



**NATIONAL  
CORE  
INDICATORS®**  
NASDDDS & HSRI



# National Core Indicators® Intellectual and Developmental Disabilities

## 2020 Staff Stability Survey Report

**OREGON**

**Group Home Provider Agencies**

Revised June 2022



Human Services  
Research Institute

# NASDDDS

National Association of State Directors of Developmental Disabilities Services

# Introduction

## Collecting Comprehensive Data on the DSP Workforce

Each year, National Core Indicators® Intellectual and Developmental Disabilities (NCI®-IDD)—a collaboration between the National Association of State Directors of Developmental Disabilities Services, the Human Services Research Institute, and participating state developmental disability agencies—works with member states to implement the Staff Stability Survey. The NCI-IDD Staff Stability Survey collects comprehensive data on the direct support professional (DSP) workforce providing direct supports to adults (age 18 and over) with intellectual and developmental disabilities (IDD). The goal of the survey and the resulting data is to help states examine workforce challenges, identify areas for further investigation, benchmark their workforce data, measure improvements made through policy or programmatic changes, and compare their state data to those of other states and the NCI-IDD average.

States across the country have used the NCI-IDD Staff Stability Survey data to demonstrate the critical nature of the DSP workforce crisis to legislators and policymakers. States are also engaging in deeper examinations of the data to determine the impetuses and drivers of workforce challenges. Advocates and researchers are analyzing the data to inform research into the workforce crisis and determine strategies to address the issues. The release of the 2020 Staff Stability Survey data from 26 states and the District of Columbia marks another opportunity for state developmental disability agencies, advocates, and researchers to work together to determine the best strategies to address the DSP workforce crisis. Moreover, data from the COVID-19 survey supplement can allow states to examine gaps and strengths in emergency responses and better understand how providers experienced the pandemic.

**This Oregon-specific report presents the results for the 155 group home provider agencies in Oregon that completed the 2020 Staff Stability survey.** This report includes data from one public agency. (The data from this public agency was not included in the national 2020 Staff Stability Survey report.)

Oregon House Bill 2684 requires residential training facilities and residential training homes to submit annual staffing data to a nationally standardized reporting survey organization specified by the Department of Human Services. The NCI-IDD Staff Stability Survey meets the obligations of such organizations under sections 2 and 3 of the ORS 443.400 to 443.455.

Some residential training facility and residential training home providers included in this report also provide supports in in-home and non-residential settings. As a result, some data in this report demonstrate information on DSPs in in-home and non-residential settings. However, the DSP wage information in this report is specific to DSPs working in residential settings.

### CONTACT INFORMATION

For information on the NCI-IDD Staff Stability Survey or this Oregon-Specific Survey Report, please contact:

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***Special thanks to Nilufer Isvan, Kristin Battis, and Jessica Maloney for their extensive data review, editing, and design work on this report.***

#### **Suggested citation:**

National Core Indicators. (2022). *National Core Indicators Intellectual and Developmental Disabilities 2020 Staff Stability Survey Report*. Oregon Group Home Provider Agencies.

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## Full Results of the 2020 Survey

NCI-IDD works with member states to collect comprehensive data on the workforce of DSPs providing supports to adults (age 18 and over) with intellectual and developmental disabilities (IDD).

This report presents the results for the 155 residential provider agencies in Oregon that completed the 2020 survey. The aggregate results for the agencies in this report are indicated by “Report Average.” Please note that the Report Average does not include missing data.

**Oregon House Bill 2684 requires residential training facilities and residential training homes to submit annual staffing data to a nationally standardized reporting survey organization specified by the Department of Human Services. The NCI-IDD Staff Stability Survey meets the obligations of such organizations under sections 2 and 3 of the ORS 443.400 to 443.455.**

### How is the survey administered?

NCI-IDD member states that choose to participate in the Staff Stability Survey provide a list of all provider agencies in the state that offer direct support to adults with IDD. This list includes the agency name and email contact at the agency.

This list is uploaded into an online portal, the State Staff Stability Portal. Using the portal, the state can email a survey invitation with a unique link so that each agency can access the survey online. The state manages the survey response, corrects incorrect contact information, and ensures agencies respond. The 2020 survey opened early in 2021 and closed in late summer 2021.

### For the purposes of this survey, what is a DSP?

This survey asks about people employed as **direct support professionals (DSPs)**. This includes all paid workers whose primary

job responsibility is direct support and for whom the responding agency defines wages and benefits directly.

DSPs work with individuals with IDD, helping them live fulfilling lives, make choices, and live and work in the community. DSPs are also commonly known as direct support workers (DSWs).

More specifically, DSPs include:

- All people whose primary job responsibility is to provide support, training, supervision, and personal assistance to adults with IDD
- All full-time and part-time DSPs
- All paid staff members who spend at least 50% of their hours doing direct service tasks—they may do some supervisory tasks, but their primary job responsibility is direct support work, and more than half of their working hours are spent providing direct support

For example, the DSP workforce includes the following job titles and those in similar roles (*this list is NOT exhaustive*):

- Personal support specialists (PSSs)
- Home health aides (HHAs)
- Homemakers
- Residential support workers (RSWs)
- Community habilitation specialists
- Personal attendants/personal care aides
- DSPs working in job or vocational services
- DSPs working at day programs or community support programs

The following types of workers are not considered DSPs and are not included in this report:

- Staff hired through a temporary personnel agency
- Those who only provide transportation, home modifications, and meal delivery

- Licensed health care staff (nurses, social workers, psychologists, etc.)
- Contract or 1099 workers
- On-call or PRN workers (however, there is one question in the survey that refers to these workers)

Agencies providing host/foster/family home arrangements did not include the primary care providers in their definition of a DSP; their data are not included in this report. However, care workers who were employed by these agencies in addition to the primary care provider were counted as DSPs, and their data are included in this report.

PLEASE NOTE: All report averages are averages of provider averages.

PLEASE NOTE: Blank cells can mean different things. For example, a blank cell may represent missing data, or may represent that the question was not applicable.

## Characteristics of Responding Agencies

**Table 1.** Does Your Agency ONLY Support Adults With Intellectual/Developmental Disabilities (IDD)?

Agency name	Does your agency ONLY support adults with intellectual/developmental disabilities (IDD)?	If your agency does not only support adults with IDD, can you isolate wage information, vacancy rates, and benefits for DSPs who work exclusively with adults with IDD, and can you report on these separately?
A PLACE OF HOPE ADULT FOSTER HOME, LLC	Yes	
A.S.H., INC.	Yes	
ABEL'S RESIDENTIAL SERVICES, LLC	Yes	
ACHIEVE LLC	Yes	
AEGIS RESIDENTIAL CARE, LLC	Yes	
ALBERTINA KERR CENTERS	No	No
ALSAN RESIDENTIAL SERVICE LLC	Yes	
ALSO	No	Yes
ALTERNATIVE SERVICES-OREGON, INC.	Yes	
ALVORD-TAYLOR, INC.	Yes	
AMANI CARE HOMES	Yes	
ARCADIAN INCLUSION MANAGEMENT	Yes	
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	
AS PROMISED GROUP HOME	Yes	
AWESOME GROUP HOME	Yes	
BARCH, INC.	Yes	
BEE LOVED CARE HOME, LLC	Yes	
BEINGROUP, LLC	Yes	
BENCO	Yes	
BETHESDA LUTHERAN COMMUNITIES	Yes	
BEYOND ABILITY SUPPORT SERVICES	Yes	
BLESSED RESIDENTIAL CARE LLC	Yes	
BRIDGES ENTERPRISE, LLC	Yes	

Agency name	Does your agency ONLY support adults with intellectual/developmental disabilities (IDD)?	If your agency does not only support adults with IDD, can you isolate wage information, vacancy rates, and benefits for DSPs who work exclusively with adults with IDD, and can you report on these separately?
BRIGHTSIDE LIVING, LLC	Yes	
CARETOWN, LLC	Yes	
CASCADE RESIDENTIAL CARE, INC.	Yes	
CATHOLIC COMMUNITY SERVICES	Yes	
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	Yes
CENTRAL OREGON COLLECTIVE	Yes	
CHAMBERLIN HOUSE, INC.	Yes	
CHOICES UNLIMITED, INC.	Yes	
COFFELT CARE HOMES, INC	Yes	
COMMUNITY ACCESS SERVICES II, INC.	No	No
COMMUNITY BASED GROUP HOME	Yes	
COMMUNITY LIFE LLC	Yes	
COMMUNITY SERVICES, INC.		
COMMUNITY SUPPORT SERVICES, INC.	Yes	
CONNECTIONS RESIDENTIAL SERVICES	Yes	
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	
CORNERSTONE VALLEY INC	No	Yes
CROSSROADS RESIDENTIAL HOME	Yes	
D & D FOSTER CARE, LLC	Yes	
DAI S'LA	Yes	
DAIZY CORPORATION	Yes	
DANVILLE SERVICES OF OREGON, LLC	No	Yes
DEAR HEART SUPPORT SERVICES LLC	Yes	
DEGES CARE INC.	Yes	
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	
DUNGARVIN OREGON, LLC	Yes	
EASTCO DIVERSIFIED SERVICES	Yes	

Agency name	Does your agency ONLY support adults with intellectual/developmental disabilities (IDD)?	If your agency does not only support adults with IDD, can you isolate wage information, vacancy rates, and benefits for DSPs who work exclusively with adults with IDD, and can you report on these separately?
EDWARDS CENTER, INC.	Yes	
ELYSIAN PURSUIT INCORPORATED	Yes	
FAITH 24-HOUR RESIDENTIAL HOME INC	Yes	
FAMILY OWNED GROUP HOME LLC	Yes	
FREMONT ADULT CARE HOME, LLC	Yes	
GRAY SERVICES LLC	Yes	
GRIFFITH 24 HR CARE, LLC	Yes	
GWB HOUSE INC	Yes	
H & H HOME AND HEART LLC	Yes	
HARMONY HOUSING, INC	Yes	
HAVEN CENTER LLC	Yes	
HEART TO HEART CARE HOME, LLC	Yes	
HEAVENLY HOME CARE LLC	Yes	
HENDRICKSON RESIDENTIAL, INC	Yes	
HILDAH AND KAY'S, LLC	Yes	
HOME INC.	Yes	
HOME LIFE, INC	Yes	
HORIZON PROJECT, INC	No	No
HUMMINGBIRD CARE HOME, LLC	Yes	
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	
INDEPENDENT ENVIRONMENTS, INC	Yes	
INFINITY SUPPORT SERVICES, LLC	Yes	
INTEGRITY-CARE LLC	Yes	
IS LIVING	No	Yes
JACOB'S LIGHTHOUSE, LLC	Yes	
KADMAK RESIDENTIAL SERVICES, LLC	Yes	
KJ 24 - HOURS CARE HOME LLC	Yes	
LAILAH'S LIVING CENTER	Yes	



Agency name	Does your agency ONLY support adults with intellectual/developmental disabilities (IDD)?	If your agency does not only support adults with IDD, can you isolate wage information, vacancy rates, and benefits for DSPs who work exclusively with adults with IDD, and can you report on these separately?
LAILAHS LIVING CENTER II	Yes	
LEMUEL, INC GROUP HOMES	Yes	
LENSA RESIDENTIAL SERVICE LLC	Yes	
LIA'S CARE HOME INC	Yes	
LIBERTY LIVING LLC	Yes	
LIMES ADULT FOSTER CARE	Yes	
LIVING OPPORTUNITIES, INC	Yes	
LOTUS CARE INC	Yes	
MARIE MILLS CENTER, INC	Yes	
MENNA LLC	Yes	
MENTOR OREGON	Yes	
MID-VALLEY RESIDENTIAL CARE LLC	Yes	
MIMI 24HRS RESIDENTIAL HOME 1 INC	Yes	
MV ADVANCEMENTS	Yes	
MY LIYU RESIDENTIAL SERVICES LLC	Yes	
NEW DAY ENTERPRISES	Yes	
NEW DAY NORTHWEST INC.	Yes	
NURU'S ADULT FOSTER HOME	Yes	
NW COMMUNITY ALLIANCE, INC	Yes	
NW MENTAL HEALTH MGMT SVCS	Yes	
OHANA FIRST LLC	Yes	
OHANA LOVING CARE	Yes	
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	
OREGON MENNONITE RES SVCS	Yes	
OREGON QUALITY CARE LLC	Yes	
OREGON SUPPORTED LIVING PROGRAM	Yes	
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	Yes	

Agency name	Does your agency ONLY support adults with intellectual/developmental disabilities (IDD)?	If your agency does not only support adults with IDD, can you isolate wage information, vacancy rates, and benefits for DSPs who work exclusively with adults with IDD, and can you report on these separately?
PARTNERSHIPS IN COMMUNITY LIVING, INC	No	Yes
PATHWAY ENTERPRISES, INC	No	Yes
PERSONALIZED INDEPENDENCE, INC.	Yes	
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	
PORTLAND METRO RESIDENTIAL SERVICES	Yes	
PREMIER COMMUNITY SUPPORTS, LLC	No	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	
PROVIDENT LIFE INC.	Yes	
RAIN KING PROPERTIES	Yes	
RAINBOW ADULT LIVING FACILITIES	Yes	
RENAISSANCE CARE, INC	Yes	
RENEW CONSULTING INC	No	No
RESIDE RESIDENTIAL CARE	Yes	
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes	
RISE, INC	No	No
RISING SUN SUPPORTED LIVING	Yes	
RIVERS & ROADS RESI & CONSLT, INC	No	
RIVERSIDE TRAINING CENTER, INC	Yes	
RON WILSON CENTER	Yes	
S & A RESIDENTIAL SERVICES, LLC	Yes	
S.A.C.U.	No	No
S.I.S.O.	Yes	
SAFECARE RESIDENTIAL SERVICES, INC	Yes	
SCHMIDT COMMUNITY CARE, LLC	Yes	
SHALOM 24 HOURS GROUP HOME	Yes	
SHANGRI-LA CORP	Yes	

Agency name	Does your agency <b>ONLY</b> support adults with intellectual/developmental disabilities (IDD)?	If your agency does not only support adults with IDD, can you isolate wage information, vacancy rates, and benefits for DSPs who work exclusively with adults with IDD, and can you report on these separately?
SILVER SPRING GROUP HOME, INC	Yes	
SOLODA ACH INC.	Yes	
SOUTH COAST HORIZONS	Yes	
SOUTHERN OREGON ASPIRE	Yes	
ST. GABRIEL CARE HOME INC.	Yes	
STAR CORP GROUP HOME	Yes	
STAR OF HOPE ACTIVITY CENTER INC	No	Yes
STEP FORWARD ACTIVITIES, INC	Yes	
STEPPING STONE 24 HOURS HOME INC	Yes	
STONEBROOKE RESIDENTIAL SERVICES	Yes	
SUNNY OAKS, INC	Yes	
TANDEM NORTHWEST	Yes	
THE OSBORN PROJECT	Yes	
THRIVING LIVES CARE, INC	Yes	
TRU COLLABORATIONS, LLC	Yes	
TRUCARE HOMES, LLC		
UMPQUA HOMES, INC.	Yes	
UNITY LIFE CARE LLC	Yes	
UP & OUT, INC	Yes	
VALOR ASSOCIATES, LLC	Yes	
WALKER SUPPORT SERVICES, INC	Yes	
WESTERN IDAHO TRAINING CO INC	No	No
WESTSIDE COMMUNITY FOCUS	Yes	
WORK UNLIMITED, INC	No	Yes
<b>Report average<sup>1</sup></b>	<b>88.2% Yes</b>	<b>52.9% Yes</b>

<sup>1</sup> The aggregate results for the agencies in this report are indicated by "Report Average."

