



780 N. Commercial Street
P.O. Box 330
Manchester, NH 03105-0330

Jessica Chiavara
Senior Counsel

Phone: 603.634.2972
jessica.chiavara@eversource.com

May 1, 2024

Via electronic mail only

Daniel Goldner, Chairman
New Hampshire Public Utilities Commission
21 South Fruit Street, Suite 10
Concord, NH 03301-2429

RE: Docket No. DE 09-035 – Distribution Service Rate Case
Public Service Company of New Hampshire d/b/a Eversource Energy
Annual report on executive compensation

Chairman Goldner:

Pursuant to Paragraph 14.4 of the “Settlement Agreement on Permanent Distribution Rates” approved by the Commission in Order No. 25,123, attached hereto is the annual report on executive compensation for Public Service Company of New Hampshire d/b/a Eversource Energy.

Consistent with current Commission policy this compliance filing is being made electronically only; paper copies will not follow. If you have any questions, please contact me. Thank you for your assistance with this matter.

Regards,

A handwritten signature in blue ink, appearing to read "J. Chiavara", written over a light blue circular stamp.

Jessica A. Chiavara

Senior Counsel, Eversource Energy

Attachment
cc: 09-035 Service List

ANNUAL COMPENSATION OF OFFICERS AND DIRECTORS OF THE PUBLIC SERVICE OF NEW HAMPSHIRE (PSNH)

Fiscal Year Ending 2023

Docket No. DE 09-035 PSNH Distribution Service Rate Case Settlement Agreement Dated April 30, 2010, Section 14.4

Name and Principal Position	Salary (Officers) Fees Earned or Paid in Cash (Directors)	Bonus	Stock Awards	Option Awards	Non-Equity Incentive Plan Compensation	Change in Pension Value and Non-Qualified Deferred Compensation Earnings ⁵	All Other Compensation	Total Compensation	Amount of Compensation Charged to Utility ⁶	Percentage of Compensation Charged to Utility
OFFICERS ^{1,2,3,4,5,6}										
Joseph R. Nolan Jr. President and Chief Executive Officer	\$ 1,325,001	\$ -	\$ 8,018,396	\$ -	\$ 1,630,000	\$ 7,832,472	\$ 79,708	\$ 18,885,577	\$ 1,019,412	5.4%
John M. Moreira Executive Vice President and Chief Financial Officer	\$ 721,156	\$ -	\$ 1,915,025	\$ -	\$ 564,000	\$ 981,136	\$ 27,436	\$ 4,208,753	\$ 258,984	6.2%
Gregory B. Butler Executive Vice President and General Counsel	\$ 703,421	\$ -	\$ 1,361,778	\$ -	\$ 468,000	\$ 55,219	\$ 13,652	\$ 2,602,070	\$ 124,989	4.8%
Christine M. Carmody Executive Vice President-Human Resources and Info Technology	\$ 570,578	\$ -	\$ 1,098,953	\$ -	\$ 378,000	\$ 1,127,123	\$ 22,192	\$ 3,196,846	\$ 245,783	7.7%
James W. Hunt III Executive Vice President-Corporate Relations and Sustainability and Secretary	\$ 636,462	\$ -	\$ 796,877	\$ -	\$ 368,000	\$ 230,842	\$ 25,250	\$ 2,057,432	\$ 113,069	5.5%
Werner J. Schweiger Executive Vice President and Chief Operating Officer	\$ 506,658	\$ -	\$ 2,086,246	\$ -	\$ -	\$ -	\$ 20,700	\$ 2,613,605	\$ 158,058	6.0%
Officers 7 through 69	\$ 17,466,935	\$ -	\$ 13,390,121	\$ -	\$ 9,477,700	\$ 5,937,688	\$ 1,730,142	\$ 48,002,585	\$ 3,188,897	6.6%
TOTAL	\$ 21,930,211	\$ -	\$ 28,667,396	\$ -	\$ 12,885,700	\$ 16,164,480	\$ 1,919,080	\$ 81,566,868	\$ 5,109,193	6.3%

1) Officers listed above include all officers reported in the Eversource proxy and other officers at the Vice President level or above as of December 31 for whom a portion of compensation was charged to the Utility as allowed by the PUC in rates.

2) External Board member compensation is not included in rates; therefore, no external board members reported.

3) This filing is made consistent with Section 14.4 of the Settlement Agreement in Docket No. DE 09-035, approved by Order No. 25,123 that requires PSNH to annually file a report on executive compensation in the same format and with the same type of information as required in Connecticut for that state's regulated utilities. See CT DPUC Order in Docket 08-01-16, Petition of Richard Blumenthal, Attorney General for the State of Connecticut, for Standardized Disclosure of Utility Executive and Officers Compensation, dated December 3, 2008.

4) Except as noted below, values shown in each column are determined as if reported in the Summary Compensation Table required by Item 402(c) of Regulation S-K (17 CFR § 229.402(c)), or successor, appearing in the proxy statement for the company's annual meeting of shareholders filed with the U.S. Securities and Exchange Commission.

5) Change in pension value for officers that are not reported in proxy statements or Utility 10-K is estimated using service cost and interest cost related to each such officer.

6) Amount and percentage of compensation charged to the Utility represents amount and percentage of compensation charged to Utility Capital Accounts and/or Operating Expense (above-the-line), reflecting extent each category of compensation was allowed by the PUC in rates.