

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

|               |              |                |                     |
|---------------|--------------|----------------|---------------------|
| JURISDICTION: | Washington   | DATE PREPARED: | 6/19/2000           |
| CASE NO:      | UE-991606    | WITNESS:       | Katherine Mitchell  |
|               | UG-991607    | RESPONDER:     | Katherine Mitchell  |
| REQUESTER:    | WUTC         | DEPT:          | Rates               |
| TYPE:         | Data Request | TELEPHONE:     | (509) 495-4407      |
| DUE DATE:     | 6/22/2000    | FIELD AUDIT:   | ___ Yes <u>X</u> No |
| REQUEST NO.:  | 346          |                |                     |

**REQUEST:**

Please provide all departmental criteria and goals for the Team Incentive Plan in 1999 for all departments. Please refer to the attachment of Data Request 298(C) and provide the information in the same format.

**RESPONSE:**

Please refer to the Company's response to WUTC Request No. 20(C), Attachment A, pages 3-6. Per page 4, employees and their supervisors established individual objectives in 1999. As progress toward individual employee goals is monitored at the supervisory level, any type of "summary level document" like that provided in the Company's response to 298(C) was not prepared for the 1999 plan.

|                                     |                          |                          |
|-------------------------------------|--------------------------|--------------------------|
| <b>WUTC</b>                         |                          |                          |
| DOCKET NO.                          | <u>UE-991606</u>         |                          |
| EXHIBIT #                           | <u>410</u>               |                          |
| ADMIT                               | W/D                      | REJECT                   |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |