American Water Newsroom

American Water Recognized as America's Best Employers for Diversity 2024 by Forbes

CAMDEN, N.J. – APRIL 23, 2024 – American Water (NYSE: AWK), the largest regulated water and wastewater utility company in the U.S., today announced it has been recognized by *Forbes* as one of America's Best Employers for Diversity 2024, ranked number 11. The distinction highlights American Water as a company that embraces and celebrates diversity.

"American Water's employees reflect the diverse communities we are privileged to serve and are proud to be recognized by *Forbes* for our ongoing commitment to inclusion, diversity and equity," said Lori Sutton, Chief Inclusion Officer, American Water. "We are committed to making a positive impact in those communities while continuing to build an equitable and inclusive workplace for our employees."

Forbes partnered with market research firm Statista to survey over 170,000 U.S.-based employees working for companies employing at least 1,000 people within the U.S. The evaluation was based on three different criteria:

- Personal Recommendations: Employees were asked to give their opinions on a series of statements regarding Age, Gender, Ethnicity, Disability, LGBTQIA+ & General Diversity in their current workplace.
- Public Recommendations: Participants were also given the chance to evaluate other employers in their respective industries that stand out either positively or negatively with regard to diversity.
- KPIs: Extensive research was carried out to evaluate how companies fared across a range of diversity-related best-practices. This included things like Representation, Accountability & Communication, Internal Initiatives, and External Involvement.

View the full list of *Forbes* America's Best Employers for Diversity 2024 here

Our commitment to building a more inclusive and equitable culture begins with our leadership team building greater understanding and awareness of our strategy. In 2024, we are taking a more formalized approach to truly becoming Beautifully Different with the launch of Catalyst for Change. Catalyst for Change aims to solidify a more inclusive and equitable culture where all individuals can bring their whole selves to work to serve the diverse communities in which we operate.

Learn more about American Water's Inclusion, Diversity and Equity strategy here.

American Water also ranked first in the utilities industry category on *Forbes* America's Best Large Employers List for 2024.

About American Water
American Water (NYSE: AWK) is the largest regulated water and wastewater utility company in the United States. With a history dating back to 1886, We Keep Life Flowing® by providing safe, clean, reliable, and affordable drinking water and wastewater services to more than 14 million people with regulated operations in 14 states and on 18 military installations. American Water's 6,500 talented professionals leverage their significant expertise and the company's national size and scale to achieve excellent outcomes for the benefit of customers, employees, investors and other stakeholders.

For more information, visit amwater.com and join American Water on LinkedIn, Facebook, X and Instagram

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