Date Filed: September 24, 2026

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

Question:

(VARIABLE PAY) Please refer to CLP-EMPLOYEE-3.

a. Please confirm that every employee with a rating of "Improvement Needed to be a Successful Contributor" or higher received a variable pay award in the Test Year.
b. Please confirm that every employee with a rating of "Improvement Needed to be a Successful Contributor" or higher received a merit raise in the Test Year.

Response:

a. Every employee with a rating of Successful Contributor or higher received a variable pay award in the Test Year, in accordance with the guidelines. The variable pay guidelines for "Improvement Needed to be a Successful Contributor" range from 0% to 70% of target and, in accordance with those guidelines, there were employees who did not receive a variable pay award.

b. Every employee with a rating of Successful Contributor or higher whose salary was below the top of the salary range for their job received a merit raise in the Test Year, in accordance with the guidelines. Those employees with a rating of Successful Contributor whose salaries were at the top of the range received a lump-sum merit award, in accordance with the guidelines. The merit raise guidelines for "Improvement Needed to be a Successful Contributor" range from 0% to 2% and, in accordance with the guidelines, some employees did not receive a merit raise.