Date Filed: September 21, 2026

**Witness: Brendan J. O'Brien, Garrett J. Murray, Andrew C. Belden and Warren R. Boutin**
**Request from: Interconnection Customer Coalition**

**Question:**

Reference ICC-5. Eversource has proposed competitive base salary and variable compensation, and intends to hire 58 new employees to support these initiatives. See Exhibit CL&P-REVREQ-2, WP C-3.5 – Incremental FTE Calculation. Specifically identify if any of these new employees will support interconnection process activities as identified in ICC-5. Also specifically describe any related plans to hire/retain contract employees to support interconnection process activities as identified in ICC-5.

**Response:**

The Company has corrected the initial request to hire 58 new employees to 41 new employees. See refer to the response to OCC-333[i] for this explanation.

Regarding the revised new 41 FTEs none of those are targeted to support interconnection activities. The Company currently is planning to transition three (3) existing contracted employees to three (3) FTEs for a net zero increase. These three (3) FTEs are not included in the 41 FTEs mentioned above to support interconnection process activities.

**Prior Referenced Response:**

[i] OCC-333 Question:
Payroll. For each of the new positions that the Company is requesting recovery of in the rate year, state whether the hiring of the positions are conditioned on their approval in this case.

OCC-333 Response:
The Company is providing an update for the Full Time Equivalent ("FTE") counts included in the request for recovery in the rate year in this response as OCC-333, Attachment 1 (note that this is an update of Exhibit CLP-REVREQ-2, Work Paper C-3.5, page 3). The Company will update the payroll expense and other affected costs as part of its next cost of service update.

The number of FTEs included in the original filing was fifty-eight (58). This number was a preliminary number and included FTEs contemplated in the Advancing the Grid plan that is above and beyond the Targeted System Plan ("TSP") requested for review and approval in this application. The updated number of incremental FTEs to be included in the rate year of the Company's cost of service is forty-one (41).

Included in the forty-one (41) full-time positions are twenty-one (21) in Vegetation Management, five (5) Power Quality positions, two (2) in Distribution Planning & Forecasting and one (1) Asset Health, these are contingent on PURA's approval in this case. In addition, for Grid Modernization there are seven (7) for Control Room Operations, three (3) for Data Innovation, and two (2) for Field Communications that the Company will consider hiring based on business needs and changing requirements as necessary, but most likely not all requested.

The Vegetation Management positions allow the Company the opportunity to improve the system's reliability and improve cost-efficiency by transitioning more work in-house to restructure vegetation management performance for the benefit of our customers. While the twenty-one (21) Vegetation Management positions appear to be incremental, in reality there is only 1 incremental resource. Of the twenty-one (21), eight (8) of the FTEs are the result of 16 employees who currently split their time 50%/50% between O&M and capital work shifting to solely working on the proposed combined O&M program, if approved, results in the equivalent of 8 incremental employees working on the O&M program; twelve (12) resources would be converted from contracted resources to internal resources of which the Company's proposed vegetation management expenses in Exhibit CLP-REVREQ-2, Work Paper C-3.31 reflect the reduction in outside contractor services; and one (1) resource would be truly incremental.

The Grid Modernization positions are needed to support large-scale distributed energy resource ("DER") integration and clean-energy advancement; develop and deploy advanced tools and analytics for integrated distribution system planning and grid modernization; and drive increased innovation and application of GenAI, LLM and machine learning capabilities.

The Company is also providing as OCC-333, Attachment 2, which is a corrected Exhibit CLP TSP-3, page 43 of 149 that has been updated with the corrected number of FTEs in the parenthesis in the text boxes on the right.