$0.7300	7,264	9,950	\$0.7669	7,631	9,950	\$0.8057	8,017
P119	Clarion Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	23,208	12,604		23,208	\$0.6500	15,085	23,208	\$0.6829	15,849	23,208	\$0.7174	16,650
P119	Clarion Prod	1200646	CHM,HFS ACID,23%,55GA	12,145	2,980		12,145	\$0.2975	3,613	12,145	\$0.3126	3,796	12,145	\$0.3284	3,988
P119	Clarion Prod	1200702	CHM,PAC,DELPC2020, BULK	235,219	52,228		235,219	\$0.2275	53,512	235,219	\$0.2390	56,220	235,219	\$0.2511	59,065
P119	Clarion Prod	1200779	CHM,POLYMER,CATIONC MAGNAFLOC LT225,55LB	805	1,836		805	\$2.4881	2,003	805	\$2.6140	2,104	805	\$2.7463	2,211
P119	Clarion Prod	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	8,198	21,594		8,198	\$2.6300	21,561	8,198	\$2.7631	22,652	8,198	\$2.9029	23,798
P119	Clarion Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	191,440	18,792		191,440	\$0.0805	15,411	191,440	\$0.0846	16,191	191,440	\$0.0889	17,010
P119	Clarion Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	8,030	4,947		8,030	\$0.6300	5,059	8,030	\$0.6619	5,315	8,030	\$0.6954	5,584
Total Clarion Prod				507,917	\$125,389		507,917		\$126,036	507,917		\$132,413	507,917		\$139,113
P120	Indiana Prod	1200577	CHM,CBPN,PAC BITUMIN 500 IODINE,50LB	600	\$554		600	\$0.8400	\$504	600	\$0.8825	\$530	600	\$0.9272	\$556
P120	Indiana Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	3,650	1,058	for '20 on, eliminate this usage, replaced with sodium hypochlorite	0	\$0.4000	-	0	\$0.4202	-	0	\$0.4415	-
P120	Indiana Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	481,340	49,412		481,340	\$0.1100	52,947	481,340	\$0.1156	55,627	481,340	\$0.1214	58,441
P120	Indiana Prod	1200632	CHM,LIME,LIQUID CAO,37.5%,BULK	21,751	1,683		21,751	\$0.0890	3,373	37,900	\$0.0935	3,544	37,900	\$0.0982	3,723
P120	Indiana Prod	1200645	CHM,HFS ACID,23%,330GA	20,110	5,105		20,110	\$0.2440	4,907	20,110	\$0.2563	5,155	20,110	\$0.2693	5,416
P120	Indiana Prod	1200684	CHM,LIME,PEBBLE,100%,BULK	27,300	2,416	for '20 on, eliminate this usage, replaced by liquid lime above	0	\$0.0890	-	0	\$0.0935	-	0	\$0.0982	-
P120	Indiana Prod	1200821	CHM,POLYMER,NONIONC POL EZ 652,55GA	4,530	5,314		4,530	\$1.2000	5,436	4,530	\$1.2607	5,711	4,530	\$1.3245	6,000
P120	Indiana Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	535,160	57,978		535,160	\$0.0925	49,502	535,160	\$0.0972	52,007	535,160	\$0.1021	54,639
P120	Indiana Prod	1200924	CHM,SODIUM HYDROXIDE,50%,30GA	0	-		0	\$0.2150	-	0	\$0.2259	-	0	\$0.2373	-
P120	Indiana Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	230,700	20,913		230,700	\$0.0880	20,302	230,700	\$0.0925	21,329	230,700	\$0.0971	22,408
Total Indiana Prod				1,325,141	\$144,434		1,310,340		\$136,971	1,310,340		\$143,902	1,310,340		\$151,183
P121	Kane Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	4,985	\$5,372	for '21 on, eliminate this usage, replaced with sodium hypochlorite below	4,985	\$1.3263	\$6,612	0	\$1.3934	\$0	0	\$1.4639	\$0
P121	Kane Prod	1200646	CHM,HFS ACID,23%,55GA	5,242	2,223		5,242	\$0.3475	1,822	5,242	\$0.3651	1,914	5,242	\$0.3836	2,011
P121	Kane Prod	1200752	CHM,POLYMER,CATIONC CATFLOC TL5GA	220	535		220	\$2.4500	539	220	\$2.5740	566	220	\$2.7042	595
P121	Kane Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	10,450	4,221		10,450	\$0.4039	4,221	10,450	\$0.4243	4,434	10,450	\$0.4458	4,659
P121	Kane Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	53,509	9,258		53,509	\$0.1679	8,984	53,509	\$0.1764	9,439	53,509	\$0.1853	9,916
P121	Kane Prod	1200980	ZINC,CHLORIDE,1:5,30GA	2,039	1,083		2,039	\$0.5300	1,081	2,039	\$0.5568	1,135	2,039	\$0.5850	1,193
P121	Kane Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	0	-		0	\$0.4521	-	49,850	\$0.4750	23,678	49,850	\$0.4990	24,876
Total Kane Prod				76,445	\$22,692		76,445		\$23,258	121,310		\$41,166	121,310		\$43,249
P122	Ellwood Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	367,421	\$32,517	for '20 on, use 1,200,000 LBS/YR for full year estimate at new plant	1,200,000	\$0.0861	\$103,320	1,200,000	\$0.0905	\$108,548	1,200,000	\$0.0950	\$114,041
P122	Ellwood Prod	1200555	CHM,AMMONIA,ANHYDROUS,100%,100LB	6,122	7,279	for '20 on, eliminate this line, was for old plant no longer in service	0	\$1.2200	-	0	\$1.2817	-	0	\$1.3466	-
P122	Ellwood Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	14,608	1,972	for '20 on, use 20,000 LBS/YR for full year estimate at new plant	20,000	\$0.1125	2,250	20,000	\$0.1182	2,364	20,000	\$0.1242	2,483
P122	Ellwood Prod	1200570	CHM,CALCIUM,HYPO,100%,100LB	345	507	for '20 on, eliminate this line, was for old plant no longer in service	0	\$1.6900	-	0	\$1.7755	-	0	\$1.8654	-
P122	Ellwood Prod	1200577	CHM,CBPN,PAC BITUMIN 500 IODINE,50LB	3,200	2,801	for '20 on, eliminate this line, was for old plant no longer in service	0	\$0.7300	-	0	\$0.7669	-	0	\$0.8057	-
P122	Ellwood Prod	1200579	CHM,CBPN,PAC BITUMIN 500 IODINE,100LB	1,640	1,270	for '20 on, use 2,000 LBS/YR for full year estimate at new plant	2,000	\$0.7800	1,560	2,000	\$0.8195	1,639	2,000	\$0.8609	1,722
P122	Ellwood Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	39,223	12,160	for '20 on, eliminate this line, was for old plant no longer in service	0	\$0.2250	-	0	\$0.2364	-	0	\$0.2483	-
P122	Ellwood Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	748,723	76,244	for '20 on, eliminate this line, was for old plant no longer in service	0	\$0.1100	-	0	\$0.1156	-	0	\$0.1214	-

Plant #	Plant Name	Material	Material Description	2019 (Base Year)		Comments	2020 (Future Test Year)			2021 (Rate Year 1)			2022 (Rate Year 2)		
				Units	Expense		Units	Price	Expense	Units	Price	Expense	Units	Price	Expense
P122	Ellwood Prod	1200630	CHM,LIME,HYDRATED CAO,72%,50LB	3,900	1,143	for '20 on, eliminate this line, was for old plant no longer in service	0	\$0.2620	-	0	\$0.2753	-	0	\$0.2892	-
P122	Ellwood Prod	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	213,089	20,258	for '20 on, eliminate this line, was for old plant no longer in service	0	\$0.0997	-	0	\$0.1047	-	0	\$0.1100	-
P122	Ellwood Prod	1200639	CHM,HYDROGEN PEROXIDE,BULK	42,980	9,613		42,980	\$0.2750	11,820	42,980	\$0.2889	12,418	42,980	\$0.3035	13,046
P122	Ellwood Prod	1200690	CHM,PHOSPHORIC ACID,ORTHO,75%,30GA	0	-	for '20 on, eliminate this line, was for old plant no longer in service	0	-	-	0	\$0.0000	-	0	\$0.0000	-
P122	Ellwood Prod	1200751	CHM,POLYMER,CATIONC NALCO 8102 PLS,55GA	4,599	3,954	for '20 on, eliminate this line, was for old plant no longer in service	0	\$0.9000	-	0	\$0.9455	-	0	\$0.9934	-
P122	Ellwood Prod	1200823	CHM,POLYMER,NONIONC NALCO 8181,5GA	176	487	for '20 on, eliminate this line, was for old plant no longer in service	0	\$2.7900	-	0	\$2.9312	-	0	\$3.0795	-
P122	Ellwood Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	3,043	5,940	for '20 on, eliminate this line, was for old plant no longer in service	0	\$1.8500	-	0	\$1.9436	-	0	\$2.0420	-
P122	Ellwood Prod	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	8,814	9,343	for '20 on, use 24,000 LBS/YR for full year estimate at new plant	24,000	\$1.1400	27,360	24,000	\$1.1977	28,744	24,000	\$1.2583	30,199
P122	Ellwood Prod	1200894	CHM,SODIUM BISULFITE,ROVER,50LB	6,395	2,938	for '20 on, eliminate this line, was for old plant no longer in service	0	\$0.4500	-	0	\$0.4728	-	0	\$0.4967	-
P122	Ellwood Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	(434)	(44)	for '20 on, use 5,000 LBS/YR for full year estimate at new plant	5,000	\$0.0925	463	5,000	\$0.0972	486	5,000	\$0.1021	510
P122	Ellwood Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	154,623	14,859	for '20 on, use 410,000 LBS/YR for full year estimate at new plant	410,000	\$0.0860	35,260	410,000	\$0.0904	37,044	410,000	\$0.0949	38,919
P122	Ellwood Prod	1201171	CHM,PHOSPHORIC ACID,ORTHO,75%,BULK	8,104	4,055	for '20 on, use 20,000 LBS/YR for full year estimate at new plant	20,000	\$0.5250	10,500	20,000	\$0.5516	11,031	20,000	\$0.5795	11,589
P122	Ellwood Prod	1202121	CHM,PHOSPHORIC ACID,ORTHO,75%,15GA	11,061	7,621	for '20 on, eliminate this line, was for old plant no longer in service	0	\$0.6500	-	0	\$0.6829	-	0	\$0.7174	-
P122	Ellwood Prod	1202581	CHM,PLYMR,CATIONC NALCO 8100,TOTE	3,569	5,595	for '20 on, use 13,000 LBS/YR for full year estimate at new plant	13,000	\$1.4600	18,980	13,000	\$1.5339	19,940	13,000	\$1.6115	20,949
P122	Ellwood Prod	1202582	CHM,PLYMR,NONIONC NALCO 8181,TOTE	(2,306)	(3,367)	for '20 on, eliminate this line, was for old plant no longer in service	0	\$1.1900	-	0	\$1.2502	-	0	\$1.3135	-
P122	Ellwood Prod	1202583	CHM,PLYMR,CATIONC NALCO 7128,TOTE	(2,216)	(3,058)	for '20 on, use 5,000 LBS/YR for full year estimate at new plant	5,000	\$1.4000	7,000	5,000	\$1.4708	7,354	5,000	\$1.5453	7,726
P122	Ellwood Prod	1202591	CHM,PLYMR,NONIONC NALCO 8102,TOTE	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
P122	Ellwood Prod	1202592	CHM,LIME,LIQUID CAO, 30% BULK	(11,120)	(18,201)	for '20 on, use 120,000 LBS/YR for full year estimate at new plant	120,000	\$0.0750	9,000	120,000	\$0.0788	9,455	120,000	\$0.0828	9,934
P122	Ellwood Prod	1202632	CHM,SODIUM BISULFITE,38%,MINI BULK	(135)	(30)	for '20 on, use 200 LBS/YR for full year estimate at new plant	200	\$0.2226	45	200	\$0.2339	47	200	\$0.2457	49
P122	Ellwood Prod	1202751	CHM,POLYMER,CEDARFLOC 554,2300LB	1,542	1,840	for '20 on, use 20,000 LBS/YR for full year estimate at new plant	20,000	\$1.1300	22,600	20,000	\$1.1872	23,744	20,000	\$1.2472	24,945
P122	Ellwood Prod	1202761	CHM,PLYMR,CATIONC,NALCO 8102 PLUS,275GA	3,533	3,183	for '20 on, use 7,500 LBS/YR for full year estimate at new plant	7,500	\$0.8500	6,375	7,500	\$0.8930	6,698	7,500	\$0.9382	7,036
P122	Ellwood Prod	WE	Vita-D-Chlor Slo-Tab 140 Tablets, V324.	6	3,983	for '20 on, eliminate this line	0	\$0.0000	-	0	\$0.0000	-	0	\$0.0000	-
Total Ellwood Prod				1,630,505	\$204,862		1,889,680		\$256,532	1,889,680		\$269,512	1,889,680		\$283,149
P123	New Castle Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	2,063,794	\$156,738		2,063,794	\$0.0771	\$159,119	2,063,794	\$0.0810	\$167,170	2,063,794	\$0.0851	\$175,629
P123	New Castle Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	47,126	3,097		47,126	\$0.0731	3,445	47,126	\$0.0768	3,619	47,126	\$0.0807	3,802
P123	New Castle Prod	1200570	CHM,CALCIUM,HYPO,100%,100LB	1,679	2,735		1,679	\$1.6900	2,838	1,679	\$1.7755	2,981	1,679	\$1.8654	3,132
P123	New Castle Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	0	-		0	\$0.7200	-	0	\$0.7564	-	0	\$0.7947	-
P123	New Castle Prod	1200583	CHM,CARBON,PAC LIGNITE,40LB	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
P123	New Castle Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	89,851	27,990		89,851	\$0.2250	20,216	89,851	\$0.2364	21,239	89,851	\$0.2483	22,314
P123	New Castle Prod	1200632	CHM,LIME,LIQUID CAO,37.5%,BULK	36,004	2,664		443,600	\$0.0830	36,819	443,600	\$0.0872	38,682	443,600	\$0.0916	40,639
P123	New Castle Prod	1200647	CHM,HFS ACID,23%,BULK	47,649	8,574		47,649	\$0.2300	10,959	47,649	\$0.2416	11,514	47,649	\$0.2539	12,096
P123	New Castle Prod	1200684	CHM,LIME,PEBBLE,100%,BULK	134,562	12,112	for '20 on, eliminate this usage, replaced with liquid lime above	0	\$0.0882	-	0	\$0.0927	-	0	\$0.0974	-
P123	New Castle Prod	1200751	CHM,POLYMER,CATIONC NALCO 8102 PLS,55GA	21,183	18,523		21,183	\$0.8900	18,853	21,183	\$0.9350	19,807	21,183	\$0.9823	20,809
P123	New Castle Prod	1200781	CHM,POLYMER,CATIONC NALCO 8110 PULV,50LB	2,927	7,112		2,927	\$2.4600	7,200	2,927	\$2.5845	7,565	2,927	\$2.7153	7,948
P123	New Castle Prod	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	17,337	47,158		17,337	\$2.5200	43,689	17,337	\$2.6475	45,900	17,337	\$2.7815	48,222
P123	New Castle Prod	1200914	CHM,SODIUM HYDROXIDE,25%,330GA	144,273	20,665		144,273	\$0.1250	18,034	144,273	\$0.1313	18,947	144,273	\$0.1380	19,905
P123	New Castle Prod	1200977	CHM,ZINC,CHLORIDE,1:3,BULK	24,266	12,262		24,266	\$0.5150	12,497	24,266	\$0.5411	13,129	24,266	\$0.5684	13,794
P123	New Castle Prod	WE	USABBlueBook Dechlorination Tablets, 45 l	5	657		5	\$131.3560	657	5	\$138.0026	690	5	\$144.9855	725
Total New Castle Prod				2,630,656	\$320,286		2,903,690		\$334,326	2,903,690		\$351,243	2,903,690		\$369,016
P124	Punxsutawney P	1200596	CHM,CHLORINE,100%,150LB CYLINDER	14,942	\$16,746		14,942	\$1.1533	\$17,233	14,942	\$1.2117	\$18,105	14,942	\$1.2730	\$19,021
P124	Punxsutawney P	1200612	CHM,FERRIC,CHLORID,38%,BULK	121,304	11,208		121,304	\$0.1100	13,343	121,304	\$0.1156	14,019	121,304	\$0.1214	14,728
P124	Punxsutawney P	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	52,102	4,549		52,102	\$0.0952	4,960	52,102	\$0.1000	5,211	52,102	\$0.1051	5,475
P124	Punxsutawney P	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	109	718		109	\$3.9744	435	109	\$4.1755	457	109	\$4.3868	480
P124	Punxsutawney P	1200895	CHM,SODIUM BISULFITE,38%,55GA 310	2,279	454		2,279	\$0.2150	490	2,279	\$0.2259	515	2,279	\$0.2373	541
P124	Punxsutawney P	1200992	CHM,ZINC,ONDEO C39,50LB	6,250	\$6,244		6,250	\$1.0000	6,250	6,250	\$1.0506	6,566	6,250	\$1.1038	6,899
Total Punxsutawney P				196,986	\$39,919		196,986		\$42,711	196,986		\$44,872	196,986		\$47,143
P125	Warren Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	5,562	\$6,732		5,562	\$1.2010	\$6,680	5,562	\$1.2618	\$7,018	5,562	\$1.3256	\$7,373
P125	Warren Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	5,785	3,676		5,785	\$0.6500	3,760	5,785	\$0.6829	3,951	5,785	\$0.7174	4,150
Total Warren Prod				11,347	\$10,408		11,347		\$10,440	11,347		\$10,968	11,347		\$11,523
P126	Butler Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	1,175,460	\$93,387		1,175,460	\$0.0824	\$96,858	1,175,460	\$0.0866	\$101,759	1,175,460	\$0.0909	\$106,908
P126	Butler Prod	1200555	CHM,AMMONIA,ANHYDROUS,100%,100LB	10,220	12,121		10,220	\$1.1000	11,242	10,220	\$1.1557	11,811	10,220	\$1.2141	12,408
P126	Butler Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	40,900	28,255	for '22 on, eliminate this usage, replaced with sodium hypochlorite below	40,900	\$0.7000	28,630	40,900	\$0.7354	30,079	40,900	\$0.7726	31,601
P126	Butler Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	106,400	30,779		106,400	\$0.2350	25,004	106,400	\$0.2469	26,269	0	\$0.2594	-
P126	Butler Prod	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	208,645	16,145		208,645	\$0.0835	17,422	208,645	\$0.0877	18,303	208,645	\$0.0922	19,230
P126	Butler Prod	1200690	CHM,PHOSPHORIC ACID,ORTHO,75%,30GA	23,582	15,475		23,582	\$0.6200	14,621	23,582	\$0.6514	15,361	23,582	\$0.6843	16,138
P126	Butler Prod	1200702	CHM,PACLDELPC2020, BULK	383,450	68,873		383,450	\$0.1899	72,817	383,450	\$0.1995	76,502	383,450	\$0.2096	80,373
P126	Butler Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	14,721	28,765		14,721	\$1.8500	27,234	14,721	\$1.9436	28,612	14,721	\$2.0420	30,060

Plant #	Plant Name	Material	Material Description	2019 (Base Year)		Comments	2020 (Future Test Year)			2021 (Rate Year 1)			2022 (Rate Year 2)		
				Units	Expense		Units	Price	Expense	Units	Price	Expense	Units	Price	Expense
P126	Butler Prod	1201105	CHM,POLYMER,CATIONC NALCO 8170,55LB	85	202		85	\$2.4900	212	85	\$2.6160	222	85	\$2.7484	234
P126	Butler Prod	WE	Ferric Chloride	31,200	5,928	for '20 on, eliminate this line	0	\$0.1900	-	0	\$0.1996	-	0	\$0.2097	-
P126	Butler Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK				0	\$0.0880	-	0	\$0.0925	-	1,064,000	\$0.0971	103,347
Total Butler Prod				1,994,663	\$299,930		1,963,463		\$294,039	1,963,463		\$308,918	2,921,063		\$400,298
P127	Kittanning Prod	1200559	CHM,AMMONIUM SULFATE,LIQUID,30%,55GA	0	\$0		0	\$0	\$0	0	\$0	\$0	0	\$0	\$0
P127	Kittanning Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	6,677	4,118	for '21 on, eliminate this usage, replaced with sodium hypochlorite below	6,677	\$0.6500	4,340	0	\$0.6829	-	0	\$0.7174	-
P127	Kittanning Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	125,869	19,002		125,869	\$0.1100	13,846	125,869	\$0.1156	14,546	125,869	\$0.1214	15,282
P127	Kittanning Prod	1200647	CHM,HFS ACID,23%,BULK	4,211	1,235		4,211	\$0.1800	758	4,211	\$0.1891	796	4,211	\$0.1987	837
P127	Kittanning Prod	1200690	CHM,PHOSPHORIC ACID,ORTHO,75%,30GA	2,191	2,225		2,191	\$0.8978	1,967	2,191	\$0.9432	2,067	2,191	\$0.9910	2,171
P127	Kittanning Prod	1200752	CHM,POLYMER,CATIONC CATFLOC TL,5GA	1,086	2,596		1,086	\$2.4500	2,661	1,086	\$2.5740	2,795	1,086	\$2.7042	2,937
P127	Kittanning Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	513	1,853		513	\$3.8000	1,949	513	\$3.9923	2,048	513	\$4.1943	2,152
P127	Kittanning Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	149,297	14,678		149,297	\$0.0801	11,959	149,297	\$0.0842	12,564	149,297	\$0.0884	13,200
P127	Kittanning Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	5,576	2,299		5,576	\$0.3125	1,743	5,576	\$0.3283	1,831	5,576	\$0.3449	1,923
P127	Kittanning Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK				0	\$0.0860	-	66,800	\$0.0860	5,745	66,800	\$0.0904	6,035
Total Kittanning Prod				295,420	\$48,006		295,420		\$39,222	355,543		\$42,392	355,543		\$44,537
P128	Brownsville Prod	1200549	CHM,ALUM,CL HYDROX SULFAT,BULK	0	\$0		0	\$0	\$0	0	\$0.0000	\$0	0	\$0.0000	\$0
P128	Brownsville Prod	1200555	CHM,AMMONIA,ANHYDROUS,100%,100LB	4,178	6,346	for '20 on, increase annual usage by 8% to account for anticipated plant output increase (to lower purchased water volumes)	4,512	\$1.6800	7,581	4,512	\$1.7650	7,964	4,512	\$1.8543	8,367
P128	Brownsville Prod	1200577	CHM,CB,N,PAC BITUMIN 500 IODINE,50LB	0	-		0	\$0.7000	-	0	\$0.7354	-	0	\$0.7726	-
P128	Brownsville Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	33,485	18,096	for '20 on, increase annual usage by 8% to account for anticipated plant output increase (to lower purchased water volumes)	36,164	\$0.7150	25,857	36,164	\$0.7512	27,165	36,164	\$0.7892	28,540
P128	Brownsville Prod	1200701	CHM,PACL,DELPC2020,55GA	0	-		0	\$0.3315	-	0	\$0.3483	-	0	\$0.3659	-
P128	Brownsville Prod	1200702	CHM,PACL,DELPC2020, BULK	452,959	125,103	for '20 on, increase annual usage by 8% to account for anticipated plant output increase (to lower purchased water volumes)	489,196	\$0.2625	128,414	489,196	\$0.2758	134,912	489,196	\$0.2897	141,738
P128	Brownsville Prod	1200877	CHM,SODIUM PERMANGANATE,20%,55GA	18,870	18,439	for '20 on, increase annual usage by 8% to account for anticipated plant output increase (to lower purchased water volumes)	20,380	\$1.0600	21,602	20,380	\$1.1136	22,695	20,380	\$1.1700	23,844
P128	Brownsville Prod	1200891	CHM,SODIUM BISULFITE,38%,15GA	450	101	for '20 on, increase annual usage by 8% to account for anticipated plant output increase (to lower purchased water volumes)	486	\$0.2500	122	486	\$0.2627	128	486	\$0.2759	134
P128	Brownsville Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	150,047	34,637	for '20 on, increase annual usage by 8% to account for anticipated plant output increase (to lower purchased water volumes)	162,050	\$0.1770	28,683	162,050	\$0.1860	30,134	162,050	\$0.1954	31,659
P128	Brownsville Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	14,052	8,842	for '20 on, increase annual usage by 8% to account for anticipated plant output increase (to lower purchased water volumes)	15,176	\$0.6300	9,561	15,176	\$0.6619	10,045	15,176	\$0.6954	10,553
P128	Brownsville Prod	1202031	CHM,POLYMER,CATIONIC NALCO 7763 5GA	2,823	7,737	for '20 on, increase annual usage by 8% to account for anticipated plant output increase (to lower purchased water volumes)	3,049	\$2.5700	7,835	3,049	\$2.7000	8,231	3,049	\$2.8367	8,648
Total Brownsville Prod				676,863	\$219,300		731,012		\$229,654	731,012		\$241,275	731,012		\$253,483
P130	UniontownConnellsvle P	1200555	CHM,AMMONIA,ANHYDROUS,100%,100LB	0	\$0		0	\$0	\$0	0	\$0.0000	\$0	0	\$0.0000	\$0
P130	UniontownConnellsvle P	1200646	CHM,HFS ACID,23%,55GA	3,576	898		3,576	\$0.2440	873	3,576	\$0.2563	917	3,576	\$0.2693	963
Total UniontownConnellsvle P				3,576	\$898		3,576		\$873	3,576		\$917	3,576		\$963
P131	McMurray Prod	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	5,325	\$853		140,200	\$0.1680	\$23,554	140,200	\$0.1765	\$24,745	140,200	\$0.1854	\$25,998
P131	McMurray Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	408	216		17,500	\$0.4989	8,731	17,500	\$0.5241	9,173	17,500	\$0.5507	9,637
Total McMurray Prod				5,733	\$1,069		157,700		\$32,284	157,700		\$33,918	157,700		\$35,634
P132	Pittsburgh Hays Mine P	1200566	CHM,AMMONIA,AQUA,19%,BULK	349,872	\$23,545		349,872	\$0.0658	\$23,022	349,872	\$0.0691	\$24,186	349,872	\$0.0726	\$25,410
P132	Pittsburgh Hays Mine P	1200578	CHM,CB,N,PAC BITUMIN 500 IODINE,BULK	0	-		0	\$0.5400	-	0	\$0.5673	-	0	\$0.5960	-
P132	Pittsburgh Hays Mine P	1200623	CHM,FERRIC,CHLORID PLYMR FER+PLUS,BULK	2,889,962	569,672		2,889,962	\$0.2045	590,997	2,889,962	\$0.2148	620,902	2,889,962	\$0.2257	652,319
P132	Pittsburgh Hays Mine P	1200647	CHM,HFS ACID,23%,BULK	50,304	293,963		50,304	\$0.2050	60,262	50,304	\$0.2154	63,312	50,304	\$0.2263	66,515
P132	Pittsburgh Hays Mine P	1200717	CHM,POLYMER,ANIONC SPRLF A-130,50LB	16,173	30,853		16,173	\$1.9800	32,023	16,173	\$2.0802	33,643	16,173	\$2.1854	35,346
P132	Pittsburgh Hays Mine P	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	331,359	229,405		331,359	\$0.6700	222,011	331,359	\$0.7039	233,244	331,359	\$0.7395	245,046
P132	Pittsburgh Hays Mine P	1200898	CHM,SODIUM BISULFITE,38%,TOTE	0	-		0	\$0.2000	-	0	\$0.2101	-	0	\$0.2208	-
P132	Pittsburgh Hays Mine P	1200900	CHM,SODIUM CHLORIDE,90% PURE,50LB 704	2,000	529		0	\$0.2200	-	0	\$0.2311	-	0	\$0.2428	-
P132	Pittsburgh Hays Mine P	1200904	CHM,SODIUM CHLORIDE,100%,BULK	1,030,380	109,699		10,400	\$0.1040	1,082	10,400	\$0.1093	1,136	10,400	\$0.1148	1,194
P132	Pittsburgh Hays Mine P	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	1,599,345	258,678		1,599,345	\$0.1345	215,112	1,599,345	\$0.1413	225,997	1,599,345	\$0.1485	237,432
P132	Pittsburgh Hays Mine P	1200933	CHM,SODIUM HYPOCHLORITE,13%,300GA	0	-	for '20 on, increase usage to 4,476,000 LBS/YR to reflect full year use	0	\$0.1650	-	0	\$0.1733	-	0	\$0.1821	-
P132	Pittsburgh Hays Mine P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	1,897,381	149,417		4,476,000	\$0.0818	366,137	4,476,000	\$0.0859	384,663	4,476,000	\$0.0903	404,127
P132	Pittsburgh Hays Mine P	1200977	CHM,ZINC,CHLORIDE,1:3,BULK	171,404	87,240		171,404	\$0.5175	88,702	171,404	\$0.5437	93,190	171,404	\$0.5712	97,905
P132	Pittsburgh Hays Mine P	1201117	CHM,POLYMER,CATIONC AS 2222,BULK	135,037	89,973		135,037	\$0.5800	78,321	135,037	\$0.6093	82,285	135,037	\$0.6402	86,448
P132	Pittsburgh Hays Mine P	1201413	CHM,SODIUM CHLORIDE PUREX 100%, BULK	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
P132	Pittsburgh Hays Mine P	1201841	CHM,POLYMER,AS-130PW,55LB BAG	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
P132	Pittsburgh Hays Mine P	WE	Polymer Cleaner Pro	2	244		2	\$121.8300	244	2	\$127.9946	256	2	\$134.4711	269
P132	Pittsburgh Hays Mine P	WE	Water Softener Salt	286	2,065		286	\$7.2190	2,065	286	\$7.5843	2,169	286	\$7.9681	2,279
Total Pittsburgh Hays Mine P				8,717,164	\$1,601,621		10,273,803		\$1,679,976	10,273,803		\$1,764,983	10,273,803		\$1,854,291
P133	Pittsburgh Aldrich P	1200566	CHM,AMMONIA,AQUA,19%,BULK	320,235	\$22,101		320,235	\$0.0658	\$21,071	320,235	\$0.0691	\$22,138	320,235	\$0.0726	\$23,258
P133	Pittsburgh Aldrich P	1200578	CHM,CB,N,PAC BITUMIN 500 IODINE,BULK	0	-		0	\$0.5400	-	0	\$0.5673	-	0	\$0.5960	-

