The Connecticut Light and Power Company
Eversource Energy Service Company Salary Information
As of December 31, 2025
Allocation to CL&P Using Actual 2025 Allocation Percentages

Summary	Total		Allocated	
Non Union - Exempt	$ 449,233,564	(a)	$ 63,002,732	(b)
Non Union - Non-Exempt	22,286,712		5,383,353	
Union - Teal Book	13,519,878		7,662,161	
Union - Windsor Call Center	9,081,869		6,501,168	
Union - Yankee Gas	601,973		496,483	
Union - UWUA Local 369	35,334,166		899,512	
Union - Local 12004	3,329,914		8,114	
Union - Eversource Gas Steelworkers	4,096,501		67,687	
Union - Eversource Gas IBEW	94,973		-	
Union - CONVEX	5,019,651		55,212	
Union - WMECO	997,070		1,520	
Total	$ 543,596,270		$ 84,077,944	

(a) Please see Q-OCC-332, Attachment 3 for the allocations of the total salaries to CL&P.
(b) Amounts tie to Exhibit CLP-REVREQ-2, WP C-3.5, page 1, lines 33 - 42.

Union	Exempt / Non-Exempt	Source Cost Center	Total Service Co. Amount	2025 Actual Allocation	Allocated Salary
CONVEX	E	018 Convex	$ 4,353,619	0.00%	$ -
	E	1BP System Ops Training + Procedures	442,991	12.46%	55,212
	E	2TM Grid Management Convex Systems	126,588	0.00%	-
	N	2TM Grid Management Convex Systems	96,453	0.00%	-
CONVEX Total			$ 5,019,651		$ 55,212
Eversource Gas IBEW	E	1CP Director Project Mgt	$ 94,973	0.00%	$ -
Eversource Gas IBEW Total			$ 94,973		$ -
Eversource Gas Steelworkers	N	09Z Customer Resolutions Group	$ 202,800	32.74%	$ 66,405
	N	11E EGMA Call Center - GM/WMA	3,809,294	0.03%	1,282
	N	11W MA Credit + Collect	84,406	0.00%	-
Eversource Gas Steelworkers Total			$ 4,096,501		$ 67,687
TEAL BOOK	E	1TJ CT + MA-W Cnst Mgt	$ 2,175,246	6.74%	$ 146,530
	N	048 Berlin Bldgs	736,486	42.34%	311,844
	N	05B Field Automation	727,126	71.46%	519,615
	N	05D Comm Network Services	902,429	27.78%	250,689
	N	05E Comm Wireless Services	885,997	38.61%	342,099
	N	07M CT Meter Reading	1,335,818	84.72%	1,131,671
	N	08M Meter Engineering	700,190	83.05%	581,515
	N	121 Windsor Bldg	619,778	70.97%	439,879
	N	1TD Substation Automation	645,549	23.71%	153,055
	N	S11 Svc Co Vehicle Support 11-71	4,791,259	79.00%	3,785,265
TEAL BOOK Total			$ 13,519,878		$ 7,662,161
USWA LOCAL 12004	N	1QN Service Dispatch-Mgr	$ 1,471,434	0.00%	$ -
	N	387 Southboro Facilities	688,064	0.69%	4,743
	N	39A Auburn Facilities-Svc Co	218,504	0.00%	-
	N	463 Southboro Warehouse and Distribution	470,371	0.72%	3,371
	N	S21 Svc Co Vechicle Support 21-2Y	481,541	0.00%	-
USWA LOCAL 12004 Total			$ 3,329,914		$ 8,114
UWUA LOCAL 369	N	008 IT Tech - Network	$ 233,022	9.07%	$ 21,135
	N	01P MA Facilities Management	173,930	2.73%	4,744
	N	085 Electric Service Support - EMA	2,872,896	0.00%	-
	N	09Z Customer Resolutions Group	1,155,482	32.74%	378,353
	N	110 Billing + Data Management	3,609,861	2.13%	76,977
	N	11M Meter Systems and Data Management	95,805	43.36%	41,544
	N	11W MA Credit + Collect	218,234	0.00%	-

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Union - Eversource Gas IBEW	94,973		-	
Union - CONVEX	5,019,651		55,212	
Union - WMECO	997,070		1,520	
Total	$ 543,596,270		$ 84,077,944	

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Union	Exempt / Non-Exempt	Source Cost Center	Total Service Co. Amount	2025 Actual Allocation	Allocated Salary
	N	14E Creative Services	102,315	16.06%	16,432
	N	17C Community Relations	95,805	16.03%	15,353
	N	1MB MA SOC Director-Svc Co	95,805	0.00%	-
	N	1MG Gas GIS + Records	755,373	0.00%	-
	N	1QH Energy Efficiency - MA	1,309,464	9.09%	119,017
	N	1RA Regulatory Affairs	98,363	14.96%	14,716
	N	258 Material Logistics Director	95,805	26.85%	25,725
	N	295 Walpole Warehouse and Distribution	207,958	0.00%	-
	N	298 New Bedford Warehouse and Distribution	623,875	0.00%	-
	N	371 Carver Road + Wareham- Svc Co	310,378	0.00%	-
	N	373 New Bedford Electric- Svc Co	439,421	0.00%	-
	N	374 New Bedford Gas- Svc Co	99,403	0.00%	-
	N	375 Plymouth Facilities	294,486	4.03%	11,871
	N	376 Yarmouth Facilities- Svc Co	300,664	0.00%	-
	N	383 Somerville Facilities	119,746	0.00%	-
	N	384 Mass Ave Facilities- Svc Co	1,294,987	0.01%	97
	N	385 Hyde Park Facilities	90,709	0.00%	-
	N	389 Waltham Facilities- Svc Co	310,461	0.00%	-
	N	390 Walpole Facilities- Svc Co	219,752	0.00%	-
	N	427 Inventory Management Admin-Svc Co	93,205	0.00%	-
	N	429 Mass Ave Warehouse and Distrib - Svc Co	2,643,451	0.00%	-
	N	444 Westwood Call Center	7,758,629	0.08%	6,102
	N	446 Environmental Affairs director	95,805	15.80%	15,140
	N	453 Director + National Accounts	95,805	50.06%	47,960
	N	458 Waltham Warehouse and Distribution	207,958	0.00%	-
	N	459 Plymouth Warehouse and Distribution	309,338	0.00%	-
	N	464 Somerville Warehouse and Distribution	207,958	0.00%	-
	N	46N Yarmouth Warehouse and Dist - Svc Co	410,717	0.00%	-
	N	662 IT Corp- Enterprise	988,707	10.55%	104,348
	N	682 Meter Read NSTAR Admin	2,266,722	0.00%	-
	N	S21 Svc Co Vechicle Support 21-2Y	5,031,874	0.00%	-
UWUA LOCAL 369 Total			$ 35,334,166		$ 899,512
Windsor Call Center	N	09Z Customer Resolutions Group	$ 682,937	32.74%	$ 223,622
	N	11K Credit and Collection Operations	1,358,233	47.39%	643,725
	N	12X Windsor Call Center	4,024,032	76.44%	3,076,059
	N	434 Billing + Data Management CT	3,016,667	84.79%	2,557,763
Windsor Call Center Total			$ 9,081,869		$ 6,501,168
WMECO	E	1AH Transmission Constr + Maintenance	$ 997,070	0.15%	$ 1,520
WMECO Total			$ 997,070		$ 1,520

