The Connecticut Light and Power Company
2025 Service Company Allocation of Labor Charges to CL&P
Data by Source Cost Center

Calendar Year 2025			
Source Cost Center	CL&P Amount	Total Amount	CL&P Percentage
000 : Default	$ 118,126	$ 163,430	72.28%
001 : CEO VP	239,597	1,543,471	15.52%
002 : Transmission President	740	668,459	0.11%
004 : CFO EVP	114,697	823,605	13.93%
008 : IT Tech - Network	186,602	2,057,376	9.07%
010 : Trans NH Projects	1,182	1,944,307	0.06%
017 : Sys Transportation	193,059	668,907	28.86%
018 : Convex	-	4,338,922	0.00%
01A : IT Bus Sol OPS - BSM	70,296	442,377	15.89%
01B : Real Estate + Property Mgmt Director	129,670	438,859	29.55%
01C : Real Estate - Svc Co	167,609	1,061,481	15.79%
01F : Stations FE+Comm T+D 61	99,075	220,776	44.88%
01G : CT Electric Field Ops T+D 61	235,607	336,015	70.12%
01H : CT T+D Station Ops Mgmt 61	3,285,381	5,312,480	61.84%
01P : MA Facilities Management	29,827	1,093,503	2.73%
025 : Accounting - Svc Co	315,935	2,130,743	14.83%
028 : Budgeting + Financial Analysis	673,085	3,088,158	21.80%
02C : Procurement - Construction Services	271	989,782	0.03%
02D : Procurement - Indirect Materials	419,308	793,631	52.83%
02E : Procurement-Env+Clean Energy	8,555	447,823	1.91%
02F : Procurement-Gas+Building Services	76,521	718,593	10.65%
02I : Material Planning - Svc Co	509,655	1,453,575	35.06%
02K : IT Gov - QA	54,083	831,323	6.51%
02M : IT Gov - Supplier Mgmt	40,988	256,055	16.01%
02P : Procurement-Professional Services	517,647	1,724,421	30.02%
02S : Procurement-Core Electric Materials	403,395	759,215	53.13%
02U : Svc Co Vehicle Support	-	-	0.00%
02V : Material Coordination+Inv Recovery	50,577	667,503	7.58%
02Z : IT Bus Sol OPS - SCADA	27,180	925,034	2.94%
030 : IAS - Audit	290,624	2,108,989	13.78%
034 : EESCo Training	203,999	756,833	26.95%
03B : IAS - Security	58,781	808,293	7.27%
03C : Credit Call Center	93,171	303,152	30.73%
03D : Accounting VP	44,097	434,752	10.14%
03E : HR Operations + Service Delivery	522,428	2,492,895	20.96%
03F : Financial Planning + Analysis VP	53,875	367,333	14.67%
03R : SEC External Reporting + Research	178,821	1,111,317	16.09%
03S : Benefits Strategy	205,561	958,011	21.46%

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03U : Compensation	170,875	825,403	20.70%
03V : Credit + Collections Director	46,545	162,732	28.60%
03X : Electric Supply- Svc Co	257,721	962,180	26.79%
044 : Human Resources EVP	123,727	575,473	21.50%
048 : CT-61-Berlin	283,214	668,871	42.34%
049 : CT-61-Repro-Mail Services	17,591	108,139	16.27%
04C : Voice of the Customer and Analytics	132,484	428,180	30.94%
04D : Stations +Trans Line Eng VP	58,558	259,336	22.58%
04P : CT Electric President	252,619	444,298	56.86%
04R : Rates+Regulatory Transmission VP	-	237,879	0.00%
052 : Claims + Insurance - Svc Co	508,853	1,751,065	29.06%
053 : MA Govt + Legislative Affairs	-	236,854	0.00%
054 : External Communications	423,676	915,900	46.26%
056 : General Counsel - 1- Svc Co	941,554	2,868,112	32.83%
058 : NH Govt + Legislative Affairs	-	332,789	0.00%
05B : Field Automation	607,992	850,796	71.46%
05D : Comm Network Services	266,700	960,067	27.78%
05E : Comm Wireless Services	390,194	1,010,556	38.61%
05F : Corp Fin + Cash Mgmt - Svc Co	215,508	1,506,952	14.30%
05I : Transmission Rates + Rev Req Svc Co	520	1,104,332	0.05%
05L : Investor Relations VP	107,207	681,081	15.74%
05R : Call Center Director	99,527	399,976	24.88%
05T : Regulatory Financial Analysis	45,543	1,014,850	4.49%
05X : Strategy + Policy	157,171	454,147	34.61%
062 : Taxes	450,705	2,804,950	16.07%
06C : Environmental Compliance	68,015	644,115	10.56%
06E : Employee + Labor Relations	510,016	1,705,523	29.90%
06H : OCM + HR Communications	55,560	258,419	21.50%
06L : IT Customer- BSM	41,623	1,018,854	4.09%
06S : Rates	408,854	1,217,657	33.58%
071 : IT VP	431,188	2,431,715	17.73%
07C : Grid Tech Eng	52,608	963,888	5.46%
07D : Environmental Remediation	187,237	1,092,920	17.13%
07M : CT Meter Reading	1,306,858	1,542,608	84.72%
07P : Trans EMA Projects	-	1,617,956	0.00%
07U : Culture and Engagement	36,200	168,371	21.50%
07V : Env Sustainability	140,402	889,654	15.78%
081 : SVP Customer Ops+Dig-CCO	89,887	298,103	30.15%

