Date Filed: September 29, 2026

**Witness: Sasha P. Lazor, Brendan J. O'Brien and Garrett J. Murray**
**Request from: Public Utilities Regulatory Authority**

**Question:**

(OFFICER VARIABLE COMPENSATION—RECONCILIATION) Application, Schs. WP C-3.7 and G-2.12. Provide a reconciliation of the officer-variable-compensation amounts in Schedule WP C-3.7 to Schedule G-2.12 and to the underlying payroll/general-ledger source data. In the reconciliation:

a. identify the population included in each schedule;
b. separately identify all named-executive, CEO, CFO, and CL&P President exclusions;
c. identify timing differences between award, payment, and expense recognition;
d. identify amounts charged to CL&P versus other Eversource Energy companies;
e. identify any stock-based or other long-term amounts included in Schedule G-2.12 but excluded from Schedule C-3.7;
f. explain the "920000" reference shown in WP C-3.7, including the account, report, ledger source, and other supporting record to which that reference refers.

**Response:**

a. The population in Exhibit CLP-REVREQ-2, Schedule C-3.7 and Schedule G-2.12 represents officers at the Vice President level and above, as of December 31, 2025, for whom a portion of their compensation is charged to the Company.

b. The named executive officers are identified in Schedule G-2.12. The named executive officers are: Joseph R. Nolan, Jr, Chairman, President & Chief Executive Officer ("CEO"); John M. Moreira, Executive Vice President & Chief Financial Officer ("CFO") & Treasurer; Paul W. Chodak III, Executive Vice President & Chief Operating Officer ("COO"); Gregory B. Butler, Executive Vice President & General Counsel; and James W. Hunt III, Executive Vice President-Corporate Relations & Sustainability & Secretary.

   The Company has excluded the CEO, CFO and CL&P President Short-Term Variable Compensation as a pro forma adjustment in Schedule C-3.7 to decrease the Test Year by ($737,000). In addition, the Company is proposing to exclude the Named Executive Officers and CL&P President's Long-term Variable Compensation as a pro forma adjustment in Schedule C-3.7 as a reduction totaling ($2.587) million.

c. The expense for the long-term officer variable compensation awards is recognized over a three-year vesting period. Restricted Share Units ("RSUs") vest by one-third typically on the 1st of February in each of the three years following the calendar year of the grant. Performance Shares ("PSUs") vest at the end of the three-year performance period (December 31st). The Company recognizes compensation expense in accordance with Generally Accepted Accounting Principles ("GAAP"), specifically Accounting Standards Codification 718, *Compensation - Stock Compensation*. Please refer to the table below for the long-term officer variable compensation award and payment dates for the last three plan years:

**Long-Term Variable Compensation Awards**

| Officer RSUs: | Award - Grant Date | Payment - Distribution Date |
|---|---|---|
| 2023-2025 Plan | 2/1/2023 | Year 1: 2/12/2024<br>Year 2: 2/18/2025<br>Year 3: 2/12/2026 |
| 2024-2026 Plan | 1/31/2024 | Year 1: 2/18/2025<br>Year 2: 2/12/2026<br>Year 3: 2/18/2027 |
| 2025-2027 Plan | 1/29/2025 | Year 1: 2/12/2026<br>Year 2: 2/18/2027<br>Year 3: 2/17/2028 |

| Officer PSUs: | Award - Grant Date | Payment - Distribution Date |
|---|---|---|
| 2023-2025 Plan | 2/1/2023 | 2/12/2026 |
| 2024-2026 Plan | 1/31/2024 | 2/18/2027 |
| 2025-2027 Plan | 1/29/2025 | 2/17/2028 |

d. Officer variable compensation is allocated from the Service Company ("ESC") and charged to CL&P, following how labor was charged. The ESC labor charges are both direct charged or allocated based on direct, causal-based, and common allocators to ensure any services rendered by the officers are appropriately charged to the benefiting operating companies. The assignment of officer variable compensation to the operating companies, including CL&P, is performed through an automatic system-generated incentive labor loader, whereby the variable compensation expense is charged to CL&P through a payroll labor charge only when an officer is providing services to CL&P.

e. Please refer to the response in subpart (b) for the long-term variable compensation that is included in Schedule G-2.12, while excluded from the Company's cost of service in Schedule C-3.7.

f. The reference to "920000" is denoting the specific FERC Account. As outlined in Title 18, Chapter I, Subchapter C, Part 101 of the Code of Federal Regulations, Federal Energy Regulatory Commission ("FERC") Account No. 920 Administrative and General Salaries "shall include the compensation (salaries, bonuses, and other compensation for services, but not including director fees) of officers, executives, and other employees of the utility properly chargeable to utility operations and not chargeable directly to a particular operating function."