

AVISTA UTILITIES
 WASHINGTON NATURAL GAS
 TWELVE MONTHS ENDED DECEMBER 31, 2019
 (000'S OF DOLLARS)

Line No.	DESCRIPTION	Pro Forma Labor Non-Exec
	Adjstment Number	3.04
	Workpaper Reference	G-PLN
	REVENUES	
1	Total General Business	\$ -
2	Total Transportation	-
3	Other Revenues	-
4	Total Gas Revenues	-
	EXPENSES	
	Production Expenses	
5	City Gate Purchases	-
6	Purchased Gas Expense	30
7	Net Nat Gas Storage Trans	-
8	Total Production	30
	Underground Storage	
9	Operating Expenses	-
10	Depreciation/Amortization	-
11	Taxes	-
12	Total Underground Storage	-
	Distribution	
13	Operating Expenses	424
14	Depreciation/Amortization	-
15	Taxes	-
16	Total Distribution	424
17	Customer Accounting	203
18	Customer Service & Information	18
19	Sales Expenses	-
	Administrative & General	
20	Operating Expenses	302
21	Depreciation/Amortization	-
22	Regulatory Amortizations	-
23	Taxes	-
24	Total Admin. & General	302
25	Total Gas Expense	977
26	OPERATING INCOME BEFORE FIT	(977)
	FEDERAL INCOME TAX	
27	Current Accrual	(205)
28	Debt Interest	-
29	Deferred FIT	-
30	Amort ITC	-
31	NET OPERATING INCOME	\$ (772)
	RATE BASE	
	PLANT IN SERVICE	
32	Underground Storage	\$ -
33	Distribution Plant	-
34	General Plant	-
35	Total Plant in Service	-
	ACCUMULATED DEPRECIATION/AMORT	
36	Underground Storage	-
37	Distribution Plant	-
38	General Plant	-
39	Total Accumulated Depreciation/Amortization	-
40	NET PLANT	-
41	DEFREED TAXES	-
42	Net Plant After DFIT	-
43	GAS INVENTORY	-
44	GAIN ON SALE OF BUILDING	-
45	OTHER	-
46	WORKING CAPITAL	-
47	TOTAL RATE BASE	\$ -

Accounting Year	2019
Report Category	OPER

The purpose of this table is to provide transparency for the type of expenses included in the Labor Adjustment. Note that **no incentive compensation** is included in this calculation

Sum of Gas North Amount Column Labels												
Row Labels	CD				CD Total	GD				GD Total	Grand Total	
	AA	AN	ID	WA		AA	AN	ID	OR			WA
310 Non Benefit Labor - NU	\$6,659				\$6,659	\$23,808					\$23,808	\$30,467
315 Non Benefit Labor - Unior	\$1,354			\$25,212	\$26,565	\$4,300	\$5,293				\$9,592	\$36,157
320 Overtime Pay - NU	\$52,686	\$1,094	\$32	\$1,302	\$55,114	\$12,399		\$4,419		\$31,984	\$48,802	\$103,916
325 Overtime Pay - Union	\$31,220	\$18,517	\$45,653	\$78,491	\$173,881	\$97,105	\$76,569	\$400,359		\$1,056,280	\$1,630,313	\$1,804,194
330 Paid Time Off - NU	\$152				\$152							\$152
335 Paid Time Off - Union								\$1,288			\$1,288	\$1,288
340 Regular Payroll - NU	\$7,286,187	\$317,934	\$125,048	\$300,574	\$8,029,742	\$1,809,822	\$123,167	\$278,679		\$707,222	\$2,918,890	\$10,948,632
345 Regular Payroll - Union	\$245,652	\$59,203	\$124,467	\$868,346	\$1,297,670	\$671,807	\$389,505	\$736,872		\$2,203,983	\$4,002,167	\$5,299,837
520 Payroll Time Off loading	\$1,237,053	\$61,911	\$40,955	\$192,072	\$1,531,992	\$407,530	\$84,327	\$167,004		\$478,935	\$1,137,796	\$2,669,787
Grand Total	\$8,860,963	\$458,660	\$336,155	\$1,465,997	\$11,121,775	\$3,026,770	\$678,862	\$1,588,621		\$4,478,404	\$9,772,657	\$20,894,432

Accounting Year	2019
Report Category	OPER
Expenditure Type	(Multiple Items)

The purpose of this table is to capture **all employee labor expense** as recorded to the General Ledger as "Gas North" (Washington/Idaho) - and calculate the Washington-only amount. **Executive Labor** is subtracted from the total employee amount, and is part of the Executive Labor Adjustment. This calculation (total employee less executives) is performed here in order to provide additional transparency.

