

**BEFORE THE WASHINGTON
UTILITIES & TRANSPORTATION COMMISSION**

WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION,

Complainant,

v.

AVISTA CORPORATION d/b/a AVISTA UTILITIES,

Respondent.

DOCKET NOS. UE-190334 and UG-190335, UE-190222 (*Consolidated*)

ANDREA C. CRANE

ON BEHALF OF PUBLIC COUNSEL

EXHIBIT ACC-9

Avista Response to Public Counsel Data Request No. 33

October 3, 2019

**AVISTA CORP.
RESPONSE TO REQUEST FOR INFORMATION**

JURISDICTION:	WASHINGTON	DATE PREPARED:	06/05/2019
CASE NO.:	UE-190334 & UG-190335	WITNESS:	Elizabeth Andrews
REQUESTER	Public Counsel	RESPONDER:	Annette Brandon
TYPE:	Data Request	DEPT:	Regulatory Affairs
REQUEST NO.:	PC – 033	TELEPHONE:	(509) 495-4324
		EMAIL:	annette.brandon@avistacorp.com

REQUEST:

Please provide a description of all incentive compensation programs provided to officers. For each program. Please provide:

- A description of the program
- The performance criteria factors used to determine awards,
- The amount included in the Company's claim, and
- The actual amount incurred in each of the past five years.
- By title, a list of all officers eligible to participate.

RESPONSE:

Please see Andrews testimony EMA-1T, pages 39-40 for information regarding the incentive adjustments for both Executive Officers and Non-Executive Employees.

- Please see the Company's response to Staff_DR_008 for a full description of incentive plans offered to Executive Officers.
- Please see the Company's response to Staff_DR_009 and PC_DR_032 for the performance criteria used to determine awards
- Please see Adjustment 2.13 Incentive Compensation for the calculation of the six year average of actual incentive costs and PC_DR_24 and PC_DR_35 for a summary of amounts included in this case
- See part (c).
- The following individuals are eligible to participate in the Executive Officer Short Term Incentive Plan:

Chairman and Chief Executive Officer
Senior Vice President and Chief Financial Officer
President of Avista Corp.
Senior Vice President General Counsel, Chief Compliance and Corporate Secretary
Senior Vice President, Chief Human Resource Officer
Senior Vice President Energy Resources
Vice President External Affairs and Chief Customer Officer
Vice President Safety and Human Resources Shared Services
Vice President Chief Information and Security Officer
Vice President and Controller
Vice President and Chief Counsel Regulatory
Vice President Energy Delivery
Vice President and Chief Strategy Officer