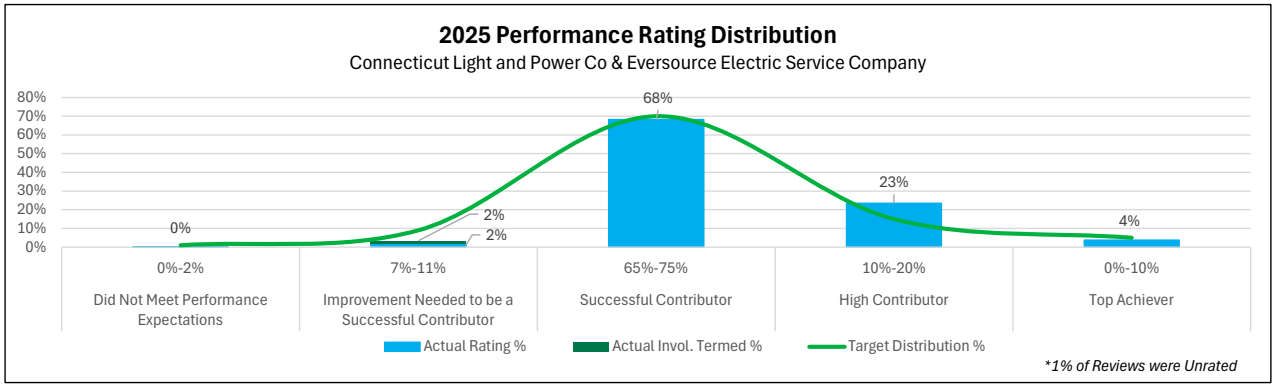
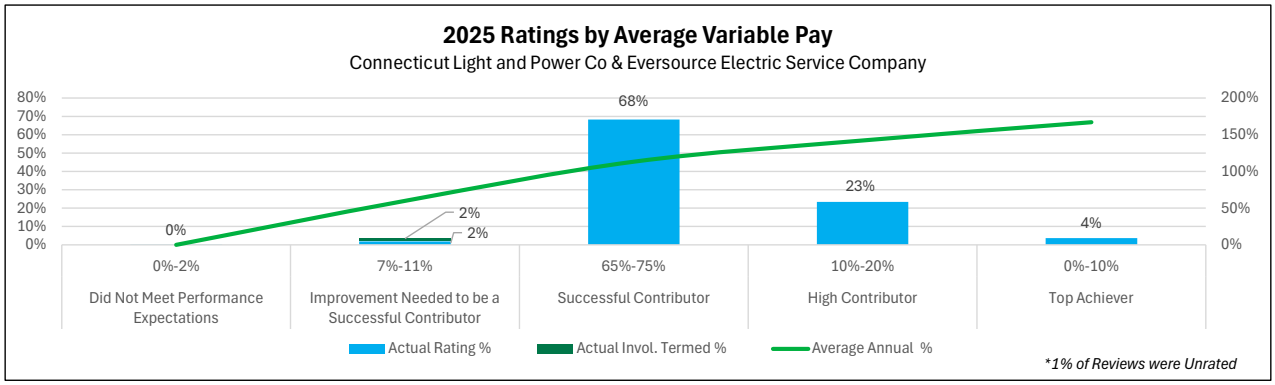
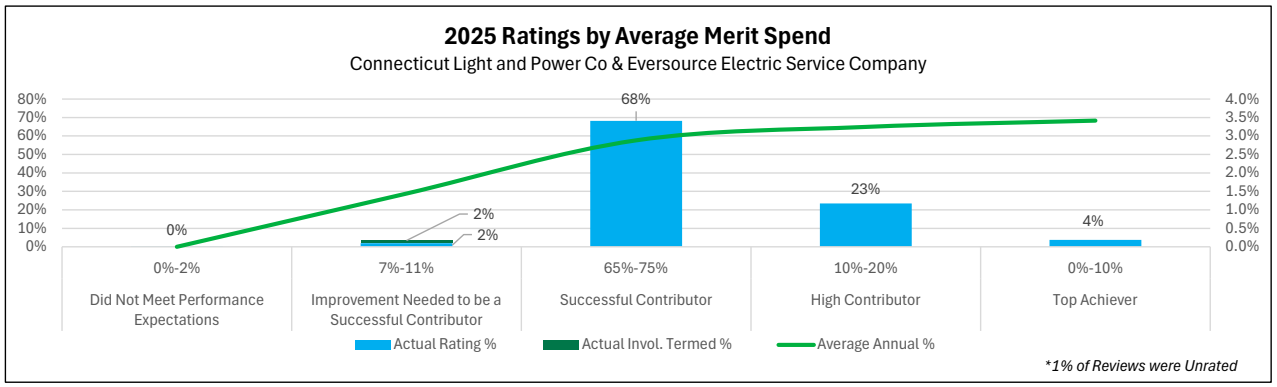
Connecticut Light and Power & Eversource Electric Service Company