Plant #	Plant Name	Material	Material Description	2019 (Base Year)		Comments	2020 (Future Test Year)			2021 (Rate Year 1)			2022 (Rate Year 2)		
				Units	Expense		Units	Price	Expense	Units	Price	Expense	Units	Price	Expense
P133	Pittsburgh Aldrich P	1200619	CHM,FERRIC,CHLORID PLVMR AS2820,10%,BULK	1,713,208	473,051		1,713,208	\$0.2775	475,415	1,713,208	\$0.2915	499,471	1,713,208	\$0.3063	524,744
P133	Pittsburgh Aldrich P	1200623	CHM,FERRIC,CHLORID PLVMR FER+PLUS,BULK	-	-		0	\$0.2090	-	0	\$0.2196	-	0	\$0.2307	-
P133	Pittsburgh Aldrich P	1200647	CHM,HFS ACID,23%,BULK	261,545	43,741		261,545	\$0.2050	53,617	261,545	\$0.2154	56,330	261,545	\$0.2263	59,180
P133	Pittsburgh Aldrich P	1200754	CHM,POLYMER,CATIONC CATFLOC TL,BULK	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
P133	Pittsburgh Aldrich P	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	53,084	143,529		53,084	\$2.4900	132,179	53,084	\$2.6160	138,868	53,084	\$2.7484	145,894
P133	Pittsburgh Aldrich P	1200904	CHM,SODIUM CHLORIDE,100%,BULK	1,011,945	107,382		10,400	\$0.1040	1,082	10,400	\$0.1093	1,136	10,400	\$0.1148	1,194
P133	Pittsburgh Aldrich P	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	742,730	119,891		742,730	\$0.1345	99,897	742,730	\$0.1413	104,952	742,730	\$0.1485	110,263
P133	Pittsburgh Aldrich P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	1,660,582	130,746	for '20 on, increase usage to 4,740,000 LBS/YR to reflect full year use	4,740,000	\$0.0760	360,240	4,740,000	\$0.0798	378,468	4,740,000	\$0.0839	397,619
P133	Pittsburgh Aldrich P	1200977	CHM,ZINC,CHLORIDE,1:3,BULK	142,868	71,802		142,868	\$0.5175	73,934	142,868	\$0.5437	77,675	142,868	\$0.5712	81,606
P133	Pittsburgh Aldrich P	1201117	CHM,POLYMER,CATIONC AS 2222,BULK	10,404	6,408		10,404	\$0.5800	6,034	10,404	\$0.6093	6,340	10,404	\$0.6402	6,660
P133	Pittsburgh Aldrich P	1201413	CHM,SODIUM CHLORIDE PUREX 100%, BULK	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
P133	Pittsburgh Aldrich P	1202401	CHM,POLYMER,AS-1400PW,275GA	25,457	38,842		25,457	\$1.4500	36,913	25,457	\$1.5234	38,780	25,457	\$1.6005	40,743
Total Pittsburgh Aldrich P				5,942,058	\$1,157,494		8,019,931		\$1,260,383	8,019,931		\$1,324,158	8,019,931		\$1,391,160
P134	Silver Spring Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	34,882	\$4,345		34,882	\$0.1155	\$4,029	34,882	\$0.1213	\$4,233	34,882	\$0.1275	\$4,447
P134	Silver Spring Prod	1200577	CHM,CBPN,PAC BITUMIN 500 IODINE,50LB	14,696	10,486		14,696	\$0.7150	10,508	14,696	\$0.7512	11,039	14,696	\$0.7892	11,598
P134	Silver Spring Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	56,632	17,509	for '21 on, eliminate this usage, replaced with sodium hypochlorite below	56,632	\$0.3350	18,972	0	\$0.3520	-	0	\$0.3698	-
P134	Silver Spring Prod	1200630	CHM,LIME,HYDRATED CAO,72%,50LB	51,200	6,654		51,200	\$0.1416	7,250	51,200	\$0.1488	7,617	51,200	\$0.1563	8,002
P134	Silver Spring Prod	1200647	CHM,HFS ACID,23%,BULK	29,500	4,942		29,500	\$0.2050	6,048	29,500	\$0.2154	6,354	29,500	\$0.2263	6,675
P134	Silver Spring Prod	1200751	CHM,POLYMER,CATIONC NALCO 8102 PLS,55GA	1,298	1,121		1,298	\$0.9200	1,194	1,298	\$0.9666	1,255	1,298	\$1.0155	1,318
P134	Silver Spring Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	18,741	20,686		18,741	\$1.0300	19,303	18,741	\$1.0821	20,280	18,741	\$1.1369	21,306
P134	Silver Spring Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	11,318	29,427	for '21 on, eliminate this usage, replaced with sodium permanganate below	11,318	\$2.6000	29,427	0	\$2.7316	-	0	\$2.8698	-
P134	Silver Spring Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	588,258	54,135		588,258	\$0.0724	42,590	588,258	\$0.0761	44,745	588,258	\$0.0799	47,009
P134	Silver Spring Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	34,063	13,022		34,063	\$0.3825	13,029	34,063	\$0.4019	13,688	34,063	\$0.4222	14,381
P134	Silver Spring Prod	1201822	CHM,POLYMER,FERRI+PLUS 1025,BULK	798,515	169,243		798,515	\$0.2045	163,296	798,515	\$0.2148	171,559	798,515	\$0.2257	180,240
P134	Silver Spring Prod		Zl Dechlorination tablets	10	1,528		10	\$152.7840	1,528	10	\$160.5149	1,605	10	\$168.6369	1,686
P134	Silver Spring Prod	1201118	CHM,SODIUM PERMANGANATE,20%,300GA	0	-		0	\$1.0000	-	45,000	\$1.0506	47,277	45,000	\$1.1038	49,669
P134	Silver Spring Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	0	-		0	\$0.0830	-	566,000	\$0.0872	49,355	566,000	\$0.0916	51,852
Total Silver Spring Prod				1,639,113	\$333,099		1,639,113		\$317,173	2,182,163		\$379,007	2,182,163		\$398,184
P135	West Shore Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	69,862	\$7,613		69,862	\$0.1004	\$7,014	69,862	\$0.1055	\$7,369	69,862	\$0.1108	\$7,742
P135	West Shore Prod	1200577	CHM,CBPN,PAC BITUMIN 500 IODINE,50LB	6,946	4,795		14,700	\$0.7200	10,584	14,700	\$0.7564	11,120	14,700	\$0.7947	11,682
P135	West Shore Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	83,226	23,560	for '21 on, eliminate this usage, replaced with sodium hypochlorite below	83,226	\$0.3117	25,942	0	\$0.3275	-	0	\$0.3440	-
P135	West Shore Prod	1200623	CHM,FERRIC,CHLORID PLVMR FER+PLUS,BULK	0	-		0	\$0.2090	-	0	\$0.2196	-	0	\$0.2307	-
P135	West Shore Prod	1200647	CHM,HFS ACID,23%,BULK	63,699	12,489		63,699	\$0.2200	14,014	63,699	\$0.2311	14,723	63,699	\$0.2428	15,468
P135	West Shore Prod	1200804	CHM,POLYMER,CATIONC AS 2222,55GA	727	643		727	\$0.8900	647	727	\$0.9350	680	727	\$0.9823	714
P135	West Shore Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	9,246	10,169		9,246	\$1.0200	9,431	9,246	\$1.0716	9,908	9,246	\$1.1258	10,409
P135	West Shore Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	1,331,842	114,643		1,331,842	\$0.0673	89,633	1,331,842	\$0.0707	94,168	1,331,842	\$0.0743	98,933
P135	West Shore Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	81,917	29,696		81,917	\$0.3625	29,695	81,917	\$0.3808	31,197	81,917	\$0.4001	32,776
P135	West Shore Prod	1201118	CHM,SODIUM PERMANGANATE,20%,300GA	2,425	2,525		2,425	\$1.3050	3,165	2,425	\$1.3710	3,325	2,425	\$1.4404	3,493
P135	West Shore Prod	1202391	CHM,PLVMR,FER+PLUS 3075,39945,BULK	1,030,890	216,254		1,030,890	\$0.2045	210,817	1,030,890	\$0.2148	221,484	1,030,890	\$0.2257	232,691
P135	West Shore Prod	WE	Flouride	1	4,732		1	\$4,731.7200	4,732	1	\$4,971.1450	4,971	1	\$5,222.6850	5,223
P135	West Shore Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	0	-		0	\$0.0830	-	832,000	\$0.0872	72,550	832,000	\$0.0916	76,221
Total West Shore Prod				2,680,781	\$427,120		2,688,535		\$405,673	3,437,309		\$471,496	3,437,309		\$495,353
P136	Coatesville Prod	1200562	CHM,AMMONIUM SULFATE,40%,BULK	63,908	\$19,971		63,908	\$0.3700	\$23,646	63,908	\$0.3887	\$24,842	63,908	\$0.4084	\$26,099
P136	Coatesville Prod	1200586	CHM,CARBON,PAC LIGNITE,BULK	48,824	27,167		48,824	\$0.5400	26,365	48,824	\$0.5673	27,699	48,824	\$0.5960	29,101
P136	Coatesville Prod	1200604	CHM,COPPER SULFATE,100%,50LB	(1,500)	(3,867)		4,980	\$1.8440	9,183	4,980	\$1.9373	9,648	4,980	\$2.0353	10,136
P136	Coatesville Prod	1200647	CHM,HFS ACID,23%,BULK	27,783	4,544		27,783	\$0.2050	5,696	27,783	\$0.2154	5,984	27,783	\$0.2263	6,286
P136	Coatesville Prod	1200662	CHM,PHOSPHATE,ORTH-PLY CARUS 8700,339LB	0	-		0	\$0.3850	-	0	\$0.4045	-	0	\$0.4249	-
P136	Coatesville Prod	1200753	CHM,POLYMER,CATIONC ZETAG 8812,55GA	0	-		0	\$1.7105	-	0	\$1.7971	-	0	\$1.8880	-
P136	Coatesville Prod	1200772	CHM,POLYMER,CATIONC DELTA FLOC 801,BULK	944,504	159,464		944,504	\$0.1710	161,510	944,504	\$0.1797	169,683	944,504	\$0.1887	178,629
P136	Coatesville Prod	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	106,694	76,279		106,694	\$0.8008	85,441	106,694	\$0.8413	90,839	106,694	\$0.8839	94,306
P136	Coatesville Prod	1200904	CHM,SODIUM CHLORIDE,100%,BULK	335,115	25,494		335,115	\$0.0770	25,804	335,115	\$0.0809	27,110	335,115	\$0.0850	28,481
P136	Coatesville Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	307,041	26,991		307,041	\$0.0850	26,098	307,041	\$0.0893	27,419	307,041	\$0.0938	28,806
P136	Coatesville Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK	2	36,718		130,500	\$0.2850	37,193	130,500	\$0.2994	39,074	130,500	\$0.3146	41,052
P136	Coatesville Prod	1200955	CHM,SODIUM THIOSULFATE,LIQUID,30%,S85LB	0	-		0	\$0.9748	-	0	\$1.0241	-	0	\$1.0759	-
P136	Coatesville Prod	1201174	CHM,PHOSPHATE,ORTH-PLY CARUS 8700,BULK	54,795	21,113		54,795	\$0.4100	22,466	54,795	\$0.4307	23,603	54,795	\$0.4525	24,797
P136	Coatesville Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	4,680	2,335		4,680	\$0.4650	2,176	4,680	\$0.4885	2,286	4,680	\$0.5132	2,402
P136	Coatesville Prod	WE	CHM,CALCIUM THIOSULFATE,LIQUID,55GA	2,350	3,925		7,000	\$1.6700	11,690	7,000	\$1.7545	12,282	7,000	\$1.8433	12,903
P136	Coatesville Prod	Zl	Calcium Chloride	1	1,075		1	\$1,074.5500	1,075	1	\$1,128.9222	1,129	1	\$1,186.0457	1,186
Total Coatesville Prod				1,894,197	\$401,208		2,035,825		\$438,342	2,035,825		\$460,522	2,035,825		\$483,824
P137	Lake Heritage Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	5,848	\$3,343		5,848	\$0.5300	\$3,100	5,848	\$0.5568	\$3,256	5,848	\$0.5850	\$3,421
Total Lake Heritage Prod				5,848	\$3,343		5,848		\$3,100	5,848		\$3,256	5,848		\$3,421
P138	Boggs Township Prod	1200705	CHM,POLYMER,DELTA FLOC 807,55GA	218	\$132		218	\$0.6875	\$150	218	\$0.7223	\$157	218	\$0.7588	\$165
P138	Boggs Township Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	2,194	3,260		2,194	\$0.8375	1,837	2,194	\$0.8799	1,930	2,194	\$0.9244	2,028
Total Boggs Township Prod				2,412	\$3,392		2,412		\$1,987	2,412		\$2,088	2,412		\$2,194
P139	Nittany Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	7,593	\$10,078		7,593	\$1.2000	\$9,112	7,593	\$1.2607	\$9,573	7,593	\$1.3245	\$10,057
Total Nittany Prod				7,593	\$10,078		7,593		\$9,112	7,593		\$9,573	7,593		\$10,057
P140	S W B Brownell Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	86,292	\$7,201		86,292	\$0.0862	\$7,438	86,292	\$0.0906	\$7,815	86,292	\$0.0951	\$8,210

Plant #	Plant Name	Material	Material Description	2019 (Base Year)		Comments	2020 (Future Test Year)			2021 (Rate Year 1)			2022 (Rate Year 2)		
				Units	Expense		Units	Price	Expense	Units	Price	Expense	Units	Price	Expense
P140	S W B Brownell Prod	1200577	CHM,CBPN,PAC BITUMIN 500 IODINE,50LB	32,500	21,878		32,500	\$0.6800	22,100	32,500	\$0.7144	23,218	32,500	\$0.7506	24,393
P140	S W B Brownell Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	28,320	11,109		28,320	\$0.4417	12,509	28,320	\$0.4641	13,142	28,320	\$0.4875	13,807
P140	S W B Brownell Prod	1200630	CHM,LIME,HYDRATED CAO,72%,50LB	43,900	7,838		43,900	\$0.2115	9,285	43,900	\$0.2222	9,755	43,900	\$0.2334	10,248
P140	S W B Brownell Prod	1200717	CHM,POLYMER,ANIONIC SPRFLC A-130,50LB	0	-		0	-	0	0	\$0.0000	-	0	\$0.0000	-
P140	S W B Brownell Prod	1200882	CHM,SODA ASH,100%,50LB	0	-		0	\$0.4238	-	0	\$0.4452	-	0	\$0.4678	-
P140	S W B Brownell Prod	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	0	-		0	\$0.8062	-	0	\$0.8470	-	0	\$0.8899	-
P140	S W B Brownell Prod	1200993	CHM,ZINC,1:10,50LB	8,500	8,452		8,500	\$1.0000	8,500	8,500	\$1.0506	8,930	8,500	\$1.1038	9,382
P140	S W B Brownell Prod	ZI	HYPOCHLORITE	1	125		1	\$125.4700	125	1	\$131.8188	132	1	\$138.4888	138
Total S W B Brownell Prod				199,513	\$56,604		199,513		\$59,958	199,513		\$62,991	199,513		\$66,179
P141	Ceasestown WTP	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	941,056	\$81,126		941,056	\$0.0872	\$82,060	941,056	\$0.0916	\$86,212	941,056	\$0.0962	\$90,575
P141	Ceasestown WTP	1200578	CHM,CBPN,PAC BITUMIN 500 IODINE,BULK	104,815	58,377		104,815	\$0.5200	54,504	104,815	\$0.5463	57,262	104,815	\$0.5740	60,159
P141	Ceasestown WTP	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	98,800	34,988		98,800	\$0.4325	44,893	98,800	\$0.4544	47,262	98,800	\$0.4774	47,165
P141	Ceasestown WTP	1200604	CHM,COPPER SULFATE,100%,50LB	20,300	37,849		20,300	\$1.8440	37,433	20,300	\$1.9373	39,327	20,300	\$2.0353	41,317
P141	Ceasestown WTP	1200630	CHM,LIME, HYDRATED CAO,72%,50LB	306,300	41,760		306,300	\$0.1427	43,709	306,300	\$0.1499	45,921	306,300	\$0.1575	48,244
P141	Ceasestown WTP	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	279	544		279	\$1.9590	547	279	\$2.0581	574	279	\$2.1623	603
P141	Ceasestown WTP	1200777	CHM,POLYMER,CATIONIC MAGNAFLOC LT225,50LB	1,821	4,254		1,821	\$2.6741	4,870	1,821	\$2.8094	5,116	1,821	\$2.9516	5,375
P141	Ceasestown WTP	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	7,571	19,760		7,571	\$2.6200	19,836	7,571	\$2.7526	20,840	7,571	\$2.8919	21,894
P141	Ceasestown WTP	1200890	CHM,SODIUM BICARBONATE,100%,50LB	550	116		550	\$0.4898	269	550	\$0.5146	283	550	\$0.5406	297
P141	Ceasestown WTP	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	3,240	2,483		3,240	\$0.8062	2,612	3,240	\$0.8470	2,744	3,240	\$0.8899	2,889
P141	Ceasestown WTP	1200993	CHM,ZINC,1:10,50LB	31,050	30,920		31,050	\$1.0000	31,050	31,050	\$1.0506	32,621	31,050	\$1.1038	34,272
Total Ceasestown WTP				1,515,782	\$312,177		1,515,782		\$319,621	1,515,782		\$335,793	1,515,782		\$352,785
P142	S W B Chinchilla P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	0	\$0		0		\$0	0	\$0.0000	\$0	0	\$0.0000	\$0
P142	S W B Chinchilla P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
P142	S W B Chinchilla P	1200630	CHM,LIME,HYDRATED CAO,72%,50LB	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
P142	S W B Chinchilla P	1200993	CHM,ZINC,1:10,50LB	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
Total S W B Chinchilla P				0	\$0		0		\$0	0		\$0	0		\$0
P143	S W B Crystal Lake P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	18,270	\$5,567		18,270	\$0.4033	\$7,368	18,270	\$0.4237	\$7,741	18,270	\$0.4451	\$8,133
P143	S W B Crystal Lake P	1200630	CHM,LIME, HYDRATED CAO,72%,50LB	18,500	3,604		18,500	\$0.1928	3,567	18,500	\$0.2026	3,747	18,500	\$0.2128	3,937
P143	S W B Crystal Lake P	1200702	CHM,PACL,DELPC2020, BULK	117,418	36,125		117,418	\$0.5200	61,057	117,418	\$0.5463	64,147	117,418	\$0.5740	67,393
P143	S W B Crystal Lake P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	609	1,602		609	\$2.6400	1,608	609	\$2.7736	1,689	609	\$2.9139	1,775
P143	S W B Crystal Lake P	1200890	CHM,SODIUM BICARBONATE,100%,50LB	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
P143	S W B Crystal Lake P	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	40,600	11,939		40,600	\$0.2978	12,091	40,600	\$0.3129	12,702	40,600	\$0.3287	13,345
P143	S W B Crystal Lake P	1200993	CHM,ZINC,1:10,50LB	11,600	11,544		11,600	\$1.0000	11,600	11,600	\$1.0506	12,187	11,600	\$1.1038	12,804
Total S W B Crystal Lake P				206,997	\$70,380		206,997		\$97,291	206,997		\$102,214	206,997		\$107,386
P144	S W B Fallbrook P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	114,552	\$9,101		114,552	\$0.0830	\$9,508	114,552	\$0.0872	\$9,989	114,552	\$0.0916	\$10,494
P144	S W B Fallbrook P	1200577	CHM,CBPN,PAC BITUMIN 500 IODINE,50LB	17,100	11,324		17,100	\$0.6656	11,382	17,100	\$0.6993	11,958	17,100	\$0.7347	12,563
P144	S W B Fallbrook P	1200596	CHM,CHLORINE,100%,150LB CYLINDER	7,366	6,319		7,366	\$0.9500	6,998	7,366	\$0.9981	7,352	7,366	\$1.0486	7,724
P144	S W B Fallbrook P	1200630	CHM,LIME,HYDRATED CAO,72%,50LB	10,550	2,151		10,550	\$0.2106	2,222	10,550	\$0.2213	2,334	10,550	\$0.2325	2,452
P144	S W B Fallbrook P	1200819	CHM,POLYMER,NONIONC SPRFLC 1986N,55GA	928	1,889		928	\$1.7400	1,615	928	\$1.8280	1,696	928	\$1.9205	1,782
P144	S W B Fallbrook P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	1,350	3,539		1,350	\$2.6300	3,551	1,350	\$2.7631	3,730	1,350	\$2.9029	3,919
P144	S W B Fallbrook P	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	56,257	12,612		56,257	\$0.1975	11,111	56,257	\$0.2075	11,673	56,257	\$0.2180	12,264
P144	S W B Fallbrook P	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	0	-		0	\$0.3090	0	0	\$0.3246	0	0	\$0.3411	0
P144	S W B Fallbrook P	1200993	CHM,ZINC,1:10,50LB	0	-		0	\$1.5400	0	0	\$1.6179	0	0	\$1.6998	0
Total S W B Fallbrook P				208,103	\$46,935		208,103		\$46,385	208,103		\$48,732	208,103		\$51,198
P145	S W B Forest City P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	42,273	\$3,357		42,273	\$0.0862	\$3,644	42,273	\$0.0906	\$3,828	42,273	\$0.0951	\$4,022
P145	S W B Forest City P	1200596	CHM,CHLORINE,100%,150LB CYLINDER	2,241	2,598		2,241	\$1.4667	3,287	2,241	\$1.5409	3,453	2,241	\$1.6189	3,628
P145	S W B Forest City P	1200630	CHM,LIME,HYDRATED CAO,72%,50LB	6,100	1,243		6,100	\$0.2106	1,285	6,100	\$0.2213	1,350	6,100	\$0.2325	1,418
P145	S W B Forest City P	1200819	CHM,POLYMER,NONIONC SPRFLC 1986N,55GA	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
P145	S W B Forest City P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
P145	S W B Forest City P	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	14,208	3,904		14,208	\$0.2720	3,865	14,208	\$0.2858	4,060	14,208	\$0.3002	4,266
P145	S W B Forest City P	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
P145	S W B Forest City P	1200993	CHM,ZINC,1:10,50LB	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
Total S W B Forest City P				64,822	\$11,101		64,822		\$12,080	64,822		\$12,691	64,822		\$13,333
P146	S W B Huntsville P	1200577	CHM,CBPN,PAC BITUMIN 500 IODINE,50LB	13,500	\$8,945		13,500	\$0.6800	\$9,180	13,500	\$0.7144	\$9,645	13,500	\$0.7506	\$10,133
P146	S W B Huntsville P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	13,420	3,476		13,420	\$0.4067	5,458	13,420	\$0.4273	5,734	13,420	\$0.4489	6,024
P146	S W B Huntsville P	1200753	CHM,POLYMER,CATIONIC ZETAG 8812,55GA	3,528	5,515		3,528	\$1.7559	6,195	3,528	\$1.8447	6,508	3,528	\$1.9381	6,838
P146	S W B Huntsville P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	1,655	4,377		1,655	\$2.4780	4,101	1,655	\$2.6034	4,309	1,655	\$2.7351	4,527
P146	S W B Huntsville P	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	87,800	17,133		87,800	\$0.1584	13,908	87,800	\$0.1664	14,611	87,800	\$0.1748	15,351
P146	S W B Huntsville P	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	4,050	2,548		4,050	\$0.7800	3,159	4,050	\$0.8195	3,319	4,050	\$0.8609	3,487
P146	S W B Huntsville P	1200993	CHM,ZINC,1:10,50LB	8,050	8,213		8,050	\$1.0200	8,211	8,050	\$1.0716	8,626	8,050	\$1.1258	9,063
P146	S W B Huntsville P	1201152	CHM,PACL BASICITY,70% PAX-XL8,BULK	357,291	61,500		357,291	\$0.1740	62,169	357,291	\$0.1828	65,314	357,291	\$0.1921	68,619
P146	S W B Huntsville P	WE	Dechlorination tablets	18	2,491		18	\$138.3933	2,491	18	\$145.3				

