

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID 1099827			EMPLOYER NAME AMERICAN WATER WORKS CO INC												
ADDRESS 1 WATER STREET						CITY/TOWN CAMDEN				STATE NJ		ZIP CODE 08102			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 510063696															
SECTION E – EMPLOYER FILING ELIGIBILITY ☒ YES (Employer Is Eligible to File) ☐ NO (Employer Is Not Eligible to File) ☐ EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): M65LC7EMXBB5 ☐ YES (Single-Establishment Employer is Federal Contractor) ☒ YES (Multi-Establishment Employer is Federal Contractor) ☒ YES (Headquarters is Federal Contractor) ☐ YES (Non-Headquarters Establishment is Federal Contractor) ☒ YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 221310 - Water Supply and Irrigation Systems															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	1	11	1	0	0	0	0	6	1	0	0	0	0	20
First/Mid-Level Officials and Managers	49	20	808	50	24	1	2	12	299	32	13	1	2	4	1317
Professionals	38	25	412	45	61	1	3	4	314	57	30	0	0	11	1001
Technicians	11	3	115	9	1	2	2	1	34	5	3	0	0	0	186
Sales Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support Workers	28	49	144	34	2	0	0	1	388	198	7	0	4	12	867
Craft Workers	167	8	1820	153	26	9	11	19	75	9	2	0	0	1	2300
Operatives	69	2	719	92	5	4	1	11	24	4	1	0	0	2	934
Laborers and Helpers	3	0	68	16	0	0	0	2	2	0	0	0	0	0	91
Service Workers	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
CURRENT 2024 REPORTING YEAR TOTAL	365	108	4097	400	119	17	19	50	1142	307	56	1	6	30	6717
PRIOR 2023 REPORTING YEAR TOTAL	327	87	4009	399	108	14	18	49	1096	293	53	1	5	26	6485
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/15/2024 - 12/31/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION				
EMPLOYER IDENTIFICATION				
OFS COMPANY ID 1099827		EMPLOYER NAME AMERICAN WATER WORKS CO INC		
ADDRESS 1 WATER STREET		CITY/TOWN CAMDEN	STATE NJ	ZIP CODE 08102
CERTIFICATION COMMENTS (optional)				
not applicable				
CERTIFICATION STATEMENT "I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions." Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.				
DATE OF CERTIFICATION 6/24/2025 2:44 PM [EST]				
EMPLOYER'S CERTIFYING OFFICIAL				
Name of Employer's Certifying Official Madelaine Cornell-d'Echert		Title of Certifying Official Mgr, HR Compliance		
Email Address of Certifying Official madelaine.cornelldechert@amwater.com		Telephone Number of Certifying Official 856-605-3018		
PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING				
Name of Primary POC Madelaine Cornell-d'Echert		Title and Employer of Primary POC Mgr, HR Compliance American Water Works Company Inc.		
Email Address of Primary POC madelaine.cornelldechert@amwater.com		Telephone Number of Primary POC 856-605-3018		