



Foothills Gateway, Inc.

Supporting People with Disabilities

*We believe in a life of opportunity, of choice, and of dignity
for every individual, regardless of age or ability.*

*The Mission of Foothills Gateway, Inc. is to advocate for and empower
individuals with disabilities to lead lives of their choice.*

Board of Director's Meeting Agenda

July 18, 2023

7:00 pm

MEETING CALLED TO ORDER 10 min.

Public Comment - The Board allocates 10 minutes at the beginning of each board meeting for "Public Comment". Each speaker, at the Chair's discretion, may speak for up to five minutes.

Potential Board Members – Should any potential Board members be in attendance, the Board allocates this time for introductions.

CONSENT AGENDA 2 min.

Approval of Board Meeting Minutes – June 20, 2023

FINANCIAL REPORT 10 min.

Approval of Financial Report

OLD BUSINESS 15 min.

State Updates

NEW BUSINESS 15 min.

Purpose of Executive Session

OFFICER UPDATES 15 min.

COMMITTEE REPORTS 20 min.

Executive Committee

Fiscal and Property Committee

EXECUTIVE SESSION (CRS 25.5-10-209-2, b, IV (C) – Matters required to be kept confidential by federal or state law or rules and based on Foothills Gateway's Bylaws.

ADJOURNMENT

This meeting will be virtual. For additional information and to learn how you can participate:

Please go to

<http://www.foothillsgateway.org/event> and click on "Board of Director's Meeting" on July 18th.

FOOTHILLS GATEWAY, INC.

UNAUDITED

Preliminary Financial Reports

for the 12 months ending June 30, 2023

MONTHLY FINANCIAL HIGHLIGHTS

- * Revenues are 4.8% under YTD Budget
- * Expenses are 6.2% under YTD Budget
- * Net Loss is \$286,150 less than YTD Budget

<i>Financial Status</i>	at June 30, 2022	at June 30, 2023	Change
Total Assets	\$11,957,909	\$12,135,207	\$177,298
Total Liabilities	\$1,614,442	\$1,601,960	(\$12,483)
Net Assets (Fund Balances)	\$10,343,467	\$10,533,248	\$189,781
Undesignated Net Assets	\$2,237,429	\$2,276,543	\$39,113
Designated Net Assets	\$8,106,038	\$8,256,705	\$150,667

<i>Current Year Financial Performance</i>	at 12 months / 100% of annual revenue and expense				
	Actual Year to Date	YTD Budget	% Actual to YTD Budget	Annual Budget	% Actual to Annual Budget
<i>Revenues</i>					
State/Medicaid Funds	\$12,455,468	\$13,179,384	94.5%	\$13,179,384	94.5%
Vocational Income	129,188	189,400	68.2%	189,400	68.2%
Public Support	245,919	198,000	124.2%	198,000	124.2%
Larimer County Mill Levy	5,275,195	5,677,970	92.9%	5,677,970	92.9%
Other	1,020,018	849,140	120.1%	849,140	120.1%
Total Revenue	\$19,125,787	\$20,093,894	95.2%	\$20,093,894	95.2%
<i>Expenses</i>					
Salaries, Taxes & Benefits - Staff	\$11,884,921	\$12,941,183	91.8%	\$12,941,183	91.8%
Salaries, Taxes & Ben - Individuals in Svcs	90,531	136,332	66.4%	136,332	66.4%
Vocational/Contract Supplies	1,081	3,440	31.4%	3,440	31.4%
Supplies, Equipment & Building Expense	963,119	1,098,465	87.7%	1,098,465	87.7%
Vehicle Expense	304,119	384,067	79.2%	384,067	79.2%
Program Related Expense	3,262,471	2,966,771	110.0%	2,966,771	110.0%
Purchase of Service	2,001,766	2,159,462	92.7%	2,159,462	92.7%
Other	427,999	500,543	85.5%	500,543	85.5%
Total Expenses	\$18,936,007	\$20,190,263	93.8%	\$20,190,263	93.8%
<i>Revenue Over (Under) Expense</i>	\$189,781	(\$96,369)	-196.9%	(\$96,369)	-196.9%

Foothills Gateway
Statement of Financial Condition
Friday, June 30, 2023
Unaudited

