Date Filed: October 30, 2026

Witness: Sasha Lazor and Kara A. O'Connor
Request from: Public Utilities Regulatory Authority

Question:
(SUPPLEMENTAL RETIREMENT PLAN, 401k) Provide copies of all materials given to participants outlining the specifics of the 401(k) benefit plan.

a. Provide a detailed discussion on the parameters and benefit levels for Eversource's 401(k) plan.
b. Provide the 401(k) formula calculation.
c. Explain whether 100% of the employees are eligible for the 401(k) plan.

Response:

Please refer to RRU-122, Attachment 1, for the Eversource 401k Plan Summary Plan Description ("SPD"). This document is provided to participants and outlines the specifics of the Eversource 401k Plan.

a. Please refer to RRU-122, Attachment 1, for detail on the parameters and benefit levels for the Eversource 401k Plan.

b. Please refer to RRU-122, Attachment 1, "Company Contributions" chapter for the 401k Plan Employer Match formula detail.

c. All employees of Eversource Energy are eligible to participate in the Eversource 401k Plan.