



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

**Jessica Chiavara**  
Counsel

Cell: 315-313-3264  
jessica.chiavara@eversource.com

April 29, 2022

**Via electronic mail only**

Daniel Goldner, Chair  
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

Chair 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.

Following the March 17<sup>th</sup> letter of the Commission this petition is being filed 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

Counsel, Eversource Energy

Attachment  
cc: Service List

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

Fiscal Year Ending 2021

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<br>Earned or Paid in Cash<br>(Directors) | Bonus             | Stock Awards         | Option<br>Awards | Non-Equity<br>Incentive Plan<br>Compensation | Change in Pension Value<br>and Non-Qualified<br>Deferred Compensation<br>Earnings <sup>5</sup> | All Other<br>Compensation | Total<br>Compensation | Amount of<br>Compensation<br>Charged to<br>Utility <sup>6</sup> | Percentage of<br>Compensation<br>Charged to Utility |
|--|---|-------------------|----------------------|------------------|--|--|---------------------------|-----------------------|---|---|
| <b>OFFICERS<sup>1,2,3,4</sup></b>  |   |                   |                      |                  |  |  |                           |                       |   |   |
| Joseph R Nolan Jr.<br>President and Chief Executive Officer                            | \$ 1,004,424  | \$ -              | \$ 1,441,650         | \$ -             | \$ 2,250,000                                 | \$ 1,705,782   | \$ 65,222                 | \$ 6,467,078          | \$ 389,193  | 6.0%  |
| Philip J. Lembo<br>Executive Vice President and Chief Financial Officer                | \$ 720,001  | \$ -              | \$ 1,634,650         | \$ -             | \$ 1,050,000                                 | \$ 713,766   | \$ 20,685                 | \$ 4,139,102          | \$ 234,973  | 5.7%  |
| Werner J. Schweiger<br>Executive Vice President and Chief Operating Officer            | \$ 770,001  | \$ -              | \$ 1,748,151         | \$ -             | \$ 1,000,000                                 | \$ 852,718   | \$ 19,989                 | \$ 4,390,859          | \$ 268,270  | 6.1%  |
| Gregory B. Butler<br>Executive Vice President and General Counsel                      | \$ 670,002  | \$ -              | \$ 1,244,544         | \$ -             | \$ 700,000                                   | \$ 465,628   | \$ 11,656                 | \$ 3,091,830          | \$ 227,653  | 7.4%  |
| Chistine M. Carmody<br>Executive Vice President-Human Resources and Info<br>Technology | \$ 541,001  | \$ -              | \$ 1,005,122         | \$ -             | \$ 650,000                                   | \$ 645,323   | \$ 19,983                 | \$ 2,861,429          | \$ 241,861  | 8.5%  |
| James J. Judge<br>Executive Chairman   | \$ 1,128,078  | \$ -              | \$ 6,786,337         | \$ -             | \$ 2,246,000                                 | \$ -   | \$ 60,526                 | \$ 10,220,941         | \$ 559,163  | 5.5%  |
| Officers 7 through 59  | \$ 14,213,791   | \$ 156,000        | \$ 7,622,101         | \$ -             | \$ 9,069,600                                 | \$ 4,562,574   | \$ 1,143,074              | \$ 36,767,140         | \$ 2,185,143  | 5.9%  |
| <b>TOTAL</b>   | <b>\$ 19,047,298</b>  | <b>\$ 156,000</b> | <b>\$ 21,482,555</b> | <b>\$ -</b>      | <b>\$ 16,965,600</b>                         | <b>\$ 8,945,791</b>  | <b>\$ 1,341,135</b>       | <b>\$ 67,938,379</b>  | <b>\$ 4,106,255</b>   | <b>6.0%</b>   |

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 Northeast Utilities 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 7 through 59."

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.