MDR\_22 D.21 **Miscellaneous Information.**

Employee Costs. A list of compensation and benefit studies the utility has for the Base Year, the prior Historical Year and To Date and indicate which of the studies were used (if any) in projecting the compensation and employee benefit costs for the Test Period.

Answer: Dominion Energy utilizes multiple compensation surveys to market price non-union jobs.  These surveys are evaluated each year to determine applicability in pricing the jobs.  As changes occur (divestitures, acquisitions, etc.), surveys are dropped or added depending upon the need.  In addition, it engages actuaries to determine the projected annual cost increase for health and welfare benefits and retirement plans for active employees.

The 2024 surveys listed below were used for jobs across Dominion Energy.

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| Effective Compensation, Incorporated (ECI) Oil & Gas Exploration & Production E&P 2024 **(WEXPRO ONLY)** |
| Aon Energy Marketing and Trading, 2023 |
| Aon Natural Gas Industry Compensation Group - US, 2024 |
| Aon Radford/McLagan Compensation Database US - August (Dominion), 2024 |
| Aon RMCD Energy Marketing and Trading - US, 2024 |
| Empsight Digital Marketing / Marketing Results - US, 2024 |
| Empsight Executive Administrative Support - US, 2024 |
| Empsight Executive Compensation - US, 2024 |
| Empsight Finance and Compliance - US, 2024 |
| Empsight Gov't Relations & Corp Communications - US, 2024 |
| Empsight Human Resources - US, 2024 |
| Empsight IT & Security Large Company Edition - US, 2024 |
| Empsight IT & Security Large Company Edition, 2023 |
| Empsight Law Large Company Edition - US, 2024 |
| Empsight Operations, Supply Chain and Logistics - US, 2024 |
| FCC Tax Planning and Compliance - US, 2024 |
| Foushee Environmental, Health & Safety - US, 2024 |
| Foushee Security & Compliance, 2024 |
| Gallagher Aviation - US, 2024 |
| Gallagher National Compensation Survey - US, 2024 |
| HBR Harbor Law Department - US (Dominion), 2024 |
| Korn Ferry Reward Benchmark - US (Dominion), 2023 |
| McLagan Asset Owners / Institutional Investors / Corporate Plan Sponsors - United States (Dominion), 2023 |
| Mercer Benchmark - All Modules - National Data Only - US, 2024 |
| Mercer Benchmark - All Modules - National Data Only, 2023 |
| Mercer Benchmark Corporate Services and Human Resources - US, 2024 |
| Mercer Benchmark Corporate Services and Human Resources, 2023 |
| Mercer Benchmark Finance, Accounting & Legal - US, 2024 |
| Mercer Benchmark Information Technology - US, 2024 |
| Mercer Benchmark Logistics & Supply Chain - US, 2024 |
| Mercer Benchmark Sales, Mktg & Comm - US, 2024 |
| Mercer Contact Center & Customer Service - US, 2024 |
| Mercer Energy MTCS Cross Segment - U.S., 2023 |
| Mercer Energy MTCS Cross Segment - US, 2024 |
| Mercer Energy MTCS Field/Hourly - US, 2024 |
| Mercer Energy MTCS General Benchmark - U.S., 2023 |
| Mercer Energy MTCS General Benchmark - US, 2024 |
| Mercer Energy MTCS Upstream/Midstream - US, 2024 |
| Mercer Metro Benchmark - National All Data - US, 2024 |
| Mercer Metro Benchmark - Southeast - US, 2024 |
| Pearl Meyer Construction - US, 2024 |
| Pearl Meyer Drafting & Design - US, 2024 |
| Pearl Meyer Engineering - US, 2024 |
| Pearl Meyer IBM Corporate Flight Operations - US, 2024 |
| Pearl Meyer Support Services - US, 2024 |
| Radford Global Compensation Database - July (Dominion), 2023 |
| Western Management Group Utilities - US, 2024 |
| WTW American Gas Association Club Survey - US, 2024 |
| WTW Energy Marketing and Trading - US, 2024 |
| WTW Energy Marketing and Trading, 2023 |
| WTW Energy Services Executive - US, 2024 |
| WTW Energy Services Executive, 2023 |
| WTW Energy Services Mid-Mgmt, Prof & Support - US, 2024 |
| WTW Energy Services Mid-Mgmt, Prof & Support, 2023 |

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| WTW General Industry Executive - US, 2024 |
| WTW General Industry Mid-Mgmt, Prof & Support - US, 2024 |
| WTW General Industry Mid-Mgmt, Prof & Support, 2023 |

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