Date Filed: August 21, 2026

Witness: Leanne M. Landry, John G. Griffin and Marisa B. Paruta
Request from: Office of Education, Outreach, and Enforcement

Question:

(EMPLOYEE MEALS) Provide any internal employee policies, procedures, or guidelines detailing the maximum cost(s) per meal that the Company would reimburse for employees. If minimum guidelines do not exist, please explain why and provide the maximum monetary threshold that the Company would determine to be 'reasonable and customary'.

Response:

Eversource's Corporate Policy on Reimbursable Expenses for Business meals states, *"Reimbursement for business meals is limited to reasonable and customary amounts as determined by the designated approver."* There are no policies, procedures, or guidelines detailing a maximum cost per meal that the Company would use to reimburse employees. The Company relies on the supervisor's good judgment, review of the receipts, and approval of the transaction to meet the requirements of its Corporate Policy.

During an ERP event, Eversource's centralized ERP crew-care logistics, food, and lodging procedures have been recognized as an industry best-practice. All line crews, tree crews, damage assessment patrollers, and other field staff, along with support staff, are provided meals as close as possible to their work locations to minimize travel time and maximize working hours and productivity. During a storm event, the Company is required to feed the crews and staff supporting the storm restoration effort and will ensure that obligation is met while making prudent decisions on the cost per meal.

To support this best practice, the Company has preferred restaurants that are used to order meals during a storm event. These agreements ensure that the Company has reliable meal providers and also provides a reasonable cost structure for each meal. The agreement provides "not to exceed" amounts per meal and also provides tax and tip amounts to be included in the total cost.

There are circumstances and situations when preferred restaurants are at capacity or not available and other establishments are used to secure food. In some cases, the cost per meal may exceed the amounts listed in the preferred restaurants agreement but are still subject to review and expected to be reasonable and customary as established in the Company's Corporate Policy.

Please refer to EOE-058, Attachment 1 CONFIDENTIAL, for the Company Meal Agreement letter used with employees and preferred restaurants during an ERP event.