ASSETS

Current Assets	
Cash	\$1,934,272.47
Investments - Money Mkt	868,105.06
Investments - Short Term	2,881,000.77
Sub Total Cash & Equivalents	<u>5,683,378.30</u>
Receivables	
Fees and grants from governmental agencies	3,408,595.11
Vocational contracts	9,055.87
Notes Receivable	
Other	71,222.02
Sub Total Receivables	<u>3,488,873.00</u>
Inventory	2,272.88
Prepaid expense and other	97,241.97
Total Current Assets	<u>9,271,766.15</u>
Other Investments	2,060,312.64
Land, Building & Equipment, net	<u>803,128.62</u>
Total Assets	<u><u>12,135,207.41</u></u>

LIABILITIES AND NET ASSETS

Current Liabilities	
Accounts Payable and Accrued Expense	1,601,959.99
Current portion of Long-Term Debt	
Deferred Revenue	
Total Current Liabilities	<u>1,601,959.99</u>
Long Term Debt	
Notes Payable (less current portion)	
Total Liabilities	<u><u>1,601,959.99</u></u>

NET ASSETS (FUND BALANCES)

Unrestricted Funds	
Designated Memorial Funds	141,768.56
Designated Capital Repair & Replacement	50,000.00
Designated YMCA Camp	10,409.91
Designated Other Purposes	117,639.15
Designated CFCM Project	2,000,000.00
Designated 3 Mths Bdgt Exp	4,701,742.00
Net Investment in Land, Bldg & Equipment	803,128.62
Undesignated	2,626,525.87
Total Unrestricted Funds	<u>10,451,214.11</u>
Temporarily Restricted Funds	<u>82,033.31</u>
Total Net Assets (Fund Balances)	<u><u>10,533,247.42</u></u>
Total Liabilities and Fund Balances	<u><u>12,135,207.41</u></u>

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Foothills Gateway, Inc.
Fund Detail
June 30, 2023

BOARD DESIGNATED:

Cash in Bank	142,176.62
Due (To) / From General Fund	(408.04)
	<u>141,768.58</u>

FUND BALANCES:

Memorial Fund	141,768.58
<i>Total</i>	<u>141,768.58</u>

Foothills Gateway, Inc.
Fund Detail
June 30, 2023

DONOR DESIGNATED:

Cash in Bank	104,627.96
Accounts Payable	(22,594.65)
Total	82,033.31

FUND BALANCES:

Miscellaneous Restricted Donations	81,558.08
Colorado Gives Day - CM Resource Coord	41.20
Colorado Gives Day - Adult Services	406.90
Game Show Paddle Raise - Child/Fam Needs	8,865.58
Game Show Paddle Raise - Adult Needs	13,362.50
Comm Found - Boone - Supported Employment	1,000.00
Denise Peters - Supported Employment	250.00
Foothills Gateway Foundation - Adult Needs	6,064.24
FSS - Unbillable Services	4,038.53
FSS - Prior years fundraisers	26,214.55
FSS - Flying Pig 5k Run/Walk Current Year	21,314.58
Foothills Service League	475.23
Supported Employment	475.23
Total	82,033.31

Foothills Gateway
Statement of Revenue and Expense
Preliminary - UNAUDITED
Consolidated
For the Twelve Months Ending Friday, June 30, 2023

