

Sarah E. Leeper Named President of California American Water and Hawaii American Water

SAN DIEGO, Calif. – November 5, 2025 – California American Water announced today that Sarah E. Leeper, currently Vice President and Managing General Counsel, has been named President of California American Water and Hawaii American Water, effective today. Leeper replaces Kevin Tilden, who is leaving the company effective December 31.

"We are thrilled to have Sarah take on this new role at American Water and we wish Kevin the best," said Cheryl Norton, EVP and Chief Operating Officer of American Water. "Sarah began her career at American Water in 2011, and her various regulatory and legal leadership experience and over 20 years of experience in the water industry and business operations make her an ideal leader in California and Hawaii."

As Vice President and General Counsel for California American Water and Hawaii American Water, Leeper provided legal leadership for both California and Hawaii operations. Her tenure at California American Water also included serving as Vice President, Legal–Regulatory, where she managed complex regulatory and policy matters, including drought response, ratemaking, rate design, and proceedings before the California Public Utilities Commission (CPUC). She played a pivotal role in general rate cases, rulemakings, and regulatory mechanisms that shaped the company's approach to water management and compliance.

Leeper's earlier career includes significant experience in private practice at Manatt, and Steefel, Levitt & Weiss, P.C., where she represented clients in regulatory litigation, mergers and acquisitions, environmental compliance, and land use issues. She also advised investor-owned utilities on water rights and development projects and worked with major wireless carriers on consumer protection and service quality matters before the CPUC.

Her foundational legal experience began at the Cellular Telecommunications & Internet Association in Washington, D.C., where she practiced before the Federal Communications Commission and co-chaired an industry working group to develop a nationwide programmatic agreement for telecommunications facility siting.

Leeper holds a Juris Doctorate from J. Reuben Clark Law School at Brigham Young University, where she was a member of the Law Review and Phi Delta Phi Legal Fraternity. She also earned a Bachelor of Arts with Honors in International Relations, with a minor in Russian, from Brigham Young University.

She holds a bar license in California, and is admitted to the District of Columbia bar, and is an active member of the Conference of California Public Utility Counsel. Leeper has been a member of the California American Water and Hawaii American Water Boards since 2018. She also served as a board member for Women in Telecommunications.

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 6,700 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](#).

About California American Water

California American Water, a subsidiary of American Water, provides safe, clean, reliable and affordable water and wastewater services to approximately 750,000 people.

About Hawaii American Water

Hawaii American Water, a subsidiary of American Water, provides high-quality wastewater services to approximately 30,000 people.

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