The Connecticut Light and Power Company
Employee Variable Compensation Plan at Target - The Connecticut Light and Power Company Employees

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	**Company**	**Union/Non-Union**	**Managemenet Level**	**Cash Variable Target %**	**Base Salary**	**Employee Variable Plan Target**	**Allocated % to CL&P**
A	**B**	**C**	**D**	**E**	**F**	**G**	**H**
1	CL&P Distribution	Union	10 Individual Contributor	2.00%	70,019.40	1,400	100.00%
2	CL&P Distribution	Union	10 Individual Contributor	5.00%	82,750.20	4,138	100.00%
3	CL&P Distribution	Union	10 Individual Contributor	2.00%	70,019.40	1,400	100.00%
4	CL&P Distribution	Union	10 Individual Contributor	2.00%	69,000.00	1,380	100.00%
5	CL&P Distribution	Union	10 Individual Contributor	2.00%	69,000.00	1,380	100.00%
6	CL&P Distribution	Union	10 Individual Contributor	2.00%	68,999.70	1,380	100.00%
7	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
8	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
9	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
10	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
11	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
12	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
13	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
14	CL&P Distribution	Union	10 Individual Contributor	0.00%	105,019.20	-	100.00%
15	CL&P Distribution	Union	10 Individual Contributor	0.00%	115,523.20	-	100.00%
16	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
17	CL&P Distribution	Union	10 Individual Contributor	8.00%	163,230.37	13,058	100.00%
18	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
19	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
20	CL&P Distribution	Union	10 Individual Contributor	8.00%	170,350.48	13,628	100.00%
21	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
22	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
23	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
24	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
25	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
26	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
27	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
28	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
29	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
30	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
31	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
32	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
33	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
34	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
35	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
36	CL&P Distribution	Union	10 Individual Contributor	0.00%	109,220.80	-	100.00%
37	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
38	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
39	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
40	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
41	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
42	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,300.80	-	100.00%
43	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
44	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
45	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
46	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
47	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
48	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
49	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
50	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
51	CL&P Distribution	Union	10 Individual Contributor	8.00%	151,980.91	12,158	100.00%
52	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
53	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
54	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,926.40	-	100.00%
55	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
56	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
57	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,300.80	-	100.00%
58	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
59	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
60	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
61	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
62	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
63	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
64	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
65	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
66	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
67	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
68	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
69	CL&P Distribution	Union	10 Individual Contributor	0.00%	112,673.60	-	100.00%
70	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
71	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
72	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
73	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
74	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
75	CL&P Distribution	Union	10 Individual Contributor	0.00%	122,137.60	-	100.00%
76	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
77	CL&P Distribution	Union	10 Individual Contributor	0.00%	104,811.20	-	100.00%
78	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
79	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
80	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
81	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
82	CL&P Distribution	Union	10 Individual Contributor	0.00%	91,374.40	-	100.00%
83	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
84	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
85	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
86	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
87	CL&P Distribution	Union	10 Individual Contributor	0.00%	122,137.60	-	100.00%
88	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
89	CL&P Distribution	Union	10 Individual Contributor	0.00%	122,137.60	-	100.00%
90	CL&P Distribution	Union	10 Individual Contributor	0.00%	122,137.60	-	100.00%
91	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
92	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
93	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
94	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
95	CL&P Distribution	Union	10 Individual Contributor	0.00%	122,137.60	-	100.00%
96	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
97	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
98	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
99	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,926.40	-	100.00%
100	CL&P Distribution	Union	10 Individual Contributor	8.00%	139,050.00	11,124	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	**Company**	**Union/Non-Union**	**Managemenet Level**	**Cash Variable Target %**	**Base Salary**	**Employee Variable Plan Target**	**Allocated % to CL&P**
A	**B**	**C**	**D**	**E**	**F**	**G**	**H**
101	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
102	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
103	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
104	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,056.00	-	100.00%
105	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
106	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
107	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
108	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
109	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
110	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
111	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
112	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
113	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
114	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
115	CL&P Distribution	Union	10 Individual Contributor	0.00%	122,137.60	-	100.00%
116	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
117	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
118	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
119	CL&P Distribution	Union	10 Individual Contributor	0.00%	141,148.80	-	100.00%
120	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
121	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
122	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
123	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,344.00	-	100.00%
124	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
125	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
126	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
127	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
128	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
129	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
130	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
131	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
132	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,300.80	-	100.00%
133	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
134	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
135	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
136	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
137	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
138	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
139	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
140	CL&P Distribution	Union	10 Individual Contributor	0.00%	120,515.20	-	100.00%
141	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
142	CL&P Distribution	Union	10 Individual Contributor	0.00%	119,537.60	-	100.00%
143	CL&P Distribution	Union	10 Individual Contributor	0.00%	109,220.80	-	100.00%
144	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
145	CL&P Distribution	Union	10 Individual Contributor	0.00%	116,792.00	-	100.00%
146	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
147	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
148	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
149	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
150	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
151	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
152	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
153	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
154	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
155	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,344.00	-	100.00%
156	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
157	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
158	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
159	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
160	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
161	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
162	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
163	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
164	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
165	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
166	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
167	CL&P Distribution	Union	10 Individual Contributor	0.00%	104,811.20	-	100.00%
168	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
169	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
170	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
171	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
172	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
173	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
174	CL&P Distribution	Union	10 Individual Contributor	0.00%	112,195.20	-	100.00%
175	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
176	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
177	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
178	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
179	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
180	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
181	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
182	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,011.20	-	100.00%
183	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
184	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