	Current Month Balance	Year to Date Balance	Budget FY22-23	Variance YTD Budget	Percent YTD Budget
REVENUES					
State General Fund					
4010... Infant/Toddler	1,059	677,287	1,300,815	(623,528)	52.1%
4040... Supported Living Services	39,190	586,822	516,101	70,721	113.7%
4050 Family Support Services-Direct	216,934	1,010,667	780,000	230,667	129.6%
4060... Case Management	137,665	1,424,816	1,380,614	44,202	103.2%
4065 Case Management -SIS	3,124	30,194	29,760	434	101.5%
4070... Management Fees	11,010	298,363	410,220	(111,857)	72.7%
4062 PASRR - State	0	918		918	0.0%
4067 IDD Determination	36,294	79,866	63,192	16,674	126.4%
4063 Special Purpose Funds	33,064	86,230	28,608	57,622	301.4%
Total State General Fund	478,340	4,195,163	4,509,310	314,147	93.0%
Part C					
4090... Part C - Direct Services	174,726	871,219	206,545	664,674	421.8%
4092 Part C - Private Ins Trust Fund	14,834	127,849	120,000	7,849	106.5%
4093 Part C - Private Ins Broker Fee	2,522	21,732	35,004	(13,272)	62.1%
4096 Part C - Service Coordination			59,475	(59,475)	0.0%
4097 Part C - Private Ins Serv Coord	4,805	43,134	45,000	(1,866)	95.9%
4098 Part C - Management Fee	17,850	86,856	35,363	51,493	245.6%
Total Part C	214,736	1,150,790	501,387	649,403	229.5%
Medicaid Waiver					
4110 CES Program	14,831	174,107	238,418	(64,311)	73.0%
4112 HCBS	2,296	29,475	45,000	(15,525)	65.5%
4114 Day Services - Non-Integrated	66,988	801,532	1,076,113	(274,581)	74.5%
4120 Day Services - Integrated	38,435	406,645	468,974	(62,329)	86.7%
4130 Residential Services	194,737	2,443,156	2,753,735	(310,579)	88.7%
4140 Supported Living Services	52,451	549,337	711,091	(161,754)	77.3%
4162... Case Mgmt TCM & Monitoring	213,924	2,405,553	2,527,089	(121,536)	95.2%
4164 CMW200 Case Management	321	1,606	1,848	(242)	86.9%
4180 Transportation	24,316	298,104	346,419	(48,315)	86.1%
Total Medicaid Waiver	608,300	7,109,515	8,168,687	(1,059,172)	87.0%
Other Service Related Revenue					
4245 Private Pay Revenue	5,905	65,372	61,760	3,612	105.8%
4250 Billing Agent Fees	308	4,477	4,200	277	106.6%
Total Other Service Related Revenue	6,214	69,850	65,960	3,890	105.9%
Other Gov't Fees & Grants					
4320 Larimer County Mill Levy	1,190,367	5,275,195	5,677,970	(402,775)	92.9%
4350 Colo Division of Housing	3,863	46,308	42,792	3,516	108.2%
4360 Division of Vocational Rehabilitation - DD	1,630	22,466	44,988	(22,522)	49.9%
Total Other Gov't Fees & Grants	1,195,859	5,343,968	5,765,750	(421,782)	92.7%

Foothills Gateway
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Preliminary - UNAUDITED
Consolidated
For the Twelve Months Ending Friday, June 30, 2023

	Current Month Balance	Year to Date Balance	Budget FY22-23	Variance YTD Budget	Percent YTD Budget
Vocational Income					
4406 CIE - Other	0	1,515	2,400	(885)	63.1%
4410 Vocational Contracts	8,519	127,673	187,000	(59,327)	68.3%
Total Vocational Income	8,519	129,188	189,400	(60,212)	68.2%
Public Support					
4530 Donor Restricted Contributions	900	55,076	46,000	9,076	119.7%
4560 Donations - Unrestricted	1,497	183,858	128,000	55,858	143.6%
4580 In Kind Revenue	1,895	6,984	24,000	(17,016)	29.1%
Total Public Support	4,293	245,919	198,000	(47,919)	124.2%
Other Income					
4810 Rent Income	1,200	14,400	14,400	0	100.0%
4820 Grant Income	0	37,954	26,600	11,354	142.7%
4850 Interest Income	6,746	61,139	70,000	(8,861)	87.3%
4855 Change in Market Value	92,411	210,612		210,612	0.0%
4870 Dividend Income	6,668	58,225	60,000	(1,775)	97.0%
4880 Miscellaneous Income	1,000	12,341	14,400	(2,059)	85.7%
4896 (Gain)/Loss on Sale of Assets	0	486,724	510,000	(23,276)	95.4%
Total Other Income	108,025	881,395	695,400	185,995	126.7%
TOTAL REVENUE	2,624,285	19,125,787	20,093,894	(968,107)	95.2%

Foothills Gateway
Statement of Revenue and Expense
Preliminary - UNAUDITED
Consolidated
For the Twelve Months Ending Friday, June 30, 2023

	Current Month Balance	Year to Date Balance	Budget FY22-23	Variance YTD Budget	Percent YTD Budget
EXPENSES					
Salaries & Wages					
5010 Full Time Wages	746,597	8,859,387	9,415,872	556,485	94.1%
5011 Part Time Wages	34,347	419,285	639,985	220,700	65.5%
5012 Bonus	127,099	178,579	16,788	(161,791)	1,063.7%
5509 PTO	(30,025)	(22,263)	58,851	81,114	(37.8%)
5015 Full Time Wages-Overtime	1,633	26,463	5,003	(21,460)	528.9%
5016 Part Time Wages-Overtime	833	4,127	70	(4,057)	5,895.3%
Total Salaries & Wages	880,484	9,465,577	10,136,569	670,992	93.4%
Wages - Individuals in Services					
5020 Vocational Wages	4,271	81,135	120,000	38,865	67.6%
5060 Outside Contract Wages	19	1,356	3,000	1,644	45.2%
Total Wages - Individuals in Svcs	4,290	82,491	123,000	40,509	67.1%
Contract Wages					
5105 Contract Wages	0	1,000	150	(850)	666.7%
5110 Consulting	7,343	49,190	63,240	14,050	77.8%
5120 Professional Fees	4,591	61,107	63,130	2,023	96.8%
Total Contract Wages	11,934	111,297	126,520	15,223	88.0%
Staff Payroll Taxes					
5310 Staff FICA	67,806	699,950	822,804	122,854	85.1%
5315 Worker's Comp	9,956	79,805	79,454	(351)	100.4%
Total Staff Payroll Taxes	77,762	779,755	902,258	122,503	86.4%
Payroll Taxes - Individuals in Svcs					
5320 FICA - Vocational	325	6,206	9,180	2,974	67.6%
5325 W/Comp - Vocational	183	1,706	3,822	2,116	44.6%
5360 Outside Contract FICA	(2)	104	228	124	45.5%
5365 Outside Contract W/Comp	4	25	102	77	24.4%
Total Payroll Taxes - Indiv in Svcs	510	8,040	13,332	5,292	60.3%
Staff Benefits					
5500 CUC	0	12,982	6,000	(6,982)	216.4%
5510 Health Insurance	93,681	1,178,423	1,343,096	164,673	87.7%
5511 EAP Expense	307	3,736	2,280	(1,456)	163.8%
5513 FAMLI	3,623	20,800	22,914	2,114	90.8%
5515 Dental Insurance	3,792	46,962	53,247	6,285	88.2%
5520 Disability	6,982	83,999	80,433	(3,566)	104.4%
5530 Life Insurance	796	9,757	11,290	1,533	86.4%
5540 Retirement	32,148	282,930	383,096	100,166	73.9%
Total Staff Benefits	141,329	1,639,589	1,902,356	262,767	86.2%

Foothills Gateway
Statement of Revenue and Expense
Preliminary - UNAUDITED
Consolidated
For the Twelve Months Ending Friday, June 30, 2023

	Current Month Balance	Year to Date Balance	Budget FY22-23	Variance YTD Budget	Percent YTD Budget
Supplies					
5700 Office Supplies	1,643	27,014	31,122	4,108	86.8%
5720 Center Supplies	1,008	14,938	12,000	(2,938)	124.5%
5725 Nursing Supplies	420	2,582	5,200	2,618	49.7%
5730 Janitorial Supplies	199	3,742	7,800	4,058	48.0%
5740 Unit Supplies	963	4,126	6,550	2,424	63.0%
5750 Postage	1,976	16,040	14,501	(1,539)	110.6%
Total Supplies	6,210	68,442	77,173	8,731	88.7%
Vocational/Contract Supplies					
5810 Contract Materials			2,640	2,640	0.0%
5815 Contract Postage	177	1,081	800	(281)	135.1%
Total Vocational/Contract Supplies	177	1,081	3,440	2,359	31.4%
Occupancy					
5900 Telephone	1,770	21,010	21,360	350	98.4%
5903 Cell / Digital Phones	8,845	100,301	119,043	18,742	84.3%
5910 Board & Liability Insurance	10,064	118,405	126,660	8,255	93.5%
5920 Building Maintenance	20,917	(21,461)	85,920	107,381	(25.0%)
5925 Grounds Maintenance	2,102	57,101	30,060	(27,041)	190.0%
5940 Depreciation	17,617	255,770	272,496	16,726	93.9%
5950 Security	2,186	25,943	11,949	(13,994)	217.1%
5960 Utilities	9,803	146,341	135,916	(10,425)	107.7%
5965 Refuse Collection	1,013	16,370	10,396	(5,974)	157.5%
5971 Rent	0	75	1,275	1,200	5.9%
5985 Moving Exp	1,146	2,557	1,440	(1,117)	177.6%
Total Occupancy	75,463	722,413	816,515	94,102	88.5%
Equipment					
6100 Equip Maint & Repair	25	2,161	3,850	1,689	56.1%
6110 Equip under \$3000	2,410	37,206	47,815	10,609	77.8%
6125 Equipment Lease Expense	990	21,600	26,592	4,992	81.2%
Total Equipment	3,425	60,967	78,257	17,290	77.9%
Professional Growth					
6300 Travel	0	4,343	11,636	7,293	37.3%
6310 Meetings & Conferences	227	5,718	17,407	11,689	32.8%
6320 Professional Dues & Publications	573	27,618	34,727	7,109	79.5%
6330 Staff Recognition	0	15,214	33,620	18,406	45.3%
6340 Staff Training	3,689	35,686	34,698	(988)	102.8%
6341 Computer Training	2,160	2,160	5,600	3,440	38.6%
6342 PCT Training	0	1,897	3,000	1,103	63.2%
6350 Employee Relations	(1,392)	1,178	7,500	6,322	15.7%
Total Professional Growth	5,257	93,813	148,188	54,375	63.3%
Vehicle Expense					
6410 Mileage Reimbursement Expense	3,445	25,274	43,119	17,845	58.6%
6420 Fuel & Oil Expense	4,990	63,208	85,885	22,677	73.6%
6430 Vehicle Repair & Maintenance	4,098	65,106	61,095	(4,011)	106.6%
6450 Vehicle Insurance Expense	5,471	66,815	72,636	5,821	92.0%
6460 Vehicle Licensing Expense	689	5,064	5,450	386	92.9%
6465 Vehicle Depreciation	7,056	96,526	115,882	19,356	83.3%
6480 Veh Repair Reimb by Insurance	(3,702)	(17,876)		17,876	0.0%
Total Vehicle Expense	22,047	304,119	384,067	79,948	79.2%

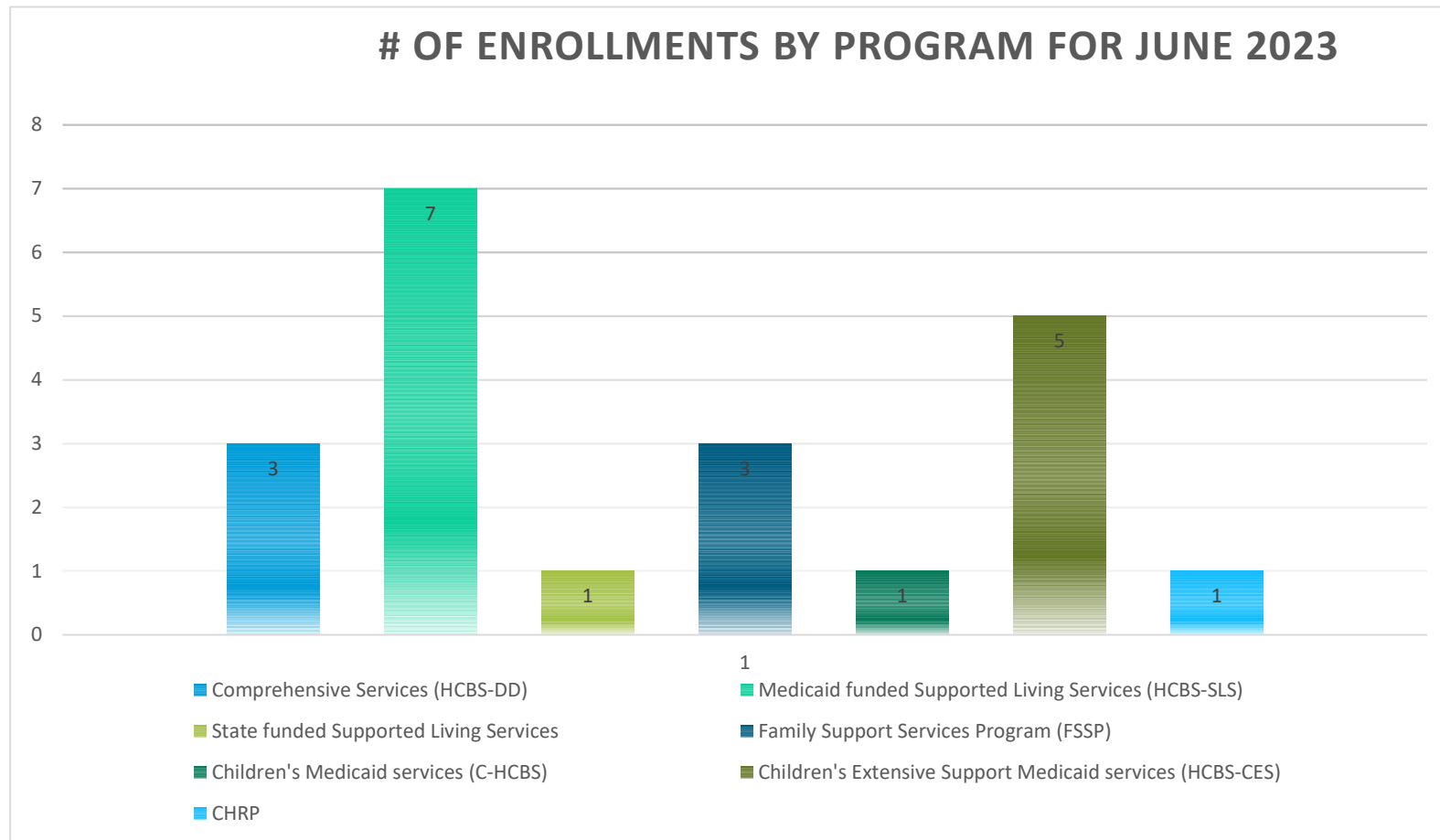
Foothills Gateway
Statement of Revenue and Expense
Preliminary - UNAUDITED
Consolidated
For the Twelve Months Ending Friday, June 30, 2023

