Date Filed: August 14, 2026

Witness: Brendan J. O'Brien and Garrett J. Murray
Request from: Office of Education, Outreach, and Enforcement

Question:

(CHARITABLE LABOR) Does the Company permit employees to support charitable activities during working hours?

a. If yes, has the Company eliminated employee labor costs from the revenue request to account for these hours? Include which exhibits demonstrate the Company's elimination of these costs.
b. If yes, but the Company has not eliminated the associated employee labor costs from its revenue requirements, provide an unlocked Excel spreadsheet detailing the total hours and associated costs (i.e., fully loaded labor costs) for each year 2020 through 2025.

Response:

Eversource is committed to supporting charitable activities through a variety of programs administered by the Corporate Citizenship team. The Company-sponsored volunteer and signature events expose employees to various charitable organizations within our service area and many of them choose to support the causes on their own personal time (i.e., nights and weekends) as a volunteer or through personal philanthropic support.

Under Eversource's corporate volunteer program, employees may participate in up to two Eversource-sponsored weekday volunteer events each calendar year during normal business hours, subject to supervisor or manager pre-approval and may volunteer at Company sponsored events outside of their normal working hours at their own discretion. Employees may volunteer during the weekday, as long as there is no concurrent work obligation that takes priority. Accordingly, employee volunteerism is conducted in a manner that does not adversely impact the provision of utility services to our customers or results in additional cost to our customers. Time spent on volunteer activities is treated as regular payroll time, indivisible from other job-related activities for payroll purposes. Volunteer events that are not Eversource-sponsored or requested by Eversource, must occur outside of employees' regular workday.

a. The Company has not eliminated employee labor costs tied to supporting charitable activities during regular workdays. Eversource and our employees support many nonprofit organizations and programs that provide meaningful benefits to the Company's customers and the communities served. Employee engagement with customers and communities builds trust and confidence in utility operations, which is in the customer interest. In

addition, this community engagement encourages employees to continue to support volunteer activities outside of normal working hours providing additional benefits to the communities the Company serves.

b. Refer to EOE-006, Attachment 1, for the total volunteer hours and associated labor costs Eversource employees committed to support charitable activities during each year 2020 through 2025.