185	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
186	CL&P Distribution	Union	10 Individual Contributor	0.00%	129,355.20	-	100.00%
187	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,926.40	-	100.00%
188	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
189	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
190	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
191	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
192	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
193	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
194	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
195	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
196	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
197	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
198	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
199	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
200	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
201	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
202	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,856.00	-	100.00%
203	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
204	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,300.80	-	100.00%
205	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
206	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
207	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
208	CL&P Distribution	Union	10 Individual Contributor	0.00%	109,220.80	-	100.00%
209	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
210	CL&P Distribution	Union	10 Individual Contributor	0.00%	122,241.60	-	100.00%
211	CL&P Distribution	Union	10 Individual Contributor	0.00%	109,220.80	-	100.00%
212	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
213	CL&P Distribution	Union	10 Individual Contributor	0.00%	122,782.40	-	100.00%
214	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
215	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
216	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
217	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
218	CL&P Distribution	Union	10 Individual Contributor	0.00%	104,811.20	-	100.00%
219	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
220	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
221	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
222	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
223	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
224	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
225	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
226	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
227	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
228	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
229	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
230	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
231	CL&P Distribution	Union	10 Individual Contributor	0.00%	122,137.60	-	100.00%
232	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
233	CL&P Distribution	Union	10 Individual Contributor	0.00%	122,137.60	-	100.00%
234	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
235	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
236	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
237	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
238	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
239	CL&P Distribution	Union	10 Individual Contributor	0.00%	122,137.60	-	100.00%
240	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
241	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,739.20	-	100.00%
242	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
243	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
244	CL&P Distribution	Union	10 Individual Contributor	0.00%	141,148.80	-	100.00%
245	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
246	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
247	CL&P Distribution	Union	10 Individual Contributor	0.00%	122,137.60	-	100.00%
248	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,926.40	-	100.00%
249	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
250	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
251	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
252	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,300.80	-	100.00%
253	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
254	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
255	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
256	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
257	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,321.60	-	100.00%
258	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
259	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
260	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
261	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
262	CL&P Distribution	Union	10 Individual Contributor	0.00%	122,137.60	-	100.00%
263	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
264	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
265	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
266	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
267	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
268	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
269	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
270	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
271	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
272	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
273	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
274	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
275	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
276	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
277	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
278	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
279	CL&P Distribution	Union	10 Individual Contributor	0.00%	141,148.80	-	100.00%
280	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
281	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
282	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
283	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
284	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
285	CL&P Distribution	Union	10 Individual Contributor	0.00%	141,148.80	-	100.00%
286	CL&P Distribution	Union	10 Individual Contributor	0.00%	104,603.20	-	100.00%
287	CL&P Distribution	Union	10 Individual Contributor	0.00%	145,537.60	-	100.00%
288	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
289	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
290	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
291	CL&P Distribution	Union	10 Individual Contributor	0.00%	109,220.80	-	100.00%
292	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
293	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
294	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
295	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
296	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
297	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
298	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
299	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
300	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
301	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
302	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
303	CL&P Distribution	Union	10 Individual Contributor	0.00%	109,220.80	-	100.00%
304	CL&P Distribution	Union	10 Individual Contributor	8.00%	159,710.77	12,777	100.00%
305	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
306	CL&P Distribution	Union	10 Individual Contributor	0.00%	141,148.80	-	100.00%
307	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
308	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
309	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
310	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
311	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
312	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
313	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
314	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
315	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
316	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
317	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
318	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
319	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
320	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
321	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
322	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
323	CL&P Distribution	Union	10 Individual Contributor	0.00%	141,148.80	-	100.00%
324	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
325	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,321.60	-	100.00%
326	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
327	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
328	CL&P Distribution	Union	10 Individual Contributor	0.00%	109,366.40	-	100.00%
329	CL&P Distribution	Union	10 Individual Contributor	0.00%	109,220.80	-	100.00%
330	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
331	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
332	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
333	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
334	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
335	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
336	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
337	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
338	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
339	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
340	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
341	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
342	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
343	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
344	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
345	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,321.60	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
346	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,926.40	-	100.00%
347	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
348	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
349	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
350	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
351	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
352	CL&P Distribution	Union	10 Individual Contributor	8.00%	151,410.00	12,113	100.00%
353	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
354	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
355	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
356	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
357	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
358	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
359	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
360	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
361	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
362	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
363	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
364	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
365	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
366	CL&P Distribution	Union	10 Individual Contributor	0.00%	73,673.60	-	100.00%
367	CL&P Distribution	Union	10 Individual Contributor	0.00%	141,148.80	-	100.00%
368	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
369	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
370	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
371	CL&P Distribution	Union	10 Individual Contributor	0.00%	133,993.60	-	100.00%
372	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
373	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
374	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
375	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
376	CL&P Distribution	Union	10 Individual Contributor	8.00%	175,918.83	14,074	100.00%
377	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
378	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
