

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)  
Revised 08/2023  
OMB Control Number: 3046-0049  
Expiration Date: 11/30/2026

**SECTION A – TYPE OF REPORT**  
CONSOLIDATED REPORT

**SECTION B – EMPLOYER IDENTIFICATION**

OFS COMPANY ID 0408036	EMPLOYER NAME AVISTA CORP			
ADDRESS 1411 EAST MISSION AVENUE	CITY/TOWN SPOKANE	STATE WA	ZIP CODE 99202	

**SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)**

HQ/ESTABLISHMENT-LEVEL UNIT ID	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS	CITY/TOWN	STATE	ZIP CODE	

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)**  
910462470

**SECTION E – EMPLOYER FILING ELIGIBILITY**

YES (Employer Is Eligible to File)  NO (Employer Is Not Eligible to File)  EMPLOYER NO LONGER IN BUSINESS

**SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)**

Unique Entity ID (UEI): J112N852GT3

YES (Single-Establishment Employer is Federal Contractor)  YES (Multi-Establishment Employer is Federal Contractor)  
 YES (Headquarters is Federal Contractor)  YES (Non-Headquarters Establishment is Federal Contractor)  
 YES (One or More Non-Headquarters Establishments is Federal Contractor)

**SECTION G – NAICS INFORMATION**

221111 - Hydroelectric Power Generation

**SECTION H – WORKFORCE DEMOGRAPHIC DATA**

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	1	0	15	0	0	0	0	0	3	1	0	0	0	0	20
First/Mid-Level Officials and Managers	4	1	118	1	1	0	0	2	48	0	2	0	2	0	179
Professionals	11	9	351	3	10	2	1	12	213	1	8	0	4	10	635
Technicians	4	3	107	0	1	0	1	0	52	2	2	1	1	1	175
Sales Workers	1	0	6	0	1	0	0	0	6	0	0	0	0	0	14
Administrative Support Workers	8	8	36	4	0	0	1	0	135	2	4	1	3	6	208
Craft Workers	12	0	484	0	3	0	8	11	62	0	0	0	0	0	580
Operatives	0	0	44	0	0	0	0	1	5	0	0	0	0	0	50
Laborers and Helpers	5	1	55	0	0	0	0	0	10	0	0	0	0	1	72
Service Workers	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
<b>CURRENT 2023 REPORTING YEAR TOTAL</b>	<b>46</b>	<b>23</b>	<b>1216</b>	<b>8</b>	<b>16</b>	<b>2</b>	<b>11</b>	<b>26</b>	<b>534</b>	<b>6</b>	<b>16</b>	<b>2</b>	<b>10</b>	<b>18</b>	<b>1934</b>
<b>PRIOR 2022 REPORTING YEAR TOTAL</b>	<b>36</b>	<b>22</b>	<b>1255</b>	<b>8</b>	<b>16</b>	<b>2</b>	<b>10</b>	<b>24</b>	<b>476</b>	<b>5</b>	<b>17</b>	<b>1</b>	<b>10</b>	<b>15</b>	<b>1897</b>

**SECTION I – WORKFORCE SNAPSHOT PERIOD**

12/16/2023 - 12/31/2023

**SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)**

Not Applicable

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**SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION**

**EMPLOYER IDENTIFICATION**

OFS COMPANY ID  
0408036

EMPLOYER NAME  
AVISTA CORP

ADDRESS

1411 EAST MISSION AVENUE

CITY/TOWN

SPOKANE

STATE

WA

ZIP CODE

99202

**CERTIFICATION COMMENTS (optional)**

No Certification Comments Provided

**CERTIFICATION STATEMENT**

*"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."*

**Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.**

**DATE OF CERTIFICATION**

6/3/2024 7:17 PM [EST]

**EMPLOYER'S CERTIFYING OFFICIAL**

Name of Employer's Certifying Official

Sarah Letsch

Title of Certifying Official

Manager, Recruiting & HR Compliance

Email Address of Certifying Official

sarah.letsch@avistacorp.com

Telephone Number of Certifying Official

509-495-4986

**PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING**

Name of Primary POC

Alexia Saad

Title and Employer of Primary POC

Associate Recruiter  
Avista

Email Address of Primary POC

alexia.saad@avistacorp.com

Telephone Number of Primary POC

509-495-7664