



## Kayanda West Virginia Edge – Workforce Impact Brief

This workforce plan outlines the creation of 12,000 new high-paying jobs generated by the Kayanda West Virginia Edge AI-secure data center campus. These roles are fully funded through external capital, federal/private contracts, and operating revenues, ensuring Kayanda's \$3.333B net cash upside remains intact. Projected start date for workforce onboarding: Q2 2026 (aligned with campus Phase I deployment).

### **Core Data Center Operations**

Job Titles: Technicians, Network Engineers, Cybersecurity, Facilities Engineers

Jobs: 3,000

Avg Salary Range: \$55K–\$140K

Start Date: Q2 2026 (ongoing)

### **Construction & Buildout**

Job Titles: Project Managers, Trades, Structural Engineers

Jobs: 2,400

Avg Salary Range: \$65K–\$130K

Start Date: Q2 2026 – Q4 2028

### **Energy & Utilities**

Job Titles: Grid Engineers, Renewable Techs, Energy Analysts

Jobs: 1,800

Avg Salary Range: \$60K–\$125K

Start Date: Q3 2026 (staggered)

### **AI / Cloud Services**

Job Titles: AI Engineers, Cloud Architects, Data Scientists, Compliance

Jobs: 2,400

Avg Salary Range: \$115K–\$180K

Start Date: Q4 2026 (phased ramp)

### **Community & Support Services**

Job Titles: Admin, HR, Legal, On-site Services

Jobs: 1,200

Avg Salary Range: \$40K–\$140K

Start Date: Q2 2026 (ongoing)

**Vendors / Supply Chain**

Job Titles: OEM Vendor Teams, Logistics, Contractors

Jobs: 1,200

Avg Salary Range: \$55K–\$120K

Start Date: Q2 2026 – Q1 2027

Note: Construction and phased operations hiring begin in Q2 2026, with staggered deployment across campus phases through 2028. Most operational, AI/cloud, and support roles are permanent full-time positions; construction and trades transition into long-term facilities roles as buildout concludes.

***Confidential Disclaimer:*** *This document is intended solely for internal strategic planning purposes. Unauthorized use, disclosure, or distribution of this material is strictly prohibited. All figures are preliminary estimates and subject to change.*