VOLUME 4

PENNSYLVANIA-AMERICAN WATER COMPANY

2022 GENERAL BASE RATE CASE
R-2022-3031672 (WATER)
R-2022-3031673 (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	2021 Actual			2020 Actual			2019 Actual		
	Total Company	Water	Wastewater	Total Company	Water	Wastewater	Total Company	Water	Wastewater
Operations and Maintenance Compensation	$63,276,203	$54,569,241	$8,706,962	$59,150,479	$51,144,527	$8,005,952	$56,546,549	$48,464,665	$8,081,884
Capital Compensation	35,867,768	33,465,414	2,402,354	36,612,456	33,521,412	3,091,043	33,032,744	30,786,742	2,246,002
Total Compensation	$99,143,970	$88,034,655	$11,109,316	$95,762,935	$84,665,939	$11,096,995	$89,579,293	$79,251,407	$10,327,886
Operations and Maintenance Compensation	63.82%	61.99%	78.38%	61.77%	60.41%	72.15%	63.12%	61.15%	78.25%
Capital Compensation	36.18%	38.01%	21.62%	38.23%	39.59%	27.85%	36.88%	38.85%	21.75%
Total Compensation	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
3 Year Average Total Company	37.10%								
3 Year Average Water	38.82%								
3 Year Average Wastewater	23.74%								

Pennsylvania-American Water Company
Annualized Salary and Wages

	2022	2023
Water Operations		
Non-Collective Bargaining Unit Salary	$28,720,637	$29,576,491
Collective Bargaining Unit	45,241,274	46,310,188
Non-Collective Bargaining Unit Hourly	15,846,862	16,317,721
Total	$89,808,773	$92,204,400
Wastewater SSS General Operations		
Non-Collective Bargaining Unit Salary	$464,768	$478,633
Non-Collective Bargaining Unit Hourly	2,723,304	2,804,228
Total	$3,188,072	$3,282,861
Royersford WW Operations		
Non-Collective Bargaining Unit Salary	$86,694	$89,274
Non-Collective Bargaining Unit Hourly	73,617	75,808
Total	$160,311	$165,082
Wastewater CSS Operations		
Non-Collective Bargaining Unit Salary	$952,640	$981,011
Collective Bargaining Unit	6,986,460	7,077,038
Non-Collective Bargaining Unit Hourly	116,708	120,184
Total	$8,055,808	$8,178,233

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

	12/31/2021	Positions to be Filled 2022	Total 12/31/2022	Positions to be Filled 2023	Total 12/31/2023
Salary - Non-Collective Bargaining Unit	270.0	23.3	293.3	0.0	293.3
Hourly - Collective Bargaining Unit	540.0	18.0	558.0	0.0	558.0
Hourly - Non-Collective Bargaining Unit	207.0	15.0	222.0		222.0
Hourly Total	747.0	33.0	780.0	0.0	780.0
Total	1,017.0	56.3	1,073.3	0.0	1,073.3

Pennsylvania-American Water Company - Water Operations
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	2022	2023	2022	2023
Non-Collective Bargaining Unit Salary											
1	240106	CORP-Field Services	Project Manager	1/18/1999	$67.77		$140,962	$67.77	$69.79	$140,962	$145,163
2	240120	CORP-Bus Dev	Mgr Business Dev	2/26/2001	52.72		109,650	54.83	56.46	114,046	117,437
3	240205	CORP-Admin & Gen	VP Operations (Large1)	5/3/1994	100.96		210,000	105.00	108.13	218,400	224,910
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987	42.34		88,077	42.34	43.60	88,067	90,688
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988	51.05		106,183	53.60	55.20	111,488	114,816
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993	65.52		136,289	67.82	69.84	141,066	145,267
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997	41.40		86,104	42.22	43.48	87,818	90,438
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981	41.49		86,302	42.53	43.80	88,462	91,104
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991	39.48		82,110	39.48	40.66	82,118	84,573
10	249106	WILK-Field Services	Sr Supt Field Ops	8/10/1987	45.92		95,507	47.75	49.17	99,320	102,274
11	249160	WILK-Watres	Supvr Production	1/11/1988	34.99		72,776	36.74	37.83	76,419	78,686
12	240117	CORP-Water Quality	Manager WQ & Env Compliance	9/15/1993	52.88		110,000	54.37	55.99	113,090	116,459
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990	51.15		106,384	52.94	54.52	110,115	113,402
14	249106	WILK-Field Services	Sr Supvr Operations	10/19/1987	41.02		85,324	42.15	43.41	87,672	90,293
15	249106	WILK-Field Services	Sr Supt Field Ops	10/17/1983	45.11		93,821	47.14	48.54	98,051	100,963
16	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998	42.07		87,503	42.91	44.19	89,253	91,915
17	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998	32.55		67,695	33.69	34.69	70,075	72,155
18	249106	WILK-Field Services	Supvr Field Operations	10/19/1992	46.27		96,245	46.73	48.12	97,198	100,090
19	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997	33.75		70,206	34.93	35.97	72,654	74,818
20	249150	WILK-Other	Sr Supt Production	9/13/1993	49.59		103,156	50.49	51.99	105,019	108,139
21	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995	43.24		89,931	44.32	45.64	92,186	94,931
22	246106	MECH-Field Services	Sr Mgr Operations (15% allocated to York WW)	5/4/1998	60.71		126,283	63.14	65.02	111,632	114,955
23	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994	44.75		93,077	52.88	54.46	109,990	113,277
24	245305	ABNG-Admin & Gen	Sr Supt Opns	6/16/1997	47.24		98,264	49.51	50.99	102,981	106,059
25	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995	39.43		82,021	40.66	41.87	84,573	87,090
26	246106	MECH-Field Services	Supvr Field Operations	4/11/1995	40.43		84,095	41.24	42.47	85,779	88,338
27	246106	MECH-Field Services	Sr Supt Opns	1/9/1989	51.02		106,114	52.55	54.12	109,304	112,570
28	246206	HSHY-Field Services	Supvr Field Operations	5/1/1995	36.71		76,359	37.76	38.89	78,541	80,891
29	240151	CORP-Cust Serv MECH	Sr. Manager, Customer Compliance	4/10/1995	64.90		135,000	67.05	69.05	139,464	143,624
30	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982	43.61		90,705	44.48	45.81	92,518	95,285
31	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	2/2/1998	49.02		101,970	50.00	51.49	104,000	107,099
32	240106	CORP-Field Services	Project Mgr BP	8/14/1989	56.02		116,516	57.70	59.42	120,016	123,594
33	241106	PITT-Field Services	Supvr Field Operations	10/25/1978	46.03		95,732	46.49	47.88	96,699	99,590
34	240114	CORP-Engineering	Engineering Project Manager	5/16/1998	46.14		95,976	47.18	48.59	98,134	101,067
35	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989	71.02		147,718	72.44	74.60	150,675	155,168
36	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993	65.34		135,915	67.63	69.65	140,670	144,872
37	241106	PITT-Field Services	Supvr Field Operations	9/1/1982	46.93		97,618	47.40	48.81	98,592	101,525
38	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994	48.69		101,275	50.15	51.64	104,312	107,411
39	249106	WILK-Field Services	Supvr Field Operations	8/8/1984	41.51		86,338	42.34	43.60	88,067	90,688
40	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987	79.19		164,719	80.78	83.19	168,022	173,035
41	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980	48.67		101,226	49.64	51.12	103,251	106,330
42	249106	WILK-Field Services	Supvr Field Operations	11/18/1986	40.93		85,130	41.34	42.57	85,987	88,546
43	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984	50.40		104,842	51.92	53.47	107,994	111,218
44	240120	CORP-Bus Dev	Sr Dir, Business Development	3/18/1991	97.29		202,356	99.23	102.19	206,398	212,555
45	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993	76.38		158,878	77.15	79.45	160,472	165,256
46	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994	48.69		101,278	49.67	51.15	103,314	106,392
47	241150	PITT-Production Othe	Sr Supt Production	5/1/1980	54.70		113,779	55.80	57.46	116,064	119,517
48	247201	PHBG-Production	Sr Supvr Operations	12/16/1992	46.36		96,436	47.29	48.70	98,363	101,296
49	249106	WILK-Field Services	Supvr Field Operations	10/20/1986	41.58		86,477	41.99	43.24	87,339	89,939
50	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986	68.56		142,608	69.93	72.01	145,454	149,781
51	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996	58.09		120,824	59.25	61.02	123,240	126,922
52	240306	CORP-Field Service	Supvr Field Operations	9/16/1998	43.86		91,236	44.78	46.11	93,142	95,909
53	240306	CORP-Field Service	Sr Mgr, Production Assets	10/16/1998	64.90		135,000	66.85	68.84	139,048	143,187
54	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998	41.87		87,099	43.13	44.42	89,710	92,394
55	240306	CORP-Field Service	Supvr Field Operations	8/31/1999	46.82		97,378	47.75	49.17	99,320	102,274
56	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999	38.68		80,445	39.84	41.03	82,867	85,342
57	240114	CORP-Engineering	Mgr Engrg - Project Delivery	5/1/2000	79.10		164,533	79.89	82.27	166,171	171,122
58	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000	35.84		74,552	37.28	38.39	77,542	79,851
59	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000	38.44		79,958	39.59	40.77	82,347	84,802
60	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000	39.75		82,685	40.55	41.76	84,344	86,861
61	241106	PITT-Field Services	Sr Supt Field Ops	12/18/2001	52.92		110,081	54.51	56.13	113,381	116,750

Pennsylvania-American Water Company - Water Operations
Compensation

					Gross Labor										
							Overtime Hours				2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	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								$140,962		$145,163
2	240120	CORP-Bus Dev	Mgr Business Dev	2/26/2001								114,046		117,437
3	240205	CORP-Admin & Gen	VP Operations (Large1)	5/3/1994								218,400		224,910
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987								88,067		90,688
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988								111,488		114,816
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993								141,066		145,267
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997								87,818		90,438
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981								88,462		91,104
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991								82,118		84,573
10	249106	WILK-Field Services	Sr Supt Field Ops	8/10/1987								99,320		102,274
11	249160	WILK-Watres	Supvr Production	1/11/1988								76,419		78,686
12	240117	CORP-Water Quality	Manager WQ & Env Compliance	9/15/1993								113,090		116,459
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990								110,115		113,402
14	249106	WILK-Field Services	Sr Supvr Operations	10/19/1987								87,672		90,293
15	249106	WILK-Field Services	Sr Supt Field Ops	10/17/1983								98,051		100,963
16	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998								89,253		91,915
17	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998								70,075		72,155
18	249106	WILK-Field Services	Supvr Field Operations	10/19/1992								97,198		100,090
19	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997								72,654		74,818
20	249150	WILK-Other	Sr Supt Production	9/13/1993								105,019		108,139
21	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995								92,186		94,931
22	246106	MECH-Field Services	Sr Mgr Operations (15% allocated to York WW)	5/4/1998								111,632		114,955
23	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994								109,990		113,277
24	245305	ABNG-Admin & Gen	Sr Supt Opns	6/16/1997								102,981		106,059
25	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995								84,573		87,090
26	246106	MECH-Field Services	Supvr Field Operations	4/11/1995								85,779		88,338
27	246106	MECH-Field Services	Sr Supt Opns	1/9/1989								109,304		112,570
28	246206	HSHY-Field Services	Supvr Field Operations	5/1/1995								78,541		80,891
29	240151	CORP-Cust Serv MECH	Sr. Manager, Customer Compliance	4/10/1995								139,464		143,624
30	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982								92,518		95,285
31	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	2/2/1998								104,000		107,099
32	240106	CORP-Field Services	Project Mgr BP	8/14/1989								120,016		123,594
33	241106	PITT-Field Services	Supvr Field Operations	10/25/1978								96,699		99,590
34	240114	CORP-Engineering	Engineering Project Manager	5/16/1998								98,134		101,067
35	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989								150,675		155,168
36	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993								140,670		144,872
37	241106	PITT-Field Services	Supvr Field Operations	9/1/1982								98,592		101,525
38	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994								104,312		107,411
39	249106	WILK-Field Services	Supvr Field Operations	8/8/1984								88,067		90,688
40	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987								168,022		173,035
41	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980								103,251		106,330
42	249106	WILK-Field Services	Supvr Field Operations	11/18/1986								85,987		88,546
43	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984								107,994		111,218
44	240120	CORP-Bus Dev	Sr Dir, Business Development	3/18/1991								206,398		212,555
45	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993								160,472		165,256
46	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994								103,314		106,392
47	241150	PITT-Production Othe	Sr Supt Production	5/1/1980								116,064		119,517
48	247201	PHBG-Production	Sr Supvr Operations	12/16/1992								98,363		101,296
49	249106	WILK-Field Services	Supvr Field Operations	10/20/1986								87,339		89,939
50	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986								145,454		149,781
51	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996								123,240		126,922
52	240306	CORP-Field Service	Supvr Field Operations	9/16/1998								93,142		95,909
53	240306	CORP-Field Service	Sr Mgr, Production Assets	10/16/1998								139,048		143,187
54	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998								89,710		92,394
55	240306	CORP-Field Service	Supvr Field Operations	8/31/1999								99,320		102,274
56	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999								82,867		85,342
57	240114	CORP-Engineering	Mgr Engrg - Project Delivery	5/1/2000								166,171		171,122
58	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000								77,542		79,851
59	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000								82,347		84,802
60	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000								84,344		86,861
61	241106	PITT-Field Services	Sr Supt Field Ops	12/18/2001								113,381		116,750

Pennsylvania-American Water Company - Water Operations
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	2022	2023	2022	2023
62	245106	NORR-Field Services	Sr Supt Opns	3/14/1994	52.77		109,753	54.61	56.24	113,589	116,979
63	240119	CORP-Risk Mgmt	Mgr Health and Safety Programs	7/18/1989	54.67		113,707	55.76	57.42	115,981	119,434
64	246506	COAT-Field Services	Supvr Field Operations	6/25/1990	40.43		84,097	41.24	42.47	85,779	88,338
65	240114	CORP-Engineering	Sr Project Engineer	6/25/2001	50.72		105,500	53.26	54.85	110,781	114,088
66	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995	63.23		131,517	65.13	67.07	135,470	139,506
67	240114	CORP-Engineering	Engineering Project Manager	5/3/1999	47.04		97,834	47.98	49.41	99,798	102,773
68	245906	GLEN-Field Services	Sr Supt Opns (10% allocated to Upper Pottsgrove WW)	10/15/1990	50.59		105,233	52.41	53.97	98,112	101,032
69	240114	CORP-Engineering	Mgr Engrg - Project Delivery	8/1/1999	60.71		126,270	62.53	64.39	130,062	133,931
70	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001	45.67		94,995	46.13	47.50	95,950	98,800
71	240120	CORP-Bus Dev	Dir Business Development	10/16/1981	92.01		191,389	93.85	96.65	195,208	201,032
72	240305	CORP-Admin & Gen	Sr Director Operations (Mega)	3/9/1992	92.37		192,137	95.61	98.46	198,869	204,797
73	240205	CORP-Admin & Gen	Sr Director Operations (Mega) (15% allocated to York WW)	11/16/1997	91.00		189,280	94.19	97.00	166,528	171,496
74	240114	CORP-Engineering	Mgr Engineering	8/19/2002	65.32		135,869	67.28	69.28	139,942	144,102
75	240114	CORP-Engineering	Sr Project Engineer	5/12/2003	56.57		117,665	57.70	59.42	120,016	123,594
76	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003	37.72		78,460	38.66	39.81	80,413	82,805
77	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003	48.00		99,834	49.34	50.81	102,627	105,685
78	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003	41.69		86,709	42.52	43.79	88,442	91,083
79	249106	WILK-Field Services	Supvr Field Operations	9/2/2003	34.71		72,205	36.10	37.18	75,088	77,334
80	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004	40.19		83,603	41.00	42.22	85,280	87,818
81	240114	CORP-Engineering	Capital Program Manager	1/10/2005	54.18		112,688	56.94	58.64	118,435	121,971
82	242101	MCMR-Production	Sr Supvr Operations	2/28/2005	48.77		101,440	49.74	51.22	103,459	106,538
83	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005	48.08		100,009	50.00	51.49	104,000	107,099
84	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005	46.12		95,927	47.69	49.11	99,195	102,149
85	241151	PITT-Production Haye	Supvr Production	3/16/2005	39.18		81,500	40.75	41.96	84,760	87,277
86	240114	CORP-Engineering	Engineering Project Manager	3/21/2005	43.81		91,124	44.69	46.02	92,955	95,722
87	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005	41.08		85,437	43.13	44.42	89,710	92,394
88	240114	CORP-Engineering	Mgr Engineering	5/31/2005	55.83		116,133	57.23	58.94	119,038	122,595
89	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	6/27/2005	43.27		90,000	45.00	46.34	93,600	96,387
90	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/18/2005	43.27		90,000	45.00	46.34	93,600	96,387
91	240121	CORP-Com Relations	Sr Manager, Government and External Affa	8/15/2005	57.69		120,000	60.00	61.79	124,800	128,523
92	240114	CORP-Engineering	Sr Project Engineer	11/14/2005	53.97		112,256	55.05	56.69	114,504	117,915
93	240113	CORP-Info Systems	Specialist, Technology Field Services	11/21/2005	46.55		96,815	47.48	48.89	98,758	101,691
94	249106	WILK-Field Services	Supvr Field Operations	5/1/2006	34.81		72,407	36.20	37.28	75,296	77,542
95	240114	CORP-Engineering	Mgr Engineering	5/22/2006	62.44		129,881	64.94	66.88	135,075	139,110
96	249103	WILK-Cust Service	Supvr Field Operations	5/22/2006	33.66		70,021	35.01	36.05	72,821	74,984
97	240114	CORP-Engineering	Engineering Project Manager	5/30/2006	49.45		102,857	50.44	51.94	104,915	108,035
98	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006	38.47		80,008	39.81	41.00	82,805	85,280
99	240305	CORP-Admin & Gen	Project Manager Operations	6/5/2006	52.89		110,008	54.74	56.37	113,859	117,250
100	241106	PITT-Field Services	Supv Facilities/Inventory	6/12/2006	38.98		81,082	39.86	41.05	82,909	85,384
101	240106	CORP-Field Services	Dir Business Performance	11/20/2006	92.39		192,172	94.24	97.05	196,019	201,864
102	240106	CORP-Field Services	Mgr Opns	1/22/2007	45.50		94,640	46.98	48.38	97,718	100,630
103	246201	HSHY-Production	Sr Supvr Operations	3/27/2007	41.53		86,378	42.90	44.18	89,232	91,894
104	241106	PITT-Field Services	Supvr Field Operations	5/7/2007	33.92		70,563	35.28	36.33	73,382	75,566
105	245106	NORR-Field Services	Sr Supvr Operations	8/17/2009	46.95		97,656	47.89	49.32	99,611	102,586
106	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/2/2007	51.92		108,000	52.96	54.54	110,157	113,443
107	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007	43.34		90,145	44.53	45.86	92,622	95,389
108	241103	PITT-Cust Service	Sr Supvr Operations	7/23/2007	40.00		83,200	41.60	42.84	86,528	89,107
109	240305	CORP-Admin & Gen	Mgr Operations - EAM	12/3/2007	45.22		94,051	46.55	47.94	96,824	99,715
110	240106	CORP-Field Services	Major Accounts Manager	12/26/2007	68.94		143,400	69.71	71.79	144,997	149,323
111	249150	WILK-Other	Sr Supt Production	6/2/2008	45.87		95,409	47.93	49.36	99,694	102,669
112	245106	NORR-Field Services	Supvr Field Operations	8/11/2008	36.10		75,094	37.55	38.67	78,104	80,434
113	240114	CORP-Engineering	Mgr Engrg - Project Delivery	10/27/2008	57.69		120,000	59.65	61.43	124,072	127,774
114	249103	WILK-Cust Service	Sr Supvr Operations	11/17/2008	38.46		80,000	40.46	41.67	84,157	86,674
115	240117	CORP-Water Quality	Supvr WQ & Env Compliance	4/20/2009	38.46		80,000	40.00	41.19	83,200	85,675
116	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009	40.29		83,806	41.50	42.74	86,320	88,899
117	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009	42.88		89,194	44.60	45.93	92,768	95,534
118	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009	47.89		99,615	49.57	51.05	103,106	106,184
119	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009	97.97		203,775	102.13	105.17	212,430	218,754
120	240114	CORP-Engineering	Engineering Project Manager	10/12/2009	41.76		86,856	43.22	44.51	89,898	92,581
121	249106	WILK-Field Services	Sr Supvr Operations	10/19/2009	36.06		75,000	37.86	38.99	78,749	81,099
122	246501	COAT-Production	Supvr Production	4/12/2010	36.39		75,696	37.85	38.98	78,728	81,078
123	240205	CORP-Admin & Gen	Project Manager Operations	5/3/2010	41.83		87,000	44.34	45.66	92,227	94,973

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					Gross Labor										
							Overtime Hours				2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
62	245106	NORR-Field Services	Sr Supt Opns	3/14/1994								113,589		116,979
63	240119	CORP-Risk Mgmt	Mgr Health and Safety Programs	7/18/1989								115,981		119,434
64	246506	COAT-Field Services	Supvr Field Operations	6/25/1990								85,779		88,338
65	240114	CORP-Engineering	Sr Project Engineer	6/25/2001								110,781		114,088
66	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995								135,470		139,506
67	240114	CORP-Engineering	Engineering Project Manager	5/3/1999								99,798		102,773
68	245906	GLEN-Field Services	Sr Supt Opns (10% allocated to Upper Pottsgrove WW)	10/15/1990								98,112		101,032
69	240114	CORP-Engineering	Mgr Engrg - Project Delivery	8/1/1999								130,062		133,931
70	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001								95,950		98,800
71	240120	CORP-Bus Dev	Dir Business Development	10/16/1981								195,208		201,032
72	240305	CORP-Admin & Gen	Sr Director Operations (Mega)	3/9/1992								198,869		204,797
73	240205	CORP-Admin & Gen	Sr Director Operations (Mega) (15% allocated to York WW)	11/16/1997								166,528		171,496
74	240114	CORP-Engineering	Mgr Engineering	8/19/2002								139,942		144,102
75	240114	CORP-Engineering	Sr Project Engineer	5/12/2003								120,016		123,594
76	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003								80,413		82,805
77	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003								102,627		105,685
78	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003								88,442		91,083
79	249106	WILK-Field Services	Supvr Field Operations	9/2/2003								75,088		77,334
80	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004								85,280		87,818
81	240114	CORP-Engineering	Capital Program Manager	1/10/2005								118,435		121,971
82	242101	MCMR-Production	Sr Supvr Operations	2/28/2005								103,459		106,538
83	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005								104,000		107,099
84	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005								99,195		102,149
85	241151	PITT-Production Haye	Supvr Production	3/16/2005								84,760		87,277
86	240114	CORP-Engineering	Engineering Project Manager	3/21/2005								92,955		95,722
87	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005								89,710		92,394
88	240114	CORP-Engineering	Mgr Engineering	5/31/2005								119,038		122,595
89	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	6/27/2005								93,600		96,387
90	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/18/2005								93,600		96,387
91	240121	CORP-Com Relations	Sr Manager, Government and External Affa	8/15/2005								124,800		128,523
92	240114	CORP-Engineering	Sr Project Engineer	11/14/2005								114,504		117,915
93	240113	CORP-Info Systems	Specialist, Technology Field Services	11/21/2005								98,758		101,691
94	249106	WILK-Field Services	Supvr Field Operations	5/1/2006								75,296		77,542
95	240114	CORP-Engineering	Mgr Engineering	5/22/2006								135,075		139,110
96	249103	WILK-Cust Service	Supvr Field Operations	5/22/2006								72,821		74,984
97	240114	CORP-Engineering	Engineering Project Manager	5/30/2006								104,915		108,035
98	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006								82,805		85,280
99	240305	CORP-Admin & Gen	Project Manager Operations	6/5/2006								113,859		117,250
100	241106	PITT-Field Services	Supv Facilities/Inventory	6/12/2006								82,909		85,384
101	240106	CORP-Field Services	Dir Business Performance	11/20/2006								196,019		201,864
102	240106	CORP-Field Services	Mgr Opns	1/22/2007								97,718		100,630
103	246201	HSHY-Production	Sr Supvr Operations	3/27/2007								89,232		91,894
104	241106	PITT-Field Services	Supvr Field Operations	5/7/2007								73,382		75,566
105	245106	NORR-Field Services	Sr Supvr Operations	8/17/2009								99,611		102,586
106	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/2/2007								110,157		113,443
107	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007								92,622		95,389
108	241103	PITT-Cust Service	Sr Supvr Operations	7/23/2007								86,528		89,107
109	240305	CORP-Admin & Gen	Mgr Operations - EAM	12/3/2007								96,824		99,715
110	240106	CORP-Field Services	Major Accounts Manager	12/26/2007								144,997		149,323
111	249150	WILK-Other	Sr Supt Production	6/2/2008								99,694		102,669
112	245106	NORR-Field Services	Supvr Field Operations	8/11/2008								78,104		80,434
113	240114	CORP-Engineering	Mgr Engrg - Project Delivery	10/27/2008								124,072		127,774
114	249103	WILK-Cust Service	Sr Supvr Operations	11/17/2008								84,157		86,674
115	240117	CORP-Water Quality	Supvr WQ & Env Compliance	4/20/2009								83,200		85,675
116	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009								86,320		88,899
117	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009								92,768		95,534
118	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009								103,106		106,184
119	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009								212,430		218,754
120	240114	CORP-Engineering	Engineering Project Manager	10/12/2009								89,898		92,581
121	249106	WILK-Field Services	Sr Supvr Operations	10/19/2009								78,749		81,099
122	246501	COAT-Production	Supvr Production	4/12/2010								78,728		81,078
123	240205	CORP-Admin & Gen	Project Manager Operations	5/3/2010								92,227		94,973

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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		2022	2023	2022	2023
124	240117	CORP-Water Quality	Manager, Wastewater Compliance (20% allocated to York WW)	6/7/2010	52.88		110,000		54.37	55.99	90,472	93,167
125	246306	PENN/Wyom-Field Srvc	Supvr Field Operations	10/4/2010	37.50		78,000		39.38	40.55	81,910	84,344
126	240117	CORP-Water Quality	Supvr WQ & Env Compliance	1/3/2011	39.62		82,400		39.62	40.80	82,410	84,864
127	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011	38.69		80,466		40.04	41.23	83,283	85,758
128	249106	WILK-Field Services	Supvr Field Operations	8/1/2011	33.67		70,032		33.67	34.67	70,034	72,114
129	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011	36.99		76,937		37.91	39.04	78,853	81,203
130	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011	54.85		114,080		55.94	57.61	116,355	119,829
131	240113	CORP-Info Systems	Specialist, Technology Field Services	2/6/2012	36.06		75,000		38.58	39.73	80,246	82,638
132	240114	CORP-Engineering	Sr Project Engineer	6/18/2012	53.95		112,211		55.03	56.67	114,462	117,874
133	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	6/25/2012	48.45		100,786		49.91	51.40	103,813	106,912
134	240122	CORP-Govt Relations	Dir Govt Affairs (State)	8/27/2012	65.22		135,660		65.22	67.16	135,658	139,693
135	240114	CORP-Engineering	Sr GIS Manager	2/4/2013	54.89		114,176		56.81	58.50	118,165	121,680
136	240306	CORP-Field Service	Project Manager	3/4/2013	50.14		104,283		51.99	53.54	108,139	111,363
137	243152	NEWC-Ellwood	Supvr Production	4/1/2013	37.19		77,345		38.67	39.82	80,434	82,826
138	243151	NEWC-New Castle	Supvr Production	4/29/2013	37.18		77,332		38.48	39.63	80,038	82,430
139	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013	71.52		148,768		75.10	77.34	156,208	160,867
140	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013	71.34		148,384		72.77	74.94	151,362	155,875
141	247150	MILT-Prod Other	Supvr Production	5/28/2013	35.76		74,376		36.85	37.95	76,648	78,936
142	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013	36.81		76,571		38.29	39.43	79,643	82,014
143	246801	LEHP-Production	Supvr Field Operations	9/9/2013	35.39		73,602		36.45	37.54	75,816	78,083
144	240114	CORP-Engineering	Engineering Project Manager	11/11/2013	45.95		95,569		46.87	48.27	97,490	100,402
145	240120	CORP-Bus Dev	Sr Mgr Business Dev	11/25/2013	75.11		156,236		76.62	78.90	159,370	164,112
146	240114	CORP-Engineering	Sr Business Operations Analyst	11/18/2013	31.25		65,000		32.19	33.15	66,955	68,952
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013	38.94		80,998		40.11	41.31	83,429	85,925
148	240114	CORP-Engineering	Principal GIS Analyst	3/31/2014	34.54		71,843		35.92	36.99	74,714	76,939
149	240114	CORP-Engineering	Sr Planning Engineer	5/19/2014	52.39		108,979		54.14	55.75	112,611	115,960
150	244206	PUNX-Field Services	Sr Supvr Operations	5/27/2014	40.38		84,000		40.38	41.58	83,990	86,486
151	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014	43.05		89,540		44.23	45.55	91,998	94,744
152	246401	ROYF-Production	Supvr Production	9/29/2014	38.35		79,761		39.88	41.07	82,950	85,426
153	244506	WARR-Field Services	Sr Supvr Operations	10/27/2014	39.66		82,500		40.85	42.07	84,968	87,506
154	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014	32.37		67,323		34.63	35.66	72,030	74,173
155	240114	CORP-Engineering	Mgr Engineering	11/24/2014	57.31		119,207		59.03	60.79	122,782	126,443
156	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015	38.02		79,090		39.24	40.41	81,619	84,053
157	240113	CORP-Info Systems	Specialist, Technology Field Services	1/19/2015	33.84		70,387		35.19	36.24	73,195	75,379
158	240114	CORP-Engineering	GIS Project Manager	2/2/2015	34.45		71,664		35.83	36.90	74,526	76,752
159	249152	WILK-Ceasetown	Supvr Production	4/13/2015	34.65		72,070		35.27	36.32	73,362	75,546
160	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015	35.02		72,834		36.38	37.46	75,670	77,917
161	249106	WILK-Field Services	Sr Supvr Operations	11/16/2015	38.46		80,000		39.90	41.09	82,992	85,467
162	246151	MECH-ProdWestShore	Supvr Production	11/16/2015	36.48		75,873		36.84	37.94	76,627	78,915
163	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015	31.35		65,205		32.29	33.25	67,163	69,160
164	243301	BUTL-Production	Supvr Production	12/7/2015	36.93		76,806		38.40	39.54	79,872	82,243
165	246103	MECH-Cust Service	Supvr Field Operations	12/21/2015	36.06		75,000		36.96	38.06	76,877	79,165
166	240120	CORP-Bus Dev	Sr Dir, Business Development	12/28/2015	98.08		204,000		100.04	103.02	208,083	214,282
167	246206	HSHY-Field Services	Supvr Field Operations	1/11/2016	35.67		74,191		36.74	37.83	76,419	78,686
168	240114	CORP-Engineering	Sr Project Engineer	1/25/2016	50.48		105,000		52.50	54.06	109,200	112,445
169	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	3/7/2016	32.34		67,275		33.15	34.14	68,952	71,011
170	245606	NAZA-Field Services	Sr Supvr Operations	3/21/2016	38.76		80,626		40.22	41.42	83,658	86,154
171	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016	45.58		94,812		47.63	49.05	99,070	102,024
172	249106	WILK-Field Services	Supvr Field Operations	4/18/2016	34.75		72,275		36.14	37.22	75,171	77,418
173	249106	WILK-Field Services	Supvr Field Operations	6/13/2016	33.97		70,663		35.33	36.38	73,486	75,670
174	240106	CORP-Field Services	Lead Business Operations Analyst	9/26/2016	43.27		90,000		44.57	45.90	92,706	95,472
175	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017	52.88		110,000		54.74	56.37	113,859	117,250
176	249106	WILK-Field Services	Supv Facilities/Inventory	12/19/2016	31.26		65,026		32.20	33.16	66,976	68,973
177	240114	CORP-Engineering	Engineering Project Manager	1/5/2017	43.56		90,605		45.08	46.42	93,766	96,554
178	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/9/2017	57.69		120,000		59.65	61.43	124,072	127,774
179	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017	67.94		141,306		67.94	69.96	141,315	145,517
180	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017	36.48		75,879		37.76	38.89	78,541	80,891
181	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	3/27/2017	44.14		91,805		46.34	47.72	96,387	99,258
182	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	28.51		59,293		29.79	30.68	61,963	63,814
183	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017	36.06		74,997		37.50	38.62	78,000	80,330
184	240117	CORP-Water Quality	Supvr WQ & Env Compliance (10% allocated to Upper Pottsgrove WW)	6/26/2017	35.25		73,325		36.66	37.75	68,628	70,668
185	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017	36.16		75,210		37.97	39.10	78,978	81,328

Pennsylvania-American Water Company - Water Operations
Compensation

					Gross Labor										
							Overtime Hours				2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
124	240117	CORP-Water Quality	Manager, Wastewater Compliance (20% allocated to York WW)	6/7/2010								90,472		93,167
125	246306	PENN/Wyom-Field Srvc	Supvr Field Operations	10/4/2010								81,910		84,344
126	240117	CORP-Water Quality	Supvr WQ & Env Compliance	1/3/2011								82,410		84,864
127	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011								83,283		85,758
128	249106	WILK-Field Services	Supvr Field Operations	8/1/2011								70,034		72,114
129	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011								78,853		81,203
130	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011								116,355		119,829
131	240113	CORP-Info Systems	Specialist, Technology Field Services	2/6/2012								80,246		82,638
132	240114	CORP-Engineering	Sr Project Engineer	6/18/2012								114,462		117,874
133	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	6/25/2012								103,813		106,912
134	240122	CORP-Govt Relations	Dir Govt Affairs (State)	8/27/2012								135,658		139,693
135	240114	CORP-Engineering	Sr GIS Manager	2/4/2013								118,165		121,680
136	240306	CORP-Field Service	Project Manager	3/4/2013								108,139		111,363
137	243152	NEWC-Ellwood	Supvr Production	4/1/2013								80,434		82,826
138	243151	NEWC-New Castle	Supvr Production	4/29/2013								80,038		82,430
139	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013								156,208		160,867
140	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013								151,362		155,875
141	247150	MILT-Prod Other	Supvr Production	5/28/2013								76,648		78,936
142	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013								79,643		82,014
143	246801	LEHP-Production	Supvr Field Operations	9/9/2013								75,816		78,083
144	240114	CORP-Engineering	Engineering Project Manager	11/11/2013								97,490		100,402
145	240120	CORP-Bus Dev	Sr Mgr Business Dev	11/25/2013								159,370		164,112
146	240114	CORP-Engineering	Sr Business Operations Analyst	11/18/2013								66,955		68,952
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013								83,429		85,925
148	240114	CORP-Engineering	Principal GIS Analyst	3/31/2014								74,714		76,939
149	240114	CORP-Engineering	Sr Planning Engineer	5/19/2014								112,611		115,960
150	244206	PUNX-Field Services	Sr Supvr Operations	5/27/2014								83,990		86,486
151	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014								91,998		94,744
152	246401	ROYF-Production	Supvr Production	9/29/2014								82,950		85,426
153	244506	WARR-Field Services	Sr Supvr Operations	10/27/2014								84,968		87,506
154	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014								72,030		74,173
155	240114	CORP-Engineering	Mgr Engineering	11/24/2014								122,782		126,443
156	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015								81,619		84,053
157	240113	CORP-Info Systems	Specialist, Technology Field Services	1/19/2015								73,195		75,379
158	240114	CORP-Engineering	GIS Project Manager	2/2/2015								74,526		76,752
159	249152	WILK-Ceasetown	Supvr Production	4/13/2015								73,362		75,546
160	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015								75,670		77,917
161	249106	WILK-Field Services	Sr Supvr Operations	11/16/2015								82,992		85,467
162	246151	MECH-ProdWestShore	Supvr Production	11/16/2015								76,627		78,915
163	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015								67,163		69,160
164	243301	BUTL-Production	Supvr Production	12/7/2015								79,872		82,243
165	246103	MECH-Cust Service	Supvr Field Operations	12/21/2015								76,877		79,165
166	240120	CORP-Bus Dev	Sr Dir, Business Development	12/28/2015								208,083		214,282
167	246206	HSHY-Field Services	Supvr Field Operations	1/11/2016								76,419		78,686
168	240114	CORP-Engineering	Sr Project Engineer	1/25/2016								109,200		112,445
169	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	3/7/2016								68,952		71,011
170	245606	NAZA-Field Services	Sr Supvr Operations	3/21/2016								83,658		86,154
171	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016								99,070		102,024
172	249106	WILK-Field Services	Supvr Field Operations	4/18/2016								75,171		77,418
173	249106	WILK-Field Services	Supvr Field Operations	6/13/2016								73,486		75,670
174	240106	CORP-Field Services	Lead Business Operations Analyst	9/26/2016								92,706		95,472
175	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017								113,859		117,250
176	249106	WILK-Field Services	Supv Facilities/Inventory	12/19/2016								66,976		68,973
177	240114	CORP-Engineering	Engineering Project Manager	1/5/2017								93,766		96,554
178	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/9/2017								124,072		127,774
179	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017								141,315		145,517
180	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017								78,541		80,891
181	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	3/27/2017								96,387		99,258
182	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017								61,963		63,814
183	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017								78,000		80,330
184	240117	CORP-Water Quality	Supvr WQ & Env Compliance (10% allocated to Upper Pottsgrove WW)	6/26/2017								68,628		70,668
185	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017								78,978		81,328

Pennsylvania-American Water Company - Water Operations
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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	2022	2023	2022	2023
186	240114	CORP-Engineering	Sr GIS Analyst	6/19/2017	31.10		64,687	32.03	32.98	66,622	68,598
187	240114	CORP-Engineering	Staff Engineer	8/14/2017	35.55		73,938	36.97	38.07	76,898	79,186
188	249151	WILK-Brownell	Supvr Production	8/21/2017	34.76		72,310	35.79	36.86	74,443	76,669
189	240114	CORP-Engineering	Sr Project Engineer	8/28/2017	52.16		108,500	53.94	55.55	112,195	115,544
190	240106	CORP-Field Services	Trainer III	11/20/2017	36.54		76,000	38.00	39.13	79,040	81,390
191	240106	CORP-Field Services	Major Accounts Manager	9/12/2011	37.77		78,563	39.66	40.84	82,493	84,947
192	240117	CORP-Water Quality	Supvr WQ & Env Compliance	10/26/2015	36.50		75,911	37.96	39.09	78,957	81,307
193	240114	CORP-Engineering	Engineering Project Manager	1/8/2018	39.59		82,356	41.18	42.41	85,654	88,213
194	240114	CORP-Engineering	Engineering Project Manager	1/16/2018	48.47		100,815	49.44	50.91	102,835	105,893
195	240114	CORP-Engineering	Engineering Project Manager	1/22/2018	48.37		100,617	49.34	50.81	102,627	105,685
196	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018	37.02		77,000	38.13	39.27	79,310	81,682
197	240106	CORP-Field Services	Mgr Company Fleet	3/19/2018	43.40		90,263	45.04	46.38	93,683	96,470
198	241152	PITT-Production Aldr	Supvr Production	3/19/2018	39.03		81,175	40.98	42.20	85,238	87,776
199	246106	MECH-Field Services	Supvr Field Operations	3/19/2018	35.77		74,407	37.10	38.21	77,168	79,477
200	240151	CORP-Cust Serv MECH	Supvr Customer Advocacy	4/17/2018	38.47		80,018	39.59	40.77	82,347	84,802
201	240114	CORP-Engineering	Engineering Project Manager	4/16/2018	45.81		95,276	46.84	48.24	97,427	100,339
202	240306	CORP-Field Service	Supvr Field Operations	4/30/2018	34.66		72,100	36.40	37.48	75,712	77,958
203	240114	CORP-Engineering	Engineering Project Manager	7/9/2018	45.62		94,885	47.10	48.50	97,968	100,880
204	240106	CORP-Field Services	Supervisor Operations Support	6/18/2018	34.13		71,000	35.33	36.38	73,486	75,670
205	241106	PITT-Field Services	Supvr Field Operations	6/18/2018	35.83		74,529	37.26	38.37	77,501	79,810
206	243106	NEWC-Field Services	Supvr Field Operations	7/3/2018	37.02		77,000	38.31	39.45	79,685	82,056
207	240114	CORP-Engineering	Sr GIS Analyst	7/2/2018	27.88		58,000	29.28	30.15	60,902	62,712
208	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018	31.21		64,925	32.15	33.11	66,872	68,869
209	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/30/2018	42.23		87,843	43.92	45.23	91,354	94,078
210	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018	33.49		69,655	34.49	35.52	71,739	73,882
211	240114	CORP-Engineering	Engineer	8/27/2018	31.65		65,826	32.71	33.68	68,037	70,054
212	241106	PITT-Field Services	Supvr Field Operations	9/10/2018	36.10		75,087	36.10	37.18	75,088	77,334
213	241106	PITT-Field Services	Supvr Field Operations	9/24/2018	35.39		73,615	36.10	37.18	75,088	77,334
214	249106	WILK-Field Services	Supvr Field Operations	10/29/2018	34.63		72,030	36.02	37.09	74,922	77,147
215	241106	PITT-Field Services	Supvr Field Operations	11/5/2018	37.41		77,813	38.91	40.07	80,933	83,346
216	240113	CORP-Info Systems	Specialist, Technology Field Services	11/19/2018	33.28		69,212	34.61	35.64	71,989	74,131
217	240113	CORP-Info Systems	Specialist, Technology Field Services	11/19/2018	34.34		71,432	35.72	36.78	74,298	76,502
218	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018	37.09		77,147	38.20	39.34	79,456	81,827
219	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/3/2018	31.25		65,000	32.19	33.15	66,955	68,952
220	240106	CORP-Field Services	Supvr Field Operations	1/28/2019	42.52		88,434	43.37	44.66	90,210	92,893
221	249106	WILK-Field Services	Supvr Opns	1/14/2019	35.58		74,000	36.64	37.73	76,211	78,478
222	240114	CORP-Engineering	Planning Engineer	2/4/2019	42.50		88,407	44.10	45.41	91,728	94,453
223	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	2/11/2019	36.06		74,999	37.14	38.25	77,251	79,560
224	240114	CORP-Engineering	Engineer	3/25/2019	37.79		78,596	38.92	40.08	80,954	83,366
225	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019	35.74		74,335	37.17	38.28	77,314	79,622
226	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/25/2019	35.58		74,000	37.00	38.10	76,960	79,248
227	240106	CORP-Field Services	Sr Technical Writer	4/15/2019	40.80		84,864	41.62	42.86	86,570	89,149
228	240114	CORP-Engineering	Sr Engineering Technician	5/20/2019	33.65		70,000	34.68	35.71	72,134	74,277
229	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019	37.88		78,795	39.40	40.57	81,952	84,386
230	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/24/2019	40.87		85,000	41.68	42.92	86,694	89,274
231	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/29/2019	29.73		61,828	31.06	31.99	64,605	66,539
232	240114	CORP-Engineering	Engineering Project Manager	8/5/2019	45.59		94,833	46.73	48.12	97,198	100,090
233	241106	PITT-Field Services	Supvr Field Operations	8/12/2019	38.25		79,566	40.17	41.37	83,554	86,050
234	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	8/26/2019	38.18		79,410	39.32	40.49	81,786	84,219
235	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019	37.97		78,986	38.94	40.10	80,995	83,408
236	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019	36.08		75,044	36.08	37.16	75,046	77,293
237	240120	CORP-Bus Dev	Vice President of Business Development a	11/4/2019	107.88		224,400	111.12	114.43	231,130	238,014
238	247106	MILT-Field Services	Supvr Field Operations	1/27/2020	33.66		70,006	34.70	35.73	72,176	74,318
239	240106	CORP-Field Services	Supvr Fleet Opns Svcs	3/9/2020	41.19		85,680	42.02	43.27	87,402	90,002
240	240119	CORP-Risk Mgmt	Mgr Health and Safety Programs	4/27/2020	52.99		110,210	54.58	56.21	113,526	116,917
241	241106	PITT-Field Services	Sr Supt Field Ops	4/27/2020	50.00		104,000	52.50	54.06	109,200	112,445
242	240106	CORP-Field Services	Supervisor Operations Support	5/4/2020	29.71		61,800	31.19	32.12	64,875	66,810
243	242206	MONVA-Field Services	Supvr Field Operations	5/11/2020	36.75		76,440	38.40	39.54	79,872	82,243
244	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/1/2020	30.70		63,860	31.62	32.56	65,770	67,725
245	240114	CORP-Engineering	Engineering Project Manager	6/8/2020	37.68		78,375	39.94	41.13	83,075	85,550
246	240120	CORP-Bus Dev	Sr Mgr Business Dev	6/15/2020	60.00		124,800	63.00	64.88	131,040	134,950
247	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/15/2020	31.25		65,000	31.56	32.50	65,645	67,600

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Compensation

					Gross Labor										
							Overtime Hours				2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
186	240114	CORP-Engineering	Sr GIS Analyst	6/19/2017								66,622		68,598
187	240114	CORP-Engineering	Staff Engineer	8/14/2017								76,898		79,186
188	249151	WILK-Brownell	Supvr Production	8/21/2017								74,443		76,669
189	240114	CORP-Engineering	Sr Project Engineer	8/28/2017								112,195		115,544
190	240106	CORP-Field Services	Trainer III	11/20/2017								79,040		81,390
191	240106	CORP-Field Services	Major Accounts Manager	9/12/2011								82,493		84,947
192	240117	CORP-Water Quality	Supvr WQ & Env Compliance	10/26/2015								78,957		81,307
193	240114	CORP-Engineering	Engineering Project Manager	1/8/2018								85,654		88,213
194	240114	CORP-Engineering	Engineering Project Manager	1/16/2018								102,835		105,893
195	240114	CORP-Engineering	Engineering Project Manager	1/22/2018								102,627		105,685
196	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018								79,310		81,682
197	240106	CORP-Field Services	Mgr Company Fleet	3/19/2018								93,683		96,470
198	241152	PITT-Production Aldr	Supvr Production	3/19/2018								85,238		87,776
199	246106	MECH-Field Services	Supvr Field Operations	3/19/2018								77,168		79,477
200	240151	CORP-Cust Serv MECH	Supvr Customer Advocacy	4/17/2018								82,347		84,802
201	240114	CORP-Engineering	Engineering Project Manager	4/16/2018								97,427		100,339
202	240306	CORP-Field Service	Supvr Field Operations	4/30/2018								75,712		77,958
203	240114	CORP-Engineering	Engineering Project Manager	7/9/2018								97,968		100,880
204	240106	CORP-Field Services	Supervisor Operations Support	6/18/2018								73,486		75,670
205	241106	PITT-Field Services	Supvr Field Operations	6/18/2018								77,501		79,810
206	243106	NEWC-Field Services	Supvr Field Operations	7/3/2018								79,685		82,056
207	240114	CORP-Engineering	Sr GIS Analyst	7/2/2018								60,902		62,712
208	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018								66,872		68,869
209	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/30/2018								91,354		94,078
210	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018								71,739		73,882
211	240114	CORP-Engineering	Engineer	8/27/2018								68,037		70,054
212	241106	PITT-Field Services	Supvr Field Operations	9/10/2018								75,088		77,334
213	241106	PITT-Field Services	Supvr Field Operations	9/24/2018								75,088		77,334
214	249106	WILK-Field Services	Supvr Field Operations	10/29/2018								74,922		77,147
215	241106	PITT-Field Services	Supvr Field Operations	11/5/2018								80,933		83,346
216	240113	CORP-Info Systems	Specialist, Technology Field Services	11/19/2018								71,989		74,131
217	240113	CORP-Info Systems	Specialist, Technology Field Services	11/19/2018								74,298		76,502
218	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018								79,456		81,827
219	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/3/2018								66,955		68,952
220	240106	CORP-Field Services	Supvr Field Operations	1/28/2019								90,210		92,893
221	249106	WILK-Field Services	Supvr Opns	1/14/2019								76,211		78,478
222	240114	CORP-Engineering	Planning Engineer	2/4/2019								91,728		94,453
223	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	2/11/2019								77,251		79,560
224	240114	CORP-Engineering	Engineer	3/25/2019								80,954		83,366
225	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019								77,314		79,622
226	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/25/2019								76,960		79,248
227	240106	CORP-Field Services	Sr Technical Writer	4/15/2019								86,570		89,149
228	240114	CORP-Engineering	Sr Engineering Technician	5/20/2019								72,134		74,277
229	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019								81,952		84,386
230	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/24/2019								86,694		89,274
231	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/29/2019								64,605		66,539
232	240114	CORP-Engineering	Engineering Project Manager	8/5/2019								97,198		100,090
233	241106	PITT-Field Services	Supvr Field Operations	8/12/2019								83,554		86,050
234	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	8/26/2019								81,786		84,219
235	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019								80,995		83,408
236	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019								75,046		77,293
237	240120	CORP-Bus Dev	Vice President of Business Development a	11/4/2019								231,130		238,014
238	247106	MILT-Field Services	Supvr Field Operations	1/27/2020								72,176		74,318
239	240106	CORP-Field Services	Supvr Fleet Opns Svcs	3/9/2020								87,402		90,002
240	240119	CORP-Risk Mgmt	Mgr Health and Safety Programs	4/27/2020								113,526		116,917
241	241106	PITT-Field Services	Sr Supt Field Ops	4/27/2020								109,200		112,445
242	240106	CORP-Field Services	Supervisor Operations Support	5/4/2020								64,875		66,810
243	242206	MONVA-Field Services	Supvr Field Operations	5/11/2020								79,872		82,243
244	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/1/2020								65,770		67,725
245	240114	CORP-Engineering	Engineering Project Manager	6/8/2020								83,075		85,550
246	240120	CORP-Bus Dev	Sr Mgr Business Dev	6/15/2020								131,040		134,950
247	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/15/2020								65,645		67,600

Pennsylvania-American Water Company - Water Operations
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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	2022	2023	2022	2023
248	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	6/29/2020	39.81		82,800	41.00	42.22	85,280	87,818
249	240122	CORP-Govt Relations	Mgr, Govt Relations	7/13/2020	47.50		98,800	49.88	51.37	103,750	106,850
250	240114	CORP-Engineering	Planning Engineer	9/8/2020	48.68		101,250	49.65	51.13	103,272	106,350
251	240114	CORP-Engineering	Engineering Project Manager	9/14/2020	44.57		92,700	46.02	47.39	95,722	98,571
252	240114	CORP-Engineering	Engineer	10/12/2020	27.16		56,500	28.73	29.59	59,758	61,547
253	241106	PITT-Field Services	Supvr Field Operations	12/14/2020	36.06		75,000	36.87	37.97	76,690	78,978
254	240114	CORP-Engineering	Engineer	1/4/2021	31.25		65,000	32.03	32.98	66,622	68,598
255	249106	WILK-Field Services	Supvr Field Operations	12/14/2020	34.62		72,000	35.74	36.81	74,339	76,565
256	241151	PITT-Production Haye	Supvr Production	3/29/2021	36.54		76,000	38.00	39.13	79,040	81,390
257	240116	CORP-Maint Services	Sr Mgr Operations	5/24/2021	68.75		143,000	70.13	72.22	145,870	150,218
258	240121	CORP-Com Relations	Mgr Ext Affairs (State)	5/24/2021	50.48		105,000	52.50	54.06	109,200	112,445
259	245101	NORR-Production	Sr Supervisor Production	6/14/2021	40.87		85,000	42.13	43.39	87,630	90,251
260	240305	CORP-Admin & Gen	VP Operations (Large1)	6/21/2021	105.77		220,000	108.94	112.19	226,595	233,355
261	242103	MCMR-Cust Service	Supvr Field Operations	6/14/2021	35.58		74,000	36.64	37.73	76,211	78,478
262	240113	CORP-Info Systems	Specialist, Technology Field Services	7/12/2021	38.46		80,000	40.00	41.19	83,200	85,675
263	240120	CORP-Bus Dev	Dir Business Development	7/19/2021	91.35		190,000	93.17	95.95	193,794	199,576
264	241106	PITT-Field Services	Supvr Field Operations	7/19/2021	36.06		75,000	37.14	38.25	77,251	79,560
265	240114	CORP-Engineering	Engineering Project Manager	9/7/2021	38.46		80,000	39.62	40.80	82,410	84,864
266	240114	CORP-Engineering	Engineer	9/13/2021	27.16		56,500	27.98	28.81	58,198	59,925
267	240121	CORP-Com Relations	External Affairs Specialist III (State)	9/27/2021	38.46		80,000	40.38	41.58	83,990	86,486
268	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	9/27/2021	77.88		162,000	80.22	82.61	166,858	171,829
269	240117	CORP-Water Quality	Supvr WQ & Env Compliance	10/18/2021	33.65		70,000	33.65	34.65	69,992	72,072
270	246151	MECH-ProdWestShore	Supvr Production	11/22/2021	35.34		73,500	35.34	36.39	73,507	75,691
271	240114	CORP-Engineering	Engineer - To Be Filled	7/1/2022				35.34	36.39	73,500	75,691
272	240114	CORP-Engineering	Sr Engineering Technician - To Be Filled	7/1/2022				35.34	36.39	73,500	75,691
273	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022				45.91	47.28	95,500	98,342
274	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022				45.91	47.28	95,500	98,342
275	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022				45.91	47.28	95,500	98,342
276	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022				53.61	55.20	111,500	114,816
277	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - To Be Filled	3/31/2022				45.91	47.28	95,500	98,342
278	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022				53.61	55.20	111,500	114,816
279	240306	CORPORATE - Field Services	Supvr Field Operations - To Be Filled	2/14/2022				34.62	35.65	72,000	74,152
280	249106	WILK-Field Services	Supvr Field Operations - To Be Filled	3/21/2022				28.42	29.27	59,113	60,882
281	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022				45.91	47.28	95,500	98,342
282	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022				53.61	55.20	111,500	114,816
283	240121	CORP-Com Relations	Sr Mgr, Government and External Affairs - To Be Filled	1/10/2022				64.90	66.84	135,000	139,027
284	241106	PITT-Field Services	Supervisor Field Operations - To Be Filled	1/3/2022				37.50	38.62	78,000	80,330
285	242106	McMR-Field Services	Supvr Field Operations - To Be Filled	4/15/2022				39.66	40.85	82,500	84,968
286	240117	CORP-Water Quality	Mgr WQ & Env Compliance - To Be Filled	2/21/2022				52.88	54.46	110,000	113,277
287	241106	PITT-Field Services	Senior Supervisor, Operations Trainer - To Be Filled	7/1/2022				45.91	47.28	95,500	98,342
288	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022				53.61	55.20	111,500	114,816
289	240117	CORP-Water Quality	Supvr WQ & Env Compliance - To Be Filled	3/31/2022				39.66	40.85	82,500	84,968
290	240114	CORP-Engineering	Lead Business Operations Analyst - To Be Filled	7/1/2022				45.91	47.28	95,500	98,342
291	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022				39.90	41.09	83,000	85,467
292	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022				39.90	41.09	83,000	85,467
293	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022				39.90	41.09	83,000	85,467
294	240116	CORP-Maint Services	Automation & Controls Tech - To Be Filled	4/30/2022				35.34	36.39	73,500	75,691
			Total Non-Collective Bargaining Unit Salary			$0	$25,819,264			$28,720,637	$29,576,491
Collective Bargaining Unit											
1	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/20/1968	$35.93	$2,192	$75,022	$36.74	$37.47	$76,713	$78,237
2	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	30.74	16,484	64,185	31.48	32.24	65,730	67,317
3	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	30.94	11,116	64,603	31.69	32.46	66,169	67,776
4	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	30.56	8,847	63,809	31.29	32.04	65,334	66,900
5	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	30.93	1,070	64,582	31.70	32.49	66,190	67,839
6	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	8/3/1981	34.88	32,153	72,830	35.66	36.37	74,458	75,941
7	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	34.88	12,227	72,830	35.66	36.37	74,458	75,941
8	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	30.74	30,901	64,185	31.48	32.24	65,730	67,317
9	241152	PITT-Production Aldr	Operator U537P	8/31/1982	32.74	16,425	68,361	33.63	34.54	70,219	72,120
10	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	31.81	282	66,419	32.68	33.58	68,236	70,115
11	245203	YARD-Cust Service	Serviceperson F473Y	7/27/1983	30.97	3,922	64,665	31.67	32.38	66,127	67,609
12	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	30.92	24,751	64,561	31.67	32.43	66,127	67,714
13	246106	MECH-Field Services	Utility A U648R	12/8/1983	30.97	9,020	64,665	31.78	32.61	66,357	68,090

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					Gross Labor										
							Overtime Hours				2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
248	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	6/29/2020								85,280		87,818
249	240122	CORP-Govt Relations	Mgr, Govt Relations	7/13/2020								103,750		106,850
250	240114	CORP-Engineering	Planning Engineer	9/8/2020								103,272		106,350
251	240114	CORP-Engineering	Engineering Project Manager	9/14/2020								95,722		98,571
252	240114	CORP-Engineering	Engineer	10/12/2020								59,758		61,547
253	241106	PITT-Field Services	Supvr Field Operations	12/14/2020								76,690		78,978
254	240114	CORP-Engineering	Engineer	1/4/2021								66,622		68,598
255	249106	WILK-Field Services	Supvr Field Operations	12/14/2020								74,339		76,565
256	241151	PITT-Production Haye	Supvr Production	3/29/2021								79,040		81,390
257	240116	CORP-Maint Services	Sr Mgr Operations	5/24/2021								145,870		150,218
258	240121	CORP-Com Relations	Mgr Ext Affairs (State)	5/24/2021								109,200		112,445
259	245101	NORR-Production	Sr Supervisor Production	6/14/2021								87,630		90,251
260	240305	CORP-Admin & Gen	VP Operations (Large1)	6/21/2021								226,595		233,355
261	242103	MCMR-Cust Service	Supvr Field Operations	6/14/2021								76,211		78,478
262	240113	CORP-Info Systems	Specialist, Technology Field Services	7/12/2021								83,200		85,675
263	240120	CORP-Bus Dev	Dir Business Development	7/19/2021								193,794		199,576
264	241106	PITT-Field Services	Supvr Field Operations	7/19/2021								77,251		79,560
265	240114	CORP-Engineering	Engineering Project Manager	9/7/2021								82,410		84,864
266	240114	CORP-Engineering	Engineer	9/13/2021								58,198		59,925
267	240121	CORP-Com Relations	External Affairs Specialist III (State)	9/27/2021								83,990		86,486
268	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	9/27/2021								166,858		171,829
269	240117	CORP-Water Quality	Supvr WQ & Env Compliance	10/18/2021								69,992		72,072
270	246151	MECH-ProdWestShore	Supvr Production	11/22/2021								73,507		75,691
271	240114	CORP-Engineering	Engineer - To Be Filled	7/1/2022								73,500		75,691
272	240114	CORP-Engineering	Sr Engineering Technician - To Be Filled	7/1/2022								73,500		75,691
273	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022								95,500		98,342
274	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022								95,500		98,342
275	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022								95,500		98,342
276	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022								111,500		114,816
277	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - To Be Filled	3/31/2022								95,500		98,342
278	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022								111,500		114,816
279	240306	CORPORATE - Field Services	Supvr Field Operations - To Be Filled	2/14/2022								72,000		74,152
280	249106	WILK-Field Services	Supvr Field Operations - To Be Filled	3/21/2022								59,113		60,882
281	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022								95,500		98,342
282	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022								111,500		114,816
283	240121	CORP-Com Relations	Sr Mgr, Government and External Affairs - To Be Filled	1/10/2022								135,000		139,027
284	241106	PITT-Field Services	Supervisor Field Operations - To Be Filled	1/3/2022								78,000		80,330
285	242106	McMR-Field Services	Supvr Field Operations - To Be Filled	4/15/2022								82,500		84,968
286	240117	CORP-Water Quality	Mgr WQ & Env Compliance - To Be Filled	2/21/2022								110,000		113,277
287	241106	PITT-Field Services	Senior Supervisor, Operations Trainer - To Be Filled	7/1/2022								95,500		98,342
288	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022								111,500		114,816
289	240117	CORP-Water Quality	Supvr WQ & Env Compliance - To Be Filled	3/31/2022								82,500		84,968
290	240114	CORP-Engineering	Lead Business Operations Analyst - To Be Filled	7/1/2022								95,500		98,342
291	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022								83,000		85,467
292	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022								83,000		85,467
293	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022								83,000		85,467
294	240116	CORP-Maint Services	Automation & Controls Tech - To Be Filled	4/30/2022								73,500		75,691
			Total Non-Collective Bargaining Unit Salary		$0	$0	0.0	0.0	0.0	0.0	$0	$28,720,637	$0	$29,576,491
Collective Bargaining Unit														
1	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/20/1968	$461	$0	-	-	33.3	5.3	$2,241	$79,415	$2,285	$80,984
2	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	691	-	-	-	325.3	22.3	16,879	83,299	17,283	85,291
3	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	168	9	-	-	147.2	67.7	11,383	77,729	11,657	79,611
4	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	485	-	-	-	191.5	-	9,057	74,876	9,273	76,657
5	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	39	-	-	-	13.1	7.3	1,096	67,325	1,123	69,001
6	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	8/3/1981	6,268	-	-	-	456.8	114.8	32,867	113,593	33,516	115,725
7	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	1,565	-	-	-	207.0	18.8	12,499	88,522	12,746	90,251
8	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	1,197	-	-	-	600.4	49.2	31,640	98,567	32,399	100,913
9	241152	PITT-Production Aldr	Operator U537P	8/31/1982	37	375	-	-	194.3	102.7	16,867	87,500	17,320	89,852
10	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	14	-	-	-	0.5	4.0	290	68,539	297	70,426
11	245203	YARD-Cust Service	Serviceperson F473Y	7/27/1983	24	-	66.5	-	39.8	-	4,010	70,161	4,100	71,733
12	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	715	-	-	-	446.3	62.7	25,347	92,189	25,951	94,380
13	246106	MECH-Field Services	Utility A U648R	12/8/1983	52	-	-	-	125.8	50.0	9,254	75,662	9,493	77,635

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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	2022	2023	2022	2023
14	241106	PITT-Field Services	Service Crew Driver U537P	3/20/1984	32.23	39,599	67,296	33.11	34.01	69,134	71,013
15	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	31.94	25,114	66,691	32.82	33.72	68,528	70,407
16	243301	BUTL-Production	Operator U537O	11/2/1984	35.93	20,934	75,022	36.74	37.47	76,713	78,237
17	249103	WILK-Cust Service	Serviceperson U648S	12/10/1984	30.92	4,660	64,561	31.67	32.43	66,127	67,714
18	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	32.24	19,313	67,317	33.13	34.04	69,175	71,076
19	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	30.56	25,076	63,809	31.29	32.04	65,334	66,900
20	241103	PITT-Cust Service	Meter Serviceman U537P	5/6/1985	31.81	24	66,419	32.68	33.58	68,236	70,115
21	242106	MCMR-Field Services	Backhoe Operator U537O	5/6/1985	34.80	19,242	72,662	35.58	36.30	74,291	75,794
22	245101	NORR-Production	Plant Operator F473N	10/21/1985	34.88	9,656	72,830	35.73	36.60	74,604	76,421
23	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	32.14	53,608	67,109	33.02	33.92	68,946	70,825
24	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	30.07	20,245	62,786	30.80	31.54	64,310	65,856
25	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	30.56	18,981	63,809	31.29	32.04	65,334	66,900
26	241152	PITT-Production Aldr	Operator U537P	5/19/1986	32.74	18,401	68,361	33.63	34.54	70,219	72,120
27	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	35.05	23,267	73,185	35.83	36.55	74,813	76,317
28	241103	PITT-Cust Service	Meter Repair Person U537P, U648S	8/4/1986	31.73	95	66,252	32.60	33.50	68,069	69,948
29	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	30.56	41,159	63,809	31.29	32.04	65,334	66,900
30	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	30.92	20,260	64,561	31.67	32.43	66,127	67,714
31	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	30.92	9,646	64,561	31.67	32.43	66,127	67,714
32	243106	NEWC-Field Services	Backhoe Operator U537O	12/4/1986	34.80	23,851	72,662	35.58	36.30	74,291	75,794
33	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	30.31	20,092	63,287	31.04	31.79	64,812	66,378
34	242106	MCMR-Field Services	Backhoe Operator U537O	1/21/1987	34.80	8,253	72,662	35.58	36.30	74,291	75,794
35	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	2/2/1987	34.88	25,015	72,830	35.66	36.37	74,458	75,941
36	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	30.99	35,565	64,707	31.73	32.49	66,252	67,839
37	243103	NEWC-Cust Service	Meter Reader U537O	4/7/1987	34.47	975	71,973	35.25	35.95	73,602	75,064
38	242306	UNTN-Field Services	Distribution System Serviceperson U537O	5/11/1987	34.63	8,953	72,307	35.41	36.12	73,936	75,419
39	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	30.99	29,746	64,707	31.73	32.49	66,252	67,839
40	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	29.48	9,146	61,554	30.19	30.92	63,037	64,561
41	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	30.56	27,222	63,809	31.29	32.04	65,334	66,900
42	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	30.74	22,302	64,185	31.48	32.24	65,730	67,317
43	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	30.74	10,445	64,185	31.48	32.24	65,730	67,317
44	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	30.56	20,637	63,809	31.29	32.04	65,334	66,900
45	241106	PITT-Field Services	Service Crew Driver U537P	8/31/1987	32.23	66,190	67,296	33.11	34.01	69,134	71,013
46	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	30.32	1,175	63,308	31.05	31.79	64,832	66,378
47	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	32.14	48,252	67,108	33.02	33.92	68,946	70,825
48	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	30.99	24,436	64,707	31.73	32.49	66,252	67,839
49	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	30.99	31,075	64,707	31.73	32.49	66,252	67,839
50	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	30.94	12,369	64,603	31.69	32.46	66,169	67,776
51	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	30.92	5,711	64,561	31.67	32.43	66,127	67,714
52	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	31.70	97	66,190	32.57	33.47	68,006	69,885
53	243106	NEWC-Field Services	Backhoe Operator U537O	2/3/1988	35.05	14,995	73,185	35.83	36.55	74,813	76,317
54	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	29.73	10,240	62,076	30.44	31.17	63,559	65,083
55	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	32.24	12,718	67,317	33.12	34.02	69,155	71,034
56	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	30.99	19,510	64,707	31.73	32.49	66,252	67,839
57	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	30.07	240	62,786	30.80	31.54	64,310	65,856
58	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	30.92	20,919	64,561	31.67	32.43	66,127	67,714
59	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	30.56	29,956	63,810	31.29	32.04	65,334	66,900
60	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	35.14	5,940	73,373	35.93	36.64	75,022	76,505
61	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	29.31	945	61,199	30.02	30.74	62,682	64,185
62	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	5/15/1989	30.94	10,240	64,603	31.69	32.46	66,169	67,776
63	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	30.94	12,313	64,603	31.69	32.46	66,169	67,776
64	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	30.32	856	63,308	31.05	31.79	64,832	66,378
65	249160	WILK-Watres	Plant Operator U648S	7/3/1989	30.94	13,576	64,603	31.69	32.46	66,169	67,776
66	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	30.94	7,389	64,603	31.69	32.46	66,169	67,776
67	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	30.32	11,126	63,308	31.05	31.79	64,832	66,378
68	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	29.73	16,816	62,076	30.44	31.17	63,559	65,083
69	246106	MECH-Field Services	Utility A U648R	9/25/1989	30.97	5,001	64,665	32.51	33.47	67,881	69,885
70	245106	NORR-Field Services	Working Foreman F473N	10/16/1989	33.52	2,377	69,990	34.35	35.20	71,723	73,498
71	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	34.63	315	72,307	35.41	36.12	73,936	75,419
72	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	31.70	1	66,190	32.57	33.47	68,006	69,885
73	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	30.94	12,606	64,603	31.69	32.46	66,169	67,776
74	243306	BUTL-Field Services	General Serviceman/Person U537O	11/20/1989	34.63	903	72,307	35.41	36.12	73,936	75,419
75	241406	STNW-Field Service	Foreperson	1/8/1990	34.33	3,238	71,681	34.88	35.66	72,829	74,458

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					Gross Labor											
							Overtime Hours					2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
14	241106	PITT-Field Services	Service Crew Driver U537P	3/20/1984	7,642	-	-	-	763.3	37.7	40,673	117,448	41,771	120,426
15	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	3,067	-	-	-	450.3	53.4	25,802	97,397	26,506	99,980
16	243301	BUTL-Production	Operator U537O	11/2/1984	354	249	-	184.0	193.7	30.0	21,404	98,721	21,828	100,669
17	249103	WILK-Cust Service	Serviceperson U648S	12/10/1984	80	-	-	-	86.8	9.1	4,772	70,979	4,885	72,678
18	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	50	-	-	-	368.2	20.7	19,841	89,066	20,381	91,506
19	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	968	-	-	-	462.0	60.8	25,671	91,972	26,282	94,149
20	241103	PITT-Cust Service	Meter Serviceman U537P	5/6/1985	-	-	-	-	0.5	-	25	68,261	25	70,140
21	242106	MCMR-Field Services	Backhoe Operator U537O	5/6/1985	5,309	-	-	-	260.4	79.2	19,670	99,271	20,066	101,169
22	245101	NORR-Production	Plant Operator F473N	10/21/1985	-	31	-	-	175.8	5.7	9,889	84,525	10,129	86,581
23	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	8,720	-	-	-	946.3	119.9	55,069	132,734	56,562	136,107
24	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	800	-	-	-	440.3	4.3	20,733	85,843	21,228	87,883
25	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	728	-	-	-	341.3	52.5	19,432	85,493	19,895	87,522
26	241152	PITT-Production Aldr	Operator U537P	5/19/1986	36	390	-	-	261.5	82.7	18,898	89,543	19,405	91,951
27	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	5,924	-	-	-	313.8	93.8	23,780	104,518	24,254	106,495
28	241103	PITT-Cust Service	Meter Repair Person U537P, U648S	8/4/1986	-	-	-	-	2.0	-	98	68,167	101	70,049
29	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	1,387	-	-	-	741.5	112.7	42,135	108,855	43,138	111,425
30	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	400	114	-	-	337.8	72.3	20,748	87,390	21,244	89,472
31	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	227	-	-	-	156.2	37.7	9,878	76,232	10,113	78,054
32	243106	NEWC-Field Services	Backhoe Operator U537O	12/4/1986	5,468	-	-	-	355.7	73.3	24,381	104,141	24,871	106,134
33	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	795	-	-	-	403.0	27.0	20,572	86,179	21,066	88,239
34	242106	MCMR-Field Services	Backhoe Operator U537O	1/21/1987	2,211	-	-	-	102.7	40.0	8,436	84,938	8,604	86,610
35	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	2/2/1987	5,185	-	-	-	387.2	65.5	25,570	105,214	26,075	107,201
36	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	1,157	-	-	-	618.8	105.3	36,408	103,817	37,273	106,270
37	243103	NEWC-Cust Service	Meter Reader U537O	4/7/1987	137	-	-	-	18.7	-	997	74,736	1,017	76,217
38	242306	UNTN-Field Services	Distribution System Serviceperson U537O	5/11/1987	1,041	-	-	-	130.0	30.7	9,152	84,130	9,334	85,794
39	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	1,075	-	-	-	549.2	65.0	30,451	97,779	31,176	100,090
40	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	195	-	-	-	175.2	22.8	9,365	72,596	9,590	74,346
41	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	957	-	-	-	480.5	82.0	27,868	94,159	28,532	96,389
42	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	888	-	-	-	417.2	47.5	22,835	89,453	23,383	91,588
43	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	413	-	-	-	198.2	19.8	10,694	76,838	10,950	78,681
44	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	797	-	-	-	386.7	45.3	21,126	87,257	21,629	89,326
45	241106	PITT-Field Services	Service Crew Driver U537P	8/31/1987	8,598	-	-	-	1,119.0	182.2	67,987	145,719	69,826	149,437
46	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	19	-	-	-	15.3	7.8	1,203	66,054	1,231	67,627
47	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	7,109	-	-	-	827.4	125.3	49,565	125,620	50,908	128,842
48	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	952	-	-	-	445.3	57.8	25,016	92,220	25,611	94,403
49	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	1,083	-	-	-	568.2	72.0	31,812	99,147	32,569	101,491
50	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	213	10	-	-	180.3	62.9	12,667	79,059	12,972	80,972
51	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	216	-	-	-	110.3	8.5	5,848	72,191	5,987	73,917
52	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	-	-	-	-	2.0	-	99	68,105	102	69,987
53	243106	NEWC-Field Services	Backhoe Operator U537O	2/3/1988	3,500	-	-	-	241.2	31.2	15,326	93,639	15,631	95,448
54	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	187	-	-	-	174.5	40.0	10,483	74,228	10,732	76,002
55	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	2,100	-	-	-	261.3	-	13,063	84,317	13,415	86,549
56	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	683	-	-	-	367.0	37.8	19,973	86,909	20,449	88,971
57	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	20	-	-	-	5.2	-	246	64,576	252	66,127
58	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	563	-	-	-	349.7	73.7	21,423	88,113	21,934	90,210
59	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	1,069	-	-	-	576.8	54.8	30,668	97,071	31,399	99,368
60	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	1,330	-	-	-	86.7	18.9	6,073	82,426	6,192	84,027
61	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	52	-	-	-	21.1	-	967	63,701	990	65,227
62	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	5/15/1989	168	11	-	-	205.3	10.3	10,486	76,834	10,739	78,695
63	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	328	818	-	-	251.2	9.5	12,610	79,924	12,915	81,837
64	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	36	-	-	-	18.8	-	877	65,745	898	67,311
65	249160	WILK-Watres	Plant Operator U648S	7/3/1989	419	495	-	-	212.7	58.0	13,902	80,985	14,237	82,927
66	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	80	6	-	-	84.8	54.5	7,566	73,822	7,748	75,611
67	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	525	-	-	-	238.3	3.5	11,393	76,750	11,662	78,565
68	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	296	-	-	-	289.8	63.7	17,215	81,070	17,625	83,004
69	246106	MECH-Field Services	Utility A U648R	9/25/1989	50	-	-	-	86.3	15.3	5,247	73,178	5,401	75,336
70	245106	NORR-Field Services	Working Foreman F473N	10/16/1989	42	-	10.5	-	40.0	-	2,435	74,200	2,495	76,035
71	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	56	-	-	-	6.0	-	322	74,314	328	75,802
72	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	-	-	-	-	-	-	1	68,007	1	69,886
73	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	133	1,324	-	-	210.7	44.2	12,909	80,535	13,221	82,454
74	243306	BUTL-Field Services	General Serviceman/Person U537O	11/20/1989	153	-	-	-	11.3	4.5	923	75,012	942	76,513
75	241406	STNW-Field Service	Foreperson	1/8/1990	-	-	4.0	-	59.6	-	3,290	76,119	3,363	77,821

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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	2022	2023	2022	2023
76	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	30.94	8,781	64,603	31.69	32.46	66,169	67,776
77	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	2/5/1990	34.63	1,154	72,307	35.41	36.12	73,936	75,419
78	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	31.17	21,245	65,083	31.92	32.68	66,649	68,236
79	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	34.89	10,103	72,861	35.69	36.60	74,531	76,431
80	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	34.74	676	72,537	35.54	36.45	74,208	76,108
81	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	30.94	14,258	64,603	31.69	32.46	66,169	67,776
82	242106	MCMR-Field Services	Pipeline Inspector U537O	7/31/1990	35.12	19,021	73,331	35.91	36.63	74,980	76,484
83	245101	NORR-Production	Plant Operator F473N	8/24/1990	33.93	14,731	70,846	34.78	35.65	72,621	74,437
84	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	31.17	42,849	65,083	31.92	32.68	66,649	68,236
85	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	4/9/1991	30.94	7,925	64,603	31.69	32.46	66,169	67,776
86	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	32.49	3,612	67,839	33.38	34.29	69,697	71,598
87	242106	MCMR-Field Services	Utility Person U537O	6/1/1991	34.53	5,480	72,099	35.31	36.01	73,727	75,189
88	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	32.22	11,594	67,275	33.10	34.00	69,113	70,992
89	245206	YARD-Field Services	Working Foreperson	8/1/1991	31.80	7,784	66,398	32.52	33.25	67,902	69,426
90	249106	WILK-Field Services	Dump Truck Driver U648S	8/4/1991	30.56	15,301	63,809	31.29	32.04	65,334	66,900
91	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	29.73	27,452	62,076	30.44	31.17	63,559	65,083
92	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	30.07	21,368	62,786	30.80	31.54	64,310	65,856
93	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	29.73	18,525	62,076	30.44	31.17	63,559	65,083
94	242106	MCMR-Field Services	Subforeman U537O	8/26/1991	34.78	3,953	72,621	35.56	36.27	74,249	75,732
95	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	31.17	20,330	65,083	31.92	32.68	66,649	68,236
96	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	30.94	11,694	64,603	31.69	32.46	66,169	67,776
97	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	32.17	6,517	67,171	33.05	33.96	69,008	70,908
98	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	29.31	7,466	61,199	30.02	30.74	62,682	64,185
99	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	30.94	9,879	64,603	31.69	32.46	66,169	67,776
100	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	30.94	11,106	64,603	31.69	32.46	66,169	67,776
101	249151	WILK-Brownell	Plant Operator U648S	9/14/1992	30.94	14,233	64,603	31.69	32.46	66,169	67,776
102	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	30.94	4,720	64,603	31.69	32.46	66,169	67,776
103	243306	BUTL-Field Services	Backhoe Operator U537O	8/30/1993	35.05	14,680	73,185	35.83	36.55	74,813	76,317
104	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	30.94	10,665	64,603	31.69	32.46	66,169	67,776
105	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	34.64	5,105	72,328	35.44	36.36	73,999	75,920
106	240306	CORP-Field Service	Pipeline Inspector U537P	3/24/1994	32.21	19,093	67,255	33.09	33.99	69,092	70,971
107	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	31.70	-	66,190	32.57	33.47	68,006	69,885
108	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	30.93	467	64,582	31.70	32.49	66,190	67,839
109	241401	STNW-Production	Lead Plant Operator	9/1/1994	32.32	17,349	67,484	32.87	33.61	68,633	70,178
110	249156	WILK-Forest City	Plant Operator U648S	4/24/1995	30.94	4,165	64,603	31.69	32.46	66,169	67,776
111	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	30.97	120	64,665	31.89	32.84	66,586	68,570
112	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	30.97	322	64,665	31.89	32.84	66,586	68,570
113	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	35.05	12,696	73,185	35.83	36.55	74,813	76,317
114	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	35.84	22,630	74,834	36.64	37.56	76,504	78,425
115	243306	BUTL-Field Services	Pipeline Inspector U537O	12/9/1996	35.12	32,102	73,331	35.91	36.63	74,981	76,484
116	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	30.97	2,895	64,665	32.85	33.82	68,591	70,616
117	244103	INDI-Cust Service	Utility Person U537O	5/12/1997	34.78	72	72,621	35.56	36.26	74,250	75,711
118	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	34.53	307	72,099	35.31	36.01	73,727	75,189
119	242106	MCMR-Field Services	Subforeman U537O	6/23/1997	35.03	14,740	73,143	35.81	36.52	74,771	76,254
120	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	35.05	27,131	73,185	35.83	36.55	74,813	76,317
121	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	30.94	9,152	64,603	31.69	32.46	66,169	67,776
122	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	30.94	10,002	64,603	31.69	32.46	66,169	67,776
123	242206	MONVA-Field Services	Pipeline Inspector U537O	10/14/1997	35.12	11,666	73,331	35.91	36.63	74,980	76,483
124	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	35.93	10,884	75,022	36.74	37.47	76,713	78,237
125	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	11/25/1997	34.88	3,264	72,830	35.66	36.37	74,458	75,941
126	243106	NEWC-Field Services	Pipeline Inspector U537O	4/23/1998	35.12	21,366	73,331	35.91	36.63	74,980	76,484
127	243301	BUTL-Production	Operator U537O	5/4/1998	35.93	23,777	75,022	36.74	37.47	76,713	78,237
128	240306	CORP-Field Service	Pipeline Inspector U537P	7/6/1998	32.21	24,321	67,255	33.09	33.99	69,092	70,971
129	241106	PITT-Field Services	Dump Truck Driver U537P	8/10/1998	32.14	4,818	67,108	33.02	33.92	68,946	70,825
130	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	32.24	34,574	67,317	33.12	34.02	69,155	71,034
131	244506	WARR-Field Services	Distribution System Serviceperson U537O	10/29/1998	34.88	506	72,829	35.66	36.37	74,458	75,941
132	241152	PITT-Production Aldr	Operator U537P	11/16/1998	32.74	27,555	68,361	33.63	34.54	70,219	72,120
133	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	31.70	-	66,190	32.57	33.47	68,006	69,885
134	244206	PUNX-Field Services	Distribution System Serviceperson U537O	12/28/1998	34.88	4,284	72,830	35.66	36.37	74,458	75,941
135	241406	STNW-Field Service	Utility Person	3/3/1999	21.64	3,699	45,184	22.19	22.69	46,333	47,377
136	242106	MCMR-Field Services	Pipeline Inspector U537O	8/4/1999	34.87	13,152	72,809	35.66	36.38	74,458	75,961
137	244101	INDI-Production	Operator U537O	8/9/1999	35.93	14,549	75,022	36.74	37.47	76,713	78,237

Pennsylvania-American Water Company - Water Operations
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					Gross Labor											
							Overtime Hours					2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
76	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	45	22	-	-	106.6	60.7	8,992	75,228	9,208	77,053
77	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	2/5/1990	710	-	-	-	21.8	-	1,179	75,825	1,202	77,331
78	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	507	251	-	-	340.3	83.3	21,753	89,160	22,268	91,262
79	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	530	-	-	-	177.2	11.0	10,333	85,395	10,595	87,557
80	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	8	-	-	-	8.8	3.0	691	74,906	709	76,824
81	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	171	-	-	-	174.3	97.8	14,600	80,940	14,952	82,900
82	242106	MCMR-Field Services	Pipeline Inspector U537O	7/31/1990	3,633	-	-	-	318.8	29.5	19,445	98,059	19,832	99,949
83	245101	NORR-Production	Plant Operator F473N	8/24/1990	6	48	-	-	263.7	18.2	15,098	87,773	15,474	89,965
84	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	1,173	-	-	-	733.3	133.2	43,874	111,697	44,912	114,322
85	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	4/9/1991	176	13	-	-	128.2	31.0	8,116	74,474	8,311	76,277
86	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	10	-	-	-	73.5	-	3,710	73,418	3,810	75,418
87	242106	MCMR-Field Services	Utility Person U537O	6/1/1991	1,388	-	-	-	61.5	32.3	5,603	80,718	5,713	82,289
88	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	1,648	-	-	-	208.1	22.8	11,909	82,670	12,231	84,871
89	245206	YARD-Field Services	Working Foreperson	8/1/1991	68	-	63.0	-	120.3	-	7,959	75,929	8,137	77,631
90	249106	WILK-Field Services	Dump Truck Driver U648S	8/4/1991	635	-	-	-	289.3	32.0	15,665	81,633	16,038	83,572
91	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	1,059	-	-	-	533.8	58.7	28,104	92,721	28,774	94,916
92	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	669	-	-	-	470.8	-	21,883	86,863	22,406	88,931
93	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	355	-	-	-	307.5	78.8	18,965	82,878	19,417	84,854
94	242106	MCMR-Field Services	Subforeman U537O	8/26/1991	872	-	-	-	71.0	3.0	4,041	79,162	4,121	80,724
95	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	651	-	-	-	366.5	48.3	20,815	88,114	21,306	90,193
96	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	139	5	-	-	153.3	72.3	11,975	78,287	12,263	80,183
97	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	43	443	-	-	128.1	4.0	6,693	76,188	6,875	78,270
98	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	204	-	-	-	168.3	-	7,645	70,531	7,827	72,216
99	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	253	597	-	-	192.6	14.3	10,117	77,135	10,361	78,987
100	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	283	685	-	-	217.7	15.1	11,373	78,509	11,648	80,392
101	249151	WILK-Brownell	Plant Operator U648S	9/14/1992	156	369	-	-	238.4	49.7	14,576	81,270	14,928	83,230
102	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	32	354	-	-	101.0	-	4,834	71,388	4,951	73,113
103	243306	BUTL-Field Services	Backhoe Operator U537O	8/30/1993	3,047	-	-	-	184.8	68.8	15,003	92,864	15,302	94,666
104	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	91	-	-	-	134.3	70.2	10,921	77,180	11,184	79,051
105	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	569	-	-	-	88.7	6.8	5,222	79,790	5,357	81,846
106	240306	CORP-Field Service	Pipeline Inspector U537P	3/24/1994	4,264	-	-	-	387.8	3.8	19,611	92,967	20,142	95,377
107	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	-	-	-	-	-	-	-	68,006	-	69,885
108	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	-	-	-	-	4.7	4.0	479	66,668	490	68,329
109	241401	STNW-Production	Lead Plant Operator	9/1/1994	-	-	186.7	-	230.3	-	17,641	86,274	18,035	88,213
110	249156	WILK-Forest City	Plant Operator U648S	4/24/1995	51	-	-	-	62.6	20.0	4,266	70,485	4,369	72,196
111	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	6	-	-	-	2.5	-	124	66,716	127	68,703
112	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	6	-	-	-	6.8	-	331	66,924	341	68,917
113	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	2,893	-	-	-	175.8	47.5	12,976	90,682	13,234	92,444
114	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	902	-	-	-	389.7	21.3	23,132	100,538	23,709	103,036
115	243306	BUTL-Field Services	Pipeline Inspector U537O	12/9/1996	7,264	-	-	-	462.4	107.1	32,819	115,064	33,472	117,221
116	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	38	-	-	-	40.6	16.0	3,070	71,698	3,160	73,814
117	244103	INDI-Cust Service	Utility Person U537O	5/12/1997	-	-	-	-	1.3	-	73	74,323	74	75,786
118	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	56	-	-	-	5.8	-	314	74,097	320	75,565
119	242106	MCMR-Field Services	Subforeman U537O	6/23/1997	3,552	-	-	-	201.0	58.0	15,065	93,389	15,362	95,168
120	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	6,522	-	-	-	390.8	91.0	27,730	109,065	28,283	111,121
121	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	245	731	-	-	185.5	8.0	9,373	76,518	9,599	78,352
122	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	119	439	-	-	200.7	10.0	10,243	76,970	10,490	78,825
123	242206	MONVA-Field Services	Pipeline Inspector U537O	10/14/1997	2,311	-	-	-	188.2	23.3	11,926	89,217	12,162	90,957
124	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	600	54	-	-	186.5	10.5	11,127	88,494	11,347	90,238
125	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	11/25/1997	588	-	-	-	61.5	-	3,336	78,382	3,401	79,930
126	243106	NEWC-Field Services	Pipeline Inspector U537O	4/23/1998	2,419	-	-	-	393.8	6.3	21,842	99,242	22,277	101,180
127	243301	BUTL-Production	Operator U537O	5/4/1998	951	290	-	173.3	246.6	36.4	24,311	102,265	24,793	104,271
128	240306	CORP-Field Service	Pipeline Inspector U537P	7/6/1998	5,333	-	-	-	494.2	4.5	24,982	99,407	25,657	101,961
129	241106	PITT-Field Services	Dump Truck Driver U537P	8/10/1998	728	-	-	-	99.8	-	4,950	74,624	5,085	76,638
130	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	4,918	-	-	-	688.5	17.2	35,513	109,585	36,473	112,425
131	244506	WARR-Field Services	Distribution System Serviceperson U537O	10/29/1998	-	-	-	-	9.5	-	517	74,975	527	76,468
132	241152	PITT-Production Aldr	Operator U537P	11/16/1998	207	438	-	-	408.7	110.7	28,298	99,162	29,057	101,822
133	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	-	-	-	-	-	-	-	68,006	-	69,885
134	244206	PUNX-Field Services	Distribution System Serviceperson U537O	12/28/1998	522	-	-	-	55.2	19.5	4,379	79,360	4,466	80,928
135	241406	STNW-Field Service	Utility Person	3/3/1999	-	-	85.7	-	56.3	-	3,792	50,125	3,877	51,254
136	242106	MCMR-Field Services	Pipeline Inspector U537O	8/4/1999	3,658	-	-	-	200.0	37.0	13,447	91,564	13,717	93,336
137	244101	INDI-Production	Operator U537O	8/9/1999	228	232	-	96.0	156.8	24.0	14,875	92,049	15,170	93,867

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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	2022	2023	2022	2023
138	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	34.82	9,425	72,705	35.67	36.53	74,479	76,275
139	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	34.78	14,159	72,621	35.56	36.26	74,250	75,711
140	245106	NORR-Field Services	Utility Person A F473N	9/2/1999	31.68	3,376	66,148	32.47	33.27	67,797	69,468
141	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	34.78	4,970	72,621	35.56	36.26	74,249	75,711
142	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	32.24	102,175	67,317	33.12	34.02	69,155	71,034
143	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	32.14	10,977	67,108	33.02	33.92	68,946	70,825
144	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	31.17	3,875	65,083	31.92	32.68	66,649	68,236
145	244303	CLAR-Cust Service	Distribution System Serviceperson U537O	8/7/2000	34.63	1,378	72,307	35.41	36.12	73,936	75,419
146	243152	NEWC-Ellwood	Operator U537O	3/28/2001	35.93	14,565	75,022	36.74	37.47	76,713	78,237
147	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	34.78	385	72,622	35.56	36.26	74,251	75,712
148	241103	PITT-Cust Service	Meter Serviceman U537P	12/28/2001	31.81	800	66,419	32.68	33.58	68,236	70,115
149	246106	MECH-Field Services	Utility A U648R	1/21/2002	30.67	390	64,039	32.21	33.17	67,254	69,259
150	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	32.14	67,629	67,108	33.02	33.92	68,946	70,825
151	241106	PITT-Field Services	Service Crew Driver U537P	3/18/2002	32.23	34,347	67,296	33.11	34.01	69,134	71,013
152	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	29.73	28,663	62,076	30.44	31.17	63,559	65,083
153	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	35.05	5,906	73,185	35.83	36.55	74,813	76,317
154	243151	NEWC-New Castle	Operator U537O	6/4/2002	35.93	31,294	75,022	36.74	37.47	76,713	78,237
155	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	32.07	322	66,962	32.94	33.84	68,779	70,658
156	244406	KITT-Field Services	Subforeman U537O	11/11/2002	35.03	7,634	73,143	35.81	36.52	74,772	76,254
157	241106	PITT-Field Services	Utility Person U537P	11/12/2002	32.07	56,520	66,962	32.94	33.84	68,779	70,658
158	241103	PITT-Cust Service	Meter Serviceman U537P	4/14/2003	31.81	-	66,419	32.68	33.58	68,236	70,115
159	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	30.94	10,327	64,603	31.69	32.46	66,169	67,776
160	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	32.23	37,762	67,296	33.11	34.01	69,134	71,013
161	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	29.73	20,942	62,076	30.44	31.17	63,559	65,083
162	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	32.23	76,032	67,296	33.11	34.01	69,134	71,013
163	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2003	31.81	924	66,419	32.68	33.58	68,236	70,115
164	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	34.53	1,345	72,099	35.31	36.01	73,727	75,189
165	246106	MECH-Field Services	Utility A U648R	9/15/2003	30.97	1,580	64,665	32.51	33.47	67,881	69,885
166	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	31.17	15,638	65,083	31.92	32.68	66,649	68,236
167	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	35.69	12,580	74,521	36.49	37.22	76,191	77,715
168	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	32.02	26,846	66,858	32.89	33.79	68,674	70,554
169	245106	NORR-Field Services	Utility Person B F473N	1/17/2005	29.54	5,335	61,680	30.28	31.03	63,225	64,791
170	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	31.77	4,554	66,336	32.64	33.54	68,152	70,032
171	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	34.72	10,641	72,495	35.50	36.21	74,124	75,606
172	246106	MECH-Field Services	Utility Person U648R	8/8/2005	30.76	4,596	64,227	32.29	33.25	67,422	69,426
173	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	34.87	30,224	72,809	35.66	36.38	74,458	75,961
174	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	34.72	4,184	72,495	35.50	36.20	74,124	75,586
175	241106	PITT-Field Services	Utility Person U537P	9/19/2005	32.07	18,453	66,962	32.94	33.84	68,779	70,658
176	246106	MECH-Field Services	Utility A U648R	10/10/2005	30.97	13,847	64,665	32.51	33.47	67,881	69,885
177	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	34.78	5,001	72,621	35.56	36.26	74,250	75,711
178	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	34.53	14,525	72,099	35.31	36.01	73,727	75,189
179	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	29.48	16,656	61,554	30.19	30.92	63,037	64,561
180	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	30.92	4,729	64,561	31.67	32.43	66,127	67,714
181	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	10/25/2005	34.88	10,221	72,829	35.66	36.37	74,458	75,941
182	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	34.53	38	72,099	35.31	36.01	73,727	75,189
183	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	30.93	1,927	64,582	31.70	32.49	66,190	67,839
184	244206	PUNX-Field Services	Subforeman U537O	11/7/2005	34.78	1,592	72,621	35.56	36.27	74,249	75,732
185	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	31.81	2,063	66,419	32.68	33.58	68,236	70,115
186	242103	MCMR-Cust Service	General Serviceman/Person U537O	12/19/2005	34.63	782	72,307	35.41	36.12	73,936	75,419
187	241106	PITT-Field Services	Utility Person U537P	12/20/2005	31.77	11,261	66,336	32.64	33.54	68,152	70,032
188	240306	CORP-Field Service	Pipeline Inspector U537P	12/21/2005	32.21	31,166	67,254	33.09	33.99	69,092	70,971
189	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	32.13	27,944	67,088	33.01	33.91	68,925	70,804
190	244506	WARR-Field Services	Plant Operator/Utilityperson U5370	1/4/2006	35.93	1,498	75,022	36.74	37.47	76,713	78,237
191	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	32.24	32,144	67,317	33.12	34.02	69,155	71,034
192	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	34.53	5,194	72,099	35.31	36.01	73,727	75,189
193	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	31.83	29,008	66,461	32.71	33.61	68,298	70,178
194	241103	PITT-Cust Service	Meter Serviceman U537P	3/20/2006	31.81	3	66,419	32.68	33.58	68,236	70,115
195	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	29.48	15,849	61,554	30.19	30.92	63,037	64,561
196	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	29.48	7,104	61,554	30.19	30.92	63,037	64,561
197	241106	PITT-Field Services	Utility Person U537P	4/3/2006	32.07	20,211	66,962	32.94	33.84	68,779	70,658
198	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	31.84	26,610	66,482	32.72	33.62	68,319	70,199
199	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	35.14	2,551	73,372	35.93	36.64	75,022	76,504

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Compensation

					Gross Labor											
							Overtime Hours					2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
138	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	176	-	-	-	166.6	9.3	9,653	84,308	9,884	86,335
139	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	2,850	-	-	-	249.7	14.8	14,474	91,574	14,757	93,318
140	245106	NORR-Field Services	Utility Person A F473N	9/2/1999	42	-	10.6	-	36.5	20.4	3,460	71,299	3,544	73,054
141	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	1,159	-	-	-	68.6	19.3	5,080	80,489	5,179	82,050
142	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	14,040	-	-	-	1,699.3	301.9	104,949	188,144	107,787	192,861
143	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	1,624	-	-	-	174.3	39.4	11,276	81,846	11,583	84,032
144	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	16	-	-	-	66.8	11.5	3,967	70,633	4,061	72,313
145	244303	CLAR-Cust Service	Distribution System Serviceperson U537O	8/7/2000	155	-	-	-	18.5	5.8	1,409	75,500	1,437	77,011
146	243152	NEWC-Ellwood	Operator U537O	3/28/2001	59	272	-	154.7	129.0	8.6	14,893	91,937	15,188	93,756
147	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	56	-	-	-	3.0	3.3	393	74,700	401	76,169
148	241103	PITT-Cust Service	Meter Serviceman U537P	12/28/2001	7	-	-	-	6.0	8.0	822	69,064	844	70,966
149	246106	MECH-Field Services	Utility A U648R	1/21/2002	6	-	-	-	8.4	-	410	67,671	422	69,687
150	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	9,750	-	-	-	1,207.8	141.4	69,472	148,168	71,357	151,932
151	241106	PITT-Field Services	Service Crew Driver U537P	3/18/2002	4,419	-	-	-	579.6	95.0	35,279	108,832	36,232	111,664
152	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	1,019	-	-	-	541.5	72.8	29,343	93,920	30,042	96,144
153	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	1,217	-	-	-	105.0	4.8	6,036	82,066	6,156	83,690
154	243151	NEWC-New Castle	Operator U537O	6/4/2002	134	360	-	178.7	296.3	99.3	31,996	109,203	32,628	111,359
155	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	116	-	-	-	6.2	-	330	69,225	339	71,112
156	244406	KITT-Field Services	Subforeman U537O	11/11/2002	1,748	-	-	-	117.3	20.0	7,803	84,323	7,956	85,958
157	241106	PITT-Field Services	Utility Person U537P	11/12/2002	6,558	848	-	-	817.2	263.4	58,045	134,230	59,622	137,686
158	241103	PITT-Cust Service	Meter Serviceman U537P	4/14/2003	-	358	-	-	-	-	-	68,594	-	70,473
159	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	248	643	-	-	205.0	12.0	10,576	77,636	10,831	79,499
160	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	7,049	-	-	-	701.9	56.3	38,788	114,970	39,837	117,899
161	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	797	-	-	-	414.5	39.2	21,439	85,796	21,950	87,831
162	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	7,951	-	-	-	1,255.3	232.4	78,098	155,183	80,211	159,175
163	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2003	-	-	-	-	8.5	8.0	949	69,185	975	71,090
164	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	269	552	-	-	9.5	12.3	1,375	75,923	1,402	77,412
165	246106	MECH-Field Services	Utility A U648R	9/15/2003	19	-	-	-	21.2	9.5	1,658	69,558	1,707	71,611
166	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	723	-	-	-	295.0	27.8	16,012	83,383	16,390	85,349
167	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	1,142	48	-	26.7	159.7	38.5	12,860	90,242	13,115	92,021
168	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	191	-	-	-	513.3	31.0	27,570	96,435	28,319	99,063
169	245106	NORR-Field Services	Utility Person B F473N	1/17/2005	142	-	19.3	-	93.0	10.5	5,468	68,835	5,603	70,536
170	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	29	-	-	-	89.3	4.0	4,677	72,859	4,805	74,866
171	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	824	-	-	-	180.4	16.2	10,877	85,825	11,092	87,522
172	246106	MECH-Field Services	Utility Person U648R	8/8/2005	103	-	-	-	72.9	19.8	4,824	72,349	4,967	74,496
173	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	4,817	-	-	-	551.2	17.5	30,905	110,180	31,526	112,304
174	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	724	-	-	-	61.3	13.7	4,277	79,126	4,361	80,671
175	241106	PITT-Field Services	Utility Person U537P	9/19/2005	2,357	-	-	-	381.5	-	18,951	90,086	19,466	92,480
176	246106	MECH-Field Services	Utility A U648R	10/10/2005	168	-	-	-	195.3	75.8	14,532	82,581	14,958	85,012
177	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	1,138	-	-	-	72.3	17.0	5,112	80,500	5,212	82,061
178	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	3,393	-	-	-	237.2	30.3	14,850	91,970	15,142	93,723
179	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	691	-	-	-	348.5	18.7	17,054	80,781	17,463	82,715
180	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	32	-	-	-	88.4	9.3	4,842	71,001	4,957	72,703
181	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	10/25/2005	1,061	217	-	-	148.2	33.5	10,447	86,183	10,652	87,871
182	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	-	-	-	-	0.7	-	39	73,766	40	75,228
183	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	-	-	-	-	30.5	8.0	1,975	68,164	2,023	69,862
184	244206	PUNX-Field Services	Subforeman U537O	11/7/2005	279	-	-	-	20.0	7.8	1,628	76,156	1,660	77,671
185	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	23	-	-	-	21.0	16.3	2,119	70,377	2,177	72,314
186	242103	MCMR-Cust Service	General Serviceman/Person U537O	12/19/2005	67	-	-	-	11.0	3.0	800	74,803	816	76,301
187	241106	PITT-Field Services	Utility Person U537P	12/20/2005	1,664	-	-	-	233.9	-	11,566	81,382	11,882	83,577
188	240306	CORP-Field Service	Pipeline Inspector U537P	12/21/2005	6,809	-	-	-	640.9	-	32,012	107,913	32,877	110,657
189	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	5,265	-	-	-	539.8	26.9	28,703	102,894	29,480	105,550
190	244506	WARR-Field Services	Plant Operator/Utilityperson U5370	1/4/2006	199	-	-	-	19.3	6.2	1,531	78,443	1,561	79,997
191	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	6,217	-	-	-	634.5	19.3	33,016	108,388	33,907	111,158
192	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	1,285	-	-	-	80.3	14.5	5,311	80,323	5,415	81,889
193	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	4,022	-	-	-	567.4	27.5	29,806	102,126	30,621	104,821
194	241103	PITT-Cust Service	Meter Serviceman U537P	3/20/2006	-	-	-	-	-	-	3	68,239	3	70,118
195	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	696	-	-	-	312.8	32.5	16,228	79,961	16,618	81,875
196	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	275	233	-	-	148.8	8.0	7,273	70,817	7,448	72,516
197	241106	PITT-Field Services	Utility Person U537P	4/3/2006	3,003	-	-	-	386.6	23.4	20,756	92,538	21,320	94,982
198	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	3,776	463	-	-	446.8	79.7	27,340	99,899	28,086	102,524
199	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	403	-	-	-	27.8	15.0	2,608	78,033	2,659	79,566

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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	2022	2023	2022	2023
200	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	35.14	5,726	73,374	35.93	36.64	75,024	76,506
201	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	34.53	8,791	72,099	35.31	36.01	73,727	75,189
202	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	29.73	35,383	62,077	30.44	31.17	63,559	65,083
203	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	30.92	9,900	64,561	31.67	32.43	66,127	67,714
204	241106	PITT-Field Services	Utility Person U537P	5/10/2006	31.77	3,341	66,336	32.64	33.54	68,152	70,032
205	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	32.23	30,342	67,296	33.11	34.01	69,134	71,013
206	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	31.17	26,668	65,083	31.92	32.68	66,649	68,236
207	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	33.67	8,971	70,303	34.43	35.20	71,890	73,498
208	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	35.93	2,132	75,022	36.74	37.47	76,713	78,237
209	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	31.77	14,751	66,336	32.64	33.54	68,152	70,032
210	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	31.17	16,052	65,083	31.92	32.68	66,649	68,236
211	244406	KITT-Field Services	Utility Person U537O	6/2/2006	34.53	1,414	72,099	35.31	36.01	73,727	75,189
212	245103	NORR-Cust Service	Serviceperson F473N	6/19/2006	30.93	26,779	64,582	31.70	32.49	66,190	67,839
213	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	31.81	293	66,419	32.68	33.58	68,236	70,115
214	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	30.92	10,587	64,561	31.67	32.43	66,127	67,714
215	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	30.94	4,546	64,603	31.69	32.46	66,169	67,776
216	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	34.53	1,911	72,099	35.31	36.01	73,727	75,189
217	241106	PITT-Field Services	Utility Person U537P	7/17/2006	31.77	22,062	66,336	32.64	33.54	68,152	70,032
218	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	34.78	6,107	72,621	35.56	36.26	74,250	75,711
219	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	34.78	12,793	72,621	35.56	36.26	74,250	75,711
220	246106	MECH-Field Services	Utility Person U648R	11/13/2006	30.76	10,544	64,227	32.29	33.25	67,422	69,426
221	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	30.94	11,923	64,603	31.69	32.46	66,169	67,776
222	241106	PITT-Field Services	Utility Person U537P	3/5/2007	32.07	28,300	66,962	32.94	33.84	68,779	70,658
223	241106	PITT-Field Services	Utility Person U537P	3/5/2007	32.07	28,439	66,962	32.94	33.84	68,779	70,658
224	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	34.75	5,181	72,558	35.53	36.23	74,187	75,648
225	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007	35.69	14,084	74,521	36.49	37.22	76,191	77,715
226	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	29.48	10,437	61,554	30.19	30.92	63,037	64,561
227	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	29.48	19,932	61,554	30.19	30.92	63,037	64,561
228	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	29.48	9,399	61,554	30.19	30.92	63,037	64,561
229	249106	WILK-Field Services	Regulation Crew Leader U648S	6/25/2007	31.17	14,656	65,083	31.92	32.68	66,649	68,236
230	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	30.92	15,840	64,561	31.67	32.43	66,127	67,714
231	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	31.17	4,449	65,083	31.92	32.68	66,649	68,236
232	246106	MECH-Field Services	Utility Person U648R	7/9/2007	30.76	2,442	64,227	32.29	33.25	67,422	69,426
233	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	30.97	5,684	64,665	31.89	32.84	66,586	68,570
234	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	27.89	8,196	58,234	29.34	30.21	61,262	63,078
235	249106	WILK-Field Services	M/C Crew Leader U648S	7/16/2007	31.17	19,617	65,084	31.92	32.68	66,650	68,236
236	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	30.07	2,091	62,786	30.80	31.54	64,310	65,856
237	241106	PITT-Field Services	Utility Person U537P	7/23/2007	31.77	36,966	66,336	32.64	33.54	68,152	70,032
238	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	31.77	7,135	66,336	32.64	33.54	68,152	70,032
239	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	30.93	2,927	64,582	31.70	32.49	66,190	67,839
240	245106	NORR-Field Services	Utility Person A F473N	8/6/2007	31.68	11,167	66,148	32.47	33.27	67,797	69,468
241	244101	INDI-Production	Operator U537O	8/13/2007	35.93	20,755	75,022	36.74	37.47	76,713	78,237
242	249106	WILK-Field Services	M/C Utility Person U648S	8/20/2007	29.48	12,826	61,554	30.19	30.92	63,037	64,561
243	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	32.24	396	67,317	33.12	34.02	69,155	71,034
244	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	30.07	410	62,786	30.80	31.54	64,310	65,856
245	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	30.94	10,397	64,603	31.69	32.46	66,169	67,776
246	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	34.78	892	72,621	35.56	36.27	74,249	75,732
247	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	34.92	23,980	72,903	35.72	36.63	74,574	76,474
248	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	10/1/2007	34.63	7,474	72,307	35.41	36.12	73,936	75,419
249	245201	YARD-Production	Plant Operator F473Y	10/8/2007	32.05	13,819	66,920	32.77	33.51	68,424	69,969
250	241106	PITT-Field Services	Utility Person U537P	10/22/2007	32.07	2,009	66,962	32.94	33.84	68,779	70,658
251	249106	WILK-Field Services	M/C Utility Person U648S	10/22/2007	29.48	12,594	61,554	30.19	30.92	63,037	64,561
252	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	34.78	15,622	72,621	35.56	36.26	74,249	75,711
253	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	29.73	16,745	62,076	30.44	31.17	63,559	65,083
254	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	32.24	3,777	67,317	33.12	34.02	69,155	71,034
255	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	30.92	12,865	64,561	31.67	32.43	66,127	67,714
256	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	34.53	16,971	72,099	35.31	36.01	73,727	75,189
257	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	31.41	15,689	65,584	33.57	34.55	70,094	72,140
258	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	34.53	3,950	72,099	35.31	36.01	73,727	75,189
259	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	29.73	6,917	62,076	30.44	31.17	63,559	65,083
260	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	30.94	5,941	64,603	31.69	32.46	66,169	67,776
261	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	31.77	1,081	66,336	32.64	33.54	68,152	70,032

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					Gross Labor											
							Overtime Hours						2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
200	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	1,512	-	-	-	74.9	24.7	5,854	82,390	5,969	83,988
201	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	1,871	-	-	-	142.7	19.2	8,988	84,587	9,165	86,225
202	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	1,269	-	-	-	686.8	76.5	36,223	101,052	37,087	103,440
203	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	568	-	-	-	212.0	-	10,138	76,833	10,380	78,662
204	241106	PITT-Field Services	Utility Person U537P	5/10/2006	163	-	-	-	69.4	-	3,431	71,747	3,525	73,720
205	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	1,986	-	-	-	470.3	113.8	31,163	102,283	32,003	105,002
206	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	736	-	-	-	484.0	61.5	27,304	94,690	27,950	96,922
207	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	268	-	-	-	176.3	-	9,172	81,329	9,375	83,141
208	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	336	-	-	-	30.8	6.3	2,180	79,229	2,223	80,796
209	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	63	64	-	-	282.5	18.5	15,152	83,431	15,567	85,725
210	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	120	-	-	-	283.6	42.2	16,434	83,203	16,821	85,177
211	244406	KITT-Field Services	Utility Person U537O	6/2/2006	244	-	-	-	15.7	8.5	1,445	75,416	1,474	76,906
212	245103	NORR-Cust Service	Serviceperson F473N	6/19/2006	414	-	13.9	-	466.0	73.8	27,442	94,045	28,122	96,375
213	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	14	-	-	-	6.0	-	301	68,550	309	70,438
214	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	536	-	-	-	214.5	9.0	10,842	77,505	11,100	79,350
215	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	75	-	-	-	70.2	20.2	4,655	70,899	4,767	72,618
216	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	314	-	-	-	21.0	11.8	1,954	75,995	1,993	77,495
217	241106	PITT-Field Services	Utility Person U537P	7/17/2006	2,995	-	-	-	412.0	35.9	22,663	93,810	23,283	96,310
218	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	1,233	-	-	-	103.8	9.2	6,243	81,725	6,365	83,309
219	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	2,621	-	-	-	179.2	48.0	13,078	89,949	13,333	91,666
220	246106	MECH-Field Services	Utility Person U648R	11/13/2006	129	-	-	-	183.7	32.4	11,064	78,615	11,391	80,946
221	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	309	709	-	-	239.0	12.0	12,210	79,398	12,505	81,300
222	241106	PITT-Field Services	Utility Person U537P	3/5/2007	4,782	-	-	-	572.8	8.8	29,063	102,624	29,852	105,292
223	241106	PITT-Field Services	Utility Person U537P	3/5/2007	5,320	-	-	-	540.1	34.9	29,204	103,303	29,996	105,974
224	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	738	-	-	-	70.5	20.8	5,296	80,221	5,399	81,786
225	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007	752	67	-	29.3	196.3	30.5	14,398	91,408	14,684	93,219
226	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	504	-	-	-	226.2	6.0	10,686	74,227	10,943	76,008
227	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	867	-	-	-	379.3	51.2	20,409	84,313	20,899	86,327
228	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	259	-	-	-	165.3	34.0	9,623	72,918	9,854	74,673
229	249106	WILK-Field Services	Regulation Crew Leader U648S	6/25/2007	541	-	-	-	296.5	11.5	15,007	82,197	15,363	84,140
230	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	624	-	-	-	315.0	18.0	16,222	82,973	16,608	84,946
231	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	91	1,139	-	-	48.3	34.0	4,555	72,433	4,661	74,127
232	246106	MECH-Field Services	Utility Person U648R	7/9/2007	42	-	-	-	36.2	12.1	2,563	70,026	2,638	72,106
233	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	13	-	-	-	112.4	6.5	5,851	72,450	6,024	74,606
234	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	92	-	-	-	147.7	34.5	8,617	69,971	8,870	72,040
235	249106	WILK-Field Services	M/C Crew Leader U648S	7/16/2007	728	-	-	-	385.7	23.0	20,085	87,463	20,560	89,524
236	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	67	-	-	-	34.7	8.5	2,141	66,518	2,192	68,115
237	241106	PITT-Field Services	Utility Person U537P	7/23/2007	5,668	-	-	-	705.3	49.3	37,972	111,792	39,013	114,712
238	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	1,187	-	-	-	136.7	9.0	7,329	76,668	7,530	78,748
239	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	38	-	-	-	56.5	4.5	2,999	69,227	3,073	70,950
240	245106	NORR-Field Services	Utility Person A F473N	8/6/2007	166	-	17.2	-	172.4	37.5	11,444	79,408	11,725	81,359
241	244101	INDI-Production	Operator U537O	8/13/2007	509	332	-	170.7	230.3	8.5	21,222	98,775	21,642	100,720
242	249106	WILK-Field Services	M/C Utility Person U648S	8/20/2007	635	-	-	-	276.8	8.5	13,133	76,805	13,449	78,645
243	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	75	-	-	-	8.1	-	407	69,637	418	71,527
244	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	16	-	-	-	9.0	-	419	64,746	429	66,301
245	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	224	669	-	-	200.8	16.5	10,648	77,710	10,905	79,575
246	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	138	-	-	-	13.0	3.0	912	75,299	930	76,800
247	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	1,199	-	-	-	395.2	44.7	24,525	100,298	25,146	102,819
248	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	10/1/2007	511	-	-	-	119.4	17.1	7,640	82,087	7,791	83,721
249	245201	YARD-Production	Plant Operator F473Y	10/8/2007	540	-	-	-	285.5	-	14,127	83,091	14,444	84,953
250	241106	PITT-Field Services	Utility Person U537P	10/22/2007	322	-	-	-	41.2	-	2,063	71,164	2,119	73,099
251	249106	WILK-Field Services	M/C Utility Person U648S	10/22/2007	531	-	-	-	261.2	16.0	12,894	76,462	13,204	78,295
252	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	4,148	-	-	-	262.8	25.6	15,969	94,367	16,281	96,140
253	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	693	-	-	-	317.8	41.5	17,142	81,394	17,551	83,327
254	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	312	-	-	-	49.7	20.4	3,879	73,345	3,982	75,328
255	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	200	-	-	-	249.9	18.8	13,175	79,501	13,488	81,402
256	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	3,048	-	-	-	305.0	15.0	17,351	94,127	17,693	95,930
257	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	16	64	-	-	262.3	51.4	16,761	86,935	17,248	89,468
258	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	919	61	-	-	67.2	6.3	4,038	78,745	4,117	80,286
259	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	341	-	-	-	153.8	-	7,081	70,981	7,250	72,674
260	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	104	-	-	-	83.3	32.7	6,084	72,356	6,230	74,111
261	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	127	-	-	-	22.3	-	1,110	69,390	1,140	71,299

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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	2022	2023	2022	2023
262	245106	NORR-Field Services	Utility Person A F473N	7/28/2008	31.68	11,773	66,148	32.47	33.27	67,798	69,468
263	241106	PITT-Field Services	Utility Person U537P	8/4/2008	31.77	2,877	66,336	32.64	33.54	68,152	70,032
264	242105	MCMR-Admin & Gen	Distribution Records Clerk U537O	8/18/2008	33.56	76	70,073	34.32	35.00	71,660	73,080
265	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	11/10/2008	34.63	1,384	72,307	35.41	36.12	73,936	75,419
266	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	31.83	25,180	66,461	32.71	33.61	68,298	70,178
267	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	31.77	17,880	66,336	32.64	33.54	68,152	70,032
268	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	32.14	7,259	67,108	33.02	33.92	68,946	70,825
269	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	31.83	64,026	66,461	32.71	33.61	68,298	70,178
270	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	34.47	272	71,973	35.25	35.95	73,602	75,064
271	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	34.53	3,881	72,099	35.31	36.01	73,727	75,189
272	242206	MONVA-Field Services	Subforeman U537O	3/9/2009	34.78	18,846	72,621	35.56	36.27	74,249	75,732
273	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	34.47	2,403	71,973	35.25	35.95	73,602	75,064
274	242306	UNTN-Field Services	Subforeman U537O	4/13/2009	34.78	8,244	72,621	35.56	36.27	74,249	75,732
275	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	30.94	3,260	64,603	31.69	32.46	66,169	67,776
276	245106	NORR-Field Services	Utility Person B F473N	6/30/2009	29.54	13,239	61,680	30.28	31.03	63,225	64,791
277	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	31.93	707	66,670	32.81	33.71	68,507	70,386
278	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	34.53	8,276	72,099	35.31	36.01	73,727	75,189
279	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	34.53	7,249	72,099	35.31	36.01	73,727	75,189
280	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	34.87	11,645	72,809	35.66	36.38	74,458	75,961
281	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	34.53	14,918	72,099	35.31	36.01	73,727	75,189
282	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	34.18	174	71,368	34.95	35.65	72,976	74,437
283	241103	PITT-Cust Service	Meter Serviceman U537P	7/27/2009	31.81	1,439	66,419	32.68	33.58	68,236	70,115
284	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	35.03	7,847	73,143	35.81	36.52	74,772	76,254
285	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	34.53	16,547	72,099	35.31	36.01	73,727	75,189
286	244406	KITT-Field Services	Utility Person U537O	8/18/2009	34.78	5,154	72,621	35.56	36.26	74,250	75,711
287	242306	UNTN-Field Services	Utility Person U537O	9/14/2009	34.53	9,070	72,099	35.31	36.01	73,727	75,189
288	242306	UNTN-Field Services	Utility Person U537O	9/29/2009	34.53	4,602	72,099	35.31	36.01	73,727	75,189
289	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	34.78	9,812	72,621	35.56	36.26	74,250	75,711
290	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	34.78	8,771	72,622	35.56	36.26	74,250	75,712
291	242106	MCMR-Field Services	Utility Person U537O	11/2/2009	34.53	18,176	72,099	35.31	36.01	73,727	75,189
292	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	31.77	7,670	66,336	32.64	33.54	68,152	70,032
293	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	30.94	20,256	64,603	31.69	32.46	66,169	67,776
294	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	31.83	60,423	66,461	32.71	33.61	68,298	70,178
295	241103	PITT-Cust Service	Meter Serviceman U537P	3/23/2010	31.81	1,019	66,419	32.68	33.58	68,236	70,115
296	249106	WILK-Field Services	M/C Technician U648S	3/29/2010	30.92	14,285	64,561	31.67	32.43	66,127	67,714
297	243152	NEWC-Ellwood	Operator U537O	5/10/2010	35.93	24,578	75,022	36.74	37.47	76,713	78,237
298	245101	NORR-Production	Plant Operator F473N	6/21/2010	34.88	14,290	72,829	35.73	36.60	74,604	76,421
299	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/12/2010	34.63	10,229	72,307	35.41	36.12	73,936	75,419
300	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	32.06	18,847	66,932	32.93	33.83	68,749	70,628
301	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	11/8/2010	34.63	8,899	72,307	35.41	36.12	73,936	75,419
302	242206	MONVA-Field Services	Utility Person U537O	11/9/2010	34.53	3,278	72,099	35.31	36.01	73,727	75,189
303	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	31.71	53,739	66,210	32.58	33.48	68,027	69,906
304	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	31.70	2	66,190	32.57	33.47	68,006	69,885
305	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	31.83	3,727	66,461	32.71	33.61	68,298	70,178
306	244103	INDI-Cust Service	Utility Person U537O	11/22/2010	34.78	9,143	72,621	35.56	36.26	74,249	75,711
307	249103	WILK-Cust Service	Serviceperson U648S	12/14/2010	29.42	4,605	61,429	30.13	30.86	62,911	64,436
308	243106	NEWC-Field Services	Utility Person U537O	12/27/2010	34.78	8,161	72,621	35.56	36.26	74,250	75,711
309	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	1/3/2011	34.63	436	72,307	35.41	36.12	73,936	75,419
310	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	32.11	8,125	67,046	32.98	33.88	68,862	70,741
311	243151	NEWC-New Castle	Maintenance Person U537O	1/10/2011	34.72	29,485	72,495	35.50	36.21	74,124	75,606
312	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	29.35	10,968	61,283	29.85	30.35	62,327	63,371
313	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	3/14/2011	34.63	40,306	72,307	35.41	36.12	73,936	75,419
314	241152	PITT-Production Aldr	Operator U537P	3/14/2011	32.74	19,622	68,361	33.63	34.54	70,219	72,120
315	244206	PUNX-Field Services	Utility Person U537O	3/14/2011	34.78	3,467	72,621	35.56	36.26	74,250	75,712
316	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	32.05	7,204	66,929	32.92	33.82	68,745	70,625
317	243306	BUTL-Field Services	Utility Person U537O	5/24/2011	34.53	3,700	72,099	35.31	36.01	73,727	75,189
318	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	30.97	8,813	64,665	31.89	32.84	66,586	68,570
319	242106	MCMR-Field Services	Utility Person U537O	8/24/2011	34.53	6,921	72,099	35.31	36.01	73,727	75,189
320	242206	MONVA-Field Services	Utility Person U537O	8/29/2011	34.53	18,243	72,099	35.31	36.01	73,727	75,189
321	242103	MCMR-Cust Service	Meter Reader U537O	9/6/2011	34.47	3,979	71,973	35.25	35.95	73,602	75,064
322	242106	MCMR-Field Services	Utility Person U537O	9/7/2011	34.53	1,369	72,099	35.31	36.01	73,727	75,189
323	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	31.77	6,822	66,336	32.64	33.54	68,152	70,032

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					Gross Labor											
							Overtime Hours					2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
262	245106	NORR-Field Services	Utility Person A F473N	7/28/2008	232	-	18.6	-	182.7	38.3	12,065	80,094	12,360	82,060
263	241106	PITT-Field Services	Utility Person U537P	8/4/2008	238	-	-	-	59.8	-	2,955	71,345	3,036	73,305
264	242105	MCMR-Admin & Gen	Distribution Records Clerk U537O	8/18/2008	-	-	-	-	1.5	-	78	71,738	79	73,159
265	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	11/10/2008	200	-	-	-	19.8	5.0	1,415	75,551	1,443	77,062
266	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	4,616	-	-	-	508.0	11.6	25,871	98,785	26,577	101,371
267	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	27	35	-	-	332.5	30.0	18,366	86,580	18,869	88,962
268	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	877	-	-	-	83.1	49.8	7,456	77,278	7,657	79,359
269	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	9,896	-	-	-	1,096.9	177.0	65,785	143,979	67,585	147,658
270	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	-	-	-	-	5.2	-	278	73,880	283	75,347
271	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	1,085	-	-	-	58.2	12.3	3,968	78,780	4,047	80,320
272	242206	MONVA-Field Services	Subforeman U537O	3/9/2009	4,155	-	-	-	283.3	56.5	19,266	97,670	19,648	99,534
273	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	328	-	-	-	34.0	9.0	2,457	76,386	2,505	77,896
274	242306	UNTN-Field Services	Subforeman U537O	4/13/2009	1,832	-	-	-	129.7	20.3	8,428	84,509	8,595	86,158
275	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	55	-	-	-	50.8	14.0	3,338	69,562	3,418	71,250
276	245106	NORR-Field Services	Utility Person B F473N	6/30/2009	266	-	18.9	-	221.5	47.0	13,568	77,059	13,902	78,959
277	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	43	419	-	-	8.4	4.5	726	69,695	745	71,594
278	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	2,269	-	-	-	110.5	35.7	8,461	84,457	8,627	86,085
279	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	1,530	-	-	-	87.5	38.3	7,411	82,668	7,556	84,276
280	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	2,814	-	-	-	209.2	8.8	11,907	89,179	12,146	90,921
281	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	3,872	-	-	-	192.2	69.8	15,252	92,852	15,552	94,613
282	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	108	-	-	-	3.3	-	178	73,261	181	74,726
283	241103	PITT-Cust Service	Meter Serviceman U537P	7/27/2009	-	-	-	-	8.0	16.5	1,478	69,714	1,519	71,634
284	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	1,068	-	-	-	125.5	17.2	8,021	83,860	8,179	85,501
285	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	4,267	-	-	-	216.2	75.5	16,917	94,912	17,250	96,706
286	244406	KITT-Field Services	Utility Person U537O	8/18/2009	1,071	-	-	-	71.0	20.0	5,269	80,589	5,371	82,153
287	242306	UNTN-Field Services	Utility Person U537O	9/14/2009	1,702	-	-	-	121.0	39.5	9,273	84,702	9,455	86,346
288	242306	UNTN-Field Services	Utility Person U537O	9/29/2009	655	-	-	-	75.2	9.6	4,705	79,087	4,797	80,641
289	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	2,401	-	-	-	160.5	19.5	10,030	86,680	10,226	88,338
290	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	2,110	-	-	-	119.5	35.3	8,966	85,326	9,140	86,963
291	242106	MCMR-Field Services	Utility Person U537O	11/2/2009	3,702	-	-	-	206.3	106.2	18,583	96,012	18,948	97,839
292	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	65	52	-	-	143.7	12.0	7,879	76,149	8,094	78,243
293	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	426	521	-	-	368.4	48.5	20,743	87,859	21,243	89,967
294	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	8,698	-	-	-	1,018.7	179.7	62,084	139,080	63,783	142,658
295	241103	PITT-Cust Service	Meter Serviceman U537P	3/23/2010	-	-	-	-	8.0	10.0	1,047	69,283	1,076	71,191
296	249106	WILK-Field Services	M/C Technician U648S	3/29/2010	416	140	-	-	253.8	39.2	14,629	81,312	14,978	83,248
297	243152	NEWC-Ellwood	Operator U537O	5/10/2010	293	331	-	194.7	248.6	32.3	25,130	102,467	25,627	104,489
298	245101	NORR-Production	Plant Operator F473N	6/21/2010	24	19	-	-	249.2	16.5	14,636	89,283	14,990	91,454
299	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/12/2010	1,888	-	-	-	136.5	43.7	10,457	86,281	10,664	87,971
300	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	72	52	-	-	373.2	12.0	19,355	88,228	19,881	90,632
301	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	11/8/2010	1,713	-	-	-	125.8	33.0	9,097	84,747	9,278	86,410
302	242206	MONVA-Field Services	Utility Person U537O	11/9/2010	535	-	-	-	54.2	6.3	3,351	77,614	3,417	79,141
303	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	6,571	236	-	-	727.8	295.7	55,204	130,038	56,718	133,432
304	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	-	-	-	-	-	-	2	68,008	2	69,887
305	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	470	-	-	-	62.3	11.3	3,829	72,597	3,933	74,580
306	244103	INDI-Cust Service	Utility Person U537O	11/22/2010	1,465	35	-	8.0	144.0	17.5	9,346	85,095	9,529	86,739
307	249103	WILK-Cust Service	Serviceperson U648S	12/14/2010	20	-	-	-	84.9	14.4	4,716	67,647	4,830	69,285
308	243106	NEWC-Field Services	Utility Person U537O	12/27/2010	1,559	-	-	-	154.8	-	8,342	84,151	8,505	85,775
309	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	1/3/2011	72	-	-	-	4.3	3.0	446	74,454	455	75,946
310	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	146	-	-	-	93.3	54.6	8,342	77,350	8,566	79,454
311	243151	NEWC-New Castle	Maintenance Person U537O	1/10/2011	2,942	-	-	-	455.9	79.8	30,143	107,209	30,742	109,290
312	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	40	208	-	-	155.2	69.3	11,153	73,728	11,339	74,958
313	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	3/14/2011	8,419	-	-	-	578.3	144.3	41,208	123,563	42,029	125,866
314	241152	PITT-Production Aldr	Operator U537P	3/14/2011	29	398	-	-	281.3	86.7	20,152	90,799	20,694	93,240
315	244206	PUNX-Field Services	Utility Person U537O	3/14/2011	383	-	-	-	37.0	21.7	3,544	78,177	3,613	79,708
316	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	27	49	-	-	136.7	9.0	7,398	76,219	7,599	78,299
317	243306	BUTL-Field Services	Utility Person U537O	5/24/2011	621	-	-	-	64.8	4.5	3,783	78,131	3,857	79,667
318	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	110	-	-	-	147.2	30.5	9,072	75,768	9,339	78,020
319	242106	MCMR-Field Services	Utility Person U537O	8/24/2011	1,757	-	-	-	96.2	26.9	7,076	82,561	7,215	84,161
320	242206	MONVA-Field Services	Utility Person U537O	8/29/2011	4,937	-	-	-	290.3	44.5	18,652	97,316	19,019	99,145
321	242103	MCMR-Cust Service	Meter Reader U537O	9/6/2011	664	-	-	-	62.8	10.0	4,068	78,334	4,148	79,876
322	242106	MCMR-Field Services	Utility Person U537O	9/7/2011	445	-	-	-	26.2	-	1,400	75,572	1,427	77,061
323	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	61	52	-	-	117.7	18.3	7,007	75,273	7,199	77,344

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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	2022	2023	2022	2023
324	243106	NEWC-Field Services	Utility Person U537O	9/26/2011	34.53	4,665	72,099	35.31	36.01	73,727	75,189
325	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	10/3/2011	34.18	29,088	71,368	34.95	35.65	72,976	74,437
326	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	32.06	18,591	66,945	32.93	33.83	68,761	70,640
327	244306	CLAR-Field Services	Utility Person U537O	10/11/2011	34.78	1,979	72,621	35.56	36.26	74,250	75,712
328	244103	INDI-Cust Service	Utility Person U537O	10/17/2011	34.53	6,558	72,099	35.31	36.01	73,727	75,189
329	242106	MCMR-Field Services	Utility Person U537O	11/7/2011	34.53	29,797	72,099	35.31	36.01	73,727	75,189
330	241106	PITT-Field Services	Utility Person U537P	12/5/2011	31.77	14,388	66,336	32.64	33.54	68,152	70,032
331	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	30.92	4,202	64,561	31.67	32.43	66,127	67,714
332	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/9/2012	29.35	10,876	61,283	29.85	30.35	62,327	63,371
333	243306	BUTL-Field Services	Utility Person U537O	10/30/2012	34.53	1,738	72,099	35.31	36.01	73,727	75,189
334	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	2/4/2013	34.63	9,734	72,307	35.41	36.12	73,936	75,419
335	242105	MCMR-Admin & Gen	Utility Clerk U537O	3/18/2013	33.56	-	70,073	34.32	35.00	71,660	73,080
336	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	31.84	12,001	66,482	32.72	33.62	68,319	70,199
337	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	35.84	26,002	74,834	36.64	37.56	76,504	78,425
338	242106	MCMR-Field Services	Utility Person U537O	4/30/2013	34.53	15,712	72,099	35.31	36.01	73,727	75,189
339	242106	MCMR-Field Services	Subforeman U537O	5/1/2013	34.78	5,991	72,621	35.56	36.27	74,249	75,732
340	244101	INDI-Production	Operator U537O	5/13/2013	35.93	25,087	75,022	36.74	37.47	76,713	78,237
341	244306	CLAR-Field Services	Utility Person U537O	5/15/2013	34.78	10,338	72,621	35.56	36.26	74,249	75,711
342	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	31.93	9,155	66,670	32.81	33.71	68,507	70,386
343	244606	KANE-Field Services	Utility Person U537O	5/28/2013	34.78	4,323	72,621	35.56	36.26	74,250	75,711
344	244406	KITT-Field Services	Distribution System Serviceperson U537O	5/28/2013	34.88	1,596	72,830	35.66	36.37	74,458	75,941
345	240306	CORP-Field Service	Pipeline Inspector U537P	6/3/2013	31.91	28,353	66,628	32.79	33.69	68,466	70,345
346	242106	MCMR-Field Services	Utility Person U537O	6/3/2013	34.53	15,973	72,099	35.31	36.01	73,727	75,189
347	241106	PITT-Field Services	Dump Truck Driver U537P	6/11/2013	31.84	595	66,482	32.72	33.62	68,319	70,199
348	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	29.48	10,465	61,554	30.19	30.92	63,037	64,561
349	244506	WARR-Field Services	Subforeman U537O	6/26/2013	34.78	1,972	72,621	35.56	36.27	74,249	75,732
350	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	31.17	22,888	65,083	31.92	32.68	66,649	68,236
351	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	30.80	302	64,310	31.54	32.30	65,856	67,442
352	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	29.48	9,056	61,554	30.19	30.92	63,037	64,561
353	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	31.83	35,869	66,461	32.71	33.61	68,298	70,178
354	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	30.92	3,735	64,561	31.67	32.43	66,127	67,714
355	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	30.92	3,942	64,561	31.67	32.43	66,127	67,714
356	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	29.48	14,328	61,554	30.19	30.92	63,037	64,561
357	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	33.56	26	70,073	34.32	35.00	71,660	73,080
358	245101	NORR-Production	Plant Operator F473N	3/17/2014	34.88	12,991	72,829	35.73	36.60	74,604	76,421
359	241151	PITT-Production Haye	Operator U537P	4/28/2014	29.49	23,559	61,575	32.61	33.44	68,090	69,823
360	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	29.82	5,724	62,273	30.63	31.46	63,964	65,697
361	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014	35.93	11,022	75,022	36.74	37.47	76,713	78,237
362	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	29.56	50	61,721	30.37	31.21	63,413	65,166
363	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	29.45	-	61,492	32.57	33.40	68,006	69,739
364	244506	WARR-Field Services	Utility Person U537O	10/28/2014	34.53	1,633	72,099	35.31	36.01	73,727	75,189
365	241103	PITT-Cust Service	Meter Serviceman U537P	11/25/2014	29.56	34	61,721	30.37	31.21	63,413	65,166
366	241103	PITT-Cust Service	Meter Serviceman U537P	12/8/2014	29.56	9,822	61,721	30.37	31.21	63,413	65,166
367	241106	PITT-Field Services	Utility Person U537P	12/9/2014	29.52	57,686	61,638	30.33	31.16	63,329	65,062
368	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	34.53	12,032	72,099	35.31	36.01	73,727	75,189
369	241106	PITT-Field Services	Utility Person U537P	12/15/2014	29.52	31,193	61,638	30.33	31.16	63,329	65,062
370	241106	PITT-Field Services	Utility Person U537P	12/16/2014	29.52	40,094	61,638	30.33	31.16	63,329	65,062
371	243151	NEWC-New Castle	Operator U537O	11/16/2015	35.93	23,419	75,022	36.74	37.47	76,713	78,237
372	241151	PITT-Production Haye	Operator U537P	11/16/2015	29.99	23,500	62,619	30.81	31.66	64,331	66,106
373	249106	WILK-Field Services	M/C Crew Leader U648S	11/17/2015	30.92	37,989	64,561	31.67	32.43	66,127	67,714
374	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	30.94	3,296	64,603	31.69	32.46	66,169	67,776
375	241106	PITT-Field Services	Compressor Operator U537P	12/21/2015	29.58	36,489	61,763	30.39	31.23	63,454	65,208
376	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	29.56	3,249	61,721	30.37	31.21	63,413	65,166
377	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	29.42	19,100	61,429	32.54	33.37	67,944	69,677
378	244606	KANE-Field Services	Subforeman U537O	2/15/2016	33.78	2,693	70,533	34.56	35.27	72,161	73,644
379	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	30.92	2,589	64,561	31.67	32.43	66,127	67,714
380	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	33.47	186	69,885	34.25	34.95	71,514	72,976
381	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	33.78	27,339	70,533	34.56	35.27	72,161	73,644
382	249106	WILK-Field Services	M/C Crew Leader U648S	3/15/2016	31.17	19,687	65,083	31.92	32.68	66,649	68,236
383	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	3/22/2016	33.63	3,834	70,219	34.41	35.12	71,848	73,331
384	242303	UNTN-Cust Service	Distribution System Serviceperson U537O	3/28/2016	33.63	2,787	70,219	34.41	35.12	71,848	73,331
385	241106	PITT-Field Services	Fire Hydrant Inspector U537P	4/12/2016	29.02	9,500	60,594	29.82	30.64	62,264	63,976

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					Gross Labor										
							Overtime Hours					2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
324	243106	NEWC-Field Services	Utility Person U537O	9/26/2011	631	-	-	-	66.5	17.0	4,770	79,128	4,863	80,683
325	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	10/3/2011	6,248	-	-	-	455.5	80.3	29,738	108,961	30,328	111,013
326	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	97	39	-	-	345.0	29.6	19,093	87,990	19,612	90,388
327	244306	CLAR-Field Services	Utility Person U537O	10/11/2011	314	-	-	-	31.5	4.5	2,023	76,587	2,062	78,088
328	244103	INDI-Cust Service	Utility Person U537O	10/17/2011	704	113	-	40.2	91.7	0.5	6,705	81,250	6,837	82,843
329	242106	MCMR-Field Services	Utility Person U537O	11/7/2011	7,538	-	-	-	394.1	133.5	30,466	111,731	31,067	113,794
330	241106	PITT-Field Services	Utility Person U537P	12/5/2011	1,985	-	-	-	290.2	7.0	14,779	84,916	15,183	87,200
331	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	24	-	-	-	74.2	12.0	4,303	70,454	4,406	72,144
332	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/9/2012	60	56	-	-	134.6	83.0	11,060	73,502	11,243	74,730
333	243306	BUTL-Field Services	Utility Person U537O	10/30/2012	438	133	-	-	23.3	7.5	1,777	76,075	1,812	77,571
334	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	2/4/2013	1,643	217	-	-	150.8	26.3	9,952	85,748	10,150	87,428
335	242105	MCMR-Admin & Gen	Utility Clerk U537O	3/18/2013	-	-	-	-	-	-	-	71,660	-	73,080
336	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	36	359	-	-	199.7	37.3	12,331	81,045	12,667	83,261
337	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	1,148	780	-	-	433.5	35.5	26,579	105,011	27,242	107,596
338	242106	MCMR-Field Services	Utility Person U537O	4/30/2013	3,859	-	-	-	235.5	49.3	16,064	93,650	16,381	95,428
339	242106	MCMR-Field Services	Subforeman U537O	5/1/2013	1,160	-	-	24.0	65.3	21.5	6,125	81,534	6,246	83,138
340	244101	INDI-Production	Operator U537O	5/13/2013	912	377	-	184.0	253.5	43.0	25,651	103,653	26,160	105,685
341	244306	CLAR-Field Services	Utility Person U537O	5/15/2013	1,669	-	-	-	154.1	32.0	10,568	86,487	10,775	88,155
342	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	-	-	-	-	190.6	-	9,407	77,914	9,664	80,050
343	244606	KANE-Field Services	Utility Person U537O	5/28/2013	235	-	-	-	59.2	17.2	4,419	78,904	4,505	80,451
344	244406	KITT-Field Services	Distribution System Serviceperson U537O	5/28/2013	286	-	-	-	26.2	3.0	1,631	76,375	1,664	77,890
345	240306	CORP-Field Service	Pipeline Inspector U537P	6/3/2013	5,193	-	-	-	568.5	15.1	29,130	102,789	29,925	105,463
346	242106	MCMR-Field Services	Utility Person U537O	6/3/2013	3,826	-	-	-	221.7	63.3	16,331	93,885	16,653	95,668
347	241106	PITT-Field Services	Dump Truck Driver U537P	6/11/2013	180	-	-	-	12.3	-	612	69,111	628	71,007
348	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	509	-	-	-	234.8	-	10,715	74,261	10,972	76,042
349	244506	WARR-Field Services	Subforeman U537O	6/26/2013	167	-	-	-	26.5	8.3	2,016	76,432	2,056	77,954
350	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	808	-	-	-	411.2	56.0	23,435	90,892	23,989	93,033
351	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	12	1,338	-	-	6.5	-	309	67,515	317	69,109
352	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	485	-	-	-	203.3	-	9,273	72,795	9,495	74,541
353	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	6,005	-	-	-	719.2	20.6	36,854	111,157	37,862	114,044
354	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	27	-	-	-	71.7	5.9	3,825	69,979	3,916	71,656
355	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	-	-	-	-	69.1	11.3	4,037	70,164	4,133	71,847
356	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	616	-	-	-	301.0	15.5	14,670	78,323	15,022	80,199
357	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	-	-	-	-	0.5	-	26	71,686	27	73,107
358	245101	NORR-Production	Plant Operator F473N	3/17/2014	6	5	-	-	228.2	14.0	13,306	87,921	13,628	90,060
359	241151	PITT-Production Haye	Operator U537P	4/28/2014	29	399	-	-	402.3	94.7	26,033	94,551	26,691	96,942
360	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	27	82	-	-	114.3	9.3	5,878	69,951	6,035	71,841
361	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014	95	39	-	-	193.7	7.0	11,269	88,116	11,491	89,862
362	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	-	-	-	-	1.0	-	51	63,463	52	65,218
363	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	-	-	-	-	-	-	-	68,006	-	69,739
364	244506	WARR-Field Services	Utility Person U537O	10/28/2014	146	-	-	-	24.0	5.5	1,670	75,543	1,703	77,038
365	241103	PITT-Cust Service	Meter Serviceman U537P	11/25/2014	-	384	-	-	0.8	-	35	63,831	35	65,586
366	241103	PITT-Cust Service	Meter Serviceman U537P	12/8/2014	214	328	-	-	183.7	26.3	10,088	74,042	10,364	76,072
367	241106	PITT-Field Services	Utility Person U537P	12/9/2014	8,080	-	-	-	1,173.3	91.3	59,259	130,668	60,872	134,013
368	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	2,483	-	-	-	173.8	42.8	12,302	88,511	12,544	90,215
369	241106	PITT-Field Services	Utility Person U537P	12/15/2014	5,609	-	-	-	683.4	12.5	32,043	100,982	32,915	103,586
370	241106	PITT-Field Services	Utility Person U537P	12/16/2014	6,251	-	-	-	812.1	65.9	41,187	110,767	42,308	113,620
371	243151	NEWC-New Castle	Operator U537O	11/16/2015	115	320	-	192.0	235.8	27.7	23,944	101,092	24,418	103,091
372	241151	PITT-Production Haye	Operator U537P	11/16/2015	86	407	-	-	401.8	88.0	24,139	88,963	24,801	91,400
373	249106	WILK-Field Services	M/C Crew Leader U648S	11/17/2015	1,421	-	-	-	716.7	73.3	38,905	106,454	39,834	108,969
374	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	91	5	-	-	54.0	12.2	3,375	69,639	3,456	71,328
375	241106	PITT-Field Services	Compressor Operator U537P	12/21/2015	5,595	-	-	-	747.5	52.3	37,482	106,531	38,512	109,315
376	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	91	397	-	-	61.6	8.0	3,337	67,238	3,428	69,083
377	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	3,524	-	-	-	407.0	16.9	21,110	92,578	21,645	94,846
378	244606	KANE-Field Services	Subforeman U537O	2/15/2016	617	-	-	-	44.3	6.3	2,754	75,532	2,811	77,071
379	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	8	-	-	-	47.4	6.0	2,651	68,786	2,715	70,436
380	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	53	-	-	-	3.7	-	190	71,757	194	73,222
381	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	6,209	-	-	-	388.6	110.4	27,966	106,336	28,536	108,389
382	249106	WILK-Field Services	M/C Crew Leader U648S	3/15/2016	803	-	-	-	405.7	9.8	20,158	87,609	20,635	89,674
383	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	3/22/2016	382	140	-	-	62.0	10.0	3,922	76,292	4,002	77,855
384	242303	UNTN-Cust Service	Distribution System Serviceperson U537O	3/28/2016	112	375	-	-	44.7	7.7	2,851	75,185	2,909	76,726
385	241106	PITT-Field Services	Fire Hydrant Inspector U537P	4/12/2016	1,328	-	-	-	207.8	5.8	9,759	73,351	10,024	75,328

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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	2022	2023	2022	2023
386	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	29.18	42,252	60,928	29.98	30.80	62,598	64,310
387	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	29.48	22,419	61,554	30.19	30.92	63,037	64,561
388	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	29.18	11,562	60,928	29.98	30.80	62,598	64,310
389	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016	34.69	14,759	72,433	35.49	36.22	74,103	75,627
390	245106	NORR-Field Services	Utility Person A F473N	6/6/2016	31.68	9,226	66,148	32.47	33.27	67,797	69,468
391	243151	NEWC-New Castle	Operator U537O	8/8/2016	34.93	29,877	72,934	35.74	36.47	74,625	76,149
392	246106	MECH-Field Services	Utility Person U648R	10/24/2016	28.01	6,551	58,485	29.54	30.50	61,680	63,684
393	241103	PITT-Cust Service	Meter Serviceman U537P	1/30/2017	28.56	521	59,633	31.60	32.41	65,981	67,672
394	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	28.52	6,401	59,550	29.30	30.11	61,178	62,870
395	243151	NEWC-New Castle	Helper/Relief Operator U537O	2/20/2017	33.69	18,183	70,345	34.49	35.22	72,015	73,539
396	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	30.94	7,640	64,603	31.69	32.46	66,169	67,776
397	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	32.53	8,006	67,923	33.31	34.01	69,551	71,013
398	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	4/24/2017	30.94	12,170	64,603	31.69	32.46	66,169	67,776
399	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	31.17	29,369	65,083	31.92	32.68	66,649	68,236
400	249106	WILK-Field Services	M/C Technician U648S	6/19/2017	30.92	16,296	64,561	31.67	32.43	66,127	67,714
401	245201	YARD-Production	Plant Operator F473Y	6/19/2017	29.05	10,123	60,656	29.77	30.51	62,160	63,705
402	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/17/2017	29.35	3,035	61,283	29.85	30.35	62,327	63,371
403	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	32.58	12,187	68,027	33.36	34.07	69,656	71,138
404	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	28.91	13,692	60,364	31.07	32.05	64,874	66,920
405	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	28.59	15,765	59,696	29.38	30.19	61,345	63,037
406	244601	KANE-Production	Operator U537O	11/6/2017	33.93	5,314	70,846	34.74	35.47	72,537	74,061
407	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	30.94	16,744	64,603	31.69	32.46	66,169	67,776
408	249159	WILK-Nesbitt	Plant Operator U648S	12/4/2017	30.94	14,557	64,603	31.69	32.46	66,169	67,776
409	243152	NEWC-Ellwood	Operator U537O	1/2/2018	32.93	18,639	68,758	33.74	34.47	70,449	71,973
410	241106	PITT-Field Services	Garage Attendant	1/8/2018	27.65	322	57,733	30.58	31.36	63,851	65,480
411	241151	PITT-Production Haye	Maint & Relief U537P	1/29/2018	28.02	13,329	58,506	30.98	31.77	64,686	66,336
412	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	28.09	15,462	58,652	28.86	29.65	60,260	61,909
413	241151	PITT-Production Haye	Operator U537P	1/31/2018	28.49	11,352	59,487	31.51	32.31	65,793	67,463
414	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	31.53	19,828	65,835	32.31	33.01	67,463	68,925
415	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	34.44	28,262	71,911	35.24	36.15	73,581	75,481
416	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	28.08	17,235	58,631	28.85	29.64	60,239	61,888
417	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	28.02	15,245	58,506	30.98	31.77	64,686	66,336
418	245206	YARD-Field Services	Utility A F473Y	3/26/2018	25.85	6,064	53,975	26.52	27.21	55,374	56,814
419	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	26.71	7,415	55,770	28.87	29.85	60,281	62,327
420	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	29.48	18,624	61,554	30.19	30.92	63,037	64,561
421	249160	WILK-Watres	Plant Operator U648S	4/30/2018	30.94	13,675	64,603	31.69	32.46	66,169	67,776
422	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	31.53	4,983	65,835	32.31	33.01	67,463	68,925
423	249106	WILK-Field Services	Line Location Specialist U648S	5/1/2018	30.32	22,618	63,308	31.05	31.79	64,833	66,378
424	246106	MECH-Field Services	Utility Person U648R	5/14/2018	26.63	3,574	55,603	28.29	29.25	59,070	61,074
425	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	30.92	10,861	64,561	31.67	32.43	66,127	67,714
426	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	30.92	20,967	64,561	31.67	32.43	66,127	67,714
427	249106	WILK-Field Services	Regulation Crew Leader U648S	6/5/2018	31.17	26,858	65,083	31.92	32.68	66,649	68,236
428	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	31.53	12,417	65,835	32.31	33.01	67,463	68,925
429	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/3/2018	28.09	16,880	58,652	28.86	29.65	60,260	61,909
430	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	31.17	4,218	65,083	31.92	32.68	66,649	68,236
431	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	7/9/2018	31.63	6,562	66,043	32.41	33.12	67,672	69,155
432	241106	PITT-Field Services	Compressor Operator U537P	7/10/2018	28.08	20,778	58,631	28.85	29.64	60,239	61,888
433	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	31.72	6,308	66,231	32.50	33.21	67,860	69,342
434	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	28.09	16,488	58,652	28.86	29.65	60,260	61,909
435	240306	CORP-Field Service	Pipeline Inspector U537P	7/24/2018	28.16	16,901	58,798	31.15	31.94	65,041	66,691
436	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	31.53	14,997	65,835	32.31	33.01	67,463	68,925
437	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	26.97	6,467	56,313	27.89	28.84	58,234	60,218
438	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	28.08	6,655	58,631	28.85	29.64	60,239	61,888
439	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2018	28.06	1,945	58,589	28.83	29.62	60,197	61,847
440	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	28.06	1,835	58,589	28.83	29.62	60,197	61,847
441	243106	NEWC-Field Services	Utility Person U537O	10/15/2018	31.53	11,086	65,835	32.31	33.01	67,463	68,925
442	243301	BUTL-Production	Operator U537O	10/22/2018	32.93	11,331	68,758	33.74	34.47	70,449	71,973
443	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	31.53	19,053	65,835	32.31	33.01	67,463	68,925
444	241401	STNW-Production	Plant Operator	10/22/2018	22.46	12,024	46,896	23.01	23.53	48,045	49,131
445	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	31.53	28,898	65,835	32.31	33.01	67,463	68,925
446	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	28.09	13,525	58,652	28.86	29.65	60,260	61,909
447	241406	STNW-Field Service	Utility Person	12/5/2018	21.00	3,648	43,848	21.55	22.03	44,996	45,999

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					Gross Labor										
							Overtime Hours					2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
386	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	6,576	1,018	-	-	873.4	64.8	43,404	113,596	44,584	116,489
387	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	944	-	-	-	430.8	55.0	22,956	86,936	23,508	89,013
388	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	256	-	-	-	226.5	26.8	11,876	74,730	12,199	76,765
389	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016	924	95	-	73.8	176.5	33.0	15,097	90,218	15,406	92,051
390	245106	NORR-Field Services	Utility Person A F473N	6/6/2016	148	-	24.9	-	142.7	25.3	9,454	77,400	9,686	79,302
391	243151	NEWC-New Castle	Operator U537O	8/8/2016	224	323	-	184.0	320.0	70.7	30,566	105,738	31,188	107,884
392	246106	MECH-Field Services	Utility Person U648R	10/24/2016	150	-	-	-	130.7	17.8	6,906	68,735	7,128	70,962
393	241103	PITT-Cust Service	Meter Serviceman U537P	1/30/2017	10	-	-	-	8.3	2.9	576	66,567	591	68,273
394	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	56	72	-	-	139.5	6.7	6,575	67,882	6,755	69,753
395	243151	NEWC-New Castle	Helper/Relief Operator U537O	2/20/2017	103	235	-	189.3	188.5	9.0	18,613	90,966	19,005	92,882
396	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	61	-	-	-	121.9	30.8	7,823	74,053	8,011	75,849
397	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	1,501	222	-	-	143.3	14.7	8,196	79,471	8,367	81,104
398	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	4/24/2017	205	184	-	-	239.0	16.0	12,462	79,020	12,763	80,929
399	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	1,027	-	-	-	518.2	79.7	30,071	97,747	30,783	100,045
400	249106	WILK-Field Services	M/C Technician U648S	6/19/2017	301	955	-	-	276.7	54.2	16,689	84,072	17,086	86,056
401	245201	YARD-Production	Plant Operator F473Y	6/19/2017	324	-	-	-	231.1	-	10,373	72,857	10,630	74,658
402	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/17/2017	15	-	-	-	44.9	17.6	3,087	65,428	3,138	66,524
403	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	241	-	-	40.0	193.3	16.0	12,477	82,374	12,741	84,120
404	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	13	-	-	-	199.3	85.8	14,709	79,595	15,170	82,103
405	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	97	394	-	-	308.3	42.7	16,198	78,034	16,641	80,169
406	244601	KANE-Production	Operator U537O	11/6/2017	389	2	-	-	84.6	14.3	5,440	78,369	5,554	80,007
407	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	315	1,039	-	-	333.3	19.3	17,148	84,670	17,563	86,693
408	249159	WILK-Nesbitt	Plant Operator U648S	12/4/2017	251	1,012	-	-	298.0	10.2	14,907	82,338	15,267	84,306
409	243152	NEWC-Ellwood	Operator U537O	1/2/2018	75	289	-	189.3	196.0	16.8	19,096	89,910	19,508	91,846
410	241106	PITT-Field Services	Garage Attendant	1/8/2018	95	-	-	-	7.7	-	355	64,301	364	65,939
411	241151	PITT-Production Haye	Maint & Relief U537P	1/29/2018	61	297	-	-	269.5	34.0	14,727	79,771	15,100	81,793
412	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	27	385	-	-	282.8	61.5	15,884	76,556	16,316	78,637
413	241151	PITT-Production Haye	Operator U537P	1/31/2018	153	368	-	-	200.8	47.3	12,548	78,861	12,864	80,848
414	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	4,178	-	-	-	338.7	58.2	20,315	91,956	20,752	93,854
415	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	1,594	-	-	-	513.3	23.2	28,915	104,090	29,658	106,733
416	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	3,238	-	-	-	395.5	7.8	17,704	81,181	18,185	83,311
417	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	2,579	-	-	-	350.2	7.8	16,845	84,111	17,273	86,188
418	245206	YARD-Field Services	Utility A F473Y	3/26/2018	124	-	63.0	-	113.8	-	6,220	61,718	6,381	63,320
419	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	-	172	-	-	134.4	37.3	8,011	68,464	8,282	70,781
420	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	416	-	-	-	349.8	52.0	19,070	82,523	19,529	84,506
421	249160	WILK-Watres	Plant Operator U648S	4/30/2018	211	1,024	-	-	287.8	4.0	14,004	81,408	14,343	83,354
422	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	1,089	-	-	-	99.7	3.5	5,105	73,658	5,215	75,229
423	249106	WILK-Field Services	Line Location Specialist U648S	5/1/2018	880	48	-	-	450.8	32.5	23,160	88,920	23,708	91,014
424	246106	MECH-Field Services	Utility Person U648R	5/14/2018	75	-	-	-	70.0	14.0	3,794	62,939	3,922	65,071
425	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	499	75	-	-	226.7	4.3	11,122	77,823	11,387	79,674
426	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	728	207	-	-	348.3	75.3	21,472	88,534	21,983	90,632
427	249106	WILK-Field Services	Regulation Crew Leader U648S	6/5/2018	808	-	-	-	496.3	56.2	27,501	94,958	28,152	97,196
428	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	2,475	-	-	-	222.7	28.5	12,722	82,660	12,996	84,396
429	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/3/2018	40	351	-	-	321.3	57.2	17,339	77,989	17,810	80,110
430	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	40	-	-	-	77.2	9.3	4,319	71,008	4,421	72,697
431	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	7/9/2018	1,186	249	-	-	117.8	14.5	6,722	75,829	6,868	77,457
432	241106	PITT-Field Services	Compressor Operator U537P	7/10/2018	3,013	-	-	-	484.1	4.6	21,344	84,596	21,925	86,826
433	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	740	5	-	40.0	86.1	9.3	6,462	75,067	6,602	76,690
434	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	92	391	-	-	338.7	38.0	16,938	77,681	17,399	79,792
435	240306	CORP-Field Service	Pipeline Inspector U537P	7/24/2018	2,980	-	-	-	388.4	7.1	18,686	86,706	19,157	88,827
436	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	3,107	-	-	-	259.8	41.5	15,366	85,937	15,697	87,729
437	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	48	-	-	-	123.5	26.1	6,685	64,967	6,911	67,176
438	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	669	-	-	-	108.7	36.2	6,837	67,744	7,022	69,580
439	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2018	29	333	-	-	20.3	19.2	1,998	62,557	2,052	64,261
440	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	38	179	-	-	23.2	15.0	1,884	62,299	1,936	64,000
441	243106	NEWC-Field Services	Utility Person U537O	10/15/2018	441	46	-	64.0	158.7	15.8	11,358	79,308	11,603	81,014
442	243301	BUTL-Production	Operator U537O	10/22/2018	236	206	-	58.7	150.7	21.5	11,608	82,500	11,858	84,274
443	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	2,933	-	-	156.3	219.3	38.5	19,522	89,918	19,943	91,801
444	241401	STNW-Production	Plant Operator	10/22/2018	-	-	-	-	353.7	-	12,316	60,361	12,592	61,723
445	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	6,377	-	-	-	428.2	134.1	29,608	103,448	30,245	105,547
446	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	59	356	-	-	241.5	57.8	13,893	74,567	14,270	76,594
447	241406	STNW-Field Service	Utility Person	12/5/2018	-	-	119.7	-	35.8	-	3,744	48,740	3,827	49,826

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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	2022	2023	2022	2023
448	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	30.42	16,048	63,517	31.15	31.90	65,041	66,607
449	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	30.42	11,037	63,517	31.15	31.90	65,041	66,607
450	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	29.57	13,933	61,742	30.28	31.01	63,225	64,749
451	249152	WILK-Ceasetown	Plant Operator U648S	2/11/2019	29.44	9,518	61,471	30.15	30.88	62,953	64,477
452	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	30.42	10,745	63,517	31.15	31.90	65,041	66,607
453	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	28.98	19,313	60,510	29.68	30.40	61,972	63,475
454	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	30.42	12,751	63,517	31.15	31.90	65,041	66,607
455	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	30.42	16,861	63,517	31.15	31.90	65,041	66,607
456	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	30.44	7,294	63,559	31.17	31.92	65,083	66,649
457	240117	CORP-Water Quality	Lab Technician II UWUA 433	7/8/2019	33.54	126	70,032	34.54	35.48	72,120	74,082
458	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	29.92	11,302	62,473	30.64	31.38	63,976	65,521
459	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	30.53	12,105	63,747	31.31	32.01	65,375	66,837
460	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	30.53	15,542	63,747	31.31	32.01	65,375	66,837
461	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	29.94	10,885	62,515	30.66	31.40	64,018	65,563
462	242206	MONVA-Field Services	Utility Person U537O	7/29/2019	30.53	29,873	63,747	31.31	32.01	65,375	66,837
463	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	27.68	27,838	57,796	28.44	29.22	59,383	61,011
464	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	29.94	6,085	62,515	30.66	31.40	64,018	65,563
465	249160	WILK-Watres	Plant Operator U648S	7/31/2019	29.94	11,376	62,515	30.66	31.40	64,018	65,563
466	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	30.53	4,059	63,747	31.31	32.01	65,375	66,837
467	243301	BUTL-Production	Helper/Relief Operator U537O	8/5/2019	31.69	11,957	66,169	32.49	33.22	67,839	69,363
468	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	29.92	13,733	62,473	30.64	31.38	63,976	65,521
469	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	8/12/2019	30.63	6,412	63,955	31.41	32.12	65,584	67,067
470	241106	PITT-Field Services	Backhoe Operator U537P	8/12/2019	27.69	45,246	57,817	28.45	29.23	59,404	61,032
471	244601	KANE-Production	Operator U537O	9/9/2019	31.93	4,139	66,670	32.74	33.47	68,361	69,885
472	243151	NEWC-New Castle	Operator U537O	9/23/2019	31.93	20,135	66,670	32.74	33.47	68,361	69,885
473	243301	BUTL-Production	Operator U537O	9/23/2019	31.93	20,248	66,670	32.74	33.47	68,361	69,885
474	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	27.59	18,315	57,608	28.35	29.13	59,195	60,823
475	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	30.80	13,571	64,310	31.58	32.30	65,939	67,442
476	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	29.94	11,881	62,515	30.66	31.40	64,018	65,563
477	246152	MECH-Silver Springs	Plant Operator U648R	2/10/2020	26.71	9,660	55,770	28.87	29.85	60,281	62,327
478	249103	WILK-Cust Service	Serviceperson U648S	3/2/2020	29.42	2,911	61,429	30.13	30.86	62,911	64,436
479	244301	CLAR-Production	Operator/Relief Operator U537O	3/2/2020	30.93	16,675	64,582	31.74	32.47	66,273	67,797
480	242106	MCMR-Field Services	Utility Person U537O	3/17/2020	29.53	6,161	61,659	30.31	31.01	63,287	64,749
481	249158	WILK-Lake Scranton	Plant Operator U648S	4/13/2020	29.44	7,151	61,471	30.15	30.88	62,953	64,477
482	244301	CLAR-Production	Operator U537O	4/27/2020	30.93	12,680	64,582	31.74	32.47	66,273	67,797
483	249106	WILK-Field Services	M/C Utility Person U648S	4/27/2020	27.98	5,245	58,422	28.66	29.35	59,842	61,283
484	241106	PITT-Field Services	Service Crew Driver U537P	4/27/2020	27.18	22,472	56,752	27.93	28.70	58,318	59,926
485	242106	MCMR-Field Services	Utility Person U537O	5/11/2020	29.53	15,948	61,659	30.31	31.01	63,287	64,749
486	240117	CORP-Water Quality	Lab Tech I UWUA 433	5/18/2020	27.00	-	56,376	27.81	28.56	58,067	59,633
487	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	6/8/2020	29.63	1,998	61,867	30.41	31.12	63,496	64,979
488	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/6/2020	29.35	2,259	61,283	29.85	30.35	62,327	63,371
489	249103	WILK-Cust Service	Serviceperson U648S	7/13/2020	28.92	2,378	60,385	29.62	30.34	61,847	63,350
490	245206	YARD-Field Services	Utility B F473Y	7/13/2020	24.34	4,244	50,822	24.99	25.66	52,179	53,578
491	241106	PITT-Field Services	Shop Clerk U537P	7/27/2020	26.96	21,135	56,292	27.70	28.46	57,838	59,424
492	249158	WILK-Lake Scranton	Plant Operator U648S	8/24/2020	28.94	6,623	60,427	29.64	30.36	61,888	63,392
493	241106	PITT-Field Services	Compressor Operator U537P	10/26/2020	27.08	10,343	56,543	27.82	28.59	58,088	59,696
494	249106	WILK-Field Services	M/C Crew Leader U648S	12/14/2020	28.92	30,453	60,385	29.62	30.34	61,847	63,350
495	249160	WILK-Watres	Plant Operator U648S	12/15/2020	28.94	10,896	60,427	29.64	30.36	61,888	63,392
496	249160	WILK-Watres	Plant Operator U648S	12/21/2020	28.94	9,572	60,427	29.64	30.36	61,888	63,392
497	245201	YARD-Production	Plant Operator F473Y	1/19/2021	27.05	10,688	56,480	27.77	28.51	57,984	59,529
498	246152	MECH-Silver Springs	Plant Operator U648R	2/1/2021	26.71	8,454	55,770	28.87	29.85	60,281	62,327
499	249106	WILK-Field Services	M/C Crew Leader U648S	3/1/2021	27.92	21,596	58,297	28.59	29.28	59,696	61,137
500	246152	MECH-Silver Springs	Plant Operator U648R	3/8/2021	26.71	10,076	55,770	28.87	29.85	60,281	62,327
501	245206	YARD-Field Services	Utility B F473Y	3/15/2021	24.09	3,147	50,300	24.74	25.41	51,657	53,056
502	244101	INDI-Production	Operator U537O	3/22/2021	29.93	11,680	62,494	30.74	31.47	64,185	65,709
503	241106	PITT-Field Services	Utility Person B U537P	3/29/2021	26.70	2,807	55,750	27.43	28.18	57,274	58,840
504	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	4/5/2021	28.63	1,270	59,779	29.41	30.12	61,408	62,891
505	245106	NORR-Field Services	Utility Person B F473N	4/13/2021	25.29	13,195	52,806	26.03	26.78	54,351	55,917
506	243152	NEWC-Ellwood	Operator U537O	4/26/2021	29.93	12,855	62,494	30.74	31.47	64,185	65,709
507	249106	WILK-Field Services	M/C Crew Leader U648S	4/26/2021	28.42	6,181	59,341	29.11	29.81	60,782	62,243
508	249106	WILK-Field Services	M/C Utility Person U648S	5/3/2021	26.98	9,693	56,334	27.63	28.30	57,691	59,090
509	242106	MCMR-Field Services	Utility Person U537O	5/3/2021	28.53	3,609	59,571	29.31	30.01	61,199	62,661

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								Gross Labor								
								Overtime Hours					2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
448	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	688	214	-	-	320.0	22.0	16,431	82,374	16,824	84,333
449	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	488	203	-	-	232.3	6.0	11,300	77,032	11,570	78,869
450	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	440	-	-	-	312.0	-	14,265	77,930	14,607	79,796
451	249152	WILK-Ceasetown	Plant Operator U648S	2/11/2019	193	749	-	-	182.2	23.8	9,745	73,641	9,980	75,399
452	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	472	205	-	-	223.3	8.0	11,001	76,719	11,264	78,548
453	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	781	-	-	-	369.2	54.3	19,777	82,530	20,254	84,510
454	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	501	186	-	-	245.3	24.2	13,055	78,783	13,367	80,662
455	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	405	-	-	-	242.0	94.0	17,263	82,709	17,676	84,689
456	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	184	652	-	-	148.5	8.0	7,468	73,386	7,647	75,131
457	240117	CORP-Water Quality	Lab Technician II UWUA 433	7/8/2019	-	-	-	-	2.5	-	130	72,250	134	74,216
458	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	357	-	-	-	186.0	48.0	11,572	75,905	11,849	77,728
459	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	1,203	-	-	184.5	92.7	12.7	12,413	78,991	12,689	80,729
460	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	3,596	342	-	-	211.8	94.1	15,936	85,249	16,290	87,064
461	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	211	973	-	-	229.0	9.0	11,145	76,346	11,412	78,159
462	242206	MONVA-Field Services	Utility Person U537O	7/29/2019	5,780	-	-	-	507.3	105.7	30,631	101,786	31,312	103,928
463	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	2,903	-	-	-	548.7	87.9	28,597	90,883	29,377	93,291
464	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	220	342	-	-	113.7	16.0	6,231	70,810	6,380	72,505
465	249160	WILK-Watres	Plant Operator U648S	7/31/2019	216	1,004	-	-	240.2	8.7	11,648	76,886	11,927	78,710
466	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	864	-	-	-	75.3	9.7	4,162	70,402	4,255	71,956
467	243301	BUTL-Production	Helper/Relief Operator U537O	8/5/2019	493	230	-	90.7	152.8	16.7	12,258	80,820	12,532	82,619
468	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	552	207	-	-	273.3	23.0	14,062	78,797	14,399	80,680
469	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	8/12/2019	608	-	-	-	74.5	47.8	6,574	72,766	6,721	74,395
470	241106	PITT-Field Services	Backhoe Operator U537P	8/12/2019	6,160	-	-	-	950.0	100.3	46,482	112,045	47,750	114,942
471	244601	KANE-Production	Operator U537O	9/9/2019	49	-	-	-	64.8	16.0	4,244	72,654	4,338	74,272
472	243151	NEWC-New Castle	Operator U537O	9/23/2019	340	379	-	144.0	236.4	47.0	20,644	89,724	21,103	91,707
473	243301	BUTL-Production	Operator U537O	9/23/2019	763	377	-	157.3	240.5	37.5	20,760	90,261	21,222	92,247
474	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	30	379	-	-	293.0	109.5	18,816	78,420	19,329	80,562
475	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	3,393	-	-	-	234.4	43.3	13,913	83,245	14,229	85,064
476	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	144	984	-	-	249.1	10.5	12,165	77,311	12,457	79,149
477	246152	MECH-Silver Springs	Plant Operator U648R	2/10/2020	13	-	-	-	197.6	32.0	10,438	70,731	10,792	73,131
478	249103	WILK-Cust Service	Serviceperson U648S	3/2/2020	-	177	-	-	57.8	6.0	2,981	66,070	3,053	67,666
479	244301	CLAR-Production	Operator/Relief Operator U537O	3/2/2020	356	148	-	92.0	247.0	25.5	17,109	83,887	17,501	85,803
480	242106	MCMR-Field Services	Utility Person U537O	3/17/2020	1,110	280	-	-	69.8	51.0	6,322	71,000	6,467	72,606
481	249158	WILK-Lake Scranton	Plant Operator U648S	4/13/2020	184	524	-	-	147.0	10.5	7,322	70,984	7,499	72,684
482	244301	CLAR-Production	Operator U537O	4/27/2020	49	140	-	88.0	183.9	11.3	13,011	79,473	13,309	81,295
483	249106	WILK-Field Services	M/C Utility Person U648S	4/27/2020	152	304	-	-	118.0	4.5	5,372	65,669	5,500	67,238
484	241106	PITT-Field Services	Service Crew Driver U537P	4/27/2020	2,161	667	-	-	472.6	56.8	23,089	84,234	23,722	86,476
485	242106	MCMR-Field Services	Utility Person U537O	5/11/2020	1,249	66	-	275.3	115.6	10.8	16,369	80,971	16,746	82,809
486	240117	CORP-Water Quality	Lab Tech I UWUA 433	5/18/2020	-	-	-	-	-	-	-	58,067	-	59,633
487	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	6/8/2020	355	-	-	-	39.4	4.0	2,050	65,901	2,097	67,431
488	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/6/2020	-	-	-	-	40.9	7.6	2,297	64,624	2,335	65,706
489	249103	WILK-Cust Service	Serviceperson U648S	7/13/2020	20	284	-	-	49.3	4.0	2,435	64,586	2,494	66,148
490	245206	YARD-Field Services	Utility B F473Y	7/13/2020	42	-	52.5	-	81.0	-	4,357	56,579	4,474	58,094
491	241106	PITT-Field Services	Shop Clerk U537P	7/27/2020	3,043	3	-	-	450.9	52.8	21,714	82,598	22,308	84,779
492	249158	WILK-Lake Scranton	Plant Operator U648S	8/24/2020	120	1,459	-	-	130.6	16.0	6,783	70,250	6,947	71,917
493	241106	PITT-Field Services	Compressor Operator U537P	10/26/2020	896	294	-	-	210.6	33.0	10,626	69,904	10,920	71,806
494	249106	WILK-Field Services	M/C Crew Leader U648S	12/14/2020	1,080	240	-	-	572.0	97.5	31,190	94,356	31,948	96,618
495	249160	WILK-Watres	Plant Operator U648S	12/15/2020	160	874	-	-	235.0	12.0	11,159	74,082	11,431	75,856
496	249160	WILK-Watres	Plant Operator U648S	12/21/2020	176	940	-	-	220.5	-	9,803	72,808	10,042	74,549
497	245201	YARD-Production	Plant Operator F473Y	1/19/2021	492	-	-	-	252.8	8.0	10,973	69,448	11,265	71,286
498	246152	MECH-Silver Springs	Plant Operator U648R	2/1/2021	25	-	-	-	179.0	24.0	9,137	69,443	9,448	71,799
499	249106	WILK-Field Services	M/C Crew Leader U648S	3/1/2021	920	77	-	-	503.0	9.5	22,114	82,807	22,648	84,782
500	246152	MECH-Silver Springs	Plant Operator U648R	3/8/2021	13	-	-	-	179.5	54.0	10,891	71,184	11,261	73,600
501	245206	YARD-Field Services	Utility B F473Y	3/15/2021	72	-	35.0	-	63.8	-	3,232	54,961	3,319	56,447
502	244101	INDI-Production	Operator U537O	3/22/2021	528	240	-	120.0	149.5	8.0	11,996	76,949	12,281	78,758
503	241106	PITT-Field Services	Utility Person B U537P	3/29/2021	288	-	-	-	58.8	8.5	2,884	60,445	2,962	62,090
504	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	4/5/2021	170	242	-	-	20.3	7.0	1,305	63,125	1,337	64,639
505	245106	NORR-Field Services	Utility Person B F473N	4/13/2021	600	-	48.0	-	256.5	44.5	13,581	68,532	13,972	70,489
506	243152	NEWC-Ellwood	Operator U537O	4/26/2021	-	228	-	136.0	173.0	-	13,203	77,616	13,516	79,454
507	249106	WILK-Field Services	M/C Crew Leader U648S	4/26/2021	328	-	-	-	145.0	-	6,331	67,441	6,484	69,055
508	249106	WILK-Field Services	M/C Utility Person U648S	5/3/2021	464	-	-	-	233.5	4.5	9,926	68,082	10,167	69,721
509	242106	MCMR-Field Services	Utility Person U537O	5/3/2021	889	-	-	-	73.0	8.5	3,708	65,796	3,796	67,346

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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	2022	2023	2022	2023
510	243106	NEWC-Field Services	Utility Person U537O	5/4/2021	28.53	4,986	59,571	29.31	30.01	61,199	62,661
511	241401	STNW-Production	Plant Operator	5/17/2021	22.46	6,485	46,896	23.01	23.53	48,045	49,131
512	242306	UNTN-Field Services	Utility Person U537O	5/17/2021	28.53	4,451	59,571	29.31	30.01	61,199	62,661
513	241151	PITT-Production Haye	Operator U537P	5/24/2021	27.49	3,780	57,399	28.25	29.03	58,986	60,615
514	241106	PITT-Field Services	Utility Person B U537P	5/24/2021	26.70	25,145	55,750	27.43	28.18	57,274	58,840
515	243106	NEWC-Field Services	Utility Person U537O	5/24/2021	28.53	2,225	59,571	29.31	30.01	61,199	62,661
516	241106	PITT-Field Services	Utility Person B U537P	5/25/2021	26.65	6,126	55,645	29.47	30.22	61,533	63,099
517	249103	WILK-Cust Service	Serviceperson U648S	6/1/2021	28.42	906	59,341	29.11	29.81	60,782	62,243
518	249103	WILK-Cust Service	Serviceperson U648S	6/7/2021	28.42	1,172	59,341	29.11	29.81	60,782	62,243
519	244101	INDI-Production	Helper/Relief Operator U537O	6/7/2021	29.69	5,463	61,993	30.49	31.22	63,663	65,187
520	249106	WILK-Field Services	M/C Technician U648S	6/8/2021	28.42	5,037	59,341	29.11	29.81	60,782	62,243
521	243306	BUTL-Field Services	Distribution System Serviceperson U537O	6/14/2021	28.63	891	59,779	29.41	30.12	61,408	62,891
522	245106	NORR-Field Services	Utility Person A F473N	7/8/2021	27.43	5,068	57,274	28.22	29.02	58,923	60,594
523	243152	NEWC-Ellwood	Helper/Relief Operator U537O	8/2/2021	29.69	5,969	61,993	30.49	31.22	63,663	65,187
524	245101	NORR-Production	Maint&Relief F473N	8/2/2021	27.31	6,070	57,023	28.09	28.89	58,652	60,322
525	249158	WILK-Lake Scranton	Plant Operator U648S	8/16/2021	27.94	8,396	58,339	28.61	29.30	59,738	61,178
526	244506	WARR-Field Services	Utility Person U537O	8/16/2021	28.53	567	59,571	29.31	30.01	61,199	62,661
527	242206	MONVA-Field Services	Utility Person U537O	8/16/2021	28.53	3,245	59,571	29.31	30.01	61,199	62,661
528	245101	NORR-Production	Maint&Relief F473N	8/16/2021	27.31	6,268	57,023	28.09	28.89	58,652	60,322
529	244606	KANE-Field Services	Utility Person U537O	8/30/2021	28.53	150	59,571	29.31	30.01	61,199	62,661
530	249106	WILK-Field Services	M/C Crew Leader U648S	9/13/2021	27.92	4,083	58,297	28.59	29.28	59,696	61,137
531	249106	WILK-Field Services	M/C Crew Leader U648S	9/14/2021	27.92	3,392	58,297	28.59	29.28	59,696	61,137
532	241401	STNW-Production	Plant Operator	9/20/2021	22.46	1,954	46,896	23.01	23.53	48,045	49,131
533	241106	PITT-Field Services	Auto Mechanic U537P	10/25/2021	27.42	82	57,253	28.17	28.94	58,819	60,427
534	245106	NORR-Field Services	Utility Person B F473N	11/1/2021	25.29	3,101	52,806	26.03	26.78	54,351	55,917
535	249158	WILK-Lake Scranton	Plant Operator U648S	11/15/2021	27.94	1,474	58,339	28.61	29.30	59,738	61,178
536	245106	NORR-Field Services	Utility Person B F473N	11/15/2021	25.29	2,757	52,806	26.03	26.78	54,351	55,917
537	245103	NORR-Cust Service	Serviceperson F473N	11/22/2021	26.93	202	56,230	27.70	28.49	57,838	59,487
538	241106	PITT-Field Services	Compressor Operator U537P	11/22/2021	27.08	284	56,543	27.82	28.59	58,088	59,696
539	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	12/6/2021	27.09	-	56,564	29.97	30.73	62,577	64,164
540	249106	WILK-Field Services	M/C Utility Person U648S	12/13/2021	26.48	397	55,290	27.12	27.77	56,627	57,984
541	245106	NORR-Field Services	Utility Person B - To Be Filled	7/1/2022		-	-	26.03	26.78	54,351	55,917
542	245101	NORR-Production	Maint & Relief - To Be Filled	7/1/2022		-	-	28.09	28.89	58,652	60,322
543	245106	NORR-Field Services	Utility Person B - To Be Filled	1/24/2022		-	-	30.03	30.78	62,703	64,269
544	244206	PUNX-Field Services	Utility Person - To Be Filled	2/14/2022		-	-	29.31	30.01	61,199	62,661
545	242103	MCMR-Cust Service	Distribution System Serviceperson - To Be Filled	2/7/2022		-	-	29.41	30.12	61,408	62,891
546	241106	PITT-Field Services	Compressor Operator - To Be Filled	3/31/2022		-	-	27.82	28.59	58,088	59,696
547	241106	PITT-Field Services	Service Crew Driver - To Be Filled	3/31/2022		-	-	27.87	28.58	58,193	59,675
548	241106	PITT-Field Services	Shop Clerk - To Be Filled	3/31/2022		-	-	27.65	28.36	57,733	59,216
549	241106	PITT-Field Services	Backhoe Operator - To Be Filled	3/31/2022		-	-	28.40	29.12	59,299	60,803
550	241106	PITT-Field Services	Utility Person B - To Be Filled	3/31/2022		-	-	29.47	30.22	61,533	63,099
551	241106	PITT-Field Services	Dump Truck Driver - To Be Filled	3/31/2022		-	-	32.65	33.48	68,173	69,906
552	241106	PITT-Field Services	Backhoe Operator - To Be Filled	1/18/2022		-	-	28.40	29.12	59,299	60,803
553	241103	PITT-Cust Service	Meter Service Person - To Be Filled	2/28/2022		-	-	28.78	29.51	60,093	61,617
554	246152	MECH-Silver Springs	Maint & Relief - To Be Filled	1/24/2022		-	-	27.21	27.93	56,814	58,318
555	246151	MECH-ProdWestShore	Maint & Relief - To Be Filled	1/10/2022		-	-	27.21	27.93	56,814	58,318
556	249160	WILK-Watres	Plant Operator - To Be Filled	7/1/2022		-	-	28.61	29.30	59,738	61,178
557	249160	WILK-Watres	Plant Operator - To Be Filled	7/1/2022		-	-	28.61	29.30	59,738	61,178
558	249152	WILK-Ceasetown	Plant Operator - To Be Filled	7/1/2022		-	-	28.61	29.30	59,738	61,178
			Total Collective Bargaining Unit			$6,840,907	$35,495,097			$37,532,421	$38,430,888
Non-Collective Bargaining Unit Hourly											
1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	$30.97	$ 464	$64,665	$32.36	$33.32	$67,568	$69,572
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	40.14	12,427	83,812	40.94	42.16	85,483	88,030
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	34.61	385	72,266	35.65	36.71	74,437	76,650
4	249103	WILK-Cust Service	Operations Specialist	10/27/1980	37.10	266	77,465	37.84	38.97	79,010	81,369
5	245306	ABNG-Field Services	Utility Person	7/16/1990	31.35	7,407	65,459	31.35	32.28	65,459	67,401
6	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	31.92	97	66,649	32.48	33.45	67,818	69,844
7	246801	LEHP-Production	Plant Operator	2/1/1996	31.63	18,087	66,043	32.55	33.52	67,964	69,990
8	245501	BNGR-Production	Plant Operator	6/1/1980	33.47	9,450	69,885	34.45	35.48	71,932	74,082
9	245706	POCO-Field Services	Crew Leader	9/16/1996	31.70	12,182	66,190	32.63	33.60	68,131	70,157
10	245406	SUSQ-Field Services	Utility Person	2/20/1990	30.88	3,423	64,477	31.78	32.73	66,357	68,340
11	245706	POCO-Field Services	Utility Person	7/1/1994	31.25	10,059	65,250	32.16	33.12	67,150	69,155

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					Gross Labor											
							Overtime Hours					2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
510	243106	NEWC-Field Services	Utility Person U537O	5/4/2021	770	93	-	-	116.5	-	5,122	67,184	5,244	68,768
511	241401	STNW-Production	Plant Operator	5/17/2021	-	-	-	-	192.5	-	6,644	54,689	6,794	55,925
512	242306	UNTN-Field Services	Utility Person U537O	5/17/2021	1,158	-	-	-	88.0	12.0	4,572	66,929	4,682	68,500
513	241151	PITT-Production Haye	Operator U537P	5/24/2021	-	164	-	-	73.0	14.0	3,884	63,034	3,992	64,770
514	241106	PITT-Field Services	Utility Person B U537P	5/24/2021	3,420	-	-	-	583.5	33.3	25,832	86,526	26,539	88,798
515	243106	NEWC-Field Services	Utility Person U537O	5/24/2021	193	109	-	-	52.0	-	2,286	63,787	2,341	65,303
516	241106	PITT-Field Services	Utility Person B U537P	5/25/2021	704	171	-	-	153.3	-	6,774	69,182	6,947	70,921
517	249103	WILK-Cust Service	Serviceperson U648S	6/1/2021	32	130	-	-	21.3	-	928	61,871	950	63,355
518	249103	WILK-Cust Service	Serviceperson U648S	6/7/2021	16	144	-	-	27.5	-	1,201	62,142	1,230	63,633
519	244101	INDI-Production	Helper/Relief Operator U537O	6/7/2021	163	75	-	48.0	72.0	8.0	5,610	69,511	5,744	71,170
520	249106	WILK-Field Services	M/C Technician U648S	6/8/2021	168	-	-	-	107.5	8.0	5,160	66,109	5,284	67,695
521	243306	BUTL-Field Services	Distribution System Serviceperson U537O	6/14/2021	192	120	-	-	20.8	-	915	62,635	937	64,140
522	245106	NORR-Field Services	Utility Person A F473N	7/8/2021	216	-	7.0	-	86.5	24.0	5,214	64,353	5,361	66,171
523	243152	NEWC-Ellwood	Helper/Relief Operator U537O	8/2/2021	64	94	-	32.0	104.0	2.5	6,130	69,951	6,276	71,622
524	245101	NORR-Production	Maint&Relief F473N	8/2/2021	660	-	-	-	125.5	17.0	6,243	65,555	6,421	67,403
525	249158	WILK-Lake Scranton	Plant Operator U648S	8/16/2021	336	21	-	-	147.0	40.0	8,597	68,692	8,805	70,340
526	244506	WARR-Field Services	Utility Person U537O	8/16/2021	98	-	-	-	13.3	-	583	61,880	596	63,356
527	242206	MONVA-Field Services	Utility Person U537O	8/16/2021	1,005	-	-	-	68.5	5.5	3,334	65,538	3,414	67,079
528	245101	NORR-Production	Maint&Relief F473N	8/16/2021	732	-	-	-	89.0	48.0	6,447	65,831	6,630	67,685
529	244606	KANE-Field Services	Utility Person U537O	8/30/2021	-	-	-	-	3.5	-	154	61,353	158	62,818
530	249106	WILK-Field Services	M/C Crew Leader U648S	9/13/2021	184	-	-	-	97.5	-	4,181	64,061	4,282	65,603
531	249106	WILK-Field Services	M/C Crew Leader U648S	9/14/2021	184	-	-	-	81.0	-	3,474	63,354	3,558	64,878
532	241401	STNW-Production	Plant Operator	9/20/2021	-	-	-	-	58.0	-	2,002	50,047	2,047	51,178
533	241106	PITT-Field Services	Auto Mechanic U537P	10/25/2021	-	-	-	-	2.0	-	85	58,903	87	60,514
534	245106	NORR-Field Services	Utility Person B F473N	11/1/2021	180	-	-	-	51.8	22.5	3,192	57,723	3,284	59,381
535	249158	WILK-Lake Scranton	Plant Operator U648S	11/15/2021	8	122	-	-	24.5	8.0	1,509	61,377	1,546	62,854
536	245106	NORR-Field Services	Utility Person B F473N	11/15/2021	132	-	-	-	50.0	17.0	2,837	57,320	2,919	58,968
537	245103	NORR-Cust Service	Serviceperson F473N	11/22/2021	12	-	-	-	5.0	-	208	58,057	214	59,713
538	241106	PITT-Field Services	Compressor Operator U537P	11/22/2021	-	-	-	-	7.0	-	292	58,380	300	59,996
539	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	12/6/2021	-	-	-	-	-	-	-	62,577	-	64,164
540	249106	WILK-Field Services	M/C Utility Person U648S	12/13/2021	24	-	-	-	10.0	-	407	57,057	417	58,424
541	245106	NORR-Field Services	Utility Person B - To Be Filled	7/1/2022	-	-	-	-	-	-	-	54,351	-	55,917
542	245101	NORR-Production	Maint & Relief - To Be Filled	7/1/2022	-	-	-	-	-	-	-	58,652	-	60,322
543	245106	NORR-Field Services	Utility Person B - To Be Filled	1/24/2022	-	-	-	-	-	-	-	62,703	-	64,269
544	244206	PUNX-Field Services	Utility Person - To Be Filled	2/14/2022	-	-	-	-	-	-	-	61,199	-	62,661
545	242103	MCMR-Cust Service	Distribution System Serviceperson - To Be Filled	2/7/2022	-	-	-	-	-	-	-	61,408	-	62,891
546	241106	PITT-Field Services	Compressor Operator - To Be Filled	3/31/2022	-	-	-	-	-	-	-	58,088	-	59,696
547	241106	PITT-Field Services	Service Crew Driver - To Be Filled	3/31/2022	-	-	-	-	-	-	-	58,193	-	59,675
548	241106	PITT-Field Services	Shop Clerk - To Be Filled	3/31/2022	-	-	-	-	-	-	-	57,733	-	59,216
549	241106	PITT-Field Services	Backhoe Operator - To Be Filled	3/31/2022	-	-	-	-	-	-	-	59,299	-	60,803
550	241106	PITT-Field Services	Utility Person B - To Be Filled	3/31/2022	-	-	-	-	-	-	-	61,533	-	63,099
551	241106	PITT-Field Services	Dump Truck Driver - To Be Filled	3/31/2022	-	-	-	-	-	-	-	68,173	-	69,906
552	241106	PITT-Field Services	Backhoe Operator - To Be Filled	1/18/2022	-	-	-	-	-	-	-	59,299	-	60,803
553	241103	PITT-Cust Service	Meter Service Person - To Be Filled	2/28/2022	-	-	-	-	-	-	-	60,093	-	61,617
554	246152	MECH-Silver Springs	Maint & Relief - To Be Filled	1/24/2022	-	-	-	-	-	-	-	56,814	-	58,318
555	246151	MECH-ProdWestShore	Maint & Relief - To Be Filled	1/10/2022	-	-	-	-	-	-	-	56,814	-	58,318
556	249160	WILK-Watres	Plant Operator - To Be Filled	7/1/2022	-	-	-	-	-	-	-	59,738	-	61,178
557	249160	WILK-Watres	Plant Operator - To Be Filled	7/1/2022	-	-	-	-	-	-	-	59,738	-	61,178
558	249152	WILK-Ceasetown	Plant Operator - To Be Filled	7/1/2022	-	-	-	-	-	-	-	59,738	-	61,178
			Total Collective Bargaining Unit		$633,656	$51,126	865.0	4,019.3	118,759.5	16,061.5	$7,024,071	$45,241,274	$7,194,518	$46,310,188
Non-Collective Bargaining Unit Hourly														
1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	$0	$0	-	-	9.8	-	$484	$68,052	$499	$70,071
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	-	-	-	-	200.8	-	12,668	98,150	13,035	101,065
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	-	-	-	-	6.4	-	395	74,833	406	77,056
4	249103	WILK-Cust Service	Operations Specialist	10/27/1980	-	-	-	-	4.7	-	271	79,281	279	81,648
5	245306	ABNG-Field Services	Utility Person	7/16/1990	70	-	70.3	-	69.7	27.7	7,407	72,936	7,622	75,092
6	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	-	-	-	-	2.0	-	99	67,917	102	69,945
7	246801	LEHP-Production	Plant Operator	2/1/1996	220	-	7.0	-	196.0	130.1	18,603	86,788	19,148	89,357
8	245501	BNGR-Production	Plant Operator	6/1/1980	40	-	172.7	-	40.3	23.4	9,725	81,696	10,013	84,135
9	245706	POCO-Field Services	Crew Leader	9/16/1996	113	-	74.3	-	127.2	56.8	12,534	80,779	12,901	83,171
10	245406	SUSQ-Field Services	Utility Person	2/20/1990	43	-	47.3	-	36.3	3.0	3,520	69,920	3,622	72,006
11	245706	POCO-Field Services	Utility Person	7/1/1994	97	-	69.7	-	113.9	37.7	10,346	77,593	10,649	79,900

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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	2022	2023	2022	2023
12	245501	BNGR-Production	Plant Operator	7/23/1990	34.46	13,247	71,952	35.47	36.53	74,061	76,275
13	245306	ABNG-Field Services	Utility Person	4/11/1994	31.09	7,297	64,916	31.09	32.02	64,916	66,858
14	247406	FRCK-Field Services	Utility Person	4/18/1988	31.32	2,448	65,396	32.23	33.19	67,296	69,301
15	247406	FRCK-Field Services	Utility Person	1/15/1986	32.32	7,307	67,484	33.29	34.28	69,510	71,577
16	247106	MILT-Field Services	Operations Specialist	6/14/1979	27.75	2,222	57,942	28.92	29.78	60,385	62,181
17	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	28.42	7,780	59,341	30.31	31.21	63,287	65,166
18	240205	CORP-Admin & Gen	Exec Asst (N)	6/5/1995	31.84	496	66,482	32.80	33.78	68,486	70,533
19	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	30.09	1,781	62,828	30.99	31.91	64,707	66,628
20	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	1/2/1996	33.50	4,926	69,948	34.17	35.19	71,347	73,477
21	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	38.89	4,485	81,202	39.66	40.84	82,810	85,274
22	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	48.13	7,397	100,495	49.57	51.05	103,502	106,592
23	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	29.16	546	60,886	30.11	31.01	62,870	64,749
24	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	41.39	22,687	86,422	42.21	43.47	88,134	90,765
25	247206	PHBG-Field Services	Foreperson	7/27/1998	32.00	2,805	66,816	32.00	32.95	66,816	68,800
26	247106	MILT-Field Services	Utility Person	11/16/1998	30.13	8,278	62,911	31.01	31.93	64,749	66,670
27	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	30.84	4,751	64,394	31.74	32.69	66,273	68,257
28	240114	CORP-Engineering	GIS Analyst	8/1/2000	29.66	-	61,930	30.34	31.24	63,350	65,229
29	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	32.67	6,828	68,215	33.63	34.63	70,219	72,307
30	246506	COAT-Field Services	Utility Person	1/26/1998	27.79	4,503	58,026	28.60	29.45	59,717	61,492
31	246306	PENN/Wyom-Field Srvc	Crew Leader	3/1/1997	34.10	12,163	71,201	35.10	36.15	73,289	75,481
32	245906	GLEN-Field Services	Utility Person	12/27/1994	33.13	10,184	69,175	34.13	35.15	71,263	73,393
33	246306	PENN/Wyom-Field Srvc	Utility Person	8/16/1999	32.10	8,297	67,025	33.04	34.02	68,988	71,034
34	245606	NAZA-Field Services	Utility Person	10/4/1993	31.90	6,731	66,607	32.86	33.84	68,612	70,658
35	245606	NAZA-Field Services	Crew Leader	4/18/1983	32.42	7,687	67,693	33.37	34.36	69,677	71,744
36	245906	GLEN-Field Services	Utility Person	6/20/1983	31.85	6,495	66,503	32.81	33.79	68,507	70,554
37	246306	PENN/Wyom-Field Srvc	Utility Person	1/27/1986	32.74	9,390	68,361	33.70	34.70	70,366	72,454
38	245906	GLEN-Field Services	Crew Leader	10/1/1987	33.37	12,363	69,677	34.36	35.38	71,744	73,873
39	240106	CORP-Field Services	Operations Specialist	7/29/1996	27.07	317	56,522	27.90	28.73	58,255	59,988
40	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	33.02	14,042	68,946	33.98	34.99	70,950	73,059
41	246401	ROYF-Production	Plant Operator	3/9/1998	33.75	9,653	70,470	34.74	35.78	72,537	74,709
42	245601	NAZA-Production	Lead Plant Operator	5/27/1987	33.85	23,040	70,679	34.84	35.88	72,746	74,917
43	246406	ROYF-Field Services	Operations Specialist	3/3/1998	34.54	11,458	72,120	35.42	36.48	73,957	76,170
44	247203	PHBG-Cust Service	Utility Person	10/29/2001	32.27	3,430	67,380	33.24	34.23	69,405	71,472
45	245606	NAZA-Field Services	Utility Person	11/26/2001	32.24	9,455	67,317	33.18	34.17	69,280	71,347
46	246801	LEHP-Production	Utility Person	2/26/1990	31.11	5,972	64,958	32.02	32.97	66,858	68,841
47	246501	COAT-Production	Plant Operator	5/28/2002	32.70	23,296	68,278	33.65	34.65	70,261	72,349
48	240114	CORP-Engineering	GIS Analyst	10/28/2002	33.67	-	70,303	34.34	35.36	71,702	73,832
49	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	44.46	27,224	92,832	46.24	47.62	96,549	99,431
50	245906	GLEN-Field Services	Utility Person	1/5/2004	31.55	10,632	65,876	32.51	33.48	67,881	69,906
51	245606	NAZA-Field Services	Utility Person	2/16/2004	30.94	7,307	64,603	31.84	32.79	66,482	68,466
52	247106	MILT-Field Services	Utility Person	11/22/2004	28.88	1,283	60,301	29.72	30.61	62,055	63,914
53	247106	MILT-Field Services	Utility Person	11/23/2004	28.91	1,605	60,364	28.91	29.77	60,364	62,160
54	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	29.89	536	62,410	30.48	31.39	63,642	65,542
55	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	27.45	73	57,316	27.45	28.27	57,316	59,028
56	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	23.81	136	49,715	24.28	25.00	50,697	52,200
57	240106	CORP-Field Services	Operations Specialist	1/31/2005	29.86	6,720	62,348	30.99	31.91	64,707	66,628
58	240106	CORP-Field Services	Operations Specialist	3/21/2005	30.59	6,681	63,872	31.75	32.70	66,294	68,278
59	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	30.50	8,229	63,684	31.39	32.33	65,542	67,505
60	245506	BNGR-Field Services	Utility Person	11/7/2005	30.89	6,829	64,498	31.79	32.74	66,378	68,361
61	245401	SUSQ-Production	Plant Operator	5/15/2006	30.27	9,246	63,204	31.15	32.08	65,041	66,983
62	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006	31.03	10,885	64,791	31.94	32.89	66,691	68,674
63	246806	LEHP-Field Services	Plant Operator	10/2/2006	31.91	21,951	66,628	32.84	33.82	68,570	70,616
64	245706	POCO-Field Services	Utility Person	10/9/2006	30.48	6,087	63,642	31.37	32.30	65,501	67,442
65	245606	NAZA-Field Services	Utility Person	12/18/2006	31.17	5,982	65,083	32.08	33.04	66,983	68,988
66	249150	WILK-Other	Operations Specialist	1/22/2007	35.40	7,523	73,915	36.46	37.55	76,128	78,404
67	246206	HSHY-Field Services	Utility Person	3/26/2007	31.82	27,668	66,440	32.75	33.73	68,382	70,428
68	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	29.90	7,327	62,431	30.83	31.75	64,373	66,294
69	247106	MILT-Field Services	Utility Person	5/7/2007	29.63	1,418	61,867	30.50	31.41	63,684	65,584
70	240106	CORP-Field Services	Operations Specialist	6/18/2007	32.82	1,141	68,528	34.03	35.04	71,055	73,164
71	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	30.92	8,144	64,561	31.82	32.77	66,440	68,424
72	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	37.53	35,442	78,363	39.03	40.19	81,495	83,917
73	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	36.06	8,634	75,293	37.86	38.99	79,052	81,411

