Officer Variable Compensation Rate Year Calculation

(Thousands of Dollars)

	Description	Test Year Pro Forma	2026 Merit Increase 3% Increase	2026 Merit Increase Amount	2027 Merit Increase 3% Increase	2027 Merit Increase Amount	2028 Merit Increase (6 Mos) 3% Increase	Rate Year Adjustment	Rate Year Ending 6/30/2028 Amount
1		*A*	*B=A x 3%*	*C=A + B*	*D=C x 3%*	*E=C + D*	*F=E x (3%/12) x 6*	*G=B + D + F*	*H=A + G*
2	Short-Term Incentives								
3	CL&P	$ 122	$ 4	$ 126	$ 4	$ 130	$ 2	$ 10	$ 132
4	EESCO	2,142	64	2,207	66	2,273	33	164	2,306
5	Total Short-Term Incentives	2,265	68	2,333	70	2,403	35	174	2,438
6									
7	Long-Term Incentives								
8	CL&P	101	3	104	3	107	2	8	109
9	EESCO	1,135	34	1,169	35	1,204	18	87	1,222
10	Total Long-Term Incentives	1,236	37	1,273	38	1,311	20	95	1,331
11									
12									
13	Total Incentives								
14	CL&P	223	7	230	7	237	4	18	241
15	EESCO	3,278	98	3,376	101	3,477	51	251	3,528
16	Total	$ 3,501	$ 105	$ 3,606	$ 108	$ 3,714	$ 55	$ 269	$ 3,770
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20									
21									
22									
23	Note: Amounts shown above may not add due to rounding.								