Date Filed: August 25, 2026

**Witness: Brendan J. O'Brien, Garrett J. Murray and Marianne Eichler**
**Request from: Office of Consumer Counsel**

**Question:**

Severance Pay.

a. Please provide the amount of severance expense (direct and allocated) for each of the years 2021, 2022, 2023, 2024, 2025 and the amount included in the rate year.
b. State whether the Company has or has plans to terminate any employees in the remainder of 2026, 2027 and the rate year.

**Response:**

a. Please refer to OCC-357, Attachment 1, for the amount of severance expense incurred in years 2021 through 2025 and included in the Rate Year. In preparing this response the Company identified that the amount of severance expense incurred in the 2025 Test Year and ultimately escalated for the Rate Year is higher than previous years, due to activities related to organizational effectiveness. Therefore, the Company calculated an updated Rate Year amount for severance pay based on an average of 2021 through 2024. This updated Rate Year amount is also included in OCC-357, Attachment 1. The Company will incorporate this Rate Year update as part of an overall update to its cost of service.

b. CL&P has no current plans to terminate CL&P employees under or subject to the Severance Pay Plan during the remainder of 2026 and 2027; however, the Company regularly evaluates business circumstances to ensure it is providing safe, reliable and cost-effective service to its customers, which could lead the Company to make organizational changes subject to the Severance Pay Plan in the future.