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						Gross Labor									
								Overtime Hours					2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
12	245501	BNGR-Production	Plant Operator	7/23/1990	80	-	170.3	-	89.3	37.7	13,631	87,772	14,033	90,388
13	245306	ABNG-Field Services	Utility Person	4/11/1994	70	-	52.5	-	73.5	34.0	7,297	72,283	7,512	74,440
14	247406	FRCK-Field Services	Utility Person	4/18/1988	27	-	-	-	42.8	6.0	2,517	69,840	2,590	71,917
15	247406	FRCK-Field Services	Utility Person	1/15/1986	57	-	7.0	-	113.5	21.4	7,521	77,087	7,739	79,372
16	247106	MILT-Field Services	Operations Specialist	6/14/1979	-	-	-	-	52.5	-	2,314	62,699	2,381	64,562
17	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	15	920	-	-	109.2	53.3	8,291	72,512	8,534	74,635
18	240205	CORP-Admin & Gen	Exec Asst (N)	6/5/1995	-	-	-	-	10.3	-	510	68,997	525	71,058
19	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	17	-	2.0	-	27.4	7.3	1,833	66,557	1,886	68,531
20	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	1/2/1996	-	-	-	-	95.1	-	5,022	76,369	5,167	78,644
21	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	-	-	-	-	73.4	-	4,570	87,380	4,700	89,974
22	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	-	-	-	-	98.7	-	7,610	111,112	7,829	114,422
23	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	-	-	-	-	12.3	-	563	63,433	580	65,328
24	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	-	-	-	-	357.2	-	23,126	111,261	23,801	114,567
25	247206	PHBG-Field Services	Foreperson	7/27/1998	100	-	7.0	-	42.5	7.5	2,805	69,721	2,887	71,786
26	247106	MILT-Field Services	Utility Person	11/16/1998	200	-	-	-	136.8	31.8	8,515	73,463	8,762	75,632
27	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	27	-	-	-	47.8	40.0	4,888	71,187	5,032	73,315
28	240114	CORP-Engineering	GIS Analyst	8/1/2000	-	-	-	-	-	-	-	63,350	-	65,229
29	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	45	-	43.0	-	57.0	38.2	7,025	77,290	7,230	79,582
30	246506	COAT-Field Services	Utility Person	1/26/1998	20	-	1.0	-	84.0	15.0	4,630	64,367	4,764	66,275
31	246306	PENN/Wyom-Field Srvc	Crew Leader	3/1/1997	30	-	100.3	-	111.0	41.4	12,513	85,832	12,880	88,391
32	245906	GLEN-Field Services	Utility Person	12/27/1994	127	-	65.7	-	113.8	31.3	10,484	81,874	10,789	84,308
33	246306	PENN/Wyom-Field Srvc	Utility Person	8/16/1999	17	-	46.7	-	83.6	40.5	8,535	77,539	8,783	79,834
34	245606	NAZA-Field Services	Utility Person	10/4/1993	90	-	62.7	-	80.3	12.5	6,931	75,633	7,135	77,883
35	245606	NAZA-Field Services	Crew Leader	4/18/1983	150	-	56.7	-	72.9	33.3	7,908	77,735	8,138	80,032
36	245906	GLEN-Field Services	Utility Person	6/20/1983	33	-	56.3	-	70.1	18.5	6,686	75,226	6,880	77,467
37	246306	PENN/Wyom-Field Srvc	Utility Person	1/27/1986	33	-	55.0	-	111.5	29.5	9,660	80,059	9,941	82,428
38	245906	GLEN-Field Services	Crew Leader	10/1/1987	90	-	157.7	-	93.3	33.2	12,723	84,557	13,094	87,058
39	240106	CORP-Field Services	Operations Specialist	7/29/1996	-	-	-	-	7.3	-	326	58,582	335	60,324
40	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	393	134	-	-	168.9	82.2	14,443	85,921	14,865	88,451
41	246401	ROYF-Production	Plant Operator	3/9/1998	135	471	-	-	104.7	62.0	9,931	83,075	10,223	85,538
42	245601	NAZA-Production	Lead Plant Operator	5/27/1987	93	-	164.7	-	225.8	83.8	23,704	96,544	24,402	99,413
43	246406	ROYF-Field Services	Operations Specialist	3/3/1998	205	-	27.5	-	174.3	18.0	11,744	85,906	12,089	88,464
44	247203	PHBG-Cust Service	Utility Person	10/29/2001	88	-	10.0	-	42.3	15.3	3,531	73,025	3,634	75,195
45	245606	NAZA-Field Services	Utility Person	11/26/2001	117	-	76.3	-	109.1	24.7	9,727	79,123	10,013	81,477
46	246801	LEHP-Production	Utility Person	2/26/1990	113	-	68.0	-	47.9	24.5	6,144	73,115	6,324	75,278
47	246501	COAT-Production	Plant Operator	5/28/2002	15	-	58.5	-	217.3	158.3	23,962	94,239	24,664	97,028
48	240114	CORP-Engineering	GIS Analyst	10/28/2002	-	-	-	-	-	-	-	71,702	-	73,832
49	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	-	-	-	-	398.7	-	28,288	124,837	29,113	128,544
50	245906	GLEN-Field Services	Utility Person	1/5/2004	103	-	83.0	-	119.1	34.2	10,949	78,933	11,269	81,278
51	245606	NAZA-Field Services	Utility Person	2/16/2004	90	-	69.7	-	90.2	14.3	7,518	74,090	7,740	76,295
52	247106	MILT-Field Services	Utility Person	11/22/2004	40	-	7.0	-	20.3	3.0	1,319	63,414	1,358	65,312
53	247106	MILT-Field Services	Utility Person	11/23/2004	55	-	-	-	20.3	12.0	1,605	62,024	1,652	63,867
54	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	-	-	-	-	11.6	-	546	64,188	562	66,104
55	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	-	-	-	-	1.8	-	73	57,388	75	59,102
56	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	-	-	-	-	3.8	-	139	50,836	143	52,343
57	240106	CORP-Field Services	Operations Specialist	1/31/2005	-	-	-	-	145.7	-	6,967	71,674	7,168	73,796
58	240106	CORP-Field Services	Operations Specialist	3/21/2005	-	-	-	-	141.2	-	6,926	73,220	7,127	75,405
59	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	25	546	-	-	111.8	48.7	8,465	74,578	8,714	76,790
60	245506	BNGR-Field Services	Utility Person	11/7/2005	37	-	133.7	-	47.0	7.5	7,026	73,440	7,234	75,632
61	245401	SUSQ-Production	Plant Operator	5/15/2006	187	-	52.0	-	131.8	24.5	9,509	74,737	9,787	76,957
62	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006	73	-	60.3	-	124.4	48.9	11,199	77,963	11,526	80,274
63	246806	LEHP-Field Services	Plant Operator	10/2/2006	67	-	-	-	262.3	142.0	22,581	91,218	23,245	93,928
64	245706	POCO-Field Services	Utility Person	10/9/2006	67	-	33.3	-	73.1	25.7	6,260	71,827	6,440	73,949
65	245606	NAZA-Field Services	Utility Person	12/18/2006	50	-	78.3	-	56.5	13.5	6,155	73,188	6,338	75,375
66	249150	WILK-Other	Operations Specialist	1/22/2007	-	-	-	-	138.2	-	7,743	83,871	7,968	86,373
67	246206	HSHY-Field Services	Utility Person	3/26/2007	337	-	93.7	-	398.3	80.8	28,461	97,180	29,297	100,062
68	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	20	21	-	-	117.6	32.0	7,551	71,965	7,772	74,107
69	247106	MILT-Field Services	Utility Person	5/7/2007	47	-	-	-	31.0	-	1,459	65,189	1,501	67,132
70	240106	CORP-Field Services	Operations Specialist	6/18/2007	-	-	-	-	23.1	-	1,182	72,237	1,218	74,381
71	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	33	-	57.3	-	86.1	36.1	8,377	74,850	8,623	77,080
72	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	-	-	-	-	617.3	-	36,831	118,325	37,905	121,822
73	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	30	-	-	-	110.0	34.0	9,053	88,135	9,317	90,758

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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	2022	2023	2022	2023
74	247206	PHBG-Field Services	Utility Person	6/2/2008	32.07	4,505	66,962	33.03	34.01	68,967	71,013
75	247106	MILT-Field Services	Utility Person	7/21/2008	28.59	4,316	59,696	29.47	30.35	61,533	63,371
76	246501	COAT-Production	Plant Operator	10/6/2008	31.31	11,455	65,375	32.25	33.21	67,338	69,342
77	247701	BOGGS-Production	Plant Operator	5/4/2009	32.34	3,045	67,526	33.31	34.30	69,551	71,618
78	245706	POCO-Field Services	Utility Person	9/28/2009	31.13	14,133	64,999	32.04	32.99	66,900	68,883
79	246506	COAT-Field Services	Utility Person	11/2/2009	31.08	3,361	64,895	31.99	32.94	66,795	68,779
80	247401	FRCK-Production	Operator	1/25/2010	30.80	4,699	64,310	31.70	32.64	66,190	68,152
81	247206	PHBG-Field Services	Utility Person	3/29/2010	32.01	3,290	66,837	32.97	33.95	68,841	70,888
82	241106	PITT-Field Services	Operations Specialist	10/4/2010	34.88	10,441	72,829	35.58	36.64	74,291	76,504
83	242101	MCMR-Production	Maint Service Specialist	12/20/2010	36.50	10,549	76,212	37.23	38.34	77,736	80,054
84	240306	CORP-Field Service	Exec Asst (N)	9/1/2011	28.31	121	59,111	29.07	29.94	60,698	62,515
85	245406	SUSQ-Field Services	Utility Person	9/6/2011	30.24	7,192	63,141	31.12	32.05	64,979	66,920
86	247206	PHBG-Field Services	Utility Person	11/7/2011	30.77	1,984	64,248	31.69	32.63	66,169	68,131
87	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	27.23	-	56,856	28.20	29.04	58,882	60,636
88	249106	WILK-Field Services	Operations Specialist	7/3/2012	28.13	1,122	58,735	28.97	29.83	60,489	62,285
89	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	29.10	2,146	60,761	29.95	30.84	62,536	64,394
90	249106	WILK-Field Services	Operations Specialist	2/18/2013	28.81	331	60,155	30.25	31.15	63,162	65,041
91	249150	WILK-Other	Operations Specialist	3/4/2013	28.94	458	60,427	29.81	30.70	62,243	64,102
92	247306	BRWK-Field Services	Utility Person	4/29/2013	31.48	10,760	65,730	32.50	33.47	67,860	69,885
93	245601	NAZA-Production	Plant Operator	6/27/2013	32.98	37,001	68,862	33.97	34.98	70,929	73,038
94	247301	BRWK-Production	Operator	9/16/2013	32.08	11,480	66,983	33.02	34.00	68,946	70,992
95	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	30.79	148	64,290	32.02	32.97	66,858	68,841
96	249103	WILK-Cust Service	Operations Specialist	11/3/2014	29.03	326	60,615	30.34	31.24	63,350	65,229
97	247201	PHBG-Production	Plant Operator	2/2/2015	30.92	8,544	64,561	31.85	32.80	66,503	68,486
98	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	30.50	28,563	63,684	31.42	32.36	65,605	67,568
99	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	26.64	2,518	55,624	27.71	28.54	57,858	59,592
100	245306	ABNG-Field Services	Utility Person	7/20/2015	30.69	12,145	64,081	31.59	32.53	65,960	67,923
101	243106	NEWC-Field Services	Operations Specialist	11/9/2015	26.51	144	55,353	27.31	28.12	57,023	58,715
102	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	32.13	7,152	67,087	33.25	34.24	69,426	71,493
103	241150	PITT-Production Othe	Operations Specialist	11/9/2015	28.31	317	59,111	28.95	29.81	60,448	62,243
104	246106	MECH-Field Services	Operations Specialist	11/9/2015	27.40	342	57,211	28.77	29.63	60,072	61,867
105	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	29.84	13,697	62,306	30.88	31.80	64,477	66,398
106	245406	SUSQ-Field Services	Utility Person	12/14/2015	26.55	4,915	55,436	27.40	28.22	57,211	58,923
107	246506	COAT-Field Services	Utility Person	2/3/2016	27.36	28,768	57,128	28.56	29.41	59,633	61,408
108	247103	MILT-Cust Service	Utility Person	3/7/2016	28.64	2,473	59,800	29.52	30.40	61,638	63,475
109	246206	HSHY-Field Services	Utility Person	2/29/2016	32.19	10,961	67,213	33.13	34.12	69,175	71,243
110	246201	HSHY-Production	Plant Operator	2/29/2016	30.34	36,728	63,350	31.41	32.35	65,584	67,547
111	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	30.95	12,833	64,624	31.88	32.83	66,565	68,549
112	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	25.41	214	53,056	27.19	28.00	56,773	58,464
113	240116	CORP-Maint Services	Lead Automation & Controls Tech	4/25/2016	45.57	19,879	95,150	47.85	49.28	99,911	102,897
114	246206	HSHY-Field Services	Utility Person	6/13/2016	28.87	5,925	60,281	29.71	30.60	62,034	63,893
115	246206	HSHY-Field Services	Utility Person	7/11/2016	28.62	2,387	59,759	29.46	30.34	61,512	63,350
116	246406	ROYF-Field Services	Crew Leader	7/5/2016	32.09	12,331	67,004	33.08	34.07	69,071	71,138
117	245306	ABNG-Field Services	Utility Person	10/24/2016	29.17	8,945	60,907	30.02	30.91	62,682	64,540
118	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	30.03	4,225	62,703	30.91	31.83	64,540	66,461
119	249106	WILK-Field Services	Operations Specialist	5/2/2016	26.75	235	55,854	27.55	28.37	57,524	59,237
120	247306	BRWK-Field Services	Utility Person	1/16/2017	27.90	4,531	58,255	28.71	29.57	59,946	61,742
121	246506	COAT-Field Services	Utility Person	2/13/2017	26.96	13,649	56,292	28.03	28.87	58,527	60,281
122	240103	CORP-Cust Relations	Compliance Analyst	6/26/2017	23.07	178	48,170	24.22	24.94	50,571	52,075
123	246406	ROYF-Field Services	Utility Person	7/17/2017	30.11	12,549	62,870	31.10	32.03	64,937	66,879
124	246801	LEHP-Production	Utility Person	7/31/2017	26.29	5,061	54,894	27.16	27.97	56,710	58,401
125	240106	CORP-Field Services	Admin Support Rep (N)	4/27/2015	16.95	14	35,392	17.54	18.06	36,624	37,709
126	240106	CORP-Field Services	Admin Support Rep (N)	12/2/2009	16.91	2	35,308	17.42	17.94	36,373	37,459
127	245401	SUSQ-Production	Plant Operator	1/2/2018	25.00	8,697	52,200	26.75	27.55	55,854	57,524
128	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018	27.12	7,337	56,627	27.73	28.56	57,900	59,633
129	240106	CORP-Field Services	Operations Specialist	7/9/2018	26.45	249	55,228	27.24	28.05	56,877	58,568
130	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018	30.54	140	63,768	31.15	32.08	65,041	66,983
131	246406	ROYF-Field Services	Operations Specialist	7/16/2018	36.55	6,046	76,316	37.28	38.39	77,841	80,158
132	240306	CORP-Field Service	Operations Specialist	7/30/2018	27.95	1,101	58,360	29.88	30.77	62,389	64,248
133	246801	LEHP-Production	Utility Person	7/23/2018	25.51	17,610	53,265	26.53	27.32	55,395	57,044
134	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	38.09	13,932	79,532	39.61	40.79	82,706	85,170
135	246501	COAT-Production	Utility Person	9/10/2018	29.41	18,302	61,408	30.72	31.64	64,143	66,064

Pennsylvania-American Water Company - Water Operations
Compensation

					Gross Labor											
							Overtime Hours						2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
74	247206	PHBG-Field Services	Utility Person	6/2/2008	100	-	10.5	-	61.8	17.2	4,637	73,703	4,771	75,884
75	247106	MILT-Field Services	Utility Person	7/21/2008	97	-	-	-	77.8	15.5	4,446	66,076	4,576	68,043
76	246501	COAT-Production	Plant Operator	10/6/2008	593	-	-	-	160.8	60.7	11,796	79,727	12,144	82,080
77	247701	BOGGS-Production	Plant Operator	5/4/2009	90	-	3.0	-	42.8	12.7	3,135	72,776	3,226	74,935
78	245706	POCO-Field Services	Utility Person	9/28/2009	113	-	74.7	-	168.3	59.5	14,539	81,552	14,963	83,959
79	246506	COAT-Field Services	Utility Person	11/2/2009	37	-	26.3	-	45.5	6.0	3,458	70,290	3,560	72,375
80	247401	FRCK-Production	Operator	1/25/2010	57	-	-	-	84.4	11.6	4,833	71,080	4,974	73,183
81	247206	PHBG-Field Services	Utility Person	3/29/2010	80	-	7.0	-	47.0	11.0	3,385	72,307	3,483	74,450
82	241106	PITT-Field Services	Operations Specialist	10/4/2010	1,464	-	-	-	167.1	21.5	10,647	86,402	10,958	88,927
83	242101	MCMR-Production	Maint Service Specialist	12/20/2010	44	23	-	-	167.4	18.0	10,759	88,562	11,078	91,198
84	240306	CORP-Field Service	Exec Asst (N)	9/1/2011	-	-	-	-	2.5	-	124	60,822	127	62,642
85	245406	SUSQ-Field Services	Utility Person	9/6/2011	203	-	50.3	-	111.0	7.8	7,397	72,579	7,613	74,737
86	247206	PHBG-Field Services	Utility Person	11/7/2011	35	-	5.3	-	27.3	8.2	2,042	68,246	2,101	70,267
87	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	-	-	-	-	-	-	-	58,882	-	60,636
88	249106	WILK-Field Services	Operations Specialist	7/3/2012	-	-	-	-	25.7	-	1,155	61,644	1,188	63,473
89	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	25	21	-	-	21.3	20.0	2,207	64,789	2,271	66,711
90	249106	WILK-Field Services	Operations Specialist	2/18/2013	-	-	-	-	7.0	-	346	63,508	355	65,397
91	249150	WILK-Other	Operations Specialist	3/4/2013	-	-	-	-	10.0	-	471	62,714	484	64,586
92	247306	BRWK-Field Services	Utility Person	4/29/2013	120	-	13.0	-	179.3	27.5	11,103	79,083	11,430	81,436
93	245601	NAZA-Production	Plant Operator	6/27/2013	383	-	182.3	-	375.9	180.9	38,098	109,411	39,217	112,639
94	247301	BRWK-Production	Operator	9/16/2013	117	-	10.7	-	163.7	47.1	11,809	80,871	12,152	83,261
95	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	-	-	-	-	3.0	-	153	67,011	158	68,999
96	249103	WILK-Cust Service	Operations Specialist	11/3/2014	-	-	-	-	7.1	-	340	63,690	349	65,578
97	247201	PHBG-Production	Plant Operator	2/2/2015	110	381	2.5	-	75.9	77.9	8,797	75,791	9,056	78,033
98	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	23	-	278.7	-	320.5	83.1	29,414	95,043	30,284	97,875
99	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	-	-	-	-	62.1	-	2,617	60,476	2,695	62,286
100	245306	ABNG-Field Services	Utility Person	7/20/2015	137	-	77.7	-	132.9	54.7	12,493	78,590	12,856	80,916
101	243106	NEWC-Field Services	Operations Specialist	11/9/2015	-	-	-	-	3.5	-	149	57,172	153	58,867
102	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	-	-	-	-	145.2	-	7,396	76,822	7,612	79,105
103	241150	PITT-Production Othe	Operations Specialist	11/9/2015	-	-	-	-	7.3	-	324	60,772	334	62,577
104	246106	MECH-Field Services	Operations Specialist	11/9/2015	-	-	-	-	8.0	-	358	60,430	368	62,236
105	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	9	-	-	-	247.0	42.0	14,169	78,656	14,588	80,995
106	245406	SUSQ-Field Services	Utility Person	12/14/2015	140	-	53.0	-	77.5	6.3	5,070	62,421	5,219	64,282
107	246506	COAT-Field Services	Utility Person	2/3/2016	313	-	158.7	-	475.5	80.8	30,009	89,955	30,887	92,609
108	247103	MILT-Cust Service	Utility Person	3/7/2016	10	-	-	-	45.3	8.5	2,548	64,196	2,622	66,108
109	246206	HSHY-Field Services	Utility Person	2/29/2016	63	-	35.0	-	183.2	12.0	11,275	80,514	11,605	82,911
110	246201	HSHY-Production	Plant Operator	2/29/2016	50	-	220.7	-	429.1	163.8	38,003	103,637	39,124	106,720
111	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	220	-	6.5	-	146.7	90.2	13,211	79,997	13,598	82,367
112	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	-	-	-	-	5.5	-	228	57,001	235	58,699
113	240116	CORP-Maint Services	Lead Automation & Controls Tech	4/25/2016	-	-	-	-	282.8	-	20,846	120,757	21,453	124,350
114	246206	HSHY-Field Services	Utility Person	6/13/2016	73	-	-	-	112.8	14.8	6,092	68,200	6,269	70,235
115	246206	HSHY-Field Services	Utility Person	7/11/2016	100	-	-	-	49.2	3.0	2,454	64,066	2,524	65,974
116	246406	ROYF-Field Services	Crew Leader	7/5/2016	167	-	83.7	-	161.1	25.8	12,704	81,942	13,077	84,382
117	245306	ABNG-Field Services	Utility Person	10/24/2016	53	-	76.3	-	87.0	46.8	9,201	71,936	9,468	74,061
118	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	10	-	14.3	-	64.2	12.3	4,344	68,894	4,468	70,939
119	249106	WILK-Field Services	Operations Specialist	5/2/2016	-	-	-	-	5.8	-	242	57,767	249	59,486
120	247306	BRWK-Field Services	Utility Person	1/16/2017	110	-	9.0	-	93.8	4.8	4,661	64,717	4,798	66,650
121	246506	COAT-Field Services	Utility Person	2/13/2017	83	-	116.0	-	207.9	34.7	14,181	72,791	14,599	74,963
122	240103	CORP-Cust Relations	Compliance Analyst	6/26/2017	-	-	-	-	5.0	-	187	50,758	192	52,267
123	246406	ROYF-Field Services	Utility Person	7/17/2017	260	-	70.7	-	190.2	26.3	12,954	78,151	13,334	80,472
124	246801	LEHP-Production	Utility Person	7/31/2017	77	-	69.0	-	52.9	20.8	5,226	62,013	5,380	63,858
125	240106	CORP-Field Services	Admin Support Rep (N)	4/27/2015	-	-	-	-	0.5	-	14	36,638	15	37,724
126	240106	CORP-Field Services	Admin Support Rep (N)	12/2/2009	-	-	-	-	-	-	2	36,375	2	37,460
127	245401	SUSQ-Production	Plant Operator	1/2/2018	230	-	47.0	-	157.5	28.7	9,293	65,377	9,566	67,320
128	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018	-	-	-	-	177.7	-	7,499	65,400	7,721	67,354
129	240106	CORP-Field Services	Operations Specialist	7/9/2018	-	-	-	-	6.2	-	256	57,133	264	58,832
130	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018	-	-	-	-	3.0	-	143	65,184	147	67,130
131	246406	ROYF-Field Services	Operations Specialist	7/16/2018	-	-	-	-	108.7	-	6,165	84,005	6,346	86,504
132	240306	CORP-Field Service	Operations Specialist	7/30/2018	-	-	-	-	26.0	-	1,176	63,566	1,211	65,459
133	246801	LEHP-Production	Utility Person	7/23/2018	593	-	75.0	-	315.7	67.2	18,306	74,294	18,846	76,483
134	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	-	-	-	-	240.2	-	14,480	97,185	14,905	100,074
135	246501	COAT-Production	Utility Person	9/10/2018	73	-	0.5	-	283.8	94.9	19,109	83,326	19,676	85,813

Pennsylvania-American Water Company - Water Operations
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	2022	2023	2022	2023
136	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	9/10/2018	23.00	1,038	48,024	23.58	24.28	49,235	50,697
137	246501	COAT-Production	Plant Operator	9/24/2018	28.43	16,051	59,362	29.71	30.60	62,034	63,893
138	245906	GLEN-Field Services	Utility Person	10/8/2018	27.85	5,445	58,151	28.66	29.51	59,842	61,617
139	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	28.02	4,922	58,506	28.97	29.83	60,489	62,285
140	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	24.52	828	51,198	25.50	26.26	53,244	54,831
141	246206	HSHY-Field Services	Utility Person	10/8/2018	26.75	11,055	55,854	27.82	28.65	58,088	59,821
142	246201	HSHY-Production	Plant Operator	10/8/2018	28.71	20,066	59,946	29.69	30.57	61,993	63,830
143	246506	COAT-Field Services	Utility Person	11/5/2018	25.61	16,187	53,474	27.12	27.93	56,627	58,318
144	249106	WILK-Field Services	Construction Inspector	11/5/2018	29.50	6,484	61,596	30.32	31.22	63,308	65,187
145	245401	SUSQ-Production	Plant Operator	11/5/2018	25.00	18,041	52,200	26.75	27.55	55,854	57,524
146	249106	WILK-Field Services	Construction Inspector	12/17/2018	29.45	10,197	61,492	30.25	31.15	63,162	65,041
147	247306	BRWK-Field Services	Utility Person	12/17/2018	28.64	7,576	59,800	29.60	30.48	61,805	63,642
148	246206	HSHY-Field Services	Utility Person	1/14/2019	26.80	8,850	55,958	27.87	28.70	58,193	59,926
149	240106	CORP-Field Services	Operations Specialist	3/25/2019	29.74	1,140	62,097	30.87	31.79	64,457	66,378
150	245306	ABNG-Field Services	Utility Person	4/8/2019	27.53	6,089	57,483	28.34	29.18	59,174	60,928
151	245506	BNGR-Field Services	Utility Person	6/3/2019	26.63	6,734	55,603	27.63	28.45	57,691	59,404
152	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	45.33	24,717	94,649	46.19	47.57	96,445	99,326
153	245106	NORR-Field Services	Operations Specialist	6/10/2019	31.59	121	65,960	32.81	33.79	68,507	70,554
154	248801	TURB-Production	Plant Operator	7/8/2019	28.47	5,899	59,445	29.32	30.19	61,220	63,037
155	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	46.51	7,734	97,113	46.97	48.37	98,073	100,997
156	240114	CORP-Engineering	GIS Analyst	7/15/2019	28.65	-	59,821	29.65	30.53	61,909	63,747
157	246206	HSHY-Field Services	Utility Person	2/2/2016	25.00	4,171	52,200	26.25	27.03	54,810	56,439
158	240114	CORP-Engineering	Engineering Specialist	10/21/2019	28.97	-	60,489	29.98	30.87	62,598	64,457
159	247201	PHBG-Production	Plant Operator	10/21/2019	26.78	6,135	55,917	27.85	28.68	58,151	59,884
160	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	29.72	1,560	62,055	30.31	31.21	63,287	65,166
161	246505	COAT-Admin & Gen	Operations Specialist	1/27/2020	29.85	179	62,327	30.60	31.51	63,893	65,793
162	247201	PHBG-Production	Plant Operator	1/27/2020	26.78	7,668	55,917	27.85	28.68	58,151	59,884
163	246401	ROYF-Production	Maint Service Specialist	3/9/2020	35.36	1,966	73,832	36.06	37.13	75,293	77,527
164	246406	ROYF-Field Services	Utility Person	3/23/2020	28.47	6,299	59,445	29.40	30.28	61,387	63,225
165	249106	WILK-Field Services	Construction Inspector	4/20/2020	29.36	14,463	61,304	30.18	31.08	63,016	64,895
166	246406	ROYF-Field Services	Utility Person	4/13/2020	29.09	7,312	60,740	29.94	30.83	62,515	64,373
167	247106	MILT-Field Services	Utility Person	4/13/2020	27.63	5,588	57,691	28.49	29.34	59,487	61,262
168	249106	WILK-Field Services	Construction Inspector	4/20/2020	29.34	7,576	61,262	30.16	31.06	62,974	64,853
169	249106	WILK-Field Services	Construction Inspector	4/21/2020	25.08	6,545	52,367	26.33	27.11	54,977	56,606
170	245701	POCO-Production	Plant Operator	4/27/2020	28.00	12,310	58,464	29.01	29.87	60,573	62,369
171	246406	ROYF-Field Services	Utility Person	4/27/2020	29.23	10,356	61,032	30.08	30.98	62,807	64,686
172	246401	ROYF-Production	Plant Operator	5/4/2020	30.12	9,461	62,891	31.39	32.33	65,542	67,505
173	240151	CORP-Cust Serv MECH	Compliance Representative	5/4/2020	19.95	136	41,656	24.00	24.72	50,112	51,615
174	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/11/2020	35.00	7,404	73,080	35.53	36.59	74,187	76,400
175	240151	CORP-Cust Serv MECH	Compliance Analyst	5/18/2020	22.00	759	45,936	22.99	23.68	48,003	49,444
176	242101	MCMR-Production	Maint Service Specialist	6/1/2020	36.72	5,308	76,671	37.45	38.57	78,196	80,534
177	240103	CORP-Cust Relations	Compliance Analyst	6/1/2020	23.92	118	49,945	24.79	25.53	51,762	53,307
178	240103	CORP-Cust Relations	Compliance Analyst	7/20/2020	27.30	471	57,002	28.04	28.88	58,548	60,301
179	245401	SUSQ-Production	Plant Operator	9/14/2020	25.00	6,113	52,200	26.13	26.91	54,559	56,188
180	247106	MILT-Field Services	Utility Person	10/19/2020	27.00	2,411	56,376	27.86	28.69	58,172	59,905
181	242101	MCMR-Production	Maint Service Specialist	12/14/2020	35.00	9,804	73,080	36.23	37.31	75,648	77,903
182	249106	WILK-Field Services	Construction Inspector	12/21/2020	28.00	6,200	58,464	28.82	29.68	60,176	61,972
183	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/1/2021	22.75	940	47,502	23.88	24.59	49,861	51,344
184	245506	BNGR-Field Services	Utility Person	2/22/2021	25.50	3,557	53,244	26.65	27.44	55,645	57,295
185	240106	CORP-Field Services	Admin Support Rep (N)	3/8/2021	20.00	165	41,760	20.60	21.21	43,013	44,286
186	246801	LEHP-Production	Utility Person	4/12/2021	25.00	8,766	52,200	26.25	27.03	54,810	56,439
187	246801	LEHP-Production	Utility Person	4/12/2021	25.00	9,775	52,200	26.25	27.03	54,810	56,439
188	246406	ROYF-Field Services	Utility Person	4/26/2021	28.00	6,304	58,464	28.84	29.70	60,218	62,014
189	246201	HSHY-Production	Plant Operator	4/26/2021	28.50	12,544	59,508	29.36	30.23	61,304	63,120
190	240114	CORP-Engineering	GIS Analyst	6/1/2021	24.00	-	50,112	25.00	25.75	52,200	53,766
191	246306	PENN/Wyom-Field Srvc	Utility Person	5/24/2021	28.50	7,496	59,508	29.53	30.41	61,659	63,496
192	247206	PHBG-Field Services	Utility Person	7/6/2021	29.00	1,211	60,552	29.87	30.76	62,369	64,227
193	245106	NORR-Field Services	Operations Specialist	7/6/2021	29.00	-	60,552	30.16	31.06	62,974	64,853
194	245906	GLEN-Field Services	Utility Person	7/12/2021	28.00	1,939	58,464	28.82	29.68	60,176	61,972
195	246401	ROYF-Production	Plant Operator	7/19/2021	30.00	6,064	62,640	30.88	31.80	64,477	66,398
196	241106	PITT-Field Services	Operations Specialist	9/7/2021	27.40	-	57,211	28.77	29.63	60,072	61,867
197	249106	WILK-Field Services	Operations Specialist	9/7/2021	30.43	-	63,538	31.27	32.20	65,292	67,234

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Compensation

					Gross Labor											
								Overtime Hours				2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
136	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	9/10/2018	-	-	-	-	29.8	-	1,064	50,299	1,095	51,792
137	246501	COAT-Production	Plant Operator	9/24/2018	105	-	37.0	-	252.0	72.2	16,767	78,906	17,265	81,262
138	245906	GLEN-Field Services	Utility Person	10/8/2018	50	-	53.0	-	64.7	21.4	5,601	65,493	5,765	67,432
139	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	53	93	-	-	72.8	32.4	5,087	65,723	5,237	67,668
140	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	-	-	-	-	19.6	2.0	861	54,105	886	55,717
141	246206	HSHY-Field Services	Utility Person	10/8/2018	14	-	-	-	218.4	41.3	11,494	69,596	11,835	71,670
142	246201	HSHY-Production	Plant Operator	10/8/2018	155	-	94.3	-	262.1	99.8	20,739	82,886	21,344	85,328
143	246506	COAT-Field Services	Utility Person	11/5/2018	147	-	100.3	-	295.0	41.2	17,131	73,904	17,637	76,102
144	249106	WILK-Field Services	Construction Inspector	11/5/2018	-	-	-	-	143.5	-	6,661	69,969	6,855	72,042
145	245401	SUSQ-Production	Plant Operator	11/5/2018	253	-	50.7	-	315.2	94.3	19,287	75,394	19,856	77,634
146	249106	WILK-Field Services	Construction Inspector	12/17/2018	-	-	-	-	226.0	-	10,469	73,631	10,774	75,815
147	247306	BRWK-Field Services	Utility Person	12/17/2018	100	-	9.5	-	137.9	22.0	7,826	69,731	8,055	71,798
148	246206	HSHY-Field Services	Utility Person	1/14/2019	170	-	-	-	166.3	37.8	9,198	67,560	9,467	69,563
149	240106	CORP-Field Services	Operations Specialist	3/25/2019	-	-	-	-	25.5	-	1,183	65,640	1,218	67,596
150	245306	ABNG-Field Services	Utility Person	4/8/2019	113	-	69.5	-	74.2	19.3	6,267	65,554	6,451	67,492
151	245506	BNGR-Field Services	Utility Person	6/3/2019	123	-	120.3	-	61.4	19.5	6,985	64,800	7,191	66,718
152	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	-	-	-	-	356.5	-	25,177	121,622	25,915	125,241
153	245106	NORR-Field Services	Operations Specialist	6/10/2019	-	-	-	-	2.5	-	125	68,633	129	70,682
154	248801	TURB-Production	Plant Operator	7/8/2019	87	-	-	-	46.3	68.3	6,074	67,381	6,253	69,377
155	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	-	-	-	-	108.7	-	7,809	105,882	8,037	109,033
156	240114	CORP-Engineering	GIS Analyst	7/15/2019	-	-	-	-	-	-	-	61,909	-	63,747
157	246206	HSHY-Field Services	Utility Person	2/2/2016	40	-	52.3	-	66.8	6.0	4,376	59,226	4,505	60,983
158	240114	CORP-Engineering	Engineering Specialist	10/21/2019	-	-	-	-	-	-	-	62,598	-	64,457
159	247201	PHBG-Production	Plant Operator	10/21/2019	83	380	3.0	-	64.2	63.2	6,376	64,990	6,564	66,911
160	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	-	-	-	-	35.0	-	1,591	64,879	1,639	66,805
161	246505	COAT-Admin & Gen	Operations Specialist	1/27/2020	-	-	-	-	4.0	-	184	64,076	189	65,982
162	247201	PHBG-Production	Plant Operator	1/27/2020	125	364	-	-	80.8	81.5	7,972	66,611	8,208	68,580
163	246401	ROYF-Production	Maint Service Specialist	3/9/2020	-	-	-	-	36.3	-	2,004	77,297	2,062	79,589
164	246406	ROYF-Field Services	Utility Person	3/23/2020	15	-	43.0	-	99.0	14.3	6,504	67,906	6,697	69,937
165	249106	WILK-Field Services	Construction Inspector	4/20/2020	-	-	-	-	324.8	-	14,862	77,878	15,301	80,196
166	246406	ROYF-Field Services	Utility Person	4/13/2020	120	96	53.0	-	104.8	20.1	7,525	70,256	7,748	72,337
167	247106	MILT-Field Services	Utility Person	4/13/2020	50	534	-	-	86.6	34.5	5,759	65,831	5,928	67,774
168	249106	WILK-Field Services	Construction Inspector	4/20/2020	-	-	-	-	170.5	-	7,785	70,760	8,016	72,869
169	249106	WILK-Field Services	Construction Inspector	4/21/2020	-	-	-	-	170.8	-	6,865	61,842	7,064	63,670
170	245701	POCO-Production	Plant Operator	4/27/2020	140	-	96.0	-	142.9	63.3	12,751	73,464	13,127	75,635
171	246406	ROYF-Field Services	Utility Person	4/27/2020	255	-	44.5	-	175.6	22.4	10,656	73,718	10,973	75,914
172	246401	ROYF-Production	Plant Operator	5/4/2020	170	446	-	-	104.0	77.0	9,855	76,013	10,146	78,267
173	240151	CORP-Cust Serv MECH	Compliance Representative	5/4/2020	-	-	-	-	4.5	-	163	50,275	168	51,783
174	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/11/2020	168	-	-	-	106.3	25.3	7,515	81,870	7,738	84,305
175	240151	CORP-Cust Serv MECH	Compliance Analyst	5/18/2020	-	-	-	-	22.4	-	792	48,795	815	50,259
176	242101	MCMR-Production	Maint Service Specialist	6/1/2020	-	-	-	-	95.5	-	5,412	83,608	5,573	86,107
177	240103	CORP-Cust Relations	Compliance Analyst	6/1/2020	-	-	-	-	3.3	-	123	51,884	126	53,433
178	240103	CORP-Cust Relations	Compliance Analyst	7/20/2020	-	-	-	-	11.5	-	484	59,032	499	60,800
179	245401	SUSQ-Production	Plant Operator	9/14/2020	65	-	71.0	-	73.5	31.0	6,388	61,012	6,578	62,831
180	247106	MILT-Field Services	Utility Person	10/19/2020	70	190	-	-	30.9	21.5	2,488	60,920	2,562	62,727
181	242101	MCMR-Production	Maint Service Specialist	12/14/2020	-	-	-	-	186.8	-	10,149	85,797	10,451	88,355
182	249106	WILK-Field Services	Construction Inspector	12/21/2020	-	-	-	-	147.5	-	6,381	66,558	6,572	68,543
183	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/1/2021	-	-	-	-	27.5	-	986	50,848	1,016	52,359
184	245506	BNGR-Field Services	Utility Person	2/22/2021	20	-	68.0	-	21.0	20.0	3,718	59,383	3,828	61,143
185	240106	CORP-Field Services	Admin Support Rep (N)	3/8/2021	-	-	-	-	5.5	-	170	43,183	175	44,461
186	246801	LEHP-Production	Utility Person	4/12/2021	300	-	45.0	-	107.8	72.0	9,204	64,314	9,477	66,216
187	246801	LEHP-Production	Utility Person	4/12/2021	270	-	38.0	-	162.0	55.0	10,264	65,344	10,569	67,277
188	246406	ROYF-Field Services	Utility Person	4/26/2021	20	-	28.0	-	124.8	5.0	6,493	66,731	6,686	68,720
189	246201	HSHY-Production	Plant Operator	4/26/2021	120	-	91.0	-	136.8	72.0	12,922	74,346	13,305	76,545
190	240114	CORP-Engineering	GIS Analyst	6/1/2021	-	-	-	-	-	-	-	52,200	-	53,766
191	246306	PENN/Wyom-Field Srvc	Utility Person	5/24/2021	10	-	29.0	-	110.0	34.5	7,766	69,435	7,998	71,504
192	247206	PHBG-Field Services	Utility Person	7/6/2021	40	-	-	-	12.5	11.5	1,247	63,656	1,284	65,551
193	245106	NORR-Field Services	Operations Specialist	7/6/2021	-	-	-	-	-	-	-	62,974	-	64,853
194	245906	GLEN-Field Services	Utility Person	7/12/2021	50	-	-	-	27.5	14.0	1,996	62,222	2,055	64,077
195	246401	ROYF-Production	Plant Operator	7/19/2021	200	177	-	-	60.0	56.0	6,242	71,096	6,428	73,202
196	241106	PITT-Field Services	Operations Specialist	9/7/2021	-	-	-	-	-	-	-	60,072	-	61,867
197	249106	WILK-Field Services	Operations Specialist	9/7/2021	-	-	-	-	-	-	-	65,292	-	67,234

Pennsylvania-American Water Company - Water Operations
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	2022	2023	2022	2023
198	245106	NORR-Field Services	Operations Specialist	10/18/2021	30.00	-	62,640	30.00	30.89	62,640	64,498
199	245706	POCO-Field Services	Utility Person	10/18/2021	26.50	119	55,332	26.50	27.29	55,332	56,982
200	246506	COAT-Field Services	Utility Person	11/8/2021	25.61	845	53,474	25.61	26.37	53,474	55,061
201	240116	CORP-Maint Services	Sr Automation & Controls Tech	11/22/2021	45.00	-	93,960	45.00	46.34	93,960	96,758
202	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	11/8/2021	22.75	-	47,502	22.75	23.43	47,502	48,922
203	246506	COAT-Field Services	Utility Person	11/9/2021	25.61	1,114	53,474	25.61	26.37	53,474	55,061
204	240106	CORP-Field Services	Admin Support Rep (N)	11/22/2021	20.00	-	41,760	20.00	20.60	41,760	43,013
205	247106	MILT-Field Services	Utility Person	11/22/2021	27.50	-	57,420	27.50	28.32	57,420	59,132
206	240103	CORP-Cust Relations	Compliance Analyst	12/13/2021	23.00	-	48,024	23.00	23.69	48,024	49,465
207	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	21.45	-	11,197	22.52	23.19	11,755	12,105
208	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022		-	-	35.34	36.39	73,790	75,982
209	240114	CORP-Engineering	GIS Analyst - To Be Filled	1/31/2022		-	-	27.00	27.80	56,376	58,046
210	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022		-	-	35.34	36.39	73,790	75,982
211	240114	CORP-Engineering	Capital Program Budget Assistant - To Be Filled	2/7/2022		-	-	27.00	27.80	56,376	58,046
212	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022		-	-	35.34	36.39	73,790	75,982
213	240106	CORP-Field Services	Operations Specialist - To Be Filled	1/31/2022		-	-	30.00	30.89	62,640	64,498
214	247152	MILT-Prod Milton FP	Plant Operator - To Be Filled	7/1/2022		-	-	30.00	30.89	62,640	64,498
215	240151	CORP-Cust Serv MECH	Compliance Representative - To Be Filled	2/28/2022		-	-	24.76	25.50	51,699	53,244
216	246152	MECH-Silver Springs	Sr Maint Service Specialist - To Be Filled	1/24/2022		-	-	35.25	36.30	73,602	75,794
217	245306	ABNG-Field Services	Crew Leader - To Be Filled	7/1/2022		-	-	30.00	30.89	62,640	64,498
218	240106	CORP-Field Services	Spec Bill/Pymt Collection - To Be Filled	2/28/2022		-	-	28.13	28.97	58,735	60,489
219	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022		-	-	35.34	36.39	73,790	75,982
220	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022		-	-	35.34	36.39	73,790	75,982
221	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022		-	-	35.34	36.39	73,790	75,982
222	240306	CORPORATE - Field Services	Specialist Operations - To Be Filled	7/1/2022		-	-	35.34	36.39	73,790	75,982
			Total Non-Collective Bargaining Unit Hourly			$1,443,536	$12,936,564			$14,337,377	$14,764,514

Pennsylvania-American Water Company - Water Operations
Compensation

					Gross Labor									
							Overtime Hours				2022		2023	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Meals	Shift Premium	1.0x	1.25x	1.5x	2.0x	Total Overtime Pay	Annualized Salaries & Wages	Total Overtime Pay	Annualized Salaries & Wages
198	245106	NORR-Field Services	Operations Specialist	10/18/2021	-	-	-	-	-	-	-	62,640	-	64,498
199	245706	POCO-Field Services	Utility Person	10/18/2021	10	-	-	-	3.0	-	119	55,461	123	57,114
200	246506	COAT-Field Services	Utility Person	11/8/2021	40	-	-	-	22.0	-	845	54,359	870	55,971
201	240116	CORP-Maint Services	Sr Automation & Controls Tech	11/22/2021	-	-	-	-	-	-	-	93,960	-	96,758
202	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	11/8/2021	-	-	-	-	-	-	-	47,502	-	48,922
203	246506	COAT-Field Services	Utility Person	11/9/2021	20	-	-	-	29.0	-	1,114	54,608	1,147	56,228
204	240106	CORP-Field Services	Admin Support Rep (N)	11/22/2021	-	-	-	-	-	-	-	41,760	-	43,013
205	247106	MILT-Field Services	Utility Person	11/22/2021	-	39	-	-	-	-	-	57,459	-	59,171
206	240103	CORP-Cust Relations	Compliance Analyst	12/13/2021	-	-	-	-	-	-	-	48,024	-	49,465
207	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	-	-	-	-	-	-	-	11,755	-	12,105
208	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	-	-	-	-	-	-	-	73,790	-	75,982
209	240114	CORP-Engineering	GIS Analyst - To Be Filled	1/31/2022	-	-	-	-	-	-	-	56,376	-	58,046
210	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	-	-	-	-	-	-	-	73,790	-	75,982
211	240114	CORP-Engineering	Capital Program Budget Assistant - To Be Filled	2/7/2022	-	-	-	-	-	-	-	56,376	-	58,046
212	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	-	-	-	-	-	-	-	73,790	-	75,982
213	240106	CORP-Field Services	Operations Specialist - To Be Filled	1/31/2022	-	-	-	-	-	-	-	62,640	-	64,498
214	247152	MILT-Prod Milton FP	Plant Operator - To Be Filled	7/1/2022	-	-	-	-	-	-	-	62,640	-	64,498
215	240151	CORP-Cust Serv MECH	Compliance Representative - To Be Filled	2/28/2022	-	-	-	-	-	-	-	51,699	-	53,244
216	246152	MECH-Silver Springs	Sr Maint Service Specialist - To Be Filled	1/24/2022	-	-	-	-	-	-	-	73,602	-	75,794
217	245306	ABNG-Field Services	Crew Leader - To Be Filled	7/1/2022	-	-	-	-	-	-	-	62,640	-	64,498
218	240106	CORP-Field Services	Spec Bill/Pymt Collection - To Be Filled	2/28/2022	-	-	-	-	-	-	-	58,735	-	60,489
219	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	-	-	-	-	-	-	-	73,790	-	75,982
220	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	-	-	-	-	-	-	-	73,790	-	75,982
221	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	-	-	-	-	-	-	-	73,790	-	75,982
222	240306	CORPORATE - Field Services	Specialist Operations - To Be Filled	7/1/2022	-	-	-	-	-	-	-	73,790	-	75,982
			Total Non-Collective Bargaining Unit Hourly		$14,465	$4,836	5,372.3	-	20,474.6	4,732.6	$1,490,184	$15,846,862	$1,533,906	$16,317,721

Pennsylvania-American Water Company - Wastewater SSS General Operations
Compensation
Number of Employees

	12/31/2021	Positions to be Filled (Including Time Allocated to Acquired Systems) 2022	Total 12/31/2022	Positions to be Filled 2023	Total 12/31/2023
Salary - Non-Collective Bargaining Unit	6.0	(0.7)	5.3	0	5.3
Hourly - Collective Bargaining Unit	0	0	0	0	0
Hourly - Non-Collective Bargaining Unit	39.0	(0.8)	38.2	0	38.2
Hourly Total	39.0	(0.8)	38.2	0	38.2
Total	45.0	(1.5)	43.5	0	43.5

Pennsylvania-American Water Company - Wastewater SSS General Operations
Compensation

							Gross Labor					
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Hourly Wage Rate	2021 Total Overtime Pay	2021 Annualized Salaries & Wages	2022 Hourly Wage Rate	2023 Hourly Wage Rate	2022 Base Pay	2023 Base Pay
Non-Collective Bargaining Unit Salary											
1	244701	CLRWW-Production	Sr Supvr Operations	12/8/1997	$39.90	$0	$83,000	$41.90	$43.15	$87,152	$89,752
2	246051	FRVWW-Production N	Sr Supvr Operations (50% allocated to York WW)	7/8/1999	39.42	-	81,995	41.00	42.22	42,640	43,909
3	246701	COWW-Production	Supvr Production	3/6/2000	42.33	-	88,046	43.18	44.47	89,814	92,498
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	43.46	-	90,388	44.80	46.14	93,184	95,971
5	241306	EXTRWW-Field Service	Supvr Field Operations (20% allocated to Upper Pottsgrove WW)	4/22/2019	36.23	-	75,348	37.67	38.79	62,683	64,547
6	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	42.09	-	87,550	42.93	44.21	89,294	91,957
			Total Non-Collective Bargaining Unit Salary			$0	$506,327			$464,768	$478,633
Non-Collective Bargaining Unit Hourly											
1	246701	COWW-Production	Wastewater Operator	9/20/1999	$31.38	$9,294	$65,521	$32.30	$33.26	$67,442	$69,447
2	246701	COWW-Production	Plant Operator	1/21/1977	30.16	6,164	62,974	30.16	31.06	62,974	64,853
3	246706	COWW-Field Services	Utility Person	5/30/1995	28.95	9,724	60,448	29.8	30.69	62,222	64,081
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	33.03	4,688	68,967	33.99	35	70,971	73,080
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	32.83	10,160	68,549	33.79	34.8	70,554	72,662
6	245801	POWW-Production	Lead Plant Operator	9/23/1996	33.96	9,853	70,908	34.95	35.99	72,976	75,147
7	246706	COWW-Field Services	Crew Leader	11/10/2003	29.85	5,884	62,327	31.04	31.96	64,812	66,732
8	246901	LPWW-Production	Plant Operator	6/2/2008	31.12	4,883	64,979	32.03	32.98	66,879	68,862
9	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	33.43	3,499	69,802	34.41	35.44	71,848	73,999
10	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	33.25	17,648	69,426	34.25	35.27	71,514	73,644
11	242601	CLYWW-Production	Plant Operator	7/31/2008	30.64	3,437	63,976	31.56	32.5	65,897	67,860
12	244701	CLRWW-Production	Lead Plant Operator	1/3/2011	32.6	14,888	68,069	33.58	34.58	70,115	72,203
13	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	28.94	7,495	60,427	29.79	30.68	62,202	64,060
14	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	36.1	8,057	75,377	37.15	38.26	77,569	79,887
15	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	28.17	6,495	58,819	29.27	30.14	61,116	62,932
16	246706	COWW-Field Services	Utility Person	3/14/2016	26.83	6,949	56,021	27.84	28.67	58,130	59,863
17	248701	Nw Cmbrnlnd WW Prod	Lead Plant Operator	5/4/1992	38.09	6,195	79,532	39.21	40.38	81,870	84,313
18	246901	LPWW-Production	Plant Operator	9/11/2017	28.2	12,089	58,882	29.02	29.88	60,594	62,389
19	248706	Nw Cmbrlnd WW FS	Utility Person	12/4/2017	25	4,696	52,200	25	25.75	52,200	53,766
20	248706	Nw Cmbrlnd WW FS	Utility Person	11/27/2017	25	4,087	52,200	26.13	26.91	54,559	56,188
21	248701	Nw Cmbrnlnd WW Prod	Utility Person	12/4/2017	25	3,605	52,200	26.13	26.91	54,559	56,188
22	246701	COWW-Production	Wastewater Operator	5/14/2018	29.4	11,864	61,387	30.31	31.21	63,287	65,166
23	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	26.75	18,602	55,854	27.82	28.65	58,088	59,821
24	246006	FRVWW-Field Services	Utility Person	10/15/2018	25.6	6,302	53,453	26.75	27.55	55,854	57,524
25	246706	COWW-Field Services	Utility Person	3/25/2019	25.85	10,294	53,975	27.1	27.91	56,585	58,276
26	241301	EXTRWW-Production	Maint Service Specialist	5/6/2019	35.7	5,222	74,542	36.41	37.5	76,024	78,300
27	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	33.89	3,835	70,762	34.88	35.92	72,829	75,001
28	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	29.73	5,148	62,076	30.6	31.51	63,893	65,793
29	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	11/18/2019	29.12	3,002	60,803	29.97	30.86	56,320	57,992
30	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	11/18/2019	29.12	2,295	60,803	29.97	30.86	56,320	57,992
31	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	28.01	11,598	58,485	29.02	29.88	60,594	62,389
32	244701	CLRWW-Production	Wastewater Operator	2/24/2020	24.56	8,424	51,281	25.3	26.05	52,826	54,392
33	241301	EXTRWW-Production	Maint Service Specialist	3/9/2020	36.72	7,480	76,671	37.45	38.57	78,196	80,534
34	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	3/16/2020	29.12	3,456	60,803	29.97	30.86	56,320	57,992
35	241301	EXTRWW-Production	Wastewater Operator	6/8/2020	27.95	6,179	58,360	28.96	29.82	60,468	62,264
36	244701	CLRWW-Production	Wastewater Operator	10/12/2020	24	4,587	50,112	24.72	25.46	51,615	53,160
37	245801	POWW-Production	Maintenance/Relief Operator	9/13/2021	26.5	3,001	55,332	27.56	28.38	57,545	59,257
38	241306	EXTRWW-Field Service	Utility Person (75% allocated to Upper Pottsgrove WW)	10/25/2021	30	405	62,640	30	30.89	15,660	16,125
39	246706	COWW-Field Services	Utility Person	11/8/2021	25.61	-	53,474	25.61	26.37	53,474	55,061
40	241306	EXTRWW-Field Service	Utility Person - To Be Filled (75% allocated to Upper Pottsgrove WW)	7/1/2022		-	-	30	30.89	15,660	16,125
			Total Non-Collective Bargaining Unit Hourly			$271,483	$2,422,414			$2,442,562	$2,515,324

Pennsylvania-American Water Company - Wastewater SSS General Operations
Compensation

					Gross Labor								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	2022 Total Overtime Pay	2022 Annualized Salaries & Wages	2023 Total Overtime Pay	2023 Annualized Salaries & Wages
Non-Collective Bargaining Unit Salary														
1	244701	CLRWW-Production	Sr Supvr Operations	12/8/1997	$0	$0					$0	$87,152	$0	$89,752
2	246051	FRVWW-Production N	Sr Supvr Operations (50% allocated to York WW)	7/8/1999	-	-					-	42,640	-	43,909
3	246701	COWW-Production	Supvr Production	3/6/2000	-	-					-	89,814	-	92,498
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	-	-					-	93,184	-	95,971
5	241306	EXTRWW-Field Service	Supvr Field Operations (20% allocated to Upper Pottsgrove WW)	4/22/2019	-	-					-	62,683	-	64,547
6	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	-	-					-	89,294	-	91,957
			Total Non-Collective Bargaining Unit Salary		$0	$0	-	-	-	-	$0	$464,768	$0	$478,633
Non-Collective Bargaining Unit Hourly														
1	246701	COWW-Production	Wastewater Operator	9/20/1999	$40	$0	107	-	75	36	$9,563	$77,046	$9,844	$79,331
2	246701	COWW-Production	Plant Operator	1/21/1977	35	-	87	-	37	29	6,164	69,173	6,345	71,233
3	246706	COWW-Field Services	Utility Person	5/30/1995	50	-	121	-	101	30	10,006	72,279	10,302	74,432
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	35	-	10	-	48	28	4,821	75,827	4,960	78,075
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	60	-	-	-	137	48	10,449	81,062	10,753	83,475
6	245801	POWW-Production	Lead Plant Operator	9/23/1996	140	-	112	-	82	25	10,136	83,252	10,433	85,720
7	246706	COWW-Field Services	Crew Leader	11/10/2003	37	-	84	-	59	10	6,114	70,962	6,291	73,060
8	246901	LPWW-Production	Plant Operator	6/2/2008	23	-	-	-	42	46	5,023	71,925	5,169	74,054
9	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	17	-	5	-	35	22	3,599	75,464	3,703	77,719
10	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	15	-	-	-	137	155	18,165	89,694	18,692	92,351
11	242601	CLYWW-Production	Plant Operator	7/31/2008	15	-	-	-	33	30	3,538	69,450	3,641	71,516
12	244701	CLRWW-Production	Lead Plant Operator	1/3/2011	50	-	-	-	153	107	15,324	85,489	15,768	88,021
13	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	120	-	107	-	76	18	7,712	70,034	7,940	72,120
14	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	27	-	102	-	59	15	8,287	85,883	8,530	88,444
15	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	47	-	93	-	73	12	6,744	67,906	6,941	69,920
16	246706	COWW-Field Services	Utility Person	3/14/2016	40	-	82	-	87	22	7,207	65,377	7,420	67,323
17	248701	Nw Cmbrnlnd WW Prod	Lead Plant Operator	5/4/1992	50	-	86	-	29	15	6,374	88,295	6,561	90,924
18	246901	LPWW-Production	Plant Operator	9/11/2017	343	-	39	-	163	67	12,432	73,369	12,791	75,524
19	248706	Nw Cmbrlnd WW FS	Utility Person	12/4/2017	40	-	84	-	53	11	4,696	56,936	4,835	58,641
20	248706	Nw Cmbrlnd WW FS	Utility Person	11/27/2017	27	-	82	-	39	10	4,269	58,855	4,395	60,609
21	248701	Nw Cmbrnlnd WW Prod	Utility Person	12/4/2017	30	-	87	-	22	12	3,766	58,356	3,878	60,096
22	246701	COWW-Production	Wastewater Operator	5/14/2018	57	-	137	-	135	30	12,227	75,571	12,586	77,809
23	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	77	-	-	-	235	166	19,335	77,500	19,904	79,802
24	246006	FRVWW-Field Services	Utility Person	10/15/2018	43	-	102	-	73	16	6,582	62,479	6,777	64,345
25	246706	COWW-Field Services	Utility Person	3/25/2019	100	-	70	-	171	34	10,786	67,471	11,105	69,481
26	241301	EXTRWW-Production	Maint Service Specialist	5/6/2019	20	-	-	-	60	27	5,324	81,368	5,480	83,800
27	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	60	-	-	-	37	28	3,945	76,835	4,060	79,121
28	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	60	-	-	-	65	35	5,294	69,247	5,447	71,300
29	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	11/18/2019	36	-	-	-	55	10	2,779	59,134	2,860	60,888
30	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	11/18/2019	9	-	-	-	39	9	2,124	58,453	2,186	60,187
31	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	205	-	-	-	147	94	12,009	72,808	12,360	74,954
32	244701	CLRWW-Production	Wastewater Operator	2/24/2020	40	-	-	-	99	94	8,674	61,540	8,926	63,359
33	241301	EXTRWW-Production	Maint Service Specialist	3/9/2020	-	-	-	-	134	-	7,627	85,823	7,853	88,387
34	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	3/16/2020	9	-	-	-	66	9	3,200	59,529	3,294	61,295
35	241301	EXTRWW-Production	Wastewater Operator	6/8/2020	95	-	-	-	91	41	6,401	66,964	6,590	68,949
36	244701	CLRWW-Production	Wastewater Operator	10/12/2020	20	-	-	-	64	47	4,724	56,359	4,865	58,046
37	245801	POWW-Production	Maintenance/Relief Operator	9/13/2021	30	-	-	-	44	24	3,121	60,696	3,214	62,501
38	241306	EXTRWW-Field Service	Utility Person (75% allocated to Upper Pottsgrove WW)	10/25/2021	-	-	-	-	9	-	101	15,761	104	16,229
39	246706	COWW-Field Services	Utility Person	11/8/2021	-	-	-	-	-	-	-	53,474	-	55,061
40	241306	EXTRWW-Field Service	Utility Person - To Be Filled (75% allocated to Upper Pottsgrove WW)	7/1/2022	-	-	-	-	-	-	-	15,660	-	16,125
			Total Non-Collective Bargaining Unit Hourly		$2,101	$0	1,597	-	3,064	1,412	$278,642	$2,723,304	$286,803	$2,804,228

Pennsylvania-American Water Company - Royersford WW Operations
Compensation
Number of Employees

	12/31/2021	Positions to be Filled 2022	Total 12/31/2022	Positions to be Filled 2023	Total 12/31/2023
Salary - Non-Collective Bargaining Unit	1	0	1	0	1
Hourly - Collective Bargaining Unit	0	0	0	0	0
Hourly - Non-Collective Bargaining Unit	1	0	1	0	1
Hourly Total	1	0	1	0	1
Total	2	0	2	0	2

Pennsylvania-American Water Company - Royersford WW Operations
Compensation

						Gross Labor						
Line #	**Cost Center**	**Cost Center Name**		**Job**	**Original Hire Date**	**2021 Hourly Wage Rate**	**2021 Total Overtime Pay**	**2021 Annualized Salaries & Wages**	**2022 Hourly Wage Rate**	**2023 Hourly Wage Rate**	**2022 Base Pay**	**2023 Base Pay**
Non-Collective Bargaining Unit Salary												
1	241701	ROYFWW-Production	Supvr Production		9/18/2006	$40.87		$85,000	$41.68	$42.92	$86,694	$89,274
				Total Non-Collective Bargaining Unit Salary			$0	$85,000			$86,694	$89,274
Non-Collective Bargaining Unit Hourly												
1	241701	ROYFWW-Production	Plant Operator		7/30/2018	$29.00	$10,854	$60,552	$29.87	$30.76	$62,369	$64,227
				Total Non-Collective Bargaining Unit Hourly			$10,854	$60,552			$62,369	$64,227

Pennsylvania-American Water Company - Royersford WW 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	2022 Total Overtime Pay	2022 Annualized Salaries & Wages	2023 Total Overtime Pay	2023 Annualized Salaries & Wages
Non-Collective Bargaining Unit Salary														
1	241701	ROYFWW-Production	Supvr Production	9/18/2006								$86,694		$89,274
			Total Non-Collective Bargaining Unit Salary		$0	$0	0.0	0.0	0.0	0.0	$0	$86,694	$0	$89,274
Non-Collective Bargaining Unit Hourly														
1	241701	ROYFWW-Production	Plant Operator	7/30/2018	$69	$0	0.0	0.0	104.0	110.0	$11,179	$73,617	$11,512	$75,808
			Total Non-Collective Bargaining Unit Hourly		$69	$0	-	-	104.0	110.0	$11,179	$73,617	$11,512	$75,808

Pennsylvania-American Water Company - Wastewater CSS Operations
Compensation
Number of Employees

	12/31/2021	Positions to be Filled 2022	Total 12/31/2022	Positions to be Filled 2023	Total 12/31/2023
Salary - Non-Collective Bargaining Unit	11	0	11	0	11
Hourly - Collective Bargaining Unit	87	4	91	0	91
Hourly - Non-Collective Bargaining Unit	2	0	2	0	2
Hourly Total	89	4	93	0	93
Total	100	4	104	0	104

Pennsylvania-American Water Company - Wastewater CSS Operations
Compensation

					Gross Labor							
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Hourly Wage Rate	2021 Total Overtime Pay	2021 Annualized Salaries & Wages	2022 Hourly Wage Rate	2023 Hourly Wage Rate	2022 Base Pay	2023 Base Pay
Non-Collective Bargaining Unit Salary											
1	249206	Scrntn-WW-Fld Svc	Sr Supvr Operations	11/16/2000	$43.43		$90,340	$44.73	$46.06	$93,038	$95,805
2	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	4/17/2006	34.64		72,052	36.03	37.10	74,942	77,168
3	249200	Scranton WW-BS/OH	Mgr Opns	6/3/2002	52.88		110,000	55.26	56.91	114,941	118,373
4	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007	34.58		71,934	35.97	37.04	74,818	77,043
5	249201	Scranton WW-Prod	Supvr Production	2/12/1990	38.56		80,196	39.49	40.67	82,139	84,594
6	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008	38.13		79,310	39.27	40.44	81,682	84,115
7	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982	40.08		83,366	43.27	44.56	90,002	92,685
8	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003	45.80		95,262	47.40	48.81	98,592	101,525
9	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	3/25/2019	35.10		73,000	36.11	37.19	75,109	77,355
10	249201	Scranton WW-Prod	Sr Supt Production	7/22/2019	42.13		87,635	43.40	44.69	90,272	92,955
11	249201	Scranton WW-Prod	Supvr Production	10/19/2020	36.06		75,000	37.07	38.17	77,106	79,394
			Total Non-Collective Bargaining Unit Salary			$0	$918,096			$952,640	$981,011
Collective Bargaining Unit											
1	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	$35.15	$2,276	$73,396	$36.18	$37.14	$75,547	$77,551
2	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	29.35	729	61,283	29.85	30.35	62,327	63,371
3	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	35.15	1,100	73,391	36.19	37.15	75,563	77,567
4	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987	29.35	10,527	61,283	29.85	30.35	62,327	63,371
5	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	29.35	6,123	61,283	29.85	30.35	62,327	63,371
6	249201	Scranton WW-Prod	Plant Operator	11/9/1992	29.35	45,275	61,283	29.85	30.35	62,327	63,371
7	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	29.35	1,754	61,283	29.85	30.35	62,327	63,371
8	241901	KANEWW-Production	Wastewater Treatment Operator	8/25/1997	25.01	4,596	52,221	25.64	26.28	53,536	54,873
9	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	9/8/1997	31.79	38,740	66,378	32.29	32.79	67,422	68,466
10	241201	MCKEWW-Production	Turn Laborer UWUA 433	5/3/1999	31.36	5,067	65,480	32.28	33.14	67,401	69,196
11	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	35.32	18,375	73,748	36.35	37.32	75,899	77,924
12	241901	KANEWW-Production	Lead Wastewater Treatment Operator	4/2/2002	25.83	4,449	53,933	26.48	27.14	55,290	56,668
13	249201	Scranton WW-Prod	Plant Operator	11/19/2002	29.35	20,491	61,283	29.85	30.35	62,327	63,371
14	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	35.32	21,112	73,748	36.35	37.32	75,899	77,924
15	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	35.32	19,127	73,748	36.35	37.32	75,899	77,924
16	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	29.35	11,258	61,283	29.85	30.35	62,327	63,371
17	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005	29.35	650	61,283	29.85	30.35	62,327	63,371
18	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	31.79	12,250	66,378	32.29	32.79	67,422	68,466
19	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005	27.98	7,255	58,422	28.48	28.98	59,466	60,510
20	249201	Scranton WW-Prod	Plant Operator	4/25/2005	29.35	23,794	61,283	29.85	30.35	62,327	63,371
21	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005	27.98	4,588	58,422	28.48	28.98	59,466	60,510
22	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005	27.98	9,467	58,422	28.48	28.98	59,466	60,510
23	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	35.28	1,863	73,665	36.32	37.28	75,836	77,841
24	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	3/27/2006	31.79	47,483	66,378	32.29	32.79	67,422	68,466
25	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	27.98	9,246	58,422	28.48	28.98	59,466	60,510
26	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	27.98	21,784	58,422	28.48	28.98	59,466	60,510
27	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	27.98	9,364	58,422	28.48	28.98	59,466	60,510
28	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006	29.35	35,585	61,283	29.85	30.35	62,327	63,371
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	27.98	507	58,422	28.48	28.98	59,466	60,510
30	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006	27.98	20,139	58,422	28.48	28.98	59,466	60,510
31	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	33.08	7,446	69,071	34.08	35.00	71,159	73,080
32	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	27.98	23,580	58,422	28.48	28.98	59,466	60,510
33	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	31.79	4,072	66,378	32.29	32.79	67,422	68,466
34	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007	27.98	6,860	58,422	28.48	28.98	59,466	60,510
35	249201	Scranton WW-Prod	Maintenance Mechanic A	10/1/2007	29.35	21,827	61,283	29.85	30.35	62,327	63,371
36	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	29.35	42,821	61,283	29.85	30.35	62,327	63,371
37	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/25/2008	29.35	64,097	61,283	29.85	28.10	62,327	58,673
38	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/5/2008	32.98	3,613	68,862	33.97	34.89	70,929	72,850
39	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	32.40	11,551	67,652	33.36	34.24	69,656	71,494
40	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	27.98	9,756	58,422	28.48	28.98	59,466	60,510
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	27.98	2,156	58,422	28.48	28.98	59,466	60,510
42	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008	29.35	5,882	61,283	29.85	30.35	62,327	63,371
43	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008	27.98	1,700	58,422	28.48	28.98	59,466	60,510
44	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008	27.98	19,655	58,422	28.48	28.98	59,466	60,510
45	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	35.28	2,962	73,665	36.32	37.28	75,836	77,841
46	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	30.86	18,103	64,436	31.78	32.64	66,357	68,152
47	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009	29.35	13,432	61,283	29.85	28.10	62,327	58,673
48	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	27.98	1,887	58,422	28.48	28.98	59,466	60,510
49	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	29.35	12,353	61,283	29.85	30.35	62,327	63,371
50	249201	Scranton WW-Prod	Plant Operator	5/26/2009	29.35	30,839	61,283	29.85	30.35	62,327	63,371
51	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	29.35	4,697	61,283	29.85	30.35	62,327	63,371
52	249201	Scranton WW-Prod	Maintenance Relief Operator	5/26/2009	27.98	12,248	58,422	28.48	28.98	59,466	60,510

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					Gross Labor										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	Overtime Hours 2.5	2022 Total Overtime Pay	2022 Annualized Salaries & Wages	2023 Total Overtime Pay	2023 Annualized Salaries & Wages
Non-Collective Bargaining Unit Salary															
1	249206	Scrntn-WW-Fld Svc	Sr Supvr Operations	11/16/2000									$93,038		$95,805
2	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	4/17/2006									74,942		77,168
3	249200	Scranton WW-BS/OH	Mgr Opns	6/3/2002									114,941		118,373
4	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007									74,818		77,043
5	249201	Scranton WW-Prod	Supvr Production	2/12/1990									82,139		84,594
6	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008									81,682		84,115
7	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982									90,002		92,685
8	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003									98,592		101,525
9	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	3/25/2019									75,109		77,355
10	249201	Scranton WW-Prod	Sr Supt Production	7/22/2019									90,272		92,955
11	249201	Scranton WW-Prod	Supvr Production	10/19/2020									77,106		79,394
			Total Non-Collective Bargaining Unit Salary		$0	$0						$0	$952,640	$0	$981,011
Collective Bargaining Unit															
1	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	$0	$1	-	-	34.8	6.0	-	$2,342	$77,889	$2,403	$79,955
2	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	75	-	-	-	16.5	-	-	742	63,143	754	64,200
3	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	-	0	-	-	11	7	-	1,133	76,696	1,163	78,730
4	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987	38	-	-	-	199.8	28.0	-	10,704	73,069	10,882	74,291
5	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	143	6	-	-	90.0	36.0	-	6,227	68,702	6,330	69,849
6	249201	Scranton WW-Prod	Plant Operator	11/9/1992	525	2,466	-	-	690.0	249.2	-	46,042	111,360	46,809	113,171
7	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	30	71	-	-	29.0	8.0	-	1,784	64,212	1,814	65,286
8	241901	KANEWW-Production	Wastewater Treatment Operator	8/25/1997	-	-	-	-	118.5	3.0	-	4,711	58,248	4,829	59,702
9	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	9/8/1997	425	-	-	-	671.5	102.3	-	39,346	107,192	39,952	108,843
10	241201	MCKEWW-Production	Turn Laborer UWUA 433	5/3/1999	27	2,676	-	-	107.2	-	-	5,215	75,319	5,354	77,253
11	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	37	3,262	-	-	344.0	-	-	18,906	98,104	19,407	100,630
12	241901	KANEWW-Production	Lead Wastewater Treatment Operator	4/2/2002	-	-	-	-	107.5	5.5	-	4,561	59,851	4,675	61,343
13	249201	Scranton WW-Prod	Plant Operator	11/19/2002	55	2,097	-	-	219.5	182.3	-	20,838	85,316	21,185	86,707
14	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	35	3,477	-	-	395.5	-	-	21,723	101,135	22,299	103,736
15	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	47	3,492	-	-	352.7	4.0	-	19,680	99,118	20,201	101,664
16	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	128	-	-	-	211.4	32.0	-	11,449	73,903	11,639	75,138
17	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005	15	-	-	-	14.7	-	-	661	63,002	672	64,057
18	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	155	-	-	-	224.3	23.2	-	12,441	80,018	12,632	81,253
19	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005	45	-	-	-	111.0	45.5	-	7,383	66,895	7,512	68,067
20	249201	Scranton WW-Prod	Plant Operator	4/25/2005	125	2,172	-	-	301.6	176.0	-	24,196	88,820	24,599	90,267
21	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005	110	-	-	-	94.3	10.7	-	4,669	64,245	4,750	65,371
22	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005	258	2,506	-	-	203.3	16.0	-	9,636	71,866	9,804	73,078
23	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	-	1	-	-	25.7	7.0	-	1,918	77,755	1,968	79,809
24	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	3/27/2006	398	-	-	-	899.7	69.3	-	48,227	116,046	48,971	117,834
25	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	30	-	-	-	175.3	32.5	-	9,410	68,906	9,574	70,114
26	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	385	638	-	-	380.8	102.0	-	22,172	82,661	22,559	84,093
27	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	136	2,621	-	-	110.6	84.0	-	9,531	71,754	9,698	72,965
28	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006	330	-	-	-	690.0	86.0	-	36,189	98,846	36,792	100,493
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	30	-	-	-	12.0	-	-	516	60,012	525	61,065
30	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006	255	-	-	-	409.3	50.3	-	20,496	80,218	20,854	81,619
31	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	-	16	-	-	143.5	4.0	-	7,670	78,845	7,875	80,971
32	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	95	2,317	-	-	292.2	199.0	-	23,998	85,877	24,417	87,339
33	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	60	113	-	-	51.8	25.0	-	4,136	71,730	4,200	72,838
34	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007	85	-	-	-	133.4	21.7	-	6,982	66,533	7,103	67,699
35	249201	Scranton WW-Prod	Maintenance Mechanic A	10/1/2007	310	1,580	-	-	351.8	106.2	-	22,197	86,413	22,567	87,827
36	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	75	-	-	-	844.3	93.9	-	43,548	105,950	44,275	107,721
37	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/25/2008	680	-	-	-	1,278.5	128.5	-	65,184	128,191	61,378	120,731
38	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/5/2008	-	36	-	-	73.0	-	-	3,722	74,687	3,823	76,709
39	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	8	40	-	-	231.0	4.2	-	11,892	81,596	12,204	83,745
40	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	50	-	-	-	181.3	37.2	-	9,929	69,445	10,102	70,663
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	15	-	-	-	44.3	5.0	-	2,195	61,676	2,233	62,758
42	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008	90	763	-	-	112.6	15.3	-	5,982	69,161	6,081	70,305
43	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008	15	-	-	-	40.1	-	-	1,730	61,211	1,760	62,285
44	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008	520	-	-	-	403.2	45.8	-	20,003	79,989	20,351	81,382
45	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	-	1	-	-	55.6	-	-	3,049	78,886	3,129	80,971
46	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	65	4,322	-	-	387.8	-	-	18,638	89,382	19,139	91,678
47	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009	175	-	-	-	250.5	39.0	-	13,659	76,161	12,865	71,713
48	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	15	76	-	-	38.2	5.0	-	1,921	61,479	1,955	62,556
49	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	205	865	-	-	230.8	36.0	-	12,562	75,959	12,771	77,212
50	249201	Scranton WW-Prod	Plant Operator	5/26/2009	300	2,256	-	-	386.7	231.8	-	31,361	96,244	31,883	97,809
51	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	45	34	-	-	75.8	22.7	-	4,777	67,182	4,856	68,305
52	249201	Scranton WW-Prod	Maintenance Relief Operator	5/26/2009	80	1,884	-	-	175.3	85.7	-	12,465	73,896	12,682	75,157

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					Gross Labor						
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	2021 Hourly Wage Rate	2021 Total Overtime Pay	2021 Annualized Salaries & Wages	2022 Hourly Wage Rate	2023 Hourly Wage Rate	2022 Base Pay	2023 Base Pay
53	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	37.34	170	77,966	38.46	39.50	80,304	82,476
54	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	27.96	4,240	58,381	28.78	29.54	60,093	61,680
55	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	32.40	13,650	67,651	33.36	34.24	69,656	71,493
56	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	29.43	310	61,450	30.31	31.13	63,287	64,999
57	241901	KANEWW-Production	Wastewater Treatment Operator	8/7/2010	23.88	2,946	49,861	24.48	25.09	51,114	52,388
58	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	27.98	6,927	58,422	28.48	28.98	59,466	60,510
59	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	27.98	6,310	58,422	28.48	28.98	59,466	60,510
60	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	31.61	18,310	66,002	32.53	33.39	67,923	69,718
61	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	29.43	103	61,450	30.31	31.13	63,287	64,999
62	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	30.86	737	64,436	31.78	32.64	66,357	68,152
63	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	35.32	1,530	73,748	36.35	37.32	75,899	77,924
64	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	32.40	15,418	67,651	33.36	34.24	69,656	71,493
65	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	35.32	23,539	73,748	36.35	37.32	75,899	77,924
66	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	25.34	3,980	52,910	26.10	26.80	54,497	55,958
67	241201	MCKEWW-Production	Turn Laborer UWUA 433	4/30/2012	30.86	16,855	64,436	31.78	32.64	66,357	68,152
68	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	27.98	10,084	58,422	28.48	28.98	59,466	60,510
69	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012	29.35	20,099	61,283	29.85	28.10	62,327	58,673
70	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	27.98	190	58,422	28.48	28.98	59,466	60,510
71	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	31.79	6,865	66,378	32.29	32.79	67,422	68,466
72	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	27.98	12,246	58,422	28.48	28.98	59,466	60,510
73	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013	27.98	24,806	58,422	28.48	28.98	59,466	60,510
74	249201	Scranton WW-Prod	Master Electrician	10/20/2014	31.79	12,458	66,378	32.29	32.79	67,422	68,466
75	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016	27.98	10,940	58,422	28.48	28.98	59,466	60,510
76	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016	29.35	10,499	61,283	29.85	28.10	62,327	58,673
77	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016	27.98	19,375	58,422	28.48	28.98	59,466	60,510
78	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016	27.98	23,052	58,422	28.48	28.98	59,466	60,510
79	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	31.79	17,674	66,378	32.29	32.79	67,422	68,466
80	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018	29.35	15,672	61,283	29.85	28.10	62,327	58,673
81	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	29.35	12,986	61,283	29.85	30.35	62,327	63,371
82	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/11/2019	29.35	20,026	61,283	29.85	28.10	62,327	58,673
83	249206	Scrntn-WW-Fld Svc	Equipment Operator A	10/26/2020	29.35	10,720	61,283	29.85	28.10	62,327	58,673
84	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/24/2021	28.85	2,575	60,239	29.35	27.60	61,283	57,629
85	249201	Scranton WW-Prod	Maintenance Relief Operator	6/14/2021	27.48	5,311	57,378	27.98	28.48	58,422	59,466
86	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	7/19/2021	35.67	348	74,479	36.74	37.73	76,713	78,780
87	241901	KANEWW-Production	Wastewater Treatment Operator	9/7/2021	19.68	492	41,092	20.27	20.88	42,324	43,597
88	249201	Scranton WW-Prod	Plant Operator	1/10/2022	-	-	-	28.85	29.35	60,239	61,283
89	241201	MCKEWW-Production	Maintenance Mechanic	3/31/2022	-	-	-	36.74	37.73	76,713	78,780
90	241201	MCKEWW-Production	General Laborer	1/3/2022	-	-	-	26.10	26.80	54,497	55,958
91	241201	MCKEWW-Production	Turn Laborer - To Be Filled	7/1/2022	-	-	-	31.78	32.64	66,357	68,152
			Total Collective Bargaining Unit			$1,087,955	$5,425,878			$5,800,132	$5,881,919
Non-Collective Bargaining Unit Hourly											
1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	$28.91	$339	$60,364	$30.01	$30.90	$62,661	$64,519
2	249200	Scranton WW-BS/OH	Admin Asst - Staff Supp (N)	9/4/2007	24.72	14	51,615	25.71	26.48	53,682	55,290
			Total Non-Collective Bargaining Unit Hourly			$353	$111,979			$116,343	$119,809

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					Gross Labor									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	Overtime Hours 2.5	2022 Total Overtime Pay	2022 Annualized Salaries & Wages	2023 Total Overtime Pay	2023 Annualized Salaries & Wages
53	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	-	-	-	-	3.0	-	-	175	80,480	180	82,656
54	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	27	788	-	-	89.8	8.0	-	4,363	65,270	4,478	66,972
55	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	-	5,280	-	-	277.8	-	-	14,050	88,985	14,416	91,190
56	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	-	3	-	-	7.0	-	-	319	63,610	328	65,331
57	241901	KANEWW-Production	Wastewater Treatment Operator	8/7/2010	-	-	-	-	82.3	-	-	3,020	54,134	3,095	55,483
58	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	120	-	-	-	146.1	13.3	-	7,050	66,636	7,173	67,803
59	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	60	-	-	-	121.8	20.6	-	6,422	65,948	6,534	67,104
60	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	42	3,751	-	-	377.2	-	4.0	18,840	90,555	19,335	92,846
61	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	-	1	-	-	2.3	-	-	106	63,394	109	65,109
62	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	-	1	-	-	15.8	-	-	759	67,117	779	68,933
63	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	4	1	-	-	26.0	2.0	-	1,574	77,478	1,616	79,545
64	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	-	5,625	-	-	314.2	-	-	15,870	91,151	16,285	93,403
65	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	43	3,775	-	-	441.3	-	-	24,221	103,938	24,863	106,605
66	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	31	1,235	-	-	83.8	-	12.0	4,099	59,861	4,208	61,432
67	241201	MCKEWW-Production	Turn Laborer UWUA 433	4/30/2012	66	2,200	-	-	362.5	-	-	17,355	85,977	17,823	88,241
68	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	320	344	-	-	232.1	5.0	-	10,263	70,393	10,442	71,616
69	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012	255	-	-	-	411.9	30.8	-	20,438	83,020	19,249	78,177
70	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	15	-	-	-	4.5	-	-	193	59,675	197	60,722
71	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	60	-	-	-	129.7	10.0	-	6,972	74,454	7,080	75,605
72	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	170	1,583	-	-	253.8	26.7	-	12,463	73,683	12,680	74,944
73	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013	645	-	-	-	541.0	34.3	-	25,246	85,358	25,686	86,842
74	249201	Scranton WW-Prod	Master Electrician	10/20/2014	50	185	-	-	195.3	48.3	-	12,653	80,309	12,848	81,548
75	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016	135	-	-	-	220.8	28.3	-	11,134	70,736	11,328	71,974
76	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016	115	-	-	-	220.0	13.3	-	10,677	73,119	10,054	68,841
77	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016	550	-	-	-	414.7	32.5	-	19,719	79,735	20,062	81,122
78	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016	580	-	-	-	509.9	26.3	-	23,461	83,507	23,870	84,960
79	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	395	-	-	-	319.2	36.3	-	17,950	85,766	18,225	87,086
80	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018	335	-	-	-	328	19	-	15,937	78,599	15,009	74,017
81	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	30	-	-	-	259.8	26.0	-	13,206	75,563	13,427	76,828
82	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/11/2019	250	-	-	-	420.5	23.3	-	20,365	82,942	19,180	78,103
83	249206	Scrntn-WW-Fld Svc	Equipment Operator A	10/26/2020	120	524	-	-	183.5	45.0	-	10,903	73,874	10,264	69,581
84	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/24/2021	30	-	-	-	59.5	-	-	2,619	63,932	2,463	60,122
85	249201	Scranton WW-Prod	Maintenance Relief Operator	6/14/2021	-	931	-	-	75.5	40.0	-	5,407	64,760	5,504	65,901
86	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	7/19/2021	-	-	-	-	6.5	-	-	358	77,071	368	79,148
87	241901	KANEWW-Production	Wastewater Treatment Operator	9/7/2021	-	-	-	-	12.0	3.5	-	507	42,831	522	44,119
88	249201	Scranton WW-Prod	Plant Operator	1/10/2022	-	-	-	-	-	-	-	-	60,239	-	61,283
89	241201	MCKEWW-Production	Maintenance Mechanic	3/31/2022	-	-	-	-	-	-	-	-	76,713	-	78,780
90	241201	MCKEWW-Production	General Laborer	1/3/2022	-	-	-	-	-	-	-	-	54,497	-	55,958
91	241201	MCKEWW-Production	Turn Laborer - To Be Filled	7/1/2022	-	-	-	-	-	-	-	-	66,357	-	68,152
			Total Collective Bargaining Unit		$11,169	$66,017	-	-	20,182.7	2,964.2	16.0	$1,109,142	$6,986,460	$1,117,932	$7,077,038
Non-Collective Bargaining Unit Hourly															
1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	$0	$0	-	-	7.7	-	-	$351	$63,012	$361	$64,880
2	249200	Scranton WW-BS/OH	Admin Asst - Staff Supp (N)	9/4/2007	-	-	-	-	-	-	-	14	53,696	14	55,304
			Total Non-Collective Bargaining Unit Hourly		$0	$0	-	-	7.7	-		$365	$116,708	$375	$120,184

Pennsylvania-American Water Company
Annualized Performance Plan

	2022	2023
Water Operations		
Non-Collective Bargaining Unit Salary	$4,605,241	$4,742,467
Collective Bargaining Unit	1,125,969	1,152,912
Non-Collective Bargaining Unit Hourly	1,056,758	1,088,256
Total	$6,787,968	$6,983,635
Wastewater SSS General Operations		
Non-Collective Bargaining Unit Salary	$55,772	$57,437
Non-Collective Bargaining Unit Hourly	170,980	176,068
Total	$226,752	$233,505
Royersford WW Operations		
Non-Collective Bargaining Unit Salary	$10,403	$10,713
Non-Collective Bargaining Unit Hourly	4,366	4,496
Total	$14,769	$15,209
Wastewater CSS Operations		
Non-Collective Bargaining Unit Salary	$123,432	$127,107
Collective Bargaining Unit	174,014	176,450
Non-Collective Bargaining Unit Hourly	8,144	8,386
Total	$305,590	$311,943

Pennsylvania-American Water Company - Water Operations
Compensation

							Performance Pay APP & LTPP	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
Non-Collective Bargaining Unit Salary								
1	240106	CORP-Field Services	Project Manager	1/18/1999	15%	0%	$21,144	$21,774
2	240120	CORP-Bus Dev	Mgr Business Dev	2/26/2001	15%	0%	17,107	17,616
3	240205	CORP-Admin & Gen	VP Operations (Large1)	5/3/1994	30%	30%	131,040	134,946
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987	12%	0%	10,568	10,883
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988	15%	0%	16,723	17,222
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993	20%	0%	28,213	29,053
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997	12%	0%	10,538	10,853
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981	12%	0%	10,615	10,932
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991	12%	0%	9,854	10,149
10	249106	WILK-Field Services	Sr Supt Field Ops	8/10/1987	15%	0%	14,898	15,341
11	249160	WILK-Watres	Supvr Production	1/11/1988	12%	0%	9,170	9,442
12	240117	CORP-Water Quality	Manager WQ & Env Compliance	9/15/1993	15%	0%	16,963	17,469
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990	15%	0%	16,517	17,010
14	249106	WILK-Field Services	Sr Supvr Operations	10/19/1987	12%	0%	10,521	10,835
15	249106	WILK-Field Services	Sr Supt Field Ops	10/17/1983	15%	0%	14,708	15,144
16	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998	12%	0%	10,710	11,030
17	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998	12%	0%	8,409	8,659
18	249106	WILK-Field Services	Supvr Field Operations	10/19/1992	12%	0%	11,664	12,011
19	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997	12%	0%	8,719	8,978
20	249150	WILK-Other	Sr Supt Production	9/13/1993	15%	0%	15,753	16,221
21	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995	12%	0%	11,062	11,392
22	246106	MECH-Field Services	Sr Mgr Operations (15% allocated to York WW)	5/4/1998	20%	0%	22,326	22,991
23	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994	12%	0%	13,199	13,593
24	245305	ABNG-Admin & Gen	Sr Supt Opns	6/16/1997	15%	0%	15,447	15,909
25	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995	12%	0%	10,149	10,451
26	246106	MECH-Field Services	Supvr Field Operations	4/11/1995	12%	0%	10,294	10,601
27	246106	MECH-Field Services	Sr Supt Opns	1/9/1989	15%	0%	16,396	16,885
28	246206	HSHY-Field Services	Supvr Field Operations	5/1/1995	12%	0%	9,425	9,707
29	240151	CORP-Cust Serv MECH	Sr. Manager, Customer Compliance	4/10/1995	20%	0%	27,893	28,725
30	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982	12%	0%	11,102	11,434
31	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	2/2/1998	12%	0%	12,480	12,852
32	240106	CORP-Field Services	Project Mgr BP	8/14/1989	15%	0%	18,002	18,539
33	241106	PITT-Field Services	Supvr Field Operations	10/25/1978	12%	0%	11,604	11,951
34	240114	CORP-Engineering	Engineering Project Manager	5/16/1998	12%	0%	11,776	12,128
35	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989	20%	0%	30,135	31,034
36	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993	20%	0%	28,134	28,974
37	241106	PITT-Field Services	Supvr Field Operations	9/1/1982	12%	0%	11,831	12,183
38	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994	15%	0%	15,647	16,112
39	249106	WILK-Field Services	Supvr Field Operations	8/8/1984	12%	0%	10,568	10,883
40	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987	20%	0%	33,604	34,607
41	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980	12%	0%	12,390	12,760
42	249106	WILK-Field Services	Supvr Field Operations	11/18/1986	12%	0%	10,318	10,625
43	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984	15%	0%	16,199	16,683
44	240120	CORP-Bus Dev	Sr Dir, Business Development	3/18/1991	20%	10%	61,920	63,767
45	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993	20%	0%	32,094	33,051
46	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994	12%	0%	12,398	12,767
47	241150	PITT-Production Othe	Sr Supt Production	5/1/1980	15%	0%	17,410	17,928

Pennsylvania-American Water Company - Water Operations
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								Performance Pay APP & LTPP	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
48	247201	PHBG-Production	Sr Supvr Operations	12/16/1992	12%	0%	11,804	12,156
49	249106	WILK-Field Services	Supvr Field Operations	10/20/1986	12%	0%	10,481	10,793
50	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986	20%	0%	29,091	29,956
51	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996	15%	0%	18,486	19,038
52	240306	CORP-Field Service	Supvr Field Operations	9/16/1998	12%	0%	11,177	11,509
53	240306	CORP-Field Service	Sr Mgr, Production Assets	10/16/1998	20%	0%	27,810	28,637
54	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998	12%	0%	10,765	11,087
55	240306	CORP-Field Service	Supvr Field Operations	8/31/1999	12%	0%	11,918	12,273
56	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999	12%	0%	9,944	10,241
57	240114	CORP-Engineering	Mgr Engrg - Project Delivery	5/1/2000	20%	0%	33,234	34,224
58	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000	12%	0%	9,305	9,582
59	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000	12%	0%	9,882	10,176
60	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000	12%	0%	10,121	10,423
61	241106	PITT-Field Services	Sr Supt Field Ops	12/18/2001	15%	0%	17,007	17,513
62	245106	NORR-Field Services	Sr Supt Opns	3/14/1994	15%	0%	17,038	17,547
63	240119	CORP-Risk Mgmt	Mgr Health and Safety Programs	7/18/1989	15%	0%	17,397	17,915
64	246506	COAT-Field Services	Supvr Field Operations	6/25/1990	12%	0%	10,294	10,601
65	240114	CORP-Engineering	Sr Project Engineer	6/25/2001	15%	0%	16,617	17,113
66	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995	20%	0%	27,094	27,901
67	240114	CORP-Engineering	Engineering Project Manager	5/3/1999	12%	0%	11,976	12,333
68	245906	GLEN-Field Services	Sr Supt Opns (10% allocated to Upper Pottsgrove WW)	10/15/1990	15%	0%	14,717	15,155
69	240114	CORP-Engineering	Mgr Engrg - Project Delivery	8/1/1999	20%	0%	26,012	26,786
70	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001	12%	0%	11,514	11,856
71	240120	CORP-Bus Dev	Dir Business Development	10/16/1981	20%	10%	58,563	60,309
72	240305	CORP-Admin & Gen	Sr Director Operations (Mega)	3/9/1992	20%	10%	59,661	61,439
73	240205	CORP-Admin & Gen	Sr Director Operations (Mega) (15% allocated to York WW)	11/16/1997	20%	10%	49,959	51,449
74	240114	CORP-Engineering	Mgr Engineering	8/19/2002	20%	0%	27,988	28,820
75	240114	CORP-Engineering	Sr Project Engineer	5/12/2003	15%	0%	18,002	18,539
76	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003	12%	0%	9,650	9,937
77	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003	15%	0%	15,394	15,853
78	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003	12%	0%	10,613	10,930
79	249106	WILK-Field Services	Supvr Field Operations	9/2/2003	12%	0%	9,011	9,280
80	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004	12%	0%	10,234	10,538
81	240114	CORP-Engineering	Capital Program Manager	1/10/2005	20%	0%	23,687	24,394
82	242101	MCMR-Production	Sr Supvr Operations	2/28/2005	12%	0%	12,415	12,785
83	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005	15%	0%	15,600	16,065
84	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005	15%	0%	14,879	15,322
85	241151	PITT-Production Haye	Supvr Production	3/16/2005	12%	0%	10,171	10,473
86	240114	CORP-Engineering	Engineering Project Manager	3/21/2005	12%	0%	11,155	11,487
87	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005	12%	0%	10,765	11,087
88	240114	CORP-Engineering	Mgr Engineering	5/31/2005	20%	0%	23,808	24,519
89	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	6/27/2005	12%	0%	11,232	11,566
90	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/18/2005	12%	0%	11,232	11,566
91	240121	CORP-Com Relations	Sr Manager, Government and External Affa	8/15/2005	20%	0%	24,960	25,705
92	240114	CORP-Engineering	Sr Project Engineer	11/14/2005	15%	0%	17,176	17,687
93	240113	CORP-Info Systems	Specialist, Technology Field Services	11/21/2005	12%	0%	11,851	12,203
94	249106	WILK-Field Services	Supvr Field Operations	5/1/2006	12%	0%	9,036	9,305
95	240114	CORP-Engineering	Mgr Engineering	5/22/2006	20%	0%	27,015	27,822

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								Performance Pay APP & LTPP	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
96	249103	WILK-Cust Service	Supvr Field Operations	5/22/2006	12%	0%	8,738	8,998
97	240114	CORP-Engineering	Engineering Project Manager	5/30/2006	12%	0%	12,590	12,964
98	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006	12%	0%	9,937	10,234
99	240305	CORP-Admin & Gen	Project Manager Operations	6/5/2006	15%	0%	17,079	17,587
100	241106	PITT-Field Services	Supv Facilities/Inventory	6/12/2006	12%	0%	9,949	10,246
101	240106	CORP-Field Services	Dir Business Performance	11/20/2006	20%	10%	58,806	60,559
102	240106	CORP-Field Services	Mgr Opns	1/22/2007	15%	0%	14,658	15,095
103	246201	HSHY-Production	Sr Supvr Operations	3/27/2007	12%	0%	10,708	11,027
104	241106	PITT-Field Services	Supvr Field Operations	5/7/2007	12%	0%	8,806	9,068
105	245106	NORR-Field Services	Sr Supvr Operations	8/17/2009	12%	0%	11,953	12,310
106	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/2/2007	12%	0%	13,219	13,613
107	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007	12%	0%	11,115	11,447
108	241103	PITT-Cust Service	Sr Supvr Operations	7/23/2007	12%	0%	10,383	10,693
109	240305	CORP-Admin & Gen	Mgr Operations - EAM	12/3/2007	15%	0%	14,524	14,957
110	240106	CORP-Field Services	Major Accounts Manager	12/26/2007	15%	0%	21,750	22,398
111	249150	WILK-Other	Sr Supt Production	6/2/2008	15%	0%	14,954	15,400
112	245106	NORR-Field Services	Supvr Field Operations	8/11/2008	12%	0%	9,372	9,652
113	240114	CORP-Engineering	Mgr Engrg - Project Delivery	10/27/2008	20%	0%	24,814	25,555
114	249103	WILK-Cust Service	Sr Supvr Operations	11/17/2008	12%	0%	10,099	10,401
115	240117	CORP-Water Quality	Supvr WQ & Env Compliance	4/20/2009	12%	0%	9,984	10,281
116	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009	12%	0%	10,358	10,668
117	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009	12%	0%	11,132	11,464
118	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009	15%	0%	15,466	15,928
119	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009	30%	30%	127,458	131,252
120	240114	CORP-Engineering	Engineering Project Manager	10/12/2009	12%	0%	10,788	11,110
121	249106	WILK-Field Services	Sr Supvr Operations	10/19/2009	12%	0%	9,450	9,732
122	246501	COAT-Production	Supvr Production	4/12/2010	12%	0%	9,447	9,729
123	240205	CORP-Admin & Gen	Project Manager Operations	5/3/2010	15%	0%	13,834	14,246
124	240117	CORP-Water Quality	Manager, Wastewater Compliance (20% allocated to York WW)	6/7/2010	15%	0%	13,570	13,975
125	246306	PENN/Wyom-Field Srvc	Supvr Field Operations	10/4/2010	12%	0%	9,829	10,121
126	240117	CORP-Water Quality	Supvr WQ & Env Compliance	1/3/2011	12%	0%	9,889	10,184
127	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011	12%	0%	9,994	10,291
128	249106	WILK-Field Services	Supvr Field Operations	8/1/2011	12%	0%	8,404	8,654
129	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011	12%	0%	9,462	9,744
130	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011	15%	0%	17,453	17,974
131	240113	CORP-Info Systems	Specialist, Technology Field Services	2/6/2012	12%	0%	9,630	9,917
132	240114	CORP-Engineering	Sr Project Engineer	6/18/2012	15%	0%	17,169	17,681
133	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	6/25/2012	12%	0%	12,458	12,829
134	240122	CORP-Govt Relations	Dir Govt Affairs (State)	8/27/2012	20%	0%	27,132	27,939
135	240114	CORP-Engineering	Sr GIS Manager	2/4/2013	20%	0%	23,633	24,336
136	240306	CORP-Field Service	Project Manager	3/4/2013	15%	0%	16,221	16,704
137	243152	NEWC-Ellwood	Supvr Production	4/1/2013	12%	0%	9,652	9,939
138	243151	NEWC-New Castle	Supvr Production	4/29/2013	12%	0%	9,605	9,892
139	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013	20%	0%	31,242	32,173
140	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013	20%	0%	30,272	31,175
141	247150	MILT-Prod Other	Supvr Production	5/28/2013	12%	0%	9,198	9,472
142	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013	12%	0%	9,557	9,842
143	246801	LEHP-Production	Supvr Field Operations	9/9/2013	12%	0%	9,098	9,370

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								Performance Pay APP & LTPP	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
144	240114	CORP-Engineering	Engineering Project Manager	11/11/2013	12%	0%	11,699	12,048
145	240120	CORP-Bus Dev	Sr Mgr Business Dev	11/25/2013	20%	0%	31,874	32,822
146	240114	CORP-Engineering	Sr Business Operations Analyst	11/18/2013	12%	0%	8,035	8,274
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013	12%	0%	10,011	10,311
148	240114	CORP-Engineering	Principal GIS Analyst	3/31/2014	12%	0%	8,966	9,233
149	240114	CORP-Engineering	Sr Planning Engineer	5/19/2014	15%	0%	16,892	17,394
150	244206	PUNX-Field Services	Sr Supvr Operations	5/27/2014	12%	0%	10,079	10,378
151	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014	12%	0%	11,040	11,369
152	246401	ROYF-Production	Supvr Production	9/29/2014	12%	0%	9,954	10,251
153	244506	WARR-Field Services	Sr Supvr Operations	10/27/2014	12%	0%	10,196	10,501
154	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014	12%	0%	8,644	8,901
155	240114	CORP-Engineering	Mgr Engineering	11/24/2014	20%	0%	24,556	25,289
156	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015	12%	0%	9,794	10,086
157	240113	CORP-Info Systems	Specialist, Technology Field Services	1/19/2015	12%	0%	8,783	9,046
158	240114	CORP-Engineering	GIS Project Manager	2/2/2015	12%	0%	8,943	9,210
159	249152	WILK-Ceasetown	Supvr Production	4/13/2015	12%	0%	8,803	9,065
160	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015	12%	0%	9,080	9,350
161	249106	WILK-Field Services	Sr Supvr Operations	11/16/2015	12%	0%	9,959	10,256
162	246151	MECH-ProdWestShore	Supvr Production	11/16/2015	12%	0%	9,195	9,470
163	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015	12%	0%	8,060	8,299
164	243301	BUTL-Production	Supvr Production	12/7/2015	12%	0%	9,585	9,869
165	246103	MECH-Cust Service	Supvr Field Operations	12/21/2015	12%	0%	9,225	9,500
166	240120	CORP-Bus Dev	Sr Dir, Business Development	12/28/2015	20%	10%	62,425	64,284
167	246206	HSHY-Field Services	Supvr Field Operations	1/11/2016	12%	0%	9,170	9,442
168	240114	CORP-Engineering	Sr Project Engineer	1/25/2016	15%	0%	16,380	16,867
169	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	3/7/2016	12%	0%	8,274	8,521
170	245606	NAZA-Field Services	Sr Supvr Operations	3/21/2016	12%	0%	10,039	10,338
171	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016	15%	0%	14,861	15,304
172	249106	WILK-Field Services	Supvr Field Operations	4/18/2016	12%	0%	9,021	9,290
173	249106	WILK-Field Services	Supvr Field Operations	6/13/2016	12%	0%	8,818	9,080
174	240106	CORP-Field Services	Lead Business Operations Analyst	9/26/2016	12%	0%	11,125	11,457
175	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017	15%	0%	17,079	17,587
176	249106	WILK-Field Services	Supv Facilities/Inventory	12/19/2016	12%	0%	8,037	8,277
177	240114	CORP-Engineering	Engineering Project Manager	1/5/2017	12%	0%	11,252	11,586
178	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/9/2017	20%	0%	24,814	25,555
179	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017	20%	0%	28,263	29,103
180	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017	12%	0%	9,425	9,707
181	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	3/27/2017	12%	0%	11,566	11,911
182	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	12%	0%	7,436	7,658
183	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017	12%	0%	9,360	9,640
184	240117	CORP-Water Quality	Supvr WQ & Env Compliance (10% allocated to Upper Pottsgrove WW)	6/26/2017	12%	0%	8,235	8,480
185	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017	12%	0%	9,477	9,759
186	240114	CORP-Engineering	Sr GIS Analyst	6/19/2017	12%	0%	7,995	8,232
187	240114	CORP-Engineering	Staff Engineer	8/14/2017	12%	0%	9,228	9,502
188	249151	WILK-Brownell	Supvr Production	8/21/2017	12%	0%	8,933	9,200
189	240114	CORP-Engineering	Sr Project Engineer	8/28/2017	15%	0%	16,829	17,332
190	240106	CORP-Field Services	Trainer III	11/20/2017	12%	0%	9,485	9,767
191	240106	CORP-Field Services	Major Accounts Manager	9/12/2011	15%	0%	12,374	12,742

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						Performance Pay APP & LTPP			
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
192	240117	CORP-Water Quality	Supvr WQ & Env Compliance	10/26/2015	12%	0%	9,475	9,757
193	240114	CORP-Engineering	Engineering Project Manager	1/8/2018	12%	0%	10,279	10,586
194	240114	CORP-Engineering	Engineering Project Manager	1/16/2018	12%	0%	12,340	12,707
195	240114	CORP-Engineering	Engineering Project Manager	1/22/2018	12%	0%	12,315	12,682
196	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018	12%	0%	9,517	9,802
197	240106	CORP-Field Services	Mgr Company Fleet	3/19/2018	12%	0%	11,242	11,576
198	241152	PITT-Production Aldr	Supvr Production	3/19/2018	12%	0%	10,229	10,533
199	246106	MECH-Field Services	Supvr Field Operations	3/19/2018	12%	0%	9,260	9,537
200	240151	CORP-Cust Serv MECH	Supvr Customer Advocacy	4/17/2018	12%	0%	9,882	10,176
201	240114	CORP-Engineering	Engineering Project Manager	4/16/2018	12%	0%	11,691	12,041
202	240306	CORP-Field Service	Supvr Field Operations	4/30/2018	12%	0%	9,085	9,355
203	240114	CORP-Engineering	Engineering Project Manager	7/9/2018	12%	0%	11,756	12,106
204	240106	CORP-Field Services	Supervisor Operations Support	6/18/2018	12%	0%	8,818	9,080
205	241106	PITT-Field Services	Supvr Field Operations	6/18/2018	12%	0%	9,300	9,577
206	243106	NEWC-Field Services	Supvr Field Operations	7/3/2018	12%	0%	9,562	9,847
207	240114	CORP-Engineering	Sr GIS Analyst	7/2/2018	12%	0%	7,308	7,525
208	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018	12%	0%	8,025	8,264
209	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/30/2018	12%	0%	10,962	11,289
210	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018	12%	0%	8,609	8,866
211	240114	CORP-Engineering	Engineer	8/27/2018	7%	0%	4,763	4,904
212	241106	PITT-Field Services	Supvr Field Operations	9/10/2018	12%	0%	9,011	9,280
213	241106	PITT-Field Services	Supvr Field Operations	9/24/2018	12%	0%	9,011	9,280
214	249106	WILK-Field Services	Supvr Field Operations	10/29/2018	12%	0%	8,991	9,258
215	241106	PITT-Field Services	Supvr Field Operations	11/5/2018	12%	0%	9,712	10,001
216	240113	CORP-Info Systems	Specialist, Technology Field Services	11/19/2018	12%	0%	8,639	8,896
217	240113	CORP-Info Systems	Specialist, Technology Field Services	11/19/2018	12%	0%	8,916	9,180
218	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018	12%	0%	9,535	9,819
219	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/3/2018	12%	0%	8,035	8,274
220	240106	CORP-Field Services	Supvr Field Operations	1/28/2019	12%	0%	10,825	11,147
221	249106	WILK-Field Services	Supvr Opns	1/14/2019	12%	0%	9,145	9,417
222	240114	CORP-Engineering	Planning Engineer	2/4/2019	12%	0%	11,007	11,334
223	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	2/11/2019	12%	0%	9,270	9,547
224	240114	CORP-Engineering	Engineer	3/25/2019	7%	0%	5,667	5,836
225	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019	12%	0%	9,278	9,555
226	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/25/2019	12%	0%	9,235	9,510
227	240106	CORP-Field Services	Sr Technical Writer	4/15/2019	12%	0%	10,388	10,698
228	240114	CORP-Engineering	Sr Engineering Technician	5/20/2019	7%	0%	5,049	5,199
229	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019	12%	0%	9,834	10,126
230	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/24/2019	12%	0%	10,403	10,713
231	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/29/2019	12%	0%	7,753	7,985
232	240114	CORP-Engineering	Engineering Project Manager	8/5/2019	12%	0%	11,664	12,011
233	241106	PITT-Field Services	Supvr Field Operations	8/12/2019	12%	0%	10,026	10,326
234	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	8/26/2019	12%	0%	9,814	10,106
235	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019	12%	0%	9,719	10,009
236	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019	12%	0%	9,006	9,275
237	240120	CORP-Bus Dev	Vice President of Business Development a	11/4/2019	30%	30%	138,678	142,808
238	247106	MILT-Field Services	Supvr Field Operations	1/27/2020	12%	0%	8,661	8,918
239	240106	CORP-Field Services	Supvr Fleet Opns Svcs	3/9/2020	12%	0%	10,488	10,800

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount	
240	240119	CORP-Risk Mgmt	Mgr Health and Safety Programs	4/27/2020	15%	0%	17,029	17,538	
241	241106	PITT-Field Services	Sr Supt Field Ops	4/27/2020	15%	0%	16,380	16,867	
242	240106	CORP-Field Services	Supervisor Operations Support	5/4/2020	12%	0%	7,785	8,017	
243	242206	MONVA-Field Services	Supvr Field Operations	5/11/2020	12%	0%	9,585	9,869	
244	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/1/2020	12%	0%	7,892	8,127	
245	240114	CORP-Engineering	Engineering Project Manager	6/8/2020	12%	0%	9,969	10,266	
246	240120	CORP-Bus Dev	Sr Mgr Business Dev	6/15/2020	20%	0%	26,208	26,990	
247	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/15/2020	12%	0%	7,877	8,112	
248	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	6/29/2020	12%	0%	10,234	10,538	
249	240122	CORP-Govt Relations	Mgr, Govt Relations	7/13/2020	15%	0%	15,563	16,027	
250	240114	CORP-Engineering	Planning Engineer	9/8/2020	12%	0%	12,393	12,762	
251	240114	CORP-Engineering	Engineering Project Manager	9/14/2020	12%	0%	11,487	11,829	
252	240114	CORP-Engineering	Engineer	10/12/2020	7%	0%	4,183	4,308	
253	241106	PITT-Field Services	Supvr Field Operations	12/14/2020	12%	0%	9,203	9,477	
254	240114	CORP-Engineering	Engineer	1/4/2021	7%	0%	4,664	4,802	
255	249106	WILK-Field Services	Supvr Field Operations	12/14/2020	12%	0%	8,921	9,188	
256	241151	PITT-Production Haye	Supvr Production	3/29/2021	12%	0%	9,485	9,767	
257	240116	CORP-Maint Services	Sr Mgr Operations	5/24/2021	20%	0%	29,174	30,044	
258	240121	CORP-Com Relations	Mgr Ext Affairs (State)	5/24/2021	15%	0%	16,380	16,867	
259	245101	NORR-Production	Sr Supervisor Production	6/14/2021	12%	0%	10,516	10,830	
260	240305	CORP-Admin & Gen	VP Operations (Large1)	6/21/2021	30%	30%	135,958	140,014	
261	242103	MCMR-Cust Service	Supvr Field Operations	6/14/2021	12%	0%	9,145	9,417	
262	240113	CORP-Info Systems	Specialist, Technology Field Services	7/12/2021	12%	0%	9,984	10,281	
263	240120	CORP-Bus Dev	Dir Business Development	7/19/2021	20%	10%	58,138	59,873	
264	241106	PITT-Field Services	Supvr Field Operations	7/19/2021	12%	0%	9,270	9,547	
265	240114	CORP-Engineering	Engineering Project Manager	9/7/2021	12%	0%	9,889	10,184	
266	240114	CORP-Engineering	Engineer	9/13/2021	7%	0%	4,074	4,195	
267	240121	CORP-Com Relations	External Affairs Specialist III (State)	9/27/2021	12%	0%	10,079	10,378	
268	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	9/27/2021	20%	10%	50,058	51,549	
269	240117	CORP-Water Quality	Supvr WQ & Env Compliance	10/18/2021	12%	0%	8,399	8,649	
270	246151	MECH-ProdWestShore	Supvr Production	11/22/2021	12%	0%	8,821	9,083	
271	240114	CORP-Engineering	Engineer - To Be Filled	7/1/2022	7%	0%	5,145	5,298	
272	240114	CORP-Engineering	Sr Engineering Technician - To Be Filled	7/1/2022	7%	0%	5,145	5,298	
273	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	12%	0%	11,460	11,801	
274	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	12%	0%	11,460	11,801	
275	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	12%	0%	11,460	11,801	
276	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	15%	0%	16,725	17,222	
277	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - To Be Filled	3/31/2022	12%	0%	11,460	11,801	
278	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	15%	0%	16,725	17,222	
279	240306	CORPORATE - Field Services	Supvr Field Operations - To Be Filled	2/14/2022	12%	0%	8,640	8,898	
280	249106	WILK-Field Services	Supvr Field Operations - To Be Filled	3/21/2022	12%	0%	7,094	7,306	
281	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	12%	0%	11,460	11,801	
282	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	15%	0%	16,725	17,222	
283	240121	CORP-Com Relations	Sr Mgr, Government and External Affairs - To Be Filled	1/10/2022	20%	0%	27,000	27,805	
284	241106	PITT-Field Services	Supervisor Field Operations - To Be Filled	1/3/2022	12%	0%	9,360	9,640	
285	242106	McMR-Field Services	Supvr Field Operations - To Be Filled	4/15/2022	12%	0%	9,900	10,196	
286	240117	CORP-Water Quality	Mgr WQ & Env Compliance - To Be Filled	2/21/2022	15%	0%	16,500	16,992	
287	241106	PITT-Field Services	Senior Supervisor, Operations Trainer - To Be Filled	7/1/2022	12%	0%	11,460	11,801	

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								Performance Pay APP & LTPP	
Line #	**Cost Center**	**Cost Center Name**	**Job**		**Original Hire Date**	**APP Pay %**	**LTPP Pay %**	**2022 Performance Pay Amount**	**2023 Performance Pay Amount**
288	240114	CORP-Engineering	Sr Project Engineer - To Be Filled		7/1/2022	15%	0%	16,725	17,222
289	240117	CORP-Water Quality	Supvr WQ & Env Compliance - To Be Filled		3/31/2022	12%	0%	9,900	10,196
290	240114	CORP-Engineering	Lead Business Operations Analyst - To Be Filled		7/1/2022	12%	0%	11,460	11,801
291	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled		4/30/2022	12%	0%	9,960	10,256
292	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled		4/30/2022	12%	0%	9,960	10,256
293	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled		4/30/2022	12%	0%	9,960	10,256
294	240116	CORP-Maint Services	Automation & Controls Tech - To Be Filled		4/30/2022	7%	0%	5,145	5,298
				Total Non-Collective Bargaining Unit Salary				$4,605,241	$4,742,467
Collective Bargaining Unit									
1	242101	MCMR-Production	Operator/Maint Man/Person U537O		5/20/1968	3.00%	0.00%	2,301	2,347
2	249106	WILK-Field Services	Backhoe Operator U648S		1/8/1979	3.00%	0.00%	1,972	2,020
3	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S		1/5/1981	3.00%	0.00%	1,985	2,033
4	249106	WILK-Field Services	Dump Truck Driver U648S		1/30/1981	3.00%	0.00%	1,960	2,007
5	245103	NORR-Cust Service	Serviceperson F473N		7/14/1981	3.00%	0.00%	1,986	2,035
6	243103	NEWC-Cust Service	Distribution System Serviceperson U537O		8/3/1981	3.00%	0.00%	2,234	2,278
7	244103	INDI-Cust Service	General Serviceman/Person U537O		9/2/1981	3.00%	0.00%	2,234	2,278
8	249106	WILK-Field Services	Backhoe Operator U648S		8/9/1982	3.00%	0.00%	1,972	2,020
9	241152	PITT-Production Aldr	Operator U537P		8/31/1982	3.00%	0.00%	2,107	2,164
10	241103	PITT-Cust Service	Meter Serviceman U537P		7/5/1983	3.00%	0.00%	2,047	2,103
11	245203	YARD-Cust Service	Serviceperson F473Y		7/27/1983	3.00%	0.00%	1,984	2,028
12	249106	WILK-Field Services	M/C Technician U648S		10/24/1983	3.00%	0.00%	1,984	2,031
13	246106	MECH-Field Services	Utility A U648R		12/8/1983	3.00%	0.00%	1,991	2,043
14	241106	PITT-Field Services	Service Crew Driver U537P		3/20/1984	3.00%	0.00%	2,074	2,130
15	241106	PITT-Field Services	Backhoe Operator U537P		8/20/1984	3.00%	0.00%	2,056	2,112
16	243301	BUTL-Production	Operator U537O		11/2/1984	3.00%	0.00%	2,301	2,347
17	249103	WILK-Cust Service	Serviceperson U648S		12/10/1984	3.00%	0.00%	1,984	2,031
18	241151	PITT-Production Haye	Head Maintenance Person U537P		2/1/1985	3.00%	0.00%	2,075	2,132
19	249106	WILK-Field Services	Dump Truck Driver U648S		4/29/1985	3.00%	0.00%	1,960	2,007
20	241103	PITT-Cust Service	Meter Serviceman U537P		5/6/1985	3.00%	0.00%	2,047	2,103
21	242106	MCMR-Field Services	Backhoe Operator U537O		5/6/1985	3.00%	0.00%	2,229	2,274
22	245101	NORR-Production	Plant Operator F473N		10/21/1985	3.00%	0.00%	2,238	2,293
23	241106	PITT-Field Services	Dump Truck Driver U537P		12/10/1985	3.00%	0.00%	2,068	2,125
24	249106	WILK-Field Services	Line Location Specialist U648S		3/17/1986	3.00%	0.00%	1,929	1,976
25	249106	WILK-Field Services	Dump Truck Driver U648S		4/14/1986	3.00%	0.00%	1,960	2,007
26	241152	PITT-Production Aldr	Operator U537P		5/19/1986	3.00%	0.00%	2,107	2,164
27	242206	MONVA-Field Services	Backhoe Operator U537O		7/22/1986	3.00%	0.00%	2,244	2,289
28	241103	PITT-Cust Service	Meter Repair Person U537P, U648S		8/4/1986	3.00%	0.00%	2,042	2,098
29	249106	WILK-Field Services	Dump Truck Driver U648S		8/18/1986	3.00%	0.00%	1,960	2,007
30	249106	WILK-Field Services	Regulation Crew Leader U648S		9/2/1986	3.00%	0.00%	1,984	2,031
31	249106	WILK-Field Services	Regulation Crew Leader U648S		10/27/1986	3.00%	0.00%	1,984	2,031
32	243106	NEWC-Field Services	Backhoe Operator U537O		12/4/1986	3.00%	0.00%	2,229	2,274
33	249106	WILK-Field Services	Dump Truck Driver U648S		1/12/1987	3.00%	0.00%	1,944	1,991
34	242106	MCMR-Field Services	Backhoe Operator U537O		1/21/1987	3.00%	0.00%	2,229	2,274
35	243103	NEWC-Cust Service	Distribution System Serviceperson U537O		2/2/1987	3.00%	0.00%	2,234	2,278
36	249106	WILK-Field Services	Backhoe Operator U648S		3/23/1987	3.00%	0.00%	1,988	2,035
37	243103	NEWC-Cust Service	Meter Reader U537O		4/7/1987	3.00%	0.00%	2,208	2,252
38	242306	UNTN-Field Services	Distribution System Serviceperson U537O		5/11/1987	3.00%	0.00%	2,218	2,263

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
39	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	3.00%	0.00%	1,988	2,035
40	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	3.00%	0.00%	1,891	1,937
41	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	3.00%	0.00%	1,960	2,007
42	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	3.00%	0.00%	1,972	2,020
43	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	3.00%	0.00%	1,972	2,020
44	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	3.00%	0.00%	1,960	2,007
45	241106	PITT-Field Services	Service Crew Driver U537P	8/31/1987	3.00%	0.00%	2,074	2,130
46	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	3.00%	0.00%	1,945	1,991
47	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	3.00%	0.00%	2,068	2,125
48	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	3.00%	0.00%	1,988	2,035
49	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	3.00%	0.00%	1,988	2,035
50	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	3.00%	0.00%	1,985	2,033
51	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	3.00%	0.00%	1,984	2,031
52	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	3.00%	0.00%	2,040	2,097
53	243106	NEWC-Field Services	Backhoe Operator U537O	2/3/1988	3.00%	0.00%	2,244	2,290
54	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	3.00%	0.00%	1,907	1,952
55	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	3.00%	0.00%	2,075	2,131
56	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	3.00%	0.00%	1,988	2,035
57	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	3.00%	0.00%	1,929	1,976
58	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	3.00%	0.00%	1,984	2,031
59	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	3.00%	0.00%	1,960	2,007
60	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	3.00%	0.00%	2,251	2,295
61	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	3.00%	0.00%	1,880	1,926
62	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	5/15/1989	3.00%	0.00%	1,985	2,033
63	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	3.00%	0.00%	1,985	2,033
64	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	3.00%	0.00%	1,945	1,991
65	249160	WILK-Watres	Plant Operator U648S	7/3/1989	3.00%	0.00%	1,985	2,033
66	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	3.00%	0.00%	1,985	2,033
67	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	3.00%	0.00%	1,945	1,991
68	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	3.00%	0.00%	1,907	1,952
69	246106	MECH-Field Services	Utility A U648R	9/25/1989	3.00%	0.00%	2,036	2,097
70	245106	NORR-Field Services	Working Foreman F473N	10/16/1989	3.00%	0.00%	2,152	2,205
71	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	3.00%	0.00%	2,218	2,263
72	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	3.00%	0.00%	2,040	2,097
73	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	3.00%	0.00%	1,985	2,033
74	243306	BUTL-Field Services	General Serviceman/Person U537O	11/20/1989	3.00%	0.00%	2,218	2,263
75	241406	STNW-Field Service	Foreperson	1/8/1990	3.00%	0.00%	2,185	2,234
76	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	3.00%	0.00%	1,985	2,033
77	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	2/5/1990	3.00%	0.00%	2,218	2,263
78	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	3.00%	0.00%	1,999	2,047
79	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	3.00%	0.00%	2,236	2,293
80	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	3.00%	0.00%	2,226	2,283
81	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	3.00%	0.00%	1,985	2,033
82	242106	MCMR-Field Services	Pipeline Inspector U537O	7/31/1990	3.00%	0.00%	2,249	2,295
83	245101	NORR-Production	Plant Operator F473N	8/24/1990	3.00%	0.00%	2,179	2,233
84	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	3.00%	0.00%	1,999	2,047
85	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	4/9/1991	3.00%	0.00%	1,985	2,033
86	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	3.00%	0.00%	2,091	2,148

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
87	242106	MCMR-Field Services	Utility Person U537O	6/1/1991	3.00%	0.00%	2,212	2,256
88	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	3.00%	0.00%	2,073	2,130
89	245206	YARD-Field Services	Working Foreperson	8/1/1991	3.00%	0.00%	2,037	2,083
90	249106	WILK-Field Services	Dump Truck Driver U648S	8/4/1991	3.00%	0.00%	1,960	2,007
91	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	3.00%	0.00%	1,907	1,952
92	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	3.00%	0.00%	1,929	1,976
93	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	3.00%	0.00%	1,907	1,952
94	242106	MCMR-Field Services	Subforeman U537O	8/26/1991	3.00%	0.00%	2,227	2,272
95	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	3.00%	0.00%	1,999	2,047
96	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	3.00%	0.00%	1,985	2,033
97	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	3.00%	0.00%	2,070	2,127
98	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	3.00%	0.00%	1,880	1,926
99	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	3.00%	0.00%	1,985	2,033
100	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	3.00%	0.00%	1,985	2,033
101	249151	WILK-Brownell	Plant Operator U648S	9/14/1992	3.00%	0.00%	1,985	2,033
102	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	3.00%	0.00%	1,985	2,033
103	243306	BUTL-Field Services	Backhoe Operator U537O	8/30/1993	3.00%	0.00%	2,244	2,290
104	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	3.00%	0.00%	1,985	2,033
105	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	3.00%	0.00%	2,220	2,278
106	240306	CORP-Field Service	Pipeline Inspector U537P	3/24/1994	3.00%	0.00%	2,073	2,129
107	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	3.00%	0.00%	2,040	2,097
108	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	3.00%	0.00%	1,986	2,035
109	241401	STNW-Production	Lead Plant Operator	9/1/1994	3.00%	0.00%	2,059	2,105
110	249156	WILK-Forest City	Plant Operator U648S	4/24/1995	3.00%	0.00%	1,985	2,033
111	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	3.00%	0.00%	1,998	2,057
112	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	3.00%	0.00%	1,998	2,057
113	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	3.00%	0.00%	2,244	2,290
114	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	3.00%	0.00%	2,295	2,353
115	243306	BUTL-Field Services	Pipeline Inspector U537O	12/9/1996	3.00%	0.00%	2,249	2,295
116	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	3.00%	0.00%	2,058	2,118
117	244103	INDI-Cust Service	Utility Person U537O	5/12/1997	3.00%	0.00%	2,227	2,271
118	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	3.00%	0.00%	2,212	2,256
119	242106	MCMR-Field Services	Subforeman U537O	6/23/1997	3.00%	0.00%	2,243	2,288
120	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	3.00%	0.00%	2,244	2,289
121	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	3.00%	0.00%	1,985	2,033
122	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	3.00%	0.00%	1,985	2,033
123	242206	MONVA-Field Services	Pipeline Inspector U537O	10/14/1997	3.00%	0.00%	2,249	2,295
124	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	3.00%	0.00%	2,301	2,347
125	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	11/25/1997	3.00%	0.00%	2,234	2,278
126	243106	NEWC-Field Services	Pipeline Inspector U537O	4/23/1998	3.00%	0.00%	2,249	2,295
127	243301	BUTL-Production	Operator U537O	5/4/1998	3.00%	0.00%	2,301	2,347
128	240306	CORP-Field Service	Pipeline Inspector U537P	7/6/1998	3.00%	0.00%	2,073	2,129
129	241106	PITT-Field Services	Dump Truck Driver U537P	8/10/1998	3.00%	0.00%	2,068	2,125
130	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	3.00%	0.00%	2,075	2,131
131	244506	WARR-Field Services	Distribution System Serviceperson U537O	10/29/1998	3.00%	0.00%	2,234	2,278
132	241152	PITT-Production Aldr	Operator U537P	11/16/1998	3.00%	0.00%	2,107	2,164
133	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	3.00%	0.00%	2,040	2,097
134	244206	PUNX-Field Services	Distribution System Serviceperson U537O	12/28/1998	3.00%	0.00%	2,234	2,278

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
135	241406	STNW-Field Service	Utility Person	3/3/1999	3.00%	0.00%	1,390	1,421
136	242106	MCMR-Field Services	Pipeline Inspector U537O	8/4/1999	3.00%	0.00%	2,234	2,279
137	244101	INDI-Production	Operator U537O	8/9/1999	3.00%	0.00%	2,301	2,347
138	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	3.00%	0.00%	2,234	2,288
139	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	3.00%	0.00%	2,227	2,271
140	245106	NORR-Field Services	Utility Person A F473N	9/2/1999	3.00%	0.00%	2,034	2,084
141	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	3.00%	0.00%	2,227	2,271
142	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	3.00%	0.00%	2,075	2,131
143	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	3.00%	0.00%	2,068	2,125
144	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	3.00%	0.00%	1,999	2,047
145	244303	CLAR-Cust Service	Distribution System Serviceperson U537O	8/7/2000	3.00%	0.00%	2,218	2,263
146	243152	NEWC-Ellwood	Operator U537O	3/28/2001	3.00%	0.00%	2,301	2,347
147	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	3.00%	0.00%	2,228	2,271
148	241103	PITT-Cust Service	Meter Serviceman U537P	12/28/2001	3.00%	0.00%	2,047	2,103
149	246106	MECH-Field Services	Utility A U648R	1/21/2002	3.00%	0.00%	2,018	2,078
150	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	3.00%	0.00%	2,068	2,125
151	241106	PITT-Field Services	Service Crew Driver U537P	3/18/2002	3.00%	0.00%	2,074	2,130
152	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	3.00%	0.00%	1,907	1,952
153	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	3.00%	0.00%	2,244	2,290
154	243151	NEWC-New Castle	Operator U537O	6/4/2002	3.00%	0.00%	2,301	2,347
155	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	3.00%	0.00%	2,063	2,120
156	244406	KITT-Field Services	Subforeman U537O	11/11/2002	3.00%	0.00%	2,243	2,288
157	241106	PITT-Field Services	Utility Person U537P	11/12/2002	3.00%	0.00%	2,063	2,120
158	241103	PITT-Cust Service	Meter Serviceman U537P	4/14/2003	3.00%	0.00%	2,047	2,103
159	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	3.00%	0.00%	1,985	2,033
160	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	3.00%	0.00%	2,074	2,130
161	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	3.00%	0.00%	1,907	1,952
162	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	3.00%	0.00%	2,074	2,130
163	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2003	3.00%	0.00%	2,047	2,103
164	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	3.00%	0.00%	2,212	2,256
165	246106	MECH-Field Services	Utility A U648R	9/15/2003	3.00%	0.00%	2,036	2,097
166	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	3.00%	0.00%	1,999	2,047
167	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	3.00%	0.00%	2,286	2,331
168	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	3.00%	0.00%	2,060	2,117
169	245106	NORR-Field Services	Utility Person B F473N	1/17/2005	3.00%	0.00%	1,897	1,944
170	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	3.00%	0.00%	2,045	2,101
171	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	3.00%	0.00%	2,224	2,268
172	246106	MECH-Field Services	Utility Person U648R	8/8/2005	3.00%	0.00%	2,023	2,083
173	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	3.00%	0.00%	2,234	2,279
174	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	3.00%	0.00%	2,224	2,268
175	241106	PITT-Field Services	Utility Person U537P	9/19/2005	3.00%	0.00%	2,063	2,120
176	246106	MECH-Field Services	Utility A U648R	10/10/2005	3.00%	0.00%	2,036	2,097
177	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	3.00%	0.00%	2,227	2,271
178	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	3.00%	0.00%	2,212	2,256
179	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	3.00%	0.00%	1,891	1,937
180	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	3.00%	0.00%	1,984	2,031
181	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	10/25/2005	3.00%	0.00%	2,234	2,278
182	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	3.00%	0.00%	2,212	2,256

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount	
183	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	3.00%	0.00%	1,986	2,035	
184	244206	PUNX-Field Services	Subforeman U537O	11/7/2005	3.00%	0.00%	2,227	2,272	
185	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	3.00%	0.00%	2,047	2,103	
186	242103	MCMR-Cust Service	General Serviceman/Person U537O	12/19/2005	3.00%	0.00%	2,218	2,263	
187	241106	PITT-Field Services	Utility Person U537P	12/20/2005	3.00%	0.00%	2,045	2,101	
188	240306	CORP-Field Service	Pipeline Inspector U537P	12/21/2005	3.00%	0.00%	2,073	2,129	
189	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	3.00%	0.00%	2,068	2,124	
190	244506	WARR-Field Services	Plant Operator/Utilityperson U5370	1/4/2006	3.00%	0.00%	2,301	2,347	
191	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	3.00%	0.00%	2,075	2,131	
192	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	3.00%	0.00%	2,212	2,256	
193	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	3.00%	0.00%	2,049	2,105	
194	241103	PITT-Cust Service	Meter Serviceman U537P	3/20/2006	3.00%	0.00%	2,047	2,103	
195	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	3.00%	0.00%	1,891	1,937	
196	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	3.00%	0.00%	1,891	1,937	
197	241106	PITT-Field Services	Utility Person U537P	4/3/2006	3.00%	0.00%	2,063	2,120	
198	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	3.00%	0.00%	2,050	2,106	
199	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	3.00%	0.00%	2,251	2,295	
200	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	3.00%	0.00%	2,251	2,295	
201	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	3.00%	0.00%	2,212	2,256	
202	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	3.00%	0.00%	1,907	1,952	
203	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	3.00%	0.00%	1,984	2,031	
204	241106	PITT-Field Services	Utility Person U537P	5/10/2006	3.00%	0.00%	2,045	2,101	
205	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	3.00%	0.00%	2,074	2,130	
206	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	3.00%	0.00%	1,999	2,047	
207	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	3.00%	0.00%	2,157	2,205	
208	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	3.00%	0.00%	2,301	2,347	
209	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	3.00%	0.00%	2,045	2,101	
210	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	3.00%	0.00%	1,999	2,047	
211	244406	KITT-Field Services	Utility Person U537O	6/2/2006	3.00%	0.00%	2,212	2,256	
212	245103	NORR-Cust Service	Serviceperson F473N	6/19/2006	3.00%	0.00%	1,986	2,035	
213	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	3.00%	0.00%	2,047	2,103	
214	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	3.00%	0.00%	1,984	2,031	
215	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	3.00%	0.00%	1,985	2,033	
216	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	3.00%	0.00%	2,212	2,256	
217	241106	PITT-Field Services	Utility Person U537P	7/17/2006	3.00%	0.00%	2,045	2,101	
218	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	3.00%	0.00%	2,227	2,271	
219	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	3.00%	0.00%	2,227	2,271	
220	246106	MECH-Field Services	Utility Person U648R	11/13/2006	3.00%	0.00%	2,023	2,083	
221	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	3.00%	0.00%	1,985	2,033	
222	241106	PITT-Field Services	Utility Person U537P	3/5/2007	3.00%	0.00%	2,063	2,120	
223	241106	PITT-Field Services	Utility Person U537P	3/5/2007	3.00%	0.00%	2,063	2,120	
224	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	3.00%	0.00%	2,226	2,269	
225	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007	3.00%	0.00%	2,286	2,331	
226	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	3.00%	0.00%	1,891	1,937	
227	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	3.00%	0.00%	1,891	1,937	
228	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	3.00%	0.00%	1,891	1,937	
229	249106	WILK-Field Services	Regulation Crew Leader U648S	6/25/2007	3.00%	0.00%	1,999	2,047	
230	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	3.00%	0.00%	1,984	2,031	

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
231	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	3.00%	0.00%	1,999	2,047
232	246106	MECH-Field Services	Utility Person U648R	7/9/2007	3.00%	0.00%	2,023	2,083
233	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	3.00%	0.00%	1,998	2,057
234	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	3.00%	0.00%	1,838	1,892
235	249106	WILK-Field Services	M/C Crew Leader U648S	7/16/2007	3.00%	0.00%	1,999	2,047
236	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	3.00%	0.00%	1,929	1,976
237	241106	PITT-Field Services	Utility Person U537P	7/23/2007	3.00%	0.00%	2,045	2,101
238	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	3.00%	0.00%	2,045	2,101
239	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	3.00%	0.00%	1,986	2,035
240	245106	NORR-Field Services	Utility Person A F473N	8/6/2007	3.00%	0.00%	2,034	2,084
241	244101	INDI-Production	Operator U537O	8/13/2007	3.00%	0.00%	2,301	2,347
242	249106	WILK-Field Services	M/C Utility Person U648S	8/20/2007	3.00%	0.00%	1,891	1,937
243	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	3.00%	0.00%	2,075	2,131
244	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	3.00%	0.00%	1,929	1,976
245	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	3.00%	0.00%	1,985	2,033
246	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	3.00%	0.00%	2,227	2,272
247	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	3.00%	0.00%	2,237	2,294
248	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	10/1/2007	3.00%	0.00%	2,218	2,263
249	245201	YARD-Production	Plant Operator F473Y	10/8/2007	3.00%	0.00%	2,053	2,099
250	241106	PITT-Field Services	Utility Person U537P	10/22/2007	3.00%	0.00%	2,063	2,120
251	249106	WILK-Field Services	M/C Utility Person U648S	10/22/2007	3.00%	0.00%	1,891	1,937
252	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	3.00%	0.00%	2,227	2,271
253	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	3.00%	0.00%	1,907	1,952
254	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	3.00%	0.00%	2,075	2,131
255	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	3.00%	0.00%	1,984	2,031
256	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	3.00%	0.00%	2,212	2,256
257	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	3.00%	0.00%	2,103	2,164
258	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	3.00%	0.00%	2,212	2,256
259	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	3.00%	0.00%	1,907	1,952
260	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	3.00%	0.00%	1,985	2,033
261	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	3.00%	0.00%	2,045	2,101
262	245106	NORR-Field Services	Utility Person A F473N	7/28/2008	3.00%	0.00%	2,034	2,084
263	241106	PITT-Field Services	Utility Person U537P	8/4/2008	3.00%	0.00%	2,045	2,101
264	242105	MCMR-Admin & Gen	Distribution Records Clerk U537O	8/18/2008	3.00%	0.00%	2,150	2,192
265	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	11/10/2008	3.00%	0.00%	2,218	2,263
266	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	3.00%	0.00%	2,049	2,105
267	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	3.00%	0.00%	2,045	2,101
268	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	3.00%	0.00%	2,068	2,125
269	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	3.00%	0.00%	2,049	2,105
270	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	3.00%	0.00%	2,208	2,252
271	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	3.00%	0.00%	2,212	2,256
272	242206	MONVA-Field Services	Subforeman U537O	3/9/2009	3.00%	0.00%	2,227	2,272
273	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	3.00%	0.00%	2,208	2,252
274	242306	UNTN-Field Services	Subforeman U537O	4/13/2009	3.00%	0.00%	2,227	2,272
275	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	3.00%	0.00%	1,985	2,033
276	245106	NORR-Field Services	Utility Person B F473N	6/30/2009	3.00%	0.00%	1,897	1,944
277	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	3.00%	0.00%	2,055	2,112
278	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	3.00%	0.00%	2,212	2,256

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
279	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	3.00%	0.00%	2,212	2,256
280	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	3.00%	0.00%	2,234	2,279
281	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	3.00%	0.00%	2,212	2,256
282	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	3.00%	0.00%	2,189	2,233
283	241103	PITT-Cust Service	Meter Serviceman U537P	7/27/2009	3.00%	0.00%	2,047	2,103
284	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	3.00%	0.00%	2,243	2,288
285	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	3.00%	0.00%	2,212	2,256
286	244406	KITT-Field Services	Utility Person U537O	8/18/2009	3.00%	0.00%	2,227	2,271
287	242306	UNTN-Field Services	Utility Person U537O	9/14/2009	3.00%	0.00%	2,212	2,256
288	242306	UNTN-Field Services	Utility Person U537O	9/29/2009	3.00%	0.00%	2,212	2,256
289	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	3.00%	0.00%	2,227	2,271
290	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	3.00%	0.00%	2,228	2,271
291	242106	MCMR-Field Services	Utility Person U537O	11/2/2009	3.00%	0.00%	2,212	2,256
292	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	3.00%	0.00%	2,045	2,101
293	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	3.00%	0.00%	1,985	2,033
294	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	3.00%	0.00%	2,049	2,105
295	241103	PITT-Cust Service	Meter Serviceman U537P	3/23/2010	3.00%	0.00%	2,047	2,103
296	249106	WILK-Field Services	M/C Technician U648S	3/29/2010	3.00%	0.00%	1,984	2,031
297	243152	NEWC-Ellwood	Operator U537O	5/10/2010	3.00%	0.00%	2,301	2,347
298	245101	NORR-Production	Plant Operator F473N	6/21/2010	3.00%	0.00%	2,238	2,293
299	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/12/2010	3.00%	0.00%	2,218	2,263
300	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	3.00%	0.00%	2,062	2,119
301	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	11/8/2010	3.00%	0.00%	2,218	2,263
302	242206	MONVA-Field Services	Utility Person U537O	11/9/2010	3.00%	0.00%	2,212	2,256
303	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	3.00%	0.00%	2,041	2,097
304	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	3.00%	0.00%	2,040	2,097
305	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	3.00%	0.00%	2,049	2,105
306	244103	INDI-Cust Service	Utility Person U537O	11/22/2010	3.00%	0.00%	2,227	2,271
307	249103	WILK-Cust Service	Serviceperson U648S	12/14/2010	3.00%	0.00%	1,887	1,933
308	243106	NEWC-Field Services	Utility Person U537O	12/27/2010	3.00%	0.00%	2,227	2,271
309	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	1/3/2011	3.00%	0.00%	2,218	2,263
310	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	3.00%	0.00%	2,066	2,122
311	243151	NEWC-New Castle	Maintenance Person U537O	1/10/2011	3.00%	0.00%	2,224	2,268
312	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	3.00%	0.00%	1,870	1,901
313	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	3/14/2011	3.00%	0.00%	2,218	2,263
314	241152	PITT-Production Aldr	Operator U537P	3/14/2011	3.00%	0.00%	2,107	2,164
315	244206	PUNX-Field Services	Utility Person U537O	3/14/2011	3.00%	0.00%	2,227	2,271
316	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	3.00%	0.00%	2,062	2,119
317	243306	BUTL-Field Services	Utility Person U537O	5/24/2011	3.00%	0.00%	2,212	2,256
318	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	3.00%	0.00%	1,998	2,057
319	242106	MCMR-Field Services	Utility Person U537O	8/24/2011	3.00%	0.00%	2,212	2,256
320	242206	MONVA-Field Services	Utility Person U537O	8/29/2011	3.00%	0.00%	2,212	2,256
321	242103	MCMR-Cust Service	Meter Reader U537O	9/6/2011	3.00%	0.00%	2,208	2,252
322	242106	MCMR-Field Services	Utility Person U537O	9/7/2011	3.00%	0.00%	2,212	2,256
323	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	3.00%	0.00%	2,045	2,101
324	243106	NEWC-Field Services	Utility Person U537O	9/26/2011	3.00%	0.00%	2,212	2,256
325	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	10/3/2011	3.00%	0.00%	2,189	2,233
326	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	3.00%	0.00%	2,063	2,119

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
327	244306	CLAR-Field Services	Utility Person U537O	10/11/2011	3.00%	0.00%	2,228	2,271
328	244103	INDI-Cust Service	Utility Person U537O	10/17/2011	3.00%	0.00%	2,212	2,256
329	242106	MCMR-Field Services	Utility Person U537O	11/7/2011	3.00%	0.00%	2,212	2,256
330	241106	PITT-Field Services	Utility Person U537P	12/5/2011	3.00%	0.00%	2,045	2,101
331	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	3.00%	0.00%	1,984	2,031
332	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/9/2012	3.00%	0.00%	1,870	1,901
333	243306	BUTL-Field Services	Utility Person U537O	10/30/2012	3.00%	0.00%	2,212	2,256
334	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	2/4/2013	3.00%	0.00%	2,218	2,263
335	242105	MCMR-Admin & Gen	Utility Clerk U537O	3/18/2013	3.00%	0.00%	2,150	2,192
336	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	3.00%	0.00%	2,050	2,106
337	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	3.00%	0.00%	2,295	2,353
338	242106	MCMR-Field Services	Utility Person U537O	4/30/2013	3.00%	0.00%	2,212	2,256
339	242106	MCMR-Field Services	Subforeman U537O	5/1/2013	3.00%	0.00%	2,227	2,272
340	244101	INDI-Production	Operator U537O	5/13/2013	3.00%	0.00%	2,301	2,347
341	244306	CLAR-Field Services	Utility Person U537O	5/15/2013	3.00%	0.00%	2,227	2,271
342	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	3.00%	0.00%	2,055	2,112
343	244606	KANE-Field Services	Utility Person U537O	5/28/2013	3.00%	0.00%	2,227	2,271
344	244406	KITT-Field Services	Distribution System Serviceperson U537O	5/28/2013	3.00%	0.00%	2,234	2,278
345	240306	CORP-Field Service	Pipeline Inspector U537P	6/3/2013	3.00%	0.00%	2,054	2,110
346	242106	MCMR-Field Services	Utility Person U537O	6/3/2013	3.00%	0.00%	2,212	2,256
347	241106	PITT-Field Services	Dump Truck Driver U537P	6/11/2013	3.00%	0.00%	2,050	2,106
348	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	3.00%	0.00%	1,891	1,937
349	244506	WARR-Field Services	Subforeman U537O	6/26/2013	3.00%	0.00%	2,227	2,272
350	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	3.00%	0.00%	1,999	2,047
351	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	3.00%	0.00%	1,976	2,023
352	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	3.00%	0.00%	1,891	1,937
353	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	3.00%	0.00%	2,049	2,105
354	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	3.00%	0.00%	1,984	2,031
355	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	3.00%	0.00%	1,984	2,031
356	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	3.00%	0.00%	1,891	1,937
357	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	3.00%	0.00%	2,150	2,192
358	245101	NORR-Production	Plant Operator F473N	3/17/2014	3.00%	0.00%	2,238	2,293
359	241151	PITT-Production Haye	Operator U537P	4/28/2014	3.00%	0.00%	2,043	2,095
360	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	3.00%	0.00%	1,919	1,971
361	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014	3.00%	0.00%	2,301	2,347
362	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	3.00%	0.00%	1,902	1,955
363	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	3.00%	0.00%	2,040	2,092
364	244506	WARR-Field Services	Utility Person U537O	10/28/2014	3.00%	0.00%	2,212	2,256
365	241103	PITT-Cust Service	Meter Serviceman U537P	11/25/2014	3.00%	0.00%	1,902	1,955
366	241103	PITT-Cust Service	Meter Serviceman U537P	12/8/2014	3.00%	0.00%	1,902	1,955
367	241106	PITT-Field Services	Utility Person U537P	12/9/2014	3.00%	0.00%	1,900	1,952
368	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	3.00%	0.00%	2,212	2,256
369	241106	PITT-Field Services	Utility Person U537P	12/15/2014	3.00%	0.00%	1,900	1,952
370	241106	PITT-Field Services	Utility Person U537P	12/16/2014	3.00%	0.00%	1,900	1,952
371	243151	NEWC-New Castle	Operator U537O	11/16/2015	3.00%	0.00%	2,301	2,347
372	241151	PITT-Production Haye	Operator U537P	11/16/2015	3.00%	0.00%	1,930	1,983
373	249106	WILK-Field Services	M/C Crew Leader U648S	11/17/2015	3.00%	0.00%	1,984	2,031
374	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	3.00%	0.00%	1,985	2,033

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375	241106	PITT-Field Services	Compressor Operator U537P	12/21/2015	3.00%	0.00%	1,904	1,956
376	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	3.00%	0.00%	1,902	1,955
377	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	3.00%	0.00%	2,038	2,090
378	244606	KANE-Field Services	Subforeman U537O	2/15/2016	3.00%	0.00%	2,165	2,209
379	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	3.00%	0.00%	1,984	2,031
380	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	3.00%	0.00%	2,145	2,189
381	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	3.00%	0.00%	2,165	2,209
382	249106	WILK-Field Services	M/C Crew Leader U648S	3/15/2016	3.00%	0.00%	1,999	2,047
383	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	3/22/2016	3.00%	0.00%	2,155	2,200
384	242303	UNTN-Cust Service	Distribution System Serviceperson U537O	3/28/2016	3.00%	0.00%	2,155	2,200
385	241106	PITT-Field Services	Fire Hydrant Inspector U537P	4/12/2016	3.00%	0.00%	1,868	1,919
386	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	3.00%	0.00%	1,878	1,929
387	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	3.00%	0.00%	1,891	1,937
388	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	3.00%	0.00%	1,878	1,929
389	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016	3.00%	0.00%	2,223	2,269
390	245106	NORR-Field Services	Utility Person A F473N	6/6/2016	3.00%	0.00%	2,034	2,084
391	243151	NEWC-New Castle	Operator U537O	8/8/2016	3.00%	0.00%	2,239	2,284
392	246106	MECH-Field Services	Utility Person U648R	10/24/2016	3.00%	0.00%	1,850	1,911
393	241103	PITT-Cust Service	Meter Serviceman U537P	1/30/2017	3.00%	0.00%	1,979	2,030
394	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	3.00%	0.00%	1,835	1,886
395	243151	NEWC-New Castle	Helper/Relief Operator U537O	2/20/2017	3.00%	0.00%	2,160	2,206
396	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	3.00%	0.00%	1,985	2,033
397	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	3.00%	0.00%	2,087	2,130
398	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	4/24/2017	3.00%	0.00%	1,985	2,033
399	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	3.00%	0.00%	1,999	2,047
400	249106	WILK-Field Services	M/C Technician U648S	6/19/2017	3.00%	0.00%	1,984	2,031
401	245201	YARD-Production	Plant Operator F473Y	6/19/2017	3.00%	0.00%	1,865	1,911
402	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/17/2017	3.00%	0.00%	1,870	1,901
403	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	3.00%	0.00%	2,090	2,134
404	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	3.00%	0.00%	1,946	2,008
405	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	3.00%	0.00%	1,840	1,891
406	244601	KANE-Production	Operator U537O	11/6/2017	3.00%	0.00%	2,176	2,222
407	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	3.00%	0.00%	1,985	2,033
408	249159	WILK-Nesbitt	Plant Operator U648S	12/4/2017	3.00%	0.00%	1,985	2,033
409	243152	NEWC-Ellwood	Operator U537O	1/2/2018	3.00%	0.00%	2,113	2,159
410	241106	PITT-Field Services	Garage Attendant	1/8/2018	3.00%	0.00%	1,916	1,964
411	241151	PITT-Production Haye	Maint & Relief U537P	1/29/2018	3.00%	0.00%	1,941	1,990
412	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	3.00%	0.00%	1,808	1,857
413	241151	PITT-Production Haye	Operator U537P	1/31/2018	3.00%	0.00%	1,974	2,024
414	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	3.00%	0.00%	2,024	2,068
415	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	3.00%	0.00%	2,207	2,264
416	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	3.00%	0.00%	1,807	1,857
417	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	3.00%	0.00%	1,941	1,990
418	245206	YARD-Field Services	Utility A F473Y	3/26/2018	3.00%	0.00%	1,661	1,704
419	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	3.00%	0.00%	1,808	1,870
420	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	3.00%	0.00%	1,891	1,937
421	249160	WILK-Watres	Plant Operator U648S	4/30/2018	3.00%	0.00%	1,985	2,033
422	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	3.00%	0.00%	2,024	2,068

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								Performance Pay APP & LTPP	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
423	249106	WILK-Field Services	Line Location Specialist U648S	5/1/2018	3.00%	0.00%	1,945	1,991
424	246106	MECH-Field Services	Utility Person U648R	5/14/2018	3.00%	0.00%	1,772	1,832
425	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	3.00%	0.00%	1,984	2,031
426	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	3.00%	0.00%	1,984	2,031
427	249106	WILK-Field Services	Regulation Crew Leader U648S	6/5/2018	3.00%	0.00%	1,999	2,047
428	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	3.00%	0.00%	2,024	2,068
429	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/3/2018	3.00%	0.00%	1,808	1,857
430	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	3.00%	0.00%	1,999	2,047
431	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	7/9/2018	3.00%	0.00%	2,030	2,075
432	241106	PITT-Field Services	Compressor Operator U537P	7/10/2018	3.00%	0.00%	1,807	1,857
433	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	3.00%	0.00%	2,036	2,080
434	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	3.00%	0.00%	1,808	1,857
435	240306	CORP-Field Service	Pipeline Inspector U537P	7/24/2018	3.00%	0.00%	1,951	2,001
436	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	3.00%	0.00%	2,024	2,068
437	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	3.00%	0.00%	1,747	1,807
438	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	3.00%	0.00%	1,807	1,857
439	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2018	3.00%	0.00%	1,806	1,855
440	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	3.00%	0.00%	1,806	1,855
441	243106	NEWC-Field Services	Utility Person U537O	10/15/2018	3.00%	0.00%	2,024	2,068
442	243301	BUTL-Production	Operator U537O	10/22/2018	3.00%	0.00%	2,113	2,159
443	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	3.00%	0.00%	2,024	2,068
444	241401	STNW-Production	Plant Operator	10/22/2018	3.00%	0.00%	1,441	1,474
445	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	3.00%	0.00%	2,024	2,068
446	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	3.00%	0.00%	1,808	1,857
447	241406	STNW-Field Service	Utility Person	12/5/2018	3.00%	0.00%	1,350	1,380
448	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	3.00%	0.00%	1,951	1,998
449	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	3.00%	0.00%	1,951	1,998
450	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	3.00%	0.00%	1,897	1,942
451	249152	WILK-Ceasetown	Plant Operator U648S	2/11/2019	3.00%	0.00%	1,889	1,934
452	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	3.00%	0.00%	1,951	1,998
453	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	3.00%	0.00%	1,859	1,904
454	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	3.00%	0.00%	1,951	1,998
455	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	3.00%	0.00%	1,951	1,998
456	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	3.00%	0.00%	1,952	1,999
457	240117	CORP-Water Quality	Lab Technician II UWUA 433	7/8/2019	3.00%	0.00%	2,164	2,222
458	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	3.00%	0.00%	1,919	1,966
459	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	3.00%	0.00%	1,961	2,005
460	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	3.00%	0.00%	1,961	2,005
461	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	3.00%	0.00%	1,921	1,967
462	242206	MONVA-Field Services	Utility Person U537O	7/29/2019	3.00%	0.00%	1,961	2,005
463	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	3.00%	0.00%	1,781	1,830
464	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	3.00%	0.00%	1,921	1,967
465	249160	WILK-Watres	Plant Operator U648S	7/31/2019	3.00%	0.00%	1,921	1,967
466	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	3.00%	0.00%	1,961	2,005
467	243301	BUTL-Production	Helper/Relief Operator U537O	8/5/2019	3.00%	0.00%	2,035	2,081
468	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	3.00%	0.00%	1,919	1,966
469	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	8/12/2019	3.00%	0.00%	1,968	2,012
470	241106	PITT-Field Services	Backhoe Operator U537P	8/12/2019	3.00%	0.00%	1,782	1,831

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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
471	244601	KANE-Production	Operator U537O	9/9/2019	3.00%	0.00%	2,051	2,097
472	243151	NEWC-New Castle	Operator U537O	9/23/2019	3.00%	0.00%	2,051	2,097
473	243301	BUTL-Production	Operator U537O	9/23/2019	3.00%	0.00%	2,051	2,097
474	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	3.00%	0.00%	1,776	1,825
475	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	3.00%	0.00%	1,978	2,023
476	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	3.00%	0.00%	1,921	1,967
477	246152	MECH-Silver Springs	Plant Operator U648R	2/10/2020	3.00%	0.00%	1,808	1,870
478	249103	WILK-Cust Service	Serviceperson U648S	3/2/2020	3.00%	0.00%	1,887	1,933
479	244301	CLAR-Production	Operator/Relief Operator U537O	3/2/2020	3.00%	0.00%	1,988	2,034
480	242106	MCMR-Field Services	Utility Person U537O	3/17/2020	3.00%	0.00%	1,899	1,942
481	249158	WILK-Lake Scranton	Plant Operator U648S	4/13/2020	3.00%	0.00%	1,889	1,934
482	244301	CLAR-Production	Operator U537O	4/27/2020	3.00%	0.00%	1,988	2,034
483	249106	WILK-Field Services	M/C Utility Person U648S	4/27/2020	3.00%	0.00%	1,795	1,838
484	241106	PITT-Field Services	Service Crew Driver U537P	4/27/2020	3.00%	0.00%	1,750	1,798
485	242106	MCMR-Field Services	Utility Person U537O	5/11/2020	3.00%	0.00%	1,899	1,942
486	240117	CORP-Water Quality	Lab Tech I UWUA 433	5/18/2020	3.00%	0.00%	1,742	1,789
487	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	6/8/2020	3.00%	0.00%	1,905	1,949
488	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/6/2020	3.00%	0.00%	1,870	1,901
489	249103	WILK-Cust Service	Serviceperson U648S	7/13/2020	3.00%	0.00%	1,855	1,900
490	245206	YARD-Field Services	Utility B F473Y	7/13/2020	3.00%	0.00%	1,565	1,607
491	241106	PITT-Field Services	Shop Clerk U537P	7/27/2020	3.00%	0.00%	1,735	1,783
492	249158	WILK-Lake Scranton	Plant Operator U648S	8/24/2020	3.00%	0.00%	1,857	1,902
493	241106	PITT-Field Services	Compressor Operator U537P	10/26/2020	3.00%	0.00%	1,743	1,791
494	249106	WILK-Field Services	M/C Crew Leader U648S	12/14/2020	3.00%	0.00%	1,855	1,900
495	249160	WILK-Watres	Plant Operator U648S	12/15/2020	3.00%	0.00%	1,857	1,902
496	249160	WILK-Watres	Plant Operator U648S	12/21/2020	3.00%	0.00%	1,857	1,902
497	245201	YARD-Production	Plant Operator F473Y	1/19/2021	3.00%	0.00%	1,740	1,786
498	246152	MECH-Silver Springs	Plant Operator U648R	2/1/2021	3.00%	0.00%	1,808	1,870
499	249106	WILK-Field Services	M/C Crew Leader U648S	3/1/2021	3.00%	0.00%	1,791	1,834
500	246152	MECH-Silver Springs	Plant Operator U648R	3/8/2021	3.00%	0.00%	1,808	1,870
501	245206	YARD-Field Services	Utility B F473Y	3/15/2021	3.00%	0.00%	1,550	1,592
502	244101	INDI-Production	Operator U537O	3/22/2021	3.00%	0.00%	1,926	1,971
503	241106	PITT-Field Services	Utility Person B U537P	3/29/2021	3.00%	0.00%	1,718	1,765
504	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	4/5/2021	3.00%	0.00%	1,842	1,887
505	245106	NORR-Field Services	Utility Person B F473N	4/13/2021	3.00%	0.00%	1,631	1,677
506	243152	NEWC-Ellwood	Operator U537O	4/26/2021	3.00%	0.00%	1,926	1,971
507	249106	WILK-Field Services	M/C Crew Leader U648S	4/26/2021	3.00%	0.00%	1,823	1,867
508	249106	WILK-Field Services	M/C Utility Person U648S	5/3/2021	3.00%	0.00%	1,731	1,773
509	242106	MCMR-Field Services	Utility Person U537O	5/3/2021	3.00%	0.00%	1,836	1,880
510	243106	NEWC-Field Services	Utility Person U537O	5/4/2021	3.00%	0.00%	1,836	1,880
511	241401	STNW-Production	Plant Operator	5/17/2021	3.00%	0.00%	1,441	1,474
512	242306	UNTN-Field Services	Utility Person U537O	5/17/2021	3.00%	0.00%	1,836	1,880
513	241151	PITT-Production Haye	Operator U537P	5/24/2021	3.00%	0.00%	1,770	1,818
514	241106	PITT-Field Services	Utility Person B U537P	5/24/2021	3.00%	0.00%	1,718	1,765
515	243106	NEWC-Field Services	Utility Person U537O	5/24/2021	3.00%	0.00%	1,836	1,880
516	241106	PITT-Field Services	Utility Person B U537P	5/25/2021	3.00%	0.00%	1,846	1,893
517	249103	WILK-Cust Service	Serviceperson U648S	6/1/2021	3.00%	0.00%	1,823	1,867
518	249103	WILK-Cust Service	Serviceperson U648S	6/7/2021	3.00%	0.00%	1,823	1,867

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519	244101	INDI-Production	Helper/Relief Operator U537O	6/7/2021	3.00%	0.00%	1,910	1,956
520	249106	WILK-Field Services	M/C Technician U648S	6/8/2021	3.00%	0.00%	1,823	1,867
521	243306	BUTL-Field Services	Distribution System Serviceperson U537O	6/14/2021	3.00%	0.00%	1,842	1,887
522	245106	NORR-Field Services	Utility Person A F473N	7/8/2021	3.00%	0.00%	1,768	1,818
523	243152	NEWC-Ellwood	Helper/Relief Operator U537O	8/2/2021	3.00%	0.00%	1,910	1,956
524	245101	NORR-Production	Maint&Relief F473N	8/2/2021	3.00%	0.00%	1,760	1,810
525	249158	WILK-Lake Scranton	Plant Operator U648S	8/16/2021	3.00%	0.00%	1,792	1,835
526	244506	WARR-Field Services	Utility Person U537O	8/16/2021	3.00%	0.00%	1,836	1,880
527	242206	MONVA-Field Services	Utility Person U537O	8/16/2021	3.00%	0.00%	1,836	1,880
528	245101	NORR-Production	Maint&Relief F473N	8/16/2021	3.00%	0.00%	1,760	1,810
529	244606	KANE-Field Services	Utility Person U537O	8/30/2021	3.00%	0.00%	1,836	1,880
530	249106	WILK-Field Services	M/C Crew Leader U648S	9/13/2021	3.00%	0.00%	1,791	1,834
531	249106	WILK-Field Services	M/C Crew Leader U648S	9/14/2021	3.00%	0.00%	1,791	1,834
532	241401	STNW-Production	Plant Operator	9/20/2021	3.00%	0.00%	1,441	1,474
533	241106	PITT-Field Services	Auto Mechanic U537P	10/25/2021	3.00%	0.00%	1,765	1,813
534	245106	NORR-Field Services	Utility Person B F473N	11/1/2021	3.00%	0.00%	1,631	1,677
535	249158	WILK-Lake Scranton	Plant Operator U648S	11/15/2021	3.00%	0.00%	1,792	1,835
536	245106	NORR-Field Services	Utility Person B F473N	11/15/2021	3.00%	0.00%	1,631	1,677
537	245103	NORR-Cust Service	Serviceperson F473N	11/22/2021	3.00%	0.00%	1,735	1,785
538	241106	PITT-Field Services	Compressor Operator U537P	11/22/2021	3.00%	0.00%	1,743	1,791
539	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	12/6/2021	3.00%	0.00%	1,877	1,925
540	249106	WILK-Field Services	M/C Utility Person U648S	12/13/2021	3.00%	0.00%	1,699	1,740
541	245106	NORR-Field Services	Utility Person B - To Be Filled	7/1/2022	3.00%	0.00%	1,631	1,677
542	245101	NORR-Production	Maint & Relief - To Be Filled	7/1/2022	3.00%	0.00%	1,760	1,810
543	245106	NORR-Field Services	Utility Person B - To Be Filled	1/24/2022	3.00%	0.00%	1,881	1,928
544	244206	PUNX-Field Services	Utility Person - To Be Filled	2/14/2022	3.00%	0.00%	1,836	1,880
545	242103	MCMR-Cust Service	Distribution System Serviceperson - To Be Filled	2/7/2022	3.00%	0.00%	1,842	1,887
546	241106	PITT-Field Services	Compressor Operator - To Be Filled	3/31/2022	3.00%	0.00%	1,743	1,791
547	241106	PITT-Field Services	Service Crew Driver - To Be Filled	3/31/2022	3.00%	0.00%	1,746	1,790
548	241106	PITT-Field Services	Shop Clerk - To Be Filled	3/31/2022	3.00%	0.00%	1,732	1,776
549	241106	PITT-Field Services	Backhoe Operator - To Be Filled	3/31/2022	3.00%	0.00%	1,779	1,824
550	241106	PITT-Field Services	Utility Person B - To Be Filled	3/31/2022	3.00%	0.00%	1,846	1,893
551	241106	PITT-Field Services	Dump Truck Driver - To Be Filled	3/31/2022	3.00%	0.00%	2,045	2,097
552	241106	PITT-Field Services	Backhoe Operator - To Be Filled	1/18/2022	3.00%	0.00%	1,779	1,824
553	241103	PITT-Cust Service	Meter Service Person - To Be Filled	2/28/2022	3.00%	0.00%	1,803	1,849
554	246152	MECH-Silver Springs	Maint & Relief - To Be Filled	1/24/2022	3.00%	0.00%	1,704	1,750
555	246151	MECH-ProdWestShore	Maint & Relief - To Be Filled	1/10/2022	3.00%	0.00%	1,704	1,750
556	249160	WILK-Watres	Plant Operator - To Be Filled	7/1/2022	3.00%	0.00%	1,792	1,835
557	249160	WILK-Watres	Plant Operator - To Be Filled	7/1/2022	3.00%	0.00%	1,792	1,835
558	249152	WILK-Ceasetown	Plant Operator - To Be Filled	7/1/2022	3.00%	0.00%	1,792	1,835
			Total Collective Bargaining Unit				$1,125,969	$1,152,912

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Line #	**Cost Center**	**Cost Center Name**	**Job**	**Original Hire Date**	**APP Pay %**	**LTPP Pay %**	**2022 Performance Pay Amount**	**2023 Performance Pay Amount**
Non-Collective Bargaining Unit Hourly								
1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	7.00%	0.00%	$4,730	$4,870
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	12.00%	0.00%	10,258	10,564
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	7.00%	0.00%	5,211	5,366
4	249103	WILK-Cust Service	Operations Specialist	10/27/1980	7.00%	0.00%	5,531	5,696
5	245306	ABNG-Field Services	Utility Person	7/16/1990	7.00%	0.00%	4,582	4,718
6	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	7.00%	0.00%	4,747	4,889
7	246801	LEHP-Production	Plant Operator	2/1/1996	7.00%	0.00%	4,758	4,899
8	245501	BNGR-Production	Plant Operator	6/1/1980	7.00%	0.00%	5,035	5,186
9	245706	POCO-Field Services	Crew Leader	9/16/1996	7.00%	0.00%	4,769	4,911
10	245406	SUSQ-Field Services	Utility Person	2/20/1990	7.00%	0.00%	4,645	4,784
11	245706	POCO-Field Services	Utility Person	7/1/1994	7.00%	0.00%	4,701	4,841
12	245501	BNGR-Production	Plant Operator	7/23/1990	7.00%	0.00%	5,184	5,339
13	245306	ABNG-Field Services	Utility Person	4/11/1994	7.00%	0.00%	4,544	4,680
14	247406	FRCK-Field Services	Utility Person	4/18/1988	7.00%	0.00%	4,711	4,851
15	247406	FRCK-Field Services	Utility Person	1/15/1986	7.00%	0.00%	4,866	5,010
16	247106	MILT-Field Services	Operations Specialist	6/14/1979	7.00%	0.00%	4,227	4,353
17	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	7.00%	0.00%	4,430	4,562
18	240205	CORP-Admin & Gen	Exec Asst (N)	6/5/1995	7.00%	0.00%	4,794	4,937
19	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	7.00%	0.00%	4,529	4,664
20	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	1/2/1996	7.00%	0.00%	4,994	5,143
21	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	7.00%	0.00%	5,797	5,969
22	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	12.00%	0.00%	12,420	12,791
23	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	7.00%	0.00%	4,401	4,532
24	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	12.00%	0.00%	10,576	10,892
25	247206	PHBG-Field Services	Foreperson	7/27/1998	7.00%	0.00%	4,677	4,816
26	247106	MILT-Field Services	Utility Person	11/16/1998	7.00%	0.00%	4,532	4,667
27	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	7.00%	0.00%	4,639	4,778
28	240114	CORP-Engineering	GIS Analyst	8/1/2000	7.00%	0.00%	4,434	4,566
29	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	7.00%	0.00%	4,915	5,062
30	246506	COAT-Field Services	Utility Person	1/26/1998	7.00%	0.00%	4,180	4,304
31	246306	PENN/Wyom-Field Srvc	Crew Leader	3/1/1997	7.00%	0.00%	5,130	5,284
32	245906	GLEN-Field Services	Utility Person	12/27/1994	7.00%	0.00%	4,988	5,138
33	246306	PENN/Wyom-Field Srvc	Utility Person	8/16/1999	7.00%	0.00%	4,829	4,972
34	245606	NAZA-Field Services	Utility Person	10/4/1993	7.00%	0.00%	4,803	4,946
35	245606	NAZA-Field Services	Crew Leader	4/18/1983	7.00%	0.00%	4,877	5,022
36	245906	GLEN-Field Services	Utility Person	6/20/1983	7.00%	0.00%	4,796	4,939
37	246306	PENN/Wyom-Field Srvc	Utility Person	1/27/1986	7.00%	0.00%	4,926	5,072
38	245906	GLEN-Field Services	Crew Leader	10/1/1987	7.00%	0.00%	5,022	5,171
39	240106	CORP-Field Services	Operations Specialist	7/29/1996	7.00%	0.00%	4,078	4,199
40	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	7.00%	0.00%	4,967	5,114
41	246401	ROYF-Production	Plant Operator	3/9/1998	7.00%	0.00%	5,078	5,230
42	245601	NAZA-Production	Lead Plant Operator	5/27/1987	7.00%	0.00%	5,092	5,244
43	246406	ROYF-Field Services	Operations Specialist	3/3/1998	7.00%	0.00%	5,177	5,332
44	247203	PHBG-Cust Service	Utility Person	10/29/2001	7.00%	0.00%	4,858	5,003
45	245606	NAZA-Field Services	Utility Person	11/26/2001	7.00%	0.00%	4,850	4,994
46	246801	LEHP-Production	Utility Person	2/26/1990	7.00%	0.00%	4,680	4,819

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47	246501	COAT-Production	Plant Operator	5/28/2002	7.00%	0.00%	4,918	5,064
48	240114	CORP-Engineering	GIS Analyst	10/28/2002	7.00%	0.00%	5,019	5,168
49	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	12.00%	0.00%	11,586	11,932
50	245906	GLEN-Field Services	Utility Person	1/5/2004	7.00%	0.00%	4,752	4,893
51	245606	NAZA-Field Services	Utility Person	2/16/2004	7.00%	0.00%	4,654	4,793
52	247106	MILT-Field Services	Utility Person	11/22/2004	7.00%	0.00%	4,344	4,474
53	247106	MILT-Field Services	Utility Person	11/23/2004	7.00%	0.00%	4,225	4,351
54	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	7.00%	0.00%	4,455	4,588
55	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	7.00%	0.00%	4,012	4,132
56	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	7.00%	0.00%	3,549	3,654
57	240106	CORP-Field Services	Operations Specialist	1/31/2005	7.00%	0.00%	4,529	4,664
58	240106	CORP-Field Services	Operations Specialist	3/21/2005	7.00%	0.00%	4,641	4,779
59	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	7.00%	0.00%	4,588	4,725
60	245506	BNGR-Field Services	Utility Person	11/7/2005	7.00%	0.00%	4,646	4,785
61	245401	SUSQ-Production	Plant Operator	5/15/2006	7.00%	0.00%	4,553	4,689
62	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006	7.00%	0.00%	4,668	4,807
63	246806	LEHP-Field Services	Plant Operator	10/2/2006	7.00%	0.00%	4,800	4,943
64	245706	POCO-Field Services	Utility Person	10/9/2006	7.00%	0.00%	4,585	4,721
65	245606	NAZA-Field Services	Utility Person	12/18/2006	7.00%	0.00%	4,689	4,829
66	249150	WILK-Other	Operations Specialist	1/22/2007	7.00%	0.00%	5,329	5,488
67	246206	HSHY-Field Services	Utility Person	3/26/2007	7.00%	0.00%	4,787	4,930
68	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	7.00%	0.00%	4,506	4,641
69	247106	MILT-Field Services	Utility Person	5/7/2007	7.00%	0.00%	4,458	4,591
70	240106	CORP-Field Services	Operations Specialist	6/18/2007	7.00%	0.00%	4,974	5,121
71	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	7.00%	0.00%	4,651	4,790
72	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	12.00%	0.00%	9,779	10,070
73	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	12.00%	0.00%	9,486	9,769
74	247206	PHBG-Field Services	Utility Person	6/2/2008	7.00%	0.00%	4,828	4,971
75	247106	MILT-Field Services	Utility Person	7/21/2008	7.00%	0.00%	4,307	4,436
76	246501	COAT-Production	Plant Operator	10/6/2008	7.00%	0.00%	4,714	4,854
77	247701	BOGGS-Production	Plant Operator	5/4/2009	7.00%	0.00%	4,869	5,013
78	245706	POCO-Field Services	Utility Person	9/28/2009	7.00%	0.00%	4,683	4,822
79	246506	COAT-Field Services	Utility Person	11/2/2009	7.00%	0.00%	4,676	4,815
80	247401	FRCK-Production	Operator	1/25/2010	7.00%	0.00%	4,633	4,771
81	247206	PHBG-Field Services	Utility Person	3/29/2010	7.00%	0.00%	4,819	4,962
82	241106	PITT-Field Services	Operations Specialist	10/4/2010	7.00%	0.00%	5,200	5,355
83	242101	MCMR-Production	Maint Service Specialist	12/20/2010	7.00%	0.00%	5,442	5,604
84	240306	CORP-Field Service	Exec Asst (N)	9/1/2011	7.00%	0.00%	4,249	4,376
85	245406	SUSQ-Field Services	Utility Person	9/6/2011	7.00%	0.00%	4,548	4,684
86	247206	PHBG-Field Services	Utility Person	11/7/2011	7.00%	0.00%	4,632	4,769
87	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	7.00%	0.00%	4,122	4,244
88	249106	WILK-Field Services	Operations Specialist	7/3/2012	7.00%	0.00%	4,234	4,360
89	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	7.00%	0.00%	4,377	4,508
90	249106	WILK-Field Services	Operations Specialist	2/18/2013	7.00%	0.00%	4,421	4,553
91	249150	WILK-Other	Operations Specialist	3/4/2013	7.00%	0.00%	4,357	4,487
92	247306	BRWK-Field Services	Utility Person	4/29/2013	7.00%	0.00%	4,750	4,892
93	245601	NAZA-Production	Plant Operator	6/27/2013	7.00%	0.00%	4,965	5,113
94	247301	BRWK-Production	Operator	9/16/2013	7.00%	0.00%	4,826	4,969

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95	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	7.00%	0.00%	4,680	4,819
96	249103	WILK-Cust Service	Operations Specialist	11/3/2014	7.00%	0.00%	4,434	4,566
97	247201	PHBG-Production	Plant Operator	2/2/2015	7.00%	0.00%	4,655	4,794
98	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	7.00%	0.00%	4,592	4,730
99	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	7.00%	0.00%	4,050	4,171
100	245306	ABNG-Field Services	Utility Person	7/20/2015	7.00%	0.00%	4,617	4,755
101	243106	NEWC-Field Services	Operations Specialist	11/9/2015	7.00%	0.00%	3,992	4,110
102	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	7.00%	0.00%	4,860	5,005
103	241150	PITT-Production Othe	Operations Specialist	11/9/2015	7.00%	0.00%	4,231	4,357
104	246106	MECH-Field Services	Operations Specialist	11/9/2015	7.00%	0.00%	4,205	4,331
105	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	7.00%	0.00%	4,513	4,648
106	245406	SUSQ-Field Services	Utility Person	12/14/2015	7.00%	0.00%	4,005	4,125
107	246506	COAT-Field Services	Utility Person	2/3/2016	7.00%	0.00%	4,174	4,299
108	247103	MILT-Cust Service	Utility Person	3/7/2016	7.00%	0.00%	4,315	4,443
109	246206	HSHY-Field Services	Utility Person	2/29/2016	7.00%	0.00%	4,842	4,987
110	246201	HSHY-Production	Plant Operator	2/29/2016	7.00%	0.00%	4,591	4,728
111	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	7.00%	0.00%	4,660	4,798
112	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	7.00%	0.00%	3,974	4,092
113	240116	CORP-Maint Services	Lead Automation & Controls Tech	4/25/2016	12.00%	0.00%	11,989	12,348
114	246206	HSHY-Field Services	Utility Person	6/13/2016	7.00%	0.00%	4,342	4,472
115	246206	HSHY-Field Services	Utility Person	7/11/2016	7.00%	0.00%	4,306	4,434
116	246406	ROYF-Field Services	Crew Leader	7/5/2016	7.00%	0.00%	4,835	4,980
117	245306	ABNG-Field Services	Utility Person	10/24/2016	7.00%	0.00%	4,388	4,518
118	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	7.00%	0.00%	4,518	4,652
119	249106	WILK-Field Services	Operations Specialist	5/2/2016	7.00%	0.00%	4,027	4,147
120	247306	BRWK-Field Services	Utility Person	1/16/2017	7.00%	0.00%	4,196	4,322
121	246506	COAT-Field Services	Utility Person	2/13/2017	7.00%	0.00%	4,097	4,220
122	240103	CORP-Cust Relations	Compliance Analyst	6/26/2017	7.00%	0.00%	3,540	3,645
123	246406	ROYF-Field Services	Utility Person	7/17/2017	7.00%	0.00%	4,546	4,682
124	246801	LEHP-Production	Utility Person	7/31/2017	7.00%	0.00%	3,970	4,088
125	240106	CORP-Field Services	Admin Support Rep (N)	4/27/2015	7.00%	0.00%	2,564	2,640
126	240106	CORP-Field Services	Admin Support Rep (N)	12/2/2009	7.00%	0.00%	2,546	2,622
127	245401	SUSQ-Production	Plant Operator	1/2/2018	7.00%	0.00%	3,910	4,027
128	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018	7.00%	0.00%	4,053	4,174
129	240106	CORP-Field Services	Operations Specialist	7/9/2018	7.00%	0.00%	3,981	4,100
130	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018	7.00%	0.00%	4,553	4,689
131	246406	ROYF-Field Services	Operations Specialist	7/16/2018	7.00%	0.00%	5,449	5,611
132	240306	CORP-Field Service	Operations Specialist	7/30/2018	7.00%	0.00%	4,367	4,497
133	246801	LEHP-Production	Utility Person	7/23/2018	7.00%	0.00%	3,878	3,993
134	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	12.00%	0.00%	9,925	10,220
135	246501	COAT-Production	Utility Person	9/10/2018	7.00%	0.00%	4,490	4,625
136	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	9/10/2018	7.00%	0.00%	3,446	3,549
137	246501	COAT-Production	Plant Operator	9/24/2018	7.00%	0.00%	4,342	4,472
138	245906	GLEN-Field Services	Utility Person	10/8/2018	7.00%	0.00%	4,189	4,313
139	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	7.00%	0.00%	4,234	4,360
140	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	7.00%	0.00%	3,727	3,838
141	246206	HSHY-Field Services	Utility Person	10/8/2018	7.00%	0.00%	4,066	4,187
142	246201	HSHY-Production	Plant Operator	10/8/2018	7.00%	0.00%	4,339	4,468

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143	246506	COAT-Field Services	Utility Person	11/5/2018	7.00%	0.00%	3,964	4,082	
144	249106	WILK-Field Services	Construction Inspector	11/5/2018	7.00%	0.00%	4,432	4,563	
145	245401	SUSQ-Production	Plant Operator	11/5/2018	7.00%	0.00%	3,910	4,027	
146	249106	WILK-Field Services	Construction Inspector	12/17/2018	7.00%	0.00%	4,421	4,553	
147	247306	BRWK-Field Services	Utility Person	12/17/2018	7.00%	0.00%	4,326	4,455	
148	246206	HSHY-Field Services	Utility Person	1/14/2019	7.00%	0.00%	4,073	4,195	
149	240106	CORP-Field Services	Operations Specialist	3/25/2019	7.00%	0.00%	4,512	4,646	
150	245306	ABNG-Field Services	Utility Person	4/8/2019	7.00%	0.00%	4,142	4,265	
151	245506	BNGR-Field Services	Utility Person	6/3/2019	7.00%	0.00%	4,038	4,158	
152	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	12.00%	0.00%	11,573	11,919	
153	245106	NORR-Field Services	Operations Specialist	6/10/2019	7.00%	0.00%	4,796	4,939	
154	248801	TURB-Production	Plant Operator	7/8/2019	7.00%	0.00%	4,285	4,413	
155	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	12.00%	0.00%	11,769	12,120	
156	240114	CORP-Engineering	GIS Analyst	7/15/2019	7.00%	0.00%	4,334	4,462	
157	246206	HSHY-Field Services	Utility Person	2/2/2016	7.00%	0.00%	3,837	3,951	
158	240114	CORP-Engineering	Engineering Specialist	10/21/2019	7.00%	0.00%	4,382	4,512	
159	247201	PHBG-Production	Plant Operator	10/21/2019	7.00%	0.00%	4,071	4,192	
160	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	7.00%	0.00%	4,430	4,562	
161	246505	COAT-Admin & Gen	Operations Specialist	1/27/2020	7.00%	0.00%	4,472	4,606	
162	247201	PHBG-Production	Plant Operator	1/27/2020	7.00%	0.00%	4,071	4,192	
163	246401	ROYF-Production	Maint Service Specialist	3/9/2020	7.00%	0.00%	5,271	5,427	
164	246406	ROYF-Field Services	Utility Person	3/23/2020	7.00%	0.00%	4,297	4,426	
165	249106	WILK-Field Services	Construction Inspector	4/20/2020	7.00%	0.00%	4,411	4,543	
166	246406	ROYF-Field Services	Utility Person	4/13/2020	7.00%	0.00%	4,376	4,506	
167	247106	MILT-Field Services	Utility Person	4/13/2020	7.00%	0.00%	4,164	4,288	
168	249106	WILK-Field Services	Construction Inspector	4/20/2020	7.00%	0.00%	4,408	4,540	
169	249106	WILK-Field Services	Construction Inspector	4/21/2020	7.00%	0.00%	3,848	3,962	
170	245701	POCO-Production	Plant Operator	4/27/2020	7.00%	0.00%	4,240	4,366	
171	246406	ROYF-Field Services	Utility Person	4/27/2020	7.00%	0.00%	4,396	4,528	
172	246401	ROYF-Production	Plant Operator	5/4/2020	7.00%	0.00%	4,588	4,725	
173	240151	CORP-Cust Serv MECH	Compliance Representative	5/4/2020	7.00%	0.00%	3,508	3,613	
174	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/11/2020	12.00%	0.00%	8,902	9,168	
175	240151	CORP-Cust Serv MECH	Compliance Analyst	5/18/2020	7.00%	0.00%	3,360	3,461	
176	242101	MCMR-Production	Maint Service Specialist	6/1/2020	7.00%	0.00%	5,474	5,637	
177	240103	CORP-Cust Relations	Compliance Analyst	6/1/2020	7.00%	0.00%	3,623	3,731	
178	240103	CORP-Cust Relations	Compliance Analyst	7/20/2020	7.00%	0.00%	4,098	4,221	
179	245401	SUSQ-Production	Plant Operator	9/14/2020	7.00%	0.00%	3,819	3,933	
180	247106	MILT-Field Services	Utility Person	10/19/2020	7.00%	0.00%	4,072	4,193	
181	242101	MCMR-Production	Maint Service Specialist	12/14/2020	7.00%	0.00%	5,295	5,453	
182	249106	WILK-Field Services	Construction Inspector	12/21/2020	7.00%	0.00%	4,212	4,338	
183	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/1/2021	7.00%	0.00%	3,490	3,594	
184	245506	BNGR-Field Services	Utility Person	2/22/2021	7.00%	0.00%	3,895	4,011	
185	240106	CORP-Field Services	Admin Support Rep (N)	3/8/2021	7.00%	0.00%	3,011	3,100	
186	246801	LEHP-Production	Utility Person	4/12/2021	7.00%	0.00%	3,837	3,951	
187	246801	LEHP-Production	Utility Person	4/12/2021	7.00%	0.00%	3,837	3,951	
188	246406	ROYF-Field Services	Utility Person	4/26/2021	7.00%	0.00%	4,215	4,341	
189	246201	HSHY-Production	Plant Operator	4/26/2021	7.00%	0.00%	4,291	4,418	
190	240114	CORP-Engineering	GIS Analyst	6/1/2021	7.00%	0.00%	3,654	3,764	

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191	246306	PENN/Wyom-Field Srvc	Utility Person	5/24/2021	7.00%	0.00%	4,316	4,445
192	247206	PHBG-Field Services	Utility Person	7/6/2021	7.00%	0.00%	4,366	4,496
193	245106	NORR-Field Services	Operations Specialist	7/6/2021	7.00%	0.00%	4,408	4,540
194	245906	GLEN-Field Services	Utility Person	7/12/2021	7.00%	0.00%	4,212	4,338
195	246401	ROYF-Production	Plant Operator	7/19/2021	7.00%	0.00%	4,513	4,648
196	241106	PITT-Field Services	Operations Specialist	9/7/2021	7.00%	0.00%	4,205	4,331
197	249106	WILK-Field Services	Operations Specialist	9/7/2021	7.00%	0.00%	4,570	4,706
198	245106	NORR-Field Services	Operations Specialist	10/18/2021	7.00%	0.00%	4,385	4,515
199	245706	POCO-Field Services	Utility Person	10/18/2021	7.00%	0.00%	3,873	3,989
200	246506	COAT-Field Services	Utility Person	11/8/2021	7.00%	0.00%	3,743	3,854
201	240116	CORP-Maint Services	Sr Automation & Controls Tech	11/22/2021	12.00%	0.00%	11,275	11,611
202	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	11/8/2021	7.00%	0.00%	3,325	3,425
203	246506	COAT-Field Services	Utility Person	11/9/2021	7.00%	0.00%	3,743	3,854
204	240106	CORP-Field Services	Admin Support Rep (N)	11/22/2021	7.00%	0.00%	2,923	3,011
205	247106	MILT-Field Services	Utility Person	11/22/2021	7.00%	0.00%	4,019	4,139
206	240103	CORP-Cust Relations	Compliance Analyst	12/13/2021	7.00%	0.00%	3,362	3,463
207	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	0.00%	0.00%	-	-
208	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	7.00%	0.00%	5,165	5,319
209	240114	CORP-Engineering	GIS Analyst - To Be Filled	1/31/2022	7.00%	0.00%	3,946	4,063
210	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	7.00%	0.00%	5,165	5,319
211	240114	CORP-Engineering	Capital Program Budget Assistant - To Be Filled	2/7/2022	7.00%	0.00%	3,946	4,063
212	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	7.00%	0.00%	5,165	5,319
213	240106	CORP-Field Services	Operations Specialist - To Be Filled	1/31/2022	7.00%	0.00%	4,385	4,515
214	247152	MILT-Prod Milton FP	Plant Operator - To Be Filled	7/1/2022	7.00%	0.00%	4,385	4,515
215	240151	CORP-Cust Serv MECH	Compliance Representative - To Be Filled	2/28/2022	7.00%	0.00%	3,619	3,727
216	246152	MECH-Silver Springs	Sr Maint Service Specialist - To Be Filled	1/24/2022	7.00%	0.00%	5,152	5,306
217	245306	ABNG-Field Services	Crew Leader - To Be Filled	7/1/2022	7.00%	0.00%	4,385	4,515
218	240106	CORP-Field Services	Spec Bill/Pymt Collection - To Be Filled	2/28/2022	7.00%	0.00%	4,111	4,234
219	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	7.00%	0.00%	5,165	5,319
220	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	7.00%	0.00%	5,165	5,319
221	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	7.00%	0.00%	5,165	5,319
222	240306	CORPORATE - Field Services	Specialist Operations - To Be Filled	7/1/2022	7.00%	0.00%	5,165	5,319
			Total Non-Collective Bargaining Unit Hourly				$1,056,758	$1,088,256

Pennsylvania-American Water Company - Wastewater SSS General Operations
Compensation

							Performance Pay APP & LTPP	
Line #	**Cost Center**	**Cost Center Name**	**Job**	**Original Hire Date**	**APP Pay %**	**LTPP Pay %**	**2022 Performance Pay Amount**	**2023 Performance Pay Amount**
Non-Collective Bargaining Unit Salary								
1	244701	CLRWW-Production	Sr Supvr Operations	12/8/1997	12%	0%	$10,458	$10,770
2	246051	FRVWW-Production N	Sr Supvr Operations (50% allocated to York WW)	7/8/1999	12%	0%	5,117	5,269
3	246701	COWW-Production	Supvr Production	3/6/2000	12%	0%	10,778	11,100
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	12%	0%	11,182	11,517
5	241306	EXTRWW-Field Service	Supvr Field Operations (20% allocated to Upper Pottsgrove WW)	4/22/2019	12%	0%	7,522	7,746
6	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	12%	0%	10,715	11,035
			Total Non-Collective Bargaining Unit Salary				$55,772	$57,437
Non-Collective Bargaining Unit Hourly								
1	246701	COWW-Production	Wastewater Operator	9/20/1999	7%	0%	$4,721	$4,861
2	246701	COWW-Production	Plant Operator	1/21/1977	7%	0%	4,408	4,540
3	246706	COWW-Field Services	Utility Person	5/30/1995	7%	0%	4,356	4,486
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	7%	0%	4,968	5,116
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	7%	0%	4,939	5,086
6	245801	POWW-Production	Lead Plant Operator	9/23/1996	7%	0%	5,108	5,260
7	246706	COWW-Field Services	Crew Leader	11/10/2003	7%	0%	4,537	4,671
8	246901	LPWW-Production	Plant Operator	6/2/2008	7%	0%	4,682	4,820
9	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	7%	0%	5,029	5,180
10	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	7%	0%	5,006	5,155
11	242601	CLYWW-Production	Plant Operator	7/31/2008	7%	0%	4,613	4,750
12	244701	CLRWW-Production	Lead Plant Operator	1/3/2011	7%	0%	4,908	5,054
13	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	7%	0%	4,354	4,484
14	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	7%	0%	5,430	5,592
15	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	7%	0%	4,278	4,405
16	246706	COWW-Field Services	Utility Person	3/14/2016	7%	0%	4,069	4,190
17	248701	Nw Cmbrnlnd WW Prod	Lead Plant Operator	5/4/1992	7%	0%	5,731	5,902
18	246901	LPWW-Production	Plant Operator	9/11/2017	7%	0%	4,242	4,367
19	248706	Nw Cmbrlnd WW FS	Utility Person	12/4/2017	7%	0%	3,654	3,764
20	248706	Nw Cmbrlnd WW FS	Utility Person	11/27/2017	7%	0%	3,819	3,933
21	248701	Nw Cmbrnlnd WW Prod	Utility Person	12/4/2017	7%	0%	3,819	3,933
22	246701	COWW-Production	Wastewater Operator	5/14/2018	7%	0%	4,430	4,562
23	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	7%	0%	4,066	4,187
24	246006	FRVWW-Field Services	Utility Person	10/15/2018	7%	0%	3,910	4,027
25	246706	COWW-Field Services	Utility Person	3/25/2019	7%	0%	3,961	4,079
26	241301	EXTRWW-Production	Maint Service Specialist	5/6/2019	7%	0%	5,322	5,481
27	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	7%	0%	5,098	5,250
28	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	7%	0%	4,472	4,606
29	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	11/18/2019	7%	0%	3,942	4,059
30	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	11/18/2019	7%	0%	3,942	4,059
31	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	7%	0%	4,242	4,367
32	244701	CLRWW-Production	Wastewater Operator	2/24/2020	7%	0%	3,698	3,807
33	241301	EXTRWW-Production	Maint Service Specialist	3/9/2020	7%	0%	5,474	5,637
34	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	3/16/2020	7%	0%	3,942	4,059
35	241301	EXTRWW-Production	Wastewater Operator	6/8/2020	7%	0%	4,233	4,358
36	244701	CLRWW-Production	Wastewater Operator	10/12/2020	7%	0%	3,613	3,721
37	245801	POWW-Production	Maintenance/Relief Operator	9/13/2021	7%	0%	4,028	4,148
38	241306	EXTRWW-Field Service	Utility Person (75% allocated to Upper Pottsgrove WW)	10/25/2021	7%	0%	1,096	1,129
39	246706	COWW-Field Services	Utility Person	11/8/2021	7%	0%	3,743	3,854
40	241306	EXTRWW-Field Service	Utility Person - To Be Filled (75% allocated to Upper Pottsgrove WW)	7/1/2022	7%	0%	1,096	1,129
			Total Non-Collective Bargaining Unit Hourly				$170,980	$176,068

Pennsylvania-American Water Company - Royersford WW Operations
Compensation

							Performance Pay APP & LTPP	
Line #	**Cost Center**	**Cost Center Name**	**Job**	**Original Hire Date**	**APP Pay %**	**LTPP Pay %**	**2022 Performance Pay Amount**	**2023 Performance Pay Amount**
Non-Collective Bargaining Unit Salary								
1	241701	ROYFWW-Production	Supvr Production	9/18/2006	12.00%	0.00%	$10,403	$10,713
			Total Non-Collective Bargaining Unit Salary				$10,403	$10,713
Non-Collective Bargaining Unit Hourly								
1	241701	ROYFWW-Production	Plant Operator	7/30/2018	7.00%	0.00%	$4,366	$4,496
			Total Non-Collective Bargaining Unit Hourly				$4,366	$4,496