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YANKEE GAS	N	07M CT Meter Reading	$ 365,830	84.72%	$ 309,922
	N	S11 Svc Co Vehicle Support 11-71	236,142	79.00%	186,561
YANKEE GAS Total			$ 601,973		$ 496,483
Non-Union Exempt	E	001 CEO VP	$ 151,965	15.52%	$ 23,590
	E	002 Transmission President	430,300	0.11%	476
	E	008 IT Tech - Network	1,970,050	9.07%	178,682
	E	010 Trans NH Projects	2,466,284	0.06%	1,499
	E	017 Sys Transportation	1,001,808	28.86%	289,141
	E	018 Convex	526,474	0.00%	-
	E	01A IT Bus Sol OPS - BSM	525,493	15.89%	83,504
	E	01B Real Estate + Property Mgmt Director	491,189	29.55%	145,132
	E	01C Real Estate - Svc Co	1,447,367	15.79%	228,541
	E	01F Stations FE+Comm T+D 61	265,200	44.88%	119,011
	E	01G CT Electric Field Ops T+D 61	300,000	70.12%	210,354
	E	01H CT T+D Station Ops Mgmt 61	6,106,988	61.84%	3,776,726
	E	01P MA Facilities Management	1,168,134	2.73%	31,863
	E	025 Accounting - Svc Co	2,082,405	14.83%	308,767
	E	028 Budgeting + Financial Analysis	3,051,034	21.80%	664,994
	E	02C Procurement - Major Projects	1,418,279	0.03%	388
	E	02D Procurement-Indirect Materials	731,201	52.83%	386,324
	E	02E Env+Green Energy Proj	466,973	1.91%	8,921
	E	02F Procurement-Construction Srvcs+EE	1,034,438	10.65%	110,155
	E	02I Material Planning - Svc Co	1,306,007	35.06%	457,915
	E	02K IT Gov - QA	854,625	6.51%	55,599
	E	02M IT Gov - Supplier Mgmt	347,055	16.01%	55,554
	E	02P Procurement - Shared Services	2,339,179	30.02%	702,189
	E	02S Procurement - Material + Equipment	780,432	53.13%	414,669
	E	02V Material Coordination+Inv Recovery	856,041	7.58%	64,862
	E	02Z IT Bus Sol OPS - SCADA	1,081,868	2.94%	31,788
	E	030 IAS - Audit	2,371,080	13.78%	326,741
	E	034 EESCo Training	943,745	26.95%	254,380
	E	03B IAS - Security	1,102,004	7.27%	80,140
	E	03C Credit Call Center	358,663	30.73%	110,233
	E	03D Accounting VP	400,000	10.14%	40,572
	E	03E HR Operations + Service Delivery	2,584,118	20.96%	541,545
	E	03F Financial Planning + Analysis VP	340,000	14.67%	49,866
	E	03R Fin Reporting-Acctg Rsrch+Renewable	1,945,441	16.09%	313,039
	E	03S Benefits Strategy	1,057,187	21.46%	226,842
	E	03U Compensation	939,730	20.70%	194,543