Performance Rating	Target Distribution % Range	Target Distribution # Range	Actual Rating %	Actual Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	1%	46	117.5%	0.3%
Did Not Meet Performance Expectations	0%-2%	0-81	0%	3	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	284-446	4%	138	59.9%	1.4%
Successful Contributor	65%-75%	2634-3040	68%	2766	113.3%	2.9%
High Contributor	10%-20%	405-811	23%	949	142.2%	3.2%
Top Achiever	0%-10%	0-405	4%	151	167.1%	3.4%
	Total	4053	100%	4053		

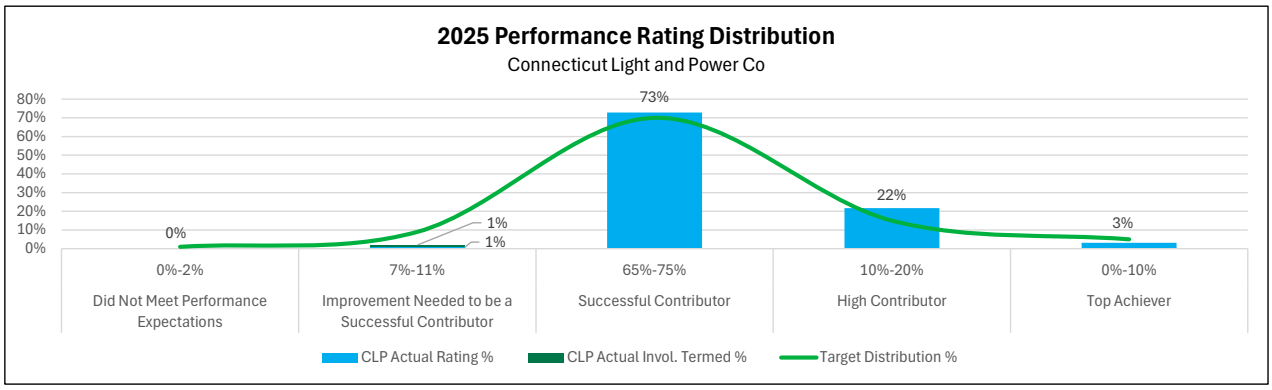


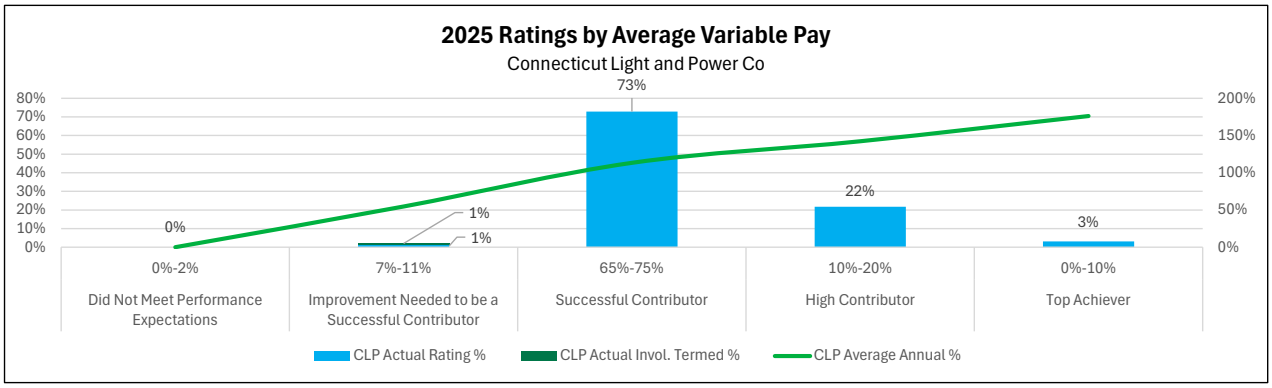


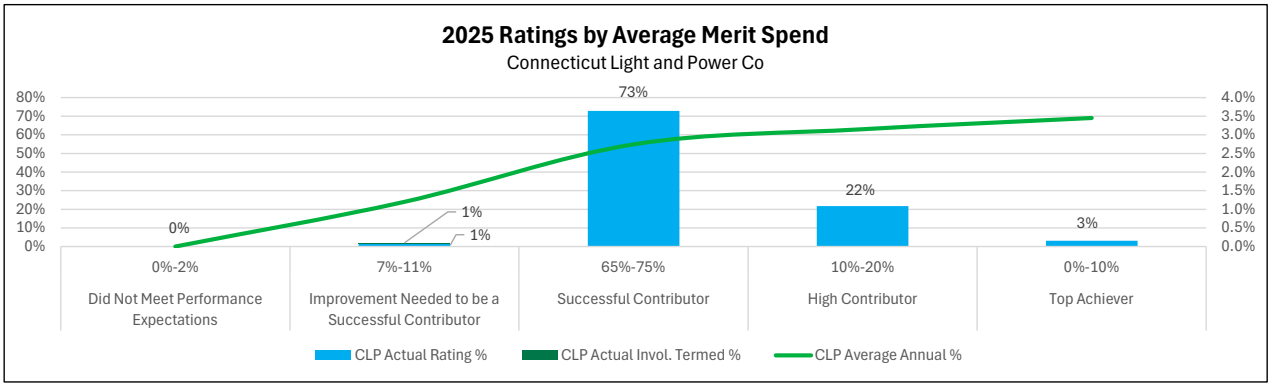


Connecticut Light and Power

Performance Rating	Target Distribution Range	Target Distribution #	CLP Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	0%	1	100.0%	0.0%
Did Not Meet Performance Expectations	0%-2%	0-7	0%	0	0.0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	25-39	2%	7	54.7%	1.2%
Successful Contributor	65%-75%	230-266	73%	258	113.3%	2.7%
High Contributor	10%-20%	35-71	22%	77	142.3%	3.2%
Top Achiever	0%-10%	0-35	3%	11	176.2%	3.5%
	Total	354	100%	354		







Eversource Electric Service Company

Performance Rating	Target Distribution Range	Target Distribution #	EESC Actual Rating %	Acutal Distribution #	Variable Pay Average Annual %	Merit Spend Average Annual %
Unrated	0%	0	1%	45	118%	0.3%
Did Not Meet Performance Expectations	0%-2%	0-74	0%	3	0%	0.0%
Improvement Needed to be a Successful Contributor	7%-11%	259-407	4%	131	60%	1.5%
Successful Contributor	65%-75%	2404-2774	68%	2508	113%	2.9%
High Contributor	10%-20%	370-740	24%	872	142%	3.3%
Top Achiever	0%-10%	0-370	4%	140	166%	3.4%
	Total	3699	100%	3699		

