

Hire Date	Job Title	Job Description	Quantity	2022 O&M impact	2023 O&M impact (Annualized)
Q3-Q4 2022	TSA Compliance Analyst	new In July of 2021, the Transportation Security Administration (TSA) issued Security Directives requiring Avista to comply with new compliance & security requirements. Since TSA Security Directives are only good for 1 year, it was not clear if this was a one-time exercise or an ongoing compliance program like NERC CIP. Through recent discussions with TSA, we have learned that the Security Directives will be renewed, and rulemaking will make this an ongoing compliance program like NERC CIP thus Avista needs to staff and manage this as a sustainable compliance program. This technical position is being added to implement and manage the ongoing technical security requirements of the TSA Security Directives so Avista can remain compliant with the TSA Security Directives.	1	\$ 20,000	\$ 140,000
Q3-Q4 2022	Mgr, Physical Security	new Physical Security responsibilities are currently embedded and shared among many cybersecurity professionals whose primary job responsibilities are protecting Avista from cybersecurity-related issues. As cybersecurity issues continue to grow in scope and complexity this model is difficult to maintain due to the increasing workload and focus needed for cybersecurity and the shortage of cybersecurity professionals. This position allows Avista to remove the responsibility for physical security from cybersecurity professionals so they can focus 100% on cybersecurity and instead recruit physical security professionals to take on the physical security this workload.	1	\$ 20,000	\$ 140,000
				\$ 40,000	\$ 280,000