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	E	03V Credit + Collections Director	191,196	28.60%	54,687
	E	03X Electric Supply- Svc Co	1,296,120	26.79%	347,167
	E	044 Human Resources EVP	572,000	21.50%	122,980
	E	04C Voice of the Customer and Analytics	430,919	30.94%	133,332
	E	04D Stations +Trans Line Eng VP	304,600	22.58%	68,779
	E	04R Rates+Regulatory Transmission VP	275,400	0.00%	-
	E	052 Claims + Insurance - Svc Co	2,049,360	29.06%	595,536
	E	053 MA Govt + Legislative Affairs	269,947	0.00%	-
	E	054 External Communications	1,102,978	46.26%	510,215
	E	056 General Counsel - 1- Svc Co	2,701,560	32.83%	886,878
	E	058 NH Govt + Legislative Affairs	380,798	0.00%	-
	E	05B Field Automation	337,648	71.46%	241,288
	E	05D Comm Network Services	446,152	27.78%	123,938
	E	05E Comm Wireless Services	402,051	38.61%	155,239
	E	05F Corp Fin + Cash Mgmt - Svc Co	1,847,299	14.30%	264,180
	E	05I Transmission Rates + Rev Req Svc Co	1,284,337	0.05%	605
	E	05L Investor Relations VP	728,562	15.74%	114,680
	E	05R Call Center Director	393,933	24.88%	98,023
	E	05T Regulatory Financial Analysis	1,185,056	4.49%	53,181
	E	062 Taxes	3,140,288	16.07%	504,588
	E	06C Environmental Compliance	678,922	10.56%	71,691
	E	06E Employee + Labor Relations	1,973,363	29.90%	590,111
	E	06H OCM + HR Communications	164,800	21.50%	35,432
	E	06L IT Customer- BSM	1,148,520	4.09%	46,920
	E	06S Rates	1,331,843	33.58%	447,195
	E	071 IT VP	2,748,630	17.73%	487,383
	E	07C Grid Mod Eng	1,231,132	5.46%	67,194
	E	07D Environmental Remediation	1,313,171	17.13%	224,970
	E	07M CT Meter Reading	266,202	84.72%	225,519
	E	07P Trans NH Project Manager	941,120	0.00%	-
	E	07U Culture and Engagement	165,000	21.50%	35,475
	E	07V Env Sustainability	1,051,998	15.78%	166,022
	E	081 SVP Customer Ops+Dig-CCO	355,100	30.15%	107,074
	E	085 Electric Service Support - EMA	910,973	0.00%	-
	E	086 Electric Service Support - NH	280,031	8.66%	24,261
	E	089 Meter Operations Leadership	1,758,127	36.12%	634,980
	E	08C Telephone Strategy and Support	617,390	25.06%	154,696
	E	08D Digital Strategy	190,753	29.91%	57,053
	E	08E Customer Engagement + Communications	938,657	16.19%	151,955
	E	08F Revenue Assurance	1,186,445	30.91%	366,772
	E	08M Meter Engineering	137,505	83.05%	114,199

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	E	08N 61 Renewables	1,945,383	64.65%	1,257,742
	E	08P System Planning Forecasting	1,988,781	23.70%	471,313
	E	08R Energy Efficiency - Ct	9,391,081	0.00%	-
	E	08V TG Veg Mgmt - Employee Costs	400,380	0.00%	-
	E	08X Electric Service Support - CT + WM	115,725	85.80%	99,295
	E	08Y Distributed Generation + Director	1,712,668	0.82%	13,974
	E	08Z Em Prep Sys Res	517,304	23.51%	121,624
	E	093 Compliance	192,433	15.11%	29,076
	E	096 Adv Eng Analytics	1,213,307	0.69%	8,408
	E	09B IT Enterprise Data - Arch Design	588,256	4.25%	25,030
	E	09D T+D Rights + Survey - Svc Co	2,607,559	4.06%	105,876
	E	09E EVP Customer Exp + Energy Strategy	479,000	22.57%	108,100
	E	09F MA VP Stations FE+Comm T+D	258,300	0.00%	-
	E	09G VP Cust Grid Electrification+Exp	247,200	39.19%	96,878
	E	09H IT Enterprise Data - Data Strategy	324,500	4.38%	14,206
	E	09J Supplier Services	836,853	28.67%	239,902
	E	09M Customer Operations VP	415,600	28.52%	118,514
	E	09N General Counsel - 2	4,279,342	22.81%	976,079
	E	09Z Customer Resolutions Group	469,915	32.74%	153,870
	E	0WP Wholesale Power Contracting	1,180,010	36.84%	434,707
	E	100 Tran Ln + Civ Eng	960,028	0.69%	6,595
	E	102 Environmental Field Response Svc Co	2,080,529	31.54%	656,181
	E	103 Substa Eng + Des	2,777,220	30.00%	833,124
	E	104 Call Center Workforce Planning	1,545,040	30.84%	476,552
	E	107 GM Operational Tech	2,538,615	7.01%	178,013
	E	10A Substation Civil-Svc Co	1,552,482	20.25%	314,358
	E	10H Credit and Collections Hardship	448,789	36.92%	165,676
	E	10M IT Service Management Office	1,283,087	14.85%	190,596
	E	10T Customer Group - Training	1,153,648	30.90%	356,522
	E	110 Billing + Data Management	1,333,529	2.13%	28,436
	E	114 Corporate Citizenship	493,225	16.11%	79,478
	E	116 CIS CG	1,920,021	18.91%	363,093
	E	117 Substation Design Leadership	217,181	3.70%	8,044
	E	118 Director Billing Pay + Meter Srv	320,202	30.69%	98,257
	E	11B Credit Planning and Analysis-Svc Co	832,918	33.00%	274,861
	E	11D Billing + Data Management	575,356	5.21%	29,959
	E	11E EGMA Call Center - GM/WMA	472,663	0.00%	-
	E	11F Manchester Call Center	570,916	37.55%	214,404
	E	11H Distribution System Planning CT	563,314	99.76%	561,938
	E	11J Strategic Financial Analysis	209,753	8.67%	18,184
	E	11K Credit and Collection Operations	539,890	47.39%	255,877