Pennsylvania-American Water Company - Wastewater CSS Operations
Compensation

							Performance Pay APP & LTPP	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
Non-Collective Bargaining Unit Salary								
1	249206	Scrntn-WW-Fld Svc	Sr Supvr Operations	11/16/2000	12.00%	0.00%	$11,165	$11,497
2	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	4/17/2006	12.00%	0.00%	8,993	9,260
3	249200	Scranton WW-BS/OH	Mgr Opns	6/3/2002	15.00%	0.00%	17,241	17,756
4	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007	12.00%	0.00%	8,978	9,245
5	249201	Scranton WW-Prod	Supvr Production	2/12/1990	12.00%	0.00%	9,857	10,151
6	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008	12.00%	0.00%	9,802	10,094
7	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982	12.00%	0.00%	10,800	11,122
8	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003	15.00%	0.00%	14,789	15,229
9	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	3/25/2019	12.00%	0.00%	9,013	9,283
10	249201	Scranton WW-Prod	Sr Supt Production	7/22/2019	15.00%	0.00%	13,541	13,943
11	249201	Scranton WW-Prod	Supvr Production	10/19/2020	12.00%	0.00%	9,253	9,527
			Total Non-Collective Bargaining Unit Salary				$123,432	$127,107
Collective Bargaining Unit								
1	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	3.00%	0.00%	2,266	2,327
2	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	3.00%	0.00%	1,870	1,901
3	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	3.00%	0.00%	2,267	2,327
4	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987	3.00%	0.00%	1,870	1,901
5	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	3.00%	0.00%	1,870	1,901
6	249201	Scranton WW-Prod	Plant Operator	11/9/1992	3.00%	0.00%	1,870	1,901
7	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	3.00%	0.00%	1,870	1,901
8	241901	KANEWW-Production	Wastewater Treatment Operator	8/25/1997	3.00%	0.00%	1,606	1,646
9	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	9/8/1997	3.00%	0.00%	2,023	2,054
10	241201	MCKEWW-Production	Turn Laborer UWUA 433	5/3/1999	3.00%	0.00%	2,022	2,076
11	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	3.00%	0.00%	2,277	2,338
12	241901	KANEWW-Production	Lead Wastewater Treatment Operator	4/2/2002	3.00%	0.00%	1,659	1,700
13	249201	Scranton WW-Prod	Plant Operator	11/19/2002	3.00%	0.00%	1,870	1,901
14	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	3.00%	0.00%	2,277	2,338
15	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	3.00%	0.00%	2,277	2,338
16	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	3.00%	0.00%	1,870	1,901
17	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005	3.00%	0.00%	1,870	1,901
18	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	3.00%	0.00%	2,023	2,054
19	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005	3.00%	0.00%	1,784	1,815
20	249201	Scranton WW-Prod	Plant Operator	4/25/2005	3.00%	0.00%	1,870	1,901
21	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005	3.00%	0.00%	1,784	1,815
22	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005	3.00%	0.00%	1,784	1,815
23	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	3.00%	0.00%	2,275	2,335
24	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	3/27/2006	3.00%	0.00%	2,023	2,054
25	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	3.00%	0.00%	1,784	1,815
26	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	3.00%	0.00%	1,784	1,815
27	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	3.00%	0.00%	1,784	1,815
28	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006	3.00%	0.00%	1,870	1,901
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	3.00%	0.00%	1,784	1,815
30	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006	3.00%	0.00%	1,784	1,815
31	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	3.00%	0.00%	2,135	2,192
32	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	3.00%	0.00%	1,784	1,815
33	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	3.00%	0.00%	2,023	2,054
34	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007	3.00%	0.00%	1,784	1,815
35	249201	Scranton WW-Prod	Maintenance Mechanic A	10/1/2007	3.00%	0.00%	1,870	1,901
36	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	3.00%	0.00%	1,870	1,901
37	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/25/2008	3.00%	0.00%	1,870	1,760
38	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/5/2008	3.00%	0.00%	2,128	2,186
39	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	3.00%	0.00%	2,090	2,145
40	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	3.00%	0.00%	1,784	1,815
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	3.00%	0.00%	1,784	1,815
42	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008	3.00%	0.00%	1,870	1,901
43	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008	3.00%	0.00%	1,784	1,815
44	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008	3.00%	0.00%	1,784	1,815
45	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	3.00%	0.00%	2,275	2,335

Pennsylvania-American Water Company - Wastewater CSS Operations
Compensation

							Performance Pay APP & LTPP	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	APP Pay %	LTPP Pay %	2022 Performance Pay Amount	2023 Performance Pay Amount
46	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	3.00%	0.00%	1,991	2,045
47	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009	3.00%	0.00%	1,870	1,760
48	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	3.00%	0.00%	1,784	1,815
49	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	3.00%	0.00%	1,870	1,901
50	249201	Scranton WW-Prod	Plant Operator	5/26/2009	3.00%	0.00%	1,870	1,901
51	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	3.00%	0.00%	1,870	1,901
52	249201	Scranton WW-Prod	Maintenance Relief Operator	5/26/2009	3.00%	0.00%	1,784	1,815
53	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	3.00%	0.00%	2,409	2,474
54	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	3.00%	0.00%	1,803	1,850
55	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	3.00%	0.00%	2,090	2,145
56	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	3.00%	0.00%	1,899	1,950
57	241901	KANEWW-Production	Wastewater Treatment Operator	8/7/2010	3.00%	0.00%	1,533	1,572
58	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	3.00%	0.00%	1,784	1,815
59	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	3.00%	0.00%	1,784	1,815
60	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	3.00%	0.00%	2,038	2,092
61	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	3.00%	0.00%	1,899	1,950
62	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	3.00%	0.00%	1,991	2,045
63	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	3.00%	0.00%	2,277	2,338
64	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	3.00%	0.00%	2,090	2,145
65	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	3.00%	0.00%	2,277	2,338
66	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	3.00%	0.00%	1,635	1,679
67	241201	MCKEWW-Production	Turn Laborer UWUA 433	4/30/2012	3.00%	0.00%	1,991	2,045
68	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	3.00%	0.00%	1,784	1,815
69	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012	3.00%	0.00%	1,870	1,760
70	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	3.00%	0.00%	1,784	1,815
71	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	3.00%	0.00%	2,023	2,054
72	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	3.00%	0.00%	1,784	1,815
73	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013	3.00%	0.00%	1,784	1,815
74	249201	Scranton WW-Prod	Master Electrician	10/20/2014	3.00%	0.00%	2,023	2,054
75	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016	3.00%	0.00%	1,784	1,815
76	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016	3.00%	0.00%	1,870	1,760
77	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016	3.00%	0.00%	1,784	1,815
78	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016	3.00%	0.00%	1,784	1,815
79	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	3.00%	0.00%	2,023	2,054
80	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018	3.00%	0.00%	1,870	1,760
81	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	3.00%	0.00%	1,870	1,901
82	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/11/2019	3.00%	0.00%	1,870	1,760
83	249206	Scrntn-WW-Fld Svc	Equipment Operator A	10/26/2020	3.00%	0.00%	1,870	1,760
84	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/24/2021	3.00%	0.00%	1,838	1,729
85	249201	Scranton WW-Prod	Maintenance Relief Operator	6/14/2021	3.00%	0.00%	1,753	1,784
86	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	7/19/2021	3.00%	0.00%	2,301	2,363
87	241901	KANEWW-Production	Wastewater Treatment Operator	9/7/2021	3.00%	0.00%	1,270	1,308
88	249201	Scranton WW-Prod	Plant Operator	1/10/2022	3.00%	0.00%	1,807	1,838
89	241201	MCKEWW-Production	Maintenance Mechanic	3/31/2022	3.00%	0.00%	2,301	2,363
90	241201	MCKEWW-Production	General Laborer	1/3/2022	3.00%	0.00%	1,635	1,679
91	241201	MCKEWW-Production	Turn Laborer - To Be Filled	7/1/2022	3.00%	0.00%	1,991	2,045
			Total Collective Bargaining Unit				$174,014	$176,450
Non-Collective Bargaining Unit Hourly								
1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	7.00%	0.00%	$4,386	$4,516
2	249200	Scranton WW-BS/OH	Admin Asst - Staff Supp (N)	9/4/2007	7.00%	0.00%	3,758	3,870
			Total Non-Collective Bargaining Unit Hourly				$8,144	$8,386

Pennsylvania-American Water Company
Payroll Taxes

	2022	2023
Water Operations		
Non-Collective Bargaining Unit Salary	$2,479,278	$2,553,605
Collective Bargaining Unit	3,662,412	3,746,488
Non-Collective Bargaining Unit Hourly	1,340,460	1,378,890
Total	$7,482,150	$7,678,983
Wastewater SSS General Operations		
Non-Collective Bargaining Unit Salary	$40,951	$42,139
Non-Collective Bargaining Unit Hourly	229,557	236,137
Total	$270,508	$278,276
Royersford WW Operations		
Non-Collective Bargaining Unit Salary	$7,641	$7,862
Non-Collective Bargaining Unit Hourly	6,179	6,356
Total	$13,820	$14,218
Wastewater CSS Operations		
Non-Collective Bargaining Unit Salary	$84,665	$87,116
Collective Bargaining Unit	567,178	574,294
Non-Collective Bargaining Unit Hourly	9,977	10,262
Total	$661,821	$671,672

Pennsylvania-American Water Company - Water Operations
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	$8,854	$2,350	$171	$42	$11,417	$9,114	$2,351	$171	$42	$11,678
2	240120	CORP-Bus Dev	Mgr Business Dev	2/26/2001	7,818	1,828	171	42	9,860	8,132	1,902	171	42	10,246
3	240205	CORP-Admin & Gen	VP Operations (Large1)	5/3/1994	8,854	4,872	171	42	13,939	9,114	6,412	171	42	15,739
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987	6,116	1,430	171	42	7,760	6,115	1,430	171	42	7,759
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988	7,571	1,771	171	42	9,555	7,949	1,859	171	42	10,021
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993	8,854	2,371	171	42	11,438	9,114	2,455	171	42	11,782
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997	5,979	1,398	171	42	7,591	6,098	1,426	171	42	7,738
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981	5,993	1,402	171	42	7,608	6,143	1,437	171	42	7,793
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991	5,702	1,333	171	42	7,248	5,702	1,334	171	42	7,249
10	249106	WILK-Field Services	Sr Supt Field Ops	8/10/1987	6,810	1,593	171	42	8,615	7,082	1,656	171	42	8,951
11	249160	WILK-Watres	Supvr Production	1/11/1988	5,054	1,182	171	42	6,449	5,307	1,241	171	42	6,761
12	240117	CORP-Water Quality	Manager WQ & Env Compliance	9/15/1993	7,843	1,834	171	42	9,891	8,063	1,886	171	42	10,162
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990	7,585	1,774	171	42	9,572	7,851	1,836	171	42	9,901
14	249106	WILK-Field Services	Sr Supvr Operations	10/19/1987	5,925	1,386	171	42	7,524	6,088	1,424	171	42	7,725
15	249106	WILK-Field Services	Sr Supt Field Ops	10/17/1983	6,689	1,564	171	42	8,467	6,991	1,635	171	42	8,839
16	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998	6,076	1,421	171	42	7,711	6,198	1,449	171	42	7,860
17	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998	4,701	1,099	171	42	6,013	4,866	1,138	171	42	6,217
18	249106	WILK-Field Services	Supvr Field Operations	10/19/1992	6,683	1,563	171	42	8,459	6,749	1,579	171	42	8,541
19	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997	4,875	1,140	171	42	6,228	5,045	1,180	171	42	6,438
20	249150	WILK-Other	Sr Supt Production	9/13/1993	7,355	1,720	171	42	9,288	7,488	1,751	171	42	9,452
21	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995	6,245	1,460	171	42	7,919	6,401	1,497	171	42	8,112
22	246106	MECH-Field Services	Sr Mgr Operations (15% allocated to York WW)	5/4/1998	8,854	2,197	171	42	11,264	7,747	1,942	146	36	9,871
23	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994	6,463	1,512	171	42	8,188	7,638	1,786	171	42	9,638
24	245305	ABNG-Admin & Gen	Sr Supt Opns	6/16/1997	7,006	1,639	171	42	8,858	7,343	1,717	171	42	9,273
25	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995	5,696	1,332	171	42	7,241	5,873	1,373	171	42	7,459
26	246106	MECH-Field Services	Supvr Field Operations	4/11/1995	5,840	1,366	171	42	7,418	5,957	1,393	171	42	7,563
27	246106	MECH-Field Services	Sr Supt Opns	1/9/1989	7,566	1,769	171	42	9,549	7,793	1,823	171	42	9,829
28	246206	HSHY-Field Services	Supvr Field Operations	5/1/1995	5,302	1,240	171	42	6,756	5,454	1,276	171	42	6,943
29	240151	CORP-Cust Serv MECH	Sr. Manager, Customer Compliance	4/10/1995	8,854	2,349	171	42	11,416	9,114	2,427	171	42	11,754
30	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982	6,299	1,473	171	42	7,985	6,424	1,502	171	42	8,140
31	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	2/2/1998	7,081	1,656	171	42	8,950	7,222	1,689	171	42	9,124
32	240106	CORP-Field Services	Project Mgr BP	8/14/1989	8,308	1,943	171	42	10,464	8,557	2,001	171	42	10,772
33	241106	PITT-Field Services	Supvr Field Operations	10/25/1978	6,648	1,555	171	42	8,416	6,715	1,570	171	42	8,498
34	240114	CORP-Engineering	Engineering Project Manager	5/16/1998	6,665	1,559	171	42	8,436	6,814	1,594	171	42	8,621
35	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989	8,854	2,570	171	42	11,637	9,114	2,622	171	42	11,949
36	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993	8,854	2,365	171	42	11,432	9,114	2,448	171	42	11,775
37	241106	PITT-Field Services	Supvr Field Operations	9/1/1982	6,779	1,585	171	42	8,577	6,846	1,601	171	42	8,661
38	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994	7,221	1,689	171	42	9,123	7,437	1,739	171	42	9,390
39	249106	WILK-Field Services	Supvr Field Operations	8/8/1984	5,995	1,402	171	42	7,611	6,115	1,430	171	42	7,759
40	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987	8,854	2,866	171	42	11,933	9,114	2,938	171	42	12,265
41	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980	7,029	1,644	171	42	8,886	7,170	1,677	171	42	9,060
42	249106	WILK-Field Services	Supvr Field Operations	11/18/1986	5,911	1,383	171	42	7,507	5,971	1,396	171	42	7,581
43	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984	7,475	1,748	171	42	9,437	7,700	1,801	171	42	9,714
44	240120	CORP-Bus Dev	Sr Dir, Business Development	3/18/1991	8,854	3,814	171	42	12,881	9,114	4,505	171	42	13,833
45	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993	8,854	2,764	171	42	11,831	9,114	2,792	171	42	12,119
46	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994	7,033	1,645	171	42	8,891	7,174	1,678	171	42	9,065
47	241150	PITT-Production Othe	Sr Supt Production	5/1/1980	8,112	1,897	171	42	10,223	8,275	1,935	171	42	10,424
48	247201	PHBG-Production	Sr Supvr Operations	12/16/1992	6,697	1,566	171	42	8,476	6,830	1,597	171	42	8,641
49	249106	WILK-Field Services	Supvr Field Operations	10/20/1986	6,005	1,404	171	42	7,623	6,065	1,418	171	42	7,696
50	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986	8,854	2,481	171	42	11,548	9,114	2,531	171	42	11,858
51	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996	8,615	2,015	171	42	10,843	8,787	2,055	171	42	11,055
52	240306	CORP-Field Service	Supvr Field Operations	9/16/1998	6,335	1,482	171	42	8,030	6,468	1,513	171	42	8,194
53	240306	CORP-Field Service	Sr Mgr, Production Assets	10/16/1998	8,854	2,349	171	42	11,416	9,114	2,419	171	42	11,747
54	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998	6,048	1,414	171	42	7,676	6,229	1,457	171	42	7,900
55	240306	CORP-Field Service	Supvr Field Operations	8/31/1999	6,762	1,581	171	42	8,557	6,897	1,613	171	42	8,723
56	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999	5,586	1,306	171	42	7,106	5,754	1,346	171	42	7,313
57	240114	CORP-Engineering	Mgr Engrg - Project Delivery	5/1/2000	8,854	2,863	171	42	11,930	9,114	2,886	171	42	12,213
58	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000	5,177	1,211	171	42	6,601	5,385	1,259	171	42	6,857
59	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000	5,552	1,299	171	42	7,064	5,718	1,337	171	42	7,269
60	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000	5,742	1,343	171	42	7,298	5,857	1,370	171	42	7,440
61	241106	PITT-Field Services	Sr Supt Field Ops	12/18/2001	7,849	1,836	171	42	9,898	8,084	1,891	171	42	10,188
62	245106	NORR-Field Services	Sr Supt Opns	3/14/1994	7,825	1,830	171	42	9,869	8,099	1,894	171	42	10,206
63	240119	CORP-Risk Mgmt	Mgr Health and Safety Programs	7/18/1989	8,107	1,896	171	42	10,217	8,269	1,934	171	42	10,417
64	246506	COAT-Field Services	Supvr Field Operations	6/25/1990	5,840	1,366	171	42	7,419	5,957	1,393	171	42	7,563
65	240114	CORP-Engineering	Sr Project Engineer	6/25/2001	7,522	1,759	171	42	9,495	7,899	1,847	171	42	9,959
66	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995	8,854	2,288	171	42	11,355	9,114	2,357	171	42	11,684
67	240114	CORP-Engineering	Engineering Project Manager	5/3/1999	6,794	1,589	171	42	8,596	6,930	1,621	171	42	8,764
68	245906	GLEN-Field Services	Sr Supt Opns (10% allocated to Upper Pottsgrove WW)	10/15/1990	7,503	1,755	171	42	9,471	6,995	1,636	154	38	8,823
69	240114	CORP-Engineering	Mgr Engrg - Project Delivery	8/1/1999	8,854	2,197	171	42	11,264	9,114	2,263	171	42	11,590
70	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001	6,596	1,543	171	42	8,352	6,663	1,558	171	42	8,434
71	240120	CORP-Bus Dev	Dir Business Development	10/16/1981	8,854	3,608	171	42	12,674	9,114	4,164	171	42	13,491
72	240305	CORP-Admin & Gen	Sr Director Operations (Mega)	3/9/1992	8,854	3,622	171	42	12,689	9,114	4,275	171	42	13,603
73	240205	CORP-Admin & Gen	Sr Director Operations (Mega) (15% allocated to York WW)	11/16/1997	8,854	3,568	171	42	12,635	7,747	3,557	146	36	11,486
74	240114	CORP-Engineering	Mgr Engineering	8/19/2002	8,854	2,364	171	42	11,431	9,114	2,435	171	42	11,762
75	240114	CORP-Engineering	Sr Project Engineer	5/12/2003	8,390	1,962	171	42	10,565	8,557	2,001	171	42	10,772
76	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003	5,448	1,274	171	42	6,936	5,584	1,306	171	42	7,103
77	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003	7,118	1,665	171	42	8,996	7,317	1,711	171	42	9,242
78	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003	6,021	1,408	171	42	7,642	6,141	1,436	171	42	7,791
79	249106	WILK-Field Services	Supvr Field Operations	9/2/2003	5,014	1,173	171	42	6,400	5,214	1,219	171	42	6,647
80	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004	5,805	1,358	171	42	7,376	5,922	1,385	171	42	7,520
81	240114	CORP-Engineering	Capital Program Manager	1/10/2005	8,384	1,961	171	42	10,558	8,812	2,061	171	42	11,086
82	242101	MCMR-Production	Sr Supvr Operations	2/28/2005	7,044	1,647	171	42	8,905	7,184	1,680	171	42	9,078
83	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005	7,131	1,668	171	42	9,011	7,415	1,734	171	42	9,363
84	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005	6,840	1,600	171	42	8,652	7,073	1,654	171	42	8,940

Pennsylvania-American Water Company - Water Operations
Payroll Taxes

					2023 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2023 Total Gross Payroll Taxes
Non-Collective Bargaining Unit Salary									
1	240106	CORP-Field Services	Project Manager	1/18/1999	$9,426	$2,421	$171	$42	$12,059
2	240120	CORP-Bus Dev	Mgr Business Dev	2/26/2001	8,373	1,958	171	42	10,545
3	240205	CORP-Admin & Gen	VP Operations (Large1)	5/3/1994	9,426	6,657	171	42	16,295
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987	6,297	1,473	171	42	7,983
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988	8,186	1,915	171	42	10,314
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993	9,426	2,528	171	42	12,166
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997	6,280	1,469	171	42	7,962
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981	6,326	1,480	171	42	8,019
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991	5,873	1,373	171	42	7,459
10	249106	WILK-Field Services	Sr Supt Field Ops	8/10/1987	7,292	1,705	171	42	9,211
11	249160	WILK-Watres	Supvr Production	1/11/1988	5,464	1,278	171	42	6,955
12	240117	CORP-Water Quality	Manager WQ & Env Compliance	9/15/1993	8,304	1,942	171	42	10,459
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990	8,086	1,891	171	42	10,190
14	249106	WILK-Field Services	Sr Supvr Operations	10/19/1987	6,270	1,466	171	42	7,949
15	249106	WILK-Field Services	Sr Supt Field Ops	10/17/1983	7,199	1,684	171	42	9,095
16	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998	6,383	1,493	171	42	8,089
17	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998	5,010	1,172	171	42	6,395
18	249106	WILK-Field Services	Supvr Field Operations	10/19/1992	6,950	1,625	171	42	8,789
19	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997	5,195	1,215	171	42	6,624
20	249150	WILK-Other	Sr Supt Production	9/13/1993	7,710	1,803	171	42	9,727
21	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995	6,592	1,542	171	42	8,347
22	246106	MECH-Field Services	Sr Mgr Operations (15% allocated to York WW)	5/4/1998	8,012	2,000	146	36	10,193
23	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994	7,866	1,840	171	42	9,919
24	245305	ABNG-Admin & Gen	Sr Supt Opns	6/16/1997	7,562	1,769	171	42	9,544
25	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995	6,048	1,414	171	42	7,675
26	246106	MECH-Field Services	Supvr Field Operations	4/11/1995	6,134	1,435	171	42	7,782
27	246106	MECH-Field Services	Sr Supt Opns	1/9/1989	8,026	1,877	171	42	10,116
28	246206	HSHY-Field Services	Supvr Field Operations	5/1/1995	5,617	1,314	171	42	7,144
29	240151	CORP-Cust Serv MECH	Sr. Manager, Customer Compliance	4/10/1995	9,426	2,499	171	42	12,138
30	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982	6,617	1,547	171	42	8,377
31	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	2/2/1998	7,437	1,739	171	42	9,389
32	240106	CORP-Field Services	Project Mgr BP	8/14/1989	8,812	2,061	171	42	11,086
33	241106	PITT-Field Services	Supvr Field Operations	10/25/1978	6,916	1,617	171	42	8,746
34	240114	CORP-Engineering	Engineering Project Manager	5/16/1998	7,018	1,641	171	42	8,873
35	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989	9,426	2,700	171	42	12,339
36	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993	9,426	2,521	171	42	12,160
37	241106	PITT-Field Services	Supvr Field Operations	9/1/1982	7,050	1,649	171	42	8,912
38	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994	7,658	1,791	171	42	9,663
39	249106	WILK-Field Services	Supvr Field Operations	8/8/1984	6,297	1,473	171	42	7,983
40	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987	9,426	3,080	171	42	12,718
41	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980	7,384	1,727	171	42	9,324
42	249106	WILK-Field Services	Supvr Field Operations	11/18/1986	6,149	1,438	171	42	7,800
43	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984	7,930	1,855	171	42	9,998
44	240120	CORP-Bus Dev	Sr Dir, Business Development	3/18/1991	9,426	4,694	171	42	14,332
45	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993	9,426	2,875	171	42	12,514
46	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994	7,388	1,728	171	42	9,329
47	241150	PITT-Production Othe	Sr Supt Production	5/1/1980	8,522	1,993	171	42	10,728
48	247201	PHBG-Production	Sr Supvr Operations	12/16/1992	7,034	1,645	171	42	8,892
49	249106	WILK-Field Services	Supvr Field Operations	10/20/1986	6,245	1,461	171	42	7,919
50	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986	9,426	2,606	171	42	12,245
51	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996	9,049	2,116	171	42	11,379
52	240306	CORP-Field Service	Supvr Field Operations	9/16/1998	6,660	1,558	171	42	8,431
53	240306	CORP-Field Service	Sr Mgr, Production Assets	10/16/1998	9,426	2,491	171	42	12,130
54	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998	6,416	1,500	171	42	8,129
55	240306	CORP-Field Service	Supvr Field Operations	8/31/1999	7,102	1,661	171	42	8,976
56	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999	5,926	1,386	171	42	7,525
57	240114	CORP-Engineering	Mgr Engrg - Project Delivery	5/1/2000	9,426	3,026	171	42	12,664
58	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000	5,545	1,297	171	42	7,055
59	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000	5,889	1,377	171	42	7,479
60	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000	6,032	1,411	171	42	7,655
61	241106	PITT-Field Services	Sr Supt Field Ops	12/18/2001	8,324	1,947	171	42	10,484
62	245106	NORR-Field Services	Sr Supt Opns	3/14/1994	8,341	1,951	171	42	10,504
63	240119	CORP-Risk Mgmt	Mgr Health and Safety Programs	7/18/1989	8,516	1,992	171	42	10,720
64	246506	COAT-Field Services	Supvr Field Operations	6/25/1990	6,134	1,435	171	42	7,782
65	240114	CORP-Engineering	Sr Project Engineer	6/25/2001	8,134	1,902	171	42	10,250
66	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995	9,426	2,427	171	42	12,066
67	240114	CORP-Engineering	Engineering Project Manager	5/3/1999	7,137	1,669	171	42	9,019
68	245906	GLEN-Field Services	Sr Supt Opns (10% allocated to Upper Pottsgrove WW)	10/15/1990	7,204	1,685	154	38	9,080
69	240114	CORP-Engineering	Mgr Engrg - Project Delivery	8/1/1999	9,426	2,330	171	42	11,969
70	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001	6,861	1,605	171	42	8,678
71	240120	CORP-Bus Dev	Dir Business Development	10/16/1981	9,426	4,342	171	42	13,980
72	240305	CORP-Admin & Gen	Sr Director Operations (Mega)	3/9/1992	9,426	4,457	171	42	14,095
73	240205	CORP-Admin & Gen	Sr Director Operations (Mega) (15% allocated to York WW)	11/16/1997	8,012	3,709	146	36	11,902
74	240114	CORP-Engineering	Mgr Engineering	8/19/2002	9,426	2,507	171	42	12,146
75	240114	CORP-Engineering	Sr Project Engineer	5/12/2003	8,812	2,061	171	42	11,086
76	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003	5,750	1,345	171	42	7,308
77	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003	7,535	1,762	171	42	9,511
78	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003	6,325	1,479	171	42	8,017
79	249106	WILK-Field Services	Supvr Field Operations	9/2/2003	5,370	1,256	171	42	6,839
80	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004	6,098	1,426	171	42	7,737
81	240114	CORP-Engineering	Capital Program Manager	1/10/2005	9,075	2,122	171	42	11,410
82	242101	MCMR-Production	Sr Supvr Operations	2/28/2005	7,398	1,730	171	42	9,341
83	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005	7,636	1,786	171	42	9,635
84	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005	7,283	1,703	171	42	9,200

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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
85	241151	PITT-Production Haye	Supvr Production	3/16/2005	5,659	1,324	171	42	7,196	5,886	1,376	171	42	7,475
86	240114	CORP-Engineering	Engineering Project Manager	3/21/2005	6,328	1,480	171	42	8,021	6,455	1,510	171	42	8,178
87	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005	5,933	1,387	171	42	7,533	6,229	1,457	171	42	7,900
88	240114	CORP-Engineering	Mgr Engineering	5/31/2005	8,640	2,021	171	42	10,874	8,856	2,071	171	42	11,141
89	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	6/27/2005	6,250	1,462	171	42	7,924	6,500	1,520	171	42	8,233
90	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/18/2005	6,250	1,462	171	42	7,924	6,500	1,520	171	42	8,233
91	240121	CORP-Com Relations	Sr Manager, Government and External Affa	8/15/2005	8,854	2,088	171	42	11,155	9,114	2,172	171	42	11,499
92	240114	CORP-Engineering	Sr Project Engineer	11/14/2005	8,004	1,872	171	42	10,089	8,164	1,909	171	42	10,287
93	240113	CORP-Info Systems	Specialist, Technology Field Services	11/21/2005	6,723	1,572	171	42	8,508	6,858	1,604	171	42	8,675
94	249106	WILK-Field Services	Supvr Field Operations	5/1/2006	5,028	1,176	171	42	6,417	5,229	1,223	171	42	6,665
95	240114	CORP-Engineering	Mgr Engineering	5/22/2006	8,854	2,260	171	42	11,327	9,114	2,350	171	42	11,678
96	249103	WILK-Cust Service	Supvr Field Operations	5/22/2006	4,862	1,137	171	42	6,213	5,057	1,183	171	42	6,452
97	240114	CORP-Engineering	Engineering Project Manager	5/30/2006	7,142	1,670	171	42	9,026	7,285	1,704	171	42	9,202
98	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006	5,556	1,299	171	42	7,068	5,750	1,345	171	42	7,308
99	240305	CORP-Admin & Gen	Project Manager Operations	6/5/2006	7,844	1,834	171	42	9,891	8,118	1,899	171	42	10,230
100	241106	PITT-Field Services	Supv Facilities/Inventory	6/12/2006	5,630	1,317	171	42	7,160	5,757	1,346	171	42	7,317
101	240106	CORP-Field Services	Dir Business Performance	11/20/2006	8,854	3,622	171	42	12,689	9,114	4,188	171	42	13,516
102	240106	CORP-Field Services	Mgr Opns	1/22/2007	6,748	1,578	171	42	8,539	6,967	1,629	171	42	8,810
103	246201	HSHY-Production	Sr Supvr Operations	3/27/2007	5,998	1,403	171	42	7,614	6,196	1,449	171	42	7,859
104	241106	PITT-Field Services	Supvr Field Operations	5/7/2007	4,900	1,146	171	42	6,259	5,096	1,192	171	42	6,501
105	245106	NORR-Field Services	Sr Supvr Operations	8/17/2009	6,781	1,586	171	42	8,580	6,917	1,618	171	42	8,748
106	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/2/2007	7,500	1,754	171	42	9,467	7,649	1,789	171	42	9,651
107	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007	6,260	1,464	171	42	7,937	6,432	1,504	171	42	8,149
108	241103	PITT-Cust Service	Sr Supvr Operations	7/23/2007	5,777	1,351	171	42	7,342	6,008	1,405	171	42	7,627
109	240305	CORP-Admin & Gen	Mgr Operations - EAM	12/3/2007	6,706	1,568	171	42	8,487	6,904	1,615	171	42	8,731
110	240106	CORP-Field Services	Major Accounts Manager	12/26/2007	8,854	2,391	171	42	11,458	9,114	2,418	171	42	11,745
111	249150	WILK-Other	Sr Supt Production	6/2/2008	6,803	1,591	171	42	8,607	7,108	1,662	171	42	8,984
112	245106	NORR-Field Services	Supvr Field Operations	8/11/2008	5,214	1,220	171	42	6,647	5,424	1,268	171	42	6,905
113	240114	CORP-Engineering	Mgr Engrg - Project Delivery	10/27/2008	8,854	2,088	171	42	11,155	9,114	2,159	171	42	11,486
114	249103	WILK-Cust Service	Sr Supvr Operations	11/17/2008	5,555	1,299	171	42	7,068	5,844	1,367	171	42	7,424
115	240117	CORP-Water Quality	Supvr WQ & Env Compliance	4/20/2009	5,555	1,299	171	42	7,068	5,777	1,351	171	42	7,342
116	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009	5,820	1,361	171	42	7,394	5,994	1,402	171	42	7,609
117	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009	6,194	1,449	171	42	7,855	6,442	1,507	171	42	8,162
118	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009	7,103	1,661	171	42	8,977	7,351	1,719	171	42	9,284
119	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009	8,854	4,728	171	42	13,794	9,114	6,187	171	42	15,515
120	240114	CORP-Engineering	Engineering Project Manager	10/12/2009	6,031	1,411	171	42	7,655	6,243	1,460	171	42	7,916
121	249106	WILK-Field Services	Sr Supvr Operations	10/19/2009	5,208	1,218	171	42	6,639	5,468	1,279	171	42	6,960
122	246501	COAT-Production	Supvr Production	4/12/2010	5,256	1,229	171	42	6,699	5,467	1,279	171	42	6,959
123	240205	CORP-Admin & Gen	Project Manager Operations	5/3/2010	6,203	1,451	171	42	7,867	6,576	1,538	171	42	8,327
124	240117	CORP-Water Quality	Manager, Wastewater Compliance (20% allocated to York WW)	6/7/2010	7,843	1,834	171	42	9,890	6,451	1,509	137	34	8,130
125	246306	PENN/Wyom-Field Srvc	Supvr Field Operations	10/4/2010	5,416	1,267	171	42	6,896	5,688	1,330	171	42	7,231
126	240117	CORP-Water Quality	Supvr WQ & Env Compliance	1/3/2011	5,722	1,338	171	42	7,273	5,723	1,338	171	42	7,274
127	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011	5,588	1,307	171	42	7,108	5,783	1,353	171	42	7,349
128	249106	WILK-Field Services	Supvr Field Operations	8/1/2011	4,863	1,137	171	42	6,214	4,863	1,137	171	42	6,214
129	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011	5,342	1,249	171	42	6,805	5,476	1,281	171	42	6,969
130	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011	8,134	1,902	171	42	10,249	8,296	1,940	171	42	10,450
131	240113	CORP-Info Systems	Specialist, Technology Field Services	2/6/2012	5,208	1,218	171	42	6,639	5,572	1,303	171	42	7,089
132	240114	CORP-Engineering	Sr Project Engineer	6/18/2012	8,001	1,871	171	42	10,085	8,161	1,909	171	42	10,283
133	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	6/25/2012	6,999	1,637	171	42	8,849	7,209	1,686	171	42	9,108
134	240122	CORP-Govt Relations	Dir Govt Affairs (State)	8/27/2012	8,854	2,360	171	42	11,427	9,114	2,360	171	42	11,688
135	240114	CORP-Engineering	Sr GIS Manager	2/4/2013	8,495	1,987	171	42	10,695	8,791	2,056	171	42	11,061
136	240306	CORP-Field Service	Project Manager	3/4/2013	7,435	1,739	171	42	9,387	7,710	1,803	171	42	9,727
137	243152	NEWC-Ellwood	Supvr Production	4/1/2013	5,371	1,256	171	42	6,840	5,585	1,306	171	42	7,105
138	243151	NEWC-New Castle	Supvr Production	4/29/2013	5,370	1,256	171	42	6,839	5,558	1,300	171	42	7,071
139	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013	8,854	2,589	171	42	11,655	9,114	2,718	171	42	12,045
140	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013	8,854	2,582	171	42	11,649	9,114	2,634	171	42	11,961
141	247150	MILT-Prod Other	Supvr Production	5/28/2013	5,165	1,208	171	42	6,586	5,322	1,245	171	42	6,780
142	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013	5,317	1,244	171	42	6,774	5,530	1,293	171	42	7,037
143	246801	LEHP-Production	Supvr Field Operations	9/9/2013	5,111	1,195	171	42	6,519	5,265	1,231	171	42	6,709
144	240114	CORP-Engineering	Engineering Project Manager	11/11/2013	6,636	1,552	171	42	8,402	6,770	1,583	171	42	8,566
145	240120	CORP-Bus Dev	Sr Mgr Business Dev	11/25/2013	8,854	2,718	171	42	11,785	9,114	2,773	171	42	12,100
146	240114	CORP-Engineering	Sr Business Operations Analyst	11/18/2013	4,514	1,056	171	42	5,782	4,649	1,087	171	42	5,950
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013	5,625	1,315	171	42	7,153	5,793	1,355	171	42	7,361
148	240114	CORP-Engineering	Principal GIS Analyst	3/31/2014	4,989	1,167	171	42	6,369	5,188	1,213	171	42	6,615
149	240114	CORP-Engineering	Sr Planning Engineer	5/19/2014	7,770	1,817	171	42	9,801	8,029	1,878	171	42	10,120
150	244206	PUNX-Field Services	Sr Supvr Operations	5/27/2014	5,833	1,364	171	42	7,410	5,832	1,364	171	42	7,410
151	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014	6,218	1,454	171	42	7,885	6,388	1,494	171	42	8,096
152	246401	ROYF-Production	Supvr Production	9/29/2014	5,539	1,295	171	42	7,047	5,760	1,347	171	42	7,320
153	244506	WARR-Field Services	Sr Supvr Operations	10/27/2014	5,729	1,340	171	42	7,282	5,900	1,380	171	42	7,493
154	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014	4,675	1,093	171	42	5,981	5,002	1,170	171	42	6,385
155	240114	CORP-Engineering	Mgr Engineering	11/24/2014	8,854	2,074	171	42	11,141	9,114	2,136	171	42	11,464
156	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015	5,492	1,284	171	42	6,990	5,668	1,325	171	42	7,206
157	240113	CORP-Info Systems	Specialist, Technology Field Services	1/19/2015	4,888	1,143	171	42	6,244	5,083	1,189	171	42	6,485
158	240114	CORP-Engineering	GIS Project Manager	2/2/2015	4,976	1,164	171	42	6,353	5,175	1,210	171	42	6,599
159	249152	WILK-Ceasetown	Supvr Production	4/13/2015	5,005	1,170	171	42	6,388	5,094	1,191	171	42	6,499
160	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015	5,058	1,183	171	42	6,454	5,255	1,229	171	42	6,697
161	249106	WILK-Field Services	Sr Supvr Operations	11/16/2015	5,555	1,299	171	42	7,068	5,763	1,348	171	42	7,324
162	246151	MECH-ProdWestShore	Supvr Production	11/16/2015	5,269	1,232	171	42	6,714	5,321	1,244	171	42	6,779
163	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015	4,528	1,059	171	42	5,800	4,664	1,091	171	42	5,968
164	243301	BUTL-Production	Supvr Production	12/7/2015	5,333	1,247	171	42	6,794	5,546	1,297	171	42	7,057
165	246103	MECH-Cust Service	Supvr Field Operations	12/21/2015	5,208	1,218	171	42	6,639	5,338	1,248	171	42	6,800
166	240120	CORP-Bus Dev	Sr Dir, Business Development	12/28/2015	8,854	3,845	171	42	12,912	9,114	4,557	171	42	13,884
167	246206	HSHY-Field Services	Supvr Field Operations	1/11/2016	5,152	1,205	171	42	6,570	5,307	1,241	171	42	6,761
168	240114	CORP-Engineering	Sr Project Engineer	1/25/2016	7,486	1,751	171	42	9,451	7,786	1,821	171	42	9,820
169	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	3/7/2016	4,672	1,093	171	42	5,977	4,788	1,120	171	42	6,121

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Payroll Taxes

					2023 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2023 Total Gross Payroll Taxes
85	241151	PITT-Production Haye	Supvr Production	3/16/2005	6,060	1,417	171	42	7,691
86	240114	CORP-Engineering	Engineering Project Manager	3/21/2005	6,647	1,555	171	42	8,415
87	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005	6,416	1,500	171	42	8,129
88	240114	CORP-Engineering	Mgr Engineering	5/31/2005	9,121	2,133	171	42	11,467
89	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	6/27/2005	6,693	1,565	171	42	8,472
90	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/18/2005	6,693	1,565	171	42	8,472
91	240121	CORP-Com Relations	Sr Manager, Government and External Affa	8/15/2005	9,426	2,236	171	42	11,875
92	240114	CORP-Engineering	Sr Project Engineer	11/14/2005	8,407	1,966	171	42	10,587
93	240113	CORP-Info Systems	Specialist, Technology Field Services	11/21/2005	7,061	1,651	171	42	8,926
94	249106	WILK-Field Services	Supvr Field Operations	5/1/2006	5,385	1,259	171	42	6,857
95	240114	CORP-Engineering	Mgr Engineering	5/22/2006	9,426	2,421	171	42	12,059
96	249103	WILK-Cust Service	Supvr Field Operations	5/22/2006	5,207	1,218	171	42	6,638
97	240114	CORP-Engineering	Engineering Project Manager	5/30/2006	7,502	1,754	171	42	9,470
98	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006	5,922	1,385	171	42	7,520
99	240305	CORP-Admin & Gen	Project Manager Operations	6/5/2006	8,360	1,955	171	42	10,528
100	241106	PITT-Field Services	Supv Facilities/Inventory	6/12/2006	5,929	1,387	171	42	7,529
101	240106	CORP-Field Services	Dir Business Performance	11/20/2006	9,426	4,367	171	42	14,006
102	240106	CORP-Field Services	Mgr Opns	1/22/2007	7,175	1,678	171	42	9,066
103	246201	HSHY-Production	Sr Supvr Operations	3/27/2007	6,381	1,492	171	42	8,087
104	241106	PITT-Field Services	Supvr Field Operations	5/7/2007	5,247	1,227	171	42	6,688
105	245106	NORR-Field Services	Sr Supvr Operations	8/17/2009	7,124	1,666	171	42	9,003
106	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/2/2007	7,877	1,842	171	42	9,933
107	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007	6,624	1,549	171	42	8,386
108	241103	PITT-Cust Service	Sr Supvr Operations	7/23/2007	6,188	1,447	171	42	7,848
109	240305	CORP-Admin & Gen	Mgr Operations - EAM	12/3/2007	7,110	1,663	171	42	8,986
110	240106	CORP-Field Services	Major Accounts Manager	12/26/2007	9,426	2,490	171	42	12,129
111	249150	WILK-Other	Sr Supt Production	6/2/2008	7,320	1,712	171	42	9,245
112	245106	NORR-Field Services	Supvr Field Operations	8/11/2008	5,585	1,306	171	42	7,105
113	240114	CORP-Engineering	Mgr Engrg - Project Delivery	10/27/2008	9,426	2,223	171	42	11,862
114	249103	WILK-Cust Service	Sr Supvr Operations	11/17/2008	6,019	1,408	171	42	7,639
115	240117	CORP-Water Quality	Supvr WQ & Env Compliance	4/20/2009	5,949	1,391	171	42	7,554
116	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009	6,173	1,444	171	42	7,830
117	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009	6,634	1,551	171	42	8,399
118	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009	7,571	1,771	171	42	9,555
119	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009	9,426	6,425	171	42	16,064
120	240114	CORP-Engineering	Engineering Project Manager	10/12/2009	6,429	1,504	171	42	8,146
121	249106	WILK-Field Services	Sr Supvr Operations	10/19/2009	5,632	1,317	171	42	7,162
122	246501	COAT-Production	Supvr Production	4/12/2010	5,630	1,317	171	42	7,160
123	240205	CORP-Admin & Gen	Project Manager Operations	5/3/2010	6,772	1,584	171	42	8,568
124	240117	CORP-Water Quality	Manager, Wastewater Compliance (20% allocated to York WW)	6/7/2010	6,643	1,554	137	34	8,367
125	246306	PENN/Wyom-Field Srvc	Supvr Field Operations	10/4/2010	5,857	1,370	171	42	7,440
126	240117	CORP-Water Quality	Supvr WQ & Env Compliance	1/3/2011	5,893	1,378	171	42	7,484
127	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011	5,955	1,393	171	42	7,561
128	249106	WILK-Field Services	Supvr Field Operations	8/1/2011	5,008	1,171	171	42	6,392
129	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011	5,639	1,319	171	42	7,171
130	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011	8,544	1,998	171	42	10,755
131	240113	CORP-Info Systems	Specialist, Technology Field Services	2/6/2012	5,738	1,342	171	42	7,294
132	240114	CORP-Engineering	Sr Project Engineer	6/18/2012	8,404	1,966	171	42	10,583
133	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	6/25/2012	7,424	1,736	171	42	9,373
134	240122	CORP-Govt Relations	Dir Govt Affairs (State)	8/27/2012	9,426	2,431	171	42	12,069
135	240114	CORP-Engineering	Sr GIS Manager	2/4/2013	9,053	2,117	171	42	11,383
136	240306	CORP-Field Service	Project Manager	3/4/2013	7,940	1,857	171	42	10,010
137	243152	NEWC-Ellwood	Supvr Production	4/1/2013	5,751	1,345	171	42	7,310
138	243151	NEWC-New Castle	Supvr Production	4/29/2013	5,724	1,339	171	42	7,276
139	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013	9,426	2,799	171	42	12,438
140	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013	9,426	2,712	171	42	12,351
141	247150	MILT-Prod Other	Supvr Production	5/28/2013	5,481	1,282	171	42	6,976
142	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013	5,695	1,332	171	42	7,240
143	246801	LEHP-Production	Supvr Field Operations	9/9/2013	5,422	1,268	171	42	6,903
144	240114	CORP-Engineering	Engineering Project Manager	11/11/2013	6,972	1,631	171	42	8,816
145	240120	CORP-Bus Dev	Sr Mgr Business Dev	11/25/2013	9,426	2,856	171	42	12,494
146	240114	CORP-Engineering	Sr Business Operations Analyst	11/18/2013	4,788	1,120	171	42	6,121
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013	5,967	1,395	171	42	7,575
148	240114	CORP-Engineering	Principal GIS Analyst	3/31/2014	5,343	1,249	171	42	6,805
149	240114	CORP-Engineering	Sr Planning Engineer	5/19/2014	8,268	1,934	171	42	10,415
150	244206	PUNX-Field Services	Sr Supvr Operations	5/27/2014	6,006	1,405	171	42	7,623
151	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014	6,579	1,539	171	42	8,331
152	246401	ROYF-Production	Supvr Production	9/29/2014	5,932	1,387	171	42	7,532
153	244506	WARR-Field Services	Sr Supvr Operations	10/27/2014	6,076	1,421	171	42	7,711
154	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014	5,151	1,205	171	42	6,568
155	240114	CORP-Engineering	Mgr Engineering	11/24/2014	9,407	2,200	171	42	11,821
156	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015	5,837	1,365	171	42	7,415
157	240113	CORP-Info Systems	Specialist, Technology Field Services	1/19/2015	5,234	1,224	171	42	6,672
158	240114	CORP-Engineering	GIS Project Manager	2/2/2015	5,330	1,246	171	42	6,789
159	249152	WILK-Ceasetown	Supvr Production	4/13/2015	5,246	1,227	171	42	6,686
160	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015	5,411	1,265	171	42	6,889
161	249106	WILK-Field Services	Sr Supvr Operations	11/16/2015	5,935	1,388	171	42	7,536
162	246151	MECH-ProdWestShore	Supvr Production	11/16/2015	5,480	1,282	171	42	6,975
163	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015	4,802	1,123	171	42	6,139
164	243301	BUTL-Production	Supvr Production	12/7/2015	5,711	1,336	171	42	7,260
165	246103	MECH-Cust Service	Supvr Field Operations	12/21/2015	5,497	1,286	171	42	6,996
166	240120	CORP-Bus Dev	Sr Dir, Business Development	12/28/2015	9,426	4,746	171	42	14,385
167	246206	HSHY-Field Services	Supvr Field Operations	1/11/2016	5,464	1,278	171	42	6,955
168	240114	CORP-Engineering	Sr Project Engineer	1/25/2016	8,017	1,875	171	42	10,106
169	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	3/7/2016	4,931	1,153	171	42	6,297

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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
170	245606	NAZA-Field Services	Sr Supvr Operations	3/21/2016	5,599	1,309	171	42	7,121	5,809	1,359	171	42	7,381
171	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016	6,760	1,581	171	42	8,554	7,064	1,652	171	42	8,929
172	249106	WILK-Field Services	Supvr Field Operations	4/18/2016	5,019	1,174	171	42	6,406	5,220	1,221	171	42	6,654
173	249106	WILK-Field Services	Supvr Field Operations	6/13/2016	4,907	1,148	171	42	6,268	5,103	1,193	171	42	6,509
174	240106	CORP-Field Services	Lead Business Operations Analyst	9/26/2016	6,250	1,462	171	42	7,924	6,437	1,506	171	42	8,156
175	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017	7,843	1,834	171	42	9,890	8,118	1,899	171	42	10,230
176	249106	WILK-Field Services	Supv Facilities/Inventory	12/19/2016	4,515	1,056	171	42	5,785	4,651	1,088	171	42	5,952
177	240114	CORP-Engineering	Engineering Project Manager	1/5/2017	6,292	1,471	171	42	7,976	6,511	1,523	171	42	8,247
178	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/9/2017	8,854	2,088	171	42	11,155	9,114	2,159	171	42	11,486
179	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017	8,854	2,459	171	42	11,526	9,114	2,459	171	42	11,786
180	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017	5,269	1,232	171	42	6,715	5,454	1,276	171	42	6,943
181	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	3/27/2017	6,375	1,491	171	42	8,079	6,693	1,565	171	42	8,472
182	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	4,117	963	171	42	5,293	4,303	1,006	171	42	5,522
183	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017	5,208	1,218	171	42	6,639	5,416	1,267	171	42	6,896
184	240117	CORP-Water Quality	Supvr WQ & Env Compliance (10% allocated to Upper Pottsgrove WW)	6/26/2017	5,092	1,191	171	42	6,496	4,765	1,115	154	38	6,072
185	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017	5,223	1,221	171	42	6,657	5,484	1,283	171	42	6,980
186	240114	CORP-Engineering	Sr GIS Analyst	6/19/2017	4,492	1,051	171	42	5,756	4,626	1,082	171	42	5,921
187	240114	CORP-Engineering	Staff Engineer	8/14/2017	5,134	1,201	171	42	6,548	5,340	1,249	171	42	6,802
188	249151	WILK-Brownell	Supvr Production	8/21/2017	5,021	1,174	171	42	6,409	5,169	1,209	171	42	6,591
189	240114	CORP-Engineering	Sr Project Engineer	8/28/2017	7,736	1,809	171	42	9,759	8,000	1,871	171	42	10,084
190	240106	CORP-Field Services	Trainer III	11/20/2017	5,277	1,234	171	42	6,725	5,489	1,284	171	42	6,985
191	240106	CORP-Field Services	Major Accounts Manager	9/12/2011	5,601	1,310	171	42	7,125	5,882	1,376	171	42	7,471
192	240117	CORP-Water Quality	Supvr WQ & Env Compliance	10/26/2015	5,271	1,233	171	42	6,717	5,483	1,282	171	42	6,978
193	240114	CORP-Engineering	Engineering Project Manager	1/8/2018	5,719	1,337	171	42	7,269	5,948	1,391	171	42	7,552
194	240114	CORP-Engineering	Engineering Project Manager	1/16/2018	7,001	1,637	171	42	8,851	7,141	1,670	171	42	9,024
195	240114	CORP-Engineering	Engineering Project Manager	1/22/2018	6,987	1,634	171	42	8,834	7,126	1,667	171	42	9,006
196	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018	5,347	1,250	171	42	6,811	5,507	1,288	171	42	7,009
197	240106	CORP-Field Services	Mgr Company Fleet	3/19/2018	6,268	1,466	171	42	7,947	6,505	1,521	171	42	8,240
198	241152	PITT-Production Aldr	Supvr Production	3/19/2018	5,637	1,318	171	42	7,168	5,919	1,384	171	42	7,516
199	246106	MECH-Field Services	Supvr Field Operations	3/19/2018	5,167	1,208	171	42	6,588	5,359	1,253	171	42	6,825
200	240151	CORP-Cust Serv MECH	Supvr Customer Advocacy	4/17/2018	5,556	1,299	171	42	7,069	5,718	1,337	171	42	7,269
201	240114	CORP-Engineering	Engineering Project Manager	4/16/2018	6,616	1,547	171	42	8,376	6,765	1,582	171	42	8,561
202	240306	CORP-Field Service	Supvr Field Operations	4/30/2018	5,007	1,171	171	42	6,391	5,257	1,230	171	42	6,700
203	240114	CORP-Engineering	Engineering Project Manager	7/9/2018	6,589	1,541	171	42	8,343	6,803	1,591	171	42	8,607
204	240106	CORP-Field Services	Supervisor Operations Support	6/18/2018	4,930	1,153	171	42	6,296	5,103	1,193	171	42	6,509
205	241106	PITT-Field Services	Supvr Field Operations	6/18/2018	5,175	1,210	171	42	6,599	5,382	1,259	171	42	6,853
206	243106	NEWC-Field Services	Supvr Field Operations	7/3/2018	5,347	1,250	171	42	6,811	5,533	1,294	171	42	7,041
207	240114	CORP-Engineering	Sr GIS Analyst	7/2/2018	4,028	942	171	42	5,183	4,229	989	171	42	5,431
208	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018	4,508	1,054	171	42	5,776	4,644	1,086	171	42	5,943
209	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/30/2018	6,100	1,427	171	42	7,740	6,344	1,484	171	42	8,040
210	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018	4,837	1,131	171	42	6,181	4,982	1,165	171	42	6,360
211	240114	CORP-Engineering	Engineer	8/27/2018	4,367	1,021	171	42	5,601	4,514	1,056	171	42	5,782
212	241106	PITT-Field Services	Supvr Field Operations	9/10/2018	5,214	1,219	171	42	6,647	5,214	1,219	171	42	6,647
213	241106	PITT-Field Services	Supvr Field Operations	9/24/2018	5,112	1,196	171	42	6,521	5,214	1,219	171	42	6,647
214	249106	WILK-Field Services	Supvr Field Operations	10/29/2018	5,002	1,170	171	42	6,385	5,203	1,217	171	42	6,633
215	241106	PITT-Field Services	Supvr Field Operations	11/5/2018	5,403	1,264	171	42	6,880	5,620	1,314	171	42	7,148
216	240113	CORP-Info Systems	Specialist, Technology Field Services	11/19/2018	4,806	1,124	171	42	6,143	4,999	1,169	171	42	6,381
217	240113	CORP-Info Systems	Specialist, Technology Field Services	11/19/2018	4,960	1,160	171	42	6,334	5,159	1,207	171	42	6,579
218	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018	5,357	1,253	171	42	6,823	5,517	1,290	171	42	7,021
219	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/3/2018	4,514	1,056	171	42	5,782	4,649	1,087	171	42	5,950
220	240106	CORP-Field Services	Supvr Field Operations	1/28/2019	6,141	1,436	171	42	7,790	6,264	1,465	171	42	7,942
221	249106	WILK-Field Services	Supvr Opns	1/14/2019	5,139	1,202	171	42	6,554	5,292	1,238	171	42	6,743
222	240114	CORP-Engineering	Planning Engineer	2/4/2019	6,139	1,436	171	42	7,788	6,370	1,490	171	42	8,072
223	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	2/11/2019	5,208	1,218	171	42	6,639	5,364	1,255	171	42	6,832
224	240114	CORP-Engineering	Engineer	3/25/2019	5,214	1,219	171	42	6,647	5,370	1,256	171	42	6,840
225	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019	5,162	1,207	171	42	6,582	5,369	1,256	171	42	6,837
226	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/25/2019	5,139	1,202	171	42	6,554	5,344	1,250	171	42	6,807
227	240106	CORP-Field Services	Sr Technical Writer	4/15/2019	5,893	1,378	171	42	7,484	6,011	1,406	171	42	7,630
228	240114	CORP-Engineering	Sr Engineering Technician	5/20/2019	4,644	1,086	171	42	5,943	4,785	1,119	171	42	6,118
229	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019	5,472	1,280	171	42	6,964	5,691	1,331	171	42	7,235
230	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/24/2019	5,902	1,380	171	42	7,496	6,020	1,408	171	42	7,641
231	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/29/2019	4,293	1,004	171	42	5,511	4,486	1,049	171	42	5,749
232	240114	CORP-Engineering	Engineering Project Manager	8/5/2019	6,585	1,540	171	42	8,338	6,749	1,579	171	42	8,541
233	241106	PITT-Field Services	Supvr Field Operations	8/12/2019	5,525	1,292	171	42	7,030	5,802	1,357	171	42	7,372
234	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	8/26/2019	5,514	1,290	171	42	7,017	5,679	1,328	171	42	7,221
235	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019	5,485	1,283	171	42	6,981	5,624	1,315	171	42	7,153
236	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019	5,211	1,219	171	42	6,643	5,211	1,219	171	42	6,643
237	240120	CORP-Bus Dev	Vice President of Business Development a	11/4/2019	8,854	5,206	171	42	14,273	9,114	6,890	171	42	16,218
238	247106	MILT-Field Services	Supvr Field Operations	1/27/2020	4,861	1,137	171	42	6,211	5,012	1,172	171	42	6,397
239	240106	CORP-Field Services	Supvr Fleet Opns Svcs	3/9/2020	5,950	1,391	171	42	7,554	6,069	1,419	171	42	7,702
240	240119	CORP-Risk Mgmt	Mgr Health and Safety Programs	4/27/2020	7,858	1,838	171	42	9,909	8,094	1,893	171	42	10,201
241	241106	PITT-Field Services	Sr Supt Field Ops	4/27/2020	7,415	1,734	171	42	9,363	7,786	1,821	171	42	9,820
242	240106	CORP-Field Services	Supervisor Operations Support	5/4/2020	4,291	1,004	171	42	5,508	4,505	1,054	171	42	5,772
243	242206	MONVA-Field Services	Supvr Field Operations	5/11/2020	5,308	1,241	171	42	6,763	5,546	1,297	171	42	7,057
244	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/1/2020	4,434	1,037	171	42	5,685	4,567	1,068	171	42	5,848
245	240114	CORP-Engineering	Engineering Project Manager	6/8/2020	5,442	1,273	171	42	6,928	5,769	1,349	171	42	7,331
246	240120	CORP-Bus Dev	Sr Mgr Business Dev	6/15/2020	8,854	2,172	171	42	11,238	9,114	2,280	171	42	11,607
247	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/15/2020	4,514	1,056	171	42	5,782	4,558	1,066	171	42	5,838
248	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	6/29/2020	5,750	1,345	171	42	7,308	5,922	1,385	171	42	7,520
249	240122	CORP-Govt Relations	Mgr, Govt Relations	7/13/2020	7,044	1,647	171	42	8,905	7,397	1,730	171	42	9,341
250	240114	CORP-Engineering	Planning Engineer	9/8/2020	7,031	1,644	171	42	8,888	7,171	1,677	171	42	9,062
251	240114	CORP-Engineering	Engineering Project Manager	9/14/2020	6,437	1,505	171	42	8,156	6,647	1,555	171	42	8,415
252	240114	CORP-Engineering	Engineer	10/12/2020	3,748	877	171	42	4,838	3,964	927	171	42	5,105
253	241106	PITT-Field Services	Supvr Field Operations	12/14/2020	5,208	1,218	171	42	6,639	5,325	1,245	171	42	6,784
254	240114	CORP-Engineering	Engineer	1/4/2021	4,312	1,008	171	42	5,534	4,420	1,034	171	42	5,667

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					2023 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2023 Total Gross Payroll Taxes
170	245606	NAZA-Field Services	Sr Supvr Operations	3/21/2016	5,982	1,399	171	42	7,595
171	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016	7,274	1,701	171	42	9,189
172	249106	WILK-Field Services	Supvr Field Operations	4/18/2016	5,376	1,257	171	42	6,846
173	249106	WILK-Field Services	Supvr Field Operations	6/13/2016	5,255	1,229	171	42	6,697
174	240106	CORP-Field Services	Lead Business Operations Analyst	9/26/2016	6,630	1,550	171	42	8,393
175	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017	8,360	1,955	171	42	10,528
176	249106	WILK-Field Services	Supv Facilities/Inventory	12/19/2016	4,789	1,120	171	42	6,123
177	240114	CORP-Engineering	Engineering Project Manager	1/5/2017	6,705	1,568	171	42	8,486
178	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/9/2017	9,426	2,223	171	42	11,862
179	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017	9,426	2,532	171	42	12,171
180	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017	5,617	1,314	171	42	7,144
181	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	3/27/2017	6,892	1,612	171	42	8,718
182	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	4,431	1,036	171	42	5,681
183	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017	5,578	1,305	171	42	7,096
184	240117	CORP-Water Quality	Supvr WQ & Env Compliance (10% allocated to Upper Pottsgrove WW)	6/26/2017	4,907	1,148	154	38	6,247
185	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017	5,647	1,321	171	42	7,181
186	240114	CORP-Engineering	Sr GIS Analyst	6/19/2017	4,763	1,114	171	42	6,091
187	240114	CORP-Engineering	Staff Engineer	8/14/2017	5,499	1,286	171	42	6,998
188	249151	WILK-Brownell	Supvr Production	8/21/2017	5,324	1,245	171	42	6,782
189	240114	CORP-Engineering	Sr Project Engineer	8/28/2017	8,238	1,927	171	42	10,378
190	240106	CORP-Field Services	Trainer III	11/20/2017	5,652	1,322	171	42	7,187
191	240106	CORP-Field Services	Major Accounts Manager	9/12/2011	6,057	1,416	171	42	7,686
192	240117	CORP-Water Quality	Supvr WQ & Env Compliance	10/26/2015	5,646	1,320	171	42	7,180
193	240114	CORP-Engineering	Engineering Project Manager	1/8/2018	6,126	1,433	171	42	7,771
194	240114	CORP-Engineering	Engineering Project Manager	1/16/2018	7,353	1,720	171	42	9,286
195	240114	CORP-Engineering	Engineering Project Manager	1/22/2018	7,339	1,716	171	42	9,268
196	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018	5,672	1,327	171	42	7,212
197	240106	CORP-Field Services	Mgr Company Fleet	3/19/2018	6,699	1,567	171	42	8,479
198	241152	PITT-Production Aldr	Supvr Production	3/19/2018	6,095	1,425	171	42	7,734
199	246106	MECH-Field Services	Supvr Field Operations	3/19/2018	5,519	1,291	171	42	7,023
200	240151	CORP-Cust Serv MECH	Supvr Customer Advocacy	4/17/2018	5,889	1,377	171	42	7,479
201	240114	CORP-Engineering	Engineering Project Manager	4/16/2018	6,968	1,630	171	42	8,810
202	240306	CORP-Field Service	Supvr Field Operations	4/30/2018	5,413	1,266	171	42	6,893
203	240114	CORP-Engineering	Engineering Project Manager	7/9/2018	7,005	1,638	171	42	8,857
204	240106	CORP-Field Services	Supervisor Operations Support	6/18/2018	5,255	1,229	171	42	6,697
205	241106	PITT-Field Services	Supvr Field Operations	6/18/2018	5,542	1,296	171	42	7,051
206	243106	NEWC-Field Services	Supvr Field Operations	7/3/2018	5,698	1,333	171	42	7,244
207	240114	CORP-Engineering	Sr GIS Analyst	7/2/2018	4,355	1,018	171	42	5,586
208	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018	4,782	1,118	171	42	6,114
209	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/30/2018	6,533	1,528	171	42	8,274
210	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018	5,130	1,200	171	42	6,543
211	240114	CORP-Engineering	Engineer	8/27/2018	4,647	1,087	171	42	5,948
212	241106	PITT-Field Services	Supvr Field Operations	9/10/2018	5,370	1,256	171	42	6,839
213	241106	PITT-Field Services	Supvr Field Operations	9/24/2018	5,370	1,256	171	42	6,839
214	249106	WILK-Field Services	Supvr Field Operations	10/29/2018	5,357	1,253	171	42	6,823
215	241106	PITT-Field Services	Supvr Field Operations	11/5/2018	5,787	1,354	171	42	7,354
216	240113	CORP-Info Systems	Specialist, Technology Field Services	11/19/2018	5,148	1,204	171	42	6,565
217	240113	CORP-Info Systems	Specialist, Technology Field Services	11/19/2018	5,312	1,242	171	42	6,768
218	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018	5,682	1,329	171	42	7,224
219	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/3/2018	4,788	1,120	171	42	6,121
220	240106	CORP-Field Services	Supvr Field Operations	1/28/2019	6,450	1,509	171	42	8,172
221	249106	WILK-Field Services	Supvr Opns	1/14/2019	5,450	1,274	171	42	6,937
222	240114	CORP-Engineering	Planning Engineer	2/4/2019	6,559	1,534	171	42	8,306
223	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	2/11/2019	5,525	1,292	171	42	7,030
224	240114	CORP-Engineering	Engineer	3/25/2019	5,531	1,293	171	42	7,037
225	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019	5,529	1,293	171	42	7,035
226	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/25/2019	5,503	1,287	171	42	7,003
227	240106	CORP-Field Services	Sr Technical Writer	4/15/2019	6,191	1,448	171	42	7,851
228	240114	CORP-Engineering	Sr Engineering Technician	5/20/2019	4,927	1,152	171	42	6,293
229	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019	5,860	1,370	171	42	7,443
230	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/24/2019	6,199	1,450	171	42	7,862
231	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/29/2019	4,621	1,081	171	42	5,914
232	240114	CORP-Engineering	Engineering Project Manager	8/5/2019	6,950	1,625	171	42	8,789
233	241106	PITT-Field Services	Supvr Field Operations	8/12/2019	5,975	1,397	171	42	7,586
234	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	8/26/2019	5,848	1,368	171	42	7,429
235	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019	5,792	1,355	171	42	7,360
236	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019	5,367	1,255	171	42	6,836
237	240120	CORP-Bus Dev	Vice President of Business Development a	11/4/2019	9,426	7,149	171	42	16,788
238	247106	MILT-Field Services	Supvr Field Operations	1/27/2020	5,161	1,207	171	42	6,581
239	240106	CORP-Field Services	Supvr Fleet Opns Svcs	3/9/2020	6,250	1,462	171	42	7,925
240	240119	CORP-Risk Mgmt	Mgr Health and Safety Programs	4/27/2020	8,336	1,950	171	42	10,499
241	241106	PITT-Field Services	Sr Supt Field Ops	4/27/2020	8,017	1,875	171	42	10,106
242	240106	CORP-Field Services	Supervisor Operations Support	5/4/2020	4,639	1,085	171	42	5,937
243	242206	MONVA-Field Services	Supvr Field Operations	5/11/2020	5,711	1,336	171	42	7,260
244	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/1/2020	4,703	1,100	171	42	6,016
245	240114	CORP-Engineering	Engineering Project Manager	6/8/2020	5,941	1,389	171	42	7,543
246	240120	CORP-Bus Dev	Sr Mgr Business Dev	6/15/2020	9,426	2,348	171	42	11,987
247	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/15/2020	4,694	1,098	171	42	6,005
248	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	6/29/2020	6,098	1,426	171	42	7,737
249	240122	CORP-Govt Relations	Mgr, Govt Relations	7/13/2020	7,618	1,782	171	42	9,613
250	240114	CORP-Engineering	Planning Engineer	9/8/2020	7,385	1,727	171	42	9,325
251	240114	CORP-Engineering	Engineering Project Manager	9/14/2020	6,845	1,601	171	42	8,659
252	240114	CORP-Engineering	Engineer	10/12/2020	4,083	955	171	42	5,251
253	241106	PITT-Field Services	Supvr Field Operations	12/14/2020	5,484	1,283	171	42	6,980
254	240114	CORP-Engineering	Engineer	1/4/2021	4,551	1,064	171	42	5,828

Pennsylvania-American Water Company - Water Operations
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
255	249106	WILK-Field Services	Supvr Field Operations	12/14/2020	5,000	1,169	171	42	6,382	5,162	1,207	171	42	6,583
256	241151	PITT-Production Haye	Supvr Production	3/29/2021	5,277	1,234	171	42	6,725	5,489	1,284	171	42	6,985
257	240116	CORP-Maint Services	Sr Mgr Operations	5/24/2021	8,854	2,488	171	42	11,555	9,114	2,538	171	42	11,865
258	240121	CORP-Com Relations	Mgr Ext Affairs (State)	5/24/2021	7,487	1,751	171	42	9,451	7,786	1,821	171	42	9,820
259	245101	NORR-Production	Sr Supervisor Production	6/14/2021	5,902	1,380	171	42	7,496	6,085	1,423	171	42	7,721
260	240305	CORP-Admin & Gen	VP Operations (Large1)	6/21/2021	8,854	5,104	171	42	14,171	9,114	6,720	171	42	16,047
261	242103	MCMR-Cust Service	Supvr Field Operations	6/14/2021	5,139	1,202	171	42	6,554	5,292	1,238	171	42	6,743
262	240113	CORP-Info Systems	Specialist, Technology Field Services	7/12/2021	5,555	1,299	171	42	7,068	5,777	1,351	171	42	7,342
263	240120	CORP-Bus Dev	Dir Business Development	7/19/2021	8,854	3,582	171	42	12,648	9,114	4,120	171	42	13,448
264	241106	PITT-Field Services	Supvr Field Operations	7/19/2021	5,208	1,218	171	42	6,639	5,364	1,255	171	42	6,832
265	240114	CORP-Engineering	Engineering Project Manager	9/7/2021	5,555	1,299	171	42	7,068	5,723	1,338	171	42	7,274
266	240114	CORP-Engineering	Engineer	9/13/2021	3,748	877	171	42	4,838	3,861	903	171	42	4,977
267	240121	CORP-Com Relations	External Affairs Specialist III (State)	9/27/2021	5,555	1,299	171	42	7,068	5,832	1,364	171	42	7,410
268	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	9/27/2021	8,854	3,054	171	42	12,121	9,114	3,298	171	42	12,625
269	240117	CORP-Water Quality	Supvr WQ & Env Compliance	10/18/2021	4,861	1,137	171	42	6,211	4,860	1,137	171	42	6,210
270	246151	MECH-ProdWestShore	Supvr Production	11/22/2021	5,104	1,194	171	42	6,511	5,104	1,194	171	42	6,511
271	240114	CORP-Engineering	Engineer - To Be Filled	7/1/2022	-	-	-	-	-	4,876	1,140	171	42	6,230
272	240114	CORP-Engineering	Sr Engineering Technician - To Be Filled	7/1/2022	-	-	-	-	-	4,876	1,140	171	42	6,230
273	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	-	-	-	-	-	6,632	1,551	171	42	8,396
274	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	-	-	-	-	-	6,632	1,551	171	42	8,396
275	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	-	-	-	-	-	6,632	1,551	171	42	8,396
276	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	-	-	-	-	-	7,950	1,859	171	42	10,022
277	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - To Be Filled	3/31/2022	-	-	-	-	-	6,632	1,551	171	42	8,396
278	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	-	-	-	-	-	7,950	1,859	171	42	10,022
279	240306	CORPORATE - Field Services	Supvr Field Operations - To Be Filled	2/14/2022	-	-	-	-	-	5,000	1,169	171	42	6,382
280	249106	WILK-Field Services	Supvr Field Operations - To Be Filled	3/21/2022	-	-	-	-	-	4,105	960	171	42	5,278
281	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	-	-	-	-	-	6,632	1,551	171	42	8,396
282	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	-	-	-	-	-	7,950	1,859	171	42	10,022
283	240121	CORP-Com Relations	Sr Mgr, Government and External Affairs - To Be Filled	1/10/2022	-	-	-	-	-	9,114	2,349	171	42	11,676
284	241106	PITT-Field Services	Supervisor Field Operations - To Be Filled	1/3/2022	-	-	-	-	-	5,416	1,267	171	42	6,896
285	242106	McMR-Field Services	Supvr Field Operations - To Be Filled	4/15/2022	-	-	-	-	-	5,729	1,340	171	42	7,282
286	240117	CORP-Water Quality	Mgr WQ & Env Compliance - To Be Filled	2/21/2022	-	-	-	-	-	7,843	1,834	171	42	9,890
287	241106	PITT-Field Services	Senior Supervisor, Operations Trainer - To Be Filled	7/1/2022	-	-	-	-	-	6,632	1,551	171	42	8,396
288	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	-	-	-	-	-	7,950	1,859	171	42	10,022
289	240117	CORP-Water Quality	Supvr WQ & Env Compliance - To Be Filled	3/31/2022	-	-	-	-	-	5,729	1,340	171	42	7,282
290	240114	CORP-Engineering	Lead Business Operations Analyst - To Be Filled	7/1/2022	-	-	-	-	-	6,632	1,551	171	42	8,396
291	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022	-	-	-	-	-	5,764	1,348	171	42	7,325
292	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022	-	-	-	-	-	5,764	1,348	171	42	7,325
293	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022	-	-	-	-	-	5,764	1,348	171	42	7,325
294	240116	CORP-Maint Services	Automation & Controls Tech - To Be Filled	4/30/2022	-	-	-	-	-	4,876	1,140	171	42	6,230
			Total Non-Collective Bargaining Unit Salary		$1,722,688	$435,492	$46,227	$11,340	$2,215,746	$1,924,122	$492,622	$50,216	$12,319	$2,479,278

Pennsylvania-American Water Company - Water Operations
Payroll Taxes

					2023 Gross Payroll Taxes				
Line #	**Cost Center**	**Cost Center Name**	**Job**	**Original Hire Date**	**FICA Withholding**	**FICA Medicare**	**SUTA**	**FUTA**	**2023 Total Gross Payroll Taxes**
255	249106	WILK-Field Services	Supvr Field Operations	12/14/2020	5,317	1,243	171	42	6,773
256	241151	PITT-Production Haye	Supvr Production	3/29/2021	5,652	1,322	171	42	7,187
257	240116	CORP-Maint Services	Sr Mgr Operations	5/24/2021	9,426	2,614	171	42	12,253
258	240121	CORP-Com Relations	Mgr Ext Affairs (State)	5/24/2021	8,017	1,875	171	42	10,106
259	245101	NORR-Production	Sr Supervisor Production	6/14/2021	6,267	1,466	171	42	7,946
260	240305	CORP-Admin & Gen	VP Operations (Large1)	6/21/2021	9,426	6,974	171	42	16,613
261	242103	MCMR-Cust Service	Supvr Field Operations	6/14/2021	5,450	1,274	171	42	6,937
262	240113	CORP-Info Systems	Specialist, Technology Field Services	7/12/2021	5,949	1,391	171	42	7,554
263	240120	CORP-Bus Dev	Dir Business Development	7/19/2021	9,426	4,297	171	42	13,936
264	241106	PITT-Field Services	Supvr Field Operations	7/19/2021	5,525	1,292	171	42	7,030
265	240114	CORP-Engineering	Engineering Project Manager	9/7/2021	5,893	1,378	171	42	7,484
266	240114	CORP-Engineering	Engineer	9/13/2021	3,975	930	171	42	5,118
267	240121	CORP-Com Relations	External Affairs Specialist III (State)	9/27/2021	6,006	1,405	171	42	7,623
268	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	9/27/2021	9,426	3,449	171	42	13,088
269	240117	CORP-Water Quality	Supvr WQ & Env Compliance	10/18/2021	5,005	1,170	171	42	6,388
270	246151	MECH-ProdWestShore	Supvr Production	11/22/2021	5,256	1,229	171	42	6,698
271	240114	CORP-Engineering	Engineer - To Be Filled	7/1/2022	5,021	1,174	171	42	6,409
272	240114	CORP-Engineering	Sr Engineering Technician - To Be Filled	7/1/2022	5,021	1,174	171	42	6,409
273	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	6,829	1,597	171	42	8,639
274	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	6,829	1,597	171	42	8,639
275	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	6,829	1,597	171	42	8,639
276	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	8,186	1,915	171	42	10,314
277	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - To Be Filled	3/31/2022	6,829	1,597	171	42	8,639
278	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	8,186	1,915	171	42	10,314
279	240306	CORPORATE - Field Services	Supvr Field Operations - To Be Filled	2/14/2022	5,149	1,204	171	42	6,567
280	249106	WILK-Field Services	Supvr Field Operations - To Be Filled	3/21/2022	4,228	989	171	42	5,430
281	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	6,829	1,597	171	42	8,639
282	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	8,186	1,915	171	42	10,314
283	240121	CORP-Com Relations	Sr Mgr, Government and External Affairs - To Be Filled	1/10/2022	9,426	2,419	171	42	12,058
284	241106	PITT-Field Services	Supervisor Field Operations - To Be Filled	1/3/2022	5,578	1,305	171	42	7,096
285	242106	McMR-Field Services	Supvr Field Operations - To Be Filled	4/15/2022	5,900	1,380	171	42	7,493
286	240117	CORP-Water Quality	Mgr WQ & Env Compliance - To Be Filled	2/21/2022	8,077	1,889	171	42	10,179
287	241106	PITT-Field Services	Senior Supervisor, Operations Trainer - To Be Filled	7/1/2022	6,829	1,597	171	42	8,639
288	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	8,186	1,915	171	42	10,314
289	240117	CORP-Water Quality	Supvr WQ & Env Compliance - To Be Filled	3/31/2022	5,900	1,380	171	42	7,493
290	240114	CORP-Engineering	Lead Business Operations Analyst - To Be Filled	7/1/2022	6,829	1,597	171	42	8,639
291	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022	5,935	1,388	171	42	7,536
292	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022	5,935	1,388	171	42	7,536
293	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022	5,935	1,388	171	42	7,536
294	240116	CORP-Maint Services	Automation & Controls Tech - To Be Filled	4/30/2022	5,021	1,174	171	42	6,409
			Total Non-Collective Bargaining Unit Salary		$1,983,026	$508,044	$50,216	$12,319	$2,553,605

Pennsylvania-American Water Company - Water Operations
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
Collective Bargaining Unit														
1	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/20/1968	$4,955	$1,159	$171	$42	$6,328	$5,066	$1,185	$171	$42	$6,465
2	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	5,164	1,208	171	42	6,585	5,287	1,236	171	42	6,736
3	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	4,826	1,129	171	42	6,167	4,942	1,156	171	42	6,311
4	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	4,653	1,088	171	42	5,955	4,764	1,114	171	42	6,091
5	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	4,193	981	171	42	5,387	4,297	1,005	171	42	5,515
6	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	8/3/1981	7,033	1,645	171	42	8,891	7,181	1,679	171	42	9,074
7	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	5,506	1,288	171	42	7,007	5,627	1,316	171	42	7,156
8	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	6,089	1,424	171	42	7,726	6,233	1,458	171	42	7,904
9	241152	PITT-Production Aldr	Operator U537P	8/31/1982	5,410	1,265	171	42	6,888	5,556	1,299	171	42	7,068
10	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	4,260	996	171	42	5,469	4,376	1,023	171	42	5,613
11	245203	YARD-Cust Service	Serviceperson F473Y	7/27/1983	4,374	1,023	171	42	5,610	4,473	1,046	171	42	5,732
12	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	5,702	1,333	171	42	7,248	5,839	1,366	171	42	7,417
13	246106	MECH-Field Services	Utility A U648R	12/8/1983	4,692	1,097	171	42	6,003	4,815	1,126	171	42	6,154
14	241106	PITT-Field Services	Service Crew Driver U537P	3/20/1984	7,226	1,690	171	42	9,130	7,410	1,733	171	42	9,357
15	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	6,006	1,405	171	42	7,624	6,166	1,442	171	42	7,821
16	243301	BUTL-Production	Operator U537O	11/2/1984	6,126	1,433	171	42	7,772	6,263	1,465	171	42	7,941
17	249103	WILK-Cust Service	Serviceperson U648S	12/10/1984	4,417	1,033	171	42	5,663	4,524	1,058	171	42	5,795
18	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	5,499	1,286	171	42	6,999	5,651	1,322	171	42	7,185
19	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	5,690	1,331	171	42	7,233	5,824	1,362	171	42	7,399
20	241103	PITT-Cust Service	Meter Serviceman U537P	5/6/1985	4,243	992	171	42	5,449	4,359	1,019	171	42	5,592
21	242106	MCMR-Field Services	Backhoe Operator U537O	5/6/1985	6,162	1,441	171	42	7,817	6,293	1,472	171	42	7,978
22	245101	NORR-Production	Plant Operator F473N	10/21/1985	5,251	1,228	171	42	6,693	5,379	1,258	171	42	6,851
23	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	8,150	1,906	171	42	10,269	8,358	1,955	171	42	10,526
24	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	5,314	1,243	171	42	6,770	5,442	1,273	171	42	6,928
25	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	5,297	1,239	171	42	6,749	5,422	1,268	171	42	6,903
26	241152	PITT-Production Aldr	Operator U537P	5/19/1986	5,533	1,294	171	42	7,040	5,682	1,329	171	42	7,224
27	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	6,483	1,516	171	42	8,213	6,619	1,548	171	42	8,381
28	241103	PITT-Cust Service	Meter Repair Person U537P, U648S	8/4/1986	4,237	991	171	42	5,441	4,353	1,018	171	42	5,584
29	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	6,713	1,570	171	42	8,496	6,871	1,607	171	42	8,691
30	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	5,411	1,265	171	42	6,890	5,541	1,296	171	42	7,050
31	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	4,735	1,107	171	42	6,056	4,849	1,134	171	42	6,197
32	243106	NEWC-Field Services	Backhoe Operator U537O	12/4/1986	6,458	1,510	171	42	8,182	6,595	1,542	171	42	8,350
33	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	5,337	1,248	171	42	6,798	5,464	1,278	171	42	6,955
34	242106	MCMR-Field Services	Backhoe Operator U537O	1/21/1987	5,289	1,237	171	42	6,739	5,404	1,264	171	42	6,881
35	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	2/2/1987	6,523	1,526	171	42	8,262	6,662	1,558	171	42	8,433
36	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	6,409	1,499	171	42	8,121	6,560	1,534	171	42	8,307
37	243103	NEWC-Cust Service	Meter Reader U537O	4/7/1987	4,665	1,091	171	42	5,969	4,771	1,116	171	42	6,099
38	242306	UNTN-Field Services	Distribution System Serviceperson U537O	5/11/1987	5,237	1,225	171	42	6,675	5,354	1,252	171	42	6,819
39	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	6,043	1,413	171	42	7,670	6,186	1,447	171	42	7,845
40	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	4,510	1,055	171	42	5,778	4,618	1,080	171	42	5,911
41	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	5,822	1,362	171	42	7,397	5,959	1,394	171	42	7,566
42	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	5,537	1,295	171	42	7,045	5,668	1,326	171	42	7,207
43	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	4,772	1,116	171	42	6,101	4,886	1,143	171	42	6,242
44	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	5,404	1,264	171	42	6,881	5,531	1,294	171	42	7,038
45	241106	PITT-Field Services	Service Crew Driver U537P	8/31/1987	8,854	2,089	171	42	11,156	9,114	2,143	171	42	11,470
46	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	4,117	963	171	42	5,293	4,216	986	171	42	5,415
47	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	7,718	1,805	171	42	9,736	7,917	1,851	171	42	9,981
48	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	5,706	1,335	171	42	7,254	5,841	1,366	171	42	7,420
49	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	6,126	1,433	171	42	7,772	6,270	1,466	171	42	7,950
50	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	4,906	1,147	171	42	6,267	5,025	1,175	171	42	6,413
51	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	4,490	1,050	171	42	5,754	4,599	1,076	171	42	5,888
52	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	4,233	990	171	42	5,436	4,349	1,017	171	42	5,579
53	243106	NEWC-Field Services	Backhoe Operator U537O	2/3/1988	5,820	1,361	171	42	7,395	5,945	1,390	171	42	7,548
54	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	4,611	1,078	171	42	5,902	4,720	1,104	171	42	6,038
55	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	5,218	1,220	171	42	6,651	5,356	1,253	171	42	6,822
56	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	5,384	1,259	171	42	6,857	5,512	1,289	171	42	7,014
57	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	4,026	941	171	42	5,180	4,123	964	171	42	5,301
58	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	5,455	1,276	171	42	6,944	5,586	1,306	171	42	7,106
59	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	5,998	1,403	171	42	7,615	6,140	1,436	171	42	7,789
60	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	5,136	1,201	171	42	6,551	5,250	1,228	171	42	6,691
61	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	3,970	928	171	42	5,112	4,066	951	171	42	5,230
62	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	5/15/1989	4,772	1,116	171	42	6,101	4,887	1,143	171	42	6,243
63	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	4,960	1,160	171	42	6,333	5,078	1,188	171	42	6,479
64	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	4,098	958	171	42	5,270	4,197	982	171	42	5,392
65	249160	WILK-Watres	Plant Operator U648S	7/3/1989	5,024	1,175	171	42	6,412	5,144	1,203	171	42	6,560
66	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	4,589	1,073	171	42	5,875	4,700	1,099	171	42	6,012
67	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	4,765	1,114	171	42	6,093	4,879	1,141	171	42	6,233
68	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	5,025	1,175	171	42	6,414	5,145	1,203	171	42	6,561
69	246106	MECH-Field Services	Utility A U648R	9/25/1989	4,443	1,039	171	42	5,695	4,663	1,091	171	42	5,967
70	245106	NORR-Field Services	Working Foreman F473N	10/16/1989	4,620	1,080	171	42	5,913	4,734	1,107	171	42	6,054
71	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	4,641	1,085	171	42	5,939	4,745	1,110	171	42	6,068
72	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	4,227	989	171	42	5,429	4,343	1,016	171	42	5,572
73	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	4,997	1,169	171	42	6,379	5,116	1,197	171	42	6,526
74	243306	BUTL-Field Services	General Serviceman/Person U537O	11/20/1989	4,683	1,095	171	42	5,991	4,788	1,120	171	42	6,121
75	241406	STNW-Field Service	Foreperson	1/8/1990	4,778	1,118	171	42	6,109	4,855	1,135	171	42	6,203
76	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	4,674	1,093	171	42	5,981	4,787	1,120	171	42	6,120
77	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	2/5/1990	4,733	1,107	171	42	6,053	4,839	1,132	171	42	6,183
78	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	5,520	1,291	171	42	7,025	5,652	1,322	171	42	7,187
79	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	5,312	1,242	171	42	6,768	5,433	1,271	171	42	6,917
80	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	4,675	1,093	171	42	5,981	4,782	1,118	171	42	6,114
81	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	5,020	1,174	171	42	6,407	5,141	1,202	171	42	6,557
82	242106	MCMR-Field Services	Pipeline Inspector U537O	7/31/1990	6,087	1,424	171	42	7,724	6,219	1,454	171	42	7,887
83	245101	NORR-Production	Plant Operator F473N	8/24/1990	5,441	1,272	171	42	6,927	5,577	1,304	171	42	7,095
84	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	6,886	1,610	171	42	8,709	7,049	1,649	171	42	8,911

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					2023 Gross Payroll Taxes				
Line #	**Cost Center**	**Cost Center Name**	**Job**	**Original Hire Date**	**FICA Withholding**	**FICA Medicare**	**SUTA**	**FUTA**	**2023 Total Gross Payroll Taxes**
Collective Bargaining Unit									
1	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/20/1968	$5,166	$1,208	$171	$42	$6,588
2	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	5,413	1,266	171	42	6,893
3	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	5,062	1,184	171	42	6,459
4	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	4,877	1,141	171	42	6,231
5	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	4,404	1,030	171	42	5,647
6	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	8/3/1981	7,316	1,711	171	42	9,240
7	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	5,737	1,342	171	42	7,292
8	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	6,382	1,493	171	42	8,088
9	241152	PITT-Production Aldr	Operator U537P	8/31/1982	5,705	1,334	171	42	7,252
10	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	4,497	1,052	171	42	5,762
11	245203	YARD-Cust Service	Serviceperson F473Y	7/27/1983	4,573	1,070	171	42	5,856
12	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	5,977	1,398	171	42	7,589
13	246106	MECH-Field Services	Utility A U648R	12/8/1983	4,940	1,155	171	42	6,309
14	241106	PITT-Field Services	Service Crew Driver U537P	3/20/1984	7,598	1,777	171	42	9,589
15	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	6,330	1,480	171	42	8,023
16	243301	BUTL-Production	Operator U537O	11/2/1984	6,387	1,494	171	42	8,094
17	249103	WILK-Cust Service	Serviceperson U648S	12/10/1984	4,632	1,083	171	42	5,928
18	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	5,806	1,358	171	42	7,377
19	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	5,962	1,394	171	42	7,569
20	241103	PITT-Cust Service	Meter Serviceman U537P	5/6/1985	4,479	1,048	171	42	5,740
21	242106	MCMR-Field Services	Backhoe Operator U537O	5/6/1985	6,413	1,500	171	42	8,127
22	245101	NORR-Production	Plant Operator F473N	10/21/1985	5,510	1,289	171	42	7,012
23	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	8,570	2,004	171	42	10,788
24	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	5,571	1,303	171	42	7,087
25	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	5,551	1,298	171	42	7,062
26	241152	PITT-Production Aldr	Operator U537P	5/19/1986	5,835	1,365	171	42	7,413
27	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	6,745	1,577	171	42	8,535
28	241103	PITT-Cust Service	Meter Repair Person U537P, U648S	8/4/1986	4,473	1,046	171	42	5,732
29	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	7,033	1,645	171	42	8,891
30	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	5,673	1,327	171	42	7,213
31	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	4,965	1,161	171	42	6,340
32	243106	NEWC-Field Services	Backhoe Operator U537O	12/4/1986	6,721	1,572	171	42	8,506
33	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	5,594	1,308	171	42	7,116
34	242106	MCMR-Field Services	Backhoe Operator U537O	1/21/1987	5,511	1,289	171	42	7,013
35	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	2/2/1987	6,788	1,587	171	42	8,588
36	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	6,715	1,570	171	42	8,499
37	243103	NEWC-Cust Service	Meter Reader U537O	4/7/1987	4,865	1,138	171	42	6,216
38	242306	UNTN-Field Services	Distribution System Serviceperson U537O	5/11/1987	5,460	1,277	171	42	6,950
39	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	6,332	1,481	171	42	8,026
40	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	4,730	1,106	171	42	6,049
41	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	6,101	1,427	171	42	7,740
42	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	5,804	1,357	171	42	7,374
43	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	5,003	1,170	171	42	6,387
44	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	5,663	1,324	171	42	7,200
45	241106	PITT-Field Services	Service Crew Driver U537P	8/31/1987	9,397	2,198	171	42	11,808
46	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	4,316	1,009	171	42	5,539
47	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	8,120	1,899	171	42	10,232
48	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	5,979	1,398	171	42	7,591
49	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	6,419	1,501	171	42	8,133
50	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	5,146	1,204	171	42	6,563
51	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	4,709	1,101	171	42	6,023
52	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	4,469	1,045	171	42	5,728
53	243106	NEWC-Field Services	Backhoe Operator U537O	2/3/1988	6,060	1,417	171	42	7,690
54	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	4,833	1,130	171	42	6,177
55	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	5,498	1,286	171	42	6,997
56	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	5,642	1,320	171	42	7,175
57	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	4,222	987	171	42	5,423
58	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	5,719	1,337	171	42	7,270
59	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	6,285	1,470	171	42	7,968
60	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	5,352	1,252	171	42	6,817
61	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	4,163	974	171	42	5,350
62	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	5/15/1989	5,005	1,171	171	42	6,389
63	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	5,200	1,216	171	42	6,629
64	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	4,297	1,005	171	42	5,515
65	249160	WILK-Watres	Plant Operator U648S	7/3/1989	5,268	1,232	171	42	6,713
66	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	4,814	1,126	171	42	6,153
67	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	4,994	1,168	171	42	6,376
68	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	5,267	1,232	171	42	6,712
69	246106	MECH-Field Services	Utility A U648R	9/25/1989	4,801	1,123	171	42	6,137
70	245106	NORR-Field Services	Working Foreman F473N	10/16/1989	4,851	1,134	171	42	6,199
71	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	4,840	1,132	171	42	6,185
72	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	4,463	1,044	171	42	5,720
73	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	5,238	1,225	171	42	6,676
74	243306	BUTL-Field Services	General Serviceman/Person U537O	11/20/1989	4,884	1,142	171	42	6,240
75	241406	STNW-Field Service	Foreperson	1/8/1990	4,963	1,161	171	42	6,337
76	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	4,903	1,147	171	42	6,263
77	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	2/5/1990	4,935	1,154	171	42	6,302
78	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	5,785	1,353	171	42	7,351
79	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	5,571	1,303	171	42	7,087
80	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	4,905	1,147	171	42	6,265
81	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	5,266	1,232	171	42	6,711
82	242106	MCMR-Field Services	Pipeline Inspector U537O	7/31/1990	6,339	1,483	171	42	8,035
83	245101	NORR-Production	Plant Operator F473N	8/24/1990	5,716	1,337	171	42	7,266
84	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	7,215	1,687	171	42	9,115

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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
85	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	4/9/1991	4,629	1,082	171	42	5,924	4,740	1,109	171	42	6,062
86	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	4,557	1,066	171	42	5,836	4,682	1,095	171	42	5,990
87	242106	MCMR-Field Services	Utility Person U537O	6/1/1991	5,030	1,176	171	42	6,420	5,142	1,202	171	42	6,557
88	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	5,117	1,197	171	42	6,527	5,254	1,229	171	42	6,696
89	245206	YARD-Field Services	Working Foreperson	8/1/1991	4,727	1,106	171	42	6,046	4,834	1,131	171	42	6,178
90	249106	WILK-Field Services	Dump Truck Driver U648S	8/4/1991	5,063	1,184	171	42	6,460	5,183	1,212	171	42	6,608
91	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	5,732	1,341	171	42	7,286	5,867	1,372	171	42	7,452
92	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	5,376	1,257	171	42	6,846	5,505	1,287	171	42	7,006
93	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	5,135	1,201	171	42	6,549	5,257	1,229	171	42	6,699
94	242106	MCMR-Field Services	Subforeman U537O	8/26/1991	4,937	1,155	171	42	6,304	5,046	1,180	171	42	6,439
95	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	5,457	1,276	171	42	6,946	5,587	1,307	171	42	7,107
96	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	4,859	1,136	171	42	6,209	4,977	1,164	171	42	6,354
97	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	4,724	1,105	171	42	6,042	4,852	1,135	171	42	6,200
98	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	4,384	1,025	171	42	5,622	4,489	1,050	171	42	5,753
99	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	4,791	1,120	171	42	6,124	4,905	1,147	171	42	6,266
100	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	4,874	1,140	171	42	6,227	4,991	1,167	171	42	6,371
101	249151	WILK-Brownell	Plant Operator U648S	9/14/1992	5,041	1,179	171	42	6,433	5,162	1,207	171	42	6,582
102	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	4,442	1,039	171	42	5,694	4,549	1,064	171	42	5,826
103	243306	BUTL-Field Services	Backhoe Operator U537O	8/30/1993	5,773	1,350	171	42	7,336	5,897	1,379	171	42	7,489
104	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	4,792	1,121	171	42	6,126	4,908	1,148	171	42	6,269
105	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	4,971	1,163	171	42	6,346	5,085	1,189	171	42	6,487
106	240306	CORP-Field Service	Pipeline Inspector U537P	3/24/1994	5,743	1,343	171	42	7,299	5,893	1,378	171	42	7,484
107	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	4,227	989	171	42	5,429	4,343	1,016	171	42	5,572
108	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	4,153	971	171	42	5,338	4,257	995	171	42	5,465
109	241401	STNW-Production	Lead Plant Operator	9/1/1994	5,385	1,259	171	42	6,858	5,477	1,281	171	42	6,971
110	249156	WILK-Forest City	Plant Operator U648S	4/24/1995	4,387	1,026	171	42	5,626	4,493	1,051	171	42	5,757
111	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	4,137	968	171	42	5,318	4,260	996	171	42	5,470
112	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	4,150	971	171	42	5,334	4,273	999	171	42	5,486
113	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	5,640	1,319	171	42	7,172	5,761	1,347	171	42	7,322
114	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	6,238	1,459	171	42	7,910	6,376	1,491	171	42	8,080
115	243306	BUTL-Field Services	Pipeline Inspector U537O	12/9/1996	7,124	1,666	171	42	9,003	7,273	1,701	171	42	9,188
116	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	4,311	1,008	171	42	5,533	4,573	1,069	171	42	5,856
117	244103	INDI-Cust Service	Utility Person U537O	5/12/1997	4,642	1,086	171	42	5,941	4,746	1,110	171	42	6,069
118	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	4,627	1,082	171	42	5,922	4,731	1,106	171	42	6,051
119	242106	MCMR-Field Services	Subforeman U537O	6/23/1997	5,805	1,358	171	42	7,376	5,929	1,387	171	42	7,529
120	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	6,760	1,581	171	42	8,554	6,901	1,614	171	42	8,728
121	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	4,753	1,112	171	42	6,078	4,867	1,138	171	42	6,219
122	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	4,780	1,118	171	42	6,111	4,895	1,145	171	42	6,253
123	242206	MONVA-Field Services	Pipeline Inspector U537O	10/14/1997	5,549	1,298	171	42	7,061	5,671	1,326	171	42	7,210
124	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	5,506	1,288	171	42	7,007	5,629	1,317	171	42	7,159
125	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	11/25/1997	4,890	1,144	171	42	6,246	4,998	1,169	171	42	6,380
126	243106	NEWC-Field Services	Pipeline Inspector U537O	4/23/1998	6,158	1,440	171	42	7,811	6,292	1,472	171	42	7,977
127	243301	BUTL-Production	Operator U537O	5/4/1998	6,342	1,483	171	42	8,038	6,483	1,516	171	42	8,213
128	240306	CORP-Field Service	Pipeline Inspector U537P	7/6/1998	6,133	1,434	171	42	7,781	6,292	1,471	171	42	7,976
129	241106	PITT-Field Services	Dump Truck Driver U537P	8/10/1998	4,629	1,083	171	42	5,925	4,755	1,112	171	42	6,080
130	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	6,747	1,578	171	42	8,539	6,923	1,619	171	42	8,755
131	244506	WARR-Field Services	Distribution System Serviceperson U537O	10/29/1998	4,682	1,095	171	42	5,991	4,787	1,120	171	42	6,120
132	241152	PITT-Production Aldr	Operator U537P	11/16/1998	6,114	1,430	171	42	7,757	6,279	1,468	171	42	7,960
133	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	4,227	989	171	42	5,429	4,343	1,016	171	42	5,572
134	244206	PUNX-Field Services	Distribution System Serviceperson U537O	12/28/1998	4,949	1,157	171	42	6,320	5,059	1,183	171	42	6,455
135	241406	STNW-Field Service	Utility Person	3/3/1999	3,115	728	171	42	4,056	3,194	747	171	42	4,154
136	242106	MCMR-Field Services	Pipeline Inspector U537O	8/4/1999	5,692	1,331	171	42	7,236	5,815	1,360	171	42	7,389
137	244101	INDI-Production	Operator U537O	8/9/1999	5,721	1,338	171	42	7,273	5,850	1,368	171	42	7,431
138	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	5,238	1,225	171	42	6,676	5,366	1,255	171	42	6,834
139	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	5,692	1,331	171	42	7,237	5,816	1,360	171	42	7,389
140	245106	NORR-Field Services	Utility Person A F473N	9/2/1999	4,436	1,037	171	42	5,687	4,547	1,063	171	42	5,823
141	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	5,018	1,173	171	42	6,404	5,128	1,199	171	42	6,541
142	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	8,854	2,691	171	42	11,757	9,114	2,670	171	42	11,997
143	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	5,067	1,185	171	42	6,465	5,203	1,217	171	42	6,633
144	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	4,397	1,028	171	42	5,639	4,503	1,053	171	42	5,770
145	244303	CLAR-Cust Service	Distribution System Serviceperson U537O	8/7/2000	4,713	1,102	171	42	6,028	4,819	1,127	171	42	6,159
146	243152	NEWC-Ellwood	Operator U537O	3/28/2001	5,714	1,336	171	42	7,264	5,843	1,366	171	42	7,422
147	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	4,665	1,091	171	42	5,969	4,770	1,115	171	42	6,098
148	241103	PITT-Cust Service	Meter Serviceman U537P	12/28/2001	4,292	1,004	171	42	5,508	4,409	1,031	171	42	5,653
149	246106	MECH-Field Services	Utility A U648R	1/21/2002	4,114	962	171	42	5,289	4,321	1,010	171	42	5,544
150	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	8,854	2,124	171	42	11,191	9,114	2,178	171	42	11,506
151	241106	PITT-Field Services	Service Crew Driver U537P	3/18/2002	6,701	1,567	171	42	8,481	6,876	1,608	171	42	8,697
152	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	5,804	1,357	171	42	7,375	5,941	1,389	171	42	7,544
153	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	5,115	1,196	171	42	6,525	5,227	1,222	171	42	6,663
154	243151	NEWC-New Castle	Operator U537O	6/4/2002	6,762	1,581	171	42	8,556	6,913	1,617	171	42	8,743
155	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	4,303	1,006	171	42	5,523	4,420	1,034	171	42	5,667
156	244406	KITT-Field Services	Subforeman U537O	11/11/2002	5,253	1,228	171	42	6,694	5,367	1,255	171	42	6,835
157	241106	PITT-Field Services	Utility Person U537P	11/12/2002	8,240	1,927	171	42	10,380	8,450	1,976	171	42	10,640
158	241103	PITT-Cust Service	Meter Serviceman U537P	4/14/2003	4,264	997	171	42	5,474	4,380	1,024	171	42	5,617
159	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	4,821	1,128	171	42	6,162	4,936	1,155	171	42	6,304
160	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	7,076	1,655	171	42	8,944	7,257	1,697	171	42	9,167
161	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	5,312	1,242	171	42	6,768	5,438	1,272	171	42	6,922
162	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	8,854	2,223	171	42	11,290	9,114	2,280	171	42	11,607
163	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2003	4,299	1,005	171	42	5,517	4,416	1,033	171	42	5,662
164	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	4,738	1,108	171	42	6,060	4,844	1,133	171	42	6,191
165	246106	MECH-Field Services	Utility A U648R	9/15/2003	4,229	989	171	42	5,431	4,439	1,038	171	42	5,690
166	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	5,171	1,209	171	42	6,593	5,294	1,238	171	42	6,745
167	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	5,613	1,313	171	42	7,139	5,737	1,342	171	42	7,292
168	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	5,946	1,391	171	42	7,550	6,107	1,428	171	42	7,748
169	245106	NORR-Field Services	Utility Person B F473N	1/17/2005	4,278	1,001	171	42	5,492	4,385	1,026	171	42	5,624

Pennsylvania-American Water Company - Water Operations
Payroll Taxes

					2023 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2023 Total Gross Payroll Taxes
85	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	4/9/1991	4,855	1,136	171	42	6,204
86	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	4,809	1,125	171	42	6,147
87	242106	MCMR-Field Services	Utility Person U537O	6/1/1991	5,242	1,226	171	42	6,681
88	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	5,394	1,262	171	42	6,869
89	245206	YARD-Field Services	Working Foreperson	8/1/1991	4,942	1,156	171	42	6,311
90	249106	WILK-Field Services	Dump Truck Driver U648S	8/4/1991	5,306	1,241	171	42	6,760
91	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	6,006	1,405	171	42	7,624
92	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	5,636	1,318	171	42	7,168
93	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	5,382	1,259	171	42	6,854
94	242106	MCMR-Field Services	Subforeman U537O	8/26/1991	5,146	1,203	171	42	6,562
95	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	5,719	1,337	171	42	7,270
96	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	5,097	1,192	171	42	6,503
97	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	4,985	1,166	171	42	6,364
98	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	4,597	1,075	171	42	5,885
99	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	5,023	1,175	171	42	6,411
100	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	5,110	1,195	171	42	6,519
101	249151	WILK-Brownell	Plant Operator U648S	9/14/1992	5,286	1,236	171	42	6,736
102	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	4,659	1,090	171	42	5,962
103	243306	BUTL-Field Services	Backhoe Operator U537O	8/30/1993	6,011	1,406	171	42	7,630
104	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	5,027	1,176	171	42	6,416
105	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	5,216	1,220	171	42	6,649
106	240306	CORP-Field Service	Pipeline Inspector U537P	3/24/1994	6,045	1,414	171	42	7,672
107	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	4,463	1,044	171	42	5,720
108	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	4,363	1,020	171	42	5,596
109	241401	STNW-Production	Lead Plant Operator	9/1/1994	5,600	1,310	171	42	7,123
110	249156	WILK-Forest City	Plant Operator U648S	4/24/1995	4,602	1,076	171	42	5,892
111	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	4,387	1,026	171	42	5,626
112	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	4,400	1,029	171	42	5,643
113	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	5,873	1,374	171	42	7,460
114	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	6,534	1,528	171	42	8,275
115	243306	BUTL-Field Services	Pipeline Inspector U537O	12/9/1996	7,410	1,733	171	42	9,356
116	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	4,708	1,101	171	42	6,022
117	244103	INDI-Cust Service	Utility Person U537O	5/12/1997	4,840	1,132	171	42	6,185
118	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	4,825	1,128	171	42	6,166
119	242106	MCMR-Field Services	Subforeman U537O	6/23/1997	6,042	1,413	171	42	7,669
120	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	7,031	1,644	171	42	8,889
121	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	4,984	1,166	171	42	6,363
122	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	5,013	1,172	171	42	6,399
123	242206	MONVA-Field Services	Pipeline Inspector U537O	10/14/1997	5,782	1,352	171	42	7,347
124	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	5,740	1,342	171	42	7,296
125	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	11/25/1997	5,097	1,192	171	42	6,502
126	243106	NEWC-Field Services	Pipeline Inspector U537O	4/23/1998	6,415	1,500	171	42	8,129
127	243301	BUTL-Production	Operator U537O	5/4/1998	6,610	1,546	171	42	8,369
128	240306	CORP-Field Service	Pipeline Inspector U537P	7/6/1998	6,454	1,509	171	42	8,176
129	241106	PITT-Field Services	Dump Truck Driver U537P	8/10/1998	4,883	1,142	171	42	6,239
130	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	7,102	1,661	171	42	8,977
131	244506	WARR-Field Services	Distribution System Serviceperson U537O	10/29/1998	4,882	1,142	171	42	6,237
132	241152	PITT-Production Aldr	Operator U537P	11/16/1998	6,447	1,508	171	42	8,168
133	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	4,463	1,044	171	42	5,720
134	244206	PUNX-Field Services	Distribution System Serviceperson U537O	12/28/1998	5,159	1,206	171	42	6,579
135	241406	STNW-Field Service	Utility Person	3/3/1999	3,266	764	171	42	4,243
136	242106	MCMR-Field Services	Pipeline Inspector U537O	8/4/1999	5,928	1,386	171	42	7,528
137	244101	INDI-Production	Operator U537O	8/9/1999	5,965	1,395	171	42	7,574
138	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	5,495	1,285	171	42	6,993
139	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	5,927	1,386	171	42	7,526
140	245106	NORR-Field Services	Utility Person A F473N	9/2/1999	4,659	1,090	171	42	5,961
141	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	5,228	1,223	171	42	6,664
142	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	9,426	2,782	171	42	12,421
143	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	5,342	1,249	171	42	6,804
144	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	4,610	1,078	171	42	5,902
145	244303	CLAR-Cust Service	Distribution System Serviceperson U537O	8/7/2000	4,915	1,149	171	42	6,278
146	243152	NEWC-Ellwood	Operator U537O	3/28/2001	5,958	1,393	171	42	7,565
147	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	4,863	1,137	171	42	6,214
148	241103	PITT-Cust Service	Meter Serviceman U537P	12/28/2001	4,530	1,060	171	42	5,803
149	246106	MECH-Field Services	Utility A U648R	1/21/2002	4,449	1,041	171	42	5,703
150	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	9,426	2,234	171	42	11,873
151	241106	PITT-Field Services	Service Crew Driver U537P	3/18/2002	7,055	1,650	171	42	8,918
152	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	6,082	1,422	171	42	7,718
153	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	5,331	1,247	171	42	6,791
154	243151	NEWC-New Castle	Operator U537O	6/4/2002	7,050	1,649	171	42	8,912
155	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	4,540	1,062	171	42	5,815
156	244406	KITT-Field Services	Subforeman U537O	11/11/2002	5,471	1,280	171	42	6,964
157	241106	PITT-Field Services	Utility Person U537P	11/12/2002	8,668	2,027	171	42	10,908
158	241103	PITT-Cust Service	Meter Serviceman U537P	4/14/2003	4,500	1,052	171	42	5,765
159	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	5,055	1,182	171	42	6,450
160	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	7,442	1,740	171	42	9,395
161	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	5,567	1,302	171	42	7,082
162	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	9,426	2,339	171	42	11,978
163	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2003	4,538	1,061	171	42	5,812
164	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	4,939	1,155	171	42	6,308
165	246106	MECH-Field Services	Utility A U648R	9/15/2003	4,570	1,069	171	42	5,852
166	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	5,419	1,267	171	42	6,899
167	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	5,850	1,368	171	42	7,431
168	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	6,273	1,467	171	42	7,954
169	245106	NORR-Field Services	Utility Person B F473N	1/17/2005	4,494	1,051	171	42	5,758

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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
170	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	4,520	1,057	171	42	5,791	4,644	1,086	171	42	5,943
171	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	5,340	1,249	171	42	6,803	5,459	1,277	171	42	6,949
172	246106	MECH-Field Services	Utility Person U648R	8/8/2005	4,393	1,027	171	42	5,633	4,611	1,078	171	42	5,903
173	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	6,822	1,595	171	42	8,631	6,970	1,630	171	42	8,813
174	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	4,934	1,154	171	42	6,301	5,044	1,180	171	42	6,436
175	241106	PITT-Field Services	Utility Person U537P	9/19/2005	5,566	1,302	171	42	7,081	5,713	1,336	171	42	7,263
176	246106	MECH-Field Services	Utility A U648R	10/10/2005	4,998	1,169	171	42	6,381	5,246	1,227	171	42	6,686
177	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	5,018	1,174	171	42	6,405	5,129	1,200	171	42	6,542
178	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	5,715	1,337	171	42	7,265	5,839	1,366	171	42	7,418
179	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	5,006	1,171	171	42	6,390	5,126	1,199	171	42	6,538
180	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	4,418	1,033	171	42	5,664	4,525	1,058	171	42	5,797
181	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	10/25/2005	5,364	1,254	171	42	6,832	5,482	1,282	171	42	6,977
182	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	4,607	1,077	171	42	5,897	4,711	1,102	171	42	6,026
183	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	4,244	992	171	42	5,449	4,349	1,017	171	42	5,580
184	244206	PUNX-Field Services	Subforeman U537O	11/7/2005	4,754	1,112	171	42	6,079	4,860	1,137	171	42	6,210
185	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	4,371	1,022	171	42	5,606	4,490	1,050	171	42	5,754
186	242103	MCMR-Cust Service	General Serviceman/Person U537O	12/19/2005	4,670	1,092	171	42	5,976	4,775	1,117	171	42	6,105
187	241106	PITT-Field Services	Utility Person U537P	12/20/2005	5,038	1,178	171	42	6,429	5,172	1,210	171	42	6,595
188	240306	CORP-Field Service	Pipeline Inspector U537P	12/21/2005	6,649	1,555	171	42	8,418	6,819	1,595	171	42	8,627
189	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	6,343	1,483	171	42	8,040	6,508	1,522	171	42	8,243
190	244506	WARR-Field Services	Plant Operator/Utilityperson U537O	1/4/2006	4,896	1,145	171	42	6,254	5,006	1,171	171	42	6,390
191	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	6,677	1,562	171	42	8,452	6,849	1,602	171	42	8,664
192	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	5,006	1,171	171	42	6,390	5,117	1,197	171	42	6,527
193	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	6,292	1,472	171	42	7,977	6,459	1,511	171	42	8,183
194	241103	PITT-Cust Service	Meter Serviceman U537P	3/20/2006	4,242	992	171	42	5,447	4,358	1,019	171	42	5,590
195	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	4,957	1,159	171	42	6,329	5,075	1,187	171	42	6,475
196	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	4,403	1,030	171	42	5,646	4,508	1,054	171	42	5,775
197	241106	PITT-Field Services	Utility Person U537P	4/3/2006	5,716	1,337	171	42	7,265	5,865	1,372	171	42	7,450
198	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	6,158	1,440	171	42	7,812	6,321	1,478	171	42	8,012
199	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	4,869	1,139	171	42	6,221	4,978	1,164	171	42	6,355
200	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	5,134	1,201	171	42	6,548	5,248	1,227	171	42	6,688
201	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	5,265	1,231	171	42	6,710	5,382	1,259	171	42	6,853
202	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	6,237	1,459	171	42	7,908	6,383	1,493	171	42	8,090
203	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	4,772	1,116	171	42	6,101	4,887	1,143	171	42	6,243
204	241106	PITT-Field Services	Utility Person U537P	5/10/2006	4,453	1,042	171	42	5,708	4,575	1,070	171	42	5,858
205	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	6,302	1,474	171	42	7,989	6,470	1,513	171	42	8,197
206	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	5,855	1,369	171	42	7,438	5,995	1,402	171	42	7,610
207	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	5,062	1,184	171	42	6,459	5,176	1,211	171	42	6,600
208	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	4,944	1,156	171	42	6,313	5,055	1,182	171	42	6,450
209	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	5,159	1,206	171	42	6,578	5,300	1,239	171	42	6,752
210	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	5,159	1,206	171	42	6,579	5,283	1,235	171	42	6,731
211	244406	KITT-Field Services	Utility Person U537O	6/2/2006	4,707	1,101	171	42	6,021	4,813	1,126	171	42	6,152
212	245103	NORR-Cust Service	Serviceperson F473N	6/19/2006	5,810	1,359	171	42	7,382	5,954	1,392	171	42	7,560
213	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	4,261	996	171	42	5,470	4,377	1,024	171	42	5,614
214	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	4,812	1,126	171	42	6,151	4,928	1,153	171	42	6,294
215	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	4,412	1,032	171	42	5,657	4,519	1,057	171	42	5,789
216	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	4,742	1,109	171	42	6,064	4,849	1,134	171	42	6,196
217	241106	PITT-Field Services	Utility Person U537P	7/17/2006	5,790	1,354	171	42	7,357	5,943	1,390	171	42	7,546
218	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	5,093	1,191	171	42	6,497	5,205	1,217	171	42	6,636
219	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	5,593	1,308	171	42	7,115	5,715	1,337	171	42	7,265
220	246106	MECH-Field Services	Utility Person U648R	11/13/2006	4,763	1,114	171	42	6,090	5,000	1,169	171	42	6,382
221	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	4,928	1,153	171	42	6,294	5,046	1,180	171	42	6,439
222	241106	PITT-Field Services	Utility Person U537P	3/5/2007	6,327	1,480	171	42	8,020	6,491	1,518	171	42	8,222
223	241106	PITT-Field Services	Utility Person U537P	3/5/2007	6,369	1,490	171	42	8,072	6,533	1,528	171	42	8,274
224	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	5,001	1,169	171	42	6,383	5,112	1,195	171	42	6,520
225	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007	5,683	1,329	171	42	7,225	5,809	1,359	171	42	7,381
226	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	4,609	1,078	171	42	5,900	4,719	1,104	171	42	6,036
227	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	5,220	1,221	171	42	6,655	5,345	1,250	171	42	6,808
228	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	4,530	1,059	171	42	5,802	4,638	1,085	171	42	5,936
229	249106	WILK-Field Services	Regulation Crew Leader U648S	6/25/2007	5,098	1,192	171	42	6,504	5,220	1,221	171	42	6,654
230	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	5,144	1,203	171	42	6,560	5,267	1,232	171	42	6,712
231	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	4,508	1,054	171	42	5,776	4,615	1,079	171	42	5,907
232	246106	MECH-Field Services	Utility Person U648R	7/9/2007	4,256	995	171	42	5,464	4,467	1,045	171	42	5,725
233	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	4,483	1,048	171	42	5,744	4,616	1,079	171	42	5,908
234	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	4,233	990	171	42	5,436	4,452	1,041	171	42	5,707
235	249106	WILK-Field Services	M/C Crew Leader U648S	7/16/2007	5,418	1,267	171	42	6,898	5,547	1,297	171	42	7,057
236	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	4,143	969	171	42	5,326	4,244	992	171	42	5,449
237	241106	PITT-Field Services	Utility Person U537P	7/23/2007	6,879	1,609	171	42	8,702	7,058	1,651	171	42	8,922
238	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	4,752	1,111	171	42	6,077	4,880	1,141	171	42	6,235
239	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	4,308	1,008	171	42	5,529	4,415	1,033	171	42	5,661
240	245106	NORR-Field Services	Utility Person A F473N	8/6/2007	4,927	1,152	171	42	6,292	5,049	1,181	171	42	6,444
241	244101	INDI-Production	Operator U537O	8/13/2007	6,130	1,434	171	42	7,777	6,267	1,466	171	42	7,946
242	249106	WILK-Field Services	M/C Utility Person U648S	8/20/2007	4,765	1,115	171	42	6,093	4,879	1,141	171	42	6,233
243	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	4,328	1,012	171	42	5,554	4,446	1,040	171	42	5,699
244	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	4,036	944	171	42	5,193	4,134	967	171	42	5,314
245	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	4,826	1,129	171	42	6,167	4,941	1,156	171	42	6,310
246	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	4,701	1,100	171	42	6,014	4,807	1,124	171	42	6,144
247	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	6,217	1,454	171	42	7,884	6,357	1,487	171	42	8,057
248	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	10/1/2007	5,113	1,196	171	42	6,521	5,227	1,222	171	42	6,663
249	245201	YARD-Production	Plant Operator F473Y	10/8/2007	5,164	1,208	171	42	6,585	5,279	1,235	171	42	6,727
250	241106	PITT-Field Services	Utility Person U537P	10/22/2007	4,421	1,034	171	42	5,668	4,540	1,062	171	42	5,815
251	249106	WILK-Field Services	M/C Utility Person U648S	10/22/2007	4,745	1,110	171	42	6,067	4,858	1,136	171	42	6,207
252	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	5,863	1,371	171	42	7,448	5,989	1,401	171	42	7,603
253	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	5,045	1,180	171	42	6,438	5,165	1,208	171	42	6,586
254	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	4,552	1,065	171	42	5,830	4,676	1,094	171	42	5,983

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					2023 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2023 Total Gross Payroll Taxes
170	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	4,772	1,116	171	42	6,101
171	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	5,567	1,302	171	42	7,082
172	246106	MECH-Field Services	Utility Person U648R	8/8/2005	4,748	1,110	171	42	6,072
173	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	7,104	1,661	171	42	8,979
174	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	5,142	1,203	171	42	6,558
175	241106	PITT-Field Services	Utility Person U537P	9/19/2005	5,865	1,372	171	42	7,450
176	246106	MECH-Field Services	Utility A U648R	10/10/2005	5,401	1,263	171	42	6,877
177	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	5,229	1,223	171	42	6,665
178	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	5,951	1,392	171	42	7,556
179	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	5,248	1,227	171	42	6,689
180	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	4,634	1,084	171	42	5,930
181	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	10/25/2005	5,589	1,307	171	42	7,110
182	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	4,804	1,124	171	42	6,141
183	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	4,458	1,043	171	42	5,713
184	244206	PUNX-Field Services	Subforeman U537O	11/7/2005	4,956	1,159	171	42	6,329
185	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	4,614	1,079	171	42	5,906
186	242103	MCMR-Cust Service	General Serviceman/Person U537O	12/19/2005	4,871	1,139	171	42	6,223
187	241106	PITT-Field Services	Utility Person U537P	12/20/2005	5,312	1,242	171	42	6,768
188	240306	CORP-Field Service	Pipeline Inspector U537P	12/21/2005	6,993	1,635	171	42	8,841
189	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	6,676	1,561	171	42	8,450
190	244506	WARR-Field Services	Plant Operator/Utilityperson U537O	1/4/2006	5,105	1,194	171	42	6,513
191	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	7,024	1,643	171	42	8,880
192	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	5,217	1,220	171	42	6,650
193	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	6,629	1,550	171	42	8,393
194	241103	PITT-Cust Service	Meter Serviceman U537P	3/20/2006	4,478	1,047	171	42	5,738
195	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	5,196	1,215	171	42	6,625
196	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	4,616	1,080	171	42	5,909
197	241106	PITT-Field Services	Utility Person U537P	4/3/2006	6,020	1,408	171	42	7,641
198	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	6,487	1,517	171	42	8,217
199	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	5,075	1,187	171	42	6,476
200	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	5,350	1,251	171	42	6,814
201	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	5,486	1,283	171	42	6,982
202	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	6,534	1,528	171	42	8,276
203	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	5,003	1,170	171	42	6,386
204	241106	PITT-Field Services	Utility Person U537P	5/10/2006	4,701	1,099	171	42	6,014
205	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	6,642	1,553	171	42	8,409
206	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	6,136	1,435	171	42	7,784
207	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	5,291	1,238	171	42	6,742
208	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	5,155	1,206	171	42	6,574
209	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	5,445	1,273	171	42	6,932
210	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	5,408	1,265	171	42	6,886
211	244406	KITT-Field Services	Utility Person U537O	6/2/2006	4,908	1,148	171	42	6,269
212	245103	NORR-Cust Service	Serviceperson F473N	6/19/2006	6,101	1,427	171	42	7,742
213	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	4,498	1,052	171	42	5,763
214	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	5,046	1,180	171	42	6,439
215	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	4,628	1,082	171	42	5,924
216	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	4,945	1,156	171	42	6,314
217	241106	PITT-Field Services	Utility Person U537P	7/17/2006	6,101	1,427	171	42	7,742
218	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	5,306	1,241	171	42	6,760
219	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	5,824	1,362	171	42	7,399
220	246106	MECH-Field Services	Utility Person U648R	11/13/2006	5,148	1,204	171	42	6,565
221	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	5,167	1,208	171	42	6,588
222	241106	PITT-Field Services	Utility Person U537P	3/5/2007	6,660	1,557	171	42	8,430
223	241106	PITT-Field Services	Utility Person U537P	3/5/2007	6,702	1,567	171	42	8,482
224	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	5,211	1,219	171	42	6,643
225	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007	5,924	1,385	171	42	7,523
226	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	4,833	1,130	171	42	6,176
227	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	5,472	1,280	171	42	6,965
228	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	4,750	1,111	171	42	6,074
229	249106	WILK-Field Services	Regulation Crew Leader U648S	6/25/2007	5,344	1,250	171	42	6,806
230	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	5,393	1,261	171	42	6,867
231	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	4,723	1,105	171	42	6,041
232	246106	MECH-Field Services	Utility Person U648R	7/9/2007	4,600	1,076	171	42	5,889
233	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	4,753	1,112	171	42	6,078
234	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	4,584	1,072	171	42	5,869
235	249106	WILK-Field Services	M/C Crew Leader U648S	7/16/2007	5,677	1,328	171	42	7,218
236	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	4,346	1,016	171	42	5,575
237	241106	PITT-Field Services	Utility Person U537P	7/23/2007	7,242	1,694	171	42	9,149
238	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	5,013	1,172	171	42	6,398
239	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	4,525	1,058	171	42	5,797
240	245106	NORR-Field Services	Utility Person A F473N	8/6/2007	5,173	1,210	171	42	6,597
241	244101	INDI-Production	Operator U537O	8/13/2007	6,390	1,494	171	42	8,098
242	249106	WILK-Field Services	M/C Utility Person U648S	8/20/2007	4,996	1,168	171	42	6,378
243	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	4,567	1,068	171	42	5,848
244	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	4,233	990	171	42	5,436
245	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	5,060	1,183	171	42	6,456
246	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	4,902	1,147	171	42	6,262
247	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	6,517	1,524	171	42	8,254
248	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	10/1/2007	5,331	1,247	171	42	6,791
249	245201	YARD-Production	Plant Operator F473Y	10/8/2007	5,397	1,262	171	42	6,873
250	241106	PITT-Field Services	Utility Person U537P	10/22/2007	4,664	1,091	171	42	5,967
251	249106	WILK-Field Services	M/C Utility Person U648S	10/22/2007	4,974	1,163	171	42	6,351
252	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	6,102	1,427	171	42	7,742
253	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	5,287	1,237	171	42	6,737
254	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	4,802	1,123	171	42	6,139

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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
255	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	4,933	1,154	171	42	6,300	5,052	1,182	171	42	6,447
256	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	5,845	1,367	171	42	7,426	5,973	1,397	171	42	7,583
257	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	5,166	1,208	171	42	6,587	5,520	1,291	171	42	7,025
258	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	4,910	1,148	171	42	6,271	5,019	1,174	171	42	6,406
259	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	4,414	1,032	171	42	5,660	4,519	1,057	171	42	5,789
260	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	4,500	1,052	171	42	5,766	4,609	1,078	171	42	5,900
261	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	4,311	1,008	171	42	5,533	4,429	1,036	171	42	5,678
262	245106	NORR-Field Services	Utility Person A F473N	7/28/2008	4,968	1,162	171	42	6,344	5,092	1,191	171	42	6,496
263	241106	PITT-Field Services	Utility Person U537P	8/4/2008	4,429	1,036	171	42	5,678	4,550	1,064	171	42	5,828
264	242105	MCMR-Admin & Gen	Distribution Records Clerk U537O	8/18/2008	4,480	1,048	171	42	5,740	4,581	1,071	171	42	5,866
265	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	11/10/2008	4,716	1,103	171	42	6,032	4,822	1,128	171	42	6,163
266	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	6,092	1,425	171	42	7,729	6,252	1,462	171	42	7,927
267	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	5,349	1,251	171	42	6,813	5,495	1,285	171	42	6,993
268	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	4,790	1,120	171	42	6,123	4,919	1,151	171	42	6,283
269	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	8,827	2,064	171	42	11,105	9,054	2,117	171	42	11,384
270	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	4,613	1,079	171	42	5,905	4,717	1,103	171	42	6,034
271	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	4,912	1,149	171	42	6,274	5,022	1,174	171	42	6,409
272	242206	MONVA-Field Services	Subforeman U537O	3/9/2009	6,064	1,418	171	42	7,695	6,194	1,449	171	42	7,855
273	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	4,765	1,115	171	42	6,093	4,873	1,140	171	42	6,226
274	242306	UNTN-Field Services	Subforeman U537O	4/13/2009	5,262	1,231	171	42	6,706	5,378	1,258	171	42	6,848
275	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	4,331	1,013	171	42	5,557	4,436	1,037	171	42	5,687
276	245106	NORR-Field Services	Utility Person B F473N	6/30/2009	4,776	1,117	171	42	6,106	4,895	1,145	171	42	6,253
277	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	4,330	1,013	171	42	5,556	4,449	1,040	171	42	5,702
278	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	5,258	1,230	171	42	6,701	5,374	1,257	171	42	6,843
279	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	5,149	1,204	171	42	6,566	5,263	1,231	171	42	6,707
280	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	5,546	1,297	171	42	7,056	5,668	1,325	171	42	7,206
281	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	5,769	1,349	171	42	7,332	5,894	1,378	171	42	7,486
282	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	4,575	1,070	171	42	5,858	4,678	1,094	171	42	5,985
283	241103	PITT-Cust Service	Meter Serviceman U537P	7/27/2009	4,331	1,013	171	42	5,557	4,449	1,041	171	42	5,703
284	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	5,224	1,222	171	42	6,658	5,338	1,248	171	42	6,800
285	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	5,895	1,379	171	42	7,486	6,022	1,408	171	42	7,643
286	244406	KITT-Field Services	Utility Person U537O	8/18/2009	5,024	1,175	171	42	6,412	5,135	1,201	171	42	6,549
287	242306	UNTN-Field Services	Utility Person U537O	9/14/2009	5,272	1,233	171	42	6,718	5,389	1,260	171	42	6,862
288	242306	UNTN-Field Services	Utility Person U537O	9/29/2009	4,930	1,153	171	42	6,296	5,041	1,179	171	42	6,433
289	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	5,395	1,262	171	42	6,870	5,512	1,289	171	42	7,015
290	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	5,312	1,242	171	42	6,768	5,428	1,270	171	42	6,911
291	242106	MCMR-Field Services	Utility Person U537O	11/2/2009	5,961	1,394	171	42	7,568	6,090	1,424	171	42	7,727
292	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	4,719	1,104	171	42	6,036	4,848	1,134	171	42	6,195
293	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	5,440	1,272	171	42	6,926	5,570	1,303	171	42	7,086
294	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	8,530	1,995	171	42	10,738	8,750	2,046	171	42	11,010
295	241103	PITT-Cust Service	Meter Serviceman U537P	3/23/2010	4,305	1,007	171	42	5,525	4,422	1,034	171	42	5,670
296	249106	WILK-Field Services	M/C Technician U648S	3/29/2010	5,043	1,179	171	42	6,436	5,164	1,208	171	42	6,585
297	243152	NEWC-Ellwood	Operator U537O	5/10/2010	6,353	1,486	171	42	8,053	6,496	1,519	171	42	8,228
298	245101	NORR-Production	Plant Operator F473N	6/21/2010	5,540	1,296	171	42	7,048	5,674	1,327	171	42	7,215
299	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/12/2010	5,369	1,256	171	42	6,838	5,487	1,283	171	42	6,983
300	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	5,451	1,275	171	42	6,938	5,598	1,309	171	42	7,120
301	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	11/8/2010	5,275	1,234	171	42	6,722	5,392	1,261	171	42	6,866
302	242206	MONVA-Field Services	Utility Person U537O	11/9/2010	4,841	1,132	171	42	6,186	4,949	1,157	171	42	6,320
303	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	7,982	1,867	171	42	10,062	8,189	1,915	171	42	10,317
304	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	4,227	989	171	42	5,429	4,343	1,016	171	42	5,572
305	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	4,504	1,053	171	42	5,771	4,628	1,082	171	42	5,924
306	244103	INDI-Cust Service	Utility Person U537O	11/22/2010	5,297	1,239	171	42	6,750	5,414	1,266	171	42	6,893
307	249103	WILK-Cust Service	Serviceperson U648S	12/14/2010	4,210	985	171	42	5,407	4,311	1,008	171	42	5,533
308	243106	NEWC-Field Services	Utility Person U537O	12/27/2010	5,240	1,226	171	42	6,679	5,355	1,252	171	42	6,821
309	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	1/3/2011	4,649	1,087	171	42	5,950	4,754	1,112	171	42	6,079
310	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	4,794	1,121	171	42	6,129	4,924	1,152	171	42	6,289
311	243151	NEWC-New Castle	Maintenance Person U537O	1/10/2011	6,640	1,553	171	42	8,406	6,785	1,587	171	42	8,585
312	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	4,609	1,078	171	42	5,900	4,687	1,096	171	42	5,996
313	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	3/14/2011	7,638	1,786	171	42	9,638	7,798	1,824	171	42	9,835
314	241152	PITT-Production Aldr	Operator U537P	3/14/2011	5,609	1,312	171	42	7,134	5,760	1,347	171	42	7,320
315	244206	PUNX-Field Services	Utility Person U537O	3/14/2011	4,876	1,140	171	42	6,230	4,985	1,166	171	42	6,364
316	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	4,725	1,105	171	42	6,044	4,853	1,135	171	42	6,202
317	243306	BUTL-Field Services	Utility Person U537O	5/24/2011	4,872	1,139	171	42	6,225	4,981	1,165	171	42	6,359
318	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	4,683	1,095	171	42	5,991	4,822	1,128	171	42	6,162
319	242106	MCMR-Field Services	Utility Person U537O	8/24/2011	5,142	1,203	171	42	6,558	5,256	1,229	171	42	6,698
320	242206	MONVA-Field Services	Utility Person U537O	8/29/2011	6,041	1,413	171	42	7,667	6,171	1,443	171	42	7,827
321	242103	MCMR-Cust Service	Meter Reader U537O	9/6/2011	4,884	1,142	171	42	6,240	4,994	1,168	171	42	6,375
322	242106	MCMR-Field Services	Utility Person U537O	9/7/2011	4,717	1,103	171	42	6,033	4,823	1,128	171	42	6,164
323	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	4,666	1,091	171	42	5,971	4,794	1,121	171	42	6,128
324	243106	NEWC-Field Services	Utility Person U537O	9/26/2011	4,933	1,154	171	42	6,299	5,043	1,179	171	42	6,436
325	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	10/3/2011	6,748	1,578	171	42	8,540	6,891	1,612	171	42	8,716
326	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	5,436	1,271	171	42	6,921	5,583	1,306	171	42	7,102
327	244306	CLAR-Field Services	Utility Person U537O	10/11/2011	4,780	1,118	171	42	6,111	4,887	1,143	171	42	6,243
328	244103	INDI-Cust Service	Utility Person U537O	10/17/2011	5,061	1,184	171	42	6,458	5,175	1,210	171	42	6,598
329	242106	MCMR-Field Services	Utility Person U537O	11/7/2011	6,919	1,618	171	42	8,750	7,064	1,652	171	42	8,930
330	241106	PITT-Field Services	Utility Person U537P	12/5/2011	5,251	1,228	171	42	6,693	5,392	1,261	171	42	6,866
331	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	4,385	1,025	171	42	5,624	4,491	1,050	171	42	5,755
332	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/9/2012	4,595	1,075	171	42	5,883	4,673	1,093	171	42	5,979
333	243306	BUTL-Field Services	Utility Person U537O	10/30/2012	4,747	1,110	171	42	6,071	4,854	1,135	171	42	6,202
334	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	2/4/2013	5,336	1,248	171	42	6,798	5,454	1,276	171	42	6,943
335	242105	MCMR-Admin & Gen	Utility Clerk U537O	3/18/2013	4,475	1,047	171	42	5,735	4,576	1,070	171	42	5,860
336	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	5,014	1,173	171	42	6,400	5,152	1,205	171	42	6,570
337	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	6,511	1,523	171	42	8,246	6,653	1,556	171	42	8,422
338	242106	MCMR-Field Services	Utility Person U537O	4/30/2013	5,818	1,361	171	42	7,391	5,943	1,390	171	42	7,547
339	242106	MCMR-Field Services	Subforeman U537O	5/1/2013	5,081	1,188	171	42	6,482	5,193	1,215	171	42	6,621

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					2023 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2023 Total Gross Payroll Taxes
255	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	5,173	1,210	171	42	6,596
256	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	6,088	1,424	171	42	7,724
257	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	5,681	1,329	171	42	7,223
258	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	5,118	1,197	171	42	6,528
259	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	4,627	1,082	171	42	5,922
260	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	4,721	1,104	171	42	6,038
261	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	4,551	1,064	171	42	5,828
262	245106	NORR-Field Services	Utility Person A F473N	7/28/2008	5,217	1,220	171	42	6,650
263	241106	PITT-Field Services	Utility Person U537P	8/4/2008	4,675	1,093	171	42	5,982
264	242105	MCMR-Admin & Gen	Distribution Records Clerk U537O	8/18/2008	4,672	1,093	171	42	5,978
265	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	11/10/2008	4,918	1,150	171	42	6,282
266	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	6,416	1,500	171	42	8,129
267	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	5,646	1,320	171	42	7,180
268	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	5,052	1,182	171	42	6,447
269	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	9,285	2,172	171	42	11,670
270	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	4,811	1,125	171	42	6,150
271	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	5,120	1,197	171	42	6,530
272	242206	MONVA-Field Services	Subforeman U537O	3/9/2009	6,312	1,476	171	42	8,001
273	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	4,969	1,162	171	42	6,345
274	242306	UNTN-Field Services	Subforeman U537O	4/13/2009	5,483	1,282	171	42	6,978
275	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	4,544	1,063	171	42	5,819
276	245106	NORR-Field Services	Utility Person B F473N	6/30/2009	5,016	1,173	171	42	6,402
277	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	4,570	1,069	171	42	5,852
278	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	5,477	1,281	171	42	6,971
279	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	5,365	1,255	171	42	6,833
280	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	5,778	1,351	171	42	7,343
281	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	6,006	1,405	171	42	7,624
282	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	4,771	1,116	171	42	6,101
283	241103	PITT-Cust Service	Meter Serviceman U537P	7/27/2009	4,572	1,069	171	42	5,854
284	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	5,443	1,273	171	42	6,929
285	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	6,136	1,435	171	42	7,784
286	244406	KITT-Field Services	Utility Person U537O	8/18/2009	5,234	1,224	171	42	6,672
287	242306	UNTN-Field Services	Utility Person U537O	9/14/2009	5,493	1,285	171	42	6,991
288	242306	UNTN-Field Services	Utility Person U537O	9/29/2009	5,140	1,202	171	42	6,555
289	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	5,618	1,314	171	42	7,145
290	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	5,532	1,294	171	42	7,040
291	242106	MCMR-Field Services	Utility Person U537O	11/2/2009	6,206	1,451	171	42	7,870
292	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	4,981	1,165	171	42	6,360
293	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	5,704	1,334	171	42	7,251
294	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	8,975	2,099	171	42	11,288
295	241103	PITT-Cust Service	Meter Serviceman U537P	3/23/2010	4,544	1,063	171	42	5,820
296	249106	WILK-Field Services	M/C Technician U648S	3/29/2010	5,287	1,237	171	42	6,737
297	243152	NEWC-Ellwood	Operator U537O	5/10/2010	6,624	1,549	171	42	8,386
298	245101	NORR-Production	Plant Operator F473N	6/21/2010	5,812	1,359	171	42	7,385
299	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/12/2010	5,594	1,308	171	42	7,116
300	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	5,751	1,345	171	42	7,309
301	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	11/8/2010	5,498	1,286	171	42	6,997
302	242206	MONVA-Field Services	Utility Person U537O	11/9/2010	5,047	1,180	171	42	6,440
303	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	8,403	1,965	171	42	10,581
304	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	4,463	1,044	171	42	5,720
305	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	4,754	1,112	171	42	6,080
306	244103	INDI-Cust Service	Utility Person U537O	11/22/2010	5,519	1,291	171	42	7,023
307	249103	WILK-Cust Service	Serviceperson U648S	12/14/2010	4,416	1,033	171	42	5,661
308	243106	NEWC-Field Services	Utility Person U537O	12/27/2010	5,459	1,277	171	42	6,949
309	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	1/3/2011	4,849	1,134	171	42	6,196
310	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	5,058	1,183	171	42	6,454
311	243151	NEWC-New Castle	Maintenance Person U537O	1/10/2011	6,917	1,618	171	42	8,747
312	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	4,765	1,114	171	42	6,093
313	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	3/14/2011	7,944	1,858	171	42	10,015
314	241152	PITT-Production Aldr	Operator U537P	3/14/2011	5,915	1,383	171	42	7,512
315	244206	PUNX-Field Services	Utility Person U537O	3/14/2011	5,083	1,189	171	42	6,485
316	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	4,986	1,166	171	42	6,365
317	243306	BUTL-Field Services	Utility Person U537O	5/24/2011	5,079	1,188	171	42	6,480
318	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	4,965	1,161	171	42	6,339
319	242106	MCMR-Field Services	Utility Person U537O	8/24/2011	5,358	1,253	171	42	6,824
320	242206	MONVA-Field Services	Utility Person U537O	8/29/2011	6,287	1,470	171	42	7,970
321	242103	MCMR-Cust Service	Meter Reader U537O	9/6/2011	5,092	1,191	171	42	6,496
322	242106	MCMR-Field Services	Utility Person U537O	9/7/2011	4,918	1,150	171	42	6,281
323	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	4,926	1,152	171	42	6,291
324	243106	NEWC-Field Services	Utility Person U537O	9/26/2011	5,142	1,203	171	42	6,558
325	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	10/3/2011	7,021	1,642	171	42	8,877
326	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	5,735	1,341	171	42	7,290
327	244306	CLAR-Field Services	Utility Person U537O	10/11/2011	4,982	1,165	171	42	6,361
328	244103	INDI-Cust Service	Utility Person U537O	10/17/2011	5,276	1,234	171	42	6,723
329	242106	MCMR-Field Services	Utility Person U537O	11/7/2011	7,195	1,683	171	42	9,091
330	241106	PITT-Field Services	Utility Person U537P	12/5/2011	5,537	1,295	171	42	7,045
331	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	4,599	1,076	171	42	5,888
332	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/9/2012	4,751	1,111	171	42	6,076
333	243306	BUTL-Field Services	Utility Person U537O	10/30/2012	4,949	1,157	171	42	6,320
334	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	2/4/2013	5,561	1,301	171	42	7,075
335	242105	MCMR-Admin & Gen	Utility Clerk U537O	3/18/2013	4,667	1,091	171	42	5,972
336	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	5,293	1,238	171	42	6,744
337	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	6,817	1,594	171	42	8,624
338	242106	MCMR-Field Services	Utility Person U537O	4/30/2013	6,056	1,416	171	42	7,686
339	242106	MCMR-Field Services	Subforeman U537O	5/1/2013	5,295	1,238	171	42	6,747

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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
340	244101	INDI-Production	Operator U537O	5/13/2013	6,426	1,503	171	42	8,142	6,569	1,536	171	42	8,319
341	244306	CLAR-Field Services	Utility Person U537O	5/15/2013	5,382	1,259	171	42	6,854	5,500	1,286	171	42	7,000
342	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	4,825	1,128	171	42	6,167	4,958	1,160	171	42	6,331
343	244606	KANE-Field Services	Utility Person U537O	5/28/2013	4,920	1,151	171	42	6,284	5,030	1,176	171	42	6,420
344	244406	KITT-Field Services	Distribution System Serviceperson U537O	5/28/2013	4,768	1,115	171	42	6,096	4,874	1,140	171	42	6,227
345	240306	CORP-Field Service	Pipeline Inspector U537P	6/3/2013	6,335	1,482	171	42	8,029	6,500	1,520	171	42	8,234
346	242106	MCMR-Field Services	Utility Person U537O	6/3/2013	5,832	1,364	171	42	7,409	5,958	1,393	171	42	7,565
347	241106	PITT-Field Services	Dump Truck Driver U537P	6/11/2013	4,294	1,004	171	42	5,511	4,412	1,032	171	42	5,657
348	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	4,611	1,078	171	42	5,903	4,721	1,104	171	42	6,039
349	244506	WARR-Field Services	Subforeman U537O	6/26/2013	4,770	1,116	171	42	6,099	4,877	1,141	171	42	6,231
350	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	5,625	1,316	171	42	7,154	5,759	1,347	171	42	7,319
351	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	4,209	984	171	42	5,407	4,308	1,008	171	42	5,529
352	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	4,522	1,058	171	42	5,793	4,631	1,083	171	42	5,927
353	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	6,840	1,600	171	42	8,653	7,019	1,641	171	42	8,873
354	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	4,356	1,019	171	42	5,588	4,462	1,043	171	42	5,718
355	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	4,367	1,021	171	42	5,602	4,473	1,046	171	42	5,733
356	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	4,857	1,136	171	42	6,207	4,973	1,163	171	42	6,350
357	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	4,476	1,047	171	42	5,737	4,578	1,071	171	42	5,862
358	245101	NORR-Production	Plant Operator F473N	3/17/2014	5,457	1,276	171	42	6,947	5,590	1,307	171	42	7,110
359	241151	PITT-Production Haye	Operator U537P	4/28/2014	5,419	1,267	171	42	6,900	5,989	1,401	171	42	7,603
360	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	4,338	1,015	171	42	5,566	4,456	1,042	171	42	5,711
361	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014	5,483	1,282	171	42	6,978	5,606	1,311	171	42	7,130
362	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	3,945	923	171	42	5,080	4,053	948	171	42	5,214
363	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	3,927	918	171	42	5,058	4,343	1,016	171	42	5,572
364	244506	WARR-Field Services	Utility Person U537O	10/28/2014	4,715	1,103	171	42	6,030	4,821	1,127	171	42	6,161
365	241103	PITT-Cust Service	Meter Serviceman U537P	11/25/2014	3,967	928	171	42	5,109	4,075	953	171	42	5,242
366	241103	PITT-Cust Service	Meter Serviceman U537P	12/8/2014	4,584	1,072	171	42	5,869	4,709	1,101	171	42	6,023
367	241106	PITT-Field Services	Utility Person U537P	12/9/2014	8,014	1,874	171	42	10,101	8,219	1,922	171	42	10,355
368	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	5,504	1,287	171	42	7,005	5,625	1,315	171	42	7,154
369	241106	PITT-Field Services	Utility Person U537P	12/15/2014	6,218	1,454	171	42	7,885	6,379	1,492	171	42	8,084
370	241106	PITT-Field Services	Utility Person U537P	12/16/2014	6,810	1,593	171	42	8,615	6,985	1,634	171	42	8,832
371	243151	NEWC-New Castle	Operator U537O	11/16/2015	6,270	1,466	171	42	7,949	6,410	1,499	171	42	8,123
372	241151	PITT-Production Haye	Operator U537P	11/16/2015	5,486	1,283	171	42	6,983	5,635	1,318	171	42	7,167
373	249106	WILK-Field Services	M/C Crew Leader U648S	11/17/2015	6,566	1,536	171	42	8,315	6,723	1,572	171	42	8,509
374	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	4,336	1,014	171	42	5,563	4,441	1,039	171	42	5,692
375	241106	PITT-Field Services	Compressor Operator U537P	12/21/2015	6,553	1,533	171	42	8,299	6,723	1,572	171	42	8,509
376	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	4,173	976	171	42	5,362	4,287	1,003	171	42	5,502
377	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	5,326	1,246	171	42	6,784	5,866	1,372	171	42	7,451
378	244606	KANE-Field Services	Subforeman U537O	2/15/2016	4,709	1,101	171	42	6,024	4,817	1,127	171	42	6,157
379	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	4,284	1,002	171	42	5,499	4,388	1,026	171	42	5,627
380	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	4,478	1,047	171	42	5,738	4,582	1,072	171	42	5,867
381	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	6,584	1,540	171	42	8,337	6,727	1,573	171	42	8,514
382	249106	WILK-Field Services	M/C Crew Leader U648S	3/15/2016	5,426	1,269	171	42	6,909	5,556	1,299	171	42	7,068
383	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	3/22/2016	4,754	1,112	171	42	6,079	4,864	1,137	171	42	6,214
384	242303	UNTN-Cust Service	Distribution System Serviceperson U537O	3/28/2016	4,687	1,096	171	42	5,997	4,795	1,121	171	42	6,130
385	241106	PITT-Field Services	Fire Hydrant Inspector U537P	4/12/2016	4,541	1,062	171	42	5,816	4,664	1,091	171	42	5,967
386	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	6,981	1,633	171	42	8,827	7,159	1,674	171	42	9,047
387	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	5,379	1,258	171	42	6,851	5,507	1,288	171	42	7,008
388	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	4,624	1,081	171	42	5,918	4,750	1,111	171	42	6,074
389	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016	5,604	1,311	171	42	7,127	5,731	1,340	171	42	7,285
390	245106	NORR-Field Services	Utility Person A F473N	6/6/2016	4,805	1,124	171	42	6,142	4,925	1,152	171	42	6,290
391	243151	NEWC-New Castle	Operator U537O	8/8/2016	6,544	1,530	171	42	8,287	6,695	1,566	171	42	8,473
392	246106	MECH-Field Services	Utility Person U648R	10/24/2016	4,150	971	171	42	5,334	4,376	1,023	171	42	5,613
393	241103	PITT-Cust Service	Meter Serviceman U537P	1/30/2017	3,841	898	171	42	4,953	4,250	994	171	42	5,457
394	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	4,208	984	171	42	5,405	4,322	1,011	171	42	5,547
395	243151	NEWC-New Castle	Helper/Relief Operator U537O	2/20/2017	5,640	1,319	171	42	7,173	5,774	1,350	171	42	7,337
396	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	4,603	1,077	171	42	5,893	4,714	1,103	171	42	6,030
397	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	4,941	1,156	171	42	6,309	5,057	1,183	171	42	6,452
398	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	4/24/2017	4,904	1,147	171	42	6,264	5,022	1,175	171	42	6,410
399	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	6,041	1,413	171	42	7,667	6,184	1,446	171	42	7,844
400	249106	WILK-Field Services	M/C Technician U648S	6/19/2017	5,211	1,219	171	42	6,643	5,335	1,248	171	42	6,796
401	245201	YARD-Production	Plant Operator F473Y	6/19/2017	4,521	1,057	171	42	5,792	4,633	1,083	171	42	5,929
402	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/17/2017	4,103	959	171	42	5,275	4,172	976	171	42	5,362
403	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	5,115	1,196	171	42	6,524	5,237	1,225	171	42	6,675
404	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	4,705	1,100	171	42	6,018	5,056	1,182	171	42	6,451
405	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	4,820	1,127	171	42	6,161	4,952	1,158	171	42	6,324
406	244601	KANE-Production	Operator U537O	11/6/2017	4,878	1,141	171	42	6,232	4,994	1,168	171	42	6,375
407	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	5,248	1,227	171	42	6,688	5,373	1,256	171	42	6,842
408	249159	WILK-Nesbitt	Plant Operator U648S	12/4/2017	5,106	1,194	171	42	6,514	5,228	1,223	171	42	6,664
409	243152	NEWC-Ellwood	Operator U537O	1/2/2018	5,569	1,302	171	42	7,085	5,705	1,334	171	42	7,253
410	241106	PITT-Field Services	Garage Attendant	1/8/2018	3,713	868	171	42	4,794	4,105	960	171	42	5,279
411	241151	PITT-Production Haye	Maint & Relief U537P	1/29/2018	4,585	1,072	171	42	5,870	5,066	1,185	171	42	6,464
412	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	4,730	1,106	171	42	6,049	4,859	1,136	171	42	6,208
413	241151	PITT-Production Haye	Operator U537P	1/31/2018	4,535	1,061	171	42	5,809	5,012	1,172	171	42	6,397
414	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	5,693	1,331	171	42	7,237	5,827	1,363	171	42	7,403
415	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	6,443	1,507	171	42	8,163	6,590	1,541	171	42	8,345
416	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	5,014	1,173	171	42	6,399	5,145	1,203	171	42	6,562
417	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	4,841	1,132	171	42	6,187	5,335	1,248	171	42	6,796
418	245206	YARD-Field Services	Utility A F473Y	3/26/2018	3,830	896	171	42	4,939	3,929	919	171	42	5,062
419	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	4,032	943	171	42	5,188	4,357	1,019	171	42	5,589
420	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	5,111	1,195	171	42	6,520	5,234	1,224	171	42	6,671
421	249160	WILK-Watres	Plant Operator U648S	4/30/2018	5,050	1,181	171	42	6,444	5,170	1,209	171	42	6,593
422	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	4,581	1,071	171	42	5,865	4,692	1,097	171	42	6,003
423	249106	WILK-Field Services	Line Location Specialist U648S	5/1/2018	5,503	1,287	171	42	7,003	5,634	1,318	171	42	7,164
424	246106	MECH-Field Services	Utility Person U648R	5/14/2018	3,777	883	171	42	4,874	4,012	938	171	42	5,164

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					2023 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2023 Total Gross Payroll Taxes
340	244101	INDI-Production	Operator U537O	5/13/2013	6,698	1,566	171	42	8,478
341	244306	CLAR-Field Services	Utility Person U537O	5/15/2013	5,606	1,311	171	42	7,131
342	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	5,094	1,191	171	42	6,499
343	244606	KANE-Field Services	Utility Person U537O	5/28/2013	5,129	1,199	171	42	6,541
344	244406	KITT-Field Services	Distribution System Serviceperson U537O	5/28/2013	4,970	1,162	171	42	6,346
345	240306	CORP-Field Service	Pipeline Inspector U537P	6/3/2013	6,670	1,560	171	42	8,443
346	242106	MCMR-Field Services	Utility Person U537O	6/3/2013	6,071	1,420	171	42	7,704
347	241106	PITT-Field Services	Dump Truck Driver U537P	6/11/2013	4,533	1,060	171	42	5,806
348	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	4,835	1,131	171	42	6,179
349	244506	WARR-Field Services	Subforeman U537O	6/26/2013	4,974	1,163	171	42	6,351
350	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	5,895	1,379	171	42	7,487
351	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	4,410	1,031	171	42	5,655
352	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	4,742	1,109	171	42	6,064
353	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	7,201	1,684	171	42	9,099
354	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	4,569	1,068	171	42	5,850
355	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	4,580	1,071	171	42	5,865
356	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	5,092	1,191	171	42	6,497
357	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	4,669	1,092	171	42	5,974
358	245101	NORR-Production	Plant Operator F473N	3/17/2014	5,726	1,339	171	42	7,278
359	241151	PITT-Production Haye	Operator U537P	4/28/2014	6,140	1,436	171	42	7,790
360	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	4,576	1,070	171	42	5,860
361	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014	5,717	1,337	171	42	7,267
362	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	4,165	974	171	42	5,352
363	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	4,454	1,042	171	42	5,708
364	244506	WARR-Field Services	Utility Person U537O	10/28/2014	4,916	1,150	171	42	6,279
365	241103	PITT-Cust Service	Meter Serviceman U537P	11/25/2014	4,188	979	171	42	5,380
366	241103	PITT-Cust Service	Meter Serviceman U537P	12/8/2014	4,838	1,131	171	42	6,182
367	241106	PITT-Field Services	Utility Person U537P	12/9/2014	8,430	1,971	171	42	10,615
368	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	5,733	1,341	171	42	7,287
369	241106	PITT-Field Services	Utility Person U537P	12/15/2014	6,543	1,530	171	42	8,287
370	241106	PITT-Field Services	Utility Person U537P	12/16/2014	7,165	1,676	171	42	9,055
371	243151	NEWC-New Castle	Operator U537O	11/16/2015	6,537	1,529	171	42	8,279
372	241151	PITT-Production Haye	Operator U537P	11/16/2015	5,790	1,354	171	42	7,357
373	249106	WILK-Field Services	M/C Crew Leader U648S	11/17/2015	6,882	1,609	171	42	8,705
374	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	4,548	1,064	171	42	5,825
375	241106	PITT-Field Services	Compressor Operator U537P	12/21/2015	6,899	1,613	171	42	8,725
376	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	4,404	1,030	171	42	5,648
377	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	6,010	1,406	171	42	7,629
378	244606	KANE-Field Services	Subforeman U537O	2/15/2016	4,915	1,150	171	42	6,278
379	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	4,493	1,051	171	42	5,757
380	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	4,675	1,093	171	42	5,982
381	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	6,857	1,604	171	42	8,674
382	249106	WILK-Field Services	M/C Crew Leader U648S	3/15/2016	5,687	1,330	171	42	7,230
383	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	3/22/2016	4,963	1,161	171	42	6,337
384	242303	UNTN-Cust Service	Distribution System Serviceperson U537O	3/28/2016	4,893	1,144	171	42	6,251
385	241106	PITT-Field Services	Fire Hydrant Inspector U537P	4/12/2016	4,789	1,120	171	42	6,123
386	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	7,342	1,717	171	42	9,272
387	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	5,639	1,319	171	42	7,171
388	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	4,879	1,141	171	42	6,233
389	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016	5,848	1,368	171	42	7,429
390	245106	NORR-Field Services	Utility Person A F473N	6/6/2016	5,046	1,180	171	42	6,439
391	243151	NEWC-New Castle	Operator U537O	8/8/2016	6,830	1,597	171	42	8,641
392	246106	MECH-Field Services	Utility Person U648R	10/24/2016	4,518	1,057	171	42	5,788
393	241103	PITT-Cust Service	Meter Serviceman U537P	1/30/2017	4,359	1,019	171	42	5,591
394	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	4,442	1,039	171	42	5,694
395	243151	NEWC-New Castle	Helper/Relief Operator U537O	2/20/2017	5,895	1,379	171	42	7,487
396	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	4,829	1,129	171	42	6,171
397	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	5,160	1,207	171	42	6,581
398	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	4/24/2017	5,144	1,203	171	42	6,560
399	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	6,330	1,480	171	42	8,023
400	249106	WILK-Field Services	M/C Technician U648S	6/19/2017	5,461	1,277	171	42	6,952
401	245201	YARD-Production	Plant Operator F473Y	6/19/2017	4,747	1,110	171	42	6,071
402	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/17/2017	4,242	992	171	42	5,448
403	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	5,348	1,251	171	42	6,812
404	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	5,215	1,220	171	42	6,648
405	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	5,088	1,190	171	42	6,491
406	244601	KANE-Production	Operator U537O	11/6/2017	5,098	1,192	171	42	6,504
407	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	5,501	1,287	171	42	7,001
408	249159	WILK-Nesbitt	Plant Operator U648S	12/4/2017	5,353	1,252	171	42	6,818
409	243152	NEWC-Ellwood	Operator U537O	1/2/2018	5,828	1,363	171	42	7,405
410	241106	PITT-Field Services	Garage Attendant	1/8/2018	4,210	985	171	42	5,408
411	241151	PITT-Production Haye	Maint & Relief U537P	1/29/2018	5,195	1,215	171	42	6,623
412	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	4,991	1,167	171	42	6,371
413	241151	PITT-Production Haye	Operator U537P	1/31/2018	5,138	1,202	171	42	6,553
414	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	5,947	1,391	171	42	7,551
415	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	6,758	1,580	171	42	8,551
416	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	5,280	1,235	171	42	6,729
417	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	5,467	1,279	171	42	6,959
418	245206	YARD-Field Services	Utility A F473Y	3/26/2018	4,031	943	171	42	5,188
419	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	4,504	1,053	171	42	5,771
420	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	5,359	1,253	171	42	6,826
421	249160	WILK-Watres	Plant Operator U648S	4/30/2018	5,294	1,238	171	42	6,745
422	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	4,792	1,121	171	42	6,126
423	249106	WILK-Field Services	Line Location Specialist U648S	5/1/2018	5,766	1,349	171	42	7,328
424	246106	MECH-Field Services	Utility Person U648R	5/14/2018	4,148	970	171	42	5,331

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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
425	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	4,832	1,130	171	42	6,175	4,948	1,157	171	42	6,318
426	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	5,481	1,282	171	42	6,976	5,612	1,313	171	42	7,138
427	249106	WILK-Field Services	Regulation Crew Leader U648S	6/5/2018	5,871	1,373	171	42	7,458	6,011	1,406	171	42	7,630
428	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	5,128	1,199	171	42	6,540	5,250	1,228	171	42	6,692
429	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/3/2018	4,816	1,126	171	42	6,156	4,947	1,157	171	42	6,318
430	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	4,420	1,034	171	42	5,667	4,526	1,059	171	42	5,798
431	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	7/9/2018	4,713	1,102	171	42	6,029	4,827	1,129	171	42	6,169
432	241106	PITT-Field Services	Compressor Operator U537P	7/10/2018	5,219	1,221	171	42	6,653	5,357	1,253	171	42	6,823
433	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	4,667	1,091	171	42	5,971	4,780	1,118	171	42	6,112
434	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	4,798	1,122	171	42	6,133	4,928	1,153	171	42	6,294
435	240306	CORP-Field Service	Pipeline Inspector U537P	7/24/2018	4,987	1,166	171	42	6,367	5,497	1,286	171	42	6,996
436	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	5,327	1,246	171	42	6,786	5,454	1,275	171	42	6,942
437	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	4,000	935	171	42	5,149	4,136	967	171	42	5,317
438	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	4,198	982	171	42	5,393	4,312	1,008	171	42	5,534
439	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2018	3,885	908	171	42	5,006	3,990	933	171	42	5,137
440	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	3,869	905	171	42	4,987	3,975	930	171	42	5,117
441	243106	NEWC-Field Services	Utility Person U537O	10/15/2018	4,922	1,151	171	42	6,286	5,043	1,179	171	42	6,435
442	243301	BUTL-Production	Operator U537O	10/22/2018	5,121	1,198	171	42	6,532	5,246	1,227	171	42	6,686
443	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	5,567	1,302	171	42	7,083	5,700	1,333	171	42	7,247
444	241401	STNW-Production	Plant Operator	10/22/2018	3,740	875	171	42	4,828	3,832	896	171	42	4,941
445	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	6,391	1,495	171	42	8,099	6,539	1,529	171	42	8,282
446	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	4,610	1,078	171	42	5,901	4,735	1,107	171	42	6,056
447	241406	STNW-Field Service	Utility Person	12/5/2018	3,026	708	171	42	3,947	3,106	726	171	42	4,045
448	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	5,107	1,194	171	42	6,515	5,228	1,223	171	42	6,664
449	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	4,783	1,119	171	42	6,115	4,897	1,145	171	42	6,255
450	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	4,834	1,131	171	42	6,178	4,949	1,157	171	42	6,320
451	249152	WILK-Ceasetown	Plant Operator U648S	2/11/2019	4,574	1,070	171	42	5,857	4,683	1,095	171	42	5,991
452	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	4,764	1,114	171	42	6,092	4,878	1,141	171	42	6,231
453	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	5,110	1,195	171	42	6,518	5,232	1,224	171	42	6,669
454	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	4,889	1,143	171	42	6,246	5,006	1,171	171	42	6,389
455	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	5,127	1,199	171	42	6,539	5,249	1,228	171	42	6,690
456	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	4,563	1,067	171	42	5,843	4,671	1,092	171	42	5,977
457	240117	CORP-Water Quality	Lab Technician II UWUA 433	7/8/2019	4,480	1,048	171	42	5,741	4,614	1,079	171	42	5,906
458	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	4,712	1,102	171	42	6,028	4,825	1,128	171	42	6,167
459	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	4,896	1,145	171	42	6,254	5,019	1,174	171	42	6,406
460	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	5,279	1,234	171	42	6,726	5,407	1,265	171	42	6,885
461	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	4,740	1,109	171	42	6,062	4,853	1,135	171	42	6,201
462	242206	MONVA-Field Services	Utility Person U537O	7/29/2019	6,281	1,469	171	42	7,964	6,432	1,504	171	42	8,150
463	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	5,597	1,309	171	42	7,119	5,745	1,344	171	42	7,302
464	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	4,404	1,030	171	42	5,647	4,509	1,055	171	42	5,777
465	249160	WILK-Watres	Plant Operator U648S	7/31/2019	4,773	1,116	171	42	6,103	4,886	1,143	171	42	6,242
466	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	4,376	1,023	171	42	5,613	4,487	1,049	171	42	5,749
467	243301	BUTL-Production	Helper/Relief Operator U537O	8/5/2019	5,012	1,172	171	42	6,397	5,137	1,201	171	42	6,552
468	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	4,888	1,143	171	42	6,244	5,004	1,170	171	42	6,388
469	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	8/12/2019	4,519	1,057	171	42	5,790	4,633	1,084	171	42	5,930
470	241106	PITT-Field Services	Backhoe Operator U537P	8/12/2019	6,879	1,609	171	42	8,701	7,057	1,650	171	42	8,921
471	244601	KANE-Production	Operator U537O	9/9/2019	4,517	1,056	171	42	5,787	4,632	1,083	171	42	5,928
472	243151	NEWC-New Castle	Operator U537O	9/23/2019	5,550	1,298	171	42	7,062	5,690	1,331	171	42	7,234
473	243301	BUTL-Production	Operator U537O	9/23/2019	5,584	1,306	171	42	7,103	5,723	1,339	171	42	7,275
474	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	4,840	1,132	171	42	6,185	4,972	1,163	171	42	6,348
475	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	5,159	1,206	171	42	6,578	5,284	1,236	171	42	6,733
476	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	4,799	1,122	171	42	6,134	4,912	1,149	171	42	6,274
477	246152	MECH-Silver Springs	Plant Operator U648R	2/10/2020	4,161	973	171	42	5,348	4,497	1,052	171	42	5,762
478	249103	WILK-Cust Service	Serviceperson U648S	3/2/2020	4,114	962	171	42	5,290	4,213	985	171	42	5,412
479	244301	CLAR-Production	Operator/Relief Operator U537O	3/2/2020	5,189	1,214	171	42	6,616	5,324	1,245	171	42	6,783
480	242106	MCMR-Field Services	Utility Person U537O	3/17/2020	4,406	1,030	171	42	5,649	4,520	1,057	171	42	5,790
481	249158	WILK-Lake Scranton	Plant Operator U648S	4/13/2020	4,413	1,032	171	42	5,658	4,518	1,057	171	42	5,788
482	244301	CLAR-Production	Operator U537O	4/27/2020	4,922	1,151	171	42	6,286	5,051	1,181	171	42	6,445
483	249106	WILK-Field Services	M/C Utility Person U648S	4/27/2020	4,084	955	171	42	5,253	4,183	978	171	42	5,374
484	241106	PITT-Field Services	Service Crew Driver U537P	4/27/2020	5,193	1,214	171	42	6,620	5,331	1,247	171	42	6,791
485	242106	MCMR-Field Services	Utility Person U537O	5/11/2020	5,008	1,171	171	42	6,392	5,138	1,202	171	42	6,553
486	240117	CORP-Water Quality	Lab Tech I UWUA 433	5/18/2020	3,600	842	171	42	4,655	3,708	867	171	42	4,789
487	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	6/8/2020	4,097	958	171	42	5,268	4,204	983	171	42	5,400
488	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/6/2020	4,054	948	171	42	5,215	4,123	964	171	42	5,300
489	249103	WILK-Cust Service	Serviceperson U648S	7/13/2020	4,023	941	171	42	5,176	4,119	963	171	42	5,296
490	245206	YARD-Field Services	Utility B F473Y	7/13/2020	3,511	821	171	42	4,546	3,605	843	171	42	4,661
491	241106	PITT-Field Services	Shop Clerk U537P	7/27/2020	5,094	1,191	171	42	6,499	5,229	1,223	171	42	6,665
492	249158	WILK-Lake Scranton	Plant Operator U648S	8/24/2020	4,367	1,021	171	42	5,602	4,471	1,046	171	42	5,729
493	241106	PITT-Field Services	Compressor Operator U537P	10/26/2020	4,326	1,012	171	42	5,551	4,442	1,039	171	42	5,694
494	249106	WILK-Field Services	M/C Crew Leader U648S	12/14/2020	5,826	1,363	171	42	7,402	5,965	1,395	171	42	7,573
495	249160	WILK-Watres	Plant Operator U648S	12/15/2020	4,599	1,075	171	42	5,887	4,708	1,101	171	42	6,023
496	249160	WILK-Watres	Plant Operator U648S	12/21/2020	4,522	1,057	171	42	5,792	4,629	1,083	171	42	5,925
497	245201	YARD-Production	Plant Operator F473Y	1/19/2021	4,300	1,006	171	42	5,519	4,414	1,032	171	42	5,659
498	246152	MECH-Silver Springs	Plant Operator U648R	2/1/2021	4,087	956	171	42	5,256	4,418	1,033	171	42	5,664
499	249106	WILK-Field Services	M/C Crew Leader U648S	3/1/2021	5,124	1,198	171	42	6,535	5,245	1,227	171	42	6,685
500	246152	MECH-Silver Springs	Plant Operator U648R	3/8/2021	4,187	979	171	42	5,379	4,526	1,058	171	42	5,797
501	245206	YARD-Field Services	Utility B F473Y	3/15/2021	3,412	798	171	42	4,423	3,504	819	171	42	4,536
502	244101	INDI-Production	Operator U537O	3/22/2021	4,763	1,114	171	42	6,090	4,890	1,144	171	42	6,247
503	241106	PITT-Field Services	Utility Person B U537P	3/29/2021	3,752	877	171	42	4,843	3,854	901	171	42	4,969
504	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	4/5/2021	3,922	917	171	42	5,052	4,028	942	171	42	5,183
505	245106	NORR-Field Services	Utility Person B F473N	4/13/2021	4,227	989	171	42	5,429	4,350	1,017	171	42	5,581
506	243152	NEWC-Ellwood	Operator U537O	4/26/2021	4,802	1,123	171	42	6,138	4,932	1,153	171	42	6,298
507	249106	WILK-Field Services	M/C Crew Leader U648S	4/26/2021	4,193	981	171	42	5,387	4,294	1,004	171	42	5,512
508	249106	WILK-Field Services	M/C Utility Person U648S	5/3/2021	4,227	989	171	42	5,429	4,328	1,012	171	42	5,554
509	242106	MCMR-Field Services	Utility Person U537O	5/3/2021	4,083	955	171	42	5,251	4,193	981	171	42	5,387

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					2023 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2023 Total Gross Payroll Taxes
425	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	5,066	1,185	171	42	6,464
426	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	5,745	1,344	171	42	7,302
427	249106	WILK-Field Services	Regulation Crew Leader U648S	6/5/2018	6,153	1,439	171	42	7,805
428	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	5,361	1,254	171	42	6,828
429	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/3/2018	5,082	1,189	171	42	6,484
430	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	4,634	1,084	171	42	5,931
431	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	7/9/2018	4,931	1,153	171	42	6,297
432	241106	PITT-Field Services	Compressor Operator U537P	7/10/2018	5,498	1,286	171	42	6,997
433	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	4,884	1,142	171	42	6,239
434	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	5,062	1,184	171	42	6,459
435	240306	CORP-Field Service	Pipeline Inspector U537P	7/24/2018	5,631	1,317	171	42	7,162
436	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	5,567	1,302	171	42	7,083
437	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	4,277	1,000	171	42	5,490
438	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	4,429	1,036	171	42	5,678
439	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2018	4,099	959	171	42	5,271
440	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	4,083	955	171	42	5,251
441	243106	NEWC-Field Services	Utility Person U537O	10/15/2018	5,151	1,205	171	42	6,569
442	243301	BUTL-Production	Operator U537O	10/22/2018	5,359	1,253	171	42	6,825
443	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	5,820	1,361	171	42	7,394
444	241401	STNW-Production	Plant Operator	10/22/2018	3,918	916	171	42	5,048
445	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	6,672	1,560	171	42	8,446
446	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	4,864	1,138	171	42	6,215
447	241406	STNW-Field Service	Utility Person	12/5/2018	3,175	742	171	42	4,130
448	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	5,353	1,252	171	42	6,818
449	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	5,014	1,173	171	42	6,400
450	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	5,068	1,185	171	42	6,466
451	249152	WILK-Ceasetown	Plant Operator U648S	2/11/2019	4,795	1,121	171	42	6,129
452	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	4,994	1,168	171	42	6,375
453	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	5,358	1,253	171	42	6,824
454	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	5,125	1,199	171	42	6,537
455	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	5,375	1,257	171	42	6,845
456	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	4,782	1,118	171	42	6,114
457	240117	CORP-Water Quality	Lab Technician II UWUA 433	7/8/2019	4,739	1,108	171	42	6,061
458	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	4,941	1,156	171	42	6,310
459	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	5,130	1,200	171	42	6,542
460	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	5,522	1,292	171	42	7,027
461	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	4,968	1,162	171	42	6,343
462	242206	MONVA-Field Services	Utility Person U537O	7/29/2019	6,568	1,536	171	42	8,317
463	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	5,898	1,379	171	42	7,490
464	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	4,617	1,080	171	42	5,910
465	249160	WILK-Watres	Plant Operator U648S	7/31/2019	5,002	1,170	171	42	6,385
466	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	4,586	1,072	171	42	5,871
467	243301	BUTL-Production	Helper/Relief Operator U537O	8/5/2019	5,251	1,228	171	42	6,693
468	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	5,124	1,198	171	42	6,536
469	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	8/12/2019	4,737	1,108	171	42	6,058
470	241106	PITT-Field Services	Backhoe Operator U537P	8/12/2019	7,240	1,693	171	42	9,146
471	244601	KANE-Production	Operator U537O	9/9/2019	4,735	1,107	171	42	6,055
472	243151	NEWC-New Castle	Operator U537O	9/23/2019	5,816	1,360	171	42	7,389
473	243301	BUTL-Production	Operator U537O	9/23/2019	5,849	1,368	171	42	7,431
474	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	5,108	1,195	171	42	6,516
475	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	5,399	1,263	171	42	6,875
476	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	5,029	1,176	171	42	6,419
477	246152	MECH-Silver Springs	Plant Operator U648R	2/10/2020	4,650	1,088	171	42	5,951
478	249103	WILK-Cust Service	Serviceperson U648S	3/2/2020	4,315	1,009	171	42	5,538
479	244301	CLAR-Production	Operator/Relief Operator U537O	3/2/2020	5,446	1,274	171	42	6,933
480	242106	MCMR-Field Services	Utility Person U537O	3/17/2020	4,622	1,081	171	42	5,916
481	249158	WILK-Lake Scranton	Plant Operator U648S	4/13/2020	4,626	1,082	171	42	5,921
482	244301	CLAR-Production	Operator U537O	4/27/2020	5,166	1,208	171	42	6,588
483	249106	WILK-Field Services	M/C Utility Person U648S	4/27/2020	4,283	1,002	171	42	5,498
484	241106	PITT-Field Services	Service Crew Driver U537P	4/27/2020	5,473	1,280	171	42	6,966
485	242106	MCMR-Field Services	Utility Person U537O	5/11/2020	5,255	1,229	171	42	6,697
486	240117	CORP-Water Quality	Lab Tech I UWUA 433	5/18/2020	3,808	891	171	42	4,912
487	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	6/8/2020	4,302	1,006	171	42	5,521
488	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/6/2020	4,192	980	171	42	5,385
489	249103	WILK-Cust Service	Serviceperson U648S	7/13/2020	4,219	987	171	42	5,419
490	245206	YARD-Field Services	Utility B F473Y	7/13/2020	3,701	866	171	42	4,780
491	241106	PITT-Field Services	Shop Clerk U537P	7/27/2020	5,367	1,255	171	42	6,835
492	249158	WILK-Lake Scranton	Plant Operator U648S	8/24/2020	4,577	1,070	171	42	5,860
493	241106	PITT-Field Services	Compressor Operator U537P	10/26/2020	4,563	1,067	171	42	5,843
494	249106	WILK-Field Services	M/C Crew Leader U648S	12/14/2020	6,108	1,429	171	42	7,750
495	249160	WILK-Watres	Plant Operator U648S	12/15/2020	4,821	1,127	171	42	6,162
496	249160	WILK-Watres	Plant Operator U648S	12/21/2020	4,740	1,109	171	42	6,062
497	245201	YARD-Production	Plant Operator F473Y	1/19/2021	4,530	1,060	171	42	5,803
498	246152	MECH-Silver Springs	Plant Operator U648R	2/1/2021	4,567	1,068	171	42	5,849
499	249106	WILK-Field Services	M/C Crew Leader U648S	3/1/2021	5,370	1,256	171	42	6,839
500	246152	MECH-Silver Springs	Plant Operator U648R	3/8/2021	4,679	1,094	171	42	5,987
501	245206	YARD-Field Services	Utility B F473Y	3/15/2021	3,598	842	171	42	4,653
502	244101	INDI-Production	Operator U537O	3/22/2021	5,005	1,171	171	42	6,389
503	241106	PITT-Field Services	Utility Person B U537P	3/29/2021	3,959	926	171	42	5,098
504	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	4/5/2021	4,125	965	171	42	5,302
505	245106	NORR-Field Services	Utility Person B F473N	4/13/2021	4,474	1,046	171	42	5,734
506	243152	NEWC-Ellwood	Operator U537O	4/26/2021	5,048	1,181	171	42	6,442
507	249106	WILK-Field Services	M/C Crew Leader U648S	4/26/2021	4,397	1,028	171	42	5,639
508	249106	WILK-Field Services	M/C Utility Person U648S	5/3/2021	4,433	1,037	171	42	5,683
509	242106	MCMR-Field Services	Utility Person U537O	5/3/2021	4,292	1,004	171	42	5,509

Pennsylvania-American Water Company - Water Operations
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
510	243106	NEWC-Field Services	Utility Person U537O	5/4/2021	4,167	974	171	42	5,354	4,279	1,001	171	42	5,493
511	241401	STNW-Production	Plant Operator	5/17/2021	3,397	794	171	42	4,405	3,480	814	171	42	4,507
512	242306	UNTN-Field Services	Utility Person U537O	5/17/2021	4,152	971	171	42	5,336	4,263	997	171	42	5,474
513	241151	PITT-Production Haye	Operator U537P	5/24/2021	3,910	914	171	42	5,038	4,018	940	171	42	5,171
514	241106	PITT-Field Services	Utility Person B U537P	5/24/2021	5,331	1,247	171	42	6,791	5,471	1,280	171	42	6,964
515	243106	NEWC-Field Services	Utility Person U537O	5/24/2021	3,961	926	171	42	5,100	4,069	952	171	42	5,233
516	241106	PITT-Field Services	Utility Person B U537P	5/25/2021	3,988	933	171	42	5,133	4,404	1,030	171	42	5,647
517	249103	WILK-Cust Service	Serviceperson U648S	6/1/2021	3,856	902	171	42	4,971	3,949	924	171	42	5,086
518	249103	WILK-Cust Service	Serviceperson U648S	6/7/2021	3,872	906	171	42	4,991	3,966	927	171	42	5,107
519	244101	INDI-Production	Helper/Relief Operator U537O	6/7/2021	4,312	1,009	171	42	5,534	4,428	1,036	171	42	5,677
520	249106	WILK-Field Services	M/C Technician U648S	6/8/2021	4,112	962	171	42	5,287	4,212	985	171	42	5,410
521	243306	BUTL-Field Services	Distribution System Serviceperson U537O	6/14/2021	3,892	910	171	42	5,016	3,998	935	171	42	5,146
522	245106	NORR-Field Services	Utility Person A F473N	7/8/2021	3,985	932	171	42	5,130	4,100	959	171	42	5,271
523	243152	NEWC-Ellwood	Helper/Relief Operator U537O	8/2/2021	4,339	1,015	171	42	5,567	4,455	1,042	171	42	5,711
524	245101	NORR-Production	Maint&Relief F473N	8/2/2021	4,059	949	171	42	5,221	4,174	976	171	42	5,363
525	249158	WILK-Lake Scranton	Plant Operator U648S	8/16/2021	4,268	998	171	42	5,480	4,370	1,022	171	42	5,605
526	244506	WARR-Field Services	Utility Person U537O	8/16/2021	3,845	899	171	42	4,958	3,950	924	171	42	5,087
527	242206	MONVA-Field Services	Utility Person U537O	8/16/2021	4,068	951	171	42	5,232	4,177	977	171	42	5,367
528	245101	NORR-Production	Maint&Relief F473N	8/16/2021	4,076	953	171	42	5,242	4,191	980	171	42	5,384
529	244606	KANE-Field Services	Utility Person U537O	8/30/2021	3,813	892	171	42	4,919	3,918	916	171	42	5,047
530	249106	WILK-Field Services	M/C Crew Leader U648S	9/13/2021	3,987	933	171	42	5,133	4,083	955	171	42	5,251
531	249106	WILK-Field Services	M/C Crew Leader U648S	9/14/2021	3,945	923	171	42	5,080	4,039	945	171	42	5,197
532	241401	STNW-Production	Plant Operator	9/20/2021	3,116	729	171	42	4,058	3,192	747	171	42	4,152
533	241106	PITT-Field Services	Auto Mechanic U537P	10/25/2021	3,661	856	171	42	4,731	3,761	880	171	42	4,854
534	245106	NORR-Field Services	Utility Person B F473N	11/1/2021	3,576	836	171	42	4,625	3,680	861	171	42	4,754
535	249158	WILK-Lake Scranton	Plant Operator U648S	11/15/2021	3,825	895	171	42	4,933	3,916	916	171	42	5,046
536	245106	NORR-Field Services	Utility Person B F473N	11/15/2021	3,551	831	171	42	4,595	3,655	855	171	42	4,723
537	245103	NORR-Cust Service	Serviceperson F473N	11/22/2021	3,604	843	171	42	4,660	3,707	867	171	42	4,787
538	241106	PITT-Field Services	Compressor Operator U537P	11/22/2021	3,628	849	171	42	4,690	3,728	872	171	42	4,813
539	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	12/6/2021	3,612	845	171	42	4,670	3,996	935	171	42	5,144
540	249106	WILK-Field Services	M/C Utility Person U648S	12/13/2021	3,557	832	171	42	4,602	3,643	852	171	42	4,708
541	245106	NORR-Field Services	Utility Person B - To Be Filled	7/1/2022	-	-	-	-	-	3,471	812	171	42	4,496
542	245101	NORR-Production	Maint & Relief - To Be Filled	7/1/2022	-	-	-	-	-	3,746	876	171	42	4,835
543	245106	NORR-Field Services	Utility Person B - To Be Filled	1/24/2022	-	-	-	-	-	4,004	936	171	42	5,154
544	244206	PUNX-Field Services	Utility Person - To Be Filled	2/14/2022	-	-	-	-	-	3,908	914	171	42	5,035
545	242103	MCMR-Cust Service	Distribution System Serviceperson - To Be Filled	2/7/2022	-	-	-	-	-	3,922	917	171	42	5,052
546	241106	PITT-Field Services	Compressor Operator - To Be Filled	3/31/2022	-	-	-	-	-	3,710	868	171	42	4,790
547	241106	PITT-Field Services	Service Crew Driver - To Be Filled	3/31/2022	-	-	-	-	-	3,716	869	171	42	4,799
548	241106	PITT-Field Services	Shop Clerk - To Be Filled	3/31/2022	-	-	-	-	-	3,687	862	171	42	4,762
549	241106	PITT-Field Services	Backhoe Operator - To Be Filled	3/31/2022	-	-	-	-	-	3,787	886	171	42	4,886
550	241106	PITT-Field Services	Utility Person B - To Be Filled	3/31/2022	-	-	-	-	-	3,930	919	171	42	5,062
551	241106	PITT-Field Services	Dump Truck Driver - To Be Filled	3/31/2022	-	-	-	-	-	4,354	1,018	171	42	5,585
552	241106	PITT-Field Services	Backhoe Operator - To Be Filled	1/18/2022	-	-	-	-	-	3,787	886	171	42	4,886
553	241103	PITT-Cust Service	Meter Service Person - To Be Filled	2/28/2022	-	-	-	-	-	3,838	897	171	42	4,948
554	246152	MECH-Silver Springs	Maint & Relief - To Be Filled	1/24/2022	-	-	-	-	-	3,628	849	171	42	4,690
555	246151	MECH-ProdWestShore	Maint & Relief - To Be Filled	1/10/2022	-	-	-	-	-	3,628	849	171	42	4,690
556	249160	WILK-Watres	Plant Operator - To Be Filled	7/1/2022	-	-	-	-	-	3,815	892	171	42	4,920
557	249160	WILK-Watres	Plant Operator - To Be Filled	7/1/2022	-	-	-	-	-	3,815	892	171	42	4,920
558	249152	WILK-Ceasetown	Plant Operator - To Be Filled	7/1/2022	-	-	-	-	-	3,815	892	171	42	4,920
			Total Collective Bargaining Unit		$2,729,699	$639,242	$92,453	$22,680	$3,484,074	$2,871,204	$672,237	$95,535	$23,436	$3,662,412

Pennsylvania-American Water Company - Water Operations
Payroll Taxes

					2023 Gross Payroll Taxes				
Line #	**Cost Center**	**Cost Center Name**	**Job**	**Original Hire Date**	**FICA Withholding**	**FICA Medicare**	**SUTA**	**FUTA**	**2023 Total Gross Payroll Taxes**
510	243106	NEWC-Field Services	Utility Person U537O	5/4/2021	4,380	1,024	171	42	5,618
511	241401	STNW-Production	Plant Operator	5/17/2021	3,559	832	171	42	4,604
512	242306	UNTN-Field Services	Utility Person U537O	5/17/2021	4,364	1,021	171	42	5,597
513	241151	PITT-Production Haye	Operator U537P	5/24/2021	4,128	966	171	42	5,307
514	241106	PITT-Field Services	Utility Person B U537P	5/24/2021	5,615	1,313	171	42	7,141
515	243106	NEWC-Field Services	Utility Person U537O	5/24/2021	4,165	974	171	42	5,353
516	241106	PITT-Field Services	Utility Person B U537P	5/25/2021	4,514	1,056	171	42	5,783
517	249103	WILK-Cust Service	Serviceperson U648S	6/1/2021	4,044	946	171	42	5,203
518	249103	WILK-Cust Service	Serviceperson U648S	6/7/2021	4,061	950	171	42	5,224
519	244101	INDI-Production	Helper/Relief Operator U537O	6/7/2021	4,534	1,060	171	42	5,807
520	249106	WILK-Field Services	M/C Technician U648S	6/8/2021	4,313	1,009	171	42	5,535
521	243306	BUTL-Field Services	Distribution System Serviceperson U537O	6/14/2021	4,094	957	171	42	5,264
522	245106	NORR-Field Services	Utility Person A F473N	7/8/2021	4,215	986	171	42	5,414
523	243152	NEWC-Ellwood	Helper/Relief Operator U537O	8/2/2021	4,562	1,067	171	42	5,842
524	245101	NORR-Production	Maint&Relief F473N	8/2/2021	4,291	1,004	171	42	5,508
525	249158	WILK-Lake Scranton	Plant Operator U648S	8/16/2021	4,475	1,047	171	42	5,735
526	244506	WARR-Field Services	Utility Person U537O	8/16/2021	4,045	946	171	42	5,204
527	242206	MONVA-Field Services	Utility Person U537O	8/16/2021	4,275	1,000	171	42	5,489
528	245101	NORR-Production	Maint&Relief F473N	8/16/2021	4,309	1,008	171	42	5,530
529	244606	KANE-Field Services	Utility Person U537O	8/30/2021	4,011	938	171	42	5,163
530	249106	WILK-Field Services	M/C Crew Leader U648S	9/13/2021	4,181	978	171	42	5,372
531	249106	WILK-Field Services	M/C Crew Leader U648S	9/14/2021	4,136	967	171	42	5,317
532	241401	STNW-Production	Plant Operator	9/20/2021	3,264	763	171	42	4,241
533	241106	PITT-Field Services	Auto Mechanic U537P	10/25/2021	3,864	904	171	42	4,981
534	245106	NORR-Field Services	Utility Person B F473N	11/1/2021	3,786	885	171	42	4,884
535	249158	WILK-Lake Scranton	Plant Operator U648S	11/15/2021	4,011	938	171	42	5,162
536	245106	NORR-Field Services	Utility Person B F473N	11/15/2021	3,760	879	171	42	4,853
537	245103	NORR-Cust Service	Serviceperson F473N	11/22/2021	3,813	892	171	42	4,918
538	241106	PITT-Field Services	Compressor Operator U537P	11/22/2021	3,831	896	171	42	4,940
539	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	12/6/2021	4,098	958	171	42	5,269
540	249106	WILK-Field Services	M/C Utility Person U648S	12/13/2021	3,730	872	171	42	4,816
541	245106	NORR-Field Services	Utility Person B - To Be Filled	7/1/2022	3,571	835	171	42	4,619
542	245101	NORR-Production	Maint & Relief - To Be Filled	7/1/2022	3,852	901	171	42	4,966
543	245106	NORR-Field Services	Utility Person B - To Be Filled	1/24/2022	4,104	960	171	42	5,277
544	244206	PUNX-Field Services	Utility Person - To Be Filled	2/14/2022	4,002	936	171	42	5,151
545	242103	MCMR-Cust Service	Distribution System Serviceperson - To Be Filled	2/7/2022	4,016	939	171	42	5,169
546	241106	PITT-Field Services	Compressor Operator - To Be Filled	3/31/2022	3,812	892	171	42	4,917
547	241106	PITT-Field Services	Service Crew Driver - To Be Filled	3/31/2022	3,811	891	171	42	4,915
548	241106	PITT-Field Services	Shop Clerk - To Be Filled	3/31/2022	3,781	884	171	42	4,879
549	241106	PITT-Field Services	Backhoe Operator - To Be Filled	3/31/2022	3,883	908	171	42	5,004
550	241106	PITT-Field Services	Utility Person B - To Be Filled	3/31/2022	4,030	942	171	42	5,185
551	241106	PITT-Field Services	Dump Truck Driver - To Be Filled	3/31/2022	4,464	1,044	171	42	5,721
552	241106	PITT-Field Services	Backhoe Operator - To Be Filled	1/18/2022	3,883	908	171	42	5,004
553	241103	PITT-Cust Service	Meter Service Person - To Be Filled	2/28/2022	3,935	920	171	42	5,068
554	246152	MECH-Silver Springs	Maint & Relief - To Be Filled	1/24/2022	3,724	871	171	42	4,808
555	246151	MECH-ProdWestShore	Maint & Relief - To Be Filled	1/10/2022	3,724	871	171	42	4,808
556	249160	WILK-Watres	Plant Operator - To Be Filled	7/1/2022	3,907	914	171	42	5,034
557	249160	WILK-Watres	Plant Operator - To Be Filled	7/1/2022	3,907	914	171	42	5,034
558	249152	WILK-Ceasetown	Plant Operator - To Be Filled	7/1/2022	3,907	914	171	42	5,034
			Total Collective Bargaining Unit		$2,939,347	$688,170	$95,535	$23,436	$3,746,488

Pennsylvania-American Water Company - Water Operations
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
Non-Collective Bargaining Unit Hourly														
1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	$4,319	$1,010	$171	$42	$5,542	$4,512	$1,055	$171	$42	$5,781
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	6,590	1,541	171	42	8,345	6,721	1,572	171	42	8,506
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	4,818	1,127	171	42	6,158	4,963	1,161	171	42	6,337
4	249103	WILK-Cust Service	Operations Specialist	10/27/1980	5,156	1,206	171	42	6,574	5,258	1,230	171	42	6,701
5	245306	ABNG-Field Services	Utility Person	7/16/1990	4,806	1,124	171	42	6,143	4,806	1,124	171	42	6,143
6	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	4,427	1,035	171	42	5,676	4,505	1,054	171	42	5,772
7	246801	LEHP-Production	Plant Operator	2/1/1996	5,516	1,290	171	42	7,020	5,676	1,327	171	42	7,216
8	245501	BNGR-Production	Plant Operator	6/1/1980	5,225	1,222	171	42	6,660	5,377	1,258	171	42	6,848
9	245706	POCO-Field Services	Crew Leader	9/16/1996	5,153	1,205	171	42	6,572	5,304	1,240	171	42	6,758
10	245406	SUSQ-Field Services	Utility Person	2/20/1990	4,492	1,051	171	42	5,756	4,623	1,081	171	42	5,917
11	245706	POCO-Field Services	Utility Person	7/1/1994	4,958	1,160	171	42	6,331	5,102	1,193	171	42	6,509
12	245501	BNGR-Production	Plant Operator	7/23/1990	5,600	1,310	171	42	7,122	5,763	1,348	171	42	7,324
13	245306	ABNG-Field Services	Utility Person	4/11/1994	4,763	1,114	171	42	6,091	4,763	1,114	171	42	6,091
14	247406	FRCK-Field Services	Utility Person	4/18/1988	4,492	1,051	171	42	5,756	4,622	1,081	171	42	5,916
15	247406	FRCK-Field Services	Utility Person	1/15/1986	4,933	1,154	171	42	6,300	5,081	1,188	171	42	6,483
16	247106	MILT-Field Services	Operations Specialist	6/14/1979	3,982	931	171	42	5,126	4,149	970	171	42	5,333
17	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	4,477	1,047	171	42	5,737	4,770	1,116	171	42	6,099
18	240205	CORP-Admin & Gen	Exec Asst (N)	6/5/1995	4,441	1,039	171	42	5,693	4,575	1,070	171	42	5,858
19	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	4,279	1,001	171	42	5,494	4,407	1,031	171	42	5,651
20	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	1/2/1996	4,946	1,157	171	42	6,316	5,044	1,180	171	42	6,437
21	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	5,665	1,325	171	42	7,203	5,777	1,351	171	42	7,341
22	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	7,437	1,739	171	42	9,390	7,659	1,791	171	42	9,663
23	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	4,073	953	171	42	5,239	4,206	984	171	42	5,402
24	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	7,408	1,732	171	42	9,353	7,554	1,767	171	42	9,534
25	247206	PHBG-Field Services	Foreperson	7/27/1998	4,613	1,079	171	42	5,905	4,613	1,079	171	42	5,905
26	247106	MILT-Field Services	Utility Person	11/16/1998	4,699	1,099	171	42	6,011	4,836	1,131	171	42	6,180
27	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	4,568	1,068	171	42	5,850	4,701	1,099	171	42	6,014
28	240114	CORP-Engineering	GIS Analyst	8/1/2000	4,108	961	171	42	5,282	4,203	983	171	42	5,399
29	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	4,952	1,158	171	42	6,323	5,097	1,192	171	42	6,502
30	246506	COAT-Field Services	Utility Person	1/26/1998	4,130	966	171	42	5,309	4,250	994	171	42	5,457
31	246306	PENN/Wyom-Field Srvc	Crew Leader	3/1/1997	5,479	1,281	171	42	6,974	5,640	1,319	171	42	7,172
32	245906	GLEN-Field Services	Utility Person	12/27/1994	5,228	1,223	171	42	6,664	5,385	1,259	171	42	6,858
33	246306	PENN/Wyom-Field Srvc	Utility Person	8/16/1999	4,962	1,160	171	42	6,336	5,107	1,194	171	42	6,514
34	245606	NAZA-Field Services	Utility Person	10/4/1993	4,842	1,132	171	42	6,187	4,987	1,166	171	42	6,367
35	245606	NAZA-Field Services	Crew Leader	4/18/1983	4,977	1,164	171	42	6,354	5,122	1,198	171	42	6,533
36	245906	GLEN-Field Services	Utility Person	6/20/1983	4,817	1,126	171	42	6,156	4,961	1,160	171	42	6,335
37	246306	PENN/Wyom-Field Srvc	Utility Person	1/27/1986	5,119	1,197	171	42	6,530	5,269	1,232	171	42	6,715
38	245906	GLEN-Field Services	Crew Leader	10/1/1987	5,394	1,262	171	42	6,869	5,554	1,299	171	42	7,066
39	240106	CORP-Field Services	Operations Specialist	7/29/1996	3,769	882	171	42	4,864	3,885	909	171	42	5,007
40	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	5,477	1,281	171	42	6,971	5,635	1,318	171	42	7,166
41	246401	ROYF-Production	Plant Operator	3/9/1998	5,311	1,242	171	42	6,766	5,465	1,278	171	42	6,957
42	245601	NAZA-Production	Lead Plant Operator	5/27/1987	6,123	1,432	171	42	7,768	6,301	1,474	171	42	7,988
43	246406	ROYF-Field Services	Operations Specialist	3/3/1998	5,508	1,288	171	42	7,009	5,647	1,321	171	42	7,181
44	247203	PHBG-Cust Service	Utility Person	10/29/2001	4,688	1,096	171	42	5,998	4,829	1,129	171	42	6,171
45	245606	NAZA-Field Services	Utility Person	11/26/2001	5,059	1,183	171	42	6,456	5,206	1,218	171	42	6,637
46	246801	LEHP-Production	Utility Person	2/26/1990	4,687	1,096	171	42	5,996	4,823	1,128	171	42	6,165
47	246501	COAT-Production	Plant Operator	5/28/2002	5,975	1,397	171	42	7,585	6,148	1,438	171	42	7,799
48	240114	CORP-Engineering	GIS Analyst	10/28/2002	4,664	1,091	171	42	5,968	4,757	1,112	171	42	6,082
49	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	8,134	1,902	171	42	10,250	8,458	1,978	171	42	10,650
50	245906	GLEN-Field Services	Utility Person	1/5/2004	5,036	1,178	171	42	6,427	5,188	1,213	171	42	6,615
51	245606	NAZA-Field Services	Utility Person	2/16/2004	4,744	1,110	171	42	6,067	4,882	1,142	171	42	6,237
52	247106	MILT-Field Services	Utility Person	11/22/2004	4,082	955	171	42	5,250	4,201	982	171	42	5,397
53	247106	MILT-Field Services	Utility Person	11/23/2004	4,107	961	171	42	5,281	4,107	961	171	42	5,281
54	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	4,174	976	171	42	5,363	4,256	995	171	42	5,464
55	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	3,807	890	171	42	4,910	3,807	890	171	42	4,910
56	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	3,307	773	171	42	4,293	3,372	789	171	42	4,374
57	240106	CORP-Field Services	Operations Specialist	1/31/2005	4,553	1,065	171	42	5,831	4,725	1,105	171	42	6,043
58	240106	CORP-Field Services	Operations Specialist	3/21/2005	4,651	1,088	171	42	5,953	4,827	1,129	171	42	6,170
59	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	4,770	1,116	171	42	6,099	4,908	1,148	171	42	6,269
60	245506	BNGR-Field Services	Utility Person	11/7/2005	4,704	1,100	171	42	6,018	4,841	1,132	171	42	6,187
61	245401	SUSQ-Production	Plant Operator	5/15/2006	4,778	1,117	171	42	6,108	4,916	1,150	171	42	6,279
62	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006	4,978	1,164	171	42	6,355	5,123	1,198	171	42	6,534
63	246806	LEHP-Field Services	Plant Operator	10/2/2006	5,785	1,353	171	42	7,351	5,953	1,392	171	42	7,559
64	245706	POCO-Field Services	Utility Person	10/9/2006	4,604	1,077	171	42	5,893	4,738	1,108	171	42	6,059
65	245606	NAZA-Field Services	Utility Person	12/18/2006	4,692	1,097	171	42	6,002	4,828	1,129	171	42	6,171
66	249150	WILK-Other	Operations Specialist	1/22/2007	5,370	1,256	171	42	6,839	5,530	1,293	171	42	7,037
67	246206	HSHY-Field Services	Utility Person	3/26/2007	6,144	1,437	171	42	7,794	6,322	1,479	171	42	8,014
68	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	4,599	1,075	171	42	5,887	4,741	1,109	171	42	6,063
69	247106	MILT-Field Services	Utility Person	5/7/2007	4,195	981	171	42	5,389	4,318	1,010	171	42	5,541
70	240106	CORP-Field Services	Operations Specialist	6/18/2007	4,617	1,080	171	42	5,910	4,787	1,120	171	42	6,120
71	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	4,790	1,120	171	42	6,123	4,929	1,153	171	42	6,295
72	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	7,639	1,787	171	42	9,639	7,942	1,858	171	42	10,013
73	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	5,766	1,348	171	42	7,327	6,052	1,416	171	42	7,681
74	247206	PHBG-Field Services	Utility Person	6/2/2008	4,728	1,106	171	42	6,047	4,869	1,139	171	42	6,221
75	247106	MILT-Field Services	Utility Person	7/21/2008	4,234	990	171	42	5,437	4,364	1,021	171	42	5,597
76	246501	COAT-Production	Plant Operator	10/6/2008	5,084	1,189	171	42	6,486	5,235	1,224	171	42	6,673
77	247701	BOGGS-Production	Plant Operator	5/4/2009	4,674	1,093	171	42	5,980	4,814	1,126	171	42	6,153
78	245706	POCO-Field Services	Utility Person	9/28/2009	5,195	1,215	171	42	6,624	5,347	1,250	171	42	6,810
79	246506	COAT-Field Services	Utility Person	11/2/2009	4,516	1,056	171	42	5,785	4,648	1,087	171	42	5,948
80	247401	FRCK-Production	Operator	1/25/2010	4,561	1,067	171	42	5,841	4,694	1,098	171	42	6,005
81	247206	PHBG-Field Services	Utility Person	3/29/2010	4,643	1,086	171	42	5,942	4,782	1,118	171	42	6,113
82	241106	PITT-Field Services	Operations Specialist	10/4/2010	5,570	1,303	171	42	7,085	5,679	1,328	171	42	7,221
83	242101	MCMR-Production	Maint Service Specialist	12/20/2010	5,714	1,336	171	42	7,264	5,828	1,363	171	42	7,404
84	240306	CORP-Field Service	Exec Asst (N)	9/1/2011	3,929	919	171	42	5,061	4,034	944	171	42	5,191

