



WE'RE COMMITTED TO CAMDEN

Annual Community Investment 2021 Report



CAMDEN RESIDENT EMPLOYEES



CAMDEN RESIDENTS HIRED IN 2021



EMPLOYEE VOLUNTEER HOURS



COMMUNITY EVENTS PARTICIPATED IN



COMMUNITY CLEAN UPS IN CAMDEN



ITEMS COLLECTED, WRAPPED & GIFTED



SCHOOL BACKPACKS DONATED

*Participation limited in 2021 due to Covid-19 health and safety restrictions.



\$1.37M

Donated to Camden organizations to support local efforts in 2021

- **\$950,000:** Parkside Business and Community in Partnership of Camden
- **\$250,000:** LUCY Outreach
- **\$40,000:** Center for Aquatic Sciences
- **\$35,000:** Hopeworks
- **\$86,900:** 27 additional organizations supporting the City of Camden

American Water is excited to share its 2021 efforts to the Camden community. This report marks American Water's third year in its home along the Camden Waterfront. Throughout the past three years, we have cultivated and maintained meaningful relationships with Camden residents, elected officials and non-profit organizations. As we continue to make a positive impact on the local community and support revitalization efforts, we welcome new partnerships and work to strengthen existing relationships. Camden's vibrancy, resilience and promise are evident, and American Water is pleased to do its part, as corporate citizens, in partnership with the city and its residents.



BENEFITING THE COMMUNITY

American Water began the year with its annual Day of Service on Martin Luther King Jr. Day by hosting a Drive-thru Donation Jam at One Water Street. Employees gathered to collect items for local organizations, including food, personal care items, diapers and more. All items went to benefit the Anna Sample House in Camden, which provides emergency housing for women, children and families experiencing homelessness.



American Water and New Jersey American Water remain active participants in the Camden Water Equity Taskforce as part of the U.S. Water Alliance, a collaboration between utilities, community-based organizations, and stakeholders across the country. This network provides increased education and understanding of challenges, opportunities and promising interventions and best practices to promote equitable water management.

In addition, American Water and New Jersey American Water continue their involvement with the Camden Collaborative Initiative (CCI). The CCI is a solutions-oriented partnership between governmental, non-profit, private and community-based agencies that formed to plan and implement innovative strategies to improve the environment and quality of life of Camden's residents.

In 2021, New Jersey American Water was a partner in the Camden Community Partnership's Leading with Lead program. *Leading with Lead* aims to minimize lead exposure risk in Camden through community education, neighborhood and home lead assessments, water filter distribution and plans to mitigate lead dust in Camden's open spaces. The project focused on the East Camden neighborhood in New Jersey American Water's service territory. Although the water being provided meets all quality standards, including those set for lead, New Jersey American Water provides tips on how to reduce potential lead exposure that can be caused by vintage lead plumbing.

American Water was honored to commemorate the 20th Anniversary of Sept. 11, 2001 with a display of 2,977 American Flags – one for each life lost – on RCA Park Pier. The memorial on the Camden Waterfront was accompanied with a ceremony paying tribute to all who were impacted, including fire and police personnel, other first responders and military service people. A moment of silence was followed by the National Anthem performed by the Camden High School Mighty Marching Band was observed by all those who attended. After a week-long display, the flags were donated to Camden County Veterans Affairs, where they will continue to honor those who served.



FRESH ARTISTS

American Water partnered with Fresh Artists, an award winning non-profit that works with underfunded public school art programs, to add a splash of color to American Water’s headquarters. The organization works with young artists in the region to develop creative art pieces of which, more than 100 are displayed throughout the building. The collaboration provides students with all the necessary tools from markers to watercolors sets, thick to fine-lined brushes, Cray-Pas pastels, sketchpads and, construction paper – all the essentials to express their artistic talents. This sunflower design piece was created by twelve-year-old, Dy’Lea M. from Davis Family School, Camden, NJ.



WATER UP! – WATER UTILITY PIPELINE TRAINING PROGRAM

New Jersey American Water launched a new pilot program – Water UP! – Water Utility Pipeline Training. This program is an 11-week, paid workforce development program for young adults in partnership with Hopeworks, Jingoli Construction and APEX Solutions Group. Water UP! Offers water utility

and other essential business training that equips participants with necessary skills to be successful in the industry. In December the inaugural class of participants graduated the program with STEM and customer service training and OSHA 30 certification.

MEET AMERICAN WATER EMPLOYEES – CAMDEN BORN AND RAISED



Keith Norman, Meter Reader

Meet Keith, who works as a meter reader for American Water’s Contract Services Group, was born and raised in the Camden Centerville neighborhood.

“I like a company where you can come in, move up and one that gives you opportunities to do different things. I was looking for longevity and I saw that with this company.”

William “Bill” Hill, Senior Infrastructure Engineer

For the past 12 years, Senior Infrastructure Engineer William “Bill” Hill has been responsible for identifying new and innovative tools that help enhance security at American Water facilities across the country. Raised in Camden, he’s proud to be a part of the American Water team and even more excited to be able to help give back to his hometown.



