Date Filed: October 13, 2026

Witness: Kara A. O'Connor
Request from: Public Utilities Regulatory Authority

Question:

(401K EXPENSE) Interrog. Resp. OCC-069, Att. 1 and Interrog. Resp. OCC-302, Atts. 1 and 2. Regarding the 401(k) expense and the cash balance pension plan reflected in Sch. C-3.12:

a. State the annual cost of the Eversource Energy Cash Balance Pension Plan that replaced the K-Vantage arrangement separately for CL&P and EESCO. State the effective date of the redesign, the percentage that the Company matches for each participant group, and the annual cost of each match level. Identify the schedule and line on which each amount appears.
b. Provide the analysis performed before adopting the redesign comparing the cost of the new arrangement to the arrangement it replaced.
c. State whether any cost of the frozen pension plans listed in Attachment 2 of the response to Interrogatory OCC-302 is allocated to CL&P for the Northeast Utilities Service Company Retirement Plan, the Bay State Gas Company Pension Plan, the Bay State Union Pension Plan, the NSTAR Pension Plan DB Traditional, and the NSTAR Pension Plan PEP. If so, state the amount and the rate code applied.

Response:

a. The K-Vantage plan design was replaced with the Eversource Cash Balance Pension Plan for all eligible employees effective January 1, 2025, except for one union, L369, who adopted the Eversource Cash Balance Pension Plan effective January 1, 2026. Please refer to Table 1 for the Company Match by participant group. Please refer to RRU-067 Attachment 1, for the cost of the Eversource Energy Cash Balance Pension Plan that replaced the K-Vantage arrangement for CL&P and EESCO in the Test Year. The amounts included in RRU-067, Attachment 1, are embedded within WP C-3.12, page 6, lines 23 and 30. Please refer to RRU-067, Attachment 2, for the annual cost of the 401k match for employees who are not covered under a defined benefit pension plan in the Test Year. The amounts included in RRU-067, Attachment 2, are embedded within WP C-3.12, page 7, lines 23 and 30.

Table 1 - **Defined Benefit Pension Plans with 401k Plan Employer Match**

Pension Plan Name	Plan Frozen Y/N	Date Frozen	Employer 401k Match %
Northeast Utilities Service Company Retirement Plan	Y	12/31/2005	100% of 3% of Employee Deferral
Bay State Gas Company Pension Plan	Y	1/1/2010	50% of 8% of Employee Deferral
Bay State Gas Company Pension Plan	Y	1/1/2013	50% of 8% of Employee Deferral
Bay State Gas Company Pension Plan	Y	6/1/2013	50% of 8% of Employee Deferral
Bay State Union Pension Plan	Y	1/1/2013	50% of 8% of Employee Deferral
Bay State Union Pension Plan	Y	1/1/2011	50% of 8% of Employee Deferral
Bay State Union Pension Plan	Y	1/1/2014	50% of 8% of Employee Deferral
NSTAR Pension Plan DB Traditional	Y	5/16/2005	50% of 8% of Employee Deferral
NSTAR Pension Plan DB Traditional	Y	4/1/2006	50% of 8% of Employee Deferral
NSTAR Pension Plan PEP	Y	4/1/2013	50% of 8% of Employee Deferral
NSTAR Pension Plan PEP for transition members	Y	8/17/1999	50% of 8% of Employee Deferral
Eversource Energy Cash Balance Pension Plan	N	N/A	100% of 6% of Employee Deferral

b. Please refer to RRU-067, Attachment 3, for the redesign analysis.

c. For the NSTAR Pension Plan PEP and the Northeast Utilities Service Company Retirement Plan, there are employees associated with CL&P, and the related costs are recorded directly to CL&P. For the frozen plans with employees associated with EESCO, the related costs are allocated to EESCO using the M9C rate code. The amounts attributable to the individual frozen plans are not separately available. Pension expense is recorded as a whole by company together with the Eversource Pension Plan and is not broken out by individual plan. Separating the costs by plan would require significant additional actuarial work.