Plant #	Plant Name	Material	Material Description	2019 (Base Year)		Comments	2020 (Future Test Year)			2021 (Rate Year 1)			2022 (Rate Year 2)		
				Units	Expense		Units	Price	Expense	Units	Price	Expense	Units	Price	Expense
P147	S W B Nesbitt P	1200952	CHM,SODIUM THIOSULFATE, DRY, 100%, 55LB	165	127		165	\$0.7535	124	165	\$0.7916	131	165	\$0.8317	137
P147	S W B Nesbitt P	1200993	CHM,ZINC,1:10, 50LB	34,250	33,372		34,250	\$0.9730	33,325	34,250	\$1.0222	35,012	34,250	\$1.0740	36,783
Total S W B Nesbitt P				1,160,692	\$253,961		1,160,692		\$256,462	1,160,692		\$269,439	1,160,692		\$283,073
P148	S W B Lake Scranton P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	2,374,139	\$188,642		2,374,139	\$0.0833	\$197,766	2,374,139	\$0.0875	\$207,773	2,374,139	\$0.0919	\$218,286
P148	S W B Lake Scranton P	1200578	CHM,CRBN,PAC BITUMIN 500 IODINE,BULK	271,980	152,227		271,980	\$0.5200	141,430	271,980	\$0.5463	148,586	271,980	\$0.5740	156,104
P148	S W B Lake Scranton P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	174,960	37,477	for '20 on, eliminate this usage, replaced with sodium hypochlorite below	0	\$0.2450	-	0	\$0.2574	-	0	\$0.2704	-
P148	S W B Lake Scranton P	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	657,160	61,064		657,160	\$0.0987	64,862	657,160	\$0.1037	68,144	657,160	\$0.1089	71,592
P148	S W B Lake Scranton P	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	3,635	8,152		3,635	\$1.9750	7,179	3,635	\$2.0749	7,542	3,635	\$2.1799	7,924
P148	S W B Lake Scranton P	1200829	CHM,POLYMER,NONIONC SPRFLC N300,50LB	0	-		0	-	-	0	\$0.0000	-	0	\$0.0000	-
P148	S W B Lake Scranton P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	66,703	163,144		66,703	\$2.4600	164,089	66,703	\$2.5845	172,392	66,703	\$2.7153	181,115
P148	S W B Lake Scranton P	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	3,296	3,838		3,296	\$0.9200	3,032	3,296	\$0.9666	3,186	3,296	\$1.0155	3,347
P148	S W B Lake Scranton P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	573,650	51,628		2,000,000	\$0.0900	180,000	2,000,000	\$0.0946	189,108	2,000,000	\$0.0993	198,677
P148	S W B Lake Scranton P	1200993	CHM,ZINC,1:10, 50LB	49,250	48,316		49,250	\$0.9900	48,758	49,250	\$1.0401	51,225	49,250	\$1.0927	53,817
P148	S W B Lake Scranton P	1201191	CHM, Polymer, Cationic Zetag 7523 50LB	9,199	23,604		9,199	\$2.6074	23,985	9,199	\$2.7393	25,199	9,199	\$2.8779	26,474
Total S W B Lake Scranton P				4,183,972	\$738,093		5,435,362		\$831,101	5,435,362		\$873,155	5,435,362		\$917,336
P149	S W B Watres P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	826,109	\$70,339		826,109	\$0.0862	\$71,211	826,109	\$0.0906	\$74,814	826,109	\$0.0951	\$78,599
P149	S W B Watres P	1200578	CHM,CRBN,PAC BITUMIN 500 IODINE,BULK	50,200	29,012		50,200	\$0.5400	27,108	50,200	\$0.5673	28,480	50,200	\$0.5960	29,921
P149	S W B Watres P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	944	182	for '20 on, eliminate this usage, replaced with sodium hypochlorite below	0	\$0.2200	-	0	\$0.2311	-	0	\$0.2428	-
P149	S W B Watres P	1200630	CHM,LIME,HYDRATED CAO,72%,50LB	192,550	26,660		192,550	\$0.1433	27,592	192,550	\$0.1506	28,989	192,550	\$0.1582	30,455
P149	S W B Watres P	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	1,404	2,744		1,404	\$1.9600	2,752	1,404	\$2.0592	2,891	1,404	\$2.1634	3,037
P149	S W B Watres P	1200829	CHM,POLYMER,NONIONC SPRFLC N300,50LB	2,424	7,943		2,424	\$2.3000	5,576	2,424	\$2.4164	5,858	2,424	\$2.5386	6,155
P149	S W B Watres P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	2,480	6,168		2,480	\$2.4980	6,195	2,480	\$2.6244	6,508	2,480	\$2.7572	6,838
P149	S W B Watres P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	731,000	64,063		731,000	\$0.0900	65,790	731,000	\$0.0946	69,119	731,000	\$0.0993	72,616
P149	S W B Watres P	1200993	CHM,ZINC,1:10, 50LB	28,150	27,700		28,150	\$0.9900	27,869	28,150	\$1.0401	29,279	28,150	\$1.0927	30,760
Total S W B Watres P				1,822,281	\$234,810		1,834,317		\$234,092	1,834,317		\$245,937	1,834,317		\$258,382
P151	White Deer Creek Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	0	\$0		0	\$0.7000	\$0	0	\$0.7354	\$0	0	\$0.7726	\$0
P151	White Deer Creek Prod	1200630	CHM,LIME,HYDRATED CAO,72%,50LB	1,760	232	for '20 on, eliminate all usage, replaced with sodium hydroxide below	0	\$0.1479	-	0	\$0.1554	-	0	\$0.1632	-
P151	White Deer Creek Prod	1200702	CHM,PACL,DELPC2020, BULK	152,704	20,205		152,704	\$0.1350	20,615	152,704	\$0.1418	21,658	152,704	\$0.1490	22,754
P151	White Deer Creek Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	40,120	10,110		43,440	\$0.2503	10,873	43,440	\$0.2630	11,423	43,440	\$0.2763	12,001
P151	White Deer Creek Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK	167,577	70,874		167,577	\$0.4521	75,762	167,577	\$0.4750	79,595	167,577	\$0.4990	83,623
P151	White Deer Creek Prod	1200980	ZINC,CHLORIDE,1:5,30GA	22,760	10,870		22,760	\$0.4800	10,925	22,760	\$0.5043	11,478	22,760	\$0.5298	12,058
Total White Deer Creek Prod				384,921	\$112,292		386,481		\$118,174	386,481		\$124,154	386,481		\$130,436
P152	Wildcat Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	4	\$18		4	\$5.3000	\$21	4	\$5.5682	\$22	4	\$5.8499	\$23
P152	Wildcat Prod	1200882	CHM,SODA ASH,100%,50LB	1,224	673		1,224	\$0.9825	1,203	1,224	\$1.0322	1,263	1,224	\$1.0844	1,327
P152	Wildcat Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	720	671		720	\$2.5900	1,865	720	\$2.7211	1,959	720	\$2.8587	2,058
Total Wildcat Prod				1,948	\$1,362		1,948		\$3,089	1,948		\$3,245	1,948		\$3,409
P153	Montrose Prod					Montrose is accounted for under Susquehanna	0	\$0	\$0	0	\$0.0000	\$0	0	\$0.0000	\$0
Total Montrose Prod				0	\$0		0	\$0.0000	\$0	0	\$0.0000	\$0	0	\$0.0000	\$0
P154	McEwensville Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	1,494	\$1,853		1,494	\$1.1362	\$1,698	1,494	\$1.1937	\$1,784	1,494	\$1.2541	\$1,874
Total McEwensville Prod				1,494	\$1,853		1,494		\$1,698	1,494		\$1,784	1,494		\$1,874
P188	Turbotville Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER			for '20 on, eliminate this line, replaced with sodium hypochlorite below	0	\$1.9406	\$0	0	\$2.0388	\$0	0	\$2.1420	\$0
P188	Turbotville Prod	1202811	CHM,POLY AL SULFATE,CLARION A410P,55GA			for '20 on, use 99 LBS/YR based on operating history since acquisition	99	\$0.8900	\$88	99	\$0.9350	\$93	99	\$0.9823	\$97
P188	Turbotville Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA				4,500	\$1.1362	\$5,113	4,500	\$1.1937	\$5,372	4,500	\$1.2541	\$5,643
P188	Turbotville Prod	WE	Gas Chlorine	300	\$375		300	\$1.2500	\$375	300	\$1.3133	\$394	300	\$1.3797	\$414
Total Turbotville Prod				300	\$375		4,899		\$5,576	4,899		\$5,858	4,899		\$6,155
Totl Water Excl Steelton					\$9,954,738				\$10,497,111			\$11,198,264			\$11,840,645
Accruals and Other Adjustments (Water)					<u>(\$499,730)</u>										
Total 2019 Test Year Chemical Expenses - Water					<u>\$9,455,008</u>										

Plant #	Plant Name	Material	Material Description	2019 (Base Year)		Comments	2020 (Future Test Year)			2021 (Rate Year 1)			2022 (Rate Year 2)		
				Units	Expense		Units	Price	Expense	Units	Price	Expense	Units	Price	Expense
P155	Steelton Prod	1200552	CHM,ALUM SULFATE,LIQUID,50%,BULK				141,419	\$0.0947	\$13,392	141,419	\$0.0995	\$14,070	141,419	\$0.1045	\$14,782
P155	Steelton Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER				15,084	\$0.6400	9,654	15,084	\$0.6724	10,142	15,084	\$0.7064	10,655
P155	Steelton Prod	1200630	CHM,LIME,HYDRATED CAO,72%,50LB				50,927	\$0.3040	15,482	50,927	\$0.3194	16,265	50,927	\$0.3355	17,088
P155	Steelton Prod	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB				1,787	\$2.7800	4,968	1,787	\$2.9207	5,219	1,787	\$3.0685	5,483
P155	Steelton Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB				4,772	\$4.0300	19,231	4,772	\$4.2339	20,204	4,772	\$4.4482	21,227
P155	Steelton Prod	1200882	CHM,SODA ASH,100%,50LB				68,101	\$0.3670	24,993	68,101	\$0.3856	26,258	68,101	\$0.4051	27,586
Total Steelton Prod				0	\$0.00		282,090		\$87,720	282,090		\$92,159	282,090		\$96,822
				Accruals and Other Adjustments (Water)											
				\$0											
Total 2019 Test Year Chemical Expenses - Water				\$0											

Plant #	Plant Name	Material	Material Description	2019 (Base Year)		Comments	2020 (Future Test Year)			2021 (Rate Year 1)			2022 (Rate Year 2)		
				Units	Expense		Units	Price	Expense	Units	Price	Expense	Units	Price	Expense
S104	Lehman Pike Sewer	1200550	CHM,ALUM,SULFAT DRY,100%,50LB	1,400	\$552		1,400	\$0.4063	\$569	1,400	\$0.4269	\$598	1,400	\$0.4485	\$628
S104	Lehman Pike Sewer	1200630	CHM,LIME,HYDRATED CAO,72%,50LB	6,800	2,016		6,800	\$0.2300	1,564	6,800	\$0.2416	1,643	6,800	\$0.2539	1,726
S104	Lehman Pike Sewer	1200882	CHM,SODA ASH,100%,50LB	9,250	3,027		9,250	\$0.3000	2,775	9,250	\$0.3152	2,915	9,250	\$0.3311	3,063
S104	Lehman Pike Sewer	1200891	CHM,SODIUM BISULFITE,38%,15GA	6,188	4,288		6,188	\$0.6375	3,945	6,188	\$0.6698	4,144	6,188	\$0.7036	4,354
S104	Lehman Pike Sewer	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	56,664	6,874		56,664	\$0.1200	6,800	56,664	\$0.1261	7,144	56,664	\$0.1325	7,505
S104	Lehman Pike Sewer	1201037	CHM,PLYMR,CAT MAGNAFLOC LT225 502,50LB	802	2,130		802	\$2.6741	2,146	802	\$2.8094	2,254	802	\$2.9516	2,368
S104	Lehman Pike Sewer	1201060	CHM,SODIUM ALUMINATE,38.5%,30GA	40,410	23,505		40,410	\$0.5750	23,236	40,410	\$0.6041	24,411	40,410	\$0.6347	25,647
S104	Lehman Pike Sewer	1201961	CHM,POLYMER,CATIONIC PRAESTOL K279FLX 55	3,590	8,338		3,590	\$1.6500	5,923	3,590	\$1.7335	6,222	3,590	\$1.8212	6,537
S104	Lehman Pike Sewer	WE	D-Chlor Dechlorination Tablets, 45 lbs,	16	2,438		16	\$152.4050	2,438	16	\$160.1167	2,562	16	\$168.2186	2,691
S104	Lehman Pike Sewer	WE	Nitro Bacterial Supplement	5	2,878		5	\$575.5900	2,878	5	\$604.7149	3,024	5	\$635.3134	3,177
S104	Lehman Pike Sewer	WE	USABlueBook Formula Nitro 5 Gallon 46954	1	600		1	\$599.5800	600	1	\$629.9187	630	1	\$661.7926	662
Total Lehman Pike Sewer				125,126	\$56,647		125,126		\$52,872	125,126		\$55,548	125,126		\$58,359
S106	Poccono Sewer	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	328,056	\$25,998		328,056	\$0.0830	\$27,229	328,056	\$0.0872	\$28,606	328,056	\$0.0916	\$30,054
S106	Poccono Sewer	1201018	CHM,MAGNESIUM HYDROXIDE,53%,55GA	107,400	44,000		107,400	\$0.4300	46,182	107,400	\$0.4518	48,519	107,400	\$0.4746	50,974
S106	Poccono Sewer	1201048	CHM,POLYMER,CATIONIC SPRFLOC SD2085,55GA	2,930	5,889		2,930	\$1.9400	5,684	2,930	\$2.0382	5,972	2,930	\$2.1413	6,274
Total Poccono Sewer				438,386	\$75,886		438,386		\$79,094.85	438,386		\$83,097.05	438,386		\$87,301.76
S119	Clarion Sewer	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	7,381	\$2,140	for '21 on, eliminate all of this usage, will be replaced with UV disinfection system	7,381	\$1.2000	\$8,857.20	0	\$1.2607	\$0.00	0	\$1.3245	\$0.00
S119	Clarion Sewer	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	195	399		195	\$1.8500	361	195	\$1.9436	379	195	\$2.0420	398
S119	Clarion Sewer	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	0	-		0	\$0.1950	-	0	\$0.2049	-	0	\$0.2152	-
S119	Clarion Sewer	1201053	CHM,PLYMR,SLUDGE POLLUTECH,50LB	0	-		0	\$2.6500	-	0	\$2.7841	-	0	\$2.9250	-
S119	Clarion Sewer	1201881	CHM,BIOXIDE-AQ,BULK	46,274	11,833		46,274	\$0.1640	7,589	46,274	\$0.1723	7,973	46,274	\$0.1810	8,376
S119	Clarion Sewer	1202692	CHM,PLYMR,POLLUTREAT CL-835,2290LB,TOTE	1,125	1,904		1,125	\$1.7000	1,913	1,125	\$1.7860	2,009	1,125	\$1.8764	2,111
S119	Clarion Sewer	KR's	Lime	62,000	11,780		62,000	\$0.1900	11,780	62,000	\$0.1996	12,376	62,000	\$0.2097	13,002
S119	Clarion Sewer	KR's	Aquashade	24	1,368		24	\$57.0000	1,368	24	\$59.8842	1,437	24	\$62.9143	1,510
S119	Clarion Sewer	KR's	Sodium Bicarbonate	120	2,002		120	\$16.6833	2,002	120	\$17.5275	2,103	120	\$18.4144	2,210
S119	Clarion Sewer	KR's	Quad Release with Defrost	100	1,072		100	\$10.7205	1,072	100	\$11.2630	1,126	100	\$11.8329	1,183
S119	Clarion Sewer	WE	AquaBac XT	11	776		11	\$69.0000	776	11	\$72.4914	816	11	\$76.1595	857
S119	Clarion Sewer	ZI	Calcium Chloride	1	2,310		1	\$2,309.9100	2,310	1	\$2,426.7914	2,427	1	\$2,549.5871	2,550
S119	Clarion Sewer	ZI	Red Worm Treatment	1	1,468		1	\$1,468.1200	1,468	1	\$1,542.4069	1,542	1	\$1,620.4527	1,620
Total Clarion Sewer				117,232	\$37,053		117,232		\$39,496	109,851		\$32,189	109,851		\$33,818
S136	Coatesville Sewer	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	157,007	\$11,630		157,007	\$0.0753	\$11,823	157,007	\$0.0791	\$12,421	157,007	\$0.0831	\$13,049
S136	Coatesville Sewer	1200630	CHM,LIME,HYDRATED CAO,72%,50LB	4,150	851		4,150	\$0.2275	944	4,150	\$0.2390	992	4,150	\$0.2511	1,042
S136	Coatesville Sewer	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	250	95		250	\$0.2900	73	250	\$0.3047	76	250	\$0.3201	80
S136	Coatesville Sewer	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	104,459	23,002		104,459	\$0.1980	20,683	104,459	\$0.2080	21,729	104,459	\$0.2185	22,829
S136	Coatesville Sewer	1201026	CHM,LIME,GROUND QUICK,BULK	1,005,705	66,102		1,005,705	\$0.0768	77,238	1,005,705	\$0.0807	81,146	1,005,705	\$0.0848	85,252
S136	Coatesville Sewer	1201052	CHM,PLYMR,SLUDGE POLLUTREAT CL-489,250GA	0	-		0	\$1.1305	-	0	\$1.1877	-	0	\$1.2478	-
S136	Coatesville Sewer	1201321	CHM,THIOGUARD/MAGOX 93 HR 325M 50LB	2,400	1,705		2,400	\$0.7400	1,776	2,400	\$0.7774	1,866	2,400	\$0.8168	1,960
S136	Coatesville Sewer	1202101	CHM,POLYMER,CATIONIC PRAESTOLK274,2290LBS	0	-		0	\$1.6700	-	0	\$1.7545	-	0	\$1.8433	-
S136	Coatesville Sewer	1202102	CHM,PLYMR,SLUDGE POLLUTREAT CL-888,2290L	0	-		0	\$1.6700	-	0	\$1.7545	-	0	\$1.8433	-
S136	Coatesville Sewer	1202411	CHM,PLYMR,SLDGE POLLUTREAT,CL-186,2290LB	152,138	241,946		152,138	\$1.6100	244,942	152,138	\$1.6915	257,336	152,138	\$1.7771	270,357
S136	Coatesville Sewer	ZI	CUPRIDYNE Odor Control	1	754		1	\$753.5800	754	1	\$791.7111	792	1	\$831.7717	832
Total Coatesville Sewer				1,426,110	\$346,084		1,426,110		\$358,232	1,426,110		\$376,359	1,426,110		\$395,402
S139	Claysville Sewer	1200596	CHM,CHLORINE,100%,150LB CYLINDER	7,153	\$4,433		7,153	\$0.6500	\$4,649	7,153	\$0.6829	\$4,885	7,153	\$0.7174	\$5,132
S139	Claysville Sewer	1200701	CHM,PACL,DELPC2020,55GA	41,415	13,294		41,415	\$0.3300	13,667	41,415	\$0.3467	14,358	41,415	\$0.3642	15,085
S139	Claysville Sewer	1200890	CHM,SODIUM BICARBONATE,100%,50LB	36,850	12,104		36,850	\$0.3300	12,161	36,850	\$0.3467	12,776	36,850	\$0.3642	13,422
S139	Claysville Sewer	1200895	CHM,SODIUM BISULFITE,38%,55GA 310	11,599	2,311		11,599	\$0.2000	2,320	11,599	\$0.2101	2,437	11,599	\$0.2208	2,561
Total Claysville Sewer				97,017	\$32,142		97,017		\$32,797	97,017		\$34,456	97,017		\$36,200
S154	Koppel Borough	1200596	CHM,CHLORINE,100%,150LB CYLINDER	693	\$534	for '21 on, eliminate all of this usage, will be replaced with UV disinfection system	693	\$0.7500	\$520	0	\$0.7880	\$0	0	\$0.8278	\$0
S154	Koppel Borough	1200849	CHM,POLYMER,SLUDGE POLLUTECH,40LB	428	1,747		428	\$4.5000	1,926	428	\$4.7277	2,023	428	\$4.9669	2,126
S154	Koppel Borough	WE	AquaBac XT	4	259		4	\$69.0000	259	4	\$72.4914	272	4	\$76.1595	286
Total Koppel Borough				1,125	\$2,539		1,125		\$2,705	432		\$2,295	432		\$2,411
S155	Franklin Twp Mun Sewer Authori	1200898	CHM,SODIUM BISULFITE,38%,TOTE	2,256	\$514	for '21 on, eliminate all of this usage, will be replaced with UV disinfection system	2,256	\$0.2425	\$547	0	\$0.2548	\$0	0	\$0.2677	\$0
S155	Franklin Twp Mun Sewer Authori	1200933	CHM,SODIUM HYPOCHLORITE,13%,300GA	20,848	4,989	for '21 on, eliminate all of this usage, will be replaced with UV disinfection system	20,848	\$0.2482	5,174	0	\$0.2608	-	0	\$0.2740	-
S155	Franklin Twp Mun Sewer Authori	1201065	CHM,SODIUM BISULFITE,38%,BULK	21,648	4,973	for '21 on, eliminate all of this usage, will be replaced with UV disinfection system	21,648	\$0.2401	5,198	0	\$0.2522	-	0	\$0.2650	-
S155	Franklin Twp Mun Sewer Authori	ZI	CUPRIDYNE Odor Control	1	827		1	\$827.2800	827	1	\$869.1404	869	1	\$913.1189	913
Total Franklin Twp Mun Sewer Auth				44,753	\$11,302		44,753		\$11,747	1		\$869	1		\$913
S157	Paint-Elk Twp Sewer	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,912	\$2,136		1,912	\$1.2559	\$2,401	1,912	\$1.3194	\$2,523	1,912	\$1.3862	\$2,650
S157	Paint-Elk Twp Sewer	KR/WE/ZI	Aquashade	188	11,311		188	\$60.1653	11,311	188	\$63.2096	11,883	188	\$66.4080	12,485
Total Paint-Elk Twp Sewer				2,100	\$13,447		2,100		\$13,712	2,100		\$14,406	2,100		\$15,135
S158	McEwensville Sewer	1201006	CHM,CALCIUM HYPOCHLORITE,65%,100LB	190	\$769		190	\$1.6625	\$316	190	\$1.7466	\$332	190	\$1.8350	\$349
S158	McEwensville Sewer	1202041	CHM,CALCIUM,HYPO,70%,BIOSANITIZER,100LB	125	527		125	\$2.1000	263	125	\$2.2063	276	125	\$2.3179	290
Total McEwensville Sewer				315	\$1,295		315		\$578	315		\$608	315		\$638
S159	Fairview Sewer North	1200922	CHM,SODIUM HYDROXIDE,50%,15GA 402	0	\$0		0	\$0.2623	\$0	0	\$0.2756	\$0	0	\$0.2895	\$0
S159	Fairview Sewer North	1202052	CHM, FERROUS SULFATE,BULK	0	-		0	\$0.1380	-	0	\$0.1450	-	0	\$0.1523	-
S159	Fairview Sewer North	1202053	CHM,PLYMR,SLUDGE POLLUTREAT CL-888,55GA	0	-		0	\$1.7916	-	0	\$1.8823	-	0	\$1.9775	-
S159	Fairview Sewer North	1202056	CHM,SODIUM ALUMINATE,38%,BULK	35,779	9,833		35,779	\$0.2750	9,839	35,779	\$0.2889	10,337	35,779	\$0.3035	10,860
Total Fairview Sewer North				35,779	\$9,833		35,779		\$9,839	35,779		\$10,337.1	35,779		\$10,860

Plant #	Plant Name	Material	Material Description	2019 (Base Year)		Comments	2020 (Future Test Year)			2021 (Rate Year 1)			2022 (Rate Year 2)		
				Units	Expense		Units	Price	Expense	Units	Price	Expense	Units	Price	Expense
S160	Fairview Sewer South	1200596	CHM,CHLORINE,100%,150LB CYLINDER	3,025	\$2,799	for '21 on, eliminate all of this usage, will be replaced with UV disinfection system	3,025	\$0.9167	\$2,773	0	\$0.9631	\$0.0	0	\$1.0118	\$0
S160	Fairview Sewer South	1202055	CHM,PLYMR,SLUDGE POLLUTREAT CL-981,55GA	4,500	6,315		4,500	\$1.3800	6,210	4,500	\$1.4498	6,524	4,500	\$1.5232	6,854
S160	Fairview Sewer South	1202056	CHM,SODIUM ALUMINATE,38%,BULK	63,372	16,227		63,372	\$0.2750	17,427	63,372	\$0.2889	18,309	63,372	\$0.3035	19,236
Total Fairview Sewer South				70,897	\$25,341		70,897		\$26,410	67,872		\$24,833	67,872		\$26,090
S162	New Cumberland Sewer	1201001	CHM,ALUM,SULFATE,100%,50LB	49,300	\$11,439		49,300	\$0.2500	\$12,325	49,300	\$0.2627	\$12,949	49,300	\$0.2759	\$13,604
S162	New Cumberland Sewer	1202055	CHM,PLYMR,SLUDGE POLLUTREAT CL-981,55GA	10,562	14,866		10,562	\$1.3800	14,576	10,562	\$1.4498	15,313	10,562	\$1.5232	16,088
Total New Cumberland Sewer				59,862	\$26,304		59,862		\$26,901	59,862		\$28,262	59,862		\$29,692
S189	Turbotville_SEWER	1200551	CHM,ALUM,SULFAT LIQUID,50%,55GA				0	\$0.2600	\$0	0	\$0.2732	\$0	0	\$0.2870	\$0
S189	Turbotville_SEWER	1202041	CHM,CALCIUM,HYPO,70%,BIOSANITIZER,100LB	6	\$899		1,455	\$1.8523	2,695	1,455	\$1.9460	2,831	1,455	\$2.0445	2,975
S189	Turbotville_SEWER	1202702	CHM,ALUM,SULFATE LIQUID,50%,220 GA TOTE	10,830	3,376		32,490	\$0.2941	9,555	32,490	\$0.3090	10,039	32,490	\$0.3246	10,547
Total Turbotville_SEWER				10,836	\$4,275		33,945		\$12,250	33,945		\$12,870	33,945		\$13,522
Total Wastewater SSS Excl					\$642,150				\$666,634			\$676,129			\$710,341
				Accruals and Other Adjustments (W/W)			(\$1,681)								
Total 2019 Test Year Chemical Expenses - Waste Water							\$640,469								

