Date Filed: October 06, 2026

Witness: Marianne H. Eichler and Erin M. Travassos
Request from: Office of Consumer Counsel

Question:

Payroll. Refer to the response to OCC-327.

a. Does the company typically fill open positions from within the company?
b. Does the company prefer to fill positions within the company?
c. Approximately how long does it take the company to fill a position once it begins recruiting?

Response:

The Company utilizes both internal and external recruiting sources to fill open positions. Consistent with its commitment to employee development and career advancement, qualified internal candidates are encouraged to apply for open positions and are given full consideration during the selection process. At the same time, the Company also recruits externally to attract talent with specialized skills, diverse experiences, and new perspectives that support evolving business needs.

Accordingly, the Company does not maintain a preference for filling positions exclusively from either internal or external sources. Rather, hiring decisions are based on selecting the candidate whose qualifications, experience, and capabilities best meet the requirements of the position and the needs of the business.

The Company's target time to fill an open position from the commencement of recruiting activities is approximately 90 days, although actual time-to-fill may vary depending on the nature of the position, labor market conditions, and candidate availability.