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085 : Electric Service Support - EMA	-	2,924,329	0.00%
086 : Electric Service Support - NH	59,062	681,704	8.66%
089 : Meter Operations Leadership	540,665	1,496,989	36.12%
08C : Telephone Strategy and Support	110,804	442,218	25.06%
08D : Digital Strategy	62,961	210,506	29.91%
08E : Customer Engagement + Communications	128,999	796,850	16.19%
08F : Revenue Assurance	292,413	945,906	30.91%
08M : Meter Engineering	530,848	639,183	83.05%
08N : 61 Renewables	1,069,034	1,653,503	64.65%
08P : Advanced Forecasting and Modeling	376,602	1,589,132	23.70%
08R : Energy Efficiency - CT	5,453,941	7,924,430	68.82%
08V : TG Veg Mgmt - Employee Costs	-	325,519	0.00%
08X : Electric Service Support - CT + WM	463,262	539,915	85.80%
08Y : Distributed Generation + Director	10,713	1,312,926	0.82%
08Z : Em Prep Sys Res	101,960	433,668	23.51%
093 : Compliance	24,765	163,898	15.11%
096 : Adv Eng Analytics	6,211	896,180	0.69%
09B : IT Enterprise Data - Arch Design	13,782	323,915	4.25%
09D : T+D Rights + Survey - Svc Co	89,039	2,192,897	4.06%
09E : EVP Customer Exp + Energy Strategy	112,252	497,397	22.57%
09F : MA VP Stations FE+Comm T+D	-	227,990	0.00%
09G : VP Cust Grid Electrification + Exp	82,806	211,293	39.19%
09H : IT Enterprise Data - Data Strategy	11,189	255,576	4.38%
09J : Supplier Services	203,845	711,074	28.67%
09M : Customer Operations VP	117,186	410,942	28.52%
09N : General Counsel - 2	861,018	3,774,893	22.81%
09Z : Customer Resolutions Group	788,011	2,406,568	32.74%
0WP : Wholesale Power Contracting	426,362	1,157,357	36.84%
100 : Tran Ln + Civ Eng	6,519	949,003	0.69%
102 : Environmental Field Response Svc Co	550,105	1,744,195	31.54%
103 : Substa Eng + Des	1,212,339	4,041,335	30.00%
104 : Call Center Workforce Planning	404,951	1,312,899	30.84%
107 : GM Operational Tech	152,902	2,180,504	7.01%
10A : Substation Civil-Svc Co	225,342	1,112,870	20.25%
10H : Credit and Collections Hardship	232,351	629,400	36.92%
10M : IT Service Management Office	201,884	1,359,077	14.85%
10T : Customer Group - Training	334,292	1,081,714	30.90%
110 : Billing + Data Management	60,848	2,853,513	2.13%

