Exit Interview Comments

2021– 2025

Number	Comment
1.	I was provided a offer I couldn't refuse. Benefits, Work/Life balance are similar, the only thing that could prevent me from leaving ES would be a sizable compensation increase to match what was offered to me
2.	Less chaos and more pay.
3.	A competitive salary and bonus. a more flexible work schedule (more work from home days).
4.	I was not planning to leave Eversource for any reason. I received an offer for a position in which the salary is significantly higher than what I earn with Eversource.
5.	The compensation was no longer competitive. A fortune 500 company should pay their employees a livable wage.
6.	Increase starting salary for this role
7.	I was head hunted and offered a large salary increase. Was not actively looking for a new role.
8.	Below average salary and wfh policy.
9.	Reason for leaving encompasses a few things, which includes department culture, lack of career plan/development/advancement, undercompensated - when working multiple storms without pay (8hrs of ERP bank every two weeks does not cover at all the amount of hours worked in my storm role), and work schedule (when hired under 2 days in the office and 3 WFH).
10.	I did not actively pursue other job opportunities. Rather, an opportunity presented itself to me in the form of increased flexibility and higher pay, prompting me to tender my resignation at Eversource.
11.	Storm duty has become very onerous.
12.	Increase pay and decrease years of experience to promotion/increase number of levels in a position.
13.	Better compensation and benefits packages for your employees.
14.	I honestly did not want to leave but mainly that caused me to move to a better job opportunity was the compensation and do work on the electric side of the SCADA industry.
15.	Higher compensation
16.	I am leaving strictly due to compensation. If the compensation was similar to the new role I was moving into I would stay with Eversource.
17.	As previously mentioned in the question about the main reason for my departure was compensation. Our normal base salary is semi adequate but ultimately the extra hours of unpaid overtime on weeknights, storm duty, as well as weekends are not worth the base salary and the small compensation for the on-call stipend. I think this area should strongly be reviewed if the company wants to retain employees

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	especially new ones that may not be used to the On-Call process.
18.	location, compensation, opportunity
19.	Better compensation or the opportunity for a promotion. Applied to several Associate level positions and was rejected. Not even given the opportunity for an interview. There was one Associate level position I applied to, but the position was put on hold. Perhaps being overqualified for Associate level, I also applied to staff/senior level roles and was rejected, lost motivation. I have lost motivation and felt there was no hope if rejected at Associate level positions being in Eversource nearly 2 years.
20.	Better compensation and lack of new policy requiring more in office days starting in February.
21.	Hrly pay / More. Having more things to do; I often got bored with not much to do just waiting for things to break.
22.	Honestly, if the difference in pay had not been so dramatic, I would not have even considered the move.
23.	I think promoting talent on a timeline that corresponds with results rather than a prescripted timeline would help retain talent. Salaries should mimic consultant talent or industry standards of all PM positions. PAY PEOPLE STRAIT TIME FOR ERP. I think the culture around ERP would change greatly if EVS paid people for 100% of their time all the time regardless of storm. Other utilities do this.
24.	I think supervisors in the control room could benefit from a little more flexibility with their schedules. Being able to work overtime for straight pay (as other neighboring utilities can) would allow supervisors to be able to take days off during their rotations. If this is not manageable then I think the 8-hour monthly carve out for overtime they are allotted for inclement weather situations should be increased to 12 hours as they work 12 hour shifts.
25.	Better onboarding process. Fully remote option, more flexibility. ERP rotation - same people work the storms every time. I would do a company wide timesheet pull and see who actually works storm and who doesn't. It isn't fair that same people work storm every time while others haven't ever worked one at all. ERP pay - should be paid regardless of storm level. Open work spaces - take away cubicles and make hotel spaces. Merit increases are not on par with cost of living. Salaries are not competitive.
26.	The department needs more labor resources. Consistently we've been doing more with less. I've tracked a 12% of work/projects/requests, year over year over the past 5 years, but we've been unable to hire the necessary resources. Employee burnout is a major issue. Very senior employees are retiring, we're expected to replace a 40-year employee with someone with minimal experience and get the same work accomplished. Storm Duty expectations is an issue. Team members are expected to participate in

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	Storm Duty, while keeping on schedule with Projects and other blue-sky responsibilities.
27.	I personally enjoyed my 3 years at Eversource and most of the things about the company are very positive. but, I want to mention few things which I personally feel can be better. 1) I decided to leave Eversource because I feel like salary for the associates and regular engineers are very low compare to market salary and should be adjusted based on current inflation 2) I also decided to leave because I want to move close to my parents and close family in Illinois and wanted to have more flexible schedule and I strongly believed that for my department we can definitely be remote and does not require to be in office at all looking at what we do for work
28.	There is a couple reason: Salary was one as I didn't feel like I was making close to what I should have. I saw a Job posting for the same position for 10K more than I was making and I have 4-5 years of experience. Career change is also another reason as i was very limited to look for other job within the company as my brother also works here.
29.	Better salary and more flexibility with schedule
30.	Several reasons that aligned at once: - Wanted to be closer to family in another state - Higher job title and salary - Won't need to commute between CT and MA
31.	Paid for storms and closer to family.
32.	I would love to work for Eversource if I get fully remote option and adjusted salary raise based on inflation data.
33.	Higher salary and more team members to support the workload.
34.	Salary
35.	Increasing my salary, promotion to nest level salary band
36.	Better salary
37.	Clear promotion path, increased salary
38.	More salary, more vacation time, less storm duty, union work force desperately needs formal training including ESOP 100 training.
39.	Offering full time remote work and generally more competitive salary/benefits. During storm response provide guaranteed pay for all hours worked and do not cancel vacations.
40.	This new role is an exciting opportunity to directly help develop projects within the renewable energy sector. In addition to working in renewables, the position offered improved compensation, benefits, and workplace flexibility.
41.	no storm duty; more resources/support or better collaboration among existing, shared resources to tackle regulatory conditions/requests; more bottom up idea generation and the resources to develop
42.	Offering full time remote work and generally more competitive salary/benefits. During storm response provide guaranteed pay for all hours worked and do not cancel vacations.
43.	More compensation.
44.	Better compensation and role.

