Date Filed: September 01, 2026

Witness: Sasha P. Lazor and Marianne H. Eichler
Request from: Office of Consumer Counsel

Question:

Incentive Compensation. Identify all the rankings at which the Company's employees are rated and provide the number of employees (direct and allocated) ranked in each category for each of the years 2021, 2022, 2023, 2024, and 2025 (e.g., exceptional, competent, incompetent, etc.).

Response:

Please refer to OCC-292, Attachment 1, for the definition associated with each performance rating.

Please refer to OCC-292, Attachment 2, for the number of employees (direct and allocated) ranked in each category of the years 2021, 2022, 2023, 2024, and 2025. The few ratings that are indicated as "unrated" are due to different reasons. For example, the employee may have been hired after October 31, and therefore would not be eligible for merit or variable compensation, or they may have been on a leave of absence at the time of the review.