

Health First Colorado Office of Community Living Supported Employment Services 2022 Data Report

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Executive Summary

Since passing SB16-077, "Employment First for Persons with Disabilities," in 2016, Colorado has worked continuously to fulfill its mandate to be an Employment First State. This legislation established the Employment First Advisory Partnership (EFAP), consisting of representatives from multiple Colorado State Departments, Service Provider Agencies, and other Supported Employment Stakeholders, including people with disabilities, families, support networks, and advocates. An initial achievement of EFAP was the Employment First recommendations made to the Colorado State legislature, which went on to become the basis of SB18-145, "[Implement EFAP Recommendations](#)" Then in the 2021 legislative session SB21-039, "[Elimination of Subminimum Wage Employment](#)" was passed to further enhance employment services and rights for individuals with disabilities.

SB18-145 requires the Department of Health Care Policy & Financing (HCPF) to provide annual reporting related to Supported Employment data for waiver members supported by the Home and Community Based Services Developmental Disability (HCBS-DD) and Supported Living Services (HCBS-SLS) Waivers. The data included in this report is outlined in SB18-145 and was gathered through internal and external data collection from Medicaid-enrolled HCBS Supported Employment Providers through the annual point-in-time survey. The design and implementation of the point-in-time survey are described within the report. The [first report was released in 2022](#) and reflects data collected in 2021.

While the legislation calls for much of this data to be described at a county level, many counties have too few members for HCPF to be able to publish the data. To ensure waiver member privacy, HCPF has categorized the data by five sub-regions as defined by [The Colorado State Demography Office](#). These regions are as follows: Central Mountains, Eastern Plains, Front Range, San Luis Valley, and Western Slope.

As this is only the second year of this data collection, it may be difficult to draw broad conclusions about the state of Supported Employment in Colorado. It does, however, begin to paint a picture of employment trends for HCBS-SLS and HCBS-DD waiver members.

This year's data showed that waiver members who were employed worked on average 12.8 hours per week and were paid an average of \$13.65 per hour. By region, waiver members worked between 6 and 14.3 hours per week across the state and earned an average wage range between \$12.56 to \$13.80 per hour.

Through the data from HCPF, we know that 13,640 waiver members were enrolled in the HCBS-SLS and HCBS-DD waivers and, therefore, eligible for Supported Employment services. Of these, 1,962 waiver members, or roughly 14%, utilized Supported Employment services. In other words, and likely related to multiple reasons, 86% of

waiver members were more than likely unemployed at the point in time the data was collected (June 30, 2022).

HCPF utilized claims data from the HCBS-DD and HCBS-SLS waivers to determine how many members are utilizing each non-work-related service that requires reporting in SB18-145. This data is specific to the HCBS-DD and HCBS-SLS, as these are the HCBS waivers that offer HCBS Supported Employment Services & Supports. The data collected shows that 3,511 members utilized HCBS Specialized Habilitation, 6,310 members utilized HCBS Supported Community Connections, and 222 individual members utilized HCBS Pre-Vocational services. Higher utilization of non-work-related services are expected since many waiver members use day program services during times they are not working. HCPF has identified that the average weekly hours of utilization for non-work-related day services is a better data point to identify the success of Employment services. As more waiver members explore and engage in employment, HCPF expects the average utilization of non-work-related day services to decrease. For 2022, the utilization of these services was, on average, 14.5 hours a week.

Introduction

Colorado became an Employment First state in June of 2016 with the signing of Senate Bill 16-077, "[Employment First for Persons with Disabilities](#)." Employment First is a framework centered on the premise that all people, including those with disabilities, are capable of full participation in employment and community life, and that community-based employment at or above minimum wage is the preferred outcome for anyone utilizing a public benefit (*Employment First / U.S. Department of Labor*, n.d.).

SB16-077 also directed the formation of a partnership between Supported Employment Stakeholders and multiple Colorado State Departments called the Employment First Advisory Partnership (EFAP). The initial goal of EFAP was to develop a set of recommendations whose implementation would lead to systems changes within Colorado that would better support Employment First initiatives. The EFAP finalized its recommendations in a report titled "Expanding Employment Outcomes for Coloradans with Disabilities," which was submitted to the Colorado General Assembly in November 2017 (EFAP, 2017). Those recommendations went on to become the basis of SB18-145.

