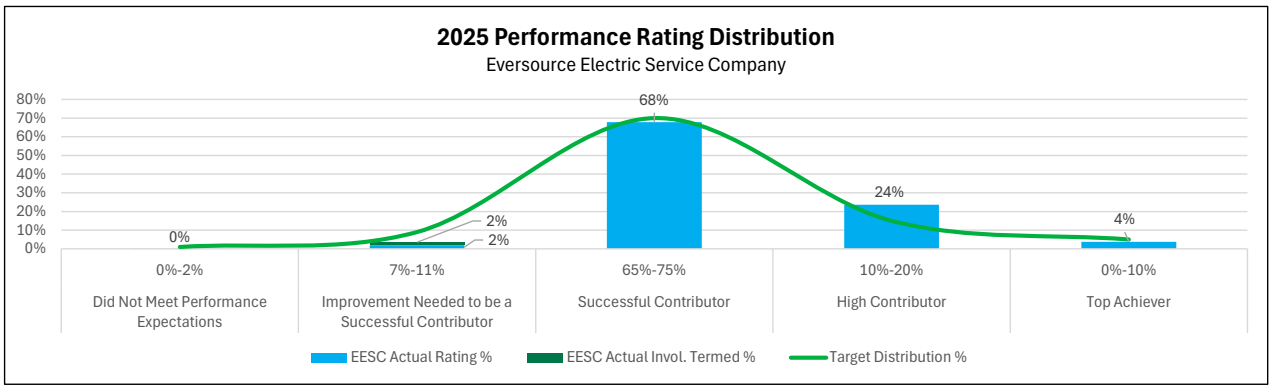
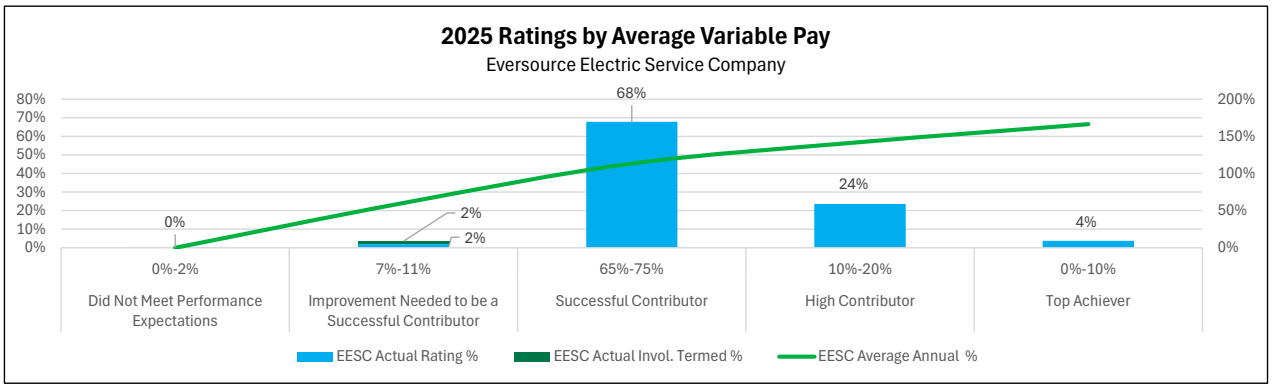
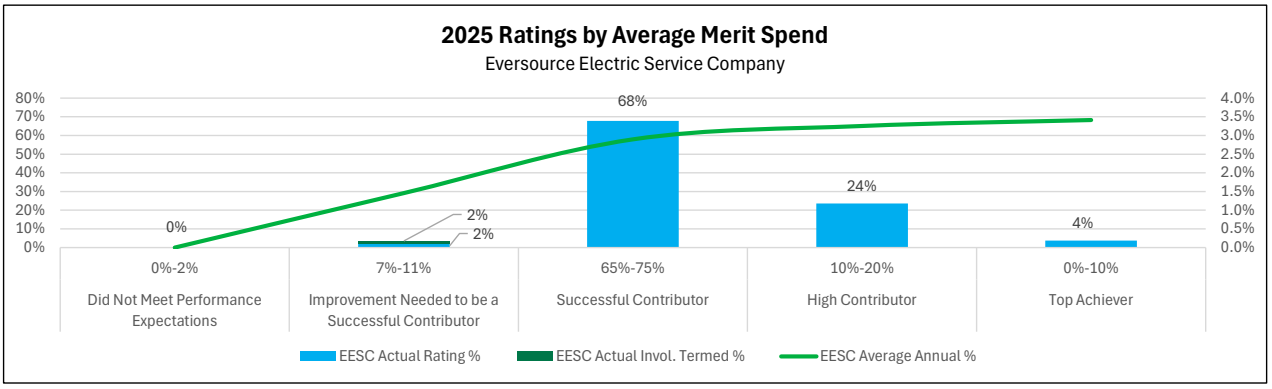
Eversource Electric Service Company

Performance Rating	Target Distribution Range	Target Distribution #	EESC Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	1%	45	117.9%	0.3%
Did Not Meet Performance Expectations	0%-2%	0-74	0%	3	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	259-407	4%	131	60.3%	1.5%
Successful Contributor	65%-75%	2404-2774	68%	2508	113.3%	2.9%
High Contributor	10%-20%	370-740	24%	872	142.2%	3.3%
Top Achiever	0%-10%	0-370	4%	140	166.3%	3.4%
	Total	3699	100%	3699		

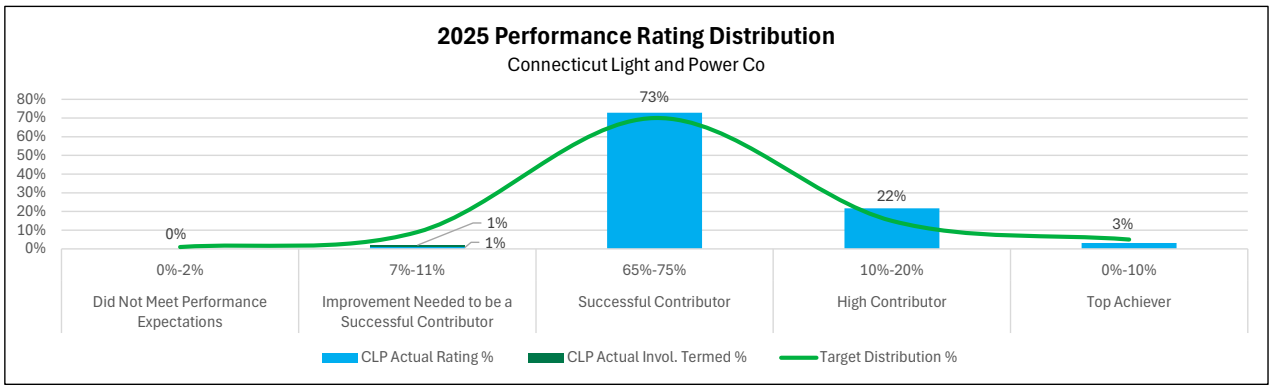


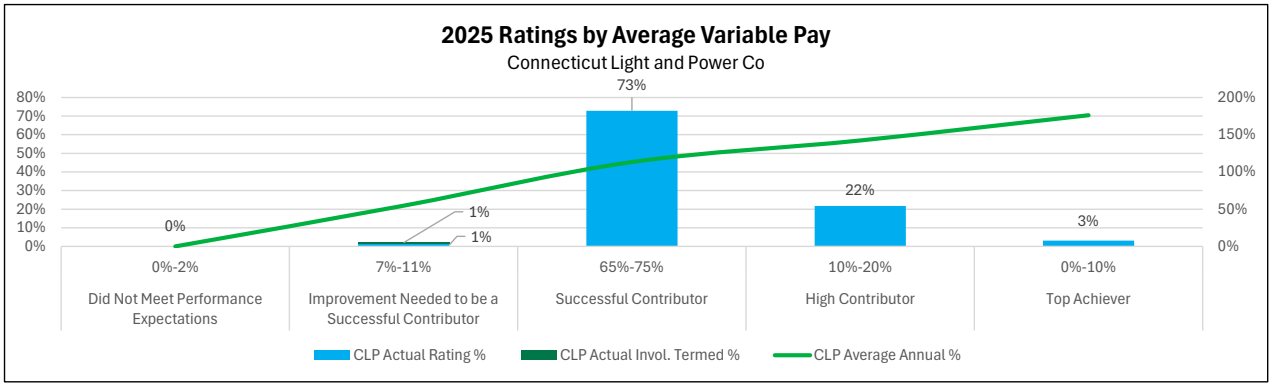


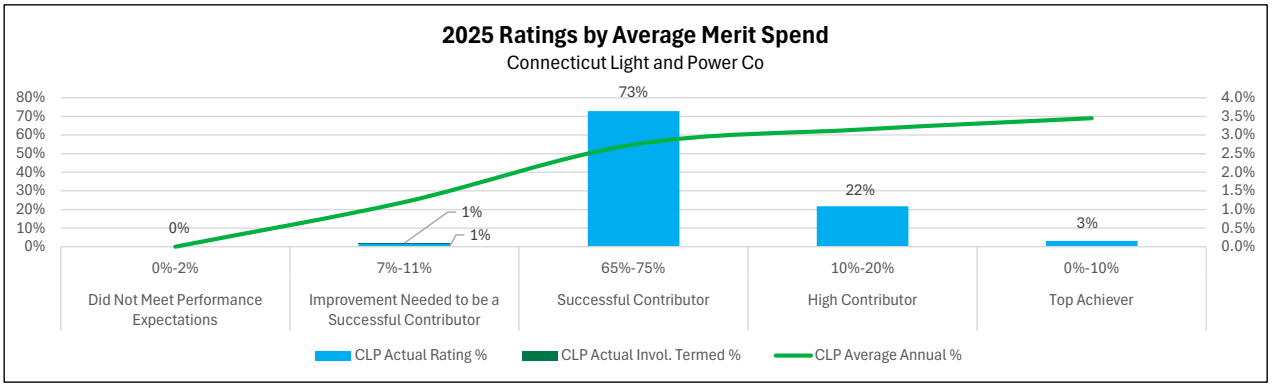


Connecticut Light and Power

Performance Rating	Target Distribution Range	Target Distribution #	CLP Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	0%	1	100.0%	0.0%
Did Not Meet Performance Expectations	0%-2%	0-7	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	25-39	2%	7	54.7%	1.2%
Successful Contributor	65%-75%	230-266	73%	258	113.3%	2.7%
High Contributor	10%-20%	35-71	22%	77	142.3%	3.2%
Top Achiever	0%-10%	0-35	3%	11	176.2%	3.5%
	Total	354	100%	354		

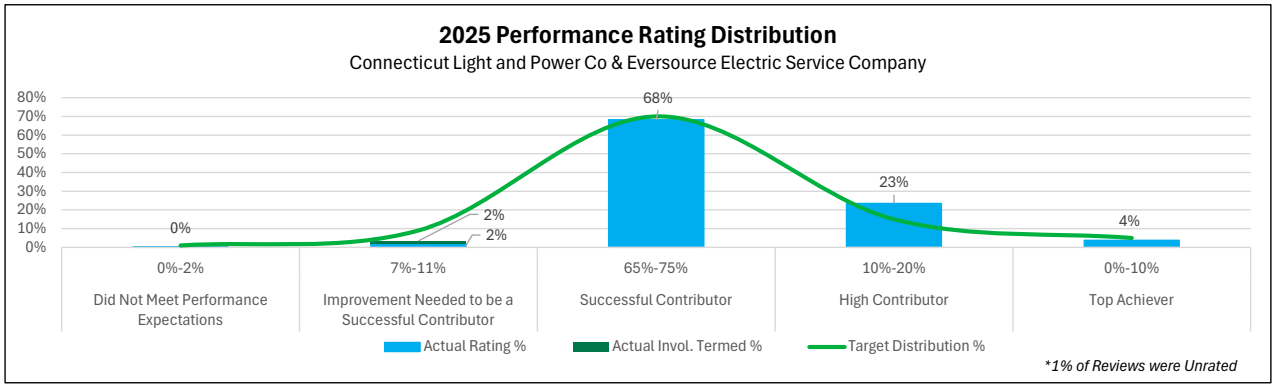


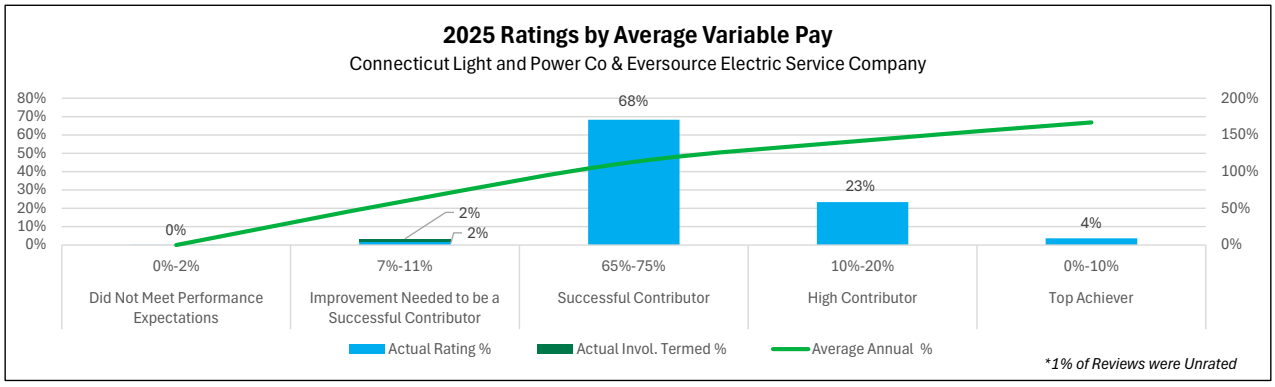


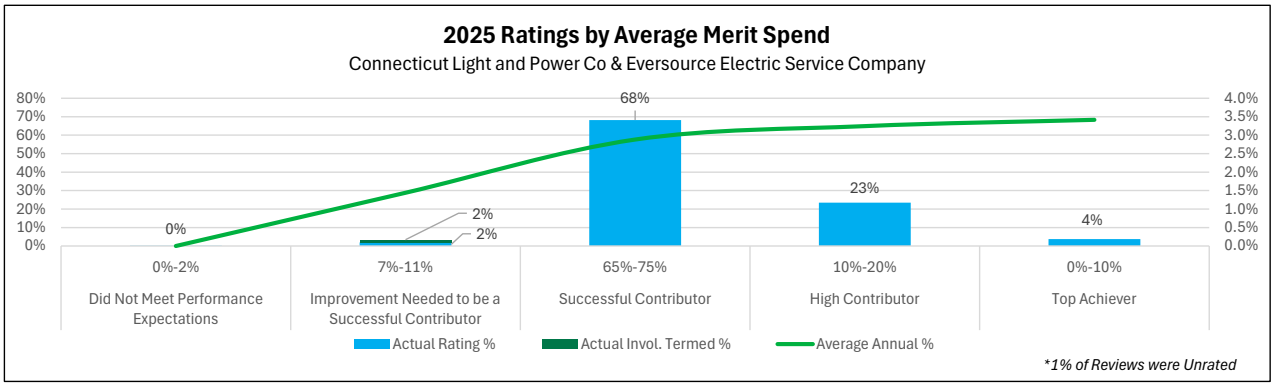


Connecticut Light and Power & Eversource Electric Service Company

Performance Rating	Target Distribution % Range	Target Distribution # Range	Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	1%	46	117.5%	0.3%
Did Not Meet Performance Expectations	0%-2%	0-81	0%	3	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	284-446	4%	138	59.9%	1.4%
Successful Contributor	65%-75%	2634-3040	68%	2766	113.3%	2.9%
High Contributor	10%-20%	405-811	23%	949	142.2%	3.2%
Top Achiever	0%-10%	0-405	4%	151	167.1%	3.4%
	Total	4053	100%	4053		