The Connecticut Light and Power Company
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114 : Corporate Citizenship	66,202	410,834	16.11%
116 : CIS CG	347,232	1,836,148	18.91%
117 : Substation Design Leadership	7,161	193,338	3.70%
118 : Director Billing Pay + Meter Srv	84,828	276,438	30.69%
11B : Credit Planning and Analysis-Svc Co	186,738	565,878	33.00%
11D : Billing + Data Management NHWMA	114,400	2,196,988	5.21%
11E : EGMA Call Center - GM-WMA	1,201	3,567,864	0.03%
11F : Manchester Call Center	1,454,359	3,872,682	37.55%
11H : Distribution System Planning CT	331,774	332,586	99.76%
11J : Strategic Financial Analysis	44,342	511,482	8.67%
11K : Credit and Collection Operations	672,577	1,419,109	47.39%
11M : Meter Systems and Data Management	1,069,214	2,465,711	43.36%
11P : IT S+C - Security + Compliance	234,958	1,388,667	16.92%
11Q : IT Security Operations	276,581	1,776,309	15.57%
11U : IT Security Architecture	151,592	1,542,848	9.83%
11V : Budgets + Invest Plan - CT	830,767	1,590,987	52.22%
11W : MA Credit + Collect	-	204,643	0.00%
121 : CT-61-Windsor Bldg	316,311	445,674	70.97%
122 : Director Substation Engineering	1,337	5,923	22.58%
124 : Work Management	157,764	1,065,817	14.80%
125 : Reg+Strategic Financial Planning SVP	38,682	152,047	25.44%
12A : Substation Solutions Eng - Svc Co	36,888	420,690	8.77%
12B : Load + Settlement	372,639	1,782,902	20.90%
12C : VP Construction Major Projects	-	142,679	0.00%
12E : VP Safety+Training+Fleet Ops	56,668	324,092	17.49%
12H : Org + Talent Development	-	-	0.00%
12M : Corp Perf Mgmt	470,384	3,337,783	14.09%
12N : Standards + Work Methods Director	71,670	180,166	39.78%
12P : Gas Operations Technology	-	-	0.00%
12Q : System Planning Director	148,440	413,622	35.89%
12T : Cost Controls	-	206,191	0.00%
12U : Reliability Complnce	1,478	1,118,592	0.13%
12X : Windsor Call Center	2,901,099	3,795,153	76.44%
12Y : Trans Interconnections	2,724	753,653	0.36%
130 : Supply Chain + RE + Materials VP	64,139	333,556	19.23%
133 : IT Corp - BSM	74,360	589,983	12.60%
136 : CT-61-Facilities Ops	637,266	1,122,781	56.76%
13J : Project Solutions	52,378	733,019	7.15%

The Connecticut Light and Power Company
2025 Service Company Allocation of Labor Charges to CL&P
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13L : Budgets + Invest Plan	490,300	621,379	78.91%
13N : Telecom Eng	212,444	2,289,372	9.28%
13P : SS Intelligent Design + Compliance	229,085	1,082,684	21.16%
13S : Transmission Stations and Underground Dist Stds	619,804	980,959	63.18%
13U : Financial Forecasting + Analysis	107,548	613,973	17.52%
143 : Revenue Req CT - Svc Co	460,043	833,151	55.22%
145 : Revenue Req MA - Svc Co	134	962,463	0.01%
146 : Rev + Reg Accounting-Svc Co	349,246	2,257,858	15.47%
14B : Corporate Communications	157,308	1,036,515	15.18%
14C : Strategic Communications VP	50,308	308,381	16.31%
14E : Creative Services	83,186	517,971	16.06%
14M : Customer Comm Outreach	315,619	1,035,831	30.47%
14N : Trans CT Projects	397,227	4,086,696	9.72%
14P : Budgets + Invest Plan - MA	132	1,502,569	0.01%
14Q : P+C Projects CT-WMA	457,206	2,552,900	17.91%
14R : P+C Special Projects-Svc Co	30,952	283,179	10.93%
14S : Strategy and Planning	67,692	1,326,312	5.10%
14V : HR Consulting	254,182	1,197,669	21.22%
14W : CR Wind	-	73,157	0.00%
152 : Revenue Req NH-Svc Co	16,009	404,090	3.96%
15F : Comm Maintenance Services	254,130	700,771	36.26%
15G : CT Veg Mgmt - Contractor Costs	-	526	0.00%
15S : Talent Acquisition	418,119	2,166,444	19.30%
15Y : Dist Design Eng + Controls Dir	93,383	232,069	40.24%
15Z : Dist Design Eng + Controls	127,123	316,969	40.11%
16E : Dist Eng - Eastern	-	(935)	0.00%
16T : Learning + Development	161,300	750,788	21.48%
17B : Budgets + Invest Plan - NH	-	545,974	0.00%
17C : Community Relations	108,232	675,381	16.03%
18K : VP Siting + Project Svcs	-	336,077	0.00%
18T : Field Engineering Test - disabled	34,446	98,691	34.90%
19C : Field Communications	84,616	364,667	23.20%
1AB : Investment Mgmt	144,946	676,133	21.44%
1AD : NH-61-Manchester 55 WB	0	125,685	0.00%
1AG : Compliance-Training	-	605,991	0.00%
1AH : WMA Transmission Prj Mgt + Cnst	4,561	2,991,328	0.15%
1AS : IT Innovation and Emerging Tech	23,132	59,450	38.91%
1AT : IT App Transformation + Innovation	38,018	348,218	10.92%

