Date Filed: September 24, 2026

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

Question:

Incentive Compensation. Refer to the response to OCC-201, Attachment 1, pages 2, 3, 7, 7, 13, 15-19, 21 and 23. Explain why 1% of reviews were unrated.

Response:

The reviews that are indicated as "unrated" are due to two primary reasons: 1) the employee may have been hired after October 31* and therefore would not be eligible for merit or variable compensation; or 2) they may have been on a leave of absence at the time of the review.

* The Company uses the date of October 31 for administrative consistency. The actual date each year is the first bi-weekly payroll period on or around October 31.