

Exhibit ____ (JH-4)
Docket Nos. UE-991606, UG-991607
Witness: Joanna Huang

BEFORE THE WASHINGTON UTILITIES AND TRANSPORTATION COMMISSION

WASHINGTON UTILITIES AND)
TRANSPORTATION COMMISSION,)
)
Complainant,)
)
v.)
)
AVISTA CORPORATION,)
)
Respondent.)
_____)

DOCKET NOS. UE-991606, UG-991607

EXHIBIT
OF
JOANNA HUANG
STAFF OF
WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION

May 5, 2000

WUTC		
DOCKET NO. <u>UE-991606</u>		
EXHIBIT # <u>574</u>		
ADMIT	W/D	REJECT
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Avista Corp.
 CEO Salary Comparison
 1998 Proxy Statement

Exhibit ____ (JH-4)
 Docket No. UE-991606
 UG-991607

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(Revised 5/30/00)

	Revenue (\$000)	Employees	1998 salary
1 GPU	4,249	8,957	613,077
2 DTE Energy	4,221	8,781	617,693
3 Marketspan Corp.	3,836	7,950	562,917
4 Niagara Power Corp.	3,826	8,400	530,001
5 PP&L Resources Inc.	3,786	7,600	644,604
6 Northeast Utilities	3,768	8,991	757,692
7 Florida Progress Corp.	3,620	9,125	650,766
8 New Century Engines Inc.	3,611	6,309	635,003
9 Baltimore Gas & Electric Co.	3,358	9,400	638,333
10 Ameren Corp.	3,318	7,452	550,000
11 Carolina Power & Light Co.	3,130	7,651	700,027
12 Conectiv Inc.	3,072	3,815	600,000
13 Nipsco Industries	2,933	6,035	561,250
14 Northern State Power	2,819	6,945	700,000
15 Consolidated Natural Gas Co.	2,760	6,224	689,700
16 Allegheny Energy	2,576	4,817	525,000
17 Energy East	2,499	4,027	575,000
18 Illinova	2,431	3,965	n/a
19 New England Elec. Sys.	2,421	3,540	437,500
20 AES Corp	2,398	10,700	500,000
21 Interstate Energy	2,131	6,352	540,000
22 Pinnacle West Capital	2,131	7,333	310,000
23 Potomac Electric Power-PEPCO	2,064	3,716	471,666
24 Western Resources	2,034	2,402	689,608
25 Wisconsin Energy	1,980	5,100	585,000
26 LG&E Energy	1,976	5,091	580,000
27 Teco Energy	1,958	5,470	500,000
28 PSE	1,907	3,257	532,971
29 MCN	1,880	2,986	667,800
30 ONEOK	1,835	3,211	435,800
31 SCANA	1,632	4,697	455,909
32 BEC Energy	1,623	2,919	519,583
33 OGE energy	1,618	2,768	460,000
34 Hawaiian Elec. Inds.	1,488	3,722	490,000
35 NICOR	1,465	3,300	529,231
36 DPL	1,380	2,062	500,000
37 AGL Resources	1,339	2,791	500,000
38 DQE	1,270	3,986	383,333
39 Montana Power Co.	1,254	2,906	362,523
40 National Fuel Gas	1,248	3,944	848,150
41 Public Service of N.M.	1,092	2,717	389,423
42 Average	2,471	5,467	560,260
43 Median	2,265	4,954	545,000
44 Avista Corp.	3,684	3,689	750,000
45 Percentage higher than Median			38%

From number of employees perspective
 Avista falls in \$1.092 billion to \$2.933 billion category

From a revenue perspective
 Avista falls in \$3.072 billion to \$4.249 billion category

	Employees	Revenue (\$000)	1998 salary
1 AES Corp	10,700	2,398	500,000
2 Pinnacle West Capital	7,333	2,131	310,000
3 Northern State Power	6,945	2,819	700,000
4 Interstate Energy	6,352	2,131	540,000
5 Consolidated Natural Gas Co.	6,224	2,760	689,700
6 Nipsco Industries	6,035	2,933	561,250
7 Teco Energy	5,470	1,958	500,000
8 Wisconsin Energy	5,100	1,980	585,000
9 LG&E Energy	5,091	1,976	580,000
10 Allegheny Energy	4,817	2,576	525,000
11 SCANA	4,697	1,632	455,909
12 Energy East	4,027	2,499	575,000
13 DQE	3,986	1,270	383,333
14 Illinova	3,965	2,431	n/a
15 National Fuel Gas	3,944	1,092	848,150
16 Hawaiian Elec. Inds.	3,722	1,488	490,000
17 Potomac Electric Power-PEPCO	3,716	2,064	471,666
18 Avista Corp.	3,689	3,684	750,000
19 New England Elec. Sys.	3,540	2,421	437,500
20 NICOR	3,300	1,465	529,231
21 PSE	3,257	1,907	532,971
22 ONEOK	3,211	1,835	435,800
23 MCN	2,986	1,880	667,800
24 BEC Energy	2,919	1,623	519,583
25 Montana Power Co.	2,906	1,254	362,523
26 AGL Resources	2,791	1,339	500,000
27 OGE energy	2,768	1,618	460,000
28 Public Service of N.M.	2,717	1,252	389,423
29 Western Resources	2,402	2,034	689,608
30 DPL	2,062	1,380	500,000

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12 Carolina Power & Light Co.	3,130	7,651	700,027
13 Conectiv Inc.	3,072	3,815	600,000

Note: From assets and market capitalization perspective, Avista falls in \$1.092 billion to 2.933 billion category based on its CEO compensation analysis