*Numbers of DSPs on Payroll Between January 1, 2020, and December 31, 2020*

**Table 2.** *How Many DSPs Providing Support for Adults With IDD Were on Your Payroll as of January 1, 2020, and December 31, 2020?*<sup>2</sup>  
*Numbers should not include staff hired through a temporary personnel agency, contract or 1099 workers, and PRN or on-call workers.*

<b>Agency name</b>	<b>Number of DSPs on payroll as of Jan. 1, 2020</b>	<b>Number of DSPs on payroll as of Dec. 31, 2020</b>	<b>Change in number of DSPs between Jan. 1 and Dec. 31, 2020</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	3	2	Decrease
<b>A.S.H., INC.</b>	22	22	No change
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	2	2	No change
<b>ACHIEVE LLC</b>	15	20	Increase
<b>AEGIS RESIDENTIAL CARE, LLC</b>	10	20	Increase
<b>ALBERTINA KERR CENTERS</b>	463	445	Decrease
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	4	4	No change
<b>ALSO</b>	196	200	Increase
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	244	271	Increase
<b>ALVORD-TAYLOR, INC.</b>	217	150	Decrease
<b>AMANI CARE HOMES</b>	0	1	Increase
<b>ARCADIAN INCLUSION MANAGEMENT</b>	16	19	Increase
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	51	74	Increase
<b>AS PROMISED GROUP HOME</b>	2	6	Increase
<b>AWESOME GROUP HOME</b>	0	5	Increase
<b>BARCH, INC.</b>	17	17	No change
<b>BEE LOVED CARE HOME, LLC</b>	0	7	Increase
<b>BEINGROUP, LLC</b>	4	4	No change
<b>BENCO</b>	67	68	Increase
<b>BETHESDA LUTHERAN COMMUNITIES</b>	186	167	Decrease
<b>BEYOND ABILITY SUPPORT SERVICES</b>	8	8	No change
<b>BLESSED RESIDENTIAL CARE LLC</b>	14	4	Decrease

<sup>2</sup> These data also appear in the NCI-IDD 2020 Staff Stability Survey COVID-19 Supplement Report.

<b>Agency name</b>	<b>Number of DSPs on payroll as of Jan. 1, 2020</b>	<b>Number of DSPs on payroll as of Dec. 31, 2020</b>	<b>Change in number of DSPs between Jan. 1 and Dec. 31, 2020</b>
<b>BRIDGES ENTERPRISE, LLC</b>	10	9	Decrease
<b>BRIGHTSIDE LIVING, LLC</b>	31	28	Decrease
<b>CARETOWN, LLC</b>	4	8	Increase
<b>CASCADE RESIDENTIAL CARE, INC.</b>	23	28	Increase
<b>CATHOLIC COMMUNITY SERVICES</b>	113	110	Decrease
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	41	39	Decrease
<b>CENTRAL OREGON COLLECTIVE</b>	56	44	Decrease
<b>CHAMBERLIN HOUSE, INC.</b>	62	67	Increase
<b>CHOICES UNLIMITED, INC.</b>	7	7	No change
<b>COFFELT CARE HOMES, INC</b>	5	6	Increase
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	154	153	Decrease
<b>COMMUNITY BASED GROUP HOME</b>	8	8	No change
<b>COMMUNITY LIFE LLC</b>	11	13	Increase
<b>COMMUNITY SERVICES, INC.</b>	182	165	Decrease
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	39	34	Decrease
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	22	19	Decrease
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	41	36	Decrease
<b>CORNERSTONE VALLEY INC</b>	17	17	No change
<b>CROSSROADS RESIDENTIAL HOME</b>	8	16	Increase
<b>D &amp; D FOSTER CARE, LLC</b>	6	7	Increase
<b>DAI S'LA</b>	2	5	Increase
<b>DAIZY CORPORATION</b>	10	11	Increase
<b>DANVILLE SERVICES OF OREGON, LLC</b>	48	131	Increase
<b>DEAR HEART SUPPORT SERVICES LLC</b>	8	9	Increase
<b>DEGES CARE INC.</b>	9	8	Decrease
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	95	95	No change
<b>DUNGARVIN OREGON, LLC</b>	161	128	Decrease
<b>EASTCO DIVERSIFIED SERVICES</b>	50	50	No change

<b>Agency name</b>	<b>Number of DSPs on payroll as of Jan. 1, 2020</b>	<b>Number of DSPs on payroll as of Dec. 31, 2020</b>	<b>Change in number of DSPs between Jan. 1 and Dec. 31, 2020</b>
<b>EDWARDS CENTER, INC.</b>	143	118	Decrease
<b>ELYSIAN PURSUIT INCORPORATED</b>	38	37	Decrease
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	7	7	No change
<b>FAMILY OWNED GROUP HOME LLC</b>	4	5	Increase
<b>FREMONT ADULT CARE HOME, LLC</b>	0	6	Increase
<b>GRAY SERVICES LLC</b>	3	10	Increase
<b>GRIFFITH 24 HR CARE, LLC</b>	4	4	No change
<b>GWB HOUSE INC</b>	5	5	No change
<b>H &amp; H HOME AND HEART LLC</b>	23	23	No change
<b>HARMONY HOUSING, INC</b>	37	32	Decrease
<b>HAVEN CENTER LLC</b>	49	63	Increase
<b>HEART TO HEART CARE HOME, LLC</b>	6	5	Decrease
<b>HEAVENLY HOME CARE LLC</b>	5	5	No change
<b>HENDRICKSON RESIDENTIAL, INC</b>	12	14	Increase
<b>HILDAH AND KAY'S, LLC</b>	5	5	No change
<b>HOME INC.</b>	3	4	Increase
<b>HOME LIFE, INC</b>	108	111	Increase
<b>HORIZON PROJECT, INC</b>	155	147	Decrease
<b>HUMMINGBIRD CARE HOME, LLC</b>	89	89	No change
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	12	7	Decrease
<b>INDEPENDENT ENVIRONMENTS, INC</b>	72	74	Increase
<b>INFINITY SUPPORT SERVICES, LLC</b>	8	8	No change
<b>INTEGRITY-CARE LLC</b>	7	7	No change
<b>IS LIVING</b>	82	113	Increase
<b>JACOB'S LIGHTHOUSE, LLC</b>	4	4	No change
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	4	4	No change
<b>KJ 24 - HOURS CARE HOME LLC</b>	3	3	No change
<b>LAILAH'S LIVING CENTER</b>	8	6	Decrease

<b>Agency name</b>	<b>Number of DSPs on payroll as of Jan. 1, 2020</b>	<b>Number of DSPs on payroll as of Dec. 31, 2020</b>	<b>Change in number of DSPs between Jan. 1 and Dec. 31, 2020</b>
<b>LAILAHS LIVING CENTER II</b>	8	6	Decrease
<b>LEMUEL, INC GROUP HOMES</b>	27	26	Decrease
<b>LENSA RESIDENTIAL SERVICE LLC</b>	8	10	Increase
<b>LIA'S CARE HOME INC</b>	7	7	No change
<b>LIBERTY LIVING LLC</b>	11	14	Increase
<b>LIMES ADULT FOSTER CARE</b>	5	5	No change
<b>LIVING OPPORTUNITIES, INC</b>	94	92	Decrease
<b>LOTUS CARE INC</b>	2	2	No change
<b>MARIE MILLS CENTER, INC</b>	38	33	Decrease
<b>MENNA LLC</b>	5	5	No change
<b>MENTOR OREGON</b>	206	114	Decrease
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	1	3	Increase
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>	3	3	No change
<b>MV ADVANCEMENTS</b>	103	64	Decrease
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	14	14	No change
<b>NEW DAY ENTERPRISES</b>	62	58	Decrease
<b>NEW DAY NORTHWEST INC.</b>	16	17	Increase
<b>NURU'S ADULT FOSTER HOME</b>	5	5	No change
<b>NW COMMUNITY ALLIANCE, INC</b>	139	128	Decrease
<b>NW MENTAL HEALTH MGMT SVCS</b>	60	64	Increase
<b>OHANA FIRST LLC</b>	6	6	No change
<b>OHANA LOVING CARE</b>	5	8	Increase
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	96	80	Decrease
<b>OREGON MENNONITE RES SVCS</b>	105	107	Increase
<b>OREGON QUALITY CARE LLC</b>	10	10	No change
<b>OREGON SUPPORTED LIVING PROGRAM</b>	152	157	Increase
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	2	1	Decrease
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	493	376	Decrease

<b>Agency name</b>	<b>Number of DSPs on payroll as of Jan. 1, 2020</b>	<b>Number of DSPs on payroll as of Dec. 31, 2020</b>	<b>Change in number of DSPs between Jan. 1 and Dec. 31, 2020</b>
<b>PATHWAY ENTERPRISES, INC</b>	55	57	Increase
<b>PERSONALIZED INDEPENDENCE, INC.</b>	39	38	Decrease
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	11	11	No change
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	57	50	Decrease
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	446	540	Increase
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	32	23	Decrease
<b>PROVIDENT LIFE INC.</b>	5	5	No change
<b>RAIN KING PROPERTIES</b>	5	5	No change
<b>RAINBOW ADULT LIVING FACILITIES</b>	28	30	Increase
<b>RENAISSANCE CARE, INC</b>	11	11	No change
<b>RENEW CONSULTING INC</b>	180	178	Decrease
<b>RESIDE RESIDENTIAL CARE</b>	29	33	Increase
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	21	21	No change
<b>RISE, INC</b>	866	644	Decrease
<b>RISING SUN SUPPORTED LIVING</b>	11	14	Increase
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	13	11	Decrease
<b>RIVERSIDE TRAINING CENTER, INC</b>	55	53	Decrease
<b>RON WILSON CENTER</b>	99	93	Decrease
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	0	3	Increase
<b>S.A.C.U.</b>	564	557	Decrease
<b>S.I.S.O.</b>	64	59	Decrease
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	16	16	No change
<b>SCHMIDT COMMUNITY CARE, LLC</b>	7	7	No change
<b>SHALOM 24 HOURS GROUP HOME</b>	3	5	Increase
<b>SHANGRI-LA CORP</b>	216	176	Decrease
<b>SILVER SPRING GROUP HOME, INC</b>	8	8	No change
<b>SOLODA ACH INC.</b>	3	5	Increase
<b>SOUTH COAST HORIZONS</b>	31	33	Increase



Agency name	Number of DSPs on payroll as of Jan. 1, 2020	Number of DSPs on payroll as of Dec. 31, 2020	Change in number of DSPs between Jan. 1 and Dec. 31, 2020
SOUTHERN OREGON ASPIRE	59	89	Increase
ST. GABRIEL CARE HOME INC.	3	4	Increase
STAR CORP GROUP HOME	11	8	Decrease
STAR OF HOPE ACTIVITY CENTER INC	129	127	Decrease
STEP FORWARD ACTIVITIES, INC	56	46	Decrease
STEPPING STONE 24 HOURS HOME INC	8	8	No change
STONEBROOKE RESIDENTIAL SERVICES	31	34	Increase
SUNNY OAKS, INC	96	96	No change
TANDEM NORTHWEST	76	83	Increase
THE OSBORN PROJECT	3	3	No change
THRIVING LIVES CARE, INC	36	48	Increase
TRU COLLABORATIONS, LLC	20	22	Increase
TRUCARE HOMES, LLC	4	4	No change
UMPQUA HOMES, INC.	132	113	Decrease
UNITY LIFE CARE LLC	9	6	Decrease
UP & OUT, INC	36	30	Decrease
VALOR ASSOCIATES, LLC	20	16	Decrease
WALKER SUPPORT SERVICES, INC	26	26	No change
WESTERN IDAHO TRAINING CO INC	25	25	No change
WESTSIDE COMMUNITY FOCUS	64	66	Increase
WORK UNLIMITED, INC	115	94	Decrease
Report average	59.2	56.3	Increase: 35.5% Decrease: 34.8% No change: 29.7%

## Types of Supports Provided

All providers in this report provide residential supports.

- **Residential supports** are supports provided to a person in a home or apartment that is owned and/or operated by your agency.
  - This includes residential services delivered to people who DO NOT live in their family's home or their own private home/apartment that they rent or own.
  - Included in this category are 24-hour supports such as a group home, agency-operated apartment, or intermediate care facility for individuals with intellectual disabilities (ICF/ID).
  - If the service recipient holds a lease with your provider agency, this is considered a residential support or service.