Sum of Gas North Amount Column Labels												
Row Labels	CD				CD Total	GD				GD Total	Grand Total	
	AA	AN	ID	WA		AA	AN	ID	OR			WA
813000						\$723,353					\$723,353	\$723,353 (1)
814000							\$11,594				\$11,594	\$11,594 (1)
870000						\$1,023,467	\$47,284	\$49,447		\$259,541	\$1,379,739	\$1,379,739 (1)
874000						\$685,480	\$101,065	\$227,015		\$741,468	\$1,755,028	\$1,755,028 (1)
875000								\$27,177		\$47,294	\$74,471	\$74,471 (1)
876000								\$664		\$4,433	\$5,097	\$5,097 (1)
877000								\$20,216		\$32,363	\$52,579	\$52,579 (1)
878000								\$2,100		\$3,175	\$5,274	\$5,274 (1)
879000						\$69,711		\$412,226		\$856,566	\$1,338,502	\$1,338,502 (1)
880000						\$208,421	\$102,058	\$203,356		\$839,098	\$1,352,932	\$1,352,932 (1)
881000						\$5,226					\$5,226	\$5,226 (1)
885000						\$2,206		\$69,215		\$46,127	\$117,548	\$117,548 (1)
887000								\$139,297		\$446,820	\$586,117	\$586,117 (1)
889000							\$42,652	\$31,835		\$74,994	\$149,480	\$149,480 (1)
890000							\$6,935	\$4,190		\$3,396	\$14,521	\$14,521 (1)
891000							\$20,563	\$7,757		\$19,497	\$47,817	\$47,817 (1)
892000								\$152,750		\$592,704	\$745,454	\$745,454 (1)
893000								\$301,805	\$223,858	\$408,639	\$934,302	\$934,302 (1)
894000								\$114,067		\$259	\$114,326	\$114,326 (1)
901000	\$72,801				\$72,801						\$72,801	\$72,801 (1)
902000		\$87,937	\$78,148	\$850,544	\$1,016,629					\$4,160	\$4,160	\$1,020,789 (1)
903000	\$2,535,370	\$916	\$169,092	\$329,815	\$3,035,193					\$11,666	\$11,666	\$3,046,859 (1)
905000	\$62,609				\$62,609						\$62,609	\$62,609 (1)
908000	\$17,552	\$67,399	\$23,667	\$92,552	\$201,171					\$29,407	\$29,407	\$230,577 (1)
909000		\$122,226			\$122,226						\$122,226	\$122,226 (1)
910000	\$27,179				\$27,179						\$27,179	\$27,179 (1)
920000	\$5,406,040	\$99,117	\$28,137	\$71,462	\$5,604,755	\$178,806					\$178,806	\$5,783,561 (1)
921000	\$105,664	\$979			\$106,643						\$106,643	\$106,643 (1)
923000	\$8,044				\$8,044						\$8,044	\$8,044 (1)
925100	\$0				\$0						\$0	\$0 (1)
926100	\$75,374	\$2,408		\$308	\$78,089	\$9,576					\$9,576	\$87,665 (1)
928000	\$166,978	\$478	\$25,239	\$113,614	\$306,308	\$5,072	\$990	\$17,518		\$36,911	\$60,491	\$366,799 (1)
930200	\$50,284	\$16,250		\$1,361	\$67,895	\$45,304					\$45,304	\$113,199 (1)
931000		\$3			\$3						\$3	\$3 (1)
935000	\$333,069	\$60,946	\$11,873	\$6,342	\$412,229					\$19,887	\$19,887	\$432,117 (1)
Grand Total	\$8,860,963	\$458,660	\$336,155	\$1,465,997	\$11,121,775	\$3,026,770	\$678,862	\$1,588,621		\$4,478,404	\$9,772,657	\$20,894,432