Plant #	Plant Name	Material	Material Description	2019 (Base Year)		Comments	2020 (Future Test Year)			2021 (Rate Year 1)			2022 (Rate Year 2)				
				Units	Expense		Units	Price	Expense	Units	Price	Expense	Units	Price	Expense		
S114	Exeter WW	1200596	CHM,CHLORINE,100%,150LB CYLINDER			for '20 on, eliminate this line	0	\$0.6667	\$0	0	\$0.7004	\$0	0	\$0.7359	\$0		
S114	Exeter WW	1200597	CHM,CHLORINE,100%,2000LB CYLINDER				40,000	\$0.3625	14,500	40,000	\$0.3808	15,234	40,000	\$0.4001	16,005		
S114	Exeter WW	1202791	CHM,POLYMER,CLARIFLOC NE-1745,250GA				119,600	\$1.1000	131,560	119,600	\$1.1557	138,217	119,600	\$1.2141	145,211		
Total Exeter WW				0	\$0		159,600		\$146,060	159,600		\$153,451	159,600		\$161,215		
														Accruals and Other Adjustments (WW)		\$0	
																\$0	
														Total 2019 Test Year Chemical Expenses - Waste Water		\$0	

Plant #	Plant Name	Material	Material Description	2019 (Base Year)		Comments	2020 (Future Test Year)			2021 (Rate Year 1)			2022 (Rate Year 2)		
				Units	Expense		Units	Price	Expense	Units	Price	Expense	Units	Price	Expense
S161	Scranton Sewer	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	1,470,873	\$121,919		1,470,873	\$0.0833	\$122,524	1,470,873	\$0.0875	\$128,723	1,470,873	\$0.0919	\$135,237
S161	Scranton Sewer	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	134,971	29,150		134,971	\$0.2200	29,694	134,971	\$0.2311	31,196	134,971	\$0.2428	32,775
S161	Scranton Sewer	1200882	CHM,SODA ASH,100%,50LB	0	-		0	\$0.0000	-	0	\$0.0000	-	0	\$0.0000	-
S161	Scranton Sewer	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	70,252	14,699		70,252	\$0.1750	12,294	70,252	\$0.1839	12,916	70,252	\$0.1932	13,570
S161	Scranton Sewer	1200929	CHM,SODIUM HYDROXIDE,50%,MINI BULK	0	-		0	\$0.4500	-	0	\$0.4728	-	0	\$0.4967	-
S161	Scranton Sewer	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	1,078	307		1,078	\$0.2400	259	1,078	\$0.2521	272	1,078	\$0.2649	286
S161	Scranton Sewer	1201019	CHM,MAGNESIUM HYDROXIDE,60%,BULK	2,161,670	384,663		2,161,670	\$0.1960	423,687	2,161,670	\$0.2059	445,126	2,161,670	\$0.2163	467,649
S161	Scranton Sewer	1201026	CHM,LIME,GROUND QUICK,BULK	0	-		0	\$0.1030	-	0	\$0.1082	-	0	\$0.1137	-
S161	Scranton Sewer	1202171	CHM,SULPHUR DIOXIDE,100%,2000LB CYLINDER	47,867	28,173		47,867	\$0.5000	23,934	47,867	\$0.5253	25,145	47,867	\$0.5519	26,417
S161	Scranton Sewer	1202172	CHM,POLYMER,CATIONC CEDRFLOC 347,250GA	0	-		0	\$1.4600	-	0	\$1.5339	-	0	\$1.6115	-
S161	Scranton Sewer	1202174	CHM,POLYMER,CATIONC CEDRFLOC 349,BULK	45,508	66,103		45,508	\$1.4600	66,442	45,508	\$1.5339	69,804	45,508	\$1.6115	73,336
S161	Total Lehman Pike Sewer	1202175	CHM,MICROC2000,BULK	2,415,933	538,464		2,415,933	\$0.2110	509,762	2,415,933	\$0.2217	535,556	2,415,933	\$0.2329	562,655
S161	Scranton Sewer	1202451	CHM,POLYMER,SLUDGE CEDARFLOC 344,2300LB	119,347	178,666		119,347	\$1.4500	173,053	119,347	\$1.5234	181,810	119,347	\$1.6005	191,009
S161	Scranton Sewer	1202771	CHM,POLYMER,CEDARFLOC,5326,2300LB	13,359	20,533		13,359	\$1.4500	19,371	13,359	\$1.5234	20,351	13,359	\$1.6005	21,380
S161	Scranton Sewer	WE	Nitro Bacterial Supplement	1	5,217	for '20 on, eliminate this line	0	\$5,217.2300	-	0	\$5,481.2218	-	0	\$5,758.5717	-
Total Scranton Sewer				6,480,859	\$1,387,893		6,480,858		\$1,381,018	6,480,858		\$1,450,898	6,480,858		\$1,524,313
Total Pocono Sewer						Accruals and Other Adjustments (WW)			(\$35,121)						
Total 2019 Test Year Chemical Expenses - Waste Water									\$1,352,772						

Pennsylvania American Water Company
 Chemical Expense Detail - McKeesport WW CSS
 Years 2019 - 2022

5.06% 3 Yr Weighted Price Increase 2016 - 2019

Plant #	Plant Name	Material	Material Description	2019 (Base Year)		Comments	2020 (Future Test Year)			2021 (Rate Year 1)			2022 (Rate Year 2)		
				Units	Expense		Units	Price	Expense	Units	Price	Expense	Units	Price	Expense
S129	McKeesport WW	1200596	CHM,CHLORINE,100%,150LB CYLINDER	770	\$896		770	\$0.7800	\$601	770	\$0.8195	\$631	770	\$0.8609	\$663
S129	McKeesport WW	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	34,191	14,096		34,191	\$0.4000	13,676	34,191	\$0.4202	14,368	34,191	\$0.4415	15,095
Total McKeesport WW				34,961	\$14,992		34,961		\$14,277	34,961		\$14,999	34,961		\$15,758

Accruals and Other Adjustments (WW) \$0
Total 2019 Test Year Chemical Expenses - Waste Water **\$14,992**

Pennsylvania-American Water Company
Weighted Average Chemical Price Increase
For The Years Ended 2016 - 2019

Percentage Change in Unit Price			<i>Weighted - unit price change by quantity</i>		
2016-2017	2017-2018	2018-2019	Weighted 16-17	Weighted 17-18	Weighted 18-19
2.87%	4.68%	9.59%	-2.50%	6.36%	11.32%
3 Year Avg (Not Weighted)		2016-2019 5.71%	3 Yr Weighted Avg		2016-2019 5.06%

Transportation Expense

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Transportation Expense

Fleet Management	Number of Units			
	2019	2020	2021	2022
Car & Light Duty trucks	531	548	553	558
Car & Light Duty trucks - leased ¹	88	47	19	0
Medium & Heavy duty trucks	191	191	193	196
Managed Maint Equipment	54	54	54	54
Trailers & Equipment	159	159	161	164
Total (excludes leased)	881	898	907	918

Other Transportation Expenses ²	Number of Units			
	2019	2020	2021	2022
Fuel Expense	\$1,964,684	\$43,041	\$18,074	\$21,085
Titling and Registration fees	176,118	4,147	1,741	2,031
Maintenance Expense	1,486,718	35,006	14,700	17,149
Reimbursement of personal use	72,523			
Additional Fuel expense for Turbotville - vehicle only in use from Jun - Dec 2019	2,777	2,832	2,891	2,949
Proceeds from sale of ARI vehicles		(\$182,450)	(\$124,600)	(\$84,550)
Average proceed amount - \$4,450				
Per unit cost (to be applied to change in number of units)				
Fuel Expense	\$2,532	\$2,582	\$2,636	
Titling and Registration fees	244	249	254	
Maintenance Expense	2,059	2,100	2,144	

Inflation Factor (GDP Price Index) **1.980%** **2.080%** **2.000%**

Average Monthly Fees		Annual Costs		
ARI Leasing	Element Fleet	2020	2021	2022
	\$8.00	\$52,608	\$53,088	\$53,568
\$17.43		9,831	3,974	0
	13.00	29,796	30,108	30,576
	8.00	5,184	5,184	5,184
	1.00	1,908	1,932	1,968

	Other Expense		
	2020	2021	2022
	\$2,046,626	\$2,107,270	\$2,170,500
	183,752	189,315	195,132
	1,551,161	1,598,125	1,647,237
	73,959	75,497	77,007
Subtotal	\$3,775,207	\$3,942,784	\$4,099,571
Capitalization %	37.18%	37.18%	37.18%
Less Amount Capitalized	\$1,403,622	\$1,465,927	\$1,524,220
Pro forma	\$2,371,585	\$2,476,857	\$2,575,351
Per Book 12/31/19	\$2,153,364		
Pro forma 12/31/20		\$2,371,585	
Pro forma 12/31/21			\$2,476,857
Adjustment	\$218,221	\$105,272	\$98,494

¹ Included in the Car & Light Duty units

² 2020, 2021 and 2022 costs are calculated using the inflation factor

Pennsylvania-American Water Company - Water Steelton Operations
Transportation Expense

Fleet Management	Number of Units			
	2019	2020	2021	2022
Car & Light Duty trucks	4	4	4	4
Medium & Heavy duty trucks	1	1	1	1
Trailers & Equipment	0	0	0	0
Total (excludes leased)	5	5	5	5

Other Transportation Expenses ²				
	2019	2020	2021	2022
Fuel Expense	\$0	\$12,910		
Titling and Registration fees	0	\$1,244		
Maintenance Expense	0	\$10,500		
Reimbursement of personal use	0			
Per unit cost (to be applied to change in number of units)				
Fuel Expense	\$2,532	\$2,582		
Titling and Registration fees	\$244	\$249		
Maintenance Expense	\$2,059	\$2,100		

Inflation Factor (GDP Price Index) **1.980%** **2.080%** **2.000%**

¹ Included in the Car & Light Duty units

² 2020, 2021 and 2022 costs are calculated using the inflation factor

Average Monthly Fees		Annual Costs		
ARI Leasing	Element Fleet	2020	2021	2022
	\$8.00	\$384	\$384	\$384
	13.00	156	156	156
	1.00	0	0	0
		Other Expense		
		2020	2021	2022
		\$12,910	\$13,179	\$13,443
		1,244	1,270	1,295
		10,500	10,718	10,932
		0	0	0
Subtotal		\$25,194	\$25,707	\$26,210
Capitalization %		37.18%	37.18%	37.18%
Less Amount Capitalized		\$9,367	\$9,558	\$9,745
Pro forma		\$15,827	\$16,149	\$16,465
Per Book 12/31/19		\$6,240		
Pro forma 12/31/20			\$15,827	
Pro forma 12/31/21				\$16,149
Adjustment		\$9,587	\$322	\$316

Pennsylvania-American Water Company - WW SSS Excl. Sadsbury and Exeter Operations
Transportation Expense

Fleet Management	Number of Units			
	2019	2020	2021	2022
Car & Light Duty trucks	13	13	13	13
Car & Light Duty trucks - leased ¹	1	1	0	0
Medium & Heavy duty trucks	4	4	4	4
Heavy Equipment	5	5	5	5
Trailers & Equipment	0	0	0	0
Total (excludes leased)	17	17	17	17

Other Transportation Expenses ²				
	2019	2020	2021	2022
Fuel Expense	\$44,013			
Titling and Registration fees	5,916			
Maintenance Expense	34,478			
Reimbursement of personal use	0			
Inflation Factor (GDP Price Index)		<u>1.980%</u>	<u>2.080%</u>	<u>2.000%</u>

Average Monthly Fees		Annual Costs		
ARI Leasing	Element Fleet	2020	2021	2022
	\$8.00	\$1,248	\$1,248	\$1,248
\$24.12		289	0	0
	13.00	624	624	624
	8.00	480	480	480
	1.00	0	0	0

	Other Expense		
	2020	2021	2022
	\$44,884	\$45,818	\$46,734
	6,033	6,158	6,281
	35,161	35,892	36,610
	0	0	0
Subtotal	\$88,719	\$90,220	\$91,977
Capitalization %	17.07%	17.07%	17.07%
Less Amount Capitalized	\$15,144	\$15,401	\$15,700
Pro forma	\$73,575	\$74,819	\$76,277
Per Book 12/31/19	\$202,341		
Pro forma 12/31/20		\$73,575	
Pro forma 12/31/21			\$74,819
Adjustment	(\$128,766)	\$1,244	\$1,458

¹ Included in the Car & Light Duty units

² 2020, 2021 and 2022 costs are calculated using the inflation factor

Pennsylvania-American Water Company - WW SSS Sadsbury Operations
Transportation Expense

Fleet Management	Number of Units			
	2019	2020	2021	2022
Car & Light Duty trucks	1	1	1	1
Car & Light Duty trucks - leased ¹	0	0	0	0
Medium & Heavy duty trucks	0	0	0	0
Trailers & Equipment	0	0	0	0
Total (excludes leased)	1	1	1	1

Other Transportation Expenses ²	2019	2020	2021	2022
Fuel Expense	\$0	\$2,582		
Titling and Registration fees	0	\$249		
Maintenance Expense	0	\$2,100		
Reimbursement of personal use	0			
Per unit cost (to be applied to change in number of units)				
Fuel Expense	\$2,532	\$2,582		
Titling and Registration fees	\$244	\$249		
Maintenance Expense	\$2,059	\$2,100		

Inflation Factor (GDP Price Index)	1.980%	2.080%	2.000%

¹ Included in the Car & Light Duty units

² 2020, 2021 and 2022 costs are calculated using the inflation factor

Average Monthly Fees		Annual Costs		
ARI Leasing	Element Fleet	2020	2021	2022
	\$8.00	\$96	\$96	\$96
\$24.12		0	0	0
	13.00	0	0	0
	1.00	0	0	0
		Other Expense		
		2020	2021	2022
		\$2,582	\$2,636	\$2,689
		249	254	259
		2,100	2,144	2,187
		0	0	0
	Subtotal	\$5,027	\$5,130	\$5,231
	Capitalization %	17.07%	17.07%	17.07%
	Less Amount Capitalized	\$858	\$876	\$893
	Proforma	\$4,169	\$4,254	\$4,338
	Per Book 12/31/19	\$0		
	Pro forma 12/31/20		\$4,169	
	Pro forma 12/31/21			\$4,254
	Adjustment	\$4,169	\$85	\$84

Pennsylvania-American Water Company - WW SSS Exeter Operations
Transportation Expense

Fleet Management	Number of Units			
	2019	2020	2021	2022
Car & Light Duty trucks	5	5	5	5
Car & Light Duty trucks - leased ¹	0	0	0	0
Medium & Heavy duty trucks	2	2	2	2
Trailers & Equipment	1	1	1	1
Total (excludes leased)	8	8	8	8

Other Transportation Expenses ²	2019	2020	2021	2022
Fuel Expense	\$0	\$18,074		
Titling and Registration fees	0	1,741		
Maintenance Expense	0	14,700		
Reimbursement of personal use	0			
Per unit cost (to be applied to change in number of units)				
Fuel Expense	\$2,532	\$2,582		
Titling and Registration fees	\$244	\$249		
Maintenance Expense	\$2,059	\$2,100		

Inflation Factor (GDP Price Index)	1.980%	2.080%	2.000%

¹ Included in the Car & Light Duty units

² 2020, 2021 and 2022 costs are calculated using the inflation factor

Average Monthly Fees		Annual Costs		
ARI Leasing	Element Fleet	2020	2021	2022
	\$8.00	\$480	\$480	\$480
\$24.12		0	0	0
	13.00	312	312	312
	1.00	12	12	12
		Other Expense		
		2020	2021	2022
		\$18,074	\$18,450	\$18,819
		1,741	1,777	1,813
		14,700	15,006	15,306
		0	0	0
Subtotal		\$35,319	\$36,037	\$36,742
Capitalization %		17.07%	17.07%	17.07%
Less Amount Capitalized		\$6,029	\$6,152	\$6,272
Proforma		\$29,290	\$29,885	\$30,470
Per Book 12/31/19		\$4,008		
Pro forma 12/31/20			\$29,290	
Pro forma 12/31/21				\$29,885
Adjustment		\$25,282	\$595	\$585

Pennsylvania-American Water Company - WW CSS Scranton Operations
Transportation Expense

	Number of Units			
Fleet Management	2019	2020	2021	2022
Car & Light Duty trucks	26	26	26	26
Medium & Heavy duty trucks	24	24	24	24
Heavy Equipment	3	3	3	3
Trailers & Equipment	6	6	6	6
Total (excludes leased)	56	56	56	56

Other Transportation Expenses²	2019	2020	2021	2022
Fuel Expense	\$173,927			
Titling and Registration fees	10,706			
Maintenance Expense	188,841			
Reimbursement of personal use	1,201			
Inflation Factor (GDP Price Index)		1.980%	2.080%	2.000%

Average Monthly Fees		Annual Costs		
ARI Leasing	Element Fleet	2020	2021	2022
	\$8.00	\$2,496	\$2,496	\$2,496
	13.00	3,744	3,744	3,744
	8.00	288	288	288
	1.00	72	72	72
		Other Expense		
		2020	2021	2022
		\$177,371	\$181,060	\$184,681
		10,918	11,145	11,368
		192,580	196,586	200,518
		1,225	1,250	1,275
	Subtotal	\$388,694	\$396,641	\$404,442
	Capitalization %	17.07%	17.07%	17.07%
	Less Amount Capitalized	\$66,350	\$67,707	\$69,038
	Proforma	\$322,344	\$328,934	\$335,404
	Per Book 12/31/19	\$624,544		
	Pro forma 12/31/20		\$322,344	
	Pro forma 12/31/21			\$328,934
	Adjustment	(\$302,200)	\$6,590	\$6,470

¹ Included in the Car & Light Duty units

² 2020, 2021 and 2022 costs are calculated using the inflation factor

Pennsylvania-American Water Company - WW CSS McKeesport Operations
Transportation Expense

Fleet Management	Number of Units			
	2019	2020	2021	2022
Car & Light Duty trucks	13	13	13	13
Medium & Heavy duty trucks	6	6	6	6
Heavy Equipment	3	3	3	3
Trailers & Equipment	4	4	4	4
Total (excludes leased)	23	23	23	23

Other Transportation Expenses ²	Other Expense			
	2019	2020	2021	2022
Fuel Expense	\$49,047			
Titling and Registration fees	6,948			
Maintenance Expense	30,147			
Reimbursement of personal use	365			
Inflation Factor (GDP Price Index)		1.980%	2.080%	2.000%

Average Monthly Fees		Annual Costs		
ARI Leasing	Element Fleet	2020	2021	2022
	\$8.00	\$1,248	\$1,248	\$1,248
	13.00	936	936	936
	8.00	288	288	288
	1.00	48	48	48
Subtotal		\$90,740	\$92,574	\$94,376
Capitalization %		17.07%	17.07%	17.07%
Less Amount Capitalized		\$15,489	\$15,802	\$16,110
Proforma		\$75,251	\$76,772	\$78,266
Per Book 12/31/19		\$197,903		
Pro forma 12/31/20			\$75,251	
Pro forma 12/31/21				\$76,772
Adjustment		(\$122,652)	\$1,521	\$1,494

¹ Included in the Car & Light Duty units

² 2020, 2021 and 2022 costs are calculated using the inflation factor

Insurance Other Than Group

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Insurance Other Than Group**

Policy	Account	Per Books 12/31/2019	Adjustment	Present Rates 12/31/2020	Inflation Adjustment 2.08%	Present Rates 12/31/2021	Inflation Adjustment 2.00%	Present Rates 12/31/2022
Workers Compensation	55720000	\$525,700						
Workers Compensation - AWI	55720000	2,204,706		2,659,731		2,715,053		2,769,354
Total Workers Compensation	55720000	\$2,730,406	(\$70,675)	\$2,659,731	\$55,322	\$2,715,053	\$54,301	\$2,769,354
Less: Capitalized	55720100	(938,560)	(50,328)	(988,888)	(20,569)	(1,009,457)	(20,189)	(1,029,646)
Expensed Workers Compensation		\$1,791,846	(\$121,003)	\$1,670,843	\$34,753	\$1,705,596	\$34,112	\$1,739,708
General Liability	55710000	\$969,781	(\$969,781)	\$0	\$0	\$0	\$0	\$0
General Liability - AWI	55710000	8,270,082	1,083,948	9,354,030	194,564	9,548,594	190,972	9,739,566
Retro Adjustment *	55710000	(901,767)	970,351	68,584	-	68,584	-	68,584
Broker Service Fee	55730000	57,319	3,631	60,950	1,268	62,218	1,244	63,462
Excess General Liability	55710000	936,281	(82,169)	854,112	17,766	871,878	17,438	889,316
Property	55740000	1,457,985	1,228,574	2,686,559	55,880	2,742,439	54,849	2,797,288
Surety Bonds / Risk	55730000	13,192	(9,734)	3,458	72	3,530	71	3,601
Misc Surety	55710000	11,801	(11,801)	-	-	-	-	-
Fiduciary Responsibility	55710000	12,273	(77)	12,196	254	12,450	249	12,699
Comprehensive Crime	55730000	4,598	45	4,643	97	4,740	95	4,835
Employment Practices	55710000	36,744	(1,961)	34,783	723	35,506	710	36,216
Directors & Officers	55710000	57,830	(2,367)	55,463	1,154	56,617	1,132	57,749
Business Travel	55730000		1,275	1,275	27	1,302	26	1,328
Special Contingency	55730000		832	832	17	849	17	866
It Security / Cyber Risk	55710000	52,587	5,246	57,833	1,203	59,036	1,181	60,217
Law Liability	55710000	6,513	88	6,601	137	6,738	135	6,873
Auto Liability	55110000	67,732	177,615	245,347	5,103	250,450	5,009	255,459
Auto Liability - AWI	55110000	137,675	(137,675)	-	-	-	-	-
Equipment Discount	55710000	(863,839)	863,839	-	-	-	-	-
Total Policies Other Than Workers Compensation		\$10,326,787	\$3,119,879	\$13,446,666	\$278,265	\$13,724,931	\$273,127	\$13,998,058
Total Expensed Policies		\$12,118,633	\$2,998,876	\$15,117,509	\$313,018	\$15,430,527	\$307,239	\$15,737,766

***Note: No adjustment for inflation**

Total Company

Vehicle	55110000	\$205,407	\$39,940	\$245,347	\$5,103	\$250,450	\$5,009	\$255,459
General Liability	55710000	8,588,286	1,855,316	10,443,602	215,801	10,659,403	211,816	10,871,219
Workmans Comp	55720000	2,730,406	(70,675)	2,659,731	55,322	2,715,053	54,301	2,769,354
Capital Credit	55720100	(938,560)	(50,328)	(988,888)	(20,569)	(1,009,457)	(20,189)	(1,029,646)
Insurance other	55730000	75,109	(3,951)	71,158	1,481	72,639	1,453	74,092
Insurance Property	55740000	1,457,985	1,228,574	2,686,559	55,880	2,742,439	54,849	2,797,288
		\$12,118,633	\$2,998,876	\$15,117,509	\$313,018	\$15,430,527	\$307,239	\$15,737,766

Allocation of Revenue Requirement from Water to Wastewater

Factor 4: Depreciated Utility Plant in Service

As of 12/31/19	Depreciated Utility Plant in Service	Percentage
Water Excl. Steelton	\$3,988,228,862	85.3%
Steelton Water	20,505,194	0.4%
WW SSS Excl. Sadsbury and Exeter	243,909,215	5.2%
Sadsbury SSS	8,186,810	0.2%
Exeter SSS	91,717,083	2.0%
Scranton CSS	157,800,756	3.4%
McKeesport CSS	163,285,258	3.5%
Total Net Utility Plant in Service	\$4,673,633,178	100%

Allocation of Present Rates 2021	Vehicle	General Liability	Workmans Comp	Capital Credit	Insurance other	Insurance Property	Total
Water Excl. Steelton	\$213,709	\$9,095,669	\$2,316,755	-\$861,369	\$61,982	\$2,340,124	\$13,166,870
Steelton Water	1,102	46,901	11,946	(4,442)	320	12,067	67,894
WW SSS Excl. Sadsbury and Exeter	13,073	556,421	141,726	(52,694)	3,792	143,155	805,473
Sadsbury SSS	451	19,187	4,887	(1,817)	131	4,936	27,775
Exeter SSS	4,909	208,924	53,215	(19,785)	1,424	53,752	302,439
Scranton CSS	8,465	360,288	91,769	(34,120)	2,455	92,694	521,551
McKeesport CSS	8,741	372,013	94,755	(35,230)	2,535	95,711	538,525
Total Company	\$250,450	\$10,659,403	\$2,715,053	-\$1,009,457	\$72,639	\$2,742,439	\$15,430,527

Allocation of Present Rates 2022	Vehicle	General Liability	Workmans Comp	Capital Credit	Insurance other	Insurance Property	Total
Water Excl. Steelton	\$217,982	\$9,276,411	\$2,363,091	-\$878,597	\$63,223	\$2,386,927	\$13,429,037
Steelton Water	1,124	47,833	12,185	(4,530)	326	12,308	69,246
WW SSS Excl. Sadsbury and Exeter	13,335	567,478	144,560	(53,748)	3,868	146,018	821,511
Sadsbury SSS	460	19,568	4,985	(1,853)	133	5,035	28,328
Exeter SSS	5,007	213,076	54,279	(20,181)	1,452	54,827	308,460
Scranton CSS	8,635	367,447	93,604	(34,802)	2,504	94,548	531,936
McKeesport CSS	8,916	379,406	96,650	(35,935)	2,586	97,625	549,248
Total Company	\$255,459	\$10,871,219	\$2,769,354	-\$1,029,646	\$74,092	\$2,797,288	\$15,737,766

**PENNSYLVANIA-AMERICAN WATER COMPANY
ACTUAL RETRO ADJUSTMENTS**

2015	\$155,652
2016	63,016
2017	64,746
2018	(62,426)
2019	121,931

**5 YEAR AVERAGE
2015 - 2019** \$68,584

Regulatory and Rate Case Expense

Pennsylvania American Water - 2020 Rate Case
Water and Wastewater
Cost Estimate

		2020 Estimate
Legal Fees And Expenses		\$1,085,000
Rate of Return		94,000
Bill Frequency Analysis		75,000
Depreciation		100,000
Cost Of Service And Rate Design (W and WW SSS)		150,000
Regulatory Support Services		340,000
Miscellaneous / Customer Notice ¹		315,000
Total		<u>\$2,159,000</u>
Cost Of Service And Rate Design (WW CSS)		\$90,000
Subtotal Company Rate Case Expense		<u>\$2,249,000</u>
Plus 10 year amortization of Demand Study (Approved R-2017-2595853; 10 year amortization period beginning January 2018)	26,709	267,090
Plus 10 year amortization of Lead Service Line Costs	25,224	252,241
Total Company Regulatory Expense		<u>\$2,768,331</u>
<u>¹Miscellaneous / Customer Notice</u>		
Printing, Mailing and Postage - Customer Notices		\$298,000
Transcripts		4,000
Miscellaneous		13,000
Total		<u>\$ 315,000</u>

January 31, 2020

Mr. John Cox
Director of Rates and Regulations
Mid-Atlantic Division
American Water
852 Wesley Drive
Mechanicsburg, PA 17055

RE: EXPERT TESTIMONY – PENNSYLVANIA RATE PROCEEDING

Dear John,

Concentric Energy Advisors, Inc. (“Concentric”) is pleased to present this proposal to American Water (or the “Company”) to provide expert testimony in support of the appropriate return on equity, capital structure and cost of debt in the Company’s spring 2020 rate case to be filed before the Pennsylvania Public Utility Commission. The following letter provides an overview of our company, our Cost of Capital Team, the specific project staffing and our proposed estimated fee structure for the services.

