CL&P Variable Pay

	Schedule	Test Year (2025)	Rate Year Ending 6/30/2028
Employee Variable Pay			
Capital	Schedule C-3.6	$ 6,942,628	$ 5,779,763
Short-Term	Schedule C-3.6	$ 8,926,216	$ 7,295,763
		$ 15,868,844	**$ 13,075,526**
Executive Variable Pay			
Short-Term	Schedule C-3.7	$ 2,894,142	$ 1,571,254
Stock Compensation			
Long-Term Executive Stock	Schedule C-3.7	$ 4,198,137	$ 1,912,776
Long-Term Director Stock	Schedule C-3.6	$ 1,270,745	$ 1,003,870
		$ 5,468,882	**$ 2,916,646**
Total Variable Pay		**$ 24,231,868**	**$ 17,563,426**

The Schedule C-3.6 Test Year amounts on Line 4 plus Line 12 less the AS&E allocation credit of $912,378 equates to the total employee variable compensation expense in Schedule C-3.6.

The Schedule C-3.7 Test Year amounts on Line 8 plus Line 11 less the AS&E allocation credit of $634,585 equates to the total officer variable compensation expense in Schedule C-3.7.