Date Filed: September 01, 2026

Witness: Sasha Lazor
Request from: Office of Consumer Counsel

Question:

Incentive Compensation. Please provide complete copies of all incentive compensation plans, bonus programs or other incentive award programs in effect at the Company for each of the years 2023, 2024, 2025, and that will be in effect in the rate year. Provide this information for all employees, i.e., direct and allocated employees.

Response:

Please refer to OCC-290, Attachments 1 through 4, that include incentive compensation plans for 2023 through 2026.