**Table 3.** *Numbers of Adults With IDD Receiving Residential Supports From the Agency*  
*(Ranges were 1–10, 11–20, 21–50, 51–99, 100–499, 500–999, 1000+) Note: All agencies listed below provide residential supports.*

<b>Agency name</b>	<b>Numbers served</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	1–10 Adults with IDD
<b>A.S.H., INC.</b>	11–20 Adults with IDD
<b>ABEL’S RESIDENTIAL SERVICES, LLC</b>	1–10 Adults with IDD
<b>ACHIEVE LLC</b>	1–10 Adults with IDD
<b>AEGIS RESIDENTIAL CARE, LLC</b>	1–10 Adults with IDD
<b>ALBERTINA KERR CENTERS</b>	100–499 Adults with IDD
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	1–10 Adults with IDD
<b>ALSO</b>	100–499 Adults with IDD
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	100–499 Adults with IDD
<b>ALVORD-TAYLOR, INC.</b>	21–50 Adults with IDD
<b>AMANI CARE HOMES</b>	1–10 Adults with IDD
<b>ARCADIAN INCLUSION MANAGEMENT</b>	1–10 Adults with IDD
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	11–20 Adults with IDD
<b>AS PROMISED GROUP HOME</b>	1–10 Adults with IDD
<b>AWESOME GROUP HOME</b>	
<b>BARCH, INC.</b>	11–20 Adults with IDD
<b>BEE LOVED CARE HOME, LLC</b>	1–10 Adults with IDD
<b>BEINGROUP, LLC</b>	1–10 Adults with IDD
<b>BENCO</b>	51–99 Adults with IDD
<b>BETHESDA LUTHERAN COMMUNITIES</b>	100–499 Adults with IDD
<b>BEYOND ABILITY SUPPORT SERVICES</b>	1–10 Adults with IDD
<b>BLESSED RESIDENTIAL CARE LLC</b>	1–10 Adults with IDD
<b>BRIDGES ENTERPRISE, LLC</b>	1–10 Adults with IDD
<b>BRIGHTSIDE LIVING, LLC</b>	11–20 Adults with IDD
<b>CARETOWN, LLC</b>	1–10 Adults with IDD
<b>CASCADE RESIDENTIAL CARE, INC.</b>	1–10 Adults with IDD
<b>CATHOLIC COMMUNITY SERVICES</b>	51–99 Adults with IDD
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	11–20 Adults with IDD
<b>CENTRAL OREGON COLLECTIVE</b>	11–20 Adults with IDD

<b>Agency name</b>	<b>Numbers served</b>
<b>CHAMBERLIN HOUSE, INC.</b>	21–50 Adults with IDD
<b>CHOICES UNLIMITED, INC.</b>	1–10 Adults with IDD
<b>COFFELT CARE HOMES, INC</b>	1–10 Adults with IDD
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	51–99 Adults with IDD
<b>COMMUNITY BASED GROUP HOME</b>	1–10 Adults with IDD
<b>COMMUNITY LIFE LLC</b>	1–10 Adults with IDD
<b>COMMUNITY SERVICES, INC.</b>	51–99 Adults with IDD
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	1–10 Adults with IDD
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	1–10 Adults with IDD
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	11–20 Adults with IDD
<b>CORNERSTONE VALLEY INC</b>	1–10 Adults with IDD
<b>CROSSROADS RESIDENTIAL HOME</b>	1–10 Adults with IDD
<b>D &amp; D FOSTER CARE, LLC</b>	1–10 Adults with IDD
<b>DAI S’LA</b>	1–10 Adults with IDD
<b>DAIZY CORPORATION</b>	1–10 Adults with IDD
<b>DANVILLE SERVICES OF OREGON, LLC</b>	21–50 Adults with IDD
<b>DEAR HEART SUPPORT SERVICES LLC</b>	1–10 Adults with IDD
<b>DEGES CARE INC.</b>	1–10 Adults with IDD
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	21–50 Adults with IDD
<b>DUNGARVIN OREGON, LLC</b>	51–99 Adults with IDD
<b>EASTCO DIVERSIFIED SERVICES</b>	21–50 Adults with IDD
<b>EDWARDS CENTER, INC.</b>	100–499 Adults with IDD
<b>ELYSIAN PURSUIT INCORPORATED</b>	1–10 Adults with IDD
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	1–10 Adults with IDD
<b>FAMILY OWNED GROUP HOME LLC</b>	1–10 Adults with IDD
<b>FREMONT ADULT CARE HOME, LLC</b>	1–10 Adults with IDD
<b>GRAY SERVICES LLC</b>	1–10 Adults with IDD
<b>GRIFFITH 24 HR CARE, LLC</b>	1–10 Adults with IDD
<b>GWB HOUSE INC</b>	1–10 Adults with IDD
<b>H &amp; H HOME AND HEART LLC</b>	11–20 Adults with IDD
<b>HARMONY HOUSING, INC</b>	11–20 Adults with IDD

<b>Agency name</b>	<b>Numbers served</b>
<b>HAVEN CENTER LLC</b>	51–99 Adults with IDD
<b>HEART TO HEART CARE HOME, LLC</b>	1–10 Adults with IDD
<b>HEAVENLY HOME CARE LLC</b>	1–10 Adults with IDD
<b>HENDRICKSON RESIDENTIAL, INC</b>	11–20 Adults with IDD
<b>HILDAH AND KAY’S, LLC</b>	1–10 Adults with IDD
<b>HOME INC.</b>	1–10 Adults with IDD
<b>HOME LIFE, INC</b>	21–50 Adults with IDD
<b>HORIZON PROJECT, INC</b>	51–99 Adults with IDD
<b>HUMMINGBIRD CARE HOME, LLC</b>	21–50 Adults with IDD
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	1–10 Adults with IDD
<b>INDEPENDENT ENVIRONMENTS, INC</b>	21–50 Adults with IDD
<b>INFINITY SUPPORT SERVICES, LLC</b>	1–10 Adults with IDD
<b>INTEGRITY-CARE LLC</b>	1–10 Adults with IDD
<b>IS LIVING</b>	51–99 Adults with IDD
<b>JACOB’S LIGHTHOUSE, LLC</b>	1–10 Adults with IDD
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	1–10 Adults with IDD
<b>KJ 24 - HOURS CARE HOME LLC</b>	1–10 Adults with IDD
<b>LAILAH’S LIVING CENTER</b>	1–10 Adults with IDD
<b>LAILAHS LIVING CENTER II</b>	1–10 Adults with IDD
<b>LEMUEL, INC GROUP HOMES</b>	11–20 Adults with IDD
<b>LENSA RESIDENTIAL SERVICE LLC</b>	1–10 Adults with IDD
<b>LIA’S CARE HOME INC</b>	21–50 Adults with IDD
<b>LIBERTY LIVING LLC</b>	1–10 Adults with IDD
<b>LIMES ADULT FOSTER CARE</b>	1–10 Adults with IDD
<b>LIVING OPPORTUNITIES, INC</b>	11–20 Adults with IDD
<b>LOTUS CARE INC</b>	1–10 Adults with IDD
<b>MARIE MILLS CENTER, INC</b>	21–50 Adults with IDD
<b>MENNA LLC</b>	1–10 Adults with IDD
<b>MENTOR OREGON</b>	21–50 Adults with IDD
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	1–10 Adults with IDD
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>	1–10 Adults with IDD

<b>Agency name</b>	<b>Numbers served</b>
<b>MV ADVANCEMENTS</b>	21–50 Adults with IDD
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	1–10 Adults with IDD
<b>NEW DAY ENTERPRISES</b>	11–20 Adults with IDD
<b>NEW DAY NORTHWEST INC.</b>	1–10 Adults with IDD
<b>NURU’S ADULT FOSTER HOME</b>	1–10 Adults with IDD
<b>NW COMMUNITY ALLIANCE, INC</b>	51–99 Adults with IDD
<b>NW MENTAL HEALTH MGMT SVCS</b>	21–50 Adults with IDD
<b>OHANA FIRST LLC</b>	1–10 Adults with IDD
<b>OHANA LOVING CARE</b>	1–10 Adults with IDD
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	21–50 Adults with IDD
<b>OREGON MENNONITE RES SVCS</b>	51–99 Adults with IDD
<b>OREGON QUALITY CARE LLC</b>	1–10 Adults with IDD
<b>OREGON SUPPORTED LIVING PROGRAM</b>	21–50 Adults with IDD
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	1–10 Adults with IDD
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	100–499 Adults with IDD
<b>PATHWAY ENTERPRISES, INC</b>	21–50 Adults with IDD
<b>PERSONALIZED INDEPENDENCE, INC.</b>	1–10 Adults with IDD
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	1–10 Adults with IDD
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	51–99 Adults with IDD
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	1–10 Adults with IDD
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	11–20 Adults with IDD
<b>PROVIDENT LIFE INC.</b>	1–10 Adults with IDD
<b>RAIN KING PROPERTIES</b>	1–10 Adults with IDD
<b>RAINBOW ADULT LIVING FACILITIES</b>	21–50 Adults with IDD
<b>RENAISSANCE CARE, INC</b>	1–10 Adults with IDD
<b>RENEW CONSULTING INC</b>	21–50 Adults with IDD
<b>RESIDE RESIDENTIAL CARE</b>	11–20 Adults with IDD
<b>REVA’S NEW BEGINNINGS CARE HOMES, INC.</b>	1–10 Adults with IDD
<b>RISE, INC</b>	51–99 Adults with IDD

<b>Agency name</b>	<b>Numbers served</b>
<b>RISING SUN SUPPORTED LIVING</b>	1–10 Adults with IDD
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	1–10 Adults with IDD
<b>RIVERSIDE TRAINING CENTER, INC</b>	21–50 Adults with IDD
<b>RON WILSON CENTER</b>	51–99 Adults with IDD
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	11–20 Adults with IDD
<b>S.A.C.U.</b>	51–99 Adults with IDD
<b>S.I.S.O.</b>	11–20 Adults with IDD
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	1–10 Adults with IDD
<b>SCHMIDT COMMUNITY CARE, LLC</b>	1–10 Adults with IDD
<b>SHALOM 24 HOURS GROUP HOME</b>	1–10 Adults with IDD
<b>SHANGRI-LA CORP</b>	51–99 Adults with IDD
<b>SILVER SPRING GROUP HOME, INC</b>	1–10 Adults with IDD
<b>SOLODA ACH INC.</b>	1–10 Adults with IDD
<b>SOUTH COAST HORIZONS</b>	11–20 Adults with IDD
<b>SOUTHERN OREGON ASPIRE</b>	51–99 Adults with IDD
<b>ST. GABRIEL CARE HOME INC.</b>	1–10 Adults with IDD
<b>STAR CORP GROUP HOME</b>	1–10 Adults with IDD
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	21–50 Adults with IDD
<b>STEP FORWARD ACTIVITIES, INC</b>	21–50 Adults with IDD
<b>STEPPING STONE 24 HOURS HOME INC</b>	1–10 Adults with IDD
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	11–20 Adults with IDD
<b>SUNNY OAKS, INC</b>	21–50 Adults with IDD
<b>TANDEM NORTHWEST</b>	21–50 Adults with IDD
<b>THE OSBORN PROJECT</b>	1–10 Adults with IDD
<b>THRIVING LIVES CARE, INC</b>	11–20 Adults with IDD
<b>TRU COLLABORATIONS, LLC</b>	11–20 Adults with IDD
<b>TRUECARE HOMES, LLC</b>	1–10 Adults with IDD
<b>UMPQUA HOMES, INC.</b>	21–50 Adults with IDD
<b>UNITY LIFE CARE LLC</b>	1–10 Adults with IDD
<b>UP &amp; OUT, INC</b>	21–50 Adults with IDD
<b>VALOR ASSOCIATES, LLC</b>	1–10 Adults with IDD

Agency name	Numbers served
<b>WALKER SUPPORT SERVICES, INC</b>	1–10 Adults with IDD
<b>WESTERN IDAHO TRAINING CO INC</b>	1–10 Adults with IDD
<b>WESTSIDE COMMUNITY FOCUS</b>	11–20 Adults with IDD
<b>WORK UNLIMITED, INC</b>	21–50 Adults with IDD
<b>Report average</b>	<b>1–10 Adults with IDD: 54.5%</b> <b>11–20 Adults with IDD: 14.3%</b> <b>21–50 Adults with IDD: 16.9%</b> <b>51–99 Adults with IDD: 10.4%</b> <b>100–499 Adults with IDD: 3.9%</b>



## DSP Demographics

**Table 4.** Within All Reporting Agencies in the State, the Average Percent of DSPs on the Payroll as of December 31, 2020, Identifying as Each Race/Ethnicity

Agency name	American Indian or Alaska Native	Asian	Black or African American	Pacific Islander	White	Hispanic	More than one race/ethnicity	Other	Don't know	Total number of DSPs on Dec. 31, 2020
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	2
<b>A.S.H., INC.</b>	0%	0%	14%	0%	0%	14%	0%	73%	0%	22
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>										2
<b>ACHIEVE LLC</b>	5%	0%	30%	0%	0%	35%	0%	0%	30%	20
<b>AEGIS RESIDENTIAL CARE, LLC</b>	0%	0%	5%	0%	40%	25%	0%	0%	30%	20
<b>ALBERTINA KERR CENTERS</b>	1%	1%	13%	2%	53%	21%	9%	0%	0%	445
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
<b>ALSO</b>	3%	2%	34%	10%	42%	8%	0%	3%	0%	200
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	1%	2%	11%	2%	68%	10%	5%	0%	0%	271
<b>ALVORD-TAYLOR, INC.</b>	1%	1%	2%	1%	52%	3%	11%	0%	28%	150
<b>AMANI CARE HOMES</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	1
<b>ARCADIAN INCLUSION MANAGEMENT</b>	0%	0%	5%	0%	95%	0%	0%	0%	0%	19
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	74
<b>AS PROMISED GROUP HOME</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	6
<b>AWESOME GROUP HOME</b>	0%	0%	40%	0%	0%	0%	0%	0%	60%	5
<b>BARCH, INC.</b>	0%	0%	6%	24%	24%	47%	0%	0%	0%	17
<b>BEE LOVED CARE HOME, LLC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%	7
<b>BEINGROUP, LLC</b>	0%	0%	75%	0%	25%	0%	0%	0%	0%	4
<b>BENCO</b>	0%	0%	3%	7%	84%	1%	4%	0%	0%	68
<b>BETHESDA LUTHERAN COMMUNITIES</b>										167
<b>BEYOND ABILITY SUPPORT SERVICES</b>	0%	0%	25%	0%	0%	75%	0%	0%	0%	8

Agency name	American Indian or Alaska Native	Asian	Black or African American	Pacific Islander	White	Hispanic	More than one race/ethnicity	Other	Don't know	Total number of DSPs on Dec. 31, 2020
<b>BLESSED RESIDENTIAL CARE LLC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
<b>BRIDGES ENTERPRISE, LLC</b>	0%	11%	0%	0%	89%	0%	0%	0%	0%	9
<b>BRIGHTSIDE LIVING, LLC</b>	0%	4%	0%	0%	82%	14%	0%	0%	0%	28
<b>CARETOWN, LLC</b>	0%	0%	75%	0%	13%	13%	0%	0%	0%	8
<b>CASCADE RESIDENTIAL CARE, INC.</b>	0%	0%	0%	4%	86%	11%	0%	0%	0%	28
<b>CATHOLIC COMMUNITY SERVICES</b>	1%	1%	1%	6%	39%	26%	2%	0%	24%	110
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>										39
<b>CENTRAL OREGON COLLECTIVE</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	44
<b>CHAMBERLIN HOUSE, INC.</b>	0%	3%	1%	0%	87%	6%	3%	0%	0%	67
<b>CHOICES UNLIMITED, INC.</b>	14%	0%	14%	0%	43%	29%	0%	0%	0%	7
<b>COFFELT CARE HOMES, INC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%	6
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	1%	14%	12%	3%	50%	11%	6%	0%	3%	153
<b>COMMUNITY BASED GROUP HOME</b>	0%	13%	38%	13%	25%	13%	0%	0%	0%	8
<b>COMMUNITY LIFE LLC</b>	15%	0%	0%	0%	85%	0%	0%	0%	0%	13
<b>COMMUNITY SERVICES, INC.</b>	0%	7%	18%	5%	45%	20%	6%	0%	0%	165
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	34
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	19
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	36
<b>CORNERSTONE VALLEY INC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	17
<b>CROSSROADS RESIDENTIAL HOME</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	16
<b>D &amp; D FOSTER CARE, LLC</b>	0%	0%	0%	0%	86%	14%	0%	0%	0%	7
<b>DAI S'LA</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	5
<b>DAIZY CORPORATION</b>										11
<b>DANVILLE SERVICES OF OREGON, LLC</b>	0%	1%	28%	6%	45%	9%	11%	0%	0%	131
<b>DEAR HEART SUPPORT SERVICES LLC</b>										9
<b>DEGES CARE INC.</b>	0%	0%	63%	0%	0%	0%	0%	25%	13%	8
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>										95
<b>DUNGARVIN OREGON, LLC</b>	2%	1%	16%	2%	61%	9%	8%	0%	2%	128