Paige Prado, Utility Laborer

Paige Prado, a Camden resident, has been with American Water for five years working for American Water Contract Services Group (CSO). As a part of the CSO team working on Camden combined sewer systems, Paige helps to improve the quality of life for Camden residents.



“My favorite part of working for American Water is working with people from different parts of the community. It’s about having the community come together, getting happy results, and coming every day to let you know that we care about our community.”



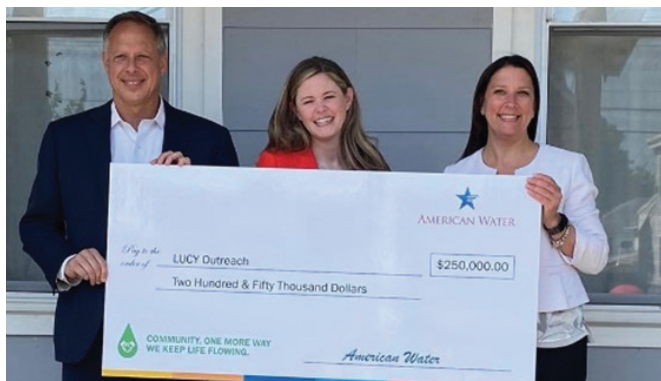
COMMUNITY SUPPORT HIGHLIGHTS

Parkside Business and Community In Partnership of Camden

New Jersey American Water awarded \$950,000 in Neighborhood Revitalization Tax Credit (NRTC) funding to the Parkside Business and Community In Partnership (PBCIP) of Camden. The Funding will be used for the neighborhood revitalization plan projects in the Parkside Neighborhood. The plans include redeveloping two existing locations on Haddon Avenue to support business development and the construction of 10 new single family housing units to increase affordable home ownership opportunities in Camden.

LUCY Outreach Support

In May, American Water announced a \$250,000 donation to LUCY Outreach's capital campaign. The donation will support the new State-of-the-art 10,000 square foot building adjacent to LUCY's current home. The new youth activity center will expand on LUCY's capacity to offer multi-lingual, culturally responsive services to low-income youth, young adults and their families.



Spreading Holiday Cheer!

American Water collected over two-hundred toys and gifts to help Camden families celebrate the holiday seasons. The 230+ items collected were wrapped and gifted to the Camden Special Services District (CSSD) Ambassadors



and their families along with a gift card to prepare their favorite holiday meals. In addition, dozens of toys were donated The Boys and Girls Club of Camden County as part of their toy drive.



Camden Clean Up

American Water and New Jersey American Water were active participants in the Clean Camden Campaign hosted by City of Camden Mayor's Office. During the summer and fall months, 27 employees participated in

eight community clean ups around Camden. The clean-ups consisted of removing trash, weeding, and clearing storm drains in different neighborhoods and parks around the city and two historic cemeteries.

AmeriCANS in Action

Each September, American Water honors its commitment to give back to the communities it serves through its AmeriCANS in Action! Month of service. This year, 60 American Water employees, based out of the Camden headquarters, participated in 10 community service events committing more than 300 volunteer hours. In smaller groups and while staying safe, volunteers spent a day painting at Woodrow Wilson High School, planting trees with NJ Tree Foundation, made 200+ sandwiches for Cathedral Kitchen and helped clean up trash along the Delaware River Back Channel.

ENGAGEMENT EFFORTS

American Water's community efforts continue to support local organizations both in a virtual and in-person capacity. In addition to monetary donations, employees volunteered their time and resources to engage with students and residents in the community.

American Water and the American Water Charitable Foundation contributed \$40,000 to support the Center for Aquatic Sciences five-week hybrid educational summer camp for the third year in a row. High school interns participating in The Center's flagship Community and Urban Science Enrichment (CAUSE) program facilitated a free summer science camp exploring marine biology, environmental science, local waterways and water quality to Camden youth and their families. The CAUSE teen educators paired their virtual activities with family camp days, in-person at local parks in the neighborhood.

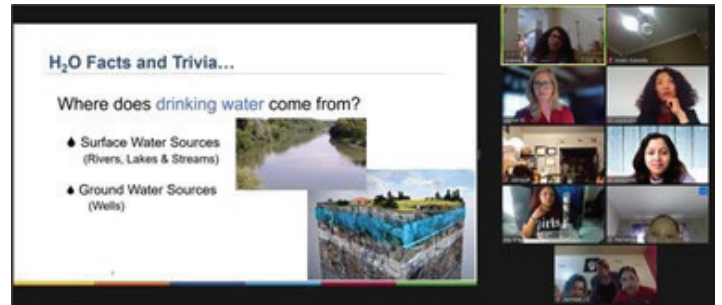
For Earth Day, American Water scientists led a STEM workshop for 20 middle school students participating in GIRLS Inc. Each participant was mailed a water filtration kit and materials to explore the importance of the water filtration process. The students also learned about careers in STEM and the water industry and had a chance to engage with American Water scientists about their experiences.

During the spring and summer months, American Water employees were excited to reconnect with Camden residents in person, participating in more than 15 community events that allowed employees to engage with residents. At the events, employees were also able to share information on American Water's commitment to the community through its work in infrastructure improvements, investment in people and dedication to providing safe, clean and affordable drinking water.

