Date Filed: September 24, 2026

Witness: Christopher L. Hall, Sasha P. Lazor and Marianne H. Eichler
Request from: Office of Consumer Counsel

Question:

Incentive Compensation. Refer to the response to OCC-052 which states that in general, employees subject to a collective bargaining agreement are not eligible for variable compensation.

a. Provide the year when the Company eliminated incentive compensation for union employees.
b. Explain whether discontinuing incentive compensation for union employees has had an impact on their job performance.

Response:

a. Union compensation has always been centered around hourly compensation, with no variable compensation.

b. Variable compensation was not discontinued for union employees as it was not a part of their hourly compensation.