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	E	11M Meter Systems and Data Management	1,764,690	43.36%	765,228
	E	11P IT S+C - Security + Compliance	1,365,408	16.92%	231,023
	E	11Q IT Security Operations	2,229,607	15.57%	347,162
	E	11U IT Security Architecture	1,938,415	9.83%	190,458
	E	11V Budgets + Invest Plan - CT	2,360,497	52.22%	1,232,583
	E	124 Work Management	1,239,322	14.80%	183,446
	E	125 Reg+Strategic Financial Planning SVP	360,000	25.44%	91,586
	E	12A Substation Solutions Eng-Svc Co	568,333	8.77%	49,834
	E	12B Load + Settlement	2,055,662	20.90%	429,648
	E	12C VP Construction Major Projects	221,746	0.00%	-
	E	12E VP Safety+Training+Fleet Ops	275,000	17.49%	48,084
	E	12M Corp Perf Mgmt	3,904,315	14.09%	550,224
	E	12N Standards + Work Methods Director	210,087	39.78%	83,573
	E	12P Business Operations Technology-Proj	985,781	0.00%	-
	E	12Q System Planning Director	508,300	35.89%	182,418
	E	12T Cost Controls	468,000	0.00%	-
	E	12U Reliability Complnce	1,339,753	0.13%	1,771
	E	12X Windsor Call Center	416,884	76.44%	318,675
	E	12Y Trans Interconnections	834,450	0.36%	3,016
	E	130 Supply Chn + Env Affs + Prop Mgmt - VP	281,200	19.23%	54,071
	E	133 IT Corp - BSM	878,598	12.60%	110,737
	E	136 CT Facilities Management	1,272,682	56.76%	722,347
	E	13J Project Solutions	1,030,496	7.15%	73,635
	E	13L Budgets + Invest Plan	728,029	78.91%	574,452
	E	13N Telecom Eng	2,553,406	9.28%	236,945
	E	13P SS Intelligent Design & Compliance	1,142,287	21.16%	241,696
	E	13S T+D Engineering Ops Support	1,320,275	63.18%	834,196
	E	13U Financial Forecasting + Analysis	828,196	17.52%	145,073
	E	143 Revenue Req CT - Svc Co	1,091,595	55.22%	602,748
	E	145 Revenue Req MA - Svc Co	964,000	0.01%	134
	E	146 Rev + Reg Accounting-Svc Co	2,600,345	15.47%	402,222
	E	14B Corporate Communications	1,432,328	15.18%	217,379
	E	14C Strategic Communications VP	265,200	16.31%	43,263
	E	14E Creative Services	499,299	16.06%	80,188
	E	14M Customer Comm Outreach	1,122,110	30.47%	341,909
	E	14N Trans CT + MA-W Projects	3,897,296	9.72%	378,818
	E	14P Budgets + Invest Plan - MA	1,684,419	0.01%	148
	E	14Q P+C Projects CT-WMA	2,931,320	17.91%	524,978
	E	14R P&C Special Projects-Svc Co	473,000	10.93%	51,700
	E	14S Strategy and Planning	1,423,178	5.10%	72,636
	E	14V HR Consulting	1,511,317	21.22%	320,748

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Non Union - Non-Exempt	22,286,712		5,383,353	
Union - Teal Book	13,519,878		7,662,161	
Union - Windsor Call Center	9,081,869		6,501,168	
Union - Yankee Gas	601,973		496,483	
Union - UWUA Local 369	35,334,166		899,512	
Union - Local 12004	3,329,914		8,114	
Union - Eversource Gas Steelworkers	4,096,501		67,687	
Union - Eversource Gas IBEW	94,973		-	
Union - CONVEX	5,019,651		55,212	
Union - WMECO	997,070		1,520	
Total	$ 543,596,270		$ 84,077,944	

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Union	Exempt / Non-Exempt	Source Cost Center	Total Service Co. Amount	2025 Actual Allocation	Allocated Salary
	E	152 Revenue Req NH-Svc Co	483,250	3.96%	19,145
	E	15F Central Maintenance Services	224,596	36.26%	81,448
	E	15S Talent Aquisition	2,331,004	19.30%	449,879
	E	15Y Dist Design Eng + Controls Dir	222,789	40.24%	89,649
	E	15Z Dist Design Eng + Controls	310,844	40.11%	124,666
	E	16T Learning + Development	837,805	21.48%	179,994
	E	17B Budgets + Invest Plan - NH	635,837	0.00%	-
	E	17C Community Relations	644,298	16.03%	103,251
	E	18K VP Siting + Project Svcs	308,300	0.00%	-
	E	19C Field Communications	486,153	23.20%	112,805
	E	1AB Investment Mgmt	741,000	21.44%	158,852
	E	1AD Facil55Wbrook	159,444	0.00%	0
	E	1AG Compliance-Training	905,294	0.00%	-
	E	1AH Transmission Constr + Maintenance	2,407,273	0.15%	3,671
	E	1AS IT Innovation and Emerging Tech	188,500	38.91%	73,344
	E	1AT IT App Transformation + Innovation	335,340	10.92%	36,612
	E	1BP System Ops Training + Procedures	4,691,851	12.46%	584,770
	E	1BT Budget + Invest Plan - Trans CT + NH	2,451,533	0.91%	22,401
	E	1BU Budgets + Invest Plan Trans MA	1,110,516	0.00%	-
	E	1CC Trans Cap Prgm + Cst Estm	2,177,847	1.12%	24,430
	E	1CG VP Thermal Sol + Operational Svcs	684,779	0.00%	-
	E	1CL Quality Assurance Quality Control	659,341	6.52%	42,987
	E	1CM Gas Control Room Compliance+Training	117,266	0.00%	-
	E	1CN Manager - Corrosion	322,620	0.00%	-
	E	1CP Director Project Mgt	486,783	0.00%	-
	E	1CQ Station Projects - East	415,862	0.00%	-
	E	1CR Licensing + Permitting	3,564,380	0.81%	28,998
	E	1CU Clean Technologies	839,929	0.00%	-
	E	1CW Director-Construction West	1,406,451	0.00%	-
	E	1CX Gas Project Engineering-East 2	1,658,793	0.00%	-
	E	1CY Station Projects - West	560,972	0.00%	-
	E	1DC Director - Construction	1,113,516	0.00%	-
	E	1DD Director Dispatch	345,269	0.00%	-
	E	1DF Director-Maintenance East	1,114,927	0.00%	-
	E	1DM Director - Maintenance	968,521	0.00%	-
	E	1DP Director - Planning + Scheduling	805,484	0.00%	-
	E	1DR Drone Engineering	150,000	4.39%	6,591
	E	1DS Asset Mgmt - Distr Substations	844,529	22.37%	188,927
	E	1EA IT Enterpirse App Automation	333,831	11.63%	38,811
	E	1EB Bus Continuity & Threat Assessment	165,000	18.20%	30,030
	E	1ED IT Enterprise Data Analytics	665,098	6.32%	42,029