This data report provides the SB18-145 mandated annual report on HCBS Supported Employment. As directed by the legislation, the report was prepared by the Colorado Department of Health Care Policy & Financing (HCPF).¹

This report includes the data about waiver members supported by the Home and Community Based Services Development Disabilities ([HCBS-DD](#)) and Supported Living Services ([HCBS-SLS](#)) Waivers. Data was collected internally through Medicaid claims data and externally through a point-in-time survey of HCBS Supported Employment providers. The point-in-time survey was originally developed in 2021 with assistance and close coordination from the EFAP Data Committee and Service Providers who graciously volunteered their time during survey development.

Survey Methods

A detailed review of the history and development of the point-in-time survey is available in the [Health First Colorado Supported Employment Services Data Report: 2021 Baseline Data \("2021 Baseline Report"\)](#).

¹ The legislation also requires reporting of the number of individuals served earning less than minimum wage. This data is being reported on separately.

2022 Survey Structure

June 30, 2022, was selected as the point-in-time for the survey. The population surveyed included waiver members who were receiving HCBS Supported Employment services, through either the HCBS-SLS or HCBS-DD Medicaid waiver, in Colorado at the time of survey.

As with the 2021 survey, HCPF pre-populated the first half of each service provider's unique survey with waiver member and service utilization information for every waiver member with a HCBS Supported Employment claim in June 2022. Employment data was to be entered by service providers into the second half of the survey for all waiver members who had a job on the date selected for the survey.

2022 Survey Distribution

HCPF identified a manager or supervisor at each agency who HCPF believed would have access to the requested data and successfully complete the survey form. The survey was distributed to agencies where a secure contact was identified via encrypted email with training and reference documents included. HCPF followed up to offer technical assistance and encourage survey completion through email, phone, and video calls.