Agency name	American Indian or Alaska Native	Asian	Black or African American	Pacific Islander	White	Hispanic	More than one race/ethnicity	Other	Don't know	Total number of DSPs on Dec. 31, 2020
<b>EASTCO DIVERSIFIED SERVICES</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	50
<b>EDWARDS CENTER, INC.</b>	1%	3%	10%	1%	73%	8%	4%	0%	0%	118
<b>ELYSIAN PURSUIT INCORPORATED</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	37
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	0%	0%	86%	0%	14%	0%	0%	0%	0%	7
<b>FAMILY OWNED GROUP HOME LLC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	5
<b>FREMONT ADULT CARE HOME, LLC</b>	0%	0%	83%	0%	0%	17%	0%	0%	0%	6
<b>GRAY SERVICES LLC</b>										10
<b>GRIFFITH 24 HR CARE, LLC</b>	0%	0%	0%	0%	75%	25%	0%	0%	0%	4
<b>GWB HOUSE INC</b>										5
<b>H &amp; H HOME AND HEART LLC</b>	0%	0%	4%	0%	74%	22%	0%	0%	0%	23
<b>HARMONY HOUSING, INC</b>	0%	9%	16%	0%	0%	16%	59%	0%	0%	32
<b>HAVEN CENTER LLC</b>	0%	75%	6%	0%	5%	5%	0%	10%	0%	63
<b>HEART TO HEART CARE HOME, LLC</b>	0%	0%	0%	20%	0%	0%	80%	0%	0%	5
<b>HEAVENLY HOME CARE LLC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	5
<b>HENDRICKSON RESIDENTIAL, INC</b>	0%	0%	0%	0%	79%	7%	14%	0%	0%	14
<b>HILDAH AND KAY'S, LLC</b>	0%	20%	0%	0%	60%	20%	0%	0%	0%	5
<b>HOME INC.</b>	0%	0%	0%	0%	50%	0%	0%	0%	50%	4
<b>HOME LIFE, INC</b>	2%	3%	2%	0%	82%	9%	3%	0%	0%	111
<b>HORIZON PROJECT, INC</b>	4%	0%	1%	0%	61%	23%	8%	1%	1%	147
<b>HUMMINGBIRD CARE HOME, LLC</b>	0%	1%	10%	1%	61%	17%	10%	0%	0%	89
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	14%	0%	0%	0%	71%	0%	0%	0%	14%	7
<b>INDEPENDENT ENVIRONMENTS, INC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	74
<b>INFINITY SUPPORT SERVICES, LLC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	8
<b>INTEGRITY-CARE LLC</b>										7
<b>IS LIVING</b>	1%	0%	5%	26%	47%	19%	3%	0%	0%	113
<b>JACOB'S LIGHTHOUSE, LLC</b>	0%	0%	0%	0%	50%	50%	0%	0%	0%	4
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
<b>KJ 24 - HOURS CARE HOME LLC</b>	0%	0%	0%	0%	0%	0%	0%	100%	0%	3
<b>LAILAH'S LIVING CENTER</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	6

Agency name	American Indian or Alaska Native	Asian	Black or African American	Pacific Islander	White	Hispanic	More than one race/ethnicity	Other	Don't know	Total number of DSPs on Dec. 31, 2020
LAILAHS LIVING CENTER II	0%	0%	100%	0%	0%	0%	0%	0%	0%	6
LEMUEL, INC GROUP HOMES	0%	0%	4%	0%	96%	0%	0%	0%	0%	26
LENSA RESIDENTIAL SERVICE LLC										10
LIA'S CARE HOME INC	0%	0%	86%	0%	0%	0%	14%	0%	0%	7
LIBERTY LIVING LLC	0%	0%	0%	7%	71%	21%	0%	0%	0%	14
LIMES ADULT FOSTER CARE	0%	0%	0%	0%	100%	0%	0%	0%	0%	5
LIVING OPPORTUNITIES, INC	0%	1%	2%	2%	73%	4%	3%	0%	14%	92
LOTUS CARE INC	0%	0%	0%	0%	0%	0%	0%	0%	100%	2
MARIE MILLS CENTER, INC	0%	0%	0%	0%	0%	0%	0%	0%	100%	33
MENNA LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	5
MENTOR OREGON	3%	2%	11%	1%	65%	8%	6%	0%	4%	114
MID-VALLEY RESIDENTIAL CARE LLC										3
MIMI 24HRS RESIDENTIAL HOME 1 INC										3
MV ADVANCEMENTS	0%	0%	0%	2%	80%	16%	3%	0%	0%	64
MY LIYU RESIDENTIAL SERVICES LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%	14
NEW DAY ENTERPRISES	0%	0%	0%	0%	0%	0%	0%	0%	100%	58
NEW DAY NORTHWEST INC.	0%	0%	71%	0%	12%	18%	0%	0%	0%	17
NURU'S ADULT FOSTER HOME	0%	0%	60%	0%	40%	0%	0%	0%	0%	5
NW COMMUNITY ALLIANCE, INC	2%	9%	17%	1%	47%	24%	0%	0%	0%	128
NW MENTAL HEALTH MGMT SVCS	0%	2%	13%	0%	64%	3%	0%	0%	19%	64
OHANA FIRST LLC	0%	0%	0%	0%	100%	0%	0%	0%	0%	6
OHANA LOVING CARE	0%	0%	38%	50%	13%	0%	0%	0%	0%	8
OPPORTUNITY FOUNDATION CENTRAL OR	1%	0%	1%	0%	83%	8%	6%	0%	1%	80
OREGON MENNONITE RES SVCS	1%	0%	2%	2%	75%	12%	7%	0%	1%	107
OREGON QUALITY CARE LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%	10
OREGON SUPPORTED LIVING PROGRAM	0%	0%	0%	0%	0%	0%	0%	0%	100%	157
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	0%	0%	0%	0%	0%	100%	0%	0%	0%	1
PARTNERSHIPS IN COMMUNITY LIVING, INC	1%	0%	2%	2%	80%	11%	3%	0%	0%	376

Agency name	American Indian or Alaska Native	Asian	Black or African American	Pacific Islander	White	Hispanic	More than one race/ethnicity	Other	Don't know	Total number of DSPs on Dec. 31, 2020
<b>PATHWAY ENTERPRISES, INC</b>	2%	2%	4%	0%	82%	5%	5%	0%	0%	57
<b>PERSONALIZED INDEPENDENCE, INC.</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	38
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	11
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	8%	2%	28%	14%	44%	4%	0%	0%	0%	50
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	2%	1%	1%	0%	73%	7%	2%	0%	14%	540
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	0%	0%	0%	0%	48%	30%	13%	9%	0%	23
<b>PROVIDENT LIFE INC.</b>	20%	0%	20%	0%	60%	0%	0%	0%	0%	5
<b>RAIN KING PROPERTIES</b>	0%	0%	0%	80%	20%	0%	0%	0%	0%	5
<b>RAINBOW ADULT LIVING FACILITIES</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	30
<b>RENAISSANCE CARE, INC</b>	0%	0%	9%	36%	36%	18%	0%	0%	0%	11
<b>RENEW CONSULTING INC</b>	1%	0%	3%	1%	60%	4%	6%	0%	25%	178
<b>RESIDE RESIDENTIAL CARE</b>	0%	0%	27%	0%	61%	12%	0%	0%	0%	33
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	10%	0%	5%	0%	76%	10%	0%	0%	0%	21
<b>RISE, INC</b>	1%	2%	2%	2%	64%	12%	4%	0%	12%	644
<b>RISING SUN SUPPORTED LIVING</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	14
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>										11
<b>RIVERSIDE TRAINING CENTER, INC</b>	2%	0%	0%	0%	79%	0%	0%	0%	19%	53
<b>RON WILSON CENTER</b>	0%	0%	1%	0%	77%	15%	6%	0%	0%	93
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	3
<b>S.A.C.U.</b>	1%	7%	14%	6%	57%	8%	6%	0%	2%	557
<b>S.I.S.O.</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	59
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%	16
<b>SCHMIDT COMMUNITY CARE, LLC</b>										7
<b>SHALOM 24 HOURS GROUP HOME</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	5
<b>SHANGRI-LA CORP</b>	2%	1%	2%	11%	66%	10%	4%	0%	5%	176
<b>SILVER SPRING GROUP HOME, INC</b>	0%	13%	50%	0%	13%	25%	0%	0%	0%	8
<b>SOLODA ACH INC.</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%	5
<b>SOUTH COAST HORIZONS</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	33

Agency name	American Indian or Alaska Native	Asian	Black or African American	Pacific Islander	White	Hispanic	More than one race/ethnicity	Other	Don't know	Total number of DSPs on Dec. 31, 2020
<b>SOUTHERN OREGON ASPIRE</b>	1%	0%	3%	0%	85%	4%	6%	0%	0%	89
<b>ST. GABRIEL CARE HOME INC.</b>	0%	25%	50%	0%	0%	25%	0%	0%	0%	4
<b>STAR CORP GROUP HOME</b>	0%	0%	25%	0%	63%	0%	0%	13%	0%	8
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	127
<b>STEP FORWARD ACTIVITIES, INC</b>										46
<b>STEPPING STONE 24 HOURS HOME INC</b>	0%	0%	75%	0%	13%	13%	0%	0%	0%	8
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	0%	0%	53%	0%	35%	6%	3%	3%	0%	34
<b>SUNNY OAKS, INC</b>	1%	1%	3%	9%	58%	9%	13%	5%	0%	96
<b>TANDEM NORTHWEST</b>	0%	0%	6%	24%	24%	16%	6%	0%	24%	83
<b>THE OSBORN PROJECT</b>										3
<b>THRIVING LIVES CARE, INC</b>	0%	0%	38%	0%	42%	13%	4%	0%	4%	48
<b>TRU COLLABORATIONS, LLC</b>	0%	0%	0%	0%	77%	14%	9%	0%	0%	22
<b>TRUECARE HOMES, LLC</b>	25%	0%	0%	0%	25%	50%	0%	0%	0%	4
<b>UMPQUA HOMES, INC.</b>	1%	0%	1%	1%	89%	4%	4%	0%	0%	113
<b>UNITY LIFE CARE LLC</b>	0%	0%	33%	0%	33%	33%	0%	0%	0%	6
<b>UP &amp; OUT, INC</b>	7%	3%	3%	0%	20%	0%	0%	0%	67%	30
<b>VALOR ASSOCIATES, LLC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	16
<b>WALKER SUPPORT SERVICES, INC</b>	4%	0%	15%	12%	50%	15%	0%	0%	4%	26
<b>WESTERN IDAHO TRAINING CO INC</b>	0%	4%	0%	0%	60%	28%	8%	0%	0%	25
<b>WESTSIDE COMMUNITY FOCUS</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%	66
<b>WORK UNLIMITED, INC</b>	0%	1%	1%	2%	79%	11%	6%	0%	0%	94
<b>Report average</b>	<b>1%</b>	<b>2%</b>	<b>21%</b>	<b>3%</b>	<b>37%</b>	<b>9%</b>	<b>4%</b>	<b>2%</b>	<b>22%</b>	<b>Sum: 8732</b>

**Table 5.** *Of All Reporting Agencies in the State, the Average Percent of DSPs on the Payroll as of December 31, 2020, Identifying as Each Gender Identity*

<b>Agency name</b>	<b>Male</b>	<b>Female</b>	<b>Non-conforming/other</b>	<b>Don't know</b>	<b>N</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	0%	100%	0%	0%	2
<b>A.S.H., INC.</b>	0%	0%	0%	100%	22
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>					2
<b>ACHIEVE LLC</b>	50%	50%	0%	0%	20
<b>AEGIS RESIDENTIAL CARE, LLC</b>	30%	70%	0%	0%	20
<b>ALBERTINA KERR CENTERS</b>	36%	64%	0%	0%	445
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	0%	100%	0%	0%	4
<b>ALSO</b>	38%	49%	0%	13%	200
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	42%	56%	2%	0%	271
<b>ALVORD-TAYLOR, INC.</b>	32%	67%	1%	0%	150
<b>AMANI CARE HOMES</b>	0%	100%	0%	0%	1
<b>ARCADIAN INCLUSION MANAGEMENT</b>	79%	21%	0%	0%	19
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	41%	59%	0%	0%	74
<b>AS PROMISED GROUP HOME</b>	83%	17%	0%	0%	6
<b>AWESOME GROUP HOME</b>	80%	20%	0%	0%	5
<b>BARCH, INC.</b>	6%	94%	0%	0%	17
<b>BEE LOVED CARE HOME, LLC</b>	29%	71%	0%	0%	7
<b>BEINGROUP, LLC</b>	75%	25%	0%	0%	4
<b>BENCO</b>	41%	59%	0%	0%	68
<b>BETHESDA LUTHERAN COMMUNITIES</b>					167
<b>BEYOND ABILITY SUPPORT SERVICES</b>	75%	25%	0%	0%	8
<b>BLESSED RESIDENTIAL CARE LLC</b>	50%	50%	0%	0%	4
<b>BRIDGES ENTERPRISE, LLC</b>	11%	89%	0%	0%	9
<b>BRIGHTSIDE LIVING, LLC</b>	36%	57%	7%	0%	28
<b>CARETOWN, LLC</b>	38%	63%	0%	0%	8
<b>CASCADE RESIDENTIAL CARE, INC.</b>	11%	89%	0%	0%	28
<b>CATHOLIC COMMUNITY SERVICES</b>	21%	79%	0%	0%	110
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	62%	38%	0%	0%	39

Agency name	Male	Female	Non-conforming/other	Don't know	N
<b>CENTRAL OREGON COLLECTIVE</b>	0%	0%	0%	100%	44
<b>CHAMBERLIN HOUSE, INC.</b>	18%	82%	0%	0%	67
<b>CHOICES UNLIMITED, INC.</b>	0%	100%	0%	0%	7
<b>COFFELT CARE HOMES, INC</b>	83%	17%	0%	0%	6
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	23%	77%	0%	0%	153
<b>COMMUNITY BASED GROUP HOME</b>	75%	25%	0%	0%	8
<b>COMMUNITY LIFE LLC</b>	31%	69%	0%	0%	13
<b>COMMUNITY SERVICES, INC.</b>	27%	73%	0%	0%	165
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	32%	68%	0%	0%	34
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	26%	74%	0%	0%	19
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	31%	69%	0%	0%	36
<b>CORNERSTONE VALLEY INC</b>	71%	29%	0%	0%	17
<b>CROSSROADS RESIDENTIAL HOME</b>	25%	75%	0%	0%	16
<b>D &amp; D FOSTER CARE, LLC</b>	14%	86%	0%	0%	7
<b>DAI S'LA</b>	40%	60%	0%	0%	5
<b>DAIZY CORPORATION</b>	55%	45%	0%	0%	11
<b>DANVILLE SERVICES OF OREGON, LLC</b>	23%	77%	0%	0%	131
<b>DEAR HEART SUPPORT SERVICES LLC</b>					9
<b>DEGES CARE INC.</b>	50%	50%	0%	0%	8
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	32%	68%	0%	0%	95
<b>DUNGARVIN OREGON, LLC</b>	34%	66%	0%	0%	128
<b>EASTCO DIVERSIFIED SERVICES</b>	0%	0%	0%	100%	50
<b>EDWARDS CENTER, INC.</b>	29%	69%	3%	0%	118
<b>ELYSIAN PURSUIT INCORPORATED</b>	73%	27%	0%	0%	37
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	43%	57%	0%	0%	7
<b>FAMILY OWNED GROUP HOME LLC</b>	40%	60%	0%	0%	5
<b>FREMONT ADULT CARE HOME, LLC</b>	50%	50%	0%	0%	6
<b>GRAY SERVICES LLC</b>					10
<b>GRIFFITH 24 HR CARE, LLC</b>	0%	100%	0%	0%	4
<b>GWB HOUSE INC</b>					5
<b>H &amp; H HOME AND HEART LLC</b>	43%	57%	0%	0%	23



