

NSTAR
Summary Compensation Awarded in Calendar Years 2011, 2012

Name and Principal Position		Year	Salary (A)	Stock Awards (B)	Option Awards (C)	Non-Equity incentive Plan Compensation (D)	Change in Pension Value and Nonqualified Deferred Compensation Earnings (E)	All Other Compensation (F)	Total
Thomas J. May, President and Chief Executive Officer	NSTAR	2012	\$302,586	\$3,418,416	-	-	-	\$39,506	\$3,760,508
	NU	2012	<u>\$822,414</u>	<u>-</u>	-	<u>\$2,100,000</u>	<u>\$1,232,395</u>	<u>\$52,220</u>	<u>\$4,207,029</u>
	Total		\$1,125,000	\$3,418,416	-	\$2,100,000	\$1,232,395	\$91,726	\$7,967,537
Chief Executive Officer and Chairman of the Board	NSTAR	2011	\$1,093,333	\$3,567,200	-	\$2,000,000	\$2,450,787	\$68,722	\$9,180,042
James J. Judge, Executive Vice President and Chief Financial Officer	NSTAR	2012	\$134,452	\$793,045	-	-	-	\$14,484	\$941,981
	NU	2012	<u>\$401,215</u>	<u>-</u>	-	<u>\$640,000</u>	<u>\$1,097,100</u>	<u>\$6,601</u>	<u>\$2,144,916</u>
	Total		\$535,667	\$793,045	-	\$640,000	\$1,097,100	\$21,085	\$3,086,897
	NSTAR	2011	\$486,000	\$793,702	-	\$565,000	\$1,387,622	\$21,189	\$3,253,513
Douglas S. Horan, Senior Vice President, Strategy, Law and Policy	NSTAR	2012	\$125,690	710,989	-	-	-	\$15,073	\$851,752
	NU	2012	<u>\$27,311</u>	<u>-</u>	-	-	-	<u>\$5,689</u>	<u>\$33,000</u>
	Total		\$153,001	\$710,989	-	-	-	\$20,762	\$884,752
	NSTAR	2011	\$454,333	\$740,194	-	\$525,000	\$933,365	\$26,255	\$2,679,147
Werner J. Schweiger, President, Electric Distribution	NSTAR	2012	\$125,690	\$710,989	-	-	-	\$5,586	\$842,265
	NU	2012	<u>\$342,644</u>	<u>-</u>	-	<u>\$507,500</u>	**	<u>\$14,802</u>	<u>\$864,946</u>
	Total		\$468,334	\$710,989	-	\$507,500	-	\$20,388	\$1,707,211
	NSTAR	2011	\$454,333	\$740,194	-	\$525,000	\$637,063	\$19,670	\$2,376,260
Joseph R. Nolan, Senior Vice President, Corporate Relations	NSTAR	2012	\$94,199	\$355,460	-	-	-	\$6,107	\$455,766
	NU	2012	<u>\$256,468</u>	<u>-</u>	-	<u>\$325,000</u>	**	<u>\$16,182</u>	<u>\$597,650</u>
	Total		\$350,667	\$355,460	-	\$325,000	-	\$22,289	\$1,053,416
	NSTAR	2011	\$340,667	\$365,638	-	\$300,000	\$451,230	\$21,623	\$1,479,158
Officer 1	NSTAR	2012	\$80,233	\$303,072	-	-	-	\$5,491	\$388,796
	NU	2012	<u>\$218,767</u>	<u>-</u>	-	<u>\$315,000</u>	**	<u>\$14,550</u>	<u>\$548,317</u>
	Total		\$299,000	\$303,072	-	\$315,000	-	\$20,041	\$937,113
	NSTAR	2011	\$289,667	\$312,130	-	\$250,000	**	\$21,392	\$873,189
Robert J. Weafer, Vice President, Controller & Chief Accounting Officer	NSTAR	2012	\$77,769	191,417	-	-	-	\$11,906	\$281,092
	NU	2012	<u>\$16,898</u>	<u>-</u>	-	-	-	<u>\$4,494</u>	<u>\$21,392</u>
	Total		\$94,667	\$191,417	-	-	-	\$16,400	\$302,484
	NSTAR	2011	\$281,000	\$196,196	-	\$200,000	-	\$16,200	\$693,396
Officer 2	NSTAR	2012	\$68,458	\$125,342	-	-	-	\$4,494	\$198,294
	NU	2012	<u>\$185,875</u>	<u>-</u>	-	<u>\$190,000</u>	**	<u>\$11,906</u>	<u>\$387,781</u>
	Total		\$254,333	\$125,342	-	\$190,000	-	\$16,400	\$586,075
	NSTAR	2011	\$247,667	\$133,770	-	\$155,000	**	\$16,200	\$552,637