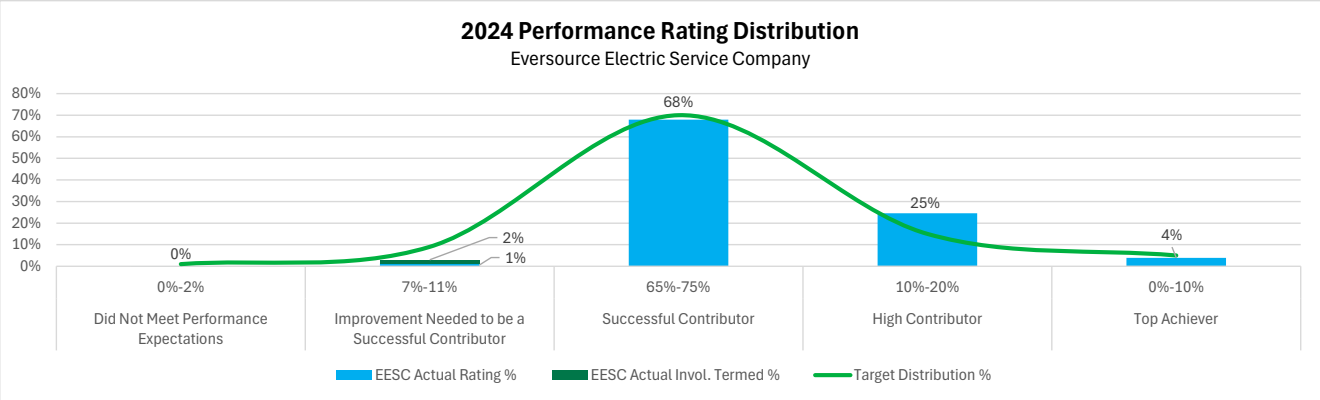


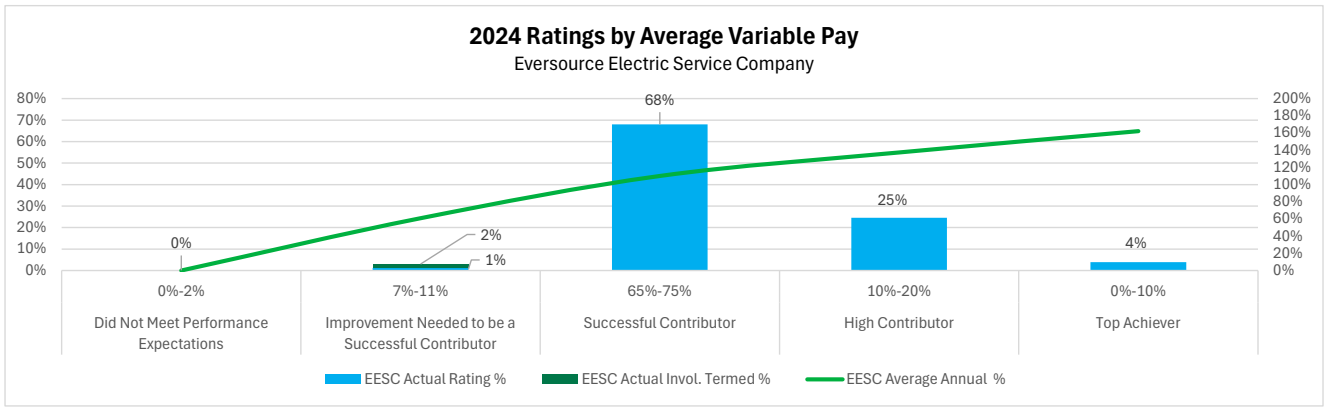


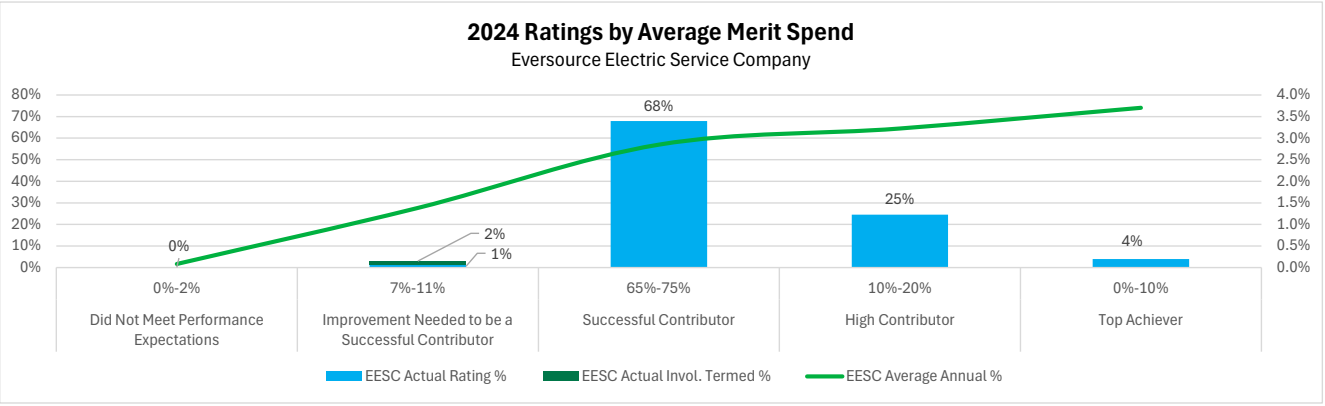


Eversource Electric Service Company

Performance Rating	Target Distribution Range	Target Distribution #	EESC Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	0%	15	135.3%	3.2%
Did Not Meet Performance Expectations	0%-2%	0-65	0%	3	0.0%	0.1%
Improvement Needed to be a Successful Contributor	7%-11%	226-356	3%	97	60.8%	1.4%
Successful Contributor	65%-75%	2101-2425	68%	2197	110.0%	2.8%
High Contributor	10%-20%	323-647	25%	794	137.3%	3.2%
Top Achiever	0%-10%	0-323	4%	127	162.1%	3.7%
	Total		100%	3233		



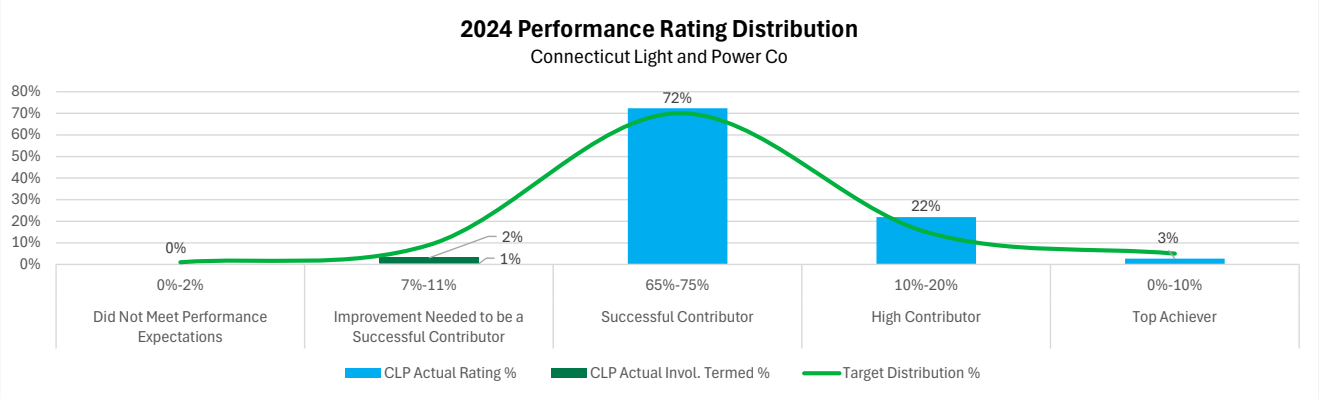


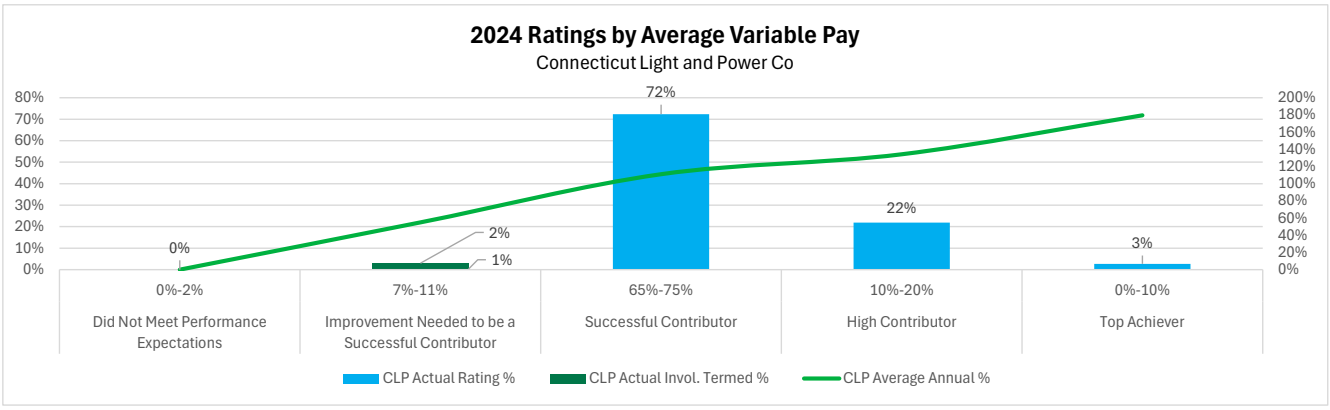


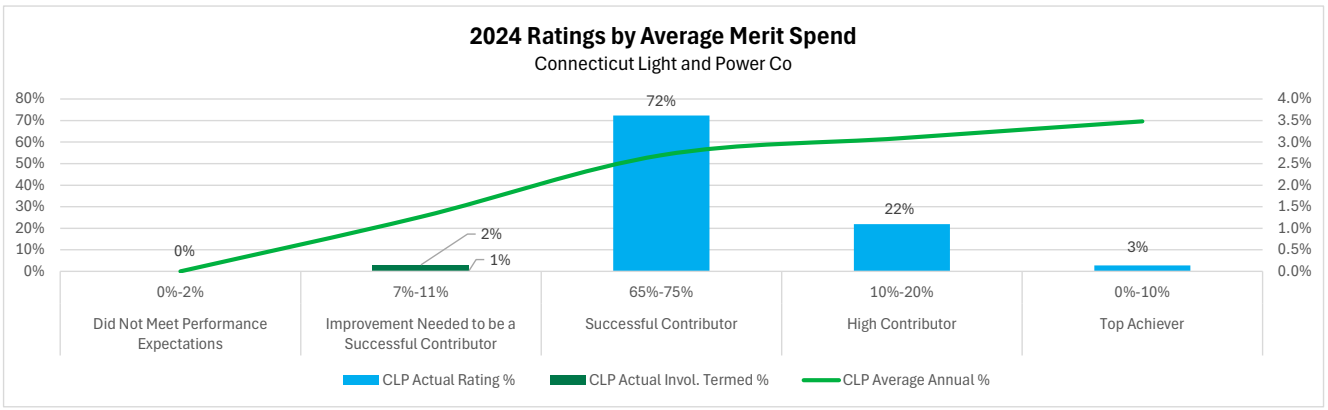
**Some graphs may not total 100% (+/- 1%) due to small incremental rounding and/or a small percentage of reviews that were Unrated*

Connecticut Light and Power

Performance Rating	Target Distribution Range	Target Distribution #	CLP Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	0%	0	0.0%	0.0%
Did Not Meet Performance Expectations	0%-2%	0-7	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	23-37	3%	10	55.0%	1.3%
Successful Contributor	65%-75%	216-250	72%	241	111.0%	2.7%
High Contributor	10%-20%	33-67	22%	73	134.2%	3.1%
Top Achiever	0%-10%	0-33	3%	9	179.5%	3.5%
	Total		100%	333		



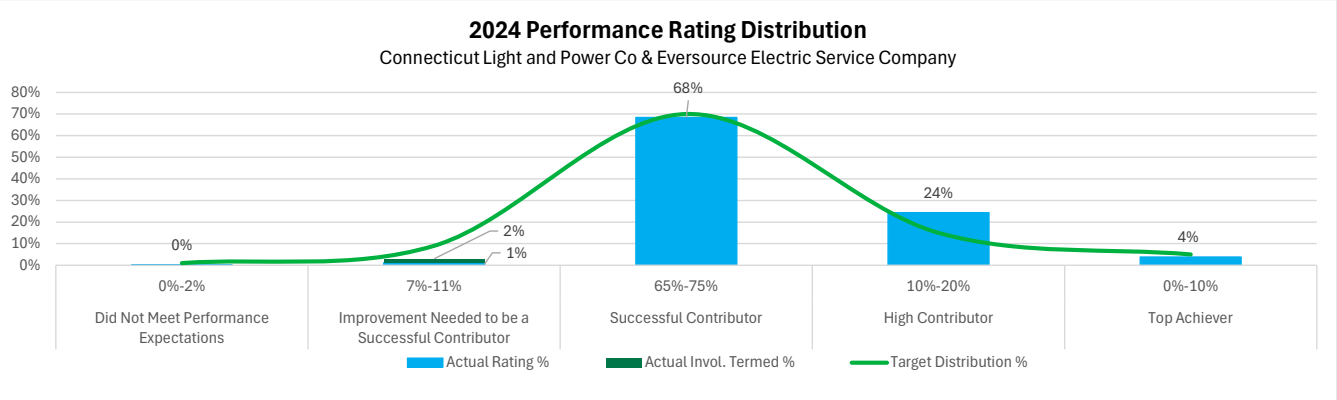


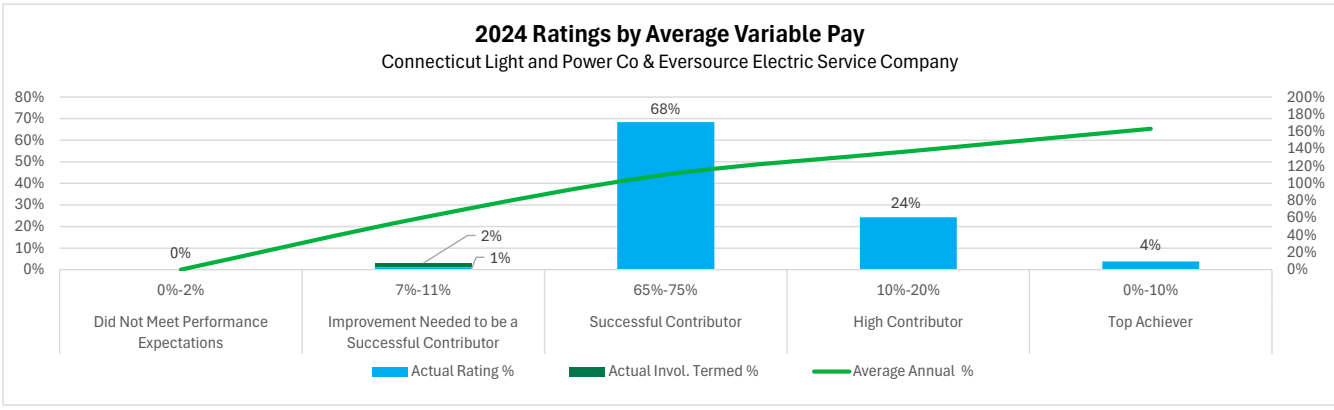


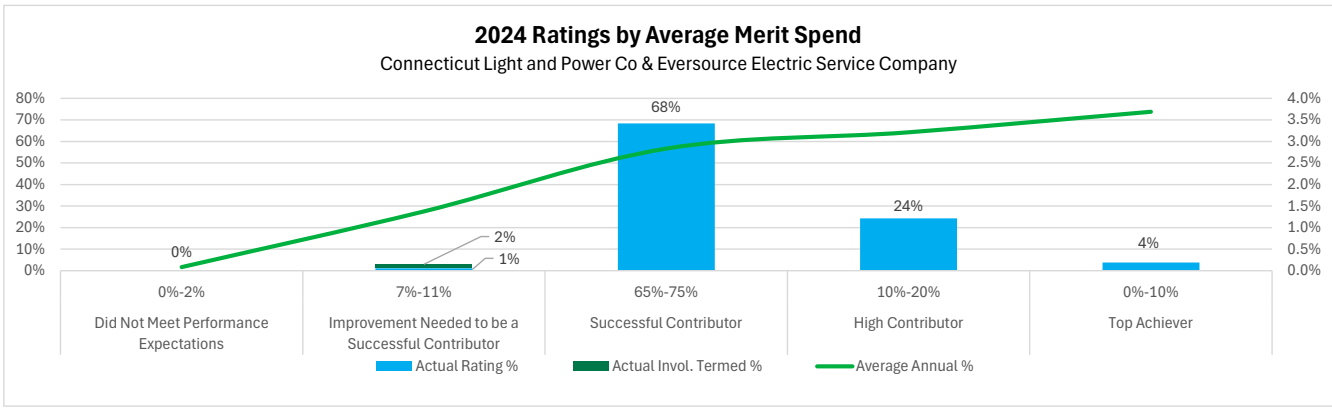
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Connecticut Light and Power & Eversource Electric Service Company