379	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
380	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
381	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
382	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
383	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
384	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
385	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
386	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
387	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
388	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
389	CL&P Distribution	Union	10 Individual Contributor	0.00%	122,137.60	-	100.00%
390	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
391	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
392	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
393	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
394	CL&P Distribution	Union	10 Individual Contributor	8.00%	164,183.33	13,135	100.00%
395	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
396	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
397	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
398	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
399	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
400	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
401	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
402	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
403	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,300.80	-	100.00%
404	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
405	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
406	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
407	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
408	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
409	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
410	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
411	CL&P Distribution	Union	10 Individual Contributor	0.00%	104,811.20	-	100.00%
412	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
413	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
414	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
415	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
416	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
417	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
418	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
419	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,300.80	-	100.00%
420	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
421	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
422	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
423	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
424	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,851.20	-	100.00%
425	CL&P Distribution	Union	10 Individual Contributor	0.00%	104,603.20	-	100.00%
426	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
427	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
428	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
429	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
430	CL&P Distribution	Union	10 Individual Contributor	0.00%	104,811.20	-	100.00%
431	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
432	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
433	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
434	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
435	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
436	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
437	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
438	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,156.80	-	100.00%
439	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
440	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
441	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,281.60	-	100.00%
442	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
443	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
444	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
445	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
446	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
447	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
448	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
449	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
450	CL&P Distribution	Union	10 Individual Contributor	0.00%	125,840.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
451	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
452	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
453	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
454	CL&P Distribution	Union	10 Individual Contributor	0.00%	130,582.40	-	100.00%
455	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
456	CL&P Distribution	Union	10 Individual Contributor	0.00%	145,537.60	-	100.00%
457	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
458	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
459	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
460	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
461	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
462	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
463	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
464	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
465	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
466	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
467	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
468	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
469	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
470	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
471	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
472	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
473	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
474	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
475	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
476	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
477	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
478	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
479	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
480	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
481	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
482	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
483	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
484	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
485	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,648.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
486	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
487	CL&P Distribution	Union	10 Individual Contributor	0.00%	130,582.40	-	100.00%
488	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
489	CL&P Distribution	Union	10 Individual Contributor	0.00%	120,515.20	-	100.00%
490	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
491	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
492	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
493	CL&P Distribution	Union	10 Individual Contributor	0.00%	125,840.00	-	100.00%
494	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
495	CL&P Distribution	Union	10 Individual Contributor	0.00%	104,811.20	-	100.00%
496	CL&P Distribution	Union	10 Individual Contributor	0.00%	131,497.60	-	100.00%
497	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
498	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
499	CL&P Distribution	Union	10 Individual Contributor	0.00%	75,129.60	-	100.00%
500	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
501	CL&P Distribution	Union	10 Individual Contributor	0.00%	104,603.20	-	100.00%
502	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
503	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
504	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
505	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,921.60	-	100.00%
506	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
507	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
508	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
509	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
510	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
511	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
512	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
513	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
514	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
515	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
516	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
517	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
518	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
519	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
520	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
521	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
522	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
523	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
524	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
525	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
526	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
527	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
528	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
529	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
530	CL&P Distribution	Union	10 Individual Contributor	0.00%	97,323.20	-	100.00%
531	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
532	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
533	CL&P Distribution	Union	10 Individual Contributor	0.00%	99,444.80	-	100.00%
534	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
535	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
536	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
537	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
538	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
539	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
540	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
541	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
542	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
543	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
544	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
545	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
546	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
547	CL&P Distribution	Union	10 Individual Contributor	0.00%	92,830.40	-	100.00%
548	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
549	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
550	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
551	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
552	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
553	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
554	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
555	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
556	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
557	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
558	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
559	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
560	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
561	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
562	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
563	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
564	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
565	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
566	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
567	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
568	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
569	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
570	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
571	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
572	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
573	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
574	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
575	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