Data Analysis

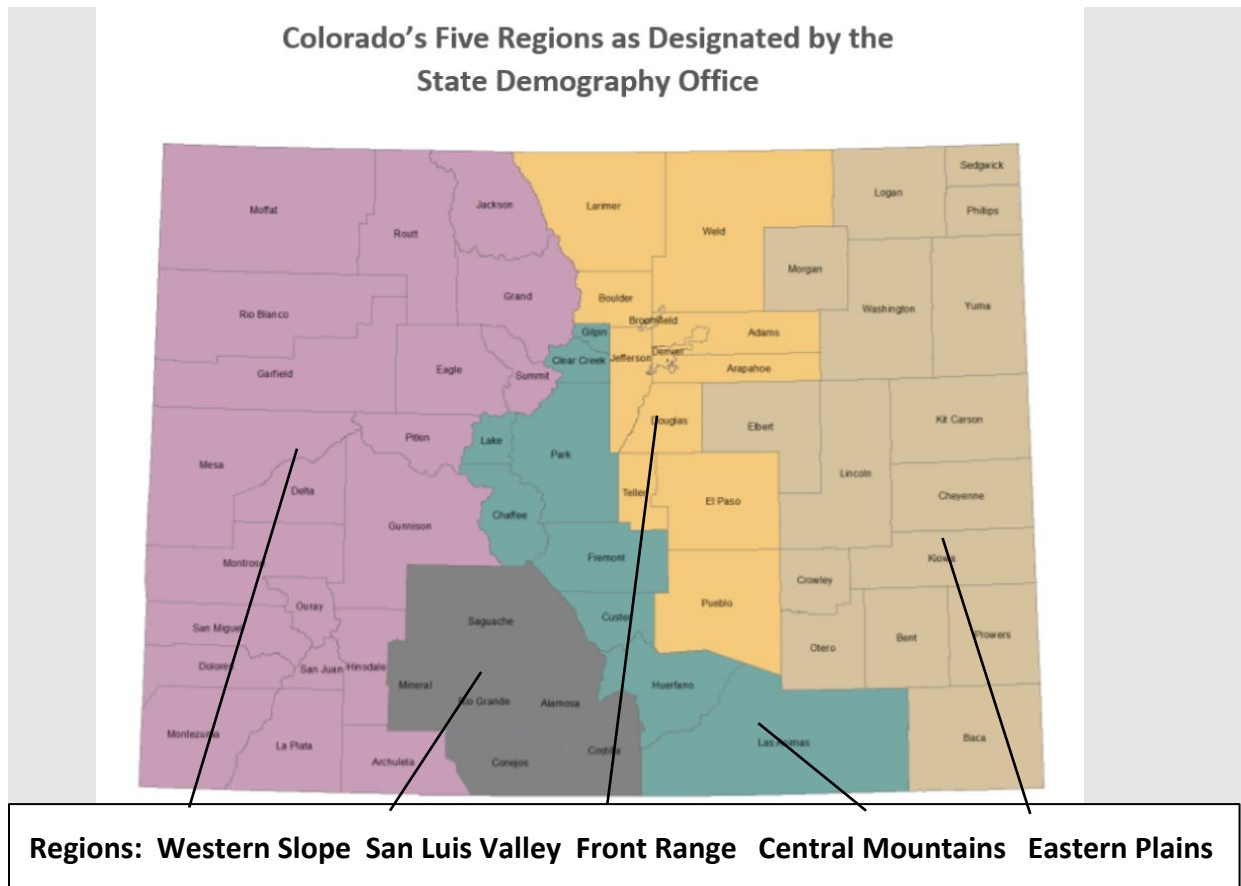
Data Set and Analysis

The complete data set was comprised of the survey results outlined above along with Medicaid claims data and was analyzed to provide the data required by SB18-145 and presented in this report. These results were then compared to the same 2021 Baseline Data Report dataset and presented in this report collectively. When possible, a direct comparison in values is also presented. This is intended to provide a direct year-to-year comparison only. Two years of data is insufficient to define a trend or trajectory, especially since there is no historical data on typical year-to-year variability in these values.

Geographic Analysis

As in 2021, county-level data cannot be reported in compliance with the Health Insurance Portability and Accountability Act (HIPAA) Privacy Rule's de-identification standard (Office for Civil Rights, 2008). Instead, the geographic analysis was based on the five sub-state regions as defined by the Colorado State Demography Office ([Colorado State Demography Office Home Page](#)). In addition to protecting member privacy, this allows for future comparison between HCBS Supported Employment data and other data collected by the Demography Office, including unemployment rates and average earnings across all populations. The State Demography Office regions are shown below.

Employment Sector Analysis



As with the 2021 survey, HCPF compiled a list of employers to provide information on employment sectors. This list is available in the Appendix.

Results

Response Rate

Of the 108 Service Providers who received the final pre-populated survey, 67 returned their completed surveys. This translated into a 62% response rate for providers. This greatly exceeds the response rate typically seen in voluntary surveys. Reports of average response rates vary but are generally within the range of 5-30%.

HCPF received responses for 85% of members with prepopulated datasets (1,661 out of 1,962). This greatly exceeds the amount needed for a representative sample; the accepted standard is 10-30% of the target population. Providers shared data for an additional 164 members who were not included in the pre-populated dataset but are actively working. These members were not included in the pre-populated dataset

because they are employed but not using HCBS Supported Employment Services, which is the data HCPF utilized to pre-populate the dataset. There are multiple reasons why a member would not be utilizing HCBS Supported Employment Services under the waiver, including the member is currently working with DVR and not utilizing HCBS Supported Employment Services or members are fully independent in their job and are not utilizing any Supported Employment Services either through HCBS or DVR, which is the ideal outcome and promotes community integrations and independence.

Employment Data

The total number of members employed according to returned surveys is presented in Table 1. Members have the option to hold multiple jobs, including an individual job that meets the criteria for competitive integrated employment (CIE), and at the same time be employed in group employment, which does not meet CIE criteria. As a result, the total in each setting exceeds the total number employed.

Table 1

Employment Counts Collected by Survey	2022
Total Employed	1,636
Total Employed in Group	277
Total Employed Individual – CIE	1,053
Total Employed Individual - Non-CIE	102

HCPF agrees with the Employment First principle that CIE is the preferred outcome for anyone utilizing Home and Community-Based Supports and Services. CIE means work paid directly by employers at the greater of the state or federal minimum wage or prevailing wage with commensurate benefits, occurring in a typical work setting where the employee with a disability interacts or has the opportunity to interact continuously with coworkers without disabilities, not including supervisory personnel or individuals who are providing services to the employee with a disability, and the employee with a disability has an opportunity for advancement or job mobility, and is engaged, preferably, in full-time work.(C.R.S. § 8-84-301.3.)

