

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

JURISDICTION:	Washington	DATE PREPARED:	2/1/00
CASE NO:	UE-991606	WITNESS:	Kathy Mitchell
	UG-991607	RESPONDER:	Kathy Mitchell
REQUESTER:	Staff	DEPT:	Rates
TYPE:	Data Request	TELEPHONE:	(509) 495-4407
DUE DATE:	1/28/2000	FIELD AUDIT:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
REQUEST NO.:	19		

REQUEST:

Please provide employee wages by employee group for 1998 and 1999 by month. Wages are to be divided by the different employee groups recognized by the Company (officer, management, non-management, exempt, non-exempt, clerical, union, etc.)

RESPONSE:

Please see Attachment A for a summary of Annualized Base Pay by employee group as of December 31, 1998 and 1999. Please note that this data is totals of compensation that employees were eligible to receive at those points in time. This type of data is not readily available for other month-ends during 1998-1999.

WUTC		
DOCKET NO. <u>UE-991606</u>		
EXHIBIT # <u>412</u>		
ADMIT	W/D	REJECT
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

RESPONSE TO WUTC REQUEST NO 19: RE: WAGES AND BENEFITS

J. Fink - 1/21/2000

EMPLOYEE GROUP	ANNUALIZED BASE PAY	
	1998	1999
OFFICER	2,652,660	2,775,720
MANAGEMENT	6,930,744	7,349,736
EXEMPT	19,016,892	19,576,668
NON-EXEMPT	9,361,500	11,009,309
UNION	31,903,404	32,784,311
TOTAL	69,865,200	73,495,744

Attachment A