Performance Rating	Target Distribution % Range	Target Distribution # Range	Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	0%	15	135.3%	3.2%
Did Not Meet Performance Expectations	0%-2%	0-71	0%	3	0.0%	0.1%
Improvement Needed to be a Successful Contributor	7%-11%	250-392	3%	107	60.6%	1.4%
Successful Contributor	65%-75%	2318-2675	68%	2438	110.1%	2.8%
High Contributor	10%-20%	357-713	24%	867	137.1%	3.2%
Top Achiever	0%-10%	0-357	4%	136	163.3%	3.7%
	Total	3566	100%	3566		



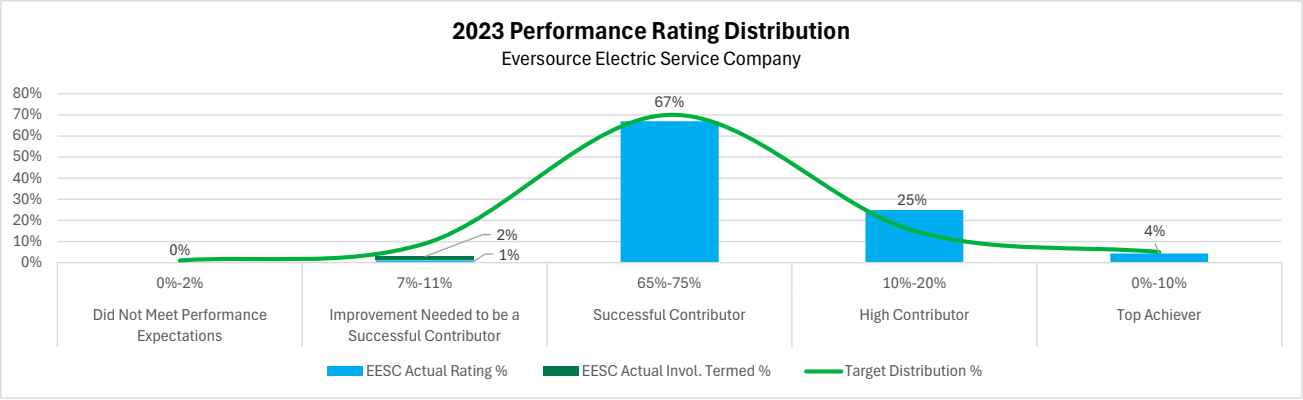


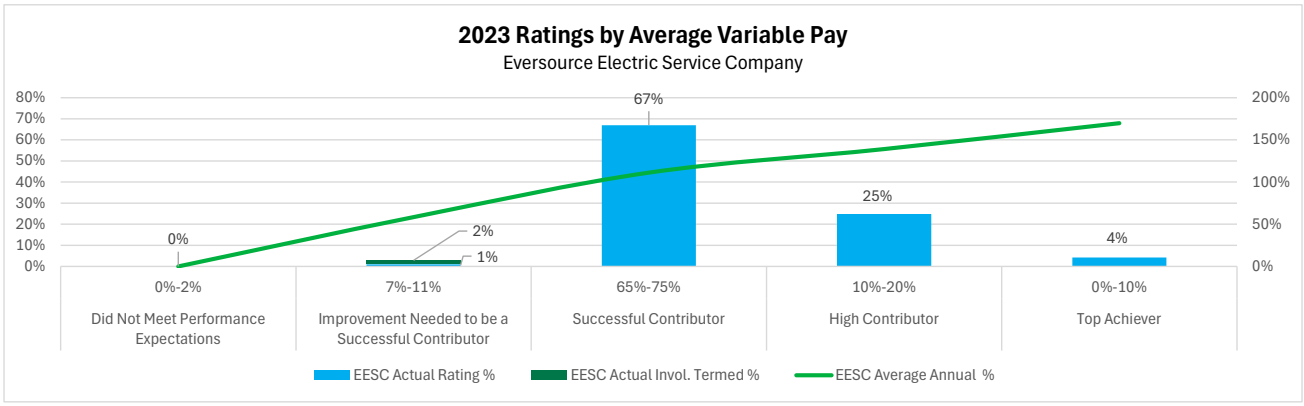


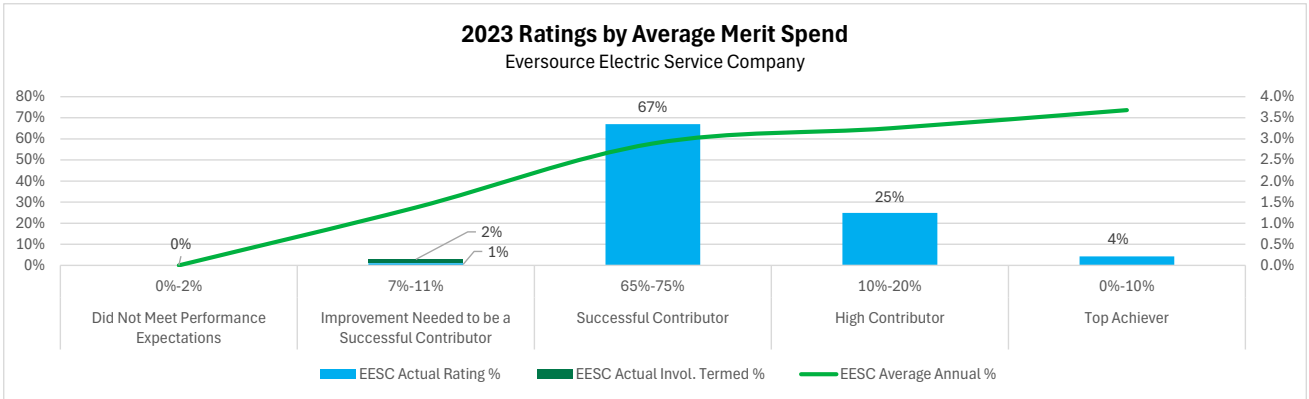
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Eversource Electric Service Company

Performance Rating	Target Distribution Range	Target Distribution #	EESC Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	1%	28	134.9%	3.0%
Did Not Meet Performance Expectations	0%-2%	0-57	0%	1	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	199-312	3%	81	58.4%	1.4%
Successful Contributor	65%-75%	1846-2130	67%	1903	111.2%	2.9%
High Contributor	10%-20%	284-568	25%	706	139.1%	3.3%
Top Achiever	0%-10%	0-284	4%	121	169.8%	3.7%
	Total	2840	100%	2840		



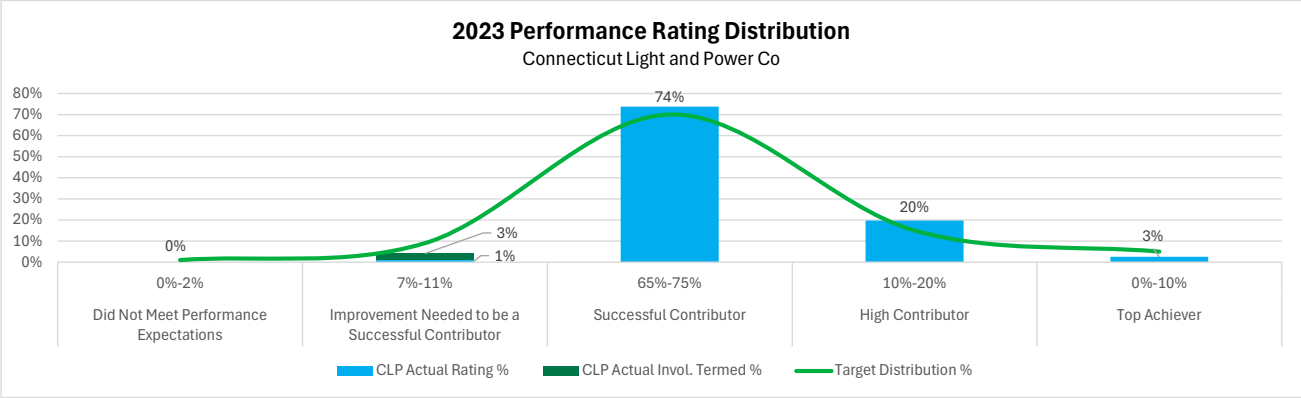


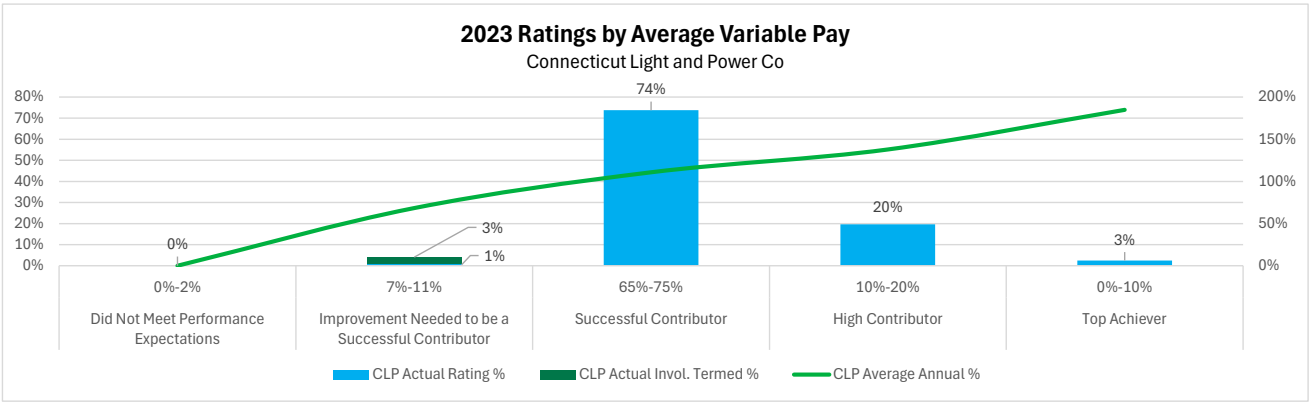


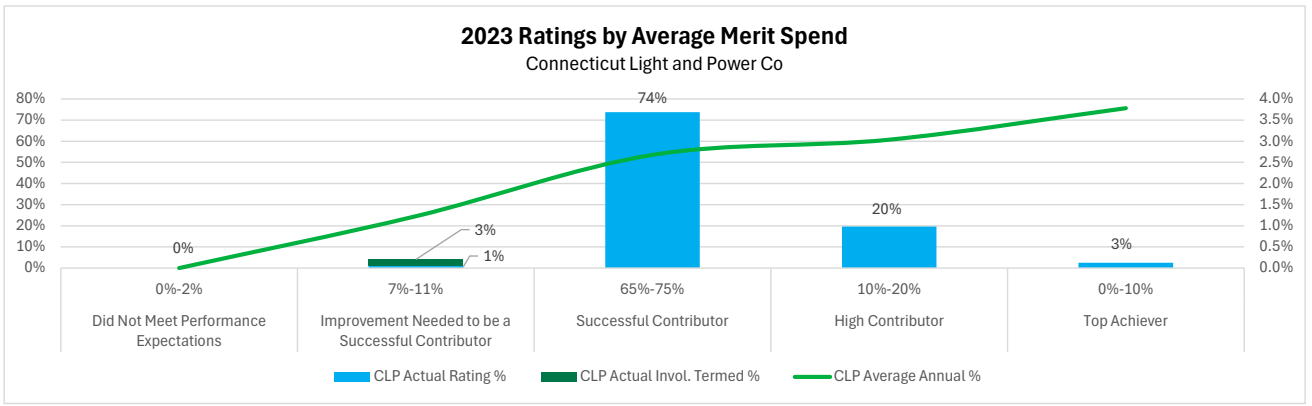
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Connecticut Light and Power

Performance Rating	Target Distribution Range	Target Distribution #	CLP Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	0%	0	0.0%	0.0%
Did Not Meet Performance Expectations	0%-2%	0-6	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	22-35	4%	13	68.4%	1.2%
Successful Contributor	65%-75%	208-240	74%	236	110.8%	2.7%
High Contributor	10%-20%	32-64	20%	63	137.9%	3.0%
Top Achiever	0%-10%	0-32	3%	8	184.8%	3.8%
	Total		100%	320		



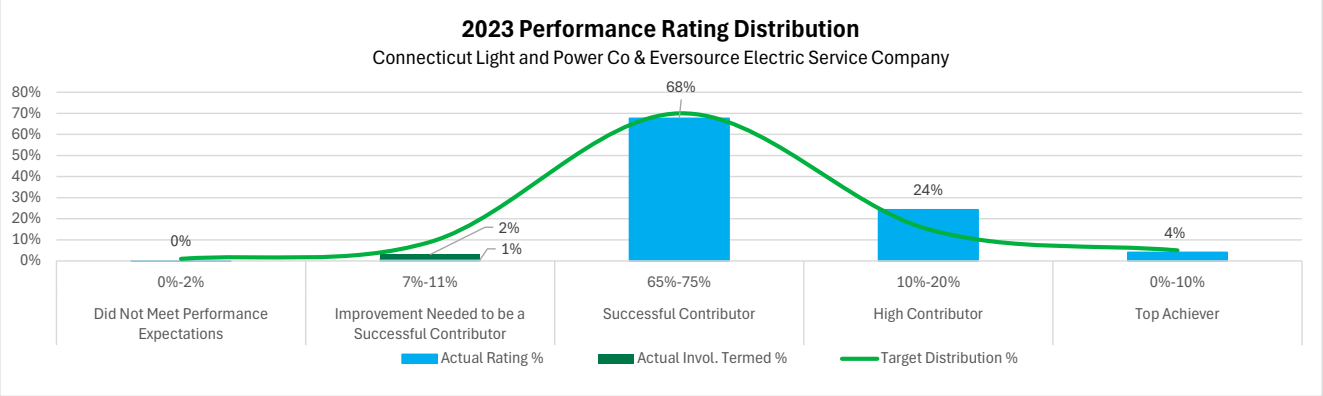


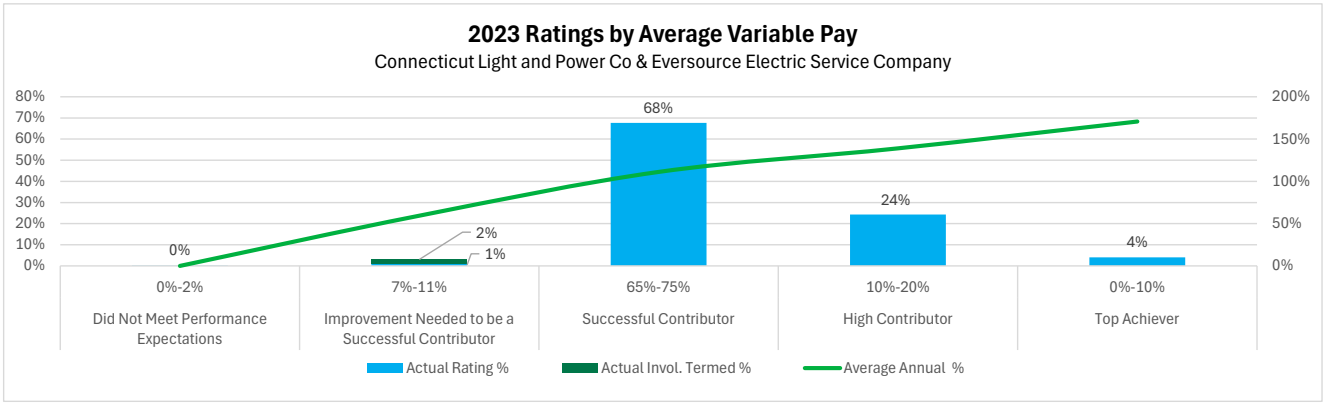


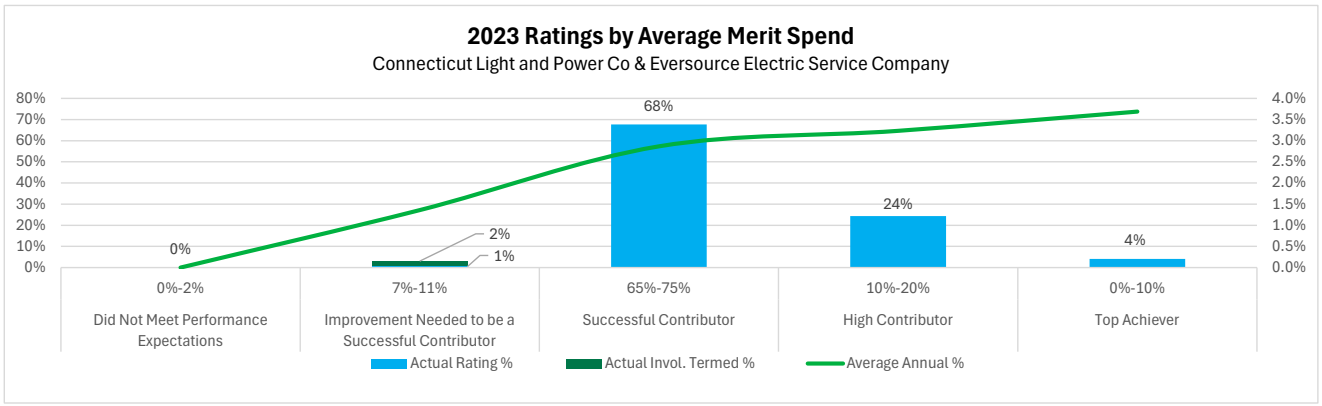
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Connecticut Light and Power & Eversource Electric Service Company