The Department monitors, through the annual point-in-time survey, the average hours worked per week and the average wage paid per hour for those who are enrolled in a waiver and is employed.

Table 2 displays the average (mean) weekly hours worked statewide, by setting (individual vs group), and in each region.

Table 2

Mean Weekly Hours Worked	2021	2022
Statewide - All Job Types	13.3	12.8
Statewide - Group	11.4	10.5
Statewide - Individual	14.7	13.7
Front Range	14.0	14.3
Central Mountains	12.0	12.6
Eastern Plains	12.0	8.2
San Luis Valley	8.0	11.0
Western Slope	9.0	6.0

According to survey responses, the overall average hours worked has declined since 2021. However, the data shows that the average hours worked for those in individual jobs remained higher and even increased when compared to those employed in group jobs. This finding signal that more waiver members are getting and remaining in competitive integrated employment, the preferred outcome under Employment First. The trends in geographic variation in average hours worked were also maintained year to year.

Table 3 displays the average (mean) hourly wage overall, by setting (group vs. individual), and by region.

Table 3

Mean Hourly Wages	2021	2022
Statewide - All Job Types	\$12.59	\$13.65
Statewide - Group	\$12.70	\$12.81
Statewide - Individual	\$12.85	\$14.02
Front Range	\$12.63	\$13.80
Central Mountains	\$12.65	\$13.76
Eastern Plains	\$12.72	\$12.86
San Luis Valley	\$12.33	\$12.56
Western Slope	\$12.46	\$13.05
<i>*Minimum wage increases YoY</i>	<i>N/A</i>	<i>\$0.24</i>

In 2022, statewide average wages increased significantly, from \$12.59 in 2021 to \$13.65 in 2022 (+\$1.06). The increase was driven primarily by wages for those in individual jobs. Wages for those in group employment rose slightly (+\$0.11), but less than the amount of the increase in minimum wage over the same time period (+\$0.24). Geographically, the largest increases were seen in the Front Range and Central Mountains. Wage growth on the Western Slope was slightly lower but still more than double the minimum wage increase. The Eastern Plains and San Luis Valley regions also

saw a slight increase, but as with group employment, that increase was less than the growth in minimum wage.

Service Utilization

Table 4 provides information, gathered through Medicaid claims data, about utilization and average weekly hours of service for each of the services identified in SB18-145. This consolidated presentation allows for service-to-service and year-to-year comparison.

Table 4

Service Utilization at Point-in-Time	Jun-21	Jun-22
Total number of enrolled waiver members	11,437	13,640
HCBS Supported Employment (SE)		
Total Members Utilizing any HCBS SE service	1,948	1,962
HCBS SE Utilization Rate	17.0%	14.4%
Avg. HCBS SE Hours per Week	7.6	7.0
HCBS Supported Community Connections (SCC)		
Total Members Utilizing	5,650	6,312
HCBS SCC Utilization Rate	49.4%	46.3%
Avg. HCBS SCC Hours per Week	6	11.6
HCBS Specialized Habilitation (SH)		
Total Members Utilizing	3,081	3,511
HCBS SH Utilization Rate	26.9%	25.7%
Avg. HCBS SH Hours per Week	8.8	11.1
HCBS Pre-Vocational (Pre-Voc)		
Total Members Utilizing	191	222
HCBS Pre-Voc Utilization Rate	1.7%	1.6%
Avg. HCBS Pre-Voc Hours per Week	7.5	6.0

Compared to 2021 data, the number of members utilizing non-work services listed in table 4 has increased across the board. Despite the increase, the SE utilization percentage has declined due to growth in the overall waiver population. HCPF is closely monitoring this data point and expects to see an increase in this percentage as access to both HCBS and DVR Supported Employment services are streamlined and as new best practices are implemented. Supported Community Connections remains the most utilized service, followed by Specialized Habilitation, then Supported Employment, and finally Pre-Vocational in a very distant fourth.

With respect to HCBS Supported Employment, it is important to note that the utilization rate is not the same as the employment rate. There are many members who are employed and eligible for HCBS Supported Employment services that do not need

additional support in their job. They may be fully independent in their job or have sufficient natural supports at work. As a result, members may be employed but not utilizing HCBS Supported Employment services, thus creating a difference between the employment and utilization rates. It does not represent the percentage of members working. Changes in utilization rates, however, may be a reasonable proxy for changes in employment rate.

