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Exh. SJK-11	
BEFORE THE WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION	
DOCKET NO. UE-20	
EXH. SJK-11 SCOTT J. KINNEY	
REPRESENTING AVISTA CORPORATION	

Entire Document is CONFIDENTIAL per WAC 480-07-160 Updated Cost Estimate associated with the Human Resource Plan Pages 1 through 2