CL&P Variable Pay

	2021	2022	2023	2024	2025	Rate Year Ending 6/30/2028
Employee Variable Pay						
Capital	$ 4,702,932	$ 4,570,747	$ 9,555,334	$ 7,907,808	$ 6,942,628	$ -
Short-Term	$ 8,237,716	$ 6,119,457	$ 12,570,670	$ 9,793,292	$ 8,926,216	$ 9,811,390
	$ 12,940,647	**$ 10,690,204**	**$ 22,126,004**	**$ 17,701,100**	**$ 15,868,844**	**$ 9,811,390**
Executive Variable Pay						
Short-Term	$ 2,716,713	$ 2,810,763	$ 4,136,004	$ 2,837,691	$ 2,894,142	$ 2,438,848
Stock Compensation						
Long-Term Executive Stock	$ 3,829,777	$ 4,142,678	$ 3,661,354	$ 3,656,174	$ 4,198,137	$ 1,330,850
Long-Term Director Stock	$ 784,798	$ 995,508	$ 1,124,618	$ 1,280,319	$ 1,270,745	$ 1,482,889
	$ 4,614,575	**$ 5,138,186**	**$ 4,785,972**	**$ 4,936,493**	**$ 5,468,882**	**$ 2,813,739**
Total Variable Pay	**$ 20,271,935**	**$ 18,639,154**	**$ 31,047,980**	**$ 25,475,284**	**$ 24,231,868**	**$ 15,063,977**