Limitations

This second annual survey cast light on a new limitation within the data. Because the current data collection process relies on provider-returned surveys, the resulting data could be distorted by which providers respond. HCPF is aware that many providers specialize in either individual HCBS Supported Employment or HCBS Group Supported Employment, in addition to varying greatly in terms of how many members they support. Year to year changes in which providers report could distort the results. This is especially true if one or more larger providers participate in one year and not the next.

Additionally, despite efforts to simplify and clarify the survey design, the data analysis phase made it clear that not all providers defined terms in the same way. In some cases, the service billed and the type of job reported were in direct conflict. Relying on a large and varied group to report on more subjective questions inherently leads to a wide range of interpretations. This is particularly true for concepts like Competitive Integrated Employment.

From a process standpoint, the survey as it is currently designed requires substantial Departmental and Provider time and resources. One challenge is the use of prepopulated templates. While intended to simplify the process for providers, these templates often create extra work for providers. Many providers have databases or other systems to track the information being requested. The ability to send an export or share a copy would be much easier to use and would reduce confusion around terms and definitions, allowing both HCBS Supported Employment providers and HCPF staff to reduce follow-up questions along with reducing the front-end work to prepopulate the templates for each provider. This is especially true due to the rigid focus on reporting for a specific point in time rather than a range of dates. A member's hours, wages, or employment status can change at any time. At the same time, the purpose of the survey is to monitor trends and outcomes over time at the state and regional levels. Results sent over days or weeks (and still at a specific point in time for each provider) are unlikely to change that picture meaningfully. Asking providers for their current caseloads has the potential to reduce frustration and confusion while improving the accuracy and completeness of the data received.

For the next survey, HCPF is considering offering multiple options on how a provider can complete the survey. HCPF is also considering moving away from a fixed point-in-

time approach and towards an as-of-today approach, to reduce the administrative burden on all parties involved. In addition to these changes, HCPF is evaluating other ways to simplify the data collection process.

Conclusion

Colorado is committed to and is making continued steps to implement Employment First policies and practices throughout the state. The data in this report begins to build upon the baseline data from 2021. Interesting data points and trends are beginning to emerge as more data is collected. In the long term, Colorado can use this information to inform policy and measure progress toward improving employment outcomes for waiver members. HCPF expects the data will only become richer with additional surveys being completed.

Afterword

HCPF would like to acknowledge and thank all the service providers who participated in the 2022 survey. Additionally, HCPF would like to acknowledge the Employment First Advisory Partnership Data Committee, which includes representation from the Alliance of Colorado, the Division of Vocational Rehabilitation, the Office of Employment First, and the Continuum of Colorado. Since assisting in developing the inaugural point-in-time survey, the committee has continued to support and guide employment-related data collection efforts in Colorado.

Appendix:

Glossary

Competitive Integrated Employment (CIE) is work paid directly by employers at the greater of the state or federal minimum wage or prevailing wage with commensurate benefits, occurring in a typical work setting where the employee with a disability interacts or has the opportunity to interact continuously with coworkers without disabilities, not including supervisory personnel or individuals who are providing services to the employee with a disability, and the employee with a disability has an opportunity for advancement or job mobility, and is engaged, preferably, in full-time work. (C.R.S. § 8-84-301(3))

Day Habilitation is a category of waiver benefits that include assistance with the acquisition, retention or improvement of self-help, socialization and adaptive skills that take place in a nonresidential setting, separate from the member's private residence or other residential living arrangement, except when services are necessary in the residence due to medical or safety needs. The benefits under this category are Specialized Habilitation and Supported Community Connections. ([10 CCR 2505-10 8.500.5.B.3](#))

Employment First is a framework for change in the provision of services that is centered on the premise that all persons, including persons with significant disabilities, are capable of full participation in competitive integrated employment and community life. Under this framework, in providing publicly funded services, employment in the general workforce is the first and preferred outcome for all working-age persons with disabilities, regardless of the level of disability. Publicly funded agencies and systems align policies, service delivery practices, funding, and reimbursement structures in order to achieve competitive integrated employment. (C.R.S. § 8-84-301)

