

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2024 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	0	0	0	0	0	19
First/Mid-Level Officials and Managers	4	2	116	1	0	0	0	1	46	0	2	0	1	0	173
Professionals	20	10	386	1	1	2	1	14	221	1	9	1	4	10	681
Technicians	8	4	109	0	1	0	1	1	72	0	1	1	2	2	202
Sales Workers	0	0	8	0	0	0	0	0	6	0	0	0	0	0	14
Administrative Support Workers	8	8	44	3	1	0	1	0	152	2	4	0	4	8	235
Craft Workers	13	0	554	0	1	1	7	11	11	0	0	0	0	0	598
Operatives	0	0	43	0	0	1	1	0	1	0	0	0	0	0	46
Laborers and Helpers	3	0	60	0	0	1	0	1	4	0	0	0	0	0	69
Service Workers	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
CURRENT 2024 REPORTING YEAR TOTAL	57	25	1335	5	4	5	11	28	516	3	16	2	11	20	2038
PRIOR 2023 REPORTING YEAR TOTAL	46	23	1216	8	16	2	11	26	534	6	16	2	10	18	1934

SECTION I – WORKFORCE SNAPSHOT PERIOD

12/15/2024 - 12/31/2024

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

Not Applicable