The Connecticut Light and Power Company
Employee Benefit Programs shown on OCC-204, Attachment 1
For Periods 2021 - July 2026 YTD
(Thousands of Dollars)

Employee Benefit Programs	2021	2022	2023	2024	2025	July 2026 YTD
Medical (Including Prescription)						
CL&P Direct Charged	$ 22,256	$ 24,009	$ 25,224	$ 30,191	30,360	$ 15,078
CL&P Allocated	10,972	10,639	13,321	14,201	13,513	8,544
Less: CL&P's Direct Charged Capitalized Portion	12,524	10,030	13,589	15,635	16,976	7,895
Less: CL&P's Allocated Capitalized Portion	3,498	3,658	5,076	5,578	5,636	2,398
Net Medical (Including Prescription) Expense	**17,206**	**20,960**	**19,880**	**23,179**	**21,261**	**13,329**
Dental						
CL&P Direct Charged	784	667	765	858	877	401
CL&P Allocated	424	352	437	484	441	373
Less: CL&P's Direct Charged Capitalized Portion	441	279	412	444	491	210
Less: CL&P's Allocated Capitalized Portion	135	121	167	190	184	105
Net Dental Expense	**632**	**619**	**624**	**708**	**644**	**460**
Vision						
CL&P Direct Charged	82	81	91	96	93	67
CL&P Allocated	45	43	49	50	49	38
Less: CL&P's Direct Charged Capitalized Portion	46	34	49	50	52	35
Less: CL&P's Allocated Capitalized Portion	14	15	19	19	20	11
Net Vision Expense	**66**	**75**	**72**	**76**	**69**	**59**
Life Insurance						
CL&P Direct Charged	68	69	88	92	97	63
CL&P Allocated	190	180	199	204	203	127
Less: CL&P's Direct Charged Capitalized Portion	40	29	47	48	54	33
Less: CL&P's Allocated Capitalized Portion	61	62	76	80	85	36
Net Life Insurance Expense	**157**	**158**	**164**	**168**	**161**	**121**
Short Term Disability						
CL&P Direct Charged	38	577	684	446	458	256
CL&P Allocated	81	162	220	334	205	227
Less: CL&P's Direct Charged Capitalized Portion	22	241	369	231	256	134
Less: CL&P's Allocated Capitalized Portion	26	56	84	131	85	64
Net Short Term Disability Expense	**72**	**442**	**452**	**418**	**322**	**285**
Long Term Disability						
CL&P Direct Charged	239	296	251	454	1,322	318
CL&P Allocated	(97)	313	374	194	362	156
Less: CL&P's Direct Charged Capitalized Portion	135	124	135	235	739	166
Less: CL&P's Allocated Capitalized Portion	(31)	108	143	76	151	44
Net Long Term Disability Expense	**39**	**378**	**348**	**337**	**794**	**264**
KGA Inc.						
CL&P Direct Charged						
CL&P Allocated	44	44	48	36	54	32
Less: CL&P's Direct Charged Capitalized Portion	-	-	-	-	-	-
Less: CL&P's Allocated Capitalized Portion	14	15	18	14	23	9
Net KGA Inc. Expense	**30**	**29**	**30**	**22**	**31**	**23**
Adoption / Surrogacy						
CL&P Direct Charged	-	-	-	-	-	-
CL&P Allocated	-	-	-	1	3	1
Less: CL&P's Direct Charged Capitalized Portion	-	-	-	-	-	-
Less: CL&P's Allocated Capitalized Portion	-	-	-	0	1	0
Net Adoption / Surrogacy Expense	**-**	**-**	**-**	**0**	**2**	**0**
Education Reimbursements						
CL&P Direct Charged	44	61	148	148	203	134
CL&P Allocated	97	104	203	214	231	164
Less: CL&P's Direct Charged Capitalized Portion	-	-	-	-	-	-
Less: CL&P's Allocated Capitalized Portion	-	-	-	-	-	-
Net Education Reimbursements Expense	**141**	**164**	**351**	**362**	**434**	**299**
Wellness Incentive						
CL&P Direct Charged	-	-	-	-	-	-
CL&P Allocated	120	130	130	116	140	85
Less: CL&P's Direct Charged Capitalized Portion	-	-	-	-	-	-
Less: CL&P's Allocated Capitalized Portion	38	45	50	45	59	24
Net Wellness Incentive Expense	**82**	**85**	**80**	**70**	**82**	**61**
401K						
CL&P Direct Charged	6,546	7,153	8,347	9,831	8,546	5,076
CL&P Allocated	4,423	4,561	5,461	5,799	5,013	3,357
Less: CL&P's Direct Charged Capitalized Portion	3,684	2,988	4,497	5,091	4,779	2,658
Less: CL&P's Allocated Capitalized Portion	1,410	1,568	2,081	2,278	2,091	942
Net 401K Expense	**5,876**	**7,157**	**7,230**	**8,261**	**6,690**	**4,833**
Pension						
CL&P Direct Charged	6,169	(41,762)	(28,105)	(16,927)	(19,402)	(14,788)
CL&P Allocated	2,212	(9,509)	(6,542)	(3,259)	(1,978)	(1,907)
Less: CL&P's Direct Charged Capitalized Portion	3,471	(17,447)	(15,141)	(8,766)	(10,849)	(7,743)
Less: CL&P's Allocated Capitalized Portion	705	(3,269)	(2,493)	(1,280)	(825)	(535)
Net Pension Expense	**4,204**	**(30,555)**	**(17,013)**	**(10,140)**	**(9,707)**	**(8,417)**
Medvantage						
CL&P Direct Charged	240	273	261	332	404	239
CL&P Allocated	280	264	258	293	333	222
Less: CL&P's Direct Charged Capitalized Portion	135	114	140	172	226	125
Less: CL&P's Allocated Capitalized Portion	89	91	98	115	139	62
Net Medvantage Expense	**295**	**333**	**280**	**338**	**372**	**273**
Care.com Inc						
CL&P Direct Charged	-	-	-	-	-	-
CL&P Allocated	41	41	42	47	45	31
Less: CL&P's Direct Charged Capitalized Portion	-	-	-	-	-	-
Less: CL&P's Allocated Capitalized Portion	13	14	16	18	19	9
Net Care.com Inc Expense	**28**	**27**	**26**	**28**	**26**	**22**