Pennsylvania-American Water Company - Water Operations
Payroll Taxes

					2023 Gross Payroll Taxes				
Line #	**Cost Center**	**Cost Center Name**	**Job**	**Original Hire Date**	**FICA Withholding**	**FICA Medicare**	**SUTA**	**FUTA**	**2023 Total Gross Payroll Taxes**
Non-Collective Bargaining Unit Hourly									
1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	$4,646	$1,087	$171	$42	$5,946
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	6,921	1,619	171	42	8,753
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	5,110	1,195	171	42	6,518
4	249103	WILK-Cust Service	Operations Specialist	10/27/1980	5,415	1,266	171	42	6,895
5	245306	ABNG-Field Services	Utility Person	7/16/1990	4,948	1,157	171	42	6,319
6	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	4,640	1,085	171	42	5,938
7	246801	LEHP-Production	Plant Operator	2/1/1996	5,844	1,367	171	42	7,424
8	245501	BNGR-Production	Plant Operator	6/1/1980	5,538	1,295	171	42	7,046
9	245706	POCO-Field Services	Crew Leader	9/16/1996	5,461	1,277	171	42	6,952
10	245406	SUSQ-Field Services	Utility Person	2/20/1990	4,761	1,113	171	42	6,088
11	245706	POCO-Field Services	Utility Person	7/1/1994	5,254	1,229	171	42	6,696
12	245501	BNGR-Production	Plant Operator	7/23/1990	5,935	1,388	171	42	7,536
13	245306	ABNG-Field Services	Utility Person	4/11/1994	4,905	1,147	171	42	6,266
14	247406	FRCK-Field Services	Utility Person	4/18/1988	4,760	1,113	171	42	6,086
15	247406	FRCK-Field Services	Utility Person	1/15/1986	5,232	1,224	171	42	6,668
16	247106	MILT-Field Services	Operations Specialist	6/14/1979	4,273	999	171	42	5,485
17	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	4,910	1,148	171	42	6,272
18	240205	CORP-Admin & Gen	Exec Asst (N)	6/5/1995	4,712	1,102	171	42	6,027
19	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	4,538	1,061	171	42	5,813
20	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	1/2/1996	5,195	1,215	171	42	6,623
21	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	5,948	1,391	171	42	7,553
22	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	7,887	1,845	171	42	9,945
23	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	4,331	1,013	171	42	5,558
24	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	7,778	1,819	171	42	9,811
25	247206	PHBG-Field Services	Foreperson	7/27/1998	4,749	1,111	171	42	6,073
26	247106	MILT-Field Services	Utility Person	11/16/1998	4,979	1,164	171	42	6,356
27	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	4,842	1,132	171	42	6,187
28	240114	CORP-Engineering	GIS Analyst	8/1/2000	4,327	1,012	171	42	5,553
29	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	5,248	1,227	171	42	6,689
30	246506	COAT-Field Services	Utility Person	1/26/1998	4,376	1,023	171	42	5,613
31	246306	PENN/Wyom-Field Srvc	Crew Leader	3/1/1997	5,808	1,358	171	42	7,379
32	245906	GLEN-Field Services	Utility Person	12/27/1994	5,546	1,297	171	42	7,056
33	246306	PENN/Wyom-Field Srvc	Utility Person	8/16/1999	5,258	1,230	171	42	6,701
34	245606	NAZA-Field Services	Utility Person	10/4/1993	5,135	1,201	171	42	6,550
35	245606	NAZA-Field Services	Crew Leader	4/18/1983	5,273	1,233	171	42	6,720
36	245906	GLEN-Field Services	Utility Person	6/20/1983	5,109	1,195	171	42	6,517
37	246306	PENN/Wyom-Field Srvc	Utility Person	1/27/1986	5,425	1,269	171	42	6,907
38	245906	GLEN-Field Services	Crew Leader	10/1/1987	5,718	1,337	171	42	7,269
39	240106	CORP-Field Services	Operations Specialist	7/29/1996	4,000	936	171	42	5,149
40	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	5,801	1,357	171	42	7,371
41	246401	ROYF-Production	Plant Operator	3/9/1998	5,628	1,316	171	42	7,157
42	245601	NAZA-Production	Lead Plant Operator	5/27/1987	6,489	1,518	171	42	8,219
43	246406	ROYF-Field Services	Operations Specialist	3/3/1998	5,815	1,360	171	42	7,389
44	247203	PHBG-Cust Service	Utility Person	10/29/2001	4,972	1,163	171	42	6,348
45	245606	NAZA-Field Services	Utility Person	11/26/2001	5,361	1,254	171	42	6,828
46	246801	LEHP-Production	Utility Person	2/26/1990	4,966	1,161	171	42	6,341
47	246501	COAT-Production	Plant Operator	5/28/2002	6,330	1,480	171	42	8,023
48	240114	CORP-Engineering	GIS Analyst	10/28/2002	4,898	1,145	171	42	6,257
49	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	8,709	2,037	171	42	10,960
50	245906	GLEN-Field Services	Utility Person	1/5/2004	5,343	1,249	171	42	6,805
51	245606	NAZA-Field Services	Utility Person	2/16/2004	5,027	1,176	171	42	6,416
52	247106	MILT-Field Services	Utility Person	11/22/2004	4,327	1,012	171	42	5,552
53	247106	MILT-Field Services	Utility Person	11/23/2004	4,230	989	171	42	5,432
54	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	4,383	1,025	171	42	5,621
55	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	3,921	917	171	42	5,051
56	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	3,472	812	171	42	4,497
57	240106	CORP-Field Services	Operations Specialist	1/31/2005	4,865	1,138	171	42	6,215
58	240106	CORP-Field Services	Operations Specialist	3/21/2005	4,971	1,163	171	42	6,347
59	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	5,054	1,182	171	42	6,449
60	245506	BNGR-Field Services	Utility Person	11/7/2005	4,986	1,166	171	42	6,365
61	245401	SUSQ-Production	Plant Operator	5/15/2006	5,062	1,184	171	42	6,459
62	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006	5,275	1,234	171	42	6,722
63	246806	LEHP-Field Services	Plant Operator	10/2/2006	6,130	1,434	171	42	7,777
64	245706	POCO-Field Services	Utility Person	10/9/2006	4,878	1,141	171	42	6,231
65	245606	NAZA-Field Services	Utility Person	12/18/2006	4,973	1,163	171	42	6,349
66	249150	WILK-Other	Operations Specialist	1/22/2007	5,695	1,332	171	42	7,241
67	246206	HSHY-Field Services	Utility Person	3/26/2007	6,510	1,522	171	42	8,245
68	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	4,882	1,142	171	42	6,237
69	247106	MILT-Field Services	Utility Person	5/7/2007	4,447	1,040	171	42	5,700
70	240106	CORP-Field Services	Operations Specialist	6/18/2007	4,929	1,153	171	42	6,295
71	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	5,076	1,187	171	42	6,476
72	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	8,177	1,912	171	42	10,303
73	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	6,233	1,458	171	42	7,904
74	247206	PHBG-Field Services	Utility Person	6/2/2008	5,013	1,172	171	42	6,399
75	247106	MILT-Field Services	Utility Person	7/21/2008	4,494	1,051	171	42	5,758
76	246501	COAT-Production	Plant Operator	10/6/2008	5,390	1,261	171	42	6,864
77	247701	BOGGS-Production	Plant Operator	5/4/2009	4,957	1,159	171	42	6,329
78	245706	POCO-Field Services	Utility Person	9/28/2009	5,504	1,287	171	42	7,005
79	246506	COAT-Field Services	Utility Person	11/2/2009	4,786	1,119	171	42	6,118
80	247401	FRCK-Production	Operator	1/25/2010	4,833	1,130	171	42	6,177
81	247206	PHBG-Field Services	Utility Person	3/29/2010	4,924	1,151	171	42	6,288
82	241106	PITT-Field Services	Operations Specialist	10/4/2010	5,845	1,367	171	42	7,426
83	242101	MCMR-Production	Maint Service Specialist	12/20/2010	6,002	1,404	171	42	7,619
84	240306	CORP-Field Service	Exec Asst (N)	9/1/2011	4,155	972	171	42	5,340

Pennsylvania-American Water Company - Water Operations
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
85	245406	SUSQ-Field Services	Utility Person	9/6/2011	4,647	1,087	171	42	5,947	4,782	1,118	171	42	6,113
86	247206	PHBG-Field Services	Utility Person	11/7/2011	4,387	1,026	171	42	5,627	4,518	1,057	171	42	5,788
87	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	3,772	882	171	42	4,867	3,906	914	171	42	5,033
88	249106	WILK-Field Services	Operations Specialist	7/3/2012	3,966	928	171	42	5,107	4,084	955	171	42	5,253
89	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	4,167	974	171	42	5,354	4,288	1,003	171	42	5,504
90	249106	WILK-Field Services	Operations Specialist	2/18/2013	4,011	938	171	42	5,163	4,212	985	171	42	5,410
91	249150	WILK-Other	Operations Specialist	3/4/2013	4,037	944	171	42	5,194	4,158	973	171	42	5,344
92	247306	BRWK-Field Services	Utility Person	4/29/2013	5,035	1,178	171	42	6,426	5,198	1,216	171	42	6,626
93	245601	NAZA-Production	Plant Operator	6/27/2013	6,886	1,610	171	42	8,710	7,091	1,658	171	42	8,963
94	247301	BRWK-Production	Operator	9/16/2013	5,163	1,207	171	42	6,583	5,313	1,243	171	42	6,769
95	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	4,274	1,000	171	42	5,487	4,445	1,040	171	42	5,698
96	249103	WILK-Cust Service	Operations Specialist	11/3/2014	4,041	945	171	42	5,200	4,224	988	171	42	5,425
97	247201	PHBG-Production	Plant Operator	2/2/2015	4,843	1,133	171	42	6,189	4,988	1,166	171	42	6,367
98	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	5,997	1,403	171	42	7,613	6,177	1,445	171	42	7,835
99	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	3,846	900	171	42	4,959	4,001	936	171	42	5,149
100	245306	ABNG-Field Services	Utility Person	7/20/2015	5,013	1,172	171	42	6,398	5,159	1,206	171	42	6,579
101	243106	NEWC-Field Services	Operations Specialist	11/9/2015	3,681	861	171	42	4,755	3,792	887	171	42	4,892
102	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	4,894	1,145	171	42	6,252	5,064	1,184	171	42	6,462
103	241150	PITT-Production Othe	Operations Specialist	11/9/2015	3,941	922	171	42	5,076	4,030	943	171	42	5,186
104	246106	MECH-Field Services	Operations Specialist	11/9/2015	3,817	893	171	42	4,922	4,007	937	171	42	5,158
105	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	4,983	1,165	171	42	6,362	5,156	1,206	171	42	6,576
106	245406	SUSQ-Field Services	Utility Person	12/14/2015	3,991	933	171	42	5,138	4,118	963	171	42	5,295
107	246506	COAT-Field Services	Utility Person	2/3/2016	5,593	1,308	171	42	7,114	5,836	1,365	171	42	7,414
108	247103	MILT-Cust Service	Utility Person	3/7/2016	4,121	964	171	42	5,298	4,248	993	171	42	5,454
109	246206	HSHY-Field Services	Utility Person	2/29/2016	5,142	1,203	171	42	6,558	5,292	1,238	171	42	6,743
110	246201	HSHY-Production	Plant Operator	2/29/2016	6,483	1,516	171	42	8,212	6,710	1,569	171	42	8,493
111	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	5,096	1,192	171	42	6,502	5,249	1,228	171	42	6,689
112	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	3,533	826	171	42	4,572	3,780	884	171	42	4,878
113	240116	CORP-Maint Services	Lead Automation & Controls Tech	4/25/2016	7,840	1,833	171	42	9,886	8,230	1,925	171	42	10,368
114	246206	HSHY-Field Services	Utility Person	6/13/2016	4,371	1,022	171	42	5,606	4,498	1,052	171	42	5,763
115	246206	HSHY-Field Services	Utility Person	7/11/2016	4,119	963	171	42	5,295	4,239	991	171	42	5,444
116	246406	ROYF-Field Services	Crew Leader	7/5/2016	5,220	1,221	171	42	6,654	5,380	1,258	171	42	6,852
117	245306	ABNG-Field Services	Utility Person	10/24/2016	4,598	1,075	171	42	5,887	4,732	1,107	171	42	6,052
118	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	4,422	1,034	171	42	5,670	4,552	1,064	171	42	5,829
119	249106	WILK-Field Services	Operations Specialist	5/2/2016	3,720	870	171	42	4,803	3,831	896	171	42	4,940
120	247306	BRWK-Field Services	Utility Person	1/16/2017	4,152	971	171	42	5,337	4,273	999	171	42	5,485
121	246506	COAT-Field Services	Utility Person	2/13/2017	4,586	1,072	171	42	5,872	4,767	1,115	171	42	6,095
122	240103	CORP-Cust Relations	Compliance Analyst	6/26/2017	3,207	750	171	42	4,170	3,366	787	171	42	4,367
123	246406	ROYF-Field Services	Utility Person	7/17/2017	4,965	1,161	171	42	6,339	5,127	1,199	171	42	6,540
124	246801	LEHP-Production	Utility Person	7/31/2017	3,960	926	171	42	5,100	4,091	957	171	42	5,261
125	240106	CORP-Field Services	Admin Support Rep (N)	4/27/2015	2,349	549	171	42	3,111	2,431	568	171	42	3,212
126	240106	CORP-Field Services	Admin Support Rep (N)	12/2/2009	2,342	548	171	42	3,104	2,413	564	171	42	3,191
127	245401	SUSQ-Production	Plant Operator	1/2/2018	4,016	939	171	42	5,169	4,296	1,005	171	42	5,514
128	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018	4,212	985	171	42	5,410	4,306	1,007	171	42	5,526
129	240106	CORP-Field Services	Operations Specialist	7/9/2018	3,679	860	171	42	4,753	3,789	886	171	42	4,888
130	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018	4,239	991	171	42	5,444	4,324	1,011	171	42	5,548
131	246406	ROYF-Field Services	Operations Specialist	7/16/2018	5,438	1,272	171	42	6,923	5,546	1,297	171	42	7,056
132	240306	CORP-Field Service	Operations Specialist	7/30/2018	3,940	921	171	42	5,074	4,212	985	171	42	5,410
133	246801	LEHP-Production	Utility Person	7/23/2018	4,662	1,090	171	42	5,966	4,847	1,133	171	42	6,193
134	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	6,387	1,494	171	42	8,093	6,641	1,553	171	42	8,407
135	246501	COAT-Production	Utility Person	9/10/2018	5,213	1,219	171	42	6,645	5,445	1,273	171	42	6,931
136	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	9/10/2018	3,250	760	171	42	4,224	3,332	779	171	42	4,325
137	246501	COAT-Production	Plant Operator	9/24/2018	4,940	1,155	171	42	6,308	5,161	1,207	171	42	6,582
138	245906	GLEN-Field Services	Utility Person	10/8/2018	4,198	982	171	42	5,394	4,320	1,010	171	42	5,544
139	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	4,195	981	171	42	5,390	4,337	1,014	171	42	5,565
140	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	3,448	806	171	42	4,467	3,586	839	171	42	4,637
141	246206	HSHY-Field Services	Utility Person	10/8/2018	4,392	1,027	171	42	5,632	4,567	1,068	171	42	5,848
142	246201	HSHY-Production	Plant Operator	10/8/2018	5,230	1,223	171	42	6,667	5,408	1,265	171	42	6,886
143	246506	COAT-Field Services	Utility Person	11/5/2018	4,560	1,066	171	42	5,840	4,828	1,129	171	42	6,170
144	249106	WILK-Field Services	Construction Inspector	11/5/2018	4,488	1,050	171	42	5,751	4,613	1,079	171	42	5,905
145	245401	SUSQ-Production	Plant Operator	11/5/2018	4,597	1,075	171	42	5,886	4,917	1,150	171	42	6,280
146	249106	WILK-Field Services	Construction Inspector	12/17/2018	4,712	1,102	171	42	6,027	4,839	1,132	171	42	6,184
147	247306	BRWK-Field Services	Utility Person	12/17/2018	4,443	1,039	171	42	5,695	4,592	1,074	171	42	5,879
148	246206	HSHY-Field Services	Utility Person	1/14/2019	4,272	999	171	42	5,484	4,441	1,039	171	42	5,693
149	240106	CORP-Field Services	Operations Specialist	3/25/2019	4,190	980	171	42	5,383	4,349	1,017	171	42	5,580
150	245306	ABNG-Field Services	Utility Person	4/8/2019	4,198	982	171	42	5,393	4,321	1,011	171	42	5,545
151	245506	BNGR-Field Services	Utility Person	6/3/2019	4,114	962	171	42	5,289	4,268	998	171	42	5,479
152	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	8,105	1,896	171	42	10,214	8,258	1,931	171	42	10,403
153	245106	NORR-Field Services	Operations Specialist	6/10/2019	4,383	1,025	171	42	5,622	4,553	1,065	171	42	5,830
154	248801	TURB-Production	Plant Operator	7/8/2019	4,315	1,009	171	42	5,537	4,443	1,039	171	42	5,696
155	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	7,223	1,689	171	42	9,125	7,294	1,706	171	42	9,214
156	240114	CORP-Engineering	GIS Analyst	7/15/2019	3,969	928	171	42	5,110	4,107	961	171	42	5,281
157	246206	HSHY-Field Services	Utility Person	2/2/2016	3,724	871	171	42	4,808	3,910	914	171	42	5,038
158	240114	CORP-Engineering	Engineering Specialist	10/21/2019	4,013	938	171	42	5,165	4,153	971	171	42	5,337
159	247201	PHBG-Production	Plant Operator	10/21/2019	4,119	963	171	42	5,295	4,282	1,001	171	42	5,496
160	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	4,213	985	171	42	5,412	4,297	1,005	171	42	5,515
161	246505	COAT-Admin & Gen	Operations Specialist	1/27/2020	4,146	970	171	42	5,329	4,250	994	171	42	5,457
162	247201	PHBG-Production	Plant Operator	1/27/2020	4,215	986	171	42	5,414	4,382	1,025	171	42	5,620
163	246401	ROYF-Production	Maint Service Specialist	3/9/2020	5,020	1,174	171	42	6,407	5,119	1,197	171	42	6,530
164	246406	ROYF-Field Services	Utility Person	3/23/2020	4,335	1,014	171	42	5,562	4,477	1,047	171	42	5,737
165	249106	WILK-Field Services	Construction Inspector	4/20/2020	4,964	1,161	171	42	6,338	5,102	1,193	171	42	6,508
166	246406	ROYF-Field Services	Utility Person	4/13/2020	4,496	1,052	171	42	5,761	4,627	1,082	171	42	5,923
167	247106	MILT-Field Services	Utility Person	4/13/2020	4,210	985	171	42	5,408	4,340	1,015	171	42	5,568
168	249106	WILK-Field Services	Construction Inspector	4/20/2020	4,534	1,060	171	42	5,807	4,660	1,090	171	42	5,964
169	249106	WILK-Field Services	Construction Inspector	4/21/2020	3,880	907	171	42	5,000	4,073	953	171	42	5,238

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					2023 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2023 Total Gross Payroll Taxes
85	245406	SUSQ-Field Services	Utility Person	9/6/2011	4,924	1,152	171	42	6,289
86	247206	PHBG-Field Services	Utility Person	11/7/2011	4,652	1,088	171	42	5,953
87	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	4,023	941	171	42	5,176
88	249106	WILK-Field Services	Operations Specialist	7/3/2012	4,206	984	171	42	5,402
89	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	4,416	1,033	171	42	5,661
90	249106	WILK-Field Services	Operations Specialist	2/18/2013	4,337	1,014	171	42	5,564
91	249150	WILK-Other	Operations Specialist	3/4/2013	4,283	1,002	171	42	5,497
92	247306	BRWK-Field Services	Utility Person	4/29/2013	5,352	1,252	171	42	6,817
93	245601	NAZA-Production	Plant Operator	6/27/2013	7,301	1,707	171	42	9,221
94	247301	BRWK-Production	Operator	9/16/2013	5,470	1,279	171	42	6,963
95	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	4,577	1,070	171	42	5,860
96	249103	WILK-Cust Service	Operations Specialist	11/3/2014	4,349	1,017	171	42	5,579
97	247201	PHBG-Production	Plant Operator	2/2/2015	5,135	1,201	171	42	6,549
98	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	6,362	1,488	171	42	8,063
99	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	4,120	964	171	42	5,297
100	245306	ABNG-Field Services	Utility Person	7/20/2015	5,312	1,242	171	42	6,767
101	243106	NEWC-Field Services	Operations Specialist	11/9/2015	3,905	913	171	42	5,031
102	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	5,215	1,220	171	42	6,648
103	241150	PITT-Production Othe	Operations Specialist	11/9/2015	4,150	971	171	42	5,334
104	246106	MECH-Field Services	Operations Specialist	11/9/2015	4,127	965	171	42	5,306
105	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	5,310	1,242	171	42	6,765
106	245406	SUSQ-Field Services	Utility Person	12/14/2015	4,241	992	171	42	5,446
107	246506	COAT-Field Services	Utility Person	2/3/2016	6,008	1,405	171	42	7,627
108	247103	MILT-Cust Service	Utility Person	3/7/2016	4,374	1,023	171	42	5,610
109	246206	HSHY-Field Services	Utility Person	2/29/2016	5,450	1,275	171	42	6,937
110	246201	HSHY-Production	Plant Operator	2/29/2016	6,910	1,616	171	42	8,739
111	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	5,404	1,264	171	42	6,881
112	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	3,893	910	171	42	5,017
113	240116	CORP-Maint Services	Lead Automation & Controls Tech	4/25/2016	8,475	1,982	171	42	10,671
114	246206	HSHY-Field Services	Utility Person	6/13/2016	4,632	1,083	171	42	5,928
115	246206	HSHY-Field Services	Utility Person	7/11/2016	4,365	1,021	171	42	5,599
116	246406	ROYF-Field Services	Crew Leader	7/5/2016	5,540	1,296	171	42	7,049
117	245306	ABNG-Field Services	Utility Person	10/24/2016	4,872	1,139	171	42	6,225
118	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	4,687	1,096	171	42	5,996
119	249106	WILK-Field Services	Operations Specialist	5/2/2016	3,945	923	171	42	5,081
120	247306	BRWK-Field Services	Utility Person	1/16/2017	4,400	1,029	171	42	5,643
121	246506	COAT-Field Services	Utility Person	2/13/2017	4,909	1,148	171	42	6,271
122	240103	CORP-Cust Relations	Compliance Analyst	6/26/2017	3,467	811	171	42	4,490
123	246406	ROYF-Field Services	Utility Person	7/17/2017	5,280	1,235	171	42	6,728
124	246801	LEHP-Production	Utility Person	7/31/2017	4,213	985	171	42	5,411
125	240106	CORP-Field Services	Admin Support Rep (N)	4/27/2015	2,503	585	171	42	3,301
126	240106	CORP-Field Services	Admin Support Rep (N)	12/2/2009	2,485	581	171	42	3,280
127	245401	SUSQ-Production	Plant Operator	1/2/2018	4,424	1,035	171	42	5,671
128	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018	4,435	1,037	171	42	5,685
129	240106	CORP-Field Services	Operations Specialist	7/9/2018	3,902	913	171	42	5,028
130	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018	4,453	1,041	171	42	5,707
131	246406	ROYF-Field Services	Operations Specialist	7/16/2018	5,711	1,336	171	42	7,260
132	240306	CORP-Field Service	Operations Specialist	7/30/2018	4,337	1,014	171	42	5,565
133	246801	LEHP-Production	Utility Person	7/23/2018	4,990	1,167	171	42	6,370
134	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	6,838	1,599	171	42	8,651
135	246501	COAT-Production	Utility Person	9/10/2018	5,607	1,311	171	42	7,132
136	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	9/10/2018	3,431	802	171	42	4,447
137	246501	COAT-Production	Plant Operator	9/24/2018	5,316	1,243	171	42	6,772
138	245906	GLEN-Field Services	Utility Person	10/8/2018	4,448	1,040	171	42	5,702
139	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	4,466	1,044	171	42	5,723
140	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	3,692	864	171	42	4,769
141	246206	HSHY-Field Services	Utility Person	10/8/2018	4,703	1,100	171	42	6,016
142	246201	HSHY-Production	Plant Operator	10/8/2018	5,567	1,302	171	42	7,083
143	246506	COAT-Field Services	Utility Person	11/5/2018	4,971	1,163	171	42	6,347
144	249106	WILK-Field Services	Construction Inspector	11/5/2018	4,750	1,111	171	42	6,073
145	245401	SUSQ-Production	Plant Operator	11/5/2018	5,063	1,184	171	42	6,460
146	249106	WILK-Field Services	Construction Inspector	12/17/2018	4,983	1,165	171	42	6,361
147	247306	BRWK-Field Services	Utility Person	12/17/2018	4,728	1,106	171	42	6,047
148	246206	HSHY-Field Services	Utility Person	1/14/2019	4,573	1,069	171	42	5,856
149	240106	CORP-Field Services	Operations Specialist	3/25/2019	4,479	1,048	171	42	5,740
150	245306	ABNG-Field Services	Utility Person	4/8/2019	4,449	1,040	171	42	5,703
151	245506	BNGR-Field Services	Utility Person	6/3/2019	4,394	1,028	171	42	5,635
152	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	8,504	1,989	171	42	10,706
153	245106	NORR-Field Services	Operations Specialist	6/10/2019	4,689	1,097	171	42	5,998
154	248801	TURB-Production	Plant Operator	7/8/2019	4,575	1,070	171	42	5,858
155	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	7,512	1,757	171	42	9,481
156	240114	CORP-Engineering	GIS Analyst	7/15/2019	4,229	989	171	42	5,431
157	246206	HSHY-Field Services	Utility Person	2/2/2016	4,026	942	171	42	5,181
158	240114	CORP-Engineering	Engineering Specialist	10/21/2019	4,276	1,000	171	42	5,489
159	247201	PHBG-Production	Plant Operator	10/21/2019	4,408	1,031	171	42	5,653
160	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	4,425	1,035	171	42	5,673
161	246505	COAT-Admin & Gen	Operations Specialist	1/27/2020	4,376	1,024	171	42	5,613
162	247201	PHBG-Production	Plant Operator	1/27/2020	4,512	1,055	171	42	5,780
163	246401	ROYF-Production	Maint Service Specialist	3/9/2020	5,271	1,233	171	42	6,717
164	246406	ROYF-Field Services	Utility Person	3/23/2020	4,611	1,078	171	42	5,902
165	249106	WILK-Field Services	Construction Inspector	4/20/2020	5,254	1,229	171	42	6,696
166	246406	ROYF-Field Services	Utility Person	4/13/2020	4,764	1,114	171	42	6,092
167	247106	MILT-Field Services	Utility Person	4/13/2020	4,468	1,045	171	42	5,726
168	249106	WILK-Field Services	Construction Inspector	4/20/2020	4,799	1,122	171	42	6,135
169	249106	WILK-Field Services	Construction Inspector	4/21/2020	4,193	981	171	42	5,387

Pennsylvania-American Water Company - Water Operations
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
170	245701	POCO-Production	Plant Operator	4/27/2020	4,650	1,088	171	42	5,951	4,818	1,127	171	42	6,158
171	246406	ROYF-Field Services	Utility Person	4/27/2020	4,707	1,101	171	42	6,021	4,843	1,133	171	42	6,189
172	246401	ROYF-Production	Plant Operator	5/4/2020	4,797	1,122	171	42	6,132	4,997	1,169	171	42	6,379
173	240151	CORP-Cust Serv MECH	Compliance Representative	5/4/2020	2,772	648	171	42	3,633	3,335	780	171	42	4,328
174	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/11/2020	5,544	1,297	171	42	7,054	5,628	1,316	171	42	7,157
175	240151	CORP-Cust Serv MECH	Compliance Analyst	5/18/2020	3,094	724	171	42	4,031	3,234	756	171	42	4,203
176	242101	MCMR-Production	Maint Service Specialist	6/1/2020	5,415	1,267	171	42	6,895	5,523	1,292	171	42	7,028
177	240103	CORP-Cust Relations	Compliance Analyst	6/1/2020	3,321	777	171	42	4,310	3,441	805	171	42	4,460
178	240103	CORP-Cust Relations	Compliance Analyst	7/20/2020	3,811	891	171	42	4,915	3,914	915	171	42	5,043
179	245401	SUSQ-Production	Plant Operator	9/14/2020	3,846	899	171	42	4,959	4,020	940	171	42	5,173
180	247106	MILT-Field Services	Utility Person	10/19/2020	3,906	913	171	42	5,032	4,030	942	171	42	5,185
181	242101	MCMR-Production	Maint Service Specialist	12/14/2020	5,456	1,276	171	42	6,945	5,648	1,321	171	42	7,182
182	249106	WILK-Field Services	Construction Inspector	12/21/2020	4,263	997	171	42	5,473	4,388	1,026	171	42	5,627
183	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/1/2021	3,210	751	171	42	4,173	3,369	788	171	42	4,370
184	245506	BNGR-Field Services	Utility Person	2/22/2021	3,754	878	171	42	4,845	3,923	918	171	42	5,054
185	240106	CORP-Field Services	Admin Support Rep (N)	3/8/2021	2,781	650	171	42	3,644	2,864	670	171	42	3,747
186	246801	LEHP-Production	Utility Person	4/12/2021	4,025	941	171	42	5,180	4,225	988	171	42	5,427
187	246801	LEHP-Production	Utility Person	4/12/2021	4,086	956	171	42	5,254	4,289	1,003	171	42	5,506
188	246406	ROYF-Field Services	Utility Person	4/26/2021	4,271	999	171	42	5,482	4,399	1,029	171	42	5,641
189	246201	HSHY-Production	Plant Operator	4/26/2021	4,733	1,107	171	42	6,053	4,875	1,140	171	42	6,229
190	240114	CORP-Engineering	GIS Analyst	6/1/2021	3,324	777	171	42	4,315	3,463	810	171	42	4,486
191	246306	PENN/Wyom-Field Srvc	Utility Person	5/24/2021	4,413	1,032	171	42	5,658	4,573	1,069	171	42	5,855
192	247206	PHBG-Field Services	Utility Person	7/6/2021	4,095	958	171	42	5,265	4,217	986	171	42	5,417
193	245106	NORR-Field Services	Operations Specialist	7/6/2021	4,017	939	171	42	5,170	4,178	977	171	42	5,368
194	245906	GLEN-Field Services	Utility Person	7/12/2021	4,002	936	171	42	5,151	4,119	963	171	42	5,295
195	246401	ROYF-Production	Plant Operator	7/19/2021	4,555	1,065	171	42	5,833	4,688	1,096	171	42	5,997
196	241106	PITT-Field Services	Operations Specialist	9/7/2021	3,795	888	171	42	4,896	3,985	932	171	42	5,130
197	249106	WILK-Field Services	Operations Specialist	9/7/2021	4,215	986	171	42	5,414	4,331	1,013	171	42	5,558
198	245106	NORR-Field Services	Operations Specialist	10/18/2021	4,156	972	171	42	5,341	4,156	972	171	42	5,341
199	245706	POCO-Field Services	Utility Person	10/18/2021	3,679	860	171	42	4,752	3,679	860	171	42	4,752
200	246506	COAT-Field Services	Utility Person	11/8/2021	3,602	842	171	42	4,658	3,602	842	171	42	4,658
201	240116	CORP-Maint Services	Sr Automation & Controls Tech	11/22/2021	6,525	1,526	171	42	8,264	6,525	1,526	171	42	8,264
202	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	11/8/2021	3,151	737	171	42	4,101	3,151	737	171	42	4,101
203	246506	COAT-Field Services	Utility Person	11/9/2021	3,618	846	171	42	4,677	3,618	846	171	42	4,677
204	240106	CORP-Field Services	Admin Support Rep (N)	11/22/2021	2,770	648	171	42	3,631	2,770	648	171	42	3,631
205	247106	MILT-Field Services	Utility Person	11/22/2021	3,812	891	171	42	4,916	3,812	891	171	42	4,916
206	240103	CORP-Cust Relations	Compliance Analyst	12/13/2021	3,186	745	171	42	4,144	3,186	745	171	42	4,144
207	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	694	162	171	42	1,070	729	170	171	42	1,113
208	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	-	-	-	-	-	4,895	1,145	171	42	6,253
209	240114	CORP-Engineering	GIS Analyst - To Be Filled	1/31/2022	-	-	-	-	-	3,740	875	171	42	4,828
210	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	-	-	-	-	-	4,895	1,145	171	42	6,253
211	240114	CORP-Engineering	Capital Program Budget Assistant - To Be Filled	2/7/2022	-	-	-	-	-	3,740	875	171	42	4,828
212	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	-	-	-	-	-	4,895	1,145	171	42	6,253
213	240106	CORP-Field Services	Operations Specialist - To Be Filled	1/31/2022	-	-	-	-	-	4,156	972	171	42	5,341
214	247152	MILT-Prod Milton FP	Plant Operator - To Be Filled	7/1/2022	-	-	-	-	-	4,156	972	171	42	5,341
215	240151	CORP-Cust Serv MECH	Compliance Representative - To Be Filled	2/28/2022	-	-	-	-	-	3,430	802	171	42	4,445
216	246152	MECH-Silver Springs	Sr Maint Service Specialist - To Be Filled	1/24/2022	-	-	-	-	-	4,883	1,142	171	42	6,238
217	245306	ABNG-Field Services	Crew Leader - To Be Filled	7/1/2022	-	-	-	-	-	4,156	972	171	42	5,341
218	240106	CORP-Field Services	Spec Bill/Pymt Collection - To Be Filled	2/28/2022	-	-	-	-	-	3,896	911	171	42	5,021
219	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	-	-	-	-	-	4,895	1,145	171	42	6,253
220	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	-	-	-	-	-	4,895	1,145	171	42	6,253
221	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	-	-	-	-	-	4,895	1,145	171	42	6,253
222	240306	CORPORATE - Field Services	Specialist Operations - To Be Filled	7/1/2022	-	-	-	-	-	4,895	1,145	171	42	6,253
			Total Non-Collective Bargaining Unit Hourly		$952,116	$222,672	$35,440	$8,694	$1,218,923	$1,048,024	$245,102	$38,009	$9,324	$1,340,460

Pennsylvania-American Water Company - Water Operations
Payroll Taxes

					2023 Gross Payroll Taxes				
Line #	**Cost Center**	**Cost Center Name**	**Job**	**Original Hire Date**	**FICA Withholding**	**FICA Medicare**	**SUTA**	**FUTA**	**2023 Total Gross Payroll Taxes**
170	245701	POCO-Production	Plant Operator	4/27/2020	4,960	1,160	171	42	6,333
171	246406	ROYF-Field Services	Utility Person	4/27/2020	4,987	1,166	171	42	6,367
172	246401	ROYF-Production	Plant Operator	5/4/2020	5,146	1,203	171	42	6,562
173	240151	CORP-Cust Serv MECH	Compliance Representative	5/4/2020	3,435	803	171	42	4,451
174	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/11/2020	5,795	1,355	171	42	7,364
175	240151	CORP-Cust Serv MECH	Compliance Analyst	5/18/2020	3,331	779	171	42	4,323
176	242101	MCMR-Production	Maint Service Specialist	6/1/2020	5,688	1,330	171	42	7,232
177	240103	CORP-Cust Relations	Compliance Analyst	6/1/2020	3,544	829	171	42	4,586
178	240103	CORP-Cust Relations	Compliance Analyst	7/20/2020	4,031	943	171	42	5,187
179	245401	SUSQ-Production	Plant Operator	9/14/2020	4,139	968	171	42	5,321
180	247106	MILT-Field Services	Utility Person	10/19/2020	4,149	970	171	42	5,333
181	242101	MCMR-Production	Maint Service Specialist	12/14/2020	5,816	1,360	171	42	7,390
182	249106	WILK-Field Services	Construction Inspector	12/21/2020	4,519	1,057	171	42	5,789
183	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/1/2021	3,469	811	171	42	4,494
184	245506	BNGR-Field Services	Utility Person	2/22/2021	4,040	945	171	42	5,197
185	240106	CORP-Field Services	Admin Support Rep (N)	3/8/2021	2,949	690	171	42	3,852
186	246801	LEHP-Production	Utility Person	4/12/2021	4,350	1,017	171	42	5,581
187	246801	LEHP-Production	Utility Person	4/12/2021	4,416	1,033	171	42	5,662
188	246406	ROYF-Field Services	Utility Person	4/26/2021	4,530	1,059	171	42	5,802
189	246201	HSHY-Production	Plant Operator	4/26/2021	5,020	1,174	171	42	6,407
190	240114	CORP-Engineering	GIS Analyst	6/1/2021	3,567	834	171	42	4,614
191	246306	PENN/Wyom-Field Srvc	Utility Person	5/24/2021	4,709	1,101	171	42	6,023
192	247206	PHBG-Field Services	Utility Person	7/6/2021	4,343	1,016	171	42	5,572
193	245106	NORR-Field Services	Operations Specialist	7/6/2021	4,302	1,006	171	42	5,522
194	245906	GLEN-Field Services	Utility Person	7/12/2021	4,242	992	171	42	5,447
195	246401	ROYF-Production	Plant Operator	7/19/2021	4,827	1,129	171	42	6,169
196	241106	PITT-Field Services	Operations Specialist	9/7/2021	4,104	960	171	42	5,277
197	249106	WILK-Field Services	Operations Specialist	9/7/2021	4,460	1,043	171	42	5,717
198	245106	NORR-Field Services	Operations Specialist	10/18/2021	4,279	1,001	171	42	5,493
199	245706	POCO-Field Services	Utility Person	10/18/2021	3,788	886	171	42	4,888
200	246506	COAT-Field Services	Utility Person	11/8/2021	3,709	867	171	42	4,790
201	240116	CORP-Maint Services	Sr Automation & Controls Tech	11/22/2021	6,719	1,571	171	42	8,503
202	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	11/8/2021	3,246	759	171	42	4,218
203	246506	COAT-Field Services	Utility Person	11/9/2021	3,725	871	171	42	4,809
204	240106	CORP-Field Services	Admin Support Rep (N)	11/22/2021	2,853	667	171	42	3,734
205	247106	MILT-Field Services	Utility Person	11/22/2021	3,925	918	171	42	5,056
206	240103	CORP-Cust Relations	Compliance Analyst	12/13/2021	3,282	767	171	42	4,262
207	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	751	176	171	42	1,139
208	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	5,041	1,179	171	42	6,433
209	240114	CORP-Engineering	GIS Analyst - To Be Filled	1/31/2022	3,851	901	171	42	4,965
210	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	5,041	1,179	171	42	6,433
211	240114	CORP-Engineering	Capital Program Budget Assistant - To Be Filled	2/7/2022	3,851	901	171	42	4,965
212	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	5,041	1,179	171	42	6,433
213	240106	CORP-Field Services	Operations Specialist - To Be Filled	1/31/2022	4,279	1,001	171	42	5,493
214	247152	MILT-Prod Milton FP	Plant Operator - To Be Filled	7/1/2022	4,279	1,001	171	42	5,493
215	240151	CORP-Cust Serv MECH	Compliance Representative - To Be Filled	2/28/2022	3,532	826	171	42	4,571
216	246152	MECH-Silver Springs	Sr Maint Service Specialist - To Be Filled	1/24/2022	5,028	1,176	171	42	6,417
217	245306	ABNG-Field Services	Crew Leader - To Be Filled	7/1/2022	4,279	1,001	171	42	5,493
218	240106	CORP-Field Services	Spec Bill/Pymt Collection - To Be Filled	2/28/2022	4,013	938	171	42	5,165
219	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	5,041	1,179	171	42	6,433
220	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	5,041	1,179	171	42	6,433
221	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	5,041	1,179	171	42	6,433
222	240306	CORPORATE - Field Services	Specialist Operations - To Be Filled	7/1/2022	5,041	1,179	171	42	6,433
			Total Non-Collective Bargaining Unit Hourly		$1,079,171	$252,387	$38,009	$9,324	$1,378,890

Pennsylvania-American Water Company - Wastewater SSS General Operations
Payroll Taxes

					2021 Gross Payroll Taxes					2022 Gross Payroll Taxes					2023 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	FICA Withholding	FICA Medicare	SUTA	FUTA	2023 Total Gross Payroll Taxes
Non-Collective Bargaining Unit Salary																			
1	244701	CLRWW-Production	Sr Supvr Operations	12/8/1997	$5,764	$1,348	$171	$42	$7,325	$6,052	$1,415	$171	$42	$7,680	$6,232	$1,458	$171	$42	$7,903
2	246051	FRVWW-Production N	Sr Supvr Operations (50% allocated to York WW)	7/8/1999	5,694	1,332	171	42	7,238	2,961	692	86	21	3,760	3,049	713	86	21	3,869
3	246701	COWW-Production	Supvr Production	3/6/2000	6,114	1,430	171	42	7,757	6,237	1,459	171	42	7,909	6,423	1,502	171	42	8,138
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	6,277	1,468	171	42	7,958	6,471	1,513	171	42	8,197	6,664	1,559	171	42	8,436
5	241306	EXTRWW-Field Service	Supvr Field Operations (20% allocated to Upper Pottsgrove WW)	4/22/2019	5,232	1,224	171	42	6,669	4,353	1,018	137	34	5,541	4,482	1,048	137	34	5,701
6	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	6,079	1,422	171	42	7,715	6,201	1,450	171	42	7,864	6,385	1,493	171	42	8,092
			Total Non-Collective Bargaining Unit Salary		$35,159	$8,223	$1,027	$252	$44,661	$32,273	$7,548	$907	$223	$40,951	$33,236	$7,773	$907	$223	$42,139
Non-Collective Bargaining Unit Hourly																			
1	246701	COWW-Production	Wastewater Operator	9/20/1999	$4,925	$1,152	$171	$42	$6,291	$5,070	$1,186	$171	$42	$6,469	$5,220	$1,221	$171	$42	$6,654
2	246701	COWW-Production	Plant Operator	1/21/1977	4,562	1,067	171	42	5,842	4,562	1,067	171	42	5,842	4,698	1,099	171	42	6,010
3	246706	COWW-Field Services	Utility Person	5/30/1995	4,616	1,080	171	42	5,909	4,751	1,111	171	42	6,076	4,893	1,144	171	42	6,250
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	4,868	1,139	171	42	6,220	5,009	1,172	171	42	6,394	5,158	1,206	171	42	6,577
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	5,181	1,212	171	42	6,606	5,332	1,247	171	42	6,792	5,491	1,284	171	42	6,988
6	245801	POWW-Production	Lead Plant Operator	9/23/1996	5,324	1,245	171	42	6,782	5,478	1,281	171	42	6,973	5,641	1,319	171	42	7,173
7	246706	COWW-Field Services	Crew Leader	11/10/2003	4,502	1,053	171	42	5,768	4,681	1,095	171	42	5,989	4,819	1,127	171	42	6,160
8	246901	LPWW-Production	Plant Operator	6/2/2008	4,615	1,079	171	42	5,907	4,750	1,111	171	42	6,074	4,890	1,144	171	42	6,247
9	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	4,849	1,134	171	42	6,196	4,991	1,167	171	42	6,371	5,140	1,202	171	42	6,555
10	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	5,701	1,333	171	42	7,247	5,871	1,373	171	42	7,458	6,045	1,414	171	42	7,672
11	242601	CLYWW-Production	Plant Operator	7/31/2008	4,458	1,043	171	42	5,714	4,592	1,074	171	42	5,879	4,728	1,106	171	42	6,048
12	244701	CLRWW-Production	Lead Plant Operator	1/3/2011	5,442	1,273	171	42	6,928	5,605	1,311	171	42	7,129	5,771	1,350	171	42	7,333
13	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	4,481	1,048	171	42	5,742	4,612	1,079	171	42	5,904	4,749	1,111	171	42	6,073
14	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	5,502	1,287	171	42	7,002	5,661	1,324	171	42	7,199	5,830	1,364	171	42	7,407
15	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	4,308	1,007	171	42	5,528	4,475	1,047	171	42	5,735	4,608	1,078	171	42	5,899
16	246706	COWW-Field Services	Utility Person	3/14/2016	4,150	970	171	42	5,333	4,306	1,007	171	42	5,526	4,434	1,037	171	42	5,684
17	248701	Nw Cmbrnlnd WW Prod	Lead Plant Operator	5/4/1992	5,663	1,324	171	42	7,201	5,830	1,363	171	42	7,406	6,003	1,404	171	42	7,620
18	246901	LPWW-Production	Plant Operator	9/11/2017	4,677	1,094	171	42	5,984	4,812	1,125	171	42	6,150	4,953	1,158	171	42	6,325
19	248706	Nw Cmbrlnd WW FS	Utility Person	12/4/2017	3,757	879	171	42	4,848	3,757	879	171	42	4,849	3,869	905	171	42	4,987
20	248706	Nw Cmbrlnd WW FS	Utility Person	11/27/2017	3,718	870	171	42	4,801	3,886	909	171	42	5,008	4,002	936	171	42	5,151
21	248701	Nw Cmbrnlnd WW Prod	Utility Person	12/4/2017	3,688	863	171	42	4,764	3,855	902	171	42	4,969	3,970	928	171	42	5,111
22	246701	COWW-Production	Wastewater Operator	5/14/2018	4,811	1,125	171	42	6,150	4,960	1,160	171	42	6,333	5,107	1,194	171	42	6,515
23	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	4,863	1,137	171	42	6,214	5,057	1,183	171	42	6,453	5,207	1,218	171	42	6,638
24	246006	FRVWW-Field Services	Utility Person	10/15/2018	3,939	921	171	42	5,074	4,116	963	171	42	5,292	4,239	991	171	42	5,444
25	246706	COWW-Field Services	Utility Person	3/25/2019	4,225	988	171	42	5,426	4,429	1,036	171	42	5,677	4,561	1,067	171	42	5,841
26	241301	EXTRWW-Production	Maint Service Specialist	5/6/2019	5,270	1,233	171	42	6,716	5,375	1,257	171	42	6,845	5,535	1,295	171	42	7,043
27	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	4,936	1,154	171	42	6,303	5,080	1,188	171	42	6,481	5,231	1,223	171	42	6,668
28	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	4,441	1,039	171	42	5,693	4,571	1,069	171	42	5,853	4,706	1,101	171	42	6,020
29	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	11/18/2019	4,222	987	171	42	5,423	3,911	915	154	38	5,017	4,027	942	154	38	5,160
30	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	11/18/2019	4,177	977	171	42	5,366	3,868	905	154	38	4,965	3,983	932	154	38	5,107
31	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	4,612	1,079	171	42	5,903	4,777	1,117	171	42	6,108	4,918	1,150	171	42	6,281
32	244701	CLRWW-Production	Wastewater Operator	2/24/2020	3,927	918	171	42	5,058	4,045	946	171	42	5,204	4,164	974	171	42	5,351
33	241301	EXTRWW-Production	Maint Service Specialist	3/9/2020	5,550	1,298	171	42	7,061	5,660	1,324	171	42	7,197	5,829	1,363	171	42	7,406
34	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	3/16/2020	4,249	994	171	42	5,455	3,935	920	154	38	5,047	4,052	948	154	38	5,191
35	241301	EXTRWW-Production	Wastewater Operator	6/8/2020	4,261	996	171	42	5,470	4,414	1,032	171	42	5,660	4,545	1,063	171	42	5,821
36	244701	CLRWW-Production	Wastewater Operator	10/12/2020	3,610	844	171	42	4,668	3,718	870	171	42	4,801	3,830	896	171	42	4,938
37	245801	POWW-Production	Maintenance/Relief Operator	9/13/2021	3,859	902	171	42	4,974	4,013	939	171	42	5,165	4,132	966	171	42	5,312
38	241306	EXTRWW-Field Service	Utility Person (75% allocated to Upper Pottsgrove WW)	10/25/2021	4,181	978	171	42	5,372	1,045	244	43	11	1,343	1,076	252	43	11	1,381
39	246706	COWW-Field Services	Utility Person	11/8/2021	3,547	830	171	42	4,590	3,547	830	171	42	4,590	3,653	854	171	42	4,720
40	241306	EXTRWW-Field Service	Utility Person - To Be Filled (75% allocated to Upper Pottsgrove WW)	7/1/2022	-	-	-	-	-	1,039	243	43	11	1,335	1,070	250	43	11	1,373
			Total Non-Collective Bargaining Unit Hourly		$177,665	$41,551	$6,677	$1,638	$227,531	$179,446	$41,967	$6,540	$1,604	$229,557	$184,778	$43,214	$6,540	$1,604	$236,137

Pennsylvania-American Water Company - Royersford WW Operations
Payroll Taxes

					2021 Gross Payroll Taxes					2022 Gross Payroll Taxes					2023 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	FICA Withholding	FICA Medicare	SUTA	FUTA	2023 Total Gross Payroll Taxes
Non-Collective Bargaining Unit Salary																			
1	241701	ROYFWW-Production	Supvr Production	9/18/2006	$5,902	$1,380	$171	$42	$7,496	$6,020	$1,408	$171	$42	$7,641	$6,199	$1,450	$171	$42	$7,862
			Total Non-Collective Bargaining Unit Salary		$5,902	$1,380	$171	$42	$7,496	$6,020	$1,408	$171	$42	$7,641	$6,199	$1,450	$171	$42	$7,862
Non-Collective Bargaining Unit Hourly																			
1	241701	ROYFWW-Production	Plant Operator	7/30/2018	$4,694	$1,098	$171	$42	$6,005	$4,835	$1,131	$171	$42	$6,179	$4,979	$1,164	$171	$42	$6,356
			Total Non-Collective Bargaining Unit Hourly		$4,694	$1,098	$171	$42	$6,005	$4,835	$1,131	$171	$42	$6,179	$4,979	$1,164	$171	$42	$6,356

Pennsylvania-American Water Company - Wastewater CSS Operations
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	249206	Scrntn-WW-Fld Svc	Sr Supvr Operations	11/16/2000	$6,273	$1,467	$171	$42	$7,953	$6,461	$1,511	$171	$42	$8,185
2	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	4/17/2006	5,003	1,170	171	42	6,387	5,204	1,217	171	42	6,634
3	249200	Scranton WW-BS/OH	Mgr Opns	6/3/2002	7,843	1,834	171	42	9,890	8,195	1,917	171	42	10,325
4	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007	4,995	1,168	171	42	6,377	5,195	1,215	171	42	6,624
5	249201	Scranton WW-Prod	Supvr Production	2/12/1990	5,569	1,302	171	42	7,084	5,704	1,334	171	42	7,251
6	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008	5,507	1,288	171	42	7,008	5,672	1,327	171	42	7,212
7	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982	5,789	1,354	171	42	7,356	6,250	1,462	171	42	7,925
8	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003	6,792	1,588	171	42	8,594	7,030	1,644	171	42	8,887
9	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	3/25/2019	5,069	1,186	171	42	6,468	5,216	1,220	171	42	6,649
10	249201	Scranton WW-Prod	Sr Supt Production	7/22/2019	6,248	1,461	171	42	7,923	6,436	1,505	171	42	8,155
11	249201	Scranton WW-Prod	Supvr Production	10/19/2020	5,208	1,218	171	42	6,639	5,354	1,252	171	42	6,820
			Total Non-Collective Bargaining Unit Salary		$64,297	$15,037	$1,883	$462	$81,680	$66,717	$15,603	$1,883	$462	$84,665
Collective Bargaining Unit														
1	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	$4,828	$1,129	$171	$42	$6,171	$4,970	$1,162	$171	$42	$6,345
2	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	3,963	927	171	42	5,103	4,031	943	171	42	5,187
3	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	4,755	1,112	171	42	6,080	4,896	1,145	171	42	6,254
4	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987	4,568	1,068	171	42	5,850	4,646	1,087	171	42	5,946
5	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	4,302	1,006	171	42	5,522	4,375	1,023	171	42	5,612
6	249201	Scranton WW-Prod	Plant Operator	11/9/1992	6,906	1,615	171	42	8,734	7,020	1,642	171	42	8,875
7	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	4,029	942	171	42	5,184	4,097	958	171	42	5,268
8	241901	KANEWW-Production	Wastewater Treatment Operator	8/25/1997	3,620	847	171	42	4,680	3,711	868	171	42	4,792
9	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	9/8/1997	6,667	1,559	171	42	8,440	6,771	1,584	171	42	8,568
10	241201	MCKEWW-Production	Turn Laborer UWUA 433	5/3/1999	4,663	1,091	171	42	5,967	4,795	1,121	171	42	6,130
11	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	6,053	1,416	171	42	7,682	6,224	1,456	171	42	7,892
12	241901	KANEWW-Production	Lead Wastewater Treatment Operator	4/2/2002	3,720	870	171	42	4,803	3,814	892	171	42	4,919
13	249201	Scranton WW-Prod	Plant Operator	11/19/2002	5,317	1,244	171	42	6,774	5,406	1,264	171	42	6,883
14	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	6,236	1,458	171	42	7,908	6,412	1,499	171	42	8,124
15	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	6,115	1,430	171	42	7,758	6,286	1,470	171	42	7,970
16	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	4,619	1,080	171	42	5,913	4,698	1,099	171	42	6,010
17	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005	3,955	925	171	42	5,093	4,022	941	171	42	5,176
18	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	5,008	1,171	171	42	6,392	5,087	1,190	171	42	6,489
19	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005	4,183	978	171	42	5,375	4,258	996	171	42	5,467
20	249201	Scranton WW-Prod	Plant Operator	4/25/2005	5,531	1,294	171	42	7,038	5,623	1,315	171	42	7,151
21	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005	4,022	941	171	42	5,176	4,094	957	171	42	5,264
22	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005	4,489	1,050	171	42	5,752	4,566	1,068	171	42	5,847
23	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	4,820	1,127	171	42	6,160	4,962	1,160	171	42	6,335
24	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	3/27/2006	7,207	1,686	171	42	9,106	7,320	1,712	171	42	9,245
25	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	4,306	1,007	171	42	5,526	4,383	1,025	171	42	5,621
26	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	5,145	1,203	171	42	6,561	5,236	1,224	171	42	6,673
27	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	4,482	1,048	171	42	5,744	4,559	1,066	171	42	5,839
28	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006	6,140	1,436	171	42	7,789	6,244	1,460	171	42	7,918
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	3,764	880	171	42	4,858	3,831	896	171	42	4,941
30	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006	4,995	1,168	171	42	6,377	5,084	1,189	171	42	6,486
31	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	4,874	1,140	171	42	6,227	5,021	1,174	171	42	6,408
32	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	5,342	1,249	171	42	6,805	5,435	1,271	171	42	6,919
33	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	4,502	1,053	171	42	5,768	4,573	1,069	171	42	5,855
34	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007	4,161	973	171	42	5,348	4,236	991	171	42	5,439
35	249201	Scranton WW-Prod	Maintenance Mechanic A	10/1/2007	5,384	1,259	171	42	6,856	5,474	1,280	171	42	6,967
36	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	6,573	1,537	171	42	8,323	6,685	1,563	171	42	8,461
37	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/25/2008	7,930	1,855	171	42	9,997	8,064	1,886	171	42	10,163
38	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/5/2008	4,624	1,081	171	42	5,918	4,763	1,114	171	42	6,090
39	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	5,039	1,179	171	42	6,431	5,189	1,213	171	42	6,615
40	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	4,339	1,015	171	42	5,567	4,416	1,033	171	42	5,662
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	3,865	904	171	42	4,983	3,935	920	171	42	5,068
42	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008	4,331	1,013	171	42	5,557	4,404	1,030	171	42	5,647
43	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008	3,837	897	171	42	4,948	3,906	913	171	42	5,032
44	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008	4,982	1,165	171	42	6,360	5,070	1,186	171	42	6,469
45	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	4,888	1,143	171	42	6,244	5,032	1,177	171	42	6,422
46	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	5,509	1,288	171	42	7,011	5,665	1,325	171	42	7,203

Pennsylvania-American Water Company - Wastewater CSS Operations
Payroll Taxes

					2023 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2023 Total Gross Payroll Taxes
Non-Collective Bargaining Unit Salary									
1	249206	Scrntn-WW-Fld Svc	Sr Supvr Operations	11/16/2000	$6,653	$1,556	$171	$42	$8,422
2	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	4/17/2006	5,359	1,253	171	42	6,825
3	249200	Scranton WW-BS/OH	Mgr Opns	6/3/2002	8,440	1,974	171	42	10,627
4	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007	5,350	1,251	171	42	6,814
5	249201	Scranton WW-Prod	Supvr Production	2/12/1990	5,874	1,374	171	42	7,461
6	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008	5,841	1,366	171	42	7,420
7	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982	6,436	1,505	171	42	8,154
8	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003	7,239	1,693	171	42	9,145
9	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	3/25/2019	5,372	1,256	171	42	6,841
10	249201	Scranton WW-Prod	Sr Supt Production	7/22/2019	6,628	1,550	171	42	8,391
11	249201	Scranton WW-Prod	Supvr Production	10/19/2020	5,513	1,289	171	42	7,016
			Total Non-Collective Bargaining Unit Salary		$68,703	$16,068	$1,883	$462	$87,116
Collective Bargaining Unit									
1	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	$5,101	$1,193	$171	$42	$6,508
2	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	4,098	958	171	42	5,270
3	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	5,026	1,175	171	42	6,414
4	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987	4,724	1,105	171	42	6,042
5	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	4,449	1,040	171	42	5,702
6	249201	Scranton WW-Prod	Plant Operator	11/9/1992	7,134	1,669	171	42	9,016
7	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	4,166	974	171	42	5,353
8	241901	KANEWW-Production	Wastewater Treatment Operator	8/25/1997	3,804	890	171	42	4,906
9	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	9/8/1997	6,876	1,608	171	42	8,697
10	241201	MCKEWW-Production	Turn Laborer UWUA 433	5/3/1999	4,918	1,150	171	42	6,282
11	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	6,384	1,493	171	42	8,090
12	241901	KANEWW-Production	Lead Wastewater Treatment Operator	4/2/2002	3,909	914	171	42	5,036
13	249201	Scranton WW-Prod	Plant Operator	11/19/2002	5,494	1,285	171	42	6,992
14	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	6,577	1,538	171	42	8,328
15	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	6,448	1,508	171	42	8,169
16	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	4,776	1,117	171	42	6,107
17	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005	4,089	956	171	42	5,259
18	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	5,165	1,208	171	42	6,586
19	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005	4,333	1,013	171	42	5,559
20	249201	Scranton WW-Prod	Plant Operator	4/25/2005	5,714	1,336	171	42	7,264
21	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005	4,166	974	171	42	5,353
22	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005	4,643	1,086	171	42	5,943
23	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	5,093	1,191	171	42	6,497
24	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	3/27/2006	7,433	1,738	171	42	9,385
25	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	4,460	1,043	171	42	5,716
26	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	5,326	1,246	171	42	6,785
27	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	4,636	1,084	171	42	5,934
28	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006	6,348	1,485	171	42	8,046
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	3,899	912	171	42	5,024
30	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006	5,173	1,210	171	42	6,596
31	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	5,156	1,206	171	42	6,575
32	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	5,528	1,293	171	42	7,034
33	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	4,643	1,086	171	42	5,942
34	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007	4,310	1,008	171	42	5,531
35	249201	Scranton WW-Prod	Maintenance Mechanic A	10/1/2007	5,563	1,301	171	42	7,077
36	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	6,797	1,590	171	42	8,599
37	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/25/2008	7,594	1,776	171	42	9,584
38	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/5/2008	4,891	1,144	171	42	6,249
39	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	5,325	1,245	171	42	6,784
40	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	4,494	1,051	171	42	5,758
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	4,004	936	171	42	5,153
42	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008	4,477	1,047	171	42	5,737
43	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008	3,974	929	171	42	5,117
44	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008	5,158	1,206	171	42	6,578
45	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	5,165	1,208	171	42	6,586
46	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	5,811	1,359	171	42	7,383

Pennsylvania-American Water Company - Wastewater CSS Operations
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
47	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009	4,757	1,113	171	42	6,083	4,838	1,131	171	42	6,183
48	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	3,854	901	171	42	4,968	3,922	917	171	42	5,053
49	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	4,746	1,110	171	42	6,069	4,825	1,129	171	42	6,167
50	249201	Scranton WW-Prod	Plant Operator	5/26/2009	5,984	1,399	171	42	7,597	6,083	1,423	171	42	7,719
51	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	4,210	984	171	42	5,407	4,281	1,001	171	42	5,496
52	249201	Scranton WW-Prod	Maintenance Relief Operator	5/26/2009	4,612	1,079	171	42	5,904	4,692	1,097	171	42	6,003
53	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	4,989	1,167	171	42	6,370	5,139	1,202	171	42	6,554
54	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	4,042	945	171	42	5,200	4,159	973	171	42	5,344
55	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	5,494	1,285	171	42	6,992	5,647	1,321	171	42	7,180
56	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	3,944	922	171	42	5,079	4,062	950	171	42	5,225
57	241901	KANEWW-Production	Wastewater Treatment Operator	8/7/2010	3,367	787	171	42	4,367	3,451	807	171	42	4,472
58	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	4,168	975	171	42	5,356	4,242	992	171	42	5,447
59	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	4,126	965	171	42	5,304	4,199	982	171	42	5,395
60	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	5,585	1,306	171	42	7,105	5,741	1,343	171	42	7,297
61	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	3,931	919	171	42	5,063	4,048	947	171	42	5,208
62	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	4,161	973	171	42	5,347	4,285	1,002	171	42	5,500
63	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	4,805	1,124	171	42	6,142	4,945	1,156	171	42	6,314
64	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	5,625	1,316	171	42	7,154	5,781	1,352	171	42	7,346
65	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	6,406	1,498	171	42	8,117	6,585	1,540	171	42	8,339
66	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	3,704	866	171	42	4,784	3,813	892	171	42	4,918
67	241201	MCKEWW-Production	Turn Laborer UWUA 433	4/30/2012	5,300	1,240	171	42	6,753	5,454	1,276	171	42	6,943
68	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	4,397	1,028	171	42	5,639	4,475	1,047	171	42	5,735
69	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012	5,175	1,210	171	42	6,599	5,263	1,231	171	42	6,707
70	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	3,744	876	171	42	4,832	3,810	891	171	42	4,915
71	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	4,668	1,092	171	42	5,973	4,742	1,109	171	42	6,064
72	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	4,599	1,076	171	42	5,888	4,679	1,094	171	42	5,986
73	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013	5,309	1,242	171	42	6,764	5,403	1,264	171	42	6,880
74	249201	Scranton WW-Prod	Master Electrician	10/20/2014	5,026	1,175	171	42	6,414	5,105	1,194	171	42	6,512
75	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016	4,418	1,033	171	42	5,664	4,496	1,052	171	42	5,761
76	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016	4,572	1,069	171	42	5,854	4,649	1,087	171	42	5,950
77	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016	4,966	1,161	171	42	6,341	5,054	1,182	171	42	6,449
78	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016	5,196	1,215	171	42	6,624	5,288	1,237	171	42	6,738
79	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	5,359	1,253	171	42	6,826	5,443	1,273	171	42	6,929
80	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018	4,906	1,147	171	42	6,267	4,989	1,167	171	42	6,369
81	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	4,720	1,104	171	42	6,038	4,801	1,123	171	42	6,137
82	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/11/2019	5,171	1,209	171	42	6,593	5,258	1,230	171	42	6,701
83	249206	Scrntn-WW-Fld Svc	Equipment Operator A	10/26/2020	4,618	1,080	171	42	5,911	4,696	1,098	171	42	6,008
84	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/24/2021	4,008	937	171	42	5,159	4,078	954	171	42	5,245
85	249201	Scranton WW-Prod	Maintenance Relief Operator	6/14/2021	4,051	947	171	42	5,212	4,124	964	171	42	5,301
86	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	7/19/2021	4,778	1,117	171	42	6,108	4,921	1,151	171	42	6,285
87	241901	KANEWW-Production	Wastewater Treatment Operator	9/7/2021	2,655	621	171	42	3,489	2,734	639	171	42	3,587
88	249201	Scranton WW-Prod	Plant Operator	1/10/2022	-	-	-	-	-	3,847	900	171	42	4,960
89	241201	MCKEWW-Production	Maintenance Mechanic	3/31/2022	-	-	-	-	-	4,899	1,146	171	42	6,258
90	241201	MCKEWW-Production	General Laborer	1/3/2022	-	-	-	-	-	3,480	814	171	42	4,507
91	241201	MCKEWW-Production	Turn Laborer - To Be Filled	7/1/2022	-	-	-	-	-	4,238	991	171	42	5,442
			Total Collective Bargaining Unit		$418,735	$97,930	$14,895	$3,654	$535,214	$443,949	$103,827	$15,580	$3,822	$567,178
Non-Collective Bargaining Unit Hourly														
1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	$4,026	$941	$171	$42	$5,180	$4,179	$977	$171	$42	$5,369
2	249200	Scranton WW-BS/OH	Admin Asst - Staff Supp (N)	9/4/2007	3,425	801	171	42	4,439	3,562	833	171	42	4,608
			Total Non-Collective Bargaining Unit Hourly		$7,451	$1,742	$342	$84	$9,619	$7,741	$1,810	$342	$84	$9,977

Pennsylvania-American Water Company - Wastewater CSS Operations
Payroll Taxes

					2023 Gross Payroll Taxes				
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	FICA Withholding	FICA Medicare	SUTA	FUTA	2023 Total Gross Payroll Taxes
47	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009	4,555	1,065	171	42	5,834
48	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	3,991	933	171	42	5,138
49	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	4,905	1,147	171	42	6,265
50	249201	Scranton WW-Prod	Plant Operator	5/26/2009	6,182	1,446	171	42	7,841
51	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	4,353	1,018	171	42	5,584
52	249201	Scranton WW-Prod	Maintenance Relief Operator	5/26/2009	4,772	1,116	171	42	6,102
53	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	5,278	1,234	171	42	6,726
54	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	4,267	998	171	42	5,478
55	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	5,787	1,353	171	42	7,353
56	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	4,171	976	171	42	5,360
57	241901	KANEWW-Production	Wastewater Treatment Operator	8/7/2010	3,537	827	171	42	4,578
58	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	4,316	1,009	171	42	5,539
59	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	4,273	999	171	42	5,486
60	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	5,886	1,377	171	42	7,476
61	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	4,158	972	171	42	5,343
62	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	4,401	1,029	171	42	5,643
63	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	5,077	1,187	171	42	6,477
64	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	5,924	1,385	171	42	7,523
65	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	6,754	1,580	171	42	8,547
66	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	3,913	915	171	42	5,041
67	241201	MCKEWW-Production	Turn Laborer UWUA 433	4/30/2012	5,598	1,309	171	42	7,120
68	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	4,553	1,065	171	42	5,831
69	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012	4,956	1,159	171	42	6,328
70	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	3,877	907	171	42	4,997
71	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	4,815	1,126	171	42	6,154
72	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	4,759	1,113	171	42	6,085
73	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013	5,497	1,286	171	42	6,995
74	249201	Scranton WW-Prod	Master Electrician	10/20/2014	5,183	1,212	171	42	6,609
75	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016	4,575	1,070	171	42	5,858
76	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016	4,377	1,024	171	42	5,614
77	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016	5,142	1,203	171	42	6,558
78	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016	5,380	1,258	171	42	6,851
79	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	5,527	1,293	171	42	7,032
80	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018	4,698	1,099	171	42	6,010
81	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	4,881	1,142	171	42	6,236
82	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/11/2019	4,951	1,158	171	42	6,323
83	249206	Scrntn-WW-Fld Svc	Equipment Operator A	10/26/2020	4,423	1,034	171	42	5,671
84	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/24/2021	3,835	897	171	42	4,945
85	249201	Scranton WW-Prod	Maintenance Relief Operator	6/14/2021	4,196	981	171	42	5,391
86	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	7/19/2021	5,054	1,182	171	42	6,449
87	241901	KANEWW-Production	Wastewater Treatment Operator	9/7/2021	2,817	659	171	42	3,688
88	249201	Scranton WW-Prod	Plant Operator	1/10/2022	3,913	915	171	42	5,042
89	241201	MCKEWW-Production	Maintenance Mechanic	3/31/2022	5,031	1,177	171	42	6,421
90	241201	MCKEWW-Production	General Laborer	1/3/2022	3,574	836	171	42	4,622
91	241201	MCKEWW-Production	Turn Laborer - To Be Filled	7/1/2022	4,352	1,018	171	42	5,583
			Total Collective Bargaining Unit		$449,716	$105,176	$15,580	$3,822	$574,294
Non-Collective Bargaining Unit Hourly									
1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	$4,303	$1,006	$171	$42	$5,522
2	249200	Scranton WW-BS/OH	Admin Asst - Staff Supp (N)	9/4/2007	3,669	858	171	42	4,740
			Total Non-Collective Bargaining Unit Hourly		$7,972	$1,864	$342	$84	$10,262

Group Insurance

Pennsylvania-American Water Company
Group Insurance

	2022	2023
Water Operations		
Non-Collective Bargaining Unit Salary	$5,342,774	$5,665,636
Collective Bargaining Unit	8,330,029	8,833,409
Non-Collective Bargaining Unit Hourly	3,611,693	3,829,945
Total	$17,284,496	$18,328,990
Wastewater SSS General Operations		
Non-Collective Bargaining Unit Salary	$88,340	$93,678
Non-Collective Bargaining Unit Hourly	633,101	671,359
Total	$721,441	$765,037
Royersford WW Operations		
Non-Collective Bargaining Unit Salary	$19,463	$20,639
Non-Collective Bargaining Unit Hourly	24,474	25,953
Total	$43,937	$46,592
Wastewater CSS Operations		
Non-Collective Bargaining Unit Salary	$195,493	$207,306
Collective Bargaining Unit	1,380,375	1,463,790
Non-Collective Bargaining Unit Hourly	33,432	35,453
Total	$1,609,300	$1,706,549

Pennsylvania-American Water Company - Water Operations
Group Insurance

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Gross Group Insurance											
					Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
Non-Collective Bargaining Unit Salary															
1	240106	CORP-Field Services	Project Manager	1/18/1999	$24,056	$4,936	$28,992	$200,000	$200,000	$413	$48	$352	$45	$24,915	$26,420
2	240120	CORP-Bus Dev	Mgr Business Dev	2/26/2001				171,000	176,000	353	41	285	45	724	768
3	240205	CORP-Admin & Gen	VP Operations (Large1)	5/3/1994	24,056	4,870	28,927	200,000	200,000	413	48	450	45	25,012	26,524
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987				132,000	136,000	272	32	220	45	570	604
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988	18,902	3,877	22,779	167,000	172,000	345	40	279	45	19,610	20,795
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993	24,056	4,936	28,992	200,000	200,000	413	48	353	45	24,915	26,421
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997	24,056	4,936	28,992	132,000	136,000	272	32	220	45	24,625	26,113
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981	8,591	1,735	10,326	133,000	137,000	275	32	221	45	9,164	9,718
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991				123,000	127,000	254	30	205	45	534	566
10	249106	WILK-Field Services	Sr Supt Field Ops	8/10/1987	18,902	3,877	22,779	149,000	153,000	308	36	248	45	19,538	20,719
11	249160	WILK-Watres	Supvr Production	1/11/1988	24,056	4,936	28,992	115,000	118,000	237	28	191	45	24,558	26,042
12	240117	CORP-Water Quality	Manager WQ & Env Compliance	9/15/1993	24,056	4,936	28,992	170,000	175,000	351	41	283	45	24,776	26,273
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990	24,056	4,936	28,992	165,000	170,000	341	40	275	45	24,757	26,253
14	249106	WILK-Field Services	Sr Supvr Operations	10/19/1987	24,056	4,857	28,914	132,000	135,000	272	32	219	45	24,625	26,113
15	249106	WILK-Field Services	Sr Supt Field Ops	10/17/1983	18,902	3,868	22,769	147,000	151,000	303	35	245	45	19,531	20,711
16	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998	24,056	4,936	28,992	134,000	138,000	277	32	223	45	24,633	26,122
17	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998	24,056	4,936	28,992	105,000	108,000	217	25	175	45	24,519	26,000
18	249106	WILK-Field Services	Supvr Field Operations	10/19/1992	18,902	3,816	22,718	146,000	150,000	301	35	243	45	19,526	20,706
19	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997	9,412	1,132	10,544	109,000	112,000	225	26	182	45	9,890	10,487
20	249150	WILK-Other	Sr Supt Production	9/13/1993	18,902	3,877	22,779	158,000	162,000	326	38	263	45	19,573	20,756
21	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995	18,902	3,877	22,779	138,000	142,000	285	33	230	45	19,495	20,673
22	246106	MECH-Field Services	Sr Mgr Operations (15% allocated to York WW)	5/4/1998	20,448	4,936	28,992	197,000	200,000	346	40	279	38	21,151	22,429
23	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994	24,056	4,936	28,992	165,000	170,000	341	40	275	45	24,757	26,253
24	245305	ABNG-Admin & Gen	Sr Supt Opns	6/16/1997	24,056	4,936	28,992	154,000	159,000	318	37	257	45	24,714	26,207
25	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995	24,056	4,857	28,914	127,000	131,000	262	30	211	45	24,606	26,092
26	246106	MECH-Field Services	Supvr Field Operations	4/11/1995	8,591	1,763	10,354	129,000	133,000	266	31	214	45	9,148	9,701
27	246106	MECH-Field Services	Sr Supt Opns	1/9/1989	18,902	3,877	22,779	164,000	169,000	338	39	273	45	19,598	20,782
28	246206	HSHY-Field Services	Supvr Field Operations	5/1/1995	18,902	3,877	22,779	118,000	121,000	244	28	196	45	19,415	20,588
29	240151	CORP-Cust Serv MECH	Sr. Manager, Customer Compliance	4/10/1995	9,382	1,955	11,338	200,000	200,000	413	48	349	45	10,237	10,856
30	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982	18,902	3,877	22,779	139,000	143,000	287	33	231	45	19,498	20,677
31	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	2/2/1998	24,056	4,870	28,927	156,000	161,000	322	37	260	45	24,721	26,215
32	240106	CORP-Field Services	Project Mgr BP	8/14/1989	24,056	4,936	28,992	180,000	185,000	372	43	300	45	24,816	26,316
33	241106	PITT-Field Services	Supvr Field Operations	10/25/1978	18,902	3,877	22,779	145,000	149,000	299	35	242	45	19,523	20,702
34	240114	CORP-Engineering	Engineering Project Manager	5/16/1998	24,056	4,936	28,992	147,000	152,000	303	35	245	45	24,686	26,177
35	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989	143	41	184	200,000	200,000	413	48	377	45	1,026	1,088
36	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993	8,591	1,739	10,331	200,000	200,000	413	48	352	45	9,449	10,020
37	241106	PITT-Field Services	Supvr Field Operations	9/1/1982	18,902	3,877	22,779	148,000	152,000	305	36	246	45	19,534	20,715
38	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994	18,902	3,877	22,779	156,000	161,000	322	37	261	45	19,567	20,749
39	249106	WILK-Field Services	Supvr Field Operations	8/8/1984	18,902	3,877	22,779	132,000	136,000	272	32	220	45	19,471	20,648
40	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987	24,056	4,870	28,927	200,000	200,000	413	48	420	45	24,982	26,492
41	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980	18,902	3,877	22,779	155,000	159,000	320	37	258	45	19,562	20,744
42	249106	WILK-Field Services	Supvr Field Operations	11/18/1986	24,056	4,870	28,927	129,000	133,000	266	31	215	45	24,614	26,101
43	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984	24,056	4,870	28,927	162,000	167,000	334	39	270	45	24,745	26,240
44	240120	CORP-Bus Dev	Sr Dir, Business Development	3/18/1991	24,056	4,870	28,927	200,000	200,000	413	48	450	45	25,012	26,524
45	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993				200,000	200,000	413	48	401	45	907	962
46	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994	9,412	1,132	10,544	155,000	160,000	320	37	258	45	10,072	10,681
47	241150	PITT-Production Othe	Sr Supt Production	5/1/1980	18,902	3,877	22,779	174,000	179,000	359	42	290	45	19,638	20,825
48	247201	PHBG-Production	Sr Supvr Operations	12/16/1992	8,591	1,763	10,354	148,000	152,000	305	36	246	45	9,224	9,781
49	249106	WILK-Field Services	Supvr Field Operations	10/20/1986	18,902	3,877	22,779	131,000	135,000	270	31	218	45	19,467	20,643
50	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986	24,056	4,936	28,992	200,000	200,000	413	48	364	45	24,926	26,432
51	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996	24,056	4,936	28,992	185,000	190,000	382	44	308	45	24,836	26,337
52	240306	CORP-Field Service	Supvr Field Operations	9/16/1998	18,902	3,877	22,779	140,000	144,000	289	34	233	45	19,502	20,681
53	240306	CORP-Field Service	Sr Mgr, Production Assets	10/16/1998	24,056	4,936	28,992	200,000	200,000	413	48	348	45	24,910	26,415
54	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998	24,056	4,936	28,992	135,000	139,000	279	32	224	45	24,637	26,126
55	240306	CORP-Field Service	Supvr Field Operations	8/31/1999	19,694	4,035	23,729	149,000	153,000	308	36	248	45	20,331	21,559
56	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999	19,761	4,054	23,815	124,000	128,000	256	30	207	45	20,299	21,525
57	240114	CORP-Engineering	Mgr Engrg - Project Delivery	5/1/2000	20,556	2,439	22,995	200,000	200,000	413	48	415	45	21,477	22,775
58	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000	1,230	300	1,530	116,000	120,000	239	28	194	45	1,737	1,841
59	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000	19,761	4,054	23,815	124,000	127,000	256	30	206	45	20,298	21,524
60	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000	8,591	1,735	10,326	127,000	130,000	262	30	211	45	9,140	9,693
61	241106	PITT-Field Services	Sr Supt Field Ops	12/18/2001	24,056	4,936	28,992	170,000	175,000	351	41	283	45	24,777	26,274
62	245106	NORR-Field Services	Sr Supt Opns	3/14/1994	24,056	4,870	28,927	170,000	175,000	351	41	284	45	24,777	26,274
63	240119	CORP-Risk Mgmt	Mgr Health and Safety Programs	7/18/1989	18,902	3,816	22,718	174,000	179,000	359	42	290	45	19,638	20,824
64	246506	COAT-Field Services	Supvr Field Operations	6/25/1990	18,902	3,877	22,779	129,000	133,000	266	31	214	45	19,458	20,634
65	240114	CORP-Engineering	Sr Project Engineer	6/25/2001	24,056	4,936	28,992	166,000	171,000	343	40	277	45	24,761	26,257
66	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995	8,591	1,739	10,331	200,000	200,000	413	48	339	45	9,436	10,006
67	240114	CORP-Engineering	Engineering Project Manager	5/3/1999	24,056	4,936	28,992	150,000	154,000	310	36	249	45	24,697	26,189
68	245906	GLEN-Field Services	Sr Supt Opns (10% allocated to Upper Pottsgrove WW)	10/15/1990	7,732	1,763	10,354	164,000	168,000	305	35	245	41	8,358	8,863
69	240114	CORP-Engineering	Mgr Engrg - Project Delivery	8/1/1999	24,056	4,936	28,992	195,000	200,000	402	47	325	45	24,876	26,379
70	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001	18,902	3,816	22,718	144,000	148,000	297	35	240	45	19,518	20,698
71	240120	CORP-Bus Dev	Dir Business Development	10/16/1981	19,056	2,491	21,546	200,000	200,000	413	48	450	45	20,012	21,221
72	240305	CORP-Admin & Gen	Sr Director Operations (Mega)	3/9/1992	18,902	3,877	22,779	200,000	200,000	413	48	450	45	19,858	21,058
73	240205	CORP-Admin & Gen	Sr Director Operations (Mega) (15% allocated to York WW)	11/16/1997	20,448	4,936	28,992	200,000	200,000	351	41	383	38	21,260	22,545
74	240114	CORP-Engineering	Mgr Engineering	8/19/2002	24,056	4,870	28,927	200,000	200,000	413	48	350	45	24,912	26,418
75	240114	CORP-Engineering	Sr Project Engineer	5/12/2003	24,056	4,936	28,992	180,000	185,000	372	43	300	45	24,816	26,316
76	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003	18,902	3,826	22,728	121,000	124,000	250	29	201	45	19,427	20,601
77	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003	18,902	3,816	22,718	154,000	159,000	318	37	257	45	19,558	20,740
78	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003	24,056	4,936	28,992	133,000	137,000	275	32	221	45	24,629	26,117
79	249106	WILK-Field Services	Supvr Field Operations	9/2/2003	24,056	4,936	28,992	113,000	116,000	233	27	188	45	24,550	26,033
80	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004	23,964	4,840	28,804	128,000	132,000	264	31	213	45	24,517	25,999
81	240114	CORP-Engineering	Capital Program Manager	1/10/2005	24,056	4,936	28,992	178,000	183,000	367	43	296	45	24,808	26,307
82	242101	MCMR-Production	Sr Supvr Operations	2/28/2005	24,056	4,870	28,927	155,000	160,000	320	37	259	45	24,717	26,211
83	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005	24,056	4,870	28,927	156,000	161,000	322	37	260	45	24,721	26,215
84	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005	24,056	4,936	28,992	149,000	153,000	308	36	248	45	24,693	26,185

Pennsylvania-American Water Company - Water 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	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
85	241151	PITT-Production Haye	Supvr Production	3/16/2005	24,056	4,936	28,992	127,000	131,000	262	30	212	45	24,606	26,093
86	240114	CORP-Engineering	Engineering Project Manager	3/21/2005	8,591	1,735	10,326	139,000	144,000	287	33	232	45	9,189	9,745
87	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005	24,056	4,936	28,992	135,000	139,000	279	32	224	45	24,637	26,126
88	240114	CORP-Engineering	Mgr Engineering	5/31/2005	24,056	4,870	28,927	179,000	184,000	369	43	298	45	24,812	26,311
89	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	6/27/2005	18,902	3,877	22,779	140,000	145,000	289	34	234	45	19,503	20,682
90	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/18/2005	8,591	1,763	10,354	140,000	145,000	289	34	234	45	9,193	9,749
91	240121	CORP-Com Relations	Sr Manager, Government and External Affa	8/15/2005	8,591	1,739	10,331	187,000	193,000	386	45	312	45	9,380	9,946
92	240114	CORP-Engineering	Sr Project Engineer	11/14/2005	24,056	4,870	28,927	172,000	177,000	355	41	286	45	24,784	26,282
93	240113	CORP-Info Systems	Specialist, Technology Field Services	11/21/2005	18,902	3,877	22,779	148,000	153,000	305	36	247	45	19,535	20,715
94	249106	WILK-Field Services	Supvr Field Operations	5/1/2006	24,056	4,936	28,992	113,000	116,000	233	27	188	45	24,550	26,034
95	240114	CORP-Engineering	Mgr Engineering	5/22/2006	18,902	3,877	22,779	200,000	200,000	413	48	338	45	19,745	20,939
96	249103	WILK-Cust Service	Supvr Field Operations	5/22/2006				109,000	112,000	225	26	182	45	478	507
97	240114	CORP-Engineering	Engineering Project Manager	5/30/2006	8,591	1,739	10,331	157,000	162,000	324	38	262	45	9,261	9,820
98	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006	18,902	3,877	22,779	124,000	128,000	256	30	207	45	19,440	20,614
99	240305	CORP-Admin & Gen	Project Manager Operations	6/5/2006	18,902	3,816	22,718	171,000	176,000	353	41	285	45	19,625	20,811
100	241106	PITT-Field Services	Supv Facilities/Inventory	6/12/2006	24,056	4,936	28,992	124,000	128,000	256	30	207	45	24,594	26,081
101	240106	CORP-Field Services	Dir Business Performance	11/20/2006	10,203	1,260	11,462	200,000	200,000	413	48	450	45	11,159	11,833
102	240106	CORP-Field Services	Mgr Opns	1/22/2007	1,230	300	1,530	147,000	151,000	303	35	244	45	1,858	1,971
103	246201	HSHY-Production	Sr Supvr Operations	3/27/2007	19,761	4,054	23,815	134,000	138,000	277	32	223	45	20,338	21,567
104	241106	PITT-Field Services	Supvr Field Operations	5/7/2007	24,056	4,936	28,992	110,000	113,000	227	26	183	45	24,538	26,021
105	245106	NORR-Field Services	Sr Supvr Operations	8/17/2009				149,000	154,000	308	36	249	45	638	676
106	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/2/2007	8,849	1,132	9,981	165,000	170,000	341	40	275	45	9,550	10,127
107	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007	24,056	4,923	28,979	139,000	143,000	287	33	232	45	24,653	26,143
108	241103	PITT-Cust Service	Sr Supvr Operations	7/23/2007	19,980	4,042	24,023	130,000	134,000	268	31	216	45	20,541	21,783
109	240305	CORP-Admin & Gen	Mgr Operations - EAM	12/3/2007	24,056	4,870	28,927	145,000	150,000	299	35	242	45	24,678	26,169
110	240106	CORP-Field Services	Major Accounts Manager	12/26/2007	24,056	4,870	28,927	200,000	200,000	413	48	362	45	24,925	26,431
111	249150	WILK-Other	Sr Supt Production	6/2/2008				150,000	154,000	310	36	249	45	640	679
112	245106	NORR-Field Services	Supvr Field Operations	8/11/2008	8,591	1,763	10,354	117,000	121,000	241	28	195	45	9,102	9,652
113	240114	CORP-Engineering	Mgr Engrg - Project Delivery	10/27/2008	24,056	4,936	28,992	186,000	192,000	384	45	310	45	24,840	26,341
114	249103	WILK-Cust Service	Sr Supvr Operations	11/17/2008	24,056	4,936	28,992	126,000	130,000	260	30	210	45	24,602	26,089
115	240117	CORP-Water Quality	Supvr WQ & Env Compliance	4/20/2009	18,902	3,877	22,779	125,000	129,000	258	30	208	45	19,443	20,618
116	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009	24,056	4,870	28,927	129,000	133,000	266	31	216	45	24,615	26,102
117	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009	24,056	4,936	28,992	139,000	143,000	287	33	232	45	24,654	26,144
118	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009	24,056	4,857	28,914	155,000	159,000	320	37	258	45	24,716	26,210
119	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009	24,056	4,936	28,992	200,000	200,000	413	48	450	45	25,012	26,524
120	240114	CORP-Engineering	Engineering Project Manager	10/12/2009				135,000	139,000	279	32	225	45	581	616
121	249106	WILK-Field Services	Sr Supvr Operations	10/19/2009	24,056	4,936	28,992	118,000	122,000	244	28	197	45	24,570	26,055
122	246501	COAT-Production	Supvr Production	4/12/2010	24,056	4,857	28,914	118,000	122,000	244	28	197	45	24,570	26,055
123	240205	CORP-Admin & Gen	Project Manager Operations	5/3/2010				138,000	142,000	285	33	231	45	594	630
124	240117	CORP-Water Quality	Manager, Wastewater Compliance (20% allocated to York WW)	6/7/2010	15,809	4,054	23,815	170,000	175,000	281	33	226	36	16,384	17,374
125	246306	PENN/Wyom-Field Srvc	Supvr Field Operations	10/4/2010	24,056	4,936	28,992	123,000	127,000	254	30	205	45	24,590	26,076
126	240117	CORP-Water Quality	Supvr WQ & Env Compliance	1/3/2011	25,753	3,092	28,845	124,000	127,000	256	30	206	45	26,290	27,878
127	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011	24,056	4,936	28,992	125,000	129,000	258	30	208	45	24,598	26,084
128	249106	WILK-Field Services	Supvr Field Operations	8/1/2011	9,163	1,902	11,065	105,000	108,000	217	25	175	45	9,625	10,207
129	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011	8,591	1,739	10,331	118,000	122,000	244	28	197	45	9,106	9,656
130	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011	21,422	2,604	24,026	175,000	180,000	361	42	291	45	22,161	23,501
131	240113	CORP-Info Systems	Specialist, Technology Field Services	2/6/2012	18,902	3,877	22,779	120,000	124,000	248	29	201	45	19,424	20,598
132	240114	CORP-Engineering	Sr Project Engineer	6/18/2012	24,056	4,936	28,992	172,000	177,000	355	41	286	45	24,784	26,282
133	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	6/25/2012	24,056	4,936	28,992	156,000	160,000	322	37	260	45	24,720	26,214
134	240122	CORP-Govt Relations	Dir Govt Affairs (State)	8/27/2012	8,591	1,763	10,354	200,000	200,000	413	48	339	45	9,437	10,007
135	240114	CORP-Engineering	Sr GIS Manager	2/4/2013	24,056	4,936	28,992	177,000	183,000	365	42	295	45	24,805	26,304
136	240306	CORP-Field Service	Project Manager	3/4/2013	24,056	4,936	28,992	162,000	167,000	334	39	270	45	24,745	26,240
137	243152	NEWC-Ellwood	Supvr Production	4/1/2013	24,056	4,936	28,992	121,000	124,000	250	29	201	45	24,581	26,067
138	243151	NEWC-New Castle	Supvr Production	4/29/2013	18,902	3,816	22,718	120,000	124,000	248	29	200	45	19,423	20,597
139	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013	24,056	4,870	28,927	200,000	200,000	413	48	391	45	24,953	26,461
140	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013	19,761	4,054	23,815	200,000	200,000	413	48	378	45	20,645	21,893
141	247150	MILT-Prod Other	Supvr Production	5/28/2013	8,591	1,739	10,331	115,000	118,000	237	28	192	45	9,093	9,643
142	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013	24,056	4,936	28,992	119,000	123,000	246	29	199	45	24,575	26,060
143	246801	LEHP-Production	Supvr Field Operations	9/9/2013	24,056	4,870	28,927	114,000	117,000	235	27	190	45	24,554	26,037
144	240114	CORP-Engineering	Engineering Project Manager	11/11/2013	24,056	4,936	28,992	146,000	151,000	301	35	244	45	24,682	26,173
145	240120	CORP-Bus Dev	Sr Mgr Business Dev	11/25/2013	24,056	4,936	28,992	200,000	200,000	413	48	398	45	24,961	26,469
146	240114	CORP-Engineering	Sr Business Operations Analyst	11/18/2013	18,902	3,877	22,779	100,000	103,000	206	24	167	45	19,345	20,514
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013	1,230	300	1,530	125,000	129,000	258	30	209	45	1,772	1,879
148	240114	CORP-Engineering	Principal GIS Analyst	3/31/2014	25,489	3,054	28,544	112,000	115,000	231	27	187	45	25,979	27,549
149	240114	CORP-Engineering	Sr Planning Engineer	5/19/2014	20,556	2,439	22,995	169,000	174,000	349	41	282	45	21,272	22,557
150	244206	PUNX-Field Services	Sr Supvr Operations	5/27/2014	25,753	3,170	28,923	126,000	130,000	260	30	210	45	26,298	27,887
151	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014	8,591	1,763	10,354	138,000	142,000	285	33	230	45	9,185	9,740
152	246401	ROYF-Production	Supvr Production	9/29/2014	19,761	4,054	23,815	124,000	128,000	256	30	207	45	20,299	21,526
153	244506	WARR-Field Services	Sr Supvr Operations	10/27/2014	9,361	1,118	10,478	127,000	131,000	262	30	212	45	9,911	10,510
154	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014	18,902	3,877	22,779	108,000	111,000	223	26	180	45	19,376	20,547
155	240114	CORP-Engineering	Mgr Engineering	11/24/2014	25,753	3,170	28,923	184,000	190,000	380	44	307	45	26,529	28,132
156	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015				122,000	126,000	252	29	204	45	530	562
157	240113	CORP-Info Systems	Specialist, Technology Field Services	1/19/2015	24,056	4,936	28,992	110,000	113,000	227	26	183	45	24,538	26,021
158	240114	CORP-Engineering	GIS Project Manager	2/2/2015				112,000	115,000	231	27	186	45	490	519
159	249152	WILK-Ceasetown	Supvr Production	4/13/2015	8,591	1,735	10,326	110,000	113,000	227	26	183	45	9,074	9,622
160	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015	23,823	4,829	28,652	114,000	117,000	235	27	189	45	24,320	25,790
161	249106	WILK-Field Services	Sr Supvr Operations	11/16/2015	24,056	4,936	28,992	124,000	128,000	256	30	207	45	24,595	26,081
162	246151	MECH-ProdWestShore	Supvr Production	11/16/2015	24,056	4,936	28,992	115,000	118,000	237	28	192	45	24,558	26,042
163	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015	24,056	4,870	28,927	101,000	104,000	208	24	168	45	24,502	25,983
164	243301	BUTL-Production	Supvr Production	12/7/2015	24,056	4,857	28,914	120,000	123,000	248	29	200	45	24,578	26,063
165	246103	MECH-Cust Service	Supvr Field Operations	12/21/2015	21,422	2,604	24,026	115,000	119,000	237	28	192	45	21,924	23,249
166	240120	CORP-Bus Dev	Sr Dir, Business Development	12/28/2015	25,753	3,105	28,858	200,000	200,000	413	48	450	45	26,709	28,323
167	246206	HSHY-Field Services	Supvr Field Operations	1/11/2016	21,422	2,604	24,026	115,000	118,000	237	28	191	45	21,923	23,248
168	240114	CORP-Engineering	Sr Project Engineer	1/25/2016	9,412	1,109	10,520	164,000	169,000	338	39	273	45	10,108	10,718
169	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	3/7/2016	9,412	1,132	10,544	103,000	107,000	213	25	172	45	9,867	10,463

Pennsylvania-American Water Company - Water 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	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
170	245606	NAZA-Field Services	Sr Supvr Operations	3/21/2016	24,056	4,936	28,992	125,000	129,000	258	30	209	45	24,599	26,085
171	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016	24,056	4,870	28,927	149,000	153,000	308	36	248	45	24,692	26,185
172	249106	WILK-Field Services	Supvr Field Operations	4/18/2016	24,056	4,936	28,992	113,000	116,000	233	27	188	45	24,550	26,033
173	249106	WILK-Field Services	Supvr Field Operations	6/13/2016	24,056	4,936	28,992	110,000	114,000	227	26	184	45	24,539	26,022
174	240106	CORP-Field Services	Lead Business Operations Analyst	9/26/2016	24,056	4,870	28,927	139,000	143,000	287	33	232	45	24,654	26,143
175	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017	24,056	4,870	28,927	171,000	176,000	353	41	285	45	24,780	26,278
176	249106	WILK-Field Services	Supv Facilities/Inventory	12/19/2016	8,591	1,735	10,326	100,000	103,000	206	24	167	45	9,035	9,580
177	240114	CORP-Engineering	Engineering Project Manager	1/5/2017	24,056	4,936	28,992	141,000	145,000	291	34	234	45	24,661	26,151
178	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/9/2017	25,753	3,105	28,858	186,000	192,000	384	45	310	45	26,537	28,140
179	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017	9,412	1,132	10,544	200,000	200,000	413	48	353	45	10,271	10,892
180	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017	24,056	4,936	28,992	118,000	121,000	244	28	196	45	24,570	26,054
181	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	3/27/2017	24,056	4,936	28,992	145,000	149,000	299	35	241	45	24,677	26,168
182	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	8,591	1,763	10,354	93,000	96,000	192	22	155	45	9,006	9,550
183	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017	24,056	4,936	28,992	117,000	120,000	241	28	195	45	24,566	26,051
184	240117	CORP-Water Quality	Supvr WQ & Env Compliance (10% allocated to Upper Pottsgrove WW)	6/26/2017	21,651	4,870	28,927	114,000	118,000	212	25	172	41	22,099	23,435
185	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017	19,761	4,054	23,815	118,000	122,000	244	28	197	45	20,275	21,500
186	240114	CORP-Engineering	Sr GIS Analyst	6/19/2017	24,056	4,870	28,927	100,000	103,000	206	24	167	45	24,498	25,979
187	240114	CORP-Engineering	Staff Engineer	8/14/2017	24,056	4,857	28,914	115,000	119,000	237	28	192	45	24,559	26,043
188	249151	WILK-Brownell	Supvr Production	8/21/2017	8,591	1,763	10,354	112,000	115,000	231	27	186	45	9,081	9,630
189	240114	CORP-Engineering	Sr Project Engineer	8/28/2017	24,056	4,936	28,992	168,000	173,000	347	40	280	45	24,769	26,266
190	240106	CORP-Field Services	Trainer III	11/20/2017	19,761	4,054	23,815	119,000	122,000	246	29	198	45	20,278	21,503
191	240106	CORP-Field Services	Major Accounts Manager	9/12/2011	9,412	1,109	10,520	124,000	127,000	256	30	206	45	9,949	10,550
192	240117	CORP-Water Quality	Supvr WQ & Env Compliance	10/26/2015	8,591	1,739	10,331	118,000	122,000	244	28	197	45	9,106	9,656
193	240114	CORP-Engineering	Engineering Project Manager	1/8/2018	24,056	4,936	28,992	128,000	132,000	264	31	214	45	24,611	26,098
194	240114	CORP-Engineering	Engineering Project Manager	1/16/2018	1,087	259	1,346	154,000	159,000	318	37	257	45	1,744	1,849
195	240114	CORP-Engineering	Engineering Project Manager	1/22/2018	9,412	1,132	10,544	154,000	159,000	318	37	257	45	10,068	10,677
196	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018	24,056	4,936	28,992	119,000	123,000	246	29	198	45	24,574	26,059
197	240106	CORP-Field Services	Mgr Company Fleet	3/19/2018	24,056	4,936	28,992	141,000	145,000	291	34	234	45	24,661	26,151
198	241152	PITT-Production Aldr	Supvr Production	3/19/2018	1,230	300	1,530	128,000	132,000	264	31	213	45	1,783	1,891
199	246106	MECH-Field Services	Supvr Field Operations	3/19/2018	24,056	4,870	28,927	116,000	119,000	239	28	193	45	24,562	26,046
200	240151	CORP-Cust Serv MECH	Supvr Customer Advocacy	4/17/2018	24,056	4,936	28,992	124,000	127,000	256	30	206	45	24,593	26,079
201	240114	CORP-Engineering	Engineering Project Manager	4/16/2018	9,412	1,104	10,516	146,000	151,000	301	35	244	45	10,037	10,643
202	240306	CORP-Field Service	Supvr Field Operations	4/30/2018	24,056	4,936	28,992	114,000	117,000	235	27	189	45	24,553	26,037
203	240114	CORP-Engineering	Engineering Project Manager	7/9/2018	8,591	1,735	10,326	147,000	151,000	303	35	245	45	9,220	9,777
204	240106	CORP-Field Services	Supervisor Operations Support	6/18/2018	8,591	1,763	10,354	110,000	114,000	227	26	184	45	9,074	9,622
205	241106	PITT-Field Services	Supvr Field Operations	6/18/2018	9,412	1,132	10,544	116,000	120,000	239	28	194	45	9,918	10,517
206	243106	NEWC-Field Services	Supvr Field Operations	7/3/2018	24,056	4,936	28,992	120,000	123,000	248	29	199	45	24,577	26,062
207	240114	CORP-Engineering	Sr GIS Analyst	7/2/2018	8,591	1,739	10,331	91,000	94,000	188	22	152	45	8,999	9,542
208	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018	24,056	4,870	28,927	100,000	103,000	206	24	167	45	24,499	25,980
209	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/30/2018	24,056	4,936	28,992	137,000	141,000	283	33	228	45	24,646	26,135
210	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018	19,761	4,054	23,815	108,000	111,000	223	26	179	45	20,234	21,457
211	240114	CORP-Engineering	Engineer	8/27/2018	8,662	1,132	9,794	102,000	105,000	211	24	170	45	9,112	9,663
212	241106	PITT-Field Services	Supvr Field Operations	9/10/2018	19,761	4,054	23,815	113,000	116,000	233	27	188	45	20,254	21,478
213	241106	PITT-Field Services	Supvr Field Operations	9/24/2018	1,011	236	1,246	113,000	116,000	233	27	188	45	1,504	1,595
214	249106	WILK-Field Services	Supvr Field Operations	10/29/2018	19,761	4,054	23,815	112,000	116,000	231	27	187	45	20,251	21,475
215	241106	PITT-Field Services	Supvr Field Operations	11/5/2018	24,056	4,857	28,914	121,000	125,000	250	29	202	45	24,583	26,068
216	240113	CORP-Info Systems	Specialist, Technology Field Services	11/19/2018	18,902	3,816	22,718	108,000	111,000	223	26	180	45	19,376	20,546
217	240113	CORP-Info Systems	Specialist, Technology Field Services	11/19/2018	8,591	1,735	10,326	111,000	115,000	229	27	186	45	9,078	9,627
218	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018	24,056	4,936	28,992	119,000	123,000	246	29	199	45	24,574	26,059
219	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/3/2018	8,591	1,763	10,354	100,000	103,000	206	24	167	45	9,034	9,580
220	240106	CORP-Field Services	Supvr Field Operations	1/28/2019	8,591	1,739	10,331	135,000	139,000	279	32	226	45	9,173	9,728
221	249106	WILK-Field Services	Supvr Opns	1/14/2019	8,591	1,763	10,354	114,000	118,000	235	27	191	45	9,090	9,639
222	240114	CORP-Engineering	Planning Engineer	2/4/2019	439	79	519	138,000	142,000	285	33	229	45	1,032	1,094
223	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	2/11/2019	24,056	4,936	28,992	116,000	119,000	239	28	193	45	24,562	26,046
224	240114	CORP-Engineering	Engineer	3/25/2019	8,798	1,094	9,892	121,000	125,000	250	29	202	45	9,324	9,888
225	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019				116,000	119,000	239	28	193	45	506	536
226	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/25/2019	8,591	1,758	10,350	115,000	119,000	237	28	192	45	9,094	9,644
227	240106	CORP-Field Services	Sr Technical Writer	4/15/2019	9,412	1,109	10,520	130,000	134,000	268	31	216	45	9,973	10,575
228	240114	CORP-Engineering	Sr Engineering Technician	5/20/2019	24,666	2,911	27,577	108,000	111,000	223	26	180	45	25,140	26,659
229	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019	23,731	4,798	28,529	123,000	127,000	254	30	205	45	24,265	25,731
230	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/24/2019	9,412	1,132	10,544	130,000	134,000	268	31	217	45	9,973	10,576
231	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/29/2019	9,412	1,109	10,520	97,000	100,000	200	23	162	45	9,842	10,437
232	240114	CORP-Engineering	Engineering Project Manager	8/5/2019	20,556	2,491	23,046	146,000	150,000	301	35	243	45	21,180	22,460
233	241106	PITT-Field Services	Supvr Field Operations	8/12/2019	24,056	4,936	28,992	125,000	129,000	258	30	209	45	24,598	26,085
234	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	8/26/2019	143	41	184	123,000	126,000	254	30	204	45	676	717
235	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019	18,902	3,877	22,779	121,000	125,000	250	29	202	45	19,428	20,602
236	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019	9,412	1,132	10,544	113,000	116,000	233	27	188	45	9,905	10,503
237	240120	CORP-Bus Dev	Vice President of Business Development a	11/4/2019	24,056	4,936	28,992	200,000	200,000	413	48	450	45	25,012	26,524
238	247106	MILT-Field Services	Supvr Field Operations	1/27/2020				108,000	111,000	223	26	180	45	475	503
239	240106	CORP-Field Services	Supvr Fleet Opns Svcs	3/9/2020	24,056	4,936	28,992	131,000	135,000	270	31	219	45	24,622	26,110
240	240119	CORP-Risk Mgmt	Mgr Health and Safety Programs	4/27/2020	25,753	3,170	28,923	170,000	175,000	351	41	284	45	26,473	28,073
241	241106	PITT-Field Services	Sr Supt Field Ops	4/27/2020	18,902	3,877	22,779	164,000	169,000	338	39	273	45	19,598	20,782
242	240106	CORP-Field Services	Supervisor Operations Support	5/4/2020	8,591	1,763	10,354	97,000	100,000	200	23	162	45	9,022	9,568
243	242206	MONVA-Field Services	Supvr Field Operations	5/11/2020	19,761	4,043	23,804	120,000	123,000	248	29	200	45	20,282	21,508
244	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/1/2020				99,000	102,000	204	24	164	45	438	464
245	240114	CORP-Engineering	Engineering Project Manager	6/8/2020	9,412	1,104	10,516	125,000	128,000	258	30	208	45	9,953	10,554
246	240120	CORP-Bus Dev	Sr Mgr Business Dev	6/15/2020	24,056	4,936	28,992	197,000	200,000	407	47	328	45	24,883	26,387
247	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/15/2020	19,431	2,491	21,921	98,000	101,000	202	24	164	45	19,866	21,066
248	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	6/29/2020				128,000	132,000	264	31	213	45	553	587
249	240122	CORP-Govt Relations	Mgr, Govt Relations	7/13/2020	25,753	3,105	28,858	156,000	160,000	322	37	259	45	26,417	28,013
250	240114	CORP-Engineering	Planning Engineer	9/8/2020	25,753	3,170	28,923	155,000	160,000	320	37	258	45	26,413	28,009
251	240114	CORP-Engineering	Engineering Project Manager	9/14/2020	24,056	4,936	28,992	144,000	148,000	297	35	239	45	24,673	26,164
252	240114	CORP-Engineering	Engineer	10/12/2020	51	15	66	90,000	92,000	186	22	149	45	453	480
253	241106	PITT-Field Services	Supvr Field Operations	12/14/2020	24,056	4,870	28,927	115,000	118,000	237	28	192	45	24,558	26,042
254	240114	CORP-Engineering	Engineer	1/4/2021	9,412	1,109	10,520	100,000	103,000	206	24	167	45	9,854	10,449

Pennsylvania-American Water Company - Water 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	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
255	249106	WILK-Field Services	Supvr Field Operations	12/14/2020	25,753	3,170	28,923	112,000	115,000	231	27	186	45	26,242	27,828
256	241151	PITT-Production Haye	Supvr Production	3/29/2021	24,056	4,936	28,992	119,000	122,000	246	29	198	45	24,573	26,058
257	240116	CORP-Maint Services	Sr Mgr Operations	5/24/2021	24,056	4,936	28,992	200,000	200,000	413	48	365	45	24,927	26,433
258	240121	CORP-Com Relations	Mgr Ext Affairs (State)	5/24/2021	9,224	1,104	10,328	164,000	169,000	338	39	273	45	9,920	10,520
259	245101	NORR-Production	Sr Supervisor Production	6/14/2021	24,056	4,936	28,992	131,000	135,000	270	31	219	45	24,622	26,110
260	240305	CORP-Admin & Gen	VP Operations (Large1)	6/21/2021	8,986	1,118	10,103	200,000	200,000	413	48	450	45	9,942	10,542
261	242103	MCMR-Cust Service	Supvr Field Operations	6/14/2021	8,591	1,735	10,326	114,000	118,000	235	27	191	45	9,090	9,639
262	240113	CORP-Info Systems	Specialist, Technology Field Services	7/12/2021	9,037	1,132	10,169	125,000	129,000	258	30	208	45	9,578	10,157
263	240120	CORP-Bus Dev	Dir Business Development	7/19/2021	19,806	2,491	22,296	200,000	200,000	413	48	450	45	20,762	22,016
264	241106	PITT-Field Services	Supvr Field Operations	7/19/2021	24,056	4,936	28,992	116,000	119,000	239	28	193	45	24,562	26,046
265	240114	CORP-Engineering	Engineering Project Manager	9/7/2021	19,431	2,491	21,921	124,000	127,000	256	30	206	45	19,968	21,174
266	240114	CORP-Engineering	Engineer	9/13/2021				87,000	90,000	180	21	145	45	391	415
267	240121	CORP-Com Relations	External Affairs Specialist III (State)	9/27/2021	9,420	1,271	10,692	126,000	130,000	260	30	210	45	9,966	10,568
268	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	9/27/2021	24,056	4,936	28,992	200,000	200,000	413	48	417	45	24,979	26,489
269	240117	CORP-Water Quality	Supvr WQ & Env Compliance	10/18/2021	24,056	4,936	28,992	105,000	108,000	217	25	175	45	24,518	26,000
270	246151	MECH-ProdWestShore	Supvr Production	11/22/2021	24,628	3,170	27,798	110,000	114,000	227	26	184	45	25,110	26,628
271	240114	CORP-Engineering	Engineer - To Be Filled	7/1/2022	17,825	3,433	21,257	110,000	114,000	227	26	184	45	18,307	19,413
272	240114	CORP-Engineering	Sr Engineering Technician - To Be Filled	7/1/2022	17,825	3,433	21,257	110,000	114,000	227	26	184	45	18,307	19,413
273	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	17,825	3,433	21,257	143,000	148,000	295	34	239	45	18,438	19,552
274	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	17,825	3,433	21,257	143,000	148,000	295	34	239	45	18,438	19,552
275	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	17,825	3,433	21,257	143,000	148,000	295	34	239	45	18,438	19,552
276	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	17,825	3,433	21,257	167,000	172,000	345	40	279	45	18,533	19,653
277	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - To Be Filled	3/31/2022	17,825	3,433	21,257	143,000	148,000	295	34	239	45	18,438	19,552
278	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	17,825	3,433	21,257	167,000	172,000	345	40	279	45	18,533	19,653
279	240306	CORPORATE - Field Services	Supvr Field Operations - To Be Filled	2/14/2022	17,825	3,433	21,257	108,000	111,000	223	26	180	45	18,299	19,404
280	249106	WILK-Field Services	Supvr Field Operations - To Be Filled	3/21/2022	17,825	3,433	21,257	89,000	91,000	184	21	148	45	18,223	19,324
281	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	17,825	3,433	21,257	143,000	148,000	295	34	239	45	18,438	19,552
282	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	17,825	3,433	21,257	167,000	172,000	345	40	279	45	18,533	19,653
283	240121	CORP-Com Relations	Sr Mgr, Government and External Affairs - To Be Filled	1/10/2022	17,825	3,433	21,257	200,000	200,000	413	48	338	45	18,668	19,796
284	241106	PITT-Field Services	Supervisor Field Operations - To Be Filled	1/3/2022	17,825	3,433	21,257	117,000	120,000	241	28	195	45	18,334	19,442
285	242106	McMR-Field Services	Supvr Field Operations - To Be Filled	4/15/2022	17,825	3,433	21,257	124,000	127,000	256	30	206	45	18,362	19,471
286	240117	CORP-Water Quality	Mgr WQ & Env Compliance - To Be Filled	2/21/2022	17,825	3,433	21,257	165,000	170,000	341	40	275	45	18,525	19,644
287	241106	PITT-Field Services	Senior Supervisor, Operations Trainer - To Be Filled	7/1/2022	17,825	3,433	21,257	143,000	148,000	295	34	239	45	18,438	19,552
288	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	17,825	3,433	21,257	167,000	172,000	345	40	279	45	18,533	19,653
289	240117	CORP-Water Quality	Supvr WQ & Env Compliance - To Be Filled	3/31/2022	17,825	3,433	21,257	124,000	127,000	256	30	206	45	18,362	19,471
290	240114	CORP-Engineering	Lead Business Operations Analyst - To Be Filled	7/1/2022	17,825	3,433	21,257	143,000	148,000	295	34	239	45	18,438	19,552
291	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022	17,825	3,433	21,257	125,000	128,000	258	30	208	45	18,365	19,475
292	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022	17,825	3,433	21,257	125,000	128,000	258	30	208	45	18,365	19,475
293	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022	17,825	3,433	21,257	125,000	128,000	258	30	208	45	18,365	19,475
294	240116	CORP-Maint Services	Automation & Controls Tech - To Be Filled	4/30/2022	17,825	3,433	21,257	110,000	114,000	227	26	184	45	18,307	19,413
			Total Non-Collective Bargaining Unit Salary		$5,163,040	$992,825	$6,170,298	$41,535,000	$42,571,000	$85,478	$9,939	$71,050	$13,269	$5,342,774	$5,665,636
Collective Bargaining Unit															
1	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/20/1968	$7,999	$1,801	$9,800	$96,000	$98,000	$198	$2	$0	$45	$8,245	$8,743
2	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	17,238	3,343	20,581	82,000	84,000	169	2	-	45	17,455	18,509
3	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	7,999	1,774	9,773	83,000	85,000	171	2	-	45	8,218	8,715
4	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	24,347	4,073	28,421	82,000	84,000	169	2	-	45	24,564	26,049
5	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	7,999	1,774	9,773	83,000	85,000	171	2	-	45	8,218	8,715
6	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	8/3/1981	7,999	1,801	9,800	93,000	95,000	192	2	-	45	8,239	8,736
7	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	17,238	3,343	20,581	93,000	95,000	192	2	-	45	17,477	18,534
8	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	17,238	3,296	20,534	82,000	84,000	169	2	-	45	17,455	18,509
9	241152	PITT-Production Aldr	Operator U537P	8/31/1982	17,238	3,343	20,581	88,000	90,000	182	2	-	45	17,467	18,523
10	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	24,347	4,073	28,421	85,000	88,000	175	2	-	45	24,571	26,055
11	245203	YARD-Cust Service	Serviceperson F473Y	7/27/1983	17,238	3,296	20,534	83,000	85,000	171	2	-	45	17,457	18,512
12	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
13	246106	MECH-Field Services	Utility A U648R	12/8/1983				83,000	85,000	171	2	-	45	219	232
14	241106	PITT-Field Services	Service Crew Driver U537P	3/20/1984	24,347	4,073	28,421	86,000	89,000	178	2	-	45	24,573	26,057
15	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	7,999	1,801	9,800	86,000	88,000	178	2	-	45	8,224	8,721
16	243301	BUTL-Production	Operator U537O	11/2/1984	17,238	3,286	20,524	96,000	98,000	198	2	-	45	17,484	18,540
17	249103	WILK-Cust Service	Serviceperson U648S	12/10/1984	17,129	3,313	20,442	83,000	85,000	171	2	-	45	17,348	18,396
18	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	17,238	3,343	20,581	86,000	89,000	178	2	-	45	17,463	18,518
19	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	17,238	3,343	20,581	82,000	84,000	169	2	-	45	17,455	18,509
20	241103	PITT-Cust Service	Meter Serviceman U537P	5/6/1985	14,178	3,462	17,640	85,000	88,000	175	2	-	45	14,402	15,272
21	242106	MCMR-Field Services	Backhoe Operator U537O	5/6/1985	7,999	1,779	9,778	93,000	95,000	192	2	-	45	8,239	8,736
22	245101	NORR-Production	Plant Operator F473N	10/21/1985	7,999	1,801	9,800	93,000	96,000	192	2	-	45	8,239	8,736
23	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	24,347	4,073	28,421	86,000	89,000	178	2	-	45	24,573	26,057
24	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	24,347	4,073	28,421	80,000	82,000	165	2	-	45	24,560	26,044
25	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986	17,238	3,343	20,581	82,000	84,000	169	2	-	45	17,455	18,509
26	241152	PITT-Production Aldr	Operator U537P	5/19/1986	17,238	3,286	20,524	88,000	90,000	182	2	-	45	17,467	18,523
27	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	24,347	4,009	28,357	94,000	95,000	194	2	-	45	24,589	26,075
28	241103	PITT-Cust Service	Meter Repair Person U537P, U648S	8/4/1986	17,238	3,343	20,581	85,000	87,000	175	2	-	45	17,461	18,516
29	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	17,238	3,343	20,581	82,000	84,000	169	2	-	45	17,455	18,509
30	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	24,347	3,995	28,343	83,000	85,000	171	2	-	45	24,566	26,051
31	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
32	243106	NEWC-Field Services	Backhoe Operator U537O	12/4/1986	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
33	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	24,347	4,073	28,421	81,000	83,000	167	2	-	45	24,562	26,047
34	242106	MCMR-Field Services	Backhoe Operator U537O	1/21/1987	17,238	3,343	20,581	93,000	95,000	192	2	-	45	17,477	18,534
35	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	2/2/1987	17,238	3,343	20,581	93,000	95,000	192	2	-	45	17,477	18,534
36	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
37	243103	NEWC-Cust Service	Meter Reader U537O	4/7/1987	14,178	3,462	17,640	92,000	94,000	190	2	-	45	14,416	15,287
38	242306	UNTN-Field Services	Distribution System Serviceperson U537O	5/11/1987	17,238	3,343	20,581	92,000	94,000	190	2	-	45	17,475	18,531
39	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
40	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	17,238	3,343	20,581	79,000	81,000	163	2	-	45	17,448	18,503
41	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	17,238	3,343	20,581	82,000	84,000	169	2	-	45	17,455	18,509
42	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	9,037	983	10,020	82,000	84,000	169	2	-	45	9,254	9,813

Pennsylvania-American Water Company - Water 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	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
43	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	7,999	1,801	9,800	82,000	84,000	169	2	-	45	8,216	8,712
44	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	17,238	3,343	20,581	82,000	84,000	169	2	-	45	17,455	18,509
45	241106	PITT-Field Services	Service Crew Driver U537P	8/31/1987	17,238	3,343	20,581	86,000	89,000	178	2	-	45	17,463	18,518
46	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	14,178	3,462	17,640	81,000	83,000	167	2	-	45	14,393	15,263
47	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	14,178	3,414	17,592	86,000	89,000	178	2	-	45	14,404	15,274
48	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
49	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	17,238	3,286	20,524	83,000	85,000	171	2	-	45	17,457	18,512
50	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	24,347	4,073	28,421	83,000	85,000	171	2	-	45	24,566	26,051
51	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
52	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	24,347	4,073	28,421	85,000	87,000	175	2	-	45	24,571	26,055
53	243106	NEWC-Field Services	Backhoe Operator U537O	2/3/1988	24,347	4,009	28,357	94,000	95,000	194	2	-	45	24,589	26,075
54	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	17,238	3,343	20,581	79,000	81,000	163	2	-	45	17,448	18,503
55	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	7,999	1,801	9,800	86,000	89,000	178	2	-	45	8,224	8,721
56	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
57	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	17,238	3,343	20,581	80,000	82,000	165	2	-	45	17,451	18,505
58	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
59	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	14,178	3,462	17,640	82,000	84,000	169	2	-	45	14,395	15,265
60	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	17,238	3,343	20,581	94,000	96,000	194	2	-	45	17,479	18,536
61	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	24,347	4,073	28,421	78,000	80,000	161	2	-	45	24,556	26,040
62	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	5/15/1989	7,999	1,801	9,800	83,000	85,000	171	2	-	45	8,218	8,715
63	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	7,999	1,774	9,773	83,000	85,000	171	2	-	45	8,218	8,715
64	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	24,347	4,073	28,421	81,000	83,000	167	2	-	45	24,562	26,047
65	249160	WILK-Watres	Plant Operator U648S	7/3/1989	7,999	1,774	9,773	83,000	85,000	171	2	-	45	8,218	8,715
66	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	17,238	3,296	20,534	83,000	85,000	171	2	-	45	17,457	18,512
67	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	17,238	3,343	20,581	81,000	83,000	167	2	-	45	17,453	18,507
68	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	7,999	1,801	9,800	79,000	81,000	163	2	-	45	8,210	8,706
69	246106	MECH-Field Services	Utility A U648R	9/25/1989	14,178	3,462	17,640	85,000	87,000	175	2	-	45	14,402	15,272
70	245106	NORR-Field Services	Working Foreman F473N	10/16/1989	17,238	3,296	20,534	90,000	92,000	186	2	-	45	17,471	18,527
71	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	17,238	3,343	20,581	92,000	94,000	190	2	-	45	17,475	18,531
72	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	17,238	3,286	20,524	85,000	87,000	175	2	-	45	17,461	18,516
73	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	17,238	3,286	20,524	83,000	85,000	171	2	-	45	17,457	18,512
74	243306	BUTL-Field Services	General Serviceman/Person U537O	11/20/1989	7,999	1,801	9,800	92,000	94,000	190	2	-	45	8,237	8,734
75	241406	STNW-Field Service	Foreperson	1/8/1990	24,347	4,009	28,357	91,000	93,000	188	2	-	45	24,583	26,068
76	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	7,999	1,801	9,800	83,000	85,000	171	2	-	45	8,218	8,715
77	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	2/5/1990	7,999	1,801	9,800	92,000	94,000	190	2	-	45	8,237	8,734
78	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	17,238	3,296	20,534	83,000	85,000	171	2	-	45	17,457	18,512
79	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	24,347	4,009	28,357	93,000	96,000	192	2	-	45	24,587	26,073
80	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	17,238	3,296	20,534	93,000	95,000	192	2	-	45	17,477	18,534
81	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
82	242106	MCMR-Field Services	Pipeline Inspector U537O	7/31/1990	7,999	1,801	9,800	94,000	96,000	194	2	-	45	8,241	8,739
83	245101	NORR-Production	Plant Operator F473N	8/24/1990	7,999	1,801	9,800	91,000	93,000	188	2	-	45	8,234	8,732
84	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	7,999	1,801	9,800	83,000	85,000	171	2	-	45	8,218	8,715
85	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	4/9/1991	24,347	4,009	28,357	83,000	85,000	171	2	-	45	24,566	26,051
86	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	17,404	2,017	19,421	87,000	89,000	180	2	-	45	17,631	18,696
87	242106	MCMR-Field Services	Utility Person U537O	6/1/1991	1,197	318	1,515	92,000	94,000	190	2	-	45	1,434	1,521
88	241106	PITT-Field Services	Blacksmith U537P	6/4/1991				86,000	89,000	178	2	-	45	225	239
89	245206	YARD-Field Services	Working Foreperson	8/1/1991	17,238	3,343	20,581	85,000	87,000	175	2	-	45	17,461	18,516
90	249106	WILK-Field Services	Dump Truck Driver U648S	8/4/1991	24,347	4,073	28,421	82,000	84,000	169	2	-	45	24,564	26,049
91	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	7,999	1,801	9,800	79,000	81,000	163	2	-	45	8,210	8,706
92	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	24,347	4,073	28,421	80,000	82,000	165	2	-	45	24,560	26,044
93	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	24,347	4,009	28,357	79,000	81,000	163	2	-	45	24,558	26,042
94	242106	MCMR-Field Services	Subforeman U537O	8/26/1991	14,178	3,462	17,640	93,000	95,000	192	2	-	45	14,418	15,289
95	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	17,238	3,296	20,534	83,000	85,000	171	2	-	45	17,457	18,512
96	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	14,178	3,422	17,601	83,000	85,000	171	2	-	45	14,397	15,267
97	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	7,999	1,801	9,800	86,000	89,000	178	2	-	45	8,224	8,721
98	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	24,347	4,073	28,421	78,000	80,000	161	2	-	45	24,556	26,040
99	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	7,999	1,774	9,773	83,000	85,000	171	2	-	45	8,218	8,715
100	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	7,999	1,801	9,800	83,000	85,000	171	2	-	45	8,218	8,715
101	249151	WILK-Brownell	Plant Operator U648S	9/14/1992	7,999	1,801	9,800	83,000	85,000	171	2	-	45	8,218	8,715
102	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	24,347	4,009	28,357	83,000	85,000	171	2	-	45	24,566	26,051
103	243306	BUTL-Field Services	Backhoe Operator U537O	8/30/1993	650	172	822	94,000	95,000	194	2	-	45	891	945
104	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	7,999	1,801	9,800	83,000	85,000	171	2	-	45	8,218	8,715
105	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	24,347	4,073	28,421	92,000	95,000	190	2	-	45	24,585	26,071
106	240306	CORP-Field Service	Pipeline Inspector U537P	3/24/1994	24,347	4,073	28,421	86,000	89,000	178	2	-	45	24,573	26,057
107	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	24,347	4,073	28,421	85,000	87,000	175	2	-	45	24,571	26,055
108	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	24,347	4,060	28,407	83,000	85,000	171	2	-	45	24,566	26,051
109	241401	STNW-Production	Lead Plant Operator	9/1/1994	7,999	1,801	9,800	86,000	88,000	178	2	-	45	8,224	8,721
110	249156	WILK-Forest City	Plant Operator U648S	4/24/1995	7,999	1,801	9,800	83,000	85,000	171	2	-	45	8,218	8,715
111	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	17,238	3,296	20,534	83,000	86,000	171	2	-	45	17,457	18,512
112	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996	1,197	318	1,515	83,000	86,000	171	2	-	45	1,416	1,501
113	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	24,347	4,009	28,357	94,000	95,000	194	2	-	45	24,589	26,075
114	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	24,347	4,060	28,407	96,000	98,000	198	2	-	45	24,593	26,079
115	243306	BUTL-Field Services	Pipeline Inspector U537O	12/9/1996	8,453	1,912	10,365	94,000	96,000	194	2	-	45	8,695	9,220
116	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	14,178	3,462	17,640	86,000	88,000	178	2	-	45	14,404	15,274
117	244103	INDI-Cust Service	Utility Person U537O	5/12/1997	17,238	3,286	20,524	93,000	95,000	192	2	-	45	17,477	18,534
118	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	25,534	2,850	28,384	92,000	94,000	190	2	-	45	25,772	27,329
119	242106	MCMR-Field Services	Subforeman U537O	6/23/1997	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
120	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	24,347	4,073	28,421	94,000	95,000	194	2	-	45	24,589	26,075
121	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	17,238	3,333	20,571	83,000	85,000	171	2	-	45	17,457	18,512
122	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	24,347	4,009	28,357	83,000	85,000	171	2	-	45	24,566	26,051
123	242206	MONVA-Field Services	Pipeline Inspector U537O	10/14/1997	17,238	3,296	20,534	94,000	96,000	194	2	-	45	17,479	18,536
124	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	24,347	3,995	28,343	96,000	98,000	198	2	-	45	24,593	26,079
125	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	11/25/1997	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
126	243106	NEWC-Field Services	Pipeline Inspector U537O	4/23/1998	7,999	1,801	9,800	94,000	96,000	194	2	-	45	8,241	8,739
127	243301	BUTL-Production	Operator U537O	5/4/1998	1,197	318	1,515	96,000	98,000	198	2	-	45	1,442	1,530

Pennsylvania-American Water Company - Water 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	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
128	240306	CORP-Field Service	Pipeline Inspector U537P	7/6/1998	24,347	4,073	28,421	86,000	89,000	178	2	-	45	24,573	26,057
129	241106	PITT-Field Services	Dump Truck Driver U537P	8/10/1998	7,999	1,801	9,800	86,000	89,000	178	2	-	45	8,224	8,721
130	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	24,347	4,073	28,421	86,000	89,000	178	2	-	45	24,573	26,057
131	244506	WARR-Field Services	Distribution System Serviceperson U537O	10/29/1998	17,238	3,343	20,581	93,000	95,000	192	2	-	45	17,477	18,534
132	241152	PITT-Production Aldr	Operator U537P	11/16/1998	7,999	1,801	9,800	88,000	90,000	182	2	-	45	8,228	8,725
133	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	24,347	4,073	28,421	85,000	87,000	175	2	-	45	24,571	26,055
134	244206	PUNX-Field Services	Distribution System Serviceperson U537O	12/28/1998	24,347	4,009	28,357	93,000	95,000	192	2	-	45	24,587	26,073
135	241406	STNW-Field Service	Utility Person	3/3/1999	7,999	1,801	9,800	58,000	59,000	120	2	-	45	8,166	8,660
136	242106	MCMR-Field Services	Pipeline Inspector U537O	8/4/1999	17,238	3,343	20,581	93,000	95,000	192	2	-	45	17,477	18,534
137	244101	INDI-Production	Operator U537O	8/9/1999	7,999	1,779	9,778	96,000	98,000	198	2	-	45	8,245	8,743
138	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
139	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	17,238	3,343	20,581	93,000	95,000	192	2	-	45	17,477	18,534
140	245106	NORR-Field Services	Utility Person A F473N	9/2/1999	7,999	1,801	9,800	85,000	87,000	175	2	-	45	8,222	8,719
141	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
142	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	24,347	4,073	28,421	86,000	89,000	178	2	-	45	24,573	26,057
143	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	1,197	318	1,515	86,000	89,000	178	2	-	45	1,422	1,508
144	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	17,238	3,286	20,524	83,000	85,000	171	2	-	45	17,457	18,512
145	244303	CLAR-Cust Service	Distribution System Serviceperson U537O	8/7/2000	24,347	4,009	28,357	92,000	94,000	190	2	-	45	24,585	26,071
146	243152	NEWC-Ellwood	Operator U537O	3/28/2001	17,238	3,296	20,534	96,000	98,000	198	2	-	45	17,484	18,540
147	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	9,037	983	10,020	93,000	95,000	192	2	-	45	9,277	9,838
148	241103	PITT-Cust Service	Meter Serviceman U537P	12/28/2001	7,999	1,801	9,800	85,000	88,000	175	2	-	45	8,222	8,719
149	246106	MECH-Field Services	Utility A U648R	1/21/2002	7,999	1,801	9,800	84,000	87,000	173	2	-	45	8,220	8,717
150	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	17,238	3,296	20,534	86,000	89,000	178	2	-	45	17,463	18,518
151	241106	PITT-Field Services	Service Crew Driver U537P	3/18/2002	24,347	4,073	28,421	86,000	89,000	178	2	-	45	24,573	26,057
152	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	24,347	4,073	28,421	79,000	81,000	163	2	-	45	24,558	26,042
153	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	17,238	3,343	20,581	94,000	95,000	194	2	-	45	17,479	18,536
154	243151	NEWC-New Castle	Operator U537O	6/4/2002	9,037	983	10,020	96,000	98,000	198	2	-	45	9,283	9,844
155	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002	7,999	1,801	9,800	86,000	88,000	178	2	-	45	8,224	8,721
156	244406	KITT-Field Services	Subforeman U537O	11/11/2002	17,238	3,296	20,534	93,000	95,000	192	2	-	45	17,477	18,534
157	241106	PITT-Field Services	Utility Person U537P	11/12/2002	7,999	1,801	9,800	86,000	88,000	178	2	-	45	8,224	8,721
158	241103	PITT-Cust Service	Meter Serviceman U537P	4/14/2003	7,999	1,801	9,800	85,000	88,000	175	2	-	45	8,222	8,719
159	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
160	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	7,999	1,801	9,800	86,000	89,000	178	2	-	45	8,224	8,721
161	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	24,347	4,009	28,357	79,000	81,000	163	2	-	45	24,558	26,042
162	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	7,999	1,801	9,800	86,000	89,000	178	2	-	45	8,224	8,721
163	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2003	14,178	3,462	17,640	85,000	88,000	175	2	-	45	14,402	15,272
164	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	24,306	3,998	28,304	92,000	94,000	190	2	-	45	24,544	26,027
165	246106	MECH-Field Services	Utility A U648R	9/15/2003	24,347	4,073	28,421	85,000	87,000	175	2	-	45	24,571	26,055
166	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	7,999	1,774	9,773	83,000	85,000	171	2	-	45	8,218	8,715
167	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	7,999	1,801	9,800	95,000	97,000	196	2	-	45	8,243	8,741
168	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	7,999	1,801	9,800	86,000	88,000	178	2	-	45	8,224	8,721
169	245106	NORR-Field Services	Utility Person B F473N	1/17/2005	14,178	3,462	17,640	79,000	81,000	163	2	-	45	14,389	15,259
170	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	7,947	1,765	9,712	85,000	88,000	175	2	-	45	8,170	8,664
171	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	14,178	3,462	17,640	93,000	95,000	192	2	-	45	14,418	15,289
172	246106	MECH-Field Services	Utility Person U648R	8/8/2005	24,347	4,073	28,421	84,000	87,000	173	2	-	45	24,568	26,053
173	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
174	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	7,999	1,779	9,778	93,000	94,000	192	2	-	45	8,239	8,736
175	241106	PITT-Field Services	Utility Person U537P	9/19/2005	7,999	1,779	9,778	86,000	88,000	178	2	-	45	8,224	8,721
176	246106	MECH-Field Services	Utility A U648R	10/10/2005	7,999	1,801	9,800	85,000	87,000	175	2	-	45	8,222	8,719
177	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	7,999	1,801	9,800	93,000	95,000	192	2	-	45	8,239	8,736
178	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	24,347	4,009	28,357	92,000	94,000	190	2	-	45	24,585	26,071
179	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	24,347	4,009	28,357	79,000	81,000	163	2	-	45	24,558	26,042
180	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005	14,178	3,414	17,592	83,000	85,000	171	2	-	45	14,397	15,267
181	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	10/25/2005				93,000	95,000	192	2	-	45	240	254
182	243306	BUTL-Field Services	Utility Person U537O	11/7/2005	24,347	3,995	28,343	92,000	94,000	190	2	-	45	24,585	26,071
183	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
184	244206	PUNX-Field Services	Subforeman U537O	11/7/2005	24,347	3,995	28,343	93,000	95,000	192	2	-	45	24,587	26,073
185	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	24,347	4,073	28,421	85,000	88,000	175	2	-	45	24,571	26,055
186	242103	MCMR-Cust Service	General Serviceman/Person U537O	12/19/2005	14,178	3,462	17,640	92,000	94,000	190	2	-	45	14,416	15,287
187	241106	PITT-Field Services	Utility Person U537P	12/20/2005				85,000	88,000	175	2	-	45	223	237
188	240306	CORP-Field Service	Pipeline Inspector U537P	12/21/2005	24,347	4,009	28,357	86,000	89,000	178	2	-	45	24,573	26,057
189	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	24,347	4,009	28,357	86,000	89,000	178	2	-	45	24,573	26,057
190	244506	WARR-Field Services	Plant Operator/Utilityperson U5370	1/4/2006	14,178	3,462	17,640	96,000	98,000	198	2	-	45	14,424	15,296
191	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	24,347	4,073	28,421	86,000	89,000	178	2	-	45	24,573	26,057
192	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	16,841	3,205	20,046	92,000	94,000	190	2	-	45	17,078	18,110
193	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006				85,000	88,000	175	2	-	45	223	237
194	241103	PITT-Cust Service	Meter Serviceman U537P	3/20/2006	24,347	4,073	28,421	85,000	88,000	175	2	-	45	24,571	26,055
195	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	14,178	3,462	17,640	79,000	81,000	163	2	-	45	14,389	15,259
196	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	7,999	1,801	9,800	79,000	81,000	163	2	-	45	8,210	8,706
197	241106	PITT-Field Services	Utility Person U537P	4/3/2006	7,999	1,774	9,773	86,000	88,000	178	2	-	45	8,224	8,721
198	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	17,527	3,355	20,882	85,000	88,000	175	2	-	45	17,750	18,822
199	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	8,986	947	9,932	94,000	96,000	194	2	-	45	9,227	9,785
200	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	24,347	4,073	28,421	94,000	96,000	194	2	-	45	24,589	26,075
201	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	24,347	4,009	28,357	92,000	94,000	190	2	-	45	24,585	26,071
202	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	17,238	3,343	20,581	79,000	81,000	163	2	-	45	17,448	18,503
203	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	24,347	4,073	28,421	83,000	85,000	171	2	-	45	24,566	26,051
204	241106	PITT-Field Services	Utility Person U537P	5/10/2006	7,999	1,779	9,778	85,000	88,000	175	2	-	45	8,222	8,719
205	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	24,347	4,073	28,421	86,000	89,000	178	2	-	45	24,573	26,057
206	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
207	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	24,347	4,073	28,421	90,000	92,000	186	2	-	45	24,581	26,066
208	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	14,178	3,462	17,640	96,000	98,000	198	2	-	45	14,424	15,296
209	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	7,999	1,774	9,773	85,000	88,000	175	2	-	45	8,222	8,719
210	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
211	244406	KITT-Field Services	Utility Person U537O	6/2/2006	17,238	3,343	20,581	92,000	94,000	190	2	-	45	17,475	18,531
212	245103	NORR-Cust Service	Serviceperson F473N	6/19/2006	14,178	3,462	17,640	83,000	85,000	171	2	-	45	14,397	15,267

Pennsylvania-American Water Company - Water 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	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
213	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	1,047	277	1,324	85,000	88,000	175	2	-	45	1,270	1,346
214	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
215	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	7,999	1,801	9,800	83,000	85,000	171	2	-	45	8,218	8,715
216	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	7,999	1,779	9,778	92,000	94,000	190	2	-	45	8,237	8,734
217	241106	PITT-Field Services	Utility Person U537P	7/17/2006	24,347	4,073	28,421	85,000	88,000	175	2	-	45	24,571	26,055
218	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	17,238	3,343	20,581	93,000	95,000	192	2	-	45	17,477	18,534
219	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	14,178	3,414	17,592	93,000	95,000	192	2	-	45	14,418	15,289
220	246106	MECH-Field Services	Utility Person U648R	11/13/2006	24,347	4,060	28,407	84,000	87,000	173	2	-	45	24,568	26,053
221	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	24,347	4,009	28,357	83,000	85,000	171	2	-	45	24,566	26,051
222	241106	PITT-Field Services	Utility Person U537P	3/5/2007	24,347	4,009	28,357	86,000	88,000	178	2	-	45	24,573	26,057
223	241106	PITT-Field Services	Utility Person U537P	3/5/2007	7,999	1,797	9,796	86,000	88,000	178	2	-	45	8,224	8,721
224	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
225	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007				95,000	97,000	196	2	-	45	244	258
226	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	7,999	1,801	9,800	79,000	81,000	163	2	-	45	8,210	8,706
227	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	17,238	3,296	20,534	79,000	81,000	163	2	-	45	17,448	18,503
228	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	24,347	4,073	28,421	79,000	81,000	163	2	-	45	24,558	26,042
229	249106	WILK-Field Services	Regulation Crew Leader U648S	6/25/2007	14,178	3,453	17,632	83,000	85,000	171	2	-	45	14,397	15,267
230	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	24,347	4,073	28,421	83,000	85,000	171	2	-	45	24,566	26,051
231	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	24,347	4,073	28,421	83,000	85,000	171	2	-	45	24,566	26,051
232	246106	MECH-Field Services	Utility Person U648R	7/9/2007	24,347	4,009	28,357	84,000	87,000	173	2	-	45	24,568	26,053
233	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	7,999	1,801	9,800	83,000	86,000	171	2	-	45	8,218	8,715
234	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	14,178	3,462	17,640	77,000	79,000	159	2	-	45	14,385	15,254
235	249106	WILK-Field Services	M/C Crew Leader U648S	7/16/2007	7,999	1,779	9,778	83,000	85,000	171	2	-	45	8,218	8,715
236	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	7,999	1,801	9,800	80,000	82,000	165	2	-	45	8,212	8,708
237	241106	PITT-Field Services	Utility Person U537P	7/23/2007				85,000	88,000	175	2	-	45	223	237
238	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	24,347	4,073	28,421	85,000	88,000	175	2	-	45	24,571	26,055
239	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
240	245106	NORR-Field Services	Utility Person A F473N	8/6/2007	24,347	4,073	28,421	85,000	87,000	175	2	-	45	24,571	26,055
241	244101	INDI-Production	Operator U537O	8/13/2007	24,347	4,073	28,421	96,000	98,000	198	2	-	45	24,593	26,079
242	249106	WILK-Field Services	M/C Utility Person U648S	8/20/2007	24,347	4,009	28,357	79,000	81,000	163	2	-	45	24,558	26,042
243	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007				86,000	89,000	178	2	-	45	225	239
244	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	24,347	4,073	28,421	80,000	82,000	165	2	-	45	24,560	26,044
245	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
246	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	7,999	1,801	9,800	93,000	95,000	192	2	-	45	8,239	8,736
247	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	14,178	3,462	17,640	93,000	96,000	192	2	-	45	14,418	15,289
248	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	10/1/2007	7,999	1,779	9,778	92,000	94,000	190	2	-	45	8,237	8,734
249	245201	YARD-Production	Plant Operator F473Y	10/8/2007	24,347	4,073	28,421	86,000	87,000	178	2	-	45	24,573	26,057
250	241106	PITT-Field Services	Utility Person U537P	10/22/2007	24,347	4,073	28,421	86,000	88,000	178	2	-	45	24,573	26,057
251	249106	WILK-Field Services	M/C Utility Person U648S	10/22/2007	7,999	1,801	9,800	79,000	81,000	163	2	-	45	8,210	8,706
252	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
253	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	24,347	4,073	28,421	79,000	81,000	163	2	-	45	24,558	26,042
254	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	17,238	3,343	20,581	86,000	89,000	178	2	-	45	17,463	18,518
255	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	413	110	522	83,000	85,000	171	2	-	45	631	670
256	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	24,347	4,009	28,357	92,000	94,000	190	2	-	45	24,585	26,071
257	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	7,999	1,801	9,800	88,000	90,000	182	2	-	45	8,228	8,725
258	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	8,288	1,838	10,126	92,000	94,000	190	2	-	45	8,525	9,040
259	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	17,238	3,343	20,581	79,000	81,000	163	2	-	45	17,448	18,503
260	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	24,347	4,073	28,421	83,000	85,000	171	2	-	45	24,566	26,051
261	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	24,347	4,009	28,357	85,000	88,000	175	2	-	45	24,571	26,055
262	245106	NORR-Field Services	Utility Person A F473N	7/28/2008	7,999	1,801	9,800	85,000	87,000	175	2	-	45	8,222	8,719
263	241106	PITT-Field Services	Utility Person U537P	8/4/2008	24,347	4,073	28,421	85,000	88,000	175	2	-	45	24,571	26,055
264	242105	MCMR-Admin & Gen	Distribution Records Clerk U537O	8/18/2008	24,347	4,073	28,421	90,000	91,000	186	2	-	45	24,581	26,066
265	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	11/10/2008	24,347	4,073	28,421	92,000	94,000	190	2	-	45	24,585	26,071
266	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	7,999	1,801	9,800	85,000	88,000	175	2	-	45	8,222	8,719
267	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	24,347	4,009	28,357	85,000	88,000	175	2	-	45	24,571	26,055
268	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	9,037	983	10,020	86,000	89,000	178	2	-	45	9,263	9,822
269	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	7,999	1,801	9,800	85,000	88,000	175	2	-	45	8,222	8,719
270	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	9,037	961	9,998	92,000	94,000	190	2	-	45	9,275	9,835
271	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	14,178	3,462	17,640	92,000	94,000	190	2	-	45	14,416	15,287
272	242206	MONVA-Field Services	Subforeman U537O	3/9/2009	24,347	3,995	28,343	93,000	95,000	192	2	-	45	24,587	26,073
273	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	7,999	1,801	9,800	92,000	94,000	190	2	-	45	8,237	8,734
274	242306	UNTN-Field Services	Subforeman U537O	4/13/2009	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
275	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	14,178	3,462	17,640	83,000	85,000	171	2	-	45	14,397	15,267
276	245106	NORR-Field Services	Utility Person B F473N	6/30/2009	24,347	4,073	28,421	79,000	81,000	163	2	-	45	24,558	26,042
277	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	17,238	3,343	20,581	86,000	88,000	178	2	-	45	17,463	18,518
278	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	7,999	1,774	9,773	92,000	94,000	190	2	-	45	8,237	8,734
279	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	24,347	4,073	28,421	92,000	94,000	190	2	-	45	24,585	26,071
280	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	24,347	4,009	28,357	93,000	95,000	192	2	-	45	24,587	26,073
281	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	24,347	4,073	28,421	92,000	94,000	190	2	-	45	24,585	26,071
282	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	24,347	4,009	28,357	91,000	93,000	188	2	-	45	24,583	26,068
283	241103	PITT-Cust Service	Meter Serviceman U537P	7/27/2009	7,999	1,801	9,800	85,000	88,000	175	2	-	45	8,222	8,719
284	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	14,178	3,462	17,640	93,000	95,000	192	2	-	45	14,418	15,289
285	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	7,999	1,801	9,800	92,000	94,000	190	2	-	45	8,237	8,734
286	244406	KITT-Field Services	Utility Person U537O	8/18/2009	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
287	242306	UNTN-Field Services	Utility Person U537O	9/14/2009				92,000	94,000	190	2	-	45	238	252
288	242306	UNTN-Field Services	Utility Person U537O	9/29/2009	7,999	1,779	9,778	92,000	94,000	190	2	-	45	8,237	8,734
289	243306	BUTL-Field Services	Utility Person U537O	10/28/2009				93,000	95,000	192	2	-	45	240	254
290	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
291	242106	MCMR-Field Services	Utility Person U537O	11/2/2009	14,178	3,462	17,640	92,000	94,000	190	2	-	45	14,416	15,287
292	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	24,347	4,073	28,421	85,000	88,000	175	2	-	45	24,571	26,055
293	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	7,999	1,779	9,778	83,000	85,000	171	2	-	45	8,218	8,715
294	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	14,085	3,437	17,522	85,000	88,000	175	2	-	45	14,308	15,173
295	241103	PITT-Cust Service	Meter Serviceman U537P	3/23/2010	17,238	3,343	20,581	85,000	88,000	175	2	-	45	17,461	18,516
296	249106	WILK-Field Services	M/C Technician U648S	3/29/2010	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
297	243152	NEWC-Ellwood	Operator U537O	5/10/2010	17,238	3,343	20,581	96,000	98,000	198	2	-	45	17,484	18,540

Pennsylvania-American Water Company - Water 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	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
298	245101	NORR-Production	Plant Operator F473N	6/21/2010	9,037	983	10,020	93,000	96,000	192	2	-	45	9,277	9,838
299	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/12/2010	7,999	1,774	9,773	92,000	94,000	190	2	-	45	8,237	8,734
300	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010				86,000	88,000	178	2	-	45	225	239
301	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	11/8/2010	1,197	318	1,515	92,000	94,000	190	2	-	45	1,434	1,521
302	242206	MONVA-Field Services	Utility Person U537O	11/9/2010				92,000	94,000	190	2	-	45	238	252
303	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	17,238	3,296	20,534	85,000	87,000	175	2	-	45	17,461	18,516
304	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	24,347	4,073	28,421	85,000	87,000	175	2	-	45	24,571	26,055
305	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	24,347	4,073	28,421	85,000	88,000	175	2	-	45	24,571	26,055
306	244103	INDI-Cust Service	Utility Person U537O	11/22/2010	7,999	1,801	9,800	93,000	95,000	192	2	-	45	8,239	8,736
307	249103	WILK-Cust Service	Serviceperson U648S	12/14/2010	24,347	4,073	28,421	79,000	81,000	163	2	-	45	24,558	26,042
308	243106	NEWC-Field Services	Utility Person U537O	12/27/2010	17,238	3,343	20,581	93,000	95,000	192	2	-	45	17,477	18,534
309	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	1/3/2011	24,347	3,995	28,343	92,000	94,000	190	2	-	45	24,585	26,071
310	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	24,347	4,073	28,421	86,000	88,000	178	2	-	45	24,573	26,057
311	243151	NEWC-New Castle	Maintenance Person U537O	1/10/2011	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
312	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	24,347	4,073	28,421	78,000	79,000	161	2	-	45	24,556	26,040
313	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	3/14/2011	7,999	1,801	9,800	92,000	94,000	190	2	-	45	8,237	8,734
314	241152	PITT-Production Aldr	Operator U537P	3/14/2011	24,347	4,073	28,421	88,000	90,000	182	2	-	45	24,577	26,062
315	244206	PUNX-Field Services	Utility Person U537O	3/14/2011	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
316	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011				86,000	88,000	178	2	-	45	225	239
317	243306	BUTL-Field Services	Utility Person U537O	5/24/2011				92,000	94,000	190	2	-	45	238	252
318	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	14,178	3,462	17,640	83,000	86,000	171	2	-	45	14,397	15,267
319	242106	MCMR-Field Services	Utility Person U537O	8/24/2011	413	110	522	92,000	94,000	190	2	-	45	650	689
320	242206	MONVA-Field Services	Utility Person U537O	8/29/2011	24,347	4,009	28,357	92,000	94,000	190	2	-	45	24,585	26,071
321	242103	MCMR-Cust Service	Meter Reader U537O	9/6/2011	24,347	4,073	28,421	92,000	94,000	190	2	-	45	24,585	26,071
322	242106	MCMR-Field Services	Utility Person U537O	9/7/2011				92,000	94,000	190	2	-	45	238	252
323	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	413	110	522	85,000	88,000	175	2	-	45	636	674
324	243106	NEWC-Field Services	Utility Person U537O	9/26/2011	7,999	1,774	9,773	92,000	94,000	190	2	-	45	8,237	8,734
325	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	10/3/2011	17,238	3,343	20,581	91,000	93,000	188	2	-	45	17,473	18,529
326	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011				86,000	88,000	178	2	-	45	225	239
327	244306	CLAR-Field Services	Utility Person U537O	10/11/2011	18,795	1,988	20,783	93,000	95,000	192	2	-	45	19,035	20,185
328	244103	INDI-Cust Service	Utility Person U537O	10/17/2011	7,999	1,774	9,773	92,000	94,000	190	2	-	45	8,237	8,734
329	242106	MCMR-Field Services	Utility Person U537O	11/7/2011	7,999	1,801	9,800	92,000	94,000	190	2	-	45	8,237	8,734
330	241106	PITT-Field Services	Utility Person U537P	12/5/2011	24,347	4,073	28,421	85,000	88,000	175	2	-	45	24,571	26,055
331	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	14,178	3,414	17,592	83,000	85,000	171	2	-	45	14,397	15,267
332	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/9/2012	7,999	1,801	9,800	78,000	79,000	161	2	-	45	8,208	8,704
333	243306	BUTL-Field Services	Utility Person U537O	10/30/2012	24,784	2,786	27,570	92,000	94,000	190	2	-	45	25,022	26,534
334	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	2/4/2013	24,347	4,073	28,421	92,000	94,000	190	2	-	45	24,585	26,071
335	242105	MCMR-Admin & Gen	Utility Clerk U537O	3/18/2013				90,000	91,000	186	2	-	45	233	248
336	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	7,999	1,801	9,800	85,000	88,000	175	2	-	45	8,222	8,719
337	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	14,178	3,462	17,640	96,000	98,000	198	2	-	45	14,424	15,296
338	242106	MCMR-Field Services	Utility Person U537O	4/30/2013	93	25	119	92,000	94,000	190	2	-	45	331	351
339	242106	MCMR-Field Services	Subforeman U537O	5/1/2013	24,347	4,009	28,357	93,000	95,000	192	2	-	45	24,587	26,073
340	244101	INDI-Production	Operator U537O	5/13/2013	9,037	956	9,993	96,000	98,000	198	2	-	45	9,283	9,844
341	244306	CLAR-Field Services	Utility Person U537O	5/15/2013	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
342	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	7,999	1,801	9,800	86,000	88,000	178	2	-	45	8,224	8,721
343	244606	KANE-Field Services	Utility Person U537O	5/28/2013	17,238	3,286	20,524	93,000	95,000	192	2	-	45	17,477	18,534
344	244406	KITT-Field Services	Distribution System Serviceperson U537O	5/28/2013				93,000	95,000	192	2	-	45	240	254
345	240306	CORP-Field Service	Pipeline Inspector U537P	6/3/2013	24,347	4,009	28,357	86,000	88,000	178	2	-	45	24,573	26,057
346	242106	MCMR-Field Services	Utility Person U537O	6/3/2013	7,999	1,801	9,800	92,000	94,000	190	2	-	45	8,237	8,734
347	241106	PITT-Field Services	Dump Truck Driver U537P	6/11/2013	17,238	3,296	20,534	85,000	88,000	175	2	-	45	17,461	18,516
348	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	9,037	983	10,020	79,000	81,000	163	2	-	45	9,248	9,807
349	244506	WARR-Field Services	Subforeman U537O	6/26/2013	14,178	3,453	17,632	93,000	95,000	192	2	-	45	14,418	15,289
350	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	24,347	3,995	28,343	83,000	85,000	171	2	-	45	24,566	26,051
351	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	7,999	1,801	9,800	82,000	84,000	169	2	-	45	8,216	8,712
352	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	17,238	3,296	20,534	79,000	81,000	163	2	-	45	17,448	18,503
353	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	14,178	3,453	17,632	85,000	88,000	175	2	-	45	14,402	15,272
354	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	17,238	3,343	20,581	83,000	85,000	171	2	-	45	17,457	18,512
355	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	24,347	4,073	28,421	83,000	85,000	171	2	-	45	24,566	26,051
356	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	24,347	4,073	28,421	79,000	81,000	163	2	-	45	24,558	26,042
357	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	7,999	1,801	9,800	90,000	91,000	186	2	-	45	8,232	8,730
358	245101	NORR-Production	Plant Operator F473N	3/17/2014	9,037	983	10,020	93,000	96,000	192	2	-	45	9,277	9,838
359	241151	PITT-Production Haye	Operator U537P	4/28/2014	14,178	3,462	17,640	85,000	87,000	175	2	-	45	14,402	15,272
360	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	9,037	961	9,998	80,000	82,000	165	2	-	45	9,250	9,809
361	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014				96,000	98,000	198	2	-	45	246	261
362	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	17,238	3,343	20,581	79,000	81,000	163	2	-	45	17,448	18,503
363	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	7,999	1,801	9,800	85,000	87,000	175	2	-	45	8,222	8,719
364	244506	WARR-Field Services	Utility Person U537O	10/28/2014	24,347	4,073	28,421	92,000	94,000	190	2	-	45	24,585	26,071
365	241103	PITT-Cust Service	Meter Serviceman U537P	11/25/2014	7,999	1,774	9,773	79,000	81,000	163	2	-	45	8,210	8,706
366	241103	PITT-Cust Service	Meter Serviceman U537P	12/8/2014	24,347	4,073	28,421	79,000	81,000	163	2	-	45	24,558	26,042
367	241106	PITT-Field Services	Utility Person U537P	12/9/2014	24,347	4,073	28,421	79,000	81,000	163	2	-	45	24,558	26,042
368	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	7,999	1,801	9,800	92,000	94,000	190	2	-	45	8,237	8,734
369	241106	PITT-Field Services	Utility Person U537P	12/15/2014	7,999	1,774	9,773	79,000	81,000	163	2	-	45	8,210	8,706
370	241106	PITT-Field Services	Utility Person U537P	12/16/2014	24,347	4,073	28,421	79,000	81,000	163	2	-	45	24,558	26,042
371	243151	NEWC-New Castle	Operator U537O	11/16/2015	7,999	1,801	9,800	96,000	98,000	198	2	-	45	8,245	8,743
372	241151	PITT-Production Haye	Operator U537P	11/16/2015	7,999	1,801	9,800	80,000	83,000	165	2	-	45	8,212	8,708
373	249106	WILK-Field Services	M/C Crew Leader U648S	11/17/2015	24,347	4,073	28,421	83,000	85,000	171	2	-	45	24,566	26,051
374	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015				83,000	85,000	171	2	-	45	219	232
375	241106	PITT-Field Services	Compressor Operator U537P	12/21/2015	7,999	1,797	9,796	79,000	82,000	163	2	-	45	8,210	8,706
376	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	17,238	3,343	20,581	79,000	81,000	163	2	-	45	17,448	18,503
377	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016				85,000	87,000	175	2	-	45	223	237
378	244606	KANE-Field Services	Subforeman U537O	2/15/2016	24,347	4,073	28,421	90,000	92,000	186	2	-	45	24,581	26,066
379	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	7,999	1,774	9,773	83,000	85,000	171	2	-	45	8,218	8,715
380	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	7,999	1,774	9,773	89,000	91,000	184	2	-	45	8,230	8,728
381	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	24,347	4,073	28,421	90,000	92,000	186	2	-	45	24,581	26,066
382	249106	WILK-Field Services	M/C Crew Leader U648S	3/15/2016	9,736	947	10,682	83,000	85,000	171	2	-	45	9,955	10,556

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Group Insurance

								Gross Group Insurance									
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
383	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	3/22/2016	24,347	4,060	28,407	90,000	92,000	186	2	-	45	24,581	26,066
384	242303	UNTN-Cust Service	Distribution System Serviceperson U537O	3/28/2016	8,287	961	9,248	90,000	92,000	186	2	-	45	8,521	9,036
385	241106	PITT-Field Services	Fire Hydrant Inspector U537P	4/12/2016	24,347	4,009	28,357	78,000	80,000	161	2	-	45	24,556	26,040
386	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	17,238	3,343	20,581	78,000	80,000	161	2	-	45	17,446	18,501
387	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	7,999	1,779	9,778	79,000	81,000	163	2	-	45	8,210	8,706
388	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	24,347	4,073	28,421	78,000	80,000	161	2	-	45	24,556	26,040
389	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016	7,999	1,797	9,796	93,000	95,000	192	2	-	45	8,239	8,736
390	245106	NORR-Field Services	Utility Person A F473N	6/6/2016				85,000	87,000	175	2	-	45	223	237
391	243151	NEWC-New Castle	Operator U537O	8/8/2016	24,347	4,073	28,421	93,000	95,000	192	2	-	45	24,587	26,073
392	246106	MECH-Field Services	Utility Person U648R	10/24/2016	24,347	4,073	28,421	77,000	80,000	159	2	-	45	24,554	26,038
393	241103	PITT-Cust Service	Meter Serviceman U537P	1/30/2017	7,999	1,801	9,800	82,000	85,000	169	2	-	45	8,216	8,712
394	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	7,999	1,801	9,800	76,000	79,000	157	2	-	45	8,203	8,699
395	243151	NEWC-New Castle	Helper/Relief Operator U537O	2/20/2017	24,347	4,009	28,357	90,000	92,000	186	2	-	45	24,581	26,066
396	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	24,347	4,073	28,421	83,000	85,000	171	2	-	45	24,566	26,051
397	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	7,999	1,774	9,773	87,000	89,000	180	2	-	45	8,226	8,723
398	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	4/24/2017	17,238	3,296	20,534	83,000	85,000	171	2	-	45	17,457	18,512
399	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	24,347	4,073	28,421	83,000	85,000	171	2	-	45	24,566	26,051
400	249106	WILK-Field Services	M/C Technician U648S	6/19/2017	14,178	3,462	17,640	83,000	85,000	171	2	-	45	14,397	15,267
401	245201	YARD-Production	Plant Operator F473Y	6/19/2017	24,347	4,073	28,421	78,000	80,000	161	2	-	45	24,556	26,040
402	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/17/2017	24,347	4,073	28,421	78,000	79,000	161	2	-	45	24,556	26,040
403	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	24,034	2,850	26,884	87,000	89,000	180	2	-	45	24,261	25,727
404	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	7,999	1,801	9,800	81,000	84,000	167	2	-	45	8,214	8,710
405	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	17,238	3,343	20,581	77,000	79,000	159	2	-	45	17,444	18,499
406	244601	KANE-Production	Operator U537O	11/6/2017	1,197	254	1,451	91,000	93,000	188	2	-	45	1,432	1,519
407	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	17,238	3,296	20,534	83,000	85,000	171	2	-	45	17,457	18,512
408	249159	WILK-Nesbitt	Plant Operator U648S	12/4/2017	7,999	1,801	9,800	83,000	85,000	171	2	-	45	8,218	8,715
409	243152	NEWC-Ellwood	Operator U537O	1/2/2018	17,238	3,343	20,581	88,000	90,000	182	2	-	45	17,467	18,523
410	241106	PITT-Field Services	Garage Attendant	1/8/2018	17,238	3,343	20,581	80,000	82,000	165	2	-	45	17,451	18,505
411	241151	PITT-Production Haye	Maint & Relief U537P	1/29/2018	14,178	3,462	17,640	81,000	83,000	167	2	-	45	14,393	15,263
412	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018				75,000	77,000	155	2	-	45	202	215
413	241151	PITT-Production Haye	Operator U537P	1/31/2018	24,197	3,968	28,166	82,000	84,000	169	2	-	45	24,414	25,890
414	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	24,347	4,073	28,421	84,000	86,000	173	2	-	45	24,568	26,053
415	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	24,347	4,073	28,421	92,000	94,000	190	2	-	45	24,585	26,071
416	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	7,999	1,779	9,778	75,000	77,000	155	2	-	45	8,201	8,697
417	241106	PITT-Field Services	Utility Person B U537P	2/27/2018				81,000	83,000	167	2	-	45	215	228
418	245206	YARD-Field Services	Utility A F473Y	3/26/2018	24,347	4,073	28,421	69,000	71,000	142	2	-	45	24,537	26,020
419	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	24,347	4,073	28,421	75,000	78,000	155	2	-	45	24,550	26,033
420	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	24,347	4,009	28,357	79,000	81,000	163	2	-	45	24,558	26,042
421	249160	WILK-Watres	Plant Operator U648S	4/30/2018	24,347	4,009	28,357	83,000	85,000	171	2	-	45	24,566	26,051
422	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	8,287	956	9,243	84,000	86,000	173	2	-	45	8,508	9,023
423	249106	WILK-Field Services	Line Location Specialist U648S	5/1/2018	7,999	1,801	9,800	81,000	83,000	167	2	-	45	8,214	8,710
424	246106	MECH-Field Services	Utility Person U648R	5/14/2018	867	231	1,097	74,000	76,000	153	2	-	45	1,067	1,131
425	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018				83,000	85,000	171	2	-	45	219	232
426	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	24,347	4,073	28,421	83,000	85,000	171	2	-	45	24,566	26,051
427	249106	WILK-Field Services	Regulation Crew Leader U648S	6/5/2018	9,037	961	9,998	83,000	85,000	171	2	-	45	9,256	9,816
428	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	14,918	1,769	16,687	84,000	86,000	173	2	-	45	15,139	16,054
429	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/3/2018	7,999	1,779	9,778	75,000	77,000	155	2	-	45	8,201	8,697
430	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018				83,000	85,000	171	2	-	45	219	232
431	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	7/9/2018	7,999	1,797	9,796	85,000	86,000	175	2	-	45	8,222	8,719
432	241106	PITT-Field Services	Compressor Operator U537P	7/10/2018	24,347	4,073	28,421	75,000	77,000	155	2	-	45	24,550	26,033
433	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	9,037	983	10,020	85,000	87,000	175	2	-	45	9,260	9,820
434	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	7,999	1,801	9,800	75,000	77,000	155	2	-	45	8,201	8,697
435	240306	CORP-Field Service	Pipeline Inspector U537P	7/24/2018	7,999	1,797	9,796	81,000	83,000	167	2	-	45	8,214	8,710
436	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	7,999	1,779	9,778	84,000	86,000	173	2	-	45	8,220	8,717
437	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	8,287	961	9,248	73,000	75,000	151	2	-	45	8,486	8,998
438	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	7,999	1,779	9,778	75,000	77,000	155	2	-	45	8,201	8,697
439	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2018	9,037	983	10,020	75,000	77,000	155	2	-	45	9,240	9,798
440	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	7,999	1,801	9,800	75,000	77,000	155	2	-	45	8,201	8,697
441	243106	NEWC-Field Services	Utility Person U537O	10/15/2018	24,347	4,009	28,357	84,000	86,000	173	2	-	45	24,568	26,053
442	243301	BUTL-Production	Operator U537O	10/22/2018	24,347	4,073	28,421	88,000	90,000	182	2	-	45	24,577	26,062
443	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	8,287	983	9,270	84,000	86,000	173	2	-	45	8,508	9,023
444	241401	STNW-Production	Plant Operator	10/22/2018	24,347	4,073	28,421	60,000	61,000	124	2	-	45	24,519	26,001
445	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	24,347	3,995	28,343	84,000	86,000	173	2	-	45	24,568	26,053
446	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	7,999	1,774	9,773	75,000	77,000	155	2	-	45	8,201	8,697
447	241406	STNW-Field Service	Utility Person	12/5/2018	7,999	1,774	9,773	56,000	57,000	116	2	-	45	8,162	8,655
448	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	7,999	1,801	9,800	81,000	83,000	167	2	-	45	8,214	8,710
449	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	24,347	4,073	28,421	81,000	83,000	167	2	-	45	24,562	26,047
450	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	24,347	4,073	28,421	79,000	81,000	163	2	-	45	24,558	26,042
451	249152	WILK-Ceasetown	Plant Operator U648S	2/11/2019	9,037	961	9,998	79,000	81,000	163	2	-	45	9,248	9,807
452	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	9,037	956	9,993	81,000	83,000	167	2	-	45	9,252	9,811
453	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	52	10	61	77,000	79,000	159	2	-	45	258	274
454	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	7,999	1,801	9,800	81,000	83,000	167	2	-	45	8,214	8,710
455	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	7,999	1,801	9,800	81,000	83,000	167	2	-	45	8,214	8,710
456	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	7,947	1,765	9,712	81,000	83,000	167	2	-	45	8,162	8,655
457	240117	CORP-Water Quality	Lab Technician II UWUA 433	7/8/2019	24,347	4,009	28,357	90,000	93,000	186	2	-	45	24,581	26,066
458	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	7,999	1,779	9,778	80,000	82,000	165	2	-	45	8,212	8,708
459	242106	MCMR-Field Services	Utility Person U537O	7/8/2019				82,000	84,000	169	2	-	45	217	230
460	242106	MCMR-Field Services	Utility Person U537O	7/9/2019				82,000	84,000	169	2	-	45	217	230
461	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	7,999	1,801	9,800	80,000	82,000	165	2	-	45	8,212	8,708
462	242206	MONVA-Field Services	Utility Person U537O	7/29/2019	17,238	3,343	20,581	82,000	84,000	169	2	-	45	17,455	18,509
463	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	17,238	3,343	20,581	74,000	76,000	153	2	-	45	17,438	18,492
464	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	9,037	983	10,020	80,000	82,000	165	2	-	45	9,250	9,809
465	249160	WILK-Watres	Plant Operator U648S	7/31/2019	7,947	1,787	9,734	80,000	82,000	165	2	-	45	8,160	8,653
466	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	24,347	4,073	28,421	82,000	84,000	169	2	-	45	24,564	26,049
467	243301	BUTL-Production	Helper/Relief Operator U537O	8/5/2019	7,999	1,801	9,800	85,000	87,000	175	2	-	45	8,222	8,719

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Group Insurance

								Gross Group Insurance									
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
468	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	7,999	1,801	9,800	80,000	82,000	165	2	-	45	8,212	8,708
469	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	8/12/2019	7,999	1,801	9,800	82,000	84,000	169	2	-	45	8,216	8,712
470	241106	PITT-Field Services	Backhoe Operator U537P	8/12/2019	7,999	1,801	9,800	74,000	76,000	153	2	-	45	8,199	8,695
471	244601	KANE-Production	Operator U537O	9/9/2019	17,238	3,333	20,571	85,000	87,000	175	2	-	45	17,461	18,516
472	243151	NEWC-New Castle	Operator U537O	9/23/2019	24,347	4,073	28,421	85,000	87,000	175	2	-	45	24,571	26,055
473	243301	BUTL-Production	Operator U537O	9/23/2019	9,037	983	10,020	85,000	87,000	175	2	-	45	9,260	9,820
474	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	9,037	983	10,020	74,000	76,000	153	2	-	45	9,238	9,796
475	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	24,347	4,009	28,357	82,000	84,000	169	2	-	45	24,564	26,049
476	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	18,154	2,064	20,218	80,000	82,000	165	2	-	45	18,367	19,476
477	246152	MECH-Silver Springs	Plant Operator U648R	2/10/2020	9,037	961	9,998	75,000	78,000	155	2	-	45	9,240	9,798
478	249103	WILK-Cust Service	Serviceperson U648S	3/2/2020	7,999	1,801	9,800	79,000	81,000	163	2	-	45	8,210	8,706
479	244301	CLAR-Production	Operator/Relief Operator U537O	3/2/2020	24,347	4,009	28,357	83,000	85,000	171	2	-	45	24,566	26,051
480	242106	MCMR-Field Services	Utility Person U537O	3/17/2020	9,037	983	10,020	79,000	81,000	163	2	-	45	9,248	9,807
481	249158	WILK-Lake Scranton	Plant Operator U648S	4/13/2020	9,037	961	9,998	79,000	81,000	163	2	-	45	9,248	9,807
482	244301	CLAR-Production	Operator U537O	4/27/2020	24,347	4,073	28,421	83,000	85,000	171	2	-	45	24,566	26,051
483	249106	WILK-Field Services	M/C Utility Person U648S	4/27/2020	7,999	1,801	9,800	75,000	77,000	155	2	-	45	8,201	8,697
484	241106	PITT-Field Services	Service Crew Driver U537P	4/27/2020	18,154	2,064	20,218	73,000	75,000	151	2	-	45	18,352	19,461
485	242106	MCMR-Field Services	Utility Person U537O	5/11/2020	9,821	1,191	11,013	79,000	81,000	163	2	-	45	10,032	10,638
486	240117	CORP-Water Quality	Lab Tech I UWUA 433	5/18/2020	9,037	956	9,993	73,000	75,000	151	2	-	45	9,236	9,794
487	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	6/8/2020	24,347	4,073	28,421	79,000	81,000	163	2	-	45	24,558	26,042
488	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/6/2020	7,999	1,774	9,773	78,000	79,000	161	2	-	45	8,208	8,704
489	249103	WILK-Cust Service	Serviceperson U648S	7/13/2020	8,287	978	9,266	77,000	79,000	159	2	-	45	8,494	9,007
490	245206	YARD-Field Services	Utility B F473Y	7/13/2020	14,178	3,462	17,640	65,000	67,000	134	2	-	45	14,360	15,228
491	241106	PITT-Field Services	Shop Clerk U537P	7/27/2020	7,999	1,801	9,800	72,000	74,000	149	2	-	45	8,195	8,690
492	249158	WILK-Lake Scranton	Plant Operator U648S	8/24/2020	9,037	961	9,998	77,000	79,000	159	2	-	45	9,244	9,803
493	241106	PITT-Field Services	Compressor Operator U537P	10/26/2020	24,347	4,073	28,421	73,000	75,000	151	2	-	45	24,546	26,029
494	249106	WILK-Field Services	M/C Crew Leader U648S	12/14/2020	24,347	4,073	28,421	77,000	79,000	159	2	-	45	24,554	26,038
495	249160	WILK-Watres	Plant Operator U648S	12/15/2020	24,347	4,060	28,407	77,000	79,000	159	2	-	45	24,554	26,038
496	249160	WILK-Watres	Plant Operator U648S	12/21/2020	7,999	1,801	9,800	77,000	79,000	159	2	-	45	8,206	8,701
497	245201	YARD-Production	Plant Operator F473Y	1/19/2021	24,347	4,073	28,421	72,000	74,000	149	2	-	45	24,544	26,027
498	246152	MECH-Silver Springs	Plant Operator U648R	2/1/2021				75,000	78,000	155	2	-	45	202	215
499	249106	WILK-Field Services	M/C Crew Leader U648S	3/1/2021	14,178	3,462	17,640	75,000	76,000	155	2	-	45	14,381	15,250
500	246152	MECH-Silver Springs	Plant Operator U648R	3/8/2021	7,999	1,801	9,800	75,000	78,000	155	2	-	45	8,201	8,697
501	245206	YARD-Field Services	Utility B F473Y	3/15/2021	17,238	3,343	20,581	65,000	66,000	134	2	-	45	17,420	18,472
502	244101	INDI-Production	Operator U537O	3/22/2021	8,850	983	9,833	80,000	82,000	165	2	-	45	9,063	9,610
503	241106	PITT-Field Services	Utility Person B U537P	3/29/2021	7,999	1,801	9,800	72,000	74,000	149	2	-	45	8,195	8,690
504	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	4/5/2021	8,798	969	9,767	77,000	79,000	159	2	-	45	9,005	9,549
505	245106	NORR-Field Services	Utility Person B F473N	4/13/2021	24,347	4,073	28,421	68,000	70,000	140	2	-	45	24,535	26,018
506	243152	NEWC-Ellwood	Operator U537O	4/26/2021				80,000	82,000	165	2	-	45	213	226
507	249106	WILK-Field Services	M/C Crew Leader U648S	4/26/2021	14,178	3,422	17,601	76,000	78,000	157	2	-	45	14,383	15,252
508	249106	WILK-Field Services	M/C Utility Person U648S	5/3/2021	7,999	1,774	9,773	72,000	74,000	149	2	-	45	8,195	8,690
509	242106	MCMR-Field Services	Utility Person U537O	5/3/2021	8,287	983	9,270	76,000	78,000	157	2	-	45	8,492	9,005
510	243106	NEWC-Field Services	Utility Person U537O	5/4/2021	7,999	1,779	9,778	76,000	78,000	157	2	-	45	8,203	8,699
511	241401	STNW-Production	Plant Operator	5/17/2021	7,999	1,801	9,800	60,000	61,000	124	2	-	45	8,170	8,664
512	242306	UNTN-Field Services	Utility Person U537O	5/17/2021	8,287	983	9,270	76,000	78,000	157	2	-	45	8,492	9,005
513	241151	PITT-Production Haye	Operator U537P	5/24/2021	17,238	3,343	20,581	74,000	76,000	153	2	-	45	17,438	18,492
514	241106	PITT-Field Services	Utility Person B U537P	5/24/2021	7,999	1,801	9,800	72,000	74,000	149	2	-	45	8,195	8,690
515	243106	NEWC-Field Services	Utility Person U537O	5/24/2021	8,850	956	9,806	76,000	78,000	157	2	-	45	9,054	9,602
516	241106	PITT-Field Services	Utility Person B U537P	5/25/2021				77,000	79,000	159	2	-	45	207	219
517	249103	WILK-Cust Service	Serviceperson U648S	6/1/2021	24,347	4,073	28,421	76,000	78,000	157	2	-	45	24,552	26,036
518	249103	WILK-Cust Service	Serviceperson U648S	6/7/2021	7,999	1,774	9,773	76,000	78,000	157	2	-	45	8,203	8,699
519	244101	INDI-Production	Helper/Relief Operator U537O	6/7/2021	24,347	4,073	28,421	80,000	81,000	165	2	-	45	24,560	26,044
520	249106	WILK-Field Services	M/C Technician U648S	6/8/2021				76,000	78,000	157	2	-	45	205	217
521	243306	BUTL-Field Services	Distribution System Serviceperson U537O	6/14/2021	24,347	4,009	28,357	77,000	79,000	159	2	-	45	24,554	26,038
522	245106	NORR-Field Services	Utility Person A F473N	7/8/2021	7,947	1,765	9,712	74,000	76,000	153	2	-	45	8,148	8,640
523	243152	NEWC-Ellwood	Helper/Relief Operator U537O	8/2/2021				80,000	81,000	165	2	-	45	213	226
524	245101	NORR-Production	Maint&Relief F473N	8/2/2021	7,999	1,801	9,800	73,000	75,000	151	2	-	45	8,197	8,693
525	249158	WILK-Lake Scranton	Plant Operator U648S	8/16/2021	8,287	956	9,243	75,000	76,000	155	2	-	45	8,490	9,003
526	244506	WARR-Field Services	Utility Person U537O	8/16/2021	24,347	4,073	28,421	76,000	78,000	157	2	-	45	24,552	26,036
527	242206	MONVA-Field Services	Utility Person U537O	8/16/2021	24,347	4,073	28,421	76,000	78,000	157	2	-	45	24,552	26,036
528	245101	NORR-Production	Maint&Relief F473N	8/16/2021	8,662	961	9,623	73,000	75,000	151	2	-	45	8,861	9,396
529	244606	KANE-Field Services	Utility Person U537O	8/30/2021	18,154	2,064	20,218	76,000	78,000	157	2	-	45	18,358	19,468
530	249106	WILK-Field Services	M/C Crew Leader U648S	9/13/2021	7,999	1,801	9,800	75,000	76,000	155	2	-	45	8,201	8,697
531	249106	WILK-Field Services	M/C Crew Leader U648S	9/14/2021	7,999	1,801	9,800	75,000	76,000	155	2	-	45	8,201	8,697
532	241401	STNW-Production	Plant Operator	9/20/2021	8,236	969	9,204	60,000	61,000	124	2	-	45	8,407	8,915
533	241106	PITT-Field Services	Auto Mechanic U537P	10/25/2021	7,999	1,801	9,800	74,000	76,000	153	2	-	45	8,199	8,695
534	245106	NORR-Field Services	Utility Person B F473N	11/1/2021	17,238	3,343	20,581	68,000	70,000	140	2	-	45	17,426	18,479
535	249158	WILK-Lake Scranton	Plant Operator U648S	11/15/2021	7,999	1,779	9,778	75,000	76,000	155	2	-	45	8,201	8,697
536	245106	NORR-Field Services	Utility Person B F473N	11/15/2021	7,999	1,801	9,800	68,000	70,000	140	2	-	45	8,187	8,682
537	245103	NORR-Cust Service	Serviceperson F473N	11/22/2021	7,999	1,801	9,800	72,000	74,000	149	2	-	45	8,195	8,690
538	241106	PITT-Field Services	Compressor Operator U537P	11/22/2021	8,475	983	9,458	73,000	75,000	151	2	-	45	8,673	9,197
539	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	12/6/2021	8,287	956	9,243	78,000	80,000	161	2	-	45	8,496	9,009
540	249106	WILK-Field Services	M/C Utility Person U648S	12/13/2021	24,347	3,995	28,343	71,000	72,000	147	2	-	45	24,542	26,025
541	245106	NORR-Field Services	Utility Person B - To Be Filled	7/1/2022	15,711	2,867	18,578	68,000	70,000	140	2	-	45	15,899	16,859
542	245101	NORR-Production	Maint & Relief - To Be Filled	7/1/2022	15,711	2,867	18,578	73,000	75,000	151	2	-	45	15,909	16,870
543	245106	NORR-Field Services	Utility Person B - To Be Filled	1/24/2022	15,711	2,867	18,578	78,000	80,000	161	2	-	45	15,919	16,881
544	244206	PUNX-Field Services	Utility Person - To Be Filled	2/14/2022	15,711	2,867	18,578	76,000	78,000	157	2	-	45	15,915	16,877
545	242103	MCMR-Cust Service	Distribution System Serviceperson - To Be Filled	2/7/2022	15,711	2,867	18,578	77,000	79,000	159	2	-	45	15,917	16,879
546	241106	PITT-Field Services	Compressor Operator - To Be Filled	3/31/2022	15,711	2,867	18,578	73,000	75,000	151	2	-	45	15,909	16,870
547	241106	PITT-Field Services	Service Crew Driver - To Be Filled	3/31/2022	15,711	2,867	18,578	73,000	75,000	151	2	-	45	15,909	16,870
548	241106	PITT-Field Services	Shop Clerk - To Be Filled	3/31/2022	15,711	2,867	18,578	72,000	74,000	149	2	-	45	15,907	16,868
549	241106	PITT-Field Services	Backhoe Operator - To Be Filled	3/31/2022	15,711	2,867	18,578	74,000	76,000	153	2	-	45	15,911	16,872
550	241106	PITT-Field Services	Utility Person B - To Be Filled	3/31/2022	15,711	2,867	18,578	77,000	79,000	159	2	-	45	15,917	16,879
551	241106	PITT-Field Services	Dump Truck Driver - To Be Filled	3/31/2022	15,711	2,867	18,578	85,000	87,000	175	2	-	45	15,934	16,897
552	241106	PITT-Field Services	Backhoe Operator - To Be Filled	1/18/2022	15,711	2,867	18,578	74,000	76,000	153	2	-	45	15,911	16,872

Pennsylvania-American Water Company - Water 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	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
553	241103	PITT-Cust Service	Meter Service Person - To Be Filled	2/28/2022	15,711	2,867	18,578	75,000	77,000	155	2	-	45	15,913	16,875
554	246152	MECH-Silver Springs	Maint & Relief - To Be Filled	1/24/2022	15,711	2,867	18,578	71,000	73,000	147	2	-	45	15,905	16,866
555	246151	MECH-ProdWestShore	Maint & Relief - To Be Filled	1/10/2022	15,711	2,867	18,578	71,000	73,000	147	2	-	45	15,905	16,866
556	249160	WILK-Watres	Plant Operator - To Be Filled	7/1/2022	15,711	2,867	18,578	75,000	76,000	155	2	-	45	15,913	16,875
557	249160	WILK-Watres	Plant Operator - To Be Filled	7/1/2022	15,711	2,867	18,578	75,000	76,000	155	2	-	45	15,913	16,875
558	249152	WILK-Ceasetown	Plant Operator - To Be Filled	7/1/2022	15,711	2,867	18,578	75,000	76,000	155	2	-	45	15,913	16,875
			Total Collective Bargaining Unit		$8,206,639	$1,493,428	$9,700,067	$46,902,000	$48,067,000	$96,806	$1,339	$0	$25,244	$8,330,028	$8,833,408
Non-Collective Bargaining Unit Hourly															
1	242105	MCMR-Admin & Gen	Operations Specialist	3/13/1990	$8,591	$1,763	$10,354	$101,000	$104,000	$208	$24	$169	$45	$9,038	$9,585
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	24,056	4,936	28,992	128,000	132,000	264	31	214	45	24,610	26,097
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	24,056	4,936	28,992	112,000	115,000	231	27	186	45	24,546	26,029
4	249103	WILK-Cust Service	Operations Specialist	10/27/1980	18,902	3,877	22,779	119,000	122,000	246	29	198	45	19,419	20,592
5	245306	ABNG-Field Services	Utility Person	7/16/1990	18,902	3,877	22,779	98,000	101,000	202	24	164	45	19,336	20,505
6	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	24,056	4,936	28,992	102,000	105,000	211	24	170	45	24,506	25,987
7	246801	LEHP-Production	Plant Operator	2/1/1996	18,902	3,826	22,728	102,000	105,000	211	24	170	45	19,352	20,521
8	245501	BNGR-Production	Plant Operator	6/1/1980	24,056	4,936	28,992	108,000	111,000	223	26	180	45	24,530	26,013
9	245706	POCO-Field Services	Crew Leader	9/16/1996	18,902	3,877	22,779	102,000	105,000	211	24	170	45	19,352	20,522
10	245406	SUSQ-Field Services	Utility Person	2/20/1990	18,902	3,816	22,718	100,000	103,000	206	24	166	45	19,343	20,512
11	245706	POCO-Field Services	Utility Person	7/1/1994	20,556	2,491	23,046	101,000	104,000	208	24	168	45	21,002	22,271
12	245501	BNGR-Production	Plant Operator	7/23/1990	18,902	3,877	22,779	111,000	114,000	229	27	185	45	19,388	20,559
13	245306	ABNG-Field Services	Utility Person	4/11/1994	18,902	3,877	22,779	97,000	100,000	200	23	162	45	19,333	20,501
14	247406	FRCK-Field Services	Utility Person	4/18/1988				101,000	104,000	208	24	168	45	446	473
15	247406	FRCK-Field Services	Utility Person	1/15/1986	18,902	3,816	22,718	104,000	107,000	215	25	174	45	19,360	20,530
16	247106	MILT-Field Services	Operations Specialist	6/14/1979	18,902	3,877	22,779	91,000	93,000	188	22	151	45	19,307	20,474
17	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	8,591	1,739	10,331	95,000	98,000	196	23	158	45	9,014	9,558
18	240205	CORP-Admin & Gen	Exec Asst (N)	6/5/1995	18,902	3,826	22,728	103,000	106,000	213	25	171	45	19,355	20,525
19	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	18,902	3,877	22,779	97,000	100,000	200	23	162	45	19,332	20,500
20	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	1/2/1996	24,056	4,870	28,927	107,000	110,000	221	26	178	45	24,526	26,009
21	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989				124,000	128,000	256	30	207	45	538	570
22	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	18,902	3,877	22,779	155,000	160,000	320	37	259	45	19,563	20,745
23	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990	24,056	4,936	28,992	94,000	97,000	194	23	157	45	24,475	25,954
24	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	8,591	1,763	10,354	132,000	136,000	272	32	220	45	9,161	9,715
25	247206	PHBG-Field Services	Foreperson	7/27/1998	8,591	1,739	10,331	100,000	103,000	206	24	167	45	9,034	9,580
26	247106	MILT-Field Services	Utility Person	11/16/1998	24,056	4,936	28,992	97,000	100,000	200	23	162	45	24,487	25,967
27	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	24,056	4,936	28,992	99,000	102,000	204	24	166	45	24,495	25,976
28	240114	CORP-Engineering	GIS Analyst	8/1/2000	18,902	3,877	22,779	95,000	98,000	196	23	158	45	19,324	20,492
29	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	18,902	3,826	22,728	105,000	108,000	217	25	176	45	19,364	20,534
30	246506	COAT-Field Services	Utility Person	1/26/1998	19,761	4,043	23,804	90,000	92,000	186	22	149	45	20,163	21,381
31	246306	PENN/Wyom-Field Srvc	Crew Leader	3/1/1997	8,591	1,735	10,326	110,000	113,000	227	26	183	45	9,073	9,622
32	245906	GLEN-Field Services	Utility Person	12/27/1994	18,902	3,877	22,779	107,000	110,000	221	26	178	45	19,372	20,542
33	246306	PENN/Wyom-Field Srvc	Utility Person	8/16/1999				103,000	107,000	213	25	172	45	455	483
34	245606	NAZA-Field Services	Utility Person	10/4/1993	8,152	1,655	9,808	103,000	106,000	213	25	172	45	8,606	9,126
35	245606	NAZA-Field Services	Crew Leader	4/18/1983	18,902	3,877	22,779	105,000	108,000	217	25	174	45	19,363	20,533
36	245906	GLEN-Field Services	Utility Person	6/20/1983	18,902	3,877	22,779	103,000	106,000	213	25	171	45	19,355	20,525
37	246306	PENN/Wyom-Field Srvc	Utility Person	1/27/1986	18,902	3,868	22,769	106,000	109,000	219	25	176	45	19,367	20,537
38	245906	GLEN-Field Services	Crew Leader	10/1/1987	24,056	4,857	28,914	108,000	111,000	223	26	179	45	24,530	26,012
39	240106	CORP-Field Services	Operations Specialist	7/29/1996	8,591	1,739	10,331	87,000	90,000	180	21	146	45	8,983	9,526
40	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	18,902	3,868	22,769	106,000	110,000	219	25	177	45	19,368	20,539
41	246401	ROYF-Production	Plant Operator	3/9/1998	18,902	3,877	22,779	109,000	112,000	225	26	181	45	19,379	20,550
42	245601	NAZA-Production	Lead Plant Operator	5/27/1987	24,056	4,936	28,992	109,000	112,000	225	26	182	45	24,535	26,017
43	246406	ROYF-Field Services	Operations Specialist	3/3/1998	8,591	1,763	10,354	111,000	114,000	229	27	185	45	9,077	9,626
44	247203	PHBG-Cust Service	Utility Person	10/29/2001	24,056	4,870	28,927	104,000	107,000	215	25	174	45	24,515	25,996
45	245606	NAZA-Field Services	Utility Person	11/26/2001	24,056	4,936	28,992	104,000	107,000	215	25	173	45	24,514	25,996
46	246801	LEHP-Production	Utility Person	2/26/1990	18,902	3,816	22,718	100,000	103,000	206	24	167	45	19,344	20,513
47	246501	COAT-Production	Plant Operator	5/28/2002	17,986	3,657	21,643	105,000	109,000	217	25	176	45	18,449	19,564
48	240114	CORP-Engineering	GIS Analyst	10/28/2002	8,591	1,763	10,354	108,000	111,000	223	26	179	45	9,065	9,613
49	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	24,056	4,857	28,914	145,000	149,000	299	35	241	45	24,677	26,168
50	245906	GLEN-Field Services	Utility Person	1/5/2004	19,761	4,054	23,815	102,000	105,000	211	24	170	45	20,211	21,432
51	245606	NAZA-Field Services	Utility Person	2/16/2004	18,902	3,877	22,779	100,000	103,000	206	24	166	45	19,343	20,512
52	247106	MILT-Field Services	Utility Person	11/22/2004	967	235	1,202	93,000	96,000	192	22	155	45	1,381	1,465
53	247106	MILT-Field Services	Utility Person	11/23/2004	18,902	3,877	22,779	91,000	93,000	188	22	151	45	19,307	20,474
54	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	24,056	4,936	28,992	95,000	98,000	196	23	159	45	24,480	25,959
55	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004				86,000	89,000	178	21	143	45	387	410
56	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	8,662	1,128	9,789	76,000	78,000	157	18	127	45	9,009	9,553
57	240106	CORP-Field Services	Operations Specialist	1/31/2005	18,902	3,877	22,779	97,000	100,000	200	23	162	45	19,332	20,500
58	240106	CORP-Field Services	Operations Specialist	3/21/2005	8,591	1,763	10,354	99,000	102,000	204	24	166	45	9,031	9,576
59	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	24,056	4,936	28,992	98,000	101,000	202	24	164	45	24,491	25,971
60	245506	BNGR-Field Services	Utility Person	11/7/2005	18,902	3,877	22,779	100,000	103,000	206	24	166	45	19,343	20,512
61	245401	SUSQ-Production	Plant Operator	5/15/2006	8,591	1,735	10,326	98,000	100,000	202	24	163	45	9,025	9,570
62	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006	24,056	4,936	28,992	100,000	103,000	206	24	167	45	24,499	25,979
63	246806	LEHP-Field Services	Plant Operator	10/2/2006	19,761	4,054	23,815	103,000	106,000	213	25	171	45	20,215	21,436
64	245706	POCO-Field Services	Utility Person	10/9/2006	24,056	4,870	28,927	98,000	101,000	202	24	164	45	24,491	25,971
65	245606	NAZA-Field Services	Utility Person	12/18/2006	24,056	4,936	28,992	100,000	103,000	206	24	167	45	24,499	25,980
66	249150	WILK-Other	Operations Specialist	1/22/2007	24,056	4,936	28,992	114,000	118,000	235	27	190	45	24,554	26,038
67	246206	HSHY-Field Services	Utility Person	3/26/2007	24,056	4,870	28,927	103,000	106,000	213	25	171	45	24,510	25,991
68	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007	18,902	3,877	22,779	97,000	99,000	200	23	161	45	19,331	20,499
69	247106	MILT-Field Services	Utility Person	5/7/2007				96,000	98,000	198	23	159	45	426	451
70	240106	CORP-Field Services	Operations Specialist	6/18/2007	24,056	4,923	28,979	107,000	110,000	221	26	178	45	24,526	26,008
71	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	18,902	3,816	22,718	100,000	103,000	206	24	166	45	19,343	20,512
72	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	24,056	4,936	28,992	122,000	126,000	252	29	204	45	24,586	26,072
73	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	18,902	3,877	22,779	119,000	122,000	246	29	198	45	19,419	20,592
74	247206	PHBG-Field Services	Utility Person	6/2/2008	24,056	4,870	28,927	103,000	107,000	213	25	172	45	24,511	25,992
75	247106	MILT-Field Services	Utility Person	7/21/2008	18,902	3,826	22,728	92,000	95,000	190	22	154	45	19,313	20,480
76	246501	COAT-Production	Plant Operator	10/6/2008	8,591	1,739	10,331	101,000	104,000	208	24	168	45	9,038	9,584