	<u>Alloc</u>	<u>WA</u>	<u>ID</u>	<u>TOTAL</u>	
Number of Cust	2	66.301%	33.699%	100.000%	901000-916000
Distr Op Exp	3	70.598%	29.402%	100.000%	870000-894000
Four Factor	4	72.272%	27.728%	100.000%	920000-935000
Throughput	10	67.773%	32.227%	100.000%	807000-813000
System Contract Demand	1	69.100%	30.900%	100.000%	814000-820

EIM: \$ 1,162,718.00

WA	WA	WA	All	Less	Total
Alloc	Alloc	Direct	Employees	Executives	Test Period
%			Total	Officers	Expense
67.773%	\$490,238	\$0	\$490,238	-\$46,469	\$443,769
69.100%	\$8,011	\$0	\$8,011	\$0	\$8,011
67.773%	\$725,680	\$259,541	\$985,220	-\$23,487	\$961,733
70.598%	\$555,285	\$741,468	\$1,296,752	\$0	\$1,296,752
70.598%	\$0	\$47,294	\$47,294	\$0	\$47,294
70.598%	\$0	\$4,433	\$4,433	\$0	\$4,433
70.598%	\$0	\$32,363	\$32,363	\$0	\$32,363
70.598%	\$0	\$3,175	\$3,175	\$0	\$3,175
70.598%	\$49,214	\$856,566	\$905,780	\$0	\$905,780
70.598%	\$219,191	\$839,098	\$1,058,290	\$0	\$1,058,290
70.598%	\$3,690	\$0	\$3,690	\$0	\$3,690
70.598%	\$1,557	\$46,127	\$47,684	\$0	\$47,684
70.598%	\$0	\$446,820	\$446,820	\$0	\$446,820
70.598%	\$30,111	\$74,994	\$105,105	\$0	\$105,105
70.598%	\$4,896	\$3,396	\$8,292	\$0	\$8,292
70.598%	\$14,517	\$19,497	\$34,014	\$0	\$34,014
70.598%	\$0	\$592,704	\$592,704	\$0	\$592,704
70.598%	\$213,068	\$408,639	\$621,707	\$0	\$621,707
70.598%	\$80,529	\$259	\$80,788	\$0	\$80,788
66.301%	\$48,268	\$0	\$48,268	\$0	\$48,268
66.301%	\$58,303	\$854,704	\$913,007	\$0	\$913,007
66.301%	\$1,681,583	\$341,481	\$2,023,064	\$0	\$2,023,064
66.301%	\$41,511	\$0	\$41,511	\$0	\$41,511
66.301%	\$56,324	\$121,958	\$178,282	\$0	\$178,282
66.301%	\$81,037	\$0	\$81,037	\$0	\$81,037
66.301%	\$18,020	\$0	\$18,020	\$0	\$18,020
72.272%	\$4,107,914	\$71,462	\$4,179,375	-\$425,783	\$3,753,593
72.272%	\$77,073	\$0	\$77,073	\$0	\$77,073
72.272%	\$5,814	\$0	\$5,814	\$0	\$5,814
72.272%	\$0	\$0	\$0	\$0	\$0
72.272%	\$63,135	\$308	\$63,443	\$0	\$63,443
72.272%	\$125,405	\$150,525	\$275,930	-\$19,709	\$256,221
72.272%	\$80,827	\$1,361	\$82,189	-\$14,630	\$67,559
72.272%	\$2	\$0	\$2	\$0	\$2
72.272%	\$284,763	\$26,229	\$310,992	\$0	\$310,992
	\$9,125,965	\$5,944,401	\$15,070,366	-\$530,078	\$14,540,288

-\$530,691

Allocation	
Union	Non-Union
0%	100%
0%	100%
23%	77%
58%	42%
100%	0%
100%	0%
100%	0%
47%	53%
95%	5%
78%	22%
0%	100%
4%	96%
88%	12%
100%	0%
100%	0%
99%	1%
97%	3%
98%	2%
100%	0%
0%	100%
81%	19%
16%	84%
27%	73%
0%	100%
0%	100%
0%	100%
3%	97%
8%	92%
0%	100%
23%	77%
0%	100%
48%	52%
0%	100%
58%	42%
41%	59%

