Date Filed: August 25, 2026

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

Question:

Incentive Compensation. Identify the total amounts (direct and allocated) of incentive compensation that the Company has removed from the rate year and the reason for which it is not seeking recovery.

Response:

In Section 1.4.12 of the Amended Settlement Agreement in Docket No. 17-12-03RE11 and Docket No. 17-10-36RE03, the Company committed that, in its "next general distribution rate proceeding," CL&P will not seek recovery for the base and variable pay compensation of the new CL&P President. Accordingly, in Exhibit CLP-REVREQ-1 on page 78 and 79, filed as part of the Application on July 14, 2026, the Company stated it is not seeking recovery of the short-term variable compensation and the Long-Term Incentive Plan ("LTIP") for CL&P's President. In addition, the Company has proactively removed the short-term variable compensation and the Long-Term Incentive Plan ("LTIP") compensation for Eversource's CEO and CFO, and the LTIP compensation for the remaining named executive officers. The Company evaluates each rate amendment application based on the facts and circumstances of the Company at the time of the filing. Decisions to remove executive variable compensation in this proceeding does not indicate such treatment in the future for the Company or for other Company affiliates is appropriate. The total amount excluded from the cost of service is approximately $3.3 million.