576	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
577	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
578	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
579	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
580	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
581	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
582	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
583	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
584	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
585	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
586	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
587	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
588	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
589	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
590	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
591	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
592	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
593	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
594	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
595	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
596	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
597	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
598	CL&P Distribution	Union	10 Individual Contributor	0.00%	105,019.20	-	100.00%
599	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
600	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
601	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
602	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
603	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
604	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
605	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
606	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
607	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
608	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
609	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
610	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
611	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
612	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
613	CL&P Distribution	Union	10 Individual Contributor	0.00%	87,838.40	-	100.00%
614	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
615	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
616	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
617	CL&P Distribution	Union	10 Individual Contributor	0.00%	130,582.40	-	100.00%
618	CL&P Distribution	Union	10 Individual Contributor	0.00%	97,323.20	-	100.00%
619	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
620	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
621	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
622	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
623	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
624	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
625	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
626	CL&P Distribution	Union	10 Individual Contributor	0.00%	120,515.20	-	100.00%
627	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
628	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
629	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
630	CL&P Distribution	Union	10 Individual Contributor	0.00%	116,708.80	-	100.00%
631	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
632	CL&P Distribution	Union	10 Individual Contributor	0.00%	103,979.20	-	100.00%
633	CL&P Distribution	Union	10 Individual Contributor	0.00%	103,979.20	-	100.00%
634	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
635	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
636	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
637	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
638	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
639	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
640	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
641	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
642	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
643	CL&P Distribution	Union	10 Individual Contributor	0.00%	116,708.80	-	100.00%
644	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
645	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
646	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
647	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
648	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
649	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
650	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
651	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
652	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
653	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
654	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
655	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
656	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
657	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
658	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
659	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
660	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
661	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
662	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
663	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
664	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
665	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
666	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
667	CL&P Distribution	Union	10 Individual Contributor	8.00%	136,990.00	10,959	100.00%
668	CL&P Distribution	Union	10 Individual Contributor	0.00%	101,816.00	-	100.00%
669	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
670	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
671	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
672	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
673	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
674	CL&P Distribution	Union	10 Individual Contributor	0.00%	99,444.80	-	100.00%
675	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
676	CL&P Distribution	Union	10 Individual Contributor	0.00%	116,708.80	-	100.00%
677	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
678	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
679	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
680	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
681	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
682	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
683	CL&P Distribution	Union	10 Individual Contributor	0.00%	109,886.40	-	100.00%
684	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
685	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
686	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
687	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
688	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
689	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
690	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
691	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
692	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
693	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
694	CL&P Distribution	Union	10 Individual Contributor	0.00%	105,019.20	-	100.00%
695	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
696	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
697	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
698	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
699	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
700	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
701	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
702	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
703	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
704	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
705	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
706	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
707	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
708	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
709	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
710	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
711	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
712	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
713	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
714	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
715	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
716	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
717	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
718	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
719	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
720	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
721	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
722	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
723	CL&P Distribution	Union	10 Individual Contributor	0.00%	105,019.20	-	100.00%
724	CL&P Distribution	Union	10 Individual Contributor	0.00%	120,515.20	-	100.00%
725	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
726	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
727	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
728	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
729	CL&P Distribution	Union	10 Individual Contributor	0.00%	98,363.20	-	100.00%
730	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
731	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
732	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
733	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
734	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
735	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
736	CL&P Distribution	Union	10 Individual Contributor	0.00%	116,708.80	-	100.00%
737	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
738	CL&P Distribution	Union	10 Individual Contributor	8.00%	104,030.00	8,322	100.00%
739	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
740	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
741	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
742	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
743	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
744	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
745	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
746	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
747	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
748	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
749	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
750	CL&P Distribution	Union	10 Individual Contributor	0.00%	93,537.60	-	100.00%
751	CL&P Distribution	Union	10 Individual Contributor	0.00%	138,195.20	-	100.00%
752	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
753	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
754	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
755	CL&P Distribution	Union	10 Individual Contributor	0.00%	103,979.20	-	100.00%
756	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
757	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
758	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
759	CL&P Distribution	Union	10 Individual Contributor	0.00%	107,078.40	-	100.00%
760	CL&P Distribution	Union	10 Individual Contributor	0.00%	98,363.20	-	100.00%
761	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
762	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
763	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
764	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
765	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
766	CL&P Distribution	Union	10 Individual Contributor	0.00%	83,824.00	-	100.00%
767	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
768	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
769	CL&P Distribution	Union	10 Individual Contributor	0.00%	103,979.20	-	100.00%
770	CL&P Distribution	Union	10 Individual Contributor	0.00%	110,988.80	-	100.00%
771	CL&P Distribution	Union	10 Individual Contributor	0.00%	103,979.20	-	100.00%
772	CL&P Distribution	Union	10 Individual Contributor	0.00%	103,979.20	-	100.00%