Performance Rating	Target Distribution % Range	Target Distribution # Range	Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	1%	28	134.9%	3.0%
Did Not Meet Performance Expectations	0%-2%	0-63	0%	1	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	221-348	3%	96	59.4%	1.4%
Successful Contributor	65%-75%	2055-2372	68%	2139	111.1%	2.9%
High Contributor	10%-20%	316-632	24%	769	139.0%	3.2%
Top Achiever	0%-10%	0-316	4%	129	170.7%	3.7%
	Total	3162	100%	3162		



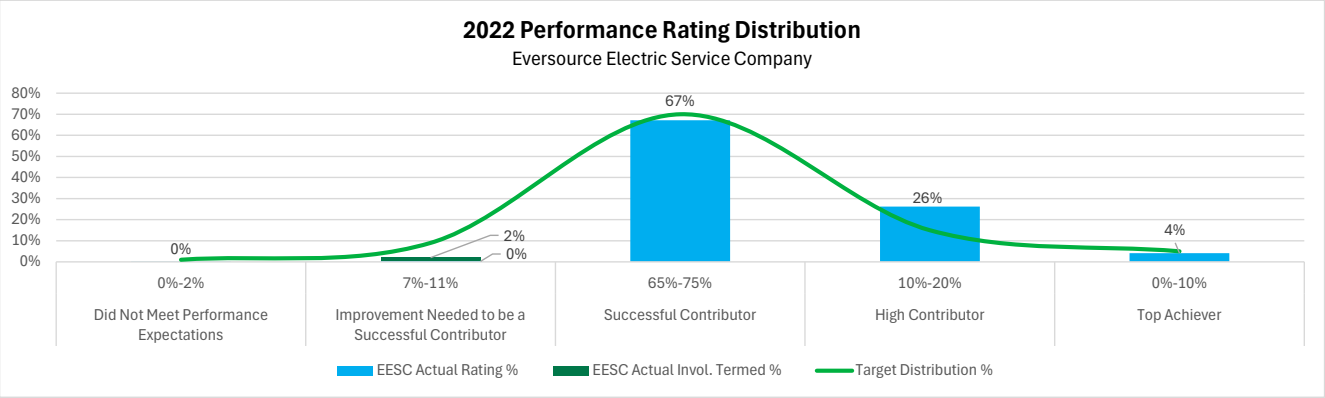


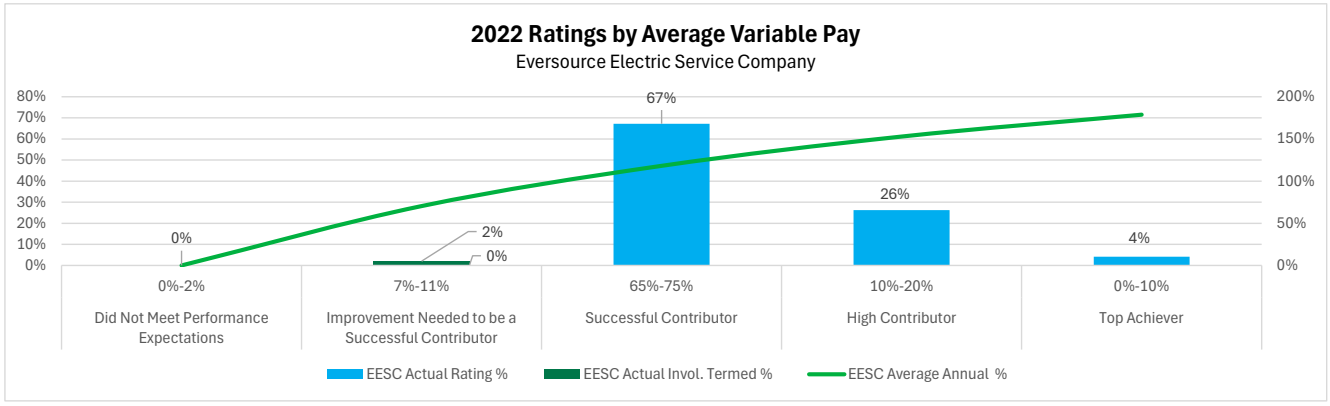


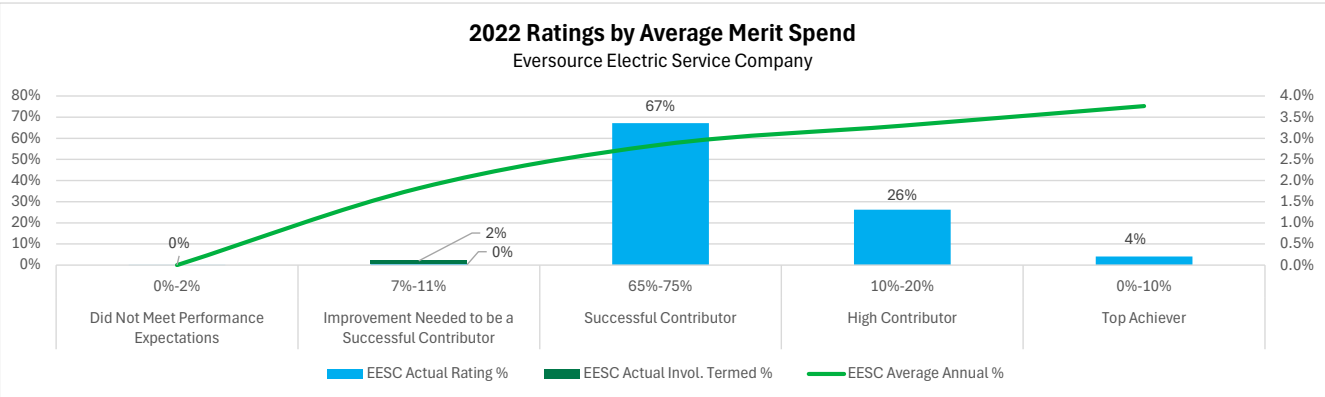
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Eversource Electric Service Company

Performance Rating	Target Distribution Range	Target Distribution #	EESC Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	0%	9	150.8%	2.8%
Did Not Meet Performance Expectations	0%-2%	0-47	0%	1	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	163-257	2%	47	70.4%	1.8%
Successful Contributor	65%-75%	1516-1750	67%	1568	118.1%	2.8%
High Contributor	10%-20%	233-467	26%	612	152.8%	3.3%
Top Achiever	0%-10%	0-233	4%	96	178.7%	3.8%
	Total	2333	100%	2333		



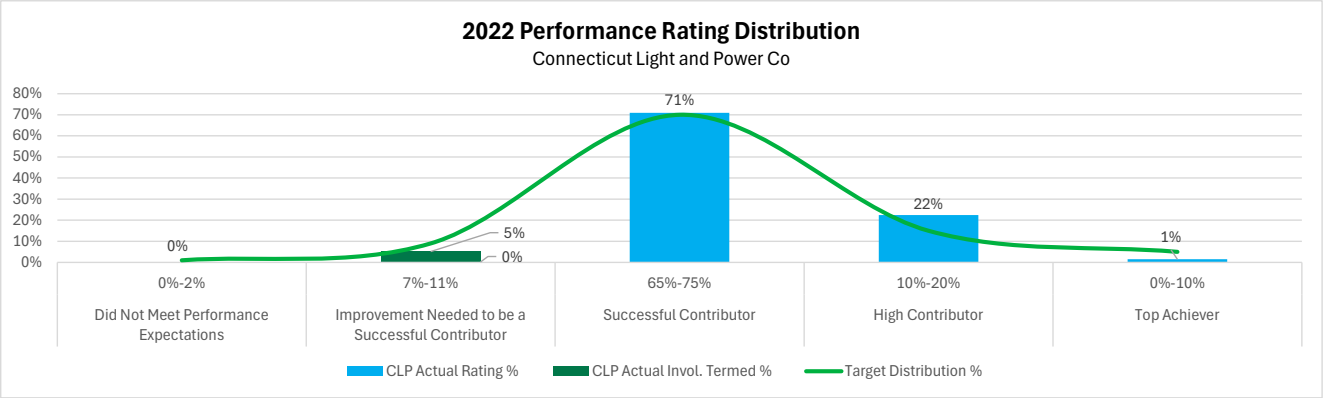


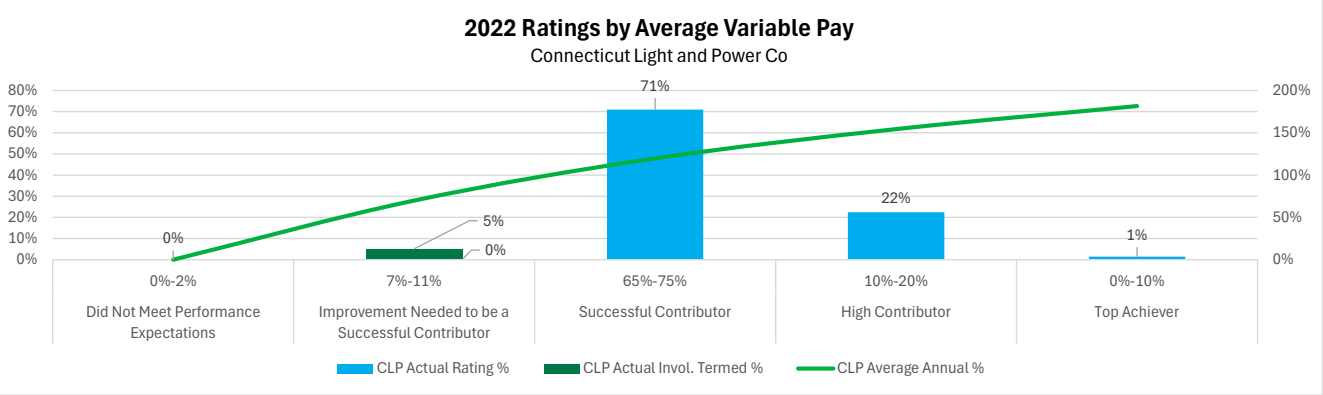


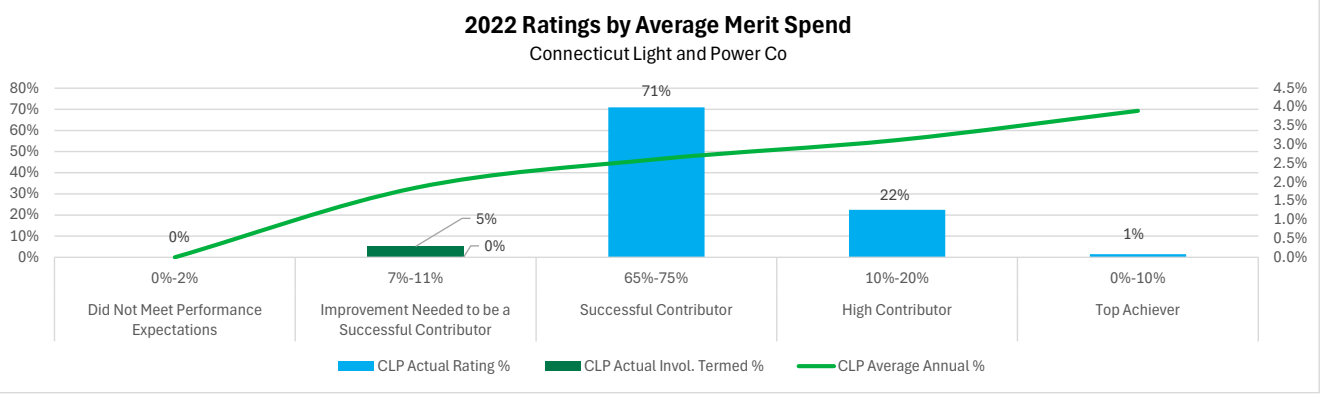
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Connecticut Light and Power

Performance Rating	Target Distribution Range	Target Distribution #	CLP Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	0%	0	0.0%	0.0%
Did Not Meet Performance Expectations	0%-2%	0-5	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	19-30	5%	14	69.9%	1.9%
Successful Contributor	65%-75%	177-204	71%	193	119.8%	2.6%
High Contributor	10%-20%	27-54	22%	61	154.4%	3.1%
Top Achiever	0%-10%	0-27	1%	4	181.6%	3.9%
	Total	272	100%	272		



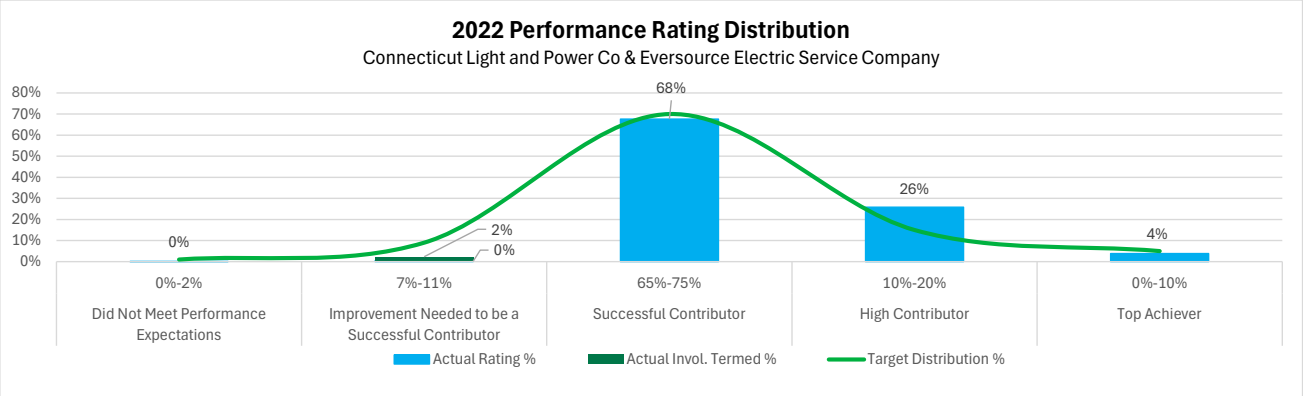


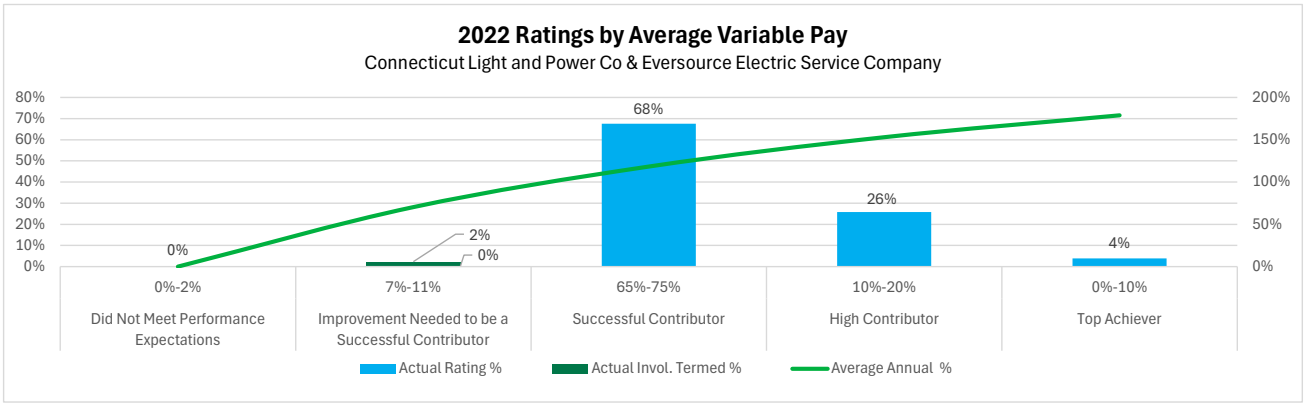


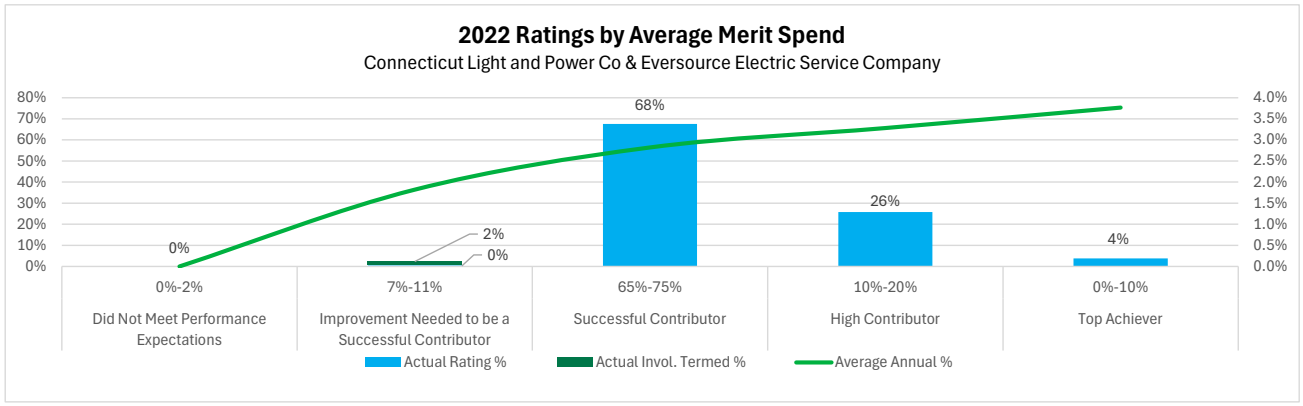
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Connecticut Light and Power & Eversource Electric Service Company

