Date Filed: September 29, 2026

Witness: Brendan J. O'Brien and Garrett J. Murray
Request from: Public Utilities Regulatory Authority

Question:

(OFFICER VARIABLE COMPENSATION—ADJUSTMENTS AND RECONCILIATION) Application, Sch. WP C-3.7, rows 21–27, and notes (a) and (b). Provide the detailed calculation supporting each pro forma adjustment, including:

a. the $(737,000) CL&P short-term adjustment, separately identifying amounts removed for the CEO, CFO, and CL&P President and any other component;
b. the $367,000 ESC short-term adjustment, including the calculation methodology used for the $1.157 million Test Year amount, removal of the 2024 true-up paid in 2025, inclusion of the 2025 payout paid in 2026, and the resulting $1.524 million pro forma amount; and
c. the $(2.587) million ESC long-term adjustment, separately identifying the amount removed for each of the five named executive officers and the CL&P President. Provide the underlying source data and formulas.

Response:

For subpart a. and c., please refer to the table below for the detailed calculation supporting the short-term and long-term variable adjustments.

ESC and CL&P Officer Variable Compensation Pro Forma Adjustments

Officers	Short-Term Variable	Long-Term Variable
Chairman, President and Chief Executive Officer	$ (437,717)	$ (1,204,360)
Executive Vice President, Chief Financial Officer and Treasurer	(135,953)	(479,870)
Executive Vice President and Chief Operating Officer	-	(291,888)
Executive Vice President and General Counsel	-	(189,570)
Executive Vice President, Corporate Relations and Sustainability, and Corporate Secretary	-	(133,163)
President, CL&P	(163,271)	(287,740)
Pro Forma Adjustments	**$ (736,941)**	**$ (2,586,591)**

For subpart b., please see the table below for the detail calculation showing the corrected roll-forward from the Test Year to the Pro Forma Test Year ESC Short-Term Variable Compensation. The Company notes the costs were inadvertently presented incorrectly between the ESC and CL&P, however there is no change to the total Officer Variable Compensation Test Year Pro Forma or Rate Year amounts. Please refer to UPA-014, Attachment ,1 for a revised Exhibit CLP-

REVREQ-2, WP C-3.7, showcasing the correct Short-Term and Long-Term Variable components for ESC and CL&P.

ESC Short-Term Officer Variable Compensation

	Description	Short-Term Variable
1	Test Year ESC Short-Term Variable Cost	$ 2,387,703
2		
3	Removal of 2024 Payout True-up	1,663,961
4	Inclusion of 2025 Payout True-up	1,292,465
5	Pro Forma Adjustment (Line 3 - Line 4)	371,496
6		
7	Removal of CEO, CFO, & CL&P President	(736,941)
8		
9	Test Year Pro Forma Short-Term Variable Cost (Line 1 + Line 5 + Line 7)	$ 2,022,258