Date Filed: August 28, 2026

Witness: Sasha Lazor
Request from: Office of Consumer Counsel

Question:

(COMPENSATION) Please refer to Exhibit CLP-EMPLOYEE-1, p. 7, where the Company states its employees are compensated "competitively in comparison to compensation paid by other employers in the energy/utility and general industry sectors."

a. Please provide all studies and/or research the Company has conducted or has caused to be conducted from 2018 to the present indicating the compensation paid by other employers in the energy/utility and general industry sectors.
b. Please provide all studies and/or research informing the Company's compensation structure for its employees.

Response:

Please refer to OCC-193, Attachments 1 through 8 CONFIDENTIAL, presenting the confidential, proprietary compensation surveys referenced in Exhibit CLP-EMPLOYEE-1, p. 7. Compensation data is retained on the Willis Towers site for the past two years.

OCC-193 Attachment	Description
1	2025 Willis Towers Watson Energy Benchmark Survey
2	2025 Willis Towers Watson General Benchmark Survey - Part 1
3	2025 Willis Towers Watson General Benchmark Survey - Part 2
4	2024 Willis Towers Watson Energy Benchmark Survey
5	2024 Willis Towers Watson General Benchmark Survey - Part 1
6	2024 Willis Towers Watson General Benchmark Survey - Part 2
7	2025 Willis Towers Watson Salary Budget Planning Survey
8	2024 Willis Towers Watson HR Policies and Practices Report