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Group Insurance

						Gross Group Insurance										
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
77	247701	BOGGS-Production	Plant Operator	5/4/2009	18,902	3,877	22,779	104,000	107,000	215	25	174	45	19,360	20,530
78	245706	POCO-Field Services	Utility Person	9/28/2009	20,556	2,491	23,046	100,000	103,000	206	24	167	45	20,999	22,268
79	246506	COAT-Field Services	Utility Person	11/2/2009	8,591	1,763	10,354	100,000	103,000	206	24	167	45	9,034	9,580
80	247401	FRCK-Production	Operator	1/25/2010	21,422	2,593	24,015	99,000	102,000	204	24	165	45	21,861	23,182
81	247206	PHBG-Field Services	Utility Person	3/29/2010	20,556	2,429	22,985	103,000	106,000	213	25	172	45	21,010	22,280
82	241106	PITT-Field Services	Operations Specialist	10/4/2010	8,591	1,763	10,354	111,000	115,000	229	27	186	45	9,078	9,627
83	242101	MCMR-Production	Maint Service Specialist	12/20/2010	19,761	4,054	23,815	117,000	120,000	241	28	194	45	20,270	21,495
84	240306	CORP-Field Service	Exec Asst (N)	9/1/2011	8,591	1,763	10,354	91,000	94,000	188	22	152	45	8,998	9,542
85	245406	SUSQ-Field Services	Utility Person	9/6/2011	8,591	1,735	10,326	97,000	100,000	200	23	162	45	9,023	9,568
86	247206	PHBG-Field Services	Utility Person	11/7/2011	18,902	3,877	22,779	99,000	102,000	204	24	165	45	19,340	20,509
87	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	23,823	4,829	28,652	88,000	91,000	182	21	147	45	24,219	25,682
88	249106	WILK-Field Services	Operations Specialist	7/3/2012	8,591	1,763	10,354	91,000	93,000	188	22	151	45	8,998	9,541
89	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	18,902	3,816	22,718	94,000	97,000	194	23	156	45	19,320	20,487
90	249106	WILK-Field Services	Operations Specialist	2/18/2013	8,591	1,739	10,331	95,000	98,000	196	23	158	45	9,013	9,558
91	249150	WILK-Other	Operations Specialist	3/4/2013	8,591	1,739	10,331	93,000	96,000	192	22	156	45	9,007	9,551
92	247306	BRWK-Field Services	Utility Person	4/29/2013	18,902	3,877	22,779	102,000	105,000	211	24	170	45	19,351	20,521
93	245601	NAZA-Production	Plant Operator	6/27/2013	24,056	4,936	28,992	106,000	110,000	219	25	177	45	24,523	26,005
94	247301	BRWK-Production	Operator	9/16/2013	18,902	3,877	22,779	103,000	106,000	213	25	172	45	19,356	20,526
95	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	18,902	3,877	22,779	100,000	103,000	206	24	167	45	19,344	20,513
96	249103	WILK-Cust Service	Operations Specialist	11/3/2014	18,902	3,877	22,779	95,000	98,000	196	23	158	45	19,324	20,492
97	247201	PHBG-Production	Plant Operator	2/2/2015	24,056	4,936	28,992	100,000	103,000	206	24	166	45	24,498	25,979
98	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	24,056	4,936	28,992	98,000	101,000	202	24	164	45	24,491	25,971
99	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	24,056	4,870	28,927	87,000	89,000	180	21	145	45	24,447	25,924
100	245306	ABNG-Field Services	Utility Person	7/20/2015	18,902	3,816	22,718	99,000	102,000	204	24	165	45	19,340	20,509
101	243106	NEWC-Field Services	Operations Specialist	11/9/2015	1,230	300	1,530	86,000	88,000	178	21	143	45	1,616	1,714
102	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	8,591	1,758	10,350	104,000	107,000	215	25	174	45	9,050	9,597
103	241150	PITT-Production Othe	Operations Specialist	11/9/2015	8,591	1,739	10,331	91,000	93,000	188	22	151	45	8,997	9,541
104	246106	MECH-Field Services	Operations Specialist	11/9/2015	8,591	1,735	10,326	90,000	93,000	186	22	150	45	8,994	9,538
105	246152	MECH-Silver Springs	Operations Specialist	12/1/2015				97,000	100,000	200	23	161	45	430	456
106	245406	SUSQ-Field Services	Utility Person	12/14/2015	23,793	4,861	28,654	86,000	88,000	178	21	143	45	24,179	25,640
107	246506	COAT-Field Services	Utility Person	2/3/2016	24,056	4,936	28,992	89,000	92,000	184	21	149	45	24,456	25,933
108	247103	MILT-Cust Service	Utility Person	3/7/2016	24,056	4,936	28,992	92,000	95,000	190	22	154	45	24,468	25,946
109	246206	HSHY-Field Services	Utility Person	2/29/2016	25,753	3,170	28,923	104,000	107,000	215	25	173	45	26,210	27,794
110	246201	HSHY-Production	Plant Operator	2/29/2016	24,056	4,936	28,992	98,000	101,000	202	24	164	45	24,491	25,971
111	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	18,902	3,816	22,718	100,000	103,000	206	24	166	45	19,344	20,513
112	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	51	15	66	85,000	88,000	175	20	142	45	434	460
113	240116	CORP-Maint Services	Lead Automation & Controls Tech	4/25/2016	25,003	3,170	28,173	150,000	154,000	310	36	250	45	25,643	27,193
114	246206	HSHY-Field Services	Utility Person	6/13/2016	9,412	1,104	10,516	93,000	96,000	192	22	155	45	9,826	10,420
115	246206	HSHY-Field Services	Utility Person	7/11/2016	388	93	481	92,000	95,000	190	22	154	45	799	847
116	246406	ROYF-Field Services	Crew Leader	7/5/2016	24,056	4,870	28,927	104,000	107,000	215	25	173	45	24,514	25,995
117	245306	ABNG-Field Services	Utility Person	10/24/2016	18,902	3,877	22,779	94,000	97,000	194	23	157	45	19,320	20,488
118	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	19,761	4,054	23,815	97,000	100,000	200	23	161	45	20,191	21,411
119	249106	WILK-Field Services	Operations Specialist	5/2/2016	18,902	3,877	22,779	86,000	89,000	178	21	144	45	19,289	20,454
120	247306	BRWK-Field Services	Utility Person	1/16/2017	24,056	4,857	28,914	90,000	93,000	186	22	150	45	24,459	25,937
121	246506	COAT-Field Services	Utility Person	2/13/2017	24,056	4,923	28,979	88,000	90,000	182	21	146	45	24,451	25,928
122	240103	CORP-Cust Relations	Compliance Analyst	6/26/2017	1,230	222	1,452	76,000	78,000	157	18	126	45	1,577	1,672
123	246406	ROYF-Field Services	Utility Person	7/17/2017	24,056	4,936	28,992	97,000	100,000	200	23	162	45	24,487	25,967
124	246801	LEHP-Production	Utility Person	7/31/2017				85,000	88,000	175	20	142	45	383	406
125	240106	CORP-Field Services	Admin Support Rep (N)	4/27/2015	18,902	3,877	22,779	55,000	57,000	114	13	92	45	19,165	20,323
126	240106	CORP-Field Services	Admin Support Rep (N)	12/2/2009	18,436	3,766	22,202	55,000	56,000	114	13	91	45	18,699	19,829
127	245401	SUSQ-Production	Plant Operator	1/2/2018	24,056	4,936	28,992	84,000	86,000	173	20	140	45	24,435	25,911
128	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018	1,087	259	1,346	87,000	89,000	180	21	145	45	1,477	1,567
129	240106	CORP-Field Services	Operations Specialist	7/9/2018	8,662	1,104	9,766	85,000	88,000	175	20	142	45	9,045	9,591
130	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018				98,000	100,000	202	24	163	45	434	460
131	246406	ROYF-Field Services	Operations Specialist	7/16/2018	18,902	3,826	22,728	117,000	120,000	241	28	195	45	19,411	20,584
132	240306	CORP-Field Service	Operations Specialist	7/30/2018	8,591	1,763	10,354	94,000	96,000	194	23	156	45	9,009	9,554
133	246801	LEHP-Production	Utility Person	7/23/2018	19,761	4,054	23,815	83,000	86,000	171	20	138	45	20,136	21,352
134	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	19,761	4,054	23,815	124,000	128,000	256	30	207	45	20,298	21,525
135	246501	COAT-Production	Utility Person	9/10/2018	9,412	1,104	10,516	96,000	99,000	198	23	160	45	9,838	10,433
136	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	9/10/2018	9,412	1,132	10,544	74,000	76,000	153	18	123	45	9,750	10,340
137	246501	COAT-Production	Plant Operator	9/24/2018	8,591	1,739	10,331	93,000	96,000	192	22	155	45	9,006	9,550
138	245906	GLEN-Field Services	Utility Person	10/8/2018				90,000	92,000	186	22	150	45	402	427
139	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	21,422	2,604	24,026	91,000	93,000	188	22	151	45	21,828	23,147
140	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	1,011	246	1,257	80,000	82,000	165	19	133	45	1,373	1,456
141	246206	HSHY-Field Services	Utility Person	10/8/2018	19,922	2,593	22,515	87,000	90,000	180	21	145	45	20,313	21,540
142	246201	HSHY-Production	Plant Operator	10/8/2018	19,761	4,054	23,815	93,000	96,000	192	22	155	45	20,175	21,394
143	246506	COAT-Field Services	Utility Person	11/5/2018	19,761	4,054	23,815	85,000	87,000	175	20	142	45	20,143	21,361
144	249106	WILK-Field Services	Construction Inspector	11/5/2018	9,163	1,902	11,065	95,000	98,000	196	23	158	45	9,585	10,164
145	245401	SUSQ-Production	Plant Operator	11/5/2018	25,753	3,092	28,845	84,000	86,000	173	20	140	45	26,131	27,710
146	249106	WILK-Field Services	Construction Inspector	12/17/2018	9,412	1,132	10,544	95,000	98,000	196	23	158	45	9,834	10,428
147	247306	BRWK-Field Services	Utility Person	12/17/2018	8,591	1,763	10,354	93,000	95,000	192	22	155	45	9,005	9,550
148	246206	HSHY-Field Services	Utility Person	1/14/2019	19,761	4,054	23,815	87,000	90,000	180	21	145	45	20,152	21,370
149	240106	CORP-Field Services	Operations Specialist	3/25/2019	9,412	1,132	10,544	97,000	100,000	200	23	161	45	9,841	10,436
150	245306	ABNG-Field Services	Utility Person	4/8/2019	8,662	1,132	9,794	89,000	91,000	184	21	148	45	9,060	9,607
151	245506	BNGR-Field Services	Utility Person	6/3/2019	24,056	4,870	28,927	87,000	89,000	180	21	144	45	24,446	25,923
152	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	24,056	4,936	28,992	145,000	149,000	299	35	241	45	24,677	26,168
153	245106	NORR-Field Services	Operations Specialist	6/10/2019	8,540	1,725	10,265	103,000	106,000	213	25	171	45	8,994	9,538
154	248801	TURB-Production	Plant Operator	7/8/2019	18,902	3,826	22,728	92,000	95,000	190	22	153	45	19,312	20,479
155	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	18,902	3,826	22,728	147,000	151,000	303	35	245	45	19,531	20,711
156	240114	CORP-Engineering	GIS Analyst	7/15/2019	9,412	1,132	10,544	93,000	96,000	192	22	155	45	9,826	10,420
157	246206	HSHY-Field Services	Utility Person	2/2/2016	8,591	1,763	10,354	82,000	85,000	169	20	137	45	8,963	9,504
158	240114	CORP-Engineering	Engineering Specialist	10/21/2019	8,591	1,763	10,354	94,000	97,000	194	23	156	45	9,010	9,554
159	247201	PHBG-Production	Plant Operator	10/21/2019	24,056	4,936	28,992	87,000	90,000	180	21	145	45	24,447	25,925
160	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	9,412	1,132	10,544	95,000	98,000	196	23	158	45	9,834	10,428
161	246505	COAT-Admin & Gen	Operations Specialist	1/27/2020	9,412	1,132	10,544	96,000	99,000	198	23	160	45	9,838	10,432

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								Gross Group Insurance								
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Medical Dental & Vision	Employee Contribution	Net Medical Dental Vision	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
162	247201	PHBG-Production	Plant Operator	1/27/2020	18,902	3,877	22,779	87,000	90,000	180	21	145	45	19,293	20,458
163	246401	ROYF-Production	Maint Service Specialist	3/9/2020	24,056	4,936	28,992	113,000	116,000	233	27	188	45	24,550	26,034
164	246406	ROYF-Field Services	Utility Person	3/23/2020	19,761	4,043	23,804	92,000	95,000	190	22	153	45	20,171	21,390
165	249106	WILK-Field Services	Construction Inspector	4/20/2020	439	107	546	95,000	97,000	196	23	158	45	861	913
166	246406	ROYF-Field Services	Utility Person	4/13/2020	8,591	1,763	10,354	94,000	97,000	194	23	156	45	9,010	9,554
167	247106	MILT-Field Services	Utility Person	4/13/2020	8,662	1,109	9,770	89,000	92,000	184	21	149	45	9,061	9,608
168	249106	WILK-Field Services	Construction Inspector	4/20/2020	9,412	1,132	10,544	94,000	97,000	194	23	157	45	9,831	10,425
169	249106	WILK-Field Services	Construction Inspector	4/21/2020	8,611	1,118	9,728	82,000	85,000	169	20	137	45	8,982	9,525
170	245701	POCO-Production	Plant Operator	4/27/2020	24,056	4,936	28,992	91,000	94,000	188	22	151	45	24,463	25,941
171	246406	ROYF-Field Services	Utility Person	4/27/2020	8,591	1,763	10,354	94,000	97,000	194	23	157	45	9,010	9,555
172	246401	ROYF-Production	Plant Operator	5/4/2020	8,591	1,758	10,350	98,000	101,000	202	24	164	45	9,026	9,572
173	240151	CORP-Cust Serv MECH	Compliance Representative	5/4/2020	23,964	4,840	28,804	75,000	77,000	155	18	125	45	24,307	25,776
174	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/11/2020	21,422	2,604	24,026	111,000	115,000	229	27	185	45	21,909	23,232
175	240151	CORP-Cust Serv MECH	Compliance Analyst	5/18/2020	21,422	2,604	24,026	72,000	74,000	149	17	120	45	21,753	23,068
176	242101	MCMR-Production	Maint Service Specialist	6/1/2020	8,591	1,763	10,354	117,000	121,000	241	28	195	45	9,102	9,652
177	240103	CORP-Cust Relations	Compliance Analyst	6/1/2020	24,056	4,870	28,927	78,000	80,000	161	19	129	45	24,411	25,886
178	240103	CORP-Cust Relations	Compliance Analyst	7/20/2020	24,026	4,861	28,887	88,000	90,000	182	21	146	45	24,420	25,896
179	245401	SUSQ-Production	Plant Operator	9/14/2020				82,000	84,000	169	20	136	45	371	393
180	247106	MILT-Field Services	Utility Person	10/19/2020	19,761	4,054	23,815	87,000	90,000	180	21	145	45	20,152	21,370
181	242101	MCMR-Production	Maint Service Specialist	12/14/2020	20,556	2,491	23,046	113,000	117,000	233	27	189	45	21,051	22,323
182	249106	WILK-Field Services	Construction Inspector	12/21/2020	18,374	3,749	22,123	90,000	93,000	186	22	150	45	18,777	19,912
183	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/1/2021	25,609	3,064	28,674	75,000	77,000	155	18	125	45	25,952	27,520
184	245506	BNGR-Field Services	Utility Person	2/22/2021	24,056	4,936	28,992	83,000	86,000	171	20	139	45	24,432	25,908
185	240106	CORP-Field Services	Admin Support Rep (N)	3/8/2021	51	15	66	65,000	66,000	134	16	108	45	354	375
186	246801	LEHP-Production	Utility Person	4/12/2021	24,056	4,870	28,927	82,000	85,000	169	20	137	45	24,427	25,904
187	246801	LEHP-Production	Utility Person	4/12/2021	24,056	4,936	28,992	82,000	85,000	169	20	137	45	24,427	25,904
188	246406	ROYF-Field Services	Utility Person	4/26/2021	24,056	4,936	28,992	90,000	93,000	186	22	151	45	24,459	25,937
189	246201	HSHY-Production	Plant Operator	4/26/2021	8,591	1,739	10,331	92,000	95,000	190	22	153	45	9,002	9,546
190	240114	CORP-Engineering	GIS Analyst	6/1/2021				78,000	81,000	161	19	131	45	355	377
191	246306	PENN/Wyom-Field Srvc	Utility Person	5/24/2021	8,540	1,748	10,288	92,000	95,000	190	22	154	45	8,952	9,493
192	247206	PHBG-Field Services	Utility Person	7/6/2021	8,540	1,725	10,265	94,000	96,000	194	23	156	45	8,958	9,499
193	245106	NORR-Field Services	Operations Specialist	7/6/2021	19,806	2,491	22,296	94,000	97,000	194	23	157	45	20,225	21,447
194	245906	GLEN-Field Services	Utility Person	7/12/2021	9,037	1,132	10,169	90,000	93,000	186	22	150	45	9,440	10,010
195	246401	ROYF-Production	Plant Operator	7/19/2021	8,591	1,739	10,331	97,000	100,000	200	23	161	45	9,021	9,567
196	241106	PITT-Field Services	Operations Specialist	9/7/2021				90,000	93,000	186	22	150	45	403	427
197	249106	WILK-Field Services	Operations Specialist	9/7/2021	9,163	1,902	11,065	98,000	101,000	202	24	163	45	9,597	10,177
198	245106	NORR-Field Services	Operations Specialist	10/18/2021	19,761	4,054	23,815	94,000	97,000	194	23	157	45	20,179	21,399
199	245706	POCO-Field Services	Utility Person	10/18/2021	24,056	4,936	28,992	83,000	85,000	171	20	138	45	24,431	25,907
200	246506	COAT-Field Services	Utility Person	11/8/2021	24,056	4,936	28,992	80,000	83,000	165	19	134	45	24,420	25,895
201	240116	CORP-Maint Services	Sr Automation & Controls Tech	11/22/2021	18,902	3,877	22,779	141,000	145,000	291	34	235	45	19,507	20,685
202	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	11/8/2021	388	93	481	71,000	73,000	147	17	119	45	716	759
203	246506	COAT-Field Services	Utility Person	11/9/2021	19,761	4,054	23,815	80,000	83,000	165	19	134	45	20,124	21,340
204	240106	CORP-Field Services	Admin Support Rep (N)	11/22/2021	8,591	1,763	10,354	63,000	65,000	130	15	104	45	8,886	9,423
205	247106	MILT-Field Services	Utility Person	11/22/2021	23,837	4,882	28,719	86,000	89,000	178	21	144	45	24,224	25,687
206	240103	CORP-Cust Relations	Compliance Analyst	12/13/2021	8,662	1,132	9,794	72,000	74,000	149	17	120	45	8,993	9,536
207	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017				18,000	18,000	37	4	29	45	116	123
208	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	17,825	3,433	21,257	111,000	114,000	229	27	184	45	18,310	19,417
209	240114	CORP-Engineering	GIS Analyst - To Be Filled	1/31/2022	17,825	3,433	21,257	85,000	87,000	175	20	141	45	18,207	19,307
210	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	17,825	3,433	21,257	111,000	114,000	229	27	184	45	18,310	19,417
211	240114	CORP-Engineering	Capital Program Budget Assistant - To Be Filled	2/7/2022	17,825	3,433	21,257	85,000	87,000	175	20	141	45	18,207	19,307
212	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	17,825	3,433	21,257	111,000	114,000	229	27	184	45	18,310	19,417
213	240106	CORP-Field Services	Operations Specialist - To Be Filled	1/31/2022	17,825	3,433	21,257	94,000	97,000	194	23	157	45	18,243	19,345
214	247152	MILT-Prod Milton FP	Plant Operator - To Be Filled	7/1/2022	17,825	3,433	21,257	94,000	97,000	194	23	157	45	18,243	19,345
215	240151	CORP-Cust Serv MECH	Compliance Representative - To Be Filled	2/28/2022	17,825	3,433	21,257	78,000	80,000	161	19	129	45	18,179	19,277
216	246152	MECH-Silver Springs	Sr Maint Service Specialist - To Be Filled	1/24/2022	17,825	3,433	21,257	110,000	114,000	227	26	184	45	18,307	19,414
217	245306	ABNG-Field Services	Crew Leader - To Be Filled	7/1/2022	17,825	3,433	21,257	94,000	97,000	194	23	157	45	18,243	19,345
218	240106	CORP-Field Services	Spec Bill/Pymt Collection - To Be Filled	2/28/2022	17,825	3,433	21,257	88,000	91,000	182	21	147	45	18,219	19,320
219	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	17,825	3,433	21,257	111,000	114,000	229	27	184	45	18,310	19,417
220	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	17,825	3,433	21,257	111,000	114,000	229	27	184	45	18,310	19,417
221	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	17,825	3,433	21,257	111,000	114,000	229	27	184	45	18,310	19,417
222	240306	CORPORATE - Field Services	Specialist Operations - To Be Filled	7/1/2022	17,825	3,433	21,257	111,000	114,000	229	27	184	45	18,310	19,417
			Total Non-Collective Bargaining Unit Hourly		$3,516,251	$678,212	$4,194,463	$21,508,000	$22,147,000	$44,393	$5,162	$35,843	$10,043	$3,611,692	$3,829,945

Pennsylvania-American Water Company - Wastewater SSS General 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	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
Non-Collective Bargaining Unit Salary															
1	244701	CLRWW-Production	Sr Supvr Operations	12/8/1997	$9,412	$1,109	$10,520	$131,000	$135,000	$270	$31	$218	$45	$9,977	$10,579
2	246051	FRVWW-Production N	Sr Supvr Operations (50% allocated to York WW)	7/8/1999	10,278	2,491	23,046	128,000	132,000	132	15	107	23	10,555	11,192
3	246701	COWW-Production	Supvr Production	3/6/2000	18,902	3,877	22,779	135,000	139,000	279	32	225	45	19,482	20,660
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	18,902	3,816	22,718	140,000	144,000	289	34	233	45	19,502	20,681
5	241306	EXTRWW-Field Service	Supvr Field Operations (20% allocated to Upper Pottsgrove WW)	4/22/2019	19,245	4,936	28,992	118,000	121,000	195	23	157	36	19,655	20,843
6	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	8,591	1,763	10,354	134,000	138,000	277	32	223	45	9,169	9,723
			Total Non-Collective Bargaining Unit Salary		$85,329	$17,991	$118,410	$786,000	$809,000	$1,441	$168	$1,162	$240	$88,340	$93,678
Non-Collective Bargaining Unit Hourly															
1	246701	COWW-Production	Wastewater Operator	9/20/1999	$8,591	$1,735	$10,326	$101,000	$104,000	$208	$24	$169	$45	$9,038	$9,584
2	246701	COWW-Production	Plant Operator	1/21/1977	8,591	1,763	10,354	94,000	97,000	194	23	157	45	9,011	9,555
3	246706	COWW-Field Services	Utility Person	5/30/1995	18,902	3,816	22,718	93,000	96,000	192	22	156	45	19,317	20,484
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	24,056	4,936	28,992	106,000	110,000	219	25	177	45	24,523	26,005
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	18,902	3,877	22,779	106,000	109,000	219	25	176	45	19,367	20,538
6	245801	POWW-Production	Lead Plant Operator	9/23/1996	18,902	3,826	22,728	109,000	113,000	225	26	182	45	19,380	20,552
7	246706	COWW-Field Services	Crew Leader	11/10/2003	24,056	4,936	28,992	97,000	100,000	200	23	162	45	24,487	25,967
8	246901	LPWW-Production	Plant Operator	6/2/2008	18,902	3,877	22,779	100,000	103,000	206	24	167	45	19,344	20,513
9	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	24,056	4,936	28,992	108,000	111,000	223	26	180	45	24,530	26,012
10	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	18,902	3,816	22,718	107,000	110,000	221	26	179	45	19,372	20,543
11	242601	CLYWW-Production	Plant Operator	7/31/2008	19,761	4,043	23,804	99,000	102,000	204	24	165	45	20,199	21,419
12	244701	CLRWW-Production	Lead Plant Operator	1/3/2011	24,056	4,936	28,992	105,000	108,000	217	25	175	45	24,519	26,000
13	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	23,793	4,820	28,613	93,000	96,000	192	22	156	45	24,208	25,671
14	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	24,056	4,936	28,992	116,000	120,000	239	28	194	45	24,563	26,047
15	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	8,591	1,735	10,326	92,000	94,000	190	22	153	45	9,001	9,545
16	246706	COWW-Field Services	Utility Person	3/14/2016	8,540	1,725	10,265	87,000	90,000	180	21	145	45	8,931	9,471
17	248701	Nw Cmbrnlnd WW Prod	Lead Plant Operator	5/4/1992	24,056	4,936	28,992	123,000	126,000	254	30	205	45	24,590	26,076
18	246901	LPWW-Production	Plant Operator	9/11/2017	24,056	4,936	28,992	91,000	94,000	188	22	151	45	24,463	25,941
19	248706	Nw Cmbrlnd WW FS	Utility Person	12/4/2017	8,591	1,739	10,331	78,000	81,000	161	19	131	45	8,947	9,488
20	248706	Nw Cmbrlnd WW FS	Utility Person	11/27/2017	24,056	4,936	28,992	82,000	84,000	169	20	136	45	24,427	25,903
21	248701	Nw Cmbrnlnd WW Prod	Utility Person	12/4/2017	23,837	4,882	28,719	82,000	84,000	169	20	136	45	24,207	25,670
22	246701	COWW-Production	Wastewater Operator	5/14/2018	8,591	1,763	10,354	95,000	98,000	196	23	158	45	9,014	9,558
23	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	8,591	1,763	10,354	87,000	90,000	180	21	145	45	8,982	9,525
24	246006	FRVWW-Field Services	Utility Person	10/15/2018	8,591	1,763	10,354	84,000	86,000	173	20	140	45	8,970	9,512
25	246706	COWW-Field Services	Utility Person	3/25/2019	19,761	4,054	23,815	85,000	87,000	175	20	141	45	20,143	21,361
26	241301	EXTRWW-Production	Maint Service Specialist	5/6/2019	24,026	4,927	28,952	114,000	117,000	235	27	190	45	24,524	26,006
27	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	24,056	4,936	28,992	109,000	113,000	225	26	182	45	24,535	26,017
28	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	8,591	1,763	10,354	96,000	99,000	198	23	160	45	9,018	9,563
29	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	11/18/2019	129	41	184	94,000	97,000	175	20	141	41	505	536
30	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	11/18/2019	7,732	1,735	10,326	94,000	97,000	175	20	141	41	8,109	8,599
31	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	24,056	4,936	28,992	91,000	94,000	188	22	151	45	24,463	25,941
32	244701	CLRWW-Production	Wastewater Operator	2/24/2020	25,753	3,092	28,845	79,000	82,000	163	19	132	45	26,112	27,690
33	241301	EXTRWW-Production	Maint Service Specialist	3/9/2020	18,750	3,808	22,558	117,000	121,000	241	28	195	45	19,260	20,424
34	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	3/16/2020				94,000	97,000	175	20	141	41	376	399
35	241301	EXTRWW-Production	Wastewater Operator	6/8/2020	25,753	3,157	28,910	91,000	93,000	188	22	151	45	26,159	27,740
36	244701	CLRWW-Production	Wastewater Operator	10/12/2020				77,000	80,000	159	18	129	45	352	373
37	245801	POWW-Production	Maintenance/Relief Operator	9/13/2021				86,000	89,000	178	21	144	45	387	411
38	241306	EXTRWW-Field Service	Utility Person (75% allocated to Upper Pottsgrove WW)	10/25/2021	2,148	1,763	10,354	94,000	97,000	49	6	39	11	2,252	2,389
39	246706	COWW-Field Services	Utility Person	11/8/2021	8,591	1,763	10,354	80,000	83,000	165	19	134	45	8,955	9,496
40	241306	EXTRWW-Field Service	Utility Person - To Be Filled (75% allocated to Upper Pottsgrove WW)	7/1/2022	4,456	3,433	21,257	94,000	97,000	49	6	39	11	4,561	4,836
			Total Non-Collective Bargaining Unit Hourly		$616,832	$125,832	$763,349	$3,830,000	$3,949,000	$7,556	$879	$6,106	$1,728	$633,100	$671,359

Pennsylvania-American Water Company - Royersford WW 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	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
Non-Collective Bargaining Unit Salary															
1	241701	ROYFWW-Production	Supvr Production	9/18/2006	$18,902	$3,877	$22,779	$130,000	$134,000	$268	$31	$217	$45	$19,463	$20,639
				Total Non-Collective Bargaining Unit Salary	$18,902	$3,877	$22,779	$130,000	$134,000	$268	$31	$217	$45	$19,463	$20,639
Non-Collective Bargaining Unit Hourly															
1	241701	ROYFWW-Production	Plant Operator	7/30/2018	$24,056	$4,936	$28,992	$94,000	$96,000	$194	$23	$156	$45	$24,474	$25,953
				Total Non-Collective Bargaining Unit Hourly	$24,056	$4,936	$28,992	$94,000	$96,000	$194	$23	$156	$45	$24,474	$25,953

Pennsylvania-American Water Company - Wastewater CSS 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	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
Non-Collective Bargaining Unit Salary															
1	249206	Scrntn-WW-Fld Svc	Sr Supvr Operations	11/16/2000	$24,056	$4,936	$28,992	$140,000	$144,000	$289	$34	$233	$45	$24,657	$26,147
2	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	4/17/2006	8,591	1,763	10,354	112,000	116,000	231	27	187	45	9,082	9,631
3	249200	Scranton WW-BS/OH	Mgr Opns	6/3/2002				172,000	178,000	355	41	287	45	729	773
4	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007	1,230	300	1,530	112,000	116,000	231	27	187	45	1,720	1,824
5	249201	Scranton WW-Prod	Supvr Production	2/12/1990	24,056	4,936	28,992	123,000	127,000	254	30	205	45	24,590	26,076
6	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008	24,056	4,870	28,927	123,000	126,000	254	30	204	45	24,589	26,075
7	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982	20,556	2,429	22,985	135,000	139,000	279	32	225	45	21,137	22,414
8	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003	19,761	4,054	23,815	148,000	152,000	305	36	246	45	20,393	21,626
9	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	3/25/2019	24,056	4,936	28,992	113,000	116,000	233	27	188	45	24,550	26,033
10	249201	Scranton WW-Prod	Sr Supt Production	7/22/2019	24,056	4,936	28,992	135,000	139,000	279	32	226	45	24,638	26,127
11	249201	Scranton WW-Prod	Supvr Production	10/19/2020	18,902	3,877	22,779	116,000	119,000	239	28	193	45	19,407	20,580
			Total Non-Collective Bargaining Unit Salary		$189,321	$37,036	$226,357	$1,429,000	$1,472,000	$2,949	$343	$2,382	$498	$195,493	$207,306
Collective Bargaining Unit															
1	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	$24,347	$4,073	$28,421	$94,000	$97,000	$194	$2	$0	$45	$24,589	$26,075
2	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983	17,238	3,343	20,581	78,000	79,000	161	2	-	45	17,446	18,501
3	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	24,347	4,073	28,421	94,000	97,000	194	2	-	45	24,589	26,075
4	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987	24,347	4,009	28,357	78,000	79,000	161	2	-	45	24,556	26,040
5	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990	7,999	1,801	9,800	78,000	79,000	161	2	-	45	8,208	8,704
6	249201	Scranton WW-Prod	Plant Operator	11/9/1992	17,238	3,343	20,581	78,000	79,000	161	2	-	45	17,446	18,501
7	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	7,999	1,801	9,800	78,000	79,000	161	2	-	45	8,208	8,704
8	241901	KANEWW-Production	Wastewater Treatment Operator	8/25/1997	24,347	4,073	28,421	67,000	69,000	138	2	-	45	24,533	26,016
9	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	9/8/1997				84,000	86,000	173	2	-	45	221	234
10	241201	MCKEWW-Production	Turn Laborer UWUA 433	5/3/1999	7,999	1,801	9,800	84,000	86,000	173	2	-	45	8,220	8,717
11	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	7,999	1,801	9,800	95,000	97,000	196	2	-	45	8,243	8,741
12	241901	KANEWW-Production	Lead Wastewater Treatment Operator	4/2/2002	17,238	3,343	20,581	69,000	71,000	142	2	-	45	17,428	18,481
13	249201	Scranton WW-Prod	Plant Operator	11/19/2002	17,238	3,343	20,581	78,000	79,000	161	2	-	45	17,446	18,501
14	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	17,238	3,343	20,581	95,000	97,000	196	2	-	45	17,482	18,538
15	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	17,238	3,343	20,581	95,000	97,000	196	2	-	45	17,482	18,538
16	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	24,347	3,995	28,343	78,000	79,000	161	2	-	45	24,556	26,040
17	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005	24,347	4,073	28,421	78,000	79,000	161	2	-	45	24,556	26,040
18	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	24,347	4,073	28,421	84,000	86,000	173	2	-	45	24,568	26,053
19	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005	17,568	3,430	20,998	74,000	76,000	153	2	-	45	17,768	18,842
20	249201	Scranton WW-Prod	Plant Operator	4/25/2005	24,347	4,073	28,421	78,000	79,000	161	2	-	45	24,556	26,040
21	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005	24,347	3,995	28,343	74,000	76,000	153	2	-	45	24,548	26,031
22	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005	7,999	1,774	9,773	74,000	76,000	153	2	-	45	8,199	8,695
23	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	7,947	1,787	9,734	95,000	97,000	196	2	-	45	8,191	8,686
24	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	3/27/2006	24,347	4,073	28,421	84,000	86,000	173	2	-	45	24,568	26,053
25	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	17,238	3,343	20,581	74,000	76,000	153	2	-	45	17,438	18,492
26	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	17,238	3,343	20,581	74,000	76,000	153	2	-	45	17,438	18,492
27	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	7,999	1,801	9,800	74,000	76,000	153	2	-	45	8,199	8,695
28	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006				78,000	79,000	161	2	-	45	209	221
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	7,999	1,774	9,773	74,000	76,000	153	2	-	45	8,199	8,695
30	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006	24,347	4,073	28,421	74,000	76,000	153	2	-	45	24,548	26,031
31	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	7,999	1,774	9,773	89,000	91,000	184	2	-	45	8,230	8,728
32	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007	7,999	1,801	9,800	74,000	76,000	153	2	-	45	8,199	8,695
33	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	14,178	3,462	17,640	84,000	86,000	173	2	-	45	14,399	15,270
34	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007	24,347	4,073	28,421	74,000	76,000	153	2	-	45	24,548	26,031
35	249201	Scranton WW-Prod	Maintenance Mechanic A	10/1/2007				78,000	79,000	161	2	-	45	209	221
36	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	17,238	3,343	20,581	78,000	79,000	161	2	-	45	17,446	18,501
37	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/25/2008	7,999	1,801	9,800	78,000	73,000	161	2	-	45	8,208	8,704
38	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/5/2008	9,037	978	10,016	89,000	91,000	184	2	-	45	9,269	9,829
39	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	14,178	3,414	17,592	87,000	89,000	180	2	-	45	14,406	15,276
40	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	17,238	3,343	20,581	74,000	76,000	153	2	-	45	17,438	18,492
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008	7,999	1,797	9,796	74,000	76,000	153	2	-	45	8,199	8,695
42	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008	7,999	1,801	9,800	78,000	79,000	161	2	-	45	8,208	8,704
43	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008	14,178	3,462	17,640	74,000	76,000	153	2	-	45	14,379	15,248
44	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008	7,999	1,801	9,800	74,000	76,000	153	2	-	45	8,199	8,695
45	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	17,238	3,343	20,581	95,000	97,000	196	2	-	45	17,482	18,538
46	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	24,347	4,073	28,421	83,000	85,000	171	2	-	45	24,566	26,051
47	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009				78,000	73,000	161	2	-	45	209	221
48	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009	17,238	3,343	20,581	74,000	76,000	153	2	-	45	17,438	18,492
49	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	24,347	4,073	28,421	78,000	79,000	161	2	-	45	24,556	26,040
50	249201	Scranton WW-Prod	Plant Operator	5/26/2009	24,347	4,073	28,421	78,000	79,000	161	2	-	45	24,556	26,040
51	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	24,347	4,073	28,421	78,000	79,000	161	2	-	45	24,556	26,040
52	249201	Scranton WW-Prod	Maintenance Relief Operator	5/26/2009				74,000	76,000	153	2	-	45	200	212
53	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	17,238	3,343	20,581	100,000	103,000	206	2	-	45	17,492	18,549
54	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	7,999	1,801	9,800	75,000	77,000	155	2	-	45	8,201	8,697
55	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	7,999	1,797	9,796	87,000	89,000	180	2	-	45	8,226	8,723
56	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	7,999	1,801	9,800	79,000	81,000	163	2	-	45	8,210	8,706
57	241901	KANEWW-Production	Wastewater Treatment Operator	8/7/2010	24,347	4,073	28,421	64,000	65,000	132	2	-	45	24,527	26,009
58	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	24,347	3,995	28,343	74,000	76,000	153	2	-	45	24,548	26,031
59	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	7,999	1,801	9,800	74,000	76,000	153	2	-	45	8,199	8,695
60	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	14,178	3,462	17,640	85,000	87,000	175	2	-	45	14,402	15,272
61	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	7,999	1,774	9,773	79,000	81,000	163	2	-	45	8,210	8,706
62	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	24,347	4,073	28,421	83,000	85,000	171	2	-	45	24,566	26,051
63	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	24,347	4,073	28,421	95,000	97,000	196	2	-	45	24,591	26,077
64	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	7,999	1,774	9,773	87,000	89,000	180	2	-	45	8,226	8,723
65	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	24,347	4,073	28,421	95,000	97,000	196	2	-	45	24,591	26,077
66	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	24,347	4,073	28,421	68,000	70,000	140	2	-	45	24,535	26,018

Pennsylvania-American Water Company - Wastewater CSS 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	2022 Insurance Coverage	2023 Insurance Coverage	Basic Life	AD&D	Long Term Disability	Short Term Disability	2022 Total Gross Group Insurance	2023 Total Gross Group Insurance
67	241201	MCKEWW-Production	Turn Laborer UWUA 433	4/30/2012	7,999	1,801	9,800	83,000	85,000	171	2	-	45	8,218	8,715
68	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012	17,238	3,343	20,581	74,000	76,000	153	2	-	45	17,438	18,492
69	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012	17,238	3,343	20,581	78,000	73,000	161	2	-	45	17,446	18,501
70	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012	7,999	1,801	9,800	74,000	76,000	153	2	-	45	8,199	8,695
71	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013	7,999	1,801	9,800	84,000	86,000	173	2	-	45	8,220	8,717
72	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	24,347	4,009	28,357	74,000	76,000	153	2	-	45	24,548	26,031
73	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013	14,178	3,462	17,640	74,000	76,000	153	2	-	45	14,379	15,248
74	249201	Scranton WW-Prod	Master Electrician	10/20/2014	7,999	1,801	9,800	84,000	86,000	173	2	-	45	8,220	8,717
75	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016	9,037	978	10,016	74,000	76,000	153	2	-	45	9,238	9,796
76	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016	17,238	3,343	20,581	78,000	73,000	161	2	-	45	17,446	18,501
77	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016				74,000	76,000	153	2	-	45	200	212
78	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016	8,097	1,806	9,903	74,000	76,000	153	2	-	45	8,298	8,799
79	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	24,347	4,073	28,421	84,000	86,000	173	2	-	45	24,568	26,053
80	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018	24,347	3,995	28,343	78,000	73,000	161	2	-	45	24,556	26,040
81	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	17,238	3,343	20,581	78,000	79,000	161	2	-	45	17,446	18,501
82	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/11/2019	867	184	1,051	78,000	73,000	161	2	-	45	1,075	1,140
83	249206	Scrntn-WW-Fld Svc	Equipment Operator A	10/26/2020				78,000	73,000	161	2	-	45	209	221
84	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/24/2021	23,563	3,838	27,401	77,000	72,000	159	2	-	45	23,770	25,206
85	249201	Scranton WW-Prod	Maintenance Relief Operator	6/14/2021	23,950	3,954	27,905	73,000	74,000	151	2	-	45	24,149	25,608
86	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	7/19/2021	24,347	4,073	28,421	96,000	98,000	198	2	-	45	24,593	26,079
87	241901	KANEWW-Production	Wastewater Treatment Operator	9/7/2021	17,238	3,343	20,581	53,000	54,000	109	2	-	45	17,395	18,446
88	249201	Scranton WW-Prod	Plant Operator	1/10/2022	15,711	2,867	18,578	75,000	77,000	155	2	-	45	15,913	16,875
89	241201	MCKEWW-Production	Maintenance Mechanic	3/31/2022	15,711	2,867	18,578	96,000	98,000	198	2	-	45	15,956	16,921
90	241201	MCKEWW-Production	General Laborer	1/3/2022	15,711	2,867	18,578	68,000	70,000	140	2	-	45	15,899	16,859
91	241201	MCKEWW-Production	Turn Laborer - To Be Filled	7/1/2022	15,711	2,867	18,578	83,000	85,000	171	2	-	45	15,930	16,892
				Total	$1,361,092	$252,604	$1,613,697	$7,242,000	$7,351,000	$14,947	$218	$0	$4,117	$1,380,375	$1,463,790
Non-Collective Bargaining Unit Hourly															
1	249201	Scranton WW-Prod	Operations Specialist	5/31/2016	$24,056	$4,936	$28,992	$94,000	$97,000	$194	$23	$157	$45	$24,475	$25,954
2	249200	Scranton WW-BS/OH	Admin Asst - Staff Supp (N)	9/4/2007	8,591	1,758	10,350	81,000	83,000	167	19	134	45	8,958	9,499
			Total Non-Collective Bargaining Unit Hourly		$32,648	$6,694	$39,341	$175,000	$180,000	$361	$42	$291	$90	$33,432	$35,453

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

Pennsylvania-American Water Company
401K, DCP, ESPP

	401K		DCP		ESPP	
	2022	2023	2022	2023	2022	2023
Water Operations						
Non-Collective Bargaining Unit Salary	$919,690	$947,095	$1,037,485	$1,068,399	$103,924	$105,982
Collective Bargaining Unit	1,199,531	1,228,250	1,458,045	1,493,070	91,697	93,136
Non-Collective Bargaining Unit Hourly	440,465	453,586	568,014	584,933	31,646	32,329
Total	$2,559,686	$2,628,931	$3,063,544	$3,146,402	$227,267	$231,447
Wastewater SSS General Operations						
Non-Collective Bargaining Unit Salary	$14,538	$14,972	$10,217	$10,522	$2,080	$2,139
Non-Collective Bargaining Unit Hourly	78,047	80,372	120,699	124,295	4,811	4,936
Total	$92,585	$95,344	$130,916	$134,817	$6,891	$7,075
Royersford WW Operations						
Non-Collective Bargaining Unit Salary	$2,601	$2,678	$4,552	$4,687	$0	$0
Non-Collective Bargaining Unit Hourly	1,871	1,927	3,274	3,372	0	0
Total	$4,472	$4,605	$7,826	$8,059	$0	$0
Wastewater CSS Operations						
Non-Collective Bargaining Unit Salary	$25,998	$26,773	$45,129	$46,473	$307	$311
Collective Bargaining Unit	97,839	99,745	304,507	308,801	11,284	11,475
Non-Collective Bargaining Unit Hourly	4,654	4,792	6,108	6,290	0	0
Total	$128,491	$131,310	$355,744	$361,564	$11,591	$11,786

Pennsylvania-American Water Company - Water Operations
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 2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	Gross Other Benefits 401k, DCP, ESPP 2021 ESPP	2022 ESPP	2023 ESPP
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%	$5,638	$5,638	$5,807	$7,400	$7,400	$7,621	$634	$634	$653
2	240120	CORP-Bus Dev	Mgr Business Dev	2/26/2001	4.00%	401(k) Match 1-3/100% 4-5/50%	4,386	4,562	4,697	5,757	5,987	6,165	-	-	-
3	240205	CORP-Admin & Gen	VP Operations (Large1)	5/3/1994	2.50%	401(k) Match 50% up to 5%	5,250	5,460	5,623	-	-	-	315	328	337
4	244506	WARR-Field Services	Sr Supvr Operations	2/5/1987	2.50%	401(k) Match 50% up to 5%	2,202	2,202	2,267	-	-	-	-	-	-
5	243106	NEWC-Field Services	Sr Supt Opns	1/4/1988	2.50%	401(k) Match 50% up to 5%	2,655	2,787	2,870	-	-	-	319	334	344
6	242106	MCMR-Field Services	Sr Mgr Operations	10/25/1993	2.50%	401(k) Match 50% up to 5%	3,407	3,527	3,632	-	-	-	1,635	1,693	1,743
7	243103	NEWC-Cust Service	Supvr Field Operations	11/24/1997	2.50%	401(k) Match 50% up to 5%	2,153	2,195	2,261	-	-	-	258	263	271
8	242306	UNTN-Field Services	Sr Supvr Operations	8/31/1981	2.00%	401(k) Match 50% up to 5%	1,726	1,769	1,822	-	-	-	-	-	-
9	245406	SUSQ-Field Services	Sr Supvr Operations	12/4/1991	2.50%	401(k) Match 50% up to 5%	2,053	2,053	2,114	-	-	-	-	-	-
10	249106	WILK-Field Services	Sr Supt Field Ops	8/10/1987	2.00%	401(k) Match 50% up to 5%	1,910	1,986	2,045	-	-	-	-	-	-
11	249160	WILK-Watres	Supvr Production	1/11/1988	1.00%	401(k) Match 50% up to 5%	728	764	787	-	-	-	-	-	-
12	240117	CORP-Water Quality	Manager WQ & Env Compliance	9/15/1993	1.50%	401(k) Match 50% up to 5%	1,650	1,696	1,747	-	-	-	-	-	-
13	245705	POCO-Admin & Gen	Sr Supt Opns	3/12/1990	2.50%	401(k) Roth Match 50% up to 5%	2,660	2,753	2,835	-	-	-	798	826	851
14	249106	WILK-Field Services	Sr Supvr Operations	10/19/1987	1.50%	401(k) Match 50% up to 5%	1,280	1,315	1,354	-	-	-	-	-	-
15	249106	WILK-Field Services	Sr Supt Field Ops	10/17/1983	2.50%	401(k) Roth Match 50% up to 5%	2,346	2,451	2,524	-	-	-	-	-	-
16	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/6/1998	2.50%	401(k) Match 50% up to 5%	2,188	2,231	2,298	-	-	-	131	134	138
17	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	4/6/1998	2.50%	401(k) Roth Match 50% up to 5%	1,692	1,752	1,804	-	-	-	3,748	3,748	3,748
18	249106	WILK-Field Services	Supvr Field Operations	10/19/1992	2.50%	401(k) Match 50% up to 5%	2,406	2,430	2,502	-	-	-	1,011	1,021	1,051
19	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	9/2/1997	2.50%	401(k) Match 50% up to 5%	1,755	1,816	1,870	-	-	-	421	436	449
20	249150	WILK-Other	Sr Supt Production	9/13/1993	2.50%	401(k) Match 50% up to 5%	2,579	2,625	2,703	-	-	-	619	630	649
21	245506	BNGR-Field Services	Sr Supvr Operations	6/1/1995	2.50%	401(k) Match 50% up to 5%	2,248	2,305	2,373	-	-	-	270	277	285
22	246106	MECH-Field Services	Sr Mgr Operations (15% allocated to York WW)	5/4/1998	4.00%	401(k) Match 1-3/100% 4-5/50%	5,051	4,465	4,598	6,630	5,861	6,035	1,326	1,172	1,207
23	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	6/13/1994	2.50%	401(k) Match 50% up to 5%	2,327	2,750	2,832	-	-	-	698	825	850
24	245305	ABNG-Admin & Gen	Sr Supt Opns	6/16/1997	2.50%	401(k) Match 50% up to 5%	2,457	2,575	2,651	-	-	-	-	-	-
25	247106	MILT-Field Services	Sr Supvr Operations	10/16/1995	2.50%	401(k) Match 50% up to 5%	2,051	2,114	2,177	-	-	-	-	-	-
26	246106	MECH-Field Services	Supvr Field Operations	4/11/1995	2.50%	401(k) Roth Match 50% up to 5%	2,102	2,144	2,208	-	-	-	-	-	-
27	246106	MECH-Field Services	Sr Supt Opns	1/9/1989	2.50%	401(k) Match 50% up to 5%	2,653	2,733	2,814	-	-	-	796	820	844
28	246206	HSHY-Field Services	Supvr Field Operations	5/1/1995			-	-	-	-	-	-	-	-	-
29	240151	CORP-Cust Serv MECH	Sr. Manager, Customer Compliance	4/10/1995	4.00%	401(k) Match 1-3/100% 4-5/50%	5,400	5,579	5,745	7,088	7,322	7,540	-	-	-
30	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/8/1982	2.00%	401(k) Match 50% up to 5%	1,814	1,850	1,906	-	-	-	136	139	143
31	240117	CORP-Water Quality	Sr Supvr WQ & Env Compliance	2/2/1998	2.50%	401(k) Match 50% up to 5%	2,549	2,600	2,677	-	-	-	459	468	482
32	240106	CORP-Field Services	Project Mgr BP	8/14/1989	2.50%	401(k) Match 50% up to 5%	2,913	3,000	3,090	-	-	-	-	-	-
33	241106	PITT-Field Services	Supvr Field Operations	10/25/1978	2.00%	401(k) Match 50% up to 5%	1,915	1,934	1,992	-	-	-	431	435	448
34	240114	CORP-Engineering	Engineering Project Manager	5/16/1998	2.50%	401(k) Match 50% up to 5%	2,399	2,453	2,527	-	-	-	-	-	-
35	249106	WILK-Field Services	Sr Mgr Operations	11/20/1989	2.50%	401(k) Match 50% up to 5%	3,693	3,767	3,879	-	-	-	1,773	1,808	1,862
36	243106	NEWC-Field Services	Sr Mgr Operations	9/1/1993	2.50%	401(k) Match 50% up to 5%	3,398	3,517	3,622	-	-	-	408	422	435
37	241106	PITT-Field Services	Supvr Field Operations	9/1/1982	2.50%	401(k) Match 50% up to 5%	2,440	2,465	2,538	-	-	-	586	592	609
38	243106	NEWC-Field Services	Sr Supt Opns	6/1/1994	2.50%	401(k) Match 50% up to 5%	2,532	2,608	2,685	-	-	-	-	-	-
39	249106	WILK-Field Services	Supvr Field Operations	8/8/1984	2.50%	401(k) Match 50% up to 5%	2,158	2,202	2,267	-	-	-	-	-	-
40	240120	CORP-Bus Dev	Sr Mgr Business Dev	9/28/1987	2.50%	401(k) Match 50% up to 5%	4,118	4,201	4,326	-	-	-	247	252	260
41	241152	PITT-Production Aldr	Sr Supvr Operations	4/16/1980	2.50%	401(k) Match 50% up to 5%	2,531	2,581	2,658	-	-	-	-	-	-
42	249106	WILK-Field Services	Supvr Field Operations	11/18/1986	2.50%	401(k) Match 50% up to 5%	2,128	2,150	2,214	-	-	-	-	-	-
43	249106	WILK-Field Services	Sr Supt Field Ops	2/27/1984	2.50%	401(k) Match 50% up to 5%	2,621	2,700	2,780	-	-	-	786	810	834
44	240120	CORP-Bus Dev	Sr Dir, Business Development	3/18/1991	2.50%	401(k) Match 50% up to 5%	5,059	5,160	5,314	-	-	-	-	-	-
45	240119	CORP-Risk Mgmt	Dir Health & Safety (State)	7/12/1993	2.50%	401(k) Match 50% up to 5%	3,972	4,012	4,131	-	-	-	1,170	1,170	1,170
46	244103	INDI-Cust Service	Sr Supvr Operations	11/16/1994	2.50%	401(k) Match 50% up to 5%	2,532	2,583	2,660	-	-	-	-	-	-
47	241150	PITT-Production Othe	Sr Supt Production	5/1/1980	2.50%	401(k) Match 50% up to 5%	2,844	2,902	2,988	-	-	-	-	-	-
48	247201	PHBG-Production	Sr Supvr Operations	12/16/1992	2.50%	401(k) Match 50% up to 5%	2,411	2,459	2,532	-	-	-	1,447	1,475	1,519
49	249106	WILK-Field Services	Supvr Field Operations	10/20/1986	2.50%	401(k) Match 50% up to 5%	2,162	2,183	2,248	-	-	-	-	-	-
50	245405	SUSQ-Admin & Gen	Sr Mgr Operations	5/19/1986	2.50%	401(k) Match 50% up to 5%	3,565	3,636	3,745	-	-	-	-	-	-
51	240116	CORP-Maint Services	Mgr Automation & Controls (SCADA)	11/1/1996	2.50%	401(k) Match 50% up to 5%	3,021	3,081	3,173	-	-	-	544	555	571
52	240306	CORP-Field Service	Supvr Field Operations	9/16/1998	2.50%	401(k) Match 50% up to 5%	2,281	2,329	2,398	-	-	-	821	838	863
53	240306	CORP-Field Service	Sr Mgr, Production Assets	10/16/1998	2.50%	401(k) Match 50% up to 5%	3,375	3,476	3,580	-	-	-	1,013	1,043	1,074
54	242506	BRWN-Field Services	Sr Supvr Operations	10/26/1998	2.50%	401(k) Match 50% up to 5%	2,177	2,243	2,310	-	-	-	261	269	277
55	240306	CORP-Field Service	Supvr Field Operations	8/31/1999			-	-	-	-	-	-	-	-	-
56	241103	PITT-Cust Service	Supvr Field Operations	9/16/1999			-	-	-	-	-	-	-	-	-
57	240114	CORP-Engineering	Mgr Engrg - Project Delivery	5/1/2000	2.50%	401(k) Match 50% up to 5%	4,113	4,154	4,278	-	-	-	-	-	-
58	240117	CORP-Water Quality	Supvr WQ & Env Compliance	7/20/2000	2.50%	401(k) Match 50% up to 5%	1,864	1,939	1,996	-	-	-	1,118	1,163	1,198
59	247206	PHBG-Field Services	Supvr Field Operations	10/2/2000	2.50%	401(k) Match 50% up to 5%	1,999	2,059	2,120	-	-	-	959	988	1,018
60	240117	CORP-Water Quality	Supvr WQ & Env Compliance	12/4/2000	2.50%	401(k) Match 50% up to 5%	2,067	2,109	2,172	-	-	-	-	-	-
61	241106	PITT-Field Services	Sr Supt Field Ops	12/18/2001			-	-	-	5,779	5,952	6,129	-	-	-
62	245106	NORR-Field Services	Sr Supt Opns	3/14/1994	2.50%	401(k) Match 50% up to 5%	2,744	2,840	2,924	-	-	-	329	341	351
63	240119	CORP-Risk Mgmt	Mgr Health and Safety Programs	7/18/1989	2.50%	401(k) Match 50% up to 5%	2,843	2,900	2,986	-	-	-	-	-	-
64	246506	COAT-Field Services	Supvr Field Operations	6/25/1990	4.00%	401(k) Match 1-3/100% 4-5/50%	3,364	3,431	3,534	4,415	4,503	4,638	293	293	293
65	240114	CORP-Engineering	Sr Project Engineer	6/25/2001	2.50%	401(k) Match 50% up to 5%	2,638	2,770	2,852	-	-	-	-	-	-
66	245106	NORR-Field Services	Sr Mgr Operations	11/27/1995	2.50%	401(k) Match 50% up to 5%	3,288	3,387	3,488	-	-	-	986	1,016	1,046
67	240114	CORP-Engineering	Engineering Project Manager	5/3/1999	2.50%	401(k) Match 50% up to 5%	2,446	2,495	2,569	-	-	-	734	748	771
68	245906	GLEN-Field Services	Sr Supt Opns (10% allocated to Upper Pottsgrove WW)	10/15/1990	2.50%	401(k) Match 50% up to 5%	2,631	2,453	2,526	-	-	-	1,579	1,472	1,515
69	240114	CORP-Engineering	Mgr Engrg - Project Delivery	8/1/1999	2.50%	401(k) Match 50% up to 5%	3,157	3,252	3,348	-	-	-	1,515	1,561	1,607
70	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	10/15/2001	2.50%	401(k) Match 50% up to 5%	2,375	2,399	2,470	-	-	-	-	-	-
71	240120	CORP-Bus Dev	Dir Business Development	10/16/1981	2.50%	401(k) Match 50% up to 5%	4,785	4,880	5,026	-	-	-	1,435	1,464	1,508
72	240305	CORP-Admin & Gen	Sr Director Operations (Mega)	3/9/1992	2.50%	401(k) Match 50% up to 5%	4,803	4,972	5,120	-	-	-	-	-	-
73	240205	CORP-Admin & Gen	Sr Director Operations (Mega) (15% allocated to York WW)	11/16/1997	2.50%	401(k) Roth Match 50% up to 5%	4,732	4,163	4,287	-	-	-	568	500	514
74	240114	CORP-Engineering	Mgr Engineering	8/19/2002	2.50%	401(k) Match 50% up to 5%	3,397	3,499	3,603	-	-	-	3,510	3,510	3,510
75	240114	CORP-Engineering	Sr Project Engineer	5/12/2003	2.50%	401(k) Match 50% up to 5%	2,942	3,000	3,090	-	-	-	882	900	927

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

							Gross Other Benefits 401k, DCP, ESPP						Gross Other Benefits 401k, DCP, ESPP		
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	2021 ESPP	2022 ESPP	2023 ESPP
76	242306	UNTN-Field Services	Supvr Field Operations	6/2/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	3,138	3,217	3,312	4,119	4,222	4,347	353	362	373
77	242106	MCMR-Field Services	Sr Supt Opns	6/23/2003	2.50%	401(k) Match 50% up to 5%	2,496	2,566	2,642	-	-	-	-	-	-
78	240114	CORP-Engineering	Source Water Protection State Lead	6/30/2003			-	-	-	-	-	-	-	-	-
79	249106	WILK-Field Services	Supvr Field Operations	9/2/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,888	3,004	3,093	3,791	3,942	4,060	433	451	464
80	245906	GLEN-Field Services	Supvr Field Operations	1/12/2004	2.50%	401(k) Match 50% up to 5%	2,090	2,132	2,195	-	-	-	-	-	-
81	240114	CORP-Engineering	Capital Program Manager	1/10/2005	2.50%	401(k) Match 50% up to 5%	2,817	2,961	3,049	-	-	-	-	-	-
82	242101	MCMR-Production	Sr Supvr Operations	2/28/2005	1.50%	401(k) Match 50% up to 5%	1,522	1,552	1,598	-	-	-	-	-	-
83	240121	CORP-Com Relations	Mgr Ext Affairs (State)	2/28/2005	2.50%	401(k) Match 50% up to 5%	2,500	2,600	2,677	-	-	-	450	468	482
84	247150	MILT-Prod Other	Sr Supt Opns	3/7/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	3,837	3,968	4,086	5,036	5,208	5,363	-	-	-
85	241151	PITT-Production Haye	Supvr Production	3/16/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	3,260	3,390	3,491	4,279	4,450	4,582	1,223	1,271	1,309
86	240114	CORP-Engineering	Engineering Project Manager	3/21/2005			-	-	-	-	-	-	-	-	-
87	244606	KANE-Field Services	Sr Supvr Operations	4/11/2005			-	-	-	4,485	4,710	4,851	-	-	-
88	240114	CORP-Engineering	Mgr Engineering	5/31/2005	2.50%	401(k) Match 50% up to 5%	2,903	2,976	3,065	-	-	-	871	893	919
89	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	6/27/2005	2.50%	401(k) Match 50% up to 5%	2,250	2,340	2,410	-	-	-	405	421	434
90	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/18/2005	2.50%	401(k) Match 50% up to 5%	2,250	2,340	2,410	-	-	-	-	-	-
91	240121	CORP-Com Relations	Sr Manager, Government and External Affa	8/15/2005			-	-	-	-	-	-	-	-	-
92	240114	CORP-Engineering	Sr Project Engineer	11/14/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	4,490	4,580	4,717	5,893	6,011	6,191	1,179	1,202	1,238
93	240113	CORP-Info Systems	Specialist, Technology Field Services	11/21/2005			-	-	-	-	-	-	-	-	-
94	249106	WILK-Field Services	Supvr Field Operations	5/1/2006			-	-	-	3,801	3,953	4,071	-	-	-
95	240114	CORP-Engineering	Mgr Engineering	5/22/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	5,195	5,403	5,564	6,819	7,091	7,303	974	1,013	1,043
96	249103	WILK-Cust Service	Supvr Field Operations	5/22/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,801	2,913	2,999	3,676	3,823	3,937	525	546	562
97	240114	CORP-Engineering	Engineering Project Manager	5/30/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	4,114	4,197	4,321	5,400	5,508	5,672	154	157	162
98	243306	BUTL-Field Services	Supvr Field Operations	6/1/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	3,200	3,312	3,411	4,200	4,347	4,477	-	-	-
99	240305	CORP-Admin & Gen	Project Manager Operations	6/5/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	4,400	4,554	4,690	5,775	5,978	6,156	-	-	-
100	241106	PITT-Field Services	Supv Facilities/Inventory	6/12/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	3,243	3,316	3,415	4,257	4,353	4,483	-	-	-
101	240106	CORP-Field Services	Dir Business Performance	11/20/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	7,687	7,841	8,075	10,089	10,291	10,598	4,680	4,680	4,680
102	240106	CORP-Field Services	Mgr Opns	1/22/2007	3.00%	401(k) Match 1-3/100% 4-5/50%	2,839	2,932	3,019	4,969	5,130	5,283	98	98	98
103	246201	HSHY-Production	Sr Supvr Operations	3/27/2007	4.00%	401(k) Roth 1-3/100% 4-5/50%	3,455	3,569	3,676	4,535	4,685	4,824	648	669	689
104	241106	PITT-Field Services	Supvr Field Operations	5/7/2007	2.00%	401(k) Match 1-3/100% 4-5/50%	1,411	1,468	1,511	3,705	3,853	3,967	-	-	-
105	245106	NORR-Field Services	Sr Supvr Operations	8/17/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	3,906	3,984	4,103	5,127	5,230	5,386	1,465	1,494	1,539
106	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/2/2007	3.00%	401(k) Match 1-3/100% 4-5/50%	3,240	3,305	3,403	5,670	5,783	5,956	-	-	-
107	246806	LEHP-Field Services	Sr Supvr Operations	7/9/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	3,606	3,705	3,816	4,733	4,863	5,008	270	278	286
108	241103	PITT-Cust Service	Sr Supvr Operations	7/23/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	3,328	3,461	3,564	4,368	4,543	4,678	-	-	-
109	240305	CORP-Admin & Gen	Mgr Operations - EAM	12/3/2007			-	-	-	4,938	5,083	5,235	-	-	-
110	240106	CORP-Field Services	Major Accounts Manager	12/26/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	5,736	5,800	5,973	7,528	7,612	7,839	860	870	896
111	249150	WILK-Other	Sr Supt Production	6/2/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	3,816	3,988	4,107	5,009	5,234	5,390	-	-	-
112	245106	NORR-Field Services	Supvr Field Operations	8/11/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	3,004	3,124	3,217	3,942	4,100	4,223	338	351	362
113	240114	CORP-Engineering	Mgr Engrg - Project Delivery	10/27/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	4,800	4,963	5,111	6,300	6,514	6,708	-	-	-
114	249103	WILK-Cust Service	Sr Supvr Operations	11/17/2008	3.00%	401(k) Match 1-3/100% 4-5/50%	2,400	2,525	2,600	4,200	4,418	4,550	600	631	650
115	240117	CORP-Water Quality	Supvr WQ & Env Compliance	4/20/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	3,200	3,328	3,427	4,200	4,368	4,498	1,200	1,248	1,285
116	244306	CLAR-Field Services	Sr Supvr Operations	5/18/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	3,352	3,453	3,556	4,400	4,532	4,667	-	-	-
117	241151	PITT-Production Haye	Sr Supvr Operations	6/16/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	3,568	3,711	3,821	4,683	4,870	5,016	-	-	-
118	246505	COAT-Admin & Gen	Sr Supt Opns	8/24/2009	4.00%	401(k) Roth 1-3/100% 4-5/50%	3,985	4,124	4,247	5,230	5,413	5,575	1,560	1,560	1,560
119	240114	CORP-Engineering	VP Engineering (Mega)	8/24/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	8,151	8,497	8,750	10,698	11,153	11,485	1,528	1,593	1,641
120	240114	CORP-Engineering	Engineering Project Manager	10/12/2009	4.00%	401(k) Roth 1-3/100% 4-5/50%	3,474	3,596	3,703	4,560	4,720	4,860	3,764	3,764	3,764
121	249106	WILK-Field Services	Sr Supvr Operations	10/19/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	3,000	3,150	3,244	3,938	4,134	4,258	-	-	-
122	246501	COAT-Production	Supvr Production	4/12/2010	3.00%	401(k) Match 1-3/100% 4-5/50%	2,271	2,362	2,432	3,974	4,133	4,257	293	293	293
123	240205	CORP-Admin & Gen	Project Manager Operations	5/3/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	3,480	3,689	3,799	4,568	4,842	4,986	-	-	-
124	240117	CORP-Water Quality	Manager, Wastewater Compliance (20% allocated to York WW)	6/7/2010			-	-	-	5,775	4,750	4,891	330	271	279
125	246306	PENN/Wyom-Field Srvc	Supvr Field Operations	10/4/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	3,120	3,276	3,374	4,095	4,300	4,428	-	-	-
126	240117	CORP-Water Quality	Supvr WQ & Env Compliance	1/3/2011	3.00%	401(k) Match 1-3/100% 4-5/50%	2,472	2,472	2,546	4,326	4,327	4,455	-	-	-
127	242203	MONVAL-Cust Service	Sr Supvr Operations	1/10/2011			-	-	-	4,224	4,372	4,502	-	-	-
128	249106	WILK-Field Services	Supvr Field Operations	8/1/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,801	2,801	2,885	3,677	3,677	3,786	525	525	541
129	243306	BUTL-Field Services	Sr Supvr Operations	8/29/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	3,077	3,154	3,248	4,039	4,140	4,263	923	946	974
130	240116	CORP-Maint Services	Mgr Maintenance	10/24/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	4,563	4,654	4,793	5,989	6,109	6,291	342	349	359
131	240113	CORP-Info Systems	Specialist, Technology Field Services	2/6/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	3,000	3,210	3,306	3,938	4,213	4,339	-	-	-
132	240114	CORP-Engineering	Sr Project Engineer	6/18/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	4,488	4,578	4,715	5,891	6,009	6,188	-	-	-
133	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	6/25/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	4,031	4,153	4,276	5,291	5,450	5,613	1,512	1,557	1,604
134	240122	CORP-Govt Relations	Dir Govt Affairs (State)	8/27/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	5,426	5,426	5,588	7,122	7,122	7,334	610	610	629
135	240114	CORP-Engineering	Sr GIS Manager	2/4/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	4,567	4,727	4,867	5,994	6,204	6,388	514	532	548
136	240306	CORP-Field Service	Project Manager	3/4/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	4,171	4,326	4,455	5,475	5,677	5,847	782	811	835
137	243152	NEWC-Ellwood	Supvr Production	4/1/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	3,094	3,217	3,313	4,061	4,223	4,348	-	-	-
138	243151	NEWC-New Castle	Supvr Production	4/29/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	3,093	3,202	3,297	4,060	4,202	4,328	1,160	1,201	1,236
139	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/1/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	5,951	6,248	6,435	7,810	8,201	8,446	446	469	483
140	240120	CORP-Bus Dev	Sr Mgr Business Dev	5/13/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	5,935	6,054	6,235	7,790	7,946	8,183	-	-	-
141	247150	MILT-Prod Other	Supvr Production	5/28/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,975	3,066	3,157	3,905	4,024	4,144	-	-	-
142	242106	MCMR-Field Services	Supvr Field Operations	8/19/2013	3.50%	401(k) Match 1-3/100% 4-5/50%	2,680	2,788	2,871	4,020	4,181	4,306	345	358	369
143	246801	LEHP-Production	Supvr Field Operations	9/9/2013	2.00%	401(k) Match 1-3/100% 4-5/50%	1,472	1,516	1,562	3,864	3,980	4,099	-	-	-
144	240114	CORP-Engineering	Engineering Project Manager	11/11/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	3,823	3,900	4,016	5,017	5,118	5,271	1,434	1,462	1,506
145	240120	CORP-Bus Dev	Sr Mgr Business Dev	11/25/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	6,249	6,375	6,564	8,202	8,367	8,616	234	239	246
146	240114	CORP-Engineering	Sr Business Operations Analyst	11/18/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,600	2,678	2,758	3,413	3,515	3,620	234	234	234
147	240114	CORP-Engineering	Engineering Project Manager	12/2/2013	2.00%	401(k) Match 1-3/100% 4-5/50%	1,620	1,669	1,718	4,252	4,380	4,511	-	-	-
148	240114	CORP-Engineering	Principal GIS Analyst	3/31/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,874	2,989	3,078	3,772	3,922	4,039	-	-	-
149	240114	CORP-Engineering	Sr Planning Engineer	5/19/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	4,359	4,504	4,638	5,721	5,912	6,088	1,635	1,689	1,739
150	244206	PUNX-Field Services	Sr Supvr Operations	5/27/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	3,360	3,360	3,459	4,410	4,409	4,541	-	-	-

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

								Gross Other Benefits 401k, DCP, ESPP						Gross Other Benefits 401k, DCP, ESPP	
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	2021 ESPP	2022 ESPP	2023 ESPP
151	245706	POCO-Field Services	Sr Supvr Operations	8/11/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	3,582	3,680	3,790	4,701	4,830	4,974	269	276	284
152	246401	ROYF-Production	Supvr Production	9/29/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	3,190	3,318	3,417	4,187	4,355	4,485	-	-	-
153	244506	WARR-Field Services	Sr Supvr Operations	10/27/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	3,300	3,399	3,500	4,331	4,461	4,594	-	-	-
154	240117	CORP-Water Quality	Supvr WQ & Env Compliance	11/3/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,693	2,881	2,967	3,534	3,782	3,894	156	156	156
155	240114	CORP-Engineering	Mgr Engineering	11/24/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	4,768	4,911	5,058	6,258	6,446	6,638	1,788	1,842	1,897
156	247306	BRWK-Field Services	Sr Supvr Operations	1/5/2015	3.00%	401(k) Match 1-3/100% 4-5/50%	2,373	2,449	2,522	4,152	4,285	4,413	-	-	-
157	240113	CORP-Info Systems	Specialist, Technology Field Services	1/19/2015	2.00%	401(k) Match 1-3/100% 4-5/50%	1,408	1,464	1,508	3,695	3,843	3,957	-	-	-
158	240114	CORP-Engineering	GIS Project Manager	2/2/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,867	2,981	3,070	3,762	3,913	4,029	-	-	-
159	249152	WILK-Ceasetown	Supvr Production	4/13/2015	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,883	2,934	3,022	3,784	3,851	3,966	216	220	227
160	240114	CORP-Engineering	Source Water Protection State Lead	10/26/2015	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,913	3,027	3,117	3,824	3,973	4,091	219	227	234
161	249106	WILK-Field Services	Sr Supvr Operations	11/16/2015	4.00%	401(k) Roth 1-3/100% 4-5/50%	3,200	3,320	3,419	4,200	4,357	4,487	-	-	-
162	246151	MECH-ProdWestShore	Supvr Production	11/16/2015	2.00%	401(k) Match 1-3/100% 4-5/50%	1,517	1,533	1,578	3,983	4,023	4,143	-	-	-
163	240114	CORP-Engineering	Sr GIS Analyst	11/23/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,608	2,687	2,766	3,423	3,526	3,631	-	-	-
164	243301	BUTL-Production	Supvr Production	12/7/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	3,072	3,195	3,290	4,032	4,193	4,318	461	479	493
165	246103	MECH-Cust Service	Supvr Field Operations	12/21/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	3,000	3,075	3,167	3,938	4,036	4,156	450	461	475
166	240120	CORP-Bus Dev	Sr Dir, Business Development	12/28/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	8,160	8,323	8,571	10,710	10,924	11,250	-	-	-
167	246206	HSHY-Field Services	Supvr Field Operations	1/11/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,968	3,057	3,147	3,895	4,012	4,131	890	917	944
168	240114	CORP-Engineering	Sr Project Engineer	1/25/2016	3.50%	401(k) Match 1-3/100% 4-5/50%	3,675	3,822	3,936	5,512	5,733	5,903	157	164	169
169	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	3/7/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,691	2,758	2,840	3,532	3,620	3,728	1,170	1,170	1,170
170	245606	NAZA-Field Services	Sr Supvr Operations	3/21/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	3,225	3,346	3,446	4,233	4,392	4,523	-	-	-
171	242306	UNTN-Field Services	Sr Supt Field Ops	4/18/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	3,792	3,963	4,081	4,978	5,201	5,356	-	-	-
172	249106	WILK-Field Services	Supvr Field Operations	4/18/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,891	3,007	3,097	3,794	3,946	4,064	-	-	-
173	249106	WILK-Field Services	Supvr Field Operations	6/13/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,827	2,939	3,027	3,710	3,858	3,973	-	-	-
174	240106	CORP-Field Services	Lead Business Operations Analyst	9/26/2016	1.00%	401(k) Roth 1-3/100% 4-5/50%	900	927	955	4,725	4,867	5,012	405	417	430
175	240117	CORP-Water Quality	Manager WQ & Env Compliance	1/16/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	4,400	4,554	4,690	5,775	5,978	6,156	-	-	-
176	249106	WILK-Field Services	Supv Facilities/Inventory	12/19/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,601	2,679	2,759	3,414	3,516	3,621	-	-	-
177	240114	CORP-Engineering	Engineering Project Manager	1/5/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	3,624	3,751	3,862	4,757	4,923	5,069	408	422	434
178	240114	CORP-Engineering	Mgr Engrg - Project Delivery	1/9/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	4,800	4,963	5,111	6,300	6,514	6,708	390	390	390
179	241106	PITT-Field Services	Sr Mgr Operations	4/3/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	5,652	5,653	5,821	7,419	7,419	7,640	-	-	-
180	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	3/27/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	3,035	3,142	3,236	3,984	4,123	4,247	341	353	364
181	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	3/27/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	3,672	3,855	3,970	4,820	5,060	5,211	413	434	447
182	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	5/1/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,372	2,479	2,553	3,113	3,253	3,350	267	279	287
183	240117	CORP-Water Quality	Supvr WQ & Env Compliance	5/22/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	3,000	3,120	3,213	3,937	4,095	4,217	-	-	-
184	240117	CORP-Water Quality	Supvr WQ & Env Compliance (10% allocated to Upper Pottsgrove WW)	6/26/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,933	2,745	2,827	3,850	3,603	3,710	110	103	106
185	245203	YARD-Cust Service	Sr Supvr Operations	6/19/2017	3.00%	401(k) Match 1-3/100% 4-5/50%	2,256	2,369	2,440	3,949	4,146	4,270	-	-	-
186	240114	CORP-Engineering	Sr GIS Analyst	6/19/2017	3.00%	401(k) Roth 1-3/100% 4-5/50%	1,941	1,999	2,058	3,396	3,498	3,601	-	-	-
187	240114	CORP-Engineering	Staff Engineer	8/14/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,958	3,076	3,167	3,882	4,037	4,157	1,109	1,153	1,188
188	249151	WILK-Brownell	Supvr Production	8/21/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,892	2,978	3,067	3,796	3,908	4,025	-	-	-
189	240114	CORP-Engineering	Sr Project Engineer	8/28/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	4,340	4,488	4,622	5,696	5,890	6,066	3,900	3,900	3,900
190	240106	CORP-Field Services	Trainer III	11/20/2017	4.00%	401(k) Roth 1-3/100% 4-5/50%	3,040	3,162	3,256	3,990	4,150	4,273	-	-	-
191	240106	CORP-Field Services	Major Accounts Manager	9/12/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	3,143	3,300	3,398	4,125	4,331	4,460	118	124	127
192	240117	CORP-Water Quality	Supvr WQ & Env Compliance	10/26/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	3,036	3,158	3,252	3,985	4,145	4,269	228	237	244
193	240114	CORP-Engineering	Engineering Project Manager	1/8/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,294	3,426	3,529	4,324	4,497	4,631	78	78	78
194	240114	CORP-Engineering	Engineering Project Manager	1/16/2018	4.00%	401(k) Roth 1-3/100% 4-5/50%	4,033	4,113	4,236	5,293	5,399	5,559	1,210	1,234	1,271
195	240114	CORP-Engineering	Engineering Project Manager	1/22/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	4,025	4,105	4,227	5,282	5,388	5,548	302	308	317
196	243106	NEWC-Field Services	Supvr Field Operations	3/5/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	2,310	2,379	2,450	4,043	4,164	4,288	462	476	490
197	240106	CORP-Field Services	Mgr Company Fleet	3/19/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,611	3,747	3,859	4,739	4,918	5,065	406	422	434
198	241152	PITT-Production Aldr	Supvr Production	3/19/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,247	3,410	3,511	4,262	4,475	4,608	293	293	293
199	246106	MECH-Field Services	Supvr Field Operations	3/19/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,976	3,087	3,179	3,906	4,051	4,173	-	-	-
200	240151	CORP-Cust Serv MECH	Supvr Customer Advocacy	4/17/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,201	3,294	3,392	4,201	4,323	4,452	156	156	156
201	240114	CORP-Engineering	Engineering Project Manager	4/16/2018	3.50%	401(k) Match 1-3/100% 4-5/50%	3,335	3,410	3,512	5,002	5,115	5,268	-	-	-
202	240306	CORP-Field Service	Supvr Field Operations	4/30/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	3,028	3,118	3,785	3,975	4,093	-	-	-
203	240114	CORP-Engineering	Engineering Project Manager	7/9/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,795	3,919	4,035	4,981	5,143	5,296	712	735	757
204	240106	CORP-Field Services	Supervisor Operations Support	6/18/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,840	2,939	3,027	3,728	3,858	3,973	-	-	-
205	241106	PITT-Field Services	Supvr Field Operations	6/18/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,981	3,100	3,192	3,913	4,069	4,190	390	390	390
206	243106	NEWC-Field Services	Supvr Field Operations	7/3/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	2,310	2,391	2,462	4,043	4,183	4,308	-	-	-
207	240114	CORP-Engineering	Sr GIS Analyst	7/2/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,320	2,436	2,508	3,045	3,197	3,292	261	274	282
208	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/30/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,597	2,675	2,755	3,409	3,511	3,616	277	277	277
209	240116	CORP-Maint Services	Sr Eng Automation & Controls (SCADA)	7/30/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,514	3,654	3,763	4,612	4,796	4,939	395	411	423
210	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	8/13/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,786	2,870	2,955	3,657	3,766	3,879	-	-	-
211	240114	CORP-Engineering	Engineer	8/27/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,633	2,721	2,802	3,456	3,572	3,678	987	1,021	1,051
212	241106	PITT-Field Services	Supvr Field Operations	9/10/2018	3.50%	401(k) Match 1-3/100% 4-5/50%	2,628	2,628	2,707	3,942	3,942	4,060	-	-	-
213	241106	PITT-Field Services	Supvr Field Operations	9/24/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,945	3,004	3,093	3,865	3,942	4,060	-	-	-
214	249106	WILK-Field Services	Supvr Field Operations	10/29/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,881	2,997	3,086	3,782	3,933	4,050	156	156	156
215	241106	PITT-Field Services	Supvr Field Operations	11/5/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,113	3,237	3,334	4,085	4,249	4,376	-	-	-
216	240113	CORP-Info Systems	Specialist, Technology Field Services	11/19/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	2,076	2,160	2,224	3,634	3,779	3,892	-	-	-
217	240113	CORP-Info Systems	Specialist, Technology Field Services	11/19/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,857	2,972	3,060	3,750	3,901	4,016	-	-	-
218	242106	MCMR-Field Services	Supvr Field Operations	12/3/2018	4.00%	401(k) Roth 1-3/100% 4-5/50%	3,086	3,178	3,273	4,050	4,171	4,296	-	-	-
219	240103	CORP-Cust Relations	Supvr Customer Advocacy	12/3/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,950	2,009	2,069	3,413	3,515	3,620	-	-	-
220	240106	CORP-Field Services	Supvr Field Operations	1/28/2019	4.00%	401(k) Roth 1-3/100% 4-5/50%	3,537	3,608	3,716	4,643	4,736	4,877	374	374	374
221	249106	WILK-Field Services	Supvr Opns	1/14/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,960	3,048	3,139	3,885	4,001	4,120	39	39	39
222	240114	CORP-Engineering	Planning Engineer	2/4/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,536	3,669	3,778	4,641	4,816	4,959	819	819	819
223	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	2/11/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	2,250	2,318	2,387	3,937	4,056	4,177	-	-	-
224	240114	CORP-Engineering	Engineer	3/25/2019	4.00%	401(k) Roth 1-3/100% 4-5/50%	3,144	3,238	3,335	4,126	4,250	4,377	1,170	1,170	1,170
225	240117	CORP-Water Quality	Supvr WQ & Env Compliance	3/25/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,973	3,093	3,185	3,903	4,059	4,180	-	-	-

Pennsylvania-American Water Company - Water Operations
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 2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	Gross Other Benefits 401k, DCP, ESPP 2021 ESPP	2022 ESPP	2023 ESPP
226	245305	ABNG-Admin & Gen	Sr Supvr Operations	3/25/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,960	3,078	3,170	3,885	4,040	4,161	-	-	-
227	240106	CORP-Field Services	Sr Technical Writer	4/15/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,395	3,463	3,566	4,455	4,545	4,680	-	-	-
228	240114	CORP-Engineering	Sr Engineering Technician	5/20/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,800	2,885	2,971	3,675	3,787	3,900	390	390	390
229	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	5/20/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,152	3,278	3,375	4,137	4,302	4,430	390	390	390
230	240116	CORP-Maint Services	Eng Automation & Controls (SCADA)	6/24/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,400	3,468	3,571	4,462	4,551	4,687	255	260	268
231	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	7/29/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,473	2,584	2,662	3,246	3,392	3,493	927	969	998
232	240114	CORP-Engineering	Engineering Project Manager	8/5/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,793	3,888	4,004	4,979	5,103	5,255	-	-	-
233	241106	PITT-Field Services	Supvr Field Operations	8/12/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,183	3,342	3,442	4,177	4,387	4,518	-	-	-
234	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	8/26/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,176	3,271	3,369	4,169	4,294	4,422	347	347	347
235	246406	ROYF-Field Services	Supvr Field Operations	9/23/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,159	3,240	3,336	4,147	4,252	4,379	195	195	195
236	245103	NORR-Cust Service	Supvr Field Operations	10/21/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,002	3,002	3,092	3,940	3,940	4,058	98	98	98
237	240120	CORP-Bus Dev	Vice President of Business Development a	11/4/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	8,976	9,245	9,521	11,781	12,134	12,496	-	-	-
238	247106	MILT-Field Services	Supvr Field Operations	1/27/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,800	2,887	2,973	3,675	3,789	3,902	-	-	-
239	240106	CORP-Field Services	Supvr Fleet Opns Svcs	3/9/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	3,427	3,496	3,600	4,498	4,589	4,725	386	393	405
240	240119	CORP-Risk Mgmt	Mgr Health and Safety Programs	4/27/2020	4.00%	401(k) Roth 1-3/100% 4-5/50%	4,408	4,541	4,677	5,786	5,960	6,138	390	390	390
241	241106	PITT-Field Services	Sr Supt Field Ops	4/27/2020	1.00%	401(k) Roth 1-3/100% 4-5/50%	1,040	1,092	1,124	5,460	5,733	5,903	-	-	-
242	240106	CORP-Field Services	Supervisor Operations Support	5/4/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,854	1,946	2,004	3,245	3,406	3,508	-	-	-
243	242206	MONVA-Field Services	Supvr Field Operations	5/11/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	2,293	2,396	2,467	4,013	4,193	4,318	-	-	-
244	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/1/2020	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,554	2,631	2,709	3,353	3,453	3,556	195	195	195
245	240114	CORP-Engineering	Engineering Project Manager	6/8/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	3,135	3,323	3,422	4,115	4,361	4,491	-	-	-
246	240120	CORP-Bus Dev	Sr Mgr Business Dev	6/15/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	4,992	5,242	5,398	6,552	6,880	7,085	-	-	-
247	240117	CORP-Water Quality	Sr WQ & Env Compliance Specialist	6/15/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,600	2,626	2,704	3,413	3,446	3,549	-	-	-
248	240119	CORP-Risk Mgmt	Sr Specialist Health & Safety	6/29/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	3,312	3,411	3,513	4,347	4,477	4,610	-	-	-
249	240122	CORP-Govt Relations	Mgr, Govt Relations	7/13/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	2,964	3,113	3,205	5,187	5,447	5,610	-	-	-
250	240114	CORP-Engineering	Planning Engineer	9/8/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	4,050	4,131	4,254	5,316	5,422	5,583	304	310	319
251	240114	CORP-Engineering	Engineering Project Manager	9/14/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	3,708	3,829	3,943	4,867	5,025	5,175	-	-	-
252	240114	CORP-Engineering	Engineer	10/12/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,260	2,390	2,462	2,966	3,137	3,231	-	-	-
253	241106	PITT-Field Services	Supvr Field Operations	12/14/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	3,000	3,068	3,159	3,938	4,026	4,146	117	117	117
254	240114	CORP-Engineering	Engineer	1/4/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,600	2,665	2,744	3,413	3,498	3,601	975	975	975
255	249106	WILK-Field Services	Supvr Field Operations	12/14/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,880	2,974	3,063	3,780	3,903	4,020	540	558	574
256	241151	PITT-Production Haye	Supvr Production	3/29/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	2,280	2,371	2,442	3,990	4,150	4,273	-	-	-
257	240116	CORP-Maint Services	Sr Mgr Operations	5/24/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	4,290	4,376	4,507	7,508	7,658	7,886	-	-	-
258	240121	CORP-Com Relations	Mgr Ext Affairs (State)	5/24/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	4,200	4,368	4,498	5,513	5,733	5,903	1,950	1,950	1,950
259	245101	NORR-Production	Sr Supervisor Production	6/14/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	3,400	3,505	3,610	4,463	4,601	4,738	449	449	449
260	240305	CORP-Admin & Gen	VP Operations (Large1)	6/21/2021			-	-	-	11,550	11,896	12,251	-	-	-
261	242103	MCMR-Cust Service	Supvr Field Operations	6/14/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	2,220	2,286	2,354	3,885	4,001	4,120	-	-	-
262	240113	CORP-Info Systems	Specialist, Technology Field Services	7/12/2021	3.50%	401(k) Match 1-3/100% 4-5/50%	2,800	2,912	2,999	4,200	4,368	4,498	-	-	-
263	240120	CORP-Bus Dev	Dir Business Development	7/19/2021	4.00%	401(k) Roth 1-3/100% 4-5/50%	7,600	7,752	7,983	9,975	10,174	10,478	-	-	-
264	241106	PITT-Field Services	Supvr Field Operations	7/19/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	3,000	3,090	3,182	3,938	4,056	4,177	195	195	195
265	240114	CORP-Engineering	Engineering Project Manager	9/7/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	3,200	3,296	3,395	4,200	4,327	4,455	-	-	-
266	240114	CORP-Engineering	Engineer	9/13/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,260	2,328	2,397	2,966	3,055	3,146	-	-	-
267	240121	CORP-Com Relations	External Affairs Specialist III (State)	9/27/2021			-	-	-	4,200	4,409	4,541	-	-	-
268	240117	CORP-Water Quality	Dir WQ Environ Compliance(Mega)	9/27/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	6,480	6,674	6,873	8,505	8,760	9,021	449	449	449
269	240117	CORP-Water Quality	Supvr WQ & Env Compliance	10/18/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,800	2,800	2,883	3,675	3,675	3,784	-	-	-
270	246151	MECH-ProdWestShore	Supvr Production	11/22/2021	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,940	2,940	3,028	3,859	3,859	3,974	-	-	-
271	240114	CORP-Engineering	Engineer - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,751	2,833	-	3,859	3,974	-	-	-
272	240114	CORP-Engineering	Sr Engineering Technician - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,751	2,833	-	3,859	3,974	-	-	-
273	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	3,574	3,681	-	5,014	5,163	-	-	-
274	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	3,574	3,681	-	5,014	5,163	-	-	-
275	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	3,574	3,681	-	5,014	5,163	-	-	-
276	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	4,173	4,297	-	5,854	6,028	-	-	-
277	240116	CORP-Maint Services	Sr Eng Auto & Controls (SCADA) - To Be Filled	3/31/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	3,574	3,681	-	5,014	5,163	-	-	-
278	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	4,173	4,297	-	5,854	6,028	-	-	-
279	240306	CORPORATE - Field Services	Supvr Field Operations - To Be Filled	2/14/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,695	2,775	-	3,780	3,893	-	-	-
280	249106	WILK-Field Services	Supvr Field Operations - To Be Filled	3/21/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,212	2,279	-	3,103	3,196	-	-	-
281	240114	CORP-Engineering	Engineering Project Manager - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	3,574	3,681	-	5,014	5,163	-	-	-
282	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	4,173	4,297	-	5,854	6,028	-	-	-
283	240121	CORP-Com Relations	Sr Mgr, Government and External Affairs - To Be Filled	1/10/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	5,052	5,203	-	7,088	7,299	-	-	-
284	241106	PITT-Field Services	Supervisor Field Operations - To Be Filled	1/3/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,919	3,006	-	4,095	4,217	-	-	-
285	242106	McMR-Field Services	Supvr Field Operations - To Be Filled	4/15/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	3,088	3,180	-	4,331	4,461	-	-	-
286	240117	CORP-Water Quality	Mgr WQ & Env Compliance - To Be Filled	2/21/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	4,117	4,239	-	5,775	5,947	-	-	-
287	241106	PITT-Field Services	Senior Supervisor, Operations Trainer - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	3,574	3,681	-	5,014	5,163	-	-	-
288	240114	CORP-Engineering	Sr Project Engineer - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	4,173	4,297	-	5,854	6,028	-	-	-
289	240117	CORP-Water Quality	Supvr WQ & Env Compliance - To Be Filled	3/31/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	3,088	3,180	-	4,331	4,461	-	-	-
290	240114	CORP-Engineering	Lead Business Operations Analyst - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	3,574	3,681	-	5,014	5,163	-	-	-
291	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	3,106	3,199	-	4,358	4,487	-	-	-
292	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	3,106	3,199	-	4,358	4,487	-	-	-
293	240116	CORP-Maint Services	Eng Automation & Controls (SCADA) - To Be Filled	4/30/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	3,106	3,199	-	4,358	4,487	-	-	-
294	240116	CORP-Maint Services	Automation & Controls Tech - To Be Filled	4/30/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,751	2,833	-	3,859	3,974	-	-	-
			Total Non-Collective Bargaining Unit Salary				$814,300	$919,690	$947,095	$895,913	$1,037,485	$1,068,399	$102,367	$103,924	$105,982

Pennsylvania-American Water Company - Water Operations
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 2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	Gross Other Benefits 401k, DCP, ESPP 2021 ESPP	2022 ESPP	2023 ESPP
Collective Bargaining Unit															
1	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/20/1968	2.50%	401(k) Match 50% up to 5%	$1,876	$1,918	$1,956	$0	$0	$0	$0	$0	$0
2	249106	WILK-Field Services	Backhoe Operator U648S	1/8/1979	2.50%	401(k) Match 50% up to 5%	1,605	1,643	1,683	-	-	-	-	-	-
3	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	1/5/1981	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	-	-	-
4	249106	WILK-Field Services	Dump Truck Driver U648S	1/30/1981	2.50%	401(k) Match 50% up to 5%	1,595	1,633	1,672	-	-	-	-	-	-
5	245103	NORR-Cust Service	Serviceperson F473N	7/14/1981	2.50%	401(k) Match 50% up to 5%	1,615	1,655	1,696	-	-	-	-	-	-
6	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	8/3/1981	2.50%	401(k) Match 50% up to 5%	1,821	1,861	1,899	-	-	-	-	-	-
7	244103	INDI-Cust Service	General Serviceman/Person U537O	9/2/1981	2.50%	401(k) Match 50% up to 5%	1,821	1,861	1,899	-	-	-	-	-	-
8	249106	WILK-Field Services	Backhoe Operator U648S	8/9/1982	2.50%	401(k) Match 50% up to 5%	1,605	1,643	1,683	-	-	-	963	986	1,010
9	241152	PITT-Production Aldr	Operator U537P	8/31/1982	2.50%	401(k) Match 50% up to 5%	1,709	1,755	1,803	-	-	-	1,025	1,053	1,082
10	241103	PITT-Cust Service	Meter Serviceman U537P	7/5/1983	2.50%	401(k) Match 50% up to 5%	1,660	1,706	1,753	-	-	-	-	-	-
11	245203	YARD-Cust Service	Serviceperson F473Y	7/27/1983	2.50%	401(k) Match 50% up to 5%	1,617	1,653	1,690	-	-	-	-	-	-
12	249106	WILK-Field Services	M/C Technician U648S	10/24/1983	2.50%	401(k) Match 50% up to 5%	1,614	1,653	1,693	-	-	-	-	-	-
13	246106	MECH-Field Services	Utility A U648R	12/8/1983			-	-	-	-	-	-	-	-	-
14	241106	PITT-Field Services	Service Crew Driver U537P	3/20/1984	2.50%	401(k) Match 50% up to 5%	1,682	1,728	1,775	-	-	-	-	-	-
15	241106	PITT-Field Services	Backhoe Operator U537P	8/20/1984	2.00%	401(k) Match 50% up to 5%	1,334	1,371	1,408	-	-	-	-	-	-
16	243301	BUTL-Production	Operator U537O	11/2/1984	2.50%	401(k) Match 50% up to 5%	1,876	1,918	1,956	-	-	-	-	-	-
17	249103	WILK-Cust Service	Serviceperson U648S	12/10/1984	2.50%	401(k) Match 50% up to 5%	1,614	1,653	1,693	-	-	-	968	992	1,016
18	241151	PITT-Production Haye	Head Maintenance Person U537P	2/1/1985	2.50%	401(k) Match 50% up to 5%	1,683	1,729	1,777	-	-	-	1,950	1,950	1,950
19	249106	WILK-Field Services	Dump Truck Driver U648S	4/29/1985	2.50%	401(k) Match 50% up to 5%	1,595	1,633	1,672	-	-	-	-	-	-
20	241103	PITT-Cust Service	Meter Serviceman U537P	5/6/1985	2.50%	401(k) Match 50% up to 5%	1,660	1,706	1,753	-	-	-	-	-	-
21	242106	MCMR-Field Services	Backhoe Operator U537O	5/6/1985	2.50%	401(k) Match 50% up to 5%	1,817	1,857	1,895	-	-	-	-	-	-
22	245101	NORR-Production	Plant Operator F473N	10/21/1985	2.50%	401(k) Match 50% up to 5%	1,821	1,865	1,911	-	-	-	-	-	-
23	241106	PITT-Field Services	Dump Truck Driver U537P	12/10/1985	2.50%	401(k) Match 50% up to 5%	1,678	1,724	1,771	-	-	-	975	975	975
24	249106	WILK-Field Services	Line Location Specialist U648S	3/17/1986	2.50%	401(k) Match 50% up to 5%	1,570	1,608	1,646	-	-	-	-	-	-
25	249106	WILK-Field Services	Dump Truck Driver U648S	4/14/1986			-	-	-	-	-	-	-	-	-
26	241152	PITT-Production Aldr	Operator U537P	5/19/1986	2.50%	401(k) Match 50% up to 5%	1,709	1,755	1,803	-	-	-	-	-	-
27	242206	MONVA-Field Services	Backhoe Operator U537O	7/22/1986	2.50%	401(k) Match 50% up to 5%	1,830	1,870	1,908	-	-	-	-	-	-
28	241103	PITT-Cust Service	Meter Repair Person U537P, U648S	8/4/1986	1.50%	401(k) Match 50% up to 5%	994	1,021	1,049	-	-	-	-	-	-
29	249106	WILK-Field Services	Dump Truck Driver U648S	8/18/1986	2.50%	401(k) Match 50% up to 5%	1,595	1,633	1,672	-	-	-	287	294	301
30	249106	WILK-Field Services	Regulation Crew Leader U648S	9/2/1986	2.50%	401(k) Match 50% up to 5%	1,614	1,653	1,693	-	-	-	-	-	-
31	249106	WILK-Field Services	Regulation Crew Leader U648S	10/27/1986	2.50%	401(k) Match 50% up to 5%	1,614	1,653	1,693	-	-	-	-	-	-
32	243106	NEWC-Field Services	Backhoe Operator U537O	12/4/1986	2.50%	401(k) Match 50% up to 5%	1,817	1,857	1,895	-	-	-	-	-	-
33	249106	WILK-Field Services	Dump Truck Driver U648S	1/12/1987	2.00%	401(k) Match 50% up to 5%	1,266	1,296	1,328	-	-	-	-	-	-
34	242106	MCMR-Field Services	Backhoe Operator U537O	1/21/1987	2.50%	401(k) Match 50% up to 5%	1,817	1,857	1,895	-	-	-	-	-	-
35	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	2/2/1987	2.50%	401(k) Match 50% up to 5%	1,821	1,861	1,899	-	-	-	-	-	-
36	249106	WILK-Field Services	Backhoe Operator U648S	3/23/1987	2.50%	401(k) Match 50% up to 5%	1,618	1,656	1,696	-	-	-	1,950	1,950	1,950
37	243103	NEWC-Cust Service	Meter Reader U537O	4/7/1987	2.50%	401(k) Match 50% up to 5%	1,799	1,840	1,877	-	-	-	-	-	-
38	242306	UNTN-Field Services	Distribution System Serviceperson U537O	5/11/1987	2.50%	401(k) Match 50% up to 5%	1,808	1,848	1,885	-	-	-	-	-	-
39	249106	WILK-Field Services	Backhoe Operator U648S	5/20/1987	2.50%	401(k) Match 50% up to 5%	1,618	1,656	1,696	-	-	-	-	-	-
40	249106	WILK-Field Services	Regulation Utility Person U648S	6/1/1987	2.00%	401(k) Match 50% up to 5%	1,231	1,261	1,291	-	-	-	-	-	-
41	249106	WILK-Field Services	Dump Truck Driver U648S	6/1/1987	2.50%	401(k) Match 50% up to 5%	1,595	1,633	1,672	-	-	-	-	-	-
42	249106	WILK-Field Services	Backhoe Operator U648S	7/13/1987	2.50%	401(k) Match 50% up to 5%	1,605	1,643	1,683	-	-	-	289	296	303
43	249106	WILK-Field Services	Backhoe Operator U648S	8/10/1987	2.50%	401(k) Match 50% up to 5%	1,605	1,643	1,683	-	-	-	-	-	-
44	249106	WILK-Field Services	Dump Truck Driver U648S	8/10/1987	0.50%	401(k) Match 50% up to 5%	319	327	334	-	-	-	-	-	-
45	241106	PITT-Field Services	Service Crew Driver U537P	8/31/1987	2.00%	401(k) Match 50% up to 5%	1,346	1,383	1,420	-	-	-	-	-	-
46	249106	WILK-Field Services	Leak Detection Specialist U648S	8/31/1987	2.50%	401(k) Match 50% up to 5%	1,583	1,621	1,659	-	-	-	855	875	896
47	241106	PITT-Field Services	Dump Truck Driver U537P	9/21/1987	1.50%	401(k) Match 50% up to 5%	1,007	1,034	1,062	-	-	-	-	-	-
48	249106	WILK-Field Services	Backhoe Operator U648S	10/12/1987			-	-	-	-	-	-	-	-	-
49	249106	WILK-Field Services	Backhoe Operator U648S	11/30/1987	2.50%	401(k) Match 50% up to 5%	1,618	1,656	1,696	-	-	-	-	-	-
50	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	12/21/1987	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	-	-	-
51	249106	WILK-Field Services	M/C Technician U648S	1/11/1988	2.00%	401(k) Match 50% up to 5%	1,291	1,323	1,354	-	-	-	-	-	-
52	241103	PITT-Cust Service	Meter Reader U537P	2/2/1988	2.50%	401(k) Match 50% up to 5%	1,655	1,700	1,747	-	-	-	-	-	-
53	243106	NEWC-Field Services	Backhoe Operator U537O	2/3/1988	2.50%	401(k) Match 50% up to 5%	1,830	1,870	1,908	-	-	-	878	898	916
54	249106	WILK-Field Services	M/C Utility Person U648S	2/3/1988	2.50%	401(k) Match 50% up to 5%	1,552	1,589	1,627	-	-	-	-	-	-
55	241106	PITT-Field Services	Backhoe Operator U537P	3/7/1988	2.50%	401(k) Match 50% up to 5%	1,683	1,729	1,776	-	-	-	-	-	-
56	249106	WILK-Field Services	Backhoe Operator U648S	8/23/1988	2.50%	401(k) Match 50% up to 5%	1,618	1,656	1,696	-	-	-	-	-	-
57	249106	WILK-Field Services	Leak Detection Specialist U648S	9/19/1988	2.50%	401(k) Match 50% up to 5%	1,570	1,608	1,646	-	-	-	-	-	-
58	249106	WILK-Field Services	Regulation Crew Leader U648S	10/3/1988	2.50%	401(k) Match 50% up to 5%	1,614	1,653	1,693	-	-	-	-	-	-
59	249106	WILK-Field Services	Dump Truck Driver U648S	10/12/1988	2.50%	401(k) Match 50% up to 5%	1,595	1,633	1,672	-	-	-	191	196	201
60	242106	MCMR-Field Services	UTILITY PERSON NRW	1/3/1989	2.50%	401(k) Match 50% up to 5%	1,834	1,876	1,913	-	-	-	-	-	-
61	249103	WILK-Cust Service	Meter Reader U648S	5/8/1989	2.50%	401(k) Match 50% up to 5%	1,530	1,567	1,605	-	-	-	-	-	-
62	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	5/15/1989	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	-	-	-
63	249154	WILK-Crystal	Plant Operator U648S	6/12/1989	2.50%	401(k) Roth Match 50% up to 5%	1,615	1,654	1,694	-	-	-	3,315	3,315	3,315
64	249106	WILK-Field Services	Leak Detection Specialist U648S	6/28/1989	2.50%	401(k) Match 50% up to 5%	1,583	1,621	1,659	-	-	-	-	-	-
65	249160	WILK-Watres	Plant Operator U648S	7/3/1989	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	-	-	-
66	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	7/31/1989	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	872	893	915
67	249106	WILK-Field Services	Line Location Specialist U648S	8/9/1989	2.50%	401(k) Match 50% up to 5%	1,583	1,621	1,659	-	-	-	190	194	199
68	249106	WILK-Field Services	Regulation Utility Person U648S	9/25/1989	2.50%	401(k) Match 50% up to 5%	1,552	1,589	1,627	-	-	-	279	286	293
69	246106	MECH-Field Services	Utility A U648R	9/25/1989	2.50%	401(k) Match 50% up to 5%	1,617	1,697	1,747	-	-	-	-	-	-
70	245106	NORR-Field Services	Working Foreman F473N	10/16/1989	2.50%	401(k) Match 50% up to 5%	1,750	1,793	1,837	-	-	-	-	-	-
71	243306	BUTL-Field Services	General Serviceman/Person U537O	10/30/1989	2.50%	401(k) Match 50% up to 5%	1,808	1,848	1,885	-	-	-	325	333	339
72	241103	PITT-Cust Service	Meter Reader U537P	11/2/1989	2.50%	401(k) Match 50% up to 5%	1,655	1,700	1,747	-	-	-	-	-	-
73	249158	WILK-Lake Scranton	Plant Operator U648S	11/13/1989	1.00%	401(k) Match 50% up to 5%	646	662	678	-	-	-	-	-	-
74	243306	BUTL-Field Services	General Serviceman/Person U537O	11/20/1989	2.00%	401(k) Match 50% up to 5%	1,446	1,479	1,508	-	-	-	-	-	-
75	241406	STNW-Field Service	Foreperson	1/8/1990	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,867	2,913	2,978	3,763	3,824	3,909	390	390	390

Pennsylvania-American Water Company - Water Operations
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 2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	Gross Other Benefits 401k, DCP, ESPP 2021 ESPP	2022 ESPP	2023 ESPP
76	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	1/24/1990	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	-	-	-
77	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	2/5/1990	2.50%	401(k) Match 50% up to 5%	1,808	1,848	1,885	-	-	-	325	333	339
78	249106	WILK-Field Services	Regulation Crew Leader U648S	4/23/1990	2.50%	401(k) Match 50% up to 5%	1,627	1,666	1,706	-	-	-	98	100	102
79	242506	BRWN-Field Services	Utility Person U537BV	6/13/1990	2.50%	401(k) Match 50% up to 5%	1,822	1,863	1,911	-	-	-	546	559	573
80	242503	BRWN-Cust Service	Utility Person U537BV	6/15/1990	2.50%	401(k) Match 50% up to 5%	1,813	1,855	1,903	-	-	-	762	779	799
81	249160	WILK-Watres	Maintenance/Relief Operator U648S	6/25/1990	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	-	-	-
82	242106	MCMR-Field Services	Pipeline Inspector U537O	7/31/1990	2.50%	401(k) Match 50% up to 5%	1,833	1,875	1,912	-	-	-	110	112	115
83	245101	NORR-Production	Plant Operator F473N	8/24/1990	2.50%	401(k) Match 50% up to 5%	1,771	1,816	1,861	-	-	-	-	-	-
84	249106	WILK-Field Services	M/C Technician U648S	12/3/1990	2.00%	401(k) Match 50% up to 5%	1,302	1,333	1,365	-	-	-	-	-	-
85	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	4/9/1991	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	-	-	-
86	241152	PITT-Production Aldr	Head Maintenance Person U537P	4/22/1991	2.50%	401(k) Match 50% up to 5%	1,696	1,742	1,790	-	-	-	712	732	752
87	242106	MCMR-Field Services	Utility Person U537O	6/1/1991	2.50%	401(k) Match 50% up to 5%	1,802	1,843	1,880	-	-	-	-	-	-
88	241106	PITT-Field Services	Blacksmith U537P	6/4/1991	2.50%	401(k) Match 50% up to 5%	1,682	1,728	1,775	-	-	-	101	104	106
89	245206	YARD-Field Services	Working Foreperson	8/1/1991	2.50%	401(k) Match 50% up to 5%	1,660	1,698	1,736	-	-	-	-	-	-
90	249106	WILK-Field Services	Dump Truck Driver U648S	8/4/1991	2.50%	401(k) Match 50% up to 5%	1,595	1,633	1,672	-	-	-	-	-	-
91	249106	WILK-Field Services	M/C Utility Person U648S	8/12/1991	2.50%	401(k) Match 50% up to 5%	1,552	1,589	1,627	-	-	-	931	953	976
92	249106	WILK-Field Services	Line Location Specialist U648S	8/12/1991	2.50%	401(k) Match 50% up to 5%	1,570	1,608	1,646	-	-	-	377	386	395
93	249106	WILK-Field Services	Regulation Utility Person U648S	8/19/1991	2.50%	401(k) Match 50% up to 5%	1,552	1,589	1,627	-	-	-	372	381	390
94	242106	MCMR-Field Services	Subforeman U537O	8/26/1991	2.50%	401(k) Match 50% up to 5%	1,816	1,856	1,893	-	-	-	-	-	-
95	249106	WILK-Field Services	M/C Crew Leader U648S	8/26/1991	2.50%	401(k) Match 50% up to 5%	1,627	1,666	1,706	-	-	-	390	400	409
96	249152	WILK-Ceasetown	Maintenance/Relief Operator U648S	9/11/1991	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	-	-	-
97	241106	PITT-Field Services	Auto Mechanic U537P	9/30/1991	2.50%	401(k) Match 50% up to 5%	1,679	1,725	1,773	-	-	-	-	-	-
98	249103	WILK-Cust Service	Meter Reader U648S	5/26/1992	2.50%	401(k) Match 50% up to 5%	1,530	1,567	1,605	-	-	-	-	-	-
99	249154	WILK-Crystal	Plant Operator U648S	6/2/1992	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	-	-	-
100	249161	WILK-Huntsville	Plant Operator U648S	7/6/1992	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	-	-	-
101	249151	WILK-Brownell	Plant Operator U648S	9/14/1992	2.00%	401(k) Match 50% up to 5%	1,292	1,323	1,356	-	-	-	194	199	203
102	249151	WILK-Brownell	Plant Operator U648S	3/22/1993	2.00%	401(k) Match 50% up to 5%	1,292	1,323	1,356	-	-	-	-	-	-
103	243306	BUTL-Field Services	Backhoe Operator U537O	8/30/1993	2.50%	401(k) Match 50% up to 5%	1,830	1,870	1,908	-	-	-	-	-	-
104	249160	WILK-Watres	Maintenance/Relief Operator U648S	9/13/1993	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	-	-	-
105	242506	BRWN-Field Services	Subforeman U537BV	2/3/1994	2.00%	401(k) Match 50% up to 5%	1,447	1,480	1,518	-	-	-	217	222	228
106	240306	CORP-Field Service	Pipeline Inspector U537P	3/24/1994	2.50%	401(k) Match 50% up to 5%	1,681	1,727	1,774	-	-	-	404	415	426
107	241103	PITT-Cust Service	Meter Reader U537P	3/31/1994	2.50%	401(k) Match 50% up to 5%	1,655	1,700	1,747	-	-	-	-	-	-
108	245103	NORR-Cust Service	Serviceperson F473N	7/20/1994	2.50%	401(k) Match 50% up to 5%	1,615	1,655	1,696	-	-	-	969	993	1,018
109	241401	STNW-Production	Lead Plant Operator	9/1/1994	4.00%	401(k) Match 1-3/100% 4-5/50%	2,699	2,745	2,807	3,543	3,603	3,684	780	780	780
110	249156	WILK-Forest City	Plant Operator U648S	4/24/1995	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	-	-	-
111	246103	MECH-Cust Service	Serviceperson U648R	2/27/1996	2.50%	401(k) Match 50% up to 5%	1,617	1,665	1,714	-	-	-	-	-	-
112	246103	MECH-Cust Service	Serviceperson U648R	5/28/1996			-	-	-	-	-	-	-	-	-
113	243306	BUTL-Field Services	Backhoe Operator U537O	7/14/1996	2.50%	401(k) Match 50% up to 5%	1,830	1,870	1,908	-	-	-	-	-	-
114	242501	BRWN-Production	Operator/Maint Man/Person U537BV	10/9/1996	2.50%	401(k) Match 50% up to 5%	1,871	1,913	1,961	-	-	-	337	344	353
115	243306	BUTL-Field Services	Pipeline Inspector U537O	12/9/1996	2.50%	401(k) Match 50% up to 5%	1,833	1,875	1,912	-	-	-	-	-	-
116	246106	MECH-Field Services	Backhoe Operator U648R	5/5/1997	2.50%	401(k) Match 50% up to 5%	1,617	1,715	1,765	-	-	-	194	206	212
117	244103	INDI-Cust Service	Utility Person U537O	5/12/1997	2.50%	401(k) Match 50% up to 5%	1,816	1,856	1,893	-	-	-	-	-	-
118	243306	BUTL-Field Services	Utility Person U537O	5/19/1997	2.50%	401(k) Match 50% up to 5%	1,802	1,843	1,880	-	-	-	-	-	-
119	242106	MCMR-Field Services	Subforeman U537O	6/23/1997	2.50%	401(k) Match 50% up to 5%	1,829	1,869	1,906	-	-	-	329	336	343
120	242206	MONVA-Field Services	Backhoe Operator U537O	9/8/1997	2.50%	401(k) Match 50% up to 5%	1,830	1,870	1,908	-	-	-	-	-	-
121	249154	WILK-Crystal	Plant Operator U648S	9/8/1997	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	-	-	-
122	249151	WILK-Brownell	Plant Operator U648S	9/9/1997	2.50%	401(k) Match 50% up to 5%	1,615	1,654	1,694	-	-	-	194	199	203
123	242206	MONVA-Field Services	Pipeline Inspector U537O	10/14/1997	2.50%	401(k) Match 50% up to 5%	1,833	1,875	1,912	-	-	-	550	562	574
124	244201	PUNX-Production	Operator/Maint Man/Person U537O	11/11/1997	2.50%	401(k) Match 50% up to 5%	1,876	1,918	1,956	-	-	-	-	-	-
125	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	11/25/1997	2.50%	401(k) Match 50% up to 5%	1,821	1,861	1,899	-	-	-	546	558	570
126	243106	NEWC-Field Services	Pipeline Inspector U537O	4/23/1998	2.50%	401(k) Match 50% up to 5%	1,833	1,875	1,912	-	-	-	-	-	-
127	243301	BUTL-Production	Operator U537O	5/4/1998	2.50%	401(k) Match 50% up to 5%	1,876	1,918	1,956	-	-	-	-	-	-
128	240306	CORP-Field Service	Pipeline Inspector U537P	7/6/1998	2.50%	401(k) Match 50% up to 5%	1,681	1,727	1,774	-	-	-	303	311	319
129	241106	PITT-Field Services	Dump Truck Driver U537P	8/10/1998	2.50%	401(k) Match 50% up to 5%	1,678	1,724	1,771	-	-	-	-	-	-
130	241106	PITT-Field Services	Backhoe Operator U537P	8/11/1998	2.50%	401(k) Match 50% up to 5%	1,683	1,729	1,776	-	-	-	-	-	-
131	244506	WARR-Field Services	Distribution System Serviceperson U537O	10/29/1998	2.50%	401(k) Match 50% up to 5%	1,821	1,861	1,899	-	-	-	-	-	-
132	241152	PITT-Production Aldr	Operator U537P	11/16/1998	2.50%	401(k) Match 50% up to 5%	1,709	1,755	1,803	-	-	-	615	632	649
133	241103	PITT-Cust Service	Meter Reader U537P	11/18/1998	2.50%	401(k) Match 50% up to 5%	1,655	1,700	1,747	-	-	-	993	1,020	1,048
134	244206	PUNX-Field Services	Distribution System Serviceperson U537O	12/28/1998	2.50%	401(k) Match 50% up to 5%	1,821	1,861	1,899	-	-	-	-	-	-
135	241406	STNW-Field Service	Utility Person	3/3/1999	3.00%	401(k) Match 1-3/100% 4-5/50%	1,356	1,390	1,421	2,372	2,432	2,487	-	-	-
136	242106	MCMR-Field Services	Pipeline Inspector U537O	8/4/1999	2.50%	401(k) Match 50% up to 5%	1,820	1,861	1,899	-	-	-	-	-	-
137	244101	INDI-Production	Operator U537O	8/9/1999	2.50%	401(k) Match 50% up to 5%	1,876	1,918	1,956	-	-	-	-	-	-
138	245101	NORR-Production	Working Maint Foreperson F473N	8/9/1999	2.50%	401(k) Match 50% up to 5%	1,818	1,862	1,907	-	-	-	-	-	-
139	244103	INDI-Cust Service	Utility Person U537O	8/31/1999	2.50%	401(k) Match 50% up to 5%	1,816	1,856	1,893	-	-	-	327	334	341
140	245106	NORR-Field Services	Utility Person A F473N	9/2/1999	2.00%	401(k) Match 50% up to 5%	1,323	1,356	1,389	-	-	-	-	-	-
141	243306	BUTL-Field Services	Utility Person U537O	9/7/1999	2.50%	401(k) Match 50% up to 5%	1,816	1,856	1,893	-	-	-	-	-	-
142	241106	PITT-Field Services	Backhoe Operator U537P	9/8/1999	2.50%	401(k) Match 50% up to 5%	1,683	1,729	1,776	-	-	-	1,560	1,560	1,560
143	241106	PITT-Field Services	Dump Truck Driver U537P	9/15/1999	2.50%	401(k) Match 50% up to 5%	1,678	1,724	1,771	-	-	-	-	-	-
144	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	4.00%	401(k) Match 1-3/100% 4-5/50%	2,603	2,666	2,729	3,417	3,499	3,582	-	-	-
145	244303	CLAR-Cust Service	Distribution System Serviceperson U537O	8/7/2000	2.00%	401(k) Match 50% up to 5%	1,446	1,479	1,508	-	-	-	-	-	-
146	243152	NEWC-Ellwood	Operator U537O	3/28/2001	4.00%	401(k) Match 1-3/100% 4-5/50%	3,001	3,069	3,129	3,939	4,027	4,107	-	-	-
147	244306	CLAR-Field Services	Utility Person U537O	7/9/2001	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,028	3,813	3,898	3,975	218	223	227
148	241103	PITT-Cust Service	Meter Serviceman U537P	12/28/2001	3.00%	401(k) Match 1-3/100% 4-5/50%	1,993	2,047	2,103	3,487	3,582	3,681	-	-	-
149	246106	MECH-Field Services	Utility A U648R	1/21/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,562	2,690	2,770	3,362	3,531	3,636	-	-	-
150	241106	PITT-Field Services	Dump Truck Driver U537P	3/5/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,684	2,758	2,833	3,523	3,620	3,718	3,510	3,510	3,510

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

							Gross Other Benefits 401k, DCP, ESPP						Gross Other Benefits 401k, DCP, ESPP		
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	2021 ESPP	2022 ESPP	2023 ESPP
151	241106	PITT-Field Services	Service Crew Driver U537P	3/18/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,692	2,765	2,841	3,533	3,630	3,728	975	975	975
152	249106	WILK-Field Services	M/C Utility Person U648S	4/29/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,483	2,542	2,603	3,259	3,337	3,417	466	477	488
153	244106	INDI-Field Services	Backhoe Operator U537O	6/3/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,927	2,993	3,053	3,842	3,928	4,007	-	-	-
154	243151	NEWC-New Castle	Operator U537O	6/4/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	3,001	3,069	3,129	3,939	4,027	4,107	450	460	469
155	241106	PITT-Field Services	Fire Hydrant Inspector U537P	11/4/2002			-	-	-	3,516	3,611	3,710	-	-	-
156	244406	KITT-Field Services	Subforeman U537O	11/11/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,926	2,991	3,050	3,840	3,926	4,003	-	-	-
157	241106	PITT-Field Services	Utility Person U537P	11/12/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,678	2,751	2,826	3,516	3,611	3,710	-	-	-
158	241103	PITT-Cust Service	Meter Serviceman U537P	4/14/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,657	2,729	2,805	3,487	3,582	3,681	-	-	-
159	249152	WILK-Ceasetown	Plant Operator U648S	7/14/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,584	2,647	2,711	3,392	3,474	3,558	-	-	-
160	241106	PITT-Field Services	Service Crew Driver U537P	7/21/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,692	2,765	2,841	3,533	3,630	3,728	1,365	1,365	1,365
161	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,483	2,542	2,603	3,259	3,337	3,417	931	953	976
162	241106	PITT-Field Services	Service Crew Driver U537P	8/28/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,692	2,765	2,841	3,533	3,630	3,728	1,950	1,950	1,950
163	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2003	2.00%	401(k) Match 1-3/100% 4-5/50%	1,328	1,365	1,402	3,487	3,582	3,681	-	-	-
164	242106	MCMR-Field Services	Utility Person U537O	9/10/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
165	246106	MECH-Field Services	Utility A U648R	9/15/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,587	2,715	2,795	3,395	3,564	3,669	-	-	-
166	249106	WILK-Field Services	M/C Crew Leader U648S	9/29/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,603	2,666	2,729	3,417	3,499	3,582	-	-	-
167	243301	BUTL-Production	Helper/Relief Operator U537O	10/1/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,981	3,048	3,109	3,912	4,000	4,080	224	229	233
168	241151	PITT-Production Haye	Maintenance Person U537P	10/29/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,674	2,747	2,822	3,510	3,605	3,704	1,365	1,365	1,365
169	245106	NORR-Field Services	Utility Person B F473N	1/17/2005	3.00%	401(k) Match 1-3/100% 4-5/50%	1,850	1,897	1,944	3,238	3,319	3,402	-	-	-
170	241152	PITT-Production Aldr	Maintenance Person U537P	3/15/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,726	2,801	3,483	3,578	3,677	597	613	630
171	243152	NEWC-Ellwood	Maintenance Person U537O	4/18/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,900	2,965	3,024	3,806	3,892	3,969	-	-	-
172	246106	MECH-Field Services	Utility Person U648R	8/8/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,569	2,697	2,777	3,372	3,540	3,645	-	-	-
173	242306	UNTN-Field Services	Pipeline Inspector U537O	8/15/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,912	2,978	3,038	3,822	3,909	3,988	-	-	-
174	242203	MONVAL-Cust Service	Meter Reader U537O	8/22/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,900	2,965	3,023	3,806	3,892	3,968	-	-	-
175	241106	PITT-Field Services	Utility Person U537P	9/19/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,678	2,751	2,826	3,516	3,611	3,710	-	-	-
176	246106	MECH-Field Services	Utility A U648R	10/10/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,587	2,715	2,795	3,395	3,564	3,669	-	-	-
177	242206	MONVA-Field Services	Utility Person U537O	10/11/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,028	3,813	3,898	3,975	-	-	-
178	243106	NEWC-Field Services	Utility Person U537O	10/24/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	757	774	789
179	249106	WILK-Field Services	M/C Utility Person U648S	10/24/2005	2.00%	401(k) Match 1-3/100% 4-5/50%	1,231	1,261	1,291	3,232	3,309	3,389	-	-	-
180	249103	WILK-Cust Service	Serviceperson U648S	10/24/2005			-	-	-	3,389	3,472	3,555	-	-	-
181	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	10/25/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,913	2,978	3,038	3,824	3,909	3,987	-	-	-
182	243306	BUTL-Field Services	Utility Person U537O	11/7/2005			-	-	-	3,785	3,871	3,947	-	-	-
183	245103	NORR-Cust Service	Serviceperson F473N	11/7/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,583	2,648	2,714	3,391	3,475	3,562	-	-	-
184	244206	PUNX-Field Services	Subforeman U537O	11/7/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,029	3,813	3,898	3,976	-	-	-
185	241103	PITT-Cust Service	Meter Serviceman U537P	12/19/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,657	2,729	2,805	3,487	3,582	3,681	-	-	-
186	242103	MCMR-Cust Service	General Serviceman/Person U537O	12/19/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,892	2,957	3,017	3,796	3,882	3,959	-	-	-
187	241106	PITT-Field Services	Utility Person U537P	12/20/2005	3.50%	401(k) Match 1-3/100% 4-5/50%	2,322	2,385	2,451	3,483	3,578	3,677	-	-	-
188	240306	CORP-Field Service	Pipeline Inspector U537P	12/21/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,690	2,764	2,839	3,531	3,627	3,726	101	104	106
189	241106	PITT-Field Services	Compressor Operator U537P	12/22/2005	3.50%	401(k) Match 1-3/100% 4-5/50%	2,348	2,412	2,478	3,522	3,619	3,717	201	207	212
190	244506	WARR-Field Services	Plant Operator/Utilityperson U537O	1/4/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	3,001	3,069	3,129	3,939	4,027	4,107	-	-	-
191	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,693	2,766	2,841	3,534	3,631	3,729	-	-	-
192	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
193	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,658	2,732	2,807	3,489	3,586	3,684	-	-	-
194	241103	PITT-Cust Service	Meter Serviceman U537P	3/20/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,657	2,729	2,805	3,487	3,582	3,681	-	-	-
195	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006			-	-	-	3,232	3,309	3,389	92	95	97
196	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,462	2,521	2,582	3,232	3,309	3,389	-	-	-
197	241106	PITT-Field Services	Utility Person U537P	4/3/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,678	2,751	2,826	3,516	3,611	3,710	-	-	-
198	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	3.00%	401(k) Match 1-3/100% 4-5/50%	1,994	2,050	2,106	3,490	3,587	3,685	351	351	351
199	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,935	3,001	3,060	3,852	3,939	4,016	-	-	-
200	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,935	3,001	3,060	3,852	3,939	4,017	-	-	-
201	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	1,081	1,106	1,128
202	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,483	2,542	2,603	3,259	3,337	3,417	-	-	-
203	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006			-	-	-	3,389	3,472	3,555	-	-	-
204	241106	PITT-Field Services	Utility Person U537P	5/10/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,726	2,801	3,483	3,578	3,677	-	-	-
205	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,692	2,765	2,841	3,533	3,630	3,728	-	-	-
206	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,603	2,666	2,729	3,417	3,499	3,582	-	-	-
207	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,812	2,876	2,940	3,691	3,774	3,859	-	-	-
208	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	3,001	3,069	3,129	3,939	4,027	4,107	-	-	-
209	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,726	2,801	3,483	3,578	3,677	995	1,022	1,050
210	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,603	2,666	2,729	3,417	3,499	3,582	195	200	205
211	244406	KITT-Field Services	Utility Person U537O	6/2/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	293	293	293
212	245103	NORR-Cust Service	Serviceperson F473N	6/19/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,583	2,648	2,714	3,391	3,475	3,562	387	397	407
213	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,657	2,729	2,805	3,487	3,582	3,681	-	-	-
214	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,582	2,645	2,709	3,389	3,472	3,555	-	-	-
215	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,584	2,647	2,711	3,392	3,474	3,558	-	-	-
216	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
217	241106	PITT-Field Services	Utility Person U537P	7/17/2006			-	-	-	3,483	3,578	3,677	-	-	-
218	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,028	3,813	3,898	3,975	-	-	-
219	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,028	3,813	3,898	3,975	-	-	-
220	246106	MECH-Field Services	Utility Person U648R	11/13/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,569	2,697	2,777	3,372	3,540	3,645	289	303	312
221	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,584	2,647	2,711	3,392	3,474	3,558	-	-	-
222	241106	PITT-Field Services	Utility Person U537P	3/5/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,678	2,751	2,826	3,516	3,611	3,710	98	98	98
223	241106	PITT-Field Services	Utility Person U537P	3/5/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,678	2,751	2,826	3,516	3,611	3,710	390	390	390
224	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,902	2,967	3,026	3,809	3,895	3,972	653	668	681
225	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,981	3,048	3,109	3,912	4,000	4,080	447	457	466

Pennsylvania-American Water Company - Water Operations
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 2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	Gross Other Benefits 401k, DCP, ESPP 2021 ESPP	2022 ESPP	2023 ESPP
226	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,462	2,521	2,582	3,232	3,309	3,389	-	-	-
227	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,462	2,521	2,582	3,232	3,309	3,389	-	-	-
228	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007			-	-	-	3,232	3,309	3,389	646	662	678
229	249106	WILK-Field Services	Regulation Crew Leader U648S	6/25/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,603	2,666	2,729	3,417	3,499	3,582	98	100	102
230	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	3.00%	401(k) Match 1-3/100% 4-5/50%	1,937	1,984	2,031	3,389	3,472	3,555	-	-	-
231	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,603	2,666	2,729	3,417	3,499	3,582	488	500	512
232	246106	MECH-Field Services	Utility Person U648R	7/9/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,569	2,697	2,777	3,372	3,540	3,645	-	-	-
233	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,587	2,663	2,743	3,395	3,496	3,600	582	599	617
234	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,329	2,450	2,523	3,057	3,216	3,312	-	-	-
235	249106	WILK-Field Services	M/C Crew Leader U648S	7/16/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,603	2,666	2,729	3,417	3,499	3,582	293	300	307
236	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	3.00%	401(k) Match 1-3/100% 4-5/50%	1,884	1,929	1,976	3,296	3,376	3,457	-	-	-
237	241106	PITT-Field Services	Utility Person U537P	7/23/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,726	2,801	3,483	3,578	3,677	995	1,022	1,050
238	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,726	2,801	3,483	3,578	3,677	-	-	-
239	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,583	2,648	2,714	3,391	3,475	3,562	-	-	-
240	245106	NORR-Field Services	Utility Person A F473N	8/6/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,646	2,712	2,779	3,473	3,559	3,647	-	-	-
241	244101	INDI-Production	Operator U537O	8/13/2007			-	-	-	3,939	4,027	4,107	-	-	-
242	249106	WILK-Field Services	M/C Utility Person U648S	8/20/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,462	2,521	2,582	3,232	3,309	3,389	-	-	-
243	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,693	2,766	2,841	3,534	3,631	3,729	505	519	533
244	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,511	2,572	2,634	3,296	3,376	3,457	-	-	-
245	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,584	2,647	2,711	3,392	3,474	3,558	485	496	508
246	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	3.00%	401(k) Match 1-3/100% 4-5/50%	2,179	2,227	2,272	3,813	3,898	3,976	-	-	-
247	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,916	2,983	3,059	3,827	3,915	4,015	-	-	-
248	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	10/1/2007			-	-	-	3,796	3,882	3,959	-	-	-
249	245201	YARD-Production	Plant Operator F473Y	10/8/2007	2.00%	401(k) Match 1-3/100% 4-5/50%	1,338	1,368	1,399	3,513	3,592	3,673	-	-	-
250	241106	PITT-Field Services	Utility Person U537P	10/22/2007	3.00%	401(k) Match 1-3/100% 4-5/50%	2,009	2,063	2,120	3,516	3,611	3,710	-	-	-
251	249106	WILK-Field Services	M/C Utility Person U648S	10/22/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,462	2,521	2,582	3,232	3,309	3,389	-	-	-
252	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,028	3,813	3,898	3,975	327	334	341
253	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,483	2,542	2,603	3,259	3,337	3,417	-	-	-
254	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,693	2,766	2,841	3,534	3,631	3,729	-	-	-
255	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,582	2,645	2,709	3,389	3,472	3,555	-	-	-
256	243106	NEWC-Field Services	Utility Person U537O	4/28/2008			-	-	-	3,785	3,871	3,947	-	-	-
257	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,623	2,804	2,886	3,443	3,680	3,787	-	-	-
258	243306	BUTL-Field Services	Utility Person U537O	6/2/2008			-	-	-	3,785	3,871	3,947	-	-	-
259	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,483	2,542	2,603	3,259	3,337	3,417	931	953	976
260	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,584	2,647	2,711	3,392	3,474	3,558	-	-	-
261	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,726	2,801	3,483	3,578	3,677	-	-	-
262	245106	NORR-Field Services	Utility Person A F473N	7/28/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,646	2,712	2,779	3,473	3,559	3,647	-	-	-
263	241106	PITT-Field Services	Utility Person U537P	8/4/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,726	2,801	3,483	3,578	3,677	-	-	-
264	242105	MCMR-Admin & Gen	Distribution Records Clerk U537O	8/18/2008			-	-	-	3,679	3,762	3,837	-	-	-
265	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	11/10/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,892	2,957	3,017	3,796	3,882	3,959	325	333	339
266	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	3.00%	401(k) Match 1-3/100% 4-5/50%	1,994	2,049	2,105	3,489	3,586	3,684	-	-	-
267	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,726	2,801	3,483	3,578	3,677	-	-	-
268	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,684	2,758	2,833	3,523	3,620	3,718	1,950	1,950	1,950
269	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,658	2,732	2,807	3,489	3,586	3,684	975	975	975
270	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,879	2,944	3,003	3,779	3,864	3,941	-	-	-
271	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	3.00%	401(k) Match 1-3/100% 4-5/50%	2,163	2,212	2,256	3,785	3,871	3,947	-	-	-
272	242206	MONVA-Field Services	Subforeman U537O	3/9/2009			-	-	-	3,813	3,898	3,976	-	-	-
273	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009			-	-	-	3,779	3,864	3,941	-	-	-
274	242306	UNTN-Field Services	Subforeman U537O	4/13/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,029	3,813	3,898	3,976	-	-	-
275	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009			-	-	-	3,392	3,474	3,558	-	-	-
276	245106	NORR-Field Services	Utility Person B F473N	6/30/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,467	2,529	2,592	3,238	3,319	3,402	-	-	-
277	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,667	2,740	2,815	3,500	3,597	3,695	-	-	-
278	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
279	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	195	195	195
280	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,912	2,978	3,038	3,822	3,909	3,988	-	-	-
281	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	216	221	226
282	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009			-	-	-	3,747	3,831	3,908	-	-	-
283	241103	PITT-Cust Service	Meter Serviceman U537P	7/27/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,657	2,729	2,805	3,487	3,582	3,681	-	-	-
284	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,926	2,991	3,050	3,840	3,926	4,003	-	-	-
285	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	216	221	226
286	244406	KITT-Field Services	Utility Person U537O	8/18/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,028	3,813	3,898	3,975	98	98	98
287	242306	UNTN-Field Services	Utility Person U537O	9/14/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
288	242306	UNTN-Field Services	Utility Person U537O	9/29/2009	1.00%	401(k) Match 1-3/100% 4-5/50%	721	737	752	3,785	3,871	3,947	216	221	226
289	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,028	3,813	3,898	3,975	-	-	-
290	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,028	3,813	3,898	3,975	-	-	-
291	242106	MCMR-Field Services	Utility Person U537O	11/2/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
292	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,726	2,801	3,483	3,578	3,677	100	102	105
293	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,584	2,647	2,711	3,392	3,474	3,558	194	199	203
294	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,658	2,732	2,807	3,489	3,586	3,684	598	615	632
295	241103	PITT-Cust Service	Meter Serviceman U537P	3/23/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,657	2,729	2,805	3,487	3,582	3,681	-	-	-
296	249106	WILK-Field Services	M/C Technician U648S	3/29/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,582	2,645	2,709	3,389	3,472	3,555	291	298	305
297	243152	NEWC-Ellwood	Operator U537O	5/10/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	3,001	3,069	3,129	3,939	4,027	4,107	-	-	-
298	245101	NORR-Production	Plant Operator F473N	6/21/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,913	2,984	3,057	3,824	3,917	4,012	-	-	-
299	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/12/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,892	2,957	3,017	3,796	3,882	3,959	-	-	-
300	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,677	2,750	2,825	3,514	3,609	3,708	-	-	-

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

							Gross Other Benefits 401k, DCP, ESPP						Gross Other Benefits 401k, DCP, ESPP		
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	2021 ESPP	2022 ESPP	2023 ESPP
301	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	11/8/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,892	2,957	3,017	3,796	3,882	3,959	-	-	-
302	242206	MONVA-Field Services	Utility Person U537O	11/9/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	108	111	113
303	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,648	2,721	2,796	3,476	3,571	3,670	2,535	2,535	2,535
304	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,648	2,720	2,795	3,475	3,570	3,669	-	-	-
305	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010			-	-	-	3,489	3,586	3,684	-	-	-
306	244103	INDI-Cust Service	Utility Person U537O	11/22/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,028	3,813	3,898	3,975	293	293	293
307	249103	WILK-Cust Service	Serviceperson U648S	12/14/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,457	2,516	2,577	3,225	3,303	3,383	553	566	580
308	243106	NEWC-Field Services	Utility Person U537O	12/27/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,028	3,813	3,898	3,975	-	-	-
309	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	1/3/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,892	2,957	3,017	3,796	3,882	3,959	-	-	-
310	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,682	2,754	2,830	3,520	3,615	3,714	-	-	-
311	243151	NEWC-New Castle	Maintenance Person U537O	1/10/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,900	2,965	3,024	3,806	3,892	3,969	652	667	680
312	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011			-	-	-	3,217	3,272	3,327	585	585	585
313	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	3/14/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,892	2,957	3,017	3,796	3,882	3,959	1,085	1,109	1,131
314	241152	PITT-Production Aldr	Operator U537P	3/14/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,734	2,809	2,885	3,589	3,687	3,786	718	737	757
315	244206	PUNX-Field Services	Utility Person U537O	3/14/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,028	3,813	3,898	3,975	-	-	-
316	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,677	2,750	2,825	3,514	3,609	3,708	502	516	530
317	243306	BUTL-Field Services	Utility Person U537O	5/24/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
318	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,587	2,663	2,743	3,395	3,496	3,600	-	-	-
319	242106	MCMR-Field Services	Utility Person U537O	8/24/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
320	242206	MONVA-Field Services	Utility Person U537O	8/29/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
321	242103	MCMR-Cust Service	Meter Reader U537O	9/6/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,879	2,944	3,003	3,779	3,864	3,941	-	-	-
322	242106	MCMR-Field Services	Utility Person U537O	9/7/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
323	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,726	2,801	3,483	3,578	3,677	796	818	840
324	243106	NEWC-Field Services	Utility Person U537O	9/26/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	541	553	564
325	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	10/3/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,855	2,919	2,977	3,747	3,831	3,908	1,071	1,095	1,117
326	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	3.00%	401(k) Match 1-3/100% 4-5/50%	2,008	2,063	2,119	3,515	3,610	3,709	-	-	-
327	244306	CLAR-Field Services	Utility Person U537O	10/11/2011	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,905	2,970	3,028	3,813	3,898	3,975	-	-	-
328	244103	INDI-Cust Service	Utility Person U537O	10/17/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
329	242106	MCMR-Field Services	Utility Person U537O	11/7/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
330	241106	PITT-Field Services	Utility Person U537P	12/5/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,653	2,726	2,801	3,483	3,578	3,677	498	511	525
331	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012			-	-	-	3,389	3,472	3,555	-	-	-
332	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/9/2012			-	-	-	3,217	3,272	3,327	-	-	-
333	243306	BUTL-Field Services	Utility Person U537O	10/30/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
334	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	2/4/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,892	2,957	3,017	3,796	3,882	3,959	-	-	-
335	242105	MCMR-Admin & Gen	Utility Clerk U537O	3/18/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,803	2,866	2,923	3,679	3,762	3,837	-	-	-
336	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,659	2,733	2,808	3,490	3,587	3,685	-	-	-
337	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	3.00%	401(k) Roth 1-3/100% 4-5/50%	2,245	2,295	2,353	3,929	4,016	4,117	-	-	-
338	242106	MCMR-Field Services	Utility Person U537O	4/30/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
339	242106	MCMR-Field Services	Subforeman U537O	5/1/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,029	3,813	3,898	3,976	-	-	-
340	244101	INDI-Production	Operator U537O	5/13/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	3,001	3,069	3,129	3,939	4,027	4,107	225	230	235
341	244306	CLAR-Field Services	Utility Person U537O	5/15/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,028	3,813	3,898	3,975	-	-	-
342	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	3.00%	401(k) Match 1-3/100% 4-5/50%	2,000	2,055	2,112	3,500	3,597	3,695	-	-	-
343	244606	KANE-Field Services	Utility Person U537O	5/28/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,028	3,813	3,898	3,975	109	111	114
344	244406	KITT-Field Services	Distribution System Serviceperson U537O	5/28/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,913	2,978	3,038	3,824	3,909	3,987	-	-	-
345	240306	CORP-Field Service	Pipeline Inspector U537P	6/3/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,665	2,739	2,814	3,498	3,594	3,693	-	-	-
346	242106	MCMR-Field Services	Utility Person U537O	6/3/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	-	-	-
347	241106	PITT-Field Services	Dump Truck Driver U537P	6/11/2013	3.00%	401(k) Match 1-3/100% 4-5/50%	1,994	2,050	2,106	3,490	3,587	3,685	-	-	-
348	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,462	2,521	2,582	3,232	3,309	3,389	277	284	291
349	244506	WARR-Field Services	Subforeman U537O	6/26/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,905	2,970	3,029	3,813	3,898	3,976	-	-	-
350	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,603	2,666	2,729	3,417	3,499	3,582	-	-	-
351	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,572	2,634	2,698	3,376	3,457	3,541	-	-	-
352	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,462	2,521	2,582	3,232	3,309	3,389	369	378	387
353	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,658	2,732	2,807	3,489	3,586	3,684	498	512	526
354	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	3.50%	401(k) Match 1-3/100% 4-5/50%	2,260	2,314	2,370	3,389	3,472	3,555	-	-	-
355	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,582	2,645	2,709	3,389	3,472	3,555	195	195	195
356	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,462	2,521	2,582	3,232	3,309	3,389	-	-	-
357	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,803	2,866	2,923	3,679	3,762	3,837	-	-	-
358	245101	NORR-Production	Plant Operator F473N	3/17/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,913	2,984	3,057	3,824	3,917	4,012	546	560	573
359	241151	PITT-Production Haye	Operator U537P	4/28/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,463	2,724	2,793	3,233	3,575	3,666	462	511	524
360	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,491	2,559	2,628	3,269	3,358	3,449	560	576	591
361	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	3,001	3,069	3,129	3,939	4,027	4,107	-	-	-
362	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,469	2,537	2,607	3,240	3,329	3,421	-	-	-
363	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,460	2,720	2,790	3,228	3,570	3,661	-	-	-
364	244506	WARR-Field Services	Utility Person U537O	10/28/2014	2.00%	401(k) Match 1-3/100% 4-5/50%	1,442	1,475	1,504	3,785	3,871	3,947	-	-	-
365	241103	PITT-Cust Service	Meter Serviceman U537P	11/25/2014			-	-	-	3,240	3,329	3,421	-	-	-
366	241103	PITT-Cust Service	Meter Serviceman U537P	12/8/2014			-	-	-	3,240	3,329	3,421	-	-	-
367	241106	PITT-Field Services	Utility Person U537P	12/9/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,466	2,533	2,602	3,236	3,325	3,416	-	-	-
368	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,884	2,949	3,008	3,785	3,871	3,947	324	332	338
369	241106	PITT-Field Services	Utility Person U537P	12/15/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,466	2,533	2,602	3,236	3,325	3,416	-	-	-
370	241106	PITT-Field Services	Utility Person U537P	12/16/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,466	2,533	2,602	3,236	3,325	3,416	390	390	390
371	243151	NEWC-New Castle	Operator U537O	11/16/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	3,001	3,069	3,129	3,939	4,027	4,107	1,125	1,151	1,174
372	241151	PITT-Production Haye	Operator U537P	11/16/2015	3.00%	401(k) Match 1-3/100% 4-5/50%	1,879	1,930	1,983	3,288	3,377	3,471	188	193	198
373	249106	WILK-Field Services	M/C Crew Leader U648S	11/17/2015	3.00%	401(k) Match 1-3/100% 4-5/50%	1,937	1,984	2,031	3,389	3,472	3,555	-	-	-
374	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,584	2,647	2,711	3,392	3,474	3,558	291	298	305
375	241106	PITT-Field Services	Compressor Operator U537P	12/21/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,471	2,538	2,608	3,243	3,331	3,423	463	476	489

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

								Gross Other Benefits 401k, DCP, ESPP						Gross Other Benefits 401k, DCP, ESPP		
Line #	Cost Center	Cost Center Name	Job	Original Hire Date	401k % Match	401k Plan	2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	2021 ESPP	2022 ESPP	2023 ESPP
376	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015			-	-	-	3,240	3,329	3,421	-	-	-
377	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,457	2,718	2,787	3,225	3,567	3,658	369	408	418
378	244606	KANE-Field Services	Subforeman U537O	2/15/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,821	2,886	2,946	3,703	3,788	3,866	106	108	110
379	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,582	2,645	2,709	3,389	3,472	3,555	117	117	117
380	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	1.00%	401(k) Match 1-3/100% 4-5/50%	699	715	730	3,669	3,754	3,831	-	-	-
381	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,821	2,886	2,946	3,703	3,788	3,866	-	-	-
382	249106	WILK-Field Services	M/C Crew Leader U648S	3/15/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,603	2,666	2,729	3,417	3,499	3,582	195	195	195
383	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	3/22/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,809	2,874	2,933	3,687	3,772	3,850	-	-	-
384	242303	UNTN-Cust Service	Distribution System Serviceperson U537O	3/28/2016	3.00%	401(k) Match 1-3/100% 4-5/50%	2,107	2,155	2,200	3,687	3,772	3,850	-	-	-
385	241106	PITT-Field Services	Fire Hydrant Inspector U537P	4/12/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,424	2,491	2,559	3,181	3,269	3,359	-	-	-
386	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,437	2,504	2,572	3,199	3,286	3,376	-	-	-
387	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,462	2,521	2,582	3,232	3,309	3,389	-	-	-
388	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,437	2,504	2,572	3,199	3,286	3,376	195	195	195
389	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016			-	-	-	3,803	3,890	3,970	761	778	794
390	245106	NORR-Field Services	Utility Person A F473N	6/6/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,646	2,712	2,779	3,473	3,559	3,647	-	-	-
391	243151	NEWC-New Castle	Operator U537O	8/8/2016	2.00%	401(k) Match 1-3/100% 4-5/50%	1,459	1,493	1,523	3,829	3,918	3,998	1,094	1,119	1,142
392	246106	MECH-Field Services	Utility Person U648R	10/24/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,339	2,467	2,547	3,070	3,238	3,343	-	-	-
393	241103	PITT-Cust Service	Meter Serviceman U537P	1/30/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,385	2,639	2,707	3,131	3,464	3,553	-	-	-
394	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,382	2,447	2,515	3,126	3,212	3,301	447	459	472
395	243151	NEWC-New Castle	Helper/Relief Operator U537O	2/20/2017	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,814	2,881	2,942	3,693	3,781	3,861	-	-	-
396	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	3.00%	401(k) Match 1-3/100% 4-5/50%	1,938	1,985	2,033	3,392	3,474	3,558	-	-	-
397	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,717	2,782	2,841	3,566	3,651	3,728	-	-	-
398	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	4/24/2017	2.00%	401(k) Match 1-3/100% 4-5/50%	1,292	1,323	1,356	3,392	3,474	3,558	-	-	-
399	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,603	2,666	2,729	3,417	3,499	3,582	-	-	-
400	249106	WILK-Field Services	M/C Technician U648S	6/19/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,582	2,645	2,709	3,389	3,472	3,555	-	-	-
401	245201	YARD-Production	Plant Operator F473Y	6/19/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,426	2,486	2,548	3,184	3,263	3,345	-	-	-
402	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/17/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,451	2,493	2,535	3,217	3,272	3,327	184	187	190
403	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,721	2,786	2,846	3,571	3,657	3,735	306	313	320
404	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	3.00%	401(k) Match 1-3/100% 4-5/50%	1,811	1,946	2,008	3,169	3,406	3,513	-	-	-
405	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	3.50%	401(k) Match 1-3/100% 4-5/50%	2,089	2,147	2,206	3,134	3,221	3,309	90	92	95
406	244601	KANE-Production	Operator U537O	11/6/2017	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,834	2,901	2,962	3,719	3,808	3,888	531	544	555
407	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	3.00%	401(k) Match 1-3/100% 4-5/50%	1,938	1,985	2,033	3,392	3,474	3,558	-	-	-
408	249159	WILK-Nesbitt	Plant Operator U648S	12/4/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,584	2,647	2,711	3,392	3,474	3,558	293	293	293
409	243152	NEWC-Ellwood	Operator U537O	1/2/2018	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,750	2,818	2,879	3,610	3,699	3,779	-	-	-
410	241106	PITT-Field Services	Garage Attendant	1/8/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,309	2,554	2,619	3,031	3,352	3,438	-	-	-
411	241151	PITT-Production Haye	Maint & Relief U537P	1/29/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,340	2,587	2,653	3,072	3,396	3,483	88	97	100
412	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,346	2,410	2,476	3,079	3,164	3,250	264	271	279
413	241151	PITT-Production Haye	Operator U537P	1/31/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,785	1,974	2,024	3,123	3,454	3,542	-	-	-
414	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,633	2,699	2,757	3,456	3,542	3,619	-	-	-
415	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,876	2,943	3,019	3,775	3,863	3,963	324	331	340
416	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,345	2,410	2,476	3,078	3,163	3,249	-	-	-
417	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	3.50%	401(k) Match 1-3/100% 4-5/50%	2,048	2,264	2,322	3,072	3,396	3,483	-	-	-
418	245206	YARD-Field Services	Utility A F473Y	3/26/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,619	1,661	1,704	2,834	2,907	2,983	-	-	-
419	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,673	1,808	1,870	2,928	3,165	3,272	-	-	-
420	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,847	1,891	1,937	3,232	3,309	3,389	-	-	-
421	249160	WILK-Watres	Plant Operator U648S	4/30/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,938	1,985	2,033	3,392	3,474	3,558	-	-	-
422	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,975	2,024	2,068	3,456	3,542	3,619	-	-	-
423	249106	WILK-Field Services	Line Location Specialist U648S	5/1/2018	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,532	2,593	2,655	3,324	3,404	3,485	-	-	-
424	246106	MECH-Field Services	Utility Person U648R	5/14/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,224	2,363	2,443	2,919	3,101	3,206	-	-	-
425	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	3.50%	401(k) Match 1-3/100% 4-5/50%	2,260	2,314	2,370	3,389	3,472	3,555	234	234	234
426	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	3.00%	401(k) Roth 1-3/100% 4-5/50%	1,937	1,984	2,031	3,389	3,472	3,555	-	-	-
427	249106	WILK-Field Services	Regulation Crew Leader U648S	6/5/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,603	2,666	2,729	3,417	3,499	3,582	-	-	-
428	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,975	2,024	2,068	3,456	3,542	3,619	-	-	-
429	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/3/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,346	2,410	2,476	3,079	3,164	3,250	488	488	488
430	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,603	2,666	2,729	3,417	3,499	3,582	-	-	-
431	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	7/9/2018	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,642	2,707	2,766	3,467	3,553	3,631	594	609	622
432	241106	PITT-Field Services	Compressor Operator U537P	7/10/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,759	1,807	1,857	3,078	3,163	3,249	-	-	-
433	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,649	2,714	2,774	3,477	3,563	3,640	-	-	-
434	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,346	2,410	2,476	3,079	3,164	3,250	-	-	-
435	240306	CORP-Field Service	Pipeline Inspector U537P	7/24/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,352	2,602	2,668	3,087	3,415	3,501	-	-	-
436	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,633	2,699	2,757	3,456	3,542	3,619	-	-	-
437	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018			-	-	-	2,956	3,057	3,161	-	-	-
438	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,345	2,410	2,476	3,078	3,163	3,249	-	-	-
439	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,344	2,408	2,474	3,076	3,160	3,247	-	-	-
440	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018			-	-	-	3,076	3,160	3,247	-	-	-
441	243106	NEWC-Field Services	Utility Person U537O	10/15/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,975	2,024	2,068	3,456	3,542	3,619	-	-	-
442	243301	BUTL-Production	Operator U537O	10/22/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,750	2,818	2,879	3,610	3,699	3,779	516	528	540
443	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,633	2,699	2,757	3,456	3,542	3,619	-	-	-
444	241401	STNW-Production	Plant Operator	10/22/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,407	1,441	1,474	2,462	2,522	2,579	-	-	-
445	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,633	2,699	2,757	3,456	3,542	3,619	-	-	-
446	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,760	1,808	1,857	3,079	3,164	3,250	390	390	390
447	241406	STNW-Field Service	Utility Person	12/5/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,315	1,350	1,380	2,302	2,362	2,415	-	-	-
448	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,541	2,602	2,664	3,335	3,415	3,497	-	-	-
449	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,541	2,602	2,664	3,335	3,415	3,497	-	-	-
450	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,470	2,529	2,590	3,241	3,319	3,399	556	569	583

Pennsylvania-American Water Company - Water Operations
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 2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	Gross Other Benefits 401k, DCP, ESPP 2021 ESPP	2022 ESPP	2023 ESPP
451	249152	WILK-Ceasetown	Plant Operator U648S	2/11/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,459	2,518	2,579	3,227	3,305	3,385	-	-	-
452	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,541	2,602	2,664	3,335	3,415	3,497	-	-	-
453	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,420	2,479	2,539	3,177	3,254	3,332	-	-	-
454	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,906	1,951	1,998	3,335	3,415	3,497	-	-	-
455	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,541	2,602	2,664	3,335	3,415	3,497	381	390	400
456	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,542	2,603	2,666	3,337	3,417	3,499	191	195	200
457	240117	CORP-Water Quality	Lab Technician II UWUA 433	7/8/2019	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,801	2,885	2,963	3,677	3,786	3,889	315	325	333
458	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,499	2,559	2,621	3,280	3,359	3,440	195	195	195
459	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,550	2,615	2,673	3,347	3,432	3,509	-	-	-
460	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,550	2,615	2,673	3,347	3,432	3,509	-	-	-
461	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,501	2,561	2,623	3,282	3,361	3,442	-	-	-
462	242206	MONVA-Field Services	Utility Person U537O	7/29/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,550	2,615	2,673	3,347	3,432	3,509	287	294	301
463	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,312	2,375	2,440	3,034	3,118	3,203	-	-	-
464	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,875	1,921	1,967	3,282	3,361	3,442	-	-	-
465	249160	WILK-Watres	Plant Operator U648S	7/31/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,501	2,561	2,623	3,282	3,361	3,442	938	960	983
466	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,550	2,615	2,673	3,347	3,432	3,509	-	-	-
467	243301	BUTL-Production	Helper/Relief Operator U537O	8/5/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,647	2,714	2,775	3,474	3,562	3,642	-	-	-
468	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,499	2,559	2,621	3,280	3,359	3,440	195	195	195
469	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	8/12/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,558	2,623	2,683	3,358	3,443	3,521	-	-	-
470	241106	PITT-Field Services	Backhoe Operator U537P	8/12/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,313	2,376	2,441	3,035	3,119	3,204	434	446	458
471	244601	KANE-Production	Operator U537O	9/9/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,667	2,734	2,795	3,500	3,589	3,669	-	-	-
472	243151	NEWC-New Castle	Operator U537O	9/23/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	2,000	2,051	2,097	3,500	3,589	3,669	-	-	-
473	243301	BUTL-Production	Operator U537O	9/23/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	2,000	2,051	2,097	3,500	3,589	3,669	-	-	-
474	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,304	2,368	2,433	3,024	3,108	3,193	432	444	456
475	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,572	2,638	2,698	3,376	3,462	3,541	-	-	-
476	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,501	2,561	2,623	3,282	3,361	3,442	-	-	-
477	246152	MECH-Silver Springs	Plant Operator U648R	2/10/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,673	1,808	1,870	2,928	3,165	3,272	-	-	-
478	249103	WILK-Cust Service	Serviceperson U648S	3/2/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,457	2,516	2,577	3,225	3,303	3,383	-	-	-
479	244301	CLAR-Production	Operator/Relief Operator U537O	3/2/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,583	2,651	2,712	3,391	3,479	3,559	-	-	-
480	242106	MCMR-Field Services	Utility Person U537O	3/17/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,466	2,531	2,590	3,237	3,323	3,399	-	-	-
481	249158	WILK-Lake Scranton	Plant Operator U648S	4/13/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,459	2,518	2,579	3,227	3,305	3,385	-	-	-
482	244301	CLAR-Production	Operator U537O	4/27/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,583	2,651	2,712	3,391	3,479	3,559	-	-	-
483	249106	WILK-Field Services	M/C Utility Person U648S	4/27/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,753	1,795	1,838	3,067	3,142	3,217	-	-	-
484	241106	PITT-Field Services	Service Crew Driver U537P	4/27/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,270	2,333	2,397	2,979	3,062	3,146	195	195	195
485	242106	MCMR-Field Services	Utility Person U537O	5/11/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,466	2,531	2,590	3,237	3,323	3,399	462	475	486
486	240117	CORP-Water Quality	Lab Tech I UWUA 433	5/18/2020	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,255	2,323	2,385	2,960	3,049	3,131	-	-	-
487	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	6/8/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,475	2,540	2,599	3,248	3,334	3,411	-	-	-
488	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/6/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,451	2,493	2,535	3,217	3,272	3,327	-	-	-
489	249103	WILK-Cust Service	Serviceperson U648S	7/13/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,812	1,855	1,900	3,170	3,247	3,326	-	-	-
490	245206	YARD-Field Services	Utility B F473Y	7/13/2020	2.00%	401(k) Match 1-3/100% 4-5/50%	1,016	1,044	1,072	2,668	2,739	2,813	-	-	-
491	241106	PITT-Field Services	Shop Clerk U537P	7/27/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,252	2,314	2,377	2,955	3,036	3,120	-	-	-
492	249158	WILK-Lake Scranton	Plant Operator U648S	8/24/2020			-	-	-	3,172	3,249	3,328	453	464	475
493	241106	PITT-Field Services	Compressor Operator U537P	10/26/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,262	2,324	2,388	2,969	3,050	3,134	254	261	269
494	249106	WILK-Field Services	M/C Crew Leader U648S	12/14/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,415	2,474	2,534	3,170	3,247	3,326	-	-	-
495	249160	WILK-Watres	Plant Operator U648S	12/15/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,813	1,857	1,902	3,172	3,249	3,328	-	-	-
496	249160	WILK-Watres	Plant Operator U648S	12/21/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,417	2,476	2,536	3,172	3,249	3,328	-	-	-
497	245201	YARD-Production	Plant Operator F473Y	1/19/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,259	2,319	2,381	2,965	3,044	3,125	117	117	117
498	246152	MECH-Silver Springs	Plant Operator U648R	2/1/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,673	1,808	1,870	2,928	3,165	3,272	-	-	-
499	249106	WILK-Field Services	M/C Crew Leader U648S	3/1/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,749	1,791	1,834	3,061	3,134	3,210	-	-	-
500	246152	MECH-Silver Springs	Plant Operator U648R	3/8/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,673	1,808	1,870	2,928	3,165	3,272	-	-	-
501	245206	YARD-Field Services	Utility B F473Y	3/15/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,012	2,066	2,122	2,641	2,712	2,785	-	-	-
502	244101	INDI-Production	Operator U537O	3/22/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,875	1,926	1,971	3,281	3,370	3,450	-	-	-
503	241106	PITT-Field Services	Utility Person B U537P	3/29/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,230	2,291	2,354	2,927	3,007	3,089	-	-	-
504	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	4/5/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,793	1,842	1,887	3,138	3,224	3,302	-	-	-
505	245106	NORR-Field Services	Utility Person B F473N	4/13/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,584	1,631	1,677	2,772	2,853	2,936	-	-	-
506	243152	NEWC-Ellwood	Operator U537O	4/26/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,500	2,567	2,628	3,281	3,370	3,450	469	481	493
507	249106	WILK-Field Services	M/C Crew Leader U648S	4/26/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,780	1,823	1,867	3,115	3,191	3,268	534	547	560
508	249106	WILK-Field Services	M/C Utility Person U648S	5/3/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,253	2,308	2,364	2,958	3,029	3,102	-	-	-
509	242106	MCMR-Field Services	Utility Person U537O	5/3/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,383	2,448	2,506	3,127	3,213	3,290	-	-	-
510	243106	NEWC-Field Services	Utility Person U537O	5/4/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,383	2,448	2,506	3,127	3,213	3,290	-	-	-
511	241401	STNW-Production	Plant Operator	5/17/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,407	1,441	1,474	2,462	2,522	2,579	-	-	-
512	242306	UNTN-Field Services	Utility Person U537O	5/17/2021			-	-	-	3,127	3,213	3,290	-	-	-
513	241151	PITT-Production Haye	Operator U537P	5/24/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,296	2,359	2,425	3,013	3,097	3,182	585	585	585
514	241106	PITT-Field Services	Utility Person B U537P	5/24/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,672	1,718	1,765	2,927	3,007	3,089	-	-	-
515	243106	NEWC-Field Services	Utility Person U537O	5/24/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,383	2,448	2,506	3,127	3,213	3,290	357	367	376
516	241106	PITT-Field Services	Utility Person B U537P	5/25/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,669	1,846	1,893	2,921	3,231	3,313	-	-	-
517	249103	WILK-Cust Service	Serviceperson U648S	6/1/2021	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,374	2,431	2,490	3,115	3,191	3,268	-	-	-
518	249103	WILK-Cust Service	Serviceperson U648S	6/7/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,374	2,431	2,490	3,115	3,191	3,268	-	-	-
519	244101	INDI-Production	Helper/Relief Operator U537O	6/7/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,860	1,910	1,956	3,255	3,342	3,422	-	-	-
520	249106	WILK-Field Services	M/C Technician U648S	6/8/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,780	1,823	1,867	3,115	3,191	3,268	-	-	-
521	243306	BUTL-Field Services	Distribution System Serviceperson U537O	6/14/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,391	2,456	2,516	3,138	3,224	3,302	-	-	-
522	245106	NORR-Field Services	Utility Person A F473N	7/8/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,718	1,768	1,818	3,007	3,093	3,181	-	-	-
523	243152	NEWC-Ellwood	Helper/Relief Operator U537O	8/2/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,480	2,547	2,607	3,255	3,342	3,422	372	382	391
524	245101	NORR-Production	Maint&Relief F473N	8/2/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,281	2,346	2,413	2,994	3,079	3,167	-	-	-
525	249158	WILK-Lake Scranton	Plant Operator U648S	8/16/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,334	2,390	2,447	3,063	3,136	3,212	-	-	-

Pennsylvania-American Water Company - Water Operations
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 2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	Gross Other Benefits 401k, DCP, ESPP 2021 ESPP	2022 ESPP	2023 ESPP
526	244506	WARR-Field Services	Utility Person U537O	8/16/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,383	2,448	2,506	3,127	3,213	3,290	-	-	-
527	242206	MONVA-Field Services	Utility Person U537O	8/16/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,787	1,836	1,880	3,127	3,213	3,290	-	-	-
528	245101	NORR-Production	Maint&Relief F473N	8/16/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,281	2,346	2,413	2,994	3,079	3,167	855	880	905
529	244606	KANE-Field Services	Utility Person U537O	8/30/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,787	1,836	1,880	3,127	3,213	3,290	-	-	-
530	249106	WILK-Field Services	M/C Crew Leader U648S	9/13/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,749	1,791	1,834	3,061	3,134	3,210	-	-	-
531	249106	WILK-Field Services	M/C Crew Leader U648S	9/14/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,332	2,388	2,445	3,061	3,134	3,210	-	-	-
532	241401	STNW-Production	Plant Operator	9/20/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,407	1,441	1,474	2,462	2,522	2,579	-	-	-
533	241106	PITT-Field Services	Auto Mechanic U537P	10/25/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,718	1,765	1,813	3,006	3,088	3,172	-	-	-
534	245106	NORR-Field Services	Utility Person B F473N	11/1/2021	2.00%	401(k) Roth 1-3/100% 4-5/50%	1,056	1,087	1,118	2,772	2,853	2,936	-	-	-
535	249158	WILK-Lake Scranton	Plant Operator U648S	11/15/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,334	2,390	2,447	3,063	3,136	3,212	-	-	-
536	245106	NORR-Field Services	Utility Person B F473N	11/15/2021			-	-	-	2,772	2,853	2,936	-	-	-
537	245103	NORR-Cust Service	Serviceperson F473N	11/22/2021			-	-	-	2,952	3,036	3,123	-	-	-
538	241106	PITT-Field Services	Compressor Operator U537P	11/22/2021			-	-	-	2,969	3,050	3,134	-	-	-
539	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	12/6/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,263	2,503	2,567	2,970	3,285	3,369	-	-	-
540	249106	WILK-Field Services	M/C Utility Person U648S	12/13/2021			-	-	-	2,903	2,973	3,044	-	-	-
541	245106	NORR-Field Services	Utility Person B - To Be Filled	7/1/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,049	2,108	-	2,853	2,936	-	-	-
542	245101	NORR-Production	Maint & Relief - To Be Filled	7/1/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,211	2,274	-	3,079	3,167	-	-	-
543	245106	NORR-Field Services	Utility Person B - To Be Filled	1/24/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,364	2,423	-	3,292	3,374	-	-	-
544	244206	PUNX-Field Services	Utility Person - To Be Filled	2/14/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,307	2,362	-	3,213	3,290	-	-	-
545	242103	MCMR-Cust Service	Distribution System Serviceperson - To Be Filled	2/7/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,315	2,371	-	3,224	3,302	-	-	-
546	241106	PITT-Field Services	Compressor Operator - To Be Filled	3/31/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,190	2,250	-	3,050	3,134	-	-	-
547	241106	PITT-Field Services	Service Crew Driver - To Be Filled	3/31/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,194	2,250	-	3,055	3,133	-	-	-
548	241106	PITT-Field Services	Shop Clerk - To Be Filled	3/31/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,176	2,232	-	3,031	3,109	-	-	-
549	241106	PITT-Field Services	Backhoe Operator - To Be Filled	3/31/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,236	2,292	-	3,113	3,192	-	-	-
550	241106	PITT-Field Services	Utility Person B - To Be Filled	3/31/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,320	2,379	-	3,231	3,313	-	-	-
551	241106	PITT-Field Services	Dump Truck Driver - To Be Filled	3/31/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,570	2,635	-	3,579	3,670	-	-	-
552	241106	PITT-Field Services	Backhoe Operator - To Be Filled	1/18/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,236	2,292	-	3,113	3,192	-	-	-
553	241103	PITT-Cust Service	Meter Service Person - To Be Filled	2/28/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,265	2,323	-	3,155	3,235	-	-	-
554	246152	MECH-Silver Springs	Maint & Relief - To Be Filled	1/24/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,142	2,199	-	2,983	3,062	-	-	-
555	246151	MECH-ProdWestShore	Maint & Relief - To Be Filled	1/10/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,142	2,199	-	2,983	3,062	-	-	-
556	249160	WILK-Watres	Plant Operator - To Be Filled	7/1/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,252	2,306	-	3,136	3,212	-	-	-
557	249160	WILK-Watres	Plant Operator - To Be Filled	7/1/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,252	2,306	-	3,136	3,212	-	-	-
558	249152	WILK-Ceasetown	Plant Operator - To Be Filled	7/1/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,252	2,306	-	3,136	3,212	-	-	-
			Total Collective Bargaining Unit				$1,128,009	$1,199,531	$1,228,250	$1,363,439	$1,458,045	$1,493,070	$90,163	$91,697	$93,136

Pennsylvania-American Water Company - Water Operations
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 2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	Gross Other Benefits 401k, DCP, ESPP 2021 ESPP	2022 ESPP	2023 ESPP
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%	$2,587	$2,703	$2,783	$3,395	$3,547	$3,653	$0	$0	$0
2	240116	CORP-Maint Services	Sr Automation & Controls Tech	12/2/1996	2.50%	401(k) Match 50% up to 5%	2,095	2,137	2,201	-	-	-	-	-	-
3	243106	NEWC-Field Services	Operations Specialist	6/26/1989	2.50%	401(k) Match 50% up to 5%	1,807	1,861	1,916	-	-	-	1,084	1,117	1,150
4	249103	WILK-Cust Service	Operations Specialist	10/27/1980	2.00%	401(k) Match 50% up to 5%	1,549	1,580	1,627	-	-	-	116	119	122
5	245306	ABNG-Field Services	Utility Person	7/16/1990	2.50%	401(k) Match 50% up to 5%	1,636	1,636	1,685	-	-	-	-	-	-
6	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	10/3/1988	1.50%	401(k) Match 50% up to 5%	1,000	1,017	1,048	-	-	-	-	-	-
7	246801	LEHP-Production	Plant Operator	2/1/1996	2.50%	401(k) Match 50% up to 5%	1,651	1,699	1,750	-	-	-	-	-	-
8	245501	BNGR-Production	Plant Operator	6/1/1980	2.50%	401(k) Match 50% up to 5%	1,747	1,798	1,852	-	-	-	524	539	556
9	245706	POCO-Field Services	Crew Leader	9/16/1996	2.50%	401(k) Match 50% up to 5%	1,655	1,703	1,754	-	-	-	-	-	-
10	245406	SUSQ-Field Services	Utility Person	2/20/1990	2.50%	401(k) Match 50% up to 5%	1,612	1,659	1,709	-	-	-	-	-	-
11	245706	POCO-Field Services	Utility Person	7/1/1994	2.50%	401(k) Match 50% up to 5%	1,631	1,679	1,729	-	-	-	-	-	-
12	245501	BNGR-Production	Plant Operator	7/23/1990	2.50%	401(k) Match 50% up to 5%	1,799	1,852	1,907	-	-	-	216	222	229
13	245306	ABNG-Field Services	Utility Person	4/11/1994	2.50%	401(k) Match 50% up to 5%	1,623	1,623	1,671	-	-	-	487	487	501
14	247406	FRCK-Field Services	Utility Person	4/18/1988			-	-	-	-	-	-	-	-	-
15	247406	FRCK-Field Services	Utility Person	1/15/1986	2.50%	401(k) Match 50% up to 5%	1,687	1,738	1,789	-	-	-	-	-	-
16	247106	MILT-Field Services	Operations Specialist	6/14/1979	2.50%	401(k) Match 50% up to 5%	1,449	1,510	1,555	-	-	-	-	-	-
17	247152	MILT-Prod Milton FP	Plant Operator	9/27/1993	3.00%	401(k) Match 1-3/100% 4-5/50%	1,780	1,899	1,955	3,115	3,323	3,421	-	-	-
18	240205	CORP-Admin & Gen	Exec Asst (N)	6/5/1995	2.50%	401(k) Match 50% up to 5%	1,662	1,712	1,763	-	-	-	-	-	-
19	247150	MILT-Prod Other	Maintenance/Relief Operator	2/2/1981	4.00%	401(k) Match 1-3/100% 4-5/50%	2,513	2,588	2,665	3,298	3,397	3,498	-	-	-
20	240151	CORP-Cust Serv MECH	Sr Compliance Analyst	1/2/1996	2.50%	401(k) Match 50% up to 5%	1,749	1,784	1,837	-	-	-	210	214	220
21	242105	MCMR-Admin & Gen	Operations Specialist	1/23/1989	2.50%	401(k) Match 50% up to 5%	2,030	2,070	2,132	-	-	-	-	-	-
22	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/20/1997	2.50%	401(k) Match 50% up to 5%	2,512	2,588	2,665	-	-	-	1,507	1,553	1,599
23	245305	ABNG-Admin & Gen	Operations Specialist	7/5/1990			-	-	-	-	-	-	-	-	-
24	240116	CORP-Maint Services	Reliability Engineering Analyst	12/22/1980	2.50%	401(k) Match 50% up to 5%	2,161	2,203	2,269	-	-	-	389	397	408
25	247206	PHBG-Field Services	Foreperson	7/27/1998	2.50%	401(k) Match 50% up to 5%	1,670	1,670	1,720	-	-	-	-	-	-
26	247106	MILT-Field Services	Utility Person	11/16/1998			-	-	-	-	-	-	-	-	-
27	247151	MILT-Prod WD Creek	Plant Operator	12/1/1998	2.50%	401(k) Match 50% up to 5%	1,610	1,657	1,706	-	-	-	-	-	-
28	240114	CORP-Engineering	GIS Analyst	8/1/2000	2.50%	401(k) Match 50% up to 5%	1,548	1,584	1,631	-	-	-	2,340	2,340	2,340
29	246501	COAT-Production	Maintenance/Relief Operator	12/27/1985	4.00%	401(k) Match 1-3/100% 4-5/50%	2,729	2,809	2,892	3,581	3,687	3,796	390	390	390
30	246506	COAT-Field Services	Utility Person	1/26/1998			-	-	-	3,046	3,135	3,228	-	-	-
31	246306	PENN/Wyom-Field Srvc	Crew Leader	3/1/1997	2.50%	401(k) Match 50% up to 5%	1,780	1,832	1,887	-	-	-	-	-	-
32	245906	GLEN-Field Services	Utility Person	12/27/1994	2.50%	401(k) Match 50% up to 5%	1,729	1,782	1,835	-	-	-	208	214	220
33	246306	PENN/Wyom-Field Srvc	Utility Person	8/16/1999	2.50%	401(k) Match 50% up to 5%	1,676	1,725	1,776	-	-	-	-	-	-
34	245606	NAZA-Field Services	Utility Person	10/4/1993	2.50%	401(k) Match 50% up to 5%	1,665	1,715	1,766	-	-	-	-	-	-
35	245606	NAZA-Field Services	Crew Leader	4/18/1983	2.50%	401(k) Match 50% up to 5%	1,692	1,742	1,794	-	-	-	-	-	-
36	245906	GLEN-Field Services	Utility Person	6/20/1983			-	-	-	-	-	-	-	-	-
37	246306	PENN/Wyom-Field Srvc	Utility Person	1/27/1986	2.50%	401(k) Match 50% up to 5%	1,709	1,759	1,811	-	-	-	-	-	-
38	245906	GLEN-Field Services	Crew Leader	10/1/1987	2.50%	401(k) Match 50% up to 5%	1,742	1,794	1,847	-	-	-	-	-	-
39	240106	CORP-Field Services	Operations Specialist	7/29/1996			-	-	-	2,967	3,058	3,149	-	-	-
40	246401	ROYF-Production	Maintenance/Relief Operator	11/1/1989	2.50%	401(k) Match 50% up to 5%	1,724	1,774	1,826	-	-	-	-	-	-
41	246401	ROYF-Production	Plant Operator	3/9/1998	2.50%	401(k) Match 50% up to 5%	1,762	1,813	1,868	-	-	-	-	-	-
42	245601	NAZA-Production	Lead Plant Operator	5/27/1987	2.50%	401(k) Match 50% up to 5%	1,767	1,819	1,873	-	-	-	-	-	-
43	246406	ROYF-Field Services	Operations Specialist	3/3/1998	2.50%	401(k) Match 50% up to 5%	1,803	1,849	1,904	-	-	-	-	-	-
44	247203	PHBG-Cust Service	Utility Person	10/29/2001	2.50%	401(k) Match 50% up to 5%	1,684	1,735	1,787	-	-	-	-	-	-
45	245606	NAZA-Field Services	Utility Person	11/26/2001	2.50%	401(k) Match 50% up to 5%	1,683	1,732	1,784	-	-	-	-	-	-
46	246801	LEHP-Production	Utility Person	2/26/1990	2.50%	401(k) Match 50% up to 5%	1,624	1,671	1,721	-	-	-	-	-	-
47	246501	COAT-Production	Plant Operator	5/28/2002			-	-	-	3,585	3,689	3,798	-	-	-
48	240114	CORP-Engineering	GIS Analyst	10/28/2002	2.50%	401(k) Match 50% up to 5%	1,758	1,793	1,846	-	-	-	-	-	-
49	240116	CORP-Maint Services	Lead Automation & Controls Tech	10/13/2003	2.50%	401(k) Match 50% up to 5%	2,321	2,414	2,486	-	-	-	418	434	447
50	245906	GLEN-Field Services	Utility Person	1/5/2004	2.50%	401(k) Match 50% up to 5%	1,647	1,697	1,748	-	-	-	99	102	105
51	245606	NAZA-Field Services	Utility Person	2/16/2004	2.50%	401(k) Match 50% up to 5%	1,615	1,662	1,712	-	-	-	-	-	-
52	247106	MILT-Field Services	Utility Person	11/22/2004	3.50%	401(k) Match 1-3/100% 4-5/50%	2,111	2,172	2,237	3,166	3,258	3,355	-	-	-
53	247106	MILT-Field Services	Utility Person	11/23/2004	4.00%	401(k) Match 1-3/100% 4-5/50%	2,415	2,415	2,486	3,169	3,169	3,263	-	-	-
54	242105	MCMR-Admin & Gen	Admin Asst - Staff Supp (N)	12/1/2004	2.50%	401(k) Match 50% up to 5%	1,560	1,591	1,639	-	-	-	-	-	-
55	240106	CORP-Field Services	Admin Asst - Staff Supp (N)	12/6/2004	2.50%	401(k) Match 50% up to 5%	1,433	1,433	1,476	-	-	-	-	-	-
56	240106	CORP-Field Services	Admin Support Rep (N)	12/20/2004	2.50%	401(k) Match 50% up to 5%	1,243	1,267	1,305	-	-	-	-	-	-
57	240106	CORP-Field Services	Operations Specialist	1/31/2005	2.50%	401(k) Match 50% up to 5%	1,559	1,618	1,666	-	-	-	-	-	-
58	240106	CORP-Field Services	Operations Specialist	3/21/2005	0.50%	401(k) Match 50% up to 5%	319	331	341	-	-	-	98	98	98
59	247152	MILT-Prod Milton FP	Plant Operator	7/25/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,547	2,622	2,700	3,343	3,441	3,544	-	-	-
60	245506	BNGR-Field Services	Utility Person	11/7/2005			-	-	-	-	-	-	-	-	-
61	245401	SUSQ-Production	Plant Operator	5/15/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,528	2,602	2,679	3,318	3,415	3,517	-	-	-
62	246306	PENN/Wyom-Field Srvc	Utility Person	5/30/2006			-	-	-	3,402	3,501	3,605	-	-	-
63	246806	LEHP-Field Services	Plant Operator	10/2/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,665	2,743	2,825	3,498	3,600	3,707	100	103	106
64	245706	POCO-Field Services	Utility Person	10/9/2006			-	-	-	3,341	3,439	3,541	-	-	-
65	245606	NAZA-Field Services	Utility Person	12/18/2006			-	-	-	3,417	3,517	3,622	-	-	-
66	249150	WILK-Other	Operations Specialist	1/22/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,957	3,045	3,136	3,881	3,997	4,116	443	457	470
67	246206	HSHY-Field Services	Utility Person	3/26/2007	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,658	2,735	2,817	3,488	3,590	3,697	997	1,026	1,056
68	247152	MILT-Prod Milton FP	Plant Operator	4/9/2007			-	-	-	3,278	3,380	3,480	-	-	-
69	247106	MILT-Field Services	Utility Person	5/7/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,475	2,547	2,623	3,248	3,343	3,443	-	-	-
70	240106	CORP-Field Services	Operations Specialist	6/18/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,741	2,842	2,927	3,598	3,730	3,841	822	853	878
71	246306	PENN/Wyom-Field Srvc	Utility Person	7/2/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,582	2,658	2,737	3,389	3,488	3,592	194	199	205
72	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	3,135	3,260	3,357	4,114	4,278	4,406	-	-	-
73	240116	CORP-Maint Services	Reliability Engineering Analyst	9/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	3,012	3,162	3,256	3,953	4,150	4,274	98	98	98
74	247206	PHBG-Field Services	Utility Person	6/2/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,678	2,759	2,841	3,516	3,621	3,728	-	-	-
75	247106	MILT-Field Services	Utility Person	7/21/2008			-	-	-	3,134	3,231	3,327	-	-	-

Pennsylvania-American Water Company - Water Operations
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 2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	Gross Other Benefits 401k, DCP, ESPP 2021 ESPP	2022 ESPP	2023 ESPP
76	246501	COAT-Production	Plant Operator	10/6/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,615	2,694	2,774	3,432	3,535	3,640	585	585	585
77	247701	BOGGS-Production	Plant Operator	5/4/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,701	2,782	2,865	3,545	3,651	3,760	506	522	537
78	245706	POCO-Field Services	Utility Person	9/28/2009			-	-	-	3,412	3,512	3,616	-	-	-
79	246506	COAT-Field Services	Utility Person	11/2/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,596	2,672	2,751	3,407	3,507	3,611	-	-	-
80	247401	FRCK-Production	Operator	1/25/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,572	2,648	2,726	3,376	3,475	3,578	289	298	307
81	247206	PHBG-Field Services	Utility Person	3/29/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,673	2,754	2,836	3,509	3,614	3,722	-	-	-
82	241106	PITT-Field Services	Operations Specialist	10/4/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,913	2,972	3,060	3,824	3,900	4,016	390	390	390
83	242101	MCMR-Production	Maint Service Specialist	12/20/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	3,048	3,109	3,202	4,001	4,081	4,203	1,143	1,166	1,201
84	240306	CORP-Field Service	Exec Asst (N)	9/1/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,364	2,428	2,501	3,103	3,187	3,282	355	364	375
85	245406	SUSQ-Field Services	Utility Person	9/6/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,526	2,599	2,677	3,315	3,411	3,513	-	-	-
86	247206	PHBG-Field Services	Utility Person	11/7/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,570	2,647	2,725	3,373	3,474	3,577	-	-	-
87	245705	POCO-Admin & Gen	Operations Specialist	7/3/2012	3.50%	401(k) Match 1-3/100% 4-5/50%	1,990	2,061	2,122	2,985	3,091	3,183	171	177	182
88	249106	WILK-Field Services	Operations Specialist	7/3/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	2,349	2,420	2,491	3,084	3,176	3,270	176	181	187
89	247150	MILT-Prod Other	Maintenance/Relief Operator	1/21/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,430	2,501	2,576	3,190	3,283	3,381	182	188	193
90	249106	WILK-Field Services	Operations Specialist	2/18/2013	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,406	2,526	2,602	3,158	3,316	3,415	-	-	-
91	249150	WILK-Other	Operations Specialist	3/4/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,417	2,490	2,564	3,172	3,268	3,365	181	187	192
92	247306	BRWK-Field Services	Utility Person	4/29/2013			-	-	-	3,451	3,563	3,669	296	305	314
93	245601	NAZA-Production	Plant Operator	6/27/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,754	2,837	2,922	3,615	3,724	3,835	-	-	-
94	247301	BRWK-Production	Operator	9/16/2013	4.00%	401(k) Match 1-3/100% 4-5/50%	2,679	2,758	2,840	3,517	3,620	3,727	402	414	426
95	240114	CORP-Engineering	Exec Asst (N)	9/29/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,572	2,674	2,754	3,375	3,510	3,614	-	-	-
96	249103	WILK-Cust Service	Operations Specialist	11/3/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,425	2,534	2,609	3,182	3,326	3,425	546	570	587
97	247201	PHBG-Production	Plant Operator	2/2/2015	2.00%	401(k) Match 1-3/100% 4-5/50%	1,291	1,330	1,370	3,389	3,491	3,596	968	998	1,027
98	246501	COAT-Production	Maintenance/Relief Operator	2/16/2015	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,547	2,624	2,703	3,343	3,444	3,547	955	984	1,014
99	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/3/2015	3.00%	401(k) Match 1-3/100% 4-5/50%	1,669	1,736	1,788	2,920	3,038	3,129	98	98	98
100	245306	ABNG-Field Services	Utility Person	7/20/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,563	2,638	2,717	3,364	3,463	3,566	-	-	-
101	243106	NEWC-Field Services	Operations Specialist	11/9/2015	3.00%	401(k) Match 1-3/100% 4-5/50%	1,661	1,711	1,761	2,906	2,994	3,083	-	-	-
102	242205	MONVAL-Admin & Gen	Operations Specialist	11/9/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,683	2,777	2,860	3,522	3,645	3,753	-	-	-
103	241150	PITT-Production Othe	Operations Specialist	11/9/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,364	2,418	2,490	3,103	3,173	3,268	443	453	467
104	246106	MECH-Field Services	Operations Specialist	11/9/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,288	2,403	2,475	3,004	3,154	3,248	515	541	557
105	246152	MECH-Silver Springs	Operations Specialist	12/1/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,492	2,579	2,656	3,271	3,385	3,486	-	-	-
106	245406	SUSQ-Field Services	Utility Person	12/14/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	2,217	2,288	2,357	2,910	3,004	3,093	-	-	-
107	246506	COAT-Field Services	Utility Person	2/3/2016			-	-	-	2,999	3,131	3,224	-	-	-
108	247103	MILT-Cust Service	Utility Person	3/7/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,392	2,466	2,539	3,140	3,236	3,332	-	-	-
109	246206	HSHY-Field Services	Utility Person	2/29/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,689	2,767	2,850	3,529	3,632	3,740	-	-	-
110	246201	HSHY-Production	Plant Operator	2/29/2016	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,534	2,623	2,702	3,326	3,443	3,546	1,950	1,950	1,950
111	247201	PHBG-Production	Maintenance/Relief Operator	3/7/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,585	2,663	2,742	3,393	3,495	3,599	-	-	-
112	240121	CORP-Com Relations	Exec Asst (N)	4/11/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,122	2,271	2,339	2,785	2,981	3,069	80	85	88
113	240116	CORP-Maint Services	Lead Automation & Controls Tech	4/25/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	3,806	3,996	4,116	4,995	5,245	5,402	285	300	309
114	246206	HSHY-Field Services	Utility Person	6/13/2016	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,411	2,481	2,556	3,165	3,257	3,354	390	390	390
115	246206	HSHY-Field Services	Utility Person	7/11/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,390	2,460	2,534	3,137	3,229	3,326	627	646	665
116	246406	ROYF-Field Services	Crew Leader	7/5/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,680	2,763	2,846	3,518	3,626	3,735	195	195	195
117	245306	ABNG-Field Services	Utility Person	10/24/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,436	2,507	2,582	3,198	3,291	3,388	-	-	-
118	246501	COAT-Production	Maintenance/Relief Operator	10/31/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,508	2,582	2,658	3,292	3,388	3,489	282	290	299
119	249106	WILK-Field Services	Operations Specialist	5/2/2016	4.00%	401(k) Match 1-3/100% 4-5/50%	2,234	2,301	2,369	2,932	3,020	3,110	419	431	444
120	247306	BRWK-Field Services	Utility Person	1/16/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,330	2,398	2,470	3,058	3,147	3,241	-	-	-
121	246506	COAT-Field Services	Utility Person	2/13/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,252	2,341	2,411	2,955	3,073	3,165	-	-	-
122	240103	CORP-Cust Relations	Compliance Analyst	6/26/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	1,927	2,023	2,083	2,529	2,655	2,734	-	-	-
123	246406	ROYF-Field Services	Utility Person	7/17/2017			-	-	-	3,301	3,409	3,511	-	-	-
124	246801	LEHP-Production	Utility Person	7/31/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,196	2,268	2,336	2,882	2,977	3,066	-	-	-
125	240106	CORP-Field Services	Admin Support Rep (N)	4/27/2015	4.00%	401(k) Match 1-3/100% 4-5/50%	1,416	1,465	1,508	1,858	1,923	1,980	-	-	-
126	240106	CORP-Field Services	Admin Support Rep (N)	12/2/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	1,412	1,455	1,498	1,854	1,910	1,967	-	-	-
127	245401	SUSQ-Production	Plant Operator	1/2/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,566	1,676	1,726	2,741	2,932	3,020	-	-	-
128	241106	PITT-Field Services	Admin Asst - Staff Supp (N)	6/25/2018			-	-	-	2,973	3,040	3,131	-	-	-
129	240106	CORP-Field Services	Operations Specialist	7/9/2018	1.00%	401(k) Match 1-3/100% 4-5/50%	552	569	586	2,899	2,986	3,075	-	-	-
130	240151	CORP-Cust Serv MECH	Compliance Analyst	6/25/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,551	2,602	2,679	3,348	3,415	3,517	-	-	-
131	246406	ROYF-Field Services	Operations Specialist	7/16/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,053	3,114	3,206	4,007	4,087	4,208	-	-	-
132	240306	CORP-Field Service	Operations Specialist	7/30/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,334	2,496	2,570	3,064	3,275	3,373	-	-	-
133	246801	LEHP-Production	Utility Person	7/23/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,131	2,216	2,282	2,796	2,908	2,995	399	415	428
134	240116	CORP-Maint Services	Sr Automation & Controls Tech	7/30/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	3,181	3,308	3,407	4,175	4,342	4,471	-	-	-
135	246501	COAT-Production	Utility Person	9/10/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,456	2,566	2,643	3,224	3,368	3,468	585	585	585
136	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	9/10/2018	1.00%	401(k) Match 1-3/100% 4-5/50%	480	492	507	2,521	2,585	2,662	-	-	-
137	246501	COAT-Production	Plant Operator	9/24/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,374	2,481	2,556	3,116	3,257	3,354	445	465	479
138	245906	GLEN-Field Services	Utility Person	10/8/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,326	2,394	2,465	3,053	3,142	3,235	78	78	78
139	247150	MILT-Prod Other	Maintenance/Relief Operator	10/29/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,340	2,420	2,491	3,072	3,176	3,270	88	91	93
140	249106	WILK-Field Services	Storeroom Keeper (N)	10/8/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,048	2,130	2,193	2,688	2,795	2,879	98	98	98
141	246206	HSHY-Field Services	Utility Person	10/8/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,676	1,743	1,795	2,932	3,050	3,141	-	-	-
142	246201	HSHY-Production	Plant Operator	10/8/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,798	1,860	1,915	3,147	3,255	3,351	-	-	-
143	246506	COAT-Field Services	Utility Person	11/5/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,139	2,265	2,333	2,807	2,973	3,062	401	425	437
144	249106	WILK-Field Services	Construction Inspector	11/5/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,464	2,532	2,607	3,234	3,324	3,422	156	156	156
145	245401	SUSQ-Production	Plant Operator	11/5/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,088	2,234	2,301	2,741	2,932	3,020	235	251	259
146	249106	WILK-Field Services	Construction Inspector	12/17/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,845	1,895	1,951	3,228	3,316	3,415	-	-	-
147	247306	BRWK-Field Services	Utility Person	12/17/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,392	2,472	2,546	3,140	3,245	3,341	-	-	-
148	246206	HSHY-Field Services	Utility Person	1/14/2019	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,238	2,328	2,397	2,938	3,055	3,146	839	873	899
149	240106	CORP-Field Services	Operations Specialist	3/25/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,863	1,934	1,991	3,260	3,384	3,485	-	-	-
150	245306	ABNG-Field Services	Utility Person	4/8/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,724	1,775	1,828	3,018	3,107	3,199	-	-	-

Pennsylvania-American Water Company - Water Operations
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 2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	Gross Other Benefits 401k, DCP, ESPP 2021 ESPP	2022 ESPP	2023 ESPP
151	245506	BNGR-Field Services	Utility Person	6/3/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,224	2,308	2,376	2,919	3,029	3,119	-	-	-
152	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/28/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,786	3,858	3,973	4,969	5,063	5,215	390	390	390
153	245106	NORR-Field Services	Operations Specialist	6/10/2019	3.50%	401(k) Match 1-3/100% 4-5/50%	2,309	2,398	2,469	3,463	3,597	3,704	98	98	98
154	248801	TURB-Production	Plant Operator	7/8/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,378	2,449	2,521	3,121	3,214	3,309	892	918	946
155	240116	CORP-Maint Services	Reliability Engineering Analyst	7/15/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	2,913	2,942	3,030	5,098	5,149	5,302	-	-	-
156	240114	CORP-Engineering	GIS Analyst	7/15/2019	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,393	2,476	2,550	3,141	3,250	3,347	-	-	-
157	246206	HSHY-Field Services	Utility Person	2/2/2016	3.00%	401(k) Match 1-3/100% 4-5/50%	1,566	1,644	1,693	2,741	2,878	2,963	78	78	78
158	240114	CORP-Engineering	Engineering Specialist	10/21/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,420	2,504	2,578	3,176	3,286	3,384	-	-	-
159	247201	PHBG-Production	Plant Operator	10/21/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,237	2,326	2,395	2,936	3,053	3,144	252	262	269
160	240103	CORP-Cust Relations	Compliance Analyst	11/18/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,482	2,531	2,607	3,258	3,323	3,421	-	-	-
161	246505	COAT-Admin & Gen	Operations Specialist	1/27/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,870	1,917	1,974	3,272	3,354	3,454	-	-	-
162	247201	PHBG-Production	Plant Operator	1/27/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,677	1,745	1,797	2,936	3,053	3,144	168	174	180
163	246401	ROYF-Production	Maint Service Specialist	3/9/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,953	3,012	3,101	3,876	3,953	4,070	-	-	-
164	246406	ROYF-Field Services	Utility Person	3/23/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,783	1,842	1,897	3,121	3,223	3,319	195	195	195
165	249106	WILK-Field Services	Construction Inspector	4/20/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,452	2,521	2,596	3,218	3,308	3,407	137	137	137
166	246406	ROYF-Field Services	Utility Person	4/13/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,822	1,875	1,931	3,189	3,282	3,380	-	-	-
167	247106	MILT-Field Services	Utility Person	4/13/2020	3.50%	401(k) Match 1-3/100% 4-5/50%	2,019	2,082	2,144	3,029	3,123	3,216	-	-	-
168	249106	WILK-Field Services	Construction Inspector	4/20/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,450	2,519	2,594	3,216	3,306	3,405	-	-	-
169	249106	WILK-Field Services	Construction Inspector	4/21/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,571	1,649	1,698	2,749	2,886	2,972	-	-	-
170	245701	POCO-Production	Plant Operator	4/27/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,754	1,817	1,871	3,069	3,180	3,274	-	-	-
171	246406	ROYF-Field Services	Utility Person	4/27/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,831	1,884	1,941	3,204	3,297	3,396	-	-	-
172	246401	ROYF-Production	Plant Operator	5/4/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,516	2,622	2,700	3,302	3,441	3,544	195	195	195
173	240151	CORP-Cust Serv MECH	Compliance Representative	5/4/2020	3.00%	401(k) Roth 1-3/100% 4-5/50%	1,250	1,503	1,548	2,187	2,631	2,710	-	-	-
174	240116	CORP-Maint Services	Sr Automation & Controls Tech	5/11/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	2,192	2,226	2,292	3,837	3,895	4,011	195	195	195
175	240151	CORP-Cust Serv MECH	Compliance Analyst	5/18/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,378	1,440	1,483	2,412	2,520	2,596	-	-	-
176	242101	MCMR-Production	Maint Service Specialist	6/1/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	2,300	2,346	2,416	4,025	4,105	4,228	-	-	-
177	240103	CORP-Cust Relations	Compliance Analyst	6/1/2020	2.00%	401(k) Roth 1-3/100% 4-5/50%	999	1,035	1,066	2,622	2,717	2,799	-	-	-
178	240103	CORP-Cust Relations	Compliance Analyst	7/20/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,280	2,342	2,412	2,993	3,074	3,166	855	878	905
179	245401	SUSQ-Production	Plant Operator	9/14/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,566	1,637	1,686	2,741	2,864	2,950	-	-	-
180	247106	MILT-Field Services	Utility Person	10/19/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,691	1,745	1,797	2,960	3,054	3,145	-	-	-
181	242101	MCMR-Production	Maint Service Specialist	12/14/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	2,192	2,269	2,337	3,837	3,972	4,090	-	-	-
182	249106	WILK-Field Services	Construction Inspector	12/21/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,754	1,805	1,859	3,069	3,159	3,254	-	-	-
183	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	2/1/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	1,900	1,994	2,054	2,494	2,618	2,696	-	-	-
184	245506	BNGR-Field Services	Utility Person	2/22/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,130	2,226	2,292	2,795	2,921	3,008	-	-	-
185	240106	CORP-Field Services	Admin Support Rep (N)	3/8/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	1,670	1,721	1,771	2,192	2,258	2,325	-	-	-
186	246801	LEHP-Production	Utility Person	4/12/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,566	1,644	1,693	2,741	2,878	2,963	-	-	-
187	246801	LEHP-Production	Utility Person	4/12/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,088	2,192	2,258	2,741	2,878	2,963	-	-	-
188	246406	ROYF-Field Services	Utility Person	4/26/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,754	1,807	1,860	3,069	3,161	3,256	-	-	-
189	246201	HSHY-Production	Plant Operator	4/26/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,785	1,839	1,894	3,124	3,218	3,314	-	-	-
190	240114	CORP-Engineering	GIS Analyst	6/1/2021	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,004	2,088	2,151	2,631	2,741	2,823	75	78	81
191	246306	PENN/Wyom-Field Srvc	Utility Person	5/24/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,380	2,466	2,540	3,124	3,237	3,334	-	-	-
192	247206	PHBG-Field Services	Utility Person	7/6/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,422	2,495	2,569	3,179	3,274	3,372	-	-	-
193	245106	NORR-Field Services	Operations Specialist	7/6/2021	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,422	2,519	2,594	3,179	3,306	3,405	908	945	973
194	245906	GLEN-Field Services	Utility Person	7/12/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,339	2,407	2,479	3,069	3,159	3,254	-	-	-
195	246401	ROYF-Production	Plant Operator	7/19/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,879	1,934	1,992	3,289	3,385	3,486	-	-	-
196	241106	PITT-Field Services	Operations Specialist	9/7/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,288	2,403	2,475	3,004	3,154	3,248	-	-	-
197	249106	WILK-Field Services	Operations Specialist	9/7/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,906	1,959	2,017	3,336	3,428	3,530	-	-	-
198	245106	NORR-Field Services	Operations Specialist	10/18/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,879	1,879	1,935	3,289	3,289	3,386	-	-	-
199	245706	POCO-Field Services	Utility Person	10/18/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,213	2,213	2,279	2,905	2,905	2,992	-	-	-
200	246506	COAT-Field Services	Utility Person	11/8/2021			-	-	-	2,807	2,807	2,891	-	-	-
201	240116	CORP-Maint Services	Sr Automation & Controls Tech	11/22/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	2,819	2,819	2,903	4,933	4,933	5,080	-	-	-
202	240106	CORP-Field Services	Spec Bill/Pymt Collection (N)	11/8/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	1,900	1,900	1,957	2,494	2,494	2,568	-	-	-
203	246506	COAT-Field Services	Utility Person	11/9/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,139	2,139	2,202	2,807	2,807	2,891	-	-	-
204	240106	CORP-Field Services	Admin Support Rep (N)	11/22/2021			-	-	-	2,192	2,192	2,258	-	-	-
205	247106	MILT-Field Services	Utility Person	11/22/2021			-	-	-	3,015	3,015	3,104	-	-	-
206	240103	CORP-Cust Relations	Compliance Analyst	12/13/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	1,921	1,921	1,979	2,521	2,521	2,597	-	-	-
207	240121	CORP-Com Relations	Community Public Relations Rep	4/17/2017	3.00%	401(k) Match 1-3/100% 4-5/50%	336	353	363	588	617	636	-	-	-
208	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,762	2,844	-	3,874	3,989	-	-	-
209	240114	CORP-Engineering	GIS Analyst - To Be Filled	1/31/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,110	2,172	-	2,960	3,047	-	-	-
210	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,762	2,844	-	3,874	3,989	-	-	-
211	240114	CORP-Engineering	Capital Program Budget Assistant - To Be Filled	2/7/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,110	2,172	-	2,960	3,047	-	-	-
212	240114	CORP-Engineering	GIS Analyst - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,762	2,844	-	3,874	3,989	-	-	-
213	240106	CORP-Field Services	Operations Specialist - To Be Filled	1/31/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,344	2,414	-	3,289	3,386	-	-	-
214	247152	MILT-Prod Milton FP	Plant Operator - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,344	2,414	-	3,289	3,386	-	-	-
215	240151	CORP-Cust Serv MECH	Compliance Representative - To Be Filled	2/28/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	1,935	1,993	-	2,714	2,795	-	-	-
216	246152	MECH-Silver Springs	Sr Maint Service Specialist - To Be Filled	1/24/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,755	2,837	-	3,864	3,979	-	-	-
217	245306	ABNG-Field Services	Crew Leader - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,344	2,414	-	3,289	3,386	-	-	-
218	240106	CORP-Field Services	Spec Bill/Pymt Collection - To Be Filled	2/28/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,198	2,264	-	3,084	3,176	-	-	-
219	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,762	2,844	-	3,874	3,989	-	-	-
220	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,762	2,844	-	3,874	3,989	-	-	-
221	240114	CORP-Engineering	Business Operations Analyst - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,762	2,844	-	3,874	3,989	-	-	-
222	240306	CORPORATE - Field Services	Specialist Operations - To Be Filled	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	2,762	2,844	-	3,874	3,989	-	-	-
			Total Non-Collective Bargaining Unit Hourly				$390,561	$440,465	$453,586	$499,170	$568,014	$584,933	$30,929	$31,646	$32,329