Agency name	Male	Female	Non-conforming/other	Don't know	N
HARMONY HOUSING, INC	47%	53%	0%	0%	32
HAVEN CENTER LLC	38%	62%	0%	0%	63
HEART TO HEART CARE HOME, LLC	80%	20%	0%	0%	5
HEAVENLY HOME CARE LLC	40%	60%	0%	0%	5
HENDRICKSON RESIDENTIAL, INC	50%	50%	0%	0%	14
HILDAH AND KAY'S, LLC	0%	100%	0%	0%	5
HOME INC.	25%	50%	0%	25%	4
HOME LIFE, INC	25%	73%	2%	0%	111
HORIZON PROJECT, INC	28%	67%	3%	3%	147
HUMMINGBIRD CARE HOME, LLC	46%	54%	0%	0%	89
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	14%	86%	0%	0%	7
INDEPENDENT ENVIRONMENTS, INC	34%	61%	0%	5%	74
INFINITY SUPPORT SERVICES, LLC	0%	0%	0%	100%	8
INTEGRITY-CARE LLC	29%	71%	0%	0%	7
IS LIVING	27%	73%	0%	0%	113
JACOB'S LIGHTHOUSE, LLC	50%	50%	0%	0%	4
KADMAK RESIDENTIAL SERVICES, LLC	100%	0%	0%	0%	4
KJ 24 - HOURS CARE HOME LLC	67%	33%	0%	0%	3
LAILAH'S LIVING CENTER	67%	33%	0%	0%	6
LAILAHS LIVING CENTER II	67%	33%	0%	0%	6
LEMUEL, INC GROUP HOMES	15%	85%	0%	0%	26
LENSA RESIDENTIAL SERVICE LLC					10
LIA'S CARE HOME INC	43%	57%	0%	0%	7
LIBERTY LIVING LLC	21%	79%	0%	0%	14
LIMES ADULT FOSTER CARE	40%	60%	0%	0%	5
LIVING OPPORTUNITIES, INC	30%	63%	0%	7%	92
LOTUS CARE INC	100%	0%	0%	0%	2
MARIE MILLS CENTER, INC	6%	94%	0%	0%	33
MENNA LLC	60%	40%	0%	0%	5
MENTOR OREGON	31%	69%	0%	0%	114
MID-VALLEY RESIDENTIAL CARE LLC					3

Agency name	Male	Female	Non-conforming/other	Don't know	N
MIMI 24HRS RESIDENTIAL HOME 1 INC					3
MV ADVANCEMENTS	22%	78%	0%	0%	64
MY LIYU RESIDENTIAL SERVICES LLC	64%	36%	0%	0%	14
NEW DAY ENTERPRISES	17%	83%	0%	0%	58
NEW DAY NORTHWEST INC.	53%	47%	0%	0%	17
NURU'S ADULT FOSTER HOME	60%	40%	0%	0%	5
NW COMMUNITY ALLIANCE, INC	23%	77%	0%	0%	128
NW MENTAL HEALTH MGMT SVCS	23%	77%	0%	0%	64
OHANA FIRST LLC	33%	67%	0%	0%	6
OHANA LOVING CARE	25%	75%	0%	0%	8
OPPORTUNITY FOUNDATION CENTRAL OR	20%	80%	0%	0%	80
OREGON MENNONITE RES SVCS	20%	80%	0%	0%	107
OREGON QUALITY CARE LLC	80%	10%	0%	10%	10
OREGON SUPPORTED LIVING PROGRAM	39%	59%	1%	0%	157
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	100%	0%	0%	0%	1
PARTNERSHIPS IN COMMUNITY LIVING, INC	40%	60%	0%	0%	376
PATHWAY ENTERPRISES, INC	37%	63%	0%	0%	57
PERSONALIZED INDEPENDENCE, INC.	0%	0%	0%	100%	38
PINNACLE DEVELOPMENTAL CARE, LLC	73%	27%	0%	0%	11
PORTLAND METRO RESIDENTIAL SERVICES	20%	80%	0%	0%	50
PREMIER COMMUNITY SUPPORTS, LLC	24%	76%	0%	0%	540
PROF THERAPEUTIC COMMUNITY NETWORK	57%	43%	0%	0%	23
PROVIDENT LIFE INC.	20%	80%	0%	0%	5
RAIN KING PROPERTIES	0%	100%	0%	0%	5
RAINBOW ADULT LIVING FACILITIES	0%	0%	0%	100%	30
RENAISSANCE CARE, INC	82%	18%	0%	0%	11
RENEW CONSULTING INC	17%	60%	0%	23%	178
RESIDE RESIDENTIAL CARE	33%	67%	0%	0%	33
REVA'S NEW BEGINNINGS CARE HOMES, INC.	24%	76%	0%	0%	21
RISE, INC	32%	66%	0%	2%	644
RIISING SUN SUPPORTED LIVING	7%	93%	0%	0%	14

Agency name	Male	Female	Non-conforming/other	Don't know	N
RIVERS & ROADS RESI & CONSLT, INC					11
RIVERSIDE TRAINING CENTER, INC	19%	81%	0%	0%	53
RON WILSON CENTER	46%	54%	0%	0%	93
S & A RESIDENTIAL SERVICES, LLC	33%	67%	0%	0%	3
S.A.C.U.	48%	52%	0%	0%	557
S.I.S.O.	0%	0%	0%	100%	59
SAFECARE RESIDENTIAL SERVICES, INC	44%	56%	0%	0%	16
SCHMIDT COMMUNITY CARE, LLC					7
SHALOM 24 HOURS GROUP HOME	40%	60%	0%	0%	5
SHANGRI-LA CORP	33%	66%	0%	1%	176
SILVER SPRING GROUP HOME, INC	38%	63%	0%	0%	8
SOLODA ACH INC.	40%	60%	0%	0%	5
SOUTH COAST HORIZONS	18%	82%	0%	0%	33
SOUTHERN OREGON ASPIRE	27%	73%	0%	0%	89
ST. GABRIEL CARE HOME INC.	0%	100%	0%	0%	4
STAR CORP GROUP HOME	0%	100%	0%	0%	8
STAR OF HOPE ACTIVITY CENTER INC	0%	0%	0%	100%	127
STEP FORWARD ACTIVITIES, INC					46
STEPPING STONE 24 HOURS HOME INC	63%	38%	0%	0%	8
STONEBROOKE RESIDENTIAL SERVICES	38%	62%	0%	0%	34
SUNNY OAKS, INC	19%	56%	25%	0%	96
TANDEM NORTHWEST	29%	71%	0%	0%	83
THE OSBORN PROJECT					3
THRIVING LIVES CARE, INC	42%	58%	0%	0%	48
TRU COLLABORATIONS, LLC	36%	64%	0%	0%	22
TRUCARE HOMES, LLC	25%	75%	0%	0%	4
UMPQUA HOMES, INC.	33%	67%	0%	0%	113
UNITY LIFE CARE LLC	17%	83%	0%	0%	6
UP & OUT, INC	27%	53%	0%	20%	30
VALOR ASSOCIATES, LLC	0%	0%	0%	100%	16
WALKER SUPPORT SERVICES, INC	31%	69%	0%	0%	26

<b>Agency name</b>	<b>Male</b>	<b>Female</b>	<b>Non-conforming/other</b>	<b>Don't know</b>	<b>N</b>
<b>WESTERN IDAHO TRAINING CO INC</b>	12%	88%	0%	0%	25
<b>WESTSIDE COMMUNITY FOCUS</b>	0%	0%	0%	100%	66
<b>WORK UNLIMITED, INC</b>	37%	63%	0%	0%	94
<b>Report Average</b>	<b>34.6%</b>	<b>57.3%</b>	<b>0.3%</b>	<b>7.8%</b>	<b>Sum: 8,732</b>

## Turnover Rate

Each agency's turnover rate is calculated as:

*(Total separated DSPs in past year) **divided by** (Total direct support staff as of December 31, 2020).*

The turnover rate in this report is a point-in-time rate. The denominator (total number of employed DSPs at each agency) is taken from a specific point in time: December 31, 2020. *Some other turnover rate calculations use the average number of people employed at each agency across 12 months as the denominator in the turnover rate calculation.*

**Some agencies reported turnover rates that exceed 100%.** This means that the number of DSPs that separated from the agency payroll in 2020 was greater than the number of DSPs employed as of December 31, 2020. States with agencies reporting turnover rates that exceed 100% can still use the information in this report to open discussions on the factors that contribute to turnover.

**Table 6.** Turnover Rates for DSPs in 2020 (as of December 31, 2020)

<b>Agency name</b>	<b>Number of DSPs on payroll on Dec. 31, 2020</b>	<b>Number of DSPs who left between Jan. 1 –Dec. 31, 2020</b>	<b>Turnover rate</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	2	0	0%
<b>A.S.H., INC.</b>	22	9	41%
<b>ABEL’S RESIDENTIAL SERVICES, LLC</b>	12		
<b>ACHIEVE LLC</b>	20	8	40%
<b>AEGIS RESIDENTIAL CARE, LLC</b>	20	16	80%
<b>ALBERTINA KERR CENTERS</b>	445	309	69%
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	4	3	75%
<b>ALSO</b>	200	142	71%
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	271	218	80%
<b>ALVORD-TAYLOR, INC.</b>	150	70	47%
<b>AMANI CARE HOMES</b>	1		
<b>ARCADIAN INCLUSION MANAGEMENT</b>	19	11	58%
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	74	49	66%
<b>AS PROMISED GROUP HOME</b>	6	0	0%
<b>AWESOME GROUP HOME</b>	5	0	0%
<b>BARCH, INC.</b>	17	5	29%
<b>BEE LOVED CARE HOME, LLC</b>	7	2	29%
<b>BEINGROUP, LLC</b>	4	0	0%
<b>BENCO</b>	68	12	18%
<b>BETHESDA LUTHERAN COMMUNITIES</b>	167		
<b>BEYOND ABILITY SUPPORT SERVICES</b>	8	9	113%
<b>BLESSED RESIDENTIAL CARE LLC</b>	4	4	100%
<b>BRIDGES ENTERPRISE, LLC</b>	9	5	56%
<b>BRIGHTSIDE LIVING, LLC</b>	28	19	68%
<b>CARETOWN, LLC</b>	8	1	13%
<b>CASCADE RESIDENTIAL CARE, INC.</b>	28	28	100%
<b>CATHOLIC COMMUNITY SERVICES</b>	110	45	41%
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	39	54	138%
<b>CENTRAL OREGON COLLECTIVE</b>	44	35	80%
<b>CHAMBERLIN HOUSE, INC.</b>	67	33	49%

<b>Agency name</b>	<b>Number of DSPs on payroll on Dec. 31, 2020</b>	<b>Number of DSPs who left between Jan. 1 –Dec. 31, 2020</b>	<b>Turnover rate</b>
<b>CHOICES UNLIMITED, INC.</b>	7	6	86%
<b>COFFELT CARE HOMES, INC</b>	6	2	33%
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	153	73	48%
<b>COMMUNITY BASED GROUP HOME</b>	8	11	138%
<b>COMMUNITY LIFE LLC</b>	13	1	8%
<b>COMMUNITY SERVICES, INC.</b>	165	74	45%
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	34	16	47%
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	19	27	142%
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	36	53	147%
<b>CORNERSTONE VALLEY INC</b>	17	18	106%
<b>CROSSROADS RESIDENTIAL HOME</b>	16	11	69%
<b>D &amp; D FOSTER CARE, LLC</b>	7	8	114%
<b>DAI S'LA</b>	5	1	20%
<b>DAIZY CORPORATION</b>	11	4	36%
<b>DANVILLE SERVICES OF OREGON, LLC</b>	131	94	72%
<b>DEAR HEART SUPPORT SERVICES LLC</b>	9		
<b>DEGES CARE INC.</b>	8	1	13%
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	95	25	26%
<b>DUNGARVIN OREGON, LLC</b>	128	145	113%
<b>EASTCO DIVERSIFIED SERVICES</b>	50	25	50%
<b>EDWARDS CENTER, INC.</b>	118	46	39%
<b>ELYSIAN PURSUIT INCORPORATED</b>	37	6	16%
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	7	0	0%
<b>FAMILY OWNED GROUP HOME LLC</b>	5	0	0%
<b>FREMONT ADULT CARE HOME, LLC</b>	6	1	17%
<b>GRAY SERVICES LLC</b>	10		
<b>GRIFFITH 24 HR CARE, LLC</b>	4	2	50%
<b>GWB HOUSE INC</b>	5		
<b>H &amp; H HOME AND HEART LLC</b>	23	0	0%
<b>HARMONY HOUSING, INC</b>	32	30	94%
<b>HAVEN CENTER LLC</b>	63	0	0%

<b>Agency name</b>	<b>Number of DSPs on payroll on Dec. 31, 2020</b>	<b>Number of DSPs who left between Jan. 1 –Dec. 31, 2020</b>	<b>Turnover rate</b>
HEART TO HEART CARE HOME, LLC	5	2	40%
HEAVENLY HOME CARE LLC	5	1	20%
HENDRICKSON RESIDENTIAL, INC	14	2	14%
HILDAH AND KAY'S, LLC	5	1	20%
HOME INC.	4	3	75%
HOME LIFE, INC	111	92	83%
HORIZON PROJECT, INC	147	115	78%
HUMMINGBIRD CARE HOME, LLC	89	15	17%
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	7	20	286%
INDEPENDENT ENVIRONMENTS, INC	74	40	54%
INFINITY SUPPORT SERVICES, LLC	8	6	75%
INTEGRITY-CARE LLC	7		
IS LIVING	113	101	89%
JACOB'S LIGHTHOUSE, LLC	4	0	0%
KADMAK RESIDENTIAL SERVICES, LLC	4	0	0%
KJ 24 - HOURS CARE HOME LLC	3	0	0%
LAILAH'S LIVING CENTER	6	2	33%
LAILAHS LIVING CENTER II	6	2	33%
LEMUEL, INC GROUP HOMES	26	16	62%
LENSA RESIDENTIAL SERVICE LLC	10		
LIA'S CARE HOME INC	7	4	57%
LIBERTY LIVING LLC	14	11	79%
LIMES ADULT FOSTER CARE	5	3	60%
LIVING OPPORTUNITIES, INC	92	33	36%
LOTUS CARE INC	2	3	150%
MARIE MILLS CENTER, INC	33	12	36%
MENNA LLC	5	1	20%
MENTOR OREGON	114	156	137%
MID-VALLEY RESIDENTIAL CARE LLC	3		
MIMI 24HRS RESIDENTIAL HOME 1 INC	3		
MV ADVANCEMENTS	64	39	61%