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2025 Service Company Allocation of Labor Charges to CL&P
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198	1BP : System Ops Training + Procedures	541,265	4,342,790	12.46%
199	1BR : New Hampshire - Shared Services	-	61,031	0.00%
200	1BT : Budget + Invest Plan - Trans CT + NH	27,279	2,985,347	0.91%
201	1BU : Budgets + Invest Plan Trans MA	-	178,351	0.00%
202	1CC : Trans Cap Prgm and Cost Estimating	21,506	1,917,196	1.12%
203	1CG : VP Thermal Sol + Operational Svcs	-	1,289,374	0.00%
204	1CL : Quality Assurance Quality Control	33,454	513,121	6.52%
205	1CM : Gas Control Room Compliance+Training	-	123,718	0.00%
206	1CN : Manager - Corrosion	-	141,511	0.00%
207	1CP : Gas Restoration-East	-	415,605	0.00%
208	1CQ : Station Projects - East	-	217,692	0.00%
209	1CR : Licensing + Permitting	23,019	2,829,504	0.81%
210	1CU : Clean Technologies	-	434,238	0.00%
211	1CW : Director-Construction West	-	963,816	0.00%
212	1CX : Gas Project Engineering-East 2	-	849,949	0.00%
213	1CY : Station Projects - West	-	693,677	0.00%
214	1DC : Director - Construction East	-	592,790	0.00%
215	1DD : Director - Dispatch	-	197,862	0.00%
216	1DE : Director-Integrity + Asset Mgmt	-	225,509	0.00%
217	1DF : Director-Maintenance East	-	756,276	0.00%
218	1DM : Director - Maintenance West	-	804,479	0.00%
219	1DP : Director - Planning + Scheduling	-	666,874	0.00%
220	1DR : Drone Engineering	28,561	650,036	4.39%
221	1DS : Asset Mgmt - Distr Substations	154,248	689,510	22.37%
222	1EA : IT Enterprise App Automation	32,242	277,324	11.63%
223	1EB : Business Continuity and Threat Assessment	31,736	174,372	18.20%
224	1ED : IT Enterprise Data Analytics	41,937	663,635	6.32%
225	1EG : SVP - Engineering	79,305	351,217	22.58%
226	1EJ : Equity + Environmental Justice	112,834	661,738	17.05%
227	1EM : Emergency Prep	70,581	387,917	18.19%
228	1EP : Scheduling Contract Controls	31,889	6,372,397	0.50%
229	1ER : Gas Emergency Prep	1,153	499,151	0.23%
230	1ET : Director - Complex Construction	-	117,266	0.00%
231	1FA : Dir PM + Const Svcs UCMP	377	1,551,228	0.02%
232	1FC : Gas Control Coordination	-	431,049	0.00%
233	1FE : Regulatory Policy FERC	60,439	752,109	8.04%
234	1FS : Thermal Solutions Services	-	978,816	0.00%
235	1FW : Offshore Wind - Environmental	-	172,788	0.00%

