

**AVISTA UTILITIES
RESPONSE TO REQUEST FOR INFORMATION**

JURISDICTION: Washington
DOCKET NO: UE-991606
 UG-991607
REQUESTER: WUTC
TYPE: Data Request
DUE DATE: 4/17/00
REQUEST NO.: 310

DATE PREPARED: 4/13/00
WITNESS: Kathy Mitchell
RESPONDER: Kathy Mitchell
DEPT: Rates
TELEPHONE: (509) 495-4407

REQUEST:

Based on the response to staff Request No. 21, is it true that in 1999 the company had only two incentive plans, the Executive Incentive Plan and the Corporate Incentive Compensation Plan?

RESPONSE:

No. In addition to the two above mentioned annual incentive compensation plans, the Pacesetter Award Program, as discussed in the Company's response to WUTC Request No. 21 on page 2 of Attachment A, continued in effect during 1999. Further discussion of the Pacesetter Award Program is in the Company's response to WUTC Request No. 311

Please refer to page 12 of the 1998 proxy statement (the Company's response to WUTC Request 171, Attachment D.) There is a Long-Term Incentive Compensation Plan that allows the granting of options to executives. However, as these options are granted at 100% of fair market value, the Company does not incur compensation expense. Therefore, there is no expense for this program included in the Company's test period or revenue requirement.

WUTC		
DOCKET NO. <u>UE-991606</u>		
EXHIBIT # <u>413</u>		
ADMIT	W/D	REJECT
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>