

**Exhibit No. MC-6
Dockets UE-160228/UG-160229
Witness: Melissa Cheesman**

**BEFORE THE WASHINGTON
UTILITIES AND TRANSPORTATION COMMISSION**

**WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION,**

Complainant,

v.

**AVISTA CORPORATION d/b/a
AVISTA UTILITIES,**

Respondent.

**DOCKETS UE-160228 and
UG-160229 (*Consolidated*)**

**EXHIBIT TO
TESTIMONY OF**

MELISSA CHEESMAN

**STAFF OF
WASHINGTON UTILITIES AND
TRANSPORTATION COMMISSION**

Avista's Response to Staff Data Request 129

August 17, 2016

Avista Utilities
incentive Loader Development
Non-Executive Compensation

	Non Union	Union
Regular Worked / Paid Labor	75,067,706	46,838,318
Less E01 Labor (executive)	(4,085,416)	
Total Labor	70,982,290	46,838,318

Source: Discoverer Query for 2015 by Org group. Query brings in labor for Exp type 340 and 345, the Exp Types we load incentives on. E01 does not receive a loader for incentives as accruals for Officers is performed manually.

Incentive, 2015 at Target	7,882,787	558,221
Payroll Taxes 8.25%	650,330	46,053
Total Loaded Incentive	8,533,117	604,274

Source: Incentives at Target provided by HR department in the development of our accrual at 12/31/2015. Payroll taxes are added to the incentives to be accrued to ensure they are distributed appropriately with the underlying incentives.

Implied Rate	12.02%	1.29%	(1)
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Sample calculation derived from 2015 results.

- (1) The 12% and 1.4% used in the case was based on the 2014 actual loader rate.
As of May 2016 the loader rate for non-union remains at 12%
As of May 2016 the loader rate is 1.5% for union.