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Union - Eversource Gas IBEW	94,973		-	
Union - CONVEX	5,019,651		55,212	
Union - WMECO	997,070		1,520	
Total	$ 543,596,270		$ 84,077,944	

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Union	Exempt / Non-Exempt	Source Cost Center	Total Service Co. Amount	2025 Actual Allocation	Allocated Salary
	E	1EG SVP - Engineering	370,800	22.58%	83,727
	E	1EJ Equity + Environmental Compliance	749,941	17.05%	127,874
	E	1EM Emergency Prep	206,876	18.19%	37,641
	E	1EP Scheduling Contract Controls	8,660,648	0.50%	43,340
	E	1ER Gas Emergency Prep	452,237	0.23%	1,045
	E	1FA Dir PM + Const Svcs UCMP	2,447,881	0.02%	595
	E	1FC Gas Control Coordination	556,610	0.00%	-
	E	1FE Regulatory Policy FERC	795,130	8.04%	63,896
	E	1FS Thermal Solutions Services	1,398,148	0.00%	-
	E	1GA Program Management - West	536,877	0.00%	-
	E	1GB Gas Asset Management	1,236,443	0.00%	-
	E	1GC Mang Gas Control	3,124,470	0.00%	-
	E	1GE Svc Co GIS Mapping	831,078	22.13%	183,950
	E	1GI VP Gas Engin	1,055,376	0.00%	-
	E	1GP Gas Policy and Compliance	1,387,565	0.00%	-
	E	1GR Prgmgt Growth+Expn	447,345	0.00%	-
	E	1GS Gas Supply	1,930,252	0.04%	731
	E	1GT Gas Field Training-Manager	1,149,701	0.00%	-
	E	1IR Director - I+R	622,647	0.00%	-
	E	1IS Strategic Solutions + Interconnect	366,584	0.07%	258
	E	1KE Substation Tech Eng	2,191,518	35.12%	769,705
	E	1LD Director - LNG + LPG	871,388	0.00%	-
	E	1LG Legal Administration	754,000	14.00%	105,552
	E	1LK Manager - Leak Management	283,585	0.00%	-
	E	1LN LNG Engineering + Tech Services	1,878,512	0.00%	-
	E	1LR Emergent Logistics Resource	1,192,577	18.61%	221,997
	E	1MA MA Elec Field Ops-Svc Co	264,600	0.00%	-
	E	1MB MA SOC Director-Svc Co	397,365	0.00%	-
	E	1MD MA Stations Director-Svc Co	221,316	0.00%	-
	E	1ME MA Elec System Ops VP-Svc Co	304,300	21.26%	64,698
	E	1MG Gas GIS + Records	521,038	0.00%	-
	E	1MP MA Emergency Prep-Svc Co	153,007	0.00%	-
	E	1MS Director - Meter Services	837,765	0.00%	-
	E	1MT Director-Meter Services East	848,320	0.00%	-
	E	1MW MA Dist Engin West Director-Svc Co	220,000	0.00%	-
	E	1NA Director Transmission NERC audit	226,600	13.14%	29,778
	E	1PC Supply Chain Strategy + Performance	922,513	44.62%	411,646
	E	1PD Accounting Services+Process Design	4,667,069	28.31%	1,321,034
	E	1PE Gas Project Engineering-West 1	1,842,219	0.00%	-
	E	1PF Gas Project Engineering-East 1	1,922,785	0.00%	-
	E	1PG Gas Project Engineering-West 2	1,483,604	0.00%	-

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	E	1PH Design Standards + Compliance	992,412	0.00%	-
	E	1PJ Program Management - East	772,486	0.00%	-
	E	1PL Ops Perform + Long-Term Plan	1,501,713	0.00%	-
	E	1PM VP Proj Mgmt	252,400	0.00%	-
	E	1PP Project Performance	4,691,519	0.96%	45,219
	E	1PR Director Protection + Controls	222,463	5.33%	11,856
	E	1PS Process Improvement	198,414	2.25%	4,457
	E	1PX VP Performance + Controls	254,600	0.00%	-
	E	1QB BCW Stores Svc Co	148,526	45.57%	67,683
	E	1QD Account Executives - MA	1,111,862	0.00%	-
	E	1QE Account Executives - NH + MA	1,033,779	0.00%	-
	E	1QF Strategic Accounts Ct Other	1,445,742	100.00%	1,445,742
	E	1QH Energy Efficiency - MA	16,000,950	0.00%	-
	E	1QK GBU President	400,000	0.00%	-
	E	1QL Gas Operations Support	283,300	0.00%	-
	E	1QN Service Dispatch-Mgr	619,436	0.00%	-
	E	1QP Director - Gas Control + SCADA	344,214	0.00%	-
	E	1QR PSMS QA and QC	3,929,076	0.01%	586
	E	1QT Budgets + Invest Plan - Gas	702,964	0.12%	841
	E	1RA Regulatory Affairs	2,092,893	14.96%	313,115
	E	1RE Rotational Eng Prog	330,400	22.52%	74,410
	E	1RK Gas Risk Mgmt + Inv Strategy	1,304,121	0.00%	-
	E	1RP Regulatory Projects + Compliance	1,863,586	28.98%	540,002
	E	1RR Reliab and Resiliency Planning-Svc Co	1,016,984	40.53%	412,165
	E	1RW Gas Restoration-West	218,386	0.00%	-
	E	1SA Trans Strategy + Economic Analysis	947,698	0.02%	212
	E	1SB Trans Strategic Solutions	606,314	0.10%	629
	E	1SC Sales Ops + Compliance	734,112	0.27%	2,018
	E	1SD Gas SCADA	960,084	0.00%	-
	E	1SE Strategic Sales + Acct Mgmt - East	1,833,813	0.00%	-
	E	1SL Utility Solar Service Company	418,114	15.76%	65,877
	E	1SP Gas System Planning	1,060,471	0.00%	-
	E	1ST Strategic Sales + Acct Mgmt - West	1,323,197	0.16%	2,125
	E	1TA Trans Gp Operations	427,545	0.00%	-
	E	1TB CT Field Eng Test+Field Comm MGMT	211,559	44.58%	94,322
	E	1TC TL Engineering Leadership-Svc Co	744,985	0.94%	7,020
	E	1TD Substation Automation	924,080	23.71%	219,092
	E	1TF Asset Management	1,404,074	0.56%	7,905
	E	1TG Transmission Technical	669,716	0.13%	887
	E	1TH Muni Rel Siting+Permit	2,432,566	1.98%	48,076
	E	1TJ CT + MA-W Cnst Mgt	1,414,418	6.74%	95,279