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45.	Fully remote role, better salary
46.	I received an offer for similar work with a significant increase in pay, increased flexibility in remote work, increased flexibility in hours, and from a company that does companywide salary adjustments due to market increase. The benefits are similar. That being said, being able to work a 9-80 schedule or having additional vacation time is more important to me and had that been offered, I would have likely stayed.
47.	It would have required the same, or better, promotion, title change, and salary increase I was offered by the other Company who recruited me.
48.	Workload (high turnover in department) and Salary
49.	Being promoted to a higher level role. More opportunities for coaching and feedback on what it takes to get to the next level. Assurance and an estimated time of how long I would need to stay in my current role before being promoted. Better communication between management and individual contributors. Higher salary for what is out on the open market. Potential to work 100% remote in new role.
50.	Gave me the manager role that I was doing along with the increase in pay OR provided some additional salary or bonus money to compensate for what I was doing.
51.	location and salary
52.	increase in salary job satisfaction truly making an attempt to improve the safety culture which includes having a sustained Human Performance initiative
53.	Higher salary and a promotion
54.	If Eversource had a better remote schedule, competitive salary and more training opportunities I would have been more likely to turn down the new position.
55.	Salary increase and change of culture.
56.	If the company provided a clear path to salary increases (not bonuses), if there were positions available that are non-managerial, and if the company had a more safety focused Covid response.
57.	1. Work from Home full time as a option 2. Salary is not at "market" for IT not competitive See Number 2
58.	I had to leave for personal reasons. Storm duty was very tough though, especially with no pay and all the stress, also the WFH policy wasn't fairly distributed across the company. There were many empty cubicles with calendars from March 2020 on the wall, while others were required to be in office.
59.	No one particular driving factor, but storm duty has become an overbearing commitment and pay is another factor
60.	Better pay. 100% remote flexibility. Pay for all storm hours worked beyond 40 hours regardless of storm classification level.
61.	Having policies in place for things such as storms, better pay, room for advancement, better work/life balance and better communication to employees
62.	If Eversource were to match the pay, offer full time remote capabilities and also not require storm duty I would have stayed.
63.	Salary was much more competitive, work from home policy, and was not an outsourced company.

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64.	Increase in pay
65.	Fully remote and better pay
66.	The new company pays significantly more than Eversource, allows for fully remote work, and has a company culture that aligns more with my values and the values of those in my generation.
67.	The main reason for leaving is the workload to salary ratio. The pay scale at Eversource is not even close to the industry. This is one of the fastest growing industry and Eversource is spending Millions on projects. The employees they have overseeing them are the lowest paid people on site and they have all the responsibility of the job on their shoulders. And that isn't the only project they have going. Eversource needs to take a good look at what the industry is paying and readjust their pay scale. Nothing tells an employee their time with their families is worth nothing to the company like sending them out on storm and not paying them. We go out on nights and weekends on storms leaving our wives and children home in the dark with no power to push crews for the company. And then at the end of the week they decide not to pay you. All the time you are pushing crews that are making double time working for YOUR company that won't even pay YOU the extra. And then there are the contract CRs that the company hires and pays twice as much money as in house CRs and they have no responsibility to the job, plus they make time and a half after 40 hrs. This is an overworked bunch of guys and girls that get absolutely no respect from the powers to be. You expect so much from so few. The reason you can't find good qualified help is your pay scale isn't in line with the industry that you control. In order for the people to care about the company they work for, they first need to know the company they work for cares about them. That doesn't mean to start programs about diversity and inclusion, it means showing them. Don't just talk the talk, walk the walk for your employees and they will work for you.
68.	Flexibility of work from home, growth in career and salary
69.	Opportunity with a private sector company that is a better fit for me personally, and provides a higher level of compensation.
70.	I was offered a vertical move with a larger compensation package at another company. During my annual review I recieved the highest rating, but then recieved the same bonus as the previous year and the same merit increase as last year, which was very demotivating. I also was looking for opportunities to advance my growth and leadership, and felt that I had stagnated in my current role.
71.	Higher salary and more resources in the department
72.	Promotion to a job with more responsibility, salary increase.
73.	Faster career growth, increase in salary with the career growth, compensation for storm duty
74.	my salary keeping up with the market. Folks are being hired into Energy Efficiency at a starting salary that took me 6 years to achieve despite more relevant experience
75.	Potentially quicker promotions and re-adjusting compensation to match new hires.
76.	Higher Pay

Number	Comment
77.	Better pay
78.	More recognition and understanding of my contributions, an improved work environment. Ultimately, the required storm duties and after hours demands would have been too much.
79.	Company needs to improve the hiring process to certify they select quality candidates with BS/MS degree and utility experience. In order to accomplish such a task the salary entitlements should be reviewed and bed upgraded to today's cost of living and other nearby utilities.
80.	Storm duty and remote work plans did not impact my decision to leave Eversource. Mostly related to title, compensation, and career advancement opportunity.