<b>Agency name</b>	<b>Number of DSPs on payroll on Dec. 31, 2020</b>	<b>Number of DSPs who left between Jan. 1 –Dec. 31, 2020</b>	<b>Turnover rate</b>
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	14	3	21%
<b>NEW DAY ENTERPRISES</b>	58	22	38%
<b>NEW DAY NORTHWEST INC.</b>	17	4	24%
<b>NURU'S ADULT FOSTER HOME</b>	5	0	0%
<b>NW COMMUNITY ALLIANCE, INC</b>	128	35	27%
<b>NW MENTAL HEALTH MGMT SVCS</b>	64	44	69%
<b>OHANA FIRST LLC</b>	6	1	17%
<b>OHANA LOVING CARE</b>	8	7	88%
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	80	40	50%
<b>OREGON MENNONITE RES SVCS</b>	107	62	58%
<b>OREGON QUALITY CARE LLC</b>	10	6	60%
<b>OREGON SUPPORTED LIVING PROGRAM</b>	157	70	45%
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	1	1	100%
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	376	184	49%
<b>PATHWAY ENTERPRISES, INC</b>	57	38	67%
<b>PERSONALIZED INDEPENDENCE, INC.</b>	38	28	74%
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	11	2	18%
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	50	17	34%
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	540	259	48%
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	23	9	39%
<b>PROVIDENT LIFE INC.</b>	5	4	80%
<b>RAIN KING PROPERTIES</b>	5	0	0%
<b>RAINBOW ADULT LIVING FACILITIES</b>	30	8	27%
<b>RENAISSANCE CARE, INC</b>	11	2	18%
<b>RENEW CONSULTING INC</b>	178	178	100%
<b>RESIDE RESIDENTIAL CARE</b>	33	46	139%
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	21	10	48%
<b>RISE, INC</b>	644	1004	156%
<b>RISING SUN SUPPORTED LIVING</b>	14	2	14%
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	11		
<b>RIVERSIDE TRAINING CENTER, INC</b>	53	23	43%

<b>Agency name</b>	<b>Number of DSPs on payroll on Dec. 31, 2020</b>	<b>Number of DSPs who left between Jan. 1 –Dec. 31, 2020</b>	<b>Turnover rate</b>
<b>RON WILSON CENTER</b>	93	67	72%
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	3	0	0%
<b>S.A.C.U.</b>	557	60	
<b>S.I.S.O.</b>	59	114	193%
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	16	10	63%
<b>SCHMIDT COMMUNITY CARE, LLC</b>	7		
<b>SHALOM 24 HOURS GROUP HOME</b>	5	2	40%
<b>SHANGRI-LA CORP</b>	176	116	66%
<b>SILVER SPRING GROUP HOME, INC</b>	8	1	13%
<b>SOLODA ACH INC.</b>	5	1	20%
<b>SOUTH COAST HORIZONS</b>	33	9	27%
<b>SOUTHERN OREGON ASPIRE</b>	89	52	58%
<b>ST. GABRIEL CARE HOME INC.</b>	4		
<b>STAR CORP GROUP HOME</b>	8	5	63%
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	127	17	13%
<b>STEP FORWARD ACTIVITIES, INC</b>	46		
<b>STEPPING STONE 24 HOURS HOME INC</b>	8	1	13%
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	34	35	103%
<b>SUNNY OAKS, INC</b>	96	47	49%
<b>TANDEM NORTHWEST</b>	83	45	54%
<b>THE OSBORN PROJECT</b>	3		
<b>THRIVING LIVES CARE, INC</b>	48	63	131%
<b>TRU COLLABORATIONS, LLC</b>	22	0	0%
<b>TRUCARE HOMES, LLC</b>	4	5	125%
<b>UMPQUA HOMES, INC.</b>	113	52	46%
<b>UNITY LIFE CARE LLC</b>	6	4	67%
<b>UP &amp; OUT, INC</b>	30	19	63%
<b>VALOR ASSOCIATES, LLC</b>	16	7	44%
<b>WALKER SUPPORT SERVICES, INC</b>	26	28	108%
<b>WESTERN IDAHO TRAINING CO INC</b>	25	12	48%

<b>Agency name</b>	<b>Number of DSPs on payroll on Dec. 31, 2020</b>	<b>Number of DSPs who left between Jan. 1 –Dec. 31, 2020</b>	<b>Turnover rate</b>
<b>WESTSIDE COMMUNITY FOCUS</b>	66	33	50%
<b>WORK UNLIMITED, INC</b>	94	77	82%
<b>Report average</b>	<b>Average number of DSPs employed as of 12/31/20: 56.3</b>	<b>Average number of DSPs separated in 2020: 38.8</b>	<b>Average of provider turnover rates: 55.9%</b>

Notes: Each agency's turnover rate is calculated as (total separated DSPs in past year)/(total direct support staff as of December 31, 2020). Turnover is only calculated if both data points were reported.

## Tenure (Length of Employment) of DSPs

To calculate tenure, we divided the number of DSPs employed in each agency for less than 6 months by the total number of DSPs employed as of December 31, 2020. This created an agency-wide percentage of DSPs employed less than 6 months. We then calculated the average agency percentage for each state and calculated a weighted NCI-IDD result.

The same was done for DSPs employed between 6–12 months, those employed for 12+ months, etc.

**Please use caution when comparing tenure rates from Staff Stability Survey Reports from 2016 or prior, as methodology has changed.**

**Table 7.** Tenure Among DSPs Employed as of December 31, 2020<sup>3</sup>  
 Percentage of agencies' DSPs who have been on the payroll

Agency name	Less than 6 months	6–12 months	12–24 months	24–36 months	36+ months	Number of DSPs on payroll on Dec. 31, 2020 <sup>4</sup>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	0%	0%	0%	100%	0%	2
<b>A.S.H., INC.</b>	23%	18%	27%	9%	23%	22
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	100%	0%	0%	0%	0%	2
<b>ACHIEVE LLC</b>	55%	5%	20%	0%	20%	20
<b>AEGIS RESIDENTIAL CARE, LLC</b>	30%	45%	25%	0%	0%	20
<b>ALBERTINA KERR CENTERS</b>	8%	18%	23%	12%	39%	445
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	25%	50%	25%	0%	0%	4
<b>ALSO</b>	3%	14%	21%	20%	43%	200
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	49%	10%	15%	10%	16%	271
<b>ALVORD-TAYLOR, INC.</b>	10%	7%	11%	8%	65%	150
<b>AMANI CARE HOMES</b>	0%	100%	0%	0%	0%	1
<b>ARCADIAN INCLUSION MANAGEMENT</b>	26%	26%	5%	21%	21%	19
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	45%	18%	20%	15%	3%	74
<b>AS PROMISED GROUP HOME</b>	67%	33%	0%	0%	0%	6
<b>AWESOME GROUP HOME</b>	100%	0%	0%	0%	0%	5
<b>BARCH, INC.</b>	6%	0%	12%	12%	71%	17
<b>BEE LOVED CARE HOME, LLC</b>	86%	14%	0%	0%	0%	7
<b>BEINGROUP, LLC</b>	0%	0%	100%	0%	0%	4
<b>BENCO</b>	10%	16%	12%	7%	54%	68
<b>BETHESDA LUTHERAN COMMUNITIES</b>						
<b>BEYOND ABILITY SUPPORT SERVICES</b>	13%	38%	50%	0%	0%	8
<b>BLESSED RESIDENTIAL CARE LLC</b>	0%	75%	0%	25%	0%	4
<b>BRIDGES ENTERPRISE, LLC</b>	22%	0%	0%	22%	56%	9
<b>BRIGHTSIDE LIVING, LLC</b>	43%	18%	11%	14%	14%	28

<sup>3</sup> This table only includes agencies that provided information on both the total number of DSPs employed as of Dec. 31, 2020 and the tenure of those DSPs. State tenure rates are an average of all cases in the state. In the 2016 report and previous reports, Staff Stability Survey tenure used statewide totals to calculate a statewide rate.

<sup>4</sup> Only includes those for whom tenure rates were reported.

Agency name	Less than 6 months	6–12 months	12–24 months	24–36 months	36+ months	Number of DSPs on payroll on Dec. 31, 2020 <sup>4</sup>
CARETOWN, LLC	50%	50%	0%	0%	0%	8
CASCADE RESIDENTIAL CARE, INC.	54%	7%	39%	0%	0%	28
CATHOLIC COMMUNITY SERVICES	14%	5%	15%	13%	53%	110
CENTER FOR CONTINUOUS IMPROVEMENT, INC	10%	13%	15%	10%	51%	39
CENTRAL OREGON COLLECTIVE	14%	0%	11%	2%	73%	44
CHAMBERLIN HOUSE, INC.	13%	34%	9%	18%	25%	67
CHOICES UNLIMITED, INC.	29%	0%	0%	0%	71%	7
COFFELT CARE HOMES, INC	0%	17%	83%	0%	0%	6
COMMUNITY ACCESS SERVICES II, INC.	16%	13%	16%	8%	47%	153
COMMUNITY BASED GROUP HOME	13%	0%	38%	13%	38%	8
COMMUNITY LIFE LLC	31%	23%	23%	0%	23%	13
COMMUNITY SERVICES, INC.	16%	6%	18%	8%	52%	165
COMMUNITY SUPPORT SERVICES, INC.	12%	21%	12%	12%	44%	34
CONNECTIONS RESIDENTIAL SERVICES	32%	21%	21%	26%	0%	19
COOPER HOLLOW RESIDENTIAL SERVICES, INC	44%	39%	8%	8%	0%	36
CORNERSTONE VALLEY INC	41%	12%	12%	18%	18%	17
CROSSROADS RESIDENTIAL HOME	38%	25%	6%	19%	13%	16
D & D FOSTER CARE, LLC	57%	14%	0%	14%	14%	7
DAI S'LA	60%	0%	20%	0%	20%	5
DAIZY CORPORATION	45%	27%	27%	0%	0%	11
DANVILLE SERVICES OF OREGON, LLC	49%	21%	8%	2%	20%	131
DEAR HEART SUPPORT SERVICES LLC						
DEGES CARE INC.	0%	100%	0%	0%	0%	8
DOUGLAS RESIDENT TRAINING FACILITIES	2%	3%	21%	21%	53%	95
DUNGARVIN OREGON, LLC	25%	17%	20%	16%	21%	128
EASTCO DIVERSIFIED SERVICES	14%	14%	14%	10%	48%	50
EDWARDS CENTER, INC.	8%	8%	13%	13%	59%	118
ELYSIAN PURSUIT INCORPORATED	22%	16%	22%	11%	30%	37
FAITH 24-HOUR RESIDENTIAL HOME INC	100%	0%	0%	0%	0%	7
FAMILY OWNED GROUP HOME LLC	20%	0%	60%	20%	0%	5

<b>Agency name</b>	<b>Less than 6 months</b>	<b>6–12 months</b>	<b>12–24 months</b>	<b>24–36 months</b>	<b>36+ months</b>	<b>Number of DSPs on payroll on Dec. 31, 2020<sup>4</sup></b>
<b>FREMONT ADULT CARE HOME, LLC</b>	33%	17%	50%	0%	0%	6
<b>GRAY SERVICES LLC</b>						
<b>GRIFFITH 24 HR CARE, LLC</b>	0%	0%	75%	0%	25%	4
<b>GWB HOUSE INC</b>						
<b>H &amp; H HOME AND HEART LLC</b>	0%	39%	0%	61%	0%	23
<b>HARMONY HOUSING, INC</b>	22%	28%	13%	16%	22%	32
<b>HAVEN CENTER LLC</b>	0%	13%	0%	16%	71%	63
<b>HEART TO HEART CARE HOME, LLC</b>	20%	0%	80%	0%	0%	5
<b>HEAVENLY HOME CARE LLC</b>	100%	0%	0%	0%	0%	5
<b>HENDRICKSON RESIDENTIAL, INC</b>	14%	7%	14%	29%	36%	14
<b>HILDAH AND KAY'S, LLC</b>	20%	20%	0%	20%	40%	5
<b>HOME INC.</b>	50%	0%	50%	0%	0%	4
<b>HOME LIFE, INC</b>	25%	23%	15%	6%	30%	111
<b>HORIZON PROJECT, INC</b>	18%	14%	13%	12%	44%	147
<b>HUMMINGBIRD CARE HOME, LLC</b>	6%	11%	56%	11%	16%	89
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	14%	14%	14%	0%	57%	7
<b>INDEPENDENT ENVIRONMENTS, INC</b>	20%	11%	5%	15%	49%	74
<b>INFINITY SUPPORT SERVICES, LLC</b>	38%	0%	63%	0%	0%	8
<b>INTEGRITY-CARE LLC</b>	0%	29%	57%	14%	0%	7
<b>IS LIVING</b>	34%	23%	23%	4%	17%	113
<b>JACOB'S LIGHTHOUSE, LLC</b>	0%	0%	0%	100%	0%	4
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	0%	100%	0%	0%	0%	4
<b>KJ 24 - HOURS CARE HOME LLC</b>	0%	0%	100%	0%	0%	3
<b>LAILAH'S LIVING CENTER</b>	33%	33%	33%	0%	0%	6
<b>LAILAHS LIVING CENTER II</b>	33%	33%	33%	0%	0%	6
<b>LEMUEL, INC GROUP HOMES</b>	15%	27%	8%	4%	46%	26
<b>LENSA RESIDENTIAL SERVICE LLC</b>						
<b>LIA'S CARE HOME INC</b>	29%	29%	43%	0%	0%	7
<b>LIBERTY LIVING LLC</b>	50%	7%	43%	0%	0%	14
<b>LIMES ADULT FOSTER CARE</b>	0%	20%	80%	0%	0%	5

