EMPLOYEE BENEFITS SCHEDULE
Variance Analysis Exceeding 10%
(Thousands of Dollars)

	Description		Calendar Year 2022	Calendar Year 2023	Calendar Year 2024	Test Year Ended 12/31/2025	Rate Year 1 Ending 6/30/2028
	Insurance Expense:						
	Healthcare Benefits		$ 35,791	$ 39,887	$ 45,879	$ 45,333	$ 57,538
	Healthcare Benefits Variance	A		**11%**	**15%**	**NA**	
	Disability		1,348	1,529	1,429	2,347	1,458
	Disability Variance	B		**13%**	**NA**	**64%**	
	Workers' Compensation		5,151	5,708	4,940	5,155	4,809
	Workers' Compensation Variance	C		**11%**	**-13%**	**NA**	
	Group Life Insurance		248	287	295	300	300
	Group Life Insurance Variance	D		**15%**	**NA**	**NA**	
	Total Insurance Expense		42,538	47,411	52,544	53,134	64,105
	Other Benefits Expense:						
	Pension		(51,271)	(34,647)	(20,186)	(21,380)	(32,999)
	Pension Variance	E		**-32%**	**-42%**	**NA**	
	Supplemental Retirement Plan (401K)		11,714	13,807	15,630	13,559	14,799
	Supplemental Retirement Plan (401K) Variance	F		**18%**	**13%**	**-13%**	
	Supplemental Executive Retirement Plan (SERP)		3,177	4,994	2,690	1,993	652
	Supplemental Executive Retirement Plan (SERP) Variance	G		**57%**	**-46%**	**-26%**	
	Non Supplemental Executive Retirement Plan (Non SERP)		2,283	488	434	398	350
	Non Supplemental Executive Retirement Plan (Non SERP) Variance	H		**-79%**	**-11%**	**NA**	
	Post Employment Benefits - FAS 106		(6,407)	(1,540)	(2,367)	(2,380)	(4,967)
	Post Employment Benefits (PBOP) - FAS 106 Variance	I		**-76%**	**54%**	**NA**	
	Post Employment Benefits - MedVantage		538	518	624	737	952
	Post Employment Benefits - MedVantage Variance	J		**NA**	**20%**	**18%**	
	Benefit Consultant and Actuarial Fees		674	894	976	1,117	1,316
	Benefit Consultant and Actuarial Fees	K		**33%**	**NA**	**14%**	
	Total Other Benefits Expense		(39,292)	(15,486)	(2,200)	(5,957)	(19,897)
	Incremental FTEs		-	-	-	-	1,510
	Less: Capitalized Portion		9,443	18,026	22,239	23,389	17,708
	Total Employee Benefits[(A),(B)]		$ (6,197)	$ 13,899	$ 28,105	$ 23,789	$ 28,010

(A) Total Employee Benefits amount for 2022 to 2024 agrees to Schedule C-3.12, shown on Exhibit CLP-REVREQ-3 (5 Year Schedule C-3.0).
(B) Total Employee Benefits amount for the Test Year and Rate Year agrees to Schedule C-3.12, shown on Exhibit CLP-REVREQ-2-(Schedules A, B, C, D).
Note: Amounts shown above may not add due to rounding.

A	The 11% increase to expense in 2023 compared to 2022 was primarily due to increase in active participants and increased medical and pharmacy utilization. The 15% increase to expense in 2024 compared to 2023 was also due to an increase in active participants and a high-cost medical claimant.
B	The 13% increase to expense in 2023 compared with 2022 is primarily due to the increase in active participants. The 64% increase to expense in 2025 compared with 2024 is primarily due to the addition of paid parental leave and increase in active participants.
C	Workers Compensation reserves are evaluated annually every June 30th by our actuaries, Willis Towers Watson. The actuarial report enables Eversource to understand required funding needs to appropriately reflect current and future reserve obligations. Reserves consist of medical, indemnity and applicable expenses. Reserve balances may vary due to claims history and other actuarial assumptions. The actuarial analysis incorporates historical claims paid and status of outstanding claims when calculating the required reserve balances. The 11% increase to workers' compensation expense in 2023 compared with 2022, is due primarily to an increase in the unpaid losses for CL&P per the June 30, 2023 actuarial report. The 13% reduction to workers' compensation expense in 2024 compared with 2023, is due primarily to a reduction of the reserve balance required for CL&P due to stabilization of certain historical claims as well as other favorable claim activity when compared to previous years.
D	The 15% increase to expense in 2023 compared with 2022 is primarily due to the increase in active participants.
E	The 32% decrease to pension income in 2023 compared with 2022 is primarily driven by the increase in discount rates from 2.94% to 5.20% and lower than expected return on assets. The 42% decrease to pension income in 2024 compared with 2023 is primarily driven by the lower than expected return on assets and higher amortization of actuarial losses.
F	The 18% increase to expense in 2023 compared with 2022 is primarily due to the increase in active participants and wages. The 13% increase to expense in 2024 compared with 2023 is primarily due to increase in active participants and wages. The 13% decrease to expense in 2025 compared with 2024 is primarily due to the ending of the K-Vantage contributions in the 401k plan for all employees but one union.
G	The 57% increase to SERP expense in 2023 compared with 2022, is due primarily to a settlement charge resulting from a lump-sum payment to the former Chief Executive Officer (CEO). The 46% decrease to SERP expense in 2024 compared with 2023, is due primarily to the absence of the 2023 settlement charge resulting from the former CEO's lump-sum payment, partially offset by a 2024 settlement charge resulting from a lump-sum payment to the former Chief Operating Officer (COO). The 26% decrease in SERP expense in 2025 compared with 2024, is due primarily to the absence of the 2024 settlement charge resulting from a lump-sum payment to the former COO.
H	The 79% decrease to Non-SERP expense in 2023 compared with 2022, is due primarily to the absence of a one-time 2022 Special Termination Benefit expense resulting from the former CEO's retirement. The 11% decrease to Non-SERP expense in 2024 compared with 2023, is due primarily to an increase in discount rates from 4.86% to 5.46%.
I	The 76% decrease to PBOP income in 2023 compared with 2022 is primarily due to the increase in discount rates from 2.91% to 5.19% and lower than expected return on assets. The 54% increase in PBOP income in 2024 compared with 2023 is primarily due to higher interest costs resulting from a decrease in discount rates from 5.19% to 5.01%.
J	The 20% increase to expense in 2024 compared with 2023 is primarily due to the increase in active participants. The 18% increase to expense in 2025 compared with 2024 is primarily due to the increase in active participants.
K	The 33% increase to expense in 2023 compared to 2022 is primarily due to increase of tuition reimbursement and retaining outside consultants for market analysis of employee retirement plan benefits. The 14% increase to expense in 2025 from 2024 is primarily due to retaining vendor to digitize employee benefit paper records as well as increase usage of tuition reimbursement.