I. OVERVIEW OF CONCENTRIC ENERGY ADVISORS, INC.

Concentric is a financial advisory and management consulting firm focused on the North American energy industry. Concentric specializes in a full range of regulatory and utility ratemaking advisory services, expert testimony and litigation support, financial and transaction-related advisory services, market assessment and strategic consulting services, and management and operations consulting services.

Concentric provides its clients with immediate access to extensive industry experience and capabilities. Our senior staff is always intimately involved in the client project work. The firm’s principals and affiliates have held executive positions with a number of utility management consulting firms, utility companies, regulatory agencies, wholesale and retail energy marketers, global LNG providers and investment banks.

Concentric has more than 20 individuals that have appeared as expert witnesses in regulatory proceedings across North America, backed up by a team of approximately 40 consultants that are experienced in all aspects of developing the financial, economic and technical data filed as part of regulatory proceedings. Testimony sponsored by Concentric’s



experts ranges from broad regulatory and economic policy to virtually all elements of the utility ratemaking process.

Concentric staff has a significant breadth and depth of regulatory experience, having assisted clients throughout North America with federal, state, and provincial regulatory issues, including: strategic analyses/studies, resource planning, valuation, cost of service, cost allocation, rate design, rate of return, market power, tariff development, demand forecasting, terms and conditions of service, the development of new services, and prudence-related matters.

Concentric's clients have included energy holding companies, electric utilities, natural gas distribution companies, regional transmission organizations, gas pipelines, gas producers, oil producers, large energy consumers, water utilities, governmental and regulatory agencies, trade associations, independent energy project developers, LNG developers, engineering firms, and gas and power marketers throughout North America.

II. CONCENTRIC'S COST OF CAPITAL TEAM

Concentric takes a team-based approach to cost of capital assignments. Our expert witnesses bring a variety of experience to return on equity ("ROE") assignments, including: our current financial market perspective, an understanding of how regulators view ROE and capital structure issues in the context of the entire rate case filing, and the academic perspective that supports the various methods and techniques used to estimate a reasonable ROE. Concentric's project managers have extensive experience developing expert testimony, analyzing economic and financial market conditions, responding to data requests, managing the rate case process, and understanding and anticipating the arguments presented by Staff, consumer advocates, and other intervenors.

As we discussed in our call yesterday, our approach is to provide an integrated analytical and strategic team that is efficient in the development of the testimony and analysis and is responsive to the often time sensitive nature of requests in a rate proceeding, through the discovery, rebuttal and hearing processes.

III. PROJECT TEAM

I would serve as Concentric's Responsible Officer and expert witness testifying on the appropriate return on equity, capital structure and cost of debt. The project team that will work closely together to complete the analysis and testimony will include Chris Wall, who is a Senior Project Manager with Concentric. Chris has extensive experience preparing expert



testimony on cost of capital and has significant knowledge of the current market conditions and financial theory. In addition, our team will include a qualified analyst who will provide research and analytical support. Brief summaries of the team experience are provided below.

Ann E. Bulkley, Senior Vice President, has more than two decades of management and economic consulting experience in the energy industry. Ms. Bulkley has extensive state and federal regulatory experience on both electric and natural gas issues including rate of return, cost of equity and capital structure issues. Ms. Bulkley has provided expert testimony on the cost of capital in more than 30 regulatory proceedings before regulatory commissions in Arizona, Arkansas, Colorado, Connecticut, Kansas, Massachusetts, Michigan, Minnesota, Missouri, New Jersey, New Mexico, New York, North Dakota, Oklahoma, Pennsylvania, Texas, South Dakota, West Virginia, and the Federal Energy Regulatory Commission. In addition, Ms. Bulkley has prepared and provided supporting analysis for at least forty Federal and State regulatory proceedings. In addition, Ms. Bulkley has worked on acquisition teams with investors seeking to acquire utility assets, providing valuation services including an understanding of regulation, market expected returns, and the assessment of utility risk factors. Ms. Bulkley has assisted clients with valuations of public utility and industrial properties for ratemaking, purchase and sale considerations, ad valorem tax assessments, and accounting and financial purposes. In addition, Ms. Bulkley has experience in the areas of contract and business unit valuation, strategic alliances, market restructuring and regulatory and litigation support. Prior to joining Concentric, Ms. Bulkley held senior expertise-based consulting positions at several firms, including Reed Consulting Group and Navigant Consulting, Inc. where she specialized in valuation. Ms. Bulkley holds an M.A. in economics from Boston University and a B.A. in economics and finance from Simmons College. Ms. Bulkley is a Certified General Appraiser licensed in the Commonwealth of Massachusetts and the State of New Hampshire.





CHRISTOPHER WALL

Christopher M. Wall, Senior Project Manager, has applied his economics, financial modeling, advanced statistics, and econometrics competencies to prepare cost of capital, rate design, rate consolidation, marginal cost, cost of service, valuation, and demand forecast studies for electric and natural gas utilities. These studies have been submitted in utility regulatory proceedings throughout North America.

Mr. Wall has provided expert testimony regarding natural gas demand forecasting and statistical concepts for return on equity and cost of service. Mr. Wall holds a B.A. in Mathematics and Economics from Saint Peter's College where he graduated Summa Cum Laude and a Master's degree in Economics from Northeastern University.

IV. PROPOSED FEE STRUCTURE

Concentric recognizes that litigation costs can be difficult to project beyond the filing of the initial testimony and that this can present budgeting challenges. In order to mitigate those concerns, our pricing proposal for American Water includes a not to exceed price through the submission of direct evidence, tightly bounded estimates through the submission of rebuttal evidence, and a good faith estimate for the hearings, if required. Services provided beyond the filing of the direct evidence will be provided on a time and materials basis. As we discussed, all time will be billed at a 10 percent discount from the rates provided in the Standard Billing Rates that are included in Attachment A.

Table 1, below, provides a proposed budget outlined for each phase of the rate proceeding. Concentric is committed to the not-to-exceed price for direct testimony and makes every effort to deliver projects within the budget estimates provided for each phase beyond the direct phase. Should the need arise, Concentric would communicate with the Company through a change order requests for any costs that might be projected to be above the estimates provided in Table 1 below for all phases following the direct evidence.

**Table 1:
Proposed Budget**

	Fees
Direct Evidence (not to exceed)	\$37,000
Discovery (estimate)	\$4,000
Rebuttal (estimate)	\$43,000
Hearing (estimate)	\$10,000
Total	\$94,000



We appreciate the confidence you have placed in our team and look forward to working with you and the American Water team on this important case. Please feel free to contact me should you have any questions or comments about this letter and/or our cost of capital qualifications.

Sincerely,

Ann E. Bulkley
Senior Vice President
Concentric Energy Advisors, Inc.
508.263.6216
abulkley@ceadvisors.com

Attachments:

- A. Concentric Standard Billing Rates
- B. Concentric Terms and Conditions



**CONCENTRIC ENERGY ADVISORS, INC.
HOURLY RATE SCHEDULE
EFFECTIVE 1/1/2020**

TITLE	HOURLY RATE	10% DISCOUNT RATES
CHAIRMAN AND CHIEF EXECUTIVE OFFICER	\$900	\$810
SENIOR VICE PRESIDENT	\$635	\$572
VICE PRESIDENT, EXECUTIVE ADVISOR	\$570	\$513
ASSISTANT VICE PRESIDENT	\$465	\$419
SENIOR PROJECT MANAGER	\$425	\$383
PROJECT MANAGER	\$400	\$360
SENIOR CONSULTANT	\$375	\$338
CONSULTANT	\$345	\$311
ASSISTANT CONSULTANT	\$320	\$288
ANALYST	\$275	\$248
ASSOCIATE	\$180	\$162
PROJECT ASSISTANT	\$79	\$71



CONCENTRIC ENERGY ADVISORS, INC.
STANDARD TERMS AND CONDITIONS

1. *Scope* – Concentric Energy Advisors, Inc. (“Concentric”) will perform the services set forth in the Letter or Proposal of which these Terms and Conditions (Terms) are a part. The provisions of these Terms shall control in the case of conflict with any provisions of the Letter or Proposal.
2. *Fees and Expenses* – Unless otherwise stated, fees for services by Concentric shall be based upon the rates, at the time the work is performed, of the personnel actually involved in the assignment. Report production and printing, reproduction, and telephone charges will be billed to you at Concentric’s standard charges for such materials for services. Expenses of consultants while on assignment or any other charge incurred or expenditure made on your behalf will be charged at our cost.
3. *Payment* – Concentric will submit monthly invoices reflecting actual work performed and expenses incurred. Payment shall be due in U.S. funds 30 days after the date of an invoice. Amounts past due more than 30 days shall bear interest at an annual rate of 12% from the due date until payment is received.
4. *Sales Tax* – You are responsible for paying any local, state, or federal sales, use, or ad valorem tax that might be assessed on our services.
5. *Independent Contractor* – It is understood and agreed that Concentric shall for all purposes be an independent contractor, shall not hold itself out as representing or acting in any manner for you, and shall have no authority to bind you to any contract or in any other manner.
6. *Termination* – These terms shall be subject to the right of either party to terminate at any time upon not less than ten (10) days prior written notice to the other party. Upon termination, you shall pay the full amount due for services rendered and costs and expenses incurred and not paid for up to that time, and the costs of returning consultant personnel to home base and other reasonable costs and expenses incurred in effecting termination and returning documents.
7. *Responsibility Statement* – Concentric agrees that the services provided for herein will be performed in accordance with recognized professional consulting standards for similar services and that adequate personnel will be assigned for that purpose. If, during the performance of these services or within six months following completion of the assignment, such services shall prove to be faulty or defective by reason of a failure to meet such standards, Concentric agrees that upon prompt written notification from you prior to the expiration of the six month period following the completion of the assignment containing any such fault or defect, such faulty portion of the services shall be redone at no cost to you up to a maximum amount equivalent to



ATTACHMENT B
STANDARD TERMS AND CONDITIONS
CONFIDENTIAL

the cost of the services rendered under this assignment. The foregoing shall constitute Concentric's sole liability with respect to the accuracy or completeness of the work and the activities involved in its preparation. In no event shall Concentric, its agents, employees, or others providing materials or performing services in connection with work on this assignment be liable for any direct, consequential or special loss or damage, whether attributable to breach of contract, tort, including negligence, or otherwise; and except as herein provided, you release, indemnify, and hold Concentric, its agents, employees, or others providing materials or performing services in connection with work on this assignment harmless from any and all liability including costs of defense, settlement and reasonable attorney's fees.

8. *Work Product* – Any report or other document prepared pursuant to these Terms shall be for your use only. Concentric's prior written consent is required for the use of (or reference to) its report or any other document prepared pursuant to these Terms in connection with a public offering of securities or in connection with any other financing. Concentric hereby agrees, however, to the Client's reference to the work product in connection with any proxy relating to a combination between two parties. It is understood and agreed that Concentric's use of its proprietary computer software, methodology, procedures, or other proprietary information in connection with an assignment shall not give you any rights with respect to such proprietary computer software, methodology, procedures or other proprietary information. Concentric may retain and further use the technical content of its work hereunder.
9. *Excused Performance* – Concentric shall not be deemed in default of any provision hereof or be liable for any delay, failure in performance, or interruption of service resulting directly or indirectly from acts of God, civil or military authority, civil disturbance, war, strikes or other labor disputes, fires, other catastrophes, or other forces beyond its reasonable control, whether or not such event may be deemed foreseeable.
10. *Related Litigation* – In the event that Concentric employees (current or former), subcontractors or agents are compelled to provide testimony, produce documents, or otherwise incur costs or expend time in any legal proceeding related to Concentric's work for you, you agree to reimburse Concentric at its regular billing rate per hour for its time expended, and for any expenses incurred (at Concentric's direct cost).
11. *Notices* – All notices given under or pursuant to the Terms shall be sent by Certified or Registered Mail, Return Receipt Requested, and shall be deemed to have been delivered when physically delivered if to Concentric Energy Advisors, Inc., 293 Boston Post Road West, Suite 500, Marlborough, MA 01752, Attention Mr. John J. Reed, Chairman and Chief Executive Officer, and if to you at the address shown on the Letter or Proposal of which these Terms are a part or such other address as you may designate by written notice to us.
12. *Complete Agreement* – It is understood and agreed that these Terms and the Letter or Proposal of



ATTACHMENT B
STANDARD TERMS AND CONDITIONS
CONFIDENTIAL

which they are a part embody the complete understanding of the parties and that any and all provisions, negotiations and representations not included herein are hereby abrogated and that these terms cannot be changed, modified or varied except by written instrument signed by both parties. In the event you issue a purchase order or memorandum or other instrument covering the services herein provided, it is hereby specifically agreed and understood that such purchase order, memorandum, or instrument is for your internal purposes only, and any and all terms and conditions contained therein, whether printed or written, shall be of no force or effect unless agreed to in writing by Concentric. No waiver by either parties of a breach hereof or default hereunder shall be deemed a waiver by such party of a subsequent breach or default of like or similar nature.

13. *Governing Law* – This Agreement (consisting of the Letter or Proposal and these terms) shall be construed and otherwise governed pursuant to the laws of the Commonwealth of Massachusetts. The attached Proposal, of which these General terms and Conditions (terms) form a part, constitutes an agreement of the parties hereto, and supersedes any previous agreement or understanding. It may not be modified except in writing, and only if executed by both parties.

AGREED AND ACCEPTED:

CLIENT SIGNATURE

TITLE: _____

COMPANY: _____

DATE: _____



Gannett Fleming

*Excellence Delivered **As Promised***

November 26, 2019

Via E-Mail to John.Cox@amwater.com

Mr. John R. Cox
Director of Rates and Regulation
Pennsylvania American Water Company
852 Wesley Drive
Mechanicsburg, PA 17055

Dear John:

Proposal for Depreciation, Bill Analysis, Bill Frequency Analysis,
Cost of Service Allocation and Rate Design Studies – Water and Wastewater

In response to your request, Gannett Fleming Valuation and Rate Consultants, LLC (Gannett Fleming) is pleased to submit this proposal to conduct depreciation, bill analysis, bill frequency analysis, cost of service allocation and rate design studies for Pennsylvania American's 2020 water and wastewater rate filing. We understand that the filing is projected to be based on the combined revenue requirements with an historic test year ended December 31, 2019. The filing date is planned for April 2020.

The depreciation studies will be conducted under the direction of John J. Spanos. Mr. Spanos will provide a separate depreciation study for each rate year for water assets. The wastewater depreciation studies will have separate rates for each of the areas that separate depreciation rates are required.

The bill analysis, bill frequency analysis, cost of service allocation and rate design studies will be conducted under the direction of Constance E. Heppenstall. Gannett Fleming will provide separate Water Cost of Service and Rate Design Studies for each water area. A study will be completed for each revenue requirement.

Ms. Heppenstall will also conduct separate Wastewater Cost of Service and Rate Design Studies for each wastewater area.

The studies and direct testimony will be prepared in a manner similar to the 2017 rate case and will be suitable for filing with the Pennsylvania Public Utility Commission. Responses to filing requirements and standard data requests that are not included in the

Gannett Fleming Valuation and Rate Consultants, LLC

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studies also will be prepared. We understand that we will be provided covers for the copies of our reports by the Company and Gannett Fleming will make sufficient copies (approximately 25) for the filing with the PA PUC.

Gannett Fleming will perform these services based on hourly billing rates for our personnel in effect when the work is performed. A copy of our billing rates for 2019 is attached. These billing rates will be subject to review and revision at year-end. Invoices will be rendered monthly for services performed during the previous month including reimbursement of direct expenses. Inasmuch as we have little control over the amount of time required to respond to interrogatories and prepare for formal litigation, the following estimates of costs include only those services required to the date of filing. Estimated additional post-filing services are listed below for budgeting purposes and will be provided on an hourly basis. Based on our experience in conducting similar assignments, we estimate that the cost of the studies will be as follows:

<u>Description</u>	<u>Water and Wastewater Rate Filing</u>	
	<u>Up to Filing Date</u>	<u>Estimated Post-Filing</u>
Depreciation Studies	\$80,000	\$20,000
Bill Analysis and Bill Frequency Analysis	\$65,000	\$10,000
Cost of Service Allocation and Rate Design Studies	\$100,000	\$50,000
Scranton and McKeesport COS and Rate Design Studies	<u>\$60,000</u>	<u>\$30,000</u>
Total	<u>\$305,000</u>	<u>\$110,000</u>

Thank you for the opportunity to submit this proposal to you. If you have any questions, please call us.

Respectfully submitted,

GANNETT FLEMING VALUATION
AND RATE CONSULTANTS, LLC



JOHN J. SPANOS
President

GANNETT FLEMING VALUATION AND RATE CONSULTANTS, LLC

BILLING RATES

EFFECTIVE DECEMBER 29, 2018*

<u>Personnel</u>	<u>Hourly Rate</u>
SUPERVISORY STAFF	
W. M. Stout, Principal Consultant	\$300.00
P. R. Herbert, Senior Consultant	275.00
J. J. Spanos, President	275.00
H. Walker, III, Manager, Financial Studies	240.00
J. F. Wiedmayer, Jr., Project Manager, Depreciation	220.00
N. W. Allis, Vice President	220.00
C. E. Heppenstall, Senior Project Manager, Rate Studies	220.00
STAFF	
Analysts and Engineers	175.00
Associate Analysts and Engineers	165.00
Assistant Analysts and Engineers	150.00
Senior Technicians	115.00
Support Staff	115.00

*Billing rates are subject to review and possible revision effective December 28, 2019

Pennsylvania-American Water Company
Water and Wastewater
Allocation of 2020 Rate Case and Regulatory Expense

	2020								
	Estimate	Water Excl Steelton	Steelton Water	Wastewater SSS Excl. Sadsbury and Exeter	Sadsbury WW SSS	Exeter WW SSS	Scranton CSS	McKeesport CSS	Kane CSS
Legal Fees And Expenses	\$1,085,000	\$969,990	\$3,255	\$36,890	\$2,170	\$11,935	\$42,315	\$15,190	\$3,255
Rate of Return	94,000	84,036	282	3,196	188	1,034	3,666	1,316	282
Bill Frequency Analysis	75,000	67,050	225	2,550	150	825	2,925	1,050	225
Depreciation	100,000	89,400	300	3,400	200	1,100	3,900	1,400	300
Cost Of Service And Rate Design (W and WW SSS)	150,000	142,095	510	5,475	240	1,680			
Regulatory Support Services	340,000	303,960	1,020	11,560	680	3,740	13,260	4,760	1,020
Miscellaneous / Customer Notice	315,000	281,610	945	10,710	630	3,465	12,285	4,410	945
Total	\$2,159,000	\$1,938,141	\$6,537	\$73,781	\$4,258	\$23,779	\$78,351	\$28,126	\$6,027
Cost Of Service And Rate Design (WW CSS)	\$90,000						\$62,919	\$22,734	\$4,347
Total Company Rate Case Expense	\$2,249,000	\$1,938,141	\$6,537	\$73,781	\$4,258	\$23,779	\$141,270	\$50,860	\$10,374
Normalized Over 3 Years	\$749,667	\$646,047	\$2,179	\$24,594	\$1,419	\$7,926	\$47,090	\$16,953	\$3,458
Amortization of Demand Study	26,709	23,878	80	908	53	294	1,042	374	80
Amortization of Lead Service Line Costs	25,224	25,136	88						
Total Allocation	\$801,600	\$695,061	\$2,347	\$25,502	\$1,473	\$8,220	\$48,132	\$17,327	\$3,538

Factor 2: Customers

As of 12/31/19	Total Customers	Allocation Factor	Water	WW SSS Only	W & WW SSS	WW CSS Only
Water Excl. Steelton	663,475	89.4%	99.7%		94.7%	
Steelton Water	2,354	0.3%	0.4%		0.3%	
WW SSS Excl. Sadsbury and Exeter	25,551	3.4%		74.0%	3.7%	
Sadsbury SSS	1,127	0.2%		3.3%	0.2%	
Exeter SSS	7,866	1.1%		22.8%	1.1%	
Scranton CSS	29,242	3.9%				69.9%
McKeesport CSS	10,568	1.4%				25.3%
Kane CSS	2,019	0.3%				4.8%
Total	742,202	100%	100%	100%	100%	100%

Service Company

Pennsylvania-American Water Company
Base Period 12 Months Ended 12/31/19
Rate Year Ended (RYE) - 12 months ended 12/31/20
Rate Year 1 (RY1)- 12 Months Ending 12/31/21
Rate Year 2 (RY2)- 12 Months Ending 12/31/22

	Service Company Total Costs								
	12 Months December 2019						12 Months December 2020		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Base Year Labor & Related Expense	Base Year Other Expense	Base Year Total Expense	Adjusted Base Year Total Labor & Related Expense	Adjusted Base Year Other Expense	Adjusted Base Year Total Expense	RYE 12/31/20 Labor & Related Expense	RYE 12/31/20 Other Expense	RYE 12/31/20 Total Expense
	LR (1)	OC (1)	(1) + (2)	LR (6)	OC (6)	(4)+(5)	LR (9)	OC (8)	(7)+(8)
Business Development	\$416,297	\$66,976	\$483,273	\$357,399	\$57,202	\$414,601	\$365,173	\$58,335	\$423,508
Central Lab	282,609	142,472	425,081	275,501	142,366	417,867	281,493	145,185	426,678
Corp Admin	131,857	4,955,009	5,086,866	430,230	4,835,318	5,265,548	439,587	5,254,478	5,694,065
Engineering	284,887	70,738	355,625	278,585	70,738	349,323	284,644	72,139	356,783
External Affairs & Public Policy	981,675	362,632	1,344,307	944,078	357,129	1,301,207	964,611	364,200	1,328,811
Finance	5,090,233	1,124,906	6,215,139	5,015,858	1,121,324	6,137,182	5,124,953	1,143,526	6,268,479
Regulated Ops	4,343,428	828,923	5,172,351	3,743,920	822,977	4,566,897	3,825,350	839,272	4,664,622
Human Resources	3,207,729	983,893	4,191,622	3,099,430	982,871	4,082,301	3,166,845	1,002,336	4,169,181
Investor Relations	53,544	60,960	114,504	52,237	60,901	113,138	53,373	62,107	115,480
Legal	2,912,921	441,779	3,354,700	3,181,958	441,476	3,623,434	3,251,165	450,217	3,701,382
Supply Chain	862,913	111,655	974,568	842,113	111,624	953,737	860,429	113,834	974,263
Corporate Security	1,013,489	764,586	1,778,075	880,680	759,335	1,640,015	899,835	774,370	1,674,205
Customer Service Organization (CSO)	5,668,021	1,287,507	6,955,528	5,658,333	1,289,034	6,947,367	5,784,238	9,124,376	14,908,614
Facilities	83,952	1,882,142	1,966,094	84,544	1,882,142	1,966,686	86,383	1,919,408	2,005,791
Safety	272,682	65,542	338,224	259,742	65,521	325,263	265,391	66,818	332,209
Environmental Compliance	102,638	13,997	116,635	102,403	13,997	116,400	104,630	14,274	118,904
Operations Excellence	223,013	96,531	319,544	213,681	89,530	303,211	218,328	91,303	309,631
Technology and Innovation (T&I)	2,442,827	4,931,083	7,373,910	2,373,459	4,925,702	7,299,161	2,425,082	5,023,231	7,448,313
Total	\$28,374,715	\$18,191,331	\$46,566,046	\$27,794,151	\$18,029,187	\$45,823,338	\$28,401,510	\$26,519,409	\$54,920,919
Change in Test Year to Adjusted (Labor)				(\$580,564)					
Change in Test Year to Adjusted (Other)					(\$162,144)				
Change in Adjusted to 2019 Projected (Labor)									
Change in Adjusted to 2019 Projected (Other)									
Change in Adjusted 2019 to 2020 (Labor)							\$607,359		
Change in Adjusted 2019 to 2020 (Other)								\$8,490,222	
Change in 2020 to 2021 (Labor)									
Change in 2020 to 2021 (Other)									
Change in 2021 to 2022 (Labor)									
Change in 2021 to 2022 (Other)									
Total Change in Test Year to Going Level for Rate Years 1 and 2									

Pennsylvania-American Water Company
Base Period 12 Months Ended 12/31/19
Rate Year Ended (RYE) - 12 months ended 12/31/20
Rate Year 1 (RY1)- 12 Months Ending 12/31/21
Rate Year 2 (RY2)- 12 Months Ending 12/31/22