Pennsylvania-American Water Company - Wastewater SSS General Operations
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 2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	2021 ESPP	2022 ESPP	2023 ESPP
Non-Collective Bargaining Unit Salary															
1	244701	CLRWW-Production	Sr Supvr Operations	12/8/1997	2.50%	401(k) Match 50% up to 5%	$2,075	$2,179	$2,244	$0	$0	$0	$249	$261	$269
2	246051	FRVWW-Production N	Sr Supvr Operations (50% allocated to York WW)	7/8/1999	4.00%	401(k) Match 1-3/100% 4-5/50%	3,280	1,706	1,756	4,305	2,239	2,305	-	-	-
3	246701	COWW-Production	Supvr Production	3/6/2000	2.50%	401(k) Match 50% up to 5%	2,201	2,245	2,312	-	-	-	1,321	1,347	1,387
4	246706	COWW-Field Services	Sr Supvr Operations	10/16/1995	2.50%	401(k) Match 50% up to 5%	2,260	2,330	2,399	-	-	-	271	280	288
5	241306	EXTRWW-Field Service	Supvr Field Operations (20% allocated to Upper Pottsgrove WW)	4/22/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,014	2,507	2,582	3,956	3,291	3,389	113	94	97
6	241301	EXTRWW-Production	Sr Supvr Operations	10/24/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,502	3,572	3,678	4,596	4,688	4,828	98	98	98
			Total Non-Collective Bargaining Unit Salary				$16,332	$14,538	$14,972	$12,857	$10,217	$10,522	$2,051	$2,080	$2,139
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%	$2,621	$2,698	$2,778	$3,440	$3,541	$3,646	$0	$0	$0
2	246701	COWW-Production	Plant Operator	1/21/1977			-	-	-	3,306	3,306	3,405	-	-	-
3	246706	COWW-Field Services	Utility Person	5/30/1995			-	-	-	3,173	3,267	3,364	-	-	-
4	246701	COWW-Production	Maintenance/Relief Operator	9/9/1996	4.00%	401(k) Match 1-3/100% 4-5/50%	2,759	2,839	2,923	3,621	3,726	3,837	-	-	-
5	246901	LPWW-Production	Lead Plant Operator	8/1/1983	2.50%	401(k) Match 50% up to 5%	1,714	1,764	1,817	-	-	-	-	-	-
6	245801	POWW-Production	Lead Plant Operator	9/23/1996	2.50%	401(k) Match 50% up to 5%	1,773	1,824	1,879	-	-	-	-	-	-
7	246706	COWW-Field Services	Crew Leader	11/10/2003			-	-	-	3,272	3,403	3,503	-	-	-
8	246901	LPWW-Production	Plant Operator	6/2/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,599	2,675	2,754	3,411	3,511	3,615	487	502	516
9	246701	COWW-Production	Maintenance/Relief Operator	7/21/2008	1.00%	401(k) Match 1-3/100% 4-5/50%	698	718	740	3,665	3,772	3,885	-	-	-
10	242601	CLYWW-Production	Lead Plant Operator	7/31/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,777	2,861	2,946	3,645	3,754	3,866	-	-	-
11	242601	CLYWW-Production	Plant Operator	7/31/2008			-	-	-	3,359	3,460	3,563	-	-	-
12	244701	CLRWW-Production	Lead Plant Operator	1/3/2011	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,723	2,805	2,888	3,574	3,681	3,791	1,021	1,052	1,083
13	245801	POWW-Production	Maintenance/Relief Operator	10/20/2014	4.00%	401(k) Match 1-3/100% 4-5/50%	2,417	2,488	2,562	3,172	3,266	3,363	-	-	-
14	246052	FRVWW-Production S	Wastewater Operator	8/9/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	3,015	3,103	3,195	3,957	4,072	4,194	78	78	78
15	246051	FRVWW-Production N	Wastewater Operator	9/2/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	2,353	2,445	2,517	3,088	3,209	3,304	-	-	-
16	246706	COWW-Field Services	Utility Person	3/14/2016	3.00%	401(k) Match 1-3/100% 4-5/50%	1,681	1,744	1,796	2,941	3,052	3,143	-	-	-
17	248701	Nw Cmbrnlnd WW Prod	Lead Plant Operator	5/4/1992	4.00%	401(k) Match 1-3/100% 4-5/50%	3,181	3,275	3,373	4,175	4,298	4,426	-	-	-
18	246901	LPWW-Production	Plant Operator	9/11/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,355	2,424	2,496	3,091	3,181	3,275	442	454	468
19	248706	Nw Cmbrlnd WW FS	Utility Person	12/4/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,088	2,088	2,151	2,741	2,741	2,823	273	273	273
20	248706	Nw Cmbrlnd WW FS	Utility Person	11/27/2017	4.00%	401(k) Match 1-3/100% 4-5/50%	2,088	2,182	2,248	2,741	2,864	2,950	234	234	234
21	248701	Nw Cmbrnlnd WW Prod	Utility Person	12/4/2017	3.50%	401(k) Match 1-3/100% 4-5/50%	1,827	1,910	1,967	2,741	2,864	2,950	-	-	-
22	246701	COWW-Production	Wastewater Operator	5/14/2018	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,455	2,531	2,607	3,223	3,323	3,421	-	-	-
23	246901	LPWW-Production	Relief Operator, Maintenance	7/23/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,234	2,324	2,393	2,932	3,050	3,141	-	-	-
24	246006	FRVWW-Field Services	Utility Person	10/15/2018	4.00%	401(k) Match 1-3/100% 4-5/50%	2,138	2,234	2,301	2,806	2,932	3,020	241	251	259
25	246706	COWW-Field Services	Utility Person	3/25/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,159	2,263	2,331	2,834	2,971	3,059	-	-	-
26	241301	EXTRWW-Production	Maint Service Specialist	5/6/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,982	3,041	3,132	3,913	3,991	4,111	112	114	117
27	241301	EXTRWW-Production	Wastewater Operator	10/24/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,830	2,913	3,000	3,715	3,824	3,938	212	218	225
28	241301	EXTRWW-Production	Wastewater Operator	11/11/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,483	2,556	2,632	3,259	3,354	3,454	-	-	-
29	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	11/18/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,824	1,690	1,740	3,192	2,957	3,045	-	-	-
30	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	11/18/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,432	2,253	2,320	3,192	2,957	3,045	-	-	-
31	241301	EXTRWW-Production	Wastewater Operator	12/2/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,339	2,424	2,496	3,070	3,181	3,275	439	454	468
32	244701	CLRWW-Production	Wastewater Operator	2/24/2020	4.00%	401(k) Roth 1-3/100% 4-5/50%	2,051	2,113	2,176	2,692	2,773	2,856	769	792	816
33	241301	EXTRWW-Production	Maint Service Specialist	3/9/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	2,300	2,346	2,416	4,025	4,105	4,228	-	-	-
34	241306	EXTRWW-Field Service	Utility Person (10% allocated to Upper Pottsgrove WW)	3/16/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,432	2,253	2,320	3,192	2,957	3,045	-	-	-
35	241301	EXTRWW-Production	Wastewater Operator	6/8/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,334	2,419	2,491	3,064	3,175	3,269	-	-	-
36	244701	CLRWW-Production	Wastewater Operator	10/12/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	2,004	2,065	2,126	2,631	2,710	2,791	376	387	399
37	245801	POWW-Production	Maintenance/Relief Operator	9/13/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,660	1,726	1,778	2,905	3,021	3,111	-	-	-
38	241306	EXTRWW-Field Service	Utility Person (75% allocated to Upper Pottsgrove WW)	10/25/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,879	470	484	3,289	822	847	-	-	-
39	246706	COWW-Field Services	Utility Person	11/8/2021			-	-	-	2,807	2,807	2,891	-	-	-
40	241306	EXTRWW-Field Service	Utility Person - To Be Filled (75% allocated to Upper Pottsgrove WW)	7/1/2022	3.74%	401(k) Match 1-3/100% 4-5/50%	-	586	603	-	822	847	-	-	-
			Total Non-Collective Bargaining Unit Hourly				$77,207	$78,047	$80,372	$119,855	$120,699	$124,295	$4,683	$4,811	$4,936

Pennsylvania-American Water Company - Royersford WW 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	2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	2021 ESPP	2022 ESPP	2023 ESPP
Non-Collective Bargaining Unit Salary															
1	241701	ROYFWW-Production	Supvr Production	9/18/2006	3.00%	401(k) Match 1-3/100% 4-5/50%	$2,550	$2,601	$2,678	$4,462	$4,551	$4,687	$0	$0	$0
		Total Non-Collective Bargaining Unit Salary					$2,550	$2,601	$2,678	$4,462	$4,551	$4,687	$0	$0	$0
Non-Collective Bargaining Unit Hourly															
1	241701	ROYFWW-Production	Plant Operator	7/30/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	$1,817	$1,871	$1,927	$3,179	$3,274	$3,372	$0	$0	$0
		Total Non-Collective Bargaining Unit Hourly					$1,817	$1,871	$1,927	$3,179	$3,274	$3,372	$0	$0	$0

Pennsylvania-American Water Company - Wastewater CSS 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	2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	2021 ESPP	2022 ESPP	2023 ESPP
Non-Collective Bargaining Unit Salary															
1	249206	Scrntn-WW-Fld Svc	Sr Supvr Operations	11/16/2000	0.50%	401(k) Match 50% up to 5%	$452	$465	$479	$0	$0	$0	$0	$0	$0
2	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	4/17/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,882	2,998	3,087	3,783	3,934	4,051	108	112	116
3	249200	Scranton WW-BS/OH	Mgr Opns	6/3/2002			-	-	-	5,775	6,034	6,215	-	-	-
4	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	9/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,877	2,993	3,082	3,777	3,928	4,045	-	-	-
5	249201	Scranton WW-Prod	Supvr Production	2/12/1990	4.00%	401(k) Match 1-3/100% 4-5/50%	3,208	3,286	3,384	4,210	4,312	4,441	-	-	-
6	241206	MCKEWW-Field Service	Supvr Field Operations	12/30/2008			-	-	-	4,164	4,288	4,416	-	-	-
7	241206	MCKEWW-Field Service	Supvr Field Operations	9/20/1982	4.00%	401(k) Match 1-3/100% 4-5/50%	3,335	3,600	3,707	4,377	4,725	4,866	-	-	-
8	241205	MCKEWW-Admin & Gen	Sr Supt Opns	10/6/2003	3.00%	401(k) Match 1-3/100% 4-5/50%	2,858	2,958	3,046	5,001	5,176	5,330	-	-	-
9	249206	Scrntn-WW-Fld Svc	Supvr Field Operations	3/25/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,920	3,004	3,094	3,833	3,943	4,061	195	195	195
10	249201	Scranton WW-Prod	Sr Supt Production	7/22/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	3,505	3,611	3,718	4,601	4,739	4,880	-	-	-
11	249201	Scranton WW-Prod	Supvr Production	10/19/2020	4.00%	401(k) Match 1-3/100% 4-5/50%	3,000	3,084	3,176	3,938	4,048	4,168	-	-	-
			Total Non-Collective Bargaining Unit Salary				$25,037	$25,998	$26,773	$43,457	$45,129	$46,473	$303	$307	$311
Collective Bargaining Unit															
1	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	4.00%	401(k) Match 1-3/100% 4-5/50%	$2,936	$3,022	$3,102	$3,853	$3,966	$4,071	$661	$680	$698
2	249201	Scranton WW-Prod	CSO/Compliance	2/1/1983			-	-	-	3,217	3,272	3,327	-	-	-
3	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	4.00%	401(k) Match 1-3/100% 4-5/50%	2,936	3,023	3,103	3,853	3,967	4,072	-	-	-
4	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	9/8/1987			-	-	-	3,217	3,272	3,327	-	-	-
5	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	3/19/1990			-	-	-	3,217	3,272	3,327	-	-	-
6	249201	Scranton WW-Prod	Plant Operator	11/9/1992			-	-	-	3,217	3,272	3,327	-	-	-
7	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997			-	-	-	3,217	3,272	3,327	-	-	-
8	241901	KANEWW-Production	Wastewater Treatment Operator	8/25/1997	3.00%	401(k) Roth 1-3/100% 4-5/50%	1,567	1,606	1,646	2,742	2,811	2,881	78	80	82
9	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	9/8/1997			-	-	-	3,485	3,540	3,594	-	-	-
10	241201	MCKEWW-Production	Turn Laborer UWUA 433	5/3/1999	4.00%	401(k) Match 1-3/100% 4-5/50%	2,619	2,696	2,768	3,438	3,539	3,633	196	202	208
11	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	4.00%	401(k) Match 1-3/100% 4-5/50%	2,950	3,036	3,117	3,872	3,985	4,091	1,106	1,138	1,169
12	241901	KANEWW-Production	Lead Wastewater Treatment Operator	4/2/2002	4.00%	401(k) Match 1-3/100% 4-5/50%	2,157	2,212	2,267	2,831	2,903	2,975	-	-	-
13	249201	Scranton WW-Prod	Plant Operator	11/19/2002			-	-	-	3,217	3,272	3,327	-	-	-
14	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,950	3,036	3,117	3,872	3,985	4,091	195	195	195
15	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	4.00%	401(k) Match 1-3/100% 4-5/50%	2,950	3,036	3,117	3,872	3,985	4,091	553	569	584
16	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005			-	-	-	3,217	3,272	3,327	-	-	-
17	249206	Scrntn-WW-Fld Svc	Camera Truck Operator	4/25/2005			-	-	-	3,217	3,272	3,327	-	-	-
18	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005			-	-	-	3,485	3,540	3,594	-	-	-
19	249206	Scrntn-WW-Fld Svc	Asst. Camera	4/25/2005			-	-	-	3,067	3,122	3,177	-	-	-
20	249201	Scranton WW-Prod	Plant Operator	4/25/2005			-	-	-	3,217	3,272	3,327	919	935	951
21	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005			-	-	-	3,067	3,122	3,177	-	-	-
22	249201	Scranton WW-Prod	Maintenance Relief Operator	7/11/2005			-	-	-	3,067	3,122	3,177	-	-	-
23	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	4.00%	401(k) Match 1-3/100% 4-5/50%	2,947	3,033	3,114	3,867	3,981	4,087	-	-	-
24	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	3/27/2006			-	-	-	3,485	3,540	3,594	-	-	-
25	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006			-	-	-	3,067	3,122	3,177	-	-	-
26	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006			-	-	-	3,067	3,122	3,177	-	-	-
27	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006			-	-	-	3,067	3,122	3,177	-	-	-
28	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006			-	-	-	3,217	3,272	3,327	-	-	-
29	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006			-	-	-	3,067	3,122	3,177	-	-	-
30	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/29/2006			-	-	-	3,067	3,122	3,177	-	-	-
31	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	4.00%	401(k) Match 1-3/100% 4-5/50%	2,763	2,846	2,923	3,626	3,736	3,837	207	213	219
32	249201	Scranton WW-Prod	Maintenance Relief Operator	8/13/2007			-	-	-	3,067	3,122	3,177	-	-	-
33	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007			-	-	-	3,485	3,540	3,594	-	-	-
34	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007			-	-	-	3,067	3,122	3,177	-	-	-
35	249201	Scranton WW-Prod	Maintenance Mechanic A	10/1/2007			-	-	-	3,217	3,272	3,327	919	935	951
36	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008			-	-	-	3,217	3,272	3,327	-	-	-
37	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/25/2008			-	-	-	3,217	3,272	3,080	-	-	-
38	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/5/2008	3.00%	401(k) Match 1-3/100% 4-5/50%	2,066	2,128	2,186	3,615	3,724	3,825	-	-	-
39	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,706	2,786	2,860	3,552	3,657	3,753	390	390	390
40	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008			-	-	-	3,067	3,122	3,177	-	-	-
41	249206	Scrntn-WW-Fld Svc	Equipment Operator B	7/28/2008			-	-	-	3,067	3,122	3,177	-	-	-
42	249201	Scranton WW-Prod	Maintenance Mechanic A	9/8/2008			-	-	-	3,217	3,272	3,327	184	187	190
43	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008			-	-	-	3,067	3,122	3,177	-	-	-
44	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008			-	-	-	3,067	3,122	3,177	-	-	-
45	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	4.00%	401(k) Match 1-3/100% 4-5/50%	2,947	3,033	3,114	3,867	3,981	4,087	-	-	-
46	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	2,577	2,654	2,726	3,383	3,484	3,578	483	498	511
47	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/17/2009			-	-	-	3,217	3,272	3,080	-	-	-
48	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	2/17/2009			-	-	-	3,067	3,122	3,177	-	-	-
49	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009			-	-	-	3,217	3,272	3,327	643	654	665
50	249201	Scranton WW-Prod	Plant Operator	5/26/2009			-	-	-	3,217	3,272	3,327	-	-	-
51	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009			-	-	-	3,217	3,272	3,327	-	-	-
52	249201	Scranton WW-Prod	Maintenance Relief Operator	5/26/2009			-	-	-	3,067	3,122	3,177	526	535	545
53	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	4.00%	401(k) Match 1-3/100% 4-5/50%	3,119	3,212	3,299	4,093	4,216	4,330	-	-	-
54	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	3.00%	401(k) Match 1-3/100% 4-5/50%	1,751	1,803	1,850	3,065	3,155	3,238	-	-	-
55	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,706	2,786	2,860	3,552	3,657	3,753	-	-	-

Pennsylvania-American Water Company - Wastewater CSS 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	2021 401k	2022 401k	2023 401k	Defined Contribution Plan 2021	Defined Contribution Plan 2022	Defined Contribution Plan 2023	2021 ESPP	2022 ESPP	2023 ESPP
56	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	4.00%	401(k) Match 1-3/100% 4-5/50%	2,458	2,531	2,600	3,226	3,323	3,412	-	-	-
57	241901	KANEWW-Production	Wastewater Treatment Operator	8/7/2010	4.00%	401(k) Roth 1-3/100% 4-5/50%	1,994	2,045	2,096	2,618	2,683	2,750	-	-	-
58	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011			-	-	-	3,067	3,122	3,177	-	-	-
59	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011			-	-	-	3,067	3,122	3,177	-	-	-
60	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,640	2,717	2,789	3,465	3,566	3,660	990	1,019	1,046
61	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,458	2,531	2,600	3,226	3,323	3,412	-	-	-
62	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,577	2,654	2,726	3,383	3,484	3,578	-	-	-
63	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,950	3,036	3,117	3,872	3,985	4,091	111	114	117
64	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	4.00%	401(k) Match 1-3/100% 4-5/50%	2,706	2,786	2,860	3,552	3,657	3,753	-	-	-
65	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	2,950	3,036	3,117	3,872	3,985	4,091	1,106	1,138	1,169
66	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	3.50%	401(k) Match 1-3/100% 4-5/50%	1,852	1,907	1,959	2,778	2,861	2,938	-	-	-
67	241201	MCKEWW-Production	Turn Laborer UWUA 433	4/30/2012	4.00%	401(k) Match 1-3/100% 4-5/50%	2,577	2,654	2,726	3,383	3,484	3,578	-	-	-
68	249201	Scranton WW-Prod	Maintenance Relief Operator	7/9/2012			-	-	-	3,067	3,122	3,177	-	-	-
69	249206	Scrntn-WW-Fld Svc	Equipment Operator A	7/9/2012			-	-	-	3,217	3,272	3,080	-	-	-
70	249201	Scranton WW-Prod	Inventory/Facility Grounds Keeper	7/9/2012			-	-	-	3,067	3,122	3,177	-	-	-
71	249201	Scranton WW-Prod	Fleet Maintenance Chief	3/11/2013			-	-	-	3,485	3,540	3,594	299	303	308
72	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013			-	-	-	3,067	3,122	3,177	-	-	-
73	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013			-	-	-	3,067	3,122	3,177	585	585	585
74	249201	Scranton WW-Prod	Master Electrician	10/20/2014			-	-	-	3,485	3,540	3,594	-	-	-
75	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016			-	-	-	3,067	3,122	3,177	-	-	-
76	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016			-	-	-	3,217	3,272	3,080	-	-	-
77	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/7/2016			-	-	-	3,067	3,122	3,177	-	-	-
78	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016			-	-	-	3,067	3,122	3,177	351	357	363
79	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017			-	-	-	3,485	3,540	3,594	-	-	-
80	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018	3.00%	401(k) Match 1-3/100% 4-5/50%	1,838	1,870	1,760	3,217	3,272	3,080	-	-	-
81	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	4.00%	401(k) Match 1-3/100% 4-5/50%	2,451	2,493	2,535	3,217	3,272	3,327	-	-	-
82	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/11/2019	3.00%	401(k) Match 1-3/100% 4-5/50%	1,838	1,870	1,760	3,217	3,272	3,080	460	467	440
83	249206	Scrntn-WW-Fld Svc	Equipment Operator A	10/26/2020	3.00%	401(k) Match 1-3/100% 4-5/50%	1,838	1,870	1,760	3,217	3,272	3,080	-	-	-
84	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/24/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	1,807	1,838	1,729	3,163	3,217	3,026	-	-	-
85	249201	Scranton WW-Prod	Maintenance Relief Operator	6/14/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	2,295	2,337	2,379	3,012	3,067	3,122	86	88	89
86	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	7/19/2021	3.00%	401(k) Match 1-3/100% 4-5/50%	2,234	2,301	2,363	3,910	4,027	4,136	-	-	-
87	241901	KANEWW-Production	Wastewater Treatment Operator	9/7/2021	4.00%	401(k) Match 1-3/100% 4-5/50%	1,644	1,693	1,744	2,157	2,222	2,289	-	-	-
88	249201	Scranton WW-Prod	Plant Operator	1/10/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,271	2,310	-	3,163	3,217	-	-	-
89	241201	MCKEWW-Production	Maintenance Mechanic	3/31/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,892	2,970	-	4,027	4,136	-	-	-
90	241201	MCKEWW-Production	General Laborer	1/3/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,054	2,110	-	2,861	2,938	-	-	-
91	241201	MCKEWW-Production	Turn Laborer - To Be Filled	7/1/2022	3.77%	401(k) Match 1-3/100% 4-5/50%	-	2,502	2,569	-	3,484	3,578	-	-	-
			Total Collective Bargaining Unit				$85,756	$97,839	$99,745	$284,859	$304,507	$308,801	$11,049	$11,284	$11,475
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%	$2,415	$2,506	$2,581	$3,169	$3,290	$3,387	$0	$0	$0
2	249200	Scranton WW-BS/OH	Admin Asst - Staff Supp (N)	9/4/2007	4.00%	401(k) Match 1-3/100% 4-5/50%	2,065	2,147	2,212	2,710	2,818	2,903	-	-	-
			Total Non-Collective Bargaining Unit Hourly				$4,479	$4,654	$4,792	$5,879	$6,108	$6,290	$0	$0	$0

Other Post-Employment Benefits (OPEB) and Retiree Medical

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

	2021 Per Books	Adjustment	2021 Pro forma Expense
Pro Forma OPEB Cost - Service Costs	$751,561	($343,701)	$407,860
Retiree Medical VEBA	216,716		216,716
Subtotal	968,278	(343,701)	624,576
Capitalization Rate			38.82%
Pro Forma OPEB Cost - Service Costs and Retiree Medical VEBA Capitalized	(404,323)	161,862	(242,461)
Pro Forma OPEB Cost - Non-Service Costs	(9,521,856)	6,166,005	(3,355,851)
OPEB Cost - ASC 715 (FAS 106) and Retiree VEBA Medical	(8,957,901)	5,984,166	(2,973,735)
Total 2021 Pro forma OPEB Expense Adjustment			$5,984,166

	2021 Pro forma Expense	Adjustment	2022 Pro forma Expense
Pro Forma OPEB Cost - Service Costs	$407,860	($37,177)	$370,683
Retiree Medical VEBA	216,716	2,284	219,000
Subtotal	624,576	(34,893)	589,683
Capitalization Rate	38.82%		38.82%
Pro Forma OPEB Cost - Service Costs Capitalized	(242,461)	13,546	(228,915)
Pro Forma OPEB Cost - Non-Service Costs	(3,355,851)	(188,185)	(3,544,036)
OPEB Cost - ASC 715 (FAS 106) and Retiree VEBA Medical	(2,973,735)	(209,533)	(3,183,268)
Total 2022 Pro forma OPEB Expense Adjustment			($209,533)

	2022 Pro forma Expense	Adjustment	2023 Pro forma Expense
Pro Forma OPEB Cost - Service Costs	$370,683	$233,037	$603,720
Retiree Medical VEBA	219,000	-	219,000
Subtotal	589,683	233,037	822,720
Capitalization Rate	38.82%		38.82%
Pro Forma OPEB Cost - Service Costs Capitalized	(228,915)	(90,465)	(319,380)
Pro Forma OPEB Cost - Non-Service Costs	(3,544,036)	(3,607,724)	(7,151,760)
OPEB Cost - ASC 715 (FAS 106) and Retiree VEBA Medical	(3,183,268)	(3,465,152)	(6,648,420)
Total 2023 Pro forma OPEB Expense Adjustment			($3,465,152)

American Water
Allocation of 2021 Post-Retirement Welfare Cost
Not Reflecting Purchase Accounting
Based on census data collected as of July 1, 2020

		GAAP						Union Medical			Non-Union Medical		Life Insurance VEBA		Pro Forma	
Company Code		Allocation Count	FAS 106 Cost Allocation % [A]	Expense Allocation	Retiree Contribution Allocation	Service Cost Allocation		Expense Allocation	Service Cost Allocation		Expense Allocation	Service Cost Allocation	Expense Allocation	Service Cost Allocation	Expense Allocation	Service Cost Allocation
[redacted]																
PENNSYLVANIA - AM	1024	1,624	23.06%	(8,521,359)	(543,762)	1,000,496	25.38%	(5,573,366)	593,057		(2,543,871)	249,802	(404,120)	158,058	(2,947,991)	407,860
[redacted]																
TOTAL		7,048	100.00%	(36,952,992)	(2,358,030)	3,943,714	100.00%	(24,168,986)	2,336,701	-26505687	(11,031,523)	984,249	(1,752,483)	622,764	(12,784,005)	1,607,012

American Water
Allocation of 2022 Post-Retirement Welfare Cost
Not Reflecting Purchase Accounting
Based on census data collected as of July 1, 2021

Company Code		Allocation Count	FAS 106 Cost Allocation % [A]	Expense Allocation	Retiree Contribution Allocation	Service Cost Allocation		Union Medical Expense Allocation	Union Medical Service Cost Allocation	Non-Union Medical Expense Allocation	Non-Union Medical Service Cost Allocation	Life Insurance VEBA Expense Allocation	Life Insurance VEBA Service Cost Allocation	Pro Forma Expense Allocation	Pro Forma Service Cost Allocation
[redacted]															
[redacted]															
[redacted]															
[redacted]															
PENNSYLVANIA - AM	1024	1,556	23.22%	(8,652,314)	(758,857)	858,302	27.09%	(5,478,958)	487,446	(2,713,289)	214,516	(460,064)	156,167	(3,173,353)	370,683
[redacted]															
TOTAL		6,711	100.00%	(37,262,321)	(3,268,122)	3,167,700	100.00%	(23,595,859)	1,799,358	(11,685,137)	791,866	(1,981,325)	576,476	(13,666,462)	1,368,340

American Water
Allocation of 2023 Post-Retirement Welfare Cost
Reflecting Purchase Accounting
Based on census data collected as of July 1, 2021

	Company Code	Allocation Count	FAS 106 Cost Allocation % [(A)]	2023 Service Cost	2023 Non-Service Cost	2023 Total Cost
[redacted]						
PENNSYLVANIA - AM	1024	1,556	23.22%	603,720	(7,151,760)	(6,548,040)
[redacted]						
TOTAL		6,711	100.00%	$2,600,000	($30,800,000)	($28,200,000)

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

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
Collective Bargaining Unit					
1	249103	WILK-Cust Service	Serviceperson U648S	10/18/1999	$600
2	249106	WILK-Field Services	M/C Utility Person U648S	8/25/2003	600
3	244506	WARR-Field Services	Plant Operator/Utilityperson U5370	1/4/2006	600
4	241106	PITT-Field Services	Backhoe Operator U537P	1/9/2006	600
5	242106	MCMR-Field Services	Utility Person U537O	1/10/2006	600
6	241106	PITT-Field Services	Compressor Operator U537P	3/1/2006	600
7	241103	PITT-Cust Service	Meter Serviceman U537P	3/20/2006	600
8	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	600
9	249106	WILK-Field Services	M/C Utility Person U648S	3/27/2006	600
10	241106	PITT-Field Services	Utility Person U537P	4/3/2006	600
11	241106	PITT-Field Services	Dump Truck Driver U537P	4/17/2006	600
12	242306	UNTN-Field Services	UTILITY PERSON NRW	4/24/2006	600
13	242206	MONVA-Field Services	UTILITY PERSON NRW	5/1/2006	600
14	242206	MONVA-Field Services	Utility Person U537O	5/2/2006	600
15	249106	WILK-Field Services	M/C Utility Person U648S	5/8/2006	600
16	249106	WILK-Field Services	M/C Crew Leader U648S	5/8/2006	600
17	241106	PITT-Field Services	Utility Person U537P	5/10/2006	600
18	241106	PITT-Field Services	Service Crew Driver U537P	5/17/2006	600
19	249106	WILK-Field Services	M/C Technician U648S	5/22/2006	600
20	245201	YARD-Production	Plant Foreperson F473Y	5/22/2006	600
21	242101	MCMR-Production	Operator/Maint Man/Person U537O	5/23/2006	600
22	241151	PITT-Production Haye	Maint & Relief U537P	5/30/2006	600
23	249103	WILK-Cust Service	Serviceperson U648S	5/30/2006	600
24	244406	KITT-Field Services	Utility Person U537O	6/2/2006	600
25	245103	NORR-Cust Service	Serviceperson F473N	6/19/2006	600
26	241103	PITT-Cust Service	Meter Serviceman U537P	6/26/2006	600
27	249106	WILK-Field Services	M/C Crew Leader U648S	6/26/2006	600
28	249151	WILK-Brownell	Maintenance/Relief Operator U648S	7/5/2006	600
29	243306	BUTL-Field Services	Utility Person U537O	7/10/2006	600
30	241106	PITT-Field Services	Utility Person U537P	7/17/2006	600
31	244103	INDI-Cust Service	Utility Person U537O	7/24/2006	600
32	243306	BUTL-Field Services	Utility Person U537O	11/13/2006	600
33	246106	MECH-Field Services	Utility Person U648R	11/13/2006	600
34	249152	WILK-Ceasetown	Plant Operator U648S	1/22/2007	600
35	241106	PITT-Field Services	Utility Person U537P	3/5/2007	600
36	241106	PITT-Field Services	Utility Person U537P	3/5/2007	600
37	242103	MCMR-Cust Service	Meter Repairer U537O	3/26/2007	600
38	243301	BUTL-Production	Helper/Relief Operator U537O	4/16/2007	600
39	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	600
40	249106	WILK-Field Services	M/C Utility Person U648S	6/4/2007	600
41	249106	WILK-Field Services	Regulation Utility Person U648S	6/11/2007	600
42	249106	WILK-Field Services	Regulation Crew Leader U648S	6/25/2007	600
43	249106	WILK-Field Services	M/C Crew Leader U648S	6/25/2007	600
44	249106	WILK-Field Services	M/C Technician U648S	7/2/2007	600
45	246106	MECH-Field Services	Utility Person U648R	7/9/2007	600
46	246103	MECH-Cust Service	Serviceperson U648R	7/11/2007	600
47	246103	MECH-Cust Service	Meter Reader U648R	7/13/2007	600
48	249106	WILK-Field Services	M/C Crew Leader U648S	7/16/2007	600
49	249106	WILK-Field Services	Leak Detection Specialist U648S	7/16/2007	600
50	241106	PITT-Field Services	Utility Person U537P	7/23/2007	600
51	241106	PITT-Field Services	Utility Person B U537P	7/24/2007	600
52	245103	NORR-Cust Service	Serviceperson F473N	7/30/2007	600
53	245106	NORR-Field Services	Utility Person A F473N	8/6/2007	600
54	244101	INDI-Production	Operator U537O	8/13/2007	600
55	249106	WILK-Field Services	M/C Utility Person U648S	8/20/2007	600
56	241106	PITT-Field Services	Backhoe Operator U537P	8/28/2007	600
57	249106	WILK-Field Services	Leak Detection Specialist U648S	9/4/2007	600
58	249152	WILK-Ceasetown	Plant Operator U648S	9/4/2007	600
59	242306	UNTN-Field Services	Subforeman U537O	9/4/2007	600
60	242506	BRWN-Field Services	Utility Person U537BV	9/5/2007	600

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

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
61	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	10/1/2007	600
62	245201	YARD-Production	Plant Operator F473Y	10/8/2007	600
63	241106	PITT-Field Services	Utility Person U537P	10/22/2007	600
64	249106	WILK-Field Services	M/C Utility Person U648S	10/22/2007	600
65	242206	MONVA-Field Services	Utility Person U537O	11/5/2007	600
66	249106	WILK-Field Services	M/C Utility Person U648S	11/26/2007	600
67	241106	PITT-Field Services	Backhoe Operator U537P	12/10/2007	600
68	249103	WILK-Cust Service	Serviceperson U648S	4/14/2008	600
69	243106	NEWC-Field Services	Utility Person U537O	4/28/2008	600
70	246151	MECH-ProdWestShore	Plant Operator U648R	5/12/2008	600
71	243306	BUTL-Field Services	Utility Person U537O	6/2/2008	600
72	249106	WILK-Field Services	M/C Utility Person U648S	7/14/2008	600
73	249160	WILK-Watres	Maintenance/Relief Operator U648S	7/22/2008	600
74	241106	PITT-Field Services	Fire Hydrant Inspector U537P	7/28/2008	600
75	245106	NORR-Field Services	Utility Person A F473N	7/28/2008	600
76	241106	PITT-Field Services	Utility Person U537P	8/4/2008	600
77	242105	MCMR-Admin & Gen	Distribution Records Clerk U537O	8/18/2008	600
78	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	11/10/2008	600
79	241106	PITT-Field Services	Compressor Operator U537P	11/11/2008	600
80	241151	PITT-Production Haye	Maint & Relief U537P	11/13/2008	600
81	241106	PITT-Field Services	Dump Truck Driver U537P	11/17/2008	600
82	241106	PITT-Field Services	Compressor Operator U537P	11/18/2008	600
83	243306	BUTL-Field Services	Meter Reader U537O	11/18/2008	600
84	242106	MCMR-Field Services	Utility Person U537O	1/5/2009	600
85	242206	MONVA-Field Services	Subforeman U537O	3/9/2009	600
86	242306	UNTN-Field Services	Meter Reader U537O	3/30/2009	600
87	242306	UNTN-Field Services	Subforeman U537O	4/13/2009	600
88	249151	WILK-Brownell	Maintenance/Relief Operator U648S	5/4/2009	600
89	245106	NORR-Field Services	Utility Person B F473N	6/30/2009	600
90	241106	PITT-Field Services	Service Crew Driver U537P	6/30/2009	600
91	242106	MCMR-Field Services	Utility Person U537O	7/6/2009	600
92	242106	MCMR-Field Services	Utility Person U537O	7/8/2009	600
93	242106	MCMR-Field Services	Pipeline Inspector U537O	7/13/2009	600
94	242106	MCMR-Field Services	Utility Person U537O	7/20/2009	600
95	242106	MCMR-Field Services	Distribution Systems Records Clerk U537O	7/21/2009	600
96	241103	PITT-Cust Service	Meter Serviceman U537P	7/27/2009	600
97	244306	CLAR-Field Services	Subforeman U537O	8/3/2009	600
98	242106	MCMR-Field Services	Utility Person U537O	8/17/2009	600
99	244406	KITT-Field Services	Utility Person U537O	8/18/2009	600
100	242306	UNTN-Field Services	Utility Person U537O	9/14/2009	600
101	242306	UNTN-Field Services	Utility Person U537O	9/29/2009	600
102	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	600
103	243306	BUTL-Field Services	Utility Person U537O	10/28/2009	600
104	242106	MCMR-Field Services	Utility Person U537O	11/2/2009	600
105	241152	PITT-Production Aldr	Maint & Relief U537P	11/9/2009	600
106	249151	WILK-Brownell	Plant Operator U648S	2/22/2010	600
107	241106	PITT-Field Services	Compressor Operator U537P	2/23/2010	600
108	241103	PITT-Cust Service	Meter Serviceman U537P	3/23/2010	600
109	249106	WILK-Field Services	M/C Technician U648S	3/29/2010	600
110	243152	NEWC-Ellwood	Operator U537O	5/10/2010	600
111	245101	NORR-Production	Plant Operator F473N	6/21/2010	600
112	242103	MCMR-Cust Service	General Serviceman/Person U537O	10/12/2010	600
113	241151	PITT-Production Haye	Maint & Relief U537P	11/1/2010	600
114	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	11/8/2010	600
115	242206	MONVA-Field Services	Utility Person U537O	11/9/2010	600
116	241106	PITT-Field Services	Shop Clerk U537P	11/11/2010	600
117	241103	PITT-Cust Service	Meter Reader U537P	11/15/2010	600
118	241106	PITT-Field Services	Compressor Operator U537P	11/15/2010	600
119	244103	INDI-Cust Service	Utility Person U537O	11/22/2010	600
120	243106	NEWC-Field Services	Utility Person U537O	12/27/2010	600

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

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
121	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	1/3/2011	600
122	241103	PITT-Cust Service	Meter Serviceman U537P	1/3/2011	600
123	243151	NEWC-New Castle	Maintenance Person U537O	1/10/2011	600
124	240117	CORP-Water Quality	Lab Tech/IPP Compliance	1/31/2011	600
125	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	3/14/2011	600
126	241152	PITT-Production Aldr	Operator U537P	3/14/2011	600
127	244206	PUNX-Field Services	Utility Person U537O	3/14/2011	600
128	241151	PITT-Production Haye	Maint & Relief U537P	5/23/2011	600
129	243306	BUTL-Field Services	Utility Person U537O	5/24/2011	600
130	246103	MECH-Cust Service	Serviceperson U648R	8/22/2011	600
131	242106	MCMR-Field Services	Utility Person U537O	8/24/2011	600
132	242206	MONVA-Field Services	Utility Person U537O	8/29/2011	600
133	242103	MCMR-Cust Service	Meter Reader U537O	9/6/2011	600
134	242106	MCMR-Field Services	Utility Person U537O	9/7/2011	600
135	241152	PITT-Production Aldr	Maint & Relief U537P	9/12/2011	600
136	243106	NEWC-Field Services	Utility Person U537O	9/26/2011	600
137	242203	MONVAL-Cust Service	Distribution Systems Records Clerk U537O	10/3/2011	600
138	241151	PITT-Production Haye	Maint & Relief U537P	10/4/2011	600
139	244306	CLAR-Field Services	Utility Person U537O	10/11/2011	600
140	244103	INDI-Cust Service	Utility Person U537O	10/17/2011	600
141	242106	MCMR-Field Services	Utility Person U537O	11/7/2011	600
142	241106	PITT-Field Services	Utility Person U537P	12/5/2011	600
143	249103	WILK-Cust Service	Serviceperson U648S	7/3/2012	600
144	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/9/2012	600
145	243306	BUTL-Field Services	Utility Person U537O	10/30/2012	600
146	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	2/4/2013	600
147	242105	MCMR-Admin & Gen	Utility Clerk U537O	3/18/2013	600
148	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	4/1/2013	600
149	242501	BRWN-Production	Operator/Maint Man/Person U537BV	4/15/2013	600
150	242106	MCMR-Field Services	Utility Person U537O	4/30/2013	600
151	242106	MCMR-Field Services	Subforeman U537O	5/1/2013	600
152	244101	INDI-Production	Operator U537O	5/13/2013	600
153	244306	CLAR-Field Services	Utility Person U537O	5/15/2013	600
154	241106	PITT-Field Services	Service Crew Driver U537P	5/20/2013	600
155	244606	KANE-Field Services	Utility Person U537O	5/28/2013	600
156	244406	KITT-Field Services	Distribution System Serviceperson U537O	5/28/2013	600
157	240306	CORP-Field Service	Pipeline Inspector U537P	6/3/2013	600
158	242106	MCMR-Field Services	Utility Person U537O	6/3/2013	600
159	241106	PITT-Field Services	Dump Truck Driver U537P	6/11/2013	600
160	249106	WILK-Field Services	M/C Utility Person U648S	6/24/2013	600
161	244506	WARR-Field Services	Subforeman U537O	6/26/2013	600
162	249106	WILK-Field Services	M/C Crew Leader U648S	7/1/2013	600
163	249103	WILK-Cust Service	Meter Repair Person U537P, U648S	7/29/2013	600
164	249106	WILK-Field Services	M/C Utility Person U648S	8/5/2013	600
165	241106	PITT-Field Services	Compressor Operator U537P	8/6/2013	600
166	249103	WILK-Cust Service	Serviceperson U648S	8/6/2013	600
167	249103	WILK-Cust Service	Serviceperson U648S	9/30/2013	600
168	249106	WILK-Field Services	M/C Utility Person U648S	10/17/2013	600
169	242105	MCMR-Admin & Gen	Materials Clerk U537O	2/3/2014	600
170	245101	NORR-Production	Plant Operator F473N	3/17/2014	600
171	241151	PITT-Production Haye	Operator U537P	4/28/2014	600
172	241152	PITT-Production Aldr	Maint & Relief U537P	6/2/2014	600
173	244201	PUNX-Production	Operator/Maint Man/Person U537O	6/23/2014	600
174	241103	PITT-Cust Service	Meter Serviceman U537P	10/14/2014	600
175	241103	PITT-Cust Service	Meter Reader U537P	10/15/2014	600
176	244506	WARR-Field Services	Utility Person U537O	10/28/2014	600
177	241103	PITT-Cust Service	Meter Serviceman U537P	11/25/2014	600
178	241103	PITT-Cust Service	Meter Serviceman U537P	12/8/2014	600
179	241106	PITT-Field Services	Utility Person U537P	12/9/2014	600
180	242306	UNTN-Field Services	Utility Person U537O	12/10/2014	600

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

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
181	241106	PITT-Field Services	Utility Person U537P	12/15/2014	600
182	241106	PITT-Field Services	Utility Person U537P	12/16/2014	600
183	243151	NEWC-New Castle	Operator U537O	11/16/2015	600
184	241151	PITT-Production Haye	Operator U537P	11/16/2015	600
185	249106	WILK-Field Services	M/C Crew Leader U648S	11/17/2015	600
186	249151	WILK-Brownell	Maintenance/Relief Operator U648S	11/18/2015	600
187	241106	PITT-Field Services	Compressor Operator U537P	12/21/2015	600
188	241103	PITT-Cust Service	Meter Serviceman U537P	12/21/2015	600
189	241106	PITT-Field Services	Auto Mechanic U537P	2/8/2016	600
190	244606	KANE-Field Services	Subforeman U537O	2/15/2016	600
191	249103	WILK-Cust Service	Serviceperson U648S	2/15/2016	600
192	242103	MCMR-Cust Service	Meter Reader U537O	2/18/2016	600
193	242206	MONVA-Field Services	Subforeman U537O	3/1/2016	600
194	249106	WILK-Field Services	M/C Crew Leader U648S	3/15/2016	600
195	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	3/22/2016	600
196	242303	UNTN-Cust Service	Distribution System Serviceperson U537O	3/28/2016	600
197	241106	PITT-Field Services	Fire Hydrant Inspector U537P	4/12/2016	600
198	241106	PITT-Field Services	Service Crew Driver U537P	4/13/2016	600
199	249106	WILK-Field Services	M/C Utility Person U648S	4/19/2016	600
200	241106	PITT-Field Services	Service Crew Driver U537P	4/25/2016	600
201	243301	BUTL-Production	Helper/Relief Operator U537O	5/16/2016	600
202	245106	NORR-Field Services	Utility Person A F473N	6/6/2016	600
203	243151	NEWC-New Castle	Operator U537O	8/8/2016	600
204	246106	MECH-Field Services	Utility Person U648R	10/24/2016	600
205	241103	PITT-Cust Service	Meter Serviceman U537P	1/30/2017	600
206	241152	PITT-Production Aldr	Maint & Relief U537P	2/6/2017	600
207	243151	NEWC-New Castle	Helper/Relief Operator U537O	2/20/2017	600
208	249160	WILK-Watres	Maintenance/Relief Operator U648S	4/3/2017	600
209	242206	MONVA-Field Services	Utility Person U537O	4/24/2017	600
210	249158	WILK-Lake Scranton	Maintenance/Relief Operator U648S	4/24/2017	600
211	249106	WILK-Field Services	M/C Crew Leader U648S	5/22/2017	600
212	249106	WILK-Field Services	M/C Technician U648S	6/19/2017	600
213	245201	YARD-Production	Plant Operator F473Y	6/19/2017	600
214	240117	CORP-Water Quality	Laboratory Technician IBOT_229	7/17/2017	600
215	243151	NEWC-New Castle	Asst Maintenance Person U537O	7/31/2017	600
216	246152	MECH-Silver Springs	Plant Operator U648R	9/11/2017	600
217	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	9/25/2017	600
218	244601	KANE-Production	Operator U537O	11/6/2017	600
219	249159	WILK-Nesbitt	Plant Operator U648S	11/28/2017	600
220	249159	WILK-Nesbitt	Plant Operator U648S	12/4/2017	600
221	243152	NEWC-Ellwood	Operator U537O	1/2/2018	600
222	241106	PITT-Field Services	Garage Attendant	1/8/2018	600
223	241151	PITT-Production Haye	Maint & Relief U537P	1/29/2018	600
224	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	1/30/2018	600
225	241151	PITT-Production Haye	Operator U537P	1/31/2018	600
226	243106	NEWC-Field Services	Utility Person U537O	2/5/2018	600
227	242506	BRWN-Field Services	Utility Person U537BV	2/12/2018	600
228	241106	PITT-Field Services	Compressor Operator U537P	2/27/2018	600
229	241106	PITT-Field Services	Utility Person B U537P	2/27/2018	600
230	245206	YARD-Field Services	Utility A F473Y	3/26/2018	600
231	246151	MECH-ProdWestShore	Plant Operator U648R	4/2/2018	600
232	249106	WILK-Field Services	Regulation Utility Person U648S	4/23/2018	600
233	249160	WILK-Watres	Plant Operator U648S	4/30/2018	600
234	243106	NEWC-Field Services	Utility Person U537O	4/30/2018	600
235	249106	WILK-Field Services	Line Location Specialist U648S	5/1/2018	600
236	246106	MECH-Field Services	Utility Person U648R	5/14/2018	600
237	249106	WILK-Field Services	M/C Crew Leader U648S	5/29/2018	600
238	249106	WILK-Field Services	M/C Crew Leader U648S	6/4/2018	600
239	249106	WILK-Field Services	Regulation Crew Leader U648S	6/5/2018	600
240	243106	NEWC-Field Services	Utility Person U537O	7/2/2018	600

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

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
241	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/3/2018	600
242	249103	WILK-Cust Service	Serviceperson U648S	7/9/2018	600
243	243103	NEWC-Cust Service	Distribution System Serviceperson U537O	7/9/2018	600
244	241106	PITT-Field Services	Compressor Operator U537P	7/10/2018	600
245	244301	CLAR-Production	Maintenance Person U537O	7/16/2018	600
246	241152	PITT-Production Aldr	Asst Operator/Maintenance U537P	7/23/2018	600
247	240306	CORP-Field Service	Pipeline Inspector U537P	7/24/2018	600
248	242306	UNTN-Field Services	Utility Person U537O	7/30/2018	600
249	246103	MECH-Cust Service	Serviceperson U648R	8/7/2018	600
250	241106	PITT-Field Services	Compressor Operator U537P	8/27/2018	600
251	241103	PITT-Cust Service	Meter Serviceman U537P	8/29/2018	600
252	241103	PITT-Cust Service	Meter Serviceman U537P	9/4/2018	600
253	243106	NEWC-Field Services	Utility Person U537O	10/15/2018	600
254	243301	BUTL-Production	Operator U537O	10/22/2018	600
255	242106	MCMR-Field Services	Utility Person U537O	10/22/2018	600
256	242206	MONVA-Field Services	Utility Person U537O	10/29/2018	600
257	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	11/5/2018	600
258	249106	WILK-Field Services	M/C Crew Leader U648S	1/14/2019	600
259	249106	WILK-Field Services	M/C Crew Leader U648S	1/28/2019	600
260	249106	WILK-Field Services	Line Location Specialist U648S	2/11/2019	600
261	249152	WILK-Ceasetown	Plant Operator U648S	2/11/2019	600
262	249106	WILK-Field Services	M/C Crew Leader U648S	2/11/2019	600
263	249106	WILK-Field Services	M/C Utility Person U648S	3/12/2019	600
264	249106	WILK-Field Services	M/C Crew Leader U648S	3/13/2019	600
265	249106	WILK-Field Services	M/C Technician U648S	3/18/2019	600
266	249152	WILK-Ceasetown	Plant Operator U648S	6/3/2019	600
267	249106	WILK-Field Services	M/C Technician U648S	7/8/2019	600
268	242106	MCMR-Field Services	Utility Person U537O	7/8/2019	600
269	242106	MCMR-Field Services	Utility Person U537O	7/9/2019	600
270	249159	WILK-Nesbitt	Plant Operator U648S	7/29/2019	600
271	242206	MONVA-Field Services	Utility Person U537O	7/29/2019	600
272	241106	PITT-Field Services	Service Crew Driver U537P	7/30/2019	600
273	249151	WILK-Brownell	Plant Operator U648S	7/30/2019	600
274	249160	WILK-Watres	Plant Operator U648S	7/31/2019	600
275	242106	MCMR-Field Services	Utility Person U537O	8/5/2019	600
276	243301	BUTL-Production	Helper/Relief Operator U537O	8/5/2019	600
277	249106	WILK-Field Services	M/C Crew Leader U648S	8/6/2019	600
278	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	8/12/2019	600
279	241106	PITT-Field Services	Backhoe Operator U537P	8/12/2019	600
280	244601	KANE-Production	Operator U537O	9/9/2019	600
281	243151	NEWC-New Castle	Operator U537O	9/23/2019	600
282	243301	BUTL-Production	Operator U537O	9/23/2019	600
283	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	10/7/2019	600
284	242106	MCMR-Field Services	Backhoe Operator U537O	10/21/2019	600
285	249159	WILK-Nesbitt	Plant Operator U648S	11/25/2019	600
286	246152	MECH-Silver Springs	Plant Operator U648R	2/10/2020	600
287	249103	WILK-Cust Service	Serviceperson U648S	3/2/2020	600
288	244301	CLAR-Production	Operator/Relief Operator U537O	3/2/2020	600
289	242106	MCMR-Field Services	Utility Person U537O	3/17/2020	600
290	249158	WILK-Lake Scranton	Plant Operator U648S	4/13/2020	600
291	244301	CLAR-Production	Operator U537O	4/27/2020	600
292	249106	WILK-Field Services	M/C Utility Person U648S	4/27/2020	600
293	241106	PITT-Field Services	Service Crew Driver U537P	4/27/2020	600
294	242106	MCMR-Field Services	Utility Person U537O	5/11/2020	600
295	240117	CORP-Water Quality	Lab Tech I UWUA 433	5/18/2020	600
296	242203	MONVAL-Cust Service	Distribution System Serviceperson U537O	6/8/2020	600
297	240117	CORP-Water Quality	Lab Tech/IPP Compliance	7/6/2020	600
298	249103	WILK-Cust Service	Serviceperson U648S	7/13/2020	600
299	245206	YARD-Field Services	Utility B F473Y	7/13/2020	600
300	241106	PITT-Field Services	Shop Clerk U537P	7/27/2020	600

Pennsylvania-American Water Company - Water Operations
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Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
301	249158	WILK-Lake Scranton	Plant Operator U648S	8/24/2020	600
302	241106	PITT-Field Services	Compressor Operator U537P	10/26/2020	600
303	249106	WILK-Field Services	M/C Crew Leader U648S	12/14/2020	600
304	249160	WILK-Watres	Plant Operator U648S	12/15/2020	600
305	249160	WILK-Watres	Plant Operator U648S	12/21/2020	600
306	245201	YARD-Production	Plant Operator F473Y	1/19/2021	600
307	246152	MECH-Silver Springs	Plant Operator U648R	2/1/2021	600
308	249106	WILK-Field Services	M/C Crew Leader U648S	3/1/2021	600
309	246152	MECH-Silver Springs	Plant Operator U648R	3/8/2021	600
310	245206	YARD-Field Services	Utility B F473Y	3/15/2021	600
311	244101	INDI-Production	Operator U537O	3/22/2021	600
312	241106	PITT-Field Services	Utility Person B U537P	3/29/2021	600
313	242103	MCMR-Cust Service	Distribution System Serviceperson U537O	4/5/2021	600
314	245106	NORR-Field Services	Utility Person B F473N	4/13/2021	600
315	243152	NEWC-Ellwood	Operator U537O	4/26/2021	600
316	249106	WILK-Field Services	M/C Crew Leader U648S	4/26/2021	600
317	249106	WILK-Field Services	M/C Utility Person U648S	5/3/2021	600
318	242106	MCMR-Field Services	Utility Person U537O	5/3/2021	600
319	243106	NEWC-Field Services	Utility Person U537O	5/4/2021	600
320	242306	UNTN-Field Services	Utility Person U537O	5/17/2021	600
321	241151	PITT-Production Haye	Operator U537P	5/24/2021	600
322	241106	PITT-Field Services	Utility Person B U537P	5/24/2021	600
323	243106	NEWC-Field Services	Utility Person U537O	5/24/2021	600
324	241106	PITT-Field Services	Utility Person B U537P	5/25/2021	600
325	249103	WILK-Cust Service	Serviceperson U648S	6/1/2021	600
326	249103	WILK-Cust Service	Serviceperson U648S	6/7/2021	600
327	244101	INDI-Production	Helper/Relief Operator U537O	6/7/2021	600
328	249106	WILK-Field Services	M/C Technician U648S	6/8/2021	600
329	243306	BUTL-Field Services	Distribution System Serviceperson U537O	6/14/2021	600
330	245106	NORR-Field Services	Utility Person A F473N	7/8/2021	600
331	243152	NEWC-Ellwood	Helper/Relief Operator U537O	8/2/2021	600
332	245101	NORR-Production	Maint&Relief F473N	8/2/2021	600
333	249158	WILK-Lake Scranton	Plant Operator U648S	8/16/2021	600
334	244506	WARR-Field Services	Utility Person U537O	8/16/2021	600
335	242206	MONVA-Field Services	Utility Person U537O	8/16/2021	600
336	245101	NORR-Production	Maint&Relief F473N	8/16/2021	600
337	244606	KANE-Field Services	Utility Person U537O	8/30/2021	600
338	249106	WILK-Field Services	M/C Crew Leader U648S	9/13/2021	600
339	249106	WILK-Field Services	M/C Crew Leader U648S	9/14/2021	600
340	241106	PITT-Field Services	Auto Mechanic U537P	10/25/2021	600
341	245106	NORR-Field Services	Utility Person B F473N	11/1/2021	600
342	249158	WILK-Lake Scranton	Plant Operator U648S	11/15/2021	600
343	245106	NORR-Field Services	Utility Person B F473N	11/15/2021	600
344	245103	NORR-Cust Service	Serviceperson F473N	11/22/2021	600
345	241106	PITT-Field Services	Compressor Operator U537P	11/22/2021	600
346	241151	PITT-Production Haye	Asst Operator/Maintenance U537P	12/6/2021	600
347	249106	WILK-Field Services	M/C Utility Person U648S	12/13/2021	600
348	245106	NORR-Field Services	Utility Person B	7/1/2022	600
349	245101	NORR-Production	Maint & Relief	7/1/2022	600
350	245106	NORR-Field Services	Utility Person B	1/24/2022	600
351	244206	PUNX-Field Services	Utility Person	2/14/2022	600
352	242103	MCMR-Cust Service	Distribution System Serviceperson	2/7/2022	600
353	241106	PITT-Field Services	Compressor Operator	3/31/2022	600
354	241106	PITT-Field Services	Service Crew Driver	3/31/2022	600
355	241106	PITT-Field Services	Shop Clerk	3/31/2022	600
356	241106	PITT-Field Services	Backhoe Operator	3/31/2022	600
357	241106	PITT-Field Services	Utility Person B	3/31/2022	600
358	241106	PITT-Field Services	Dump Truck Driver	3/31/2022	600
359	241106	PITT-Field Services	Backhoe Operator	1/18/2022	600
360	241103	PITT-Cust Service	Meter Service Person	2/28/2022	600
361	246152	MECH-Silver Springs	Maint & Relief	1/24/2022	600
362	246151	MECH-ProdWestShore	Maint & Relief	1/10/2022	600
363	249160	WILK-Watres	Plant Operator	7/1/2022	600
364	249160	WILK-Watres	Plant Operator	7/1/2022	600
365	249152	WILK-Ceasetown	Plant Operator	7/1/2022	600
				Total	$219,000

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

Line #	Cost Center	Cost Center Name	Job	Original Hire Date	Retiree Medical (VEBA)
Collective Bargaining Unit					
1	241206	MCKEWW-Field Service	Field Supervisor UWUA 433	4/12/1982	$600
2	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	2/10/1986	600
3	249201	Scranton WW-Prod	Plant Operator	11/9/1992	600
4	249201	Scranton WW-Prod	Maintenance Mechanic A	8/4/1997	600
5	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	9/8/1997	600
6	241201	MCKEWW-Production	Turn Laborer UWUA 433	5/3/1999	600
7	241201	MCKEWW-Production	Operator UWUA 433	5/22/2000	600
8	241201	MCKEWW-Production	Operator UWUA 433	2/24/2003	600
9	241201	MCKEWW-Production	Operator UWUA 433	3/17/2003	600
10	249206	Scrntn-WW-Fld Svc	Pump Station Mechanic	4/25/2005	600
11	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/25/2005	600
12	249201	Scranton WW-Prod	Plant Operator	4/25/2005	600
13	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2005	600
14	241206	MCKEWW-Field Service	Vactor Truck Driver UWUA 433	8/31/2005	600
15	249206	Scrntn-WW-Fld Svc	Crew Chief Collections	3/27/2006	600
16	249201	Scranton WW-Prod	Maintenance Relief Operator	3/27/2006	600
17	249206	Scrntn-WW-Fld Svc	CSO/Flow Meter Tech	3/27/2006	600
18	249206	Scrntn-WW-Fld Svc	Equipment Operator B	3/27/2006	600
19	241206	MCKEWW-Field Service	Collections Service Person U433	4/24/2006	600
20	249201	Scranton WW-Prod	Chief Plant Operator	8/13/2007	600
21	249206	Scrntn-WW-Fld Svc	Equipment Operator B	8/13/2007	600
22	249201	Scranton WW-Prod	Maintenance Mechanic A	10/1/2007	600
23	249206	Scrntn-WW-Fld Svc	Complaint Person/Locator	1/7/2008	600
24	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/25/2008	600
25	241201	MCKEWW-Production	Filter Belt Press Operator UWUA 433	5/5/2008	600
26	241206	MCKEWW-Field Service	Outside Operator UWUA 433	5/27/2008	600
27	249206	Scrntn-WW-Fld Svc	Asst. Camera	9/28/2008	600
28	249206	Scrntn-WW-Fld Svc	Equipment Operator B	11/4/2008	600
29	241206	MCKEWW-Field Service	Camera Operator UWUA 433	12/22/2008	600
30	241201	MCKEWW-Production	Turn Laborer UWUA 433	2/2/2009	600
31	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	600
32	249201	Scranton WW-Prod	Plant Operator	5/26/2009	600
33	249201	Scranton WW-Prod	Maintenance Mechanic A	5/26/2009	600
34	249201	Scranton WW-Prod	Maintenance Relief Operator	5/26/2009	600
35	241206	MCKEWW-Field Service	Backhoe Operator UWUA 433	7/1/2009	600
36	241201	MCKEWW-Production	Utility Laborer UWUA 433	1/18/2010	600
37	241206	MCKEWW-Field Service	Outside Operator UWUA 433	1/25/2010	600
38	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	3/22/2010	600
39	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	600
40	249206	Scrntn-WW-Fld Svc	Equipment Operator B	1/31/2011	600
41	241201	MCKEWW-Production	Turn Laborer UWUA 433	7/5/2011	600
42	241206	MCKEWW-Field Service	Line Maintenance Laborer UWUA 433	9/6/2011	600
43	241206	MCKEWW-Field Service	Equipment Laborer U433M	9/6/2011	600
44	241201	MCKEWW-Production	Operator UWUA 433	9/7/2011	600
45	241206	MCKEWW-Field Service	Outside Operator UWUA 433	9/12/2011	600
46	241201	MCKEWW-Production	Operator UWUA 433	1/28/2012	600
47	241201	MCKEWW-Production	General Laborer UWUA 433	4/30/2012	600
48	241201	MCKEWW-Production	Turn Laborer UWUA 433	4/30/2012	600
49	249201	Scranton WW-Prod	Maintenance Relief Operator	6/15/2013	600
50	249206	Scrntn-WW-Fld Svc	Equipment Operator B	6/30/2013	600
51	249201	Scranton WW-Prod	Master Electrician	10/20/2014	600
52	249206	Scrntn-WW-Fld Svc	Equipment Operator B	2/22/2016	600
53	249206	Scrntn-WW-Fld Svc	Equipment Operator A	2/22/2016	600
54	249206	Scrntn-WW-Fld Svc	Equipment Operator B	4/25/2016	600
55	249206	Scrntn-WW-Fld Svc	Field Construction Crew Chief	4/17/2017	600
56	249206	Scrntn-WW-Fld Svc	Equipment Operator A	11/19/2018	600
57	249201	Scranton WW-Prod	Vehicle Mechanic	2/11/2019	600
58	249206	Scrntn-WW-Fld Svc	Equipment Operator A	3/11/2019	600
59	249206	Scrntn-WW-Fld Svc	Equipment Operator A	10/26/2020	600
60	249206	Scrntn-WW-Fld Svc	Equipment Operator A	5/24/2021	600
61	249201	Scranton WW-Prod	Maintenance Relief Operator	6/14/2021	600
62	241201	MCKEWW-Production	Maintenance Mechanic UWUA 433	7/19/2021	600
63	249201	Scranton WW-Prod	Plant Operator	1/10/2022	600
64	241201	MCKEWW-Production	Maintenance Mechanic	3/31/2022	600
65	241201	MCKEWW-Production	General Laborer	1/3/2022	600
66	241201	MCKEWW-Production	Turn Laborer	7/1/2022	600
				Total	$39,600

Pension

Pennsylvania-American Water Company - Water Operations
Pension

Pension

	2022 Gross Amount	Capital Rate	Capitalized Service Costs	2022 Pro forma Expense
Pro Forma Pension Cost - Service Costs	$5,489,524	38.82%	$2,131,033	$3,358,491
Pro Forma Pension Cost - Non-Service Costs	(7,690,755)			(7,690,755)
Pro Forma Pension Cost - ASC 715 (FAS 87) Accrual	($2,201,231)			($4,332,264)
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				($6,290,682)

Purchased Power

Pennsylvania American Water Company
Water Operations Segment
Purchased Power by Vendor
2021 Actual through 2023 Forecast

				TEST YEAR ACTUAL DATA												
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 Actual Grand Total
Water Operations	Adams Electric Cooperative, PA			$43	$46	$47	$46	$46	$46	$46	$46	$46	$46	$11	$47	$516
Water Operations	Blakely Electric Light Company			10,278	9,930	10,458	8,557	9,002	6,923	6,955	6,878	7,613	7,170	7,789	8,469	100,024
Water Operations	Borough of Ellwood City			996	810	705	897	807	730	763	805	814	800	731	817	9,674
Water Operations	Central Electric Cooperative, Inc./PA			1,726	2,924	3,390	1,899	951	458	1,002	672	598	614	503	632	15,369
Water Operations	Citizens Electric Company			894	791	810	767	1,303	1,322	1,352	1,307	1,286	1,220	1,021	959	13,033
Water Operations	Constellation NewEnergy/4640			407,222	382,071	363,577	354,043	346,557	358,856	376,504	364,029	359,174	340,381	370,069	385,535	4,408,018
Water Operations	Coolbaugh Township			-	-	-	62	62	62	62	62	62	62	62	62	562
Water Operations	Duquesne Light Company			55,073	58,273	65,563	52,577	60,175	60,493	64,389	64,314	61,397	66,182	55,854	58,828	723,118
Water Operations	Engie Resources/9001025/841680			187,318	186,172	159,911	166,126	169,097	184,690	192,120	188,158	187,388	179,271	195,867	200,976	2,197,093
Water Operations	Knox Energy Cooperative Association, Inc			937	1,155	952	424	249	52	22	23	34	129	703	1,359	6,039
Water Operations	Met-Ed/3687			15,895	16,699	15,524	14,027	13,647	14,318	14,417	14,439	13,382	14,336	16,146	19,571	182,402
Water Operations	PECO/37629			36,126	37,127	35,337	33,434	33,357	32,862	31,696	32,274	32,406	31,634	32,199	36,189	404,643
Water Operations	Penelec/3687			17,653	16,920	16,979	15,258	15,119	14,968	13,472	14,920	14,838	15,289	16,298	17,539	189,253
Water Operations	Penn Power			9,093	8,692	8,807	7,914	7,939	9,194	8,930	9,041	9,204	9,066	9,224	9,376	106,480
Water Operations	Pike County Light & Power Company			759	604	546	636	781	1,339	981	1,324	1,438	1,353	1,071	2,054	12,886
Water Operations	PPL Electric Utilities/Allentown			57,213	57,927	54,338	51,783	51,600	52,409	53,459	54,752	53,201	54,109	58,469	59,515	658,774
Water Operations	Talen Energy Marketing LLC			190,477	200,179	188,889	191,257	194,989	304,415	258,744	151,814	62,246	347,188	184,731	199,908	2,474,835
Water Operations	UGI Utilities Inc			24,330	26,052	22,787	18,990	17,305	16,019	23,189	22,380	21,899	26,471	26,162	26,386	271,971
Water Operations	United Electric Cooperative, Inc.-PA			5,550	6,050	5,758	4,399	2,677	1,825	1,716	1,769	1,750	1,554	3,175	4,980	41,203
Water Operations	West Penn Power			50,163	50,969	49,382	47,443	47,116	51,512	56,070	50,068	49,373	46,813	48,350	55,438	602,696
Water Operations Total				**$1,071,747**	**$1,063,390**	**$1,003,762**	**$970,539**	**$972,778**	**$1,112,495**	**$1,105,890**	**$979,073**	**$878,148**	**$1,143,689**	**$1,028,436**	**$1,088,640**	**$12,418,587**

				TEST YEAR Bill ADJUSTMENTS - removal of closed accounts, credit balances and 12 months of activity for all active accounts Test Year Data - Bill Month Report From Engie System												
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 Adjusts Grand Total
Water Operations	Adams Electric Cooperative, PA			$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Water Operations	Blakely Electric Light Company			-	-	-	-	-	-	-	-	-	-	-	-	-
Water Operations	Borough of Ellwood City			-	-	-	-	-	-	-	-	-	-	-	-	-
Water Operations	Central Electric Cooperative, Inc./PA			-	-	34	34	-	34	34	-	-	-	-	-	136
Water Operations	Citizens Electric Company			-	-	-	-	-	-	-	-	-	-	-	-	-
Water Operations	Constellation NewEnergy/4640			(812)	(570)	(386)	(319)	(591)	(25)	88	88	154	23	-	391	(1,959)
Water Operations	Coolbaugh Township			62	62	62	-	-	-	-	-	-	-	-	-	187
Water Operations	Duquesne Light Company			(140)	(91)	-	-	58	-	-	-	-	-	-	-	(173)
Water Operations	Engie Resources/9001025/841680			70	70	70	-	0	0	3	4	4	4	(0)	365	591
Water Operations	Knox Energy Cooperative Association, Inc			-	-	-	-	-	-	-	-	-	-	-	-	-
Water Operations	Met-Ed/3687			2,084	2,130	2,134	2,157	2,133	2,217	2,285	2,285	2,285	2,285	2,285	-	24,281
Water Operations	PECO/37629			976	809	1,740	1,795	1,795	1,795	1,795	1,795	1,795	1,795	150	(6)	16,232
Water Operations	Penelec/3687			-	-	-	-	-	-	-	-	78	-	203	203	484
Water Operations	Penn Power			-	-	-	-	-	-	-	-	-	-	-	-	-
Water Operations	Pike County Light & Power Company			-	-	-	-	-	-	-	-	-	-	-	-	-
Water Operations	PPL Electric Utilities/Allentown			1,767	1,767	1,767	1,713	1,713	321	321	321	321	78	-	78	10,166
Water Operations	Talen Energy Marketing LLC			197	198	196	234	830	645	178	50	4,086	4,012	3,821	3,831	18,279
Water Operations	UGI Utilities Inc			-	-	-	-	-	126	-	-	-	-	-	-	126
Water Operations	United Electric Cooperative, Inc.-PA			-	-	-	-	-	-	-	-	-	-	-	-	-
Water Operations	West Penn Power			1,100	1,101	1,099	1,131	1,134	1,134	1,176	1,143	2,111	969	969	1,007	14,073
Water Operations Total				**$5,304**	**$5,475**	**$6,716**	**$6,746**	**$7,073**	**$6,248**	**$5,881**	**$5,686**	**$10,834**	**$9,166**	**$7,427**	**$5,868**	**$82,424**

Pennsylvania American Water Company
Water Operations Segment
Purchased Power by Vendor
2021 Actual through 2023 Forecast

				ADJUSTED TEST YEAR													
				Test Year Data - Bill Month Report From Engie System													
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 Adjusted Grand Total
Water Operations	Adams Electric Cooperative, PA			$43	$46	$47	$46	$46	$46	$46	$46	$46	$46	$11	$47	$516
Water Operations	Blakely Electric Light Company			10,278	9,930	10,458	8,557	9,002	6,923	6,955	6,878	7,613	7,170	7,789	8,469	100,024
Water Operations	Borough of Ellwood City			996	810	705	897	807	730	763	805	814	800	731	817	9,674
Water Operations	Central Electric Cooperative, Inc./PA			1,726	2,924	3,424	1,933	951	492	1,036	672	598	614	503	632	15,504
Water Operations	Citizens Electric Company			894	791	810	767	1,303	1,322	1,352	1,307	1,286	1,220	1,021	959	13,033
Water Operations	Constellation NewEnergy/4640			406,410	381,501	363,191	353,724	345,966	358,830	376,592	364,117	359,328	340,404	370,069	385,926	4,406,059
Water Operations	Coolbaugh Township			62	62	62	62	62	62	62	62	62	62	62	62	750
Water Operations	Duquesne Light Company			54,933	58,182	65,563	52,577	60,233	60,493	64,389	64,314	61,397	66,182	55,854	58,828	722,945
Water Operations	Engie Resources/9001025/841680			187,388	186,242	159,981	166,126	169,097	184,690	192,123	188,162	187,392	179,275	195,867	201,341	2,197,684
Water Operations	Knox Energy Cooperative Association, Inc			937	1,155	952	424	249	52	22	23	34	129	703	1,359	6,039
Water Operations	Met-Ed/3687			17,979	18,829	17,658	16,184	15,780	16,536	16,703	16,724	15,667	16,621	18,431	19,571	206,683
Water Operations	PECO/37629			37,102	37,936	37,077	35,229	35,152	34,657	33,491	34,069	34,200	33,429	32,349	36,183	420,875
Water Operations	Penelec/3687			17,653	16,920	16,979	15,258	15,119	14,968	13,472	14,920	14,916	15,289	16,500	17,742	189,736
Water Operations	Penn Power			9,093	8,692	8,807	7,914	7,939	9,194	8,930	9,041	9,204	9,066	9,224	9,376	106,480
Water Operations	Pike County Light & Power Company			759	604	546	636	781	1,339	981	1,324	1,438	1,353	1,071	2,054	12,886
Water Operations	PPL Electric Utilities/Allentown			58,980	59,694	56,105	53,495	53,313	52,729	53,780	55,072	53,522	54,187	58,469	59,593	668,940
Water Operations	Talen Energy Marketing LLC			190,674	200,376	189,084	191,491	195,819	305,060	258,922	151,864	66,331	351,200	188,553	203,739	2,493,114
Water Operations	UGI Utilities Inc			24,330	26,052	22,787	18,990	17,305	16,145	23,189	22,380	21,899	26,471	26,162	26,386	272,098
Water Operations	United Electric Cooperative, Inc.-PA			5,550	6,050	5,758	4,399	2,677	1,825	1,716	1,769	1,750	1,554	3,175	4,980	41,203
Water Operations	West Penn Power			51,263	52,069	50,481	48,574	48,250	52,646	57,246	51,210	51,484	47,781	49,318	56,445	616,769
Water Operations Total				**$1,077,051**	**$1,068,866**	**$1,010,478**	**$977,285**	**$979,851**	**$1,118,742**	**$1,111,771**	**$984,759**	**$888,983**	**$1,152,855**	**$1,035,863**	**$1,094,508**	**$12,501,011**

				Future Test Year - 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 Grand Total
Water Operations	Adams Electric Cooperative, PA			$43	$46	$47	$46	$46	$46	$46	$46	$46	$46	$11	$47	$516
Water Operations	Blakely Electric Light Company			10,278	9,930	10,458	8,557	9,002	6,923	6,955	6,878	7,613	7,170	7,789	8,469	100,024
Water Operations	Borough of Ellwood City			996	810	705	897	807	730	763	805	814	800	731	817	9,674
Water Operations	Central Electric Cooperative, Inc./PA			1,726	2,924	3,424	1,933	951	492	1,036	672	598	614	503	632	15,504
Water Operations	Citizens Electric Company			894	791	810	767	1,303	1,322	1,352	1,307	1,286	1,220	1,021	959	13,033
Water Operations	Constellation NewEnergy/4640	1	-2.40%	396,656	372,345	354,474	345,235	337,663	350,218	367,554	355,379	350,704	332,235	361,188	376,663	4,300,313
Water Operations	Coolbaugh Township			62	62	62	62	62	62	62	62	62	62	62	62	750
Water Operations	Duquesne Light Company	2	5.90%	58,174	61,615	69,431	55,679	63,786	64,063	68,188	68,109	65,020	70,087	59,149	62,298	765,599
Water Operations	Engie Resources/9001025/841680	3	26.70%	237,420	235,969	202,696	210,481	214,245	234,003	243,420	238,402	237,425	227,141	248,163	255,099	2,784,466
Water Operations	Knox Energy Cooperative Association, Inc			937	1,155	952	424	249	52	22	23	34	129	703	1,359	6,039
Water Operations	Met-Ed/3687			17,979	18,829	17,658	16,184	15,780	16,536	16,703	16,724	15,667	16,621	18,431	19,571	206,683
Water Operations	PECO/37629	4	9.60%	40,664	41,578	40,636	38,611	38,526	37,984	36,706	37,339	37,484	36,638	35,455	39,657	461,279
Water Operations	Penelec/3687			17,653	16,920	16,979	15,258	15,119	14,968	13,472	14,920	14,916	15,289	16,500	17,742	189,736
Water Operations	Penn Power			9,093	8,692	8,807	7,914	7,939	9,194	8,930	9,041	9,204	9,066	9,224	9,376	106,480
Water Operations	Pike County Light & Power Company			759	604	546	636	781	1,339	981	1,324	1,438	1,353	1,071	2,054	12,886
Water Operations	PPL Electric Utilities/Allentown			58,980	59,694	56,105	53,495	53,313	52,729	53,780	55,072	53,522	54,187	58,469	59,593	668,940
Water Operations	Talen Energy Marketing LLC	5	-3.80%	183,429	192,762	181,899	184,214	188,378	293,468	249,083	146,093	63,811	337,855	181,388	195,997	2,398,376
Water Operations	UGI Utilities Inc	6	3.50%	25,182	26,964	23,585	19,655	17,911	16,711	24,001	23,164	22,665	27,397	27,078	26,386	280,697
Water Operations	United Electric Cooperative, Inc.-PA			5,550	6,050	5,758	4,399	2,677	1,825	1,716	1,769	1,750	1,554	3,175	4,980	41,203
Water Operations	West Penn Power			51,263	52,069	50,481	48,574	48,250	52,646	57,246	51,210	51,484	47,781	49,318	56,445	616,769
Water Operations Total				**$1,117,739**	**$1,109,809**	**$1,045,516**	**$1,013,023**	**$1,016,789**	**$1,155,312**	**$1,152,016**	**$1,028,337**	**$935,544**	**$1,187,246**	**$1,079,429**	**$1,138,206**	**$12,978,967**

Pennsylvania American Water Company
Water Operations Segment
Purchased Power by Vendor
2021 Actual through 2023 Forecast

				Fully Projected Future Test Year - adjusted for rate changes												
Segment	Vendor Name	Note	Rate Change	2023 Jan	2023 Feb	2023 Mar	2023 Apr	2023 May	2023 Jun	2023 Jul	2023 Aug	2023 Sep	2023 Oct	2023 Nov	2023 Dec	2023 Grand Total
Water Operations	Adams Electric Cooperative, PA			$43	$46	$47	$46	$46	$46	$46	$46	$46	$46	$11	$47	$516
Water Operations	Blakely Electric Light Company			10,278	9,930	10,458	8,557	9,002	6,923	6,955	6,878	7,613	7,170	7,789	8,469	100,024
Water Operations	Borough of Ellwood City			996	810	705	897	807	730	763	805	814	800	731	817	9,674
Water Operations	Central Electric Cooperative, Inc./PA			1,726	2,924	3,424	1,933	951	492	1,036	672	598	614	503	632	15,504
Water Operations	Citizens Electric Company			894	791	810	767	1,303	1,322	1,352	1,307	1,286	1,220	1,021	959	13,033
Water Operations	Constellation NewEnergy/4640			396,656	372,345	354,474	345,235	337,663	350,218	367,554	355,379	350,704	332,235	361,188	376,663	4,300,313
Water Operations	Coolbaugh Township			62	62	62	62	62	62	62	62	62	62	62	62	750
Water Operations	Duquesne Light Company			58,174	61,615	69,431	55,679	63,786	64,063	68,188	68,109	65,020	70,087	59,149	62,298	765,599
Water Operations	Engie Resources/9001025/841680			237,420	235,969	202,696	210,481	214,245	234,003	243,420	238,402	237,425	227,141	248,163	255,099	2,784,466
Water Operations	Knox Energy Cooperative Association, Inc			937	1,155	952	424	249	52	22	23	34	129	703	1,359	6,039
Water Operations	Met-Ed/3687			17,979	18,829	17,658	16,184	15,780	16,536	16,703	16,724	15,667	16,621	18,431	19,571	206,683
Water Operations	PECO/37629			40,664	41,578	40,636	38,611	38,526	37,984	36,706	37,339	37,484	36,638	35,455	39,657	461,279
Water Operations	Penelec/3687			17,653	16,920	16,979	15,258	15,119	14,968	13,472	14,920	14,916	15,289	16,500	17,742	189,736
Water Operations	Penn Power			9,093	8,692	8,807	7,914	7,939	9,194	8,930	9,041	9,204	9,066	9,224	9,376	106,480
Water Operations	Pike County Light & Power Company			759	604	546	636	781	1,339	981	1,324	1,438	1,353	1,071	2,054	12,886
Water Operations	PPL Electric Utilities/Allentown			58,980	59,694	56,105	53,495	53,313	52,729	53,780	55,072	53,522	54,187	58,469	59,593	668,940
Water Operations	Talen Energy Marketing LLC			183,429	192,762	181,899	184,214	188,378	293,468	249,083	146,093	63,811	337,855	181,388	195,997	2,398,376
Water Operations	UGI Utilities Inc			25,182	26,964	23,585	19,655	17,911	16,711	24,001	23,164	22,665	27,397	27,078	26,386	280,697
Water Operations	United Electric Cooperative, Inc.-PA			5,550	6,050	5,758	4,399	2,677	1,825	1,716	1,769	1,750	1,554	3,175	4,980	41,203
Water Operations	West Penn Power			51,263	52,069	50,481	48,574	48,250	52,646	57,246	51,210	51,484	47,781	49,318	56,445	616,769
Water Operations Total				**$1,117,739**	**$1,109,809**	**$1,045,516**	**$1,013,023**	**$1,016,789**	**$1,155,312**	**$1,152,016**	**$1,028,337**	**$935,544**	**$1,187,246**	**$1,079,429**	**$1,138,206**	**$12,978,967**

Note

1 Constellation NewEnergy has a 2.40% rate reduction in starting in January 2022 due to forward buying on the agreement.
2 Duquesne Light Company has an 5.90% Increase in January 2022 based on a base distribution approval.
3 Engie Resources has a 26.7% increase in January 2022 based on a new contract win Constellation New Energy.
4 PECO has a 9.60% increase in January 2022 based on a base distribution rate case approval.
5 Talen Energy has a 3.80% rate reduction in January 2022 due to forward buying on the agreement.
6 UGI Utilities Inc has a 3.50% increase in November 2022 based on a base distribution rate case approval.

Pennsylvania American Water Company
Wastewater SSS Operations Segment
Purchased Power by Vendor
2021 Actual through 2023 Forecast

TEST YEAR ACTUAL DATA

TEST YEAR ACTUAL DATA

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 Actual Grand Total
Wastewater SSS General Operations	Adams Electric Cooperative, PA			$39	$45	$46	$45	$44	$33	$44	$44	$45	$44	$45	$45	$518
Wastewater SSS General Operations	Constellation NewEnergy/4640			46,492	45,459	44,844	48,743	38,306	46,577	42,912	41,542	43,821	40,969	43,630	50,024	533,318
Wastewater SSS General Operations	Engie Resources/9001025/841680			16,402	16,676	11,361	13,613	13,906	15,176	15,242	14,783	15,888	14,758	15,837	17,830	181,472
Wastewater SSS General Operations	Met-Ed/3687			23,205	24,749	22,154	21,103	20,535	21,667	25,381	26,520	34,041	32,203	38,862	33,789	324,209
Wastewater SSS General Operations	PECO/37629			11,253	9,968	11,263	11,800	10,049	10,947	8,383	8,346	10,049	9,004	9,121	8,551	118,735
Wastewater SSS General Operations	Penelec/3687			2,421	2,994	2,479	2,274	2,409	1,483	1,153	1,506	1,509	1,332	2,170	2,497	24,226
Wastewater SSS General Operations	Penn Power			215	182	180	237	234	205	191	210	184	191	188	218	2,435
Wastewater SSS General Operations	PPL Electric Utilities/Allentown			8,232	8,421	7,813	7,248	6,356	6,672	6,856	7,048	7,223	6,930	8,116	10,024	90,938
Wastewater SSS General Operations	Talen Energy Marketing LLC			3,536	10,311	6,912	6,852	5,708	9,700	5,248	5,796	5,694	5,338	7,180	7,705	79,980
Wastewater SSS General Operations	UGI Utilities Inc			950	997	84	522	291	58	84	86	62	98	1,325	1,494	6,049
Wastewater SSS General Operations	West Penn Power			2,086	2,066	2,063	2,134	2,278	1,076	2,201	2,109	2,156	2,197	2,256	2,560	25,182
Wastewater SSS General Operations Total				**$114,830**	**$121,868**	**$109,198**	**$114,572**	**$100,115**	**$113,594**	**$107,694**	**$107,989**	**$120,672**	**$113,064**	**$128,729**	**$134,736**	**$1,387,061**

TEST YEAR Bill ADJUSTMENTS - removal of closed accounts, credit balances and 12 months of activity for all active accounts
Test Year Data - Bill Month Report From Engie System

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 Adjusts Grand Total
Wastewater SSS General Operations	Adams Electric Cooperative, PA			$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Wastewater SSS General Operations	Constellation NewEnergy/4640			(24)	(1)	(0)	(0)	-	-	-	-	-	-	(0)	(0)	(26)
Wastewater SSS General Operations	Engie Resources/9001025/841680			-	-	-	-	-	-	-	-	-	-	-	0	0
Wastewater SSS General Operations	Met-Ed/3687			223	223	223	223	-	-	-	-	-	-	-	-	890
Wastewater SSS General Operations	PECO/37629			-	-	-	-	-	-	-	29	-	-	-	-	29
Wastewater SSS General Operations	Penelec/3687			181	-	-	-	-	-	-	-	-	-	-	-	181
Wastewater SSS General Operations	Penn Power			-	-	-	-	-	-	-	-	-	-	-	-	-
Wastewater SSS General Operations	PPL Electric Utilities/Allentown			-	-	-	-	-	-	-	-	-	-	-	-	-
Wastewater SSS General Operations	Talen Energy Marketing LLC			-	-	-	-	-	-	-	-	-	-	-	-	-
Wastewater SSS General Operations	UGI Utilities Inc			-	-	-	-	-	533	-	-	533	-	-	-	1,066
Wastewater SSS General Operations	West Penn Power			-	-	-	-	-	-	-	-	-	-	-	-	-
Wastewater SSS General Operations Total				**$379**	**$222**	**$222**	**$222**	**$0**	**$533**	**$0**	**$29**	**$533**	**$0**	**$0**	**$0**	**$2,140**

ADJUSTED TEST YEAR
Test Year Data - Bill Month Report From Engie System

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 Adjusted Grand Total
Wastewater SSS General Operations	Adams Electric Cooperative, PA			$39	$45	$46	$45	$44	$33	$44	$44	$45	$44	$45	$45	$518
Wastewater SSS General Operations	Constellation NewEnergy/4640			46,467	45,458	44,844	48,743	38,306	46,577	42,912	41,542	43,821	40,969	43,630	50,023	533,292
Wastewater SSS General Operations	Engie Resources/9001025/841680			16,402	16,676	11,361	13,613	13,906	15,176	15,242	14,783	15,888	14,758	15,837	17,830	181,472
Wastewater SSS General Operations	Met-Ed/3687			23,427	24,972	22,377	21,325	20,535	21,667	25,381	26,520	34,041	32,203	38,862	33,789	325,099
Wastewater SSS General Operations	PECO/37629			11,253	9,968	11,263	11,800	10,049	10,947	8,383	8,375	10,049	9,004	9,121	8,551	118,764
Wastewater SSS General Operations	Penelec/3687			2,602	2,994	2,479	2,274	2,409	1,483	1,153	1,506	1,509	1,332	2,170	2,497	24,406
Wastewater SSS General Operations	Penn Power			215	182	180	237	234	205	191	210	184	191	188	218	2,435
Wastewater SSS General Operations	PPL Electric Utilities/Allentown			8,232	8,421	7,813	7,248	6,356	6,672	6,856	7,048	7,223	6,930	8,116	10,024	90,938
Wastewater SSS General Operations	Talen Energy Marketing LLC			3,536	10,311	6,912	6,852	5,708	9,700	5,248	5,796	5,694	5,338	7,180	7,705	79,980
Wastewater SSS General Operations	UGI Utilities Inc			950	997	84	522	291	591	84	86	595	98	1,325	1,494	7,116
Wastewater SSS General Operations	West Penn Power			2,086	2,066	2,063	2,134	2,278	1,076	2,201	2,109	2,156	2,197	2,256	2,560	25,182
Wastewater SSS General Operations Total				**$115,209**	**$122,090**	**$109,421**	**$114,794**	**$100,115**	**$114,127**	**$107,694**	**$108,018**	**$121,206**	**$113,064**	**$128,729**	**$134,736**	**$1,389,201**

Future Test Year - 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 Grand Total
Wastewater SSS General Operations	Adams Electric Cooperative, PA			$39	$45	$46	$45	$44	$33	$44	$44	$45	$44	$45	$45	$518
Wastewater SSS General Operations	Constellation NewEnergy/4640	1	-2.40%	45,352	44,367	43,768	47,573	37,386	45,459	41,882	40,545	42,769	39,986	42,582	48,823	520,493
Wastewater SSS General Operations	Engie Resources/9001025/841680	2	26.70%	20,781	21,128	14,395	17,248	17,619	19,228	19,312	18,730	20,131	18,698	20,065	22,590	229,925
Wastewater SSS General Operations	Met-Ed/3687			23,427	24,972	22,377	21,325	20,535	21,667	25,381	26,520	34,041	32,203	38,862	33,789	325,099
Wastewater SSS General Operations	PECO/37629	3	9.60%	12,334	10,925	12,344	12,933	11,014	11,998	9,187	9,179	11,014	9,869	9,997	9,372	130,165
Wastewater SSS General Operations	Penelec/3687			2,602	2,994	2,479	2,274	2,409	1,483	1,153	1,506	1,509	1,332	2,170	2,497	24,406
Wastewater SSS General Operations	Penn Power			215	182	180	237	234	205	191	210	184	191	188	218	2,435
Wastewater SSS General Operations	PPL Electric Utilities/Allentown			8,232	8,421	7,813	7,248	6,356	6,672	6,856	7,048	7,223	6,930	8,116	10,024	90,938
Wastewater SSS General Operations	Talen Energy Marketing LLC	4	-3.80%	3,401	9,919	6,649	6,592	5,491	9,331	5,048	5,575	5,478	5,135	6,907	7,413	76,941
Wastewater SSS General Operations	UGI Utilities Inc	5	3.50%	983	1,032	87	540	301	612	86	89	616	101	1,371	1,494	7,312
Wastewater SSS General Operations	West Penn Power			2,086	2,066	2,063	2,134	2,278	1,076	2,201	2,109	2,156	2,197	2,256	2,560	25,182
Wastewater SSS General Operations Total				**$119,452**	**$126,051**	**$112,199**	**$118,150**	**$103,666**	**$117,764**	**$111,342**	**$111,555**	**$125,165**	**$116,686**	**$132,559**	**$138,824**	**$1,433,414**

Fully Projected Future Test Year - adjusted for rate changes

Segment	Vendor Name	Note	Rate Change	2023 Jan	2023 Feb	2023 Mar	2023 Apr	2023 May	2023 Jun	2023 Jul	2023 Aug	2023 Sep	2023 Oct	2023 Nov	2023 Dec	2023 Grand Total
Wastewater SSS General Operations	Adams Electric Cooperative, PA			$39	$45	$46	$45	$44	$33	$44	$44	$45	$44	$45	$45	$518
Wastewater SSS General Operations	Constellation NewEnergy/4640			45,352	44,367	43,768	47,573	37,386	45,459	41,882	40,545	42,769	39,986	42,582	48,823	520,493
Wastewater SSS General Operations	Engie Resources/9001025/841680			20,781	21,128	14,395	17,248	17,619	19,228	19,312	18,730	20,131	18,698	20,065	22,590	229,925
Wastewater SSS General Operations	Met-Ed/3687			23,427	24,972	22,377	21,325	20,535	21,667	25,381	26,520	34,041	32,203	38,862	33,789	325,099
Wastewater SSS General Operations	PECO/37629			12,334	10,925	12,344	12,933	11,014	11,998	9,187	9,179	11,014	9,869	9,997	9,372	130,165
Wastewater SSS General Operations	Penelec/3687			2,602	2,994	2,479	2,274	2,409	1,483	1,153	1,506	1,509	1,332	2,170	2,497	24,406
Wastewater SSS General Operations	Penn Power			215	182	180	237	234	205	191	210	184	191	188	218	2,435
Wastewater SSS General Operations	PPL Electric Utilities/Allentown			8,232	8,421	7,813	7,248	6,356	6,672	6,856	7,048	7,223	6,930	8,116	10,024	90,938
Wastewater SSS General Operations	Talen Energy Marketing LLC			3,401	9,919	6,649	6,592	5,491	9,331	5,048	5,575	5,478	5,135	6,907	7,413	76,941
Wastewater SSS General Operations	UGI Utilities Inc			983	1,032	87	540	301	612	86	89	616	101	1,371	1,494	7,312
Wastewater SSS General Operations	West Penn Power			2,086	2,066	2,063	2,134	2,278	1,076	2,201	2,109	2,156	2,197	2,256	2,560	25,182
Wastewater SSS General Operations Total				**$119,452**	**$126,051**	**$112,199**	**$118,150**	**$103,666**	**$117,764**	**$111,342**	**$111,555**	**$125,165**	**$116,686**	**$132,559**	**$138,824**	**$1,433,414**

Note

1 Constellation NewEnergy has a 2.40% rate reduction in starting in January 2022 due to forward buying on the agreement.
2 Engie Resources has a 26.7% increase in January 2022 based on a new contract win Constellation New Energy.
3 PECO has a 9.60% increase in January 2022 based on a base distribution rate case approval.
4 Talen Energy has a 3.80% rate reduction in January 2022 due to forward buying on the agreement.
5 UGI Utilities Inc has a 3.50% increase in November 2022 based on a base distribution rate case approval.

Pennsylvania American Water Company
Royersford WW Segment
Purchased Power by Vendor
2021 Actual through 2023 Forecast

				TEST YEAR ACTUAL DATA												
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 Actual Grand Total
Royersford WW	PECO/37629			$0	$0	$0	$0	$1,140	$1,869	$1,629	$2,058	$1,751	$1,900	$2,473	$2,847	$15,668
Royersford WW				**$0**	**$0**	**$0**	**$0**	**$1,140**	**$1,869**	**$1,629**	**$2,058**	**$1,751**	**$1,900**	**$2,473**	**$2,847**	**$15,668**

				TEST YEAR Bill ADJUSTMENTS - removal of closed accounts, credit balances and 12 months of activity for all active accounts Test Year Data - Bill Month Report From Engie System												
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 Adjusts Grand Total
Royersford WW	PECO/37629			$1,969	$1,969	$1,969	$1,969	$82	$0	$0	$0	$0	$0	$0	$0	$7,956
Royersford WW				**$1,969**	**$1,969**	**$1,969**	**$1,969**	**$82**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$0**	**$7,956**

				ADJUSTED TEST YEAR Test Year Data - Bill Month Report From Engie System												
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 Adjusted Grand Total
Royersford WW	PECO/37629			$1,969	$1,969	$1,969	$1,969	$1,221	$1,869	$1,629	$2,058	$1,751	$1,900	$2,473	$2,847	$23,624
Royersford WW				**$1,969**	**$1,969**	**$1,969**	**$1,969**	**$1,221**	**$1,869**	**$1,629**	**$2,058**	**$1,751**	**$1,900**	**$2,473**	**$2,847**	**$23,624**

				Future Test Year - adjusted for rate changes												
Segment	Acquisition	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 Grand Total
Royersford WW	PECO/37629	1		$5,000	$5,000	$5,000	$5,000	$4,181	$4,891	$4,627	$5,098	$4,762	$4,925	$5,553	$5,963	$60,000
Royersford WW Total				**$5,000**	**$5,000**	**$5,000**	**$5,000**	**$4,181**	**$4,891**	**$4,627**	**$5,098**	**$4,762**	**$4,925**	**$5,553**	**$5,963**	**$60,000**

				Fully Projected Future Test Year - adjusted for rate changes												
Segment	Acquisition	Note	Rate Change	2023 Jan	2023 Feb	2023 Mar	2023 Apr	2023 May	2023 Jun	2023 Jul	2023 Aug	2023 Sep	2023 Oct	2023 Nov	2023 Dec	2023 Grand Total
Royersford WW	PECO/37629	1		$5,000	$5,000	$5,000	$5,000	$4,181	$4,891	$4,627	$5,098	$4,762	$4,925	$5,553	$5,963	$60,000
Royersford WW Total				**$5,000**	**$5,000**	**$5,000**	**$5,000**	**$4,181**	**$4,891**	**$4,627**	**$5,098**	**$4,762**	**$4,925**	**$5,553**	**$5,963**	**$60,000**

Note

1 Annualized power costs for Royersford WW acquisition acquired May 2021

Pennsylvania American Water Company
Wastewater CSS Operations Segment
Purchased Power by Vendor
2021 Actual through 2023 Forecast

TEST YEAR ACTUAL DATA

TEST YEAR ACTUAL DATA

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 Actual Grand Total
Wastewater CSS Operations	Constellation NewEnergy/4640			$50,169	$50,126	$49,144	$43,855	$40,661	$42,043	$36,347	$36,846	$35,954	$39,207	$49,404	$44,827	$518,583
Wastewater CSS Operations	Duquesne Light Company			22,003	22,168	21,917	19,572	20,450	22,627	21,540	21,067	23,089	19,998	23,026	21,562	259,019
Wastewater CSS Operations	Engie Resources/9001025/841680			34,710	30,538	30,773	33,867	28,302	28,657	33,035	29,292	33,060	33,262	30,821	32,940	379,258
Wastewater CSS Operations	Peoples/644760			1,371	1,334	923	501	386	76	70	60	78	119	418	1,172	6,508
Wastewater CSS Operations	PPL Electric Utilities/Allentown			6,934	6,902	7,230	6,722	6,751	6,981	7,419	7,646	8,201	7,366	7,602	7,616	87,370
Wastewater CSS Operations	West Penn Power			7,673	8,910	6,904	5,183	5,465	6,329	6,619	6,676	6,589	6,301	6,631	8,444	81,723
Wastewater CSS Operations Total				**$122,860**	**$119,978**	**$116,891**	**$109,701**	**$102,014**	**$106,713**	**$105,031**	**$101,588**	**$106,971**	**$106,253**	**$117,902**	**$116,561**	**$1,332,461**

TEST YEAR Bill ADJUSTMENTS - removal of closed accounts, credit balances and 12 months of activity for all active accounts
Test Year Data - Bill Month Report From Engie System

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 Adjusts Grand Total
Wastewater CSS Operations	Constellation NewEnergy/4640			$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0	$0
Wastewater CSS Operations	Duquesne Light Company			339	339	339	339	339	339	339	411	339	297	-	-	3,416
Wastewater CSS Operations	Engie Resources/9001025/841680			12	12	-	-	-	-	-	-	-	-	-	-	24
Wastewater CSS Operations	Peoples/644760			-	-	-	-	-	-	-	-	-	-	-	-	-
Wastewater CSS Operations	PPL Electric Utilities/Allentown			185	185	185	185	185	185	185	185	33	-	-	-	1,513
Wastewater CSS Operations	West Penn Power			-	-	-	-	-	-	-	-	-	-	-	-	-
Wastewater CSS Operations Total				**$536**	**$536**	**$524**	**$524**	**$524**	**$524**	**$524**	**$596**	**$371**	**$297**	**$0**	**$0**	**$4,954**

ADJUSTED TEST YEAR
Test Year Data - Bill Month Report From Engie System

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 Adjusted Grand Total
Wastewater CSS Operations	Constellation NewEnergy/4640			$50,169	$50,126	$49,144	$43,855	$40,661	$42,043	$36,347	$36,846	$35,954	$39,207	$49,404	$44,827	$518,583
Wastewater CSS Operations	Duquesne Light Company			22,342	22,507	22,255	19,911	20,788	22,965	21,879	21,479	23,427	20,295	23,026	21,562	262,435
Wastewater CSS Operations	Engie Resources/9001025/841680			34,722	30,550	30,773	33,867	28,302	28,657	33,035	29,292	33,060	33,262	30,821	32,940	379,282
Wastewater CSS Operations	Peoples/644760			1,371	1,334	923	501	386	76	70	60	78	119	418	1,172	6,508
Wastewater CSS Operations	PPL Electric Utilities/Allentown			7,119	7,087	7,415	6,907	6,936	7,166	7,604	7,831	8,234	7,366	7,602	7,616	88,883
Wastewater CSS Operations	West Penn Power			7,673	8,910	6,904	5,183	5,465	6,329	6,619	6,676	6,589	6,301	6,631	8,444	81,723
Wastewater CSS Operations Total				**$123,395**	**$120,514**	**$117,414**	**$110,224**	**$102,537**	**$107,236**	**$105,554**	**$102,184**	**$107,342**	**$106,550**	**$117,902**	**$116,561**	**$1,337,414**

Future Test Year - 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 Grand Total
Wastewater CSS Operations	Constellation NewEnergy/4640	1	-2.40%	$48,965	$48,923	$47,965	$42,802	$39,685	$41,034	$35,475	$35,962	$35,091	$38,266	$48,219	$43,751	$506,137
Wastewater CSS Operations	Duquesne Light Company	2	5.90%	23,660	23,834	23,568	21,086	22,015	24,320	23,170	22,746	24,809	21,492	24,384	22,834	277,919
Wastewater CSS Operations	Engie Resources/9001025/841680	3	26.70%	43,993	38,707	38,990	42,910	35,858	36,309	41,856	37,113	41,887	42,143	39,050	41,735	480,550
Wastewater CSS Operations	Peoples/644760			1,371	1,334	923	501	386	76	70	60	78	119	418	1,172	6,508
Wastewater CSS Operations	PPL Electric Utilities/Allentown			7,119	7,087	7,415	6,907	6,936	7,166	7,604	7,831	8,234	7,366	7,602	7,616	88,883
Wastewater CSS Operations	West Penn Power			7,673	8,910	6,904	5,183	5,465	6,329	6,619	6,676	6,589	6,301	6,631	8,444	81,723
Wastewater CSS Operations Total				**$132,780**	**$128,796**	**$125,764**	**$119,389**	**$110,345**	**$115,234**	**$114,793**	**$110,388**	**$116,688**	**$115,687**	**$126,303**	**$125,552**	**$1,441,720**

Fully Projected Future Test Year - adjusted for rate changes

Segment	Vendor Name	Note	Rate Change	2023 Jan	2023 Feb	2023 Mar	2023 Apr	2023 May	2023 Jun	2023 Jul	2023 Aug	2023 Sep	2023 Oct	2023 Nov	2023 Dec	2023 Grand Total
Wastewater CSS Operations	Constellation NewEnergy/4640			$48,965	$48,923	$47,965	$42,802	$39,685	$41,034	$35,475	$35,962	$35,091	$38,266	$48,219	$43,751	$506,137
Wastewater CSS Operations	Duquesne Light Company			23,660	23,834	23,568	21,086	22,015	24,320	23,170	22,746	24,809	21,492	24,384	22,834	277,919
Wastewater CSS Operations	Engie Resources/9001025/841680			43,993	38,707	38,990	42,910	35,858	36,309	41,856	37,113	41,887	42,143	39,050	41,735	480,550
Wastewater CSS Operations	Peoples/644760			1,371	1,334	923	501	386	76	70	60	78	119	418	1,172	6,508
Wastewater CSS Operations	PPL Electric Utilities/Allentown			7,119	7,087	7,415	6,907	6,936	7,166	7,604	7,831	8,234	7,366	7,602	7,616	88,883
Wastewater CSS Operations	West Penn Power			7,673	8,910	6,904	5,183	5,465	6,329	6,619	6,676	6,589	6,301	6,631	8,444	81,723
Wastewater CSS Operations Total				**$132,780**	**$128,796**	**$125,764**	**$119,389**	**$110,345**	**$115,234**	**$114,793**	**$110,388**	**$116,688**	**$115,687**	**$126,303**	**$125,552**	**$1,441,720**

Note

1 Constellation NewEnergy has a 2.40% rate reduction in starting in January 2022 due to forward buying on the agreement.
2 Duquesne Light Company has an 5.90% Increase in January 2022 based on a base distribution approval.
3 Engie Resources has a 26.7% increase in January 2022 based on a new contract win Constellation New Energy.

Purchased Water

Pennsylvania-American Water Company - Water Operations
Purchased Water Summary

			Base Year		Future Test Year				FPFTY		
District	Location	Acct Number	2021 YTD Expense	2021 Consumption Gallons (000's)	Annualized 2022 Expense	Annualized 2022 Gallons (000)	2021-2022 Variance Expense	2021-2022 Variance Gallons (000)	Annualized 2023 Expense	2022-2023 Variance Expense	Comment
2423	RTE 711- PERRY	S-351-104-00	$694,960	295,420	$691,287	295,420	($3,673)	-	$708,431	$17,144	
2423	104 Royal Palm Alley	S-351-104-25	26,480	11,264	26,362	11,264	(119)	-	27,016	654	
2423	Fifth & Wine St Intercnct, Connellsvill	S-351-113-00	19,406	8,232	19,267	8,232	(139)	-	19,745	478	
2423	Cramer Ave	S-351-107-00	272,582	115,860	271,116	115,860	(1,466)	-	277,840	6,724	
2423	Uniontown Booster Station	S-351-109-00	779,891	331,967	776,807	331,967	(3,084)	-	796,072	19,265	
2422	Rte 51 Opferville	S-355-008-00	23,689	2,591	23,689	2,591	0	-	24,276	587	
2422	Williamsport Rd.	S-082-201-00	1,434	130	1,434	130	0	-	1,470	36	
2423	Rte 119 & Pine Motel	14461	12,626	390	12,626	390	0	-	12,939	314	
2423	Airport Rd-U Town Dist	14250.1	0	-			0	-	0	-	
2423	Connellsville Airport	G301-01770	0	-			0	-	0	-	
2423	Connellsville Airport- 2"	14537.1	0	-			0	-	0	-	
2423	Rte 119-Mt. Braddock	14250.2	0	-			0	-	0	-	
2423	Mt Braddock-Percy	14250.5	0	-			0	-	0	-	
2423	Lappa-Rocks Work Rd.	20428	271	20	271	20	0	-	277	7	
2423	Sensus- Gallatin Ave	14250.6	0	-			0	-	0	-	
2425	Rte 40 Brownsville	14289.1	9,720	-	9,720	-	0	-	9,961	241	
2423	Breakiron Connection	050205	17,386	1,987	17,386	1,987	0	-	17,817	431	
2411	Arlington Ave	5057737-1009331	101,522	3,750	101,468	3,750	(54)	-	103,985	2,517	
2451	619 School Ln	349461	15,850	2,519	15,468	2,519	(381)	-	15,852	384	
2451	Springfield Pike	2033 97	42,665	2,364	42,665	2,364	0	-	43,723	1,059	
2451	Rte. 202 @ Whitpain	90017600	24,155	7,763	24,155	7,763	0	-	24,754	599	
2464	Covered Bridge	9165	0	-	0	-	0	-	0	-	
2464	Township Line @ Pumphouse	9166	22,202	3,326	22,202	3,326	0	-	22,752	550	
2464	Sowers Ave	3.01	400,925	80,322	400,925	80,322	0	-	410,867	9,943	
2425	Daisytown Road Meter Pit	40058-0	1,627	163	1,627	163	0	-	1,667	40	
2474	302 Morea Rd, Frackville	8104900	638	24	638	24	0	-	654	16	
2474	Laural Ridge, Frackville	8105000	12,299	2,169	12,299	2,169	0	-	12,604	305	
2474	S Eleanor Ave	8104800	1,552	249	1,552	249	0	-	1,590	38	
2459/246305	501 S. 19th St.	28656.01	160,773	38,648	169,056	38,648	8,283	-	173,249	4,193	
2459/246305	Seidel St.	550470.1	6,479	2,733	6,924	2,733	444	-	7,095	171	
2459/246305	Meter Pit at St. Lawrence Ave & Bigar	550470.2	332,023	114,889	362,051	143,210	30,029	28,320	371,030	8,979	
2462	W. Penn Ave.	15544-01	14,156	1,915	14,173	1,915	17	-	14,525	352	
2451	North Wales Interconnect	529950-130668	0	-	0	-	0	-	0	-	
	Suez - 19th St Interconnect	Suez PA	63,558	7,022	63,558	7,022	0	-	65,134	1,576	
2451	DRBS-Norristown	Diversion Rights	28,098	-	29,231	-	1,132	-	29,956	725	
2456	DRBC-Blue Mountain	Diversion Rights	5,117	-	5,324	-	206	-	5,456	132	
2455	DRBC-Bangor System	Diversion Rights	103	-	108	-	4	-	110	2	
2452	DRBS-Yardley	Diversion Rights	8,574	-	8,920	-	346	-	9,141	221	
2464	DRBS-Home Royersford	Diversion Rights	7,630	-	7,937	-	307	-	8,134	197	
							0	-	0	-	
	Change in Accural/Adjustments		(84,226)	(17,657)			84,226	17,657	0	-	
		Totals Purchased	**$3,024,165**	**1,018,061**	**$3,140,244**	**1,064,038**	**$116,078**	**45,977**	**$3,218,122**	**$77,880**	

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 230 - Connellsville
VENDOR: WESTMORELAND
LOCATION: Perry St off Snyder Ave **Engie MAWC**
ACCT #: S-351-104-00 Snyder St 36" **Location # 2404238**
METER SIZE: 36" and 54" Snyder St 54"

	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total	Difference
2021	JAN	$66,552	27,730	12/18/20	01/14/21	27	$2	$66,552	$0	$66,552	$0.00
	FEB	80,376	33,490	01/14/21	02/17/21	34	2	80,376	0	80,376	0.00
	MAR	55,362	23,659	02/17/21	03/15/21	26	2	55,362	0	55,362	0.00
	APR	60,234	25,741	03/15/21	04/15/21	31	2	60,234	0	60,234	0.00
	MAY	48,516	20,733	04/15/21	05/12/21	27	2	48,515	0	48,516	0.00
	JUN	62,338	26,640	05/12/21	06/16/21	35	2	62,338	0	62,338	0.00
	JUL	50,870	21,739	06/16/21	07/15/21	29	2	50,869	0	50,870	0.00
	AUG	52,660	22,504	07/15/21	08/16/21	32	2	52,659	0	52,660	0.00
	SEP	57,906	24,746	08/16/21	09/16/21	31	2	57,906	0	57,906	0.00
	OCT	54,852	23,441	09/16/21	10/15/21	29	2	54,852	0	54,852	0.00
	NOV	54,738	23,392	10/15/21	11/16/21	32	2	54,737	0	54,738	0.00
	DEC	50,556	21,605	11/16/21	12/16/21	30	2	50,556	0	50,556	0.00
		$694,960	295,420			363					

	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total	Difference
2022	JAN	$64,889	27,730	12/18/20	01/14/21	27	$2	$64,888	$0	$64,889	$0.00
	FEB	78,367	33,490	01/14/21	02/17/21	34	2	78,367	0	78,367	0.00
	MAR	55,362	23,659	02/17/21	03/15/21	26	2	55,362	0	55,362	0.00
	APR	60,234	25,741	03/15/21	04/15/21	31	2	60,234	0	60,234	0.00
	MAY	48,516	20,733	04/15/21	05/12/21	27	2	48,515	0	48,516	0.00
	JUN	62,338	26,640	05/12/21	06/16/21	35	2	62,338	0	62,338	0.00
	JUL	50,870	21,739	06/16/21	07/15/21	29	2	50,869	0	50,870	0.00
	AUG	52,660	22,504	07/15/21	08/16/21	32	2	52,659	0	52,660	0.00
	SEP	57,906	24,746	08/16/21	09/16/21	31	2	57,906	0	57,906	0.00
	OCT	54,852	23,441	09/16/21	10/15/21	29	2	54,852	0	54,852	0.00
	NOV	54,738	23,392	10/15/21	11/16/21	32	2	54,737	0	54,738	0.00
	DEC	50,556	21,605	11/16/21	12/16/21	30	2	50,556	0	50,556	0.00
		$691,287	295,420			363					

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 230 - Connellsville PACN-CV-SNYST-54IC
VENDOR: WESTMORELAND Snyder St 54"
LOCATION: 102 Royal Palm Alley **Engie MAWC**
ACCT #: S-351-104-25 **Location # 2404631**
METER SIZE: 2 & 8

	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total	Difference
2021	JAN	$2,156	898	12/18/20	01/14/21	27	$2	$2,155	$0	$2,156	$0.00
	FEB	2,592	1,080	01/14/21	02/17/21	34	2	2,592	0	2,592	0.00
	MAR	1,666	712	02/17/21	03/15/21	26	2	1,666	0	1,666	0.00
	APR	2,303	984	03/15/21	04/15/21	31	2	2,303	0	2,303	0.00
	MAY	1,819	777	04/15/21	05/12/21	27	2	1,818	0	1,819	0.00
	JUN	2,682	1,146	05/12/21	06/16/21	35	2	2,682	0	2,682	0.00
	JUL	2,022	864	06/16/21	07/15/21	29	2	2,022	0	2,022	0.00
	AUG	1,985	848	07/15/21	08/16/21	32	2	1,984	0	1,985	0.00
	SEP	2,638	1,127	08/16/21	09/16/21	31	2	2,637	0	2,638	0.00
	OCT	2,170	927	09/16/21	10/15/21	29	2	2,169	0	2,170	0.00
	NOV	2,270	970	10/15/21	11/16/21	32	2	2,270	0	2,270	0.00
	DEC	2,179	931	11/16/21	12/16/21	30	2	2,179	0	2,179	0.00
		$26,480	11,264			363					

	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total	Difference
2022	JAN	$2,102	898	12/18/20	01/14/21	27	$2	$2,101	$0	$2,102	$0.00
	FEB	2,528	1,080	01/14/21	02/17/21	34	2	2,527	0	2,528	0.00
	MAR	1,666	712	02/17/21	03/15/21	26	2	1,666	0	1,666	0.00
	APR	2,303	984	03/15/21	04/15/21	31	2	2,303	0	2,303	0.00
	MAY	1,819	777	04/15/21	05/12/21	27	2	1,818	0	1,819	0.00
	JUN	2,682	1,146	05/12/21	06/16/21	35	2	2,682	0	2,682	0.00
	JUL	2,022	864	06/16/21	07/15/21	29	2	2,022	0	2,022	0.00
	AUG	1,985	848	07/15/21	08/16/21	32	2	1,984	0	1,985	0.00
	SEP	2,638	1,127	08/16/21	09/16/21	31	2	2,637	0	2,638	0.00
	OCT	2,170	927	09/16/21	10/15/21	29	2	2,169	0	2,170	0.00
	NOV	2,270	970	10/15/21	11/16/21	32	2	2,270	0	2,270	0.00
	DEC	2,179	931	11/16/21	12/16/21	30	2	2,179	0	2,179	0.00
		$26,362	11,264			363					

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"

	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total	Difference
2021	JAN	$4,169	1,737	12/18/20	01/14/21	27	$2	$4,169	$0	$4,169	$0.00
	FEB	1,378	574	01/14/21	02/17/21	34	2	1,378	0	1,378	0.00
	MAR	983	420	02/17/21	03/15/21	26	2	983	0	983	0.00
	APR	1,376	588	03/15/21	04/15/21	31	2	1,376	0	1,376	0.00
	MAY	1,114	476	04/15/21	05/12/21	27	2	1,114	0	1,114	0.00
	JUN	1,556	665	05/12/21	06/16/21	35	2	1,556	0	1,556	0.00
	JUL	1,273	544	06/16/21	07/15/21	29	2	1,273	0	1,273	0.00
	AUG	1,224	523	07/15/21	08/16/21	32	2	1,224	0	1,224	0.00
	SEP	1,538	657	08/16/21	09/16/21	31	2	1,537	0	1,538	0.00
	OCT	1,528	653	09/16/21	10/15/21	29	2	1,528	0	1,528	0.00
	NOV	1,683	719	10/15/21	11/16/21	32	2	1,682	0	1,683	0.00
	DEC	1,582	676	11/16/21	12/16/21	30	2	1,582	0	1,582	0.00
		$19,406	8,232			363					

	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total	Difference
2022	JAN	$4,065	1,737	12/18/20	01/14/21	27	$2	$4,065	$0	$4,065	$0.00
	FEB	1,343	574	01/14/21	02/17/21	34	2	1,343	0	1,343	0.00
	MAR	983	420	02/17/21	03/15/21	26	2	983	0	983	0.00
	APR	1,376	588	03/15/21	04/15/21	31	2	1,376	0	1,376	0.00
	MAY	1,114	476	04/15/21	05/12/21	27	2	1,114	0	1,114	0.00
	JUN	1,556	665	05/12/21	06/16/21	35	2	1,556	0	1,556	0.00
	JUL	1,273	544	06/16/21	07/15/21	29	2	1,273	0	1,273	0.00
	AUG	1,224	523	07/15/21	08/16/21	32	2	1,224	0	1,224	0.00
	SEP	1,538	657	08/16/21	09/16/21	31	2	1,537	0	1,538	0.00
	OCT	1,528	653	09/16/21	10/15/21	29	2	1,528	0	1,528	0.00
	NOV	1,683	719	10/15/21	11/16/21	32	2	1,682	0	1,683	0.00
	DEC	1,582	676	11/16/21	12/16/21	30	2	1,582	0	1,582	0.00
		$19,267	8,232			363					

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"

	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total	Difference
2021	JAN	$24,932	10,388	12/18/20	01/14/21	27	$2	$24,931	$0	$24,932	$0.00
	FEB	33,696	14,040	01/14/21	02/17/21	34	2	33,696	0	33,696	0.00
	MAR	22,986	9,823	02/17/21	03/15/21	26	2	22,986	0	22,986	0.00
	APR	24,968	10,670	03/15/21	04/15/21	31	2	24,968	0	24,968	0.00
	MAY	19,544	8,352	04/15/21	05/12/21	27	2	19,544	0	19,544	0.00
	JUN	27,280	11,658	05/12/21	06/16/21	35	2	27,280	0	27,280	0.00
	JUL	21,189	9,055	06/16/21	07/17/21	31	2	21,189	0	21,189	0.00
	AUG	20,882	8,924	07/17/21	08/16/21	30	2	20,882	0	20,882	0.00
	SEP	20,978	8,965	08/16/21	09/16/21	31	2	20,978	0	20,978	0.00
	OCT	20,597	8,802	09/16/21	10/15/21	29	2	20,597	0	20,597	0.00
	NOV	17,569	7,508	10/15/21	11/16/21	32	2	17,569	0	17,569	0.00
	DEC	17,960	7,675	11/16/21	12/16/21	30	2	17,960	0	17,960	0.00
		$272,582	115,860			363					

	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total	Difference
2022	JAN	$24,308	10,388	12/18/20	01/14/21	27	$2	$24,308	$0	$24,308	$0.00
	FEB	32,854	14,040	01/14/21	02/17/21	34	2	32,854	0	32,854	0.00
	MAR	22,986	9,823	02/17/21	03/15/21	26	2	22,986	0	22,986	0.00
	APR	24,968	10,670	03/15/21	04/15/21	31	2	24,968	0	24,968	0.00
	MAY	19,544	8,352	04/15/21	05/12/21	27	2	19,544	0	19,544	0.00
	JUN	27,280	11,658	05/12/21	06/16/21	35	2	27,280	0	27,280	0.00
	JUL	21,189	9,055	06/16/21	07/17/21	31	2	21,189	0	21,189	0.00
	AUG	20,882	8,924	07/17/21	08/16/21	30	2	20,882	0	20,882	0.00
	SEP	20,978	8,965	08/16/21	09/16/21	31	2	20,978	0	20,978	0.00
	OCT	20,597	8,802	09/16/21	10/15/21	29	2	20,597	0	20,597	0.00
	NOV	17,569	7,508	10/15/21	11/16/21	32	2	17,569	0	17,569	0.00
	DEC	17,960	7,675	11/16/21	12/16/21	30	2	17,960	0	17,960	0.00
		$271,116	115,860			363					

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

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

	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total	Difference
2021	JAN	$58,743	24,476	12/18/20	01/14/21	27	$2	$58,742	$0	$58,743	$0.00
	FEB	64,628	26,928	01/14/21	02/17/21	34	2	64,627	0	64,628	0.00
	MAR	53,652	22,928	02/17/21	03/15/21	26	2	53,652	0	53,652	0.00
	APR	56,343	24,078	03/15/21	04/15/21	31	2	56,343	0	56,343	0.00
	MAY	44,470	19,004	04/15/21	05/12/21	27	2	44,469	0	44,470	0.00
	JUN	55,042	23,522	05/12/21	06/16/21	35	2	55,041	0	55,042	0.00
	JUL	54,291	23,201	06/16/21	07/15/21	29	2	54,290	0	54,291	0.00
	AUG	49,196	21,024	07/15/21	08/16/21	32	2	49,196	0	49,196	0.00
	SEP	71,604	30,600	08/16/21	09/16/21	31	2	71,604	0	71,604	0.00
	OCT	76,020	32,487	09/16/21	10/15/21	29	2	76,020	0	76,020	0.00
	NOV	100,145	42,797	10/15/21	11/16/21	32	2	100,145	0	100,145	0.00
	DEC	95,758	40,922	11/16/21	12/16/21	30	2	95,757	0	95,758	0.00
		$779,891	331,967			363					

	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Cap Surchg	Total	Difference
2022	JAN	$57,274	24,476	12/18/20	01/14/21	27	$2	$57,274	$0	$57,274	$0.00
	FEB	63,012	26,928	01/14/21	02/17/21	34	2	63,012	0	63,012	0.00
	MAR	53,652	22,928	02/17/21	03/15/21	26	2	53,652	0	53,652	0.00
	APR	56,343	24,078	03/15/21	04/15/21	31	2	56,343	0	56,343	0.00
	MAY	44,470	19,004	04/15/21	05/12/21	27	2	44,469	0	44,470	0.00
	JUN	55,042	23,522	05/12/21	06/16/21	35	2	55,041	0	55,042	0.00
	JUL	54,291	23,201	06/16/21	07/15/21	29	2	54,290	0	54,291	0.00
	AUG	49,196	21,024	07/15/21	08/16/21	32	2	49,196	0	49,196	0.00
	SEP	71,604	30,600	08/16/21	09/16/21	31	2	71,604	0	71,604	0.00
	OCT	76,020	32,487	09/16/21	10/15/21	29	2	76,020	0	76,020	0.00
	NOV	100,145	42,797	10/15/21	11/16/21	32	2	100,145	0	100,145	0.00
	DEC	95,758	40,922	11/16/21	12/16/21	30	2	95,757	0	95,758	0.00
		$776,807	331,967			363					

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

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

	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	Difference
2021	JAN	$1,744	173	12/19/20	01/18/21	30	$86	$490	2	$9	$5	$1,168	$0	$1,744	$0.00
	FEB	1,733	171	01/18/21	02/17/21	30	86	490	2	9	5	1,157	0	1,733	0.00
	MAR	1,604	147	02/17/21	03/16/21	27	86	490	2	9	5	1,028	0	1,604	0.00
	APR	1,840	191	03/16/21	04/19/21	34	86	490	2	9	5	1,265	0	1,840	0.00
	MAY	1,572	141	04/19/21	05/14/21	25	86	490	2	9	5	996	0	1,572	0.00
	JUN	1,889	200	05/14/21	06/15/21	32	86	490	2	9	5	1,313	0	1,889	0.00
	JUL	1,819	187	06/15/21	07/16/21	31	86	490	2	9	5	1,243	0	1,819	0.00
	AUG	1,942	210	07/16/21	08/17/21	32	86	490	2	9	5	1,367	0	1,942	0.00
	SEP	3,328	468	08/17/21	09/15/21	29	86	490	2	9	5	2,752	0	3,328	0.00
	OCT	1,867	196	09/15/21	10/18/21	33	86	490	2	9	5	1,291	0	1,867	0.00
	NOV	2,060	232	10/18/21	11/19/21	32	86	490	2	9	5	1,485	0	2,060	0.00
	DEC	2,291	275	11/19/21	12/16/21	27	86	490	2	9	5	1,716	0	2,291	0.00
		$23,689	2,591			362									

	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	Difference
2022	JAN	$1,744	173	12/19/20	01/18/21	30	$86	$490	2	$9	$5	$1,168	$0	$1,744	$0.00
	FEB	1,733	171	01/18/21	02/17/21	30	86	490	2	9	5	1,157	0	1,733	0.00
	MAR	1,604	147	02/17/21	03/16/21	27	86	490	2	9	5	1,028	0	1,604	0.00
	APR	1,840	191	03/16/21	04/19/21	34	86	490	2	9	5	1,265	0	1,840	0.00
	MAY	1,572	141	04/19/21	05/14/21	25	86	490	2	9	5	996	0	1,572	0.00
	JUN	1,889	200	05/14/21	06/15/21	32	86	490	2	9	5	1,313	0	1,889	0.00
	JUL	1,819	187	06/15/21	07/16/21	31	86	490	2	9	5	1,243	0	1,819	0.00
	AUG	1,942	210	07/16/21	08/17/21	32	86	490	2	9	5	1,367	0	1,942	0.00
	SEP	3,328	468	08/17/21	09/15/21	29	86	490	2	9	5	2,752	0	3,328	0.00
	OCT	1,867	196	09/15/21	10/18/21	33	86	490	2	9	5	1,291	0	1,867	0.00
	NOV	2,060	232	10/18/21	11/19/21	32	86	490	2	9	5	1,485	0	2,060	0.00
	DEC	2,291	275	11/19/21	12/16/21	27	86	490	2	9	5	1,716	0	2,291	0.00
		$23,689	2,591			362									

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT	**110 - Pittsburgh**	Opferville MAWC Interconnection	
VENDOR:	**WESTMORELAND**	PAMV-VY-WPCON	
LOCATION:	**Williamsport Rd**	**Engie MAWC**	
ACCT #:	**S-082-201-00**	**Location # 2404602**	
METER SIZE:	**1"**		

	Month	Invoice #	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	Difference
2021	JAN	Q1	$659	69	10/22/20	1/18/21	88	$92	$0.00	$9	$566	$1	$659	$0.00
	FEB													
	MAR													
	APR	Q2	590	61	1/18/21	4/13/21	85	92	0	9	497	1	590	0.00
	MAY													
	JUN													
	JUL	Q3	93	0	4/13/21	7/15/21	93	92	0	9	0	1	93	0.00
	AUG													
	SEP													
	OCT	Q4	93	0	7/15/21	10/18/21	95	92	0	9	0	1	93	0.00
	NOV													
	DEC													
			$1,434	130			361							

	Month	Invoice #	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	Difference
2022	JAN	Q1	$659	69	10/22/20	1/18/21	88	$92	$0	$9	$566	$1	$659	$0.00
	FEB													
	MAR													
	APR	Q2	590	61	1/18/21	4/13/21	85	92	0	9	497	1	590	0.00
	MAY													
	JUN													
	JUL	Q3	93	0	4/13/21	7/15/21	93	92	0	9	0	1	93	0.00
	AUG													
	SEP													
	OCT	Q4	93	0	7/15/21	10/18/21	95	92	0	9	0	1	93	0.00
	NOV													
	DEC													
			$1,434	130			361							

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

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

	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	Difference
2021	JAN	$810	0	12/30/2020	1/29/2021	30	$810	$7	$5	$0	$810	$0.00
	FEB	810	0	1/29/2021	2/24/2021	26	810	7	5	0	810	0.00
	MAR	810	0	2/24/2021	3/29/2021	33	810	7	5	0	810	0.00
	APR	810	0	3/29/2021	4/28/2021	30	810	7	5	0	810	0.00
	MAY	810	0	4/28/2021	5/24/2021	26	810	7	5	0	810	0.00
	JUN	810	0	5/24/2021	6/24/2021	31	810	7	5	0	810	0.00
	JUL	810	0	6/24/2021	7/26/2021	32	810	7	5	0	810	0.00
	AUG	3,716	390	7/26/2021	8/16/2021	21	810	7	5	2,906	3,716	0.00
	SEP	810	0	8/16/2021	09/27/21	42	810	7	5	0	810	0.00
	OCT	810	0	9/27/2021	10/26/21	29	810	7	5	0	810	0.00
	NOV	810	0	10/26/2021	12/02/21	37	810	7	5	0	810	0.00
	DEC	810	0	12/02/2021	12/29/21	27	810	7	5	0	810	0.00
		$12,626	390			364						

	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	Difference
2022	JAN	$810	0	12/30/2020	1/29/2021	30	$810	$7	$5	$0	$810	$0.00
	FEB	810	0	1/29/2021	2/24/2021	26	810	7	5	0	810	0.00
	MAR	810	0	2/24/2021	3/29/2021	33	810	7	5	0	810	0.00
	APR	810	0	3/29/2021	4/28/2021	30	810	7	5	0	810	0.00
	MAY	810	0	4/28/2021	5/24/2021	26	810	7	5	0	810	0.00
	JUN	810	0	5/24/2021	6/24/2021	31	810	7	5	0	810	0.00
	JUL	810	0	6/24/2021	7/26/2021	32	810	7	5	0	810	0.00
	AUG	3,716	390	7/26/2021	8/16/2021	21	810	7	5	2,906	3,716	0.00
	SEP	810	0	8/16/2021	09/27/21	42	810	7	5	0	810	0.00
	OCT	810	0	9/27/2021	10/26/21	29	810	7	5	0	810	0.00
	NOV	810	0	10/26/2021	12/02/21	37	810	7	5	0	810	0.00
	DEC	810	0	12/02/2021	12/29/21	27	810	7	5	0	810	0.00
		$12,626	390			364						

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT **2423 - Uniontown/Connellsville**
VENDOR: **NORTH FAYETTE**
LOCATION: **Lappa-Rocks Work Rd** **Engie NORTH FAYETTE**
ACCT #: **20428** **old #G-035-01952** **Location # 2404638**
METER SIZE: **5/8"**

	Month	Invoice #	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	Adjustment	Total	Difference
2021	JAN													
	FEB	Q1	$65	5	11/05/2020	2/03/2021	90	$30	$7	$5	$35	$0	$65	$0.00
	MAR													
	APR													
	MAY	Q2	68	5	2/04/2021	5/04/2021	89	30	7	5	38	0	68	0.00
	JUN													
	JUL													
	AUG	Q3	69	5	5/05/2021	8/04/2021	91	30	7	5	39	0	69	0.00
	SEP													
	OCT													
	NOV	Q4	69	5	08/04/21	11/05/21	93	30	7	5	39	0	69	0.00
	DEC													
			$271	20			363							

	Month	Invoice #	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	Adjustment	Total	Difference
2022	JAN													
	FEB	Q1	$65	5	11/05/2020	2/03/2021	90	$30	$7	$5	$35	$0	$65	$0.00
	MAR													
	APR													
	MAY	Q2	68	5	2/04/2021	5/04/2021	89	30	7	5	38	0	68	0.00
	JUN													
	JUL													
	AUG	Q3	69	5	5/05/2021	8/04/2021	91	30	7	5	39	0	69	0.00
	SEP													
	OCT													
	NOV	Q4	69	5	08/04/21	11/05/21	93	30	7	5	39	0	69	0.00
	DEC													
			$271	20			363							

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

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

	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	Difference
2021	JAN	$810	0	12/29/2020	1/29/2021	31	$810	$7	$5	$0	$810	$0.00
	FEB	810	0	1/29/2021	2/23/2021	25	810	7	5	0	810	0.00
	MAR	810	0	2/23/2021	3/26/2021	31	810	7	5	0	810	0.00
	APR	810	0	3/26/2021	4/27/2021	32	810	7	5	0	810	0.00
	MAY	810	0	4/27/2021	5/26/2021	29	810	7	5	0	810	0.00
	JUN	810	0	5/26/2021	6/23/2021	28	810	7	5	0	810	0.00
	JUL	810	0	6/23/2021	7/28/2021	35	810	7	5	0	810	0.00
	AUG	810	0	7/28/2021	8/25/2021	28	810	7	5	0	810	0.00
	SEP	810	0	8/25/2021	09/27/21	33	810	7	5	0	810	0.00
	OCT	810	0	9/27/2021	10/25/21	28	810	7	5	0	810	0.00
	NOV	810	0	10/25/2021	12/02/21	38	810	7	5	0	810	0.00
	DEC	810	0	12/02/2021	12/29/21	27	810	7	5	0	810	0.00
		$9,720	0			365						

	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	Difference
2022	JAN	$810	0	12/29/2020	1/29/2021	31	$810	$7	$5	$0	$810	$0.00
	FEB	810	0	1/29/2021	2/23/2021	25	810	7	5	0	810	0.00
	MAR	810	0	2/23/2021	3/26/2021	31	810	7	5	0	810	0.00
	APR	810	0	3/26/2021	4/27/2021	32	810	7	5	0	810	0.00
	MAY	810	0	4/27/2021	5/26/2021	29	810	7	5	0	810	0.00
	JUN	810	0	5/26/2021	6/23/2021	28	810	7	5	0	810	0.00
	JUL	810	0	6/23/2021	7/28/2021	35	810	7	5	0	810	0.00
	AUG	810	0	7/28/2021	8/25/2021	28	810	7	5	0	810	0.00
	SEP	810	0	8/25/2021	09/27/21	33	810	7	5	0	810	0.00
	OCT	810	0	9/27/2021	10/25/21	28	810	7	5	0	810	0.00
	NOV	810	0	10/25/2021	12/02/21	38	810	7	5	0	810	0.00
	DEC	810	0	12/02/2021	12/29/21	27	810	7	5	0	810	0.00
		$9,720	0			365						

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"**

	Month	Invoice #	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Total	Difference
2021	JAN	01	$1,348	154	1/01/2021	1/31/2021	30	$9	$1,348	$1,348	$0.00
	FEB	02	1,260	144	1/31/2021	2/28/2021	28	9	1,260	1,260	0.00
	MAR	03	1,523	174	2/28/2021	3/31/2021	31	9	1,523	1,523	0.00
	APR	04	1,409	161	3/31/2021	4/30/2021	30	9	1,409	1,409	0.00
	MAY	05	1,426	163	4/30/2021	5/31/2021	31	9	1,426	1,426	0.00
	JUN	06	1,619	185	5/31/2021	6/30/2021	30	9	1,619	1,619	0.00
	JUL	07	1,558	178	6/30/2021	7/31/2021	31	9	1,558	1,558	0.00
	AUG	08	1,540	176	7/31/2021	8/31/2021	31	9	1,540	1,540	0.00
	SEP	09	1,514	173	8/31/2021	09/30/21	30	9	1,514	1,514	0.00
	OCT	10	1,409	161	9/30/2021	10/31/21	31	9	1,409	1,409	0.00
	NOV	11	1,374	157	10/31/2021	11/30/21	30	9	1,374	1,374	0.00
	DEC	12	1,409	161	11/30/2021	12/31/21	31	9	1,409	1,409	0.00
			$17,386	1,987			364				

	Month	Invoice #	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Cost per 1,000 gallons	Consumption Charge	Total	Difference
2022	JAN	01	$1,348	154	1/01/2021	1/31/2021	30	$9	$1,348	$1,348	$0.00
	FEB	02	1,260	144	1/31/2021	2/28/2021	28	9	1,260	1,260	0.00
	MAR	03	1,523	174	2/28/2021	3/31/2021	31	9	1,523	1,523	0.00
	APR	04	1,409	161	3/31/2021	4/30/2021	30	9	1,409	1,409	0.00
	MAY	05	1,426	163	4/30/2021	5/31/2021	31	9	1,426	1,426	0.00
	JUN	06	1,619	185	5/31/2021	6/30/2021	30	9	1,619	1,619	0.00
	JUL	07	1,558	178	6/30/2021	7/31/2021	31	9	1,558	1,558	0.00
	AUG	08	1,540	176	7/31/2021	8/31/2021	31	9	1,540	1,540	0.00
	SEP	09	1,514	173	8/31/2021	09/30/21	30	9	1,514	1,514	0.00
	OCT	10	1,409	161	9/30/2021	10/31/21	31	9	1,409	1,409	0.00
	NOV	11	1,374	157	10/31/2021	11/30/21	30	9	1,374	1,374	0.00
	DEC	12	1,409	161	11/30/2021	12/31/21	31	9	1,409	1,409	0.00
			$17,386	1,987			364				

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT **110 - Pittsburgh** PAPT-Z5-MWBST
VENDOR: **PITTSBURGH WATER AND SEWER AUTHORITY**
LOCATION: **1217 ARLINGTON AVE** **SAP Supplier #** **202405** **Engie PWSA**
ACCT #: **Old Acct#** **Acct #** **5057737-1009331** **Location # 2404727**
METER SIZE: **4"**

								Rate						
	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Service Charge	7.16 per 000 Gal	Per contract	Consumption Charge	DSIC	Adjustment	Total	Difference
2021	JAN	$6,451	0	12/31/20	01/31/21	31	$6,451	$0	$0	$0			$6,451	0.00
	FEB	6,505	0	01/31/21	03/02/21	30	6,451	-	-	-			6,451	53.76
	MAR	6,857	0	03/02/21	04/01/21	30	6,749	-	-	108			6,857	0.00
	APR	7,032	0	04/01/21	05/02/21	31	6,922	-	-	110			7,032	0.00
	MAY	7,032	0	05/02/21	05/31/21	29	6,922	-	-	111			7,032	0.00
	JUN	6,978	0	05/31/21	07/01/21	31	6,922	-	-	56			6,978	0.00
	JUL	6,761	0	07/01/21	08/01/21	31	6,922	-	-	(161)			6,761	0.00
	AUG	6,978	0	08/01/21	08/31/21	30	6,922	-	-	56			6,978	0.00
	SEP	14,870	1,650	08/31/21	10/01/21	31	6,922	7	-	7,948			14,870	0.00
	OCT	7,045	0	10/01/21	10/31/21	30	6,922	-	-	123			7,045	0.00
	NOV	6,980	0	10/31/21	11/30/21	30	6,922	-	-	58			6,980	0.00
	DEC	18,034	2,100	11/30/21	01/02/22	33	6,922	-	-	11,112			18,034	0.00
		$101,522	3,750			367								

	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Service Charge	7.16 per 000 Gal	Per contract	Consumption Charge	DSIC	Adjustment	Total	Difference
2022	JAN	$6,451	0	12/31/20	01/31/21	31	$6,451	$0	$0	$0			$6,451	0.00
	FEB	6,451	0	01/31/21	03/02/21	30	6,451	-	-	-			6,451	0.00
	MAR	6,857	0	03/02/21	04/01/21	30	6,749	-	-	108			6,857	0.00
	APR	7,032	0	04/01/21	05/02/21	31	6,922	-	-	110			7,032	0.00
	MAY	7,032	0	05/02/21	05/31/21	29	6,922	-	-	111			7,032	0.00
	JUN	6,978	0	05/31/21	07/01/21	31	6,922	-	-	56			6,978	0.00
	JUL	6,761	0	07/01/21	08/01/21	31	6,922	-	-	(161)			6,761	0.00
	AUG	6,978	0	08/01/21	08/31/21	30	6,922	-	-	56			6,978	0.00
	SEP	14,870	1,650	08/31/21	10/01/21	31	6,922	7	-	7,948			14,870	0.00
	OCT	7,045	0	10/01/21	10/31/21	30	6,922	-	-	123			7,045	0.00
	NOV	6,980	0	10/31/21	11/30/21	30	6,922	-	-	58			6,980	0.00
	DEC	18,034	2,100	11/30/21	01/02/22	33	6,922	-	-	11,112			18,034	0.00
		$101,468	3,750			367								

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT **510 - Norristown** PANO-BH-SCHOL
VENDOR: **AQUA PA** **Engie Aqua Pennsylvania**
LOCATION: **619 School Ln. Gı SAP Supplier #** **104638 Location # 2404727**
ACCT #: **349461**
METER SIZE: **4"**

	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	Difference
2021	JAN	$486	0	12/16/20	1/15/21	30	$470	$12	$12	$0	$16	$486	$0
	FEB	486	0	1/15/21	2/18/21	34	470	12	12	0	16	486	0
	MAR	486	0	2/18/21	3/17/21	27	470	12	12	0	16	486	0
	APR	489	0	3/17/21	4/16/21	30	470	12	12	0	19	489	0
	MAY	2,483	1,916	4/16/21	5/18/21	32	470	12	12	1,916	97	2,483	0
	JUN	613	10	5/18/21	6/16/21	29	470	12	12	119	24	613	0
	JUL	492	0	6/16/21	7/16/21	30	470	12	12	0	22	492	0
	AUG	492	0	7/16/21	8/17/21	32	470	12	12	0	22	492	0
	SEP	7,681	586	8/17/21	9/16/21	30	1,896	12	12	6,973	408	9,277	(1,596)
	OCT	552	4	9/16/21	10/18/21	32	470	12	12	48	34	552	0
	NOV	1,053	0	10/18/21	11/17/21	30	940	12	12	0	31	971	82
	DEC	539	3	11/17/21	12/15/21	28	470	12	12	36	33	539	0
		$15,850	2,519			364							

	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	Difference
2022	JAN	$486	0	12/16/20	1/15/21	30	$470	$12	$12	$0	$16	$486	$0
	FEB	486	0	1/15/21	2/18/21	34	470	12	12	0	16	486	0
	MAR	486	0	2/18/21	3/17/21	27	470	12	12	0	16	486	0
	APR	489	0	3/17/21	4/16/21	30	470	12	12	0	19	489	0
	MAY	2,483	1,916	4/16/21	5/18/21	32	470	12	12	1,916	97	2,483	0
	JUN	613	10	5/18/21	6/16/21	29	470	12	12	119	24	613	0
	JUL	492	0	6/16/21	7/16/21	30	470	12	12	0	22	492	0
	AUG	492	0	7/16/21	8/17/21	32	470	12	12	0	22	492	0
	SEP	7,851	586	8/17/21	9/16/21	30	470	12	12	6,973	408	7,851	0
	OCT	552	4	9/16/21	10/18/21	32	470	12	12	48	34	552	0
	NOV	501	0	10/18/21	11/17/21	30	470	12	12	0	31	501	0
	DEC	539	3	11/17/21	12/15/21	28	470	12	12	36	33	539	0
		$15,468	2,519			364							

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT
VENDOR: **Indian Creek Valley Water Auth** **Engie Indian Creek Valley Water**
LOCATION: **Springfield Pike** **Location # 2404369**
ACCT #: **2033 97**
Meter size: 6"

	Month	Amount of Bill	Consumption **(000)** **gallons**	Beginning Read Date	Ending Read Date	Days	Meter Charge	Price per **1,000** gallons	Consumption Charge	Total	Difference
2021	JAN	$600	0	12/14/20	01/13/21	30	$600	$15	$0	$600	$0
	FEB	600	0	01/13/21	02/12/21	30	600	15	0	600	0
	MAR	4,206	240	02/12/21	03/15/21	31	600	15	3,606	4,206	0
	APR	5,697	340	03/15/21	04/13/21	29	600	15	5,097	5,697	0
	MAY	3,611	201	04/13/21	05/13/21	30	600	15	3,011	3,611	0
	JUN	3,572	198	05/13/21	06/14/21	32	600	15	2,972	3,572	0
	JUL	4,172	238	06/14/21	07/13/21	29	600	15	3,572	4,172	0
	AUG	4,065	231	07/13/21	08/13/21	31	600	15	3,465	4,065	0
	SEP	4,305	247	08/13/21	09/13/21	31	600	15	3,705	4,305	0
	OCT	4,458	257	09/13/21	10/31/21	48	600	15	3,858	4,458	0
	NOV	4,370	251	10/31/21	11/15/21	15	600	15	3,770	4,370	0
	DEC	3,011	161	11/15/21	12/13/21	28	600	15	2,411	3,011	0
		$42,665	2,364			364					

	Month	Amount of Bill	Consumption **(000)** **gallons**	Beginning Read Date	Ending Read Date	Days	Meter Charge	Price per **1,000** gallons	Consumption Charge	Total	Difference
2022	JAN	$600	0	12/14/20	01/13/21	30	$600	$15	$0	$600	$0
	FEB	600	0	01/13/21	02/12/21	30	600	15	0	600	0
	MAR	4,206	240	02/12/21	03/15/21	31	600	15	3,606	4,206	0
	APR	5,697	340	03/15/21	04/13/21	29	600	15	5,097	5,697	0
	MAY	3,611	201	04/13/21	05/13/21	30	600	15	3,011	3,611	0
	JUN	3,572	198	05/13/21	06/14/21	32	600	15	2,972	3,572	0
	JUL	4,172	238	06/14/21	07/13/21	29	600	15	3,572	4,172	0
	AUG	4,065	231	07/13/21	08/13/21	31	600	15	3,465	4,065	0
	SEP	4,305	247	08/13/21	09/13/21	31	600	15	3,705	4,305	0
	OCT	4,458	257	09/13/21	10/31/21	48	600	15	3,858	4,458	0
	NOV	4,370	251	10/31/21	11/15/21	15	600	15	3,770	4,370	0
	DEC	3,011	161	11/15/21	12/13/21	28	600	15	2,411	3,011	0
		$42,665	2,364			364					

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

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

	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Service Charge *	Standby Charge	Usage @ $2.95/1000 gal	Adjustment	Total	Difference
2021	JAN	$16,854	5,678	12/30/20	01/28/21	29	$104	$0	$16,750		$16,854	$0
	FEB	5,880	1,958	01/28/21	02/25/21	28	104	0	5,776		5,880	0
	MAR	107	1	02/25/21	03/30/21	33	104	0	3		107	0
	APR	104	0	03/30/21	04/29/21	30	104	0	0		104	0
	MAY	110	2	04/29/21	06/01/21	33	104	0	6		110	0
	JUN	290	63	06/01/21	06/29/21	28	104	0	186		290	0
	JUL	195	31	06/29/21	07/29/21	30	104	0	91		195	0
	AUG	196	30	07/29/21	08/30/21	32	104	0	89	4	196	0
	SEP	104	0	08/30/21	09/29/21	30	104	0	0		104	0
	OCT	104	0	09/29/21	11/01/21	33	104	0	0		104	0
	NOV	106	0	11/01/21	11/30/21	29	104	0	0	2	106	0
	DEC	104	0	11/30/21	12/30/21	30	104	0	0		104	0
		$24,155	7,763			365						

	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Service Charge *	Standby Charge	Usage @ $2.95/1000 gal	Adjustment	Total	Difference
2022	JAN	$16,854	5,678	12/30/20	01/28/21	29	$104	$0	$16,750		$16,854	$0
	FEB	5,880	1,958	01/28/21	02/25/21	28	104	0	5,776		5,880	0
	MAR	107	1	02/25/21	03/30/21	33	104	0	3		107	0
	APR	104	0	03/30/21	04/29/21	30	104	0	0		104	0
	MAY	110	2	04/29/21	06/01/21	33	104	0	6		110	0
	JUN	290	63	06/01/21	06/29/21	28	104	0	186		290	0
	JUL	195	31	06/29/21	07/29/21	30	104	0	91		195	0
	AUG	196	30	07/29/21	08/30/21	32	104	0	89	4	196	0
	SEP	104	0	08/30/21	09/29/21	30	104	0	0		104	0
	OCT	104	0	09/29/21	11/01/21	33	104	0	0		104	0
	NOV	106	0	11/01/21	11/30/21	29	104	0	0	2	106	0
	DEC	104	0	11/30/21	12/30/21	30	104	0	0		104	0
		$24,155	7,763			365						

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

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

	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	Difference
2021	JAN	$279	0	11/23/20	1/26/21	64	$0	$5	$5	$5	$279	$279	$0
	FEB	108	24	1/26/21	2/24/21	29	0	5	5	5	108	108	0
	MAR	598	70	2/24/21	3/23/21	27	0	5	5	5	598	598	0
	APR	1,488	540	3/23/21	4/16/21	24	283	5	5	5	1,205	1,488	0
	MAY	2,325	369	4/16/21	5/19/21	33	0	5	5	5	2,325	2,325	0
	JUN	1,922	298	5/19/21	6/4/21	16	283	5	5	5	1,639	1,922	0
	JUL	6,630	1,154	6/4/21	7/17/21	43	283	5	5	5	6,347	6,630	0
	AUG	2,692	438	7/17/21	8/19/21	33	283	5	5	5	2,409	2,692	0
	SEP	283	0	8/19/21	9/22/21	34	283	5	5	5	0	283	0
	OCT	2,926	0	9/22/21	10/21/21	29	283	5	5	5	2,643	2,926	0
	NOV	2,632	427	10/21/21	11/15/21	25	283	5	5	5	2,349	2,632	0
	DEC	316	6	11/15/21	12/14/21	29	283	5	5	5	33	316	0
		$22,202	3,326			386							

	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	Difference
2022	JAN	$279	0			0	$0	$5	$5	$5	$279	$279	$0
	FEB	108	24	1/26/21	2/24/21	29	0	5	5	5	108	108	0
	MAR	598	70	2/24/21	3/23/21	27	0	5	5	5	598	598	0
	APR	1,488	540	3/23/21	4/16/21	24	0	5	5	5	1,488	1,488	0
	MAY	2,325	369	4/16/21	5/19/21	33	0	5	5	5	2,325	2,325	0
	JUN	1,922	298	5/19/21	6/4/21	16	283	5	5	5	1,639	1,922	0
	JUL	6,630	1,154	6/4/21	7/17/21	43	0	5	5	5	6,630	6,630	0
	AUG	2,692	438	7/17/21	8/19/21	33	283	5	5	5	2,409	2,692	0
	SEP	283	0	8/19/21	9/22/21	34	283	5	5	5	0	283	0
	OCT	2,926	0	9/22/21	10/21/21	29	0	5	5	5	2,926	2,926	0
	NOV	2,632	427	10/21/21	11/15/21	25	283	5	5	5	2,349	2,632	0
	DEC	316	6	11/15/21	12/14/21	29	283	5	5	5	33	316	0
		$22,202	3,326			322							

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT **640 - Royersford** PARF-PH-PHC1.
VENDOR: **BOROUGH OF PHOENIXVILLE**
LOCATION: **Sowers Ave & Covered Bridge** **Engie The Borough of Phoenixville**
ACCT #: **3.01** **Location # 2404629**
METER SIZE: **Multi**

	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	Difference
2021	JAN	$20,250	4,110	12/22/20	1/26/21	35	$0	$3	$2	$2	$20,250	$20,250	$0
	FEB	108,482	24,107	1/26/21	2/24/21	29	0	3	2	2	108,482	108,482	0
	MAR	18,693	11,369	2/24/21	3/17/21	21	0	3	2	2	18,693	18,693	0
	APR	28,941	5,262	3/17/21	4/21/21	35	0	3	2	2	28,941	28,941	0
	MAY	23,848	17,620	4/21/21	5/18/21	27	0	3	2	2	23,848	23,848	0
	JUN	20,250	2,543	5/18/21	6/4/21	17	0	3	2	2	20,250	20,250	0
	JUL	34,815	5,581	6/4/21	7/20/21	46	0	3	2	2	34,815	34,815	0
	AUG	44,705	1,935	7/20/21	8/19/21	30	0	3	2	2	44,705	44,705	0
	SEP	24,750	1,935	8/19/21	9/22/21	34	0	3	2	2	24,750	24,750	0
	OCT	24,750	767	9/22/21	10/16/21	24	0	3	2	2	24,750	24,750	0
	NOV	26,692	4,500	10/16/21	11/15/21	30	0	3	2	2	26,692	26,692	0
	DEC	24,750	593	11/15/21	12/16/21	31	0	3	2	2	24,750	24,750	0
		$400,925	80,322			359							

	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	Difference
2022	JAN	$20,250	4,110	12/22/20	1/26/21	35	$0	$3	$2	$2	$20,250	$20,250	$0
	FEB	$108,482	24,107	1/26/21	2/24/21	29	0	3	2	2	108,482	108,482	0
	MAR	$18,693	11,369	2/24/21	3/17/21	21	0	3	2	2	18,693	18,693	0
	APR	$28,941	5,262	3/17/21	4/21/21	35	0	3	2	2	28,941	28,941	0
	MAY	$23,848	17,620	4/21/21	5/18/21	27	0	3	2	2	23,848	23,848	0
	JUN	$20,250	2,543	5/18/21	6/4/21	17	0	3	2	2	20,250	20,250	0
	JUL	$34,815	5,581	6/4/21	7/20/21	46	0	3	2	2	34,815	34,815	0
	AUG	$44,705	1,935	7/20/21	8/19/21	30	0	3	2	2	44,705	44,705	0
	SEP	$24,750	1,935	8/19/21	9/22/21	34	0	3	2	2	24,750	24,750	0
	OCT	$24,750	767	9/22/21	10/16/21	24	0	3	2	2	24,750	24,750	0
	NOV	$26,692	4,500	10/16/21	11/15/21	30	0	3	2	2	26,692	26,692	0
	DEC	$24,750	593	11/15/21	12/16/21	31	0	3	2	2	24,750	24,750	0
		$400,925	80,322			359							

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** **Tri-County Joint Municipal Authority**
ACCT #: **40058-0** **Location # 2404724**
METER SIZE: **3/4"**

	Month	Bill Amount	**Consumption (000's)**	Beginning Read Date	Ending Read Date	Days	Service Charge	Usage Charge per 1,000 gallons	Total Usage	CAP Charge	Total Charges	Difference
2021	JAN	$103	10	12/31/20	01/29/21	29	$18	$9	$85		$103	($0)
	FEB	135	14	01/29/21	02/26/21	28	18	9	116		135	0
	MAR	142	15	02/26/21	03/30/21	32	18	9	123		142	0
	APR	129	13	03/30/21	04/29/21	30	18	9	111		129	0
	MAY	142	15	04/29/21	05/28/21	29	18	9	123		142	0
	JUN	158	16	05/28/21	06/29/21	32	18	9	139		158	0
	JUL	138	14	06/29/21	07/29/21	30	18	9	120		138	0
	AUG	145	15	07/29/21	08/30/21	32	18	9	127		145	0
	SEP	130	13	08/30/21	09/29/21	30	18	9	111		130	0
	OCT	131	12	09/29/21	10/29/21	30	18	9	105	8	131	0
	NOV	140	13	10/29/21	11/29/21	31	18	9	114	8	140	0
	DEC	136	13	11/29/21	12/29/21	30	18	9	110	8	136	0
		$1,627	163			363						

	Month	Bill Amount	**Consumption (000's)**	Beginning Read Date	Ending Read Date	Days	Service Charge	Usage Charge per 1,000 gallons	Total Usage	CAP Charge	Total Charges	Difference
2022	JAN	$103	10	12/31/20	01/29/21	29	$18	$9	$85		$103	$0
	FEB	135	14	01/29/21	02/26/21	28	18	9	116		135	0
	MAR	142	15	02/26/21	03/30/21	32	18	9	123		142	0
	APR	129	13	03/30/21	04/29/21	30	18	9	111		129	0
	MAY	142	15	04/29/21	05/28/21	29	18	9	123		142	0
	JUN	158	16	05/28/21	06/29/21	32	18	9	139		158	0
	JUL	138	14	06/29/21	07/29/21	30	18	9	120		138	0
	AUG	145	15	07/29/21	08/30/21	32	18	9	127		145	0
	SEP	130	13	08/30/21	09/29/21	30	18	9	111		130	0
	OCT	131	12	09/29/21	10/29/21	30	18	9	105	8	131	0
	NOV	140	13	10/29/21	11/29/21	31	18	9	114	8	140	0
	DEC	136	13	11/29/21	12/29/21	30	18	9	110	8	136	0
		$1,627	163			363						

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"**

	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	Difference
2021	JAN	$53	2	12/31/20	01/31/21	31	$53	$0	$5	$0	$53	$0
	FEB	53	2	01/31/21	02/28/21	28	53	0	5	0	53	0
	MAR	53	3	02/28/21	03/31/21	31	53	0	5	0	53	0
	APR	53	3	03/31/21	04/30/21	30	53	0	5	0	53	0
	MAY	53	3	04/30/21	05/31/21	31	53	0	5	0	53	0
	JUN	53	3	05/31/21	06/30/21	30	53	0	5	0	53	0
	JUL	53	0	06/30/21	07/31/21	31	53	0	5	0	53	0
	AUG	53	0	07/31/21	08/31/21	31	53	0	5	0	53	0
	SEP	53	0	08/31/21	09/30/21	30	53	0	5	0	53	0
	OCT	53	3	09/30/21	10/31/21	31	53	0	5	0	53	0
	NOV	53	3	10/31/21	11/30/21	30	53	0	5	0	53	0
	DEC	53	2	11/30/21	12/31/21	31	53	0	5	0	53	0
		$638	24			365						

	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	Difference
2022	JAN	$53	2	12/31/20	01/31/21	31	$53	$0	$5	$0	$53	$0
	FEB	53	2	01/31/21	02/28/21	28	53	0	5	0	53	0
	MAR	53	3	02/28/21	03/31/21	31	53	0	5	0	53	0
	APR	53	3	03/31/21	04/30/21	30	53	0	5	0	53	0
	MAY	53	3	04/30/21	05/31/21	31	53	0	5	0	53	0
	JUN	53	3	05/31/21	06/30/21	30	53	0	5	0	53	0
	JUL	53	0	06/30/21	07/31/21	31	53	0	5	0	53	0
	AUG	53	0	07/31/21	08/31/21	31	53	0	5	0	53	0
	SEP	53	0	08/31/21	09/30/21	30	53	0	5	0	53	0
	OCT	53	3	09/30/21	10/31/21	31	53	0	5	0	53	0
	NOV	53	3	10/31/21	11/30/21	30	53	0	5	0	53	0
	DEC	53	2	11/30/21	12/31/21	31	53	0	5	0	53	0
		$638	24			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"**

	Month	Bill Amount	Consumption 100 CF	Beginning Read Date	Ending Read Date	Days	Service Charge	First 300CF	All Other Consumption - per 100CF	Total Consumption Charge	Invoice Total	Difference
2021	JAN	$1,122	204	12/31/20	01/31/21	31	$857	$0	$5	$265	$1,122	$0
	FEB	1,070	194	01/31/21	02/28/21	28	857	0	5	213	1,070	0
	MAR	857	105	02/28/21	03/31/21	31	857	0	5	0	857	0
	APR	1,106	201	03/31/21	04/30/21	30	857	0	5	250	1,106	0
	MAY	1,616	299	04/30/21	05/31/21	31	857	0	5	759	1,616	0
	JUN	1,060	192	05/31/21	06/30/21	30	857	0	5	203	1,060	0
	JUL	1,018	184	06/30/21	07/31/21	31	857	0	5	161	1,018	0
	AUG	893	160	07/31/21	08/31/21	31	857	0	5	36	893	0
	SEP	893	160	08/31/21	09/30/21	30	857	0	5	36	893	0
	OCT	945	170	09/30/21	10/31/21	31	857	0	5	88	945	0
	NOV	857	146	10/31/21	11/30/21	30	857	0	5	0	857	0
	DEC	862	154	11/30/21	12/31/21	31	857	0	5	5	862	0
		$12,299	2,169	Cubic Feet		365						

	Month	Bill Amount	Consumption 100 CF	Beginning Read Date	Ending Read Date	Days	Service Charge	First 300CF	All Other Consumption - per 100CF	Total Consumption Charge	Invoice Total	Difference
2022	JAN	$1,122	204	12/31/20	01/31/21	31	$857	$0	$5	$265	$1,122	$0
	FEB	1,070	194	01/31/21	02/28/21	28	857	0	5	213	1,070	0
	MAR	857	105	02/28/21	03/31/21	31	857	0	5	0	857	0
	APR	1,106	201	03/31/21	04/30/21	30	857	0	5	250	1,106	0
	MAY	1,616	299	04/30/21	05/31/21	31	857	0	5	759	1,616	0
	JUN	1,060	192	05/31/21	06/30/21	30	857	0	5	203	1,060	0
	JUL	1,018	184	06/30/21	07/31/21	31	857	0	5	161	1,018	0
	AUG	893	160	07/31/21	08/31/21	31	857	0	5	36	893	0
	SEP	893	160	08/31/21	09/30/21	30	857	0	5	36	893	0
	OCT	945	170	09/30/21	10/31/21	31	857	0	5	88	945	0
	NOV	857	146	10/31/21	11/30/21	30	857	0	5	0	857	0
	DEC	862	154	11/30/21	12/31/21	31	857	0	5	5	862	0
		$12,299	2,169	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"**

	Month	Bill Amount	Consumption 100 CF	Beginning Read Date	Ending Read Date	Days	Service Charge	First 10 (100 CF Units)	All Other Consumption per 1000 CF Unit	Total Consumption	Total	Difference
2021	JAN	$53	1	01/01/21	01/31/21	30	$53	$0	$6	$0	$53	$0
	FEB	53	1	01/31/21	02/28/21	28	53	0	6	0	53	0
	MAR	53	1	02/28/21	03/31/21	31	53	0	6	0	53	0
	APR	53	1	03/31/21	04/30/21	30	53	0	6	0	53	0
	MAY	53	3	04/30/21	05/31/21	31	53	0	6	0	53	0
	JUN	53	1	05/31/21	06/30/21	30	53	0	6	0	53	0
	JUL	53	1	06/30/21	07/31/21	31	53	0	6	0	53	0
	AUG	74	14	07/31/21	08/31/21	31	53	0	6	21	74	0
	SEP	838	194	08/31/21	09/30/21	30	53	0	6	785	838	0
	OCT	161	31	09/30/21	10/31/21	31	53	0	6	108	161	0
	NOV	53	1	10/31/21	11/30/21	30	53	0	6	0	53	0
	DEC	53	0	11/30/21	12/31/21	31	53	0	6	0	53	0
		$1,552	249			364						

	Month	Bill Amount	Consumption 100 CF	Beginning Read Date	Ending Read Date	Days	Service Charge	First 10 (100 CF Units)	All Other Consumption per 1000 CF Unit	Total Consumption	Total	Difference
2022	JAN	$53	1	01/01/21	01/31/21	30	$53	$0	$6	$0	$53	$0
	FEB	53	1	01/31/21	02/28/21	28	53	0	6	0	53	0
	MAR	53	1	02/28/21	03/31/21	31	53	0	6	0	53	0
	APR	53	1	03/31/21	04/30/21	30	53	0	6	0	53	0
	MAY	53	3	04/30/21	05/31/21	31	53	0	6	0	53	0
	JUN	53	1	05/31/21	06/30/21	30	53	0	6	0	53	0
	JUL	53	1	06/30/21	07/31/21	31	53	0	6	0	53	0
	AUG	74	14	07/31/21	08/31/21	31	53	0	6	21	74	0
	SEP	838	194	08/31/21	09/30/21	30	53	0	6	785	838	0
	OCT	161	31	09/30/21	10/31/21	31	53	0	6	108	161	0
	NOV	53	1	10/31/21	11/30/21	30	53	0	6	0	53	0
	DEC	53	0	11/30/21	12/31/21	31	53	0	6	0	53	0
		$1,552	249			364						

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT **633 - Glen Alsac** Woodvale Pump Station Site
VENDOR: **READING AREA WTR AUTH**
LOCATION: **501 S 19th St.** **Reading Area Water Authority**
ACCT #: **2865601** **Location # 2402853**
METER SIZE: **8" & 0.62**

	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	Difference
2021	JAN	$3,830	867	01/08/21	02/05/21	28	$4	$3,780	$19	$31	$3,830	$0
	FEB	3,085	696	02/05/21	03/01/21	24	4	3,035	19	31	3,085	(0)
	MAR	5,435	1,235	03/01/21	04/02/21	32	4	5,385	19	31	5,435	(0)
	APR	10,889	2,486	04/02/21	05/18/21	46	4	10,839	19	31	10,889	0
	MAY	16,021	3,663	05/18/21	06/02/21	15	4	15,971	19	31	16,021	0
	JUN	9,407	2,146	06/02/21	07/02/21	30	4	9,357	19	31	9,407	(0)
	JUL	15,533	3,551	07/02/21	08/11/21	40	4	15,483	19	31	15,533	0
	AUG	1,616	359	08/11/21	09/02/21	22	4	1,566	19	31	1,616	0
	SEP	8,731	1,991	09/02/21	10/01/21	29	4	8,681	19	31	8,731	(0)
	OCT											
	NOV	8,283	1,888	10/01/21	11/30/21	60	4	8,233	19	31	8,283	0
	DEC	77,944	19,765	11/30/21	12/31/21	31	4	86,178	19	31	86,227	(8,283)
		$160,773	38,648			357						

	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	Difference
2022	JAN	$3,830	867	01/08/21	02/05/21	28	$4	$3,780	$19	$31	$3,830	$0
	FEB	3,085	696	02/05/21	03/01/21	24	4	3,035	19	31	3,085	0
	MAR	5,435	1,235	03/01/21	04/02/21	32	4	5,385	19	31	5,435	0
	APR	10,889	2,486	04/02/21	05/18/21	46	4	10,839	19	31	10,889	0
	MAY	16,021	3,663	05/18/21	06/02/21	15	4	15,971	19	31	16,021	0
	JUN	9,407	2,146	06/02/21	07/02/21	30	4	9,357	19	31	9,407	0
	JUL	15,533	3,551	07/02/21	08/11/21	40	4	15,483	19	31	15,533	0
	AUG	1,616	359	08/11/21	09/02/21	22	4	1,566	19	31	1,616	0
	SEP	8,731	1,991	09/02/21	10/01/21	29	4	8,681	19	31	8,731	0
	OCT	0	0									
	NOV	8,283	1,888	10/01/21	11/30/21	60	4	8,233	19	31	8,283	0
	DEC	86,227	19,765	11/30/21	12/31/21	31	4	86,178	19	31	86,227	0
		$169,056	38,648			357						

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"**

	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Service Charge (1st 1000 Gal)	Charge for next 1,001 to 6,000,000 Gal	Consumption Charge	Total	Difference
2021	JAN	$628	248	12/30/20	01/22/21	23	$48	$2	$580	$628	$0
	FEB	520	202	01/22/21	02/19/21	28	48	2	472	520	0
	MAR	501	194	02/19/21	03/26/21	35	48	2	454	501	0
	APR	490	189	03/26/21	04/30/21	35	48	2	442	490	0
	MAY	473	182	04/30/21	05/28/21	28	48	2	425	473	0
	JUN	544	212	05/28/21	07/02/21	35	48	2	496	544	0
	JUL/AUG	534	208	07/02/21	08/13/21	42	48	2	486	534	0
	AUG/SEP	534	397	08/13/21	09/17/21	35	48	2	931	978	(444)
	SEP/OCT	795	319	09/17/21	10/29/21	42	48	2	748	795	0
	NOV	795	319	10/29/21	11/25/21	27	48	2	748	795	0
	DEC	664	263	11/25/21	12/31/21	36	48	2	616	664	0
		$6,479	2,733			366					

	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Service Charge (1st 1000 Gal)	Charge for next 1,001 to 6,000,000 Gal	Consumption Charge	Total	Difference
2022	JAN	$628	248	12/30/20	01/22/21	23	$48	$2	$580	$628	$0
	FEB	520	202	01/22/21	02/19/21	28	48	2	472	520	0
	MAR	501	194	02/19/21	03/26/21	35	48	2	454	501	0
	APR	490	189	03/26/21	04/30/21	35	48	2	442	490	0
	MAY	473	182	04/30/21	05/28/21	28	48	2	425	473	0
	JUN	544	212	05/28/21	07/02/21	35	48	2	496	544	0
	JUL/AUG	534	208	07/02/21	08/13/21	42	48	2	486	534	0
	AUG/SEP	978	397	08/13/21	09/17/21	35	48	2	931	978	0
	SEP/OCT	795	319	09/17/21	10/29/21	42	48	2	748	795	0
	NOV	795	319	10/29/21	11/25/21	27	48	2	748	795	0
	DEC	664	263	11/25/21	12/31/21	36	48	2	616	664	0
		$6,924	2,733			366					

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**

	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Service Charge (1st 1,000 Gal)	$2.35 per 1000 Next 1,001 to 6,000,000 Gal	$2.65 per 1000 All Over 6,000,000 Gal	Total	Difference
2021	JAN	$27,045	10,838	12/28/20	01/22/21	25	$127	$14,098	$12,820	$27,045	$0
	FEB	28,095	11,234	01/22/21	02/19/21	28	127	14,098	13,870	28,095	(0)
	MAR	35,741	14,119	02/19/21	03/26/21	35	127	14,098	21,516	35,741	0
	APR	37,030	14,605	03/26/21	04/30/21	35	127	14,098	22,804	37,029	2
	MAY	473	182	04/30/21	05/28/21	28	127	425	0	553	(80)
	MAY	28,584	11,419	04/30/21	05/28/21	28	127	14,098	14,359	28,584	0
	JUN/JUL	45,020	17,621	05/28/21	07/09/21	42	127	14,098	30,795	45,020	0
	AUG	41,009	16,107	07/20/21	08/13/21	24	127	14,098	26,784	41,009	0
	SEP	39,257	15,446	08/13/21	09/17/21	35	127	14,098	25,032	39,257	0
	OCT	42,594	319	09/17/21	10/29/21	42	127	748	0	875	41,719
	NOV	7,173	2,999	10/29/21	11/25/21	27	127	7,046	0	7,173	(0)
	DEC			11/25/21			127	0	0	127	(127)
		$332,023	114,889			349					

	Month	Amount of Bill	Consumption (000)	Beginning Read Date	Ending Read Date	Days	Service Charge (1st 1,000 Gal)	Next 1,001 to 6,000,000 Gal	All Over 6,000,000 Gal	Total	Difference
2022	JAN	$27,045	10,838	12/28/20	01/22/21	25	$127	$14,098	$12,820	$27,045	$0
	FEB	28,095	11,234	01/22/21	02/19/21	28	127	14,098	13,870	28,095	0
	MAR	35,741	14,119	02/19/21	03/26/21	35	127	14,098	21,516	35,741	0
	APR	37,029	14,605	03/26/21	04/30/21	35	127	14,098	22,804	37,029	0
	MAY	553	182	04/30/21	05/28/21	28	127	425	0	553	0
	MAY	28,584	11,419	04/30/21	05/28/21	28	127	14,098	14,359	28,584	0
	JUN/JUL	45,020	17,621	05/28/21	07/09/21	42	127	14,098	30,795	45,020	0
	AUG	41,009	16,107	07/20/21	08/13/21	24	127	14,098	26,784	41,009	0
	SEP	39,257	15,446	08/13/21	09/17/21	35	127	14,098	25,032	39,257	0
	OCT	42,594	16,705	09/17/21	10/29/21	42	127	14,098	28,369	42,594	0
	NOV	7,173	2,999	10/29/21	11/25/21	27	127	7,046	0	7,173	0
	DEC	29,950	11,934	11/25/21	12/27/21	32	127	14,098	15,725	29,950	0
		$362,051	143,210			381					

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

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

	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	Difference
2021	JAN	$818	171	12/22/20	01/25/21	34	$221	$5	$4	$3	$597	$818	$0
	FEB	650	119	01/25/21	02/23/21	29	221	5	4	3	429	650	0
	MAR	1,155	131	02/23/21	03/25/21	30	684	4	4	4	472	1,155	0
	APR	1,055	103	03/25/21	04/23/21	29	684	4	4	4	371	1,055	0
	MAY	1,523	233	04/23/21	05/25/21	32	684	4	4	4	839	1,523	0
	JUN	1,303	172	05/25/21	06/25/21	31	684	4	4	4	619	1,303	0
	JUL	1,253	158	06/25/21	07/23/21	28	684	4	4	4	569	1,253	0
	AUG	1,429	207	07/23/21	08/25/21	33	684	4	4	4	745	1,429	0
	SEP	1,303	172	08/25/21	09/28/21	34	684	4	4	4	619	1,303	0
	OCT	1,328	179	09/28/21	10/25/21	27	684	4	4	4	644	1,328	0
	NOV	1,055	103	10/25/21	11/23/21	29	684	4	4	4	371	1,055	0
	DEC	1,285	167	11/23/21	12/27/21	34	684	4	4	4	601	1,285	0
		$14,156	1,915			370							

	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	Difference
2022	JAN	$836	171	12/22/20	01/25/21	34	$221	$4	$4	$4	$616	$836	$0
	FEB	649	119	01/25/21	02/23/21	29	221	4	4	4	428	649	0
	MAR	1,155	131	02/23/21	03/25/21	30	684	4	4	4	472	1,155	0
	APR	1,055	103	03/25/21	04/23/21	29	684	4	4	4	371	1,055	0
	MAY	1,523	233	04/23/21	05/25/21	32	684	4	4	4	839	1,523	0
	JUN	1,303	172	05/25/21	06/25/21	31	684	4	4	4	619	1,303	0
	JUL	1,253	158	06/25/21	07/23/21	28	684	4	4	4	569	1,253	0
	AUG	1,429	207	07/23/21	08/25/21	33	684	4	4	4	745	1,429	0
	SEP	1,303	172	08/25/21	09/28/21	34	684	4	4	4	619	1,303	0
	OCT	1,328	179	09/28/21	10/25/21	27	684	4	4	4	644	1,328	0
	NOV	1,055	103	10/25/21	11/23/21	29	684	4	4	4	371	1,055	0
	DEC	1,285	167	11/23/21	12/27/21	34	684	4	4	4	601	1,285	0
		$14,173	1,915			370							

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT 510 Indian Creek Interconnect Meter
VENDOR: NPWA - North Penn Water Authority **North Penn Water Authority**
LOCATION: **Location # 2405074**
ACCT #: **529950-130668**
METER SIZE: 6"

	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Usage Charge	Per 1,000 gallons	Consumption Charge	Total	Diff
2021	JAN					0		$5.27	$0.00	$0.00	$0.00
	FEB					0		5.27	0.00	0.00	0.00
	MAR					0		5.27	0.00	0.00	0.00
	APR					0		5.27	0.00	0.00	0.00
	MAY					0		5.27	0.00	0.00	0.00
	JUN					0		5.27	0.00	0.00	0.00
	JUL					0		5.27	0.00	0.00	0.00
	AUG					0		5.27	0.00	0.00	0.00
	SEP					0		5.27	0.00	0.00	0.00
	OCT					0		5.27	0.00	0.00	0.00
	NOV					0		5.27	0.00	0.00	0.00
	DEC					0		5.27	0.00	0.00	0.00
		$0.00	0			0					

	Month	Bill Amount	Consumption (in 000's)	Beginning Read Date	Ending Read Date	Days	Usage Charge	Per 1,000 gallons	Consumption Charge	Total	Diff
2022	JAN	$0.00				0		$5.27	$0.00	$0.00	$0.00
	FEB	0.00				0		5.27	0.00	0.00	0.00
	MAR	0.00				0		5.27	0.00	0.00	0.00
	APR	0.00				0		5.27	0.00	0.00	0.00
	MAY	0.00				0		5.27	0.00	0.00	0.00
	JUN	0.00				0		5.27	0.00	0.00	0.00
	JUL	0.00				0		5.27	0.00	0.00	0.00
	AUG	0.00				0		5.27	0.00	0.00	0.00
	SEP	0.00				0		5.27	0.00	0.00	0.00
	OCT	0.00				0		5.27	0.00	0.00	0.00
	NOV	0.00				0		5.27	0.00	0.00	0.00
	DEC	0.00				0		5.27	0.00	0.00	0.00
		$0.00	0			0					

PENNSYLVANIA-AMERICAN WATER COMPANY PURCHASED WATER

DISTRICT **621 - Steelton**
VENDOR: **Suez Water PA**
LOCATION: **19th Street Interconnect** **SAP Vendor** **127880**
ACCT #: **Suez PA**
METER SIZE:

	MONTH	AMOUNT OF BILL	CONSUMPTION (in 000's)	BEGINNING READ DATE	ENDING READ DATE	DAYS	METER CHARGE	Per 000	Consumption Charge	Adjustment	TOTAL	Diff
2021	JAN	$53,732	5,937	12/23/20	1/31/21	39		$9	$53,732		$53,732	$0
	FEB			1/31/21		0		9	0		0	0
	MAR					0		9	0		0	0
	APR	2,976	329	4/26/21	4/27/21	1		9	2,976		2,976	(0)
	MAY			4/27/21		0		9	0		0	0
	JUN					0		9	0		0	0
	JUL					0		9	0		0	0
	AUG					0		9	0		0	0
	SEP					0		9	0		0	0
	OCT					0		9	0		0	0
	NOV					0		9	0		0	0
	DEC	6,850	757	12/25/21	12/30/21	5		9	6,850		6,850	(0)
		$63,558	7,022			45						

	MONTH	AMOUNT OF BILL	CONSUMPTION (in 000's)	BEGINNING READ DATE	ENDING READ DATE	DAYS	METER CHARGE	Per 000	Consumption Charge	Adjustment	TOTAL	Diff
2022	JAN	$53,732	5,937	12/23/20	1/31/21	39		$9	$53,732		$53,732	$0
	FEB	0	0	1/31/21		0		9	0		0	0
	MAR	0	0			0		9	0		0	0
	APR	2,976	329	4/26/21	4/27/21	1		9	2,976		2,976	0
	MAY	0	0	4/27/21		0		9	0		0	0
	JUN	0	0			0		9	0		0	0
	JUL	0	0			0		9	0		0	0
	AUG	0	0			0		9	0		0	0
	SEP	0	0			0		9	0		0	0
	OCT	0	0			0		9	0		0	0
	NOV	0	0			0		9	0		0	0
	DEC	6,850	757	12/25/21	12/30/21	5		9	6,850		6,850	0
		$63,558	7,022			45						

PENNSYLVANIA AMERICAN WATER COMPANY
PURCHASED WATER
DISTRICT **2451**
VENDOR: **Delaware River Basin Commission**
LOCATION: **Norristown System**
CITY: **Spring City**
ACCT #:
METER SIZE: **Diversion Rights**

	Billing Month	VOUCHER #	AMOUNT OF BILL	
2021	JAN		$8,890	Q4
	FEB			
	MAR			
	APR		8,582	Q1
	MAY			
	JUN			
	JUL		9,417	Q2
	AUG			
	SEP			
	OCT		10,099	Q3
	NOV			
	DEC		-	Q4
			$28,098	

	Billing Month	VOUCHER #	AMOUNT OF BILL	
2022	JAN		$9,248	Q4
	FEB			
	MAR			
	APR		8,928	Q1
	MAY			
	JUN			
	JUL		9,797	Q2
	AUG			
	SEP			
	OCT		10,506	Q3
	NOV			
	DEC		-	Q4
			$29,231	

PENNSYLVANIA AMERICAN WATER COMPANY
PURCHASED WATER
DISTRICT **2456**
VENDOR: **Delaware River Basin Commission**
LOCATION: **Wilkes Barre** **NAZ**
ACCT #:
METER SIZE: **Diversion Rights**

	Billing Month	VOUCHER #	AMOUNT OF BILL	
2021	JAN		$1,082	Q4
	FEB			
	MAR			
	APR		1,359	Q1
	MAY			
	JUN			
	JUL		1,427	Q2
	AUG			
	SEP			
	OCT		1,250	Q3
	NOV			
	DEC		-	Q4
			$5,117	

	Billing Month	VOUCHER #	AMOUNT OF BILL	
2022	JAN		$1,125	Q4
	FEB			
	MAR			
	APR		1,414	Q1
	MAY			
	JUN			
	JUL		1,484	Q2
	AUG			
	SEP			
	OCT		1,300	Q3
	NOV			
	DEC		0	Q4
			$5,324	

PENNSYLVANIA AMERICAN WATER COMPANY
PURCHASED WATER
DISTRICT **2455**
VENDOR: **Delaware River Basin Commission**
LOCATION: **Bangor System**
ACCT #:
METER SIZE: **Diversion Rights**

	Billing Month	VOUCHER #	AMOUNT OF BILL	
2021	JAN		$25	Q4
	FEB			
	MAR			
	APR		24	Q1
	MAY			
	JUN			
	JUL		40	Q2
	AUG			
	SEP			
	OCT		14	Q3
	NOV			
	DEC		0	Q4
			$103	

	Billing Month	VOUCHER #	AMOUNT OF BILL	
2022	JAN		$26	Q4
	FEB			
	MAR			
	APR		25	Q1
	MAY			
	JUN			
	JUL		42	Q2
	AUG			
	SEP			
	OCT		14	Q3
	NOV			
	DEC		0	Q4
			$108	

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**

	Billing Month	VOUCHER #	AMOUNT OF BILL	
2021	JAN		$1,921	Q4
	FEB			
	MAR			
	APR		1,935	Q1
	MAY			
	JUN			
	JUL		2,250	Q2
	AUG			
	SEP			
	OCT		2,468	Q3
	NOV			
	DEC		0	Q4
			$8,574	

	Billing Month	VOUCHER #	AMOUNT OF BILL	
2022	JAN		$1,999	Q4
	FEB			
	MAR			
	APR		2,013	Q1
	MAY			
	JUN			
	JUL		2,341	Q2
	AUG			
	SEP			
	OCT		2,567	Q3
	NOV			
	DEC		0	Q4
			$8,920	

PENNSYLVANIA AMERICAN WATER COMPANY
PURCHASED WATER
DISTRICT **2464**
VENDOR: **Home Royersford**
CITY: Hershey
ACCT #:
METER SIZE: **Diversion Rights Fees**

	Billing Month	VOUCHER #	AMOUNT OF BILL	
2021	JAN		$1,858	Q4
	FEB			
	MAR			
	APR		1,812	Q1
	MAY			
	JUN			
	JUL		1,943	Q2
	AUG			
	SEP			
	OCT		2,018	Q3
	NOV			
	DEC		0	Q4
			$7,630	

	Billing Month	VOUCHER #	AMOUNT OF BILL	
2022	JAN		$1,933	Q4
	FEB			
	MAR			
	APR		1,885	Q1
	MAY			
	JUN			
	JUL		2,021	Q2
	AUG			
	SEP			
	OCT		2,099	Q3
	NOV			
	DEC		0	Q4
			$7,937	

Chemicals

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 1st Quarter (FTY) Actual Units	2022 1st Quarter (FTY) Unit Price	2022 1st Quarter (FTY) Actual Expense	2022 2nd Quarter (FTY) Actual Units	2022 2nd Quarter (FTY) Unit Price	2022 2nd Quarter (FTY) Actual Expense
P101	Abington Prod	1200859	CHM,PHOSPHATE,POLY CALGON C5,30GA	5,574	$3,168		12/31/2021 - 12/31/2022	1,393	$0.7068	$985	1,393	$0.7068	$985
P101	Abington Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	43,393	13,474		12/31/2021 - 06/30/2022	10,848	$0.3800	4,122	10,848	$0.3800	4,122
P101	Abington Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	4,457	3,063		12/31/2021 - 06/30/2022	1,114	$1.0200	1,137	1,114	$1.0200	1,137
P101	Abington Prod	1202931	CHM,DIPOTASSIUM PHOS, SLI-DP,5 GA	8	31		12/31/2021 - 12/31/2022	2	$3.7527	8	2	$3.7527	8
P101 Total				53,432	$19,736			13,358		$6,251	13,358		$6,251
P102	Bangor Prod	1200551	CHM,ALUM,SULFAT LIQUID,50%,55GA	4,474	$1,131	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	2,496	$0.3400	$849	2,496	$0.3400	$849
P102	Bangor Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	3,600	1,641		12/31/2021 - 06/30/2022	900	$0.8333	750	900	$0.8333	750
P102	Bangor Prod	1200915	CHM,SODIUM HYDROXIDE,25%,55GA	7,085	1,956		12/31/2021 - 06/30/2022	1,771	$0.3900	691	1,771	$0.3900	691
P102	Bangor Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	37,312	5,516		12/31/2021 - 06/30/2022	9,328	$0.2154	2,009	9,328	$0.2154	2,009
P102	Bangor Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	4,416	2,194		12/31/2021 - 06/30/2022	1,104	$0.5350	591	1,104	$0.5350	591
P102	Bangor Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	3,949	2,739		12/31/2021 - 06/30/2022	987	$1.0300	1,017	987	$1.0300	1,017
P102	Bangor Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	3	392		12/31/2021 - 12/31/2022	1	$130.5600	98	1	$130.5600	98
P102 Total				60,839	$15,567			16,587		$6,004	16,587		$6,004
P103	Blue Mount Nazareth P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	51,504	$4,393		12/31/2021 - 12/31/2022	12,876	$0.0845	$1,088	12,876	$0.0845	$1,088
P103	Blue Mount Nazareth P	1200570	CHM,CALCIUM,HYPO,100%,100LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P103	Blue Mount Nazareth P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P103	Blue Mount Nazareth P	1200609	CHM,DIATOMACEOUS EARTH,100%,50LB	500	371		12/31/2021 - 12/31/2022	125	$0.7427	93	125	$0.7427	93
P103	Blue Mount Nazareth P	1200806	CHM,POLYMER,CATIONC SPRFLOC C572,55GA	1,762	3,497		12/31/2021 - 06/30/2022	440	$1.7600	775	440	$1.7600	775
P103	Blue Mount Nazareth P	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P103	Blue Mount Nazareth P	1200827	CHM,POLYMER,NONIONC SPRFLOC1986N,5GA	120	449		12/31/2021 - 06/30/2022	30	$5.4600	164	30	$5.4600	164
P103	Blue Mount Nazareth P	1201118	CHM,SODIUM PERMANGANATE,20%,300GA			Addition for 2022	12/31/2021 - 06/30/2022	1,978	$1.2200	2,413	1,978	$1.2200	2,413
P103	Blue Mount Nazareth P	1200882	CHM,SODA ASH,100%,50LB	43,300	17,540		12/31/2021 - 06/30/2022	10,825	$0.3650	3,951	10,825	$0.3650	3,951
P103	Blue Mount Nazareth P	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	8,493	5,351		12/31/2021 - 06/30/2022	2,123	$0.5350	1,136	2,123	$0.5350	1,136
P103	Blue Mount Nazareth P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	135,567	16,010		12/31/2021 - 12/31/2022	33,892	$0.1350	4,575	33,892	$0.1350	4,575
P103	Blue Mount Nazareth P	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK			Addition for 2022	12/31/2021 - 12/31/2022	1,619	$0.3800	615	1,619	$0.3800	615
P103	Blue Mount Nazareth P	1200982	CHM,ZINC,CHLORIDE,1:10,50LB	17,800	17,955		12/31/2021 - 06/30/2022	4,450	$1.5300	6,809	4,450	$1.5300	6,809
P103 Total				259,046	$65,566			68,358		$21,619	68,358		$21,619
P104	Lehman Pike Prod	1200857	CHM,PHOSPHATE,POLY WSU319 CALCIQ MW,55GA	8,778	$4,446		12/31/2021 - 06/30/2022	2,195	$0.7900	$1,734	2,195	$0.7900	$1,734
P104	Lehman Pike Prod	1200912	CHM,SODIUM HYDROXIDE,25%,15GA 403	351,610	99,617		12/31/2021 - 06/30/2022	87,903	$0.3700	32,524	87,903	$0.3700	32,524
P104	Lehman Pike Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	109,650	39,245		12/31/2021 - 06/30/2022	27,413	$0.4300	11,787	27,413	$0.4300	11,787
P104	Lehman Pike Prod	1202351	CHM,PHOSPHATE,ORTH-PLY CARUS 8100,55GAL	8,151	4,270	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	2,038	$0.7700	1,569	2,038	$0.7700	1,569
P104 Total				478,189	$147,578			119,547		$47,614	119,547		$47,614
P106	Pocono Prod	1200663	CHM,PHOSPHATE,ORTH-PLY CARUS 8500,55GA	12,182	$11,005	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	5,145	$1.2400	$6,380	5,145	$1.2400	$6,380
P106	Pocono Prod	1200669	CHM,PHOSPHATE,ORTH-PLY CARUS 8500,58LB	901	1,039		12/31/2021 - 06/30/2022	225	$4.7200	1,063	225	$4.7200	1,063
P106	Pocono Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	46,627	12,382		12/31/2021 - 06/30/2022	11,657	$0.3400	3,963	11,657	$0.3400	3,963
P106	Pocono Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	327,055	112,833	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	93,795	$0.3500	32,828	93,795	$0.3500	32,828
P106	Pocono Prod	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	88,131	21,170	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	27,500	$0.2825	7,769	27,500	$0.2825	7,769
P106	Pocono Prod	1200980	CHM,ZINC,CHLORIDE,1:5,30GA	9,691	11,857		12/31/2021 - 06/30/2022	2,423	$1.3100	3,174	2,423	$1.3100	3,174
P106 Total				484,587	$170,286			140,745		$55,177	140,745		$55,177
P107	Susquehanna Prod	1200544	CHM,ALGICIDE,CUTRINE,55GA	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0
P107	Susquehanna Prod	1200550	CHM,ALUM,SULFAT DRY,100%,50LB	21,750	8,837		12/31/2021 - 06/30/2022	5,438	$0.5500	2,991	5,438	$0.5500	2,991
P107	Susquehanna Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	75,019	15,447	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 06/30/2022	17,212	$0.2050	3,528	17,212	$0.2050	3,528
P107	Susquehanna Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	0	-		12/31/2021 - 06/30/2022	0	$0.8418	-	0	$0.8418	-
P107	Susquehanna Prod	1200595	CHM,CHLORINE,100%,100LB CYLINDER	393	832		12/31/2021 - 06/30/2022	98	$6.7625	664	98	$6.7625	664
P107	Susquehanna Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	4,068	7,700		12/31/2021 - 06/30/2022	1,017	$2.6792	2,725	1,017	$2.6792	2,725
P107	Susquehanna Prod	1200641	CHM,HFS ACID,23%,15GA	1,320	2,025		12/31/2021 - 12/31/2022	330	$1.5343	506	330	$1.5343	506
P107	Susquehanna Prod	1200646	CHM,HFS ACID,23%,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P107	Susquehanna Prod	1200777	CHM,POLYMER,CATIONC MAGNAFLOC LT22S,50LB	36	151		12/31/2021 - 06/30/2022	9	$6.5500	59	9	$6.5500	59
P107	Susquehanna Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	0	-		12/31/2021 - 06/30/2022	0	$1.6400	-	0	$1.6400	-
P107	Susquehanna Prod	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	617	1,568		12/31/2021 - 06/30/2022	154	$3.1700	489	154	$3.1700	489
P107	Susquehanna Prod	1200915	CHM,SODIUM HYDROXIDE,25%,55GA	36,168	8,298		12/31/2021 - 06/30/2022	9,042	$0.2825	2,554	9,042	$0.2825	2,554
P107	Susquehanna Prod	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	28,433	10,366		12/31/2021 - 12/31/2022	7,108	$0.3775	2,683	7,108	$0.3775	2,683
P107	Susquehanna Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P107	Susquehanna Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	2,903	3,108		12/31/2021 - 06/30/2022	726	$1.4625	1,061	726	$1.4625	1,061
P107	Susquehanna Prod	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	0	-		12/31/2021 - 06/30/2022	0	$0.3764	-	0	$0.3764	-
P107	Susquehanna Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	45	34		12/31/2021 - 12/31/2022	11	$0.7500	8	11	$0.7500	8
P107	Susquehanna Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK	51,588	16,756	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	15,908	$0.3800	6,045	15,908	$0.3800	6,045
P107	Susquehanna Prod	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	1,777	2,803		12/31/2021 - 06/30/2022	444	$1.9200	853	444	$1.9200	853
P107	Susquehanna Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	4,320	3,023		12/31/2021 - 06/30/2022	1,080	$1.0600	1,145	1,080	$1.0600	1,145
P107	Susquehanna Prod	1200993	CHM,ZINC,1:10,50LB	550	1,041		12/31/2021 - 06/30/2022	138	$1.9600	270	138	$1.9600	270
P107	Susquehanna Prod	1201981	CHM,PHOSPHATE,ORTH-PLY CARUS 8100,30GAL	3,416	2,245		12/31/2021 - 06/30/2022	854	$0.9300	794	854	$0.9300	794
P107	Susquehanna Prod	1202752	CHM,ALGICIDE,EARTHTEC,55GA	8,800	14,841		12/31/2021 - 12/31/2022	2,200	$1.5910	3,500	2,200	$1.5910	3,500
P107	Susquehanna Prod	WE	Bio-Max Dechlorination Tablets, 48 lb	5	755		12/31/2021 - 12/31/2022	1	$150.9440	189	1	$150.9440	189
P107 Total				241,208	$99,828			61,770		$30,065	61,770		$30,065
P108	Berwick Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	7,932	$10,990		12/31/2021 - 06/30/2022	1,983	$1.7569	$3,484	1,983	$1.7569	$3,484
P108	Berwick Prod	1200911	CHM,SODIUM HEXAMETAPHOSPHATE,100%,50LB	4,000	3,878		12/31/2021 - 06/30/2022	1,000	$1.6800	1,680	1,000	$1.6800	1,680
P108 Total				11,932	$14,868			2,983		$5,164	2,983		$5,164
P109	Frackville Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,839	$3,262	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	564	$3.0014	$1,691	564	$3.0014	$1,691
P109	Frackville Prod	1200861	CHM,PHOSPHATE,POLY CALGON C5,5GA	1,574	1,290		12/31/2021 - 06/30/2022	394	$1.4500	571	394	$1.4500	571
P109	Frackville Prod	1200915	CHM,SODIUM HYDROXIDE,25%,55GA	4,487	1,821		12/31/2021 - 06/30/2022	1,122	$0.5400	606	1,122	$0.5400	606
P109	Frackville Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK			Sodium Hypo being added in 2023	12/31/2021 - 12/31/2022	0	$0.3800	-	0	$0.3800	-
P109	Frackville Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	1,960	1,534		12/31/2021 - 06/30/2022	490	$1.3500	662	490	$1.3500	662
P109	Frackville Prod	1200976	CHM,ZINC,CHLORIDE,1:3,5GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P109 Total				9,860	$7,907			2,569		$3,529	2,569		$3,529