773	CL&P Distribution	Union	10 Individual Contributor	0.00%	103,979.20	-	100.00%
774	CL&P Distribution	Union	10 Individual Contributor	0.00%	103,979.20	-	100.00%
775	CL&P Distribution	Union	10 Individual Contributor	0.00%	95,139.20	-	100.00%
776	CL&P Distribution	Union	10 Individual Contributor	0.00%	103,979.20	-	100.00%
777	CL&P Distribution	Union	10 Individual Contributor	0.00%	103,979.20	-	100.00%
778	CL&P Distribution	Union	10 Individual Contributor	0.00%	103,979.20	-	100.00%
779	CL&P Distribution	Union	10 Individual Contributor	8.00%	104,030.00	8,322	100.00%
780	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
781	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
782	CL&P Distribution	Union	10 Individual Contributor	0.00%	73,673.60	-	100.00%
783	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
784	CL&P Distribution	Union	10 Individual Contributor	8.00%	104,030.00	8,322	100.00%
785	CL&P Distribution	Union	10 Individual Contributor	0.00%	109,886.40	-	100.00%
786	CL&P Distribution	Union	10 Individual Contributor	0.00%	98,363.20	-	100.00%
787	CL&P Distribution	Union	10 Individual Contributor	0.00%	98,363.20	-	100.00%
788	CL&P Distribution	Union	10 Individual Contributor	0.00%	98,363.20	-	100.00%
789	CL&P Distribution	Union	10 Individual Contributor	0.00%	98,363.20	-	100.00%
790	CL&P Distribution	Union	10 Individual Contributor	0.00%	95,139.20	-	100.00%
791	CL&P Distribution	Union	10 Individual Contributor	0.00%	98,363.20	-	100.00%
792	CL&P Distribution	Union	10 Individual Contributor	0.00%	98,363.20	-	100.00%
793	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
794	CL&P Distribution	Union	10 Individual Contributor	0.00%	99,444.80	-	100.00%
795	CL&P Distribution	Union	10 Individual Contributor	0.00%	99,444.80	-	100.00%
796	CL&P Distribution	Union	10 Individual Contributor	0.00%	99,444.80	-	100.00%
797	CL&P Distribution	Union	10 Individual Contributor	0.00%	99,444.80	-	100.00%
798	CL&P Distribution	Union	10 Individual Contributor	0.00%	94,598.40	-	100.00%
799	CL&P Distribution	Union	10 Individual Contributor	0.00%	99,444.80	-	100.00%
800	CL&P Distribution	Union	10 Individual Contributor	0.00%	87,838.40	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
801	CL&P Distribution	Union	10 Individual Contributor	0.00%	99,444.80	-	100.00%
802	CL&P Distribution	Union	10 Individual Contributor	0.00%	99,444.80	-	100.00%
803	CL&P Distribution	Union	10 Individual Contributor	0.00%	94,598.40	-	100.00%
804	CL&P Distribution	Union	10 Individual Contributor	0.00%	112,756.80	-	100.00%
805	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
806	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
807	CL&P Distribution	Union	10 Individual Contributor	0.00%	120,515.20	-	100.00%
808	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
809	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
810	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
811	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
812	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
813	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
814	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
815	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
816	CL&P Distribution	Union	10 Individual Contributor	0.00%	116,708.80	-	100.00%
817	CL&P Distribution	Union	10 Individual Contributor	8.00%	104,000.00	8,320	100.00%
818	CL&P Distribution	Union	10 Individual Contributor	8.00%	84,139.98	6,731	100.00%
819	CL&P Distribution	Union	10 Individual Contributor	0.00%	106,433.60	-	100.00%
820	CL&P Distribution	Union	10 Individual Contributor	0.00%	92,830.40	-	100.00%
821	CL&P Distribution	Union	10 Individual Contributor	0.00%	116,708.80	-	100.00%
822	CL&P Distribution	Union	10 Individual Contributor	0.00%	92,830.40	-	100.00%
823	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
824	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
825	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,884.80	-	100.00%
826	CL&P Distribution	Union	10 Individual Contributor	0.00%	99,444.80	-	100.00%
827	CL&P Distribution	Union	10 Individual Contributor	0.00%	106,433.60	-	100.00%
828	CL&P Distribution	Union	10 Individual Contributor	0.00%	99,444.80	-	100.00%
829	CL&P Distribution	Union	10 Individual Contributor	0.00%	99,444.80	-	100.00%
830	CL&P Distribution	Union	10 Individual Contributor	0.00%	99,444.80	-	100.00%
831	CL&P Distribution	Union	10 Individual Contributor	0.00%	99,444.80	-	100.00%
832	CL&P Distribution	Union	10 Individual Contributor	0.00%	95,139.20	-	100.00%
833	CL&P Distribution	Union	10 Individual Contributor	0.00%	106,433.60	-	100.00%
834	CL&P Distribution	Union	10 Individual Contributor	8.00%	85,232.71	6,819	100.00%
835	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
836	CL&P Distribution	Union	10 Individual Contributor	0.00%	101,816.00	-	100.00%
837	CL&P Distribution	Union	10 Individual Contributor	0.00%	118,622.40	-	100.00%
838	CL&P Distribution	Union	10 Individual Contributor	0.00%	112,756.80	-	100.00%
839	CL&P Distribution	Union	10 Individual Contributor	0.00%	101,816.00	-	100.00%
840	CL&P Distribution	Union	10 Individual Contributor	8.00%	104,000.00	8,320	100.00%
841	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
842	CL&P Distribution	Union	10 Individual Contributor	0.00%	77,979.20	-	100.00%
843	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
844	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
845	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
846	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
847	CL&P Distribution	Union	10 Individual Contributor	0.00%	95,139.20	-	100.00%
848	CL&P Distribution	Union	10 Individual Contributor	0.00%	95,139.20	-	100.00%
849	CL&P Distribution	Union	10 Individual Contributor	0.00%	95,139.20	-	100.00%
850	CL&P Distribution	Union	10 Individual Contributor	0.00%	95,139.20	-	100.00%
851	CL&P Distribution	Union	10 Individual Contributor	0.00%	95,139.20	-	100.00%
852	CL&P Distribution	Union	10 Individual Contributor	0.00%	95,139.20	-	100.00%
853	CL&P Distribution	Union	10 Individual Contributor	0.00%	95,139.20	-	100.00%
854	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
855	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
856	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
857	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
858	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
859	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
860	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
861	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
862	CL&P Distribution	Union	10 Individual Contributor	8.00%	116,699.00	9,336	100.00%
863	CL&P Distribution	Union	10 Individual Contributor	8.00%	83,811.10	6,705	100.00%
864	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
865	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
866	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
867	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
868	CL&P Distribution	Union	10 Individual Contributor	0.00%	83,470.40	-	100.00%
869	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
870	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
871	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
872	CL&P Distribution	Union	10 Individual Contributor	0.00%	87,838.40	-	100.00%
873	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
874	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
875	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
876	CL&P Distribution	Union	10 Individual Contributor	0.00%	91,041.60	-	100.00%
877	CL&P Distribution	Union	10 Individual Contributor	0.00%	91,041.60	-	100.00%
878	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
879	CL&P Distribution	Union	10 Individual Contributor	0.00%	91,041.60	-	100.00%
880	CL&P Distribution	Union	10 Individual Contributor	0.00%	91,041.60	-	100.00%
881	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
882	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
883	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
884	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
885	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
886	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
887	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
888	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
889	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
890	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
891	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
892	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
893	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,344.00	-	100.00%
894	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,344.00	-	100.00%
895	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
896	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
897	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
898	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
899	CL&P Distribution	Union	10 Individual Contributor	0.00%	75,670.40	-	100.00%
900	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
901	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
902	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
903	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
904	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
905	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
906	CL&P Distribution	Union	10 Individual Contributor	0.00%	81,764.80	-	100.00%
907	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
908	CL&P Distribution	Union	10 Individual Contributor	0.00%	75,670.40	-	100.00%
909	CL&P Distribution	Union	10 Individual Contributor	0.00%	89,232.00	-	100.00%
910	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
911	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,344.00	-	100.00%
912	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
913	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
914	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,156.80	-	100.00%
915	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
916	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
917	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
918	CL&P Distribution	Union	10 Individual Contributor	0.00%	87,838.40	-	100.00%
919	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
920	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
921	CL&P Distribution	Union	10 Individual Contributor	8.00%	83,811.10	6,705	100.00%
922	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
923	CL&P Distribution	Union	10 Individual Contributor	0.00%	112,756.80	-	100.00%
924	CL&P Distribution	Union	10 Individual Contributor	8.00%	85,932.90	6,875	100.00%
925	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
926	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
927	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
928	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
929	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
930	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
931	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,344.00	-	100.00%
932	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
933	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
934	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
935	CL&P Distribution	Union	10 Individual Contributor	0.00%	73,673.60	-	100.00%
936	CL&P Distribution	Union	10 Individual Contributor	0.00%	87,838.40	-	100.00%
937	CL&P Distribution	Union	10 Individual Contributor	0.00%	87,838.40	-	100.00%
938	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
939	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
940	CL&P Distribution	Union	10 Individual Contributor	0.00%	87,838.40	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
941	CL&P Distribution	Union	10 Individual Contributor	0.00%	81,764.80	-	100.00%
942	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
943	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
944	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
945	CL&P Distribution	Union	10 Individual Contributor	0.00%	102,731.20	-	100.00%
