Date Filed: October 13, 2026

Witness: Sasha Lazor
Request from: Public Utilities Regulatory Authority

Question:

(COMPENSATION BENCHMARKING) Lazor, Eichler and O'Connor Pre-Filed Test., pp. 21-29; Interrog. Resp. OCC-193, Atts. 1-8 and Interrog. Resp. OCC-195. Regarding the market position reported for CL&P and EESCO compensation:

a. Identify the data relied upon for each benchmarked year in Tables 3 through 7 before 2024. State how the Company verified the reported market position for each of those years without the survey data, which the response to Interrogatory OCC-193 states is retained for two years.
b. Provide the Company's position-matching output derived from the Willis Towers Watson surveys, including the peer set, the matching methodology, the data effective dates, and the resulting market percentile for each benchmarked position.
c. For each employee group, provide actual total compensation against the market median in dollars and as a percentage. Distinguish base pay from each variable component and from benefits. Reconcile the total cash compensation position for CL&P shown in Table 3 as negative 0.09% with the narrative description of 99.1%.
d. Provide turnover data for each calendar year from 2021 through 2025 by union, exempt and non-exempt classification and by department, distinguishing voluntary resignations, retirements and involuntary separations. Provide any workforce, staffing, succession or organizational study supporting the requested staffing complement.

Response:

a. As described in CLP-EMPLOYEE-1, p. 18, Eversource partners in the compensation benchmarking process with Willis Towers Watson (“Towers Watson”), which is a global human resources consulting firm. Towers Watson assists Eversource in setting competitive salary ranges and variable pay levels, so that compensation levels at Eversource remain competitive with other employers in the marketplace. As such, we have participated in their surveys for many years. Therefore, Eversource utilized Towers Watson surveys prior to 2024. Survey data is no longer current after two years which is why it is not retained.

b. Please refer to RRU-085, Attachment 1, through RRU-085, Attachment 3, which provide more detailed information on Towers Watson Survey methodology and participant list.

c. Please refer to RRU-085, Attachment 4, which provides total compensation vs the market the market median, as downloaded from our Workday HRIS system. This exhibit compares current base salaries along with market variable compensation (at median). Section (b) requests that data be presented as a "market percentile". Our current methodology is to present compensation elements as a "percent of market", such as the 99.1% referenced is question (c).

d. Please refer to RRU-085, Attachment 5, for turnover information. Please note, turnover data by department is not readily available. The Company will endeavor to provide the requested data as soon as practicable.

   The Company conducts workforce planning on an annual basis to in support of budget preparation. This review considers turnover and retention, incremental staffing needs, skills needed and organizational structure.