Date Filed: September 01, 2026

Witness: Brendan J. O'Brien and Garrett J. Murray
Request from: Office of Consumer Counsel

Question:

Incentive Compensation. For each of the Company's affiliate utilities in other states, identify all amounts of incentive compensation are not recovered in utility rates and the reason.

Response:

With respect to the Public Service Company of New Hampshire d/b/a Eversource Energy, ("PSNH") its most recent distribution rate case was conducted in Docket No. DE 24-070, where the New Hampshire Public Utilities Commission disallowed 21 percent of the variable pay compensation, conversely allowing 79 percent of the Company's proposed executive and employee variable compensation expense, including both cash and stock components. Order No. 28,170 at 32.

With respect to NSTAR Electric Company d/b/a Eversource Energy, its most recent distribution rate case was conducted in D.P.U. 22-22, where the Massachusetts Department of Public Utilities ("MDPU") disallowed 33 percent of the variable pay compensation on an evidentiary issue (not a policy basis), conversely allowing 66 percent of the Company's proposed variable compensation. D.P.U. 22-22, at 161-164 (2022).

With respect to NSTAR Gas Company d/b/a Eversource Energy, its most recent distribution rate case was in D.P.U. 19-120, where the MDPU approved the Company's proposed variable compensation as filed. As in this case, the Company's filing proposal excluded incentive compensation for the Eversource Energy CEO and CFO. The MDPU stated that the "Company is administering its incentive compensation program consistent with Department requirements and precedent." D.P.U. 19-120 at 220 (2020).