	Current Month Balance	Year to Date Balance	Budget FY22-23	Variance YTD Budget	Percent YTD Budget
Other Expense					
6605 Board Expense	0	603	2,690	2,087	22.4%
6610 Public Relations	3,708	27,914	30,650	2,736	91.1%
6616 Misc Fees & Expenses	1,041	46,425	14,200	(32,225)	326.9%
6620 CARF	0	9,720	12,000	2,280	81.0%
6625 Advertising	0	92	1,630	1,538	5.6%
6650 Data Processing	9,176	113,734	115,783	2,049	98.2%
6660 Mill Levy - County Admin Fees	23,814	104,555	119,237	14,682	87.7%
6675 Ergonomical Evaluations	0	2,434	5,380	2,946	45.2%
6680 Staff Hep B Shots	0	1,025	1,683	658	60.9%
6681 CBI Checks	200	6,377	6,302	(75)	101.2%
6689 In-kind Donations Expense	1,895	6,984	24,000	17,016	29.1%
6690 Contribution	0	14,324	18,800	4,476	76.2%
Total Other Expense	39,834	334,186	352,355	18,169	94.8%
Direct Exp - Individuals in Svcs					
7010 Supplies	3,256	45,806	38,460	(7,346)	119.1%
7017 Household Supplies	176	1,652	1,740	88	94.9%
7020 Telephone			1,080	1,080	0.0%
7040 Recreational Services	1,564	12,862	13,812	950	93.1%
7045 Food & Personal Needs	1,202	12,352	14,940	2,588	82.7%
7046 Medical Supplies			720	720	0.0%
7048 Clothing Allowance	0	154	60	(94)	257.3%
7057 Personal Assist - HHA's	305	3,270	2,400	(870)	136.3%
7060 Transportation	1,253	18,072	22,584	4,512	80.0%
7070 Family Direct Pmts	218,477	1,004,989	764,500	(240,489)	131.5%
7072 Family Training	481	8,524	18,500	9,976	46.1%
7075 Direct Service Payments	188,215	1,639,663	1,604,800	(34,863)	102.2%
7079 Assistive Technology	13,228	163,387	128,520	(34,867)	127.1%
7081 Therapies	9,967	105,329	105,000	(329)	100.3%
7082 Medical Prof Services - Other	4,067	65,368	53,857	(11,511)	121.4%
7085 Craft Supplies	84	1,370	1,820	450	75.3%
7086 Women's Group	(24)	(7)		7	0.0%
Total Direct Exp - Indiv in Svcs	442,251	3,082,790	2,772,793	(309,997)	111.2%
Room & Board Expense					

Foothills Gateway
Statement of Revenue and Expense
Preliminary - UNAUDITED
Consolidated
For the Twelve Months Ending Friday, June 30, 2023