Test Period	Non-Union		
	2019	2020	2021
	0.519%	3.00%	3.00%
\$ 443,769	\$ 2,303	\$ 13,382	\$ 13,784
\$ 8,011	\$ 42	\$ 242	\$ 249
\$ 741,429	\$ 3,848	\$ 22,358	\$ 23,029
\$ 547,257	\$ 2,840	\$ 16,503	\$ 16,998
\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -
\$ 1,683	\$ 9	\$ 51	\$ 52
\$ 45,891	\$ 238	\$ 1,384	\$ 1,425
\$ 238,009	\$ 1,235	\$ 7,177	\$ 7,393
\$ 3,690	\$ 19	\$ 111	\$ 115
\$ 45,860	\$ 238	\$ 1,383	\$ 1,424
\$ 55,111	\$ 286	\$ 1,662	\$ 1,712
\$ (45)	\$ (0)	\$ (1)	\$ (1)
\$ -	\$ -	\$ -	\$ -
\$ 255	\$ 1	\$ 8	\$ 8
\$ 17,646	\$ 92	\$ 532	\$ 548
\$ 10,599	\$ 55	\$ 320	\$ 329
\$ -	\$ -	\$ -	\$ -
\$ 48,268	\$ 251	\$ 1,456	\$ 1,499
\$ 174,587	\$ 906	\$ 5,265	\$ 5,423
\$ 1,697,187	\$ 8,808	\$ 51,180	\$ 52,715
\$ 30,499	\$ 158	\$ 920	\$ 947
\$ 178,282	\$ 925	\$ 5,376	\$ 5,538
\$ 81,037	\$ 421	\$ 2,444	\$ 2,517
\$ 18,020	\$ 94	\$ 543	\$ 560
\$ 3,647,888	\$ 18,933	\$ 110,005	\$ 113,305
\$ 71,045	\$ 369	\$ 2,142	\$ 2,207
\$ 5,805	\$ 30	\$ 175	\$ 180
\$ -	\$ -	\$ -	\$ -
\$ 48,865	\$ 254	\$ 1,474	\$ 1,518
\$ 256,200	\$ 1,330	\$ 7,726	\$ 7,958
\$ 34,795	\$ 181	\$ 1,049	\$ 1,081
\$ 2	\$ 0	\$ 0	\$ 0
\$ 130,722	\$ 678	\$ 3,942	\$ 4,060
\$ 8,582,369	\$ 44,542	\$ 258,807	\$ 266,572

Prep by: AMB

Union			
Test Period	2019	2020	2021
	0.714%	3.00%	3.00%
\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -
\$ 220,304	\$ 1,573	\$ 6,656	\$ 6,856
\$ 749,495	\$ 5,351	\$ 22,645	\$ 23,325
\$ 47,294	\$ 338	\$ 1,429	\$ 1,472
\$ 4,433	\$ 32	\$ 134	\$ 138
\$ 32,363	\$ 231	\$ 978	\$ 1,007
\$ 1,492	\$ 11	\$ 45	\$ 46
\$ 859,889	\$ 6,140	\$ 25,981	\$ 26,760
\$ 820,280	\$ 5,857	\$ 24,784	\$ 25,528
\$ -	\$ -	\$ -	\$ -
\$ 1,824	\$ 13	\$ 55	\$ 57
\$ 391,708	\$ 2,797	\$ 11,835	\$ 12,190
\$ 105,150	\$ 751	\$ 3,177	\$ 3,272
\$ 8,292	\$ 59	\$ 251	\$ 258
\$ 33,759	\$ 241	\$ 1,020	\$ 1,051
\$ 575,057	\$ 4,106	\$ 17,375	\$ 17,896
\$ 611,108	\$ 4,363	\$ 18,464	\$ 19,018
\$ 80,788	\$ 577	\$ 2,441	\$ 2,514
\$ -	\$ -	\$ -	\$ -
\$ 738,420	\$ 5,272	\$ 22,311	\$ 22,980
\$ 325,876	\$ 2,327	\$ 9,846	\$ 10,141
\$ 11,011	\$ 79	\$ 333	\$ 343
\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -
\$ -	\$ -	\$ -	\$ -
\$ 105,705	\$ 755	\$ 3,194	\$ 3,290
\$ 6,028	\$ 43	\$ 182	\$ 188
\$ 9	\$ 0	\$ 0	\$ 0
\$ -	\$ -	\$ -	\$ -
\$ 14,577	\$ 104	\$ 440	\$ 454
\$ 21	\$ 0	\$ 1	\$ 1
\$ 32,764	\$ 234	\$ 990	\$ 1,020
\$ -	\$ -	\$ -	\$ -
\$ 180,270	\$ 1,287	\$ 5,447	\$ 5,610
\$ 5,957,919	\$ 42,540	\$ 180,014	\$ 185,414

