

THE WASHINGTON WATER POWER COMPANY
 TEAM INCENTIVE REWARDS PAID IN 1995
 SUMMARY BY MALE/FEMALE

SEX CODE	# OF EMPLOYEES	ANNUAL SALARY	YTD TEAM REWARDS	AVERAGE PERCENT	AVERAGE DOLLARS
F	331	10,854,853.15	561,776.55	5.18	1,697.21
M	338	18,122,121.36	1,013,739.30	5.59	2,999.23
	669	28,976,974.51	1,575,515.85	5.44	2,355.03

*** END OF REPORT AVGSEX ***

Team Incentives paid in 1996 for 1995 performance

\$1,895,544.20

WUTC		
DOCKET NO. <u>WE 9916006</u>		
EXHIBIT # <u>371</u>		
ADMIT	W/D	REJECT
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

DATE: 02/05/96

THE WASHINGTON WATER POWER COMPANY
PACESETTER REWARDS PAID IN 1995
SUMMARY BY MALE/FEMALE

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SEX CODE	# OF EMPLOYEES	PACESETTER REWARDS	AVERAGE DOLLARS
F	25	17,982.00	719.28
M	44	29,802.00	677.32
	69	47,784.00	692.52

*** END OF REPORT AVGSEX ***

Pacesetter Rewards paid in 1996

\$ 281,922