

**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
0473211

EMPLOYER NAME
IDACORP INC

ADDRESS
1221 WEST IDAHO STREET

CITY/TOWN
BOISE

STATE
ID

ZIP CODE
83702

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)

820130980

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): K74HEGGZGPW3

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

221122 - Electric Power Distribution

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	0	1	33	0	2	0	0	1	26	0	0	0	0	0	63
First/Mid-Level Officials and Managers	3	5	153	0	2	0	0	2	39	0	0	0	0	1	205
Professionals	16	13	390	3	8	1	3	2	151	1	11	0	0	3	602
Technicians	8	3	147	0	2	0	0	1	15	0	0	0	0	1	177
Sales Workers	5	0	74	0	1	1	0	1	17	0	0	0	0	0	99
Administrative Support Workers	7	37	46	0	0	1	0	1	162	1	5	2	0	1	263
Craft Workers	20	0	483	0	0	2	2	1	5	0	0	0	0	0	513
Operatives	11	0	126	0	1	0	1	4	5	0	0	0	0	0	148
Laborers and Helpers	1	0	18	0	0	0	1	0	4	0	0	0	0	0	24
Service Workers	0	1	1	0	0	0	0	0	3	0	0	0	0	0	5
CURRENT 2023 REPORTING YEAR TOTAL	71	60	1471	3	16	5	7	13	427	2	16	2	0	6	2099
PRIOR 2022 REPORTING YEAR TOTAL	67	61	1431	4	17	4	4	10	419	2	13	2	0	5	2039

SECTION I – WORKFORCE SNAPSHOT PERIOD

10/14/2023 - 10/27/2023

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

Not Applicable

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

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BOISE

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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

5/24/2024 2:22 PM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official

Lindsey Fow

Title of Certifying Official

Senior HR Professional

Email Address of Certifying Official

LFow@idahopower.com

Telephone Number of Certifying Official

208-388-6764

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

Name of Primary POC

Lindsey Fow

Title and Employer of Primary POC

Senior HR Professional
Idaho Power Company

Email Address of Primary POC

LFow@idahopower.com

Telephone Number of Primary POC

208-388-6764