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

Re.: Eversource Energy Docket DE-19-057

To the Honorable Commission:

I want to make it know that I am opposed to the granting of ANY rate increases to Eversource for the following reasons:

1. As headlined in the Nashua Telegraph on Wednesday, June 5, 2019: "NH electricity rates up; national average down". Of the 48 contiguous States, only MA has a higher rate than NH. The US average rate is 12.99 cents; NH's current rate is 20.16 cents...almost 60% higher than the average rate!!! Instead of raising rates, Eversource should be concentrating on implementing plan(s) to bring our rates more in line with the national average.
2. Eversource is already highly profitable. Per the 2018 Annual Report. \$100 invested in 2008 would be worth about \$375.00 today...a very healthy and enviable return by anyone's measuring stick.
3. Again, according to the 2018 Annual Report, in 2018 Eversource had Operating Revenue of \$8,448,201, and Operating Income of \$1,699,930. There are very few businesses out there that would not envy such results: net income in excess of 20% of revenue!
4. Enclosed is the Summary Executive Compensation for 2018, sourced from the 2019 Annual Meeting Proxy Solicitation Meeting.

For all of the above reasons, I urge you to deny Eversource's rate increase request.

Sincerely,



Antonio G. Castro

# EXECUTIVE COMPENSATION

## SUMMARY COMPENSATION TABLE

The table below summarizes the total compensation paid or earned by our principal executive officer (Mr. Judge), principal financial officer (Mr. Lembo) and the three other most highly compensated executive officers in 2018, determined in accordance with the applicable SEC disclosure rules (collectively, the Named Executive Officers). As explained in the tables and footnotes below, the amounts reflect the economic benefit to each

Named Executive Officer of the compensation item paid or accrued on behalf of the Named Executive Officers for the fiscal year ended December 31, 2018 in accordance with such rules. All salaries, annual incentive amounts and long-term incentive amounts shown for each Named Executive Officer were paid for all services rendered to the Company and its subsidiaries, in all capacities.

Name and Principal Position	Year	Salary <sup>(1)</sup>	Stock Awards <sup>(2)</sup>	Non-Equity Incentive Plan <sup>(3)</sup>	Change in Pension Value and Non-Qualified Deferred Earnings <sup>(4)</sup>	All Other Compensation <sup>(5)</sup>	SEC Total	Adjusted SEC Total <sup>(6)</sup>
<b>James J. Judge</b> Chairman, President and Chief Executive Officer	2018	\$1,277,078	\$5,632,217	\$2,430,000	\$5,560,877	\$25,209	\$14,925,381	\$9,364,504
	2017	1,230,694	5,504,904	2,285,000	6,869,854	25,009	15,915,461	9,045,607
	2016	959,690	1,382,021	2,200,000	1,616,742	24,809	6,183,262	4,566,520
<b>Philip J. Lembo</b> Executive Vice President and Chief Financial Officer	2018	648,271	1,230,032	765,000	1,535,216	21,685	4,200,204	2,664,988
	2017	613,847	1,314,086	700,000	1,246,325	21,485	3,895,743	2,649,418
	2016	439,208	212,300	600,000	543,133	21,285	1,815,926	1,272,793
<b>Leon J. Olivier</b> Executive Vice President- Enterprise Energy Strategy and Business Development	2018	699,617	1,323,995	800,000	0	14,778	2,838,389	2,838,389
	2017	678,270	1,428,841	775,000	397,791	14,464	3,294,366	2,896,575
	2016	654,832	1,451,444	725,000	389,011	14,034	3,234,320	2,522,361
<b>Werner J. Schweiger</b> Executive Vice President and Chief Operating Officer	2018	658,271	1,248,802	815,000	538,978	53,896	3,314,947	2,775,969
	2017	634,078	1,334,961	775,000	1,225,581	21,418	3,991,038	2,765,457
	2016	592,108	1,359,110	700,000	1,156,328	21,135	3,828,681	2,672,353
<b>Gregory B. Butler</b> Executive Vice President and General Counsel	2018	618,271	968,412	645,000	634,394	15,143	2,881,220	2,246,826
	2017	597,886	1,032,562	625,000	1,670,745	15,361	3,941,554	2,270,809
	2016	514,494	896,978	575,000	539,638	12,886	2,538,996	1,999,358

- (1) Includes amounts deferred in 2018 under the deferred compensation program for Mr. Olivier of \$135,654. For more information, see the Executive Contributions in the last Fiscal Year column of the Non-Qualified Deferred Compensation Plans Table.
- (2) Reflects the aggregate grant date fair value of restricted share units (RSUs) and performance shares granted in each fiscal year, calculated in accordance with FASB ASC Topic 718.

RSUs were granted to each Named Executive Officer in 2018 as long-term compensation, which vest in equal annual installments over three years. In 2018, each of the Named Executive Officers was also granted performance shares as long-term incentive compensation. These performance shares will vest based on the extent to which the two performance conditions described in the CD&A are achieved as of December 31, 2020. The grant date fair values for the performance shares, assuming achievement of the highest level of both performance conditions, are as follows: Mr. Judge: \$4,309,636; Mr. Lembo: \$941,191; Mr. Olivier: \$1,013,089; Mr. Schweiger: \$955,553; and Mr. Butler: \$741,005.

Holders of RSUs and performance shares are eligible to receive dividend equivalent units on outstanding awards to the same extent that dividends are declared and paid on our common shares. Dividend equivalent units are accounted for as additional common shares that accrue and are distributed simultaneously with those common shares that are issued upon vesting of the underlying RSUs and performance shares.

Mr. Judge was elected President and Chief Executive Officer of the Company on April 6, 2016 upon the retirement of Thomas J. May. Mr. Judge had previously served as Executive Vice President and Chief Financial Officer of the Company until his election as President and Chief Executive Officer. Mr. Lembo was elected Executive Vice President and Chief Financial Officer of the Company on May 4, 2016, having previously served as Vice President and Treasurer. Thus, 2017 was the first year during which the Committee made long-term incentive program stock awards to Mr. Judge and Mr. Lembo in their then-new positions of President and Chief Executive Officer and Executive Vice President and Chief Financial Officer, respectively.

- (3) Includes payments to the Named Executive Officers under the 2018 Annual Incentive Program: Mr. Judge: \$2,430,000; Mr. Lembo: \$765,000; Mr. Olivier: \$800,000; Mr. Schweiger: \$815,000; and Mr. Butler: \$645,000.
- (4) Includes the actuarial increase in the present value from December 31, 2017 to December 31, 2018 of the Named Executive Officers' accumulated benefits under all of our defined benefit pension program and agreements, determined using interest rate and mortality rate assumptions consistent with those appearing in the footnotes to our Annual Report on Form 10-K for the fiscal year ended December 31, 2018. The Named Executive Officer may not be fully vested in such amounts. More information on this topic is set forth in the Pension Benefits table. There were no above-market earnings in deferred compensation value during 2018, as the terms of the Deferred Compensation Plan provide for market-based investments, including Eversource common shares. Mr. Judge and Mr. Lembo were elected to the positions of President and Chief Executive Officer and Executive Vice President and Chief Financial Officer, respectively, in 2016, such that 2017 was the first year that each served in his new position. Each had a resulting