Date Filed: October 21, 2026

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

Question:

(VARIABLE PAY) Please refer to CLP-EMPLOYEE-3 and the Response to OCC-613. Individually for 2024 and 2025, please indicate how many employees were categorized as "Improvement Needed to be Successful Contributor," and of those, how many received variable pay awards and how many received merit raises.

Response:

Please refer to Table 1 below for the number of EESCO and CL&P employees categorized as Improvement Needed to be a Successful Contributor ("NI") and number that received merit raises. There were employees rated NI who received a merit increase; however, the average increase was below the Company's guideline of 2% for that rating.

Table 1
EESCO and CL&P Employees Rated Improvement Needed

Eversource Energy Service Company

	Total Improvement Needed (NI) Ratings	Number of NI Ratings Receiving Merit	Number of NI Ratings Receiving Zero Merit
2024	97	58	39
2025	131	76	55

Connecticut Light & Power Company

	Total Improvement Needed (NI) Ratings	Number of NI Ratings Receiving Merit	Number of NI Ratings Receiving Zero Merit
2024	10	3	7
2025	7	0	7

Please refer to Table 2 below for the number of EESCO and CL&P employees categorized as Improvement Needed to be a Successful Contributor ("NI") and number that received variable compensation awards. There were employees rated NI who received a variable compensation award; however, the average award was below the Company's guideline of 70% of target for that rating.

Table 2
EESCO and CL&P Employees Rated Improvement Needed

Eversource Energy Service Company

	Total Improvement Needed (NI) Ratings	Number of NI Ratings Receiving Merit	Number of NI Ratings Receiving Zero Variable Comp
2024	97	58	39
2025	131	76	55

Connecticut Light & Power Company

	Total Improvement Needed (NI) Ratings	Number of NI Ratings Receiving Merit	Number of NI Ratings Receiving Zero Variable Comp
2024	10	3	7
2025	7	0	7