Officer Variable Compensation Rate Year Calculation

(Thousands of Dollars)

	Description	Test Year Pro Forma	2026 Merit Increase 3% Increase	2026 Merit Increase Amount	2027 Merit Increase 3% Increase	2027 Merit Increase Amount	2028 Merit Increase (6 Mos) 3% Increase	Rate Year Adjustment	Rate Year Ending 6/30/2028 Amount
1									
2	Short-Term Incentives								
3	CL&P	$ 114	$ 3	$ 118	$ 4	$ 121	$ 2	$ 9	$ 123
4	EESCO	2,022	61	2,083	62	2,145	31	154	2,177
5	Total Short-Term Incentives	2,137	64	2,201	66	2,267	33	163	2,300
6									
7	Long-Term Incentives								
8	CL&P	94	3	97	3	99	1	7	101
9	EESCO	1,271	38	1,309	39	1,348	20	98	1,368
10	Total Long-Term Incentives	1,364	41	1,405	42	1,447	22	105	1,469
11									
12									
13	Total Incentives								
14	CL&P	208	6	214	6	221	3	16	224
15	EESCO	3,293	99	3,392	102	3,493	51	252	3,545
16	Total	$ 3,501	$ 105	$ 3,606	$ 108	$ 3,714	$ 55	$ 268	$ 3,769