Performance Rating	Target Distribution % Range	Target Distribution # Range	Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	0%	9	150.8%	2.8%
Did Not Meet Performance Expectations	0%-2%	0-52	0%	1	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	182-287	2%	61	70.3%	1.8%
Successful Contributor	65%-75%	1693-1954	68%	1761	118.3%	2.8%
High Contributor	10%-20%	261-521	26%	673	153.0%	3.3%
Top Achiever	0%-10%	0-261	4%	100	178.9%	3.8%
	Total	2605	100%	2605		



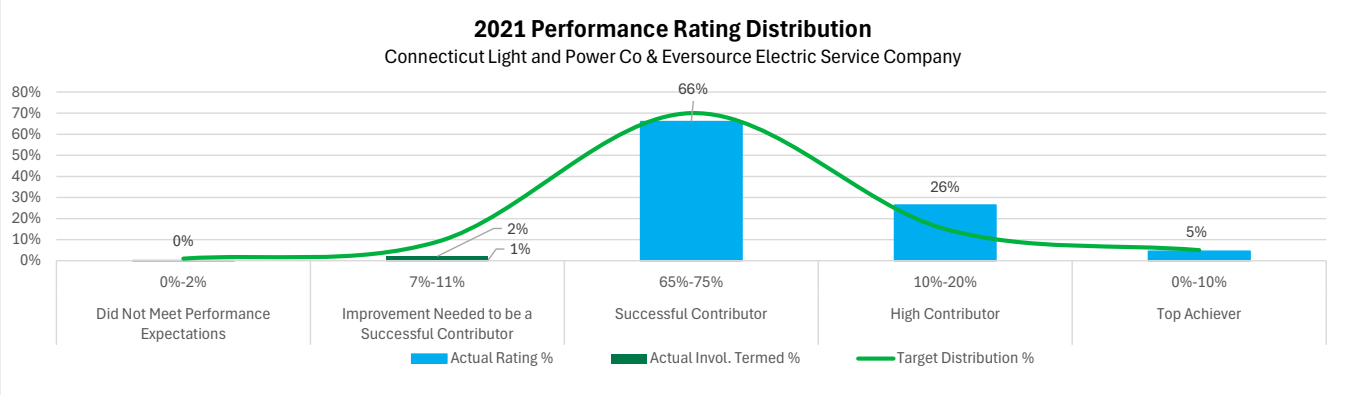


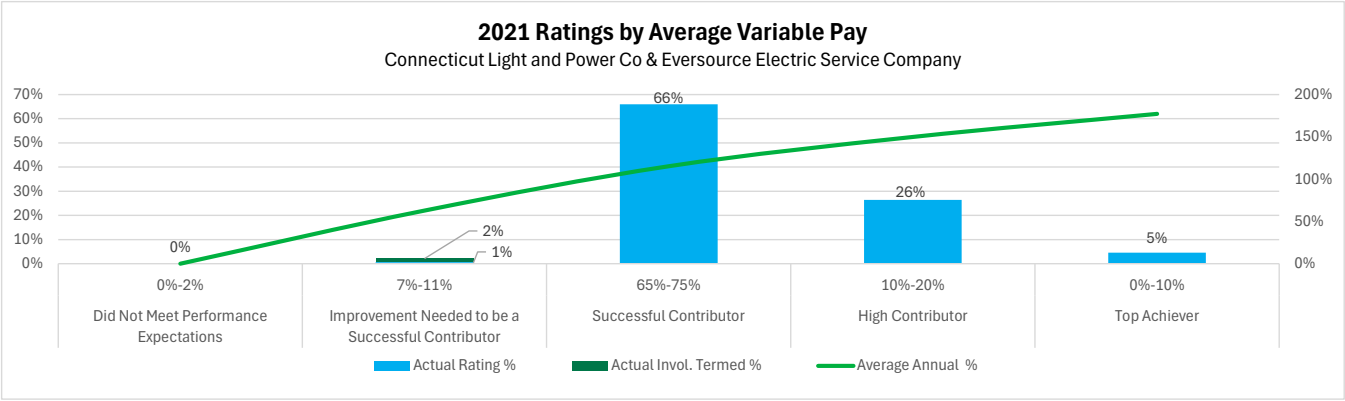


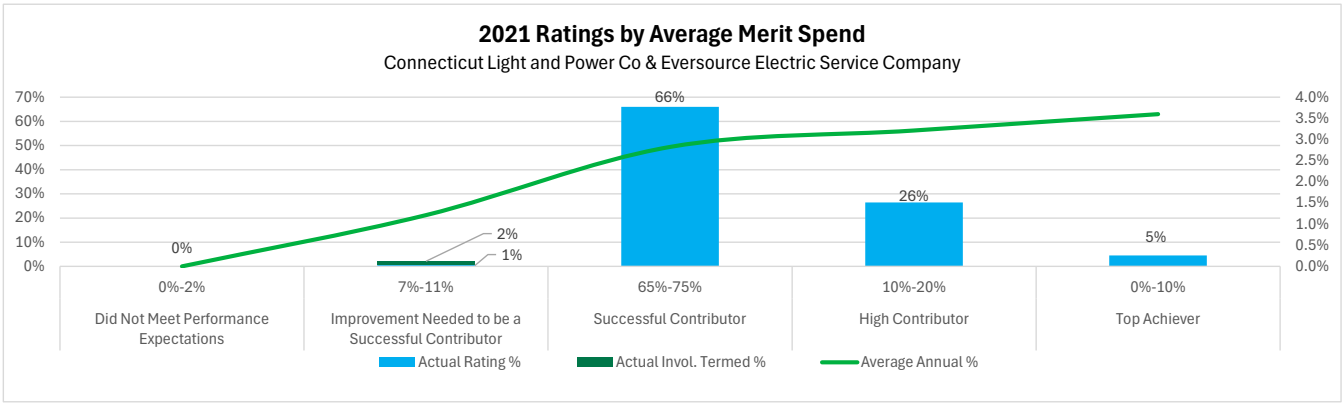
**Some graphs may not total 100% (+/- 1%) due to small incremental rounding and/or a small percentage of reviews that were Unrated*

Connecticut Light and Power & Eversource Electric Service Company

Performance Rating	Target Distribution % Range	Target Distribution # Range	Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	1%	17	137.1%	2.8%
Did Not Meet Performance Expectations	0%-2%	0-43	0%	2	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	149-234	2%	45	62.8%	1.2%
Successful Contributor	65%-75%	1385-1598	66%	1406	115.2%	2.8%
High Contributor	10%-20%	213-426	26%	563	149.9%	3.2%
Top Achiever	0%-10%	0-213	5%	97	177.2%	3.6%
	Total	2130	100%	2130		



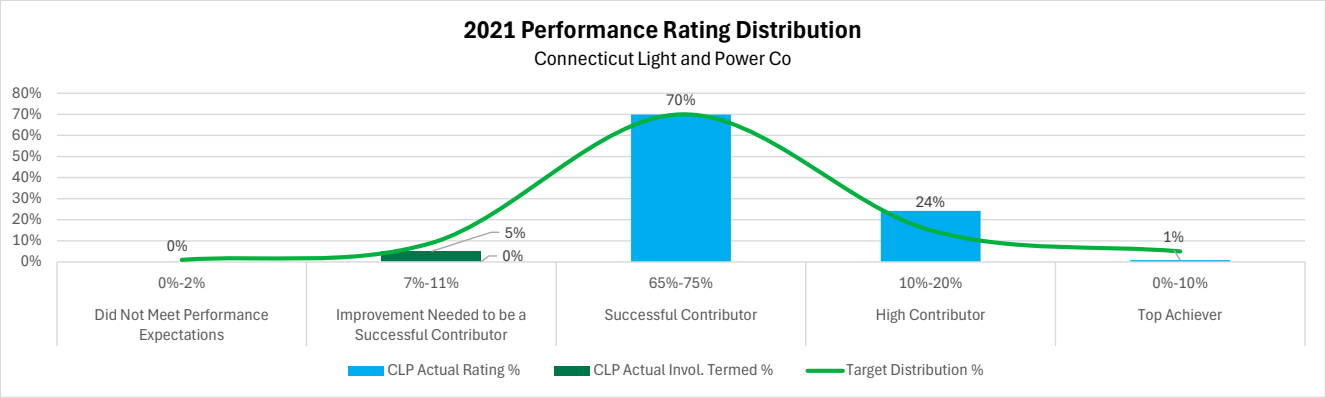


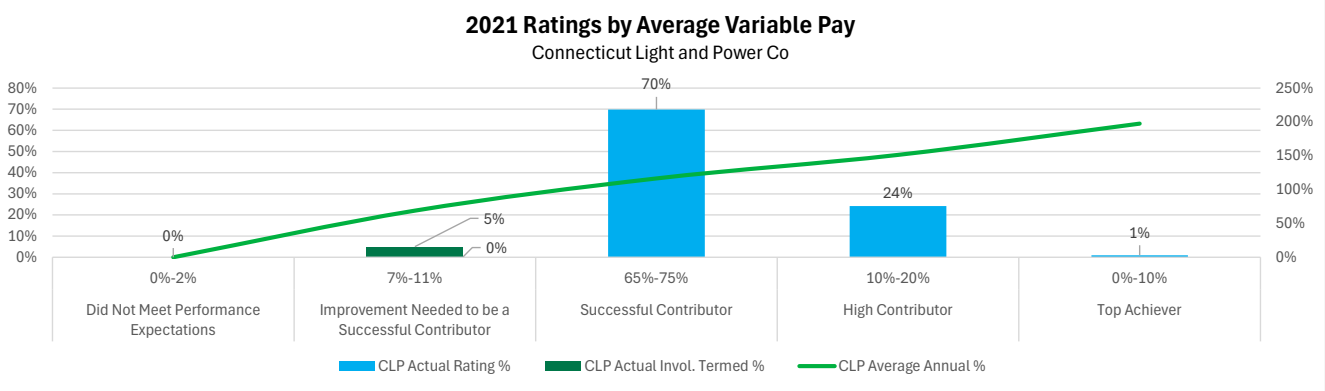


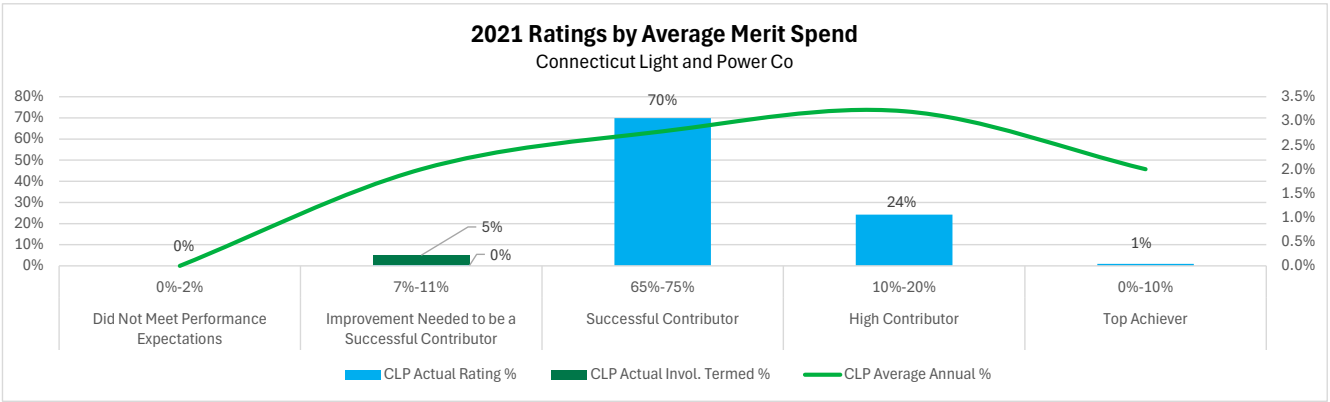
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Connecticut Light and Power

Performance Rating	Target Distribution Range	Target Distribution #	CLP Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	0%	0	0.0%	0.0%
Did Not Meet Performance Expectations	0%-2%	0-4	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	15-24	5%	11	68.9%	2.0%
Successful Contributor	65%-75%	142-164	70%	153	116.5%	2.8%
High Contributor	10%-20%	22-44	24%	53	151.3%	3.2%
Top Achiever	0%-10%	0-22	1%	2	197.5%	2.0%
	Total	219	100%	219		



