



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

Matthew J. Fossum
Senior Counsel

603-634-2961
matthew.fossum@eversource.com

April 28, 2017

NHPUC 28APR'17PM3:55

Debra A. Howland
Executive Director
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
Annual Report on Executive Compensation

Dear Director Howland:

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

Thank you for your assistance with this matter. Please do not hesitate to contact me with any questions.

Very truly yours,

A handwritten signature in blue ink, appearing to read "MF", with a long horizontal line extending to the right.

Matthew J. Fossum
Senior Counsel

Enclosures
Cc: Service List (electronic only)

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

Fiscal Year Ending 2016

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
<u>OFFICERS</u>^{1,2,3,4}										
James J. Judge President and Chief Executive Officer	\$ 959,690	\$ -	\$ 1,382,021	\$ -	\$ 2,200,000	\$ 1,616,742	\$ 24,809	\$ 6,183,262	\$ 499,035	8.1%
Philip J. Lembo Executive Vice President, Chief Financial Officer and Treasurer	\$ 439,208	\$ -	\$ 212,300	\$ -	\$ 600,000	\$ 543,133	\$ 21,285	\$ 1,815,926	\$ 142,989	7.9%
Leon J. Olivier Executive Vice President-Energy Enterprise Strategy and Business Development	\$ 654,832	\$ -	\$ 1,451,444	\$ -	\$ 725,000	\$ 389,011	\$ 14,034	\$ 3,234,321	\$ 221,350	6.8%
Werner J. Schweiger Executive Vice President and Chief Operating Officer	\$ 592,108	\$ -	\$ 1,359,110	\$ -	\$ 700,000	\$ 1,156,328	\$ 21,135	\$ 3,828,681	\$ 343,771	9.0%
Gregory B. Butler Senior Vice President, General Counsel and Secretary	\$ 514,494	-	\$ 896,978	-	\$ 575,000	\$ 539,638	\$ 12,886	\$ 2,538,996	\$ 218,133	8.6%
Officers 6 through 47	\$ 10,214,050	\$ -	\$ 6,040,502	\$ -	\$ 7,097,270	\$ 7,767,365	\$ 612,000	\$ 31,731,188	\$ 3,559,959	11.2%
<u>TOTAL</u>	\$ 13,374,382	\$ -	\$ 11,342,355	\$ -	\$ 11,897,270	\$ 12,012,217	\$ 706,149	\$ 49,332,374	\$ 4,985,238	10.1%

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) Consistent with the reporting format in Attachment A to the December 3, 2008, Decision in Docket No. 08-01-16, the names and titles of those officers whose compensation is not required to be publicly reported in the Eversource Energy proxy or Utility 10-K are not publicly reported here, but the compensation for all such officers is provided here and such officers are identified in this document as "Officers 6 through 47."

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.