	Current Month Balance	Year to Date Balance	Budget FY22-23	Variance YTD Budget	Percent YTD Budget
Unallowable Expenses					
7310 Unallow - Mental Health	0	96,190	99,578	3,388	96.6%
7314 Unallow - Prof Svcs Other	2,060	7,837	8,600	763	91.1%
7315 Unallow - Dental	1,000	1,360		(1,360)	0.0%
7318 Unallow - Medical Suppl	0	1,000		(1,000)	0.0%
7320 Unallow - Provider Other	103	3,125	4,200	1,075	74.4%
7339 Unallow - Other	4,633	65,287	61,700	(3,587)	105.8%
Total Unallowable Ex	7,796	174,800	174,078	(722)	100.4%
Other Program Related Expense					
7450 Provider Training	0	2,809	11,900	9,091	23.6%
7460 Guardianship Expense	240	2,072	8,000	5,928	25.9%
Total Other Program Related Expense	240	4,881	19,900	15,019	24.5%
Purchase of Service					
7510 P/S Transportation Other	4,757	48,689	58,150	9,461	83.7%
7524... Program Approved Service Agencies	29,524	409,275	312,000	(97,275)	131.2%
7590 Host Homes	124,928	1,543,802	1,789,312	245,510	86.3%
Total Purchase of Service	159,209	2,001,766	2,159,462	157,696	92.7%
TOTAL EXPENSES	1,878,218	18,936,007	20,190,263	1,254,256	93.8%
REVENUE OVER (UNDER) EXP	746,067	189,781	(96,369)	286,150	(196.9%)

	<u>Jun-23</u>
Comprehensive Services (HCBS-DD)	3
Medicaid funded Supported Living Services (HCBS-SLS)	7
State funded Supported Living Services	1
Family Support Services Program (FSSP)	3
Children's Medicaid services (C-HCBS)	1
CHRP	1
Children's Extensive Support Medicaid services (HCBS-CES)	5