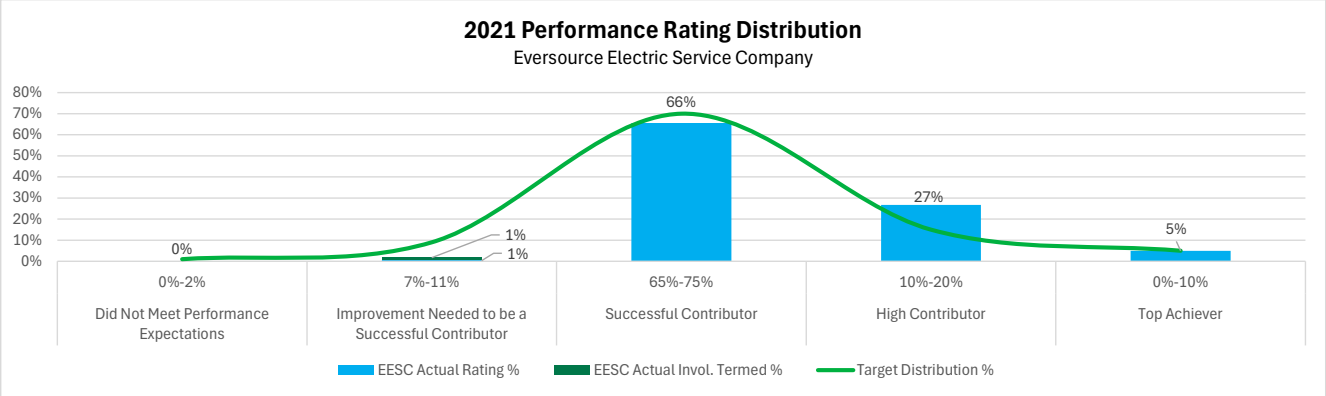


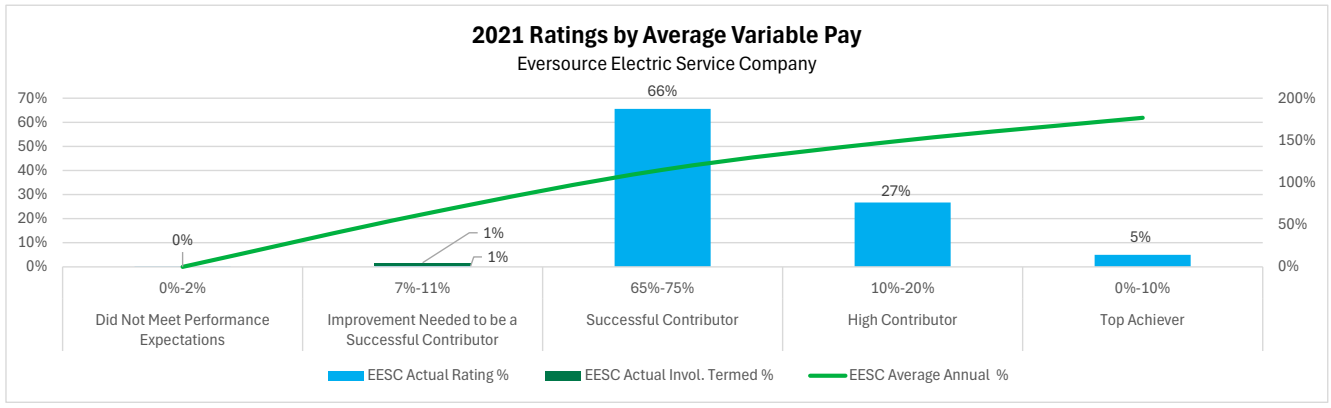


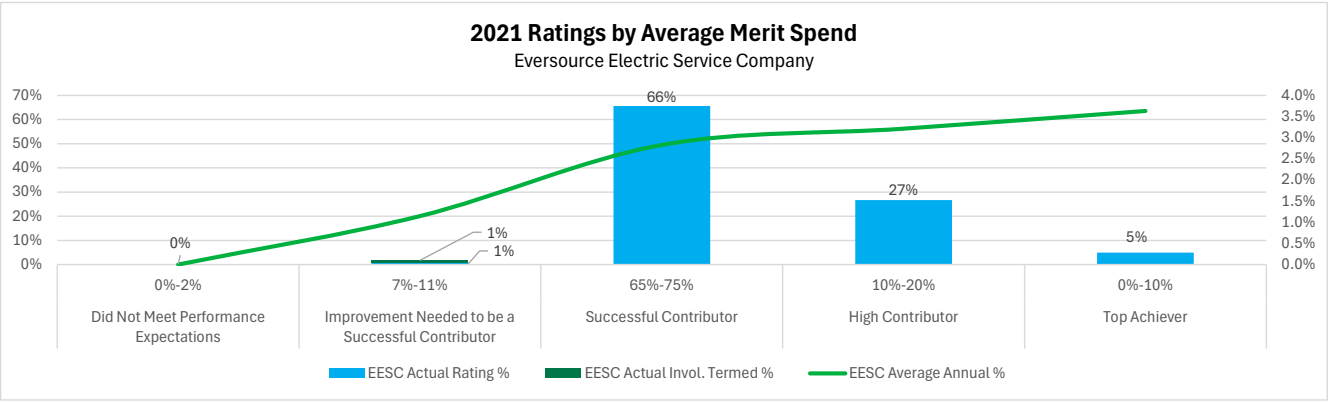
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Eversource Electric Service Company

Performance Rating	Target Distribution Range	Target Distribution #	EESC Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	1%	17	137.1%	2.8%
Did Not Meet Performance Expectations	0%-2%	0-38	0%	2	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	134-210	2%	33	62.3%	1.1%
Successful Contributor	65%-75%	1242-1433	66%	1253	115.1%	2.8%
High Contributor	10%-20%	191-382	27%	510	149.8%	3.2%
Top Achiever	0%-10%	0-191	5%	95	176.8%	3.6%
	Total	1910	100%	1910		



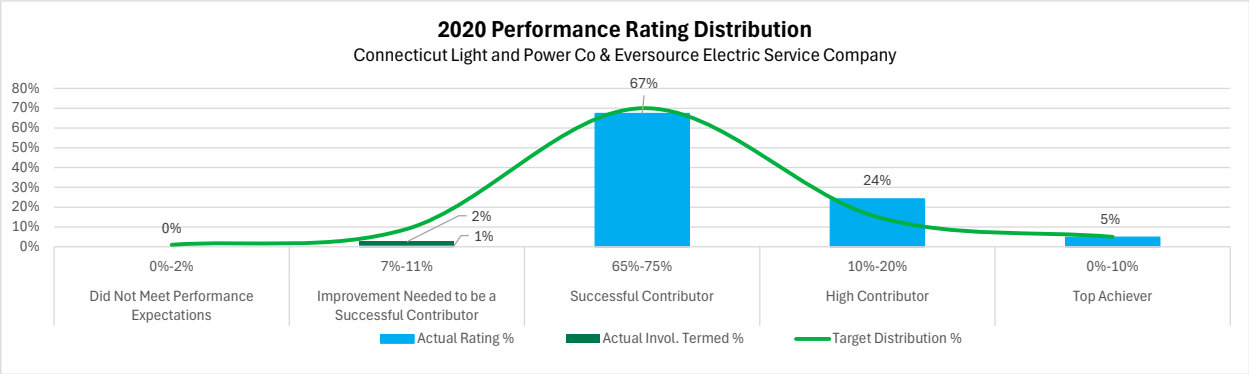


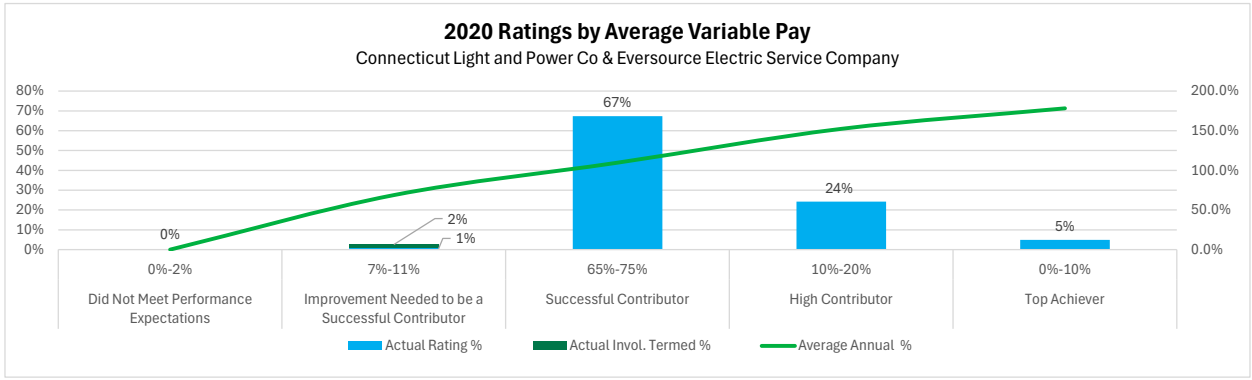


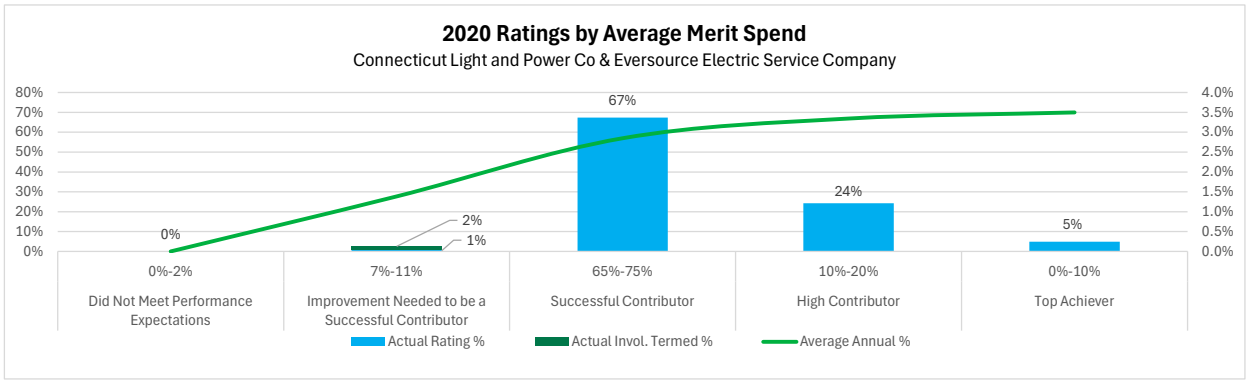
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Connecticut Light and Power & Eversource Electric Service Company

Performance Rating	Target Distribution % Range	Target Distribution # Range	Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	1%	19	113.4%	1.4%
Did Not Meet Performance Expectations	0%-2%	0-38	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	134-211	3%	49	68.8%	1.4%
Successful Contributor	65%-75%	1249-1441	67%	1294	109.7%	2.8%
High Contributor	10%-20%	192-384	24%	465	152.3%	3.3%
Top Achiever	0%-10%	0-192	5%	94	178.2%	3.5%
	Total	1921	100%	1921		



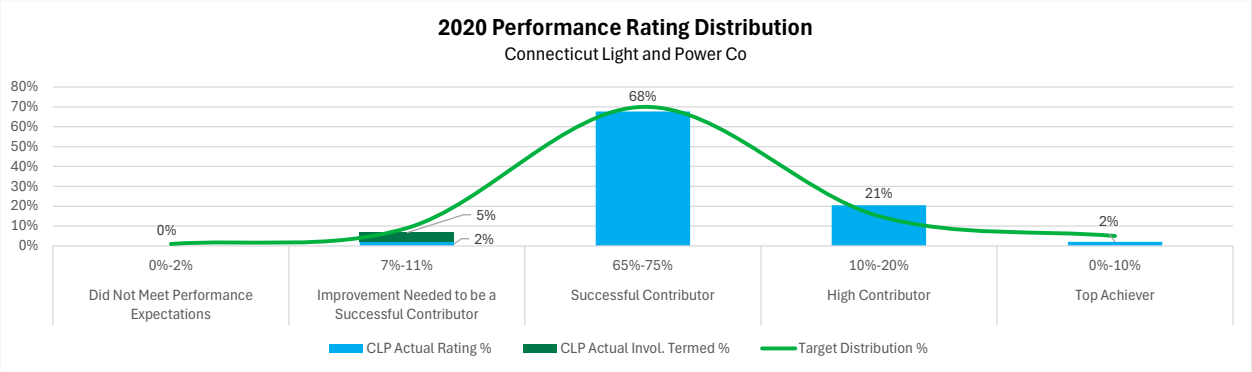


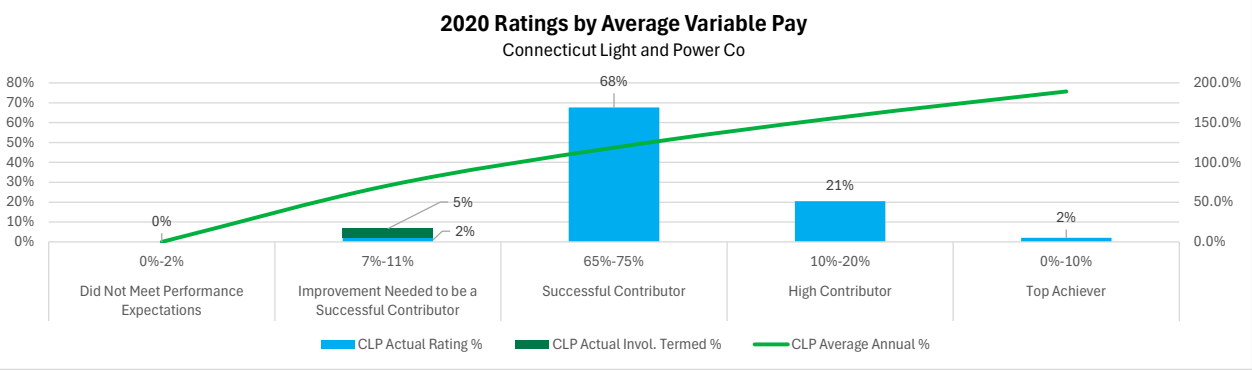


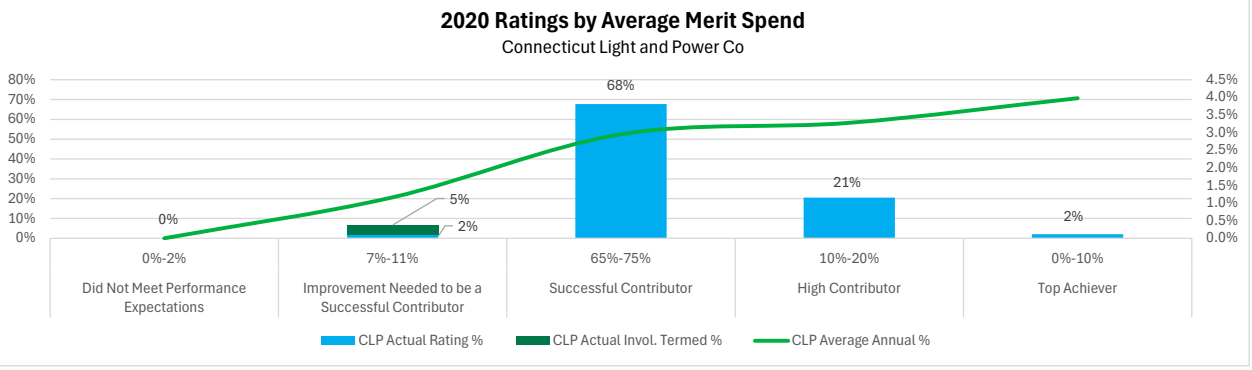
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Connecticut Light and Power

Performance Rating	Target Distribution Range	Target Distribution #	CLP Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	3%	6	121.5%	0.0%
Did Not Meet Performance Expectations	0%-2%	0-4	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	14-21	7%	13	70.8%	1.2%
Successful Contributor	65%-75%	127-146	68%	132	118.6%	3.0%
High Contributor	10%-20%	20-39	21%	40	156.6%	3.3%
Top Achiever	0%-10%	0-20	2%	4	189.2%	4.0%
	Total	195	100%	195		



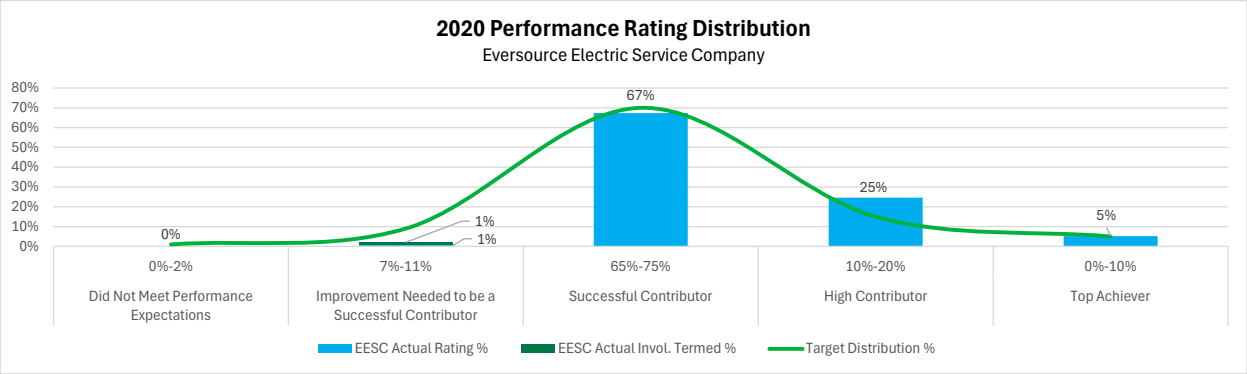


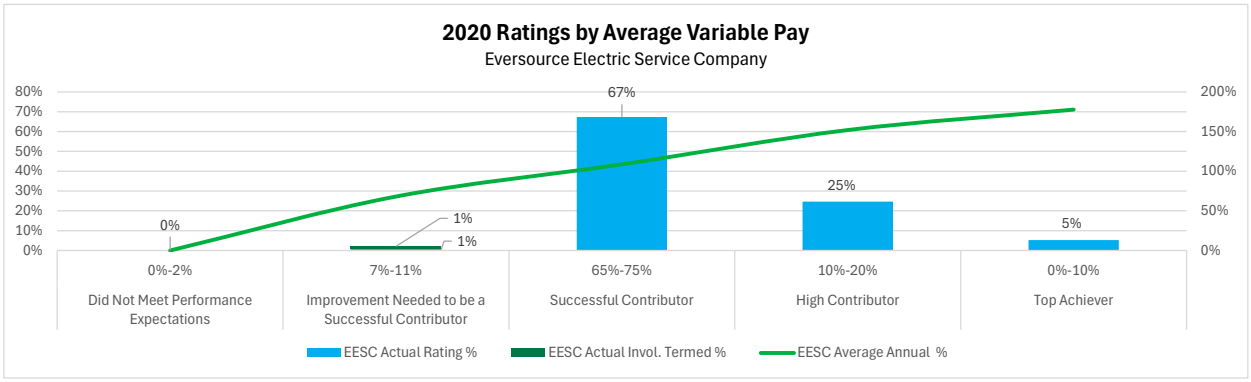


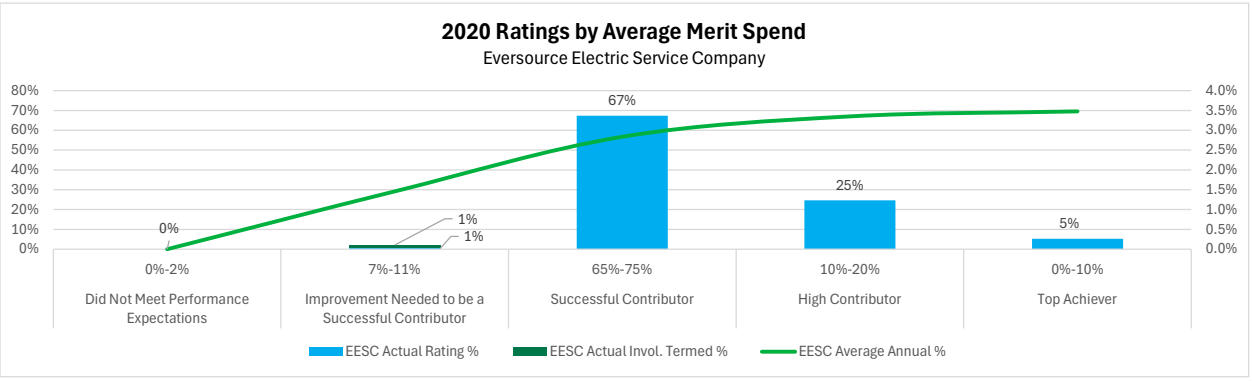
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Eversource Electric Service Company

