

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

*EEOC Standard Form 100 (SF 100) Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 08/31/2024*

**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): J112N852GTT3

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/Sr Level Officials and Managers	0	0	17	0	0	0	0	0	3	1	0	0	0	0	21
First/Mid-Level Officials and Managers	2	2	119	1	1	0	0	2	51	0	2	0	2	0	182
Professionals	9	8	353	3	10	2	0	10	194	1	8	0	3	8	609
Technicians	4	3	98	0	2	0	1	0	62	1	2	1	2	1	177
Sales Workers	1	0	7	0	0	0	0	0	6	0	0	0	0	0	14
Administrative Support Workers	7	9	38	4	0	0	1	0	144	2	5	0	3	6	219
Craft Workers	7	0	464	0	3	0	7	9	9	0	0	0	0	0	499
Operatives	2	0	102	0	0	0	1	2	4	0	0	0	0	0	111
Laborers and Helpers	4	0	57	0	0	0	0	1	3	0	0	0	0	0	65
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	36	22	1255	8	16	2	10	24	476	5	17	1	10	15	1897
PRIOR 2021 REPORTING YEAR TOTAL	30	22	1241	8	12	2	12	21	471	5	17	1	11	14	1867

SECTION I – WORKFORCE SNAPSHOT PERIOD: 12/15/2022 - 12/31/2022

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional): Not Applicable

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

EMPLOYER IDENTIFICATION

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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

11/9/2023 1:10 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

Email Address of Primary POC
alexia.saad@avistacorp.com

Telephone Number of Primary POC
509-495-7664