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1GA : Program Management - West	-	892,827	0.00%
1GB : Gas Asset Management	-	1,063,959	0.00%
1GC : Mang Gas Control	-	2,918,716	0.00%
1GE : Svc Co GIS Mapping	133,125	601,451	22.13%
1GI : VP Gas Engin	-	720,258	0.00%
1GP : Gas Policy and Compliance	-	1,169,344	0.00%
1GR : Proj Controls	-	310,729	0.00%
1GS : Gas Supply	669	1,767,528	0.04%
1GT : Gas Field Training - Manager	-	689,862	0.00%
1IR : Director - I+R	-	202,003	0.00%
1IS : Strategic Solutions + Interconnect	192	273,064	0.07%
1KE : Substation Tech Eng	619,415	1,763,609	35.12%
1LD : Director - LNG + LPG	-	727,813	0.00%
1LG : Legal Administration	110,154	786,871	14.00%
1LK : Manager - Leak Management	-	477,682	0.00%
1LN : LNG Engineering + Tech Services	-	1,677,692	0.00%
1LR : Emergent Logistics Resource	176,943	950,542	18.61%
1MA : MA Elec Field Ops-Svc Co	-	307,207	0.00%
1MB : MA SOC Director-Svc Co	-	410,709	0.00%
1MD : MA Stations Director-Svc Co	-	184,400	0.00%
1ME : MA Elec System Ops VP-Svc Co	59,350	279,147	21.26%
1MG : Gas GIS + Records	-	1,625,411	0.00%
1MP : MA Emergency Prep-Svc Co	-	136,529	0.00%
1MS : Director - Meter Services West	-	791,760	0.00%
1MT : Director-Meter Services East	-	500,026	0.00%
1MV : MA Engineering VP-Svc Co	-	128,538	0.00%
1MW : Distr Eng Central + Metro West Dir	-	143,000	0.00%
1NA : Director Transmission NERC Audit	24,699	187,957	13.14%
1OC : Operations Compliance	-	466,010	0.00%
1PC : Supply Chain Strategy + Performance	259,145	580,753	44.62%
1PD : Accounting Services+Process Design	1,440,215	5,088,122	28.31%
1PE : Gas Project Engineering-West 1	-	1,553,774	0.00%
1PF : Gas Project Engineering-East 1	-	1,798,626	0.00%
1PG : Gas Project Engineering-West 2	-	2,046,662	0.00%
1PH : Design Standards + Compliance	-	728,572	0.00%
1PJ : Program Management - East	-	122,101	0.00%
1PL : Ops Perform + Long-Term Plan	-	1,217,636	0.00%
1PM : VP Proj Mgmt	-	400,745	0.00%

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1PN : Director-Project Engineering	-	171,798	0.00%
1PP : Project Performance	35,197	3,651,738	0.96%
1PR : Director Protection + Controls	10,844	203,475	5.33%
1PS : Director Proc Impr QA+WC	3,797	169,018	2.25%
1PX : VP Performance + Controls	-	289,062	0.00%
1QB : BCW Stores Svc Co	113,303	248,636	45.57%
1QD : Account Executives - MA	-	1,127,141	0.00%
1QE : Account Executive- NH + MA	-	930,043	0.00%
1QF : Strategic Accounts CT Other	1,412,649	1,412,649	100.00%
1QH : Energy Efficiency - MA	1,307,255	14,382,868	9.09%
1QK : GBU President	-	412,987	0.00%
1QL : Gas Operations Support	-	483,392	0.00%
1QN : Service Dispatch-Mgr	-	1,945,854	0.00%
1QP : Director - Gas Control + SCADA	-	254,309	0.00%
1QR : PSMS QA and QC	419	2,810,006	0.01%
1QT : Budgets + Invest Plan - Gas	789	659,831	0.12%
1RA : Regulatory Affairs	284,355	1,900,662	14.96%
1RE : Rotational Eng Prog	122,710	544,868	22.52%
1RK : Gas Risk Mgmt + Inv Strategy	-	1,277,849	0.00%
1RP : Regulatory Projects and Compliance	393,224	1,357,044	28.98%
1RR : Reliab and Resiliency Planning - Svc Co	319,555	788,477	40.53%
1RW : Gas Restoration - West	-	280,041	0.00%
1SA : Trans Strategy + Economic Analysis	183	817,174	0.02%
1SB : Trans Strategic Solutions	473	455,741	0.10%
1SC : Sales Ops + Compliance	1,732	629,982	0.27%
1SD : Gas SCADA	-	891,152	0.00%
1SE : Strategic Sales + Acct Mgmt - East	-	985,200	0.00%
1SL : Utility Solar Service Company	54,048	343,034	15.76%
1SP : Gas System Planning	-	903,100	0.00%
1SS : Gas Strategic Sales	-	1,011,563	0.00%
1ST : Strategic Sales + Acct Mgmt - West	1,388	864,049	0.16%
1TA : Trans Gp Operations	-	363,203	0.00%
1TB : CT Field ENG Test+Field Comm MGMT	95,988	215,295	44.58%
1TC : TL Engineering Leadership -Svc Co	6,467	686,304	0.94%
1TD : Substation Automation	316,484	1,334,856	23.71%
1TF : Trans Asset Management	6,757	1,200,125	0.56%
1TG : Transmission Technical	837	631,635	0.13%
1TH : Project Siting	43,755	2,213,934	1.98%