Home and Community-Based Services (HCBS) Waivers are authorized in Section 1915(c) of the Social Security Act permits a state to waive certain Medicaid requirements in order to furnish an array of home and community-based services that promote community living for Medicaid beneficiaries and, thereby, avoid institutionalization. Waiver services complement and/or supplement the services that are available through the Medicaid State plan and other federal, state and local public programs as well as the supports that families and communities provide to individuals. ([10 CCR 2505-10 8.500.1.T.](#))

Home and Community Based Services Developmental Disabilities (HCBS-DD) waiver provides access to 24-hour, seven days a week supervision through Residential Habilitation and Day Habilitation Services and Supports. Living arrangements can range from host homes settings with 1-3 persons, individualized settings of 1-3 persons, and group settings of 4-8 persons, as well as residential supports for participants who live in

their own home or who live with and/or are provided services by members of their family. (hcpf.colorado.gov/developmental-disabilities-waiver-dd)

Home and Community Based Services Supported Living Services (HCBS-SLS) waiver provides necessary services and supports for individuals with intellectual or developmental disabilities so they can remain in their home and communities. The HCBS-SLS waiver promotes individual choice and decision-making through the individualized planning process and the tailoring of services and supports to address prioritized, unmet needs. In addition, this waiver is designed to supplement existing natural supports and traditional community resources with targeted and cost-effective services and supports. (hcpf.colorado.gov/supported-living-services-waiver-sls)

Pre-vocational services is a category of waiver Supports and Services that prepare a member for paid community employment. Services consist of teaching concepts including attendance, task completion, problem solving and safety, and are associated with performing compensated work ([10 CCR 2505- 10 8.500.5.B.3.e.](#))

Home and Community Based Services (HCBS) Supported Employment is a category of waiver Supports and Services that include intensive, ongoing supports that enable a waiver member, for whom competitive employment at or above the minimum wage is unlikely absent the provision of supports, and who because of the waiver member's disabilities need support to perform in a regular work setting. The included benefits can be billed both individually and in group, and are: Job Development, Job Coaching, Job Placement. ([10 CCR 2505-10 8.500.5.B.10](#))

Supported Community Connections is a category of waiver Supports and Services that provide support the skills development necessary to enable the waiver member to access typical activities and functions of community life, such as those chosen by the general population, including community education or training, retirement and volunteer activities. Supported Community Connections services provide a wide variety of opportunities to facilitate and build relationships and natural supports in the community while utilizing the community as a learning environment to provide services and supports as identified in a waiver member's service plan. These services are conducted in a variety of settings in which the waiver member interacts with persons without disabilities other than those individuals who are providing services to the waiver member. ([10 CCR 2505-10 8.500.5.B.3.d.](#))

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**List of Employers
who employed a
HCBS waiver member
in 2022**

- 2nd & Charles
- Ability Specialists
- ABM at DIA
- Ace Hardware
- Action Shop Community
- Adams 12 Schools
- Advance Auto Parts
- Agfinity Inc.
- AJ's Deli
- Alcohol Monitoring Systems/SCRAM Systems Worksite
- Alexander Orthodontics
- Alida's Fruits
- Allied Universal Security
- Alligator Farm
- Alta Living
- Alternative Support Administrative Office
- Alternative Support Pottery Studio
- Amazon
- AMC Theatre
- American Solutions for Businesses
- America's Best
- ANBE
- Apartments
- Applebee's
- Aramark
- Aramark (Empower Field at Mile High)
- Arby's
- ARC Thrift Store
- Argus Event Staffing
- Argus Security
- Argus
- Assenmacher Specialty Tools
- Assistant
- A-Team
- Atlantis Community
- Atlas Real Estate
- Autism Community Store
- Auto EMT
- AutoNation Honda
- Bachus & Schanker
- Bal Seal Engineering, Inc
- Balfour
- BareFeet Spa
- Baroz Auto Shop
- Bass Pro Shop
- Bayaud Enterprises
- Baymont Hotel
- Best Buy
- Best Western Pueblo
- BFF of NoCo
- BI Inc.
- Big 5
- Big Lots
- Big R Stores
- Bingo Oasis
- Blackjack Pizza
- Blue Peaks Firehouse Subs
- Blue Star Recyclers
- Born Again Used Books
- Botanical Gardens
- Boulder Valley School District
- Boys and Girls Club
- Brand Spanking Used
- Bred
- Brewability
- Brookdale Senior Living
- Buelle Theater
- Burger King
- Burlington Coat Factory
- Camp Bow Wow
- Cardinal Health Worksite
- Carl's Tavern
- Casa Caliente
- Casey's Car Wash
- Cedaredge Land Company
- Center at Rock Creek
- Center Town Hall
- Center Toward Self-Reliance
- Central Bag and Burlap
- Centre Rehab
- Centura Health Grounds Crew
- Century 16 Belmar
- Century Theater
- Champion's Corner

