Date Filed: November 06, 2026

Witness: Brendan J. O'Brien, Garrett J. Murray and Jenifer B. Rizza
Request from: Public Utilities Regulatory Authority

Question:

(PENSION PARTICIPANT MATCH) Lazor, Eichler and O'Connor Pre-Filed Test., pp. 82-85; Interrog. Resp. OCC-302, Att. 1. Regarding the matching of 401(k) contributions for employees who also participate in a defined benefit pension plan:

a. For the 401(k) expense reported in Attachment 1 of the response to Interrogatory OCC-302, separately for CL&P and EESCO, state the number of employees in the traditional defined benefit pension plan matched at 100% of the first 3% of eligible compensation, and in the cash balance pension plan matched at 100% of the first 6%, whose match is included, and the amount for each group for each of calendar years 2021 through 2025 and the Rate Year.
b. State the Rate Year revenue requirement effect of excluding the 401(k) match for employees who also participate in a defined benefit pension plan, separately for the traditional plan and the cash balance plan and for CL&P and EESCO.

Response:

a. The 401(k) expense reported in OCC-302, Attachment 1, does not include employees participating in the cash balance pension plan. Accordingly, there are no employees, or associated 401(k) matching expense, related to the cash balance pension plan 100% match on the first 6% of eligible compensation.

   The employee population shown in OCC-302, Attachment 1, reflects those employees that are eligible for a 401(k) match of 100% of the first 3% of eligible compensation and participate in the defined benefit pension plan. Please refer to RRU-184, Attachment 1, for the number of employees and associated 401(k) expense, separately for CL&P and EESCO, for calendar years 2021 through 2025 and the Rate Year.

b. The Rate Year revenue requirement as filed on July 14, 2026 would be reduced by approximately $1,545,000 dollars to $6,908,000 as a result of excluding the 401(k) match for employees who also participate in a defined benefit pension plan. As noted in part a of the response, the 401(k) expense reported in OCC-302, Attachment 1, does not include employees participating in a cash balance pension plan.