Date Filed: August 21, 2026

Witness: Brendan J. O'Brien, Garrett J. Murray, Sasha P. Lazor and Marianne H. Eichler
Request from: Office of Consumer Counsel

Question:

(EMPLOYEE GOALS) Please refer to Exhibit CLP-EMPLOYEE-4B.

a. Please confirm that each of the employees listed was compensated by CL&P and the Company is seeking recovery of their compensation from CL&P customers.

b. If yes to (a), please explain how each of the tasks/goals listed benefited CL&P customers. (e.g., how did preparing for the Aquarion rate case benefit CL&P customers?)

Response:

a. Yes. Each of the employees listed in Exhibit CLP-EMPLOYEE-4B is employed either by CL&P or by Eversource Energy Service Company ("ESC") and each listed employee works for CL&P, in whole or in part, depending on their job function and whether they are directly employed by CL&P, or whether they work for ESC and provide shared services. In this proceeding, the Company's proposed cost of service is comprised of a representative level of cost reflecting the employee time working only on behalf of CL&P customers.

   Exhibit CLP-EMPLOYEE-4C provides a representative sampling of 40 individual employee goal reports, 19 of which are associated with CL&P employees and 21 of which are associated with ESC employees. This sampling of goals demonstrates the linkage to CL&P customers.

b. Exhibit CLP-EMPLOYEE-4B provides a sampling of 15 executive scorecards. This group is comprised of vice presidents and above – all but one of whom are employed by ESC and have responsibilities shared across all operating affiliates, including CL&P. As a result, the employees of these executive managers have departmental goals within the purview of the respective work streams managed by these executives that support CL&P and its customers directly, or that provide support to CL&P and its customers on a shared basis with other operating affiliates. The remaining vice president (Vice President Electric System Operations) is an employee of CL&P whose departmental goals exclusively support the Company.

   Because most of the primary functions of the operating affiliates are performed on a shared basis (i.e., 14 out of 15 groups headed by an executive manager), the "departmental" goals

will overlay multiple affiliates. Departmental goals are cascaded from the executive manager to the staff within that department; however, only the portion of each employee's compensation (base and variable) that is chargeable to CL&P is included in the Company's cost of service in this proceeding. On this point, please note that Exhibit CLP-EMPLOYEE-4B describes departmental performance goals, not the individual goals for each employee in the department, nor the actual variable compensation payouts to individual employees. The Company is indexing the departmental goals listed for the 40 CL&P and ESC employees in a manner that will show the connection to CL&P customers and will provide that analysis as a supplement to this response.