	Service Company Total Costs							
	12 Months December 2021				12 Months December 2022			
	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)
	RYE 12/31/21 Labor & Related Expense	RYE 12/31/21 Other Expense	RYE 12/31/21 Total Expense	Rate Year 1 Going Level Expense Adjustments	RYE 12/31/22 Labor & Related Expense	RYE 12/31/22 Other Expense	RYE 12/31/22 Total Expense	Rate Year 2 Going Level Expense Adjustments
	LR (12)	OC (10)	(10)+(11)	(12)-(3)	LR (15)	OC (12)	(14)+(15)	(16)-(12)
Business Development	\$375,556	\$80,113	\$455,669	(\$27,604)	\$386,222	\$81,918	\$468,140	\$12,471
Central Lab	289,497	166,294	455,791	30,710	297,719	169,799	467,518	11,727
Corp Admin	452,086	5,441,604	5,893,690	806,824	464,925	5,163,330	5,628,255	(265,435)
Engineering	292,738	88,772	381,510	25,885	301,051	90,696	391,747	10,237
External Affairs & Public Policy	992,038	428,979	1,421,017	76,710	1,020,212	438,124	1,458,336	37,319
Finance	5,270,673	1,431,785	6,702,458	487,319	5,420,361	1,463,031	6,883,392	180,934
Regulated Ops	3,934,117	1,076,829	5,010,946	(161,405)	4,045,846	1,100,538	5,146,384	135,438
Human Resources	3,256,892	1,201,556	4,458,448	266,826	3,349,391	1,227,351	4,576,742	118,294
Investor Relations	54,890	68,272	123,162	8,658	56,449	69,685	126,134	2,972
Legal	3,343,607	602,335	3,945,942	591,242	3,438,566	615,791	4,054,357	108,415
Supply Chain	884,893	157,673	1,042,566	67,998	910,024	161,235	1,071,259	28,693
Corporate Security	925,420	866,140	1,791,560	13,485	951,702	884,210	1,835,912	44,352
Customer Service Organization (CSO)	5,955,224	9,766,829	15,722,053	8,766,525	6,131,250	10,121,003	16,252,253	530,200
Facilities	88,840	2,042,995	2,131,835	165,741	91,363	2,084,681	2,176,044	44,209
Safety	272,937	82,601	355,538	17,314	280,688	84,395	365,083	9,545
Environmental Compliance	107,605	19,534	127,139	10,504	110,661	19,974	130,635	3,496
Operations Excellence	224,536	106,800	331,336	11,792	230,913	109,070	339,983	8,647
Technology and Innovation (T&I)	2,494,035	5,441,497	7,935,532	561,622	2,564,866	5,553,424	8,118,290	182,758
Total	\$29,215,584	\$29,070,608	\$58,286,192	\$11,720,146	\$30,052,209	\$29,438,255	\$59,490,464	\$1,204,272
Change in Test Year to Adjusted (Labor)								
Change in Test Year to Adjusted (Other)								
Change in Adjusted to 2019 Projected (Labor)								
Change in Adjusted to 2019 Projected (Other)								
Change in Adjusted 2019 to 2020 (Labor)								
Change in Adjusted 2019 to 2020 (Other)								
Change in 2020 to 2021 (Labor)	\$814,074							
Change in 2020 to 2021 (Other)		\$2,551,199						
Change in 2021 to 2022 (Labor)					\$836,625			
Change in 2021 to 2022 (Other)						\$367,647		
Total Change in Test Year to Going Level for Rate Years 1 and 2				\$11,720,146				\$1,204,272

Pennsylvania-American Water Company
Base Period 12 Months Ended 12/31/19
Rate Year Ended (RYE) - 12 months ended 12/31/20
Rate Year 1 (RY1)- 12 Months Ending 12/31/21
Rate Year 2 (RY2)- 12 Months Ending 12/31/22
Labor & Related Expenses

	Service Company Labor & Related Expenses							
	12 Months December 2019					12 Months December 2020		
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
	Base Year Labor & Related Expense	Base Year Capitalized & Deferred	Base Year Total Labor & Related	Adjustments to Base Year Labor & Related Expense	Adjusted Base Year Labor & Related Expense	Total Inc for 2020 Labor & Related Expense	Total Adjustment to Labor & Related Expense	Total FTY 12/31/20 Labor & Related Expense
	(1a)+(1b)		(1)+(2)	(4a)+(4b)	(5a)+(5b)	(6a)+(6b)	(7a)+(7b)	(5)+(6)+(7)
Business Development	\$416,297	\$7,737	\$424,034	(\$58,898)	\$357,399	\$7,774	\$0	\$365,173
Central Lab	282,609	(1,120)	281,489	(7,108)	275,501	5,992	0	281,493
Corp Admin	131,857	0	131,857	298,373	430,230	9,357	0	439,587
Engineering	284,887	1,684,243	1,969,130	(6,302)	278,585	6,059	0	284,644
External Affairs & Public Policy	981,675	5,614	987,289	(37,597)	944,078	20,533	0	964,611
Finance	5,090,233	140,584	5,230,817	(74,375)	5,015,858	109,095	0	5,124,953
Regulated Ops	4,343,428	782,282	5,125,710	(599,508)	3,743,920	81,430	0	3,825,350
Human Resources	3,207,729	40,378	3,248,107	(108,299)	3,099,430	67,415	0	3,166,845
Investor Relations	53,544	800	54,344	(1,307)	52,237	1,136	0	53,373
Legal	2,912,921	42,875	2,955,796	269,037	3,181,958	69,207	0	3,251,165
Supply Chain	862,913	670,714	1,533,627	(20,800)	842,113	18,316	0	860,429
Corporate Security	1,013,489	225,938	1,239,427	(132,809)	880,680	19,155	0	899,835
Customer Service Organization (CSO)	5,668,021	11,618	5,679,639	(9,688)	5,658,333	125,905	0	5,784,238
Facilities	83,952	14	83,966	592	84,544	1,839	0	86,383
Safety	272,682	2,082	274,764	(12,940)	259,742	5,649	0	265,391
Environmental Compliance	102,638	248	102,886	(235)	102,403	2,227	0	104,630
Operations Excellence	223,013	130,085	353,098	(9,332)	213,681	4,647	0	218,328
Technology and Innovation (T&I)	2,442,827	2,261,076	4,703,903	(69,368)	2,373,459	51,623	0	2,425,082
Total	\$28,374,715	\$6,005,168	\$34,379,883	(\$580,564)	\$27,794,151	\$607,359	\$0	\$28,401,510

Pennsylvania-American Water Company
Base Period 12 Months Ended 12/31/19
Rate Year Ended (RYE) - 12 months ended 12/31/21
Rate Year 1 (RY1)- 12 Months Ending 12/31/21
Rate Year 2 (RY2)- 12 Months Ending 12/31/22
Labor & Related Expenses

	Service Company Labor & Related Expenses							
	12 Months December 2021				12 Months December 2022			
	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
	Total	Total	Total	Total RY1	Total	Total	Total	Total RY2
	Inc for 2021 Labor & Related Expense	Adjustment to Labor & Related Expense	RYE 12/31/21 Labor & Related Expense	Labor Service Co. Adjustment	Inc for 2022 Labor & Related Expense	Adjustment to Labor & Related Expense	RYE 12/31/22 Labor & Related Expense	Labor Service Co. Adjustment
	(9a)+(9b)	(10a)+(10b)	(8)+(9)+(10)	(11)-(1)	(13a)+(13b)	(14a)+(14b)	(11)+(13)+(14)	(15)-(11)
Business Development	\$10,383	\$0	\$375,556	(\$40,741)	\$10,666	\$0	\$386,222	\$10,666
Central Lab	8,004	0	289,497	6,888	8,222	0	297,719	8,222
Corp Admin	12,499	0	452,086	320,229	12,839	0	464,925	12,839
Engineering	8,094	0	292,738	7,851	8,313	0	301,051	8,313
External Affairs & Public Policy	27,427	0	992,038	10,363	28,174	0	1,020,212	28,174
Finance	145,720	0	5,270,673	180,440	149,688	0	5,420,361	149,688
Regulated Ops	108,767	0	3,934,117	(409,311)	111,729	0	4,045,846	111,729
Human Resources	90,047	0	3,256,892	49,163	92,499	0	3,349,391	92,499
Investor Relations	1,517	0	54,890	1,346	1,559	0	56,449	1,559
Legal	92,442	0	3,343,607	430,686	94,959	0	3,438,566	94,959
Supply Chain	24,464	0	884,893	21,980	25,131	0	910,024	25,131
Corporate Security	25,585	0	925,420	(88,069)	26,282	0	951,702	26,282
Customer Service Organization (CSO)	170,986	0	5,955,224	287,203	176,026	0	6,131,250	176,026
Facilities	2,457	0	88,840	4,888	2,523	0	91,363	2,523
Safety	7,546	0	272,937	255	7,751	0	280,688	7,751
Environmental Compliance	2,975	0	107,605	4,967	3,056	0	110,661	3,056
Operations Excellence	6,208	0	224,536	1,523	6,377	0	230,913	6,377
Technology and Innovation (T&I)	68,953	0	2,494,035	51,208	70,831	0	2,564,866	70,831
Total	\$814,074	\$0	\$29,215,584	\$840,869	\$836,625	\$0	\$30,052,209	\$836,625

Pennsylvania-American Water Company
Base Period 12 Months Ended 12/31/19
Rate Year Ended (RYE) - 12 months ended 12/31/20
Rate Year 1 (RY1)- 12 Months Ending 12/31/21
Rate Year 2 (RY2)- 12 Months Ending 12/31/22

	Service Company Other Non-Labor & Related Costs							
	12 Months December 2019					12 Months December 2020		
	(1) Actual Other Expense	(2) Actual Other Capitalized Costs	(3) Actual Total Other Costs	(4) Adjustments to Actual Expenses	(5) Additional Adjustments to Other Expense	(6) Adjusted Actual Other Expenses	(7) Inc for 2020 to Actual Other Expense	(8) Additional Adjustments to Other Expense
	(1)	(2)	(1)+(2)	(4)	(5)	(1)+(4)+(5)	(6) x %age	(7a) FTY 12/31/20 Other Expense
Business Development	\$66,976	\$513	\$67,489	(\$9,774)	\$0	\$57,202	\$1,133	\$0
Central Lab	142,472	(22,999)	119,473	(106)	0	142,366	2,819	0
Corp Admin	4,955,009	0	4,955,009	(119,691)	0	4,835,318	95,739	323,421
Engineering	70,738	196,550	267,288	0	0	70,738	1,401	0
External Affairs & Public Policy	362,632	1,646	364,278	(5,503)	0	357,129	7,071	0
Finance	1,124,906	9,280	1,134,186	(3,582)	0	1,121,324	22,202	0
Regulated Ops	828,923	88,090	917,013	(5,946)	0	822,977	16,295	0
Human Resources	983,893	4,155	988,048	(1,022)	0	982,871	19,465	0
Investor Relations	60,960	153	61,113	(59)	0	60,901	1,206	0
Legal	441,779	3,349	445,128	(303)	0	441,476	8,741	0
Supply Chain	111,655	45,293	156,948	(31)	0	111,624	2,210	0
Corporate Security	764,586	15,908	780,494	(5,251)	0	759,335	15,035	0
Customer Service Organization (CSO)	1,287,507	2,693	1,290,200	1,527	0	1,289,034	25,476	7,809,866
Facilities	1,882,142	60,692	1,942,834	0	0	1,882,142	37,266	0
Safety	65,542	197	65,739	(21)	0	65,521	1,297	0
Environmental Compliance	13,997	184	14,181	0	0	13,997	277	0
Operations Excellence	96,531	48,084	144,615	(7,001)	0	89,530	1,773	0
Technology and Innovation (T&I)	4,931,083	13,208,359	18,139,442	(5,381)	0	4,925,702	97,529	0
Total	\$18,191,331	\$13,662,147	\$31,853,478	(\$162,144)	\$0	\$18,029,187	\$356,935	\$8,133,287
								\$26,519,409

Pennsylvania-American Water Company

Base Period 12 Months Ended 12/31/19

Rate Year Ended (RYE) - 12 months ended 12/31

Rate Year 1 (RY1)- 12 Months Ending 12/31/21

Rate Year 2 (RY2)- 12 Months Ending 12/31/22

Service Company

Other Non-Labor & Related Costs

	12 Months December 2021			12 Months December 2022		
	(9)	(9a)	(10)	(11)	(11a)	(12)
	Inc for 2021	Additional	Total	Inc for 2022	Additional	Total
	to Actual	Adjustments to	RYE 12/31/21	to Actual	Adjustments to	RYE 12/31/22
	Other Expense	Other Expense	Other Expense	Other Expense	Other Expense	Other Expense
	(8) x %age	(9a)	(8)+(9)+(9a)	(10) x %age	(11a)	(10)+(11)+(11a)
Business Development	\$1,213	\$20,565	\$80,113	\$1,602	\$203	\$81,918
Central Lab	3,020	18,089	166,294	3,326	179	169,799
Corp Admin	109,293	77,833	5,441,604	108,832	(387,106)	5,163,330
Engineering	1,500	15,133	88,772	1,775	149	90,696
External Affairs & Public Policy	7,575	57,204	428,979	8,580	565	438,124
Finance	23,785	264,474	1,431,785	28,636	2,610	1,463,031
Regulated Ops	17,457	220,100	1,076,829	21,537	2,172	1,100,538
Human Resources	20,853	178,367	1,201,556	24,035	1,760	1,227,351
Investor Relations	1,292	4,873	68,272	1,365	48	69,685
Legal	9,365	142,753	602,335	12,047	1,409	615,791
Supply Chain	2,368	41,471	157,673	3,153	409	161,235
Corporate Security	16,107	75,663	866,140	17,323	747	884,210
Customer Service Organization (CSO)	189,737	452,716	9,766,829	195,289	158,885	10,121,003
Facilities	39,924	83,663	2,042,995	40,860	826	2,084,681
Safety	1,390	14,393	82,601	1,652	142	84,395
Environmental Compliance	297	4,963	19,534	391	49	19,974
Operations Excellence	1,899	13,598	106,800	2,136	134	109,070
Technology and Innovation (T&I)	104,483	313,783	5,441,497	108,830	3,097	5,553,424
Total	\$551,558	\$1,999,641	\$29,070,608	\$581,369	(\$213,722)	\$29,438,255

Pennsylvania-American Water Company
Summary of Pro Forma Adjustments

	Adjustments									
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Function	12 months ended 12/31/19	Removed one-time items	Normalize for merit - Labor and Labor related	Employee Movement	Union APP	Pension/OPEB	4/1/20 Merit Increase - Labor and Related	2020 Depreciation and LOP Interest	2020 CSC Adjustment	2020 Inflation Increase
Business Development	\$483,273	(\$56,588)	\$2,605	\$0	\$0	(\$14,689)	\$7,773	\$0	\$0	\$1,133
Central Lab	425,082	(106)	1,992	0	0	(9,100)	5,992	0	0	2,819
Corp Admin	5,086,867	(119,691)	930	0	0	297,443	9,358	323,421	0	95,739
Engineering	355,625	0	2,008	0	0	(8,310)	6,059	0	0	1,401
External Affairs & Public Policy	1,344,306	(5,503)	6,921	0	0	(44,518)	20,534	0	0	7,071
Finance	6,215,139	(10,499)	35,837	0	0	(103,296)	109,095	0	0	22,202
Regulated Ops	5,172,351	(415,237)	27,735	0	0	(217,952)	81,430	0	0	16,295
Human Resources	4,191,622	(89,266)	21,993	0	0	(42,048)	67,415	0	0	19,465
Investor Relations	114,504	(59)	377	0	0	(1,684)	1,136	0	0	1,206
Legal	3,354,700	(303)	20,536	369,985	0	(121,483)	69,208	0	0	8,741
Supply Chain	974,567	(31)	6,083	0	0	(26,883)	18,316	0	0	2,210
Corporate Security	1,778,074	(89,861)	6,549	0	0	(54,747)	19,155	0	0	15,035
Customer Service Organization (CSO)	6,955,528	1,527	41,574	0	63,910	(115,172)	125,905	0	7,809,866	25,476
Facilities	1,966,094	0	592	0	0	0	1,838	0	0	37,266
Safety	338,225	(6,161)	1,879	0	0	(8,679)	5,649	0	0	1,297
Environmental Compliance	116,635	0	724	0	0	(958)	2,227	0	0	277
Operations Excellence	319,544	(7,001)	1,572	0	0	(10,904)	4,647	0	0	1,773
Technology and Innovation (T&I)	7,373,910	(42,979)	16,957	0	0	(48,728)	51,622	0	0	97,529
Total	\$46,566,046	(\$841,760)	\$196,865	\$369,985	\$63,910	(\$531,708)	\$607,359	\$323,421	\$7,809,866	\$356,935

Pennsylvania-American Water Company
Summary of Pro Forma Adjustments

	Adjustments											
	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)
Function	4/1/21 Merit Increase - Labor and Related	2021 Inflation Increase	2021 Depreciation and LOP Interest	2021 CSC Adjustment	2021 Alloc Incr due to NY Sale	Rate Year 1	4/1/22 Merit Increase - Labor and Related	2022 Inflation Increase	2022 Depreciation and LOP Interest	2022 CSC Adjustment	2022 Alloc Incr due to NY Sale	Rate Year 2
Business Development	\$10,383	\$1,214	\$0	\$0	\$20,565	\$455,669	\$10,666	\$1,602	\$0	\$0	\$203	\$468,140
Central Lab	8,004	3,020	0	0	18,089	455,792	8,222	3,326	0	0	179	467,519
Corp Admin	12,499	109,293	(147,022)	0	224,855	5,893,692	12,839	108,832	(389,325)	0	2,219	5,628,258
Engineering	8,093	1,500	0	0	15,133	381,510	8,314	1,775	0	0	149	391,749
External Affairs & Public Policy	27,427	7,575	0	0	57,204	1,421,017	28,174	8,580	0	0	565	1,458,336
Finance	145,719	23,785	0	0	264,474	6,702,457	149,687	28,636	0	0	2,610	6,883,389
Regulated Ops	108,767	17,456	0	0	220,100	5,010,946	111,729	21,537	0	0	2,172	5,146,384
Human Resources	90,047	20,852	0	0	178,367	4,458,447	92,499	24,035	0	0	1,760	4,576,742
Investor Relations	1,518	1,292	0	0	4,873	123,164	1,559	1,365	0	0	48	126,136
Legal	92,441	9,365	0	0	142,753	3,945,942	94,958	12,047	0	0	1,409	4,054,356
Supply Chain	24,465	2,368	0	0	41,471	1,042,566	25,131	3,153	0	0	409	1,071,259
Corporate Security	25,585	16,107	0	0	75,663	1,791,560	26,282	17,323	0	0	747	1,835,912
Customer Service Organization (CSO)	170,985	189,737	0	156,737	295,979	15,722,053	176,026	195,289	0	155,964	2,921	16,252,253
Facilities	2,456	39,923	0	0	83,663	2,131,832	2,523	40,860	0	0	826	2,176,041
Safety	7,546	1,390	0	0	14,393	355,539	7,751	1,652	0	0	142	365,085
Environmental Compliance	2,975	297	0	0	4,963	127,140	3,056	391	0	0	49	130,636
Operations Excellence	6,208	1,899	0	0	13,598	331,335	6,377	2,136	0	0	134	339,982
Technology and Innovation (T&I)	68,953	104,483	0	0	313,783	7,935,530	70,831	108,830	0	0	3,097	8,118,288
Total	\$814,074	\$551,558	(\$147,022)	\$156,737	\$1,989,926	\$58,286,192	\$836,625	\$581,369	(\$389,325)	\$155,964	\$19,639	\$59,490,464

**Pennsylvania-American Water
Large Meter Postage Adjustment**

										Total Large Meter	Total Large Meter
	5-DIGIT	3-DIGIT	AADC	MIXED AADC	Presort	Non-Presort 1	Non-Presort 2	Corresp & Dunning	IMB Discount	Mailings	Amount
Postage Rates Thru 1/26/19	\$0.3780	\$0.3990	\$0.4080	\$0.4240	\$0.4580	\$0.4700	\$0.6700	\$0.4130	(\$0.0030)		
Postage Rates: Effective 1/27/19	\$0.3830	\$0.4120	\$0.4120	\$0.4280	\$0.4590	\$0.5000	\$0.6700	\$0.4130	(\$0.0030)		
Postage Rates: Effective 1/26/20	\$0.3890	\$0.4120	\$0.4190	\$0.4390	\$0.4600	\$0.5000	\$0.6700	\$0.4130	(\$0.0030)		
2019 Actuals											
January (Old Rate)	486,875	0	38,376	13,179	7,755	2,125	0	64,732	538,430	613,042	
January (New Rate)	50,831	0	3,858	1,516	1,425	46	0	9,396	56,205	67,072	
February	461,879	0	39,169	14,794	4,037	5,133	0	62,147	515,842	587,159	
March	513,927	0	40,460	18,798	1,687	9,159	0	67,790	573,185	651,821	
April	459,395	0	35,086	18,540	2,331	6,403	0	78,385	513,021	600,140	
May	510,021	0	37,444	19,727	4,146	6,371	0	70,480	567,191	648,189	
June	468,021	0	37,330	19,261	3,305	5,966	0	65,883	524,612	599,766	
July	521,268	0	39,516	19,271	3,289	7,573	0	83,473	580,055	674,390	
August	473,461	0	38,059	19,344	1,911	7,534	0	84,419	530,864	624,728	
September	515,006	0	37,973	20,510	3,602	6,711	0	73,139	573,489	656,941	
October	494,826	0	37,739	20,375	2,432	7,356	0	73,906	552,940	636,634	
November	489,862	0	39,296	19,494	2,092	7,749	0	71,974	548,652	630,467	
December	489,689	0	39,282	19,487	2,091	7,746	0	68,023	548,458	626,319	
Total Mailings (Old Rates)	486,875	0	38,376	13,179	7,755	2,125	0	70,096	538,430	618,406	
Total Expense (Old Rates)	\$184,039	\$0	\$15,657	\$5,588	\$3,552	\$999	\$0	\$28,950	(\$1,615)		\$237,169
Total Mailings (New Rates)	5,448,186	0	425,212	211,117	32,348	77,747	0	809,015	6,084,514	7,003,626	
Total Expense (New Rates)	\$2,086,655	\$0	\$175,187	\$90,358	\$14,848	\$38,874	\$0	\$334,123	(\$18,254)		\$2,721,792
Total Mailings in 2019	5,935,061	0	463,588	224,296	40,103	79,872	0	879,111	6,622,944	7,622,032	
Total 2019 Postage Expense	\$2,270,694	\$0	\$190,845	\$95,946	\$18,400	\$39,872	\$0	\$363,073	(\$19,869)		\$2,958,961
Rate Years ending 2020, 2021 and 2022	5-DIGIT	3-DIGIT	AADC	MIXED AADC	Presort	Non-Presort 1	Non-Presort 2	Corresp & Dunning	IMB Discount	Total Large Meter Mailings	Total Large Meter Amount
Projected Mailings eff 2020	5,935,061	0	463,588	224,296	40,103	79,872	0	879,111	6,622,944	7,622,032	
Projected 2020 Large Meter Expense eff 2020	\$2,308,739	\$0	\$194,243	\$98,466	\$18,448	\$39,936	\$0	\$363,073	(\$19,869)		\$3,003,036
Projected 2021 Rates (Based on CPI ¹)	\$0.3964	\$0.4198	\$0.4269	\$0.4473	\$0.4687	\$0.5094	\$0.6827	\$0.4208	(\$0.0031)		
Projected Mailings 2021	5,935,061	0	463,588	224,296	40,103	79,872	0	879,111	6,622,944	7,622,032	
Projected 2021 Large Meter Expense	\$2,352,372	\$0	\$197,914	\$100,327	\$18,796	\$40,691	\$0	\$369,935	(\$20,244)		\$3,059,791
Projected 2022 Rates (Based on CPI ¹)	\$0.4038	\$0.4277	\$0.4350	\$0.4558	\$0.4776	\$0.5191	\$0.6956	\$0.4288	(\$0.0031)		
Projected Mailings 2022	5,935,061	0	463,588	224,296	40,103	79,872	0	879,111	6,622,944	7,622,032	
Projected 2022 Large Meter Expense	\$2,396,830	\$0	\$201,655	\$102,223	\$19,151	\$41,460	\$0	\$376,926	(\$20,627)		\$3,117,618

¹Change in CPI:

Change in 12-months Feb 2019-Jan 2020 vs Feb 2018-Jan 2019

1.89%

Consumer Price Index - All Urban Consumers

Original Data Value

Series Id: CUUR0000SA0
Not Seasonally Adjusted
Area: U.S. city average
Item: All items
Base Period: 1982-84=100
Years: 2012 to 2020

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	HALF1	HALF2
2012	226.665	227.663	229.392	230.085	229.815	229.478	229.104	230.379	231.407	231.317	230.221	229.601	229.594	228.850	230.338
2013	230.280	232.166	232.773	232.531	232.945	233.504	233.596	233.877	234.149	233.546	233.069	233.049	232.957	232.366	233.548
2014	233.916	234.781	236.293	237.072	237.900	238.343	238.250	237.852	238.031	237.433	236.151	234.812	236.736	236.384	237.088
2015	233.707	234.722	236.119	236.599	237.805	238.638	238.654	238.316	237.945	237.838	237.336	236.525	237.017	236.265	237.769
2016	236.916	237.111	238.132	239.261	240.229	241.018	240.628	240.849	241.428	241.729	241.353	241.432	240.007	238.778	241.237
2017	242.839	243.603	243.801	244.524	244.733	244.955	244.786	245.519	246.819	246.663	246.669	246.524	245.120	244.076	246.163
2018	247.867	248.991	249.554	250.546	251.588	251.989	252.006	252.146	252.439	252.885	252.038	251.233	251.107	250.089	252.125
2019	251.712	252.776	254.202	255.548	256.092	256.143	256.571	256.558	256.759	257.346	257.208	256.974	255.657	254.412	256.903
2020	257.971														

Change in 12-months Feb 2019-Jan 2020 vs Feb 2018-Jan 2019

Avg 2018 251.427

Avg 2019 256.179

% Change 1.89%

Pennsylvania American Water Company
Allocation of Service Company Costs from Water to Wastewater
For Rate Year 1 and Rate Year 2

Factor 1: Customer Allocation

As of 12/31/19	Total Customers	Dual Water/Wastewater Customers	Wastewater Only Customer Equivalent (5% of Dual Customers)	Wastewater Only	Total Customers For Allocation (Wastewater: E+F)	Allocation Factor
Water Excl. Steelton	663,475				663,475	97.3%
Steelton Water	2,354				2,354	0.3%
WW SSS Excl. Sadsbury and Exeter	25,551	24,111	1,206	1,440	2,646	0.4%
Sadsbury SSS	1,127	829	41	298	339	0.1%
Exeter SSS	7,866	6,273	314	1,593	1,907	0.3%
Scranton CSS	29,242	29,234	1,462	8	1,470	0.2%
McKeesport CSS	10,568	587	29	9,981	10,010	1.5%
Total	740,183	61,034	3,052	13,320	682,201	100%

	Total Service Company Expense	
Allocation of Present Rates	\$58,286,192	\$59,490,464
	RYE 12/31/21	RYE 12/31/22
Water Excl. Steelton	\$56,686,236	\$57,857,451
Steelton Water	\$201,087	\$205,242
WW SSS Excl. Sadsbury and Exeter	\$226,150	\$230,823
Sadsbury SSS	\$29,143	\$29,745
Exeter SSS	\$163,201	\$166,573
Scranton CSS	\$125,315	\$127,904
McKeesport CSS	\$855,058	\$872,725
Total Company	\$58,286,192	\$59,490,464

Inflation

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Inflation Calculation 2020, 2021, and 2022**

Total Per Book O&M Expenses 2019	\$196,770,324
Less: Adjusted Expenses	
Purchased Water	2,578,352
Fuel and Power	13,401,800
Chemicals	9,455,008
Labor	48,339,133
Pensions	5,136,239
OPEB	(6,952,689)
Group Insurance	8,211,378
401K And DCP	2,654,797
Transportation	2,153,364
Insurance Other Than Group	11,889,139
Postage and Customer Accounting	7,672,464
Service Company	46,566,045
Rents	381,320
Uncollectibles	9,684,700
Regulatory Expense	852,081
Miscellaneous Adjustments	(18,737)
Total Adjusted Expenses	\$162,004,394
Subject To Inflation In 2020	\$34,765,930
Average GDP Rate 2020	1.98%
Pro Forma Adjustment 2020	<u>\$688,365</u>
Subject To Inflation In 2021	\$35,454,295
Average GDP Rate 2021	2.08%
Pro Forma Adjustment 2021	<u>\$737,449</u>
Subject To Inflation In 2022	\$36,191,744
Average GDP Rate 2022	2.00%
Pro Forma Adjustment 2022	<u>\$723,835</u>

GDP Chained Price Index (% Change From Same Quarter Prior Year)

	<u>2020</u>	<u>2021</u>	<u>2022</u>
First Quarter	2.00%	2.00%	2.00%
Second Quarter	1.90%	2.10%	2.00%
Third Quarter	2.00%	2.10%	2.00%
Fourth Quarter	2.00%	2.10%	2.00%
Annual Average	1.98%	2.08%	2.00%

Source: Blue Chip Economic Indicators Vol 45, No. 1 January 10, 2020 page 5,

Forecasted future periods.

