

✓ Ken Ack  
sent 4/3/09

✓ To AV. ✓ To Comms  
H

## Winter Ridge

Natural Foods Market RECEIVED

703 W. Lake St.

Sandpoint, ID 83864 208-265-8155 2009 APR -2 AM 8:12

IDAHO PUBLIC  
UTILITIES COMMISSION

March 30, 2009

### *To Whom It May Concern:*

*I am writing in regards to the proposed rate increase by Avista Utilities of 12.8%. As our economy continues to tighten and become more difficult. The amounts we pay for electricity become more of a burden to myself and others. Despite the efforts to conserve energy my bills continue to increase. If I remember correctly in 1993 or 1994 we as Idaho Citizens paid approximately .5cents/Kilowatt and .42 cents/ Therms. Now we pay .8 cents/Kilowatt and \$1.14/Therms. It seems like a small increase but it amounts to millions of Dollars.*

*I ask that your decline to increase our rates again. We have had several rate increases over the last few years. Please tell Avista that the citizens of Idaho can not afford anymore rate increase for now, and that Avista's profits are high enough. As we all tighten our belts so should Avista. I am sure that they can find ways to cut waste and remain profitable.*

*Sincerely,  
Gregg Prummer*

Mon Acte  
sent 4/3/09

To A.V.

To Comms  
i H

**AVISTA**  
from A1

Idaho Public Utilities Commission  
472 W. Washington Street  
Boise Idaho 87370

(800) 432-0369

PLEASE...NO more rate increases!

Perhaps Avista and the top executive should tighten their belts like the rest of us. We can't go to the trough every time we need more money, or want more.

Harold P. Jorgensen  
6619 W. Harbor Dr.  
Coeur d'Alene, ID  
83814

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Incentive payouts increase as revenue picks up

By BILL BULEY  
Staff writer

**COEUR D'ALENE** — A good year for Avista Corp. in meeting its goals in 2008 resulted in more incentive pay for its top executives.

The company filed its annual proxy statement with the U.S. Securities and Exchange Commission on Tuesday.

The total incentive pay in 2008 for five Avista executives was nearly \$850,000, up dramatically from \$135,000 in 2007.



Morris

[REDACTED]

see AVISTA, A2

Coeur d'Alene Press  
201 N. 2nd Street  
Coeur d'Alene, Idaho 83814  
(208) 664-8176

[REDACTED]

Jessie Wuerst, communications manager for the company, said Morris took on new titles last year as chairman of the board and CEO.

"With the promotions came a raise," she said.

[REDACTED]

The salary and compensation of other executives for 2008, when Avista had net income of \$73.6 million, included:

■ Malyn Malquist, executive vice president and former chief financial officer, received a base salary of [REDACTED] \$799,360 last year.

■ Marian Durkin senior vice president and general counsel and chief compliance officer, [REDACTED]

■ Karen Feltes, senior vice president, was paid [REDACTED]

■ David Meyer, vice president and chief counsel for regulatory and governmental affairs, earned [REDACTED] with a total compensation of \$519,620, up from \$502,871 in 2007.

While all four also received substantial increases in incentive pay in 2008 from the previous year, Wuerst said the long-term stock incentive awards are paid by shareholders, not Avista Utilities customers.

Wuerst said the salaries and compensation packages for Avista's executives fall into the mid-range of similar companies. They are necessary to be competitive in the marketplace and keep the best employees, she said.

Avista is proposing net electric rate increase of 7.8 percent and a natural gas rate increase of 3 percent in Idaho, but Avista points out that the amount of compensation included in rates for all of Avista's officers is about a half-cent of every dollar customers pay for energy.

Wuerst said there are several triggers regarding executive incentives.

"Executives' incentive compensation is customer-focused and performance-based. Customer service targets must first be met. Executive officers then must also meet investor-focused capital spending and earnings-per-share targets for a proportional payout of their annual cash incentive," an Avista report said.

Avista serves 121,000 electric and more than 93,000 natural gas customers in Idaho.