American Water distributed a total of \$14,000 among several Camden, NJ based non-profit organizations. Donations were provided to Mighty Writers, St. Joseph's Carpenter Society, UrbanPromise, Joseph's House of Camden, Wholesome Riches and Women of the Dream. American Water is proud to support each of these organizations that provide valuable and comprehensive services from housing and economic development, connecting residents to local waterways, academic support and social services.

STAY INFORMED

American Water invites the community to stay informed with its quarterly newsletter, the Camden NewsDrop. Learn about the company's recent news and events around One Water Street (American Water headquarters) and Camden, NJ. Visit www.amwater.com/camden for the latest Camden NewsDrop.





INCLUSION & DIVERSITY EFFORTS

American Water sees diversity as a vital element in creating an environment where differences are accepted and are important to the company's success. American Water values and promotes diversity in its workforce and aims to reflect the local communities it serves through the people it employs, wherever possible. Diversity of backgrounds, ideas, thoughts, and experiences is vital to American Water's culture and the way it does business. Creating an environment where differences are embraced and where every person feels engaged and included makes us safer, stronger, and more successful.

American Water is proud of its diverse workforce and is consistently identifying opportunities to continue to diversify its teams. The company is committed to building a diverse and inclusive workforce. American Water's employee population is derived from an 84% diverse hiring pool and is comprised of 26% females, 21% minorities, 6.1% with a veteran or military status, 1.6% with disabilities, 0.7% identify as LGBTQ+ and 0.1% are spouses of veteran or military. American Water's overall diversity is 43.7% with 50.2% of diverse new or rehired employees. Diverse employees are being promoted or transferred at a rate of 56.9%.

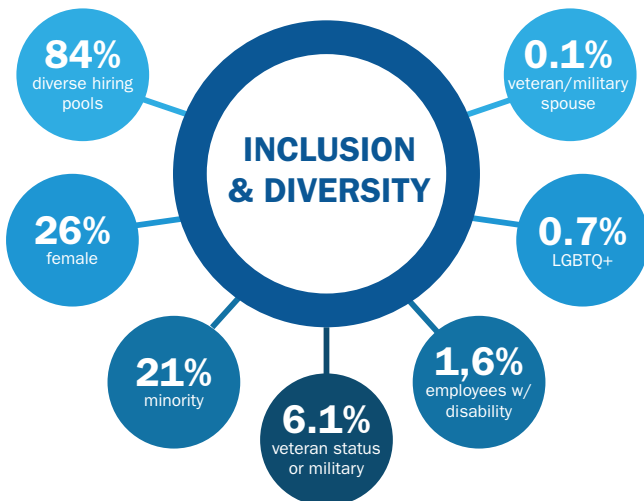
In 2021, American Water released its first annual inclusion & Diversity Report. The report shares through a transparent lens, the inclusion and diversity strategies, practices, policies, and programs from across the business. The report is a reflection of the company's continuous effort to build an inclusive and mutually respectful workplace, thanks to the contributions of every employee.



AWARD RECOGNITION

American Water has received various awards and recognition demonstrating its commitment to inclusion & diversity, examples include:

- 2021 Military Friendly Employer – Gold
- Inclusion in the 2021 Bloomberg Gender Equity Index
- NJ Business Magazine and New Jersey Business and Industry Association - Inclusion and Diversity Award
- "Champion of Diversity" – Forum of Executive Women's
- Disability Equality Index – Best Places to Work for Disability Inclusion





COMMITMENT TO CAMDEN STUDENTS

American Water collected over 150 articles of clothing during its Back-to-School Uniform Drive. The uniforms and clothing were donated to Camden City School District's School-Based Youth Services (SBYS) group to benefit students in various school in the district. SBYS provides comprehensive support for student and families, with a strong focus on emotional wellness and academic success.

In addition to uniforms, American Water was proud to partner with the City of Camden and Camden Community Partnerships and donated 500 school backpacks. The backpacks, stuffed with school supplies, went to support Camden City students to start the new school year.



LEARN MORE

For more information about how American Water and the American Water Charitable Foundation invests in the local community and its various outreach programs, please contact:

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CAMDEN INFRASTRUCTURE IMPROVEMENTS

The City of Camden and American Water began an important improvement project to continue to provide clean, safe and reliable water to residents. This project includes improvements to the Parkside Treatment Plant and construction of a new treatment facility on Vesper Blvd in Parkside. The system will address PFAS and removal of 1,4-dioxane ahead of state regulations expected by NJ Department of Environmental Protection.

Water Quality

New Jersey American Water and American Water Contract Services both have completed their required sampling for 2021 and all systems tested meet or surpass all water quality regulation, including lead and copper. Water Quality reports, which are available online and printed copies, give an overview of local drinking water sources for each community and detail the extensive testing conducted on the water delivered by the company each year.

New Jersey American Water customers can access their report at: www.newjerseyamwater.com under water quality.

City of Camden customers can access their report at: www.amwater.com/Camden