<b>Agency name</b>	<b>Less than 6 months</b>	<b>6–12 months</b>	<b>12–24 months</b>	<b>24–36 months</b>	<b>36+ months</b>	<b>Number of DSPs on payroll on Dec. 31, 2020<sup>4</sup></b>
<b>LIVING OPPORTUNITIES, INC</b>	11%	14%	15%	5%	54%	92
<b>LOTUS CARE INC</b>	50%	0%	50%	0%	0%	2
<b>MARIE MILLS CENTER, INC</b>	12%	24%	15%	12%	36%	33
<b>MENNA LLC</b>	40%	60%	0%	0%	0%	5
<b>MENTOR OREGON</b>	25%	5%	24%	7%	39%	114
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>						
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>						
<b>MV ADVANCEMENTS</b>	6%	5%	31%	20%	38%	64
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	0%	21%	50%	29%	0%	14
<b>NEW DAY ENTERPRISES</b>	0%	17%	7%	10%	66%	58
<b>NEW DAY NORTHWEST INC.</b>	18%	0%	29%	24%	29%	17
<b>NURU'S ADULT FOSTER HOME</b>	0%	0%	100%	0%	0%	5
<b>NW COMMUNITY ALLIANCE, INC</b>	12%	6%	18%	11%	53%	128
<b>NW MENTAL HEALTH MGMT SVCS</b>	34%	13%	9%	16%	28%	64
<b>OHANA FIRST LLC</b>	0%	33%	67%	0%	0%	6
<b>OHANA LOVING CARE</b>	13%	25%	63%	0%	0%	8
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	14%	8%	20%	11%	48%	80
<b>OREGON MENNONITE RES SVCS</b>	24%	9%	29%	13%	24%	107
<b>OREGON QUALITY CARE LLC</b>	60%	40%	0%	0%	0%	10
<b>OREGON SUPPORTED LIVING PROGRAM</b>	16%	7%	11%	11%	55%	157
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	0%	0%	100%	0%	0%	1
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	11%	10%	16%	13%	50%	376
<b>PATHWAY ENTERPRISES, INC</b>	16%	19%	25%	5%	35%	57
<b>PERSONALIZED INDEPENDENCE, INC.</b>	21%	21%	26%	13%	18%	38
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	36%	0%	27%	9%	27%	11
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	0%	12%	6%	4%	78%	50
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	31%	19%	43%	7%	0%	540
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	0%	0%	35%	43%	22%	23
<b>PROVIDENT LIFE INC.</b>	60%	20%	20%	0%	0%	5
<b>RAIN KING PROPERTIES</b>	0%	0%	20%	0%	80%	5



Agency name	Less than 6 months	6–12 months	12–24 months	24–36 months	36+ months	Number of DSPs on payroll on Dec. 31, 2020 <sup>4</sup>
<b>RAINBOW ADULT LIVING FACILITIES</b>	17%	10%	13%	17%	43%	30
<b>RENAISSANCE CARE, INC</b>	9%	27%	9%	18%	36%	11
<b>RENEW CONSULTING INC</b>	24%	16%	17%	14%	29%	178
<b>RESIDE RESIDENTIAL CARE</b>	52%	12%	18%	3%	15%	33
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	0%	62%	19%	0%	19%	21
<b>RISE, INC</b>	29%	17%	22%	15%	17%	644
<b>RISING SUN SUPPORTED LIVING</b>	14%	21%	50%	14%	0%	14
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>						
<b>RIVERSIDE TRAINING CENTER, INC</b>	15%	9%	19%	19%	38%	53
<b>RON WILSON CENTER</b>	16%	13%	16%	12%	43%	93
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	100%	0%	0%	0%	0%	3
<b>S.A.C.U.</b>						
<b>S.I.S.O.</b>	39%	22%	22%	7%	10%	59
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	44%	13%	25%	19%	0%	16
<b>SCHMIDT COMMUNITY CARE, LLC</b>						
<b>SHALOM 24 HOURS GROUP HOME</b>	20%	40%	40%	0%	0%	5
<b>SHANGRI-LA CORP</b>	14%	13%	19%	14%	40%	176
<b>SILVER SPRING GROUP HOME, INC</b>	25%	25%	13%	0%	38%	8
<b>SOLODA ACH INC.</b>	0%	0%	100%	0%	0%	5
<b>SOUTH COAST HORIZONS</b>	12%	6%	18%	0%	64%	33
<b>SOUTHERN OREGON ASPIRE</b>	17%	12%	11%	15%	45%	89
<b>ST. GABRIEL CARE HOME INC.</b>						
<b>STAR CORP GROUP HOME</b>	25%	25%	25%	0%	25%	8
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	13%	10%	6%	3%	69%	127
<b>STEP FORWARD ACTIVITIES, INC</b>						
<b>STEPPING STONE 24 HOURS HOME INC</b>	0%	0%	13%	0%	88%	8
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	24%	21%	12%	15%	29%	34
<b>SUNNY OAKS, INC</b>	7%	6%	5%	9%	72%	96
<b>TANDEM NORTHWEST</b>	23%	16%	16%	12%	34%	83
<b>THE OSBORN PROJECT</b>						

Agency name	Less than 6 months	6–12 months	12–24 months	24–36 months	36+ months	Number of DSPs on payroll on Dec. 31, 2020 <sup>4</sup>
<b>THRIVING LIVES CARE, INC</b>	54%	29%	13%	4%	0%	48
<b>TRU COLLABORATIONS, LLC</b>	9%	0%	91%	0%	0%	22
<b>TRUCARE HOMES, LLC</b>	50%	0%	50%	0%	0%	4
<b>UMPQUA HOMES, INC.</b>	17%	2%	19%	13%	50%	113
<b>UNITY LIFE CARE LLC</b>	17%	17%	0%	0%	67%	6
<b>UP &amp; OUT, INC</b>	20%	7%	3%	23%	47%	30
<b>VALOR ASSOCIATES, LLC</b>	13%	13%	31%	6%	38%	16
<b>WALKER SUPPORT SERVICES, INC</b>	27%	19%	31%	8%	15%	26
<b>WESTERN IDAHO TRAINING CO INC</b>	20%	20%	16%	12%	32%	25
<b>WESTSIDE COMMUNITY FOCUS</b>	29%	15%	9%	12%	35%	66
<b>WORK UNLIMITED, INC</b>	18%	19%	13%	16%	34%	94
<b>Report average</b>	<b>24.2%</b>	<b>17.1%</b>	<b>24.1%</b>	<b>9.9%</b>	<b>24.6%</b>	<b>Average number of DSPs employed by providers: 55.6</b>

**Table 8.** *Tenure Among Separated DSP Employees (Left Between January 1, 2020, and December 31, 2020)*<sup>5</sup>

<b>Agency name</b>	<b>Less than 6 months</b>	<b>6–12 months</b>	<b>12–24 months</b>	<b>24–36 months</b>	<b>36+ months</b>	<b>Number of DSPs separated statewide</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	0%	0%	0%	0%	0%	0
<b>A.S.H., INC.</b>	0%	22%	11%	22%	44%	9
<b>ABEL’S RESIDENTIAL SERVICES, LLC</b>						
<b>ACHIEVE LLC</b>						
<b>AEGIS RESIDENTIAL CARE, LLC</b>	88%	13%	0%	0%	0%	16
<b>ALBERTINA KERR CENTERS</b>	50%	17%	15%	6%	13%	309
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	33%	67%	0%	0%	0%	3
<b>ALSO</b>	58%	9%	22%	6%	4%	142
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	48%	18%	17%	7%	11%	218
<b>ALVORD-TAYLOR, INC.</b>	21%	20%	6%	10%	43%	70
<b>AMANI CARE HOMES</b>						
<b>ARCADIAN INCLUSION MANAGEMENT</b>	27%	18%	36%	9%	9%	11
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	57%	18%	12%	0%	12%	49
<b>AS PROMISED GROUP HOME</b>	0%	0%	0%	0%	0%	0
<b>AWESOME GROUP HOME</b>	0%	0%	0%	0%	0%	0
<b>BARCH, INC.</b>	0%	40%	20%	0%	40%	5
<b>BEE LOVED CARE HOME, LLC</b>	100%	0%	0%	0%	0%	2
<b>BEINGROUP, LLC</b>	0%	0%	0%	0%	0%	0
<b>BENCO</b>	17%	33%	25%	8%	17%	12
<b>BETHESDA LUTHERAN COMMUNITIES</b>						
<b>BEYOND ABILITY SUPPORT SERVICES</b>	100%	0%	0%	0%	0%	9
<b>BLESSED RESIDENTIAL CARE LLC</b>						
<b>BRIDGES ENTERPRISE, LLC</b>	60%	0%	20%	20%	0%	5
<b>BRIGHTSIDE LIVING, LLC</b>	42%	53%	5%	0%	0%	19
<b>CARETOWN, LLC</b>						
<b>CASCADE RESIDENTIAL CARE, INC.</b>	68%	21%	11%	0%	0%	28
<b>CATHOLIC COMMUNITY SERVICES</b>	33%	18%	24%	9%	16%	45

<sup>5</sup> This table only includes agencies that provided information on both the total number of separated DSPs and the tenure of those separated DSPs. State tenure rates are an average of all cases in the state. Denominator includes cases with 0 separations. Prior to 2016, Staff Stability Survey tenure used statewide totals to calculate a statewide rate.

Agency name	Less than 6 months	6–12 months	12–24 months	24–36 months	36+ months	Number of DSPs separated statewide
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	72%	7%	6%	7%	7%	54
<b>CENTRAL OREGON COLLECTIVE</b>	37%	23%	31%	0%	9%	35
<b>CHAMBERLIN HOUSE, INC.</b>	48%	24%	9%	0%	18%	33
<b>CHOICES UNLIMITED, INC.</b>	50%	33%	0%	17%	0%	6
<b>COFFELT CARE HOMES, INC</b>	50%	0%	50%	0%	0%	2
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	48%	16%	23%	5%	7%	73
<b>COMMUNITY BASED GROUP HOME</b>	45%	27%	18%	9%	0%	11
<b>COMMUNITY LIFE LLC</b>	100%	0%	0%	0%	0%	1
<b>COMMUNITY SERVICES, INC.</b>	34%	14%	22%	8%	23%	74
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	25%	6%	25%	6%	38%	16
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	67%	22%	7%	4%	0%	27
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	68%	30%	2%	0%	0%	53
<b>CORNERSTONE VALLEY INC</b>						
<b>CROSSROADS RESIDENTIAL HOME</b>	64%	27%	0%	9%	0%	11
<b>D &amp; D FOSTER CARE, LLC</b>	50%	50%	0%	0%	0%	8
<b>DAI S'LA</b>	0%	0%	100%	0%	0%	1
<b>DAIZY CORPORATION</b>	25%	75%	0%	0%	0%	4
<b>DANVILLE SERVICES OF OREGON, LLC</b>	68%	11%	12%	2%	7%	94
<b>DEAR HEART SUPPORT SERVICES LLC</b>						
<b>DEGES CARE INC.</b>	100%	0%	0%	0%	0%	1
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	24%	40%	36%	0%	0%	25
<b>DUNGARVIN OREGON, LLC</b>	18%	34%	33%	8%	7%	145
<b>EASTCO DIVERSIFIED SERVICES</b>	4%	36%	24%	12%	24%	25
<b>EDWARDS CENTER, INC.</b>	9%	11%	26%	17%	37%	46
<b>ELYSIAN PURSUIT INCORPORATED</b>	50%	17%	0%	33%	0%	6
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	0%	0%	0%	0%	0%	0
<b>FAMILY OWNED GROUP HOME LLC</b>	0%	0%	0%	0%	0%	0
<b>FREMONT ADULT CARE HOME, LLC</b>	100%	0%	0%	0%	0%	1
<b>GRAY SERVICES LLC</b>						
<b>GRIFFITH 24 HR CARE, LLC</b>	0%	0%	100%	0%	0%	2
<b>GWB HOUSE INC</b>						

<b>Agency name</b>	<b>Less than 6 months</b>	<b>6–12 months</b>	<b>12–24 months</b>	<b>24–36 months</b>	<b>36+ months</b>	<b>Number of DSPs separated statewide</b>
<b>H &amp; H HOME AND HEART LLC</b>	0%	0%	0%	0%	0%	0
<b>HARMONY HOUSING, INC</b>	30%	13%	20%	3%	33%	30
<b>HAVEN CENTER LLC</b>	0%	0%	0%	0%	0%	0
<b>HEART TO HEART CARE HOME, LLC</b>	50%	50%	0%	0%	0%	2
<b>HEAVENLY HOME CARE LLC</b>	100%	0%	0%	0%	0%	1
<b>HENDRICKSON RESIDENTIAL, INC</b>	50%	50%	0%	0%	0%	2
<b>HILDAH AND KAY'S, LLC</b>	0%	0%	100%	0%	0%	1
<b>HOME INC.</b>	67%	33%	0%	0%	0%	3
<b>HOME LIFE, INC</b>	11%	33%	23%	11%	23%	92
<b>HORIZON PROJECT, INC</b>	46%	15%	16%	7%	17%	115
<b>HUMMINGBIRD CARE HOME, LLC</b>	53%	47%	0%	0%	0%	15
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	70%	20%	5%	0%	5%	20
<b>INDEPENDENT ENVIRONMENTS, INC</b>	45%	20%	13%	10%	13%	40
<b>INFINITY SUPPORT SERVICES, LLC</b>	100%	0%	0%	0%	0%	6
<b>INTEGRITY-CARE LLC</b>						
<b>IS LIVING</b>	65%	22%	5%	2%	6%	101
<b>JACOB'S LIGHTHOUSE, LLC</b>	0%	0%	0%	0%	0%	0
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	0%	0%	0%	0%	0%	0
<b>KJ 24 - HOURS CARE HOME LLC</b>	0%	0%	0%	0%	0%	0
<b>LAILAH'S LIVING CENTER</b>	0%	50%	50%	0%	0%	2
<b>LAILAHS LIVING CENTER II</b>	0%	100%	0%	0%	0%	2
<b>LEMUEL, INC GROUP HOMES</b>	44%	19%	19%	13%	6%	16
<b>LENSA RESIDENTIAL SERVICE LLC</b>						
<b>LIA'S CARE HOME INC</b>	0%	50%	50%	0%	0%	4
<b>LIBERTY LIVING LLC</b>						
<b>LIMES ADULT FOSTER CARE</b>	33%	67%	0%	0%	0%	3
<b>LIVING OPPORTUNITIES, INC</b>	42%	21%	24%	3%	9%	33
<b>LOTUS CARE INC</b>	67%	33%	0%	0%	0%	3
<b>MARIE MILLS CENTER, INC</b>	25%	8%	25%	8%	33%	12
<b>MENNA LLC</b>	100%	0%	0%	0%	0%	1
<b>MENTOR OREGON</b>	36%	20%	25%	8%	12%	156

<b>Agency name</b>	<b>Less than 6 months</b>	<b>6–12 months</b>	<b>12–24 months</b>	<b>24–36 months</b>	<b>36+ months</b>	<b>Number of DSPs separated statewide</b>
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>						
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>						
<b>MV ADVANCEMENTS</b>	21%	23%	13%	10%	33%	39
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>						
<b>NEW DAY ENTERPRISES</b>	32%	9%	27%	5%	27%	22
<b>NEW DAY NORTHWEST INC.</b>	50%	0%	25%	0%	25%	4
<b>NURU'S ADULT FOSTER HOME</b>	0%	0%	0%	0%	0%	0
<b>NW COMMUNITY ALLIANCE, INC</b>	57%	11%	6%	20%	6%	35
<b>NW MENTAL HEALTH MGMT SVCS</b>	61%	16%	7%	7%	9%	44
<b>OHANA FIRST LLC</b>	0%	100%	0%	0%	0%	1
<b>OHANA LOVING CARE</b>	71%	29%	0%	0%	0%	7
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	0%	18%	25%	18%	40%	40
<b>OREGON MENNONITE RES SVCS</b>	50%	15%	23%	5%	8%	62
<b>OREGON QUALITY CARE LLC</b>	100%	0%	0%	0%	0%	6
<b>OREGON SUPPORTED LIVING PROGRAM</b>	3%	24%	37%	11%	24%	70
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	0%	100%	0%	0%	0%	1
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	54%	15%	14%	8%	9%	184
<b>PATHWAY ENTERPRISES, INC</b>	68%	24%	0%	5%	3%	38
<b>PERSONALIZED INDEPENDENCE, INC.</b>	61%	21%	11%	4%	4%	28
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	50%	50%	0%	0%	0%	2
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	24%	41%	0%	6%	29%	17
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	32%	35%	32%	0%	0%	259
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	33%	22%	22%	22%	0%	9
<b>PROVIDENT LIFE INC.</b>						
<b>RAIN KING PROPERTIES</b>	0%	0%	0%	0%	0%	0
<b>RAINBOW ADULT LIVING FACILITIES</b>	13%	13%	25%	13%	38%	8
<b>RENAISSANCE CARE, INC</b>	0%	100%	0%	0%	0%	2
<b>RENEW CONSULTING INC</b>	51%	16%	14%	8%	10%	178
<b>RESIDE RESIDENTIAL CARE</b>	74%	9%	7%	4%	7%	46
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	90%	0%	10%	0%	0%	10
<b>RISE, INC</b>	56%	20%	14%	5%	5%	1004