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 1st Quarter (FTY) Actual Units	2022 1st Quarter (FTY) Unit Price	2022 1st Quarter (FTY) Actual Expense	2022 2nd Quarter (FTY) Actual Units	2022 2nd Quarter (FTY) Unit Price	2022 2nd Quarter (FTY) Actual Expense
P110	Hershey Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	77,740	$7,227		12/31/2021 - 06/30/2022	19,435	$0.1384	$2,690	19,435	$0.1384	$2,690
P110	Hershey Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	5,600	3,679		12/31/2021 - 06/30/2022	1,400	$0.8418	1,179	1,400	$0.8418	1,179
P110	Hershey Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	35,217	12,556	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$0.3565	-	0	$0.3565	-
P110	Hershey Prod	1200623	CHM,FERRIC,CHLORID PLYMR FER+PLUS,BULK	1,102,810	234,846		12/31/2021 - 12/31/2022	275,703	$0.2510	69,201	275,703	$0.2510	69,201
P110	Hershey Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	9,262	9,089		12/31/2021 - 06/30/2022	2,316	$1.6400	3,797	2,316	$1.6400	3,797
P110	Hershey Prod	1200877	CHM,SODIUM PERMANGANATE,20%,55GA	0	-		12/31/2021 - 06/30/2022	0	$1.1800	-	0	$1.1800	-
P110	Hershey Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	450,084	62,601		12/31/2021 - 06/30/2022	112,521	$0.1945	21,885	112,521	$0.1945	21,885
P110	Hershey Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	876,546	75,471	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	382,339	$0.1563	59,760	382,339	$0.1563	59,760
P110	Hershey Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	69,071	24,878		12/31/2021 - 06/30/2022	17,268	$0.5700	9,843	17,268	$0.5700	9,843
P110	Hershey Prod	1201118	CHM,SODIUM PERMANGANATE,20%,300GA	73,411	73,411		12/31/2021 - 06/30/2022	18,353	$1.2000	22,023	18,353	$1.2000	22,023
P110	Hershey Prod	WE	Dechlorination Tablets 140 pk	47	6,698		12/31/2021 - 12/31/2022	12	$142.5000	1,674	12	$142.5000	1,674
P110 Total				2,699,788	$510,455			829,346		$192,052	829,346		$192,052
P112	Milton / White Deer P	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	24,100	$17,111		12/31/2021 - 06/30/2022	6,025	$0.8418	$5,072	6,025	$0.8418	$5,072
P112	Milton / White Deer P	1200630	CHM,LIME,HYDRATED,50 LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P112	Milton / White Deer P	1200702	CHM,PACL,DELPC2020, BULK	253,633	33,834		12/31/2021 - 12/31/2022	63,408	$0.1330	8,433	63,408	$0.1330	8,433
P112	Milton / White Deer P	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	185	581		12/31/2021 - 06/30/2022	46	$2.8600	132	46	$2.8600	132
P112	Milton / White Deer P	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	1,916	5,116		12/31/2021 - 06/30/2022	479	$3.1700	1,518	479	$3.1700	1,518
P112	Milton / White Deer P	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	74,375	6,207		12/31/2021 - 06/30/2022	18,594	$0.1223	2,274	18,594	$0.1223	2,274
P112	Milton / White Deer P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	281,219	28,677		12/31/2021 - 06/30/2022	70,305	$0.1612	11,333	70,305	$0.1612	11,333
P112	Milton / White Deer P	1200980	CHM,ZINC,CHLORIDE,1:5,30GA	25,580	12,507		12/31/2021 - 06/30/2022	6,395	$0.7800	4,988	6,395	$0.7800	4,988
P112 Total				661,008	$104,033			165,252		$33,751	165,252		$33,751
P113	Phillipsburg Prod	1200551	CHM,ALUM,SULFAT LIQUID,50%,55GA	15,495	$6,004		12/31/2021 - 06/30/2022	3,874	$0.3500	$1,356	3,874	$0.3500	$1,356
P113	Phillipsburg Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	15,417	16,804		12/31/2021 - 06/30/2022	3,854	$1.7514	6,750	3,854	$1.7514	6,750
P113	Phillipsburg Prod	1200641	CHM,HFS ACID,23%,15GA	6,960	10,676		12/31/2021 - 12/31/2022	1,740	$0.8800	1,531	1,740	$0.8800	1,531
P113	Phillipsburg Prod	1200643	CHM,HFS ACID,23%,30GA	12,550	4,502		12/31/2021 - 12/31/2022	3,138	$0.4500	1,412	3,138	$0.4500	1,412
P113	Phillipsburg Prod	1200861	CHM,PHOSPHATE,POLY CALGON C5,5GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P113	Phillipsburg Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	35,253	6,373		12/31/2021 - 06/30/2022	8,813	$0.2120	1,868	8,813	$0.2120	1,868
P113	Phillipsburg Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	120,830	20,136		12/31/2021 - 06/30/2022	30,208	$0.2489	7,519	30,208	$0.2489	7,519
P113	Phillipsburg Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	18,634	9,298		12/31/2021 - 06/30/2022	4,659	$0.5350	2,492	4,659	$0.5350	2,492
P113	Phillipsburg Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	12,461	19,330		12/31/2021 - 06/30/2022	3,115	$1.9700	6,137	3,115	$1.9700	6,137
P113	Phillipsburg Prod	1201253	CHM,ORTHO-POLY P,AQUA MAG 9100,5GA	4,708	7,768		12/31/2021 - 06/30/2022	1,177	$2.4000	2,825	1,177	$2.4000	2,825
P113 Total				242,308	$100,891			60,577		$31,890	60,577		$31,890
P114	Glen Alsace Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	882	$1,380		12/31/2021 - 06/30/2022	221	$2.3100	$509	221	$2.3100	$509
P114	Glen Alsace Prod	1200672	CHM,PHOS,ORTH-PLY CARUS 8400,336LB	3,467	1,648		12/31/2021 - 06/30/2022	867	$0.7400	641	867	$0.7400	641
P114	Glen Alsace Prod	1200859	CHM,PHOSPHATE,POLY CALGON C5,30GA	5,949	3,200		12/31/2021 - 06/30/2022	1,487	$0.8500	1,264	1,487	$0.8500	1,264
P114	Glen Alsace Prod	1200882	CHM,SODA ASH,100%,50LB	8,000	2,648		12/31/2021 - 12/31/2022	2,000	$0.3600	720	2,000	$0.3600	720
P114	Glen Alsace Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	7,762	1,895		12/31/2021 - 12/31/2022	1,941	$0.3000	582	1,941	$0.3000	582
P114	Glen Alsace Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	28,350	8,505		12/31/2021 - 12/31/2022	7,088	$0.3300	2,339	7,088	$0.3300	2,339
P114	Glen Alsace Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	49,180	12,012	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	17,345	$0.2730	4,735	17,345	$0.2730	4,735
P114	Glen Alsace Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	11,921	7,621		12/31/2021 - 06/30/2022	2,980	$1.0000	2,980	2,980	$1.0000	2,980
P114 Total				115,511	$38,909			33,927		$13,771	33,927		$13,771
P115	Norristown Prod	1200557	CHM,AMMONIA,ANHYDROUS,100%,BULK	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0
P115	Norristown Prod	1200562	CHM,AMMONIUM SULFATE,40%,BULK	268,658	65,158	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	76,317	$0.3509	26,780	76,317	$0.3509	26,780
P115	Norristown Prod	1200578	CHM,CRBN,PAC BITUMIN 500 IODINE,BULK	39,360	27,552	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	40,949	$0.7170	29,361	40,949	$0.7170	29,361
P115	Norristown Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	8,969	1,973		12/31/2021 - 12/31/2022	2,242	$0.2200	493	2,242	$0.2200	493
P115	Norristown Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.2510	-	0	$0.2510	-
P115	Norristown Prod	1200782	CHM,POLYMER,CATIONC CATFLOC 71259,BULK	0	-		12/31/2021 - 12/31/2022	0	$2.2800	-	0	$2.2800	-
P115	Norristown Prod	1200791	CHM,POLYMER,CATIONC NALCO 8173,55LB	6,547	14,620		12/31/2021 - 12/31/2022	1,637	$2.9900	4,894	1,637	$2.9900	4,894
P115	Norristown Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P115	Norristown Prod	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	103,092	92,888	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	31,122	$1.3500	42,014	31,122	$1.3500	42,014
P115	Norristown Prod	1200900	CHM,SODIUM CHLORIDE,90% PURE,50LB 704	23,682	3,197		12/31/2021 - 12/31/2022	5,921	$0.1450	858	5,921	$0.1450	858
P115	Norristown Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	2,286,451	185,838		12/31/2021 - 06/30/2022	571,613	$0.1195	68,308	571,613	$0.1195	68,308
P115	Norristown Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	1,914,220	162,117	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	649,339	$0.1050	68,181	649,339	$0.1050	68,181
P115	Norristown Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	97,612	38,601	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	29,048	$0.6200	18,010	29,048	$0.6200	18,010
P115	Norristown Prod	1201524	CHM,POLYMER,CATIONC NALCO 7763 55GA	2,057	2,617		12/31/2021 - 12/31/2022	514	$1.4600	751	514	$1.4600	751
P115	Norristown Prod	1201822	CHM,POLYMER,FERRI+PLUS 1025,BULK	2,305,603	521,132	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	617,546	$0.2480	153,151	617,546	$0.2480	153,151
P115	Norristown Prod	1202111	CHM,POLYMER,ANIONC CEDRFLOC 551,275GAL	29,658	32,666		12/31/2021 - 12/31/2022	7,415	$1.3600	10,084	7,415	$1.3600	10,084
P115	Norristown Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	29	4,249		12/31/2021 - 12/31/2022	7	$146.5321	1,062.36	7	$146.5321	1,062
P115 Total				7,085,938	$1,152,609			2,033,669		$423,947	2,033,669		$423,947
P116	Penn Water Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	12,398	$10,442	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	5,100	$1.4403	$7,345	5,100	$1.4403	$7,345
P116	Penn Water Prod	1200662	CHM,PHOSPHATE,ORTH-PLY CARUS 8700,339LB	2,395	1,183		12/31/2021 - 06/30/2022	599	$0.7300	437	599	$0.7300	437
P116	Penn Water Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	383	115		12/31/2021 - 06/30/2022	96	$0.3300	32	96	$0.3300	32
P116 Total				15,176	$11,739			5,794		$7,813	5,794		$7,813
P117	Royersford Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	346,480	$29,701	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	180,080	$0.0945	$17,018	180,080	$0.0945	$17,018
P117	Royersford Prod	1200556	CHM,AMMONIA,ANHYDROUS,100%,150LB	1,885	3,813	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	619	$3.6700	2,270	619	$3.6700	2,270
P117	Royersford Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,175	1,856	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	791	$2.9458	2,331	791	$2.9458	2,331
P117	Royersford Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	34,136	14,683	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	29,313	$0.9283	27,211	29,313	$0.9283	27,211
P117	Royersford Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	2,200	4,916		12/31/2021 - 06/30/2022	550	$1.6400	902	550	$1.6400	902
P117	Royersford Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	315	826		12/31/2021 - 06/30/2022	79	$3.1000	244	79	$3.1000	244
P117	Royersford Prod	1200882	CHM,SODA ASH,100%,50LB	9,450	2,909		12/31/2021 - 12/31/2022	2,363	$0.3600	851	2,363	$0.3600	851
P117	Royersford Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	128,813	16,074	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	87,278	$0.1850	16,146	87,278	$0.1850	16,146
P117	Royersford Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	9,475	2,838		12/31/2021 - 12/31/2022	2,369	$0.3300	782	2,369	$0.3300	782
P117	Royersford Prod	1200958	CHM,SODIUM ZINC,METASHANNOCOR,50LB	9,990	10,142	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	5,026	$1.5300	7,690	5,026	$1.5300	7,690
P117 Total				543,919	$87,755			308,466		$75,444	308,466		$75,444

Pennsylvania American Water Company
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SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 1st Quarter (FTY) Actual Units	2022 1st Quarter (FTY) Unit Price	2022 1st Quarter (FTY) Actual Expense	2022 2nd Quarter (FTY) Actual Units	2022 2nd Quarter (FTY) Unit Price	2022 2nd Quarter (FTY) Actual Expense
P118	Yardley Prod	1200557	CHM,AMMONIA,ANHYDROUS,100%,BULK	4,378	$2,959	No longer in use	12/31/2021 - 12/31/2022	0	$0.7580	$0	0	$0.7580	$0
P118	Yardley Prod	1200583	CHM,CARBON,PAC LIGNITE,40LB	(220)	(193)	Addition for 2022	12/31/2021 - 06/30/2022	10,500	$1.1900	12,495	10,500	$1.1900	12,495
P118	Yardley Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	5,127	6,053		12/31/2021 - 06/30/2022	1,282	$1.8600	2,384	1,282	$1.8600	2,384
P118	Yardley Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	30,962	8,313	Replacing CL2 with Hypo in 2022, adjusted quantities	12/31/2021 - 03/31/2022	0	$0.6000	-	0	$0.6060	-
P118	Yardley Prod	1200774	CHM,POLYMER,CATIONC CF71259,55GA	16,252	23,565		12/31/2021 - 12/31/2022	4,063	$2.0400	8,288	4,063	$2.0400	8,288
P118	Yardley Prod	1200859	CHM,PHOSPHATE,POLY CALGON C5,30GA	14,948	8,513		12/31/2021 - 06/30/2022	3,737	$0.9100	3,401	3,737	$0.9100	3,401
P118	Yardley Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	314,308	21,215	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	91,091	$0.1099	10,011	91,091	$0.1099	10,011
P118	Yardley Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	16,417	4,900	Replacing CL2 with Hypo in 2022, adjusted quantities	12/31/2021 - 12/31/2022	89,177	$0.3500	31,212	89,177	$0.3500	31,212
P118	Yardley Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	10,018	6,703		12/31/2021 - 06/30/2022	2,504	$1.0400	2,605	2,504	$1.0400	2,605
P118	Yardley Prod	1201118	CHM,SODIUM PERMANGANATE,20%,300GA			Addition for 2022	12/31/2021 - 06/30/2022	4,500	$1.3500	6,075	4,500	$1.3500	6,075
P118	Yardley Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	20,399	10,633	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	12,657	$0.6200	7,847	12,657	$0.6200	7,847
P118	Yardley Prod	1201822	CHM,POLYMER,FERRI+PLUS 1025,BULK	223,124	50,290	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	69,829	$0.2510	17,527	69,829	$0.2510	17,527
P118	Yardley Prod	1202821	CHM,ZINC,CHLORID,1:3,3520LB TOTE,CAR3180	15,065	9,627		12/31/2021 - 06/30/2022	3,766	$0.9500	3,578	3,766	$0.9500	3,578
P118	Yardley Prod	KR	Cat-Floc 71259	2,698	4,147		12/31/2021 - 12/31/2022	675	$1.5370	1,037	675	$1.5370	1,037
P118 Total				673,474	$156,725			293,780		$106,459	293,780		$106,459
P119	Clarion Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	16,423	$2,223		12/31/2021 - 06/30/2022	4,106	$0.1814	$745	4,106	$0.1814	$745
P119	Clarion Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P119	Clarion Prod	1200583	CHM,CARBON,PAC LIGNITE,40LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P119	Clarion Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	22,220	14,443		12/31/2021 - 06/30/2022	5,555	$1.3422	7,456	5,555	$1.3422	7,456
P119	Clarion Prod	1200646	CHM,HFS ACID,23%,55GA	11,278	3,095		12/31/2021 - 12/31/2022	2,820	$0.2850	804	2,820	$0.2850	804
P119	Clarion Prod	1200702	CHM,PACL,DELPC2020, BULK	347,858	82,699		12/31/2021 - 06/30/2022	86,965	$0.2750	23,915	86,965	$0.2750	23,915
P119	Clarion Prod	1200779	CHM,POLYMER,CATIONC MAGNAFLOC LT22S,55LB	1,819	4,562		12/31/2021 - 06/30/2022	455	$3.1700	1,442	455	$3.1700	1,442
P119	Clarion Prod	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	6,618	17,406		12/31/2021 - 06/30/2022	1,655	$3.1900	5,278	1,655	$3.1900	5,278
P119	Clarion Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	218,978	17,140		12/31/2021 - 12/31/2022	54,745	$0.1061	5,808	54,745	$0.1061	5,808
P119	Clarion Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	5,806	3,676		12/31/2021 - 06/30/2022	1,452	$1.0100	1,466	1,452	$1.0100	1,466
P119	Clarion Prod	1201381	CHM,CARBON,PAC,800 IODINE,20BF,50LB BAG	3,250	3,097		12/31/2021 - 06/30/2022	813	$1.1800	959	813	$1.1800	959
P119	Clarion Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	14	1,988		12/31/2021 - 12/31/2022	4	$142.0071	497	4	$142.0071	497
P119 Total				634,264	$150,329			158,566		$48,369	158,566		$48,369
P120	Indiana Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	150	$139		12/31/2021 - 06/30/2022	38	$0.8418	$32	38	$0.8418	$32
P120	Indiana Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P120	Indiana Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	352,180	39,408		12/31/2021 - 12/31/2022	88,045	$0.1420	12,502	88,045	$0.1420	12,502
P120	Indiana Prod	1200632	CHM,LIME,LIQUID CAO,37.5%,BULK	94,149	8,931		12/31/2021 - 06/30/2022	23,537	$0.1000	2,354	23,537	$0.1000	2,354
P120	Indiana Prod	1200645	CHM,HFS ACID,23%,330GA	15,620	4,176		12/31/2021 - 12/31/2022	3,905	$0.3000	1,172	3,905	$0.3000	1,172
P120	Indiana Prod	1200684	CHM,LIME,PEBBLE,100%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P120	Indiana Prod	1200821	CHM,POLYMER,NALCO 8181 ,55GA	399	478		12/31/2021 - 06/30/2022	100	$1.9200	192	100	$1.9200	192
P120	Indiana Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	347,700	32,231		12/31/2021 - 06/30/2022	86,925	$0.1345	11,691	86,925	$0.1345	11,691
P120	Indiana Prod	1200924	CHM,SODIUM HYDROXIDE,50%,30GA	0	-		12/31/2021 - 12/31/2022	0	$0.3000	-	0	$0.3000	-
P120	Indiana Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	245,504	20,828		12/31/2021 - 12/31/2022	61,376	$0.1290	7,918	61,376	$0.1290	7,918
P120	Indiana Prod	1202582	CHM,PLYMR,NONIONC NALCO 8181,TOTE	4,003	5,570		12/31/2021 - 12/31/2022	1,001	$1.9200	1,921	1,001	$1.9200	1,921
P120 Total				1,059,705	$111,761			264,926		$37,781	264,926		$37,781
P121	Kane Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	3,842	$5,224	Converting to Hypo in late 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	961	$2.5000	$2,401	961	$2.5000	$2,401
P121	Kane Prod	1200646	CHM,HFS ACID,23%,55GA	4,149	1,499		12/31/2021 - 12/31/2022	1,037	$0.4500	467	1,037	$0.4500	467
P121	Kane Prod	1200752	CHM,POLYMER,CATIONC CATFLOC TL,5GA	323	794		12/31/2021 - 12/31/2022	81	$3.1900	258	81	$3.1900	258
P121	Kane Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P121	Kane Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	41,151	6,973		12/31/2021 - 06/30/2022	10,288	$0.2356	2,424	10,288	$0.2356	2,424
P121	Kane Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK			Converting to Hypo in late 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$0.1290	-	0	$0.1290	-
P121	Kane Prod	1200980	CHM,ZINC,CHLORIDE,1:5,30GA	4,242	2,275		12/31/2021 - 06/30/2022	1,061	$0.9200	976	1,061	$0.9200	976
P121	Kane Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	6	783		12/31/2021 - 12/31/2022	2	$130.5600	196	2	$130.5600	196
P121 Total				53,713	$17,547			13,428		$6,721	13,428		$6,721
P122	Ellwood Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	1,249,237	$103,415		12/31/2021 - 06/30/2022	312,309	$0.0922	$28,795	312,309	$0.0922	$28,795
P122	Ellwood Prod	1200555	CHM,AMMONIA,ANHYDROUS,100%,100LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	42,871	4,904		12/31/2021 - 06/30/2022	10,718	$0.1597	1,712	10,718	$0.1597	1,712
P122	Ellwood Prod	1200570	CHM,CALCIUM,HYPO,100%,100LB	600	1,014		12/31/2021 - 12/31/2022	150	$2.6700	401	150	$2.6700	401
P122	Ellwood Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200579	CHM,CRBN,PAC BITUMIN 500 IODINE,1000LB	0	-		12/31/2021 - 06/30/2022	0	$0.9010	-	0	$0.9010	-
P122	Ellwood Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200630	CHM,LIME,HYDRATED,50 LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200639	CHM,HYDROGEN PEROXIDE,BULK	0	-		12/31/2021 - 06/30/2022	0	$0.4300	-	0	$0.4300	-
P122	Ellwood Prod	1200751	CHM,POLYMER,CATIONC NALCO 8102 PLS,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200823	CHM,POLYMER,NONIONC NALCO 8181,5GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	26,065	27,325		12/31/2021 - 12/31/2022	6,516	$1.3500	8,797	6,516	$1.3500	8,797
P122	Ellwood Prod	1200894	CHM,SODIUM BISULFITE,ROVER,50LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	0	74		12/31/2021 - 06/30/2022	0	$0.1345	-	0	$0.1345	-
P122	Ellwood Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	668,955	55,715		12/31/2021 - 12/31/2022	167,239	$0.1290	21,574	167,239	$0.1290	21,574
P122	Ellwood Prod	1201171	CHM,PHOSPHORIC ACID,ORTHO,75%,BULK	14,403	7,530		12/31/2021 - 06/30/2022	3,601	$1.0800	3,889	3,601	$1.0800	3,889
P122	Ellwood Prod	1202121	CHM,PHOSPHORIC ACID,ORTHO,75%,15GA	2,675	2,864		12/31/2021 - 12/31/2022	669	$1.0706	716	669	$1.0706	716
P122	Ellwood Prod	1202581	CHM,PLYMR,CATIONC NALCO 8100,TOTE	1,163	1,790		12/31/2021 - 12/31/2022	291	$1.6900	491	291	$1.6900	491
P122	Ellwood Prod	1202582	CHM,PLYMR,NONIONC NALCO 8181,TOTE	2,306	3,367		12/31/2021 - 12/31/2022	577	$1.4600	842	577	$1.4600	842
P122	Ellwood Prod	1202583	CHM,PLYMR,CATIONC NALCO 7128,TOTE	2,216	3,058		12/31/2021 - 12/31/2022	554	$1.3800	765	554	$1.3800	765
P122	Ellwood Prod	1202591	CHM,PLYMR,NONIONC NALCO 8102,TOTE	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1202592	CHM,LIME,LIQUID CAO, 30% BULK	238,724	18,383		12/31/2021 - 06/30/2022	59,681	$0.0940	5,610	59,681	$0.0940	5,610
P122	Ellwood Prod	1202632	CHM,SODIUM BISULFITE,38%,MINI BULK	0	9		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1202751	CHM,POLYMER,CEDARFLOC 554,2300LB	8,001	9,584		12/31/2021 - 12/31/2022	2,000	$1.5200	3,040	2,000	$1.5200	3,040
P122	Ellwood Prod	1202761	CHM,PLYMR,CATIONC,NALCO 8102 PLUS,275GA	17,792	16,382		12/31/2021 - 12/31/2022	4,448	$1.3500	6,005	4,448	$1.3500	6,005
P122	Ellwood Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	39	5,092		12/31/2021 - 12/31/2022	10	$130.5600	1,273	10	$130.5600	1,273
P122 Total				2,275,047	$260,505			568,762		$83,908	568,762		$83,908
P123	New Castle Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	1,987,769	$150,192		12/31/2021 - 12/31/2022	496,942	$0.0755	$37,519	496,942	$0.0755	$37,519
P123	New Castle Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	52,349	3,944		12/31/2021 - 06/30/2022	13,087	$0.1207	1,580	13,087	$0.1207	1,580
P123	New Castle Prod	1200570	CHM,CALCIUM,HYPO,100%,100LB	3,070	5,385		12/31/2021 - 12/31/2022	768	$2.6700	2,049	768	$2.6700	2,049
P123	New Castle Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	4,600	3,312		12/31/2021 - 06/30/2022	1,150	$0.7200	828	1,150	$0.7200	828
P123	New Castle Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	97,803	25,209		12/31/2021 - 03/31/2022	24,451	$0.6500	15,893	24,451	$0.6565	16,053
P123	New Castle Prod	1200632	CHM,LIME,LIQUID CAO,37.5%,BULK	858,762	73,697		12/31/2021 - 06/30/2022	214,691	$0.0975	20,932	214,691	$0.0975	20,932
P123	New Castle Prod	1200647	CHM,HFS ACID,23%,BULK	36,112	8,365		12/31/2021 - 12/31/2022	9,028	$0.2650	2,392	9,028	$0.2650	2,392
P123	New Castle Prod	1200684	CHM,LIME,PEBBLE,100%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P123	New Castle Prod	1200751	CHM,POLYMER,CATIONC NALCO 8102 PLS,55GA	19,560	17,407		12/31/2021 - 12/31/2022	4,890	$1.4000	6,846	4,890	$1.4000	6,846
P123	New Castle Prod	1200781	CHM,POLYMER,CATIONC NALCO 8110 PULV,50LB	3,071	7,554		12/31/2021 - 12/31/2022	768	$3.0600	2,349	768	$3.0600	2,349
P123	New Castle Prod	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	19,941	50,251		12/31/2021 - 06/30/2022	4,985	$3.1900	15,903	4,985	$3.1900	15,903
P123	New Castle Prod	1200914	CHM,SODIUM HYDROXIDE,25%,330GA	110,559	10,055		12/31/2021 - 12/31/2022	27,640	$0.1450	4,008	27,640	$0.1450	4,008
P123	New Castle Prod	1200977	CHM,ZINC,CHLORIDE,1:3,BULK	24,195	12,430		12/31/2021 - 06/30/2022	6,049	$0.9200	5,565	6,049	$0.9200	5,565
P123	New Castle Prod	WE	Accu-Tab Wastewater Chlorination Tablets	2	801		12/31/2021 - 12/31/2022	1	$400.6400	200	1	$400.6400	200
P123	New Castle Prod	WE	Sand for filter GAC change out	1	2,600		12/31/2021 - 12/31/2022	0	$2,600.0000	650	0	$2,600.0000	650
P123 Total				3,217,794	$371,203			804,449		$116,715	804,449		$116,875

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 1st Quarter (FTY) Actual Units	2022 1st Quarter (FTY) Unit Price	2022 1st Quarter (FTY) Actual Expense	2022 2nd Quarter (FTY) Actual Units	2022 2nd Quarter (FTY) Unit Price	2022 2nd Quarter (FTY) Actual Expense
P124	Punxsutawney P	1200596	CHM,CHLORINE,100%,150LB CYLINDER	12,992	$15,671		12/31/2021 - 06/30/2022	3,248	$2.8625	$9,297	3,248	$2.8625	$9,297
P124	Punxsutawney P	1200612	CHM,FERRIC,CHLORID,38%,BULK	98,885	10,834		12/31/2021 - 12/31/2022	24,721	$0.1420	3,510	24,721	$0.1420	3,510
P124	Punxsutawney P	1200630	CHM,LIME,HYDRATED,50 LB	300	58		12/31/2021 - 12/31/2022	75	$0.1925	14	75	$0.1925	14
P124	Punxsutawney P	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	57,691	5,469		12/31/2021 - 12/31/2022	14,423	$0.1006	1,451	14,423	$0.1006	1,451
P124	Punxsutawney P	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	94	500		12/31/2021 - 06/30/2022	24	$2.8600	68	24	$2.8600	68
P124	Punxsutawney P	1200895	CHM,SODIUM BISULFITE,38%,55GA 310	2,457	528		12/31/2021 - 12/31/2022	614	$0.2500	154	614	$0.2500	154
P124	Punxsutawney P	1200992	CHM,ZINC,ONDEO C39,50LB	5,175	5,263		12/31/2021 - 06/30/2022	1,294	$1.5700	2,031	1,294	$1.5700	2,031
P124 Total				177,594	$38,323			44,399		$16,525	44,399		$16,525
P125	Warren Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	6,431	$7,802		12/31/2021 - 06/30/2022	1,608	$2.0042	$3,222	1,608	$2.0042	$3,222
P125	Warren Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	6,586	4,340		12/31/2021 - 06/30/2022	1,647	$1.0600	1,745	1,647	$1.0600	1,745
P125	Warren Prod	WE	Bio-Max Dechlorination Tablets, 48 lb	2	303		12/31/2021 - 12/31/2022	1	$151.5400	76	1	$151.5400	76
P125	Warren Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	6	783		12/31/2021 - 12/31/2022	2	$130.5600	196	2	$130.5600	196
P125 Total				13,025	$13,229			3,256		$5,239	3,256		$5,239
P126	Butler Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	875,608	$70,089		12/31/2021 - 06/30/2022	218,902	$0.0897	$19,636	218,902	$0.0897	$19,636
P126	Butler Prod	1200555	CHM,AMMONIA,ANHYDROUS,100%,100LB	12,753	15,820		12/31/2021 - 12/31/2022	3,188	$2.2500	7,174	3,188	$2.2500	7,174
P126	Butler Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	26,400	30,508		12/31/2021 - 12/31/2022	6,600	$1.3000	8,580	6,600	$1.3000	8,580
P126	Butler Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	92,240	25,731		12/31/2021 - 03/31/2022	23,060	$0.6500	14,989	23,060	$0.6565	15,140
P126	Butler Prod	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	146,237	12,319		12/31/2021 - 12/31/2022	36,559	$0.0894	3,268	36,559	$0.0894	3,268
P126	Butler Prod	1200690	CHM,PHOSPHORIC ACID,ORTHO,75%,30GA	18,080	12,079		12/31/2021 - 06/30/2022	4,520	$1.0700	4,836	4,520	$1.0700	4,836
P126	Butler Prod	1200702	CHM,PACL,DELPC2020, BULK	301,794	60,399		12/31/2021 - 06/30/2022	75,449	$0.2300	17,353	75,449	$0.2300	17,353
P126	Butler Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	11,128	20,214		12/31/2021 - 12/31/2022	2,782	$1.9900	5,536	2,782	$1.9900	5,536
P126	Butler Prod	1201105	CHM,POLYMER,CATIONC NALCO 8170,55LB	15	37		12/31/2021 - 12/31/2022	4	$3.3800	13	4	$3.3800	13
P126	Butler Prod	1202121	CHM,PHOSPHORIC ACID,ORTHO,75%,15GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P126	Butler Prod	1202801	CHM,CALCIUM THIOSULFATE,LIQUID,55GA	6	429		12/31/2021 - 12/31/2022	2	$71.4700	107	2	$71.4700	107
P126	Butler Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	4	517		12/31/2021 - 12/31/2022	1	$129.1500	129	1	$129.1500	129
P126	Butler Prod	WE	USABB Aluminum Dechlorination Diffuser	1	1,028		12/31/2021 - 12/31/2022	0	$1,028.2800	257	0	$1,028.2800	257
P126 Total				1,484,266	$249,169			371,067		$81,878	371,067		$82,029
P127	Kittanning Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	6,881	$5,283	Converted to Hypo in late 2021, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$1.5500	$0	0	$1.5500	$0
P127	Kittanning Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P127	Kittanning Prod	1200647	CHM,HFS ACID,23%,BULK	3,479	907		12/31/2021 - 12/31/2022	870	$0.3000	261	870	$0.3000	261
P127	Kittanning Prod	1200690	CHM,PHOSPHORIC ACID,ORTHO,75%,30GA	1,269	1,216		12/31/2021 - 12/31/2022	317	$0.8500	270	317	$0.8500	270
P127	Kittanning Prod	1200752	CHM,POLYMER,CATIONC CATFLOC TL,5GA	487	1,194		12/31/2021 - 12/31/2022	122	$3.1900	388	122	$3.1900	388
P127	Kittanning Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	210	797		12/31/2021 - 06/30/2022	53	$3.0700	161	53	$3.0700	161
P127	Kittanning Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	95,842	7,435		12/31/2021 - 03/31/2022	23,961	$0.1061	2,542	23,961	$0.1072	2,568
P127	Kittanning Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK			Converted to Hypo in late 2021, adjusted quantities accordingly	12/31/2021 - 12/31/2022	18,951	$0.1290	2,445	18,951	$0.1290	2,445
P127	Kittanning Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	5,811	2,324		12/31/2021 - 12/31/2022	1,453	$0.7950	1,155	1,453	$0.7950	1,155
P127	Kittanning Prod	1202661	CHM,FERRIC,CHLORID,38%,330GA	100,585	20,258		12/31/2021 - 12/31/2022	25,146	$0.2100	5,281	25,146	$0.2100	5,281
P127	Kittanning Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	6	783		12/31/2021 - 12/31/2022	2	$130.5600	196	2	$130.5600	196
P127 Total				214,570	$40,197			70,873		$12,698	70,873		$12,724
P128	Brownsville Prod	1200555	CHM,AMMONIA,ANHYDROUS,100%,100LB	6,067	$8,228		12/31/2021 - 06/30/2022	1,517	$3.3100	$5,020	1,517	$3.3100	$5,020
P128	Brownsville Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	1,950	1,538		12/31/2021 - 06/30/2022	488	$0.8418	410	488	$0.8418	410
P128	Brownsville Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	32,067	29,118		12/31/2021 - 06/30/2022	8,017	$1.4263	11,434	8,017	$1.4263	11,434
P128	Brownsville Prod	1200702	CHM,PACL,DELPC2020, BULK	407,881	108,028		12/31/2021 - 06/30/2022	101,970	$0.3000	30,591	101,970	$0.3000	30,591
P128	Brownsville Prod	1200877	CHM,SODIUM PERMANGANATE,20%,55GA	27,472	35,025		12/31/2021 - 06/30/2022	6,868	$1.1800	8,104	6,868	$1.1800	8,104
P128	Brownsville Prod	1200891	CHM,SODIUM BISULFITE,38%,15GA	1,570	943		12/31/2021 - 12/31/2022	393	$0.2900	114	393	$0.2900	114
P128	Brownsville Prod	1200914	CHM,SODIUM HYDROXIDE,25%,330GA	225,768	19,868		12/31/2021 - 12/31/2022	56,442	$0.1550	8,749	56,442	$0.1550	8,749
P128	Brownsville Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	12,282	2,031		12/31/2021 - 12/31/2022	3,071	$0.2500	768	3,071	$0.2500	768
P128	Brownsville Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	15,442	10,159		12/31/2021 - 06/30/2022	3,861	$1.0100	3,899	3,861	$1.0100	3,899
P128	Brownsville Prod	1202031	CHM,POLYMER,CATIONIC NALCO 7763 5GA	1,191	3,234		12/31/2021 - 12/31/2022	298	$3.2400	964	298	$3.2400	964
P128 Total				731,689	$218,171			182,922		$70,054	182,922		$70,054
P130	UniontwnConnellsvle P	1200646	CHM,HFS ACID,23%,55GA	4,192	$1,130		12/31/2021 - 12/31/2022	1,048	$0.2500	$262	1,048	$0.2500	$262
P130	UniontwnConnellsvle P	WE	D-Chlor Dechlorination Tablets, 45 lbs	1	1,009		12/31/2021 - 12/31/2022	0	$1,008.6300	252	0	$1,008.6300	252
P130 Total				4,193	$2,139			1,048		$514	1,048		$514
P131	McMurray Prod	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	36,694	$9,931		12/31/2021 - 12/31/2022	9,174	$0.1950	$1,789	9,174	$0.1950	$1,789
P131	McMurray Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	13,572	7,393		12/31/2021 - 06/30/2022	3,393	$0.9800	3,325	3,393	$0.9800	3,325
P131	McMurray Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	15	2,359		12/31/2021 - 12/31/2022	4	$157.2700	590	4	$157.2700	590
P131 Total				50,281	$19,682			12,570		$5,704	12,570		$5,704
P132	Pittsburgh Hays Mine P	1200566	CHM,AMMONIA,AQUA,19%,BULK	348,988	$23,916		12/31/2021 - 06/30/2022	87,247	$0.1135	$9,903	87,247	$0.1135	$9,903
P132	Pittsburgh Hays Mine P	1200623	CHM,FERRIC,CHLORID PLYMR FER+PLUS,BULK	2,542,850	528,811		12/31/2021 - 12/31/2022	635,713	$0.2430	154,478	635,713	$0.2430	154,478
P132	Pittsburgh Hays Mine P	1200647	CHM,HFS ACID,23%,BULK	276,520	51,904		12/31/2021 - 12/31/2022	69,130	$0.2150	14,863	69,130	$0.2150	14,863
P132	Pittsburgh Hays Mine P	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	11,038	21,915		12/31/2021 - 06/30/2022	2,760	$2.6500	7,313	2,760	$2.6500	7,313
P132	Pittsburgh Hays Mine P	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	307,989	233,434		12/31/2021 - 06/30/2022	76,997	$0.8100	62,368	76,997	$0.8100	62,368
P132	Pittsburgh Hays Mine P	1200882	CHM,SODA ASH,100%,50LB	2,500	988	No longer in use	12/31/2021 - 12/31/2022	0	$0.3950	-	0	$0.3950	-
P132	Pittsburgh Hays Mine P	1200898	CHM,SODIUM BISULFITE,38%,TOTE	0	-		12/31/2021 - 12/31/2022	0	$0.2100	-	0	$0.2100	-
P132	Pittsburgh Hays Mine P	1200900	CHM,SODIUM CHLORIDE,90% PURE,50LB 704	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P132	Pittsburgh Hays Mine P	1200904	CHM,SODIUM CHLORIDE,100%,BULK	163,200	16,935		12/31/2021 - 12/31/2022	40,800	$0.1100	4,488	40,800	$0.1100	4,488
P132	Pittsburgh Hays Mine P	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	1,192,682	156,926		12/31/2021 - 06/30/2022	298,171	$0.1975	58,889	298,171	$0.1975	58,889
P132	Pittsburgh Hays Mine P	1200933	CHM,SODIUM HYPOCHLORITE,13%,300GA	0	-		12/31/2021 - 12/31/2022	0	$0.1393	-	0	$0.1393	-
P132	Pittsburgh Hays Mine P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	4,294,709	338,765		12/31/2021 - 12/31/2022	1,073,677	$0.1278	137,216	1,073,677	$0.1278	137,216
P132	Pittsburgh Hays Mine P	1200977	CHM,ZINC,CHLORIDE,1:3,BULK	199,689	104,988		12/31/2021 - 06/30/2022	49,922	$0.8300	41,435	49,922	$0.8300	41,435
P132	Pittsburgh Hays Mine P	1201117	CHM,POLYMER,CATIONC AS 2222,BULK	91,437	53,052		12/31/2021 - 06/30/2022	22,859	$0.6860	15,681	22,859	$0.6860	15,681
P132 Total				9,431,602	$1,531,634			2,357,276		$506,634	2,357,276		$506,634
P133	Pittsburgh Aldrich P	1200566	CHM,AMMONIA,AQUA,19%,BULK	397,181	$27,126		12/31/2021 - 06/30/2022	99,295	$0.1135	$11,270	99,295	$0.1135	$11,270
P133	Pittsburgh Aldrich P	1200619	CHM,FERRIC,CHLORID PLYMR AS2820,10%,BULK	1,982,436	550,126		12/31/2021 - 06/30/2022	495,609	$0.3400	168,507	495,609	$0.3400	168,507
P133	Pittsburgh Aldrich P	1200647	CHM,HFS ACID,23%,BULK	253,740	48,964		12/31/2021 - 12/31/2022	63,435	$0.2150	13,639	63,435	$0.2150	13,639
P133	Pittsburgh Aldrich P	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	49,888	125,295		12/31/2021 - 06/30/2022	12,472	$3.1900	39,786	12,472	$3.1900	39,786
P133	Pittsburgh Aldrich P	1200904	CHM,SODIUM CHLORIDE,100%,BULK	179,391	18,555		12/31/2021 - 12/31/2022	44,848	$0.1100	4,933	44,848	$0.1100	4,933
P133	Pittsburgh Aldrich P	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	1,055,698	140,720		12/31/2021 - 06/30/2022	263,925	$0.1995	52,653	263,925	$0.1995	52,653
P133	Pittsburgh Aldrich P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	4,965,518	391,058		12/31/2021 - 12/31/2022	1,241,379	$0.1278	158,648	1,241,379	$0.1278	158,648
P133	Pittsburgh Aldrich P	1200977	CHM,ZINC,CHLORIDE,1:3,BULK	139,587	75,298		12/31/2021 - 06/30/2022	34,897	$0.8100	28,266	34,897	$0.8100	28,266
P133	Pittsburgh Aldrich P	1201117	CHM,POLYMER,CATIONC AS 2222,BULK	8,772	5,403		12/31/2021 - 06/30/2022	2,193	$0.6860	1,504	2,193	$0.6860	1,504
P133	Pittsburgh Aldrich P	1202401	CHM,POLYMER,AS-1400PW,275GA	34,756	53,504		12/31/2021 - 06/30/2022	8,689	$1.9400	16,857	8,689	$1.9400	16,857
P133	Pittsburgh Aldrich P	1203061	CHM,POLYMER,CATIONIC,AS 2222,275GA	2,430	2,061		12/31/2021 - 06/30/2022	608	$0.9000	547	608	$0.9000	547
P133	Pittsburgh Aldrich P	WE	CCH Calcium Hypochlorite Pillow Tablets,	3	323		12/31/2021 - 12/31/2022	1	$107.6200	81	1	$107.6200	81
P133	Pittsburgh Aldrich P	WE	Dechlorination Tablets	19	3,230		12/31/2021 - 12/31/2022	5	$170.0000	808	5	$170.0000	808
P133 Total				9,069,419	$1,441,661			2,267,355		$497,498	2,267,355		$497,498

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 1st Quarter (FTY) Actual Units	2022 1st Quarter (FTY) Unit Price	2022 1st Quarter (FTY) Actual Expense	2022 2nd Quarter (FTY) Actual Units	2022 2nd Quarter (FTY) Unit Price	2022 2nd Quarter (FTY) Actual Expense
P134	Silver Spring Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	36,500	$4,154		12/31/2021 - 06/30/2022	9,125	$0.1636	$1,493	9,125	$0.1636	$1,493
P134	Silver Spring Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	600	429		12/31/2021 - 06/30/2022	150	$0.8418	126	150	$0.8418	126
P134	Silver Spring Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	53,424	19,657	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$0.3679	-	0	$0.3679	-
P134	Silver Spring Prod	1200630	CHM,LIME,HYDRATED,50 LB	25,250	3,626		12/31/2021 - 12/31/2022	6,313	$0.1591	1,004	6,313	$0.1591	1,004
P134	Silver Spring Prod	1200647	CHM,HFS ACID,23%,BULK	23,260	4,698		12/31/2021 - 12/31/2022	5,815	$0.2050	1,192	5,815	$0.2050	1,192
P134	Silver Spring Prod	1200751	CHM,POLYMER,CATIONC NALCO 8102 PLS,55GA	987	904		12/31/2021 - 12/31/2022	247	$1.4000	345	247	$1.4000	345
P134	Silver Spring Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	15,867	16,343		12/31/2021 - 06/30/2022	3,967	$1.6400	6,505	3,967	$1.6400	6,505
P134	Silver Spring Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	7,309	19,003	Converting to Sodium Perm. in 2022, adjusted quantities	12/31/2021 - 06/30/2022	0	$3.0700	-	0	$3.0700	-
P134	Silver Spring Prod	1200880	CHM,SODIUM PERMANGANATE,20%,MINI BULK	508	497	Converting to Sodium Perm. in 2022, adjusted quantities	12/31/2021 - 06/30/2022	6,478	$1.4400	9,328	6,478	$1.4400	9,328
P134	Silver Spring Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	455,661	32,712		12/31/2021 - 06/30/2022	113,915	$0.1156	13,169	113,915	$0.1156	13,169
P134	Silver Spring Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	137,667	11,454	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	106,334	$0.1500	15,950	106,334	$0.1500	15,950
P134	Silver Spring Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	35,815	13,881		12/31/2021 - 06/30/2022	8,954	$0.6800	6,089	8,954	$0.6800	6,089
P134	Silver Spring Prod	1201822	CHM,POLYMER,FERRI+PLUS 1025,BULK	780,594	172,356		12/31/2021 - 12/31/2022	195,149	$0.2460	48,007	195,149	$0.2460	48,007
P134	Silver Spring Prod	1202801	CHM,CALCIUM THIOSULFATE,LIQUID,55GA	2,127	1,883		12/31/2021 - 06/30/2022	532	$1.5400	819	532	$1.5400	819
P134	Silver Spring Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	36	4,700		12/31/2021 - 12/31/2022	9	$130.5600	1,175	9	$130.5600	1,175
P134	Silver Spring Prod	KR	Caustic soda 25% bulk	43,560	2,904		12/31/2021 - 12/31/2022	10,890	$0.0667	726	10,890	$0.0667	726
P134 Total				1,619,165	$309,202			467,876		$105,928	467,876		$105,928
P135	West Shore Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	72,941	$7,471		12/31/2021 - 06/30/2022	18,235	$0.1482	$2,702	18,235	$0.1482	$2,702
P135	West Shore Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	769	547		12/31/2021 - 06/30/2022	192	$0.8418	162	192	$0.8418	162
P135	West Shore Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	26,594	8,557	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$0.3218	-	0	$0.3218	-
P135	West Shore Prod	1200623	CHM,FERRIC,CHLORID PLYMR FER+PLUS,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P135	West Shore Prod	1200647	CHM,HFS ACID,23%,BULK	57,587	11,401		12/31/2021 - 12/31/2022	14,397	$0.2150	3,095	14,397	$0.2150	3,095
P135	West Shore Prod	1200804	CHM,POLYMER,CATIONC AS 2222,55GA	871	774		12/31/2021 - 06/30/2022	218	$0.9500	207	218	$0.9500	207
P135	West Shore Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	7,633	7,790		12/31/2021 - 06/30/2022	1,908	$1.6400	3,130	1,908	$1.6400	3,130
P135	West Shore Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	1,041,695	66,229		12/31/2021 - 06/30/2022	260,424	$0.1063	27,683	260,424	$0.1063	27,683
P135	West Shore Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	720,563	64,130	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	555,550	$0.1500	83,333	555,550	$0.1500	83,333
P135	West Shore Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	79,667	29,359		12/31/2021 - 06/30/2022	19,917	$0.6400	12,747	19,917	$0.6400	12,747
P135	West Shore Prod	1201118	CHM,SODIUM PERMANGANATE,20%,300GA	6,472	7,414		12/31/2021 - 06/30/2022	1,618	$1.2200	1,974	1,618	$1.2200	1,974
P135	West Shore Prod	1202391	CHM,PLYMR,FER+PLUS 3075,39945,BULK	1,097,071	241,992		12/31/2021 - 12/31/2022	274,268	$0.2460	67,470	274,268	$0.2460	67,470
P135	West Shore Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	48	7,549		12/31/2021 - 12/31/2022	12	$157.2700	1,887	12	$157.2700	1,887
P135	West Shore Prod	WE	Dechlor Liquid	27	2,051		12/31/2021 - 12/31/2022	7	$74.9500	513	7	$74.9500	513
P135 Total				3,111,938	$455,264			1,146,745		$204,902	1,146,745		$204,902
P136	Coatesville Prod	1200562	CHM,AMMONIUM SULFATE,40%,BULK	58,919	$18,776		12/31/2021 - 06/30/2022	14,730	$0.3900	$5,745	14,730	$0.3900	$5,745
P136	Coatesville Prod	1200586	CHM,CARBON,PAC LIGNITE,BULK	32,267	19,756		12/31/2021 - 06/30/2022	8,067	$0.6080	4,905	8,067	$0.6080	4,905
P136	Coatesville Prod	1200604	CHM,COPPER SULFATE,100%,50LB	4,200	9,409		12/31/2021 - 06/30/2022	1,050	$2.2050	2,315	1,050	$2.2050	2,315
P136	Coatesville Prod	1200647	CHM,HFS ACID,23%,BULK	29,649	6,045		12/31/2021 - 06/30/2022	7,412	$0.2600	1,927	7,412	$0.2600	1,927
P136	Coatesville Prod	1200772	CHM,POLYMER,CATIONC DELTA FLOC 801,BULK	90,019	15,336	Removing in 2022	12/31/2021 - 12/31/2022	0	$0.1690	-	0	$0.1690	-
P136	Coatesville Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	5,178	6,242	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 06/30/2022	750	$1.6400	1,230	750	$1.6400	1,230
P136	Coatesville Prod	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	121,802	97,433		12/31/2021 - 06/30/2022	30,451	$1.1700	35,627	30,451	$1.1700	35,627
P136	Coatesville Prod	1200904	CHM,SODIUM CHLORIDE,100%,BULK	378,716	29,482	Removing in 2022, adjusted quantities	12/31/2021 - 12/31/2022	57,796	$0.0900	5,202	57,796	$0.0900	5,202
P136	Coatesville Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	1,167,076	111,208	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 06/30/2022	136,477	$0.1245	16,991	136,477	$0.1245	16,991
P136	Coatesville Prod	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	5,035	1,139	No longer in use	12/31/2021 - 06/30/2022	0	$0.4100	-	0	$0.4100	-
P136	Coatesville Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK			Addition for 2022	12/31/2021 - 06/30/2022	3,063	$0.1500	459	3,063	$0.1500	459
P136	Coatesville Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK	169,130	49,867	No longer in use	12/31/2021 - 12/31/2022	0	$0.3500	-	0	$0.3500	-
P136	Coatesville Prod	1201174	CHM,PHOSPHATE,ORTH-PLY CARUS 8700,BULK	52,379	21,825		12/31/2021 - 06/30/2022	13,095	$0.5700	7,464	13,095	$0.5700	7,464
P136	Coatesville Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	1,560	1,553		12/31/2021 - 06/30/2022	390	$0.6100	238	390	$0.6100	238
P136	Coatesville Prod	1200636	CHM,ACID,HYDROCHLORIC,31%,15GA			Addition for 2022	12/31/2021 - 06/30/2022	1,000	$0.7750	775	1,000	$0.7750	775
P136	Coatesville Prod	1202177	CHM,SODIUM CHLORITE,25%,BULK			Addition for 2022	12/31/2021 - 12/31/2022	4,500	$0.0040	18	4,500	$0.0040	18
P136	Coatesville Prod	1202461	CHM,POLYMER,FERRI+PLUS 1050,BULK	1,065,203	235,632		12/31/2021 - 12/31/2022	266,301	$0.2460	65,510	266,301	$0.2460	65,510
P136	Coatesville Prod	1202801	CHM,CALCIUM THIOSULFATE,LIQUID,55GA	2,288	2,242		12/31/2021 - 06/30/2022	572	$1.7100	978	572	$1.7100	978
P136	Coatesville Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	10	1,592		12/31/2021 - 12/31/2022	3	$159.2100	398	3	$159.2100	398
P136 Total				3,183,431	$627,536			545,655		$149,782	545,655		$149,782
P137	Lake Heritage Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	5,733	$3,733		12/31/2021 - 06/30/2022	1,433	$0.5350	$767	1,433	$0.5350	$767
P137 Total				5,733	$3,733			1,433		$767	1,433		$767
P138	Boggs Township Prod	1200705	CHM,POLYMER,DELTA FLOC 807,55GA	328	$220		12/31/2021 - 06/30/2022	82	$1.0100	$83	82	$1.0100	583
P138	Boggs Township Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	2,423	2,288		12/31/2021 - 06/30/2022	606	$1.9300	1,169	606	$1.9300	1,169
P138 Total				2,751	$2,508			688		$1,252	688		$1,252
P139	Nittany Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	7,566	$8,830		12/31/2021 - 06/30/2022	1,892	$1.0800	$2,043	1,892	$1.0800	$2,043
P139 Total				7,566	$8,830			1,892		$2,043	1,892		$2,043
P140	S W B Brownell Podr	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	112,961	$9,674		12/31/2021 - 12/31/2022	28,240	$0.0855	$2,415	28,240	$0.0855	$2,415
P140	S W B Brownell Podr	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	39,850	27,095		12/31/2021 - 06/30/2022	9,963	$0.8418	8,386	9,963	$0.8418	8,386
P140	S W B Brownell Podr	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	36,698	16,713		12/31/2021 - 06/30/2022	9,175	$0.8817	8,089	9,175	$0.8817	8,089
P140	S W B Brownell Podr	1200630	CHM,LIME,HYDRATED,50 LB	59,700	12,120		12/31/2021 - 06/30/2022	14,925	$0.2100	3,134	14,925	$0.2100	3,134
P140	S W B Brownell Podr	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	2,200	1,833		12/31/2021 - 06/30/2022	550	$0.8200	451	550	$0.8200	451
P140	S W B Brownell Podr	1200993	CHM,ZINC,1:10,50LB	12,050	12,142		12/31/2021 - 06/30/2022	3,013	$1.5300	4,609	3,013	$1.5300	4,609
P140	S W B Brownell Podr	WE	D-Chlor Dechlorination Tablets, 45 lbs	28	3,656		12/31/2021 - 12/31/2022	7	$130.5600	914	7	$130.5600	914
P140 Total				263,487	$83,234			65,872		$27,998	65,872		$27,998

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 1st Quarter (FTY) Actual Units	2022 1st Quarter (FTY) Unit Price	2022 1st Quarter (FTY) Actual Expense	2022 2nd Quarter (FTY) Actual Units	2022 2nd Quarter (FTY) Unit Price	2022 2nd Quarter (FTY) Actual Expense
P141	Ceasetown WTP	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	793,179	$68,665	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	201,313	$0.0865	$17,414	201,313	$0.0865	$17,414
P141	Ceasetown WTP	1200578	CHM,CRBN,PAC BITUMIN 500 IODINE,BULK	109,778	57,595		12/31/2021 - 06/30/2022	27,445	$0.5900	16,192	27,445	$0.5900	16,192
P141	Ceasetown WTP	1200586	CHM,CARBON,PAC LIGNITE,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.8800	-	0	$0.8800	-
P141	Ceasetown WTP	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	94,370	37,340	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	68,775	$0.7700	52,957	68,775	$0.7700	52,957
P141	Ceasetown WTP	1200604	CHM,COPPER SULFATE,100%,50LB	16,250	29,971		12/31/2021 - 06/30/2022	4,063	$2.3050	9,364	4,063	$2.3050	9,364
P141	Ceasetown WTP	1200630	CHM,LIME,HYDRATED,50 LB	244,015	34,372		12/31/2021 - 12/31/2022	61,004	$0.1507	9,193	61,004	$0.1507	9,193
P141	Ceasetown WTP	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	92	182		12/31/2021 - 06/30/2022	23	$2.6500	61	23	$2.6500	61
P141	Ceasetown WTP	1200777	CHM,POLYMER,CATIONC MAGNAFLOC LT22S,50LB	4,207	10,775	No longer in use	12/31/2021 - 06/30/2022	0	$3.0400	-	0	$3.0400	-
P141	Ceasetown WTP	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	1,054	2,757		12/31/2021 - 06/30/2022	263	$3.0700	809	263	$3.0700	809
P141	Ceasetown WTP	1200890	CHM,SODIUM BICARBONATE,100%,50LB	50	24		12/31/2021 - 06/30/2022	13	$0.5700	7	13	$0.5700	7
P141	Ceasetown WTP	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	0	-		12/31/2021 - 06/30/2022	0	$0.8200	-	0	$0.8200	-
P141	Ceasetown WTP	1200993	CHM,ZINC,1:10,50LB	27,275	27,741		12/31/2021 - 06/30/2022	6,819	$1.5100	10,296	6,819	$1.5100	10,296
P141	Ceasetown WTP	WE	Return Carbon delivery Ceasetown	1	3,905		12/31/2021 - 12/31/2022	0	$3,905.0000	976	0	$3,905.0000	976
P141 Total				1,290,271	$273,326			369,716		$117,269	369,716		$117,269
P143	S W B Crystal Lake P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	23,430	$9,552		12/31/2021 - 06/30/2022	5,858	$0.8117	$4,755	5,858	$0.8117	$4,755
P143	S W B Crystal Lake P	1200630	CHM,LIME,HYDRATED,50 LB	19,863	4,025		12/31/2021 - 06/30/2022	4,966	$0.2400	1,192	4,966	$0.2400	1,192
P143	S W B Crystal Lake P	1200702	CHM,PACL,DELPC2020, BULK	167,425	55,545		12/31/2021 - 06/30/2022	41,856	$0.3600	15,068	41,856	$0.3600	15,068
P143	S W B Crystal Lake P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	726	1,916		12/31/2021 - 06/30/2022	182	$3.0700	557	182	$3.0700	557
P143	S W B Crystal Lake P	1200890	CHM,SODIUM BICARBONATE,100%,50LB	100	41		12/31/2021 - 12/31/2022	25	$0.4088	10	25	$0.4088	10
P143	S W B Crystal Lake P	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	56,211	17,089		12/31/2021 - 06/30/2022	14,053	$0.4250	5,972	14,053	$0.4250	5,972
P143	S W B Crystal Lake P	1200993	CHM,ZINC,1:10,50LB	13,905	14,084		12/31/2021 - 06/30/2022	3,476	$1.5100	5,249	3,476	$1.5100	5,249
P143 Total				281,660	$102,252			70,415		$32,804	70,415		$32,804
P144	S W B Fallbrook P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	96,661	$7,830	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	24,421	$0.0903	$2,205	24,421	$0.0903	$2,205
P144	S W B Fallbrook P	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	11,350	7,574		12/31/2021 - 06/30/2022	2,838	$0.8418	2,389	2,838	$0.8418	2,389
P144	S W B Fallbrook P	1200596	CHM,CHLORINE,100%,150LB CYLINDER	6,783	7,485	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	3,224	$1.6673	5,375	3,224	$1.6673	5,375
P144	S W B Fallbrook P	1200630	CHM,LIME,HYDRATED,50 LB	9,300	2,012		12/31/2021 - 06/30/2022	2,325	$0.3070	714	2,325	$0.3070	714
P144	S W B Fallbrook P	1200819	CHM,POLYMER,NONIONC SPRFLOC 1986N,55GA	845	1,484		12/31/2021 - 06/30/2022	211	$1.6400	346	211	$1.6400	346
P144	S W B Fallbrook P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	825	2,169		12/31/2021 - 06/30/2022	206	$3.0700	633	206	$3.0700	633
P144	S W B Fallbrook P	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	56,786	11,215		12/31/2021 - 06/30/2022	14,196	$0.3450	4,898	14,196	$0.3450	4,898
P144	S W B Fallbrook P	1200993	CHM,ZINC,1:10,50LB	1,750	2,748		12/31/2021 - 06/30/2022	438	$1.6400	718	438	$1.6400	718
P144 Total				184,300	$42,517			47,859		$17,277	47,859		$17,277
P145	S W B Forest City P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	16,117	$1,376		12/31/2021 - 12/31/2022	4,029	$0.0855	$345	4,029	$0.0855	$345
P145	S W B Forest City P	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,271	1,870		12/31/2021 - 06/30/2022	318	$1.9792	629	318	$1.9792	629
P145	S W B Forest City P	1200630	CHM,LIME,HYDRATED,50 LB	1,900	402		12/31/2021 - 06/30/2022	475	$0.3070	146	475	$0.3070	146
P145	S W B Forest City P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	220	667		12/31/2021 - 06/30/2022	55	$3.0700	169	55	$3.0700	169
P145	S W B Forest City P	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	6,734	1,855		12/31/2021 - 06/30/2022	1,684	$0.4300	724	1,684	$0.4300	724
P145	S W B Forest City P	1200993	CHM,ZINC,1:10,50LB	100	131		12/31/2021 - 06/30/2022	25	$1.8100	45	25	$1.8100	45
P145 Total				26,342	$6,299			6,586		$2,057	6,586		$2,057
P146	S W B Huntsville P	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	1,050	$712		12/31/2021 - 06/30/2022	263	$0.8418	$221	263	$0.8418	$221
P146	S W B Huntsville P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	17,323	7,291	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 03/31/2022	17,962	$0.6000	10,777	17,962	$0.6060	10,886
P146	S W B Huntsville P	1200753	CHM,POLYMER,CATIONC ZETAG 8812,55GA	0	-		12/31/2021 - 06/30/2022	0	$2.2100	-	0	$2.2100	-
P146	S W B Huntsville P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	109	275		12/31/2021 - 06/30/2022	27	$3.0700	84	27	$3.0700	84
P146	S W B Huntsville P	1200890	CHM,SODIUM BICARBONATE,100%,50LB	150	36		12/31/2021 - 12/31/2022	38	$0.2400	9	38	$0.2400	9
P146	S W B Huntsville P	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	90,066	18,572		12/31/2021 - 06/30/2022	22,516	$0.2750	6,192	22,516	$0.2750	6,192
P146	S W B Huntsville P	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	6,600	5,742		12/31/2021 - 06/30/2022	1,650	$0.6350	1,048	1,650	$0.6350	1,048
P146	S W B Huntsville P	1200993	CHM,ZINC,1:10,50LB	5,495	5,655		12/31/2021 - 06/30/2022	1,374	$1.5300	2,102	1,374	$1.5300	2,102
P146	S W B Huntsville P	1201152	CHM,PACL BASICITY,70% PAX-XL8,BULK	314,088	53,708		12/31/2021 - 12/31/2022	78,522	$0.2200	17,275	78,522	$0.2200	17,275
P146 Total				434,880	$91,991			122,351		$37,707	122,351		$37,816
P147	S W B Nesbitt P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	821,523	$70,294	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 12/31/2022	194,461	$0.0855	$16,626	194,461	$0.0855	$16,626
P147	S W B Nesbitt P	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	50,900	33,885		12/31/2021 - 06/30/2022	12,725	$0.8418	10,712	12,725	$0.8418	10,712
P147	S W B Nesbitt P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	71,859	32,956		12/31/2021 - 06/30/2022	17,965	$1.0150	18,234	17,965	$1.0150	18,234
P147	S W B Nesbitt P	1200630	CHM,LIME,HYDRATED,50 LB	249,350	34,473		12/31/2021 - 12/31/2022	62,338	$0.1454	9,064	62,338	$0.1454	9,064
P147	S W B Nesbitt P	1200777	CHM,POLYMER,CATIONC MAGNAFLOC LT22S,50LB	830	2,022		12/31/2021 - 06/30/2022	207	$3.0400	631	207	$3.0400	631
P147	S W B Nesbitt P	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	3,475	8,182		12/31/2021 - 06/30/2022	869	$2.3500	2,042	869	$2.3500	2,042
P147	S W B Nesbitt P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	14,582	36,017		12/31/2021 - 06/30/2022	3,645	$3.0700	11,192	3,645	$3.0700	11,192
P147	S W B Nesbitt P	1200890	CHM,SODIUM BICARBONATE,100%,50LB	100	28		12/31/2021 - 12/31/2022	25	$0.2800	7	25	$0.2800	7
P147	S W B Nesbitt P	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	3,029	2,330		12/31/2021 - 12/31/2022	757	$0.8200	621	757	$0.8200	621
P147	S W B Nesbitt P	1200993	CHM,ZINC,1:10,50LB	35,800	36,062		12/31/2021 - 06/30/2022	8,950	$1.5100	13,515	8,950	$1.5100	13,515
P147 Total				1,251,448	$256,250			301,942		$82,643	301,942		$82,643
P148	S W B Lake Scranton P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	2,078,019	$167,825		12/31/2021 - 06/30/2022	519,505	$0.0903	$46,911	519,505	$0.0903	$46,911
P148	S W B Lake Scranton P	1200578	CHM,CRBN,PAC BITUMIN 500 IODINE,BULK	181,903	111,270		12/31/2021 - 06/30/2022	45,476	$0.5920	26,922	45,476	$0.5920	26,922
P148	S W B Lake Scranton P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P148	S W B Lake Scranton P	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	211,278	21,606		12/31/2021 - 12/31/2022	52,820	$0.0897	4,738	52,820	$0.0897	4,738
P148	S W B Lake Scranton P	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	3,420	6,777		12/31/2021 - 06/30/2022	855	$2.3600	2,018	855	$2.3600	2,018
P148	S W B Lake Scranton P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	76,740	195,316	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	22,020	$3.0700	67,600	22,020	$3.0700	67,600
P148	S W B Lake Scranton P	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	4,598	5,247		12/31/2021 - 06/30/2022	1,149	$1.9300	2,218	1,149	$1.9300	2,218
P148	S W B Lake Scranton P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	2,206,914	198,622		12/31/2021 - 12/31/2022	551,728	$0.1150	63,449	551,728	$0.1150	63,449
P148	S W B Lake Scranton P	1200993	CHM,ZINC,1:10,50LB	83,900	90,112		12/31/2021 - 06/30/2022	20,975	$1.5400	32,302	20,975	$1.5400	32,302
P148	S W B Lake Scranton P	1201191	CHM,POLYMER,CATIONIC ZETAG 7523 50LB	10,472	27,305		12/31/2021 - 06/30/2022	2,618	$2.7600	7,226	2,618	$2.7600	7,226
P148 Total				4,857,243	$824,079			1,217,145		$253,383	1,217,145		$253,383
P149	S W B Watres P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	823,543	$70,448		12/31/2021 - 12/31/2022	205,886	$0.0855	$17,603	205,886	$0.0855	$17,603
P149	S W B Watres P	1200578	CHM,CRBN,PAC BITUMIN 500 IODINE,BULK	34,633	20,907		12/31/2021 - 06/30/2022	8,658	$0.5920	5,126	8,658	$0.5920	5,126
P149	S W B Watres P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P149	S W B Watres P	1200630	CHM,LIME,HYDRATED,50 LB	188,250	26,073		12/31/2021 - 12/31/2022	47,063	$0.1513	7,121	47,063	$0.1513	7,121
P149	S W B Watres P	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	(385)	(754)		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P149	S W B Watres P	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	2,425	5,729		12/31/2021 - 06/30/2022	606	$2.3500	1,425	606	$2.3500	1,425
P149	S W B Watres P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	860	2,147		12/31/2021 - 06/30/2022	215	$3.0700	660	215	$3.0700	660
P149	S W B Watres P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	733,590	68,029	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	250,389	$0.1500	37,558	250,389	$0.1500	37,558
P149	S W B Watres P	1200993	CHM,ZINC,1:10,50LB	28,391	28,480		12/31/2021 - 06/30/2022	7,098	$1.5400	10,931	7,098	$1.5400	10,931
P149	S W B Watres P	1202851	CHM,POLYMER,ANIONC SPRFLC A-120,50LB	1,765	3,627		12/31/2021 - 06/30/2022	441	$2.6500	1,169	441	$2.6500	1,169
P149 Total				1,813,072	$224,683			520,356		$81,592	520,356		$81,592

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 1st Quarter (FTY) Actual Units	2022 1st Quarter (FTY) Unit Price	2022 1st Quarter (FTY) Actual Expense	2022 2nd Quarter (FTY) Actual Units	2022 2nd Quarter (FTY) Unit Price	2022 2nd Quarter (FTY) Actual Expense
P151	White Deer Creek Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	50	$38		12/31/2021 - 12/31/2022	13	$0.7646	$10	13	$0.7646	$10
P151	White Deer Creek Prod	1200630	CHM,LIME,HYDRATED,50 LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P151	White Deer Creek Prod	1200702	CHM,PACL,DELPC2020, BULK	189,484	25,271		12/31/2021 - 12/31/2022	47,371	$0.1330	6,300	47,371	$0.1330	6,300
P151	White Deer Creek Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	19,730	5,012		12/31/2021 - 06/30/2022	4,933	$0.3900	1,924	4,933	$0.3900	1,924
P151	White Deer Creek Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK	187,485	84,693		12/31/2021 - 06/30/2022	46,871	$0.4521	21,190	46,871	$0.4521	21,190
P151	White Deer Creek Prod	1200980	CHM,ZINC,CHLORIDE,1-5,30GA	20,655	10,089		12/31/2021 - 06/30/2022	5,164	$0.7800	4,028	5,164	$0.7800	4,028
P151 Total				417,404	$125,104			104,351		$33,452	104,351		$33,452
P152	Wildcat Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0
P152	Wildcat Prod	1200882	CHM,SODA ASH,100%,50LB	1,236	958		12/31/2021 - 06/30/2022	309	$0.6250	193	309	$0.6250	193
P152	Wildcat Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	753	1,098		12/31/2021 - 12/31/2022	188	$1.4584	275	188	$1.4584	275
P152 Total				1,989	$2,056			497		$468	497		$468
P154	McEwensville Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	1,660	$1,669		12/31/2021 - 06/30/2022	415	$1.9300	$801	415	$1.9300	$801
P154 Total				1,660	$1,669			415		$801	415		$801
P155	Steelton_PROD	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	329,828	$32,257		12/31/2021 - 12/31/2022	82,457	$0.1080	$8,905	82,457	$0.1080	$8,905
P155	Steelton_PROD	1200596	CHM,CHLORINE,100%,150LB CYLINDER	17,079	14,685		12/31/2021 - 06/30/2022	4,270	$1.5847	6,766	4,270	$1.5847	6,766
P155	Steelton_PROD	1200630	CHM,LIME,HYDRATED,50 LB	42,100	10,291		12/31/2021 - 06/30/2022	10,525	$0.2941	3,095	10,525	$0.2941	3,095
P155	Steelton_PROD	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	983	2,868		12/31/2021 - 06/30/2022	246	$2.9500	725	246	$2.9500	725
P155	Steelton_PROD	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	3,126	10,972		12/31/2021 - 06/30/2022	782	$3.7700	2,946	782	$3.7700	2,946
P155	Steelton_PROD	1200882	CHM,SODA ASH,100%,50LB	53,700	21,292		12/31/2021 - 06/30/2022	13,425	$0.5640	7,572	13,425	$0.5640	7,572
P155 Total				446,817	$92,365			111,704		$30,010	111,704		$30,010
P188	Turbotville_PROD	1200596	CHM,CHLORINE,100%,150LB CYLINDER	690	$2,298		12/31/2021 - 12/31/2022	173	$3.3300	$574	173	$3.3300	$574
P188	Turbotville_PROD	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	1,554	1,579	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	945	$1.9300	1,824	945	$1.9300	1,824
P188	Turbotville_PROD	1202811	CHM,POLY AL SULFATE,CLARION A410P,55GA	150	141	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	99	$0.9800	97	99	$0.9800	97
P188 Total				2,394	$4,018			1,217		$2,495	1,217		$2,495
Grand Total				61,256,928	$10,706,918			16,382,337		$3,735,422	16,382,337		$3,735,867

Accruals and Adjustments	69,885
Ending Balance Dec 2021	$10,776,803

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 3rd Quarter (FTY) Actual Units	2022 3rd Quarter (FTY) Unit Price	2022 3rd Quarter (FTY) Actual Expense	2022 4th Quarter (FTY) Actual Units	2022 4th Quarter (FTY) Unit Price	2022 4th Quarter (FTY) Actual Expense
P101	Abington Prod	1200859	CHM,PHOSPHATE,POLY CALGON C5,30GA	5,574	$3,168		12/31/2021 - 12/31/2022	1,393	$0.7068	$985	1,393	$0.7068	$985
P101	Abington Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	43,393	13,474		12/31/2021 - 06/30/2022	10,848	$0.3838	4,164	10,848	$0.3838	4,164
P101	Abington Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	4,457	3,063		12/31/2021 - 06/30/2022	1,114	$1.0303	1,148	1,114	$1.0303	1,148
P101	Abington Prod	1202931	CHM,DIPOTASSIUM PHOS, SLI-DP,5 GA	8	31		12/31/2021 - 12/31/2022	2	$3.7527	8	2	$3.7527	8
P101 Total				53,432	$19,736			13,358		$6,304	13,358		$6,304
P102	Bangor Prod	1200551	CHM,ALUM,SULFAT LIQUID,50%,55GA	4,474	$1,131	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	2,496	$0.3434	$857	2,496	$0.3434	$857
P102	Bangor Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	3,600	1,641		12/31/2021 - 06/30/2022	900	$0.8417	758	900	$0.8417	758
P102	Bangor Prod	1200915	CHM,SODIUM HYDROXIDE,25%,55GA	7,085	1,956		12/31/2021 - 06/30/2022	1,771	$0.3939	698	1,771	$0.3939	698
P102	Bangor Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	37,312	5,516		12/31/2021 - 06/30/2022	9,328	$0.2176	2,029	9,328	$0.2176	2,029
P102	Bangor Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	4,416	2,194		12/31/2021 - 06/30/2022	1,104	$0.5404	597	1,104	$0.5404	597
P102	Bangor Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	3,949	2,739		12/31/2021 - 06/30/2022	987	$1.0404	1,027	987	$1.0404	1,027
P102	Bangor Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	3	392		12/31/2021 - 12/31/2022	1	$130.5600	98	1	$130.5600	98
P102 Total				60,839	$15,567			16,587		$6,063	16,587		$6,063
P103	Blue Mount Nazareth P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	51,504	$4,393		12/31/2021 - 12/31/2022	12,876	$0.0845	$1,088	12,876	$0.0845	$1,088
P103	Blue Mount Nazareth P	1200570	CHM,CALCIUM,HYPO,100%,100LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P103	Blue Mount Nazareth P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P103	Blue Mount Nazareth P	1200609	CHM,DIATOMACEOUS EARTH,100%,50LB	500	371		12/31/2021 - 12/31/2022	125	$0.7427	93	125	$0.7427	93
P103	Blue Mount Nazareth P	1200806	CHM,POLYMER,CATIONC SPRFLOC C572,55GA	1,762	3,497		12/31/2021 - 06/30/2022	440	$1.7777	783	440	$1.7777	783
P103	Blue Mount Nazareth P	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P103	Blue Mount Nazareth P	1200827	CHM,POLYMER,NONIONC SPRFLOC1986N,5GA	120	449		12/31/2021 - 06/30/2022	30	$5.5150	165	30	$5.5150	165
P103	Blue Mount Nazareth P	1201118	CHM,SODIUM PERMANGANATE,20%,300GA			Addition for 2022	12/31/2021 - 06/30/2022	1,978	$1.2323	2,437	1,978	$1.2323	2,437
P103	Blue Mount Nazareth P	1200882	CHM,SODA ASH,100%,50LB	43,300	17,540		12/31/2021 - 06/30/2022	10,825	$0.3687	3,991	10,825	$0.3687	3,991
P103	Blue Mount Nazareth P	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	8,493	5,351		12/31/2021 - 06/30/2022	2,123	$0.5404	1,147	2,123	$0.5404	1,147
P103	Blue Mount Nazareth P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	135,567	16,010		12/31/2021 - 12/31/2022	33,892	$0.1350	4,575	33,892	$0.1350	4,575
P103	Blue Mount Nazareth P	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK			Addition for 2022	12/31/2021 - 12/31/2022	1,619	$0.3800	615	1,619	$0.3800	615
P103	Blue Mount Nazareth P	1200982	CHM,ZINC,CHLORIDE,1:10,50LB	17,800	17,955		12/31/2021 - 06/30/2022	4,450	$1.5454	6,877	4,450	$1.5454	6,877
P103 Total				259,046	$65,566			68,358		$21,772	68,358		$21,772
P104	Lehman Pike Prod	1200857	CHM,PHOSPHATE,POLY WSU319 CALCIQ MW,55GA	8,778	$4,446		12/31/2021 - 06/30/2022	2,195	$0.7980	$1,751	2,195	$0.7980	$1,751
P104	Lehman Pike Prod	1200912	CHM,SODIUM HYDROXIDE,25%,15GA 403	351,610	99,617		12/31/2021 - 06/30/2022	87,903	$0.3737	32,852	87,903	$0.3737	32,852
P104	Lehman Pike Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	109,650	39,245		12/31/2021 - 06/30/2022	27,413	$0.4343	11,906	27,413	$0.4343	11,906
P104	Lehman Pike Prod	1202351	CHM,PHOSPHATE,ORTH-PLY CARUS 8100,55GAL	8,151	4,270	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	2,038	$0.7778	1,585	2,038	$0.7778	1,585
P104 Total				478,189	$147,578			119,547		$48,094	119,547		$48,094
P106	Pocono Prod	1200663	CHM,PHOSPHATE,ORTH-PLY CARUS 8500,55GA	12,182	$11,005	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	5,145	$1.2525	$6,444	5,145	$1.2525	$6,444
P106	Pocono Prod	1200669	CHM,PHOSPHATE,ORTH-PLY CARUS 8500,58LB	901	1,039		12/31/2021 - 06/30/2022	225	$4.7676	1,074	225	$4.7676	1,074
P106	Pocono Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	46,627	12,382		12/31/2021 - 06/30/2022	11,657	$0.3434	4,003	11,657	$0.3434	4,003
P106	Pocono Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	327,055	112,833	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	93,795	$0.3535	33,159	93,795	$0.3535	33,159
P106	Pocono Prod	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	88,131	21,170	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	27,500	$0.2853	7,847	27,500	$0.2853	7,847
P106	Pocono Prod	1200980	CHM,ZINC,CHLORIDE,1:5,30GA	9,691	11,857		12/31/2021 - 06/30/2022	2,423	$1.3232	3,206	2,423	$1.3232	3,206
P106 Total				484,587	$170,286			140,745		$55,733	140,745		$55,733
P107	Susquehanna Prod	1200544	CHM,ALGICIDE,CUTRINE,55GA	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0
P107	Susquehanna Prod	1200550	CHM,ALUM,SULFAT DRY,100%,50LB	21,750	8,837		12/31/2021 - 06/30/2022	5,438	$0.5555	3,021	5,438	$0.5555	3,021
P107	Susquehanna Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	75,019	15,447	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 06/30/2022	17,212	$0.2071	3,564	17,212	$0.2071	3,564
P107	Susquehanna Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	0	-		12/31/2021 - 06/30/2022	0	$0.8503	-	0	$0.8503	-
P107	Susquehanna Prod	1200595	CHM,CHLORINE,100%,100LB CYLINDER	393	832		12/31/2021 - 06/30/2022	98	$6.8306	671	98	$6.8306	671
P107	Susquehanna Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	4,068	7,700		12/31/2021 - 06/30/2022	1,017	$2.7062	2,752	1,017	$2.7062	2,752
P107	Susquehanna Prod	1200641	CHM,HFS ACID,23%,15GA	1,320	2,025		12/31/2021 - 12/31/2022	330	$1.5343	506	330	$1.5343	506
P107	Susquehanna Prod	1200646	CHM,HFS ACID,23%,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P107	Susquehanna Prod	1200777	CHM,POLYMER,CATIONC MAGNAFLOC LT22S,50LB	36	151		12/31/2021 - 06/30/2022	9	$6.6160	60	9	$6.6160	60
P107	Susquehanna Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	0	-		12/31/2021 - 06/30/2022	0	$1.6565	-	0	$1.6565	-
P107	Susquehanna Prod	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	617	1,568		12/31/2021 - 06/30/2022	154	$3.2019	493	154	$3.2019	493
P107	Susquehanna Prod	1200915	CHM,SODIUM HYDROXIDE,25%,55GA	36,168	8,298		12/31/2021 - 06/30/2022	9,042	$0.2853	2,580	9,042	$0.2853	2,580
P107	Susquehanna Prod	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	28,433	10,366		12/31/2021 - 12/31/2022	7,108	$0.3775	2,683	7,108	$0.3775	2,683
P107	Susquehanna Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P107	Susquehanna Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	2,903	3,108		12/31/2021 - 06/30/2022	726	$1.4772	1,072	726	$1.4772	1,072
P107	Susquehanna Prod	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	0	-		12/31/2021 - 06/30/2022	0	$0.3802	-	0	$0.3802	-
P107	Susquehanna Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	45	34		12/31/2021 - 12/31/2022	11	$0.7500	8	11	$0.7500	8
P107	Susquehanna Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK	51,588	16,756	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	15,908	$0.3800	6,045	15,908	$0.3800	6,045
P107	Susquehanna Prod	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	1,777	2,803		12/31/2021 - 06/30/2022	444	$1.9393	862	444	$1.9393	862
P107	Susquehanna Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	4,320	3,023		12/31/2021 - 06/30/2022	1,080	$1.0707	1,156	1,080	$1.0707	1,156
P107	Susquehanna Prod	1200993	CHM,ZINC,1:10,50LB	550	1,041		12/31/2021 - 06/30/2022	138	$1.9797	272	138	$1.9797	272
P107	Susquehanna Prod	1201981	CHM,PHOSPHATE,ORTH-PLY CARUS 8100,30GAL	3,416	2,245		12/31/2021 - 06/30/2022	854	$0.9394	802	854	$0.9394	802
P107	Susquehanna Prod	1202752	CHM,ALGICIDE,EARTHTEC,55GA	8,800	14,841		12/31/2021 - 12/31/2022	2,200	$1.5910	3,500	2,200	$1.5910	3,500
P107	Susquehanna Prod	WE	Bio-Max Dechlorination Tablets, 48 lb	5	755		12/31/2021 - 12/31/2022	1	$150.9440	189	1	$150.9440	189
P107 Total				241,208	$99,828			61,770		$30,238	61,770		$30,238
P108	Berwick Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	7,932	$10,990		12/31/2021 - 06/30/2022	1,983	$1.7746	$3,519	1,983	$1.7746	$3,519
P108	Berwick Prod	1200911	CHM,SODIUM HEXAMETAPHOSPHATE,100%,50LB	4,000	3,878		12/31/2021 - 06/30/2022	1,000	$1.6969	1,697	1,000	$1.6969	1,697
P108 Total				11,932	$14,868			2,983		$5,216	2,983		$5,216
P109	Frackville Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,839	$3,262	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	564	$3.0316	$1,708	564	$3.0316	$1,708
P109	Frackville Prod	1200861	CHM,PHOSPHATE,POLY CALGON C5,5GA	1,574	1,290		12/31/2021 - 06/30/2022	394	$1.4646	576	394	$1.4646	576
P109	Frackville Prod	1200915	CHM,SODIUM HYDROXIDE,25%,55GA	4,487	1,821		12/31/2021 - 06/30/2022	1,122	$0.5454	612	1,122	$0.5454	612
P109	Frackville Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK			Sodium Hypo being added in 2023	12/31/2021 - 12/31/2022	0	$0.3800	-	0	$0.3800	-
P109	Frackville Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	1,960	1,534		12/31/2021 - 06/30/2022	490	$1.3636	668	490	$1.3636	668
P109	Frackville Prod	1200976	CHM,ZINC,CHLORIDE,1:3,5GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P109 Total				9,860	$7,907			2,569		$3,565	2,569		$3,565

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 3rd Quarter (FTY) Actual Units	2022 3rd Quarter (FTY) Unit Price	2022 3rd Quarter (FTY) Actual Expense	2022 4th Quarter (FTY) Actual Units	2022 4th Quarter (FTY) Unit Price	2022 4th Quarter (FTY) Actual Expense
P110	Hershey Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	77,740	$7,227		12/31/2021 - 06/30/2022	19,435	$0.1398	$2,717	19,435	$0.1398	$2,717
P110	Hershey Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	5,600	3,679		12/31/2021 - 06/30/2022	1,400	$0.8503	1,190	1,400	$0.8503	1,190
P110	Hershey Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	35,217	12,556	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$0.3565	-	0	$0.3565	-
P110	Hershey Prod	1200623	CHM,FERRIC,CHLORID PLYMR FER+PLUS,BULK	1,102,810	234,846		12/31/2021 - 12/31/2022	275,703	$0.2510	69,201	275,703	$0.2510	69,201
P110	Hershey Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	9,262	9,089		12/31/2021 - 06/30/2022	2,316	$1.6565	3,836	2,316	$1.6565	3,836
P110	Hershey Prod	1200877	CHM,SODIUM PERMANGANATE,20%,55GA	0	-		12/31/2021 - 06/30/2022	0	$1.1919	-	0	$1.1919	-
P110	Hershey Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	450,084	62,601		12/31/2021 - 06/30/2022	112,521	$0.1965	22,106	112,521	$0.1965	22,106
P110	Hershey Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	876,546	75,471	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	382,339	$0.1579	60,362	382,339	$0.1579	60,362
P110	Hershey Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	69,071	24,878		12/31/2021 - 06/30/2022	17,268	$0.5757	9,942	17,268	$0.5757	9,942
P110	Hershey Prod	1201118	CHM,SODIUM PERMANGANATE,20%,300GA	73,411	73,411		12/31/2021 - 06/30/2022	18,353	$1.2121	22,245	18,353	$1.2121	22,245
P110	Hershey Prod	WE	Dechlorination Tablets 140 pk	47	6,698		12/31/2021 - 12/31/2022	12	$142.5000	1,674	12	$142.5000	1,674
P110 Total				2,699,788	$510,455			829,346		$193,273	829,346		$193,273
P112	Milton / White Deer P	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	24,100	$17,111		12/31/2021 - 06/30/2022	6,025	$0.8503	$5,123	6,025	$0.8503	$5,123
P112	Milton / White Deer P	1200630	CHM,LIME,HYDRATED,50 LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P112	Milton / White Deer P	1200702	CHM,PACL,DELPC2020, BULK	253,633	33,834		12/31/2021 - 12/31/2022	63,408	$0.1330	8,433	63,408	$0.1330	8,433
P112	Milton / White Deer P	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	185	581		12/31/2021 - 06/30/2022	46	$2.8888	134	46	$2.8888	134
P112	Milton / White Deer P	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	1,916	5,116		12/31/2021 - 06/30/2022	479	$3.2019	1,534	479	$3.2019	1,534
P112	Milton / White Deer P	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	74,375	6,207		12/31/2021 - 06/30/2022	18,594	$0.1235	2,297	18,594	$0.1235	2,297
P112	Milton / White Deer P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	281,219	28,677		12/31/2021 - 06/30/2022	70,305	$0.1628	11,447	70,305	$0.1628	11,447
P112	Milton / White Deer P	1200980	CHM,ZINC,CHLORIDE,1:5,30GA	25,580	12,507		12/31/2021 - 06/30/2022	6,395	$0.7879	5,038	6,395	$0.7879	5,038
P112 Total				661,008	$104,033			165,252		$34,006	165,252		$34,006
P113	Phillipsburg Prod	1200551	CHM,ALUM,SULFAT LIQUID,50%,55GA	15,495	$6,004		12/31/2021 - 06/30/2022	3,874	$0.3535	$1,369	3,874	$0.3535	$1,369
P113	Phillipsburg Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	15,417	16,804		12/31/2021 - 06/30/2022	3,854	$1.7690	6,818	3,854	$1.7690	6,818
P113	Phillipsburg Prod	1200641	CHM,HFS ACID,23%,15GA	6,960	10,676		12/31/2021 - 12/31/2022	1,740	$0.8800	1,531	1,740	$0.8800	1,531
P113	Phillipsburg Prod	1200643	CHM,HFS ACID,23%,30GA	12,550	4,502		12/31/2021 - 12/31/2022	3,138	$0.4500	1,412	3,138	$0.4500	1,412
P113	Phillipsburg Prod	1200861	CHM,PHOSPHATE,POLY CALGON C5,5GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P113	Phillipsburg Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	35,253	6,373		12/31/2021 - 06/30/2022	8,813	$0.2141	1,887	8,813	$0.2141	1,887
P113	Phillipsburg Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	120,830	20,136		12/31/2021 - 06/30/2022	30,208	$0.2514	7,594	30,208	$0.2514	7,594
P113	Phillipsburg Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	18,634	9,298		12/31/2021 - 06/30/2022	4,659	$0.5404	2,517	4,659	$0.5404	2,517
P113	Phillipsburg Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	12,461	19,330		12/31/2021 - 06/30/2022	3,115	$1.9898	6,199	3,115	$1.9898	6,199
P113	Phillipsburg Prod	1201253	CHM,ORTHO-POLY P,AQUA MAG 9100,5GA	4,708	7,768		12/31/2021 - 06/30/2022	1,177	$2.4242	2,853	1,177	$2.4242	2,853
P113 Total				242,308	$100,891			60,577		$32,182	60,577		$32,182
P114	Glen Alsace Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	882	$1,380		12/31/2021 - 06/30/2022	221	$2.3333	$514	221	$2.3333	$514
P114	Glen Alsace Prod	1200672	CHM,PHOS,ORTH-PLY CARUS 8400,336LB	3,467	1,648		12/31/2021 - 06/30/2022	867	$0.7475	648	867	$0.7475	648
P114	Glen Alsace Prod	1200859	CHM,PHOSPHATE,POLY CALGON C5,30GA	5,949	3,200		12/31/2021 - 06/30/2022	1,487	$0.8586	1,277	1,487	$0.8586	1,277
P114	Glen Alsace Prod	1200882	CHM,SODA ASH,100%,50LB	8,000	2,648		12/31/2021 - 12/31/2022	2,000	$0.3600	720	2,000	$0.3600	720
P114	Glen Alsace Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	7,762	1,895		12/31/2021 - 12/31/2022	1,941	$0.3000	582	1,941	$0.3000	582
P114	Glen Alsace Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	28,350	8,505		12/31/2021 - 12/31/2022	7,088	$0.3300	2,339	7,088	$0.3300	2,339
P114	Glen Alsace Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	49,180	12,012	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	17,345	$0.2730	4,735	17,345	$0.2730	4,735
P114	Glen Alsace Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	11,921	7,621		12/31/2021 - 06/30/2022	2,980	$1.0101	3,010	2,980	$1.0101	3,010
P114 Total				115,511	$38,909			33,927		$13,826	33,927		$13,826
P115	Norristown Prod	1200557	CHM,AMMONIA,ANHYDROUS,100%,BULK	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0
P115	Norristown Prod	1200562	CHM,AMMONIUM SULFATE,40%,BULK	268,658	65,158	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	76,317	$0.3544	27,049	76,317	$0.3544	27,049
P115	Norristown Prod	1200578	CHM,CRBN,PAC BITUMIN 500 IODINE,BULK	39,360	27,552	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	40,949	$0.7242	29,657	40,949	$0.7242	29,657
P115	Norristown Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	8,969	1,973		12/31/2021 - 12/31/2022	2,242	$0.2200	493	2,242	$0.2200	493
P115	Norristown Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.2510	-	0	$0.2510	-
P115	Norristown Prod	1200782	CHM,POLYMER,CATIONC CATFLOC 71259,BULK	0	-		12/31/2021 - 12/31/2022	0	$2.2800	-	0	$2.2800	-
P115	Norristown Prod	1200791	CHM,POLYMER,CATIONC NALCO 8173,55LB	6,547	14,620		12/31/2021 - 12/31/2022	1,637	$2.9900	4,894	1,637	$2.9900	4,894
P115	Norristown Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P115	Norristown Prod	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	103,092	92,888	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	31,122	$1.3636	42,437	31,122	$1.3636	42,437
P115	Norristown Prod	1200900	CHM,SODIUM CHLORIDE,90% PURE,50LB 704	23,682	3,197		12/31/2021 - 12/31/2022	5,921	$0.1450	858	5,921	$0.1450	858
P115	Norristown Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	2,286,451	185,838		12/31/2021 - 06/30/2022	571,613	$0.1207	68,996	571,613	$0.1207	68,996
P115	Norristown Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	1,914,220	162,117	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	649,339	$0.1050	68,181	649,339	$0.1050	68,181
P115	Norristown Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	97,612	38,601	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	29,048	$0.6262	18,191	29,048	$0.6262	18,191
P115	Norristown Prod	1201524	CHM,POLYMER,CATIONC NALCO 7763 55GA	2,057	2,617		12/31/2021 - 12/31/2022	514	$1.4600	751	514	$1.4600	751
P115	Norristown Prod	1201822	CHM,POLYMER,FERRI+PLUS 1025,BULK	2,305,603	521,132	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	617,546	$0.2480	153,151	617,546	$0.2480	153,151
P115	Norristown Prod	1202111	CHM,POLYMER,ANIONC CEDRFLOC 551,275GAL	29,658	32,666		12/31/2021 - 12/31/2022	7,415	$1.3600	10,084	7,415	$1.3600	10,084
P115	Norristown Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	29	4,249		12/31/2021 - 12/31/2022	7	$146.5321	1,062	7	$146.5321	1,062
P115 Total				7,085,938	$1,152,609			2,033,669		$425,805	2,033,669		$425,805
P116	Penn Water Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	12,398	$10,442	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	5,100	$1.4548	$7,419	5,100	$1.4548	$7,419
P116	Penn Water Prod	1200662	CHM,PHOSPHATE,ORTH-PLY CARUS 8700,339LB	2,395	1,183		12/31/2021 - 06/30/2022	599	$0.7374	441	599	$0.7374	441
P116	Penn Water Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	383	115		12/31/2021 - 06/30/2022	96	$0.3333	32	96	$0.3333	32
P116 Total				15,176	$11,739			5,794		$7,892	5,794		$7,892
P117	Royersford Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	346,480	$29,701	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	180,080	$0.0955	$17,189	180,080	$0.0955	$17,189
P117	Royersford Prod	1200556	CHM,AMMONIA,ANHYDROUS,100%,150LB	1,885	3,813	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	619	$3.7070	2,293	619	$3.7070	2,293
P117	Royersford Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,175	1,856	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	791	$2.9755	2,354	791	$2.9755	2,354
P117	Royersford Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	34,136	14,683	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	29,313	$0.9377	27,485	29,313	$0.9377	27,485
P117	Royersford Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	2,200	4,916		12/31/2021 - 06/30/2022	550	$1.6565	911	550	$1.6565	911
P117	Royersford Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	315	826		12/31/2021 - 06/30/2022	79	$3.1312	247	79	$3.1312	247
P117	Royersford Prod	1200882	CHM,SODA ASH,100%,50LB	9,450	2,909		12/31/2021 - 12/31/2022	2,363	$0.3600	851	2,363	$0.3600	851
P117	Royersford Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	128,813	16,074	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	87,278	$0.1850	16,146	87,278	$0.1850	16,146
P117	Royersford Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	9,475	2,838		12/31/2021 - 12/31/2022	2,369	$0.3300	782	2,369	$0.3300	782
P117	Royersford Prod	1200958	CHM,SODIUM ZINC,METASHANNOCOR,50LB	9,990	10,142	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	5,026	$1.5454	7,768	5,026	$1.5454	7,768
P117 Total				543,919	$87,755			308,466		$76,025	308,466		$76,025

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
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				2021 (Base Year)			2022 3rd Quarter (FTY)			2022 4th Quarter (FTY)		
SAP Plant#	Plant Name	Material	Material Description	Actual Units	Actual Expense	Comments	Contract Period	Actual Units	Unit Price	Actual Expense	Actual Units	Unit Price	Actual Expense
P118	Yardley Prod	1200557	CHM,AMMONIA,ANHYDROUS,100%,BULK	4,378	$2,959	No longer in use	12/31/2021 - 12/31/2022	0	$0.7580	$0	0	$0.7580	$0
P118	Yardley Prod	1200583	CHM,CARBON,PAC LIGNITE,40LB	(220)	(193)	Addition for 2022	12/31/2021 - 06/30/2022	10,500	$1.2020	12,621	10,500	$1.2020	12,621
P118	Yardley Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	5,127	6,053		12/31/2021 - 06/30/2022	1,282	$1.8787	2,408	1,282	$1.8787	2,408
P118	Yardley Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	30,962	8,313	Replacing CL2 with Hypo in 2022, adjusted quantities	12/31/2021 - 03/31/2022	0	$0.6122	-	0	$0.6183	-
P118	Yardley Prod	1200774	CHM,POLYMER,CATIONC CF71259,55GA	16,252	23,565		12/31/2021 - 12/31/2022	4,063	$2.0400	8,288	4,063	$2.0400	8,288
P118	Yardley Prod	1200859	CHM,PHOSPHATE,POLY CALGON CS,30GA	14,948	8,513		12/31/2021 - 06/30/2022	3,737	$0.9192	3,435	3,737	$0.9192	3,435
P118	Yardley Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	314,308	21,215	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	91,091	$0.1110	10,112	91,091	$0.1110	10,112
P118	Yardley Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	16,417	4,900	Replacing CL2 with Hypo in 2022, adjusted quantities	12/31/2021 - 12/31/2022	89,177	$0.3500	31,212	89,177	$0.3500	31,212
P118	Yardley Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	10,018	6,703		12/31/2021 - 06/30/2022	2,504	$1.0505	2,631	2,504	$1.0505	2,631
P118	Yardley Prod	1201118	CHM,SODIUM PERMANGANATE,20%,300GA			Addition for 2022	12/31/2021 - 06/30/2022	4,500	$1.3636	6,136	4,500	$1.3636	6,136
P118	Yardley Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	20,399	10,633	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	12,657	$0.6262	7,926	12,657	$0.6262	7,926
P118	Yardley Prod	1201822	CHM,POLYMER,FERRI+PLUS 1025,BULK	223,124	50,290	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	69,829	$0.2510	17,527	69,829	$0.2510	17,527
P118	Yardley Prod	1202821	CHM,ZINC,CHLORID,1:3,3520LB TOTE,CAR3180	15,065	9,627		12/31/2021 - 06/30/2022	3,766	$0.9596	3,614	3,766	$0.9596	3,614
P118	Yardley Prod	KR	Cat-Floc 71259	2,698	4,147		12/31/2021 - 12/31/2022	675	$1.5370	1,037	675	$1.5370	1,037
P118 Total				673,474	$156,725			293,780		$106,947	293,780		$106,947
P119	Clarion Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	16,423	$2,223		12/31/2021 - 06/30/2022	4,106	$0.1832	$752	4,106	$0.1832	$752
P119	Clarion Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P119	Clarion Prod	1200583	CHM,CARBON,PAC LIGNITE,40LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P119	Clarion Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	22,220	14,443		12/31/2021 - 06/30/2022	5,555	$1.3557	7,531	5,555	$1.3557	7,531
P119	Clarion Prod	1200646	CHM,HFS ACID,23%,55GA	11,278	3,095		12/31/2021 - 12/31/2022	2,820	$0.2850	804	2,820	$0.2850	804
P119	Clarion Prod	1200702	CHM,PACL,DELPC2020, BULK	347,858	82,699		12/31/2021 - 06/30/2022	86,965	$0.2778	24,156	86,965	$0.2778	24,156
P119	Clarion Prod	1200779	CHM,POLYMER,CATIONC MAGNAFLOC LT22S,55LB	1,819	4,562		12/31/2021 - 06/30/2022	455	$3.2019	1,456	455	$3.2019	1,456
P119	Clarion Prod	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	6,618	17,406		12/31/2021 - 06/30/2022	1,655	$3.2221	5,331	1,655	$3.2221	5,331
P119	Clarion Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	218,978	17,140		12/31/2021 - 12/31/2022	54,745	$0.1061	5,808	54,745	$0.1061	5,808
P119	Clarion Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	5,806	3,676		12/31/2021 - 06/30/2022	1,452	$1.0202	1,481	1,452	$1.0202	1,481
P119	Clarion Prod	1201381	CHM,CARBON,PAC,800 IODINE,20BF,50LB BAG	3,250	3,097		12/31/2021 - 06/30/2022	813	$1.1919	968	813	$1.1919	968
P119	Clarion Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	14	1,988		12/31/2021 - 12/31/2022	4	$142.0071	497	4	$142.0071	497
P119 Total				634,264	$150,329			158,566		$48,785	158,566		$48,785
P120	Indiana Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	150	$139		12/31/2021 - 06/30/2022	38	$0.8503	$32	38	$0.8503	$32
P120	Indiana Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P120	Indiana Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	352,180	39,408		12/31/2021 - 12/31/2022	88,045	$0.1420	12,502	88,045	$0.1420	12,502
P120	Indiana Prod	1200632	CHM,LIME,LIQUID CAO,37.5%,BULK	94,149	8,931		12/31/2021 - 06/30/2022	23,537	$0.1010	2,377	23,537	$0.1010	2,377
P120	Indiana Prod	1200645	CHM,HFS ACID,23%,330GA	15,620	4,176		12/31/2021 - 12/31/2022	3,905	$0.3000	1,172	3,905	$0.3000	1,172
P120	Indiana Prod	1200684	CHM,LIME,PEBBLE,100%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P120	Indiana Prod	1200821	CHM,POLYMER,NALCO 8181 ,55GA	399	478		12/31/2021 - 06/30/2022	100	$1.9393	193	100	$1.9393	193
P120	Indiana Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	347,700	32,231		12/31/2021 - 06/30/2022	86,925	$0.1359	11,809	86,925	$0.1359	11,809
P120	Indiana Prod	1200924	CHM,SODIUM HYDROXIDE,50%,30GA	0	-		12/31/2021 - 12/31/2022	0	$0.3000	-	0	$0.3000	-
P120	Indiana Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	245,504	20,828		12/31/2021 - 12/31/2022	61,376	$0.1290	7,918	61,376	$0.1290	7,918
P120	Indiana Prod	1202582	CHM,PLYMR,NONIONC NALCO 8181,TOTE	4,003	5,570		12/31/2021 - 12/31/2022	1,001	$1.9200	1,921	1,001	$1.9200	1,921
P120 Total				1,059,705	$111,761			264,926		$37,925	264,926		$37,925
P121	Kane Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	3,842	$5,224	Converting to Hypo in late 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	961	$2.5252	$2,425	961	$2.5252	$2,425
P121	Kane Prod	1200646	CHM,HFS ACID,23%,55GA	4,149	1,499		12/31/2021 - 12/31/2022	1,037	$0.4500	467	1,037	$0.4500	467
P121	Kane Prod	1200752	CHM,POLYMER,CATIONC CATFLOC TL,5GA	323	794		12/31/2021 - 12/31/2022	81	$3.1900	258	81	$3.1900	258
P121	Kane Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P121	Kane Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	41,151	6,973		12/31/2021 - 06/30/2022	10,288	$0.2380	2,448	10,288	$0.2380	2,448
P121	Kane Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK			Converting to Hypo in late 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$0.1290	-	0	$0.1290	-
P121	Kane Prod	1200980	CHM,ZINC,CHLORIDE,1:5,30GA	4,242	2,275		12/31/2021 - 06/30/2022	1,061	$0.9293	985	1,061	$0.9293	985
P121	Kane Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	6	783		12/31/2021 - 12/31/2022	2	$130.5600	196	2	$130.5600	196
P121 Total				53,713	$17,547			13,428		$6,779	13,428		$6,779
P122	Ellwood Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	1,249,237	$103,415		12/31/2021 - 06/30/2022	312,309	$0.0931	$29,085	312,309	$0.0931	$29,085
P122	Ellwood Prod	1200555	CHM,AMMONIA,ANHYDROUS,100%,100LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	42,871	4,904		12/31/2021 - 06/30/2022	10,718	$0.1613	1,729	10,718	$0.1613	1,729
P122	Ellwood Prod	1200570	CHM,CALCIUM,HYPO,100%,100LB	600	1,014		12/31/2021 - 12/31/2022	150	$2.6700	401	150	$2.6700	401
P122	Ellwood Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200579	CHM,CRBN,PAC BITUMIN 500 IODINE,1000LB	0	-		12/31/2021 - 06/30/2022	0	$0.9101	-	0	$0.9101	-
P122	Ellwood Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200630	CHM,LIME,HYDRATED,50 LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200639	CHM,HYDROGEN PEROXIDE,BULK	0	-		12/31/2021 - 06/30/2022	0	$0.4343	-	0	$0.4343	-
P122	Ellwood Prod	1200751	CHM,POLYMER,CATIONC NALCO 8102 PLS,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200823	CHM,POLYMER,NONIONC NALCO 8181,5GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	26,065	27,325		12/31/2021 - 12/31/2022	6,516	$1.3500	8,797	6,516	$1.3500	8,797
P122	Ellwood Prod	1200894	CHM,SODIUM BISULFITE,ROVER,50LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	0	74		12/31/2021 - 06/30/2022	0	$0.1359	-	0	$0.1359	-
P122	Ellwood Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	668,955	55,715		12/31/2021 - 12/31/2022	167,239	$0.1290	21,574	167,239	$0.1290	21,574
P122	Ellwood Prod	1201171	CHM,PHOSPHORIC ACID,ORTHO,75%,BULK	14,403	7,530		12/31/2021 - 06/30/2022	3,601	$1.0909	3,928	3,601	$1.0909	3,928
P122	Ellwood Prod	1202121	CHM,PHOSPHORIC ACID,ORTHO, 75%,15GA	2,675	2,864		12/31/2021 - 12/31/2022	669	$1.0706	716	669	$1.0706	716
P122	Ellwood Prod	1202581	CHM,PLYMR,CATIONC NALCO 8100,TOTE	1,163	1,790		12/31/2021 - 12/31/2022	291	$1.6900	491	291	$1.6900	491
P122	Ellwood Prod	1202582	CHM,PLYMR,NONIONC NALCO 8181,TOTE	2,306	3,367		12/31/2021 - 12/31/2022	577	$1.4600	842	577	$1.4600	842
P122	Ellwood Prod	1202583	CHM,PLYMR,CATIONC NALCO 7128,TOTE	2,216	3,058		12/31/2021 - 12/31/2022	554	$1.3800	765	554	$1.3800	765
P122	Ellwood Prod	1202591	CHM,PLYMR,NONIONC NALCO 8102,TOTE	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1202592	CHM,LIME,LIQUID CAO, 30% BULK	238,724	18,383		12/31/2021 - 06/30/2022	59,681	$0.0949	5,667	59,681	$0.0949	5,667
P122	Ellwood Prod	1202632	CHM,SODIUM BISULFITE,38%,MINI BULK	0	9		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1202751	CHM,POLYMER,CEDARFLOC 554,2300LB	8,001	9,584		12/31/2021 - 12/31/2022	2,000	$1.5200	3,040	2,000	$1.5200	3,040
P122	Ellwood Prod	1202761	CHM,PLYMR,CATIONC,NALCO 8102 PLUS,275GA	17,792	16,382		12/31/2021 - 12/31/2022	4,448	$1.3500	6,005	4,448	$1.3500	6,005
P122	Ellwood Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	39	5,092		12/31/2021 - 12/31/2022	10	$130.5600	1,273	10	$130.5600	1,273
P122 Total				2,275,047	$260,505			568,762		$84,311	568,762		$84,311
P123	New Castle Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	1,987,769	$150,192		12/31/2021 - 12/31/2022	496,942	$0.0755	$37,519	496,942	$0.0755	$37,519
P123	New Castle Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	52,349	3,944		12/31/2021 - 06/30/2022	13,087	$0.1219	1,596	13,087	$0.1219	1,596
P123	New Castle Prod	1200570	CHM,CALCIUM,HYPO,100%,100LB	3,070	5,385		12/31/2021 - 12/31/2022	768	$2.6700	2,049	768	$2.6700	2,049
P123	New Castle Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	4,600	3,312		12/31/2021 - 06/30/2022	1,150	$0.7273	836	1,150	$0.7273	836
P123	New Castle Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	97,803	25,209		12/31/2021 - 03/31/2022	24,451	$0.6632	16,215	24,451	$0.6698	16,378
P123	New Castle Prod	1200632	CHM,LIME,LIQUID CAO,37.5%,BULK	858,762	73,697		12/31/2021 - 06/30/2022	214,691	$0.0985	21,143	214,691	$0.0985	21,143
P123	New Castle Prod	1200647	CHM,HFS ACID,23%,BULK	36,112	8,365		12/31/2021 - 12/31/2022	9,028	$0.2650	2,392	9,028	$0.2650	2,392
P123	New Castle Prod	1200684	CHM,LIME,PEBBLE,100%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P123	New Castle Prod	1200751	CHM,POLYMER,CATIONC NALCO 8102 PLS,55GA	19,560	17,407		12/31/2021 - 12/31/2022	4,890	$1.4000	6,846	4,890	$1.4000	6,846
P123	New Castle Prod	1200781	CHM,POLYMER,CATIONC NALCO 8110 PULV,50LB	3,071	7,554		12/31/2021 - 12/31/2022	768	$3.0600	2,349	768	$3.0600	2,349
P123	New Castle Prod	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	19,941	50,251		12/31/2021 - 06/30/2022	4,985	$3.2221	16,063	4,985	$3.2221	16,063
P123	New Castle Prod	1200914	CHM,SODIUM HYDROXIDE,25%,330GA	110,559	10,055		12/31/2021 - 12/31/2022	27,640	$0.1450	4,008	27,640	$0.1450	4,008
P123	New Castle Prod	1200977	CHM,ZINC,CHLORIDE,1:3,BULK	24,195	12,430		12/31/2021 - 06/30/2022	6,049	$0.9293	5,621	6,049	$0.9293	5,621
P123	New Castle Prod	WE	Accu-Tab Wastewater Chlorination Tablets	2	801		12/31/2021 - 12/31/2022	1	$400.6400	200	1	$400.6400	200
P123	New Castle Prod	WE	Sand for filter GAC change out	1	2,600		12/31/2021 - 12/31/2022	0	$2,600.0000	650	0	$2,600.0000	650
P123 Total				3,217,794	$371,203			804,449		$117,488	804,449		$117,652

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 3rd Quarter (FTY) Actual Units	2022 3rd Quarter (FTY) Unit Price	2022 3rd Quarter (FTY) Actual Expense	2022 4th Quarter (FTY) Actual Units	2022 4th Quarter (FTY) Unit Price	2022 4th Quarter (FTY) Actual Expense
P124	Punxsutawney P	1200596	CHM,CHLORINE,100%,150LB CYLINDER	12,992	$15,671		12/31/2021 - 06/30/2022	3,248	$2.8913	$9,391	3,248	$2.8913	$9,391
P124	Punxsutawney P	1200612	CHM,FERRIC,CHLORID,38%,BULK	98,885	10,834		12/31/2021 - 12/31/2022	24,721	$0.1420	3,510	24,721	$0.1420	3,510
P124	Punxsutawney P	1200630	CHM,LIME,HYDRATED,50 LB	300	58		12/31/2021 - 12/31/2022	75	$0.1925	14	75	$0.1925	14
P124	Punxsutawney P	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	57,691	5,469		12/31/2021 - 12/31/2022	14,423	$0.1006	1,451	14,423	$0.1006	1,451
P124	Punxsutawney P	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	94	500		12/31/2021 - 06/30/2022	24	$2.8888	68	24	$2.8888	68
P124	Punxsutawney P	1200895	CHM,SODIUM BISULFITE,38%,55GA 310	2,457	528		12/31/2021 - 12/31/2022	614	$0.2500	154	614	$0.2500	154
P124	Punxsutawney P	1200992	CHM,ZINC,ONDEO C39,50LB	5,175	5,263		12/31/2021 - 06/30/2022	1,294	$1.5858	2,052	1,294	$1.5858	2,052
P124 Total				177,594	$38,323			44,399		$16,640	44,399		$16,640
P125	Warren Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	6,431	$7,802		12/31/2021 - 06/30/2022	1,608	$2.0244	$3,255	1,608	$2.0244	$3,255
P125	Warren Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	6,586	4,340		12/31/2021 - 06/30/2022	1,647	$1.0707	1,763	1,647	$1.0707	1,763
P125	Warren Prod	WE	Bio-Max Dechlorination Tablets, 48 lb	2	303		12/31/2021 - 12/31/2022	1	$151.5400	76	1	$151.5400	76
P125	Warren Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	6	783		12/31/2021 - 12/31/2022	2	$130.5600	196	2	$130.5600	196
P125 Total				13,025	$13,229			3,256		$5,289	3,256		$5,289
P126	Butler Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	875,608	$70,089		12/31/2021 - 06/30/2022	218,902	$0.0906	$19,833	218,902	$0.0906	$19,833
P126	Butler Prod	1200555	CHM,AMMONIA,ANHYDROUS,100%,100LB	12,753	15,820		12/31/2021 - 12/31/2022	3,188	$2.2500	7,174	3,188	$2.2500	7,174
P126	Butler Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	26,400	30,508		12/31/2021 - 12/31/2022	6,600	$1.3000	8,580	6,600	$1.3000	8,580
P126	Butler Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	92,240	25,731		12/31/2021 - 03/31/2022	23,060	$0.6632	15,293	23,060	$0.6698	15,447
P126	Butler Prod	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	146,237	12,319		12/31/2021 - 12/31/2022	36,559	$0.0894	3,268	36,559	$0.0894	3,268
P126	Butler Prod	1200690	CHM,PHOSPHORIC ACID,ORTHO,75%,30GA	18,080	12,079		12/31/2021 - 06/30/2022	4,520	$1.0808	4,885	4,520	$1.0808	4,885
P126	Butler Prod	1200702	CHM,PACL,DELPC2020, BULK	301,794	60,399		12/31/2021 - 06/30/2022	75,449	$0.2323	17,528	75,449	$0.2323	17,528
P126	Butler Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	11,128	20,214		12/31/2021 - 12/31/2022	2,782	$1.9900	5,536	2,782	$1.9900	5,536
P126	Butler Prod	1201105	CHM,POLYMER,CATIONC NALCO 8170,55LB	15	37		12/31/2021 - 12/31/2022	4	$3.3800	13	4	$3.3800	13
P126	Butler Prod	1202121	CHM,PHOSPHORIC ACID,ORTHO,75%,15GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P126	Butler Prod	1202801	CHM,CALCIUM THIOSULFATE,LIQUID,55GA	6	429		12/31/2021 - 12/31/2022	2	$71.4700	107	2	$71.4700	107
P126	Butler Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	4	517		12/31/2021 - 12/31/2022	1	$129.1500	129	1	$129.1500	129
P126	Butler Prod	WE	USABB Aluminum Dechlorination Diffuser	1	1,028		12/31/2021 - 12/31/2022	0	$1,028.2800	257	0	$1,028.2800	257
P126 Total				1,484,266	$249,169			371,067		$82,603	371,067		$82,757
P127	Kittanning Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	6,881	$5,283	Converted to Hypo in late 2021, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$1.5500	$0	0	$1.5500	$0
P127	Kittanning Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P127	Kittanning Prod	1200647	CHM,HFS ACID,23%,BULK	3,479	907		12/31/2021 - 12/31/2022	870	$0.3000	261	870	$0.3000	261
P127	Kittanning Prod	1200690	CHM,PHOSPHORIC ACID,ORTHO,75%,30GA	1,269	1,216		12/31/2021 - 12/31/2022	317	$0.8500	270	317	$0.8500	270
P127	Kittanning Prod	1200752	CHM,POLYMER,CATIONC CATFLOC TL,5GA	487	1,194		12/31/2021 - 12/31/2022	122	$3.1900	388	122	$3.1900	388
P127	Kittanning Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	210	797		12/31/2021 - 06/30/2022	53	$3.1009	163	53	$3.1009	163
P127	Kittanning Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	95,842	7,435		12/31/2021 - 03/31/2022	23,961	$0.1082	2,594	23,961	$0.1093	2,620
P127	Kittanning Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK			Converted to Hypo in late 2021, adjusted quantities accordingly	12/31/2021 - 12/31/2022	18,951	$0.1290	2,445	18,951	$0.1290	2,445
P127	Kittanning Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	5,811	2,324		12/31/2021 - 12/31/2022	1,453	$0.7950	1,155	1,453	$0.7950	1,155
P127	Kittanning Prod	1202661	CHM,FERRIC,CHLORID,38%,330GA	100,585	20,258		12/31/2021 - 12/31/2022	25,146	$0.2100	5,281	25,146	$0.2100	5,281
P127	Kittanning Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	6	783		12/31/2021 - 12/31/2022	2	$130.5600	196	2	$130.5600	196
P127 Total				214,570	$40,197			70,873		$12,752	70,873		$12,778
P128	Brownsville Prod	1200555	CHM,AMMONIA,ANHYDROUS,100%,100LB	6,067	$8,228		12/31/2021 - 06/30/2022	1,517	$3.3433	$5,071	1,517	$3.3433	$5,071
P128	Brownsville Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	1,950	1,538		12/31/2021 - 06/30/2022	488	$0.8503	415	488	$0.8503	415
P128	Brownsville Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	32,067	29,118		12/31/2021 - 06/30/2022	8,017	$1.4407	11,549	8,017	$1.4407	11,549
P128	Brownsville Prod	1200702	CHM,PACL,DELPC2020, BULK	407,881	108,028		12/31/2021 - 06/30/2022	101,970	$0.3030	30,899	101,970	$0.3030	30,899
P128	Brownsville Prod	1200877	CHM,SODIUM PERMANGANATE,20%,55GA	27,472	35,025		12/31/2021 - 06/30/2022	6,868	$1.1919	8,186	6,868	$1.1919	8,186
P128	Brownsville Prod	1200891	CHM,SODIUM BISULFITE,38%,15GA	1,570	943		12/31/2021 - 12/31/2022	393	$0.2900	114	393	$0.2900	114
P128	Brownsville Prod	1200914	CHM,SODIUM HYDROXIDE,25%,330GA	225,768	19,868		12/31/2021 - 12/31/2022	56,442	$0.1550	8,749	56,442	$0.1550	8,749
P128	Brownsville Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	12,282	2,031		12/31/2021 - 12/31/2022	3,071	$0.2500	768	3,071	$0.2500	768
P128	Brownsville Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	15,442	10,159		12/31/2021 - 06/30/2022	3,861	$1.0202	3,938	3,861	$1.0202	3,938
P128	Brownsville Prod	1202031	CHM,POLYMER,CATIONIC NALCO 7763 5GA	1,191	3,234		12/31/2021 - 12/31/2022	298	$3.2400	964	298	$3.2400	964
P128 Total				731,689	$218,171			182,922		$70,653	182,922		$70,653
P130	UniontwnConnellsvle P	1200646	CHM,HFS ACID,23%,55GA	4,192	$1,130		12/31/2021 - 12/31/2022	1,048	$0.2500	$262	1,048	$0.2500	$262
P130	UniontwnConnellsvle P	WE	D-Chlor Dechlorination Tablets, 45 lbs	1	1,009		12/31/2021 - 12/31/2022	0	$1,008.6300	252	0	$1,008.6300	252
P130 Total				4,193	$2,139			1,048		$514	1,048		$514
P131	McMurray Prod	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	36,694	$9,931		12/31/2021 - 12/31/2022	9,174	$0.1950	$1,789	9,174	$0.1950	$1,789
P131	McMurray Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	13,572	7,393		12/31/2021 - 06/30/2022	3,393	$0.9899	3,359	3,393	$0.9899	3,359
P131	McMurray Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	15	2,359		12/31/2021 - 12/31/2022	4	$157.2700	590	4	$157.2700	590
P131 Total				50,281	$19,682			12,570		$5,737	12,570		$5,737
P132	Pittsburgh Hays Mine P	1200566	CHM,AMMONIA,AQUA,19%,BULK	348,988	$23,916		12/31/2021 - 06/30/2022	87,247	$0.1146	$10,002	87,247	$0.1146	$10,002
P132	Pittsburgh Hays Mine P	1200623	CHM,FERRIC,CHLORID PLYMR FER+PLUS,BULK	2,542,850	528,811		12/31/2021 - 12/31/2022	635,713	$0.2430	154,478	635,713	$0.2430	154,478
P132	Pittsburgh Hays Mine P	1200647	CHM,HFS ACID,23%,BULK	276,520	51,904		12/31/2021 - 12/31/2022	69,130	$0.2150	14,863	69,130	$0.2150	14,863
P132	Pittsburgh Hays Mine P	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	11,038	21,915		12/31/2021 - 06/30/2022	2,760	$2.6767	7,386	2,760	$2.6767	7,386
P132	Pittsburgh Hays Mine P	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	307,989	233,434		12/31/2021 - 06/30/2022	76,997	$0.8182	62,996	76,997	$0.8182	62,996
P132	Pittsburgh Hays Mine P	1200882	CHM,SODA ASH,100%,50LB	2,500	988	No longer in use	12/31/2021 - 12/31/2022	0	$0.3950	-	0	$0.3950	-
P132	Pittsburgh Hays Mine P	1200898	CHM,SODIUM BISULFITE,38%,TOTE	0	-		12/31/2021 - 12/31/2022	0	$0.2100	-	0	$0.2100	-
P132	Pittsburgh Hays Mine P	1200900	CHM,SODIUM CHLORIDE,90% PURE,50LB 704	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P132	Pittsburgh Hays Mine P	1200904	CHM,SODIUM CHLORIDE,100%,BULK	163,200	16,935		12/31/2021 - 12/31/2022	40,800	$0.1100	4,488	40,800	$0.1100	4,488
P132	Pittsburgh Hays Mine P	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	1,192,682	156,926		12/31/2021 - 06/30/2022	298,171	$0.1995	59,482	298,171	$0.1995	59,482
P132	Pittsburgh Hays Mine P	1200933	CHM,SODIUM HYPOCHLORITE,13%,300GA	0	-		12/31/2021 - 12/31/2022	0	$0.1393	-	0	$0.1393	-
P132	Pittsburgh Hays Mine P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	4,294,709	338,765		12/31/2021 - 12/31/2022	1,073,677	$0.1278	137,216	1,073,677	$0.1278	137,216
P132	Pittsburgh Hays Mine P	1200977	CHM,ZINC,CHLORIDE,1:3,BULK	199,689	104,988		12/31/2021 - 06/30/2022	49,922	$0.8384	41,853	49,922	$0.8384	41,853
P132	Pittsburgh Hays Mine P	1201117	CHM,POLYMER,CATIONC AS 2222,BULK	91,437	53,052		12/31/2021 - 06/30/2022	22,859	$0.6929	15,839	22,859	$0.6929	15,839
P132 Total				9,431,602	$1,531,634			2,357,276		$508,604	2,357,276		$508,604
P133	Pittsburgh Aldrich P	1200566	CHM,AMMONIA,AQUA,19%,BULK	397,181	$27,126		12/31/2021 - 06/30/2022	99,295	$0.1146	$11,384	99,295	$0.1146	$11,384
P133	Pittsburgh Aldrich P	1200619	CHM,FERRIC,CHLORID PLYMR AS2820,10%,BULK	1,982,436	550,126		12/31/2021 - 06/30/2022	495,609	$0.3434	170,205	495,609	$0.3434	170,205
P133	Pittsburgh Aldrich P	1200647	CHM,HFS ACID,23%,BULK	253,740	48,964		12/31/2021 - 12/31/2022	63,435	$0.2150	13,639	63,435	$0.2150	13,639
P133	Pittsburgh Aldrich P	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	49,888	125,295		12/31/2021 - 06/30/2022	12,472	$3.2221	40,187	12,472	$3.2221	40,187
P133	Pittsburgh Aldrich P	1200904	CHM,SODIUM CHLORIDE,100%,BULK	179,391	18,555		12/31/2021 - 12/31/2022	44,848	$0.1100	4,933	44,848	$0.1100	4,933
P133	Pittsburgh Aldrich P	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	1,055,698	140,720		12/31/2021 - 06/30/2022	263,925	$0.2015	53,183	263,925	$0.2015	53,183
P133	Pittsburgh Aldrich P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	4,965,518	391,058		12/31/2021 - 12/31/2022	1,241,379	$0.1278	158,648	1,241,379	$0.1278	158,648
P133	Pittsburgh Aldrich P	1200977	CHM,ZINC,CHLORIDE,1:3,BULK	139,587	75,298		12/31/2021 - 06/30/2022	34,897	$0.8182	28,551	34,897	$0.8182	28,551
P133	Pittsburgh Aldrich P	1201117	CHM,POLYMER,CATIONC AS 2222,BULK	8,772	5,403		12/31/2021 - 06/30/2022	2,193	$0.6929	1,520	2,193	$0.6929	1,520
P133	Pittsburgh Aldrich P	1202401	CHM,POLYMER,AS-1400PW,275GA	34,756	53,504		12/31/2021 - 06/30/2022	8,689	$1.9595	17,026	8,689	$1.9595	17,026
P133	Pittsburgh Aldrich P	1203061	CHM,POLYMER,CATIONIC,AS 2222,275GA	2,430	2,061		12/31/2021 - 06/30/2022	608	$0.9091	552	608	$0.9091	552
P133	Pittsburgh Aldrich P	WE	CCH Calcium Hypochlorite Pillow Tablets,	3	323		12/31/2021 - 12/31/2022	1	$107.6200	81	1	$107.6200	81
P133	Pittsburgh Aldrich P	WE	Dechlorination Tablets	19	3,230		12/31/2021 - 12/31/2022	5	$170.0000	808	5	$170.0000	808
P133 Total				9,069,419	$1,441,661			2,267,355		$500,716	2,267,355		$500,716

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 3rd Quarter (FTY) Actual Units	2022 3rd Quarter (FTY) Unit Price	2022 3rd Quarter (FTY) Actual Expense	2022 4th Quarter (FTY) Actual Units	2022 4th Quarter (FTY) Unit Price	2022 4th Quarter (FTY) Actual Expense
P134	Silver Spring Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	36,500	$4,154		12/31/2021 - 06/30/2022	9,125	$0.1652	$1,508	9,125	$0.1652	$1,508
P134	Silver Spring Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	600	429		12/31/2021 - 06/30/2022	150	$0.8503	128	150	$0.8503	128
P134	Silver Spring Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	53,424	19,657	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$0.3679	-	0	$0.3679	-
P134	Silver Spring Prod	1200630	CHM,LIME,HYDRATED,50 LB	25,250	3,626		12/31/2021 - 12/31/2022	6,313	$0.1591	1,004	6,313	$0.1591	1,004
P134	Silver Spring Prod	1200647	CHM,HFS ACID,23%,BULK	23,260	4,698		12/31/2021 - 12/31/2022	5,815	$0.2050	1,192	5,815	$0.2050	1,192
P134	Silver Spring Prod	1200751	CHM,POLYMER,CATIONC NALCO 8102 PLS,55GA	987	904		12/31/2021 - 12/31/2022	247	$1.4000	345	247	$1.4000	345
P134	Silver Spring Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	15,867	16,343		12/31/2021 - 06/30/2022	3,967	$1.6565	6,571	3,967	$1.6565	6,571
P134	Silver Spring Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	7,309	19,003	Converting to Sodium Perm. in 2022, adjusted quantities	12/31/2021 - 06/30/2022	0	$3.1009	-	0	$3.1009	-
P134	Silver Spring Prod	1200880	CHM,SODIUM PERMANGANATE,20%,MINI BULK	508	497	Converting to Sodium Perm. in 2022, adjusted quantities	12/31/2021 - 06/30/2022	6,478	$1.4545	9,422	6,478	$1.4545	9,422
P134	Silver Spring Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	455,661	32,712		12/31/2021 - 06/30/2022	113,915	$0.1168	13,301	113,915	$0.1168	13,301
P134	Silver Spring Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	137,667	11,454	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	106,334	$0.1515	16,111	106,334	$0.1515	16,111
P134	Silver Spring Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	35,815	13,881		12/31/2021 - 06/30/2022	8,954	$0.6869	6,150	8,954	$0.6869	6,150
P134	Silver Spring Prod	1201822	CHM,POLYMER,FERRI+PLUS 1025,BULK	780,594	172,356		12/31/2021 - 12/31/2022	195,149	$0.2460	48,007	195,149	$0.2460	48,007
P134	Silver Spring Prod	1202801	CHM,CALCIUM THIOSULFATE,LIQUID,55GA	2,127	1,883		12/31/2021 - 06/30/2022	532	$1.5555	827	532	$1.5555	827
P134	Silver Spring Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	36	4,700		12/31/2021 - 12/31/2022	9	$130.5600	1,175	9	$130.5600	1,175
P134	Silver Spring Prod	KR	Caustic soda 25% bulk	43,560	2,904		12/31/2021 - 12/31/2022	10,890	$0.0667	726	10,890	$0.0667	726
P134 Total				1,619,165	$309,202			467,876		$106,467	467,876		$106,467
P135	West Shore Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	72,941	$7,471		12/31/2021 - 06/30/2022	18,235	$0.1497	$2,730	18,235	$0.1497	$2,730
P135	West Shore Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	769	547		12/31/2021 - 06/30/2022	192	$0.8503	163	192	$0.8503	163
P135	West Shore Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	26,594	8,557	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$0.3218	-	0	$0.3218	-
P135	West Shore Prod	1200623	CHM,FERRIC,CHLORID PLYMR FER+PLUS,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P135	West Shore Prod	1200647	CHM,HFS ACID,23%,BULK	57,587	11,401		12/31/2021 - 12/31/2022	14,397	$0.2150	3,095	14,397	$0.2150	3,095
P135	West Shore Prod	1200804	CHM,POLYMER,CATIONC AS 2222,55GA	871	774		12/31/2021 - 06/30/2022	218	$0.9596	209	218	$0.9596	209
P135	West Shore Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	7,633	7,790		12/31/2021 - 06/30/2022	1,908	$1.6565	3,161	1,908	$1.6565	3,161
P135	West Shore Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	1,041,695	66,229		12/31/2021 - 06/30/2022	260,424	$0.1074	27,962	260,424	$0.1074	27,962
P135	West Shore Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	720,563	64,130	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	555,550	$0.1515	84,172	555,550	$0.1515	84,172
P135	West Shore Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	79,667	29,359		12/31/2021 - 06/30/2022	19,917	$0.6464	12,875	19,917	$0.6464	12,875
P135	West Shore Prod	1201118	CHM,SODIUM PERMANGANATE,20%,300GA	6,472	7,414		12/31/2021 - 06/30/2022	1,618	$1.2323	1,994	1,618	$1.2323	1,994
P135	West Shore Prod	1202391	CHM,PLYMR,FER+PLUS 3075,39945,BULK	1,097,071	241,992		12/31/2021 - 12/31/2022	274,268	$0.2460	67,470	274,268	$0.2460	67,470
P135	West Shore Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	48	7,549		12/31/2021 - 12/31/2022	12	$157.2700	1,887	12	$157.2700	1,887
P135	West Shore Prod	WE	Dechlor Liquid	27	2,051		12/31/2021 - 12/31/2022	7	$74.9500	513	7	$74.9500	513
P135 Total				3,111,938	$455,264			1,146,745		$206,231	1,146,745		$206,231
P136	Coatesville Prod	1200562	CHM,AMMONIUM SULFATE,40%,BULK	58,919	$18,776		12/31/2021 - 06/30/2022	14,730	$0.3939	$5,802	14,730	$0.3939	$5,802
P136	Coatesville Prod	1200586	CHM,CARBON,PAC LIGNITE,BULK	32,267	19,756		12/31/2021 - 06/30/2022	8,067	$0.6141	4,954	8,067	$0.6141	4,954
P136	Coatesville Prod	1200604	CHM,COPPER SULFATE,100%,50LB	4,200	9,409		12/31/2021 - 06/30/2022	1,050	$2.2272	2,339	1,050	$2.2272	2,339
P136	Coatesville Prod	1200647	CHM,HFS ACID,23%,BULK	29,649	6,045		12/31/2021 - 06/30/2022	7,412	$0.2626	1,947	7,412	$0.2626	1,947
P136	Coatesville Prod	1200772	CHM,POLYMER,CATIONC DELTA FLOC 801,BULK	90,019	15,336	Removing in 2022	12/31/2021 - 12/31/2022	0	$0.1690	-	0	$0.1690	-
P136	Coatesville Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	5,178	6,242	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 06/30/2022	750	$1.6565	1,242	750	$1.6565	1,242
P136	Coatesville Prod	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	121,802	97,433		12/31/2021 - 06/30/2022	30,451	$1.1818	35,986	30,451	$1.1818	35,986
P136	Coatesville Prod	1200904	CHM,SODIUM CHLORIDE,100%,BULK	378,716	29,482	Removing in 2022, adjusted quantities	12/31/2021 - 12/31/2022	57,796	$0.0900	5,202	57,796	$0.0900	5,202
P136	Coatesville Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	1,167,076	111,208	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 06/30/2022	136,477	$0.1258	17,163	136,477	$0.1258	17,163
P136	Coatesville Prod	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	5,035	1,139	No longer in use	12/31/2021 - 06/30/2022	0	$0.4141	-	0	$0.4141	-
P136	Coatesville Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK			Addition for 2022	12/31/2021 - 06/30/2022	3,063	$0.1515	464	3,063	$0.1515	464
P136	Coatesville Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK	169,130	49,867	No longer in use	12/31/2021 - 12/31/2022	0	$0.3500	-	0	$0.3500	-
P136	Coatesville Prod	1201174	CHM,PHOSPHATE,ORTH-PLY CARUS 8700,BULK	52,379	21,825		12/31/2021 - 06/30/2022	13,095	$0.5757	7,539	13,095	$0.5757	7,539
P136	Coatesville Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	1,560	1,553		12/31/2021 - 06/30/2022	390	$0.6161	240	390	$0.6161	240
P136	Coatesville Prod	1200636	CHM,ACID,HYDROCHLORIC,31%,15GA			Addition for 2022	12/31/2021 - 06/30/2022	1,000	$0.7828	783	1,000	$0.7828	783
P136	Coatesville Prod	1202177	CHM,SODIUM CHLORITE,25%,BULK			Addition for 2022	12/31/2021 - 12/31/2022	4,500	$0.0040	18	4,500	$0.0040	18
P136	Coatesville Prod	1202461	CHM,POLYMER,FERRI+PLUS 1050,BULK	1,065,203	235,632		12/31/2021 - 12/31/2022	266,301	$0.2460	65,510	266,301	$0.2460	65,510
P136	Coatesville Prod	1202801	CHM,CALCIUM THIOSULFATE,LIQUID,55GA	2,288	2,242		12/31/2021 - 06/30/2022	572	$1.7272	988	572	$1.7272	988
P136	Coatesville Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	10	1,592		12/31/2021 - 12/31/2022	3	$159.2100	398	3	$159.2100	398
P136 Total				3,183,431	$627,536			545,655		$150,575	545,655		$150,575
P137	Lake Heritage Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	5,733	$3,733		12/31/2021 - 06/30/2022	1,433	$0.5404	$775	1,433	$0.5404	$775
P137 Total				5,733	$3,733			1,433		$775	1,433		$775
P138	Boggs Township Prod	1200705	CHM,POLYMER,DELTA FLOC 807,55GA	328	$220		12/31/2021 - 06/30/2022	82	$1.0202	$84	82	$1.0202	$84
P138	Boggs Township Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	2,423	2,288		12/31/2021 - 06/30/2022	606	$1.9494	1,181	606	$1.9494	1,181
P138 Total				2,751	$2,508			688		$1,265	688		$1,265
P139	Nittany Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	7,566	$8,830		12/31/2021 - 06/30/2022	1,892	$1.0909	$2,063	1,892	$1.0909	$2,063
P139 Total				7,566	$8,830			1,892		$2,063	1,892		$2,063
P140	S W B Brownell Podr	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	112,961	$9,674		12/31/2021 - 12/31/2022	28,240	$0.0855	$2,415	28,240	$0.0855	$2,415
P140	S W B Brownell Podr	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	39,850	27,095		12/31/2021 - 06/30/2022	9,963	$0.8503	8,471	9,963	$0.8503	8,471
P140	S W B Brownell Podr	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	36,698	16,713		12/31/2021 - 06/30/2022	9,175	$0.8906	8,171	9,175	$0.8906	8,171
P140	S W B Brownell Podr	1200630	CHM,LIME,HYDRATED,50 LB	59,700	12,120		12/31/2021 - 06/30/2022	14,925	$0.2121	3,166	14,925	$0.2121	3,166
P140	S W B Brownell Podr	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	2,200	1,833		12/31/2021 - 06/30/2022	550	$0.8283	456	550	$0.8283	456
P140	S W B Brownell Podr	1200993	CHM,ZINC,1:10,50LB	12,050	12,142		12/31/2021 - 06/30/2022	3,013	$1.5454	4,656	3,013	$1.5454	4,656
P140	S W B Brownell Podr	WE	D-Chlor Dechlorination Tablets, 45 lbs	28	3,656		12/31/2021 - 12/31/2022	7	$130.5600	914	7	$130.5600	914
P140 Total				263,487	$83,234			65,872		$28,247	65,872		$28,247

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 3rd Quarter (FTY) Actual Units	2022 3rd Quarter (FTY) Unit Price	2022 3rd Quarter (FTY) Actual Expense	2022 4th Quarter (FTY) Actual Units	2022 4th Quarter (FTY) Unit Price	2022 4th Quarter (FTY) Actual Expense
P141	Ceasetown WTP	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	793,179	$68,665	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	201,313	$0.0865	$17,414	201,313	$0.0865	$17,414
P141	Ceasetown WTP	1200578	CHM,CRBN,PAC BITUMIN 500 IODINE,BULK	109,778	57,595		12/31/2021 - 06/30/2022	27,445	$0.5959	16,355	27,445	$0.5959	16,355
P141	Ceasetown WTP	1200586	CHM,CARBON,PAC LIGNITE,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.8800	-	0	$0.8800	-
P141	Ceasetown WTP	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	94,370	37,340	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	68,775	$0.7778	53,490	68,775	$0.7778	53,490
P141	Ceasetown WTP	1200604	CHM,COPPER SULFATE,100%,50LB	16,250	29,971		12/31/2021 - 06/30/2022	4,063	$2.3282	9,458	4,063	$2.3282	9,458
P141	Ceasetown WTP	1200630	CHM,LIME,HYDRATED,50 LB	244,015	34,372		12/31/2021 - 12/31/2022	61,004	$0.1507	9,193	61,004	$0.1507	9,193
P141	Ceasetown WTP	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	92	182		12/31/2021 - 06/30/2022	23	$2.6767	62	23	$2.6767	62
P141	Ceasetown WTP	1200777	CHM,POLYMER,CATIONC MAGNAFLOC LT22S,50LB	4,207	10,775	No longer in use	12/31/2021 - 06/30/2022	0	$3.0706	-	0	$3.0706	-
P141	Ceasetown WTP	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	1,054	2,757		12/31/2021 - 06/30/2022	263	$3.1009	817	263	$3.1009	817
P141	Ceasetown WTP	1200890	CHM,SODIUM BICARBONATE,100%,50LB	50	24		12/31/2021 - 06/30/2022	13	$0.5757	7	13	$0.5757	7
P141	Ceasetown WTP	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	0	-		12/31/2021 - 06/30/2022	0	$0.8283	-	0	$0.8283	-
P141	Ceasetown WTP	1200993	CHM,ZINC,1:10,50LB	27,275	27,741		12/31/2021 - 06/30/2022	6,819	$1.5252	10,400	6,819	$1.5252	10,400
P141	Ceasetown WTP	WE	Return Carbon delivery Ceasetown	1	3,905		12/31/2021 - 12/31/2022	0	$3,905.0000	976	0	$3,905.0000	976
P141 Total				1,290,271	$273,326			369,716		$118,173	369,716		$118,173
P143	S W B Crystal Lake P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	23,430	$9,552		12/31/2021 - 06/30/2022	5,858	$0.8199	$4,802	5,858	$0.8199	$4,802
P143	S W B Crystal Lake P	1200630	CHM,LIME,HYDRATED,50 LB	19,863	4,025		12/31/2021 - 06/30/2022	4,966	$0.2424	1,204	4,966	$0.2424	1,204
P143	S W B Crystal Lake P	1200702	CHM,PACL,DELPC2020, BULK	167,425	55,545		12/31/2021 - 06/30/2022	41,856	$0.3636	15,220	41,856	$0.3636	15,220
P143	S W B Crystal Lake P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	726	1,916		12/31/2021 - 06/30/2022	182	$3.1009	563	182	$3.1009	563
P143	S W B Crystal Lake P	1200890	CHM,SODIUM BICARBONATE,100%,50LB	100	41		12/31/2021 - 12/31/2022	25	$0.4088	10	25	$0.4088	10
P143	S W B Crystal Lake P	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	56,211	17,089		12/31/2021 - 06/30/2022	14,053	$0.4293	6,033	14,053	$0.4293	6,033
P143	S W B Crystal Lake P	1200993	CHM,ZINC,1:10,50LB	13,905	14,084		12/31/2021 - 06/30/2022	3,476	$1.5252	5,302	3,476	$1.5252	5,302
P143 Total				281,660	$102,252			70,415		$33,134	70,415		$33,134
P144	S W B Fallbrook P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	96,661	$7,830	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	24,421	$0.0912	$2,227	24,421	$0.0912	$2,227
P144	S W B Fallbrook P	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	11,350	7,574		12/31/2021 - 06/30/2022	2,838	$0.8503	2,413	2,838	$0.8503	2,413
P144	S W B Fallbrook P	1200596	CHM,CHLORINE,100%,150LB CYLINDER	6,783	7,485	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	3,224	$1.6841	5,429	3,224	$1.6841	5,429
P144	S W B Fallbrook P	1200630	CHM,LIME,HYDRATED,50 LB	9,300	2,012		12/31/2021 - 06/30/2022	2,325	$0.3101	721	2,325	$0.3101	721
P144	S W B Fallbrook P	1200819	CHM,POLYMER,NONIONC SPRFLOC 1986N,55GA	845	1,484		12/31/2021 - 06/30/2022	211	$1.6565	350	211	$1.6565	350
P144	S W B Fallbrook P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	825	2,169		12/31/2021 - 06/30/2022	206	$3.1009	640	206	$3.1009	640
P144	S W B Fallbrook P	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	56,786	11,215		12/31/2021 - 06/30/2022	14,196	$0.3485	4,947	14,196	$0.3485	4,947
P144	S W B Fallbrook P	1200993	CHM,ZINC,1:10,50LB	1,750	2,748		12/31/2021 - 06/30/2022	438	$1.6565	725	438	$1.6565	725
P144 Total				184,300	$42,517			47,859		$17,452	47,859		$17,452
P145	S W B Forest City P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	16,117	$1,376		12/31/2021 - 12/31/2022	4,029	$0.0855	$345	4,029	$0.0855	$345
P145	S W B Forest City P	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,271	1,870		12/31/2021 - 06/30/2022	318	$1.9991	635	318	$1.9991	635
P145	S W B Forest City P	1200630	CHM,LIME,HYDRATED,50 LB	1,900	402		12/31/2021 - 06/30/2022	475	$0.3101	147	475	$0.3101	147
P145	S W B Forest City P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	220	667		12/31/2021 - 06/30/2022	55	$3.1009	171	55	$3.1009	171
P145	S W B Forest City P	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	6,734	1,855		12/31/2021 - 06/30/2022	1,684	$0.4343	731	1,684	$0.4343	731
P145	S W B Forest City P	1200993	CHM,ZINC,1:10,50LB	100	131		12/31/2021 - 06/30/2022	25	$1.8282	46	25	$1.8282	46
P145 Total				26,342	$6,299			6,586		$2,074	6,586		$2,074
P146	S W B Huntsville P	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	1,050	$712		12/31/2021 - 06/30/2022	263	$0.8503	$223	263	$0.8503	$223
P146	S W B Huntsville P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	17,323	7,291	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 03/31/2022	17,962	$0.6122	10,995	17,962	$0.6183	11,106
P146	S W B Huntsville P	1200753	CHM,POLYMER,CATIONC ZETAG 8812,55GA	0	-		12/31/2021 - 06/30/2022	0	$2.2323	-	0	$2.2323	-
P146	S W B Huntsville P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	109	275		12/31/2021 - 06/30/2022	27	$3.1009	85	27	$3.1009	85
P146	S W B Huntsville P	1200890	CHM,SODIUM BICARBONATE,100%,50LB	150	36		12/31/2021 - 12/31/2022	38	$0.2400	9	38	$0.2400	9
P146	S W B Huntsville P	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	90,066	18,572		12/31/2021 - 06/30/2022	22,516	$0.2778	6,254	22,516	$0.2778	6,254
P146	S W B Huntsville P	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	6,600	5,742		12/31/2021 - 06/30/2022	1,650	$0.6414	1,058	1,650	$0.6414	1,058
P146	S W B Huntsville P	1200993	CHM,ZINC,1:10,50LB	5,495	5,655		12/31/2021 - 06/30/2022	1,374	$1.5454	2,123	1,374	$1.5454	2,123
P146	S W B Huntsville P	1201152	CHM,PACL BASICITY,70% PAX-XL8,BULK	314,088	53,708		12/31/2021 - 12/31/2022	78,522	$0.2200	17,275	78,522	$0.2200	17,275
P146 Total				434,880	$91,991			122,351		$38,023	122,351		$38,133
P147	S W B Nesbitt P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	821,523	$70,294	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 12/31/2022	194,461	$0.0855	$16,626	194,461	$0.0855	$16,626
P147	S W B Nesbitt P	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	50,900	33,885		12/31/2021 - 06/30/2022	12,725	$0.8503	10,820	12,725	$0.8503	10,820
P147	S W B Nesbitt P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	71,859	32,956		12/31/2021 - 06/30/2022	17,965	$1.0252	18,418	17,965	$1.0252	18,418
P147	S W B Nesbitt P	1200630	CHM,LIME,HYDRATED,50 LB	249,350	34,473		12/31/2021 - 12/31/2022	62,338	$0.1454	9,064	62,338	$0.1454	9,064
P147	S W B Nesbitt P	1200777	CHM,POLYMER,CATIONC MAGNAFLOC LT22S,50LB	830	2,022		12/31/2021 - 06/30/2022	207	$3.0706	637	207	$3.0706	637
P147	S W B Nesbitt P	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	3,475	8,182		12/31/2021 - 06/30/2022	869	$2.3737	2,062	869	$2.3737	2,062
P147	S W B Nesbitt P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	14,582	36,017		12/31/2021 - 06/30/2022	3,645	$3.1009	11,304	3,645	$3.1009	11,304
P147	S W B Nesbitt P	1200890	CHM,SODIUM BICARBONATE,100%,50LB	100	28		12/31/2021 - 12/31/2022	25	$0.2800	7	25	$0.2800	7
P147	S W B Nesbitt P	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	3,029	2,330		12/31/2021 - 12/31/2022	757	$0.8200	621	757	$0.8200	621
P147	S W B Nesbitt P	1200993	CHM,ZINC,1:10,50LB	35,800	36,062		12/31/2021 - 06/30/2022	8,950	$1.5252	13,651	8,950	$1.5252	13,651
P147 Total				1,251,448	$256,250			301,942		$83,210	301,942		$83,210
P148	S W B Lake Scranton P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	2,078,019	$167,825		12/31/2021 - 06/30/2022	519,505	$0.0912	$47,384	519,505	$0.0912	$47,384
P148	S W B Lake Scranton P	1200578	CHM,CRBN,PAC BITUMIN 500 IODINE,BULK	181,903	111,270		12/31/2021 - 06/30/2022	45,476	$0.5980	27,193	45,476	$0.5980	27,193
P148	S W B Lake Scranton P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P148	S W B Lake Scranton P	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	211,278	21,606		12/31/2021 - 12/31/2022	52,820	$0.0897	4,738	52,820	$0.0897	4,738
P148	S W B Lake Scranton P	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	3,420	6,777		12/31/2021 - 06/30/2022	855	$2.3838	2,038	855	$2.3838	2,038
P148	S W B Lake Scranton P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	76,740	195,316	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	22,020	$3.1009	68,281	22,020	$3.1009	68,281
P148	S W B Lake Scranton P	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	4,598	5,247		12/31/2021 - 06/30/2022	1,149	$1.9494	2,241	1,149	$1.9494	2,241
P148	S W B Lake Scranton P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	2,206,914	198,622		12/31/2021 - 12/31/2022	551,728	$0.1150	63,449	551,728	$0.1150	63,449
P148	S W B Lake Scranton P	1200993	CHM,ZINC,1:10,50LB	83,900	90,112		12/31/2021 - 06/30/2022	20,975	$1.5555	32,627	20,975	$1.5555	32,627
P148	S W B Lake Scranton P	1201191	CHM,POLYMER,CATIONIC ZETAG 7523 50LB	10,472	27,305		12/31/2021 - 06/30/2022	2,618	$2.7878	7,299	2,618	$2.7878	7,299
P148 Total				4,857,243	$824,079			1,217,145		$255,249	1,217,145		$255,249
P149	S W B Watres P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	823,543	$70,446		12/31/2021 - 12/31/2022	205,886	$0.0855	$17,603	205,886	$0.0855	$17,603
P149	S W B Watres P	1200578	CHM,CRBN,PAC BITUMIN 500 IODINE,BULK	34,633	20,907		12/31/2021 - 06/30/2022	8,658	$0.5980	5,177	8,658	$0.5980	5,177
P149	S W B Watres P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P149	S W B Watres P	1200630	CHM,LIME,HYDRATED,50 LB	188,250	26,073		12/31/2021 - 12/31/2022	47,063	$0.1513	7,121	47,063	$0.1513	7,121
P149	S W B Watres P	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	(385)	(754)		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P149	S W B Watres P	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	2,425	5,729		12/31/2021 - 06/30/2022	606	$2.3737	1,439	606	$2.3737	1,439
P149	S W B Watres P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	860	2,147		12/31/2021 - 06/30/2022	215	$3.1009	667	215	$3.1009	667
P149	S W B Watres P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	733,590	68,029	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	250,389	$0.1500	37,558	250,389	$0.1500	37,558
P149	S W B Watres P	1200993	CHM,ZINC,1:10,50LB	28,391	28,480		12/31/2021 - 06/30/2022	7,098	$1.5555	11,041	7,098	$1.5555	11,041
P149	S W B Watres P	1202851	CHM,POLYMER,ANIONC SPRFLC A-120,50LB	1,765	3,627		12/31/2021 - 06/30/2022	441	$2.6767	1,181	441	$2.6767	1,181
P149 Total				1,813,072	$224,683			520,356		$81,787	520,356		$81,787

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 3rd Quarter (FTY) Actual Units	2022 3rd Quarter (FTY) Unit Price	2022 3rd Quarter (FTY) Actual Expense	2022 4th Quarter (FTY) Actual Units	2022 4th Quarter (FTY) Unit Price	2022 4th Quarter (FTY) Actual Expense
P151	White Deer Creek Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	50	$38		12/31/2021 - 12/31/2022	13	$0.7646	$10	13	$0.7646	$10
P151	White Deer Creek Prod	1200630	CHM,LIME,HYDRATED,50 LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P151	White Deer Creek Prod	1200702	CHM,PACL,DELPC2020, BULK	189,484	25,271		12/31/2021 - 12/31/2022	47,371	$0.1330	6,300	47,371	$0.1330	6,300
P151	White Deer Creek Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	19,730	5,012		12/31/2021 - 06/30/2022	4,933	$0.3939	1,943	4,933	$0.3939	1,943
P151	White Deer Creek Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK	187,485	84,693		12/31/2021 - 06/30/2022	46,871	$0.4567	21,404	46,871	$0.4567	21,404
P151	White Deer Creek Prod	1200980	CHM,ZINC,CHLORIDE,1:5,30GA	20,655	10,089		12/31/2021 - 06/30/2022	5,164	$0.7879	4,068	5,164	$0.7879	4,068
P151 Total				417,404	$125,104			104,351		$33,725	104,351		$33,725
P152	Wildcat Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0
P152	Wildcat Prod	1200882	CHM,SODA ASH,100%,50LB	1,236	958		12/31/2021 - 06/30/2022	309	$0.6313	195	309	$0.6313	195
P152	Wildcat Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	753	1,098		12/31/2021 - 12/31/2022	188	$1.4584	275	188	$1.4584	275
P152 Total				1,989	$2,056			497		$470	497		$470
P154	McEwensville Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	1,660	$1,669		12/31/2021 - 06/30/2022	415	$1.9494	$809	415	$1.9494	$809
P154 Total				1,660	$1,669			415		$809	415		$809
P155	Steelton_PROD	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	329,828	$32,257		12/31/2021 - 12/31/2022	82,457	$0.1080	$8,905	82,457	$0.1080	$8,905
P155	Steelton_PROD	1200596	CHM,CHLORINE,100%,150LB CYLINDER	17,079	14,685		12/31/2021 - 06/30/2022	4,270	$1.6007	6,835	4,270	$1.6007	6,835
P155	Steelton_PROD	1200630	CHM,LIME,HYDRATED,50 LB	42,100	10,291		12/31/2021 - 06/30/2022	10,525	$0.2971	3,127	10,525	$0.2971	3,127
P155	Steelton_PROD	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	983	2,868		12/31/2021 - 06/30/2022	246	$2.9797	732	246	$2.9797	732
P155	Steelton_PROD	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	3,126	10,972		12/31/2021 - 06/30/2022	782	$3.8080	2,976	782	$3.8080	2,976
P155	Steelton_PROD	1200882	CHM,SODA ASH,100%,50LB	53,700	21,292		12/31/2021 - 06/30/2022	13,425	$0.5697	7,648	13,425	$0.5697	7,648
P155 Total				446,817	$92,365			111,704		$30,223	111,704		$30,223
P188	Turbotville_PROD	1200596	CHM,CHLORINE,100%,150LB CYLINDER	690	$2,298		12/31/2021 - 12/31/2022	173	$3.3300	$574	173	$3.3300	$574
P188	Turbotville_PROD	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	1,554	1,579	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	945	$1.9494	1,842	945	$1.9494	1,842
P188	Turbotville_PROD	1202811	CHM,POLY AL SULFATE,CLARION A410P,55GA	150	141	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	99	$0.9800	97	99	$0.9800	97
P188 Total				2,394	$4,018			1,217		$2,514	1,217		$2,514
Grand Total				61,256,928	$10,706,918			16,382,337		$3,758,203	16,382,337		$3,758,657

Accruals and Adjustments	69,885
Ending Balance Dec 2021	$10,776,803

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 (FTY) Actual Units	2022 (FTY) Unit Price	2022 (FTY) Actual Expense	2023 (FPFTY) Actual Units	2023 (FPFTY) Unit Price	2023 (FPFTY) Actual Expense
P101	Abington Prod	1200859	CHM,PHOSPHATE,POLY CALGON C5,30GA	5,574	$3,168		12/31/2021 - 12/31/2022	5,574	$0.7068	$3,939	5,574	$0.8167	$4,552
P101	Abington Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	43,393	13,474		12/31/2021 - 06/30/2022	43,393	$0.3838	16,572	43,393	$0.4435	19,245
P101	Abington Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	4,457	3,063		12/31/2021 - 06/30/2022	4,457	$1.0303	4,569	4,457	$1.1904	5,306
P101	Abington Prod	1202931	CHM,DIPOTASSIUM PHOS, SLI-DP,5 GA	8	31		12/31/2021 - 12/31/2022	8	$3.7527	31	8	$4.3361	36
P101 Total				53,432	$19,736			53,432		$25,112	53,432		$29,138
P102	Bangor Prod	1200551	CHM,ALUM,SULFAT LIQUID,50%,55GA	4,474	$1,131	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	9,983	$0.3434	$3,411	9,983	$0.3968	$3,961
P102	Bangor Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	3,600	1,641		12/31/2021 - 06/30/2022	3,600	$0.8417	3,015	3,600	$0.9725	3,501
P102	Bangor Prod	1200915	CHM,SODIUM HYDROXIDE,25%,55GA	7,085	1,956		12/31/2021 - 06/30/2022	7,085	$0.3939	2,777	7,085	$0.4552	3,225
P102	Bangor Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	37,312	5,516		12/31/2021 - 06/30/2022	37,312	$0.2176	8,077	37,312	$0.2514	9,380
P102	Bangor Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	4,416	2,194		12/31/2021 - 06/30/2022	4,416	$0.5404	2,374	4,416	$0.6244	2,757
P102	Bangor Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	3,949	2,739		12/31/2021 - 06/30/2022	3,949	$1.0404	4,088	3,949	$1.2021	4,747
P102	Bangor Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	3	392		12/31/2021 - 12/31/2022	3	$130.5600	392	3	$150.8561	453
P102 Total				60,839	$15,567			66,348		$24,135	66,348		$28,024
P103	Blue Mount Nazareth P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	51,504	$4,393		12/31/2021 - 12/31/2022	51,504	$0.0845	$4,352	51,504	$0.0976	$5,029
P103	Blue Mount Nazareth P	1200570	CHM,CALCIUM,HYPO,100%,100LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P103	Blue Mount Nazareth P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P103	Blue Mount Nazareth P	1200609	CHM,DIATOMACEOUS EARTH,100%,50LB	500	371		12/31/2021 - 12/31/2022	500	$0.7427	371	500	$0.8582	429
P103	Blue Mount Nazareth P	1200806	CHM,POLYMER,CATIONC SPRFLOC C572,55GA	1,762	3,497		12/31/2021 - 06/30/2022	1,762	$1.7777	3,116	1,762	$2.0541	3,618
P103	Blue Mount Nazareth P	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P103	Blue Mount Nazareth P	1200827	CHM,POLYMER,NONIONC SPRFLOC1986N,5GA	120	449		12/31/2021 - 06/30/2022	120	$5.5150	659	120	$6.3723	765
P103	Blue Mount Nazareth P	1201118	CHM,SODIUM PERMANGANATE,20%,300GA			Addition for 2022	12/31/2021 - 06/30/2022	7,911	$1.2323	9,700	7,911	$1.4239	11,264
P103	Blue Mount Nazareth P	1200882	CHM,SODA ASH,100%,50LB	43,300	17,540		12/31/2021 - 06/30/2022	43,300	$0.3687	15,884	43,300	$0.4260	18,445
P103	Blue Mount Nazareth P	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	8,493	5,351		12/31/2021 - 06/30/2022	8,493	$0.5404	4,567	8,493	$0.6244	5,303
P103	Blue Mount Nazareth P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	135,567	16,010		12/31/2021 - 12/31/2022	135,567	$0.1350	18,302	135,567	$0.1560	21,147
P103	Blue Mount Nazareth P	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK			Addition for 2022	12/31/2021 - 12/31/2022	6,475	$0.3800	2,461	6,475	$0.4391	2,843
P103	Blue Mount Nazareth P	1200982	CHM,ZINC,CHLORIDE,1:10,50LB	17,800	17,955		12/31/2021 - 06/30/2022	17,800	$1.5454	27,371	17,800	$1.7857	31,785
P103 Total				259,046	$65,566			273,432		$86,782	273,432		$100,628
P104	Lehman Pike Prod	1200857	CHM,PHOSPHATE,POLY WSU319 CALCIQ MW,55GA	8,778	$4,446		12/31/2021 - 06/30/2022	8,778	$0.7980	$6,970	8,778	$0.9220	$8,093
P104	Lehman Pike Prod	1200912	CHM,SODIUM HYDROXIDE,25%,15GA 403	351,610	99,617		12/31/2021 - 06/30/2022	351,610	$0.3737	130,751	351,610	$0.4318	151,834
P104	Lehman Pike Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	109,650	39,245		12/31/2021 - 06/30/2022	109,650	$0.4343	47,387	109,650	$0.5019	55,028
P104	Lehman Pike Prod	1202351	CHM,PHOSPHATE,ORTH-PLY CARUS 8100,55GAL	8,151	4,270	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	8,151	$0.7778	6,308	8,151	$0.8987	7,325
P104 Total				478,189	$147,578			478,189		$191,416	478,189		$222,280
P106	Pocono Prod	1200663	CHM,PHOSPHATE,ORTH-PLY CARUS 8500,55GA	12,182	$11,005	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	20,580	$1.2525	$25,648	20,580	$1.4472	$29,783
P106	Pocono Prod	1200669	CHM,PHOSPHATE,ORTH-PLY CARUS 8500,58LB	901	1,039		12/31/2021 - 06/30/2022	901	$4.7676	4,274	901	$5.5087	4,963
P106	Pocono Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	46,627	12,382		12/31/2021 - 06/30/2022	46,627	$0.3434	15,933	46,627	$0.3968	18,502
P106	Pocono Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	327,055	112,833	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	375,180	$0.3535	131,974	375,180	$0.4085	153,255
P106	Pocono Prod	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	88,131	21,170	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	110,000	$0.2853	31,232	110,000	$0.3297	36,268
P106	Pocono Prod	1200980	CHM,ZINC,CHLORIDE,1:5,30GA	9,691	11,857		12/31/2021 - 06/30/2022	9,691	$1.3232	12,759	9,691	$1.5289	14,817
P106 Total				484,587	$170,286			562,979		$221,820	562,979		$257,588
P107	Susquehanna Prod	1200544	CHM,ALGICIDE,CUTRINE,55GA	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0
P107	Susquehanna Prod	1200550	CHM,ALUM,SULFAT DRY,100%,50LB	21,750	8,837		12/31/2021 - 06/30/2022	21,750	$0.5555	12,023	21,750	$0.6419	13,961
P107	Susquehanna Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	75,019	15,447	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 06/30/2022	68,847	$0.2071	14,185	68,847	$0.2393	16,472
P107	Susquehanna Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	0	-		12/31/2021 - 06/30/2022	0	$0.8503	-	0	$0.9825	-
P107	Susquehanna Prod	1200595	CHM,CHLORINE,100%,100LB CYLINDER	393	832		12/31/2021 - 06/30/2022	393	$6.8306	2,671	393	$7.8925	3,102
P107	Susquehanna Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	4,068	7,700		12/31/2021 - 06/30/2022	4,068	$2.7062	10,954	4,068	$3.1269	12,720
P107	Susquehanna Prod	1200641	CHM,HFS ACID,23%,15GA	1,320	2,025		12/31/2021 - 12/31/2022	1,320	$1.5343	2,025	1,320	$1.7728	2,340
P107	Susquehanna Prod	1200646	CHM,HFS ACID,23%,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P107	Susquehanna Prod	1200777	CHM,POLYMER,CATIONC MAGNAFLOC LT22S,50LB	36	151		12/31/2021 - 06/30/2022	36	$6.6160	239	36	$7.6445	277
P107	Susquehanna Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	0	-		12/31/2021 - 06/30/2022	0	$1.6565	-	0	$1.9140	-
P107	Susquehanna Prod	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	617	1,568		12/31/2021 - 06/30/2022	617	$3.2019	1,964	617	$3.6997	2,281
P107	Susquehanna Prod	1200915	CHM,SODIUM HYDROXIDE,25%,55GA	36,168	8,298		12/31/2021 - 06/30/2022	36,168	$0.2853	10,269	36,168	$0.3297	11,925
P107	Susquehanna Prod	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	28,433	10,366		12/31/2021 - 12/31/2022	28,433	$0.3775	10,733	28,433	$0.4362	12,402
P107	Susquehanna Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P107	Susquehanna Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	2,903	3,108		12/31/2021 - 06/30/2022	2,903	$1.4772	4,267	2,903	$1.7069	4,955
P107	Susquehanna Prod	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	0	-		12/31/2021 - 06/30/2022	0	$0.3802	-	0	$0.4393	-
P107	Susquehanna Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	45	34		12/31/2021 - 12/31/2022	45	$0.7500	34	45	$0.8666	39
P107	Susquehanna Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK	51,588	16,756	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	63,632	$0.3800	24,180	63,632	$0.4391	27,939
P107	Susquehanna Prod	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	1,777	2,803		12/31/2021 - 06/30/2022	1,777	$1.9393	3,429	1,777	$2.2408	3,982
P107	Susquehanna Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	4,320	3,023		12/31/2021 - 06/30/2022	4,320	$1.0707	4,602	4,320	$1.2371	5,344
P107	Susquehanna Prod	1200993	CHM,ZINC,1:10,50LB	550	1,041		12/31/2021 - 06/30/2022	550	$1.9797	1,083	550	$2.2875	1,258
P107	Susquehanna Prod	1201981	CHM,PHOSPHATE,ORTH-PLY CARUS 8100,30GAL	3,416	2,245		12/31/2021 - 06/30/2022	3,416	$0.9394	3,193	3,416	$1.0854	3,708
P107	Susquehanna Prod	1202752	CHM,ALGICIDE,EARTHTEC,55GA	8,800	14,841		12/31/2021 - 12/31/2022	8,800	$1.5910	14,001	8,800	$1.8383	16,177
P107	Susquehanna Prod	WE	Bio-Max Dechlorination Tablets, 48 lb	5	755		12/31/2021 - 12/31/2022	5	$150.9440	755	5	$174.4089	872
P107 Total				241,208	$99,828			247,080		$120,607	247,080		$139,755
P108	Berwick Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	7,932	$10,990		12/31/2021 - 06/30/2022	7,932	$1.7746	$14,006	7,932	$2.0505	$16,264
P108	Berwick Prod	1200911	CHM,SODIUM HEXAMETAPHOSPHATE,100%,50LB	4,000	3,878		12/31/2021 - 06/30/2022	4,000	$1.6969	6,754	4,000	$1.9607	7,843
P108 Total				11,932	$14,868			11,932		$20,760	11,932		$24,107
P109	Frackville Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,839	$3,262	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	2,254	$3.0316	$6,799	320	$3.5029	$1,121
P109	Frackville Prod	1200861	CHM,PHOSPHATE,POLY CALGON C5,5GA	1,574	1,290		12/31/2021 - 06/30/2022	1,574	$1.4646	2,294	1,574	$1.6923	2,664
P109	Frackville Prod	1200915	CHM,SODIUM HYDROXIDE,25%,55GA	4,487	1,821		12/31/2021 - 06/30/2022	4,487	$0.5454	2,435	4,487	$0.6302	2,828
P109	Frackville Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK			Sodium Hypo being added in 2023	12/31/2021 - 12/31/2022	0	$0.3800	-	8,040	$0.4391	3,530
P109	Frackville Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	1,960	1,534		12/31/2021 - 06/30/2022	1,960	$1.3636	2,659	1,960	$1.5756	3,088
P109	Frackville Prod	1200976	CHM,ZINC,CHLORIDE,1:3,5GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P109 Total				9,860	$7,907			10,275		$14,188	16,381		$13,231

Pennsylvania American Water Company
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SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 (FTY) Actual Units	2022 (FTY) Unit Price	2022 (FTY) Actual Expense	2023 (FPFTY) Actual Units	2023 (FPFTY) Unit Price	2023 (FPFTY) Actual Expense
P110	Hershey Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	77,740	$7,227		12/31/2021 - 06/30/2022	77,740	$0.1398	$10,813	77,740	$0.1615	$12,557
P110	Hershey Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	5,600	3,679		12/31/2021 - 06/30/2022	5,600	$0.8503	4,738	5,600	$0.9825	5,502
P110	Hershey Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	35,217	12,556	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$0.3565	-	0	$0.4120	-
P110	Hershey Prod	1200623	CHM,FERRIC,CHLORID PLYMR FER+PLUS,BULK	1,102,810	234,846		12/31/2021 - 12/31/2022	1,102,810	$0.2510	276,805	1,102,810	$0.2900	319,836
P110	Hershey Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	9,262	9,089		12/31/2021 - 06/30/2022	9,262	$1.6565	15,266	9,262	$1.9140	17,728
P110	Hershey Prod	1200877	CHM,SODIUM PERMANGANATE,20%,55GA	0	-		12/31/2021 - 06/30/2022	0	$1.1919	-	0	$1.3772	-
P110	Hershey Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	450,084	62,601		12/31/2021 - 06/30/2022	450,084	$0.1965	87,982	450,084	$0.2270	102,169
P110	Hershey Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	876,546	75,471	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	1,529,357	$0.1579	240,243	1,529,357	$0.1824	278,981
P110	Hershey Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	69,071	24,878		12/31/2021 - 06/30/2022	69,071	$0.5757	39,569	69,071	$0.6652	45,949
P110	Hershey Prod	1201118	CHM,SODIUM PERMANGANATE,20%,300GA	73,411	73,411		12/31/2021 - 06/30/2022	73,411	$1.2121	88,537	73,411	$1.4005	102,813
P110	Hershey Prod	WE	Dechlorination Tablets 140 pk	47	6,698		12/31/2021 - 12/31/2022	47	$142.5000	6,698	47	$164.6523	7,739
P110 Total				2,699,788	$510,455			3,317,382		$770,651	3,317,382		$893,274
P112	Milton / White Deer P	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	24,100	$17,111		12/31/2021 - 06/30/2022	24,100	$0.8503	$20,390	24,100	$0.9825	$23,677
P112	Milton / White Deer P	1200630	CHM,LIME,HYDRATED,50 LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P112	Milton / White Deer P	1200702	CHM,PACL,DELPC2020, BULK	253,633	33,834		12/31/2021 - 12/31/2022	253,633	$0.1330	33,733	253,633	$0.1537	38,977
P112	Milton / White Deer P	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	185	581		12/31/2021 - 06/30/2022	185	$2.8888	532	185	$3.3379	618
P112	Milton / White Deer P	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	1,916	5,116		12/31/2021 - 06/30/2022	1,916	$3.2019	6,104	1,916	$3.6997	7,089
P112	Milton / White Deer P	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	74,375	6,207		12/31/2021 - 06/30/2022	74,375	$0.1235	9,142	74,375	$0.1427	10,616
P112	Milton / White Deer P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	281,219	28,677		12/31/2021 - 06/30/2022	281,219	$0.1628	45,561	281,219	$0.1881	52,907
P112	Milton / White Deer P	1200980	CHM,ZINC,CHLORIDE,1:5,30GA	25,580	12,507		12/31/2021 - 06/30/2022	25,580	$0.7879	20,053	25,580	$0.9103	23,286
P112 Total				661,008	$104,033			661,008		$135,515	661,008		$157,170
P113	Phillipsburg Prod	1200551	CHM,ALUM,SULFAT LIQUID,50%,55GA	15,495	56,004		12/31/2021 - 06/30/2022	15,495	$0.3535	$5,451	15,495	$0.4085	$6,329
P113	Phillipsburg Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	15,417	16,804		12/31/2021 - 06/30/2022	15,417	$1.7690	27,137	15,417	$2.0441	31,513
P113	Phillipsburg Prod	1200641	CHM,HFS ACID,23%,15GA	6,960	10,676		12/31/2021 - 12/31/2022	6,960	$0.8800	6,125	6,960	$1.0168	7,077
P113	Phillipsburg Prod	1200643	CHM,HFS ACID,23%,30GA	12,550	4,502		12/31/2021 - 12/31/2022	12,550	$0.4500	5,648	12,550	$0.5200	6,525
P113	Phillipsburg Prod	1200861	CHM,PHOSPHATE,POLY CALGON C5,5GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P113	Phillipsburg Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	35,253	6,373		12/31/2021 - 06/30/2022	35,253	$0.2141	7,511	35,253	$0.2474	8,722
P113	Phillipsburg Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	120,830	20,136		12/31/2021 - 06/30/2022	120,830	$0.2514	30,226	120,830	$0.2905	35,100
P113	Phillipsburg Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	18,634	9,298		12/31/2021 - 06/30/2022	18,634	$0.5404	10,019	18,634	$0.6244	11,635
P113	Phillipsburg Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	12,461	19,330		12/31/2021 - 06/30/2022	12,461	$1.9898	24,672	12,461	$2.2992	28,650
P113	Phillipsburg Prod	1201253	CHM,ORTHO-POLY P,AQUA MAG 9100,5GA	4,708	7,768		12/31/2021 - 06/30/2022	4,708	$2.4242	11,356	4,708	$2.8010	13,187
P113 Total				242,308	$100,891			242,308		$128,145	242,308		$148,740
P114	Glen Alsace Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	882	$1,380		12/31/2021 - 06/30/2022	882	$2.3333	$2,048	882	$2.6960	$2,378
P114	Glen Alsace Prod	1200672	CHM,PHOS,ORTH-PLY CARUS 8400,336LB	3,467	1,648		12/31/2021 - 06/30/2022	3,467	$0.7475	2,579	3,467	$0.8637	2,994
P114	Glen Alsace Prod	1200859	CHM,PHOSPHATE,POLY CALGON C5,30GA	5,949	3,200		12/31/2021 - 06/30/2022	5,949	$0.8586	5,082	5,949	$0.9920	5,902
P114	Glen Alsace Prod	1200882	CHM,SODA ASH,100%,50LB	8,000	2,648		12/31/2021 - 12/31/2022	8,000	$0.3600	2,880	8,000	$0.4160	3,328
P114	Glen Alsace Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	7,762	1,895		12/31/2021 - 12/31/2022	7,762	$0.3000	2,329	7,762	$0.3466	2,691
P114	Glen Alsace Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	28,350	8,505		12/31/2021 - 12/31/2022	28,350	$0.3300	9,356	28,350	$0.3813	10,810
P114	Glen Alsace Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	49,180	12,012	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	69,378	$0.2730	18,940	69,378	$0.3154	21,885
P114	Glen Alsace Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	11,921	7,621		12/31/2021 - 06/30/2022	11,921	$1.0101	11,981	11,921	$1.1671	13,913
P114 Total				115,511	$38,909			135,709		$55,194	135,709		$63,899
P115	Norristown Prod	1200557	CHM,AMMONIA,ANHYDROUS,100%,BULK	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0
P115	Norristown Prod	1200562	CHM,AMMONIUM SULFATE,40%,BULK	268,658	65,158	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	305,268	$0.3544	107,658	305,268	$0.4095	125,018
P115	Norristown Prod	1200578	CHM,CRBN,PAC BITUMIN 500 IODINE,BULK	39,360	27,552	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	163,798	$0.7242	118,035	163,798	$0.8368	137,067
P115	Norristown Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	8,969	1,973		12/31/2021 - 12/31/2022	8,969	$0.2200	1,973	8,969	$0.2542	2,280
P115	Norristown Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.2510	-	0	$0.2900	-
P115	Norristown Prod	1200782	CHM,POLYMER,CATIONC CATFLOC 71259,BULK	0	-		12/31/2021 - 12/31/2022	0	$2.2800	-	0	$2.6344	-
P115	Norristown Prod	1200791	CHM,POLYMER,CATIONC NALCO 8173,55LB	6,547	14,620		12/31/2021 - 12/31/2022	6,547	$2.9900	19,576	6,547	$3.4548	22,619
P115	Norristown Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P115	Norristown Prod	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	103,092	92,888	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	124,486	$1.3636	168,903	124,486	$1.5756	196,138
P115	Norristown Prod	1200900	CHM,SODIUM CHLORIDE,90% PURE,50LB 704	23,682	3,197		12/31/2021 - 12/31/2022	23,682	$0.1450	3,434	23,682	$0.1675	3,968
P115	Norristown Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	2,286,451	185,838		12/31/2021 - 06/30/2022	2,286,451	$0.1207	274,607	2,286,451	$0.1395	318,887
P115	Norristown Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	1,914,220	162,117	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	2,597,356	$0.1050	272,722	2,597,356	$0.1213	315,118
P115	Norristown Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	97,612	38,601	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	116,193	$0.6262	72,402	116,193	$0.7236	84,077
P115	Norristown Prod	1201524	CHM,POLYMER,CATIONC NALCO 7763 55GA	2,057	2,617		12/31/2021 - 12/31/2022	2,057	$1.4600	3,003	2,057	$1.6870	3,470
P115	Norristown Prod	1201822	CHM,POLYMER,FERRI+PLUS 1025,BULK	2,305,603	521,132	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	2,470,182	$0.2480	612,605	2,470,182	$0.2866	707,837
P115	Norristown Prod	1202111	CHM,POLYMER,ANIONC CEDRFLOC 551,275GAL	29,658	32,666		12/31/2021 - 12/31/2022	29,658	$1.3600	40,335	29,658	$1.5714	46,605
P115	Norristown Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	29	4,249		12/31/2021 - 12/31/2022	29	$146.5321	4,249	29	$169.3111	4,910
P115 Total				7,085,938	$1,152,609			8,134,676		$1,699,504	8,134,676		$1,967,994
P116	Penn Water Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	12,398	$10,442	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	20,398	$1.4548	$29,527	20,398	$1.6810	$34,288
P116	Penn Water Prod	1200662	CHM,PHOSPHATE,ORTH-PLY CARUS 8700,339LB	2,395	1,183		12/31/2021 - 06/30/2022	2,395	$0.7374	1,757	2,395	$0.8520	2,040
P116	Penn Water Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	383	115		12/31/2021 - 06/30/2022	383	$0.3333	127	383	$0.3851	148
P116 Total				15,176	$11,739			23,176		$31,411	23,176		$36,476
P117	Royersford Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	346,480	$29,701	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	720,318	$0.0955	$68,413	720,318	$0.1103	$79,444
P117	Royersford Prod	1200556	CHM,AMMONIA,ANHYDROUS,100%,150LB	1,885	3,813	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	2,474	$3.7070	9,125	2,474	$4.2832	10,597
P117	Royersford Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,175	1,856	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	3,165	$2.9755	9,370	3,165	$3.4380	10,881
P117	Royersford Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	34,136	14,683	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	117,252	$0.9377	109,393	117,252	$1.0834	127,033
P117	Royersford Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	2,200	4,916		12/31/2021 - 06/30/2022	2,200	$1.6565	3,626	2,200	$1.9140	4,211
P117	Royersford Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	315	826		12/31/2021 - 06/30/2022	315	$3.1312	981	315	$3.6180	1,140
P117	Royersford Prod	1200882	CHM,SODA ASH,100%,50LB	9,450	2,909		12/31/2021 - 12/31/2022	9,450	$0.3600	3,402	9,450	$0.4160	3,931
P117	Royersford Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	128,813	16,074	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	349,110	$0.1850	64,585	349,110	$0.2138	74,625
P117	Royersford Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	9,475	2,838		12/31/2021 - 12/31/2022	9,475	$0.3300	3,127	9,475	$0.3813	3,613
P117	Royersford Prod	1200958	CHM,SODIUM ZINC,METASHANNOCOR,50LB	9,990	10,142	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	20,105	$1.5454	30,916	20,105	$1.7857	35,901
P117 Total				543,919	$87,755			1,233,864		$302,939	1,233,864		$351,375

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 (FTY) Actual Units	2022 (FTY) Unit Price	2022 (FTY) Actual Expense	2023 (FPFTY) Actual Units	2023 (FPFTY) Unit Price	2023 (FPFTY) Actual Expense
P118	Yardley Prod	1200557	CHM,AMMONIA,ANHYDROUS,100%,BULK	4,378	$2,959	No longer in use	12/31/2021 - 12/31/2022	0	$0.7580	$0	0	$0.8758	$0
P118	Yardley Prod	1200583	CHM,CARBON,PAC LIGNITE,40LB	(220)	(193)	Addition for 2022	12/31/2021 - 06/30/2022	42,000	$1.2020	50,232	42,000	$1.3888	58,331
P118	Yardley Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	5,127	6,053		12/31/2021 - 06/30/2022	5,127	$1.8787	9,584	5,127	$2.1708	11,130
P118	Yardley Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	30,962	8,313	Replacing CL2 with Hypo in 2022, adjusted quantities	12/31/2021 - 03/31/2022	0	$0.6183	-	0	$0.7144	-
P118	Yardley Prod	1200774	CHM,POLYMER,CATIONC CF71259,55GA	16,252	23,565		12/31/2021 - 12/31/2022	16,252	$2.0400	33,153	16,252	$2.3571	38,307
P118	Yardley Prod	1200859	CHM,PHOSPHATE,POLY CALGON C5,30GA	14,948	8,513		12/31/2021 - 06/30/2022	14,948	$0.9192	13,671	14,948	$1.0621	15,875
P118	Yardley Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	314,308	21,215	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	364,364	$0.1110	40,245	364,364	$0.1283	46,735
P118	Yardley Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	16,417	4,900	Replacing CL2 with Hypo in 2022, adjusted quantities	12/31/2021 - 12/31/2022	356,708	$0.3500	124,848	356,708	$0.4044	144,256
P118	Yardley Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	10,018	6,703		12/31/2021 - 06/30/2022	10,018	$1.0505	10,471	10,018	$1.2138	12,159
P118	Yardley Prod	1201118	CHM,SODIUM PERMANGANATE,20%,300GA			Addition for 2022	12/31/2021 - 06/30/2022	18,000	$1.3636	24,422	18,000	$1.5756	28,360
P118	Yardley Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	20,399	10,633	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	50,627	$0.6262	31,547	50,627	$0.7236	36,634
P118	Yardley Prod	1201822	CHM,POLYMER,FERRI+PLUS 1025,BULK	223,124	50,290	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	279,316	$0.2510	70,108	279,316	$0.2900	81,007
P118	Yardley Prod	1202821	CHM,ZINC,CHLORID,1:3,3520LB TOTE,CAR3180	15,065	9,627		12/31/2021 - 06/30/2022	15,065	$0.9596	14,384	15,065	$1.1087	16,703
P118	Yardley Prod	KR	Cat-Floc 71259	2,698	4,147		12/31/2021 - 12/31/2022	2,698	$1.5370	4,147	2,698	$1.7759	4,791
P118 Total				673,474	$156,725			1,175,122		$426,812	1,175,122		$494,289
P119	Clarion Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	16,423	$2,223		12/31/2021 - 06/30/2022	16,423	$0.1832	$2,994	16,423	$0.2117	$3,477
P119	Clarion Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P119	Clarion Prod	1200583	CHM,CARBON,PAC LIGNITE,40LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P119	Clarion Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	22,220	14,443		12/31/2021 - 06/30/2022	22,220	$1.3557	29,974	22,220	$1.5665	34,807
P119	Clarion Prod	1200646	CHM,HFS ACID,23%,55GA	11,278	3,095		12/31/2021 - 12/31/2022	11,278	$0.2850	3,214	11,278	$0.3293	3,714
P119	Clarion Prod	1200702	CHM,PACL,DELPC2020, BULK	347,858	82,699		12/31/2021 - 06/30/2022	347,858	$0.2778	96,143	347,858	$0.3210	111,645
P119	Clarion Prod	1200779	CHM,POLYMER,CATIONC MAGNAFLOC LT22S,55LB	1,819	4,562		12/31/2021 - 06/30/2022	1,819	$3.2019	5,795	1,819	$3.6997	6,730
P119	Clarion Prod	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	6,618	17,406		12/31/2021 - 06/30/2022	6,618	$3.2221	21,218	6,618	$3.7230	24,639
P119	Clarion Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	218,978	17,140		12/31/2021 - 12/31/2022	218,978	$0.1061	23,234	218,978	$0.1226	26,845
P119	Clarion Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	5,806	3,676		12/31/2021 - 06/30/2022	5,806	$1.0202	5,894	5,806	$1.1788	6,844
P119	Clarion Prod	1201381	CHM,CARBON,PAC,800 IODINE,20BF,50LB BAG	3,250	3,097		12/31/2021 - 06/30/2022	3,250	$1.1919	3,854	3,250	$1.3772	4,476
P119	Clarion Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	14	1,988		12/31/2021 - 12/31/2022	14	$142.0071	1,988	14	$164.0828	2,297
P119 Total				634,264	$150,329			634,264		$194,308	634,264		$225,474
P120	Indiana Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	150	$139		12/31/2021 - 06/30/2022	150	$0.8503	$127	150	$0.9825	$147
P120	Indiana Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P120	Indiana Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	352,180	39,408		12/31/2021 - 12/31/2022	352,180	$0.1420	50,010	352,180	$0.1641	57,784
P120	Indiana Prod	1200632	CHM,LIME,LIQUID CAO,37.5%,BULK	94,149	8,931		12/31/2021 - 06/30/2022	94,149	$0.1010	9,462	94,149	$0.1167	10,988
P120	Indiana Prod	1200645	CHM,HFS ACID,23%,330GA	15,620	4,176		12/31/2021 - 12/31/2022	15,620	$0.3000	4,686	15,620	$0.3466	5,414
P120	Indiana Prod	1200684	CHM,LIME,PEBBLE,100%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P120	Indiana Prod	1200821	CHM,POLYMER,NALCO 8181 ,55GA	399	478		12/31/2021 - 06/30/2022	399	$1.9393	770	399	$2.2408	894
P120	Indiana Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	347,700	32,231		12/31/2021 - 06/30/2022	347,700	$0.1359	47,001	347,700	$0.1570	54,580
P120	Indiana Prod	1200924	CHM,SODIUM HYDROXIDE,50%,30GA	0	-		12/31/2021 - 12/31/2022	0	$0.3000	-	0	$0.3466	-
P120	Indiana Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	245,504	20,828		12/31/2021 - 12/31/2022	245,504	$0.1290	31,670	245,504	$0.1491	36,593
P120	Indiana Prod	1202582	CHM,PLYMR,NONIONC NALCO 8181,TOTE	4,003	5,570		12/31/2021 - 12/31/2022	4,003	$1.9200	7,686	4,003	$2.2185	8,881
P120 Total				1,059,705	$111,761			1,059,705		$151,412	1,059,705		$175,282
P121	Kane Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	3,842	$5,224	Converting to Hypo in late 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	3,842	$2.5252	$9,653	0	$2.9177	$0
P121	Kane Prod	1200646	CHM,HFS ACID,23%,55GA	4,149	1,499		12/31/2021 - 12/31/2022	4,149	$0.4500	1,867	4,149	$0.5200	2,157
P121	Kane Prod	1200752	CHM,POLYMER,CATIONC CATFLOC TL,5GA	323	794		12/31/2021 - 12/31/2022	323	$3.1900	1,030	323	$3.6859	1,191
P121	Kane Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P121	Kane Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	41,151	6,973		12/31/2021 - 06/30/2022	41,151	$0.2380	9,744	41,151	$0.2750	11,315
P121	Kane Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK			Converting to Hypo in late 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$0.1290	-	49,446	$0.1491	7,370
P121	Kane Prod	1200980	CHM,ZINC,CHLORIDE,1:5,30GA	4,242	2,275		12/31/2021 - 06/30/2022	4,242	$0.9293	3,922	4,242	$1.0737	4,555
P121	Kane Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	6	783		12/31/2021 - 12/31/2022	6	$130.5600	783	6	$150.8561	905
P121 Total				53,713	$17,547			53,713		$27,000	99,317		$27,493
P122	Ellwood Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	1,249,237	$103,415		12/31/2021 - 06/30/2022	1,249,237	$0.0931	$115,760	1,249,237	$0.1076	$134,426
P122	Ellwood Prod	1200555	CHM,AMMONIA,ANHYDROUS,100%,100LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	42,871	4,904		12/31/2021 - 06/30/2022	42,871	$0.1613	6,881	42,871	$0.1864	7,991
P122	Ellwood Prod	1200570	CHM,CALCIUM,HYPO,100%,100LB	600	1,014		12/31/2021 - 12/31/2022	600	$2.6700	1,602	600	$3.0851	1,851
P122	Ellwood Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200579	CHM,CRBN,PAC BITUMIN 500 IODINE,1000LB	0	-		12/31/2021 - 06/30/2022	0	$0.9101	-	0	$1.0516	-
P122	Ellwood Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200630	CHM,LIME,HYDRATED,50 LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200639	CHM,HYDROGEN PEROXIDE,BULK	0	-		12/31/2021 - 06/30/2022	0	$0.4343	-	0	$0.5019	-
P122	Ellwood Prod	1200751	CHM,POLYMER,CATIONC NALCO 8102 PLS,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200823	CHM,POLYMER,NONIONC NALCO 8181,5GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	26,065	27,325		12/31/2021 - 12/31/2022	26,065	$1.3500	35,188	26,065	$1.5599	40,658
P122	Ellwood Prod	1200894	CHM,SODIUM BISULFITE,ROVER,50LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	0	74		12/31/2021 - 06/30/2022	0	$0.1359	-	0	$0.1570	-
P122	Ellwood Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	668,955	55,715		12/31/2021 - 12/31/2022	668,955	$0.1290	86,295	668,955	$0.1491	99,710
P122	Ellwood Prod	1201171	CHM,PHOSPHORIC ACID,ORTHO,75%,BULK	14,403	7,530		12/31/2021 - 06/30/2022	14,403	$1.0909	15,634	14,403	$1.2605	18,154
P122	Ellwood Prod	1202121	CHM,PHOSPHORIC ACID,ORTHO,75%,15GA	2,675	2,864		12/31/2021 - 12/31/2022	2,675	$1.0706	2,864	2,675	$1.2370	3,309
P122	Ellwood Prod	1202581	CHM,PLYMR,CATIONC NALCO 8100,TOTE	1,163	1,790		12/31/2021 - 12/31/2022	1,163	$1.6900	1,965	1,163	$1.9527	2,271
P122	Ellwood Prod	1202582	CHM,PLYMR,NONIONC NALCO 8181,TOTE	2,306	3,367		12/31/2021 - 12/31/2022	2,306	$1.4600	3,367	2,306	$1.6870	3,890
P122	Ellwood Prod	1202583	CHM,PLYMR,CATIONC NALCO 7128,TOTE	2,216	3,058		12/31/2021 - 12/31/2022	2,216	$1.3800	3,058	2,216	$1.5945	3,533
P122	Ellwood Prod	1202591	CHM,PLYMR,NONIONC NALCO 8102,TOTE	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1202592	CHM,LIME,LIQUID CAO, 30% BULK	238,724	18,383		12/31/2021 - 06/30/2022	238,724	$0.0949	22,553	238,724	$0.1097	26,190
P122	Ellwood Prod	1202632	CHM,SODIUM BISULFITE,38%,MINI BULK	0	9		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P122	Ellwood Prod	1202751	CHM,POLYMER,CEDARFLOC 554,2300LB	8,001	9,584		12/31/2021 - 12/31/2022	8,001	$1.5200	12,162	8,001	$1.7563	14,052
P122	Ellwood Prod	1202761	CHM,PLYMR,CATIONC,NALCO 8102 PLUS,275GA	17,792	16,382		12/31/2021 - 12/31/2022	17,792	$1.3500	24,019	17,792	$1.5599	27,753
P122	Ellwood Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	39	5,092		12/31/2021 - 12/31/2022	39	$130.5600	5,092	39	$150.8561	5,883
P122 Total				2,275,047	$260,505			2,275,047		$336,439	2,275,047		$389,672
P123	New Castle Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	1,987,769	$150,192		12/31/2021 - 12/31/2022	1,987,769	$0.0755	$150,077	1,987,769	$0.0872	$173,407
P123	New Castle Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	52,349	3,944		12/31/2021 - 06/30/2022	52,349	$0.1219	6,350	52,349	$0.1409	7,374
P123	New Castle Prod	1200570	CHM,CALCIUM,HYPO,100%,100LB	3,070	5,385		12/31/2021 - 12/31/2022	3,070	$2.6700	8,197	3,070	$3.0851	9,471
P123	New Castle Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	4,600	3,312		12/31/2021 - 06/30/2022	4,600	$0.7273	3,329	4,600	$0.8403	3,865
P123	New Castle Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	97,803	25,209		12/31/2021 - 03/31/2022	97,803	$0.6698	64,539	97,803	$0.7740	75,697
P123	New Castle Prod	1200632	CHM,LIME,LIQUID CAO,37.5%,BULK	858,762	73,697		12/31/2021 - 06/30/2022	858,762	$0.0985	84,151	858,762	$0.1138	97,720
P123	New Castle Prod	1200647	CHM,HFS ACID,23%,BULK	36,112	8,365		12/31/2021 - 12/31/2022	36,112	$0.2650	9,570	36,112	$0.3062	11,057
P123	New Castle Prod	1200684	CHM,LIME,PEBBLE,100%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P123	New Castle Prod	1200751	CHM,POLYMER,CATIONC NALCO 8102 PLS,55GA	19,560	17,407		12/31/2021 - 12/31/2022	19,560	$1.4000	27,384	19,560	$1.6176	31,641
P123	New Castle Prod	1200781	CHM,POLYMER,CATIONC NALCO 8110 PULV,50LB	3,071	7,554		12/31/2021 - 12/31/2022	3,071	$3.0600	9,397	3,071	$3.5357	10,858
P123	New Castle Prod	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	19,941	50,251		12/31/2021 - 06/30/2022	19,941	$3.2221	63,932	19,941	$3.7230	74,241
P123	New Castle Prod	1200914	CHM,SODIUM HYDROXIDE,25%,330GA	110,559	10,055		12/31/2021 - 12/31/2022	110,559	$0.1450	16,031	110,559	$0.1675	18,523
P123	New Castle Prod	1200977	CHM,ZINC,CHLORIDE,1:3,BULK	24,195	12,430		12/31/2021 - 06/30/2022	24,195	$0.9293	22,372	24,195	$1.0737	25,979
P123	New Castle Prod	WE	Accu-Tab Wastewater Chlorination Tablets	2	801		12/31/2021 - 12/31/2022	2	$400.6400	801	2	$462.9213	926
P123	New Castle Prod	WE	Sand for filter GAC change out	1	2,600		12/31/2021 - 12/31/2022	1	$2,600.0000	2,600	1	$3,004.1818	3,004
P123 Total				3,217,794	$371,203			3,217,794		$468,730	3,217,794		$543,764

