

KAREN FELTES



Senior Vice President of
Human Resources and
Corporate Secretary
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Karen Feltes is senior vice president of human resources and corporate secretary for Avista Corp. She is responsible for coordinating strategic and tactical planning. In addition, she provides support and guidance to the board of directors and the senior management team to translate that planning into effective human resources policies and practices. Previously, Feltes served as the senior director of corporate human resources and general services for Avista. She also held the positions of human resources business partner and diversity manager with the company. She joined Avista in 1998.

Feltes is an accomplished human resources professional, with a 20-year career spanning the breadth of domestic and international human resource issues in both the public and private sectors. She has extensive experience in strategic planning, leadership and organizational development, employee relations, benefits design, executive compensation, recruitment, and program/policy design and implementation. Feltes' human resource experience also includes corporate leadership positions at Microsoft, King County, Wash. and Federated Department Stores.

Feltes earned a Bachelor of Arts degree in communications from the University of Washington, and she earned a master's degree in business administration from City University of Seattle. Feltes has also taught human resource strategy and other management courses as an adjunct instructor locally, as well as internationally.