



## American Water Commits to Furthering Diversity in Leadership

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CAMDEN, N.J.--(BUSINESS WIRE)--Nov. 16, 2018-- [American Water](#) (NYSE: AWK), the nation's largest publicly traded water and wastewater utility company, has partnered with the Paradigm for Parity® coalition and announced its commitment to further support inclusion and diversity efforts across its corporate leadership structure by 2030 as well as show support for the same actions in corporations across the U.S.

"American Water has long been at the forefront of gender parity in leadership and board representation, and we will continue to accelerate our efforts in support of inclusion and diversity across our workforce," said President and CEO Susan Story. "We are proud to partner with the Paradigm for Parity® movement because as a company, we understand the value that comes from having diverse leadership at the top of our organization. Our board of directors is currently comprised of 50% women, 40% of our named executive officers (NEOs) are women, and 25% of our managers are women. We are making a commitment that we will continue to elevate and recognize the success of our strongest leaders, regardless of gender or other demographic factors."

American Water's existing inclusion and diversity efforts have continuously been directed at fully developing each employee to his or her fullest potential, eliminating unconscious bias in the workplace, respecting differences and basing career progress on experience, business results and performance.

As noted above, American Water is a leader in gender parity in its board and several leadership categories. Through its partnership with Paradigm for Parity®, the company has committed to increase the number of women in management roles from the current 25% to at least 30% in all leadership groups in the near term and providing sponsors to women well-positioned for long term success.

"We welcome American Water to the Paradigm for Parity® coalition and applaud the company's commitment to achieving gender parity in corporate leadership," said Sandra Beach Lin, co-chair of the Paradigm for Parity® coalition. "Susan Story and the American Water executive team understand that parity between men and women in the workplace can only be achieved when companies take concrete steps to level the playing field. We are thrilled to have American Water join our coalition of 91 companies that have committed creating diverse and inclusive leadership teams."

Click [here](#) to learn more about the Paradigm for Parity® coalition and become a part of the movement.

### About the Paradigm for Parity® Movement

The Paradigm for Parity® coalition is comprised of CEOs, senior executives, founders, board members and business academics who are committed to achieving a new norm in corporate leadership: one in which women and men have equal power, status, and opportunity.

The coalition created the Paradigm for Parity® 5-Point Action Plan for corporations to accelerate the pace of gender equity in senior executive roles. This unique agenda defines bold and specific actions that, taken together and simultaneously implemented as a package, will catalyze change and enable today's business executives to secure the best leaders of tomorrow. Visit [www.paradigm4parity.com](http://www.paradigm4parity.com) or follow us on Twitter using [@p4parity](#) to learn more about this exciting initiative.

### About American Water

With a history dating back to 1886, American Water is the largest and most geographically diverse U.S. publicly traded water and wastewater utility company. The company employs more than 7,100 dedicated professionals who provide regulated and market-based drinking water, wastewater and other related services to an estimated 14 million people in 45 states and Ontario, Canada. American Water provides safe, clean, affordable and reliable water services to our customers to make sure we keep their lives flowing. For more information, visit [amwater.com](http://amwater.com) and follow American Water on [Twitter](#), [Facebook](#) and [LinkedIn](#).

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