The Connecticut Light and Power Company
Employee Benefit Programs within the Employee Benefits Schedule
For Periods 2021 - July 2026 YTD
(Thousands of Dollars)

Employee Benefit Programs	**2021**	**2022**	**2023**	**2024**	**2025**	**July 2026 YTD**
Medical (Including Prescription)	$ 33,228	$ 34,648	$ 38,545	$ 44,392	$ 43,873	$ 23,622
Less: Capitalized Portion	16,022	13,688	18,665	21,213	22,612	10,293
Net Medical (Including Prescription) Expense	**17,206**	**20,960**	**19,880**	**23,179**	**21,261**	**13,329**
Dental	1,208	1,019	1,202	1,342	1,318	774
Less: Capitalized Portion	576	400	579	634	674	315
Net Dental Expense	**632**	**619**	**624**	**708**	**644**	**460**
Vision	127	124	140	145	141	104
Less: Capitalized Portion	60	49	68	69	72	45
Net Vision Expense	**66**	**75**	**72**	**76**	**69**	**59**
Life Insurance	257	248	287	295	300	190
Less: Capitalized Portion	100	91	123	128	139	68
Net Life Insurance Expense	**157**	**158**	**164**	**168**	**161**	**121**
Short Term Disability	119	739	904	780	663	483
Less: Capitalized Portion	47	297	452	362	342	198
Net Short Term Disability Expense	**72**	**442**	**452**	**418**	**322**	**285**
Long Term Disability	142	609	626	649	1,683	474
Less: Capitalized Portion	104	231	278	312	890	210
Net Long Term Disability Expense	**39**	**378**	**348**	**337**	**794**	**264**
KGA Inc.	44	44	48	36	54	32
Less: Capitalized Portion	14	15	18	14	23	9
Net KGA Inc. Expense	**30**	**29**	**30**	**22**	**31**	**23**
Adoption / Surrogacy	-	-	-	1	3	1
Less: Capitalized Portion	-	-	-	0	1	0
Net Adoption / Surrogacy Expense	**-**	**-**	**-**	**0**	**2**	**0**
Education Reimbursements	141	164	351	362	434	299
Less: Capitalized Portion	-	-	-	-	-	-
Net Education Reimbursements Expense	**141**	**164**	**351**	**362**	**434**	**299**
Wellness Incentive	120	130	130	116	140	85
Less: Capitalized Portion	38	45	50	45	59	24
Net Wellness Incentive Expense	**82**	**85**	**80**	**70**	**82**	**61**
401K	10,969	11,714	13,807	15,630	13,559	8,433
Less: Capitalized Portion	5,094	4,556	6,578	7,369	6,869	3,600
Net 401K Expense	**5,876**	**7,157**	**7,230**	**8,261**	**6,690**	**4,833**
Pension	8,381	(51,271)	(34,647)	(20,186)	(21,380)	(16,695)
Less: Capitalized Portion	4,176	(20,716)	(17,634)	(10,046)	(11,674)	(8,278)
Net Pension Expense	**4,204**	**(30,555)**	**(17,013)**	**(10,140)**	**(9,707)**	**(8,417)**
Medvantage	519	538	518	624	737	461
Less: Capitalized Portion	224	205	239	287	365	187
Net Medvantage Expense	**295**	**333**	**280**	**338**	**372**	**273**
Care.com Inc	41	41	42	47	45	31
Less: Capitalized Portion	13	14	16	18	19	9
Net Care.com Inc Expense	**28**	**27**	**26**	**28**	**26**	**22**