946	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
947	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
948	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
949	CL&P Distribution	Union	10 Individual Contributor	0.00%	144,248.00	-	100.00%
950	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
951	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
952	CL&P Distribution	Union	10 Individual Contributor	0.00%	73,673.60	-	100.00%
953	CL&P Distribution	Union	10 Individual Contributor	0.00%	73,673.60	-	100.00%
954	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
955	CL&P Distribution	Union	10 Individual Contributor	0.00%	73,673.60	-	100.00%
956	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
957	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
958	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
959	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
960	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
961	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
962	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
963	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
964	CL&P Distribution	Union	10 Individual Contributor	0.00%	72,238.40	-	100.00%
965	CL&P Distribution	Union	10 Individual Contributor	0.00%	73,673.60	-	100.00%
966	CL&P Distribution	Union	10 Individual Contributor	0.00%	73,673.60	-	100.00%
967	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
968	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
969	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,592.00	-	100.00%
970	CL&P Distribution	Union	10 Individual Contributor	0.00%	72,238.40	-	100.00%
971	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
972	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
973	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
974	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
975	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
976	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
977	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
978	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
979	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
980	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
981	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
982	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
983	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
984	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
985	CL&P Distribution	Union	10 Individual Contributor	0.00%	128,107.20	-	100.00%
986	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,156.80	-	100.00%
987	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,156.80	-	100.00%
988	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
989	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
990	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
991	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,156.80	-	100.00%
992	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
993	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
994	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
995	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
996	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
997	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
998	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
999	CL&P Distribution	Union	10 Individual Contributor	8.00%	84,460.00	6,757	100.00%
1000	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
1001	CL&P Distribution	Union	10 Individual Contributor	0.00%	120,515.20	-	100.00%
1002	CL&P Distribution	Union	10 Individual Contributor	8.00%	113,300.00	9,064	100.00%
1003	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
1004	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1005	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1006	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1007	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1008	CL&P Distribution	Union	10 Individual Contributor	0.00%	110,988.80	-	100.00%
1009	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1010	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
1011	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1012	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1013	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1014	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1015	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1016	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
1017	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
1018	CL&P Distribution	Union	10 Individual Contributor	8.00%	84,460.00	6,757	100.00%
1019	CL&P Distribution	Union	10 Individual Contributor	0.00%	83,824.00	-	100.00%
1020	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
1021	CL&P Distribution	Union	10 Individual Contributor	0.00%	79,352.00	-	100.00%
1022	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
1023	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
1024	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
1025	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
1026	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
1027	CL&P Distribution	Union	10 Individual Contributor	0.00%	120,515.20	-	100.00%
1028	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
1029	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
1030	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,529.60	-	100.00%
1031	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,156.80	-	100.00%
1032	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
1033	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1034	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1035	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1036	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1037	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1038	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
1039	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
1040	CL&P Distribution	Union	10 Individual Contributor	8.00%	80,000.00	6,400	100.00%
1041	CL&P Distribution	Union	10 Individual Contributor	0.00%	121,097.60	-	100.00%
1042	CL&P Distribution	Union	10 Individual Contributor	0.00%	79,352.00	-	100.00%
1043	CL&P Distribution	Union	10 Individual Contributor	0.00%	70,782.40	-	100.00%
1044	CL&P Distribution	Union	10 Individual Contributor	0.00%	124,696.00	-	100.00%
1045	CL&P Distribution	Union	10 Individual Contributor	0.00%	110,988.80	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
1046	CL&P Distribution	Union	10 Individual Contributor	0.00%	110,988.80	-	100.00%
1047	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1048	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1049	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
1050	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
1051	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1052	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1053	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
1054	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1055	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1056	CL&P Distribution	Union	10 Individual Contributor	0.00%	65,936.00	-	100.00%
1057	CL&P Distribution	Union	10 Individual Contributor	0.00%	65,936.00	-	100.00%
1058	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
1059	CL&P Distribution	Union	10 Individual Contributor	0.00%	84,614.40	-	100.00%
1060	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,734.40	-	100.00%
1061	CL&P Distribution	Union	10 Individual Contributor	0.00%	111,051.20	-	100.00%
1062	CL&P Distribution	Union	10 Individual Contributor	0.00%	110,489.60	-	100.00%
1063	CL&P Distribution	Union	10 Individual Contributor	0.00%	65,936.00	-	100.00%
1064	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	94,353.30	1,887	100.00%
1065	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	95,341.21	1,907	100.00%
1066	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	91,142.10	1,823	100.00%
1067	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	87,969.21	1,759	100.00%
1068	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	93,716.45	1,874	100.00%
1069	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	90,000.00	1,800	100.00%
1070	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	77,250.00	1,545	100.00%
1071	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	76,397.60	1,528	100.00%
1072	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	76,220.00	1,524	100.00%
1073	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	74,184.09	1,484	100.00%
1074	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	76,606.77	1,532	100.00%
1075	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	76,164.86	1,523	100.00%
1076	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	81,885.72	1,638	100.00%
1077	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	80,340.00	1,607	100.00%
1078	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	79,809.10	1,596	100.00%
1079	CL&P Distribution	Non Union	10 Individual Contributor	2.00%	70,359.30	1,407	100.00%
1080	CL&P Distribution	Non Union	5 Vice President	40.00%	258,900.00	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
1081	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,900.80	-	100.00%
1082	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1083	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1084	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1085	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1086	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1087	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1088	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1089	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1090	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1091	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1092	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1093	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1094	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1095	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1096	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1097	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1098	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1099	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1100	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1101	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1102	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1103	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1104	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,900.80	-	100.00%
1105	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1106	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1107	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1108	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1109	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1110	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1111	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1112	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1113	CL&P Distribution	Union	10 Individual Contributor	0.00%	137,300.80	-	100.00%
1114	CL&P Distribution	Union	10 Individual Contributor	0.00%	132,600.00	-	100.00%
1115	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
1116	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1117	CL&P Distribution	Union	10 Individual Contributor	0.00%	142,043.20	-	100.00%
1118	CL&P Distribution	Union	10 Individual Contributor	0.00%	132,600.00	-	100.00%
1119	CL&P Distribution	Union	10 Individual Contributor	0.00%	123,260.80	-	100.00%
1120	CL&P Distribution	Union	10 Individual Contributor	0.00%	132,600.00	-	100.00%
1121	CL&P Distribution	Union	10 Individual Contributor	0.00%	132,600.00	-	100.00%
1122	CL&P Distribution	Union	10 Individual Contributor	0.00%	132,600.00	-	100.00%
1123	CL&P Distribution	Union	10 Individual Contributor	0.00%	132,600.00	-	100.00%
1124	CL&P Distribution	Union	10 Individual Contributor	0.00%	132,600.00	-	100.00%
1125	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,900.80	-	100.00%