2022 average was taken from Vol 44, No. 10, October 10, 2019 page 14.

Pennsylvania-American Water Company - Water Steelton Operations
Inflation Calculation 2020, 2021, and 2022

Total Per Book O&M Expenses 2019	\$236,578
Less: Adjusted Expenses	
Fuel and Power	25,734
Labor	115,576
Group Insurance	23,420
401K And DCP	7,037
Leased Vehicles	6,240
Insurance Other Than Group	3,504
Uncollectibles	9,650
Miscellaneous Adjustments	7,554
Total Adjusted Expenses	\$198,716
Subject To Inflation In 2020	\$37,862
Average GDP Rate 2020	1.98%
Pro Forma Adjustment 2020	<u>\$750</u>
Subject To Inflation In 2021	\$38,612
Average GDP Rate 2021	2.08%
Pro Forma Adjustment 2021	<u>\$803</u>
Subject To Inflation In 2022	\$39,415
Average GDP Rate 2022	2.00%
Pro Forma Adjustment 2022	<u>\$788</u>

GDP Chained Price Index (% Change From Same Quarter Prior Year)

	<u>2020</u>	<u>2021</u>	<u>2022</u>
First Quarter	2.00%	2.00%	2.00%
Second Quarter	1.90%	2.10%	2.00%
Third Quarter	2.00%	2.10%	2.00%
Fourth Quarter	2.00%	2.10%	2.00%
Annual Average	1.98%	2.08%	2.00%

Source: Blue Chip Economic Indicators Vol 45, No. 1 January 10, 2020 page 5,
Forecasted future periods.

2022 average was taken from Vol 44, No. 10, October 10, 2019 page 14.

Pennsylvania-American Water Company - WW SSS Excl. Sadsbury and Exeter Operations
Inflation Calculation 2020, 2021, and 2022

Total Per Book O&M Expenses 2019	\$8,031,060
Less: Adjusted Expenses	
Fuel and Power	1,126,342
Chemicals	640,469
Labor	2,153,970
Group Insurance	413,097
401K And DCP	134,339
Leased Vehicles	202,341
Insurance Other Than Group	60,530
Rents	4,544
Uncollectibles	406,236
Miscellaneous Adjustments	144,474
Total Adjusted Expenses	\$5,286,342
Subject To Inflation In 2020	\$2,744,718
Average GDP Rate 2020	1.98%
Pro Forma Adjustment 2020	<u>\$54,345</u>
Subject To Inflation In 2021	\$2,799,063
Average GDP Rate 2021	2.08%
Pro Forma Adjustment 2021	<u>\$58,221</u>
Subject To Inflation In 2022	\$2,857,284
Average GDP Rate 2022	2.00%
Pro Forma Adjustment 2022	<u>\$57,146</u>

GDP Chained Price Index (% Change From Same Quarter Prior Year)

	<u>2020</u>	<u>2021</u>	<u>2022</u>
First Quarter	2.00%	2.00%	2.00%
Second Quarter	1.90%	2.10%	2.00%
Third Quarter	2.00%	2.10%	2.00%
Fourth Quarter	2.00%	2.10%	2.00%
Annual Average	1.98%	2.08%	2.00%

Source: Blue Chip Economic Indicators Vol 45, No. 1 January 10, 2020 page 5,
Forecasted future periods.

2022 average was taken from Vol 44, No. 10, October 10, 2019 page 14.

Pennsylvania-American Water Company - WW SSS Exeter Operations
Inflation Calculation 2020, 2021, and 2022

Total Per Book O&M Expenses 2019	\$215,590
Less: Adjusted Expenses	
Fuel and Power	52,698
Labor	75,451
Group Insurance	9,964
401K And DCP	3,924
Leased Vehicles	4,008
Insurance Other Than Group	2,268
Rents	123
Uncollectibles	18,734
Miscellaneous Adjustments	4,886
Waste Disposal	28,413
Total Adjusted Expenses	\$200,468
Subject To Inflation In 2020	\$15,122
Average GDP Rate 2020	1.98%
Pro Forma Adjustment 2020	<u>\$299</u>
Subject To Inflation In 2021	\$15,421
Average GDP Rate 2021	2.08%
Pro Forma Adjustment 2021	<u>\$321</u>
Subject To Inflation In 2022	\$15,742
Average GDP Rate 2022	2.00%
Pro Forma Adjustment 2022	<u>\$315</u>

GDP Chained Price Index (% Change From Same Quarter Prior Year)

	<u>2020</u>	<u>2021</u>	<u>2022</u>
First Quarter	2.00%	2.00%	2.00%
Second Quarter	1.90%	2.10%	2.00%
Third Quarter	2.00%	2.10%	2.00%
Fourth Quarter	2.00%	2.10%	2.00%
Annual Average	1.98%	2.08%	2.00%

Source: Blue Chip Economic Indicators Vol 45, No. 1 January 10, 2020 page 5,
Forecasted future periods.

2022 average was taken from Vol 44, No. 10, October 10, 2019 page 14.

Pennsylvania-American Water Company - WW CSS Scranton Operations
Inflation Calculation 2020, 2021, and 2022

Total Per Book O&M Expenses 2019	\$9,334,051
Less: Adjusted Expenses	
Fuel and Power	489,655
Chemicals	1,352,772
Labor	3,516,566
Group Insurance	599,689
401K And DCP	355,619
Leased Vehicles	624,544
Insurance Other Than Group	98,217
Rents	32,581
Uncollectibles	359,989
Miscellaneous Adjustments	233,766
Total Adjusted Expenses	\$7,663,398
Subject To Inflation In 2020	\$1,670,653
Average GDP Rate 2020	1.98%
Pro Forma Adjustment 2020	<u>\$33,079</u>
Subject To Inflation In 2021	\$1,703,732
Average GDP Rate 2021	2.08%
Pro Forma Adjustment 2021	<u>\$35,438</u>
Subject To Inflation In 2022	\$1,739,170
Average GDP Rate 2022	2.00%
Pro Forma Adjustment 2022	<u>\$34,783</u>

GDP Chained Price Index (% Change From Same Quarter Prior Year)

	<u>2020</u>	<u>2021</u>	<u>2022</u>
First Quarter	2.00%	2.00%	2.00%
Second Quarter	1.90%	2.10%	2.00%
Third Quarter	2.00%	2.10%	2.00%
Fourth Quarter	2.00%	2.10%	2.00%
Annual Average	1.98%	2.08%	2.00%

Source: Blue Chip Economic Indicators Vol 45, No. 1 January 10, 2020 page 5,
Forecasted future periods.

2022 average was taken from Vol 44, No. 10, October 10, 2019 page 14.

Pennsylvania-American Water Company - WW CSS McKeesport Operations
Inflation Calculation 2020, 2021, and 2022

Total Per Book O&M Expenses 2019	\$5,616,575
Less: Adjusted Expenses	
Fuel and Power	467,017
Chemicals	14,992
Labor	2,318,269
Group Insurance	452,783
401K And DCP	171,370
Leased Vehicles	197,903
Insurance Other Than Group	64,975
Rents	11,471
Uncollectibles	185,446
Miscellaneous Adjustments	159,794
Total Adjusted Expenses	\$4,044,020
Subject To Inflation In 2020	\$1,572,555
Average GDP Rate 2020	1.98%
Pro Forma Adjustment 2020	<u>\$31,137</u>
Subject To Inflation In 2021	\$1,603,692
Average GDP Rate 2021	2.08%
Pro Forma Adjustment 2021	<u>\$33,357</u>
Subject To Inflation In 2022	\$1,637,049
Average GDP Rate 2022	2.00%
Pro Forma Adjustment 2022	<u>\$32,741</u>

GDP Chained Price Index (% Change From Same Quarter Prior Year)

	<u>2020</u>	<u>2021</u>	<u>2022</u>
First Quarter	2.00%	2.00%	2.00%
Second Quarter	1.90%	2.10%	2.00%
Third Quarter	2.00%	2.10%	2.00%
Fourth Quarter	2.00%	2.10%	2.00%
Annual Average	1.98%	2.08%	2.00%

Source: Blue Chip Economic Indicators Vol 45, No. 1 January 10, 2020 page 5,
Forecasted future periods.

2022 average was taken from Vol 44, No. 10, October 10, 2019 page 14.

3. Blue Chip Consensus: Percent Change From Prior Quarter At Annual Rate And Averages For Quarter.*

Actuals ¹	% Change From Prior Quarter At Annual Rate							Average For Quarter				
	Real GDP	Price Index	CPI	Producer Price Index	Total Industrial Production	Disposable Personal Income	Personal Consump. Expend.	Unemployment Rate	3-Mo. Treas. Bills	10-Yr. Treas. Notes	Change in Business Inventories	Real Net Exports
2019 1Q	3.1	1.1	0.9	-0.3	-1.9	4.5	1.1	3.9	2.4	2.7	116.0	-944.0
2Q	2.0	2.4	2.9	3.6	-2.3	1.5	4.6	3.6	2.4	2.3	69.4	-980.7
3Q	2.1	1.8	1.8	0.2	1.2	2.9	3.2	3.6	2.0	1.8	69.4	-990.1
Blue Chip Forecasts												
4Q Consensus	2.0	1.9	2.4	1.8	-0.4	2.1	2.2	3.6	1.6a	1.8a	39.6	-955.7
Top 10 Avg.	2.6	2.4	2.8	3.1	0.7	2.9	2.8	3.6	na	na	64.7	-901.3
Bot. 10 Avg.	1.4	1.6	1.8	0.8	-1.4	1.3	1.7	3.5	na	na	0.8	-997.6
2020 1Q Consensus	1.6	2.0	2.2	1.9	0.1	2.2	2.1	3.6	1.6	1.8	33.5	-966.5
Top 10 Avg.	2.3	2.3	3.0	2.8	2.7	2.7	2.7	3.7	1.6	2.0	63.9	-909.9
Bot. 10 Avg.	1.0	1.6	1.6	1.0	-2.4	1.5	1.3	3.4	1.5	1.7	6.9	-1008.2
2Q Consensus	1.9	2.0	2.1	1.6	1.4	2.0	2.1	3.6	1.5	1.9	30.0	-973.7
Top 10 Avg.	2.6	2.5	2.6	2.4	2.7	2.8	2.6	3.9	1.6	2.2	63.3	-910.4
Bot. 10 Avg.	1.1	1.6	1.6	0.8	0.0	1.3	1.5	3.4	1.3	1.6	-5.7	-1014.1
3Q Consensus	1.8	2.0	2.0	1.6	1.5	1.9	2.0	3.6	1.5	1.9	34.6	-985.4
Top 10 Avg.	2.3	2.4	2.5	2.3	2.9	2.5	2.5	4.0	1.7	2.3	62.0	-914.8
Bot. 10 Avg.	1.3	1.7	1.3	0.7	0.1	1.3	1.4	3.3	1.1	1.6	6.6	-1028.3
4Q Consensus	1.9	2.1	1.9	1.5	1.4	2.1	2.1	3.7	1.4	2.0	38.9	-993.6
Top 10 Avg.	2.4	2.5	2.5	2.3	2.3	2.8	2.5	4.1	1.7	2.4	62.1	-923.7
Bot. 10 Avg.	1.4	1.7	1.1	0.4	0.0	1.4	1.5	3.3	1.0	1.6	14.7	-1044.0
2021 1Q Consensus	1.9	2.0	2.1	1.7	1.5	2.2	2.0	3.7	1.4	2.0	41.9	-1004.7
Top 10 Avg.	2.5	2.5	2.8	2.3	2.3	2.9	2.7	4.2	1.7	2.5	66.0	-937.0
Bot. 10 Avg.	1.3	1.5	1.6	0.8	0.4	1.5	1.4	3.3	1.0	1.6	17.4	-1063.0
2Q Consensus	1.9	2.1	2.1	2.0	1.5	2.0	2.1	3.7	1.4	2.1	40.9	-1017.1
Top 10 Avg.	2.6	2.5	2.7	2.5	2.1	2.6	2.7	4.3	1.8	2.6	66.9	-948.7
Bot. 10 Avg.	1.2	1.7	1.5	1.4	0.5	1.3	1.5	3.2	0.9	1.6	12.4	-1084.5
3Q Consensus	1.9	2.1	2.1	2.0	1.5	2.0	2.1	3.8	1.5	2.1	43.3	-1029.1
Top 10 Avg.	2.7	2.5	2.6	2.6	2.2	2.5	2.6	4.4	1.9	2.7	69.3	-955.7
Bot. 10 Avg.	1.2	1.7	1.5	1.4	0.5	1.4	1.5	3.2	0.9	1.6	15.4	-1111.0
4Q Consensus	2.0	2.1	2.1	2.1	1.5	2.0	2.1	3.8	1.5	2.2	44.3	-1035.4
Top 10 Avg.	2.8	2.6	2.8	2.7	2.3	2.6	2.7	4.5	1.9	2.8	70.8	-954.7
Bot. 10 Avg.	1.3	1.6	1.3	1.4	0.5	1.4	1.5	3.1	0.9	1.6	15.3	-1128.0

a=actual

4. Blue Chip Consensus: Quarterly Annualized Values And Percent Change From Same Quarter In Prior Year.*

Real Gross Domestic Product							GDP Chained Price Index						
Billions of Chained 2012\$ (SAAR)				% Change From Same Quarter In Prior Year			Index 2012 = 100 (SAAR)				% Change From Same Quarter In Prior Year		
Actual	Forecast			Actual	Forecast		Actual	Forecast			Actual	Forecast	
Quarter	2019	2020	2021	2019	2020	2021	Quarter	2019	2020	2021	2019	2020	2021
1Q	18927.3	19294.2	19659.1	2.7	1.9	1.9	1Q	111.5	113.8	116.1	2.0	2.0	2.0
2Q	19021.9	19385.4	19754.2	2.3	1.9	1.9	2Q	112.2	114.4	116.7	1.8	1.9	2.1
3Q	19121.1	19473.1	19848.7	2.1	1.8	1.9	3Q	112.7	114.9	117.3	1.7	2.0	2.1
4Q	19215.6	19565.9	19947.7	2.3	1.8	2.0	4Q	113.2	115.5	117.9	1.8	2.0	2.1
Total Industrial Production							Consumer Price Index						
Index 2012 = 100 (SAAR)				% Change From Same Quarter In Prior Year			Index 1982-1984 = 100 (SAAR)				% Change From Same Quarter In Prior Year		
Actual	Forecast			Actual	Forecast		Actual	Forecast			Actual	Forecast	
Quarter	2019	2020	2021	2019	2020	2021	Quarter	2019	2020	2021	2019	2020	2021
1Q	109.8	109.4	111.0	2.9	-0.3	1.4	1Q	253.3	259.2	264.5	1.6	2.3	2.0
2Q	109.2	109.8	111.4	1.2	0.6	1.4	2Q	255.1	260.6	265.9	1.8	2.1	2.0
3Q	109.5	110.2	111.8	0.2	0.6	1.5	3Q	256.3	261.8	267.2	1.8	2.2	2.1
4Q	109.4	110.6	112.2	-0.9	1.1	1.5	4Q	257.8	263.1	268.6	2.0	2.1	2.1

*See explanatory notes on inside of back cover for details of how these data are compiled.

Long-Range Consensus U.S. Economic Projections

I. The table below shows the latest U.S. Blue Chip Consensus projections by years for 2021 through 2025, an average for the five-year period 2021-2025, and an average for the next five-year period 2026-2030. There are also Top 10 and Bottom 10 averages for each variable. *Apply these projections cautiously. For the most part economic and political forces over such long time spans cannot be evaluated with accuracy.*

ECONOMIC VARIABLE		YEAR					Five-Year Averages	
		2021	2022	2023	2024	2025	2021-25	2026-30
		Percent Change, Full Year-Over-Prior Year						
1. Real GDP (chained, 2012 dollars)	CONSENSUS	1.8	1.9	2.0	2.0	2.0	1.9	2.0
	Top 10 Avg.	2.2	2.3	2.4	2.3	2.2	2.3	2.2
	Bottom 10 Avg.	1.3	1.6	1.6	1.6	1.7	1.6	1.7
2. GDP Chained Price Index	CONSENSUS	2.0	2.0	2.1	2.0	2.1	2.1	2.1
	Top 10 Avg.	2.3	2.3	2.3	2.3	2.4	2.3	2.3
	Bottom 10 Avg.	1.8	1.7	1.8	1.8	1.9	1.8	1.9
3. Nominal GDP (current dollars)	CONSENSUS	3.8	3.9	4.1	4.0	4.0	4.0	4.0
	Top 10 Avg.	4.3	4.4	4.5	4.4	4.4	4.4	4.4
	Bottom 10 Avg.	3.3	3.4	3.6	3.7	3.7	3.6	3.7
4. Consumer Price Index (for all urban consumers)	CONSENSUS	2.1	2.2	2.2	2.2	2.2	2.2	2.2
	Top 10 Avg.	2.5	2.5	2.5	2.5	2.4	2.5	2.4
	Bottom 10 Avg.	1.8	1.9	1.9	1.9	1.9	1.9	2.0
5. Industrial Production (total)	CONSENSUS	1.5	1.9	2.0	2.0	2.0	1.9	2.0
	Top 10 Avg.	2.3	2.5	2.5	2.6	2.4	2.4	2.4
	Bottom 10 Avg.	0.8	1.3	1.5	1.6	1.5	1.3	1.5
6. Disposable Personal Income (chained, 2012 dollars)	CONSENSUS	1.9	2.0	2.0	2.0	2.0	2.0	2.0
	Top 10 Avg.	2.3	2.4	2.5	2.5	2.4	2.4	2.3
	Bottom 10 Avg.	1.5	1.5	1.5	1.5	1.6	1.5	1.7
7. Personal Consumption Expenditures (chained, 2012 dollars)	CONSENSUS	1.9	2.0	2.2	2.1	2.1	2.1	2.1
	Top 10 Avg.	2.3	2.4	2.7	2.5	2.3	2.4	2.3
	Bottom 10 Avg.	1.5	1.7	1.7	1.8	1.9	1.7	1.9
8. Non-Residential Fixed Investment (chained, 2012 dollars)	CONSENSUS	2.5	3.0	3.4	3.4	3.3	3.1	3.3
	Top 10 Avg.	3.8	4.1	4.6	4.5	4.4	4.3	4.3
	Bottom 10 Avg.	1.0	1.9	2.3	2.3	2.3	2.0	2.3
9. Corporate Profits, Pretax (current dollars)	CONSENSUS	3.0	3.6	4.2	4.3	4.1	3.8	4.2
	Top 10 Avg.	4.8	4.5	5.3	5.3	4.9	4.9	5.0
	Bottom 10 Avg.	1.3	2.8	3.1	3.2	3.3	2.7	3.4
Annual Average								
10. Treasury Bills, 3-Month (percent per annum)	CONSENSUS	1.7	2.0	2.1	2.2	2.3	2.1	2.4
	Top 10 Avg.	2.4	2.6	2.8	2.9	2.9	2.7	2.9
	Bottom 10 Avg.	1.0	1.4	1.5	1.6	1.7	1.4	1.8
11. Treasury Notes, 10-Year (yield per annum)	CONSENSUS	2.2	2.6	2.8	2.9	3.0	2.7	3.1
	Top 10 Avg.	3.0	3.3	3.4	3.6	3.7	3.4	3.8
	Bottom 10 Avg.	1.5	1.8	2.1	2.2	2.3	2.0	2.4
12. Unemployment Rate (% of civilian labor force)	CONSENSUS	4.0	4.1	4.1	4.1	4.1	4.1	4.1
	Top 10 Avg.	4.7	4.7	4.7	4.6	4.6	4.7	4.5
	Bottom 10 Avg.	3.4	3.5	3.5	3.6	3.6	3.5	3.7
Total Units, Millions								
13. Housing Starts (millions of units)	CONSENSUS	1.32	1.36	1.40	1.43	1.44	1.39	1.45
	Top 10 Avg.	1.44	1.50	1.54	1.60	1.61	1.54	1.60
	Bottom 10 Avg.	1.21	1.23	1.28	1.29	1.30	1.26	1.31
14. Total Auto & Light Truck Sales (millions of units)	CONSENSUS	16.2	16.5	16.6	16.8	16.9	16.6	17.0
	Top 10 Avg.	17.0	17.1	17.2	17.3	17.5	17.2	17.6
	Bottom 10 Avg.	15.3	15.8	15.9	16.2	16.3	15.9	16.3
Billions of Chained, 2012 Dollars								
15. Net Exports (billions of chained, 2012 dollars)	CONSENSUS	-1034.9	-1061.7	-1081.6	-1100.6	-1117.5	-1079.3	-1157.5
	Top 10 Avg.	-994.1	-1010.4	-1014.3	-1019.4	-1020.5	-1011.7	-1059.0
	Bottom 10 Avg.	-1077.0	-1113.3	-1147.6	-1183.4	-1221.7	-1148.6	-1267.6

Rent Expense

Vendor	Location	Description	2019 Expense,			2020			2020 Expense,			2021			2021 Expense,			2022			2022		
			2019 Expense	Capitalization	net Capitalization	Annualized Expense	Capitalization	net Capitalization	Annualized Expense	Capitalization	net Capitalization	Annualized Expense	Capitalization	net Capitalization	Annualized Expense	Capitalization	net Capitalization	Annualized Expense	Capitalization	net Capitalization	Annualized Expense	Capitalization	net Capitalization
High Associates LTD	100 Cheshire Court, Coatesville, PA	Coatesville Operations Center	\$113,732	\$0	\$113,732	\$118,910	\$0	\$118,910	\$5,178	\$118,910	\$0	\$118,910	\$0	\$118,910	\$0	\$118,910	\$0	\$118,910	\$0	\$118,910	\$0	\$118,910	
Weeber Enterprises	4 Wellington Blvd	Wyomissing Operations Center	61,291	(36,775)	24,516	65,194	(39,116)	26,078	1,562	65,194	(39,116)	26,078	0	65,194	(39,116)	26,078	0	65,194	(39,116)	26,078	(0)	26,078	
Pagnotti Enterprises	Tax parcel No. 59 P9 00A 005 000 in Swoyersville Borough, Luzerne County	Ground Lease	4,000		4,000	6,000		6,000	2,000	6,000		6,000	0	6,000		6,000	0	6,000		6,000	0	6,000	
Total			\$179,023	(\$36,775)	\$142,248	\$190,104	(\$39,116)	\$150,988	\$8,740	\$190,104	(\$39,116)	\$150,988	\$0	\$190,104	(\$39,116)	\$150,988	\$0	\$190,104	(\$39,116)	\$150,988	(\$0)	\$150,988	

													2021						2022
													Expense, net						Expense, net
Vendor	Location	Description	2019 Expense, net			2020	2020 Expense, net			2020	2021	2021	Capitalizati on	2021 Adjustment	2022	2022 Capitalizati on	2022 Capitalizati on	2022 Adjustment	
			2019	Capitalization	Capitalization	Annualized Expense	Capitalization	Capitalization	Adjustment	Annualized Expense	Capitalizati on	Annualized Expense			Capitalizati on				
ATR Properties LLC	312 Adams Ave	Scranton Wastewater office	\$15,375	\$0	\$15,375	\$0	\$0	\$0	(\$15,375)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	
Total			\$15,375	\$0	\$15,375	\$0	\$0	\$0	(\$15,375)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	

Miscellaneous Adjustments

Pennsylvania American Water Company
Chapter 109 - Safe Drinking Water Annual Fees (SDWA)
PWS ID - Public Water System ID

Description		Water excluding		
		Steelton	Steelton Water	Total Company
Deferred DEP-SDW Annual Fee	2019	\$837,500	\$0	\$837,500
Deferred DEP-SDW Annual Fee	2020 (Projected)	838,500	10,000	848,500
		\$1,676,000	\$10,000	\$1,686,000
Amortize over 2 years		838,000	5,000	843,000
Projected Annual Ongoing Fees	2021 & 2022	\$838,500	\$10,000	\$848,500
Adjustment		\$1,676,500	\$15,000	\$1,691,500