Performance Rating	Target Distribution Range	Target Distribution #	EESC Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	1%	13	109.7%	2.0%
Did Not Meet Performance Expectations	0%-2%	0-35	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	121-190	2%	36	68.1%	1.5%
Successful Contributor	65%-75%	1122-1295	67%	1162	108.7%	2.8%
High Contributor	10%-20%	173-345	25%	425	151.9%	3.4%
Top Achiever	0%-10%	0-173	5%	90	177.7%	3.5%
	Total	1726	100%	1726		



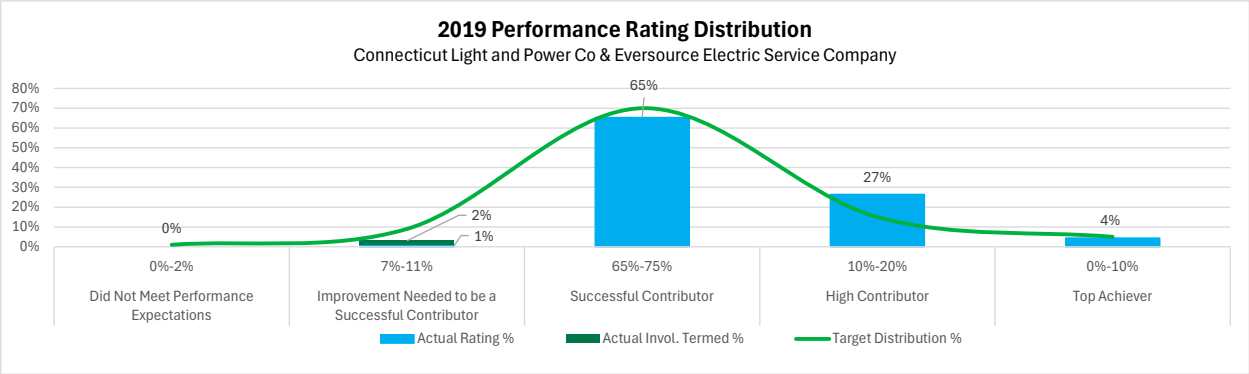


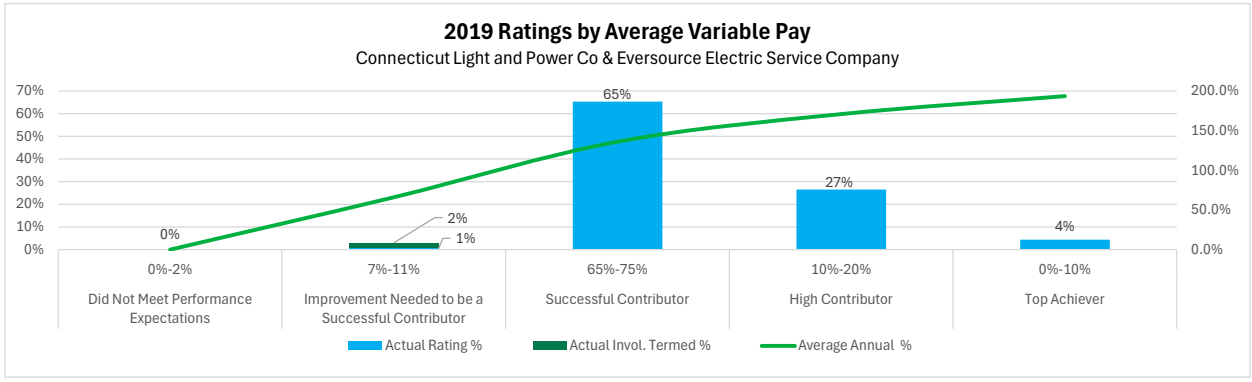


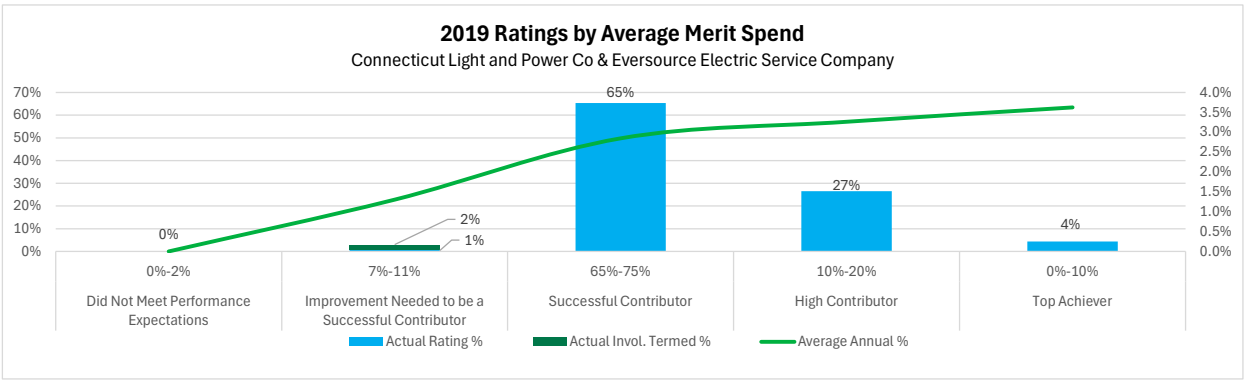
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Connecticut Light and Power & Eversource Electric Service Company

Performance Rating	Target Distribution % Range	Target Distribution # Range	Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	1%	12	146.0%	2.9%
Did Not Meet Performance Expectations	0%-2%	0-34	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	119-186	3%	51	66.0%	1.3%
Successful Contributor	65%-75%	1100-1270	65%	1107	136.1%	2.8%
High Contributor	10%-20%	169-339	27%	449	171.0%	3.3%
Top Achiever	0%-10%	0-169	4%	74	193.6%	3.6%
	Total	1693	100%	1693		



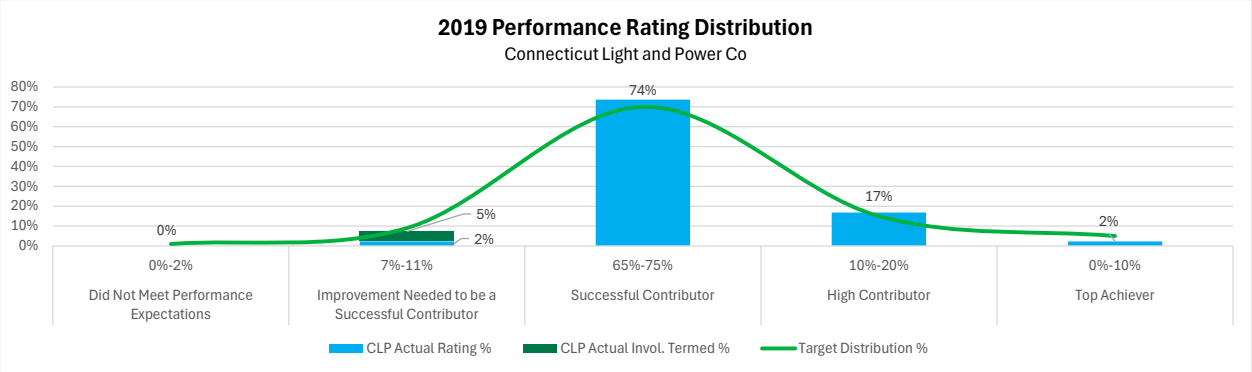


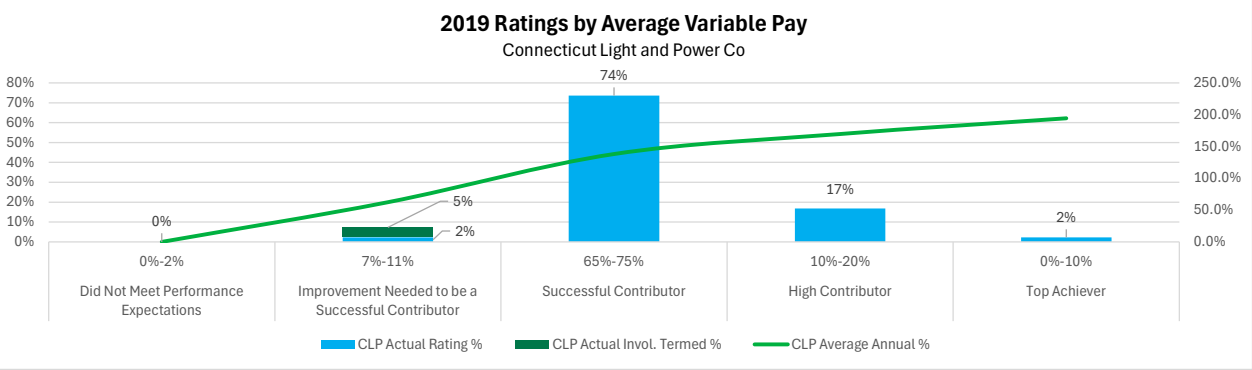


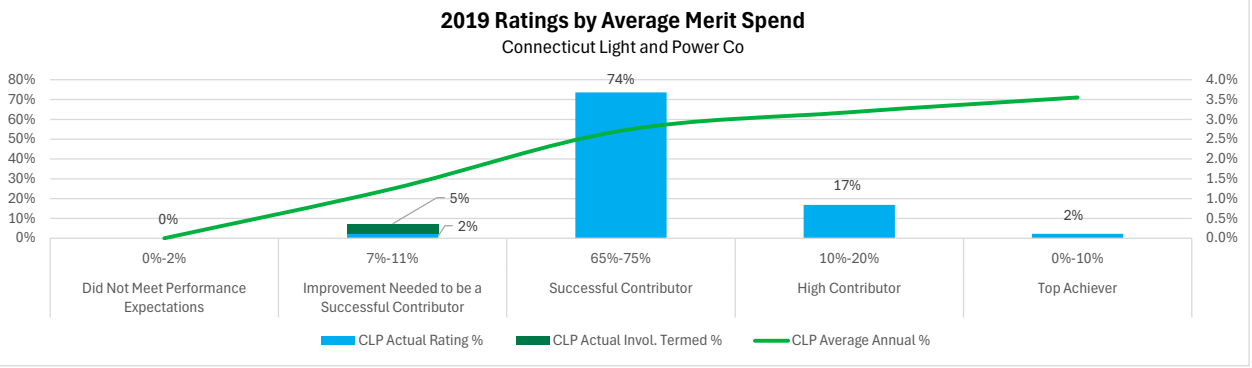
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Connecticut Light and Power

Performance Rating	Target Distribution Range	Target Distribution #	CLP Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	0%	0	0.0%	0.0%
Did Not Meet Performance Expectations	0%-2%	0-4	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	12-20	7%	13	62.4%	1.3%
Successful Contributor	65%-75%	116-134	74%	131	138.2%	2.7%
High Contributor	10%-20%	18-36	17%	30	169.6%	3.2%
Top Achiever	0%-10%	0-18	2%	4	194.4%	3.6%
	Total	178	100%	178		



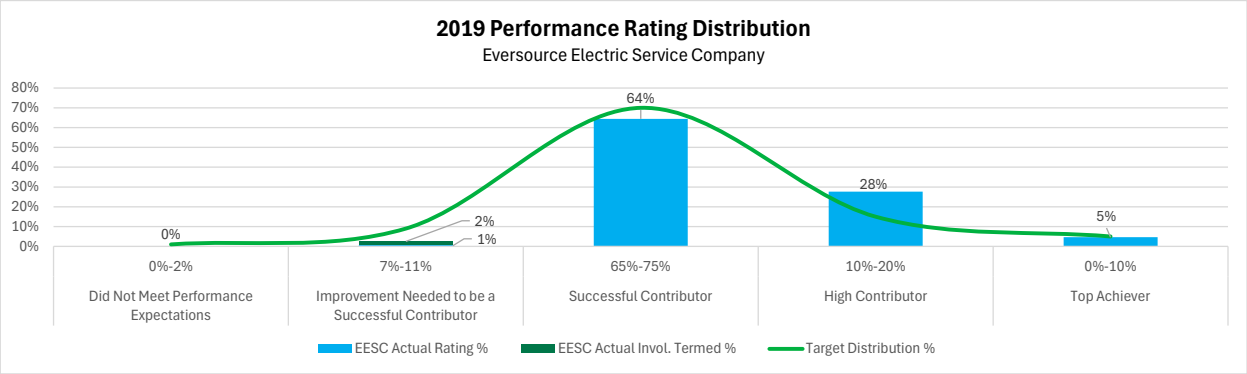


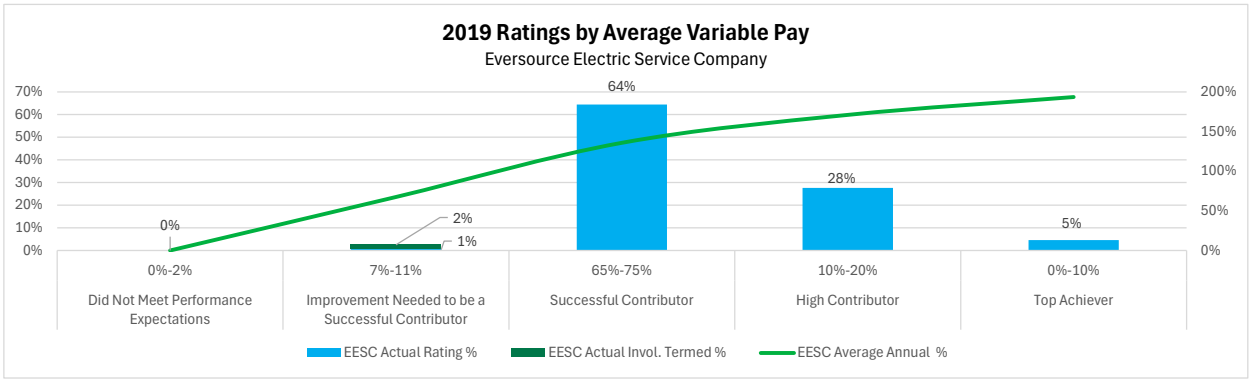


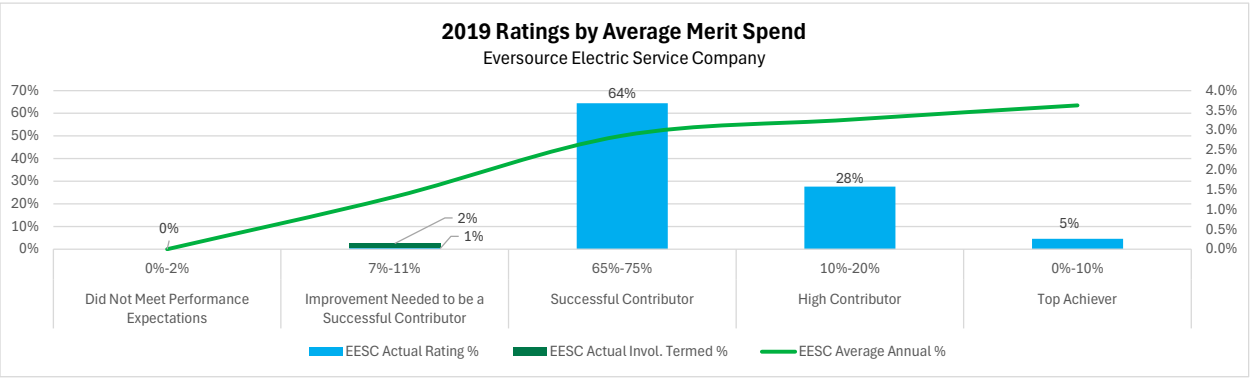
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Eversource Electric Service Company