1126	CL&P Distribution	Union	10 Individual Contributor	0.00%	113,900.80	-	100.00%
1127	CL&P Distribution	Non Union	6 Director	25.00%	200,850.00	100,425	100.00%
1128	CL&P Distribution	Non Union	6 Director	25.00%	202,158.10	101,079	100.00%
1129	CL&P Distribution	Non Union	6 Director	25.00%	216,403.82	108,202	100.00%
1130	CL&P Distribution	Non Union	6 Director	25.00%	200,000.00	100,000	100.00%
1131	CL&P Distribution	Non Union	6 Director	25.00%	206,875.50	103,438	100.00%
1132	CL&P Distribution	Non Union	6 Director	25.00%	211,057.89	105,529	100.00%
1133	CL&P Distribution	Non Union	7 Manager	15.00%	188,123.24	28,218	100.00%
1134	CL&P Distribution	Non Union	7 Manager	15.00%	162,740.00	24,411	100.00%
1135	CL&P Distribution	Non Union	7 Manager	15.00%	173,040.00	25,956	100.00%
1136	CL&P Distribution	Non Union	7 Manager	15.00%	175,524.36	26,329	100.00%
1137	CL&P Distribution	Non Union	7 Manager	15.00%	173,404.23	26,011	100.00%
1138	CL&P Distribution	Non Union	7 Manager	15.00%	173,313.50	25,997	100.00%
1139	CL&P Distribution	Non Union	7 Manager	15.00%	181,770.86	27,266	100.00%
1140	CL&P Distribution	Non Union	7 Manager	15.00%	183,578.14	27,537	100.00%
1141	CL&P Distribution	Non Union	7 Manager	15.00%	174,000.00	26,100	100.00%
1142	CL&P Distribution	Non Union	7 Manager	15.00%	183,958.00	27,594	100.00%
1143	CL&P Distribution	Non Union	7 Manager	15.00%	154,074.51	23,111	100.00%
1144	CL&P Distribution	Non Union	7 Manager	15.00%	172,010.00	25,802	100.00%
1145	CL&P Distribution	Non Union	7 Manager	15.00%	196,079.57	29,412	100.00%
1146	CL&P Distribution	Non Union	7 Manager	15.00%	181,700.68	27,255	100.00%
1147	CL&P Distribution	Non Union	7 Manager	15.00%	153,830.50	23,075	100.00%
1148	CL&P Distribution	Non Union	7 Manager	15.00%	160,630.87	24,095	100.00%
1149	CL&P Distribution	Non Union	7 Manager	15.00%	173,282.95	25,992	100.00%
1150	CL&P Distribution	Non Union	7 Manager	15.00%	159,983.72	23,998	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
1151	CL&P Distribution	Non Union	7 Manager	15.00%	182,613.18	27,392	100.00%
1152	CL&P Distribution	Non Union	7 Manager	15.00%	160,387.14	24,058	100.00%
1153	CL&P Distribution	Non Union	7 Manager	15.00%	168,607.41	25,291	100.00%
1154	CL&P Distribution	Non Union	7 Manager	15.00%	164,800.00	24,720	100.00%
1155	CL&P Distribution	Non Union	7 Manager	15.00%	166,561.30	24,984	100.00%
1156	CL&P Distribution	Non Union	7 Manager	15.00%	169,249.60	25,387	100.00%
1157	CL&P Distribution	Non Union	7 Manager	15.00%	164,000.00	24,600	100.00%
1158	CL&P Distribution	Non Union	7 Manager	15.00%	160,429.20	24,064	100.00%
1159	CL&P Distribution	Non Union	7 Manager	15.00%	165,000.00	24,750	100.00%
1160	CL&P Distribution	Non Union	7 Manager	15.00%	162,208.68	24,331	100.00%
1161	CL&P Distribution	Non Union	7 Manager	15.00%	169,206.06	25,381	100.00%
1162	CL&P Distribution	Non Union	7 Manager	15.00%	155,530.00	23,330	100.00%
1163	CL&P Distribution	Non Union	7 Manager	15.00%	164,439.50	24,666	100.00%
1164	CL&P Distribution	Non Union	7 Manager	15.00%	167,702.63	25,155	100.00%
1165	CL&P Distribution	Non Union	7 Manager	15.00%	172,140.47	25,821	100.00%
1166	CL&P Distribution	Non Union	7 Manager	15.00%	149,514.29	22,427	100.00%
1167	CL&P Distribution	Non Union	8 Supervisor	10.00%	162,740.00	16,274	100.00%
1168	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	150,000.00	18,000	100.00%
1169	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	147,010.00	17,641	100.00%
1170	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	151,500.00	18,180	100.00%
1171	CL&P Distribution	Non Union	8 Supervisor	10.00%	157,808.88	15,781	100.00%
1172	CL&P Distribution	Non Union	8 Supervisor	10.00%	160,680.00	16,068	100.00%
1173	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	155,713.60	18,686	100.00%
1174	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	159,026.79	19,083	100.00%
1175	CL&P Distribution	Non Union	8 Supervisor	10.00%	157,851.31	15,785	100.00%
1176	CL&P Distribution	Non Union	8 Supervisor	10.00%	142,655.00	14,266	100.00%
1177	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	152,388.25	18,287	100.00%
1178	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	163,400.69	19,608	100.00%
1179	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	155,453.68	18,654	100.00%
1180	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	150,867.73	18,104	100.00%
1181	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	149,692.67	17,963	100.00%
1182	CL&P Distribution	Non Union	8 Supervisor	10.00%	161,710.00	16,171	100.00%
1183	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	150,156.67	18,019	100.00%
1184	CL&P Distribution	Non Union	8 Supervisor	10.00%	170,465.41	17,047	100.00%
1185	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	153,830.50	18,460	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
1186	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	163,672.13	19,641	100.00%
1187	CL&P Distribution	Non Union	8 Supervisor	10.00%	150,380.00	15,038	100.00%
1188	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	148,526.00	17,823	100.00%
1189	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	150,000.00	18,000	100.00%
1190	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	163,741.66	19,649	100.00%
1191	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	152,981.78	18,358	100.00%
1192	CL&P Distribution	Non Union	8 Supervisor	10.00%	149,586.90	14,959	100.00%
1193	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	156,823.67	18,819	100.00%
1194	CL&P Distribution	Non Union	8 Supervisor	10.00%	160,680.00	16,068	100.00%
1195	CL&P Distribution	Non Union	8 Supervisor	10.00%	155,495.05	15,550	100.00%
1196	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	148,930.81	17,872	100.00%
1197	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	150,973.11	18,117	100.00%
1198	CL&P Distribution	Non Union	8 Supervisor	10.00%	153,000.00	15,300	100.00%
1199	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	147,295.36	17,675	100.00%
1200	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	147,295.36	17,675	100.00%
1201	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	148,526.00	17,823	100.00%
1202	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	155,453.68	18,654	100.00%
1203	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	155,453.68	18,654	100.00%
1204	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	147,867.90	17,744	100.00%
1205	CL&P Distribution	Non Union	8 Supervisor	10.00%	152,000.00	15,200	100.00%
1206	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	147,393.00	17,687	100.00%
1207	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	148,814.40	17,858	100.00%
1208	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	147,009.35	17,641	100.00%
1209	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	149,703.60	17,964	100.00%
1210	CL&P Distribution	Non Union	8 Supervisor	10.00%	141,915.06	14,192	100.00%
1211	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	147,010.00	17,641	100.00%
1212	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	147,290.00	17,675	100.00%
1213	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	147,010.00	17,641	100.00%
1214	CL&P Distribution	Non Union	8 Supervisor	10.00%	141,743.25	14,174	100.00%
1215	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	155,150.00	18,618	100.00%
1216	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	148,010.38	17,761	100.00%
1217	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	147,010.00	17,641	100.00%
1218	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	148,320.00	17,798	100.00%
1219	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	144,200.00	17,304	100.00%
1220	CL&P Distribution	Non Union	8 Supervisor	10.00%	132,827.80	13,283	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
1221	CL&P Distribution	Non Union	8 Supervisor	10.00%	129,867.34	12,987	100.00%
1222	CL&P Distribution	Non Union	8 Supervisor	10.00%	147,441.66	14,744	100.00%
1223	CL&P Distribution	Non Union	8 Supervisor	10.00%	137,321.87	13,732	100.00%
1224	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1225	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	137,659.04	16,519	100.00%
1226	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	144,200.00	17,304	100.00%
1227	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1228	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1229	CL&P Distribution	Non Union	8 Supervisor	10.00%	128,941.79	12,894	100.00%
1230	CL&P Distribution	Non Union	8 Supervisor	10.00%	143,190.95	14,319	100.00%
1231	CL&P Distribution	Non Union	8 Supervisor	10.00%	133,733.04	13,373	100.00%
1232	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	145,332.69	17,440	100.00%
1233	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1234	CL&P Distribution	Non Union	8 Supervisor	10.00%	124,603.89	12,460	100.00%
1235	CL&P Distribution	Non Union	8 Supervisor	10.00%	133,046.13	13,305	100.00%
1236	CL&P Distribution	Non Union	8 Supervisor	10.00%	118,450.00	11,845	100.00%
1237	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	137,542.42	16,505	100.00%
1238	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	140,676.61	16,881	100.00%
1239	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	141,708.05	17,005	100.00%
1240	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	156,037.08	18,724	100.00%
1241	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,861.01	16,423	100.00%
1242	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1243	CL&P Distribution	Non Union	8 Supervisor	10.00%	130,560.00	13,056	100.00%
1244	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1245	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	146,089.71	17,531	100.00%
1246	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	144,746.22	17,370	100.00%
1247	CL&P Distribution	Non Union	8 Supervisor	10.00%	129,000.00	12,900	100.00%
1248	CL&P Distribution	Non Union	8 Supervisor	10.00%	124,495.57	12,450	100.00%
1249	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1250	CL&P Distribution	Non Union	8 Supervisor	10.00%	140,402.18	14,040	100.00%
1251	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	144,627.19	17,355	100.00%
1252	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1253	CL&P Distribution	Non Union	10 Individual Contributor	10.00%	154,000.00	15,400	100.00%
1254	CL&P Distribution	Non Union	8 Supervisor	10.00%	122,987.39	12,299	100.00%
1255	CL&P Distribution	Non Union	8 Supervisor	10.00%	139,350.51	13,935	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
1256	CL&P Distribution	Non Union	8 Supervisor	10.00%	129,429.80	12,943	100.00%
1257	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	148,541.84	17,825	100.00%
1258	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	143,433.68	17,212	100.00%
1259	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	152,279.23	18,274	100.00%
1260	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	150,444.38	18,053	100.00%
1261	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	143,751.95	17,250	100.00%
1262	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	141,566.50	16,988	100.00%
1263	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1264	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,750.00	16,410	100.00%
1265	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	146,302.26	17,556	100.00%
1266	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1267	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	141,566.50	16,988	100.00%
1268	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1269	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1270	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1271	CL&P Distribution	Non Union	8 Supervisor	10.00%	121,495.04	12,150	100.00%
1272	CL&P Distribution	Non Union	8 Supervisor	10.00%	139,050.00	13,905	100.00%
1273	CL&P Distribution	Non Union	10 Individual Contributor	10.00%	137,656.25	13,766	100.00%
1274	CL&P Distribution	Non Union	8 Supervisor	10.00%	139,595.63	13,960	100.00%
1275	CL&P Distribution	Non Union	8 Supervisor	10.00%	143,502.21	14,350	100.00%
