Date Filed: August 28, 2026

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

Question:
Recruitment Expenses. Provide the annual expenses associated with the Company's recruitment efforts for each of the years 2021, 2022, 2023, 2024, 2025, and the amount included in the Rate Year. If increased costs are reflected in the Rate Year, explain why these expenses should be considered recurring as the Company plans to fill the requested new positions prior to and during the Rate Year.

Response:

The Company external recruitment expense for each year 2021 through 2025, as well as the amount included in the Rate Year, are provided in the table below.

Year	Amount
2021	$23,510
2022	$84,238
2023	$339,726
2024	$30,413
2025	$11,934
Rate Year	$12,703

External recruitment expenses vary from year to year based on the number and nature of vacancies. The Company generally utilizes external recruiting firms only for hard-to-fill positions and executive-level searches. While the timing and amount of these expenses fluctuate, these searches are a recurring component of the Company's recruitment needs as vacancies arise.

The Rate Year was escalated by the GDP inflation as a representative level of expense for recruiting.