Performance Rating	Target Distribution Range	Target Distribution #	EESC Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	1%	12	146.0%	2.9%
Did Not Meet Performance Expectations	0%-2%	0-30	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	106-167	3%	38	67.5%	1.3%
Successful Contributor	65%-75%	985-1136	64%	976	135.8%	2.9%
High Contributor	10%-20%	152-303	28%	419	171.0%	3.3%
Top Achiever	0%-10%	0-152	5%	70	193.6%	3.6%
	Total	1515	100%	1515		



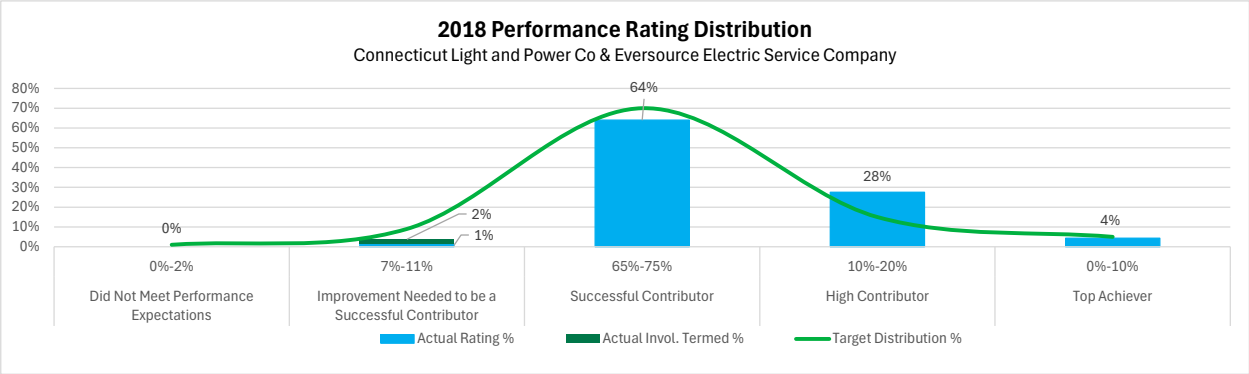


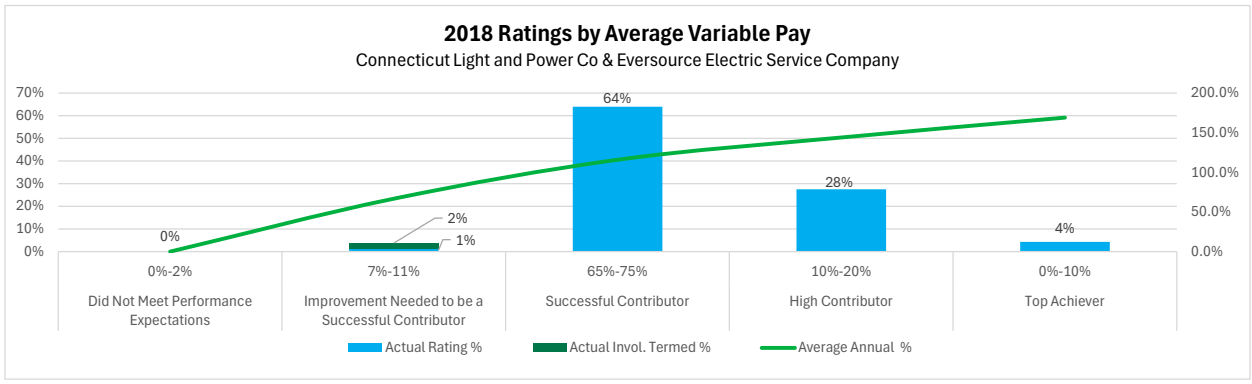


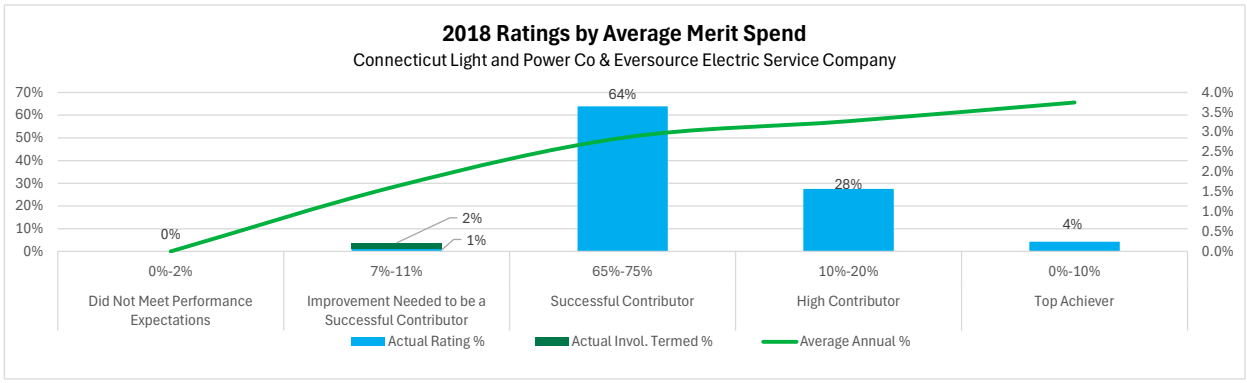
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Connecticut Light and Power & Eversource Electric Service Company

Performance Rating	Target Distribution % Range	Target Distribution # Range	Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	0%	7	110.2%	2.8%
Did Not Meet Performance Expectations	0%-2%	0-30	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	106-166	4%	57	66.8%	1.6%
Successful Contributor	65%-75%	982-1133	64%	966	115.9%	2.9%
High Contributor	10%-20%	151-302	28%	416	144.0%	3.3%
Top Achiever	0%-10%	0-151	4%	65	169.0%	3.7%
	Total	1511	100%	1511		



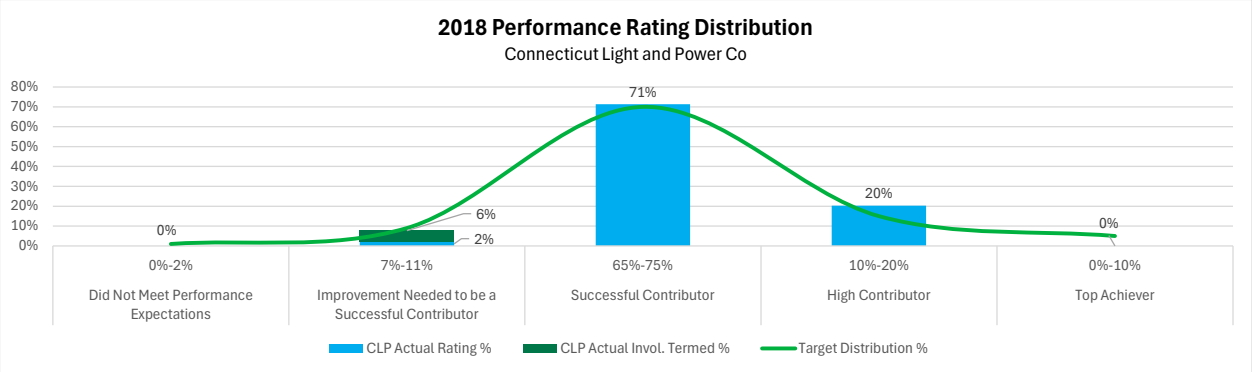


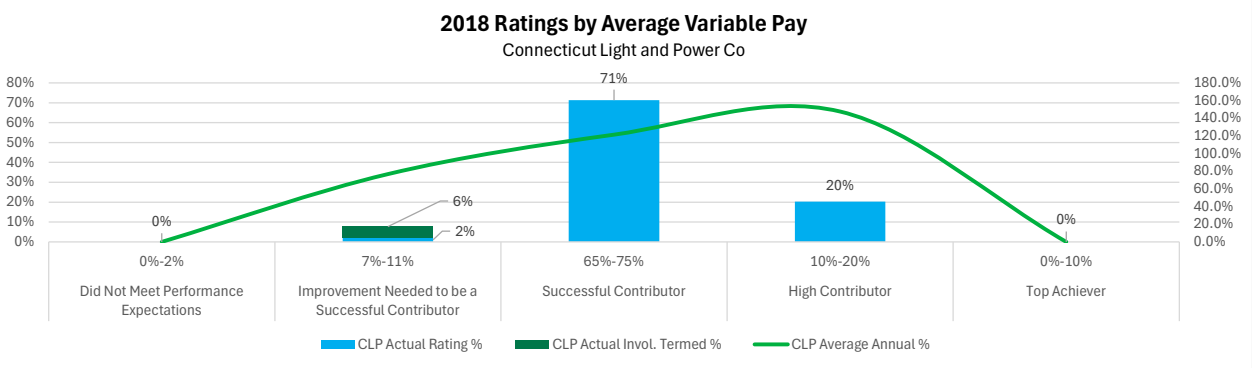


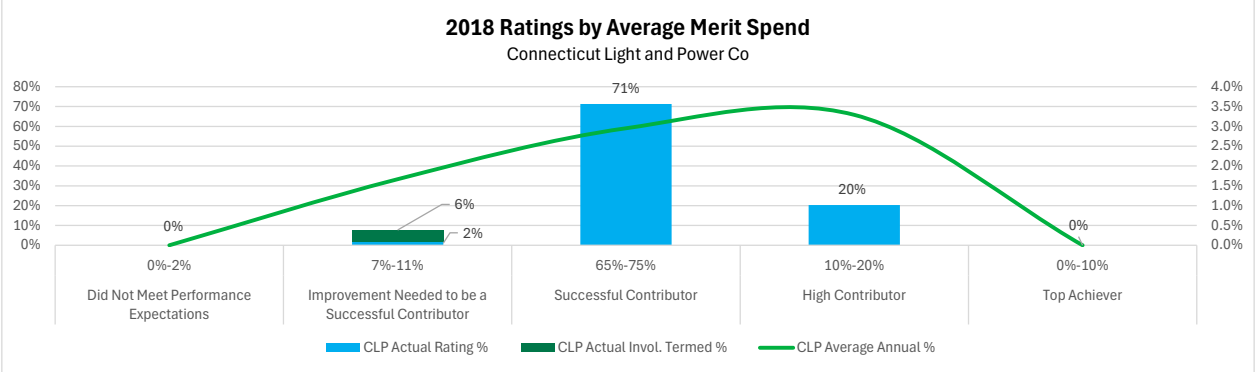
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Connecticut Light and Power

Performance Rating	Target Distribution Range	Target Distribution #	CLP Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	1%	1	29.6%	2.8%
Did Not Meet Performance Expectations	0%-2%	0-3	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	10-16	8%	11	76.8%	1.7%
Successful Contributor	65%-75%	93-107	71%	102	121.4%	3.0%
High Contributor	10%-20%	14-29	20%	29	147.6%	3.3%
Top Achiever	0%-10%	0-14	0%	0	0.0%	0.0%
	Total	143	100%	143		



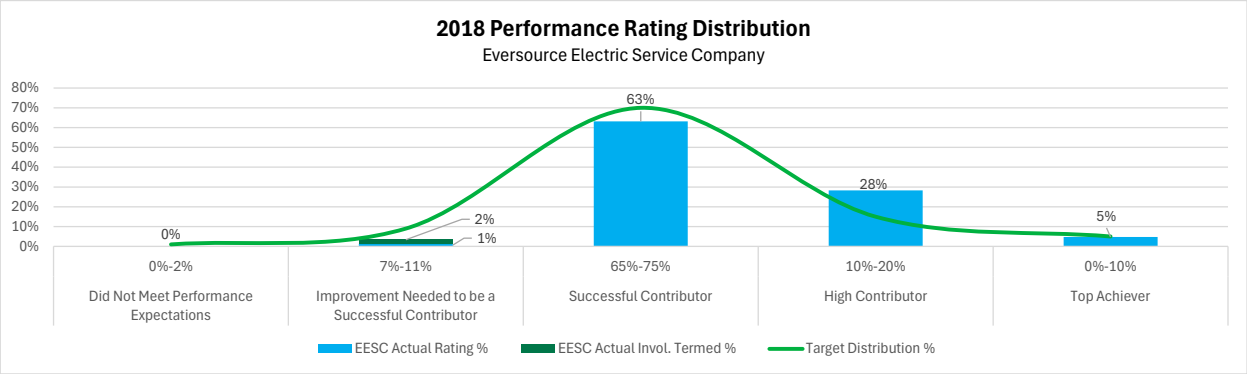


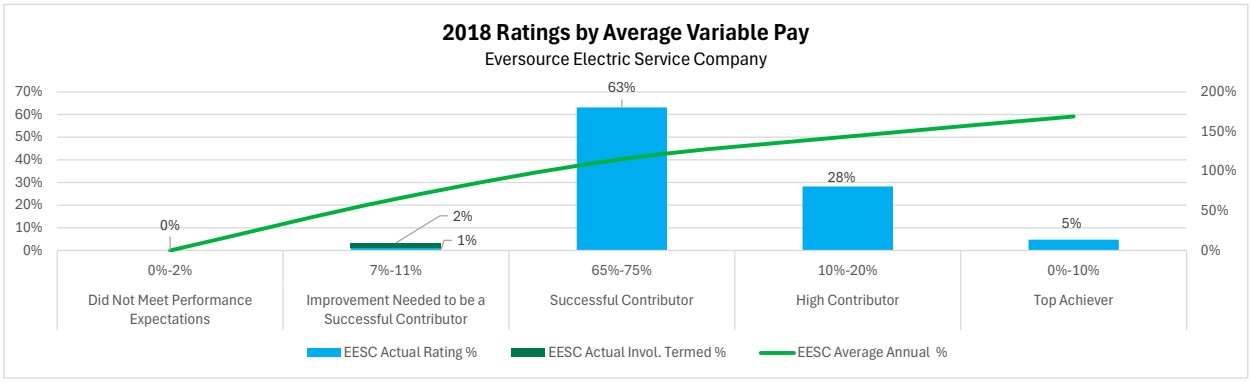


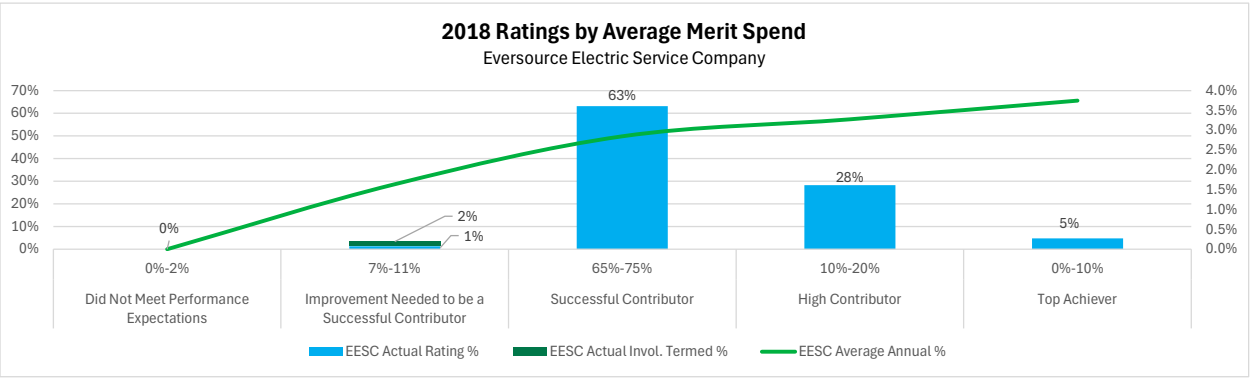
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Eversource Electric Service Company

Performance Rating	Target Distribution Range	Target Distribution #	EESC Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	0%	6	123.7%	2.8%
Did Not Meet Performance Expectations	0%-2%	0-27	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	96-150	3%	46	65.1%	1.6%
Successful Contributor	65%-75%	889-1026	63%	864	115.2%	2.8%
High Contributor	10%-20%	137-274	28%	387	143.7%	3.3%
Top Achiever	0%-10%	0-137	5%	65	169.0%	3.7%
	Total	1368	100%	1368		







**Some graphs may not total 100% (+/- 1%) due to small incremental rounding and/or a small percentage of reviews that were Unrated*