Determinations completed June 2023

Eligible Not Eligible
15 3

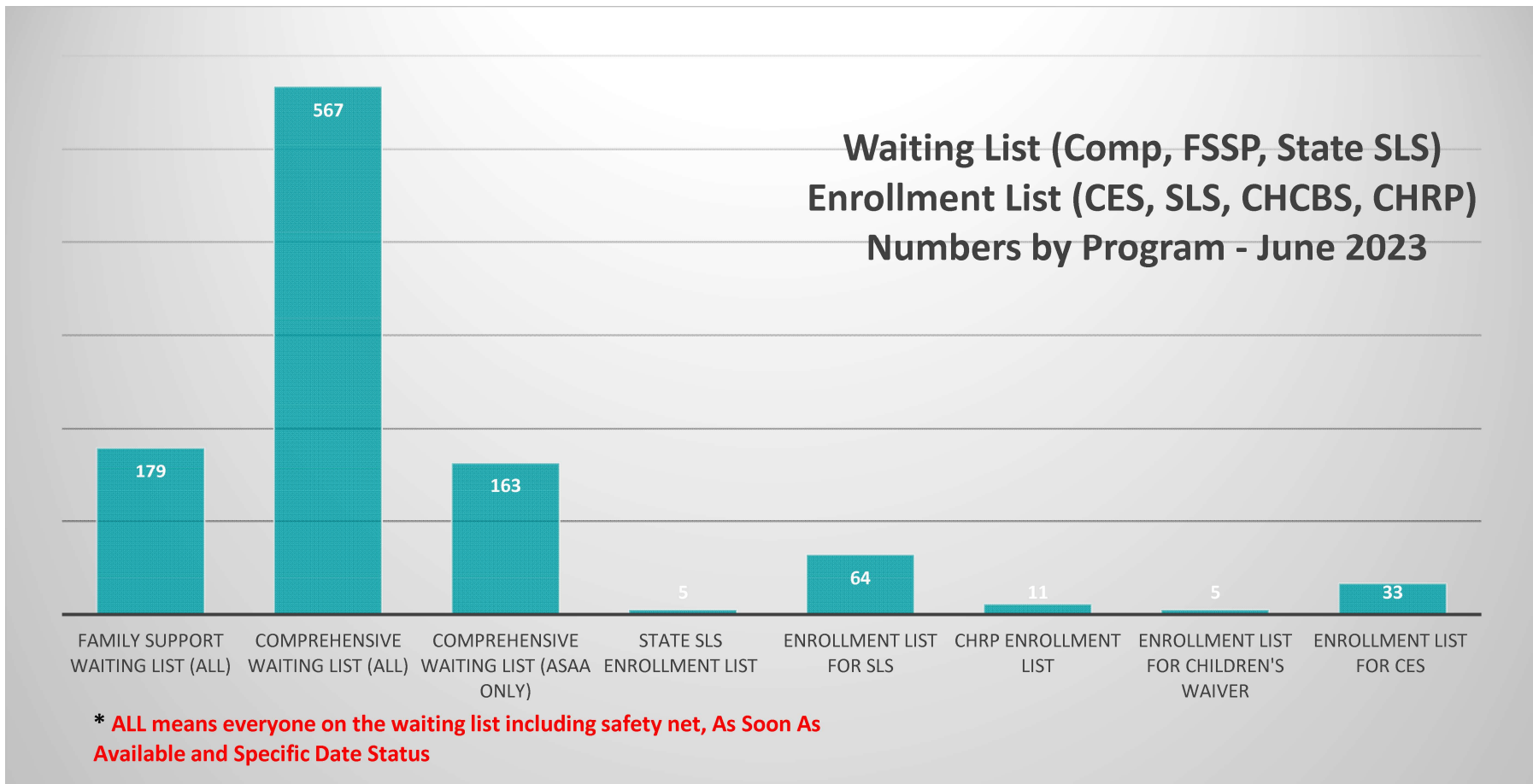
Total

18

DD Determinations June 2023



<u>Waiting List numbers</u>	<u>Jun-23</u>
Family Support Waiting List (ALL)	179
Comprehensive Waiting List (ALL)	567
Comprehensive Waiting List (ASAA only)	163
State SLS Enrollment List	5
Enrollment List for SLS	64
CHRP enrollment list	11
Enrollment list for Children's Waiver	5
Enrollment list for CES	33



DCSS Prevocational Program Billing Customer List
April – June 2023

<u>Company</u>	<u>Job Description</u>
CO Leather Balm	Packaging
Coyote Camp	Packaging
Full Pro	Assembly
Wild West Munchies	Packaging
World by the Tail	Packaging

***Volunteer Opportunities and Locations**

Prevoc; Community Skills Development Program (CSDP); Personal, Social and Community Services (PSCS)

<u>Company</u>	<u>Job Description</u>
Salvation Army	Pick up donated food
Loveland Community Kitchen	Placing packaged food items in bags
Everyday Joes Coffee House	Clean tables, sweep floors, stock cooler
Fort Collins Foodbank	Placing packaged items in bags

Supported Employment Diversified Career Services

Company

ARC (Fort Collins)
Biscuit Bakery of Northern Colorado
Bloedorn Lumber
Brand Spankin' Used
Center at Rock Creek
Center Rehab
Cinemark
Cinemark Bistro
City of Fort Collins
Chipper's Lanes
Colorado State University
Columbine Health Systems
Earle's Loveland Floral
Eco-Thrift
FoCo Police Department
Gib's Bagels (Shields)
Harco
High Country Beverage
Home Depot (JKF)
Jorgensen Labs
Joseph's Hardware
Kohl's (Loveland)
Krazy Karls (Loveland)
Lemay Health and Rehab
Lemay Health and Rehab
Mountain States Driving School
New Mercer Commons
Papa John's
PetCo
Poudre School District
Poudre School District
Raintree Athletic Club
Runza (Loveland)
Safeway (Fort Collins)
Safeway (Loveland)
Safeway (Windsor)
Stansberry Early Childhood
Target (Fort Collins)
Texas Roadhouse
The Rio
Thompson Valley Schools
Torchy's Tacos
Walmart (Fort Collins)
Wendy's (Fort Collins)

Individual Job Sites

Merchandising Associate (3)
Production Associate
Yard Associate
Associate
Dietary Aid
Laundry
Usher
Usher
Parks Associate
Crew Member
Moby Gym
Warehouse Attendant
Floral Assistant
Electronics Intake & Testing
Office Support
Dining Area Attendant
Helmet Reconditioning Associates (2)
Warehouse Assistant (2)
Garden Associate
Assembly/Packaging
Store Associate
Dock Assistant
Box Folder
Housekeeping
Medical Records Assistant
Office Assistant
Housekeeper
Box Folding
Associate
Accompanist
Janitorial Staff
Sanitation Specialist
Kitchen Assistant
Courtesy Clerk (2)
Courtesy Clerk
Courtesy Clerk
Teacher's Aid
Sales Associate
Kitchen Support
Dining Room Attendant
Classroom Aid
Kitchen Prep
Garden Center Associate
Dining Room Attendant (3)

Wendy's (Loveland)
Wendy's (Timnath)
YMCA of the Rockies

Dining Room Attendant (2)
Dining Room Attendant
Dining Room Attendant