- Charles Whitlock Rec Center
- Charlotte's Web
- Cheesecake Factory
- Cherry Creek Country Club
- Cherry Creek Schools
- Chick-Fil-A
- Children's Advocacy Center
- Children's Hospital
- Chipotle
- Chuck Latham, Associates
- CiCi's Pizza
- Cinemark
- City Bark
- City Market
- City of Fort Collins - Parks
- City of Steamboat Springs
- Clark's Market
- Clay n' Glaze
- CoDi
- Colorado Bread Co.
- Colorado Coffee Company
- Colorado Flooring
- Colorado Rockies
- Colorado State University
- Colorado's Pro Gym
- Columbine Health Systems, Inc.
- Columbine Health
- Community Connections Inc.
- Community Options
- Continuum of Colorado
- Corner Bakery
- Cosmos Pizza
- Cracker Barrel
- Creative Creations
- Crestline Manor Mobile Home Park
- Crumbl Cookies
- Crunch Fitness
- Crystal Joys
- CSSI
- CU Dining Services
- Culver's
- D-11 School District
- Dart Wars
- Days Inn
- DD's Discounts
- Defiance Thrift
- Delta Building Center
- Denver Public Schools
- Denver Screen Printing
- Denver University
- Developmental Disabilities Resource Center
- Devon's K-9 Training LLC
- Devonshire Longmont Florist
- Dick's Sporting Goods
- Dish Network
- Dollar Tree
- Domino's Pizza
- Douglas County Schools
- DPS Mackenzie's Place
- Dunkin Donuts
- Earl's Floral & Gifts
- Eco Cycle CHaRM
- ECS McDonald's
- Elitch Gardens
- Elite Brands of Colorado
- Elizabeth Dean Clothing
- Embassy Suites
- EmNet Organics
- Evans Park
- Evolve
- Express Courier
- Express Shredding
- Fairfield Inn & Suites
- Famous Footwear
- Fay Myers
- FedEx
- Festive Cup
- Flying Horse Steakhouse
- Forney Industries
- Fort Collins Police
- Front Range Gardens
- Fruita Rec Center
- Gaby's German Eatery
- Gaia Inc.
- Garden Village
- Gardens on Quail
- Get Out Escape Rooms

- Gib's Bagels
- Global Down Syndrome
- GMA Associates
- Gold Crown Fieldhouse Plaza
- Golden Corral
- Good Times
- Goodwill Industries
- Goodwill Lake Arbor Store
- Goodwill of Colorado
- Goodwill Outlet
- Grace Pointe Senior Care Facility
- Griswold Home Care
- Gunther Toody's
- Habitat ReStore
- Hampton Southgate
- Hanes
- Happy Day Plants
- Happy Dog Ranch
- Harco Athletics
- HealthTrust
- Helga's Pet Pantry
- Help for Abused Partners
- Heritage Pet
- High Country Beverage
- Hilton Garden Inn
- Hobby Lobby
- Hobnob Pet
- Holidaily Brewing Company
- Holiday Lanes
- Home Depot
- Home Goods
- Horizons
- Hotel Colorado
- Hugo School
- Humble Paws
- IHOP
- Imagine!
- Innovation Forge
- Jack's & Steamers
- Janitor
- JD's Bait Shop
- JeffCo School District
- Jeffco Schools North Transportation
- Jiffy Lube
- Joann Fabrics
- Joe's Crab Shack
- Jorgensen's Laboratories
- Joseph's Hardware
- JT's Fire (Self-employed/business owner)
- Juan Theater
- KFC
- Kilwins Chocolate & Ice Cream
- King Soopers
- Kleen-Tech Services
- Knead the Bakery
- Kohl's
- Crazy Karl's Pizza
- La Petite Day Care
- Lakewood Church of Christ
- LaPorte Hardware
- Laradon Hall
- Lariat Lodge
- Lemay Health & Rehab
- LifeBridge
- Link Indian Tree Animal Hospital
- Link Rec Center
- Little Caesars
- Love Your Pet Shop
- Lowe's Home Improvement
- Lowry Beer Garden
- Lucky Bird Chicken
- Lucky's market
- Mail Shop
- Marriott
- Marshall's
- Medical Services and Compliance
- Merry Maids
- Metro Express Car Wash
- Michael's
- Miliken Animal Clinic
- Mobile Crew
- Mod Pizza
- Montrose County School District
- Moose Lodge
- Motive
- Mountain Valley Developmental Services
- Mountain Valley Greenhouse