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	E	1TK Project Engagement	8,976,180	0.21%	18,690
	E	1TP Perfm Analy Rpt	1,162,266	39.85%	463,184
	E	1TR ISO Policy + Econ Analysis	1,308,961	0.36%	4,776
	E	1TS VP ISO Policy + Siting + Compliance	262,200	0.44%	1,142
	E	1TT Technical Training Svc Support	971,731	24.22%	235,312
	E	1TU Strategic Projects Devl	1,442,393	0.00%	-
	E	1TV Trans Business + Quality Assurance	200,000	0.00%	-
	E	1TW Telecommunication Test	167,890	35.71%	59,953
	E	1TX Tran Constr + Main NH + MA-E	2,730,422	0.14%	3,841
	E	1UG UG Trans Lines Eng	675,820	1.15%	7,743
	E	1VP IT VP Enterprise Solutions	1,534,042	12.88%	197,532
	E	1WA Safety - Compliance + Shared Services	986,231	19.01%	187,504
	E	1WC Dielectric Labs + Rubber Goods-61	130,000	46.46%	60,396
	E	1WD Safety - Electric Ops + Eng	2,186,965	24.39%	533,505
	E	1WF Safety - Gas	1,231,058	1.11%	13,675
	E	1WG Electrical Training-Svc Co	218,800	39.78%	87,039
	E	1WH Gas Training- Svc Co	1,889,159	0.00%	-
	E	1WK NH Veg Mgmt - Employee Costs	112,270	39.97%	44,879
	E	250 Procurement Director	226,600	24.08%	54,557
	E	258 Material Logistics Director	201,571	26.85%	54,124
	E	2DM GM Distribution Tech	909,880	34.88%	317,367
	E	2EP VP Emergency Preparedness	257,500	18.36%	47,277
	E	2GW Emergent Gas + Water	196,267	8.94%	17,541
	E	2SC GM T&D Scada	1,081,959	26.99%	292,061
	E	2SP Siting + Permitting	728,048	0.02%	178
	E	2TM Grid Management Convex Systems	1,206,453	0.00%	-
	E	2WK Veg Strategy Coord + Innovation	225,058	39.38%	88,617
	E	3CR Community Relations - CT	2,046,676	66.31%	1,357,248
	E	3DG Dist Generation Service Support	458,213	33.73%	154,575
	E	3MG AMI Management	4,656,107	0.13%	5,836
	E	427 Inventory Management Admin-Svc Co	1,206,727	0.00%	-
	E	432 Executive Inquiry and Complaints	326,680	30.91%	100,985
	E	434 Billing + Data Management CT	561,481	84.79%	476,067
	E	437 Energy Efficiency VP	313,400	0.00%	-
	E	438 Reliability Implementation	796,094	0.07%	578
	E	441 Rates+Regulatory Distribution VP	265,000	29.44%	78,015
	E	443 Energy Supply VP	298,700	16.06%	47,971
	E	444 Westwood Call Center	689,361	0.08%	542
	E	446 Environmental Affairs director	275,800	15.80%	43,584
	E	448 Board of Trustees	276,974	15.43%	42,745
	E	450 Business Project Management	564,679	26.40%	149,055

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	E	453 Director + National Accounts	540,065	50.06%	270,355
	E	456 VOC & Customer Experience Strategy	310,211	31.19%	96,743
	E	4CR Community Relations - MA	1,496,046	0.01%	185
	E	4TP P+C Compliance	1,538,516	18.17%	279,495
	E	53C CT Gov't + Legislative Affairs	479,972	0.00%	-
	E	595 Engineering Capital Projects	1,341,268	0.36%	4,841
	E	5CR Community Relations - NH	968,950	0.00%	-
	E	661 IT Corp - Supply	706,198	10.95%	77,313
	E	662 IT Corp- Enterprise	1,202,699	10.55%	126,932
	E	663 IT Corp- HR + Finance	849,759	10.95%	93,076
	E	664 IT Bus Sol OPS - Svc Co	1,627,905	11.26%	183,281
	E	666 IT Customer- EE	174,000	12.65%	22,018
	E	667 IT Customer - Billing	584,883	27.59%	161,392
	E	668 IT Customer - Metering	692,601	12.44%	86,136
	E	669 IT Customer - Call Center	386,000	27.99%	108,047
	E	671 IT Bus Sol OPS - GIS	838,253	14.82%	124,252
	E	672 IT Bus Sol OPS - Field Force	1,276,000	3.42%	43,634
	E	673 IT Bus Sol OPS - Work + Asset Mgmt	860,199	7.56%	64,999
	E	674 IT Bus Sol OPS - EMS	1,959,384	1.75%	34,263
	E	676 IT Gov - PRJ	4,224,215	7.38%	311,632
	E	677 IT Gov - Arch	2,484,859	9.48%	235,606
	E	678 IT Inf - Cloud	871,168	7.75%	67,507
	E	680 IT Inf - Projects + Strategy	1,530,026	14.70%	224,976
	E	682 Meter Read NSTAR Admin	777,397	0.00%	-
	E	683 IT Inf - Architecture	1,441,594	15.16%	218,474
	E	686 IT Operations - EMS CT	1,083,472	9.79%	106,043
	E	6CR Community Relations - ERP	368,094	0.68%	2,521
	E	6NH Distribution System Planning PSNH	588,374	0.44%	2,561
	E	6NM Distribution System Planning MA	1,938,806	0.58%	11,194
	E	778 Corp Rel and Sustainability EVP	568,000	16.06%	91,221
	E	78F SS Civil NH Svc Co	279,044	0.00%	-
	E	78R Transmission Prjts Serv Co	756,292	0.00%	-
	E	7FA FCS Administration	493,220	32.36%	159,585
	E	7FC Meter Reading + Field Ops Director	196,691	30.80%	60,572
	E	7NA SS Design NH Svc Co	1,163,235	0.04%	480
	E	7NB SS Technical NH Svc Co	1,288,889	0.00%	-
	E	7NH P+C NH Svc Co	2,269,617	0.00%	-
	E	AMT AMT Asset Management Techn	1,337,081	2.05%	27,448
	E	B15 Transmission Planning	3,865,203	5.36%	207,147
	E	B52 Svc Co EP - PSNH D	266,582	0.00%	-
	E	C02 Exec VP and COO	876,000	16.64%	145,741