TOTAL LABOR COST	
Total 2020	2021
\$ 459,455	\$ 473,238
\$ 8,294	\$ 8,543
\$ 996,169	\$ 1,026,054
\$ 1,344,092	\$ 1,384,415
\$ 49,061	\$ 50,532
\$ 4,598	\$ 4,736
\$ 33,572	\$ 34,579
\$ 3,290	\$ 3,389
\$ 939,523	\$ 967,708
\$ 1,097,343	\$ 1,130,264
\$ 3,820	\$ 3,935
\$ 49,374	\$ 50,855
\$ 463,400	\$ 477,302
\$ 109,031	\$ 112,302
\$ 8,602	\$ 8,860
\$ 35,284	\$ 36,343
\$ 614,808	\$ 633,252
\$ 644,909	\$ 664,257
\$ 83,806	\$ 86,320
\$ 49,974	\$ 51,473
\$ 946,761	\$ 975,164
\$ 2,095,225	\$ 2,158,082
\$ 43,000	\$ 44,290
\$ 184,584	\$ 190,121
\$ 83,901	\$ 86,418
\$ 18,657	\$ 19,216
\$ 3,886,478	\$ 4,003,073
\$ 79,809	\$ 82,203
\$ 6,019	\$ 6,200
\$ -	\$ -
\$ 65,714	\$ 67,686
\$ 265,278	\$ 273,236
\$ 70,012	\$ 72,113
\$ 2	\$ 2
\$ 322,346	\$ 332,016
\$ 15,066,191	\$ 15,518,177

Adjustment \$ 87,082 \$ 438,821 \$ 451,986

TOTAL \$ 977,889

Breakout by Function Area

Production	807000-813000	\$ 29,469	3%
Underground Storage	814000-820000	\$ 532	0%
Distribution	870000-894000	\$ 424,478	43%
Customer Accounts	901000-905000	\$ 203,159	21%
Customer Service	908000-910000	\$ 18,417	2%
Admin and General	920000-935000	\$ 301,833	31%
		\$ 977,889	

AVISTA UTILITIES
 Percentage Increase Adjustments

NOTE: Thes 2020 increase is based on actual increased approved and in effect.
 The 2021 increase will be approved by the Board of Directors in November of 2020.
 The Company will update the adjustment to reflect the approved amount at that time.

UNION

March 26, 2019 increase	\$0	
Factor to adjust Jan 1 2019 - March 26, 2019		
$87/365 =$	\$0	
Adjustment % to annualize Increase	<u>\$0</u>	
2020 Adjustment	<u>\$0</u>	
March 26, 2021 increase	<u>\$0</u>	
Factor to adjust March 26, 2022-September 30, 2022		
$187/365 =$	0.512	
Adjustment % partial year 2022	<u>0.000%</u>	3.00000%

ADMIN

March 5, 2019 increase	3.00%	
Factor to adjust Jan 1 2019 - March 5, 2019		
$63/365 =$	0.173	
Adjustment % to annualize Increase	<u>0.519%</u>	
2020 Adjustment	<u>3.00%</u>	
March 1, 2021 increase	<u>3.00%</u>	
Factor to adjust March 1, 2022-September 30, 2022		
$183/365 =$	0.501	
		3.00000%