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Paul D. Vaitkus, Vice President, Electric System Operations & Traning Development	NSTAR	2012	\$68,185	125,342	-	-	-	\$12,928	\$206,455
	NU	2012	<u>\$35,566</u>	<u>-</u>	-	-	-	<u>\$4,879</u>	<u>\$40,445</u>
	Total		\$103,751	\$125,342	-	-	-	\$17,807	\$246,900
	NSTAR	2011	\$246,667	\$133,770	-	\$168,000	-	\$19,480	\$567,917
Geoffrey O. Lubbock, Vice President, Financial Strategic Planning & Policy	NSTAR	2012	\$65,994	125,342	-	-	-	\$7,563	\$198,899
	NU	2012	<u>\$34,423</u>	<u>-</u>	-	-	-	<u>\$2,854</u>	<u>\$37,277</u>
	Total		\$100,417	\$125,342	-	-	-	\$10,417	\$236,176
	NSTAR	2011	\$238,833	\$133,770	-	\$150,000	-	\$16,200	\$538,803
Officer 3	NSTAR	2012	\$65,720	\$125,342	-	-	-	\$4,494	\$195,556
	NU	2012	<u>\$178,947</u>	<u>-</u>	-	<u>\$260,000</u>	**	<u>\$11,906</u>	<u>\$450,853</u>
	Total		\$244,667	\$125,342	-	\$260,000	-	\$16,400	\$646,409
	NSTAR	2011	\$237,667	\$133,770	-	\$170,000	**	\$16,200	\$557,637
Officer 4	NSTAR	2012	\$63,529	\$125,342	-	-	-	\$4,494	\$193,365
	NU	2012	\$173,137	-	-	\$191,000	**	\$11,906	\$376,043
	Total		\$236,666	\$125,342	-	\$191,000	-	\$16,400	\$569,408
	NSTAR	2011	\$229,667	\$133,770	-	\$160,000	**	\$16,200	\$539,637
Officer 5	NSTAR	2012	\$62,982	\$102,552	-	-	-	\$4,494	\$170,028
	NU	2012	<u>\$171,685</u>	<u>-</u>	-	<u>\$165,900</u>	**	<u>\$11,906</u>	<u>\$349,491</u>
	Total		\$234,667	\$102,552	-	\$165,900	-	\$16,400	\$519,519
	NSTAR	2011	\$225,000	\$107,016	-	\$135,000	**	\$16,200	\$483,216
Officer 6	NSTAR	2012	\$61,613	\$125,342	-	-	-	\$4,494	\$191,449
	NU	2012	<u>\$168,054</u>	<u>-</u>	-	<u>\$138,000</u>	**	<u>\$11,906</u>	<u>\$317,960</u>
	Total		\$229,667	\$125,342	-	\$138,000	-	\$16,400	\$509,409
	NSTAR	2011	\$222,833	\$133,770	-	\$150,000	**	\$16,200	\$522,803
Officer 7	NSTAR	2012	\$57,231	\$116,171	-	-	-	\$5,291	\$178,693
	NU	2012	<u>\$156,436</u>	<u>-</u>	-	<u>\$128,500</u>	**	<u>\$14,018</u>	<u>\$298,954</u>
	Total		\$213,667	\$116,171	-	\$128,500	-	\$19,309	\$477,647
	NSTAR	2011	\$206,667	\$107,016	-	\$135,000	**	\$19,090	\$467,773
Note: "Officer" designations are used where the individual's personal compensation information would not normally be released in a public forum, in accordance with filing requirements.									