## San Jose Water Company Open Door Policy

In an effort to facilitate open dialogue and communication, San Jose Water Company has an open door policy. Employees at all levels of the Company are encouraged to bring ideas, suggestions, and feedback to managers and directors. Employees' ideas and feedback can help San Jose Water Company to grow, to improve, and to better meet the needs of its customers and the community. Unless they are involved in a conference call, confidential meeting or time-sensitive matter, you will find managers and directors with an open door, willing to listen and help bring about a solution or clarification. All staff input can be presented without fear of personal recrimination.