

Exh. SJK-9

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BEFORE THE WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION

DOCKET NO. UE-20 \_\_\_\_\_

EXH. SJK-9

SCOTT J. KINNEY

REPRESENTING AVISTA CORPORATION

**Entire Document is CONFIDENTIAL per WAC 480-07-160**

**Cost Estimate Associated with the Human Resource Plan**

**Pages 1 through 2**