SYSTEM NAME	PWS ID #	Population Served	Actual 2019 Fee	Invoice Number (For Invoices Received)	Projected 2020 Fee
Yardley	PA1090074	34,411	\$25,000	1083860	\$25,000
Coatesville	PA1150106	30,299	25,000	1083844	25,000
Home Water-Royersford/Shady	PA1150166	48,511	25,000	1083821	25,000
Phoenixville	PA1150206	2,221	4,000	1092106	4,000
Norristown	PA1460046	101,153	40,000	1083879	40,000
Lake Spangenberg	PA2350026	370	500	1107223	500
Olwen Heights	PA2350032	330	500	1107229	500
Brownell	PA2359001	12,560	20,000	1083796	20,000
Fallbrook	PA2359006	2,851	4,000	1092066	4,000
Lake Scranton	PA2359008	134,570	40,000	1083887	40,000
Forest City	PA2359014	3,188	4,000	1092068	4,000
Hillcrest	PA2400070	120	500	1107018	500
Homesite	PA2400072	63	250	1127100	250
Sutton Hills	PA2400128	185	500	1107127	500
Ceasetown	PA2409002	58,392	30,000	1083872	30,000
Crystal Lake	PA2409003	9,773	10,000	1083715	10,000
Nesbitt	PA2409010	52,640	30,000	1083870	30,000
Watres	PA2409011	51,812	30,000	1083871	30,000
Huntsville	PA2409013	11,963	20,000	1083817	20,000
Pocono	PA2450063	17,860	20,000	1083759	20,000
Mid Monroe	PA2450119	1,580	2,000	1091823	2,000
Blue Mtn. Lake	PA2450133	1,753	2,000	1091825	2,000
Fernwood (Resort)	PA2450134	545	500	1092117	500
Wild Acres	PA2520034	2,943	4,000	1092099	4,000
Marcel Lakes (Silver)	PA2520035	845	1,000	1091719	1,000
Pocono Mt. Lake Forest Estates	PA2520050	180	500	1106895	500
All Seasons Water	PA2520056	100	250	1126865	250
Saw Creek (Lehman Pike)	PA2520062	7,016	10,000	1083650	10,000
Milford Landing (Three Lanes)	PA2520085	468	500	1106948	500
Pine Ridge	PA2520096	2,450	4,000	1092093	4,000
Montrose	PA2580023	1,890	2,000	1091902	2,000
Susquehanna	PA2580024	4,230	6,500	1083585	6,500
Thompson	PA2580026	225	500	1107050	500
Indian Rocks	PA2640047	1,100	2,000	1091855	2,000
Penn	PA3060069	28,508	25,000	1083852	25,000
Glen Alsace	PA3060088	24,951	20,000	1083803	20,000
Golden Oaks	PA3060126	100	250	1127294	250
Bangor	PA3480038	9,008	10,000	1083664	10,000
Berry Hollow	PA3480053	70	250	1126983	250
Blue Mountain/Nazareth	PA3480055	23,763	20,000	1083764	20,000
Frackville	PA3540032	5,583	10,000	1083640	10,000
Wildcat Park	PA3540053	63	250	1126834	250
Laurel Ridge	PA3540072	105	500	1107389	500
Nittany	PA4140081	1,600	2,000	1091868	2,000
Phillipsburg	PA4140087	20,095	20,000	1083754	20,000
Boggs Township	PA4140101	80	250	1127118	250
Berwick	PA4190013	12,880	20,000	1083772	20,000
Turbotville	PA4490016	859	-	n/a	1,000
White Deer (Milton)	PA4490023	29,816	25,000	1083820	25,000
McEwensville	PA4490298	282	500	1106935	500
Pittsburgh	PA5020039	686,000	40,000	1083886	40,000
Kittanning	PA5030008	5,000	6,500	1083593	6,500
Butler	PA5100012	43,044	25,000	1083849	25,000
Brownsville	PA5260005	15,817	20,000	1083780	20,000
Uniontown	PA5260020	23,125	20,000	1083781	20,000
Connellsville	PA5260022	11,425	20,000	1083793	20,000
Indiana	PA5320025	22,360	20,000	1083779	20,000
Clarion	PA6160001	16,600	20,000	1083802	20,000
Punxsutawney	PA6330010	8,800	10,000	1083717	10,000
Ellwood City	PA6370011	17,200	20,000	1083784	20,000
New Castle	PA6370034	43,640	25,000	1083830	25,000
Kane	PA6420019	5,725	10,000	1083693	10,000
Warren	PA6620020	14,650	20,000	1083791	20,000
Lake Heritage	PA7010035	1,648	2,000	1091959	2,000
Mechanicsburg (Riverton)	PA7210029	93,368	35,000	1083876	35,000
Hershey	PA7220017	46,000	25,000	1083838	25,000
Subtotal Water excluding Steelton			\$837,500		\$838,500
Steelton	PA7220036	6,377	\$0	n/a	\$10,000
Total Company			\$837,500		\$848,500

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Miscellaneous Expense Adjustment**

**Revolving Credit Line Annual Expense
Pro Forma Adjustment**

Amortization of Inside Credit Line Revolver Fees

	Amortization Period	Revolver Total	Monthly Amortization	Annualized Amount
2019 Revolver Fees	04/01/2019-03/31/2024	\$1,377,487	\$22,218	\$266,610
Total Annualized Revolver Credit Line		<u>\$1,377,487</u>	<u>\$22,218</u>	<u>\$266,610</u>

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Miscellaneous Expense Adjustment

Customer Accounting and Postage Expense
Eliminate from PAWC Books and Transfer to Service Company

NARUC	Account	Description	2019 Per Books	2020 Adjustment ¹	Present Rates 2020
675.7	52520000 - Collection Agencies	Collection Agency Fees	\$3,579,831	\$70,881	\$3,650,712
636.8	53150016 - Contr Svcs Other - Admin & Gen	Customer Survey	240,089	4,754	244,843
675.7	52542015 - Forms Customer Accounting	Language Services	35,030	694	35,724
675.7	52542015 - Forms Customer Accounting	Forms	858,553	16,999	875,552
675.7	52566015 - Postage - Customer Accounting	Postage	2,958,961	44,075	3,003,036
		Total Customer Accounting and Postage	\$7,672,464	\$137,402	\$7,809,866

¹ Customer Accounting expenses adjusted for inflation. Postage adjustment see 3B Postage under Service Company

Pennsylvania-American Water Company
Credit Card and E-check Transactions

2019 Credit Card Transactions		
Row Labels	Sum of Items	Sum of Debit total
Jan	46,884	4,915,397
Feb	42,849	4,793,989
Mar	48,188	5,521,472
Apr	50,530	5,746,953
May	50,138	5,503,414
Jun	44,908	4,918,602
Jul	54,303	6,042,949
Aug	51,140	5,741,529
Sep	50,226	5,611,682
Oct	51,856	5,588,052
Nov	44,308	4,774,014
Dec	52,305	5,580,767
Grand Total	587,635	64,738,821

Paymentus transaction fee:	\$ 1.50
Total Charge	\$881,453
Change in CC Usage	11%
Total Adjustment	\$978,412

2019 E-check Transactions		
Row Labels	Sum of Items	Sum of Debit total
Jan	72,459	6,670,848
Feb	65,277	6,201,293
Mar	73,755	6,951,404
Apr	76,306	7,109,477
May	76,980	6,966,828
Jun	68,366	6,351,916
Jul	81,335	7,778,516
Aug	75,462	7,268,642
Sep	74,581	7,256,066
Oct	80,270	7,578,585
Nov	66,416	6,182,693
Dec	84,818	7,664,779
Grand Total	896,025	83,981,045

Paymentus transaction fee:	\$ 0.45	<u>Total Transaction Charges</u>
Total Charge	\$403,211	Total Charge \$1,284,664
Change in usage	-11%	
Total Adjustment	\$358,858	<u>Total Charge \$1,337,270</u>

	Allocation Factor 1: Customers	Allocated Costs
Water excluding Steelton	97.3%	\$1,300,562
Steelton Water	0.3%	4,614
WW SSS excl Sadsbury and	0.4%	5,189
Sadsbury SSS	0.1%	669
Exeter SSS	0.3%	3,744
Scranton CSS	0.2%	2,875
McKeesport CSS	1.5%	19,618
Total	100.0%	\$1,337,270

Pennsylvania-American Water Company
Miscellaneous Expense Adjustment

Donation expense to be eliminated from Charitable Donations - Community
Per Book Amount

Miscellaneous Expenses

<u>Recipient</u>	<u>Description</u>	<u>2019 Amount</u>
Clearfield Area United Way	Donation	\$130
CONNELLSVILLE CITY OF	Donation	2,000
ELLWOOD CITY ARTS CRAFTS	Donation	1,000
LOWER MAKEFIELD TOWNSHIP	Donation	500
New Cumberland River Rescue	Donation	250
Redevelopment Authority of the	Donation	500
UNITED WAY OF BUCKS COUNTY	Donation	260
UNITED WAY OF CHESTER COUNTY	Donation	1,300
UNITED WAY OF CLARION COUNTY	Donation	260
UNITED WAY OF LACKAWANNA COUNT	Donation	618
UNITED WAY OF LAWRENCE CO	Donation	910
United Way of Lebanon County	Donation	260
UNITED WAY OF SUSQUEHANNA COUN	Donation	260
UNITED WAY OF THE CAPITAL REGI	Donation	3,210
UNITED WAY OF WASHINGTON COUNT	Donation	520
UNITED WAY OF WYOMING VALLEY	Donation	910
BRANDYWINE HEALTH FOUNDATION	Event Sponsorship	250
CALN TOWNSHIP	Event Sponsorship	250
Children's Miracle Network	Event Sponsorship	500
COATESVILLE CHRISTMAS PARADE	Event Sponsorship	250
Fathers Involved Shedding Hope	Event Sponsorship	250
Hannah Chop	Event Sponsorship	1,000
Hose Hook & Ladder Company #1	Event Sponsorship	100
Ian A Chaudhari	Event Sponsorship	1,000
LONDONDERRY TOWNSHIP	Event Sponsorship	1,000
RAINBOW KITCHEN COMMUNITY SERV	Event Sponsorship	2,000
VALLEY TOWNSHIP	Event Sponsorship	250
WEST SHORE BUREAU OF FIRE	Event Sponsorship	1,000
MSB WASHINGTON COUNTY	Event Sponsorship	77
SHOP N SAVE	Event Sponsorship	30
FILSON WATER LLC	Event Sponsorship	72
BUTLER HEALTH SYS FOUNDAT	Event Sponsorship	300
WM SUPERCENTER #1885	Event Sponsorship	28
Pittsburgh Parks Conservancy	Infrastructure Installations Donation	10,000

Total Donations - Water Operations excl Steelton

\$31,245

<u>Recipient</u>	<u>Description</u>	<u>2019 Amount</u>
Salvatore Verrastro Memorial	Event Sponsorship	\$400
Teamsters Local Union 229	Event Sponsorship	150
NBLT	Event Sponsorship	120

Total Donations - Scranton CSS

\$670

<u>Recipient</u>	<u>Description</u>	<u>2019 Amount</u>
BRANDYWINE HEALTH FOUNDATION	Event Sponsorship	\$250
CALN TOWNSHIP	Event Sponsorship	250
COATESVILLE CHRISTMAS PARADE	Event Sponsorship	250
Fathers Involved Shedding Hope	Event Sponsorship	250
VALLEY TOWNSHIP	Event Sponsorship	250

Total Donations - WW excl Sadsbury and Exeter Operations

\$1,250

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Miscellaneous Expense Adjustment**

**Removal of prepaid NAWC - PA Chapter dues
Per Book Amount**

Miscellaneous Expenses

Dues & Memberships	Amount
NAWC - PA Chapter (B)	(\$34,168)
Removal of prepaid expense	(\$34,168)

Prepaid dues and amortized expense are both recorded to dues in 2019.
Adjustment to remove item that was prepaid in December 2019.

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Miscellaneous Expense Adjustment**

**Lobbying expense to be eliminated from Dues & Membership
Per Book Amount**

Miscellaneous Expenses

Dues & Memberships	Dues	Lobbying %	Amount
NAWC Membership Dues ¹	382,904	15%	\$57,436
NAWC PA Chapter -Governmental Relations Fun	47,664	100%	47,664
Lobbying expense to be eliminated			<u>\$47,664</u>

¹ The lobbying expense of \$57,436 posted to expense account 75840000. This account is not included in the Revenue Requirement (below the line expense)

Pennsylvania-American Water Company
Miscellaneous Expense Adjustment

Temporary Employee Expense to be eliminated from Contract Services
Per Book Amount

Contract Services Other

NARUC

Account	Account Description	2019 Amount
636.1	53151011 Contract Svc-Temp Empl - Source of Supply	\$0
636.3	53151013 Contract Svc-Temp Empl - Water Treatment	5,107
636.5	53151014 Contract Svc-Temp Empl - Transmsn & Distr	6,197
636.7	53151015 Contract Svc-Temp Empl - Customer Accounting	0
636.8	53151016 Contract Svc-Temp Empl - Admin & General	110,508
Total - Water Operations Excl. Steelton		\$121,812

NARUC

Account	Account Description	2019 Amount
636.1	53151011 Contract Svc-Temp Empl - Source of Supply	\$0
636.3	53151013 Contract Svc-Temp Empl - Water Treatment	1,062
636.5	53151014 Contract Svc-Temp Empl - Transmsn & Distr	0
636.7	53151015 Contract Svc-Temp Empl - Customer Accounting	0
636.8	53151016 Contract Svc-Temp Empl - Admin & General	0
Total - WW SSS Excl Sadsbury and Exeter		\$1,062

NARUC

Account	Account Description	2019 Amount
636.1	53151011 Contract Svc-Temp Empl - Source of Supply	\$0
636.3	53151013 Contract Svc-Temp Empl - Water Treatment	977
636.5	53151014 Contract Svc-Temp Empl - Transmsn & Distr	0
636.7	53151015 Contract Svc-Temp Empl - Customer Accounting	0
636.8	53151016 Contract Svc-Temp Empl - Admin & General	0
Total - WW CSS Scranton Operations		\$977

NARUC

Account	Account Description	2019 Amount
636.1	53151011 Contract Svc-Temp Empl - Source of Supply	\$0
636.3	53151013 Contract Svc-Temp Empl - Water Treatment	0
636.5	53151014 Contract Svc-Temp Empl - Transmsn & Distr	0
636.7	53151015 Contract Svc-Temp Empl - Customer Accounting	0
636.8	53151016 Contract Svc-Temp Empl - Admin & General	(5,048)
Total - WW CSS McKeesport Operations		(\$5,048)

Pennsylvania-American Water Company
Miscellaneous Expense Adjustment

Pension and OPEB Expense to be Eliminated
Per Book Amount

Pension and OPEB

NARUC		2019 Amount
Account	Account Description	
604.8	50610000 Pension Expense	\$6,565
604.8	50610100 Pension Capitalized Credits	(206)
604.8	50510000 PBOP Expense	1,233
604.8	50510100 PBOP Capitalized Credits	(39)
	Total - Steelton Water	<u><u>\$7,554</u></u>

NARUC		Amount
Account	Account Description	
604.8	50610000 Pension Expense	\$134,807
604.8	50610100 Pension Capitalized Credits	(15,804)
604.8	50510000 PBOP Expense	26,194
604.8	50510100 PBOP Capitalized Credits	(3,035)
	Total - WW SSS Excl Sadsbury and Exeter	<u><u>\$142,162</u></u>

NARUC		Amount
Account	Account Description	
604.8	50610000 Pension Expense	\$5,837
604.8	50610100 Pension Capitalized Credits	(1,723)
604.8	50510000 PBOP Expense	1,093
604.8	50510100 PBOP Capitalized Credits	(321)
	Total - WW SSS Exeter Operations	<u><u>\$4,886</u></u>

NARUC		Amount
Account	Account Description	
604.8	50610000 Pension Expense	\$282,440
604.8	50610100 Pension Capitalized Credits	(88,067)
604.8	50510000 PBOP Expense	54,908
604.8	50510100 PBOP Capitalized Credits	(17,161)
	Total - WW CSS Scranton Operations	<u><u>\$232,119</u></u>

NARUC		Amount
Account	Account Description	
604.8	50610000 Pension Expense	\$146,854
604.8	50610100 Pension Capitalized Credits 50510000	(18,702)
604.8	PBOP Expense	28,607
604.8	50510100 PBOP Capitalized Credits	(3,669)
	Total - WW CSS McKeesport Operations	<u><u>\$153,090</u></u>

Pennsylvania-American Water Company
Miscellaneous Expense Adjustment

Severance Expense Adjustment to normalize per book amount

Year	Severance Expense
2017	\$58,888
2018	65,285
2019	9,957
Total	\$134,129

Three-year average \$44,710

Test year expense 9,957

Pro forma adjustment - Water excl Steelton	<u><u>\$34,753</u></u>

Year	Severance Expense
2017	\$0
2018	0
2019	17,628
Total	\$17,628

Three-year average \$5,876

Test year expense 17,628

Pro forma adjustment - WW CSS McKeesport	<u><u>(\$11,752)</u></u>

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Miscellaneous Expense Adjustment**

**Fines expense to be eliminated from Penalties - Non deductible
Per Book Amount**

Name	Description	Amount
United Parcel Service Inc	Underpayment of School tax penalty	\$27,828
COMMONWEALTH OF PA	Violation	5,000
Pennsylvania Public Utility Co	Line strike incident 5/14/18	1,000
Pennsylvania Public Utility Co	Line strike incident 11/4/18	1,000
Pennsylvania Public Utility Co	Line strike incident 9/4/18	1,000
Pennsylvania Public Utility Co	Line strike incident 11/7/18	1,000
Pennsylvania Public Utility Co	Line strike incident 4/30/18	750
Pennsylvania Public Utility Co	Line strike incident 5/23/18 & 5/24/18	500
Pennsylvania Public Utility Co	Link strike incident 11/9/18	500
Pennsylvania Public Utility Co	Line strike incident 1/25/19	250
Pennsylvania Public Utility Co	Line strike incident 8/13/19	250
Pennsylvania Public Utility Co	Line strike incident 4/17/19	250
Pennsylvania Public Utility Co	Line Strike incident 11/12/19	250
PTC EZPASS CSC WEB IVR	EZ Pass violation	142
PTC EZPASS CSC WEB IVR	EZ Pass violation	112
PTC EZPASS CSC WEB IVR	EZ Pass violation	89
Total		<u><u>\$39,920</u></u>

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Miscellaneous Expense Adjustment**

**Injuries and Damages to normalize Injuries and Damages
Per Book Amount**

<u>Year</u>	<u>Injuries & Damages</u>
2017	\$26,380
2018	250,000
2019	(250,000)
<u>Total</u>	<u>\$26,380</u>
Three-year average	\$8,793
Test year expense	(250,000)
Pro forma adjustment	<u><u>\$258,793</u></u>

**Pennsylvania-American Water Company - Water Operations Excl. Steelton
Miscellaneous Expense Adjustment**

**PA HQ - Corporate Campus Allocation from Water to Other Cost of Service Areas
Pro Forma Adjustment**

Miscellaneous Expenses

<u>NARUC</u>	<u>Expenses</u>	Corporate Campus Costs
675.8	Landscaping/Snow Removal	\$40,000
675.8	Fire Protection	5,000
675.8	Building Maintenance	79,925
675.8	Utilities	76,988
675.8	Recycling/Waste Service/trash	10,656
675.8	Janitorial/Plant Services	83,263
408.2	Taxes - Property	150,235
675.8	Corporate Office Return and Depreciation	3,486,671
		<u>\$3,932,738</u>

Allocation Factor 3:		
	Customers	Allocated Costs
Water excluding Steelton	89.6%	(407,432)
Steelton Water	0.3%	12,585
WW SSS excl Sadsbury and Exeter	3.5%	135,679
Sadsbury SSS	0.2%	5,899
Exeter SSS	1.1%	41,687
Scranton CSS	4.0%	155,343
McKeesport CSS	1.4%	56,238
Total	100.0%	-

Pennsylvania-American Water Company
Miscellaneous Expense Adjustment

General Facility Maintenance
Pro Forma Adjustment

Miscellaneous Expenses

System	Expense Type	Present Rates 2020
Water excluding Steelton	Clear Right-of-ways	\$500,000
Water excluding Steelton	General Facility Maintenance	700,000
WW SSS Exeter	General Facility Maintenance	100,000
Steelton Water	General Facility Maintenance	100,000
		\$1,400,000

Pennsylvania-American Water Company - Water Steelton Operations
Notes to Statement Of Income

Steelton Water O&M Adjustment

NARUC	Steelton Water Expenses	Present Rates 2020
620.4	Maintenance - Production	\$18,000
620.5	Maintenance Supplies, Tools	75,000
620.6	Maintenance - Distribution	18,000
635.3	Contract Services (Lab Testing)	9,000
636.8	Contract Services (Repairs and Maintenance)	106,500
675.3	Laboratory Supplies	24,000
675.7	Uniforms	10,200
675.8	Building Maintenance and Services	28,700
675.8	Telecommunications Expense	25,800
675.8	Postage and Shipping	3,600
675.8	Office Supplies	6,600
675.8	Employee Related Expenses	7,200
675.8	Miscellaneous Expense	9,000
Subtotal Misc Adjustment		\$341,600
Less 2019 per book expenses		(37,857)
Total Misc Adjustment		\$303,743

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Notes to Statement Of Income

Turbotville Water O&M Adjustment

NARUC	Turbotville Water Expenses	Present Rates 2020
620.4	Maintenance - Production	\$1,800
620.5	Maintenance Supplies, Tools	6,180
636.8	Contract Services (Repairs and Maintenance)	12,400
675.3	Laboratory Supplies	4,500
675.8	Telecommunications Expense	4,620
675.8	Postage and Shipping	1,200
675.8	Office Supplies	780
675.8	Employee Related Expenses	600
675.8	Miscellaneous Expense	7,200
	Subtotal Misc Adjustment	\$39,280
	Less 2019 per book expenses	(18,435)
	Total Misc Adjustment	\$20,845

Pennsylvania-American Water Company - WW SSS Excl. Sadsbury and Exeter Operations
Notes to Statement Of Income

Turbotville Wastewater O&M Adjustment

NARUC	Turbotville Wastewater Expenses	Present Rates 2020
620.5	Maintenance Supplies, Tools	\$3,780
635.3	Contract Services (Lab Testing)	5,400
636.8	Contract Services (Repairs and Maintenance)	10,680
675.3	Laboratory Supplies	2,700
675.7	Uniforms	660
675.8	Telecommunications Expense	10,320
675.8	Postage and Shipping	1,260
675.8	Office Supplies	420
675.8	Employee Related Expenses	150
675.8	Building Maintenance and Services	900
675.8	Miscellaneous Expense	4,740
Subtotal Misc Adjustment		\$41,010
Less 2019 per book expenses		(12,815)
Total Misc Adjustment		\$28,195

Pennsylvania-American Water Company - Water Operations Excl. Steelton
Notes to Statement Of Income

Pro Forma adjustment for Winola Water Operating Expenses

	<u>Present Rates 2020</u>
2019 Operation and Maintenance Expense Water excl. Steelton	\$196,770,324
Total Water Customers, excluding Steelton as of 12.31.19	663,475
Average O&M Expense per Water Customer	\$297
Winola Customers	31
Adjusted O&M Expense Winola Water	\$9,207

Pennsylvania-American Water Company - WW SSS Excl. Sadsbury and Exeter Operations
Notes to Statement Of Income

Pro Forma adjustment for Delaware Sewer Operating Expenses

	<u>Present Rates 2020</u>
2019 Operation and Maintenance Expense Wastewater SSS Excl. Sadsbury and Exeter	\$8,031,060
<u>Total Wastewater SSS Excl. Sadsbury and Exeter Customers as of 12.31.19</u>	<u>25,551</u>
Average O&M Expense per Wastewater Customer	\$314
Delaware Sewer Customers	38
<u>Adjusted O&M Expense Delaware Sewer</u>	<u>\$11,932</u>

Pennsylvania-American Water Company - WW SSS Sadsbury Operations
Notes to Statement Of Income

Sadsbury Wastewater O&M Adjustment

NARUC	Sadsbury WW Expenses	Present Rates 2020
620.5	Maintenance Supplies, Tools	\$2,400
636.8	Contract Services (Repairs and Maintenance)	7,020
675.8	Telecommunications Expense	2,400
675.8	Building Maintenance and Services	2,000
675.8	Miscellaneous Expense	4,200
	Total Misc Adjustment	\$18,020

Pennsylvania-American Water Company - WW SSS Exeter Operations
Notes to Statement Of Income

Exeter SSS Wastewater O&M Adjustment

NARUC	Exeter SSS Wastewater Expenses	Present Rates 2020
620.3	Maintenance - Pump Stations	\$18,000
620.6	Maintenance Supplies, Tools	12,000
635.3	Contract Services (Lab Testing)	37,200
636.3	Contract Services Other- Pump Repairs	18,000
636.6	Contract Services Other - T&D	18,000
636.8	Contract Services (Repairs and Maintenance)	35,000
675.3	Laboratory Supplies	6,000
675.6	Misc Maintenance- Permits	15,000
675.7	Uniforms	6,000
675.8	Building Maintenance and Services	31,120
675.8	Telecommunications Expense	27,000
675.8	Postage and Shipping	1,800
675.8	Office Supplies	3,600
675.8	Employee Related Expenses	5,500
	Subtotal Misc Adjustment	\$234,220
	Less 2019 per book expenses	(15,116)
	Total Misc Adjustment	\$219,104

Pennsylvania-American Water Company - WW CSS Kane Operations
Notes to Statement Of Income

Kane Wastewater Adjustment

O&M Expenses	Present Rates 2020	Present Rates 2021	Present Rates 2022
Production Costs:			
Fuel & Power	\$121,680	\$121,680	\$121,680
Chemicals	26,183	27,508	28,900
Waste Disposal	25,725	26,260	26,785
Labor and Labor Related:			
Labor	124,837	124,837	124,837
Group Insurance	36,729	36,729	36,729
Other Benefits	11,433	11,433	11,433
Other O&M			
Service Company	9,041	9,041	9,041
Contracted Services	17,905	17,905	17,905
Insurance Other Than Group	29,146	29,146	29,146
Customer Accounting	14,578	14,578	14,578
Miscellaneous	7,715	7,715	7,715
Maintenance	117,133	117,133	117,133
Taxes Other Than Income			
Payroll Tax	12,057	12,057	12,057
Property Tax		43,880	43,880
Total Kane WW Adjustment	\$554,162	\$599,902	\$601,819

Uncollectible Accounts

Pennsylvania-American Water Company
Calculation of Uncollectible Account Expense

	2019	2018	2017	Total	Three Year Average
Write Offs	\$10,145,164	\$10,789,874	\$8,824,017	\$29,759,055	\$9,919,685
Bad Debt Recovery	1,721,399	2,019,649	1,193,100	4,934,148	1,644,716
Net Uncollectibles (net write offs)	8,423,765	8,770,225	7,630,917	24,824,907	8,274,969
Revenues -Billed only	687,296,135	709,490,271	664,021,630	2,060,808,036	686,936,012
Total	1.226%	1.236%	1.149%	1.205%	1.205%