1276	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	137,917.00	16,550	100.00%
1277	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1278	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	144,200.00	17,304	100.00%
1279	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,329.81	16,360	100.00%
1280	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1281	CL&P Distribution	Non Union	10 Individual Contributor	10.00%	135,519.34	13,552	100.00%
1282	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1283	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1284	CL&P Distribution	Non Union	8 Supervisor	10.00%	139,050.00	13,905	100.00%
1285	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1286	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1287	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1288	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,861.01	16,423	100.00%
1289	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1290	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,595.01	16,391	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
1291	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1292	CL&P Distribution	Non Union	10 Individual Contributor	10.00%	122,877.47	12,288	100.00%
1293	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1294	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1295	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1296	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1297	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	137,326.53	16,479	100.00%
1298	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1299	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	138,994.87	16,679	100.00%
1300	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1301	CL&P Distribution	Non Union	8 Supervisor	10.00%	123,805.97	12,381	100.00%
1302	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1303	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,861.01	16,423	100.00%
1304	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	141,910.10	17,029	100.00%
1305	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	141,429.05	16,971	100.00%
1306	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	137,211.98	16,465	100.00%
1308	CL&P Distribution	Non Union	8 Supervisor	10.00%	136,475.00	13,648	100.00%
1309	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1310	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1311	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1312	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	122,900.00	14,748	100.00%
1313	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1314	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1315	CL&P Distribution	Non Union	8 Supervisor	10.00%	114,736.34	11,474	100.00%
1316	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1317	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,727.62	16,407	100.00%
1318	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,728.01	16,407	100.00%
1319	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	135,931.92	16,312	100.00%
1320	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	137,659.04	16,519	100.00%
1321	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1322	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,329.00	16,359	100.00%
1323	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1324	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,064.28	16,328	100.00%
1325	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,727.62	16,407	100.00%
1326	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	135,796.98	16,296	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
1327	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,750.00	16,410	100.00%
1328	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	137,015.24	16,442	100.00%
1329	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1330	CL&P Distribution	Non Union	8 Supervisor	10.00%	140,675.34	14,068	100.00%
1331	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,329.77	16,360	100.00%
1332	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1333	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1334	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	140,000.00	16,800	100.00%
1335	CL&P Distribution	Non Union	8 Supervisor	10.00%	136,856.10	13,686	100.00%
1336	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1337	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,732.50	16,408	100.00%
1338	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1339	CL&P Distribution	Non Union	10 Individual Contributor	10.00%	126,124.53	12,612	100.00%
1340	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	141,566.50	16,988	100.00%
1341	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	141,566.50	16,988	100.00%
1342	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	135,996.49	16,320	100.00%
1343	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	135,996.49	16,320	100.00%
1344	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,467.00	16,376	100.00%
1345	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,732.50	16,408	100.00%
1346	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,732.50	16,408	100.00%
1347	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,732.50	16,408	100.00%
1348	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,732.50	16,408	100.00%
1349	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,732.50	16,408	100.00%
1350	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	135,471.38	16,257	100.00%
1351	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1352	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,750.00	16,410	100.00%
1353	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	141,222.89	16,947	100.00%
1354	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1355	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,994.02	16,439	100.00%
1356	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	134,998.96	16,200	100.00%
1357	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	134,333.94	16,120	100.00%
1358	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	137,078.89	16,449	100.00%
1359	CL&P Distribution	Non Union	10 Individual Contributor	10.00%	125,573.68	12,557	100.00%
1360	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	141,099.70	16,932	100.00%
1361	CL&P Distribution	Non Union	10 Individual Contributor	10.00%	125,562.50	12,556	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	Company	Union/Non-Union	Managemenet Level	Cash Variable Target %	Base Salary	Employee Variable Plan Target	Allocated % to CL&P
A	B	C	D	E	F	G	H
1362	CL&P Distribution	Non Union	10 Individual Contributor	10.00%	123,480.00	12,348	100.00%
1363	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	122,900.00	14,748	100.00%
1364	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	141,295.40	16,955	100.00%
1365	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	141,158.22	16,939	100.00%
1366	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,732.50	16,408	100.00%
1367	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	141,158.22	16,939	100.00%
1368	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,750.00	16,410	100.00%
1369	CL&P Distribution	Non Union	10 Individual Contributor	10.00%	127,000.00	12,700	100.00%
1370	CL&P Distribution	Non Union	10 Individual Contributor	10.00%	136,750.00	13,675	100.00%
1371	CL&P Distribution	Non Union	10 Individual Contributor	10.00%	132,500.00	13,250	100.00%
1372	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,750.00	16,410	100.00%
1373	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,750.00	16,410	100.00%
1374	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	136,750.00	16,410	100.00%
1375	CL&P Distribution	Non Union	10 Individual Contributor	10.00%	132,500.00	13,250	100.00%
1376	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	140,850.00	16,902	100.00%
1377	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	140,850.00	16,902	100.00%
1378	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	122,368.00	9,789	100.00%
1379	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	141,392.81	11,311	100.00%
1380	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	120,318.81	9,626	100.00%
1381	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	149,639.43	11,971	100.00%
1382	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	117,882.27	9,431	100.00%
1383	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	114,577.20	9,166	100.00%
1384	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	118,820.80	9,506	100.00%
1385	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	155,000.00	12,400	100.00%
1386	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	103,624.26	8,290	100.00%
1387	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	97,602.80	7,808	100.00%
1388	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	93,017.06	7,441	100.00%
1389	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	95,013.52	7,601	100.00%
1390	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	95,207.66	7,617	100.00%
1391	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	94,907.98	7,593	100.00%
1392	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	95,092.44	7,607	100.00%
1393	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	95,000.21	7,600	100.00%
1394	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	96,459.15	7,717	100.00%
1395	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	99,717.39	7,977	100.00%
1396	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	92,881.80	7,431	100.00%

					VARIABLE COMPENSATION ALLOCATED TO CL&P		
Employee No.	**Company**	**Union/Non-Union**	**Managemenet Level**	**Cash Variable Target %**	**Base Salary**	**Employee Variable Plan Target**	**Allocated % to CL&P**
A	**B**	**C**	**D**	**E**	**F**	**G**	**H**
1397	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	95,993.69	7,679	100.00%
1398	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	92,791.62	7,423	100.00%
1399	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	95,528.74	7,642	100.00%
1400	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	95,481.00	7,638	100.00%
1401	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	97,850.00	7,828	100.00%
1402	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	93,549.75	7,484	100.00%
1403	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	90,000.00	7,200	100.00%
1404	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	103,000.00	8,240	100.00%
1405	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	90,780.00	7,262	100.00%
1406	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	110,007.00	8,801	100.00%
1407	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	94,420.10	7,554	100.00%
1408	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	91,036.00	7,283	100.00%
1409	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	103,000.00	8,240	100.00%
1410	CL&P Distribution	Non Union	10 Individual Contributor	8.00%	95,000.00	7,600	100.00%
1411	CL&P Distribution	Non Union	10 Individual Contributor	6.00%	83,755.93	5,025	100.00%
1412	CL&P Distribution	Non Union	10 Individual Contributor	6.00%	82,219.75	4,933	100.00%
1413	CL&P Distribution	Non Union	10 Individual Contributor	6.00%	79,851.44	4,791	100.00%
1414	CL&P Distribution	Non Union	10 Individual Contributor	6.00%	84,818.96	5,089	100.00%
1415	CL&P Distribution	Non Union	10 Individual Contributor	6.00%	81,000.00	4,860	100.00%
1416	CL&P Distribution	Non Union	10 Individual Contributor	6.00%	83,200.00	4,992	100.00%
1417	CL&P Distribution	Non Union	10 Individual Contributor	6.00%	83,200.00	4,992	100.00%
9135	CL&P Distribution	Non Union	9 Ops Supervisor	12.00%	145,415.74	17,450	100.00%
					$ 176,312,058	**$ 5,472,146**	

ZAS Allocation to Employee Variable Compensation		(544,843)
Total Test Year Pro Forma	**$**	**4,927,303**
Rate Year Adjustment - 12 Months 2026 Merit Escalation		147,819
Rate Year Adjustment - 12 Months 2027 Merit Escalation		152,254
Rate Year Adjustment - January - June 2028 Merit Escalation		215,629
Total Rate Year Adjustments	$	515,702
Total Rate Year	**$**	**5,443,005**