## P.S.C.U. Docket No. 25-057-06

Data Request No. MDR\_22 D.25

## Requested by R746-700-22

Date of EGU Response: May 1, 2025

MDR\_22 D.25 **Miscellaneous Information.**

Employee Costs – Incentive Plans. Complete copies of bonus programs or incentive award programs in effect for the utility for the Base Year, the prior Historical Year, the Test Period and To Date. Identify incentive and bonus program expenses incurred in the Base Year, the prior Historical Year, the Test Period and To Date and identify the amounts included in the Test Period. Identify the accounts charged. Identify incentive and bonus program expenses charged or allocated to the utility from affiliates or the parent company in the Base Year, the prior Historical Year, the Test Period and To Date.

Answer: The plans are included as file MDR\_22 D.25 Attachment 1. Note that for 2024, the incentive plan was a hybrid of the Dominion Energy and Enbridge plans. Employees’ incentive payout represented 5/12 of the Dominion plan and 7/12 of the Enbridge plan. The historical and test period amounts are shown below.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | Historical | Base | Test Year | Test Year |
|  | 12 Months | 12 Months | 12 Months | 12 Months |
|  | 31-Dec-2023 | 31-Dec-2024 | 31-Dec-2025 | 31-Dec-2026 |
|  |  |  |  |  |
| Incentive Accrual Expense | 4,754,467 | 5,772,590 | 6,213,621 | 6,400,030 |
| Incentive Accrual Capital | 4,429,758 | 5,810,309 | 4,415,675 | 4,548,145 |

Incentive from DES 1,723,111 1,068,262 897,340

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