Exhibit No. ____ (KSF-3)

REDACTED

BEFORE THE WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION

DOCKET NO. UE-12_____

DOCKET NO. UG-12_____

EXHIBIT NO.__(KSF-3)

KAREN S. FELTES

REPRESENTING AVISTA CORPORATION

CONFIDENTIAL per WAC 480-07-160

Salary Increase Budget Comparison

Pages 1 through 2