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2025 Service Company Allocation of Labor Charges to CL&P
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1TJ : CT + Cnst Mgt	191,999	2,850,231	6.74%
1TK : Project Engagement	14,111	6,777,204	0.21%
1TP : Distribution and Resiliency Design Stds	373,069	936,141	39.85%
1TR : ISO Policy + Econ Analysis	4,051	1,110,408	0.36%
1TS : VP Transmission Policy + Compliance	1,008	231,464	0.44%
1TT : Technical Training Svc Support	198,638	820,283	24.22%
1TU : Strategic Projects Devl	-	836,454	0.00%
1TV : Trans Business and Quality Assurance	-	141,624	0.00%
1TW : Telecommunication Test	52,358	146,619	35.71%
1TX : Major Projects Mgt + Cnst	2,464	1,751,478	0.14%
1TZ : I+R Technology + Compliance	-	435,805	0.00%
1UG : UG Trans Lines Eng	5,262	459,307	1.15%
1VP : IT VP Enterprise Solutions	153,851	1,194,808	12.88%
1VR : Veg Resiliency Planning	18,650	44,596	41.82%
1WA : Safety - Compliance + Shared Services	108,326	569,771	19.01%
1WC : Dielectric Labs + Rubber Goods - 61	49,246	106,000	46.46%
1WD : Safety - Electric Ops + Eng	508,230	2,083,358	24.39%
1WF : Safety - Gas	13,258	1,193,580	1.11%
1WG : Svc Co Field Training	51,622	129,769	39.78%
1WH : Gas Training- Svc Co	-	1,704,862	0.00%
1WK : NH Veg Mgmt - Employee Costs	91,611	229,179	39.97%
243 : EE-CL+P Projects	-	-	0.00%
246 : EE-YG Projects	-	-	0.00%
250 : Procurement Director	47,043	195,391	24.08%
258 : Material Logistics Director	86,722	322,974	26.85%
295 : Walpole Warehouse and Distribution	-	128,630	0.00%
298 : New Bedford Warehouse and Distribution	-	437,941	0.00%
2DM : GM Distribution Tech	284,864	816,693	34.88%
2EP : VP Emergency Preparedness	42,290	230,337	18.36%
2GW : Emergent Gas + Water	15,129	169,280	8.94%
2NP : O Hl Htfd	-	1,398	0.00%
2NR : Ug L Hartford	-	465	0.00%
2NT : Station Ops Hartford	-	4,496	0.00%
2SC : Distribution Comms	235,107	870,970	26.99%
2SP : Siting + Permitting	205	838,051	0.02%
2TM : Grid Management Convex Systems	-	1,314,759	0.00%
2WK : Veg Strategy Coord + Innovation	103,330	262,425	39.38%
305 : Accounting Adjustments and Reserves	(0)	(4,408)	0.00%

The Connecticut Light and Power Company
2025 Service Company Allocation of Labor Charges to CL&P
Data by Source Cost Center