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	E	C07 VP Operations Business Process Imp	244,864	21.88%	53,574
	E	C09 CT MA Electric President	453,200	20.03%	90,755
	E	C12 Plan Sched and Contract Services	7,335,668	35.11%	2,575,814
	E	D34 Competitive Transmission	239,990	14.29%	34,284
	E	E1C MA DG - Service Co	746,029	0.09%	640
	E	E87 Director Grid Modernization	947,727	28.40%	269,173
	E	EPI Eng Process Improvement	684,448	10.49%	71,798
	E	ES1 Engineering Solutions-ESMP+Telecom	534,000	2.16%	11,540
	E	ES2 Dir Eng Solutions-ESMP+Telecom	227,700	8.78%	19,987
	E	G03 VP Gas System Ops	270,000	0.00%	-
	E	IEP Integrated Energy Planning	810,610	7.48%	60,627
	E	IT1 IT Enterprise IT - Major Programs	706,978	0.49%	3,469
	E	IT2 IT Work Order Lifecycle Center	442,160	3.34%	14,787
	E	IT3 IT Security Operations - Net+Arch	316,703	2.99%	9,466
	E	IT4 IT Security Operations - AI Hub	459,334	1.30%	5,971
	E	IT5 IT Enterprise Data - Data Gov	133,250	3.31%	4,411
	E	IT6 IT Customer - Credit Collections	374,988	40.69%	152,579
	E	K29 Distr Engineering West + South Dir	210,000	0.00%	-
	E	MOS Mobility Systems	687,422	4.87%	33,496
	E	N33 Dir Vegetation Mgmt	196,189	37.63%	73,830
	E	N37 MA E Veg Mgmt - Employee Costs	151,105	0.00%	-
	E	N59 Electric Training Support	1,368,731	28.66%	392,273
	E	OPI Engineering + Standards VP	300,000	49.77%	149,309
	E	R6E Safety-Trans & Ops Services	1,297,088	12.22%	158,456
	E	RDT Payments Print and Data Management	1,045,825	56.26%	588,346
	E	RNA Dist Network & Underground Systems	230,587	38.79%	89,450
	E	S11 Svc Co Vehicle Support 11-71	1,217,259	79.00%	961,678
	E	S21 Svc Co Vechicle Support 21-2Y	1,329,173	0.00%	-
	E	VPA VP Asset Mgmt Process Impr	262,200	4.86%	12,750
Non-Union Exempt Total			$ 449,233,564		$ 63,002,732
	N	001 CEO VP	127,412	15.52%	19,779
	N	002 Transmission President	102,861	0.11%	114
	N	004 CFO EVP	111,052	13.93%	15,465
	N	018 Convex	69,489	0.00%	-
	N	01G CT Electric Field Ops T+D 61	89,789	70.12%	62,959
	N	01H CT T+D Station Ops Mgmt 61	145,696	61.84%	90,103
	N	030 IAS - Audit	103,093	13.78%	14,207
	N	03D Accounting VP	87,170	10.14%	8,842
	N	03E HR Operations + Service Delivery	309,895	20.96%	64,944
	N	044 Human Resources EVP	103,380	21.50%	22,227

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Summary	Total		Allocated	
Non Union - Exempt	$ 449,233,564	(a)	$ 63,002,732	(b)
Non Union - Non-Exempt	22,286,712		5,383,353	
Union - Teal Book	13,519,878		7,662,161	
Union - Windsor Call Center	9,081,869		6,501,168	
Union - Yankee Gas	601,973		496,483	
Union - UWUA Local 369	35,334,166		899,512	
Union - Local 12004	3,329,914		8,114	
Union - Eversource Gas Steelworkers	4,096,501		67,687	
Union - Eversource Gas IBEW	94,973		-	
Union - CONVEX	5,019,651		55,212	
Union - WMECO	997,070		1,520	
Total	$ 543,596,270		$ 84,077,944	

(a) Please see Q-OCC-332, Attachment 3 for the allocations of the total salaries to CL&P.
(b) Amounts tie to Exhibit CLP-REVREQ-2, WP C-3.5, page 1, lines 33 - 42.

