

**AVISTA UTILITIES
RESPONSE TO REQUEST FOR INFORMATION**

JURISDICTION:	Washington	DATE PREPARED:	3/1/00
CASE NO:	UE-991606 UG-991607	WITNESS:	Tom Matthews Kathy Mitchell
REQUESTER:	Staff	RESPONDER:	Kathy Mitchell
TYPE:	Data Request	DEPT:	Rates
DUE DATE:	2/21/00	TELEPHONE:	(509) 495-4407
REQUEST NO.:	173	FIELD AUDIT:	___ Yes <u>X</u> No

REQUEST:

Please provide qualitative and quantitative benefits to ratepayers for providing signing bonuses, restricted stocks, stock options, base salary and performance bonuses (i.e. max. \$1,125,000 and Min. \$300,000 per year for Mr. Matthews) to Mr. Matthews, Mr. Meyer, and Mr. Turner.

RESPONSE:

Ratepayers benefit from effective and capable utility management, through innovation, efficiencies and leadership on strategic initiatives. In order to attract such management, it is necessary to provide a compensation package (base salary/bonuses/stock options/restricted stock) that will be competitive in a national hiring market.

Please see the Company's response to WUTC Request No 177 for further discussion of executive compensation philosophy.

WUTC

DOCKET NO. UE-991606

EXHIBIT # 383

ADMIT

W/D

REJECT