

AMERICAN WATER WORKS COMPANY, INC.
CURRENT LEVEL OF BOARD OF DIRECTORS REMUNERATION
AS OF MAY 10, 2019

	To Whom Payable	Fee Amount	Payment Timing
Annual Cash Retainer Fees¹			
Board of Directors	All Directors	\$100,000	25% on the 1 st day of each quarter
Board of Directors	Chairman	\$62,500	25% on the 1 st day of each quarter
Audit, Finance and Risk Committee	Chair	\$25,000	25% on the 1 st day of each quarter
Executive Development and Compensation Committee	Chair	\$20,000	25% on the 1 st day of each quarter
Nominating/Corporate Governance Committee	Chair	\$20,000	25% on the 1 st day of each quarter
Safety, Environmental, Technology and Operations Committee	Chair	\$20,000	25% on the 1 st day of each quarter
Annual Stock Unit Grant²			
	All Directors	\$135,000	Annually, in connection with the Annual Meeting of Shareholders
Annual Stock Unit Grant³			
Board of Directors	Chairman	\$62,500	Annually, in connection with the Annual Meeting of Shareholders

In addition to the above fees, Non-Employee Directors are reimbursed for travel and other expenses incurred in attending meetings and other functions of the Board of Directors or Committees of the Board, and also for one director education program per year.

DIRECTOR STOCK RETENTION REQUIREMENTS:

Directors are required to hold shares equaling five (5) times their annual cash retainer by the fifth anniversary of the commencement of service as a director.

¹ Directors who are employees of the Company or one of its subsidiaries do not receive the annual retainers or equity component.

² Each director, who is not an employee of the Company or one of its subsidiaries, shall be paid an annual stock award of \$135,000 in stock units.

³ The Chairman of the Board of Directors shall be paid an additional annual stock award of \$62,500 in stock units.