



AMERICAN WATER

**American Water Works Company, Inc.  
EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

American Water Works Company, Inc. (American Water) is committed to ensuring equal employment opportunity for all employees, including qualified employment applicants, and to providing a diverse and inclusive work environment free from discrimination and harassment for all employees, applicants, vendors, contractors and other third parties with whom we conduct business. Discrimination in employment on the basis of any classification protected under federal, state or local law is a violation of our policy and is illegal.

Equal employment opportunity is provided to all employees and applicants for employment without regard to race, color, religious creed, sex (including pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth, or breastfeeding), sexual orientation, gender identity or expression, genetic information, ancestry, national origin (including language use restrictions), alienage or citizenship status, age, disability (mental, intellectual, learning, or physical), medical condition, marital status, military status, veteran status, denial of medical and family care leave, pregnancy disability leave or any other prohibited factor, and/or retaliation for protesting illegal discrimination related to one of these categories. This equal employment opportunity policy applies to all employment practices, including but not limited to recruiting, hiring, advertising, promotion, transfer, reductions in force, training, employee development, compensation and fringe benefits, discipline and termination.

It is also the policy of American Water to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid business needs, job requirements, and individual qualifications. Furthermore, the company will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodation, as required by law.

American Water prohibits retaliation against employees and applicants for filing a complaint, opposing any unlawful act or practice, assisting or participating in any manner in a review, investigation, mediation, or hearing or otherwise seeking to obtain their legal rights or protection under any federal, state, or local law. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion, interference, discrimination or other adverse actions that might dissuade someone from asserting their rights.

As President & CEO of American Water, I am committed to the principles of equal employment opportunity and affirmative action. American Water has developed a written Affirmative Action Program which sets forth specific policies, practices and procedures that ensure our commitment to equal employment opportunity, nondiscrimination, and affirmative action is accomplished. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the company, I have selected Madelaine Cornell-d'Echert, Sr. HR Analyst, and your local Human Resource Business Partner, to monitor our daily activities in these programs. The Affirmative Action Program is available for inspection by any employee or applicant for employment upon request between 9am-4pm EST by contacting Madelaine Cornell-d'Echert or your local Human Resource Business Partner.

All employees share responsibility for the success of these programs. All leaders in our company are responsible for participating in the identification and escalation of issues, taking action to prevent discrimination and harassment, conducting and supporting career counseling, and ensuring that employees are afforded full employment opportunities and encouraged to participate in company-sponsored educational and training activities. All employees are expected to support our equal employment opportunity and affirmative action policies. No employee may use their lack of knowledge about these policies as an excuse for inappropriate behavior or decisions.

Equal employment opportunity and affirmative action are a part of the fabric of all employment practices and decisions at American Water. We are proud to reaffirm our commitment.

Susan Story  
President & CEO  
American Water Works Company, Inc.