	Calendar Year 2025			
	Source Cost Center	CL&P Amount	Total Amount	CL&P Percentage
350	310 : Miscellaneous Other	-	4	0.00%
351	327 : Field Meter Work - NSTAR	-	-	0.00%
352	350 : Grid Mod Capital MA-W	-	4,316	0.00%
353	371 : MA-61-Wareham	-	169,668	0.00%
354	373 : MA-61-New Bedford	-	360,233	0.00%
355	374 : MA-61-New Bedford Gas	-	79,129	0.00%
356	375 : MA-61-Plymouth	8,697	215,759	4.03%
357	376 : MA-61-Yarmouth	-	229,933	0.00%
358	383 : MA-61-Somerville	-	86,001	0.00%
359	384 : MA-61-Mass Ave	67	903,368	0.01%
360	385 : MA-61-Hyde Park	-	77,956	0.00%
361	387 : MA-61-Southborough	2,759	400,278	0.69%
362	389 : MA-61-Waltham	-	189,647	0.00%
363	390 : MA-61-Walpole	-	141,451	0.00%
364	39A : MA-61-Auburn	-	184,933	0.00%
365	3CR : Community Relations - CT	1,127,129	1,699,666	66.31%
366	3DG : Dist Generation Service Spport	119,568	354,441	33.73%
367	3GM : Dir GM Tech	60,445	151,948	39.78%
368	3MG : AMI Management	3,653	2,914,859	0.13%
369	427 : Inventory Management Admin-Svc Co	-	1,137,243	0.00%
370	429 : Mass Ave Warehouse and Distrib - Svc Co	-	2,146,499	0.00%
371	432 : Executive Inquiry and Complaints	82,659	267,398	30.91%
372	434 : Billing + Data Management CT	2,388,960	2,817,579	84.79%
373	437 : Energy Efficiency VP	48,382	306,265	15.80%
374	438 : Reliability Implementation	495	682,506	0.07%
375	441 : Rates+Regulatory Distribution VP	94,536	321,116	29.44%
376	443 : Energy Supply VP	55,175	343,552	16.06%
377	444 : Westwood Call Center	5,483	6,971,077	0.08%
378	446 : Environmental Affairs director	59,771	378,227	15.80%
379	448 : Board of Trustees	37,687	244,196	15.43%
380	450 : Business Project Management	135,383	512,883	26.40%
381	453 : Director + National Accounts	300,733	600,750	50.06%
382	456 : VOC + Customer Experience Strategy	104,395	334,747	31.19%
383	458 : Waltham Warehouse and Distribution	-	164,838	0.00%
384	459 : Plymouth Warehouse and Distribution	-	247,835	0.00%
385	463 : Southboro Warehouse and Distribution	2,690	375,325	0.72%
386	464 : Somerville Warehouse and Distribution	-	174,053	0.00%
387	46N : Yarmouth Warehouse and Dist - Svc Co	-	310,144	0.00%

The Connecticut Light and Power Company
2025 Service Company Allocation of Labor Charges to CL&P
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388	4AL : Trans FE Test Central CT	-	2,469	0.00%
389	4CR : Community Relations - MA	168	1,363,906	0.01%
390	4TP : P+C Compliance	264,860	1,457,955	18.17%
391	520 : Substations West	-	2,431	0.00%
392	53C : CT Govt + Legislative Affairs	13,668	516,773	2.64%
393	556 : MA-41-Pittsfield	-	239	0.00%
394	56E : MA Electric Station Ops-MW South	-	9,730	0.00%
395	595 : Engineering Capital Projects	3,958	1,096,645	0.36%
396	5CR : Community Relations - NH	-	800,474	0.00%
397	661 : IT Corp - Supply	74,111	676,954	10.95%
398	662 : IT Corp- Enterprise	177,739	1,684,097	10.55%
399	663 : IT Corp- HR + Finance	83,075	758,456	10.95%
400	664 : IT Bus Sol OPS - Svc Co	155,113	1,377,721	11.26%
401	666 : IT Customer- EE	37,567	296,888	12.65%
402	667 : IT Customer - Billing	170,597	618,241	27.59%
403	668 : IT Customer - Metering	58,616	471,320	12.44%
404	669 : IT Customer - Call Center	131,981	471,505	27.99%
405	671 : IT Bus Sol OPS - GIS	100,597	678,668	14.82%
406	672 : IT Bus Sol OPS - Field Force	37,643	1,100,805	3.42%
407	673 : IT Bus Sol OPS - Work + Asset Mgmt	51,929	687,235	7.56%
408	674 : IT Bus Sol OPS - EMS	29,365	1,679,309	1.75%
409	676 : IT Gov - PRJ	235,140	3,187,354	7.38%
410	677 : IT Gov - Arch	196,100	2,068,203	9.48%
411	678 : IT Inf - Cloud	60,071	775,197	7.75%
412	679 : IT Inf - Operation	82,817	462,661	17.90%
413	680 : IT Inf - Projects + Strategy	136,963	931,465	14.70%
414	682 : Meter Read NSTAR Admin	-	2,202,090	0.00%
415	683 : IT Inf - Architecture	181,280	1,196,171	15.16%
416	684 : IT Gov - Finance	52,538	427,864	12.28%
417	686 : IT Operations - EMS CT	90,543	925,106	9.79%
418	6CR : Community Relations - ERP	2,189	319,700	0.68%
419	6NH : Distribution System Planning PSNH	2,738	629,053	0.44%
420	6NM : Distribution System Planning MA	9,154	1,585,501	0.58%
421	778 : Corp Rel and Sustainability EVP	91,033	566,833	16.06%
422	77R : Elec Maintenance	-	9,176	0.00%
423	77S : Communication + Control	-	1,657	0.00%
424	78F : Data Innovation	-	57,800	0.00%
425	78G : NH-06-EP Property Mgmt	-	-	0.00%

