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**