



## Here are some things we want employees to know about Aqua joining with Peoples

- Peoples and Aqua share common values that guide what each company does every day: working hard to embody **integrity, respect and excellence** to **make life better for the people we serve**.
- Each organization is made up of individuals who come together each day in pursuit of something bigger than themselves — a focus on safely and reliably providing an essential utility service.
- Aqua and Peoples share expertise in and commitment to investing in infrastructure improvements that helps residents and businesses in the communities we serve.
- We expect to continue our respective missions across our functions, including both companies' headquarters, customer service and call centers, and field offices.
- Natural gas, and water and wastewater operations will remain separate.
- Both companies will remain individually and separately regulated by each state's respective utility agencies.
- Both companies will continue our deep commitments to protecting and providing our natural resources.
- Subsidiaries will retain their names and identities. Aqua America will be renamed and be the publicly traded holding company.
- Aqua and Peoples will continue our commitments to all employees, including:
  - Safety, training and operational excellence
  - Career growth and community involvement
  - Protecting our natural resources while providing unparalleled utility services
- We are committed to continuing to provide competitive benefits for the company, as Aqua and Peoples provide today.
- This acquisition does not rely on headcount reductions for Aqua or Peoples.
- **If you have questions, Aqua employees can contact [AskAqua@AquaAmerica.com](mailto:AskAqua@AquaAmerica.com) and Peoples employees should email [HRHelp@peoples-gas.com](mailto:HRHelp@peoples-gas.com).**