Union	Exempt / Non-Exempt	Source Cost Center	Total Service Co. Amount	2025 Actual Allocation	Allocated Salary
	N	049 Repro Mail Svcs	126,163	16.27%	20,523
	N	04C Voice of the Customer and Analytics	68,519	30.94%	21,201
	N	04P CT Electric President	95,779	56.86%	54,458
	N	056 General Counsel - 1- Svc Co	351,522	32.83%	115,399
	N	05E Comm Wireless Services	72,489	38.61%	27,989
	N	05R Call Center Director	79,180	24.88%	19,703
	N	05X Strategy + Policy	112,925	34.61%	39,081
	N	06S Rates	99,564	33.58%	33,431
	N	071 IT VP	165,238	17.73%	29,300
	N	086 Electric Service Support - NH	536,990	8.66%	46,524
	N	089 Meter Operations Leadership	95,832	36.12%	34,612
	N	08N 61 Renewables	59,167	64.65%	38,253
	N	08R Energy Efficiency - Ct	447,030	0.00%	-
	N	08X Electric Service Support - CT + WM	583,898	85.80%	501,001
	N	09D T+D Rights + Survey - Svc Co	71,470	4.06%	2,902
	N	09E EVP Customer Exp + Energy Strategy	98,181	22.57%	22,157
	N	09M Customer Operations VP	96,008	28.52%	27,378
	N	09N General Counsel - 2	342,620	22.81%	78,148
	N	09Z Customer Resolutions Group	909,775	32.74%	297,898
	N	100 Tran Ln + Civ Eng	179,681	0.69%	1,234
	N	103 Substa Eng + Des	1,910,456	30.00%	573,108
	N	11D Billing + Data Management	2,050,345	5.21%	106,764
	N	11F Manchester Call Center	3,628,571	37.55%	1,362,685
	N	11K Credit and Collection Operations	310,790	47.39%	147,297
	N	11M Meter Systems and Data Management	486,819	43.36%	211,101
	N	125 Reg+Strategic Financial Planning SVP	98,509	25.44%	25,061
	N	12E VP Safety+Training+Fleet Ops	84,872	17.49%	14,840
	N	130 Supply Chn + Env Affs + Prop Mgmt - VP	94,994	19.23%	18,266
	N	136 CT Facilities Management	84,486	56.76%	47,952
	N	13P SS Intelligent Design & Compliance	239,135	21.16%	50,599
	N	14C Strategic Communications VP	95,653	16.31%	15,604
	N	14N Trans CT + MA-W Projects	71,027	9.72%	6,904
	N	14S Strategy and Planning	70,040	5.10%	3,575
	N	15F Central Maintenance Services	517,770	36.26%	187,766
	N	15S Talent Aquisition	218,325	19.30%	42,136
	N	15Y Dist Design Eng + Controls Dir	73,262	40.24%	29,480
	N	17C Community Relations	161,023	16.03%	25,805
	N	18K VP Siting + Project Svcs	87,550	0.00%	-
	N	1BR New Hampshire - Shared Services	84,921	0.00%	-
	N	1CG VP Thermal Sol + Operational Svcs	86,097	0.00%	-
	N	1DR Drone Engineering	625,260	4.39%	27,473

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Total	$ 543,596,270		$ 84,077,944	

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Union	Exempt / Non-Exempt	Source Cost Center	Total Service Co. Amount	2025 Actual Allocation	Allocated Salary
	N	1EG SVP - Engineering	87,000	22.58%	19,645
	N	1EM Emergency Prep	81,890	18.19%	14,900
	N	1FE Regulatory Policy FERC	94,219	8.04%	7,571
	N	1FS Thermal Solutions Services	267,456	0.00%	-
	N	1GS Gas Supply	81,999	0.04%	31
	N	1LG Legal Administration	98,000	14.00%	13,719
	N	1LN LNG Engineering + Tech Services	267,651	0.00%	-
	N	1MA MA Elec Field Ops-Svc Co	90,083	0.00%	-
	N	1MG Gas GIS + Records	302,915	0.00%	-
	N	1MV MA Engineering VP-Svc Co	87,276	0.00%	-
	N	1PC Supply Chain Strategy + Performance	72,180	44.62%	32,208
	N	1PD Accounting Services+Process Design	964,782	28.31%	273,086
	N	1PX VP Performance + Controls	83,811	0.00%	-
	N	1QB BCW Stores Svc Co	135,725	45.57%	61,850
	N	1QH Energy Efficiency - MA	151,000	0.00%	-
	N	1TB CT Field Eng Test+Field Comm MGMT	42,265	44.58%	18,843
	N	1TC TL Engineering Leadership-Svc Co	67,898	0.94%	640
	N	1TH Muni Rel Siting+Permit	66,414	1.98%	1,313
	N	1TX Tran Constr + Main NH + MA-E	85,500	0.14%	120
	N	1WH Gas Training- Svc Co	66,000	0.00%	-
	N	1WK NH Veg Mgmt - Employee Costs	130,651	39.97%	52,226
	N	2SP Siting + Permitting	81,649	0.02%	20
	N	441 Rates+Regulatory Distribution VP	86,986	29.44%	25,608
	N	443 Energy Supply VP	89,540	16.06%	14,380
	N	446 Environmental Affairs director	84,819	15.80%	13,404
	N	456 VOC & Customer Experience Strategy	74,039	31.19%	23,090
	N	53C CT Gov't + Legislative Affairs	85,922	0.00%	-
	N	778 Corp Rel and Sustainability EVP	95,220	16.06%	15,292
	N	7FC Meter Reading + Field Ops Director	66,950	30.80%	20,617
	N	7NA SS Design NH Svc Co	821,003	0.04%	339
	N	C02 Exec VP and COO	100,365	16.64%	16,698
	N	C09 CT MA Electric President	175,835	20.03%	35,212
	N	ES2 Dir Eng Solutions-ESMP+Telecom	84,327	8.78%	7,402
	N	RDT Payments Print and Data Management	193,566	56.26%	108,894
Non-Union Non-Exempt Total			$ 22,286,712		$ 5,383,353
Grand Total			$ 543,596,270		$ 84,077,944

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