

**Exh. BAE-4
Dockets UE-240006/UG-240007
Witness: Betty A. Erdahl**

**BEFORE THE WASHINGTON
UTILITIES AND TRANSPORTATION COMMISSION**

**WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION,**

Complainant,

v.

AVISTA CORPORATION,

Respondent.

**DOCKETS UE-240006 & UG-240007
(Consolidated)**

EXHIBIT TO

TESTIMONY OF

BETTY A. ERDAHL

**STAFF OF
WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION**

Avista's Response to UTC Staff Data Request No. 72

July 3, 2024

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

JURISDICTION:	WASHINGTON	DATE PREPARED:	03/08/2024
CASE NO.:	UE-240006 & UG-240007	WITNESS:	Jason Thackston
REQUESTER:	UTC Staff	RESPONDER:	Annette Brandon
TYPE:	Data Request	DEPT:	Power Supply
REQUEST NO.:	Staff – 072	TELEPHONE:	(509) 495-4324
		EMAIL:	Annette.brandon@avistacorp.com

SUBJECT: Equity

REQUEST:

In the direct testimony of Jason R. Thackston, Exh. JRT-1T at page 18, lines 16 through 18, Mr. Thackston testifies that “Avista formalized its commitment to incorporating equity considerations in Company processes and policies by including those responsibilities in my role as the Senior Vice President, Chief Strategy and Clean Energy Officer.” Please:

- a. provide any documents prescribing Mr. Thackston’s specific duties regarding equity,
- b. provide any documents indicating how Avista will measure Mr. Thackston’s performance regarding his duties related to equity, and
- c. provide a narrative description of how Avista decided which metrics to use to measure Mr. Thackston’s performance, and
- d. provide any documents detailing any incentives disincentives linked to Mr. Thackston’s performance regarding equitable issues.

RESPONSE:

As noted in the Company’s response to Staff-DR-071, Avista is required to make a compliance filing no later than December 31, 2024 as to how the Company plans to incorporate equity into its Capital business planning process. No metrics have been selected or finalized. Any framework for incorporating equity into business practices will not be finalized until this time.

- a) First, responsibilities for executive officers are typically not task-specific and are designed to support broad-reaching Company initiatives including strategic planning, financial performance, safety targets, diversified energy resource management, regulatory and legislative matters succession planning, governance, and customer value delivery. While Equity is a primary responsibility of Mr. Thackston’s, it will not be solely his responsibility to implement, no different than effectively managing Human Resources is not limited to the Vice President Human Resources Department or Information Services/Enterprise Technology is not limited only to the Chief Information Officer. It will be cross-company responsibilities including oversight responsibilities for the development and implementation of the plan, development, monitoring and reporting on metrics, collaboration with stakeholders internal/external, integrating of energy justice into Capital Planning, promoting diversity and inclusion and advocating for policy and regulatory changes.

Integrating additional equity considerations in Company operations is far-reaching and will take time and commitment to accomplish. An intentional, structured process is required in order to ensure successful incorporation into Company daily culture. The first steps in any culture

change such as this is to solidify commitment and responsibility, beginning with top leadership. By including responsibilities in Mr. Thackston's role, the Company has formally acknowledged and recognized equity, reinforced a commitment, and promoted awareness. Further, awareness is an important step in recognition equity. To make progress in achieving equitable outcomes, first there must be acknowledgement that inequities exist and a commitment to modify processes to seek equitable outcomes.

- b) Please see the Company's response to part (a)
- c) Please see the Company's response to part (a)
- d) Please see the Company's response to part (a)