The Connecticut Light and Power Company
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78R : Transmission Prjts Serv Co	-	118,610	0.00%
78V : NH Transm SS Maint + Const	-	9,251	0.00%
78W : NH Transm Test	-	1,145	0.00%
7D4 : Operations Support	-	23,230	0.00%
7FA : FCS Administration	146,503	452,787	32.36%
7FC : Meter Reading + Field Ops Director	77,916	253,011	30.80%
7NA : SS Design NH Svc Co	119	289,744	0.04%
7NB : SS Technical NH Svc Co	-	200,281	0.00%
7NH : P+C NH Svc Co	-	340,305	0.00%
AMT : Asset Management Techn	21,409	1,042,915	2.05%
B15 : Transmission Planning	177,145	3,305,396	5.36%
B52 : Svc Co EP - PSNH D	-	231,884	0.00%
C02 : Exec VP and COO	144,983	871,444	16.64%
C07 : GIS Tech Engineering Management	46,132	210,848	21.88%
C09 : CT MA Electric President	109,138	544,997	20.03%
C12 : Plan Sched and Contract Services	2,316,508	6,597,190	35.11%
D32 : Compet Trans - Siting + Project Svc	-	76,335	0.00%
D34 : Transmission Strategic Projects	923	6,461	14.29%
E17 : P+C Projects EMA	-	2,569	0.00%
E1C : MA DG - Service Co	487	568,458	0.09%
E2D : Substations Solutions EMA	-	1,356	0.00%
E48 : Elect M+C Southboro	-	47,379	0.00%
E4T : Underground Transmission Maintenance	-	7,942	0.00%
E54 : Field Communications North	-	571	0.00%
E55 : MA Electric Station Ops-South	-	10,556	0.00%
E56 : MA Electric Station Ops-MW North	-	4,492	0.00%
E57 : MA Electric Station Ops-Central	-	7,536	0.00%
E87 : Grid Mod	237,027	834,544	28.40%
EPI : ENG Process Improvement	77,509	738,890	10.49%
ES1 : Engineering Solutions - ESMP+Telecom	9,079	420,086	2.16%
ES2 : Dir Eng Solutions-ESMP+Telecom	24,432	278,332	8.78%
G03 : VP Gas System Ops	-	118,750	0.00%
G06 : Damage Prevention - Manager	-	53,356	0.00%
G55 : Meter Test Lab - CT	-	9,664	0.00%
H07 : Worcester Operations	-	(143)	0.00%
IEP : Integrated Energy Planning	54,409	727,480	7.48%
IT1 : IT Enterprise IT - Major Programs	3,005	612,393	0.49%
IT2 : IT Work Order Lifecycle Center	9,435	282,116	3.34%

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Calendar Year 2025			
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IT3 : IT Security Operations - Net+Arch	4,622	154,631	2.99%
IT4 : IT Security Operations - AI Hub	2,444	187,971	1.30%
IT5 : IT Enterprise Data - Data Gov	4,250	128,397	3.31%
IT6 : IT Customer - Credit Collections	77,129	189,557	40.69%
K29 : Distr Engineering West + South Dir	-	141,346	0.00%
MOS : Mobility Systems	28,644	587,840	4.87%
N33 : Dir Vegetation Mgmt	62,777	166,819	37.63%
N37 : MA E Veg Mgmt Serv Co	-	535,353	0.00%
N59 : Electric Training Support	342,952	1,196,638	28.66%
OPI : Engineering + Standards VP	122,299	245,729	49.77%
R6E : Safety - Elect Dist + Transmission	105,560	864,090	12.22%
RDT : Payments Print and Data Management	499,889	888,586	56.26%
RNA : Dist Network + Underground Systems	77,940	200,916	38.79%
S11 : Svc Co vehicle support 11-71	741,880	939,047	79.00%
S21 : Svc Co vehicle support 21-2Y	-	1,019,328	0.00%
VPA : VP Asset Mgmt Process Impr	11,110	228,469	4.86%
Total	$ 74,903,059	$ 443,493,222	

Note: Amounts shown above may not add due to rounding.