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 (FTY) Actual Units	2022 (FTY) Unit Price	2022 (FTY) Actual Expense	2023 (FPFTY) Actual Units	2023 (FPFTY) Unit Price	2023 (FPFTY) Actual Expense
P124	Punxsutawney P	1200596	CHM,CHLORINE,100%,150LB CYLINDER	12,992	$15,671		12/31/2021 - 06/30/2022	12,992	$2.8913	$37,377	12,992	$3.3408	$43,404
P124	Punxsutawney P	1200612	CHM,FERRIC,CHLORID,38%,BULK	98,885	10,834		12/31/2021 - 12/31/2022	98,885	$0.1420	14,042	98,885	$0.1641	16,225
P124	Punxsutawney P	1200630	CHM,LIME,HYDRATED,50 LB	300	58		12/31/2021 - 12/31/2022	300	$0.1925	58	300	$0.2225	67
P124	Punxsutawney P	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	57,691	5,469		12/31/2021 - 12/31/2022	57,691	$0.1006	5,804	57,691	$0.1162	6,706
P124	Punxsutawney P	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	94	500		12/31/2021 - 06/30/2022	94	$2.8888	271	94	$3.3379	315
P124	Punxsutawney P	1200895	CHM,SODIUM BISULFITE,38%,55GA 310	2,457	528		12/31/2021 - 12/31/2022	2,457	$0.2500	614	2,457	$0.2889	710
P124	Punxsutawney P	1200992	CHM,ZINC,ONDEO C39,50LB	5,175	5,263		12/31/2021 - 06/30/2022	5,175	$1.5858	8,166	5,175	$1.8323	9,482
P124 Total				177,594	$38,323			177,594		$66,331	177,594		$76,908
P125	Warren Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	6,431	$7,802		12/31/2021 - 06/30/2022	6,431	$2.0244	$12,954	6,431	$2.3391	$15,043
P125	Warren Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	6,586	4,340		12/31/2021 - 06/30/2022	6,586	$1.0707	7,016	6,586	$1.2371	8,148
P125	Warren Prod	WE	Bio-Max Dechlorination Tablets, 48 lb	2	303		12/31/2021 - 12/31/2022	2	$151.5400	303	2	$175.0976	350
P125	Warren Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	6	783		12/31/2021 - 12/31/2022	6	$130.5600	783	6	$150.8561	905
P125 Total				13,025	$13,229			13,025		$21,057	13,025		$24,446
P126	Butler Prod	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	875,608	$70,089		12/31/2021 - 06/30/2022	875,608	$0.0906	$78,938	875,608	$0.1047	$91,666
P126	Butler Prod	1200555	CHM,AMMONIA,ANHYDROUS,100%,100LB	12,753	15,820		12/31/2021 - 12/31/2022	12,753	$2.2500	28,694	12,753	$2.5998	33,155
P126	Butler Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	26,400	30,508		12/31/2021 - 12/31/2022	26,400	$1.3000	34,320	26,400	$1.5021	39,655
P126	Butler Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	92,240	25,731		12/31/2021 - 03/31/2022	92,240	$0.6698	60,868	92,240	$0.7740	71,391
P126	Butler Prod	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	146,237	12,319		12/31/2021 - 12/31/2022	146,237	$0.0894	13,074	146,237	$0.1033	15,106
P126	Butler Prod	1200690	CHM,PHOSPHORIC ACID,ORTHO,75%,30GA	18,080	12,079		12/31/2021 - 06/30/2022	18,080	$1.0808	19,443	18,080	$1.2488	22,578
P126	Butler Prod	1200702	CHM,PACL,DELPC2020, BULK	301,794	60,399		12/31/2021 - 06/30/2022	301,794	$0.2323	69,762	301,794	$0.2684	81,011
P126	Butler Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	11,128	20,214		12/31/2021 - 12/31/2022	11,128	$1.9900	22,145	11,128	$2.2994	25,587
P126	Butler Prod	1201105	CHM,POLYMER,CATIONC NALCO 8170,55LB	15	37		12/31/2021 - 12/31/2022	15	$3.3800	51	15	$3.9054	59
P126	Butler Prod	1202121	CHM,PHOSPHORIC ACID,ORTHO,75%,15GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P126	Butler Prod	1202801	CHM,CALCIUM THIOSULFATE,LIQUID,55GA	6	429		12/31/2021 - 12/31/2022	6	$71.4700	429	6	$82.5803	495
P126	Butler Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	4	517		12/31/2021 - 12/31/2022	4	$129.1500	517	4	$149.2270	597
P126	Butler Prod	WE	USABB Aluminum Dechlorination Diffuser	1	1,028		12/31/2021 - 12/31/2022	1	$1,028.2800	1,028	1	$1,188.1308	1,188
P126 Total				1,484,266	$249,169			1,484,266		$329,268	1,484,266		$382,489
P127	Kittanning Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	6,881	$5,283	Converted to Hypo in late 2021, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$1.5500	$0	0	$1.7910	$0
P127	Kittanning Prod	1200612	CHM,FERRIC,CHLORID,38%,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P127	Kittanning Prod	1200647	CHM,HFS ACID,23%,BULK	3,479	907		12/31/2021 - 12/31/2022	3,479	$0.3000	1,044	3,479	$0.3466	1,206
P127	Kittanning Prod	1200690	CHM,PHOSPHORIC ACID,ORTHO,75%,30GA	1,269	1,216		12/31/2021 - 12/31/2022	1,269	$0.8500	1,079	1,269	$0.9821	1,246
P127	Kittanning Prod	1200752	CHM,POLYMER,CATIONC CATFLOC TL,5GA	487	1,194		12/31/2021 - 12/31/2022	487	$3.1900	1,554	487	$3.6859	1,795
P127	Kittanning Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	210	797		12/31/2021 - 06/30/2022	210	$3.1009	648	210	$3.5830	752
P127	Kittanning Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	95,842	7,435		12/31/2021 - 03/31/2022	95,842	$0.1093	10,324	95,842	$0.1263	12,108
P127	Kittanning Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK			Converted to Hypo in late 2021, adjusted quantities accordingly	12/31/2021 - 12/31/2022	75,803	$0.1290	9,779	75,803	$0.1491	11,299
P127	Kittanning Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	5,811	2,324		12/31/2021 - 12/31/2022	5,811	$0.7950	4,620	5,811	$0.9186	5,338
P127	Kittanning Prod	1202661	CHM,FERRIC,CHLORID,38%,330GA	100,585	20,258		12/31/2021 - 12/31/2022	100,585	$0.2100	21,123	100,585	$0.2426	24,406
P127	Kittanning Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	6	783		12/31/2021 - 12/31/2022	6	$130.5600	783	6	$150.8561	905
P127 Total				214,570	$40,197			283,492		$50,952	283,492		$59,056
P128	Brownsville Prod	1200555	CHM,AMMONIA,ANHYDROUS,100%,100LB	6,067	$8,228		12/31/2021 - 06/30/2022	6,067	$3.3433	$20,183	6,067	$3.8631	$23,437
P128	Brownsville Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	1,950	1,538		12/31/2021 - 06/30/2022	1,950	$0.8503	1,650	1,950	$0.9825	1,916
P128	Brownsville Prod	1200596	CHM,CHLORINE,100%,150LB CYLINDER	32,067	29,118		12/31/2021 - 06/30/2022	32,067	$1.4407	45,968	32,067	$1.6646	53,380
P128	Brownsville Prod	1200702	CHM,PACL,DELPC2020, BULK	407,881	108,028		12/31/2021 - 06/30/2022	407,881	$0.3030	122,981	407,881	$0.3501	142,811
P128	Brownsville Prod	1200877	CHM,SODIUM PERMANGANATE,20%,55GA	27,472	35,025		12/31/2021 - 06/30/2022	27,472	$1.1919	32,580	27,472	$1.3772	37,834
P128	Brownsville Prod	1200891	CHM,SODIUM BISULFITE,38%,15GA	1,570	943		12/31/2021 - 12/31/2022	1,570	$0.2900	455	1,570	$0.3351	526
P128	Brownsville Prod	1200914	CHM,SODIUM HYDROXIDE,25%,330GA	225,768	19,868		12/31/2021 - 12/31/2022	225,768	$0.1550	34,994	225,768	$0.1791	40,434
P128	Brownsville Prod	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	12,282	2,031		12/31/2021 - 12/31/2022	12,282	$0.2500	3,071	12,282	$0.2889	3,548
P128	Brownsville Prod	1200974	CHM,ZINC,CHLORIDE,1:3,30GA	15,442	10,159		12/31/2021 - 06/30/2022	15,442	$1.0202	15,675	15,442	$1.1788	18,203
P128	Brownsville Prod	1202031	CHM,POLYMER,CATIONIC NALCO 7763 5GA	1,191	3,234		12/31/2021 - 12/31/2022	1,191	$3.2400	3,858	1,191	$3.7437	4,458
P128 Total				731,689	$218,171			731,689		$281,414	731,689		$326,545
P130	UniontwnConnellsvle P	1200646	CHM,HFS ACID,23%,55GA	4,192	$1,130		12/31/2021 - 12/31/2022	4,192	$0.2500	$1,048	4,192	$0.2889	$1,211
P130	UniontwnConnellsvle P	WE	D-Chlor Dechlorination Tablets, 45 lbs	1	1,009		12/31/2021 - 12/31/2022	1	$1,008.6300	1,009	1	$1,165.4261	1,165
P130 Total				4,193	$2,139			4,193		$2,057	4,193		$2,376
P131	McMurray Prod	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	36,694	$9,931		12/31/2021 - 12/31/2022	36,694	$0.1950	$7,155	36,694	$0.2253	$8,268
P131	McMurray Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	13,572	7,393		12/31/2021 - 06/30/2022	13,572	$0.9899	13,368	13,572	$1.1438	15,523
P131	McMurray Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	15	2,359		12/31/2021 - 12/31/2022	15	$157.2700	2,359	15	$181.7183	2,726
P131 Total				50,281	$19,682			50,281		$22,882	50,281		$26,516
P132	Pittsburgh Hays Mine P	1200566	CHM,AMMONIA,AQUA,19%,BULK	348,988	$23,916		12/31/2021 - 06/30/2022	348,988	$0.1146	$39,810	348,988	$0.1325	$46,229
P132	Pittsburgh Hays Mine P	1200623	CHM,FERRIC,CHLORID PLYMR FER+PLUS,BULK	2,542,850	528,811		12/31/2021 - 12/31/2022	2,542,850	$0.2430	617,913	2,542,850	$0.2808	713,970
P132	Pittsburgh Hays Mine P	1200647	CHM,HFS ACID,23%,BULK	276,520	51,904		12/31/2021 - 12/31/2022	276,520	$0.2150	59,452	276,520	$0.2484	68,694
P132	Pittsburgh Hays Mine P	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	11,038	21,915		12/31/2021 - 06/30/2022	11,038	$2.6767	29,398	11,038	$3.0928	34,139
P132	Pittsburgh Hays Mine P	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	307,989	233,434		12/31/2021 - 06/30/2022	307,989	$0.8182	250,728	307,989	$0.9453	291,157
P132	Pittsburgh Hays Mine P	1200882	CHM,SODA ASH,100%,50LB	2,500	988	No longer in use	12/31/2021 - 12/31/2022	0	$0.3950	-	0	$0.4564	-
P132	Pittsburgh Hays Mine P	1200898	CHM,SODIUM BISULFITE,38%,TOTE	0	-		12/31/2021 - 12/31/2022	0	$0.2100	-	0	$0.2426	-
P132	Pittsburgh Hays Mine P	1200900	CHM,SODIUM CHLORIDE,90% PURE,50LB 704	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P132	Pittsburgh Hays Mine P	1200904	CHM,SODIUM CHLORIDE,100%,BULK	163,200	16,935		12/31/2021 - 12/31/2022	163,200	$0.1100	17,952	163,200	$0.1271	20,743
P132	Pittsburgh Hays Mine P	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	1,192,682	156,926		12/31/2021 - 06/30/2022	1,192,682	$0.1995	236,741	1,192,682	$0.2305	274,915
P132	Pittsburgh Hays Mine P	1200933	CHM,SODIUM HYPOCHLORITE,13%,300GA	0	-		12/31/2021 - 12/31/2022	0	$0.1393	-	0	$0.1610	-
P132	Pittsburgh Hays Mine P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	4,294,709	338,765		12/31/2021 - 12/31/2022	4,294,709	$0.1278	548,864	4,294,709	$0.1477	634,187
P132	Pittsburgh Hays Mine P	1200977	CHM,ZINC,CHLORIDE,1:3,BULK	199,689	104,988		12/31/2021 - 06/30/2022	199,689	$0.8384	166,577	199,689	$0.9687	193,437
P132	Pittsburgh Hays Mine P	1201117	CHM,POLYMER,CATIONC AS 2222,BULK	91,437	53,052		12/31/2021 - 06/30/2022	91,437	$0.6929	63,042	91,437	$0.8006	73,207
P132 Total				9,431,602	$1,531,634			9,429,102		$2,030,476	9,429,102		$2,350,676
P133	Pittsburgh Aldrich P	1200566	CHM,AMMONIA,AQUA,19%,BULK	397,181	$27,126		12/31/2021 - 06/30/2022	397,181	$0.1146	$45,307	397,181	$0.1325	$52,613
P133	Pittsburgh Aldrich P	1200619	CHM,FERRIC,CHLORID PLYMR AS2820,10%,BULK	1,982,436	550,126		12/31/2021 - 06/30/2022	1,982,436	$0.3434	677,424	1,982,436	$0.3968	786,655
P133	Pittsburgh Aldrich P	1200647	CHM,HFS ACID,23%,BULK	253,740	48,964		12/31/2021 - 12/31/2022	253,740	$0.2150	54,554	253,740	$0.2484	63,035
P133	Pittsburgh Aldrich P	1200870	CHM,POTASSIUM PERMANGANATE,100%,330LB	49,888	125,295		12/31/2021 - 06/30/2022	49,888	$3.2221	159,944	49,888	$3.7230	185,735
P133	Pittsburgh Aldrich P	1200904	CHM,SODIUM CHLORIDE,100%,BULK	179,391	18,555		12/31/2021 - 12/31/2022	179,391	$0.1100	19,733	179,391	$0.1271	22,801
P133	Pittsburgh Aldrich P	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	1,055,698	140,720		12/31/2021 - 06/30/2022	1,055,698	$0.2015	211,673	1,055,698	$0.2328	245,804
P133	Pittsburgh Aldrich P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	4,965,518	391,058		12/31/2021 - 12/31/2022	4,965,518	$0.1278	634,593	4,965,518	$0.1477	733,244
P133	Pittsburgh Aldrich P	1200977	CHM,ZINC,CHLORIDE,1:3,BULK	139,587	75,298		12/31/2021 - 06/30/2022	139,587	$0.8182	113,635	139,587	$0.9453	131,958
P133	Pittsburgh Aldrich P	1201117	CHM,POLYMER,CATIONC AS 2222,BULK	8,772	5,403		12/31/2021 - 06/30/2022	8,772	$0.6929	6,048	8,772	$0.8006	7,023
P133	Pittsburgh Aldrich P	1202401	CHM,POLYMER,AS-1400PW,275GA	34,756	53,504		12/31/2021 - 06/30/2022	34,756	$1.9595	67,766	34,756	$2.2642	78,693
P133	Pittsburgh Aldrich P	1203061	CHM,POLYMER,CATIONIC,AS 2222,275GA	2,430	2,061		12/31/2021 - 06/30/2022	2,430	$0.9091	2,198	2,430	$1.0504	2,552
P133	Pittsburgh Aldrich P	WE	CCH Calcium Hypochlorite Pillow Tablets,	3	323		12/31/2021 - 12/31/2022	3	$107.6200	323	3	$124.3500	373
P133	Pittsburgh Aldrich P	WE	Dechlorination Tablets	19	3,230		12/31/2021 - 12/31/2022	19	$170.0000	3,230	19	$196.4273	3,732
P133 Total				9,069,419	$1,441,661			9,069,419		$1,996,428	9,069,419		$2,314,218

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 (FTY) Actual Units	2022 (FTY) Unit Price	2022 (FTY) Actual Expense	2023 (FPFTY) Actual Units	2023 (FPFTY) Unit Price	2023 (FPFTY) Actual Expense
P134	Silver Spring Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	36,500	$4,154		12/31/2021 - 06/30/2022	36,500	$0.1652	$6,001	36,500	$0.1909	$6,969
P134	Silver Spring Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	600	429		12/31/2021 - 06/30/2022	600	$0.8503	508	600	$0.9825	589
P134	Silver Spring Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	53,424	19,657	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$0.3679	-	0	$0.4251	-
P134	Silver Spring Prod	1200630	CHM,LIME,HYDRATED,50 LB	25,250	3,626		12/31/2021 - 12/31/2022	25,250	$0.1591	4,017	25,250	$0.1838	4,642
P134	Silver Spring Prod	1200647	CHM,HFS ACID,23%,BULK	23,260	4,698		12/31/2021 - 12/31/2022	23,260	$0.2050	4,768	23,260	$0.2369	5,510
P134	Silver Spring Prod	1200751	CHM,POLYMER,CATIONC NALCO 8102 PLS,55GA	987	904		12/31/2021 - 12/31/2022	987	$1.4000	1,382	987	$1.6176	1,597
P134	Silver Spring Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	15,867	16,343		12/31/2021 - 06/30/2022	15,867	$1.6565	26,153	15,867	$1.9140	30,370
P134	Silver Spring Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	7,309	19,003	Converting to Sodium Perm. in 2022, adjusted quantities	12/31/2021 - 06/30/2022	0	$3.1009	-	0	$3.5830	-
P134	Silver Spring Prod	1200880	CHM,SODIUM PERMANGANATE,20%,MINI BULK	508	497	Converting to Sodium Perm. in 2022, adjusted quantities	12/31/2021 - 06/30/2022	25,910	$1.4545	37,498	25,910	$1.6806	43,545
P134	Silver Spring Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	455,661	32,712		12/31/2021 - 06/30/2022	455,661	$0.1168	52,940	455,661	$0.1349	61,476
P134	Silver Spring Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	137,667	11,454	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	425,335	$0.1515	64,122	425,335	$0.1751	74,461
P134	Silver Spring Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	35,815	13,881		12/31/2021 - 06/30/2022	35,815	$0.6869	24,477	35,815	$0.7936	28,424
P134	Silver Spring Prod	1201822	CHM,POLYMER,FERRI+PLUS 1025,BULK	780,594	172,356		12/31/2021 - 12/31/2022	780,594	$0.2460	192,026	780,594	$0.2842	221,877
P134	Silver Spring Prod	1202801	CHM,CALCIUM THIOSULFATE,LIQUID,55GA	2,127	1,883		12/31/2021 - 06/30/2022	2,127	$1.5555	3,292	2,127	$1.7973	3,823
P134	Silver Spring Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	36	4,700		12/31/2021 - 12/31/2022	36	$130.5600	4,700	36	$150.8561	5,431
P134	Silver Spring Prod	KR	Caustic soda 25% bulk	43,560	2,904		12/31/2021 - 12/31/2022	43,560	$0.0667	2,904	43,560	$0.0770	3,356
P134 Total				1,619,165	$309,202			1,871,502		$424,789	1,871,502		$492,069
P135	West Shore Prod	1200566	CHM,AMMONIA,AQUA,19%,BULK	72,941	$7,471		12/31/2021 - 06/30/2022	72,941	$0.1497	$10,864	72,941	$0.1730	$12,616
P135	West Shore Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	769	547		12/31/2021 - 06/30/2022	769	$0.8503	651	769	$0.9825	756
P135	West Shore Prod	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	26,594	8,557	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$0.3218	-	0	$0.3718	-
P135	West Shore Prod	1200623	CHM,FERRIC,CHLORID PLYMR FER+PLUS,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P135	West Shore Prod	1200647	CHM,HFS ACID,23%,BULK	57,587	11,401		12/31/2021 - 12/31/2022	57,587	$0.2150	12,381	57,587	$0.2484	14,306
P135	West Shore Prod	1200804	CHM,POLYMER,CATIONC AS 2222,55GA	871	774		12/31/2021 - 06/30/2022	871	$0.9596	832	871	$1.1087	966
P135	West Shore Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	7,633	7,790		12/31/2021 - 06/30/2022	7,633	$1.6565	12,581	7,633	$1.9140	14,610
P135	West Shore Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	1,041,695	66,229		12/31/2021 - 06/30/2022	1,041,695	$0.1074	111,290	1,041,695	$0.1241	129,235
P135	West Shore Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	720,563	64,130	Converting to Hypo in 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	2,222,200	$0.1515	335,009	2,222,200	$0.1751	389,028
P135	West Shore Prod	1200981	CHM,ZINC,CHLORIDE,1:5,BULK	79,667	29,359		12/31/2021 - 06/30/2022	79,667	$0.6464	51,244	79,667	$0.7469	59,507
P135	West Shore Prod	1201118	CHM,SODIUM PERMANGANATE,20%,300GA	6,472	7,414		12/31/2021 - 06/30/2022	6,472	$1.2323	7,936	6,472	$1.4239	9,215
P135	West Shore Prod	1202391	CHM,PLYMR,FER+PLUS 3075,39945,BULK	1,097,071	241,992		12/31/2021 - 12/31/2022	1,097,071	$0.2460	269,879	1,097,071	$0.2842	311,833
P135	West Shore Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	48	7,549		12/31/2021 - 12/31/2022	48	$157.2700	7,549	48	$181.7183	8,722
P135	West Shore Prod	WE	Dechlor Liquid	27	2,051		12/31/2021 - 12/31/2022	27	$74.9500	2,051	27	$86.6013	2,369
P135 Total				3,111,938	$455,264			4,586,981		$822,267	4,586,981		$953,163
P136	Coatesville Prod	1200562	CHM,AMMONIUM SULFATE,40%,BULK	58,919	$18,776		12/31/2021 - 06/30/2022	58,919	$0.3939	$23,094	58,919	$0.4552	$26,818
P136	Coatesville Prod	1200586	CHM,CARBON,PAC LIGNITE,BULK	32,267	19,756		12/31/2021 - 06/30/2022	32,267	$0.6141	19,717	32,267	$0.7096	22,896
P136	Coatesville Prod	1200604	CHM,COPPER SULFATE,100%,50LB	4,200	9,409		12/31/2021 - 06/30/2022	4,200	$2.2272	9,308	4,200	$2.5734	10,808
P136	Coatesville Prod	1200647	CHM,HFS ACID,23%,BULK	29,649	6,045		12/31/2021 - 06/30/2022	29,649	$0.2626	7,748	29,649	$0.3034	8,997
P136	Coatesville Prod	1200772	CHM,POLYMER,CATIONC DELTA FLOC 801,BULK	90,019	15,336	Removing in 2022	12/31/2021 - 12/31/2022	0	$0.1690	-	0	$0.1953	-
P136	Coatesville Prod	1200826	CHM,POLYMER,NONIONC SPRFLOC1986N,55GA	5,178	6,242	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 06/30/2022	3,000	$1.6565	4,945	3,000	$1.9140	5,742
P136	Coatesville Prod	1200879	CHM,SODIUM PERMANGANATE,20%,BULK	121,802	97,433		12/31/2021 - 06/30/2022	121,802	$1.1818	143,226	121,802	$1.3655	166,321
P136	Coatesville Prod	1200904	CHM,SODIUM CHLORIDE,100%,BULK	378,716	29,482	Removing in 2022, adjusted quantities	12/31/2021 - 12/31/2022	231,185	$0.0900	20,807	0	$0.1040	-
P136	Coatesville Prod	1200916	CHM,SODIUM HYDROXIDE,25%,BULK 403	1,167,076	111,208	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 06/30/2022	545,906	$0.1258	68,308	535,007	$0.1453	77,738
P136	Coatesville Prod	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	5,035	1,139	No longer in use	12/31/2021 - 06/30/2022	0	$0.4141	-	0	$0.4785	-
P136	Coatesville Prod	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK			Addition for 2022	12/31/2021 - 06/30/2022	12,250	$0.1515	1,847	39,000	$0.1751	6,828
P136	Coatesville Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK	169,130	49,867	No longer in use	12/31/2021 - 12/31/2022	0	$0.3500	-	0	$0.4044	-
P136	Coatesville Prod	1201174	CHM,PHOSPHATE,ORTH-PLY CARUS 8700,BULK	52,379	21,825		12/31/2021 - 06/30/2022	52,379	$0.5757	30,006	52,379	$0.6652	34,845
P136	Coatesville Prod	1201461	CHM,AMMONIUM SULFATE,LIQUID,40%,55GA	1,560	1,553		12/31/2021 - 06/30/2022	1,560	$0.6161	956	1,560	$0.7119	1,111
P136	Coatesville Prod	1200636	CHM,ACID,HYDROCHLORIC,31%,15GA			Addition for 2022	12/31/2021 - 06/30/2022	4,000	$0.7828	3,116	12,000	$0.9045	10,854
P136	Coatesville Prod	1202177	CHM,SODIUM CHLORITE,25%,BULK			Addition for 2022	12/31/2021 - 12/31/2022	18,000	$0.0040	72	54,000	$0.0046	250
P136	Coatesville Prod	1202461	CHM,POLYMER,FERRI+PLUS 1050,BULK	1,065,203	235,632		12/31/2021 - 12/31/2022	1,065,203	$0.2460	262,040	1,065,203	$0.2842	302,775
P136	Coatesville Prod	1202801	CHM,CALCIUM THIOSULFATE,LIQUID,55GA	2,288	2,242		12/31/2021 - 06/30/2022	2,288	$1.7272	3,932	2,288	$1.9957	4,566
P136	Coatesville Prod	WE	D-Chlor Dechlorination Tablets, 45 lbs	10	1,592		12/31/2021 - 12/31/2022	10	$159.2100	1,592	10	$183.9599	1,840
P136 Total				3,183,431	$627,536			2,182,618		$600,713	2,011,284		$682,389
P137	Lake Heritage Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	5,733	$3,733		12/31/2021 - 06/30/2022	5,733	$0.5404	$3,083	5,733	$0.6244	$3,580
P137 Total				5,733	$3,733			5,733		$3,083	5,733		$3,580
P138	Boggs Township Prod	1200705	CHM,POLYMER,DELTA FLOC 807,55GA	328	$220		12/31/2021 - 06/30/2022	328	$1.0202	$333	328	$1.1788	$387
P138	Boggs Township Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	2,423	2,288		12/31/2021 - 06/30/2022	2,423	$1.9494	4,700	2,423	$2.2525	5,458
P138 Total				2,751	$2,508			2,751		$5,033	2,751		$5,844
P139	Nittany Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	7,566	$8,830		12/31/2021 - 06/30/2022	7,566	$1.0909	$8,212	7,566	$1.2605	$9,537
P139 Total				7,566	$8,830			7,566		$8,212	7,566		$9,537
P140	S W B Brownell Podr	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	112,961	$9,674		12/31/2021 - 12/31/2022	112,961	$0.0855	$9,658	112,961	$0.0988	$11,160
P140	S W B Brownell Podr	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	39,850	27,095		12/31/2021 - 06/30/2022	39,850	$0.8503	33,715	39,850	$0.9825	39,151
P140	S W B Brownell Podr	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	36,698	16,713		12/31/2021 - 06/30/2022	36,698	$0.8906	32,520	36,698	$1.0290	37,763
P140	S W B Brownell Podr	1200630	CHM,LIME,HYDRATED,50 LB	59,700	12,120		12/31/2021 - 06/30/2022	59,700	$0.2121	12,600	59,700	$0.2451	14,632
P140	S W B Brownell Podr	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	2,200	1,833		12/31/2021 - 06/30/2022	2,200	$0.8283	1,813	2,200	$0.9570	2,105
P140	S W B Brownell Podr	1200993	CHM,ZINC,1:10,50LB	12,050	12,142		12/31/2021 - 06/30/2022	12,050	$1.5454	18,529	12,050	$1.7857	21,517
P140	S W B Brownell Podr	WE	D-Chlor Dechlorination Tablets, 45 lbs	28	3,656		12/31/2021 - 12/31/2022	28	$130.5600	3,656	28	$150.8561	4,224
P140 Total				263,487	$83,234			263,487		$112,491	263,487		$130,552

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 (FTY) Actual Units	2022 (FTY) Unit Price	2022 (FTY) Actual Expense	2023 (FPFTY) Actual Units	2023 (FPFTY) Unit Price	2023 (FPFTY) Actual Expense
P141	Ceasetown WTP	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	793,179	$68,665	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	805,250	$0.0865	$69,654	805,250	$0.0999	$80,482
P141	Ceasetown WTP	1200578	CHM,CRBN,PAC BITUMIN 500 IODINE,BULK	109,778	57,595		12/31/2021 - 06/30/2022	109,778	$0.5959	65,095	109,778	$0.6886	75,592
P141	Ceasetown WTP	1200586	CHM,CARBON,PAC LIGNITE,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.8800	-	0	$1.0168	-
P141	Ceasetown WTP	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	94,370	37,340	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	275,099	$0.7778	212,893	275,099	$0.8987	247,221
P141	Ceasetown WTP	1200604	CHM,COPPER SULFATE,100%,50LB	16,250	29,971		12/31/2021 - 06/30/2022	16,250	$2.3282	37,645	16,250	$2.6902	43,715
P141	Ceasetown WTP	1200630	CHM,LIME,HYDRATED,50 LB	244,015	34,372		12/31/2021 - 12/31/2022	244,015	$0.1507	36,773	244,015	$0.1741	42,490
P141	Ceasetown WTP	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	92	182		12/31/2021 - 06/30/2022	92	$2.6767	246	92	$3.0928	285
P141	Ceasetown WTP	1200777	CHM,POLYMER,CATIONC MAGNAFLOC LT22S,50LB	4,207	10,775	No longer in use	12/31/2021 - 06/30/2022	0	$3.0706	-	0	$3.5480	-
P141	Ceasetown WTP	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	1,054	2,757		12/31/2021 - 06/30/2022	1,054	$3.1009	3,251	1,054	$3.5830	3,775
P141	Ceasetown WTP	1200890	CHM,SODIUM BICARBONATE,100%,50LB	50	24		12/31/2021 - 06/30/2022	50	$0.5757	29	50	$0.6652	33
P141	Ceasetown WTP	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	0	-		12/31/2021 - 06/30/2022	0	$0.8283	-	0	$0.9570	-
P141	Ceasetown WTP	1200993	CHM,ZINC,1:10,50LB	27,275	27,741		12/31/2021 - 06/30/2022	27,275	$1.5252	41,393	27,275	$1.7623	48,067
P141	Ceasetown WTP	WE	Return Carbon delivery Ceasetown	1	3,905		12/31/2021 - 12/31/2022	1	$3,905.0000	3,905	1	$4,512.0500	4,512
P141 Total				1,290,271	$273,326			1,478,864		$470,883	1,478,864		$546,173
P143	S W B Crystal Lake P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	23,430	$9,552		12/31/2021 - 06/30/2022	23,430	$0.8199	$19,114	23,430	$0.9473	$22,196
P143	S W B Crystal Lake P	1200630	CHM,LIME,HYDRATED,50 LB	19,863	4,025		12/31/2021 - 06/30/2022	19,863	$0.2424	4,791	19,863	$0.2801	5,564
P143	S W B Crystal Lake P	1200702	CHM,PACL,DELPC2020, BULK	167,425	55,545		12/31/2021 - 06/30/2022	167,425	$0.3636	60,577	167,425	$0.4202	70,344
P143	S W B Crystal Lake P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	726	1,916		12/31/2021 - 06/30/2022	726	$3.1009	2,240	726	$3.5830	2,601
P143	S W B Crystal Lake P	1200890	CHM,SODIUM BICARBONATE,100%,50LB	100	41		12/31/2021 - 12/31/2022	100	$0.4088	41	100	$0.4723	47
P143	S W B Crystal Lake P	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	56,211	17,089		12/31/2021 - 06/30/2022	56,211	$0.4293	24,010	56,211	$0.4960	27,882
P143	S W B Crystal Lake P	1200993	CHM,ZINC,1:10,50LB	13,905	14,084		12/31/2021 - 06/30/2022	13,905	$1.5252	21,102	13,905	$1.7623	24,505
P143 Total				281,660	$102,252			281,660		$131,875	281,660		$153,139
P144	S W B Fallbrook P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	96,661	$7,830	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	97,685	$0.0912	$8,865	97,685	$0.1054	$10,295
P144	S W B Fallbrook P	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	11,350	7,574		12/31/2021 - 06/30/2022	11,350	$0.8503	9,603	11,350	$0.9825	11,151
P144	S W B Fallbrook P	1200596	CHM,CHLORINE,100%,150LB CYLINDER	6,783	7,485	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	12,895	$1.6841	21,608	12,895	$1.9459	25,092
P144	S W B Fallbrook P	1200630	CHM,LIME,HYDRATED,50 LB	9,300	2,012		12/31/2021 - 06/30/2022	9,300	$0.3101	2,869	9,300	$0.3583	3,332
P144	S W B Fallbrook P	1200819	CHM,POLYMER,NONIONC SPRFLOC 1986N,55GA	845	1,484		12/31/2021 - 06/30/2022	845	$1.6565	1,393	845	$1.9140	1,617
P144	S W B Fallbrook P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	825	2,169		12/31/2021 - 06/30/2022	825	$3.1009	2,546	825	$3.5830	2,956
P144	S W B Fallbrook P	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	56,786	11,215		12/31/2021 - 06/30/2022	56,786	$0.3485	19,690	56,786	$0.4026	22,865
P144	S W B Fallbrook P	1200993	CHM,ZINC,1:10,50LB	1,750	2,748		12/31/2021 - 06/30/2022	1,750	$1.6565	2,884	1,750	$1.9140	3,350
P144 Total				184,300	$42,517			191,436		$69,458	191,436		$80,658
P145	S W B Forest City P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	16,117	$1,376		12/31/2021 - 12/31/2022	16,117	$0.0855	$1,378	16,117	$0.0988	$1,592
P145	S W B Forest City P	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,271	1,870		12/31/2021 - 06/30/2022	1,271	$1.9991	2,528	1,271	$2.3099	2,936
P145	S W B Forest City P	1200630	CHM,LIME,HYDRATED,50 LB	1,900	402		12/31/2021 - 06/30/2022	1,900	$0.3101	586	1,900	$0.3583	681
P145	S W B Forest City P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	220	667		12/31/2021 - 06/30/2022	220	$3.1009	679	220	$3.5830	788
P145	S W B Forest City P	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	6,734	1,855		12/31/2021 - 06/30/2022	6,734	$0.4343	2,910	6,734	$0.5019	3,379
P145	S W B Forest City P	1200993	CHM,ZINC,1:10,50LB	100	131		12/31/2021 - 06/30/2022	100	$1.8282	182	100	$2.1124	211
P145 Total				26,342	$6,299			26,342		$8,263	26,342		$9,588
P146	S W B Huntsville P	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	1,050	$712		12/31/2021 - 06/30/2022	1,050	$0.8503	$888	1,050	$0.9825	$1,032
P146	S W B Huntsville P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	17,323	7,291	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 03/31/2022	71,847	$0.6183	43,764	71,847	$0.7144	51,330
P146	S W B Huntsville P	1200753	CHM,POLYMER,CATIONC ZETAG 8812,55GA	0	-		12/31/2021 - 06/30/2022	0	$2.2323	-	0	$2.5793	-
P146	S W B Huntsville P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	109	275		12/31/2021 - 06/30/2022	109	$3.1009	338	109	$3.5830	392
P146	S W B Huntsville P	1200890	CHM,SODIUM BICARBONATE,100%,50LB	150	36		12/31/2021 - 12/31/2022	150	$0.2400	36	150	$0.2773	42
P146	S W B Huntsville P	1200928	CHM,SODIUM HYDROXIDE,50%,BULK	90,066	18,572		12/31/2021 - 06/30/2022	90,066	$0.2778	24,893	90,066	$0.3210	28,907
P146	S W B Huntsville P	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	6,600	5,742		12/31/2021 - 06/30/2022	6,600	$0.6414	4,212	6,600	$0.7411	4,891
P146	S W B Huntsville P	1200993	CHM,ZINC,1:10,50LB	5,495	5,655		12/31/2021 - 06/30/2022	5,495	$1.5454	8,449	5,495	$1.7857	9,811
P146	S W B Huntsville P	1201152	CHM,PACL BASICITY,70% PAX-XL8,BULK	314,088	53,708		12/31/2021 - 12/31/2022	314,088	$0.2200	69,099	314,088	$0.2542	79,841
P146 Total				434,880	$91,991			489,404		$151,679	489,404		$176,246
P147	S W B Nesbitt P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	821,523	$70,294	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 12/31/2022	777,842	$0.0855	$66,505	777,842	$0.0988	$76,844
P147	S W B Nesbitt P	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	50,900	33,885		12/31/2021 - 06/30/2022	50,900	$0.8503	43,063	50,900	$0.9825	50,007
P147	S W B Nesbitt P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	71,859	32,956		12/31/2021 - 06/30/2022	71,859	$1.0252	73,304	71,859	$1.1846	85,124
P147	S W B Nesbitt P	1200630	CHM,LIME,HYDRATED,50 LB	249,350	34,473		12/31/2021 - 12/31/2022	249,350	$0.1454	36,255	249,350	$0.1680	41,892
P147	S W B Nesbitt P	1200777	CHM,POLYMER,CATIONC MAGNAFLOC LT22S,50LB	830	2,022		12/31/2021 - 06/30/2022	830	$3.0706	2,535	830	$3.5480	2,944
P147	S W B Nesbitt P	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	3,475	8,182		12/31/2021 - 06/30/2022	3,475	$2.3737	8,207	3,475	$2.7427	9,531
P147	S W B Nesbitt P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	14,582	36,017		12/31/2021 - 06/30/2022	14,582	$3.1009	44,992	14,582	$3.5830	52,246
P147	S W B Nesbitt P	1200890	CHM,SODIUM BICARBONATE,100%,50LB	100	28		12/31/2021 - 12/31/2022	100	$0.2800	28	100	$0.3235	32
P147	S W B Nesbitt P	1200952	CHM,SODIUM THIOSULFATE,DRY,100%,55LB	3,029	2,330		12/31/2021 - 12/31/2022	3,029	$0.8200	2,484	3,029	$0.9475	2,870
P147	S W B Nesbitt P	1200993	CHM,ZINC,1:10,50LB	35,800	36,062		12/31/2021 - 06/30/2022	35,800	$1.5252	54,330	35,800	$1.7623	63,091
P147 Total				1,251,448	$256,250			1,207,767		$331,705	1,207,767		$384,582
P148	S W B Lake Scranton P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	2,078,019	$167,825		12/31/2021 - 06/30/2022	2,078,019	$0.0912	$188,590	2,078,019	$0.1054	$219,000
P148	S W B Lake Scranton P	1200578	CHM,CRBN,PAC BITUMIN 500 IODINE,BULK	181,903	111,270		12/31/2021 - 06/30/2022	181,903	$0.5980	108,229	181,903	$0.6909	125,680
P148	S W B Lake Scranton P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P148	S W B Lake Scranton P	1200631	CHM,LIME,HYDRATED CAO,72%,BULK	211,278	21,606		12/31/2021 - 12/31/2022	211,278	$0.0897	18,952	211,278	$0.1036	21,898
P148	S W B Lake Scranton P	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	3,420	6,777		12/31/2021 - 06/30/2022	3,420	$2.3838	8,112	3,420	$2.7543	9,420
P148	S W B Lake Scranton P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	76,740	195,316	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	88,078	$3.1009	271,762	88,078	$3.5830	315,582
P148	S W B Lake Scranton P	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	4,598	5,247		12/31/2021 - 06/30/2022	4,598	$1.9494	8,919	4,598	$2.2525	10,357
P148	S W B Lake Scranton P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	2,206,914	198,622		12/31/2021 - 12/31/2022	2,206,914	$0.1150	253,795	2,206,914	$0.1329	293,249
P148	S W B Lake Scranton P	1200993	CHM,ZINC,1:10,50LB	83,900	90,112		12/31/2021 - 06/30/2022	83,900	$1.5555	129,857	83,900	$1.7973	150,796
P148	S W B Lake Scranton P	1201191	CHM,POLYMER,CATIONIC ZETAG 7523 50LB	10,472	27,305		12/31/2021 - 06/30/2022	10,472	$2.7878	29,049	10,472	$3.2212	33,732
P148 Total				4,857,243	$824,079			4,868,582		$1,017,264	4,868,582		$1,179,714
P149	S W B Watres P	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	823,543	$70,446		12/31/2021 - 12/31/2022	823,543	$0.0855	$70,413	823,543	$0.0988	$81,359
P149	S W B Watres P	1200578	CHM,CRBN,PAC BITUMIN 500 IODINE,BULK	34,633	20,907		12/31/2021 - 06/30/2022	34,633	$0.5980	20,606	34,633	$0.6909	23,929
P149	S W B Watres P	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P149	S W B Watres P	1200630	CHM,LIME,HYDRATED,50 LB	188,250	26,073		12/31/2021 - 12/31/2022	188,250	$0.1513	28,482	188,250	$0.1748	32,910
P149	S W B Watres P	1200717	CHM,POLYMER,ANIONC SPRFLC A-130,50LB	(385)	(754)		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P149	S W B Watres P	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	2,425	5,729		12/31/2021 - 06/30/2022	2,425	$2.3737	5,727	2,425	$2.7427	6,651
P149	S W B Watres P	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	860	2,147		12/31/2021 - 06/30/2022	860	$3.1009	2,654	860	$3.5830	3,081
P149	S W B Watres P	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	733,590	68,029	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	1,001,556	$0.1500	150,233	1,001,556	$0.1733	173,588
P149	S W B Watres P	1200993	CHM,ZINC,1:10,50LB	28,391	28,480		12/31/2021 - 06/30/2022	28,391	$1.5555	43,942	28,391	$1.7973	51,028
P149	S W B Watres P	1202851	CHM,POLYMER,ANIONC SPRFLC A-120,50LB	1,765	3,627		12/31/2021 - 06/30/2022	1,765	$2.6767	4,701	1,765	$3.0928	5,459
P149 Total				1,813,072	$224,683			2,081,423		$326,759	2,081,423		$378,004

Pennsylvania American Water Company
Chemical Expense Detail - Water Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 (FTY) Actual Units	2022 (FTY) Unit Price	2022 (FTY) Actual Expense	2023 (FPFTY) Actual Units	2023 (FPFTY) Unit Price	2023 (FPFTY) Actual Expense
P151	White Deer Creek Prod	1200577	CHM,CRBN,PAC BITUMIN 500 IODINE,50LB	50	$38		12/31/2021 - 12/31/2022	50	$0.7646	$38	50	$0.8835	$44
P151	White Deer Creek Prod	1200630	CHM,LIME,HYDRATED,50 LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
P151	White Deer Creek Prod	1200702	CHM,PACL,DELPC2020, BULK	189,484	25,271		12/31/2021 - 12/31/2022	189,484	$0.1330	25,201	189,484	$0.1537	29,119
P151	White Deer Creek Prod	1200926	CHM,SODIUM HYDROXIDE,50%,55GA	19,730	5,012		12/31/2021 - 06/30/2022	19,730	$0.3939	7,733	19,730	$0.4552	8,980
P151	White Deer Creek Prod	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK	187,485	84,693		12/31/2021 - 06/30/2022	187,485	$0.4567	85,189	187,485	$0.5276	98,925
P151	White Deer Creek Prod	1200980	CHM,ZINC,CHLORIDE,1-5,30GA	20,655	10,089		12/31/2021 - 06/30/2022	20,655	$0.7879	16,192	20,655	$0.9103	18,803
P151 Total				417,404	$125,104			417,404		$134,354	417,404		$155,872
P152	Wildcat Prod	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0
P152	Wildcat Prod	1200882	CHM,SODA ASH,100%,50LB	1,236	958		12/31/2021 - 06/30/2022	1,236	$0.6313	776	1,236	$0.7294	902
P152	Wildcat Prod	1200931	CHM,SODIUM HYPOCHLORITE,13%,15GA	753	1,098		12/31/2021 - 12/31/2022	753	$1.4584	1,098	753	$1.6852	1,269
P152 Total				1,989	$2,056			1,989		$1,875	1,989		$2,171
P154	McEwensville Prod	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	1,660	$1,669		12/31/2021 - 06/30/2022	1,660	$1.9494	$3,220	1,660	$2.2525	$3,739
P154 Total				1,660	$1,669			1,660		$3,220	1,660		$3,739
P155	Steelton_PROD	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	329,828	$32,257		12/31/2021 - 12/31/2022	329,828	$0.1080	$35,621	329,828	$0.1248	$41,159
P155	Steelton_PROD	1200596	CHM,CHLORINE,100%,150LB CYLINDER	17,079	14,685		12/31/2021 - 06/30/2022	17,079	$1.6007	27,202	17,079	$1.8495	31,588
P155	Steelton_PROD	1200630	CHM,LIME,HYDRATED,50 LB	42,100	10,291		12/31/2021 - 06/30/2022	42,100	$0.2971	12,444	42,100	$0.3432	14,451
P155	Steelton_PROD	1200829	CHM,POLYMER,NONIONC SPRFLOC N300,50LB	983	2,868		12/31/2021 - 06/30/2022	983	$2.9797	2,915	983	$3.4429	3,385
P155	Steelton_PROD	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	3,126	10,972		12/31/2021 - 06/30/2022	3,126	$3.8080	11,844	3,126	$4.4000	13,754
P155	Steelton_PROD	1200882	CHM,SODA ASH,100%,50LB	53,700	21,292		12/31/2021 - 06/30/2022	53,700	$0.5697	30,439	53,700	$0.6582	35,348
P155 Total				446,817	$92,365			446,817		$120,466	446,817		$139,685
P188	Turbotville_PROD	1200596	CHM,CHLORINE,100%,150LB CYLINDER	690	$2,298		12/31/2021 - 12/31/2022	690	$3.3300	$2,298	690	$3.8477	$2,655
P188	Turbotville_PROD	1200939	CHM,SODIUM HYPOCHLORITE,13%,5GA	1,554	1,579	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	3,780	$1.9494	7,332	3,780	$2.2525	8,514
P188	Turbotville_PROD	1202811	CHM,POLY AL SULFATE,CLARION A410P,55GA	150	141	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	396	$0.9800	388	396	$1.1323	448
P188 Total				2,394	$4,018			4,866		$10,018	4,866		$11,618
Grand Total				61,256,928	$10,706,918			65,529,347		$14,988,150	65,409,723		$17,351,207

Accruals and Adjustments	69,885
Ending Balance Dec 2021	$10,776,803

Pennsylvania American Water Company
Chemical Expense Detail - WW SSS General Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 1st Quarter (FTY) Actual Units	2022 1st Quarter (FTY) Unit Price	2022 1st Quarter (FTY) Actual Expense	2022 2nd Quarter (FTY) Actual Units	2022 2nd Quarter (FTY) Unit Price	2022 2nd Quarter (FTY) Actual Expense	2022 3rd Quarter (FTY) Actual Units	2022 3rd Quarter (FTY) Unit Price	2022 3rd Quarter (FTY) Actual Expense	2022 4th Quarter (FTY) Actual Units	2022 4th Quarter (FTY) Unit Price	2022 4th Quarter (FTY) Actual Expense
S104	Lehman Pike Sewer	1200550	CHM,ALUM,SULFAT DRY,100%,50LB	1,300	$522		12/31/2021 - 06/30/2022	325	$0.5050	$164	325	$0.5050	$164	325	$0.5101	$166	325	$0.5101	$166
S104	Lehman Pike Sewer	1200630	CHM,LIME,HYDRATED,50 LB	1,700	396		12/31/2021 - 06/30/2022	425	$0.2760	117	425	$0.2760	117	425	$0.2788	118	425	$0.2788	118
S104	Lehman Pike Sewer	1200882	CHM,SODA ASH,100%,50LB	11,800	3,640	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	3,106	$0.3600	1,118	3,106	$0.3600	1,118	3,106	$0.3600	1,118	3,106	$0.3600	1,118
S104	Lehman Pike Sewer	1200891	CHM,SODIUM BISULFITE,38%,15GA	4,125	2,395		12/31/2021 - 06/30/2022	1,031	$0.7000	722	1,031	$0.7000	722	1,031	$0.7071	729	1,031	$0.7071	729
S104	Lehman Pike Sewer	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	56,598	6,792	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	22,800	$0.1400	3,192	22,800	$0.1400	3,192	22,800	$0.1400	3,192	22,800	$0.1400	3,192
S104	Lehman Pike Sewer	1201037	CHM,PLYMR,CAT MAGNAFLOC LT225 502,50LB	942	2,386		12/31/2021 - 06/30/2022	236	$3.0400	716	236	$3.0400	716	236	$3.0706	723	236	$3.0706	723
S104	Lehman Pike Sewer	1201060	CHM,SODIUM ALUMINATE,38.5%,30GA	40,664	23,556	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	14,685	$0.6700	9,839	14,685	$0.6700	9,839	14,685	$0.6768	9,938	14,685	$0.6768	9,938
S104	Lehman Pike Sewer	1201961	CHM,POLYMER,CATIONC PRAESTOL K279FLX 55	5,512	10,215		12/31/2021 - 12/31/2022	1,378	$2.6000	3,583	1,378	$2.6000	3,583	1,378	$2.6000	3,583	1,378	$2.6000	3,583
S104 Total				122,641	$49,900			43,986		$19,451	43,986		$19,451	43,986		$19,568	43,986		$19,568
S106	Pocono Sewer	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	261,106	$21,113	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	69,174	$0.0903	$6,246	69,174	$0.0903	$6,246	69,174	$0.0912	$6,309	69,174	$0.0912	$6,309
S106	Pocono Sewer	1201018	CHM,MAGNESIUM HYDROXIDE,53%,55GA	96,130	40,748	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	30,645	$0.4500	13,790	30,645	$0.4500	13,790	30,645	$0.4545	13,929	30,645	$0.4545	13,929
S106	Pocono Sewer	1201048	CHM,POLYMER,CATIONC SPRFLOC SD2085,55GA	3,224	6,253		12/31/2021 - 06/30/2022	806	$2.2100	1,781	806	$2.2100	1,781	806	$2.2323	1,799	806	$2.2323	1,799
S106 Total				360,460	$68,115			100,625		$21,818	100,625		$21,818	100,625		$22,038	100,625		$22,038
S114	EXETER_WW	1200596	CHM,CHLORINE,100%,150LB CYLINDER	2,000	$1,058		12/31/2021 - 06/30/2022	500	$0.8333	$417	500	$0.8333	$417	500	$0.8417	$421	500	$0.8417	$421
S114	EXETER_WW	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	26,274	9,252	Switching to Hypo, Eliminating CL2 in late 2022	12/31/2021 - 03/31/2022	6,569	$0.7150	4,696	6,569	$0.7222	4,744	6,569	$0.7295	4,792	6,569	$0.7368	4,840
S114	EXETER_WW	1200898	CHM,SODIUM BISULFITE,38%,TOTE	16,687	4,811		12/31/2021 - 06/30/2022	4,172	$0.4500	1,877	4,172	$0.4500	1,877	4,172	$0.4545	1,896	4,172	$0.4545	1,896
S114	EXETER_WW	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK			Switching to Hypo, Eliminating CL2 in late 2022	12/31/2021 - 12/31/2022	0	$0.1300	-	0	$0.1300	-	0	$0.1300	-	0	$0.1300	-
S114	EXETER_WW	1202791	CHM,POLYMER,CLARIFLOC NE-1745,250GA	25,529	29,021		12/31/2021 - 12/31/2022	6,382	$1.4800	9,446	6,382	$1.4800	9,446	6,382	$1.4800	9,446	6,382	$1.4800	9,446
S114 Total				70,490	$44,141			17,623		$16,436	17,623		$16,483	17,623		$16,554	17,623		$16,603
S119	Clarion Sewer	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	7,421	$3,398	Eliminating CL2 in late 2022, adding UV	12/31/2021 - 06/30/2022	1,855	$1.1250	$2,087	1,855	$1.1250	$2,087	1,855	$1.1363	$2,108	1,855	$1.1363	$2,108
S119	Clarion Sewer	1200630	CHM,LIME,HYDRATED,50 LB			Addition for 2022	12/31/2021 - 06/30/2022	2,040	$0.2760	563	2,040	$0.2760	563	2,040	$0.2788	569	2,040	$0.2788	569
S119	Clarion Sewer	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	60	121		12/31/2021 - 12/31/2022	15	$2.1000	32	15	$2.1000	32	15	$2.1000	32	15	$2.1000	32
S119	Clarion Sewer	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.1950	-	0	$0.1950	-	0	$0.1950	-	0	$0.1950	-
S119	Clarion Sewer	1201053	CHM,PLYMR,SLUDGE POLLUTECH,50LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-	0	$0.0000	-	0	$0.0000	-
S119	Clarion Sewer	1201881	CHM,BIOXIDE-AQ,BULK	34,167	9,324		12/31/2021 - 12/31/2022	8,542	$0.2720	2,323	8,542	$0.2720	2,323	8,542	$0.2720	2,323	8,542	$0.2720	2,323
S119	Clarion Sewer	1202692	CHM,PLYMR,POLLUTREAT CL-835,2290LB,TOTE	4,480	8,191		12/31/2021 - 12/31/2022	1,120	$2.3000	2,576	1,120	$2.3000	2,576	1,120	$2.3000	2,576	1,120	$2.3000	2,576
S119	Clarion Sewer	WE	(HM) Accu-Tab Wastewater Chlorination Ta	10	1,630		12/31/2021 - 12/31/2022	3	$162.9700	407	3	$162.9700	407	3	$162.9700	407	3	$162.9700	407
S119	Clarion Sewer	WE	(HM) Granular Dry Chlorine, 45-lb Pail,	6	1,094		12/31/2021 - 12/31/2022	2	$182.3500	274	2	$182.3500	274	2	$182.3500	274	2	$182.3500	274
S119	Clarion Sewer	WE	Accu-Tab SI 3" Tablets, 55 Lb Pail, 498	4	783		12/31/2021 - 12/31/2022	1	$195.6700	196	1	$195.6700	196	1	$195.6700	196	1	$195.6700	196
S119	Clarion Sewer	WE	Accu-Tab Wastewater Chlorination Tablets	18	6,813		12/31/2021 - 12/31/2022	5	$378.4933	1,703	5	$378.4933	1,703	5	$378.4933	1,703	5	$378.4933	1,703
S119	Clarion Sewer	WE	Aquabac for redworm treatment	160	11,040		12/31/2021 - 12/31/2022	40	$69.0000	2,760	40	$69.0000	2,760	40	$69.0000	2,760	40	$69.0000	2,760
S119	Clarion Sewer	WE	Omya trial for Clarion WW	42,018	13,500	One time trial - will not continue	12/31/2021 - 12/31/2022	0	$0.3213	-	0	$0.3213	-	0	$0.3213	-	0	$0.3213	-
S119	Clarion Sewer	KR	Hydrated Lime	19	6,724		12/31/2021 - 12/31/2022	5	$353.9047	1,681	5	$353.9047	1,681	5	$353.9047	1,681	5	$353.9047	1,681
S119	Clarion Sewer	KR	Rock Salt	2	633		12/31/2021 - 12/31/2022	1	$316.2500	158	1	$316.2500	158	1	$316.2500	158	1	$316.2500	158
S119	Clarion Sewer	ZI	Calcium Chloride	1	384		12/31/2021 - 12/31/2022	0	$384.2300	96	0	$384.2300	96	0	$384.2300	96	0	$384.2300	96
S119 Total				88,366	$63,634			13,627		$14,856	13,627		$14,856	13,627		$14,883	13,627		$14,883
S136	Coatesville Sewer	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	315,263	$23,532		12/31/2021 - 12/31/2022	78,816	$0.0745	$5,872	78,816	$0.0745	$5,872	78,816	$0.0745	$5,872	78,816	$0.0745	$5,872
S136	Coatesville Sewer	1200630	CHM,LIME,HYDRATED,50 LB	8,600	1,939		12/31/2021 - 06/30/2022	2,150	$0.2760	593	2,150	$0.2760	593	2,150	$0.2788	599	2,150	$0.2788	599
S136	Coatesville Sewer	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	1,051	333		12/31/2021 - 06/30/2022	263	$0.3900	102	263	$0.3900	102	263	$0.3939	104	263	$0.3939	104
S136	Coatesville Sewer	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	102,650	20,521		12/31/2021 - 12/31/2022	25,663	$0.3000	7,699	25,663	$0.3000	7,699	25,663	$0.3000	7,699	25,663	$0.3000	7,699
S136	Coatesville Sewer	1201026	CHM,LIME,GROUND QUICK,BULK	695,246	56,424		12/31/2021 - 12/31/2022	173,812	$0.0906	15,747	173,812	$0.0906	15,747	173,812	$0.0906	15,747	173,812	$0.0906	15,747
S136	Coatesville Sewer	1201052	CHM,PLYMR,SLUDGE POLLUTREAT CL-489,250GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-	0	$0.0000	-	0	$0.0000	-
S136	Coatesville Sewer	1201321	CHM,THIOGUARD/MAGOX 93 HR 325M 50LB	3,300	2,589		12/31/2021 - 12/31/2022	825	$0.7844	647	825	$0.7844	647	825	$0.7844	647	825	$0.7844	647
S136	Coatesville Sewer	1202102	CHM,PLYMR,SLUDGE POLLUTREAT CL-888,2290L	2,290	3,824		12/31/2021 - 12/31/2022	573	$2.2000	1,260	573	$2.2000	1,260	573	$2.2000	1,260	573	$2.2000	1,260
S136	Coatesville Sewer	1202411	CHM,PLYMR,SLDGE POLLUTREAT,CL-186,2290LB	150,316	256,153		12/31/2021 - 12/31/2022	37,579	$1.7500	65,763	37,579	$1.7500	65,763	37,579	$1.7500	65,763	37,579	$1.7500	65,763
S136 Total				1,278,716	$365,314			319,679		$97,684	319,679		$97,684	319,679		$97,691	319,679		$97,691
S139	Claysville Sewer	1200596	CHM,CHLORINE,100%,150LB CYLINDER	7,376	$4,794		12/31/2021 - 06/30/2022	1,844	$1.5500	$2,858	1,844	$1.5500	$2,858	1,844	$1.5656	$2,887	1,844	$1.5656	$2,887
S139	Claysville Sewer	1200701	CHM,PACL,DELPC2020,55GA	42,397	14,725		12/31/2021 - 06/30/2022	10,599	$0.4100	4,346	10,599	$0.4100	4,346	10,599	$0.4141	4,389	10,599	$0.4141	4,389
S139	Claysville Sewer	1200890	CHM,SODIUM BICARBONATE,100%,50LB	41,250	15,196		12/31/2021 - 06/30/2022	10,313	$0.3500	3,609	10,313	$0.3500	3,609	10,313	$0.3535	3,646	10,313	$0.3535	3,646
S139	Claysville Sewer	1200895	CHM,SODIUM BISULFITE,38%,55GA 310	9,931	1,915		12/31/2021 - 06/30/2022	2,483	$0.2100	521	2,483	$0.2100	521	2,483	$0.2121	527	2,483	$0.2121	527
S139 Total				100,954	$36,630			25,239		$11,335	25,239		$11,335	25,239		$11,449	25,239		$11,449
S154	Koppel Borough	1200596	CHM,CHLORINE,100%,150LB CYLINDER	334	$243	UV Addition, Eliminating CL2 in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$0.7285	$0	0	$0.7285	$0	0	$0.7285	$0	0	$0.7285	$0
S154	Koppel Borough	1200849	CHM,POLYMER,SLUDGE POLLUTECH,40LB	449	2,016		12/31/2021 - 12/31/2022	112	$4.8000	539	112	$4.8000	539	112	$4.8000	539	112	$4.8000	539
S154 Total				783	$2,259			112		$539	112		$539	112		$539	112		$539
S155	Franklin Twp Mun Sewer Autho	1200898	CHM,SODIUM BISULFITE,38%,TOTE	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0	0	$0.0000	$0	0	$0.0000	$0
S155	Franklin Twp Mun Sewer Autho	1200933	CHM,SODIUM HYPOCHLORITE,13%,300GA	20,066	4,546	UV Addition, Eliminating CL2 in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	5,017	$0.2266	1,137	5,017	$0.2266	1,137	5,017	$0.2266	1,137	5,017	$0.2266	1,137
S155	Franklin Twp Mun Sewer Autho	1201065	CHM,SODIUM BISULFITE,38%,BULK	26,225	7,435	UV Addition, Eliminating CL2 in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	6,556	$0.2835	1,859	6,556	$0.2835	1,859	6,556	$0.2835	1,859	6,556	$0.2835	1,859
S155 Total				46,291	$11,982			11,573		$2,995	11,573		$2,995	11,573		$2,995	11,573		$2,995
S157	Paint-Elk Twp Sewer	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,032	$1,893	Converting to Hypo from CL2 in late 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	258	$2.1958	$567	258	$2.1958	$567	258	$2.2179	$572	258	$2.2179	$572
S157	Paint-Elk Twp Sewer	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK			Converting to Hypo from CL2 in late 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	3,354	$0.1260	423	3,354	$0.1260	423	3,354	$0.1273	427	3,354	$0.1273	427
S157	Paint-Elk Twp Sewer	KR	Hydrated Lime	1	380		12/31/2021 - 12/31/2022	0	$380.4000	95	0	$380.4000	95	0	$380.4000	95	0	$380.4000	95
S157	Paint-Elk Twp Sewer	ZI	AquaShade	1	3,356		12/31/2021 - 12/31/2022	0	$3,356.3200	839	0	$3,356.3200	839	0	$3,356.3200	839	0	$3,356.3200	839
S157 Total				**1,034**	**$5,630**			**3,613**		**$1,923**	**3,613**		**$1,923**	**3,613**		**$1,933**	**3,613**		**$1,933**
S158	McEwensville Sewer	1201006	CHM,CALCIUM HYPOCHLORITE,65%,100LB	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0	0	$0.0000	$0	0	$0.0000	$0
S158	McEwensville Sewer	1201115	CHM,SOD SULFITE, TAB 2 5/8"X13/16",92%			Added in 2022, Adjusted Quantities	12/31/2021 - 06/30/2022	1,365	$6.0000	8,190	1,365	$6.0000	8,190	1,365	$6.0605	8,273	1,365	$6.0605	8,273
S158	McEwensville Sewer	1202041	CHM,CALCIUM,HYPO,70%,BIOSANITIZER,100LB	145	611		12/31/2021 - 06/30/2022	36	$3.8700	140	36	$3.8700	140	36	$3.9090	142	36	$3.9090	142
S158 Total				145	$611			1,401		$8,330	1,401		$8,330	1,401		$8,414	1,401		$8,414
S159	Fairview Sewer North	1200922	CHM,SODIUM HYDROXIDE,50%,15GA 402	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0	0	$0.0000	$0	0	$0.0000	$0
S159	Fairview Sewer North	1202052	CHM,FERROUS SULFATE,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-	0	$0.0000	-	0	$0.0000	-
S159	Fairview Sewer North	1202053	CHM,PLYMR,SLUDGE POLLUTREAT CL-888,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-	0	$0.0000	-	0	$0.0000	-
S159	Fairview Sewer North	1202056	CHM,SODIUM ALUMINATE,38%,BULK	39,316	12,036		12/31/2021 - 12/31/2022	9,829	$0.2900	2,850	9,829	$0.2900	2,850	9,829	$0.2900	2,850	9,829	$0.2900	2,850
S159 Total				39,316	$12,036			9,829		$2,850	9,829		$2,850	9,829		$2,850	9,829		$2,850
S160	Fairview Sewer South	1200596	CHM,CHLORINE,100%,150LB CYLINDER	2,246	$2,119	UV Addition, Eliminating CL2 in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	775	$0.9433	$731	775	$0.9433	$731	775	$0.9433	$731	775	$0.9433	$731
S160	Fairview Sewer South	1202055	CHM,PLYMR,SLUDGE POLLUTREAT CL-981,55GA	7,200	10,532		12/31/2021 - 12/31/2022	1,800	$1.6200	2,916	1,800	$1.6200	2,916	1,800	$1.6200	2,916	1,800	$1.6200	2,916
S160	Fairview Sewer South	1202056	CHM,SODIUM ALUMINATE,38%,BULK	60,660	18,048		12/31/2021 - 12/31/2022	15,165	$0.2900	4,398	15,165	$0.2900	4,398	15,165	$0.2900	4,398	15,165	$0.2900	4,398
S160 Total				70,106	$30,698			17,740		$8,045	17,740		$8,045	17,740		$8,045	17,740		$8,045
S162	New Cumberland Sewer	1201001	CHM,ALUM,SULFATE,100%,50LB	67,702	$16,923		12/31/2021 - 12/31/2022	16,926	$0.2500	$4,231	16,926	$0.2500	$4,231	16,926	$0.2500	$4,231	16,926	$0.2500	$4,231
S162	New Cumberland Sewer	1202055	CHM,PLYMR,SLUDGE POLLUTREAT CL-981,55GA	12,145	17,766		12/31/2021 - 12/31/2022	3,036	$1.6200	4,919	3,036	$1.6200	4,919	3,036	$1.6200	4,919	3,036	$1.6200	4,919
S162 Total				79,847	$34,688			19,962		$9,150	19,962		$9,150	19,962		$9,150	19,962		$9,150
S189	Turbotville_SEWER	1200551	CHM,ALUM,SULFAT LIQUID,50%,55GA	18,535	56,642	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 06/30/2022	1,560	$0.3500	$546	1,560	$0.3500	$546	1,560	$0.3535	$552	1,560	$0.3535	$552
S189	Turbotville_SEWER	1202041	CHM,CALCIUM,HYPO,70%,BIOSANITIZER,100LB	530	1,444	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	420	$3.8700	1,625	420	$3.8700	1,625	420	$3.9090	1,642	420	$3.9090	1,642
S189	Turbotville_SEWER	1202702	CHM,ALUM,SULFATE LIQUID,50%,220 GA TOTE	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-	0	$0.0000	-	0	$0.0000	-
S189 Total				19,065	$8,086			1,980		$2,171	1,980		$2,171	1,980		$2,193	1,980		$2,193
Grand Total				2,278,214	$733,725			586,987		$217,584	586,987		$217,631	586,987		$218,302	586,987		$218,351

Accruals and Adjustments	(1,784)
Ending Balance Dec 2021	$731,941

Pennsylvania American Water Company
Chemical Expense Detail - WW SSS General Operations
12 Month Actual Ending December 2021 to December 2023

				2021 (Base Year)				2022 (FTY)			2023 (FPFTY)		
SAP Plant#	Plant Name	Material	Material Description	Actual Units	Actual Expense	Comments	Contract Period	Actual Units	Unit Price	Actual Expense	Actual Units	Unit Price	Actual Expense
S104	Lehman Pike Sewer	1200550	CHM,ALUM,SULFAT DRY,100%,50LB	1,300	$522		12/31/2021 - 06/30/2022	1,300	$0.5101	$660	1,300	$0.5894	$766
S104	Lehman Pike Sewer	1200630	CHM,LIME,HYDRATED,50 LB	1,700	396		12/31/2021 - 06/30/2022	1,700	$0.2788	472	1,700	$0.3221	548
S104	Lehman Pike Sewer	1200882	CHM,SODA ASH,100%,50LB	11,800	3,640	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	12,425	$0.3600	4,473	12,425	$0.4160	5,168
S104	Lehman Pike Sewer	1200891	CHM,SODIUM BISULFITE,38%,15GA	4,125	2,395		12/31/2021 - 06/30/2022	4,125	$0.7071	2,902	4,125	$0.8170	3,370
S104	Lehman Pike Sewer	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	56,598	6,792	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	91,200	$0.1400	12,768	91,200	$0.1618	14,753
S104	Lehman Pike Sewer	1201037	CHM,PLYMR,CAT MAGNAFLOC LT22S 50Z,50LB	942	2,386		12/31/2021 - 06/30/2022	942	$3.0706	2,879	942	$3.5480	3,343
S104	Lehman Pike Sewer	1201060	CHM,SODIUM ALUMINATE,38.5%,30GA	40,664	23,556	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	58,740	$0.6768	39,554	58,740	$0.7820	45,932
S104	Lehman Pike Sewer	1201961	CHM,POLYMER,CATIONC PRAESTOL K279FLX 55	5,512	10,215		12/31/2021 - 12/31/2022	5,512	$2.6000	14,331	5,512	$3.0042	16,559
S104 Total				122,641	$49,900			175,944		$78,038	175,944		$90,439
S106	Pocono Sewer	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	261,106	$21,113	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	276,696	$0.0912	$25,112	276,696	$0.1054	$29,161
S106	Pocono Sewer	1201018	CHM,MAGNESIUM HYDROXIDE,53%,55GA	96,130	40,748	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	122,580	$0.4545	55,439	122,580	$0.5252	64,378
S106	Pocono Sewer	1201048	CHM,POLYMER,CATIONC SPRFLOC SD2085,55GA	3,224	6,253		12/31/2021 - 06/30/2022	3,224	$2.2323	7,161	3,224	$2.5793	8,316
S106 Total				360,460	$68,115			402,500		$87,711	402,500		$101,854
S114	EXETER_WW	1200596	CHM,CHLORINE,100%,150LB CYLINDER	2,000	$1,058		12/31/2021 - 06/30/2022	2,000	$0.8417	$1,675	2,000	$0.9725	$1,945
S114	EXETER_WW	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	26,274	9,252	Switching to Hypo, Eliminating CL2 in late 2022	12/31/2021 - 03/31/2022	26,274	$0.7368	19,072	0	$0.8514	-
S114	EXETER_WW	1200898	CHM,SODIUM BISULFITE,38%,TOTE	16,687	4,811		12/31/2021 - 06/30/2022	16,687	$0.4545	7,547	16,687	$0.5252	8,764
S114	EXETER_WW	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK			Switching to Hypo, Eliminating CL2 in late 2022	12/31/2021 - 12/31/2022	0	$0.1300	-	24,000	$0.1502	3,605
S114	EXETER_WW	1202791	CHM,POLYMER,CLARIFLOC NE-1745,250GA	25,529	29,021		12/31/2021 - 12/31/2022	25,529	$1.4800	37,783	25,529	$1.7101	43,657
S114 Total				70,490	$44,141			70,490		$66,077	68,216		$57,971
S119	Clarion Sewer	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	7,421	$3,398	Eliminating CL2 in late 2022, adding UV	12/31/2021 - 06/30/2022	7,421	$1.1363	$8,391	0	$1.3130	$0
S119	Clarion Sewer	1200630	CHM,LIME,HYDRATED,50 LB			Addition for 2022	12/31/2021 - 06/30/2022	8,160	$0.2788	2,264	8,160	$0.3221	2,628
S119	Clarion Sewer	1200871	CHM,POTASSIUM PERMANGANATE,100%,55LB	60	121		12/31/2021 - 12/31/2022	60	$2.1000	126	60	$2.4265	146
S119	Clarion Sewer	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.1950	-	0	$0.2253	-
S119	Clarion Sewer	1201053	CHM,PLYMR,SLUDGE POLLUTECH,50LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
S119	Clarion Sewer	1201881	CHM,BIOXIDE-AQ,BULK	34,167	9,324		12/31/2021 - 12/31/2022	34,167	$0.2720	9,293	34,167	$0.3143	10,738
S119	Clarion Sewer	1202692	CHM,PLYMR,POLLUTREAT CL-835,2290LB,TOTE	4,480	8,191		12/31/2021 - 12/31/2022	4,480	$2.3000	10,304	4,480	$2.6575	11,906
S119	Clarion Sewer	WE	(HM) Accu-Tab Wastewater Chlorination Ta	10	1,630		12/31/2021 - 12/31/2022	10	$162.9700	1,630	10	$188.3044	1,883
S119	Clarion Sewer	WE	(HM) Granular Dry Chlorine, 45-lb Pail,	6	1,094		12/31/2021 - 12/31/2022	6	$182.3500	1,094	6	$210.6971	1,264
S119	Clarion Sewer	WE	Accu-Tab Sl 3" Tablets, 55 Lb Pail, 498	4	783		12/31/2021 - 12/31/2022	4	$195.6700	783	4	$226.0878	904
S119	Clarion Sewer	WE	Accu-Tab Wastewater Chlorination Tablets	18	6,813		12/31/2021 - 12/31/2022	18	$378.4933	6,813	18	$437.3318	7,872
S119	Clarion Sewer	WE	Aquabac for redworm treatment	160	11,040		12/31/2021 - 12/31/2022	160	$69.0000	11,040	160	$79.7264	12,756
S119	Clarion Sewer	WE	Omya trial for Clarion WW	42,018	13,500	One time trial - will not continue	12/31/2021 - 12/31/2022	0	$0.3213	-	0	$0.3712	-
S119	Clarion Sewer	KR	Hydrated Lime	19	6,724		12/31/2021 - 12/31/2022	19	$353.9047	6,724	19	$408.9208	7,769
S119	Clarion Sewer	KR	Rock Salt	2	633		12/31/2021 - 12/31/2022	2	$316.2500	633	2	$365.4125	731
S119	Clarion Sewer	ZI	Calcium Chloride	1	384		12/31/2021 - 12/31/2022	1	$384.2300	384	1	$443.9603	444
S119 Total				88,366	$63,634			54,508		$59,478	47,087		$59,042
S136	Coatesville Sewer	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	315,263	$23,532		12/31/2021 - 12/31/2022	315,263	$0.0745	$23,487	315,263	$0.0861	$27,138
S136	Coatesville Sewer	1200630	CHM,LIME,HYDRATED,50 LB	8,600	1,939		12/31/2021 - 06/30/2022	8,600	$0.2788	2,386	8,600	$0.3221	2,770
S136	Coatesville Sewer	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	1,051	333		12/31/2021 - 06/30/2022	1,051	$0.3939	412	1,051	$0.4552	478
S136	Coatesville Sewer	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	102,650	20,521		12/31/2021 - 12/31/2022	102,650	$0.3000	30,795	102,650	$0.3466	35,582
S136	Coatesville Sewer	1201026	CHM,LIME,GROUND QUICK,BULK	695,246	56,424		12/31/2021 - 12/31/2022	695,246	$0.0906	62,989	695,246	$0.1047	72,781
S136	Coatesville Sewer	1201052	CHM,PLYMR,SLUDGE POLLUTREAT CL-489,250GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
S136	Coatesville Sewer	1201321	CHM,THIOGUARD/MAGOX 93 HR 325M 50LB	3,300	2,589		12/31/2021 - 12/31/2022	3,300	$0.7844	2,589	3,300	$0.9063	2,991
S136	Coatesville Sewer	1202102	CHM,PLYMR,SLUDGE POLLUTREAT CL-888,2290L	2,290	3,824		12/31/2021 - 12/31/2022	2,290	$2.2000	5,038	2,290	$2.5420	5,821
S136	Coatesville Sewer	1202411	CHM,PLYMR,SLDGE POLLUTREAT,CL-186,2290LB	150,316	256,153		12/31/2021 - 12/31/2022	150,316	$1.7500	263,053	150,316	$2.0220	303,946
S136 Total				1,278,716	$365,314			1,278,716		$390,748	1,278,716		$451,508
S139	Claysville Sewer	1200596	CHM,CHLORINE,100%,150LB CYLINDER	7,376	$4,794		12/31/2021 - 06/30/2022	7,376	$1.5656	$11,490	7,376	$1.8090	$13,343
S139	Claysville Sewer	1200701	CHM,PACL,DELPC2020,55GA	42,397	14,725		12/31/2021 - 06/30/2022	42,397	$0.4141	17,470	42,397	$0.4785	20,287
S139	Claysville Sewer	1200890	CHM,SODIUM BICARBONATE,100%,50LB	41,250	15,196		12/31/2021 - 06/30/2022	41,250	$0.3535	14,510	41,250	$0.4085	16,850
S139	Claysville Sewer	1200895	CHM,SODIUM BISULFITE,38%,55GA 310	9,931	1,915		12/31/2021 - 06/30/2022	9,931	$0.2121	2,096	9,931	$0.2451	2,434
S139 Total				100,954	$36,630			100,954		$45,567	100,954		$52,914
S154	Koppel Borough	1200596	CHM,CHLORINE,100%,150LB CYLINDER	334	$243	UV Addition, Eliminating CL2 in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	0	$0.7285	$0	0	$0.8418	$0
S154	Koppel Borough	1200849	CHM,POLYMER,SLUDGE POLLUTECH,40LB	449	2,016		12/31/2021 - 12/31/2022	449	$4.8000	2,155	449	$5.5462	2,490
S154 Total				783	$2,259			449		$2,155	449		$2,490
S155	Franklin Twp Mun Sewer Autho	1200898	CHM,SODIUM BISULFITE,38%,TOTE	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0
S155	Franklin Twp Mun Sewer Autho	1200933	CHM,SODIUM HYPOCHLORITE,13%,300GA	20,066	4,546	UV Addition, Eliminating CL2 in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	20,066	$0.2266	4,546	0	$0.2618	-
S155	Franklin Twp Mun Sewer Autho	1201065	CHM,SODIUM BISULFITE,38%,BULK	26,225	7,435	UV Addition, Eliminating CL2 in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	26,225	$0.2835	7,435	0	$0.3276	-
S155 Total				46,291	$11,982			46,291		$11,982	0		$0
S157	Paint-Elk Twp Sewer	1200596	CHM,CHLORINE,100%,150LB CYLINDER	1,032	$1,893	Converting to Hypo from CL2 in late 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	1,032	$2.2179	$2,277	0	$2.5627	$0
S157	Paint-Elk Twp Sewer	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK			Converting to Hypo from CL2 in late 2022, adjusted quantities accordingly	12/31/2021 - 06/30/2022	13,416	$0.1273	1,699	13,416	$0.1471	1,973
S157	Paint-Elk Twp Sewer	KR	Hydrated Lime	1	380		12/31/2021 - 12/31/2022	1	$380.4000	380	1	$439.5349	440
S157	Paint-Elk Twp Sewer	ZI	AquaShade	1	3,356		12/31/2021 - 12/31/2022	1	$3,356.3200	3,356	1	$3,878.0752	3,878
S157 Total				**1,034**	**$5,630**			**14,450**		**$7,713**	**13,418**		**$6,290**
S158	McEwensville Sewer	1201006	CHM,CALCIUM HYPOCHLORITE,65%,100LB	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0
S158	McEwensville Sewer	1201115	CHM,SOD SULFITE, TAB 2 5/8"X13/16",92%			Added in 2022, Adjusted Quantities	12/31/2021 - 06/30/2022	5,460	$6.0605	32,925	5,460	$7.0026	38,234
S158	McEwensville Sewer	1202041	CHM,CALCIUM,HYPO,70%,BIOSANITIZER,100LB	145	611		12/31/2021 - 06/30/2022	145	$3.9090	564	145	$4.5167	655
S158 Total				145	$611			5,605		$33,489	5,605		$38,889
S159	Fairview Sewer North	1200922	CHM,SODIUM HYDROXIDE,50%,15GA 402	0	$0		12/31/2021 - 12/31/2022	0	$0.0000	$0	0	$0.0000	$0
S159	Fairview Sewer North	1202052	CHM,FERROUS SULFATE,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
S159	Fairview Sewer North	1202053	CHM,PLYMR,SLUDGE POLLUTREAT CL-888,55GA	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
S159	Fairview Sewer North	1202056	CHM,SODIUM ALUMINATE,38%,BULK	39,316	12,036		12/31/2021 - 12/31/2022	39,316	$0.2900	11,402	39,316	$0.3351	13,174
S159 Total				39,316	$12,036			39,316		$11,402	39,316		$13,174
S160	Fairview Sewer South	1200596	CHM,CHLORINE,100%,150LB CYLINDER	2,246	$2,119	UV Addition, Eliminating CL2 in 2022, adjusted quantities accordingly	12/31/2021 - 12/31/2022	3,099	$0.9433	$2,923	0	$1.0899	$0
S160	Fairview Sewer South	1202055	CHM,PLYMR,SLUDGE POLLUTREAT CL-981,55GA	7,200	10,532		12/31/2021 - 12/31/2022	7,200	$1.6200	11,664	7,200	$1.8718	13,477
S160	Fairview Sewer South	1202056	CHM,SODIUM ALUMINATE,38%,BULK	60,660	18,048		12/31/2021 - 12/31/2022	60,660	$0.2900	17,591	60,660	$0.3351	20,326
S160 Total				70,106	$30,698			70,959		$32,179	67,860		$33,803
S162	New Cumberland Sewer	1201001	CHM,ALUM,SULFATE,100%,50LB	67,702	$16,923		12/31/2021 - 12/31/2022	67,702	$0.2500	$16,926	67,702	$0.2889	$19,557
S162	New Cumberland Sewer	1202055	CHM,PLYMR,SLUDGE POLLUTREAT CL-981,55GA	12,145	17,766		12/31/2021 - 12/31/2022	12,145	$1.6200	19,675	12,145	$1.8718	22,733
S162 Total				79,847	$34,688			79,847		$36,600	79,847		$42,290
S189	Turbotville_SEWER	1200551	CHM,ALUM,SULFAT LIQUID,50%,55GA	18,535	$6,642	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 06/30/2022	6,240	$0.3535	$2,195	6,240	$0.4085	$2,549
S189	Turbotville_SEWER	1202041	CHM,CALCIUM,HYPO,70%,BIOSANITIZER,100LB	530	1,444	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	1,680	$3.9090	6,534	1,680	$4.5167	7,588
S189	Turbotville_SEWER	1202702	CHM,ALUM,SULFATE LIQUID,50%,220 GA TOTE	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
S189 Total				19,065	$8,086			7,920		$8,729	7,920		$10,137
Grand Total				2,278,214	$733,725			2,347,949		$871,869	2,287,832		$960,803

Accruals and Adjustments	(1,784)
Ending Balance Dec 2021	$731,941

Pennsylvania American Water Company
Chemical Expense Detail - Royersford WW Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 1st Quarter (FTY) Actual Units	2022 1st Quarter (FTY) Unit Price	2022 1st Quarter (FTY) Actual Expense	2022 2nd Quarter (FTY) Actual Units	2022 2nd Quarter (FTY) Unit Price	2022 2nd Quarter (FTY) Actual Expense	2022 3rd Quarter (FTY) Actual Units	2022 3rd Quarter (FTY) Unit Price	2022 3rd Quarter (FTY) Actual Expense	2022 4th Quarter (FTY) Actual Units	2022 4th Quarter (FTY) Unit Price	2022 4th Quarter (FTY) Actual Expense
S117	Royersford_WW	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK	10,322	$2,240	Annualized usage for 12 months	12/31/2021 - 12/31/2022	5,161	$0.2500	$1,290	5,161	$0.2500	$1,290	5,161	$0.2500	$1,290	5,161	$0.2500	$1,290
S117	Royersford_WW	1202632	CHM,SODIUM BISULFITE,38%,MINI BULK	14,631	4,636	Annualized usage for 12 months	12/31/2021 - 06/30/2022	7,316	$0.2750	2,012	7,316	$0.2750	2,012	7,316	$0.2778	2,032	7,316	$0.2778	2,032
S117	Royersford_WW	1203041	CHM,PACL,DELPAC 1525, BULK	73,587	18,331	Annualized usage for 12 months	12/31/2021 - 12/31/2022	36,794	$0.2540	9,346	36,794	$0.2540	9,346	36,794	$0.2540	9,346	36,794	$0.2540	9,346
S117 Total				98,540	$25,206			49,270		$12,648	49,270		$12,648	49,270		$12,668	49,270		$12,668
Grand Total				98,540	$25,206			49,270		$12,648	49,270		$12,648	49,270		$12,668	49,270		$12,668

Accruals and Adjustments	(8)
Ending Balance Dec 2021	$25,198

Pennsylvania American Water Company
Chemical Expense Detail - Royersford WW Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 (FTY) Actual Units	2022 (FTY) Unit Price	2022 (FTY) Actual Expense	2023 (FPFTY) Actual Units	2023 (FPFTY) Unit Price	2023 (FPFTY) Actual Expense
S117	Royersford_WW	1200942	CHM,SODIUM HYPOCHLORITE,13%,MINI BULK	10,322	$2,240	Annualized usage for 12 months	12/31/2021 - 12/31/2022	20,644	$0.2500	$5,161	20,644	$0.2889	$5,963
S117	Royersford_WW	1202632	CHM,SODIUM BISULFITE,38%,MINI BULK	14,631	4,636	Annualized usage for 12 months	12/31/2021 - 06/30/2022	29,262	$0.2778	8,088	29,262	$0.3210	9,392
S117	Royersford_WW	1203041	CHM,PACL,DELPAC 1525, BULK	73,587	18,331	Annualized usage for 12 months	12/31/2021 - 12/31/2022	147,174	$0.2540	37,382	147,174	$0.2935	43,193
S117 Total				98,540	$25,206			197,080		$50,631	197,080		$58,548
Grand Total				98,540	$25,206			197,080		$50,631	197,080		$58,548

Accruals and Adjustments	(8)
Ending Balance Dec 2021	$25,198

Pennsylvania American Water Company
Chemical Expense Detail - WW CSS Operations
12 Month Actual Ending December 2021 to December 2023

SAP Plant#	Plant Name	Material	Material Description	2021 (Base Year) Actual Units	2021 (Base Year) Actual Expense	Comments	Contract Period	2022 1st Quarter (FTY) Actual Units	2022 1st Quarter (FTY) Unit Price	2022 1st Quarter (FTY) Actual Expense	2022 2nd Quarter (FTY) Actual Units	2022 2nd Quarter (FTY) Unit Price	2022 2nd Quarter (FTY) Actual Expense	2022 3rd Quarter (FTY) Actual Units	2022 3rd Quarter (FTY) Unit Price	2022 3rd Quarter (FTY) Actual Expense	2022 4th Quarter (FTY) Actual Units	2022 4th Quarter (FTY) Unit Price	2022 4th Quarter (FTY) Actual Expense
S121	Kane_WW	1200596	CHM,CHLORINE,100%,150LB CYLINDER	3,568	$4,975		12/31/2021 - 06/30/2022	892	$5.6125	$5,006	892	$5.6125	$5,006	892	$5.6690	$5,057	892	$5.6690	$5,057
S121	Kane_WW	1200882	CHM,SODA ASH,100%,50LB	1,752	650		12/31/2021 - 06/30/2022	438	$0.5640	247	438	$0.5640	247	438	$0.5697	250	438	$0.5697	250
S121	Kane_WW	1200895	CHM,SODIUM BISULFITE,38%,55GA 310	19,855	9,412		12/31/2021 - 06/30/2022	4,964	$0.4500	2,234	4,964	$0.4500	2,234	4,964	$0.4545	2,256	4,964	$0.4545	2,256
S121	Kane_WW	1200611	CHM,FERRIC,CHLORID,38% 55GA	22,749	8,217		12/31/2021 - 06/30/2022	5,687	$0.3900	2,218	5,687	$0.3900	2,218	5,687	$0.3939	2,240	5,687	$0.3939	2,240
S121	Kane_WW	1202881	CHM,POLYMER,SUPERFLOC SD2081,55GA	2,079	5,015		12/31/2021 - 06/30/2022	520	$2.0900	1,086	520	$2.0900	1,086	520	$2.1111	1,097	520	$2.1111	1,097
S121 Total				50,003	$28,269			12,501		$10,791	12,501		$10,791	12,501		$10,900	12,501		$10,900
S129	McKeesport WW	1200596	CHM,CHLORINE,100%,150LB CYLINDER	730	$587		12/31/2021 - 06/30/2022	183	$1.4367	$262	183	$1.4367	$262	183	$1.4512	$265	183	$1.4512	$265
S129	McKeesport WW	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	28,300	11,205		12/31/2021 - 06/30/2022	7,075	$1.4367	10,165	7,075	$1.4367	10,165	7,075	$1.4512	10,267	7,075	$1.4512	10,267
S129	McKeesport WW	WE	Chlorine	2,000	790		12/31/2021 - 12/31/2022	500	$0.3950	198	500	$0.3950	198	500	$0.3950	198	500	$0.3950	198
S129	McKeesport WW	WE	OPTI-PRO Polymer Dispersant, 5-Gallon Co	2	425		12/31/2021 - 12/31/2022	1	$212.4100	106	1	$212.4100	106	1	$212.4100	106	1	$212.4100	106
S129 Total				31,032	$13,008			7,758		$10,731	7,758		$10,731	7,758		$10,836	7,758		$10,836
S161	Scranton Sewer	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	375,062	$31,013	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	174,000	$0.0825	$14,355	174,000	$0.0825	$14,355	174,000	$0.0825	$14,355	174,000	$0.0825	$14,355
S161	Scranton Sewer	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	103,988	27,221	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 03/31/2022	30,725	$0.6000	18,435	30,725	$0.6060	18,620	30,725	$0.6122	18,808	30,725	$0.6183	18,998
S161	Scranton Sewer	1200882	CHM,SODA ASH,100%,50LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-	0	$0.0000	-	0	$0.0000	-
S161	Scranton Sewer	1200914	CHM,SODIUM HYDROXIDE,25%,330GA	4,260	692		12/31/2021 - 06/30/2022	1,065	$0.2200	234	1,065	$0.2200	234	1,065	$0.2222	237	1,065	$0.2222	237
S161	Scranton Sewer	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	0	-	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	19,246	$0.3150	6,062	19,246	$0.3150	6,062	19,246	$0.3182	6,123	19,246	$0.3182	6,123
S161	Scranton Sewer	1200929	CHM,SODIUM HYDROXIDE,50%,MINI BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-	0	$0.0000	-	0	$0.0000	-
S161	Scranton Sewer	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	0	-		12/31/2021 - 06/30/2022	0	$0.2850	-	0	$0.2850	-	0	$0.2879	-	0	$0.2879	-
S161	Scranton Sewer	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	9,413	932	Increased due to weather conditions driving up usage	12/31/2021 - 06/30/2022	60,000	$0.1260	7,560	60,000	$0.1260	7,560	60,000	$0.1273	7,636	60,000	$0.1273	7,636
S161	Scranton Sewer	1201019	CHM,MAGNESIUM HYDROXIDE,60%,BULK	1,803,226	355,943	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	540,000	$0.2160	116,640	540,000	$0.2160	116,640	540,000	$0.2160	116,640	540,000	$0.2160	116,640
S161	Scranton Sewer	1201026	CHM,LIME,GROUND QUICK,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0772	-	0	$0.0772	-	0	$0.0772	-	0	$0.0772	-
S161	Scranton Sewer	1202171	CHM,SULPHUR DIOXIDE,100%,2000LB CYLINDER	41,325	23,336	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	10,536	$0.4625	4,873	10,536	$0.4625	4,873	10,536	$0.4672	4,922	10,536	$0.4672	4,922
S161	Scranton Sewer	1202172	CHM,POLYMER,CATIONC CEDRFLOC 347,275GA	49,402	80,107	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	17,210	$2.0300	34,936	17,210	$2.0300	34,936	17,210	$2.0300	34,936	17,210	$2.0300	34,936
S161	Scranton Sewer	1202174	CHM,POLYMER,CATIONC CEDRFLOC 349,BULK	50,380	81,789	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 12/31/2022	11,269	$1.9800	22,312	11,269	$1.9800	22,312	11,269	$1.9800	22,312	11,269	$1.9800	22,312
S161	Scranton Sewer	1202175	CHM,MICROC2000,BULK	547,888	125,708		12/31/2021 - 12/31/2022	136,972	$0.3680	50,406	136,972	$0.3680	50,406	136,972	$0.3680	50,406	136,972	$0.3680	50,406
S161	Scranton Sewer	1202451	CHM,POLYMER,SLUDGE CEDARFLOC 344,2300LB	0	-		12/31/2021 - 12/31/2022	0	$2.0300	-	0	$2.0300	-	0	$2.0300	-	0	$2.0300	-
S161	Scranton Sewer	1202771	CHM,POLYMER,CEDARFLOC,5326,2300LB	0	-		12/31/2021 - 12/31/2022	0	$2.0600	-	0	$2.0600	-	0	$2.0600	-	0	$2.0600	-
S161	Scranton Sewer	WE	USABlueBook Polymer Cleaner Pro, 1 Gallo	6	222		12/31/2021 - 12/31/2022	2	$37.0500	56	2	$37.0500	56	2	$37.0500	56	2	$37.0500	56
S161 Total				2,984,950	$726,963			1,001,024		$275,869	1,001,024		$276,054	1,001,024		$276,431	1,001,024		$276,620
Grand Total				3,065,985	$768,240			1,021,282		$297,391	1,021,282		$297,576	1,021,282		$298,166	1,021,282		$298,356

Accruals and Adjustments	302
Ending Balance Dec 2021	$768,542

Pennsylvania American Water Company
Chemical Expense Detail - WW CSS Operations
12 Month Actual Ending December 2021 to December 2023

				2021 (Base Year)				2022 (FTY)			2023 (FPFTY)		
SAP Plant#	Plant Name	Material	Material Description	Actual Units	Actual Expense	Comments	Contract Period	Actual Units	Unit Price	Actual Expense	Actual Units	Unit Price	Actual Expense
S121	Kane_WW	1200596	CHM,CHLORINE,100%,150LB CYLINDER	3,568	$4,975		12/31/2021 - 06/30/2022	3,568	$5.6690	$20,126	3,568	$6.5503	$23,372
S121	Kane_WW	1200882	CHM,SODA ASH,100%,50LB	1,752	650		12/31/2021 - 06/30/2022	1,752	$0.5697	993	1,752	$0.6582	1,153
S121	Kane_WW	1200895	CHM,SODIUM BISULFITE,38%,55GA 310	19,855	9,412		12/31/2021 - 06/30/2022	19,855	$0.4545	8,980	19,855	$0.5252	10,428
S121	Kane_WW	1200611	CHM,FERRIC,CHLORID,38% 55GA	22,749	8,217		12/31/2021 - 06/30/2022	22,749	$0.3939	8,917	22,749	$0.4552	10,355
S121	Kane_WW	1202881	CHM,POLYMER,SUPERFLOC SD2081,55GA	2,079	5,015		12/31/2021 - 06/30/2022	2,079	$2.1111	4,367	2,079	$2.4392	5,071
S121 Total				50,003	$28,269			50,003		$43,383	50,003		$50,378
S129	McKeesport WW	1200596	CHM,CHLORINE,100%,150LB CYLINDER	730	$587		12/31/2021 - 06/30/2022	730	$1.4512	$1,054	730	$1.6768	$1,224
S129	McKeesport WW	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	28,300	11,205		12/31/2021 - 06/30/2022	28,300	$1.4512	40,863	28,300	$1.6768	47,452
S129	McKeesport WW	WE	Chlorine	2,000	790		12/31/2021 - 12/31/2022	2,000	$0.3950	790	2,000	$0.4564	913
S129	McKeesport WW	WE	OPTI-PRO Polymer Dispersant, 5-Gallon Co	2	425		12/31/2021 - 12/31/2022	2	$212.4100	425	2	$245.4301	491
S129 Total				31,032	$13,008			31,032		$43,132	31,032		$50,080
S161	Scranton Sewer	1200552	CHM,ALUM,SULFAT LIQUID,50%,BULK	375,062	$31,013	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	696,000	$0.0825	$57,420	696,000	$0.0953	$66,346
S161	Scranton Sewer	1200597	CHM,CHLORINE,100%,2000LB CYLINDER	103,988	27,221	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 03/31/2022	122,898	$0.6183	74,861	0	$0.7144	-
S161	Scranton Sewer	1200882	CHM,SODA ASH,100%,50LB	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
S161	Scranton Sewer	1200914	CHM,SODIUM HYDROXIDE,25%,330GA	4,260	692		12/31/2021 - 06/30/2022	4,260	$0.2222	942	4,260	$0.2568	1,094
S161	Scranton Sewer	1200917	CHM,SODIUM HYDROXIDE,25%,MINI BULK	0	-	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	76,983	$0.3182	24,372	76,983	$0.3676	28,302
S161	Scranton Sewer	1200929	CHM,SODIUM HYDROXIDE,50%,MINI BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0000	-	0	$0.0000	-
S161	Scranton Sewer	1200938	CHM,SODIUM HYPOCHLORITE,13%,55GA	0	-		12/31/2021 - 06/30/2022	0	$0.2879	-	0	$0.3326	-
S161	Scranton Sewer	1200941	CHM,SODIUM HYPOCHLORITE,13%,BULK	9,413	932	Increased due to weather conditions driving up usage	12/31/2021 - 06/30/2022	240,000	$0.1273	30,392	480,000	$0.1471	70,586
S161	Scranton Sewer	1201019	CHM,MAGNESIUM HYDROXIDE,60%,BULK	1,803,226	355,943	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	2,160,000	$0.2160	466,560	2,160,000	$0.2496	539,089
S161	Scranton Sewer	1201026	CHM,LIME,GROUND QUICK,BULK	0	-		12/31/2021 - 12/31/2022	0	$0.0772	-	0	$0.0892	-
S161	Scranton Sewer	1202171	CHM,SULPHUR DIOXIDE,100%,2000LB CYLINDER	41,325	23,336	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 06/30/2022	42,145	$0.4672	19,590	0	$0.5398	-
S161	Scranton Sewer	1202172	CHM,POLYMER,CATIONC CEDRFLOC 347,275GA	49,402	80,107	Units adjusted in FTY & FPFTY based on projected increase in usage	12/31/2021 - 12/31/2022	68,840	$2.0300	139,745	68,840	$2.3456	161,469
S161	Scranton Sewer	1202174	CHM,POLYMER,CATIONC CEDRFLOC 349,BULK	50,380	81,789	Units adjusted in FTY & FPFTY based on projected decrease in usage	12/31/2021 - 12/31/2022	45,074	$1.9800	89,247	45,074	$2.2878	103,120
S161	Scranton Sewer	1202175	CHM,MICROC2000,BULK	547,888	125,708		12/31/2021 - 12/31/2022	547,888	$0.3680	201,623	547,888	$0.4252	232,966
S161	Scranton Sewer	1202451	CHM,POLYMER,SLUDGE CEDARFLOC 344,2300LB	0	-		12/31/2021 - 12/31/2022	0	$2.0300	-	0	$2.3456	-
S161	Scranton Sewer	1202771	CHM,POLYMER,CEDARFLOC,5326,2300LB	0	-		12/31/2021 - 12/31/2022	0	$2.0600	-	0	$2.3802	-
S161	Scranton Sewer	WE	USABlueBook Polymer Cleaner Pro, 1 Gallo	6	222		12/31/2021 - 12/31/2022	6	$37.0500	222	6	$2.2572	-
S161 Total				2,984,950	$726,963			4,004,094		$1,104,974	4,079,051		$1,202,972
Grand Total				3,065,985	$768,240			4,085,129		$1,191,489	4,160,086		$1,303,430

Accruals and Adjustments	302
Ending Balance Dec 2021	$768,542

Transportation Expense

Pennsylvania-American Water Company - Water Operations
Transportation Expense

	Number of Units			Average Monthly Fees		Annual Costs	
Fleet Management	**2021**	**2022**	**2023**	**Element Fleet**	**ARI Leasing**	**2022**	**2023**
Car & Light Duty trucks	606	609	611		$9.97	$72,861	$73,100
Car & Light Duty trucks - leased[1]		0	0			0	0
Medium & Heavy duty trucks	252	252	252		14.48	43,788	43,788
Managed Maint Equipment		0	0			0	0
Trailers & Equipment	236	236	236		9.97	28,235	28,235
Total (excludes leased)	1,094	1,097	1,099				

				Other Expense	
Other Transportation Expenses[2]	**2021**	**2022**	**2023**	**2022**	**2023**
Fuel Expense	$2,436,088	$2,980,219	$3,061,223	$2,980,219	$3,061,223
Titling and Registration fees	238,130	248,593	255,350	248,593	255,350
Maintenance Expense	2,048,498	2,138,504	2,196,629	2,138,504	2,196,629
Reimbursement of personal use	31,095			32,348	33,150

				Subtotal	$5,544,548	$5,691,475
Per unit cost (to be applied to change in number of units)						
Fuel Expense	$2,839	$3,461	$3,547	Capitalization %	38.82%	38.82%
Titling and Registration fees	278	289	296	Less Amount Capitalized	$2,152,272	$2,209,305
Maintenance Expense	2,388	2,484	2,545			
				Pro forma	**$3,392,276**	**$3,482,170**
Inflation Factor (GDP Price Index)		**4.030%**	**2.480%**	Per Book 12/31/21	$3,143,315	
Gas/Diesel Projected Increase (2022)		**21.91%**				
				Pro forma 12/31/22		$3,392,276
				Adjustment	$248,961	$89,894

[1] Included in the Car & Light Duty units

[2] 2022, 2023 costs are calculated using the inflation factor

Pennsylvania-American Water Company - Wastewater SSS General Operations
Transportation Expense

	Number of Units			Average Monthly Fees		Annual Costs	
Fleet Management	**2021**	**2022**	**2023**	**Element Fleet**	**ARI Leasing**	**2022**	**2023**
Car & Light Duty trucks	25	25	26		$9.72	$2,916	$3,033
Medium & Heavy duty trucks	10	10	10		24.00	2,880	2,880
Trailers & Equipment	12	12	12		9.15	1,318	1,318
Total (excludes leased)	47	47	48				

				Other Expense	
Other Transportation Expenses[2]	**2021**	**2022**	**2023**	**2022**	**2023**
Fuel Expense	$49,831	$60,749	$64,035	$60,749	$64,035
Titling and Registration fees	10,366	$10,784	$11,367	10,784	11,367
Maintenance Expense	42,660	$44,379	$46,779	44,379	46,779
			Subtotal	$123,026	$129,412
			Capitalization %	23.74%	23.74%
Per unit cost (to be applied to change in number of units			Less Amount Capitalized	$29,209	$30,725
Fuel Expense	$1,424	$1,736	$1,779		
Titling and Registration fees	296	308	316	**Pro forma**	**$93,817**	**$98,687**
Maintenance Expense	1,219	1,268	1,299		
				Per Book 12/31/21	$99,499	
Inflation Factor (GDP Price Index)		**4.030%**	**2.480%**	Pro forma 12/31/22		$93,817
Gas/Diesel Projected Increase (2022)		**21.91%**				
				Adjustment	($5,682)	$4,870

[1] Included in the Car & Light Duty units

[2] 2022, 2023 costs are calculated using the inflation factor

Pennsylvania-American Water Company - Royersford WW Operations
Transportation Expense

	Number of Units			Average Monthly Fees		Annual Costs	
Fleet Management	**2021**	**2022**	**2023**	**Element Fleet**	**ARI Leasing**	**2022**	**2023**
Car & Light Duty trucks	0	2	2		$9.23	$222	$222
Car & Light Duty trucks - leased[1]	0	0	0			0	0
Medium & Heavy duty trucks	0	0	0			0	0
Heavy Equipment	0	0	0			0	0
Trailers & Equipment	0	0	0			0	0
Total (excludes leased)	0	2	2				

				Other Expense	
Other Transportation Expenses[2]	**2021**	**2022**	**2023**	**2022**	**2023**
Fuel Expense	$0			$0	$0
Titling and Registration fees	0			0	0
Maintenance Expense	0			0	0
			Subtotal	$222	$222
			Capitalization %	23.74%	23.74%
Inflation Factor (GDP Price Index)		**4.030%**	**2.480%**	Less Amount Capitalized	$53	$53
			Pro forma	**$169**	**$169**
			Per Book 12/31/21	($252)	
			Pro forma 12/31/22		$169
			Adjustment	$421	$0

[1] Included in the Car & Light Duty units

[2] 2022, 2023 costs are calculated using the inflation factor

Pennsylvania-American Water Company - York WW Operations
Transportation Expense

	Number of Units			Average Monthly Fees		Annual Costs	
Fleet Management	**2021**	**2022**	**2023**	**Element Fleet**	**ARI Leasing**	**2022**	**2023**
Car & Light Duty trucks	1	3	5		$9.72	$350	$583
Car & Light Duty trucks - leased[1]	0	0	0			0	0
Medium & Heavy duty trucks	0	9	12		24.00	2,592	3,456
Trailers & Equipment	0	2	2		9.15	220	220
Total (excludes leased)	1	14	19				

				Other Expense	
Other Transportation Expenses[2]	**2021**	**2022**	**2023**	**2022**	**2023**
Fuel Expense	$0	$41,536	$60,302	$41,536	$42,566
Titling and Registration fees	0	3,465	5,030	3,465	3,551
Maintenance Expense	0	29,805	43,271	29,805	30,544
				Subtotal	$77,968	$80,920
Per unit cost (to be applied to change in number of units				Capitalization %	23.74%	23.74%
Fuel Expense	$2,839	$3,461	$3,547	Less Amount Capitalized	$18,511	$19,212
Titling and Registration fees	$278	$289	$296			
Maintenance Expense	$2,388	$2,484	$2,545	**Proforma**	**$59,457**	**$61,708**
				Per Book 12/31/21	$0	
Inflation Factor (GDP Price Index)		**4.030%**	**2.480%**	Pro forma 12/31/22		$59,457
Gas/Diesel Projected Increase (2022)		**21.91%**				
				Adjustment	$59,457	$2,251

[1] Included in the Car & Light Duty units

[2] 2022, 2023 costs are calculated using the inflation factor

Pennsylvania-American Water Company - Wastewater CSS Operations
Transportation Expense

	Number of Units			Average Monthly Fees		Annual Costs	
Fleet Management	**2021**	**2022**	**2023**	**Element Fleet**	**ARI Leasing**	**2022**	**2023**
Car & Light Duty trucks	49	50	51		$9.23	$5,538	$5,649
Medium & Heavy duty trucks	29	30	31		12.54	4,514	4,665
Heavy Equipment	0	0	0		0.00	0	0
Trailers & Equipment	28	28	28		8.71	2,927	2,927
Total (excludes leased)	106	108	110				

				Other Expense	
Other Transportation Expenses[2]	**2021**	**2022**	**2023**	**2022**	**2023**
Fuel Expense	$227,331	$284,245	$298,577	$284,245	$298,577
Titling and Registration fees	54,408	$58,052	$60,979	58,052	60,979
Maintenance Expense	237,115	$252,995	$265,751	252,995	265,751
Reimbursement of personal use	5,451			5,671	0
			Subtotal	$613,942	$638,548
			Capitalization %	23.74%	23.74%
Per unit cost (to be applied to change in number of units			Less Amount Capitalized	$145,763	$151,605
Fuel Expense	$2,914	$3,553	$3,641		
Titling and Registration fees	698	726	744	**Pro forma**	**$468,179**	**$486,943**
Maintenance Expense	3,040	3,162	3,241		
				Per Book 12/31/21	$517,495	
Inflation Factor (GDP Price Index)		**4.030%**	**2.480%**	Pro forma 12/31/22		$468,179
Gas/Diesel Projected Increase (2022)		**21.91%**				
				Adjustment	($49,316)	$18,764

[1] Included in the Car & Light Duty units

[2] 2022, 2023 costs are calculated using the inflation factor

Insurance Other Than Group

Pennsylvania-American Water Company - Water Operations
Insurance Other Than Group

Policy	Account	Per Books 12/31/2021	Adjustment	Present Rates 12/31/2022	Adjustment	Present Rates 12/31/2023
Workers Compensation	55720000	$517,423	($166,642)	$350,781	$22,590	$373,371
Workers Compensation - AWI	55720000	1,574,112	(318,267)	1,255,845	0	1,255,845
Total Workers Compensation	55720000	2,091,535	(484,909)	1,606,626	22,590	1,629,216
Less: Capitalized	55720100	(811,251)	187,594	(623,657)	(8,805)	(632,462)
Expensed Workers Compensation		$1,280,284	($297,315)	$982,969	$13,785	$996,754
General Liability	55710000	$731,766	$204,582	$936,348	$60,301	$996,648
General Liability - AWI	55710000	8,430,877	390,185	8,821,061	0	8,821,061
Balance Sheet Reserve Adjustment	55711000	(2,286,358)	2,286,358	0	0	0
Travelers Retrospective Premium Adjustment	55711000	(82,887)	89,606	6,719	0	6,719
Broker Service Fee	55730000	62,470	2,358	64,827	4,175	69,002
Excess General Liability	55710000	1,496,025	156,025	1,652,050	106,392	1,758,442
Property	55740000	3,131,679	222,306	3,353,985	215,997	3,569,982
Surety Bonds / Risk	55730000	95,061	(95,061)	0	0	0
Misc Surety	55710000	0	0	0	0	0
Fiduciary Responsibility	55710000	24,520	(24,520)	0	0	0
Comprehensive Crime	55710000	5,522	(5,522)	0	0	0
Employment Practices	55710000	47,349	8,047	55,397	3,568	58,964
Directors & Officers	55710000	90,445	21,177	111,622	7,188	118,810
Business Travel	55730000	891	(891)	0	0	0
Special Contingency	55730000	0	0	0	0	0
It Security / Cyber Risk	55710000	82,794	97,712	180,505	11,625	192,130
Law Liability	55710000	7,371	(369)	7,002	451	7,453
Auto Liability	55110000	96,651	28,713	125,365	8,074	133,438
Auto Liability - AWI	55110000	156,902	33,660	190,562	0	190,562
EPLI Buydown	55710000		239,190	239,190	15,404	254,594
Equipment Discount	55710000	553,806	(553,806)	0	0	0
Total Policies Other Than Workers Compensation		$12,644,883	$3,099,751	$15,744,634	$433,173	$16,177,807
Total Expensed Policies		$13,925,167	$2,802,436	$16,727,603	$446,958	$17,174,561

Total Company

Vehicle	55110000	$253,554	$62,374	$315,927	$8,074	$324,001
General Liability	55710000	11,470,475	532,700	12,003,175	204,928	12,208,103
Retro Premium Adjustment	55711000	(2,369,245)	2,375,964	6,719	0	6,719
Workmans Comp	55720000	2,091,535	(484,909)	1,606,626	22,590	1,629,216
Capital Credit	55720100	(811,251)	187,594	(623,657)	(8,805)	(632,462)
Insurance other	55730000	158,421	(93,593)	64,827	4,175	69,002
Insurance Property	55740000	3,131,679	222,306	3,353,985	215,997	3,569,982
		$13,925,167	$2,802,436	$16,727,603	$446,958	$17,174,561

Allocation of Revenue Requirement from Water to Wastewater
Factor 4: Depreciated Utility Plant in Service

As of 12/31/21	Depreciated Utility Plant in Service	Percentage
Water	$4,412,304,592	84.72%
Wastewater SSS	372,944,085	7.16%
Royersford WW	12,783,594	0.25%
Wastewater CSS	409,933,356	7.87%
Total Net Utility Plant in Service	$5,207,965,626	100.00%

Allocation of Present Rates 2022	Vehicle	General Liability	Workmans Comp	Capital Credit	Insurance other	Insurance Property	Total
Water	$267,653	$10,174,782	$1,361,133	($528,362)	$54,922	$2,841,496	$14,171,624
Wastewater SSS	22,620	859,908	115,034	(44,654)	4,642	240,145	1,197,695
Royersford WW	790	30,025	4,017	(1,559)	162	8,385	41,820
Wastewater CSS	24,863	945,179	126,441	(49,082)	5,102	263,959	1,316,462
Total Company	$315,926	$12,009,894	$1,606,625	($623,657)	$64,828	($623,657)	$16,727,601

Allocation of Present Rates 2023	Vehicle	General Liability	Workmans Comp	Capital Credit	Insurance other	Insurance Property	Total
Water	$274,493	$10,348,397	$1,380,272	($535,822)	$58,459	$3,024,489	$14,550,288
Wastewater SSS	23,198	874,581	116,652	(45,284)	4,941	255,611	1,229,699
Royersford WW	810	30,537	4,073	(1,581)	173	8,925	42,937
Wastewater CSS	25,499	961,307	128,219	(49,775)	5,430	280,958	1,351,638
Total Company	$324,000	$12,214,822	$1,629,216	($632,462)	$69,003	$3,569,983	$17,174,562

PENNSYLVANIA-AMERICAN WATER COMPANY
Travelers Retrospective Premium Adjustment

2017	64,746
2018	(62,426)
2019	121,931
2020	(7,768)
2021	(82,887)
5 YEAR AVERAGE 2017 - 2021	$6,719

Regulatory and Rate Case Expense

Pennsylvania American Water - 2022 Rate Case
Water and Wastewater
Cost Estimate

		2022 Estimate
Legal Fees And Expenses		$1,404,088
Rate of Return		136,000
Depreciation		100,000
Cost Of Service Studies		95,000
Regulatory Support Services		40,000
Miscellaneous / Customer Notice		538,000
Total		$2,313,088
Cost Of Service and Stormwater (WW CSS)		$71,600
Subtotal Company Rate Case Expense		$2,384,688
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 (Approved R-2020-3019369; 10 year amortization period beginning January 2021)	25,224	252,241
Plus 3 year amortization of Stormwater Fee Feasibility Study	17,267	51,800
Total Company Regulatory Expense		$2,955,819

[1]Miscellaneous / Customer Notice

Printing, Mailing and Postage - Customer Notices	$471,000
Transcripts	4,000
Miscellaneous	3,000
Additional Witnesses	60,000
Total	$538,000

January 22, 2022

Ms. Stacey Gress
Director, Rates and Regulatory
Pennsylvania American Water Company
1 Water Street
Camden, NJ 08102

Via email: Stacey.Gress@amwater.com

Dear Stacey,

Thank you for considering The Brattle Group, Inc. ("Brattle" or "The Brattle Group") to provide cost of capital expertise and expert testimony in the Pennsylvania American Water Company's (the "Company") rate proceeding. The following summarizes our understanding of the Scope of Work:

Task 1. Preparation of Direct Testimony

The preparation of Direct Testimony necessarily includes the development of the traditional cost of equity estimation methodologies. That analysis will be prepared with consideration of prior Commission precedent. In addition, the testimony will consider several analytical approaches to establish a range of returns, including the Discounted Cash Flow Model, Capital Asset Pricing Model and other Risk Premium approaches.

In order to assess the reasonableness of the results received from the traditional ROE estimation methodologies, it is of particular importance to consider the effect of current and projected market conditions on underlying assumptions used in the models. Therefore, the Direct Testimony will review these conditions and present necessary findings and conclusions.

Further, the analysis of the ROE relies on market data for a proxy group of companies. Therefore, it is necessary that the testimony review the relative risk factors of the proxy companies and the subject company to establish the ROE recommendation. These factors include business and operating risks as well as the capitalization of the Company, as compared with the proxy group.

The cost of capital analysis is summarized in direct testimony with audited supporting exhibits and work papers. Our cost of capital team has developed testimony for decades, which provides a level of expertise

that carries through the entire rate case process. When preparing direct testimony, care is taken to consider and proactively address the expected intervenor responses to analyses relied upon.

Task 2. Responding to Discovery Requests

The discovery process can have short deadlines. Additionally, we have observed an increase in the scopes of each discovery process. In order to address these concerns, the Brattle team prepares workpapers for direct testimony prior to the filing of the direct case, which allows for the ability to respond to requests efficiently and within the review schedules established by the rate case leadership team. Further, to ensure that our responses are consistent throughout the rate proceeding, we maintain a database of the case question responses.

Task 3. Preparation of Responsive Testimony

It is our expectation that responsive testimony will include rebuttal and rejoinder testimony. The Brattle Group's approach to responsive testimony capitalizes on efficiencies derived through experience, while developing custom testimony that addresses the issues in each individual rate proceeding. The Brattle Group has developed cost of capital in hundreds of cases over several decades in both the United States and Canada. This experience provides a strong base of understanding of the strategy of intervenor witnesses to facilitate an efficient response. That however is just the starting point in our rebuttal efforts. While our team has seen many of the witnesses in each of these cases, we review the positions offered by witnesses in each individual case and provide a unique response. Our response considers the prior dialogue with an individual witness and advances the justification for our work and critique of intervenor positions using financial theory, market dynamics as well as analytical effort that is unique to each case. Through this approach, the Company receives the benefit of the efficiency gained through decades of experience as well as a custom response that addresses the specific issues that are critical in the Company's current rate proceeding.

Task 4. Defense of Recommendations and Ongoing Support

The Brattle Group's experts have extensive testifying expertise, having testified in hundreds of cases and having provided hearing support to counsel over decades. Our experts are well versed in all financial theory to support the analytical work prepared and the recommendations offered. In addition, our experts recognize that the hearing provides an excellent forum to facilitate the understanding of decision makers in a very practical manner. Therefore, our goal is to ensure that the record offered includes clear explanations and a full understanding of the interaction between the market and the modeling efforts.

Further, The Brattle Group's cost of capital team has great depth and the ability to provide ongoing support to counsel, including cross examination preparation and review and support on briefing. Our team can be relied on as an extension of the rate case negotiating and litigation teams.

The Brattle Team

I, Ann Bulkley, would direct our team; I would also be the testifying expert for this case. In addition, our team would include a Senior Associate and a Research Assistant, all of which have extensive understanding of financial theory, financial modeling experience and expertise working on cost of capital matters.

Ann E. Bulkley

PRINCIPAL
BOSTON, MA

EDUCATION

MA in Economics, Boston University

BA in Economics and Finance, Simmons College

With more than 25 years of experience in the energy industry, Ms. Bulkley specializes in regulatory economics for the electric and natural gas sectors, including rate of return, cost of equity, and capital structure issues.

Ms. Bulkley has extensive state and federal regulatory experience, and she has provided expert testimony on the cost of capital in nearly 100 regulatory proceedings before 32 state regulatory commissions and the Federal Energy Regulatory Commission (FERC).

In addition to her regulatory experience, Ms. Bulkley has provided valuation and appraisal services for a variety of purposes including the sale or acquisition of utility assets, regulated ratemaking, ad valorem tax disputes, and other litigation purposes. In addition, she has experience in the areas of contract and business unit valuation, strategic alliances, market restructuring, and regulatory and litigation support.

Ms. Bulkley is a Certified General Appraiser licensed in the Commonwealth of Massachusetts and the State of New Hampshire.

Prior to joining Brattle, Ms. Bulkley was a Senior Vice President at an economic consultancy, and also held senior positions at several consulting firms.

Budget and Timing

We understand that first drafts of testimony are due by the end of February 2022 and that the case will be filed by April 29, 2022. Our team commits to meeting this schedule and any more detailed schedule of deliverables defined to reach the filing deadline.

We propose to complete this assignment on a time-and-materials basis, with our standard hourly rates of $625 for my time, $400-$685 for a Brattle Senior Associate and $250 - $400 for Brattle Research Analysts and Associates. Based on our experience with similar assignments, we estimate the following costs for the rate proceeding:

Phase of Proceeding	Estimated Fee
Direct Testimony	$40,000
Discovery	$5,000
Rebuttal	$50,000
Discovery	$5,000
Rejoinder	$25,000
Hearing	$10,000
Total (excluding travel expenses)	**$136,000**

We hope this proposal aligns with your needs and would very much appreciate the opportunity to work with you on this important assignment. If you find these terms agreeable, please sign and return to me at your earliest convenience.

Sincerely,

Ann Bulkley

PRINCIPAL | BOSTON

ANN. BULKLEY@BRATTLE.COM

508-981-0866

Attachments

Attachment A – Resume of Ann E. Bulkley

Gannett Fleming

Excellence Delivered ***As Promised***

November 18, 2021

Via email to Stacey.Gress@amwater.com

Ms. Stacey Gress
Director, Rates and Regulation
Pennsylvania American Water Company
1 Water Street
Camden, NJ 08102

Dear Stacey:

Proposal for Depreciation and
Cost of Service Allocation 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 and cost of service allocation studies for Pennsylvania American's 2022 water and wastewater rate filing. We understand that the filing is projected to be based on the combined revenue requirements for the twelve months ended December 31, 2021, a future test year ending December 31, 2022, and a fully projected future test year ending December 31, 2023. The filing date is planned for April 2022.

The depreciation studies will be conducted under the direction of John J. Spanos. Mr. Spanos will provide a separate depreciation study for each test year for water assets. The wastewater depreciation studies will have separate rates determined for each test year, as well as results for each of the areas for which separate depreciation rates are required.

The cost of service allocation studies will be conducted under the direction of Constance E. Heppenstall. Gannett Fleming will provide a total of eight (8) separate Water and Wastewater Cost of Service Studies.

The studies and direct testimony will be prepared in a manner similar to the 2020 rate case and will be suitable for filing with the Pennsylvania Public Utility Commission (Pa PUC). Responses to filing requirements and standard data requests that are not included in the 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, if needed.

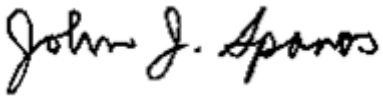
Gannett Fleming will perform these services based on hourly billing rates for our personnel in effect when the work is performed. A copy of our billing rates is attached. Invoices will be rendered monthly for services performed during the previous month including reimbursement of direct expenses. Inasmuch 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:

	Water and Wastewater Rate Filing	
Description	Up to Filing Date	Estimated Post-Filing
Depreciation Studies	$80,000	$20,000
Cost of Service Allocation Studies	$60,000	$35,000
Scranton, McKeesport and Kane COS Study	$50,000	$20,000
Total	$190,000	$75,000

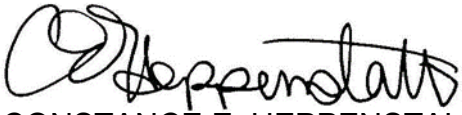
Thank you for the opportunity to submit this proposal. If you have any questions, please don't hesitate to contact John Spanos at either 717-886-5721 or jspanos@gfnet.com, or Connie Heppenstall at 610-783-3675 or cheppenstall@gfnet.com.

Respectfully submitted,

GANNETT FLEMING VALUATION
AND RATE CONSULTANTS, LLC



JOHN J. SPANOS
President



CONSTANCE E. HEPPENSTALL
Senior Manager, Rate Studies

GANNETT FLEMING VALUATION AND RATE CONSULTANTS, LLC

2022 BILLING RATES

Personnel	Hourly Rate
SUPERVISORY STAFF	
Paul R. Herbert, Senior Consultant	$295.00
John J. Spanos, President	295.00
Harold Walker, III, Manager, Financial Studies	270.00
Ned W. Allis, Vice President	250.00
John F. Wiedmayer, Jr., Project Manager, Depreciation	250.00
Constance E. Heppenstall, Senior Project Manager, Rate Studies	250.00
STAFF	
Senior Analysts	195.00
Analysts	185.00
Associate Analysts	175.00
Assistant Analysts III	160.00
Assistant Analysts II	140.00
Assistant Analysts I	130.00
Senior Technicians	125.00
Support Staff	125.00

Gannett Fleming

Excellence Delivered ***As Promised***

November 19, 2021

Via email to Bruce.Aiton@amwater.com

Mr. Bruce Aiton, Vice President of Engineering
Pennsylvania American Water Company
852 Wesley Drive
Mechanicsburg, PA 17055

RE: Proposal for Feasibility Study for a Stormwater User Fee

Dear Bruce:

In response to your request, Gannett Fleming, Inc. (Gannett Fleming) is pleased to submit this Proposal to conduct a Feasibility Study for a Stormwater User Fee.

Pennsylvania American Water Company (PAWC) is considering the feasibility of charging property owners who discharge to a combined sewer a stormwater user fee. It is anticipated that if a fee were to be charged, it would be based on the amount of impervious coverage on a parcel. PAWC is specifically considering three of its service areas that are currently served by combined sewers, located in Kane, McKeesport, and Scranton.

The intent of the Feasibility Study will be to review how to integrate parcel data, aerial imagery, and billing data to enable PAWC to appropriately distribute the cost of managing the combined sewer across its service areas. The Study will consider the opportunities and challenges associated with applying a stormwater user fee to these three service areas and provide recommendations for necessary steps that could lead to future user fee implementation. The Study will be organized into the following two tasks:

Task 1. Parcel Data, Aerial Imagery, and Billing File Compatibility

- Coordinate delivery of county parcel data, aerial imagery, billing data files, and impervious area associated with three service areas from PAWC.
- Confirm the compatibility of how each data source interfaces with the others for each service area, considering spatial alignment, database linkages, and impervious area not associated with accounts.
- Define data compatibility, improvements necessary to support a stormwater user fee, and long-term data maintenance considerations.

Task 2. Rate Structure Application

- Define options for a stormwater user fee rate structure based on the impervious area and parcel data provided.
- Recommend a preliminary rate structure to be used as the basis for calculating potential fees for the duration of the Study.
- Calculate a preliminary rate based on the CSO Stormwater costs provided by the Cost of Service Study prepared by Gannett Fleming Valuation and Rate Consultants, LLC.
- Provide a list of future billing policies that will be required following a decision to implement a stormwater user fee, including:
  - Land cover definitions
  - Opportunity to create stormwater-only accounts
  - Stormwater user fee credits and appeals
  - Data maintenance policies
- Apply the preliminary rate structure and rate to individual parcels within the three service areas.
- Identify parcels that would experience the highest stormwater user fee, as well as those that do not currently receive PAWC services and may not be able to billed for stormwater.
- Review current municipal activities and fees associated with stormwater and how they impact PAWC's program of services.

Gannett Fleming will deliver PAWC with a Feasibility Study that recommends the structure of a stormwater user fee, including an implementation plan if PAWC decides to enact the fee. We understand that PAWC anticipates the completion of this Study by the end of March to inform discussions with the Pennsylvania Utility Commission.

The Feasibility Study will be conducted under the direction of Nathan Walker, AICP. Mr. Walker is a Senior Water Resources Planner who has been engaged with Pennsylvania municipalities since 2012 developing stormwater user fees. Constance E. Heppenstall will represent Gannett Fleming Valuation and Rate Consultants, LLC and apply the CSO Stormwater costs calculated in the recent Cost of Service Study

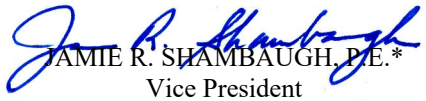
Gannett Fleming will perform these services based on hourly billing rates for our personnel in effect when the work is performed. Invoices will be rendered monthly for services performed during the previous month including reimbursement of direct expenses. Inasmuch as we have little control over the 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.

Description	Estimated Cost
1. Parcel Data, Aerial Imagery, and Billing File Compatibility	$8,800
2. Apply the Recommended Rate Structure	$10,800
Total	$19,600

Thank you for the opportunity to submit this Proposal. If you have any questions, please don't hesitate to contact Nathan Walker at either (610) 783-3874 or nawalker@gfnet.com, or Connie Heppenstall at (610) 783-3675 or cheppenstall@gfnet.com.

Very truly yours,

GANNETT FLEMING, INC.



JAMIE R. SHAMBAUGH, P.E.*
Vice President
Water Practice
**Registered in PA, MD, FL, IL, VA*

Gannett Fleming

*Excellence Delivered **As Promised***

January 7, 2022

Via email to christopher.graf@amwater.com

Christopher A. Graf, P.E.
Manager – Engineering, Planning
Pennsylvania American Water
852 Wesley Dr.
Mechanicsburg, PA 17055

RE: Proposal to Digitize Impervious Area for the Kane Service Area

Dear Mr. Graf:

In response to your request, Gannett Fleming, Inc. is pleased to provide this Proposal to digitize the impervious area for Pennsylvania American Water Company's (PAWC) Kane service area. Once collected, this data will be utilized with impervious area data provided by others for PAWC's McKeesport and Scranton service areas as part of the Feasibility Study for a Stormwater User Fee being performed under a separate contract.

Using publicly-available Pennsylvania Emergency Management Agency aerial photos from 2018-2019, Gannett Fleming will use feature extraction digitizing methods to delineate impervious surface for 10% of the total residential type parcels (220 of 2,157) and all non-residential parcels (558) within PAWC's Kane service area. Delineation will be based on Gannett Fleming's documented specifications for minimum polygon delineation size of buildings, feature types (driveways, sidewalks, parking lots, and swimming pools), and hardscape features (baseball infields, gravel parking areas). The delineation of impervious surface will be conducted using an anticipated minimum polygon size of 300 sq ft. This level of detection will enable the evaluation of each parcel to be consistent and to detect with enough resolution small features such as parking lot islands, sheds, and grass sidewalk strips. The impervious area features will also be intersected with tax parcel polygons to populate acreage and percentage by ownership associated with site premise locations. McKean County parcel boundaries provided by PAWC will serve as the basis for our delineation; attributed transfer of impervious area is not necessary as part of the Feasibility Study process.

This Proposal is to delineate a statistically significant sample of all residential parcels. These parcels will be selected to represent the breadth of residential types across the community, taking into account parcel size and location. As an alternative and upon request by PAWC, Gannett Fleming can provide PAWC with a Proposal to delineate the impervious area on all 2,715 parcels within the Kane service area.

Gannett Fleming will deliver PAWC impervious area spatial data on a timeline that is consistent with the Feasibility Study for a Stormwater User Fee. The impervious area delineation will be conducted under the direction of Nathan Walker, AICP and David Gilbert, GISP from Gannett Fleming's GeoDecisions division.

Gannett Fleming, Inc.

207 Senate Avenue – Camp Hill, PA 17011-2316
t: 717.763.7211 – f: 717.763.1808

www.gannettfleming.com

Gannett Fleming will perform these services based on hourly billing rates for our personnel in effect when the work is performed. Invoices will be rendered monthly for services performed during the previous month including reimbursement of direct expenses. The anticipated cost to provide these services on a time and materials not to exceed basis is $13,800.

Thank you for the opportunity to submit this Proposal. If you have any questions, please don't hesitate to contact Nathan Walker at either (610) 783-3874 or nawalker@gfnet.com.

Very truly yours,

GANNETT FLEMING, INC.

JAMIE R. SHAMBAUGH, P.E.*
Vice President
Water Practice
**Registered in PA, MD, FL, IL, VA*

Pennsylvania-American Water Company
Water and Wastewater
Allocation of 2022 Rate Case and Regulatory Expense

	2022 Estimate	Water	Wastewater SSS	Royersford WW	Upper Pottsgrove WW	York WW	Wastewater CSS
Legal Fees And Expenses	$1,404,088	$1,227,173	$70,064	$2,668	$2,949	$24,572	$76,663
Rate of Return	136,000	118,864	6,786	258	286	2,380	7,426
Depreciation	100,000	87,400	4,990	190	210	1,750	5,460
Cost Of Service Studies	95,000	83,030	4,741	181	200	1,663	5,187
Regulatory Support Services	40,000	34,960	1,996	76	84	700	2,184
Miscellaneous / Customer Notice	538,000	470,212	26,846	1,022	1,130	9,415	29,375
Total	$2,313,088	$2,021,639	$115,423	$4,395	$4,857	$40,479	$126,295
Cost Of Service And Stormwater (WW CSS)	$71,600						$71,600
Total Company Rate Case Expense	$2,384,688	$2,021,639	$115,423	$4,395	$4,857	$40,479	$197,895
Normalized Over 2 Years	$1,192,344	$1,010,820	$57,712	$2,198	$2,429	$20,240	$98,948
Amortization of Demand Study	26,709	23,344	1,333	51	56	467	1,458
Amortization of Lead Service Line Costs	25,224	25,224					
Amortization of Stormwater Fee Feasibility Study	17,267						17,267
Total Allocation	$1,261,544	$1,059,387	$59,044	$2,248	$2,485	$20,707	$117,672

Factor 2: Customers

As of 12/31/21	Total Customers	Allocation Factor	Water	WW SSS Only	W & WW SSS	WW CSS Only
Water	677,228	87.4%	100.0%		94.6%	
Wastewater SSS	38,658	5.0%		100.0%	5.4%	
Royersford WW	1,487	0.2%				
Upper Pottsgrove WW	1,613	0.2%				
York WW	13,595	1.8%				
Wastewater CSS	42,348	5.5%				100.0%
Total	774,929	100%	100%	100%	100%	100%

Service Company

Pennsylvania American Water Company
Base Period 12 Months Ended 12/31/21
Fully Projected Future Test Year - 12 Months Ending 12/31/23

Service Company
Total Costs

	12 Months December 2021						12 Months December 2022				12 Months December 2023			
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
	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	FTY 12/31/22 Labor & Related Expense	FTY 12/31/22 Other Expense	FTY 12/31/22 Total Expense	Total FTY Going Level Expense Adjustments	FPFTY 12/31/23 Labor & Related Expense	FPFTY 12/31/23 Other Expense	FPFTY 12/31/23 Total Expense	Total FPFTY Going Level Expense Adjustments
	LR (1)	OC (1)	(1) + (2)	LR (6)	OC (6)	(4)+(5)	LR (9)	OC (8)	(7)+(8)	(9)-(6)	LR (12)	OC (10)	(11)+(12)	(13)-(9)
Business Development	$313,011	$107,860	$420,871	$288,950	$117,086	$406,036	$298,146	$121,805	$419,951	($920)	$307,050	$124,826	$431,876	$11,925
Central Lab	288,458	258,530	546,988	290,917	261,974	552,891	308,282	272,532	580,814	33,826	313,116	279,291	592,407	11,593
Corp Admin	746,157	3,997,573	4,743,730	746,940	4,749,912	5,496,852	309,794	4,673,762	4,983,556	239,826	567,541	4,490,475	5,058,016	74,460
Corporate Security	1,254,465	1,549,907	2,804,372	1,264,038	1,584,402	2,848,440	1,305,620	1,648,253	2,953,873	149,501	1,343,663	1,689,130	3,032,793	78,920
Customer Service Organization (CSO)	5,053,523	8,455,770	13,509,293	5,058,153	8,482,481	13,540,634	5,274,358	8,574,008	13,848,366	339,073	5,390,115	8,786,654	14,176,769	328,403
Environmental Leadership	462,481	79,625	542,106	466,527	97,622	564,149	508,464	101,556	610,020	67,914	509,022	104,075	613,097	3,077
External Affairs & Public Policy	822,417	226,201	1,048,618	792,835	254,736	1,047,571	850,428	265,002	1,115,430	66,812	858,300	271,574	1,129,874	14,444
Facilities	1,309,970	1,377,853	2,687,823	1,319,948	1,377,563	2,697,511	1,361,526	1,433,079	2,794,605	106,782	1,402,190	1,468,619	2,870,809	76,204
Finance	6,672,175	884,645	7,556,820	6,695,072	977,316	7,672,388	7,117,524	1,016,702	8,134,226	577,406	7,216,527	1,041,916	8,258,443	124,217
Human Resources	3,354,222	820,840	4,175,062	3,274,299	847,838	4,122,137	3,429,037	882,011	4,311,048	135,986	3,503,786	903,888	4,407,674	96,626
Investor Relations	199,774	48,172	247,946	201,409	51,986	253,395	207,813	54,081	261,894	13,948	214,019	55,422	269,441	7,547
Legal	3,128,189	436,920	3,565,109	3,154,018	498,130	3,652,148	3,376,963	518,205	3,895,168	330,059	3,411,349	531,056	3,942,405	47,237
Operations Excellence	1,400,613	295,208	1,695,821	1,414,620	352,043	1,766,663	1,648,787	366,230	2,015,017	319,196	1,596,132	375,313	1,971,445	(43,572)
Regulated Ops	1,734,317	300,412	2,034,729	1,611,038	334,561	1,945,599	1,823,872	348,044	2,171,916	137,187	1,791,278	356,675	2,147,953	(23,963)
Safety	299,532	32,549	332,081	301,813	38,215	340,028	311,320	39,755	351,075	18,994	320,618	40,741	361,359	10,284
Supply Chain	663,908	106,929	770,837	669,404	104,387	773,791	712,291	108,594	820,885	50,048	721,864	111,287	833,151	12,266
Technology and Innovation (T&I)	2,369,562	6,877,492	9,247,054	2,303,361	6,902,754	9,206,115	2,391,309	7,180,935	9,572,244	325,190	2,454,484	7,359,022	9,813,506	241,262
Total	**$30,072,774**	**$25,856,486**	**$55,929,260**	**$29,853,342**	**$27,033,006**	**$56,886,348**	**$31,235,534**	**$27,604,554**	**$58,840,088**	**$2,910,828**	**$31,921,054**	**$27,989,964**	**$59,911,018**	**$1,070,930**
Change in Test Year to Adjusted 2021 (Labor)				(219,432)										
Change in Test Year to Adjusted 2021 (Other)					$1,176,520									
Change in Adjusted 2021 to 2022 Projected (Labor)							$1,382,192							
Change in Adjusted 2021 to 2022 Projected (Other)								$571,548						
Change in 2022 Projected to 2023 Projected (Labor)											$685,520			
Change in 2022 Projected to 2023 Projected (Other)												$385,410		
Total Change in Test Year to Going Level										2,910,828				1,070,930

Pennsylvania American Water Company
Base Period 12 Months Ended 12/31/21
Fully Projected Future Test Year - 12 Months Ending 12/31/23

Service Company
Labor & Related Expenses

	12 Months December 2021					12 Months December 2022				12 Months December 2023					
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11a)	(11b)	(11)	(12)	(13)
	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 **2022** Labor & Related Expense	Total Adjustment to Labor & Related Expense	Total FTY 12/31/22 Labor & Related Expense	Total FTY Labor Service Co. Adjustment	Total Inc for 2023 Labor & Related Expense	Additional Adjustment to Labor Expense	Additional Adjustment to Labor Related Expense	Total Adjustment to Labor & Related Expense	Total FPFTY 12/31/23 Labor & Related Expense	Total FPFTY Labor Service Co. Adjustment
	(1a)+(1b)		(1)+(2)	(4a)+(4b)	(5a)+(5b)	(6a)+(6b)	(7a)+(7b)	(5)+(6)+(7)	(8)-(1)	(10a)+(10b)			(11a)+(11b)	(8)+(10)+(11)	(12)-(8)
Business Development	$313,011	$4,893	$317,904	($24,061)	$288,950	$9,101	$95	$298,146	($14,865)	$8,904	$0	$0	$0	$307,050	$8,904
Central Lab	288,458	(3,322)	285,136	2,459	290,917	9,164	8,201	308,282	19,824	9,208	-	(4,374)	(4,374)	313,116	4,834
Corp Admin	746,157	-	746,157	783	746,940	23,529	(460,675)	309,794	(436,363)	9,252	-	248,495	248,495	567,541	257,747
Corporate Security	1,254,465	452,938	1,707,403	9,573	1,264,038	39,817	1,765	1,305,620	51,155	38,995	-	(952)	(952)	1,343,663	38,043
Customer Service Organization (CSO)	5,053,523	77,461	5,130,984	4,630	5,058,153	148,409	67,796	5,274,358	220,835	150,802	-	(35,045)	(35,045)	5,390,115	115,757
Environmental Leadership	462,481	79,843	542,324	4,046	466,527	14,696	27,241	508,464	45,983	15,186	-	(14,628)	(14,628)	509,022	558
External Affairs & Public Policy	822,417	1,874	824,291	(29,582)	792,835	24,974	32,619	850,428	28,011	25,399	-	(17,527)	(17,527)	858,300	7,872
Facilities	1,309,970	-	1,309,970	9,978	1,319,948	41,578	-	1,361,526	51,556	40,664	-	-	-	1,402,190	40,664
Finance	6,672,175	251,333	6,923,508	22,897	6,695,072	210,894	211,558	7,117,524	445,349	212,576	-	(113,573)	(113,573)	7,216,527	99,003
Human Resources	3,354,222	6,117	3,360,339	(79,923)	3,274,299	103,140	51,598	3,429,037	74,815	102,414	-	(27,665)	(27,665)	3,503,786	74,749
Investor Relations	199,774	901	200,675	1,635	201,409	6,344	60	207,813	8,039	6,206	-	-	-	214,019	6,206
Legal	3,128,189	13,645	3,141,834	25,829	3,154,018	99,352	123,593	3,376,963	248,774	100,858	-	(66,472)	(66,472)	3,411,349	34,386
Operations Excellence	1,400,613	2,612,890	4,013,503	14,007	1,414,620	44,561	189,606	1,648,787	248,174	49,244	-	(101,899)	(101,899)	1,596,132	(52,655)
Regulated Ops	1,734,317	205,294	1,939,611	(123,279)	1,611,038	50,748	162,086	1,823,872	89,555	54,473	-	(87,067)	(87,067)	1,791,278	(32,594)
Safety	299,532	91	299,623	2,281	301,813	9,507	-	311,320	11,788	9,298	-	-	-	320,618	9,298
Supply Chain	663,908	883,701	1,547,609	5,496	669,404	21,086	21,801	712,291	48,383	21,274	-	(11,701)	(11,701)	721,864	9,573
Technology and Innovation (T&I)	2,369,562	3,138,998	5,508,560	(66,201)	2,303,361	72,556	15,392	2,391,309	21,747	71,420	-	(8,245)	(8,245)	2,454,484	63,175
Total	**$30,072,774**	**$7,726,657**	**$37,799,431**	**($219,432)**	**$29,853,342**	**$929,456**	**$452,736**	**$31,235,534**	**$1,162,760**	**$926,173**	**$0**	**($240,653)**	**($240,653)**	**$31,921,054**	**$685,520**

Pennsylvania American Water Company
Base Period 12 Months Ended 12/31/21
Fully Projected Future Test Year - 12 Months Ending 12/31/23

Service Company
Other Non-Labor & Related Costs

	12 Months December 2021						12 Months December 2022			12 Months December 2023		
	(1) Base Year Other Expense	(2) Base Year Other Capitalized Costs	(3) Base Year Total Other Costs	(4) Adjustments to Base Year Expenses	(5) Additional Adjustments to Other Expense	(6) Adjusted Base Year Other Expenses	(7) Inc for 2022 to Base Year Other Expense	(7a) Additional Adjustments to Other Expense	(8) FTY 12/31/22 Total Other Expense	(9) Inc for 2023 to Base Year Other Expense	(9a) Additional Adjustments to Other Expense	(10) FPFTY 12/31/23 Total Other Expense
	(1)	(2)	(1)+(2)	(4)	(5)	(1)+(4)+(5)	(6) x %age	(7a)	(6)+(7)+(7a)	(8) x %age	(9a)	(8)+(9)+(9a)
Business Development	$107,860	$773	$108,633	($6)	$9,232	$117,086	$4,719	$0	$121,805	$3,021	$0	$124,826
Central Lab	258,530	(1,134)	257,396	-	3,444	261,974	10,558	-	272,532	6,759	-	279,291
Corp Admin	3,997,573	-	3,997,573	745,684	6,655	4,749,912	191,421	(267,571)	4,673,762	115,909	(299,196)	4,490,475
Corporate Security	1,549,907	332,035	1,881,942	-	34,495	1,584,402	63,851	-	1,648,253	40,877	-	1,689,130
Customer Service Organization (CSO)	8,455,770	104,528	8,560,298	(11,727)	38,438	8,482,481	341,844	(250,317)	8,574,008	212,646	-	8,786,654
Environmental Leadership	79,625	12,980	92,605	-	17,997	97,622	3,934	-	101,556	2,519	-	104,075
External Affairs & Public Policy	226,201	900	227,101	(3,988)	32,523	254,736	10,266	-	265,002	6,572	-	271,574
Facilities	1,377,853	64,061	1,441,914	-	(290)	1,377,563	55,516	-	1,433,079	35,540	-	1,468,619
Finance	884,645	20,877	905,522	(6,593)	99,264	977,316	39,386	-	1,016,702	25,214	-	1,041,916
Human Resources	820,840	5,354	826,194	(2,644)	29,642	847,838	34,173	-	882,011	21,877	-	903,888
Investor Relations	48,172	245	48,417	(59)	3,873	51,986	2,095	-	54,081	1,341	-	55,422
Legal	436,920	5,880	442,800	-	61,210	498,130	20,075	-	518,205	12,851	-	531,056
Operations Excellence	295,208	234,450	529,658	(2,485)	59,320	352,043	14,187	-	366,230	9,083	-	375,313
Regulated Ops	300,412	28,719	329,131	-	34,149	334,561	13,483	-	348,044	8,631	-	356,675
Safety	32,549	400	32,949	-	5,666	38,215	1,540	-	39,755	986	-	40,741
Supply Chain	106,929	21,110	128,039	(12,698)	10,156	104,387	4,207	-	108,594	2,693	-	111,287
Technology and Innovation (T&I)	6,877,492	9,149,869	16,027,361	(1,672)	26,934	6,902,754	278,181	-	7,180,935	178,087	-	7,359,022
Total	**$25,856,486**	**$9,981,047**	**$35,837,533**	**$703,812**	**$472,708**	**$27,033,006**	**$1,089,436**	**($517,888)**	**$27,604,554**	**$684,606**	**($299,196)**	**$27,989,964**

Pennsylvania-American Water Company
Summary of Pro Forma Adjustments

								Adjustments								
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Function	**12 months ended 12/31/21**	**Removed one-time items**	**Normalize for merit - Labor and Labor related**	**Employee Movement**	**Normalize Travel Expense**	**4/1/22 Merit Increase - Labor and Related**	**2022 Depreciation and LOP Interest**	**2022 Inflation Increase**	**2022 CSC Alton Lease Termination**	**2022 Pension/ OPEB**	**FTY 12 months ended 12/31/22**	**4/1/23 Merit Increase - Labor and Related**	**2023 Depreciation and LOP Interest**	**2023 Inflation Increase**	**2023 OPEB**	**FPFTY 12 months ended 12/31/23**
Business Development	$420,871	($7,652)	$2,506	($18,919)	$9,232	$9,102	$0	$4,719	$0	$95	$419,952	$8,905	$0	$3,021	$0	$431,878
Central Lab	546,989	0	2,459	0	3,444	9,164	0	10,558	0	8,201	580,814	9,207	0	6,759	(4,374)	592,406
Corp Admin	4,743,730	745,684	783	0	6,655	23,529	(267,571)	191,421	0	(460,675)	4,983,557	9,253	(299,196)	115,909	248,495	5,058,018
Corporate Security	2,804,372	0	9,573	0	34,495	39,817	0	63,851	0	1,765	2,953,873	38,995	0	40,877	(952)	3,032,792
Customer Service Organization (CSO)	13,509,293	(50,781)	43,685	0	38,438	148,408	0	341,844	(250,317)	67,796	13,848,366	150,802	0	212,646	(35,045)	14,176,769
Environmental Leadership	542,106	0	4,046	0	17,997	14,696	0	3,934	0	27,241	610,020	15,186	0	2,519	(14,628)	613,097
External Affairs & Public Policy	1,048,617	(40,146)	6,576	0	32,523	24,974	0	10,266	0	32,619	1,115,431	25,399	0	6,572	(17,527)	1,129,875
Facilities	2,687,823	0	9,977	0	(290)	41,578	0	55,516	0	0	2,794,604	40,664	0	35,540	0	2,870,809
Finance	7,556,821	(77,302)	54,443	39,163	99,264	210,895	0	39,386	0	211,558	8,134,227	212,577	0	25,214	(113,573)	8,258,446
Human Resources	4,175,062	(108,447)	25,880	0	29,642	103,140	0	34,173	0	51,598	4,311,048	102,414	0	21,877	(27,665)	4,407,675
Investor Relations	247,946	(59)	1,636	0	3,873	6,344	0	2,095	0	60	261,895	6,207	0	1,341	0	269,443
Legal	3,565,109	(0)	25,829	0	61,210	99,352	0	20,075	0	123,593	3,895,167	100,859	0	12,851	(66,472)	3,942,406
Operations Excellence	1,695,821	(2,485)	14,007	0	59,320	44,561	0	14,187	0	189,606	2,015,018	49,244	0	9,083	(101,899)	1,971,445
Regulated Ops	2,034,729	(37,595)	15,925	(101,608)	34,149	50,748	0	13,483	0	162,086	2,171,916	54,473	0	8,631	(87,067)	2,147,953
Safety	332,081	0	2,281	0	5,666	9,507	0	1,540	0	0	351,075	9,298	0	986	0	361,359
Supply Chain	770,836	(12,698)	5,497	0	10,156	21,086	0	4,207	0	21,801	820,885	21,274	0	2,693	(11,701)	833,151
Technology and Innovation (T&I)	9,247,055	(85,647)	17,774	0	26,934	72,556	0	278,181	0	15,392	9,572,245	71,420	0	178,087	(8,245)	9,813,507
Total	$55,929,261	$322,872	$242,878	($81,365)	$472,709	$929,457	($267,571)	$1,089,435	($250,317)	$452,735	$58,840,093	$926,176	($299,196)	$684,607	($240,651)	$59,911,029

Pennsylvania American Water Company
Allocation of Revenue Requirement from Water to Wastewater
Fully Projected Future Test Year 2023

Factor 1: Customers for Service Company	Total Customers	Dual Water/Wastewater Customers	Wastewater Only Customer Equivalent (5% of Dual Customers)	Wastewater Only	Total Customers For Allocation	Allocation Factor
As of 12/31/21						
Water Operations	677,153				677,153	97.46%
Wastewater SSS	38,142	33,936	1,697	4,206	5,903	0.85%
Royersford WW	1,487	1,469	73	18	91	0.01%
Wastewater CSS	42,348	32,279	1,614	10,069	11,683	1.68%
Total	759,130	67,684	3,384	14,293	694,830	100%

Allocation of Present Rates	$59,911,018 FPFTY 12/31/23
Water Operations	$58,386,882
Wastewater SSS	$509,244
Royersford WW	$7,788
Wastewater CSS	$1,007,104
Total Company	$59,911,018

Inflation

Pennsylvania-American Water Company - Water Operations
Inflation Calculation 2022 and 2023

Total Per Book O&M Expenses 2021	$201,165,135
Less: Adjusted Expenses	
Purchased Water	3,024,165
Fuel and Power	12,480,325
Chemicals	10,776,803
Labor	54,569,241
Pensions	(5,344,509)
OPEB	(8,957,901)
Group Insurance	9,207,817
401K And DCP	3,361,688
Transportation	3,143,315
Insurance Other Than Group	13,728,544
Service Company	55,929,261
Rents	311,926
Uncollectibles	8,366,360
Regulatory Expense	885,928
Miscellaneous Adjustments	2,689,612
Total Adjusted Expenses	$164,172,575
Subject To Inflation In 2022	$36,992,560
Average GDP Rate 2022	4.03%
Pro Forma Adjustment 2022	$1,490,800
Subject To Inflation In 2023	$38,483,360
Average GDP Rate 2023	2.48%
Pro Forma Adjustment 2023	$954,387

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

	2022	2023
First Quarter	5.20%	2.60%
Second Quarter	4.40%	2.50%
Third Quarter	3.60%	2.40%
Fourth Quarter	2.90%	2.40%
Annual Average	4.03%	2.48%

Source: Blue Chip Economic Indicators Vol 47, No. 1 January 10, 2022
page 7, Forecasted future periods.

Pennsylvania-American Water Company - Wastewater SSS General Operations
Inflation Calculation 2022 and 2023

Total Per Book O&M Expenses 2021	$10,554,362
Less: Adjusted Expenses	
Fuel and Power	1,315,954
Chemicals	731,941
Purchased Water	0
Labor	2,902,033
Group Insurance	623,811
401K And DCP	198,907
Transportation	99,499
Rents	516
Insurance Other Than Group	65,511
Uncollectibles	472,612
Miscellaneous Adjustments	225,401
Total Adjusted Expenses	$6,636,186
Subject To Inflation In 2022	$3,918,176
Average GDP Rate 2022	4.03%
Pro Forma Adjustment 2022	$157,902
Subject To Inflation In 2023	$4,076,078
Average GDP Rate 2023	2.48%
Pro Forma Adjustment 2023	$101,087

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

	2022	2023
First Quarter	5.20%	2.60%
Second Quarter	4.40%	2.50%
Third Quarter	3.60%	2.40%
Fourth Quarter	2.90%	2.40%
Annual Average	4.03%	2.48%

Source: Blue Chip Economic Indicators Vol 47, No. 1 January 10, 2022
page 7, Forecasted future periods.

Pennsylvania-American Water Company - Royersford WW Operations
Inflation Calculation 2022 and 2023

Total Per Book O&M Expenses 2021	$337,535
Less: Adjusted Expenses	
Chemicals	25,198
Waste Disposal	59,515
Labor	115,370
Group Insurance	27,953
401K And DCP	7,596
Transportation	(252)
Insurance Other Than Group	2,480
Uncollectibles	5,974
Miscellaneous Adjustments	8,010
Total Adjusted Expenses	$251,845
Subject To Inflation In 2022	$85,690
Average GDP Rate 2022	4.03%
Pro Forma Adjustment 2022	$3,453
Subject To Inflation In 2023	$89,144
Average GDP Rate 2023	2.48%
Pro Forma Adjustment 2023	$2,211

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

	2022	2023
First Quarter	5.20%	2.60%
Second Quarter	4.40%	2.50%
Third Quarter	3.60%	2.40%
Fourth Quarter	2.90%	2.40%
Annual Average	4.03%	2.48%

Source: Blue Chip Economic Indicators Vol 47, No. 1 January 10, 2022
page 7, Forecasted future periods.

Pennsylvania-American Water Company - Wastewater CSS Operations
Inflation Calculation 2022 and 2023

Total Per Book O&M Expenses 2021	$14,261,418
Less: Adjusted Expenses	
Fuel and Power	1,043,075
Chemicals	768,542
Labor	5,689,559
OPEB	28,074
Group Insurance	1,046,306
401K And DCP	536,030
Transportation	517,495
Insurance Other Than Group	128,632
Rents	38,790
Uncollectibles	523,669
Miscellaneous Adjustments	252,260
Total Adjusted Expenses	$10,572,430
Subject To Inflation In 2022	$3,688,987
Average GDP Rate 2022	4.03%
Pro Forma Adjustment 2022	$148,666
Subject To Inflation In 2023	$3,837,654
Average GDP Rate 2023	2.48%
Pro Forma Adjustment 2023	$95,174

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

	2022	2023
First Quarter	5.20%	2.60%
Second Quarter	4.40%	2.50%
Third Quarter	3.60%	2.40%
Fourth Quarter	2.90%	2.40%
Annual Average	4.03%	2.48%

Source: Blue Chip Economic Indicators Vol 47, No. 1 January 10, 2022
page 7, Forecasted future periods.

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

Actuals	% Change From Prior Quarter At Annual Rate										Average For Quarter				
	Real GDP	GDP Price Index	CPI	PPI	IP	Disp Personal Income	PCE	PCE Price Index	Core PCE Price Index	Nonres Fixed Inv	Unem-ployment Rate	3-Mo. Treas. Bills	10-Yr Treas Notes	Chg in Bus Inv	Real Net Exports
2021 1Q	6.3	4.3	3.7	8.8	4.0	54.7	11.4	3.8	2.7	12.9	6.2	0.1	1.3	-88.3	-1226.1
2Q	6.7	6.1	8.4	11.0	6.5	-29.1	12.0	6.5	6.1	9.2	5.9	0.0	1.6	-168.5	-1244.5
3Q	2.3	6.0	6.6	10.0	3.8	-4.3	2.0	5.3	4.6	1.7	5.1	0.0	1.3	-66.8	-1316.6
Blue Chip Forecasts	% Change From Prior Quarter At Annual										Average For Quarter				
4Q Consensus	**5.9**	**5.3**	**7.5**	**9.5**	**5.0**	**-4.9**	**4.9**	**5.9**	**4.5**	**4.9**	**4.2a**	**0.1a**	**1.5a**	**35.0**	**-1319.5**
Top 10 Avg.	7.0	6.8	8.4	13.8	6.6	-0.7	6.2	6.6	5.2	7.8	na	na	na	106.9	-1271.1
Bot. 10 Avg.	4.3	3.5	5.6	6.2	2.4	-7.5	3.3	4.6	3.5	2.6	na	na	na	-24.5	-1360.1
2022 1Q Consensus	**3.3**	**3.5**	**3.9**	**4.4**	**4.3**	**0.2**	**2.6**	**3.4**	**3.6**	**6.1**	**4.0**	**0.1**	**1.7**	**54.4**	**-1333.1**
Top 10 Avg.	4.9	4.7	5.4	6.5	6.5	3.2	4.4	4.7	4.4	9.4	4.3	0.2	1.8	107.3	-1276.5
Bot. 10 Avg.	1.7	2.4	2.1	2.5	2.2	-3.1	0.9	2.1	2.5	3.3	3.8	0.1	1.5	9.5	-1389.6
2Q Consensus	**3.9**	**2.8**	**3.0**	**3.0**	**3.7**	**2.3**	**3.3**	**2.7**	**2.7**	**5.7**	**3.8**	**0.3**	**1.8**	**68.1**	**-1336.5**
Top 10 Avg.	5.1	3.8	4.6	5.0	5.0	4.0	4.7	3.8	3.6	8.4	4.1	0.5	2.1	117.9	-1248.9
Bot. 10 Avg.	2.7	1.8	1.7	1.2	2.3	0.3	2.0	1.5	1.9	3.5	3.6	0.1	1.6	21.5	-1422.8
3Q Consensus	**3.3**	**2.6**	**2.5**	**2.7**	**3.1**	**2.5**	**2.8**	**2.4**	**2.5**	**5.2**	**3.7**	**0.5**	**2.0**	**87.3**	**-1340.5**
Top 10 Avg.	4.2	3.4	3.6	4.2	4.4	3.7	3.7	3.3	3.2	7.3	4.0	0.8	2.3	149.0	-1233.3
Bot. 10 Avg.	2.5	1.8	1.4	1.6	1.9	1.0	2.0	1.6	1.8	3.2	3.4	0.2	1.7	33.8	-1450.7
4Q Consensus	**2.7**	**2.4**	**2.4**	**2.5**	**2.6**	**2.3**	**2.5**	**2.3**	**2.3**	**4.7**	**3.6**	**0.7**	**2.1**	**93.2**	**-1343.8**
Top 10 Avg.	3.5	3.1	3.4	3.6	3.7	3.4	3.3	3.0	3.0	6.3	4.0	1.0	2.5	161.6	-1222.2
Bot. 10 Avg.	2.0	1.8	1.5	1.6	1.6	1.2	1.9	1.7	1.7	3.1	3.3	0.3	1.7	33.3	-1472.0
2023 1Q Consensus	**2.5**	**2.5**	**2.4**	**2.4**	**2.4**	**2.5**	**2.3**	**2.3**	**2.3**	**4.3**	**3.5**	**0.9**	**2.2**	**93.1**	**-1348.9**
Top 10 Avg.	3.1	3.2	3.3	3.4	3.7	3.5	2.9	2.9	2.8	6.1	3.9	1.2	2.6	158.2	-1238.2
Bot. 10 Avg.	1.9	2.0	1.7	1.5	1.1	1.4	1.8	1.7	1.8	2.9	3.2	0.6	1.8	32.8	-1479.6
2Q Consensus	**2.3**	**2.3**	**2.3**	**2.3**	**2.2**	**2.6**	**2.3**	**2.2**	**2.3**	**4.0**	**3.5**	**1.1**	**2.3**	**86.5**	**-1352.0**
Top 10 Avg.	3.1	3.1	3.0	3.1	3.4	3.4	2.9	2.7	2.7	5.8	3.9	1.5	2.8	146.2	-1228.2
Bot. 10 Avg.	1.6	1.8	1.6	1.6	1.0	1.8	1.9	1.6	1.8	2.6	3.2	0.7	1.8	23.6	-1498.0
3Q Consensus	**2.2**	**2.4**	**2.3**	**2.2**	**2.1**	**2.6**	**2.2**	**2.2**	**2.2**	**3.8**	**3.5**	**1.3**	**2.4**	**84.0**	**-1353.3**
Top 10 Avg.	2.8	3.1	2.9	2.8	3.2	3.5	2.7	2.6	2.7	5.6	3.9	1.7	3.0	140.7	-1218.7
Bot. 10 Avg.	1.5	1.8	1.8	1.5	0.9	1.8	1.6	1.7	1.9	2.3	3.1	0.8	1.9	26.5	-1517.9
4Q Consensus	**2.2**	**2.4**	**2.4**	**2.2**	**2.0**	**2.5**	**2.1**	**2.2**	**2.2**	**3.6**	**3.5**	**1.4**	**2.5**	**81.2**	**-1354.9**
Top 10 Avg.	2.8	3.1	3.0	2.7	2.9	3.4	2.7	2.6	2.7	5.1	4.0	2.0	3.1	134.6	-1206.6
Bot. 10 Avg.	1.5	1.9	1.9	1.6	0.8	1.7	1.5	1.8	1.9	2.2	3.1	0.8	1.9	30.5	-1535.8

a=actual

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

Real Gross Domestic Product

	Billions of Chained 2012$ (SAAR)			% Change From Same Quarter In Prior Year		
	Actual	**Forecast**		Actual	**Forecast**	
Quarter	2021	2022	2023	2021	2022	2023
1Q	19055.7	**19921.0**	**20536.3**	0.5	**4.5**	**3.1**
2Q	19368.3	**20110.2**	**20654.7**	12.2	**3.8**	**2.7**
3Q	19478.9	**20275.9**	**20767.0**	4.9	**4.1**	**2.4**
4Q	**19759.7**	**20412.2**	**20877.8**	**5.3**	**3.3**	**2.3**

GDP Chained Price Index

	Index 2012 = 100 (SAAR)			% Change From Same Quarter In Prior Year		
	Actual	**Forecast**		Actual	**Forecast**	
Quarter	2021	2022	2023	2021	2022	2023
1Q	115.8	**121.9**	**125.0**	2.1	**5.2**	**2.6**
2Q	117.5	**122.7**	**125.8**	4.1	**4.4**	**2.5**
3Q	119.3	**123.5**	**126.5**	4.6	**3.6**	**2.4**
4Q	**120.8**	**124.3**	**127.2**	**5.4**	**2.9**	**2.4**

Total Industrial Production

	Index 2017 = 100 (SAAR)			% Change From Same Quarter In Prior Year		
	Actual	**Forecast**		Actual	**Forecast**	
Quarter	2021	2022	2023	2021	2022	2023
1Q	98.3	**103.1**	**106.2**	-1.6	**4.9**	**3.0**
2Q	99.9	**104.1**	**106.8**	14.7	**4.2**	**2.6**
3Q	100.8	**104.9**	**107.3**	5.6	**4.0**	**2.3**
4Q	**102.0**	**105.6**	**107.9**	**4.8**	**3.4**	**2.2**

Consumer Price Index

	Index 1982-1984 = 100 (SAAR)			% Change From Same Quarter In Prior Year		
	Actual	**Forecast**		Actual	**Forecast**	
Quarter	2021	2022	2023	2021	2022	2023
1Q	263.4	**280.8**	**288.1**	1.9	**6.6**	**2.6**
2Q	268.8	**282.9**	**289.7**	4.8	**5.3**	**2.4**
3Q	273.1	**284.7**	**291.4**	5.3	**4.2**	**2.4**
4Q	**278.1**	**286.4**	**293.1**	**6.6**	**3.0**	**2.4**

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

Rent Expense

Pennsylvania-American Water Company - Water Operations
Notes to Statement Of Income

Vendor	Description		2021 Expense	2022 Expense	2022 Adjustment	2023 Expense	2023 Adjustment
SBA PROPERTIES INC	Bald Mountain Tower site rent		$13,103	$11,471	($1,633)	$11,471	$0
SBA TOWERS LLC	Penobscot Mountain tower site rent		9,853	10,121	268	10,121	-
		Total	**$22,956**	**$21,592**	**($1,364)**	**$21,592**	**$0**
High Properties	Coatesville Operations Center		$108,216	$127,268	$19,052	$127,268	($0)
Weeber Enterprises	Wyomissing Operations Center		64,423	64,423	-	-	(64,423)
Mericle	Wilkes-Barre rent		3,537	-	(3,537)	-	-
Gulf Oil	Offsite rentals		11,937	-	(11,937)	-	-
		Total	**$188,112**	**$191,691**	**$3,579**	**$127,268**	**($64,423)**
TYGS Realty Company	Pittston vehicle storage		$10,600	$0	($10,600)	$0	$0
Pagnotti Enterprises	Ground Lease in Swoyersville Borough, Luzerne County		2,120	-	(2,120)	-	-
		Total	**$12,720**	**$0**	**($12,720)**	**$0**	**$0**
Canon Solutions America Inc	Copiers		$70,846	$51,857	($18,989)	$42,073	($9,784)
		Total	**$70,846**	**$51,857**	**($18,989)**	**$42,073**	**($9,784)**
		Total	**$294,634**	**$265,140**	**($29,494)**	**$190,933**	**($74,207)**

Pennsylvania-American Water Company - Wastewater CSS Operations
Notes to Statement Of Income

Vendor	Description	2021 Expense	2022 Expense	2022 Adjustment	2023 Expense	2023 Adjustment
Chestnut Street Center LLC	Office space	$1,000	$0	($1,000)	$0	$0
	Total	**$1,000**	**$0**	**($1,000)**	**$0**	**$0**

Miscellaneous Adjustments

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

Description		Water Operations
DEP-SDW Annual Fee	2021	$844,000
Projected Annual Ongoing Fees	2022 & 2023	$846,000
Adjustment		$2,000

SYSTEM NAME	PWS ID #	Population Served	Actual 2021 Fee	Invoice Number (For Invoices Received)	Projected 2022 Fee
Yardley	PA1090074	32,510	$25,000	1183467	$25,000
Coatesville	PA1150106	30,299	25,000	1183452	25,000
Home Water-Royersford/Shady	PA1150166	41,613	25,000	1183428	25,000
Phoenixville	PA1150206	2,684	4,000	1192995	4,000
Norristown	PA1460046	86,700	35,000	1183406	35,000
Lake Spangenberg	PA2350026	370	500	1210769	500
Olwen Heights	PA2350032	330	500	1210774	500
Brownell	PA2359001	12,560	20,000	1183515	20,000
Fallbrook	PA2359006	2,851	4,000	1192957	4,000
Lake Scranton	PA2359008	134,570	40,000	1183398	40,000
Forest City	PA2359014	3,188	4,000	1192959	4,000
Hillcrest	PA2400070	120	500	1210566	500
Homesite	PA2400072	63	250	1222789	250
Sutton Hills	PA2400128	185	500	1210675	500
Ceasetown	PA2409002	58,392	30,000	1183422	30,000
Crystal Lake	PA2409003	9,773	10,000	1183618	10,000
Nesbitt	PA2409010	52,640	30,000	1183420	30,000
Watres	PA2409011	51,812	30,000	1183421	30,000
Huntsville	PA2409013	11,963	20,000	1183536	20,000
Pocono	PA2450063	17,860	20,000	1183479	20,000
Mid Monroe	PA2450119	1,580	2,000	1193024	2,000
Blue Mtn. Lake	PA2450133	1,753	2,000	1193026	2,000
Fernwood (Resort)	PA2450134	545	500	1192741	500
Wild Acres	PA2520034	2,943	4,000	1192988	4,000
Marcel Lakes (Silver)	PA2520035	845	1,000	1193250	1,000
Pocono Mt. Lake Forest Estates	PA2520050	203	500	1210446	500
All Seasons Water	PA2520056	100	250	1222565	250
Saw Creek (Lehman Pike)	PA2520062	7,016	10,000	1183553	10,000
Milford Landing (Three Lanes)	PA2520085	468	500	1210499	500
Pine Ridge	PA2520096	2,450	4,000	1192982	4,000
Montrose	PA2580023	1,890	2,000	1193098	2,000
Susquehanna	PA2580024	4,230	6,500	1183675	6,500
Thompson	PA2580026	225	500	1210599	500
Indian Rocks	PA2640047	1,100	2,000	1193055	2,000
Winola Water	PA2660004	130	500	1210515	500
Penn	PA3060069	28,508	25,000	1183459	25,000
Glen Alsace	PA3060088	24,951	20,000	1183522	20,000
Golden Oaks	PA3060126	100	250	1222978	250
Bangor	PA3480038	9,008	10,000	1183567	10,000
Berry Hollow	PA3480053	70	250	1222676	250
Blue Mountain/Nazareth	PA3480055	23,763	20,000	1183484	20,000
Frackville	PA3540032	5,583	10,000	1183543	10,000
Wildcat Park	PA3540053	63	250	1222534	250
Laurel Ridge	PA3540072	105	500	1210931	500
Nittany	PA4140081	1,600	2,000	1193068	2,000
Phillipsburg	PA4140087	20,095	20,000	1183474	20,000
Boggs Township	PA4140101	80	250	1222806	250
Berwick	PA4190013	12,880	20,000	1183492	20,000
Turbotville	PA4490016	705	1,000	1193173	1,000
White Deer (Milton)	PA4490023	30,209	25,000	1183427	25,000
McEwensville	PA4490298	282	500	1210486	500
Pittsburgh	PA5020039	686,000	40,000	1183397	40,000
Kittanning	PA5030008	5,000	6,500	1183683	6,500
Butler	PA5100012	43,044	25,000	1183456	25,000
Brownsville	PA5260005	15,817	20,000	1183499	20,000
Uniontown	PA5260020	23,125	20,000	1183500	20,000
Connellsville	PA5260022	11,425	20,000	1183512	20,000
Indiana	PA5320025	22,360	20,000	1183498	20,000
Clarion	PA6160001	16,600	20,000	1183521	20,000
Punxsutawney	PA6330010	8,800	10,000	1183620	10,000
Ellwood City	PA6370011	17,200	20,000	1183503	20,000
New Castle	PA6370034	43,279	25,000	1183437	25,000
Kane	PA6420019	5,725	10,000	1183596	10,000
Warren	PA6620020	14,650	20,000	1183510	20,000
Lake Heritage	PA7010035	1,648	2,000	1193154	2,000
Mechanicsburg (Riverton)	PA7210029	93,368	35,000	1183409	35,000
Hershey	PA7220017	46,000	25,000	1183446	25,000
Steelton	PA7220036	6,300	10,000	1183644	10,000
Valley Water		1,671			2,000
Total Company			$844,000		$846,000

Pennsylvania American Water
2021 Credit Card and Echeck transactions
Volumes and Amounts Paid by PA-American since April 2021

	Volume				Amount					
Fee Paid	**$1.50**	**$1.95**	**$0.45**	**$0.00**	**4/14/2021**	**12/1/2021**	**4/14/2021**		**Invoice**	
Month	**VI/MC/DI**	**AMEX**	**ACH**	**NSF Chargebacks**	**Credit Card**	**AMEX**	**ACH**	**Total**	**amount**	**check**
Jan										
Feb										
Mar										
Apr	28,124	-	44,708	417	$42,186		$20,119	$62,305	$62,305	$0
May	51,204	-	80,593	406	76,806		36,267	113,073	113,073	-
Jun	56,058	-	88,495	445	84,087		39,823	123,910	123,910	-
Jul	62,977	-	90,112	616	94,466		40,550	135,016	135,016	-
Aug	64,519	-	90,939	722	96,779		40,923	137,701	137,701	-
Sep	61,214	-	85,525	688	91,821		38,486	130,307	130,307	-
Oct	63,758	-	92,129	675	95,637		41,458	137,095	137,095	-
Nov	61,719	-	89,325		92,579		40,196	132,775		(132,775)
Dec	63,127	442	85,048		94,691	862	38,272	133,824		(133,824)
	512,700	442	746,874	3,969	$769,050	$862	$336,093	$1,106,005	$839,406	($266,599)

		12/31/2021	12/31/2021	12/31/2021		
	Days paid in 2021	261	30	261		
	Percentage of total days	72%	8%	72%		
Annualized		**$1,075,491**	**$10,486**	**$470,016**	**$1,555,993**	**Annualized Amount**
	2021 residential customers				624,174	
	Fee dollars per residential customer				$2.49	

Year	**Residential Customers**	**Projected Fees**
2022	717,691	$1,789,119
2023	719,521	$1,793,683

	2021	**2022**	**2023**							
	Allocation Factor 1: Customers	**Allocation Factor 2: Customers**	**Allocation Factor 2: Customers**	**Actual 2021**	**Allocated 2021**	**Adjustment 2021**	**2022**	**Adjustment 2022**	**2023**	**Adjustment 2023**
Water Operations	97.46%	87.40%	87.40%	$839,406	$818,052	($21,355)	$1,563,690	$745,638	$1,567,679	$3,989
Wastewater SSS General Operations	0.85%	4.99%	4.99%	0	7,135	7,135	$89,277	82,142	$89,505	228
Royersford WW Operations	0.01%	0.19%	0.19%	0	109	109	$3,399	3,290	$3,408	9
Upper Pottsgrove WW Operations		0.21%	0.21%	0	0	0	$3,757	3,757	$3,767	10
York WW Operations		1.75%	1.75%	0	0	0	$31,310	31,310	$31,389	80
Wastewater CSS Operations	1.68%	5.46%	5.46%	0	14,110	14,110	$97,686	83,575	$97,935	249
Total	100.00%	100.00%	100.00%	$839,406	$839,406	$0	$1,789,119	$949,713	$1,793,683	$4,564

Pennsylvania-American Water Company - Water Operations
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
2021 Revolver Fees	04/01/2020-03/31/2025	$1,400,084	$23,335	$280,017
Total Annualized Revolver Credit Line		$1,400,084	$23,335	$280,017

Pennsylvania-American Water Company
Miscellaneous Expense Adjustment

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

Miscellaneous Expenses

Recipient	Description	2021 Amount
AKA Foundation of Central PA	Donation	$2,000
BRANDYWINE HEALTH FOUNDATION	Donation	2,500
Bridge Academy and Community C	Donation	70
Central PA Food Bank	Donation	3,000
ChrisDon Inc	Donation	500
City of McKeesport	Donation	1,500
CONODOGUINET CREEK WATERSHED A	Donation	1,000
Dollars for Scholars	Donation	250
Glassport Development Corporat	Donation	1,500
Greater Berks Food Bank	Donation	750
Greater Pittsburgh Community	Donation	25,000
Institute for Research Educati	Donation	1,000
JDRF International	Donation	5,000
Lawrence County Social Service	Donation	10,000
Limerick Fire Company	Donation	4,000
Moraine Trails Council Boy Sco	Donation	100
Penn State University	Donation	500
Penns Corner Conservancey	Donation	5,000
RAINBOW KITCHEN COMMUNITY SERV	Donation	2,000
SCHUYLKILL RIVER GREENWAY ASSN	Donation	5,000
Silver Spring Township	Donation	500
SQ *HEALTHY KIDS RU	Donation	258
Thirst Project	Donation	1,000
Treasurer - City of McKeesport	Donation	1,500
UNIONTOWN CITY OF	Donation	250
UNITED WAY OF BUCKS COUNTY	Donation	260
UNITED WAY OF CHESTER COUNTY	Donation	1,300
United Way of Greater Philadel	Donation	130
UNITED WAY OF LACKAWANNA COUNT	Donation	338
UNITED WAY OF LAWRENCE CO	Donation	910
UNITED WAY OF THE CAPITAL REGI	Donation	1,300
UNITED WAY OF WASHINGTON COUNT	Donation	520
UNITED WAY OF WYOMING VALLEY	Donation	650
United Way of York County	Donation	260
WATER RESOURCES DEL RB	Donation	2,000
YELLOW BREECHES WATERSHED	Donation	125
water for KY tornado impact	Donation	1,675
Arts on the Allegheny	Event Sponsorship	500
Berks Nature	Event Sponsorship	500
Borough of Steelton	Event Sponsorship	1,000
BRANDYWINE HEALTH FOUNDATION	Event Sponsorship	1,000
Brandywine Red Clay Alliance	Event Sponsorship	8,000
Brownsville Area Revitalizatio	Event Sponsorship	500
Butler County Chamber of Comme	Event Sponsorship	3,000
Capital Area Greenbelt Assoc	Event Sponsorship	1,000
CCATO	Event Sponsorship	75
Central Pennsylvania Conservan	Event Sponsorship	2,000
Coatesville 2nd Century Allian	Event Sponsorship	1,500
DOLLAR ENERGY FUND INC	Event Sponsorship	2,500
Fort Armstrong Folk Festival	Event Sponsorship	500
Friends of Derry Twp Parks and	Event Sponsorship	2,500
Friends of Preston Park	Event Sponsorship	1,300
Greater Wyoming Valley Chamber	Event Sponsorship	2,000
Hampden Twp Veterans	Event Sponsorship	250
Harrisburg Area YMCA	Event Sponsorship	1,000
Healthy Kids Running Series	Event Sponsorship	450
Hilltop Economic Development	Event Sponsorship	2,500
Keystone Business Alliance	Event Sponsorship	2,500

Pennsylvania-American Water Company
Miscellaneous Expense Adjustment

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

Miscellaneous Expenses

Recipient	Description	2021 Amount
LACKAWANNA RIVER CORRIDOR	Event Sponsorship	4,000
LaRosa Youth Development	Event Sponsorship	2,500
LAWRENCE COUNTY CHAMBER OF COM	Event Sponsorship	2,500
LEADERSHIP WILKES BARRE	Event Sponsorship	5,000
Lower Heidelberg Township	Event Sponsorship	275
Montgomery County Public Works	Event Sponsorship	1,000
National Wildlife Federation	Event Sponsorship	1,250
NEPA Youth Shelter	Event Sponsorship	500
New Leash on Life USA	Event Sponsorship	2,500
PA RESOURCES COUNCIL	Event Sponsorship	5,000
PA SECTION AWWA WATER FOR PEOP	Event Sponsorship	250
PENNSYLVANIA ENVIRONMENTAL COU	Event Sponsorship	5,000
Pennsylvania Leadership Instit	Event Sponsorship	3,000
Pennsylvania Organization for	Event Sponsorship	2,500
Pennsylvania State Association	Event Sponsorship	2,000
RIVERFRONT PARKS COMMITTEE	Event Sponsorship	3,500
SCHUYLKILL RIVER GREENWAY ASSN	Event Sponsorship	1,000
SCRANTON CHAMBER OF COMMERCE	Event Sponsorship	2,500
Scranton Half Marathon	Event Sponsorship	500
SOUTH HILLS AREA COUNCIL OF	Event Sponsorship	1,085
SPRING-FORD CHAMBER OF COMMERC	Event Sponsorship	500
STEEL VALLEY COUNCIL OF GOV	Event Sponsorship	800
SWATARA CREEK WATERSHED ASSN	Event Sponsorship	200
WARREN COUNTY CHAMBER OF COMME	Event Sponsorship	2,500
Washington County Chamber of	Event Sponsorship	3,500
Watershed Alliance of York	Event Sponsorship	1,000
WEST SHORE BUREAU OF FIRE	Event Sponsorship	2,000
WESTERN PENNSYLVANIA CONSERVAN	Event Sponsorship	13,500
YELLOW BREECHES WATERSHED	Event Sponsorship	625
York County Economic Alliance	Event Sponsorship	2,250
York Professional Baseball Clu	Event Sponsorship	10,000
Total Donations - Water Operations		$200,956

Recipient	Description	2021 Amount
Marvine Dutch Gap Softball	Donation	$250
NEPA Youth Shelter	Event Sponsorship	500
Scranton Half Marathon	Event Sponsorship	500
Total Donations - Wastewater CSS		$1,250

Pennsylvania-American Water Company - Water Operations
Miscellaneous Expense Adjustment

Removal of prior year expense
Per Book Amount

Miscellaneous Expenses

Prior year expense	**Amount**
NAWC - PA Chapter 2020 Dues[1]	($37,251)
ORANSCO 2020 Funding[2]	$60,000
Removal of prior year expense	$22,749

[1]Remove prepaid accrual for 2020 dues

[2]Remove expense for ORANSCO 2020 funding

Pennsylvania-American Water Company - Water Operations
Miscellaneous Expense Adjustment

Removal of one time legal fees
Per Book Amount

Miscellaneous Expenses

Contract Services - Legal	**Amount**
Reed Smith Legal Fees[1]	$1,132,479
Removal of Legal Fees	$1,132,479

[1]Remove one time legal fees related to sales tax matter

Pennsylvania-American Water Company - Water Operations
Miscellaneous Expense Adjustment

Reclass other taxes and licenses
Per Book Amount

Miscellaneous Expenses

Other Taxes and Licenses	**Amount**
Transfer Taxes[1]	$11,465
Reclass Other Taxes and Licenses	$11,465

[1]Reclass transfer taxes related to SLIBCO acquisition to regulatory asset.

Pennsylvania-American Water Company - Water Operations
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]	447,891	9%	$40,310
NAWC PA Chapter - Governmental Relations Fund	47,664	100%	47,664
PA Chamber	41,000	50%	20,500
Lobbying expense to be eliminated			$68,164

[1] The lobbying expense of $40,310 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	2021 Amount
636.3	53151013 Contract Svc-Temp Empl - Water Treatment	$530
636.8	53151016 Contract Svc-Temp Empl - Admin & General	46,079
	Total - Water Operations	$46,609

Pennsylvania-American Water Company
Miscellaneous Expense Adjustment

Pension and OPEB Expense to be Eliminated
Per Book Amount

Pension and OPEB

NARUC Account	Account Description	2021 Amount
604.8	50610000 Pension Expense	$196,269
604.8	50610100 Pension Capitalized Credits	(23,082)
604.8	50510000 PBOP Expense	29,679
604.8	50510100 PBOP Capitalized Credits	(3,445)
	Total - Wastewater SSS	$199,420

NARUC Account	Account Description	Amount
604.8	50610000 Pension Expense	$7,352
604.8	50610100 Pension Capitalized Credits	(254)
604.8	50510000 PBOP Expense	1,057
604.8	50510100 PBOP Capitalized Credits	(36)
	Total - Royersford WW	$8,119

NARUC Account	Account Description	Amount
604.8	50610000 Pension Expense	$459,532
604.8	50610100 Pension Capitalized Credits	(120,109)
604.8	50510000 PBOP Expense	69,907
604.8	50510100 PBOP Capitalized Credits	(18,421)
	Total - Wastewater CSS	$390,909

Pennsylvania-American Water Company
Miscellaneous Expense Adjustment

Nutrient Credit Expense Adjustment to normalize per book amount

Year	Nutrient Credit Expense
2017	$0
2018	42,737
2019	33,843
2020	28,212
2021	34,610
Total	$139,402
Five-year average	27,880
Reduced due to permit change	15,000
Test year expense	34,610
Pro forma adjustment - Wastewater SSS	($19,610)

Year	Nutrient Credit Expense
2017	$0
2018	438,934
2019	165,012
2020	58,617
2021	0
Total	$662,563
Five-year average	132,513
Test year expense	0
Pro forma adjustment - Wastewater CSS Operations	$132,513

Pennsylvania-American Water Company
Miscellaneous Expense Adjustment

Severance Expense Adjustment to normalize per book amount

Year	Severance Expense
2019	$9,957
2020	0
2021	0
Total	$9,957
Three-year average	$3,319
Test year expense	0
Pro forma adjustment - Water Operations	$3,319

Year	Severance Expense
2019	$17,628
2020	0
2021	0
Total	$17,628
Three-year average	$5,876
Test year expense	0
Pro forma adjustment - Wastewater CSS Operations	$5,876

Pennsylvania-American Water Company
Miscellaneous Expense Adjustment

Fines expense to be eliminated from Penalties - Non deductible
Per Book Amount

Name	Description	Amount
PAM PA TURNPIKE W	EZ Pass Violations	$361
Pennsylvania Public Utility Co	Administrative penalty	1,250
Pennsylvania Public Utility Co	Line strike incident 11/11/19	500
Pennsylvania Public Utility Co	Line strike incident 4/27/20	500
Pennsylvania Public Utility Co	Line strike incident 5/3/20	1,000
Pennsylvania Public Utility Co	Line strike incident 5/7/20	2,500
Pennsylvania Public Utility Co	Line strike incident 6/19/20	500
Pennsylvania Public Utility Co	Line strike incident 8/7/20	500
Pennsylvania Department of Revenue	Delinquent tax penalty	1,158
	Total - Water Operations	$8,269
COMMONWEALTH OF PA - Clean Water Fund	Kane WW April 2021 penalty	$100
COMMONWEALTH OF PA - Clean Water Fund	Kane WW August 2021 penalty	100
COMMONWEALTH OF PA - Clean Water Fund	Kane WW November 2021 penalty	100
COMMONWEALTH OF PA - Clean Water Fund	Kane WW December 2020 penalty	300
COMMONWEALTH OF PA - Clean Water Fund	discharge penalty - March 2021	1,500
COMMONWEALTH OF PA - Clean Water Fund	discharge penalty - April 2021	1,500
COMMONWEALTH OF PA - Clean Water Fund	discharge penalty - May 2021	1,500
COMMONWEALTH OF PA - Clean Water Fund	discharge penalty - June 2021	1,500
COMMONWEALTH OF PA - Clean Water Fund	discharge penalty - July 2021	1,500
COMMONWEALTH OF PA - Clean Water Fund	discharge penalty - September 2021	1,500
COMMONWEALTH OF PA - Clean Water Fund	discharge penalty - October 2021	1,500
COMMONWEALTH OF PA - Clean Water Fund	discharge penalty - November 2021	1,500
	Total - Wastewater CSS Operations	$12,600
COMMONWEALTH OF PA - Clean Water Fund	Saw Creek Estates penalty (2016-2021)	$9,906
COMMONWEALTH OF PA - DEP	Koppel Borough WWTP discharge penalty	3,600
	Total - Wastewater SSS General Operations	$13,506

Pennsylvania-American Water Company
Miscellaneous Expense Adjustment

Operating Expenses Related to COVID-19 Financial Impacts
Per Book Amount

To eliminate duplication of the deferred amounts recorded to the regulatory asset for incremental COVID-19 related financial impacts.

NARUC Account	Account Description	2021 Amount
620.8	52001600 M & S Oper - Admin & General	$138,754
636.8	53150016 Contract Svc-Other - Admin & General	46,845
675.7	52562515 Overnight Shipping - Customer Accounting	50
675.7	52582016 Uniforms - Admin & General	877
675.8	52566700 Printing	(6,453)
675.8	52571016 Security Service - Admin & General	6,895
675.8	52501600 Misc Oper - Admin & General	24,875
675.8	52534000 Employee Expenses	17,819
675.8	52534200 Conferences and Registration	935,075
675.8	52535000 Meals Deductible	605
675.8	52550016 Janitorial - Admin & General	313,650
675.8	52562016 Office & Admin Supplies - Admin & General	7,562
	Total - Water Operations	$1,486,552

Pennsylvania-American Water Company - Water Operations
Miscellaneous Expense Adjustment

Injuries and Damages adjustment to normalize per book amount

Year	Injuries & Damages
2019[1]	$0
2020	27,500
2021	22,750
Total	$50,250
Three-year average	$16,750
Test year expense	22,750
Pro forma adjustment	($6,000)

[1] 2019 Normalized to remove reversal of 2018 litigation accrual liability.

Pennsylvania-American Water Company - Water Operations
Miscellaneous Expense Adjustment

Registration & Conferences adjustment to normalize per book amount

Year	Registration & Conferences
2017	$325,995
2018	257,787
2019	414,484
Total	$998,266
Three-year average	$332,755
Test year expense	956,163
Adjust for expense items included in the COVID-19 Regulatory Asset deferral	935,075
Adjusted test year expense	21,088
Pro forma adjustment	$311,667

Pennsylvania-American Water Company - Water Operations
Miscellaneous Expense Adjustment

PA HQ - Corporate Campus Allocation from Water to Other Cost of Service Areas
Pro Forma Adjustment

Miscellaneous Expenses

NARUC	Expenses	Corporate Campus Costs
675.8	Landscaping/Snow Removal	$61,385
675.8	Fire Protection	1,225
675.8	Building Maintenance	52,256
675.8	Utilities	86,737
675.8	Recycling/Waste Service/Trash	4,232
675.8	Janitorial/Plant Services	161,181
408.2	Taxes - Property	133,764
675.8	Corporate Office Return and Depreciation	3,332,239
		$3,833,019

	Allocation Factor 3: Customers	Allocated Costs
Water Operations	89.20%	(413,966)
Wastewater SSS	5.02%	192,418
Royersford WW	0.20%	7,666
Upper Pottsgrove WW	0.00%	0
York WW	0.00%	0
Wastewater CSS	5.58%	213,882
Total	100.0%	-

Pennsylvania-American Water Company
Miscellaneous Expense Adjustment
Arrearage Management Plan and Low Income Program Costs

PA H2O Discount Customers w/Arrears >= $150

Month	Water	WW-SSS	WW-CSS	Total
202101	6,819	139	1,502	8,460
202102	6,929	142	1,518	8,589
202103	6,636	148	1,474	8,258
202104	5,699	129	1,343	7,171
202105	5,606	130	1,347	7,083
202106	5,634	134	1,369	7,137
202107	5,597	135	1,352	7,084
202108	5,350	143	1,363	6,856
202109	5,262	114	1,321	6,697
202110	5,259	144	1,312	6,715
202111	5,251	118	1,293	6,662
202112	5,258	111	1,219	6,588
Average	5,775	132	1,368	7,275

Average Number of H2O Discount Customer with Arrears	7,275
Estimated Rate of Participation in AMP	100%
Annual Credits	$300
Total Cost of Discounts	$2,182,500

Dollar Energy Costs	
$8,000	MyApp Customer Service Representative Monthly Cost
1.5	AMP Customer Service Representatives
$12,000	AMP Monthly Cost
$500	MyApp Customer Service Representative Monthly Cost
2.5	H2O Customer Service Representatives
$1,250	H2O Program Monthly Cost
$159,000	Annual Customer Service Representative Costs
$15,000	AMP One Time Start-Up Costs
4,000	H2O One Time Start-Up Costs
10,000	Hardship (Grants) One Time Start-Up Costs
$29,000	One Time Start-Up Costs*
$9,667	Normalize over three years
$168,667	Total Annual Costs

As of 12/31/21	Total Customers	Allocation Factor	670.7 Uncollectible Expense	636.8 Contract Svc-Other AG	Total
Water	677,228	87.40%	$1,907,505	$147,415	$2,054,920
Wastewater SSS	38,658	4.99%	108,907	8,416	117,323
Royersford WW	1,487	0.19%	4,147	320	4,467
Upper Pottsgrove WW	1,613	0.21%	4,583	354	4,937
York WW	13,595	1.75%	38,194	2,952	41,145
Wastewater CSS	42,348	5.46%	119,165	9,209	128,374
Total	774,929	100.00%	$2,182,500	$168,667	$2,351,167

* AMP one time start-up costs includes MyApp Development, hiring Customer Service Representatives and training prior to AMP launch date.
H2O one time start-up costs includes MyApp Development.
Hardship (Grants) one time start-up costs includes MyApp Development.

Pennsylvania-American Water Company - Royersford WW Operations
Notes to Statement Of Income

Royersford Wastewater O&M Adjustment

NARUC	Royersford Wastewater Expenses	Present Rates 2022
408.2	Property Taxes	$8,098
620.3	M & S Oper - Water Treatment	36,000
620.4	M&S Maint - Water Treatment	6,000
635.3	Contract Services (Lab Testing)	10,800
636.3	Contract Svc-Other - Water Treatment	12,600
636.6	Contract Svc-Other Maint - Transmission & Distr	39,600
636.8	Contract Services (Repairs and Maintenance)	600
675.3	Waste Disposal	60,000
675.3	Grounds Keeping - Water Treatment	7,000
675.3	Heating Oil/Gas - Water Treatment	2,400
675.3	Janitorial - Water Treatment	1,200
675.3	Water & WW - Water Treatment	840
675.3	Overnight Shipping - Water Treatment	600
675.3	Uniforms - Water Treatment	2,004
675.3	Office Supplies	900
675.3	Misc Oper - Water Treatment	6,000
675.3	Lab Supplies	2,400
675.8	Employee Related Expenses	1,200
675.8	Telehone - Admin & General	10,800
675.8	Meals Deductible	1,200
	Subtotal Misc Adjustment	**$210,242**
	Less 2021 per book expenses	126,526
	Total Misc Adjustment	**$83,716**

Pennsylvania-American Water Company - Upper Pottsgrove WW Operations
Miscellaneous Expense Adjustment

Upper Pottsgrove Wastewater Adjustment

O&M Expenses	Present Rates 2022	Present Rates 2023
Production Costs:		
Fuel & Power	$15,828	$15,828
Waste Disposal	134,722	134,722
Labor and Labor Related:		
Labor	122,369	126,001
Group Insurance	22,677	24,048
401K	3,859	3,974
DCP	5,447	5,608
ESPP	198	204
Other O&M		
Service Company	138,287	140,804
Contracted Services	143,301	146,803
Insurance Other Than Group	28,516	29,127
Rents	50,049	51,120
Transportation		
General Office Expense	1,532	1,565
Miscellaneous	13,789	14,084
Maintenance	57,198	58,422
Taxes Other Than Income		
Payroll Tax	9,719	9,997
Property Tax		19,784
Total Upper Pottsgrove WW Adjustment	**$747,492**	**$782,090**

Pennsylvania-American Water Company - York WW Operations
Miscellaneous Expense Adjustment

York Wastewater Adjustment

O&M Expenses	Present Rates 2022	Present Rates 2023
Production Costs:		
Fuel & Power	$701,000	$701,000
Chemicals	321,000	321,000
Waste Disposal	460,438	460,438
Labor and Labor Related:		
Labor	1,935,813	1,992,739
Group Insurance	485,735	515,088
401K	67,629	69,616
DCP	94,382	97,155
VEBA	11,897	11,897
ESPP	363	374
Other O&M		
Service Company	1,151,261	1,172,215
Contracted Services	1,147,750	1,147,750
Insurance Other Than Group	368,020	368,020
Rents	44,500	44,500
General Office	65,000	65,000
Miscellaneous	813,889	813,889
Maintenance	975,000	975,000
Taxes Other Than Income		
Payroll Tax	153,486	157,832
Property Tax		972,312
Total York WW Adjustment	**$8,797,162**	**$9,885,824**

Pennsylvania-American Water Company - Wastewater SSS General Operations
Notes to Statement Of Income

Pro Forma adjustment for Delaware Sewer Operating Expenses

	Present Rates 2022
2021 Operation and Maintenance Expense Wastewater SSS Operations	$10,554,362
Total Wastewater	38,142
Average O&M Expense per Wastewater Customer	$277
Delaware Sewer Customers	34
Annual O&M Expense for Delaware Sewer	$9,408
Adjusted expense (prorated 4 months) [1]	**$3,136**

[1] Delaware Sewer acquisition closed on May 13, 2021.

Pennsylvania-American Water Company - Water Operations
Notes to Statement Of Income

Pro Forma adjustment for SLIBCO Water Operating Expenses

	Present Rates 2022
2021 Operation and Maintenance Expense Water Operations	$201,165,134
Commercial Customer Allocation from 2020 Rate Case Cost of Service Study	22.21%
Commercial Customer Portion of O&M Expense	$44,676,139
Total Commercial Water Customers	45,820
Average O&M Expense per Commercial Water Customer	$975
Total SLIBCO Customers	8
Annual O&M Expense for SLIBCO Water	$7,800
Adjusted Expense (prorated 10.5 months) [1]	**$6,825**
Property Taxes	**$11,590**
Total	**$18,415**

[1] SLIBCO acquisition closed on November 19, 2021.

Pennsylvania-American Water Company - Water Operations
Notes to Statement Of Income

Valley Water O&M Adjustment

NARUC	Valley Water Expenses	Present Rates 2022
408.2	Property Taxes	$13,427
615.3	Fuel & Power	27,000
620.4	Maintenance - Production	36,000
636.1	Contract Svc - Maintenance on Well Pumps	12,000
636.3	Contract Svc-Other	58,200
675.3	Waste Disposal	1,000
675.3	Electricity	6,000
675.3	Grounds Keeping	16,500
675.3	Trash Removal	1,200
675.3	Lab Supplies	6,000
675.4	Building Maintenance	5,100
675.6	Misc Expense Maintenance	25,800
675.8	Employee Expenses	7,500
	Subtotal Misc Adjustment	**$215,727**
	Less 2021 estimated expenses	(25,288)
	Total Misc Adjustment	**$190,439**

Pennsylvania-American Water Company - Wastewater SSS General Operations
Notes to Statement Of Income

Valley Wastewater O&M Adjustment

NARUC	Valley Wastewater Expenses	Present Rates 2022
408.2	Property Taxes	$3,376
620.5	Maintenance Supplies, Tools	72,000
620.6	Main Break Repairs	57,000
636.5	Cont Serv Contract Svc-Other	68,000
675.3	Laboratory Supplies	5,400
675.5	Electricity	51,000
675.5	Grounds Keeping	36,000
675.5	Trash Removal	1,200
675.5	Telephone	2,400
675.5	Cell Phone	4,800
675.5	Office & Admin Supplies	2,100
675.5	Uniforms	6,000
675.6	Paving/Backfill	12,000
675.8	Employee Expenses	3,000
	Subtotal Misc Adjustment	**324,276**
	Less 2021 estimated expenses	(40,113)
	Total Misc Adjustment	**284,163**

Pennsylvania-American Water Company - Water Operations
Notes to Statement Of Income

Creekside Homeowner's Association Water Adjustment

	O&M Expenses	Present Rates 2022	Present Rates 2023
Production Costs:			
615.3	Fuel & Power	2,550	3,743
618.3	Chemicals	1,829	2,685
675.3	Waste Disposal	102	150
Other O&M			
634.8	Service Company	6,351	6,467
636.8	Contracted Services	9,196	9,196
675.8	General Office Expense	1,839	1,839
Total Creekside Homeowner's Association Water Adjustment		**21,868**	**24,081**

Pennsylvania-American Water Company - Water Operations
Notes to Statement Of Income

Findlay Township Water Adjustment

	O&M Expenses	Present Rates 2022	Present Rates 2023
Production Costs:			
615.3	Fuel & Power	82,440	82,440
618.3	Chemicals	49,316	49,316
675.3	Waste Disposal	2,080	2,080
	Total Findlay Township Water Adjustment	**$133,836**	**$133,836**

Pennsylvania-American Water Company-Foster Twp
Notes to Statement Of Income

Foster Twp Wastewater Adjustment

	O&M Expenses	Present Rates 2022	Present Rates 2023
Production Costs:			
615.3	Fuel & Power	$24,426	$25,173
618.3	Chemicals	9,300	9,492
Other O&M			
634.8	Service Company	43,696	44,492
636.3	Contracted Services	524,802	524,802
657.8	Insurance Other Than Group	4,780	4,780
675.8	Miscellaneous	2,794	2,794
	Total Foster Twp Wastewater Adjustment	**$609,798**	**$611,533**

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%**