- Mountain Vista Senior Living Community
- Natural Grocers
- New Mercer Commons
- Niwot Market
- NMCS
- Noble Hospitality
- Noodles & Co
- Nothing Bundt Cakes
- NWCCI
- Office Depot
- Ohana's
- Old Chicago
- Olde World Bagels
- Olive Garden
- One Steamboat Place
- On-Trac
- Orchard AMC
- Oskar Blues
- Otra Vez Cantina
- Outback Steak House
- Outdoor Craftsman
- Overalls
- Panera Bread
- Papa John's
- Park Avenue Parties
- Parkview
- PASCO
- Patty Jewett Golf Course
- Paws and Claws
- Pearl Street Health Center
- Pet City Vail Resorts
- Pet Kare Clinic
- Petco
- PetSmart
- Pinnacle Charter School
- Pioneer Elementary
- Pizza Hut
- Planet Fitness
- Pomeranz Realty
- Project 970
- Prologis
- Prospect
- Pueblo Community Resources
- Pueblo Diversified Industries
- Qdoba
- Raising Canes
- Red Robin
- Redstone My Pets Place
- Regal Cinema
- Regionals Cinemas United Artist
- Rifle Equipment
- Rifle Library
- Rio Grande
- River Station
- Riverbend Health & Rehab Center
- Rob's Stone Creations
- Rocky Mtn. Apparel
- Rocky Mtn. Downs Syndrome Assoc.
- Ross
- RTD
- Rudy's BBQ
- Runza
- Sabrina's Soul Food
- Safeway
- Saint Vrain Valley School District
- Sample Supports
- Sam's Club
- Sandy's Office Supply
- Schaefer Enterprises
- School District 11
- Scoop it up
- Service Source
- Schacht Spindle
- Shields Foundation
- Skills Academy
- Sky Ranch
- Sky Zone
- Sonic
- South Metro Fire
- South Suburban Sports
- Southeastern Developmental Services, Inc.
- Spectrum Day Program
- Sports Monster
- Sprouts Market
- St John's School
- Stansberry Early Learning Center
- Steamboat Sticker Co
- Stepping Stone Support Center
- Sterling Livestock

- Subway
- Sunny Vista Assisted Living
- Sunrise of Boulder
- SustainAbility
- Sweet Beginnings
- Taco Bell
- Take 5 Car Wash
- Talon Grips
- Target
- Taste of Denmark
- Texas Roadhouse
- The 21 Project / self
- The Exchange/Ft. Carson
- The Golden Hotel
- The Learning Experience
- The Post
- The Rise School
- The Sink
- The Summit
- The Villas
- The Whispering Aspen
- Tinsel Town (Cinemark Theaters)
- TJ Maxx
- Top Golf
- Torchy's Tacos
- Town of Parker
- Tractor Supply
- Trader Joe's
- Trane
- Turner Chevrolet
- Twice As Nice
- Two Sisters Restaurant
- UCCS
- UC Health
- Unique Services of Northern Colorado
- Uniquely Yours
- United Providers
- Universal Protection Services
- US Bank
- Used Book Emporium
- Veldkamp's Flowers
- Velocity Car Wash
- Village Inn
- Wahoo's Fish Tacos
- Walgreens
- Walmart Supercenter
- Weaving Store / Art on 8th
- Wendy's
- West Slope Liquors
- Westlake Community Care
- Westminster Schools
- What Matters Services
- Whispering Aspen
- Whole Foods
- Wishes Toy Store
- Woodhouse Spa
- Woodley's
- Woodshop
- YMCA
- Young Tracks
- Zaidy's