Agency name	Less than 6 months	6-12 months	12-24 months	24-36 months	36+ months	Number of DSPs separated statewide
<b>RISING SUN SUPPORTED LIVING</b>	50%	50%	0%	0%	0%	2
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>						
<b>RIVERSIDE TRAINING CENTER, INC</b>	9%	17%	35%	17%	22%	23
<b>RON WILSON CENTER</b>	54%	15%	15%	6%	10%	67
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	0%	0%	0%	0%	0%	0
<b>S.A.C.U.</b>	38%	5%	5%	13%	38%	60
<b>S.I.S.O.</b>	72%	15%	4%	4%	5%	114
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	40%	60%	0%	0%	0%	10
<b>SCHMIDT COMMUNITY CARE, LLC</b>						
<b>SHALOM 24 HOURS GROUP HOME</b>	100%	0%	0%	0%	0%	2
<b>SHANGRI-LA CORP</b>	32%	17%	17%	17%	16%	116
<b>SILVER SPRING GROUP HOME, INC</b>	0%	100%	0%	0%	0%	1
<b>SOLODA ACH INC.</b>	0%	0%	100%	0%	0%	1
<b>SOUTH COAST HORIZONS</b>	0%	22%	11%	22%	44%	9
<b>SOUTHERN OREGON ASPIRE</b>	31%	17%	23%	6%	23%	52
<b>ST. GABRIEL CARE HOME INC.</b>						
<b>STAR CORP GROUP HOME</b>	40%	60%	0%	0%	0%	5
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	24%	29%	6%	12%	29%	17
<b>STEP FORWARD ACTIVITIES, INC</b>						
<b>STEPPING STONE 24 HOURS HOME INC</b>	0%	100%	0%	0%	0%	1
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	71%	9%	11%	3%	6%	35
<b>SUNNY OAKS, INC</b>	49%	21%	11%	15%	4%	47
<b>TANDEM NORTHWEST</b>	40%	22%	11%	4%	22%	45
<b>THE OSBORN PROJECT</b>						
<b>THRIVING LIVES CARE, INC</b>	67%	14%	19%	0%	0%	63
<b>TRU COLLABORATIONS, LLC</b>	0%	0%	0%	0%	0%	0
<b>TRUCARE HOMES, LLC</b>						
<b>UMPQUA HOMES, INC.</b>	23%	29%	12%	29%	8%	52
<b>UNITY LIFE CARE LLC</b>	50%	25%	25%	0%	0%	4
<b>UP &amp; OUT, INC</b>	21%	5%	47%	16%	11%	19
<b>VALOR ASSOCIATES, LLC</b>	14%	0%	71%	14%	0%	7

<b>Agency name</b>	<b>Less than 6 months</b>	<b>6–12 months</b>	<b>12–24 months</b>	<b>24–36 months</b>	<b>36+ months</b>	<b>Number of DSPs separated statewide</b>
<b>WALKER SUPPORT SERVICES, INC</b>						
<b>WESTERN IDAHO TRAINING CO INC</b>	42%	8%	25%	17%	8%	12
<b>WESTSIDE COMMUNITY FOCUS</b>	36%	21%	12%	6%	24%	33
<b>WORK UNLIMITED, INC</b>	36%	17%	10%	10%	26%	77
<b>Report average</b>	<b>38.0%</b>	<b>22.4%</b>	<b>14.5%</b>	<b>5.1%</b>	<b>8.5%</b>	<b>Average separations at responding providers: 40.9</b>



## Separations and Furlough

**Table 9.** Circumstances Under Which Separation Occurred (for Separated DSP Employees That Left Between January 1, 2020, and December 31, 2020) <sup>6</sup>

Percentage of total separations between January 1, 2020, and December 31, 2020:

Agency name	Voluntary separation	Employment was terminated	Laid off	Don't know reason	Number DSPs separated between Jan. 1–Dec. 31, 2020 <sup>7</sup>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>					
<b>A.S.H., INC.</b>	56%	44%	0%	0%	9
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>					
<b>ACHIEVE LLC</b>					
<b>AEGIS RESIDENTIAL CARE, LLC</b>	50%	50%	0%	0%	16
<b>ALBERTINA KERR CENTERS</b>	53%	36%	6%	5%	309
<b>ALSAN RESIDENTIAL SERVICE LLC</b>					
<b>ALSO</b>	54%	1%	0%	44%	142
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	74%	24%	2%	0%	218
<b>ALVORD-TAYLOR, INC.</b>	63%	37%	0%	0%	70
<b>AMANI CARE HOMES</b>					
<b>ARCADIAN INCLUSION MANAGEMENT</b>	73%	27%	0%	0%	11
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	92%	8%	0%	0%	49
<b>AS PROMISED GROUP HOME</b>					
<b>AWESOME GROUP HOME</b>					
<b>BARCH, INC.</b>	100%	0%	0%	0%	5
<b>BEE LOVED CARE HOME, LLC</b>	100%	0%	0%	0%	2
<b>BEINGROUP, LLC</b>					
<b>BENCO</b>	100%	0%	0%	0%	12
<b>BETHESDA LUTHERAN COMMUNITIES</b>					
<b>BEYOND ABILITY SUPPORT SERVICES</b>	100%	0%	0%	0%	9

<sup>6</sup> Based on DSPs providing support for adults with IDD and who left the agency between January 1, 2020, and December 31, 2020. Each percent is the percent of total separations between January 1, 2020, and December 31, 2020.

<sup>7</sup> Only includes those for whom reasons for separation are reported.

<b>Agency name</b>	<b>Voluntary separation</b>	<b>Employment was terminated</b>	<b>Laid off</b>	<b>Don't know reason</b>	<b>Number DSPs separated between Jan. 1–Dec. 31, 2020<sup>7</sup></b>
<b>BLESSED RESIDENTIAL CARE LLC</b>					
<b>BRIDGES ENTERPRISE, LLC</b>	100%	0%	0%	0%	5
<b>BRIGHTSIDE LIVING, LLC</b>	89%	11%	0%	0%	19
<b>CARETOWN, LLC</b>					
<b>CASCADE RESIDENTIAL CARE, INC.</b>	93%	7%	0%	0%	28
<b>CATHOLIC COMMUNITY SERVICES</b>	82%	16%	0%	2%	45
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	63%	37%	0%	0%	54
<b>CENTRAL OREGON COLLECTIVE</b>	0%	0%	0%	100%	35
<b>CHAMBERLIN HOUSE, INC.</b>	24%	58%	0%	18%	33
<b>CHOICES UNLIMITED, INC.</b>	100%	0%	0%	0%	6
<b>COFFELT CARE HOMES, INC</b>	50%	50%	0%	0%	2
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	85%	7%	0%	8%	73
<b>COMMUNITY BASED GROUP HOME</b>	73%	27%	0%	0%	11
<b>COMMUNITY LIFE LLC</b>	0%	100%	0%	0%	1
<b>COMMUNITY SERVICES, INC.</b>	65%	35%	0%	0%	74
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	100%	0%	0%	0%	16
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	100%	0%	0%	0%	27
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	89%	11%	0%	0%	53
<b>CORNERSTONE VALLEY INC</b>	89%	11%	0%	0%	18
<b>CROSSROADS RESIDENTIAL HOME</b>	64%	36%	0%	0%	11
<b>D &amp; D FOSTER CARE, LLC</b>	50%	50%	0%	0%	8
<b>DAI S'LA</b>	100%	0%	0%	0%	1
<b>DAIZY CORPORATION</b>	100%	0%	0%	0%	4
<b>DANVILLE SERVICES OF OREGON, LLC</b>	74%	22%	3%	0%	94
<b>DEAR HEART SUPPORT SERVICES LLC</b>					
<b>DEGES CARE INC.</b>	100%	0%	0%	0%	1
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	100%	0%	0%	0%	25
<b>DUNGARVIN OREGON, LLC</b>	74%	26%	0%	0%	145
<b>EASTCO DIVERSIFIED SERVICES</b>	72%	28%	0%	0%	25

<b>Agency name</b>	<b>Voluntary separation</b>	<b>Employment was terminated</b>	<b>Laid off</b>	<b>Don't know reason</b>	<b>Number DSPs separated between Jan. 1–Dec. 31, 2020<sup>7</sup></b>
<b>EDWARDS CENTER, INC.</b>	93%	2%	4%	0%	46
<b>ELYSIAN PURSUIT INCORPORATED</b>	100%	0%	0%	0%	6
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>					
<b>FAMILY OWNED GROUP HOME LLC</b>					
<b>FREMONT ADULT CARE HOME, LLC</b>	100%	0%	0%	0%	1
<b>GRAY SERVICES LLC</b>					
<b>GRIFFITH 24 HR CARE, LLC</b>	50%	50%	0%	0%	2
<b>GWB HOUSE INC</b>					
<b>H &amp; H HOME AND HEART LLC</b>					
<b>HARMONY HOUSING, INC</b>	70%	17%	13%	0%	30
<b>HAVEN CENTER LLC</b>					
<b>HEART TO HEART CARE HOME, LLC</b>	100%	0%	0%	0%	2
<b>HEAVENLY HOME CARE LLC</b>	100%	0%	0%	0%	1
<b>HENDRICKSON RESIDENTIAL, INC</b>	100%	0%	0%	0%	2
<b>HILDAH AND KAY'S, LLC</b>	100%	0%	0%	0%	1
<b>HOME INC.</b>	100%	0%	0%	0%	3
<b>HOME LIFE, INC</b>	83%	17%	0%	0%	92
<b>HORIZON PROJECT, INC</b>	98%	2%	0%	0%	115
<b>HUMMINGBIRD CARE HOME, LLC</b>	40%	60%	0%	0%	15
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	75%	25%	0%	0%	20
<b>INDEPENDENT ENVIRONMENTS, INC</b>	60%	40%	0%	0%	40
<b>INFINITY SUPPORT SERVICES, LLC</b>	100%	0%	0%	0%	6
<b>INTEGRITY-CARE LLC</b>					
<b>IS LIVING</b>	94%	6%	0%	0%	101
<b>JACOB'S LIGHTHOUSE, LLC</b>					
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>					
<b>KJ 24 - HOURS CARE HOME LLC</b>					
<b>LAILAH'S LIVING CENTER</b>	100%	0%	0%	0%	2
<b>LAILAHS LIVING CENTER II</b>	100%	0%	0%	0%	2

<b>Agency name</b>	<b>Voluntary separation</b>	<b>Employment was terminated</b>	<b>Laid off</b>	<b>Don't know reason</b>	<b>Number DSPs separated between Jan. 1–Dec. 31, 2020<sup>7</sup></b>
<b>LEMUEL, INC GROUP HOMES</b>	94%	6%	0%	0%	16
<b>LENSA RESIDENTIAL SERVICE LLC</b>					
<b>LIA'S CARE HOME INC</b>	75%	25%	0%	0%	4
<b>LIBERTY LIVING LLC</b>					
<b>LIMES ADULT FOSTER CARE</b>	33%	67%	0%	0%	3
<b>LIVING OPPORTUNITIES, INC</b>	67%	30%	3%	0%	33
<b>LOTUS CARE INC</b>	67%	33%	0%	0%	3
<b>MARIE MILLS CENTER, INC</b>	100%	0%	0%	0%	12
<b>MENNA LLC</b>	100%	0%	0%	0%	1
<b>MENTOR OREGON</b>	72%	8%	21%	0%	156
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>					
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>					
<b>MV ADVANCEMENTS</b>	46%	13%	41%	0%	39
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>					
<b>NEW DAY ENTERPRISES</b>	77%	23%	0%	0%	22
<b>NEW DAY NORTHWEST INC.</b>	100%	0%	0%	0%	4
<b>NURU'S ADULT FOSTER HOME</b>					
<b>NW COMMUNITY ALLIANCE, INC</b>	86%	14%	0%	0%	35
<b>NW MENTAL HEALTH MGMT SVCS</b>	36%	64%	0%	0%	44
<b>OHANA FIRST LLC</b>	100%	0%	0%	0%	1
<b>OHANA LOVING CARE</b>	100%	0%	0%	0%	7
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	0%	0%	0%	100%	40
<b>OREGON MENNONITE RES SVCS</b>	85%	13%	0%	2%	62
<b>OREGON QUALITY CARE LLC</b>	83%	17%	0%	0%	6
<b>OREGON SUPPORTED LIVING PROGRAM</b>					
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	100%	0%	0%	0%	1
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	79%	21%	0%	0%	184
<b>PATHWAY ENTERPRISES, INC</b>	87%	13%	0%	0%	38
<b>PERSONALIZED INDEPENDENCE, INC.</b>	82%	18%	0%	0%	28

<b>Agency name</b>	<b>Voluntary separation</b>	<b>Employment was terminated</b>	<b>Laid off</b>	<b>Don't know reason</b>	<b>Number DSPs separated between Jan. 1–Dec. 31, 2020<sup>7</sup></b>
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	100%	0%	0%	0%	2
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	65%	35%	0%	0%	17
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	61%	39%	1%	0%	259
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	67%	33%	0%	0%	9
<b>PROVIDENT LIFE INC.</b>					
<b>RAIN KING PROPERTIES</b>					
<b>RAINBOW ADULT LIVING FACILITIES</b>	63%	38%	0%	0%	8
<b>RENAISSANCE CARE, INC</b>	100%	0%	0%	0%	2
<b>RENEW CONSULTING INC</b>	10%	3%	87%	0%	178
<b>RESIDE RESIDENTIAL CARE</b>	72%	28%	0%	0%	46
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	60%	40%	0%	0%	10
<b>RISE, INC</b>	94%	6%	0%	0%	1004
<b>RISING SUN SUPPORTED LIVING</b>	100%	0%	0%	0%	2
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>					
<b>RIVERSIDE TRAINING CENTER, INC</b>	57%	43%	0%	0%	23
<b>RON WILSON CENTER</b>	72%	28%	0%	0%	67
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>					
<b>S.A.C.U.</b>	75%	25%	0%	0%	60
<b>S.I.S.O.</b>	100%	0%	0%	0%	114
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	60%	40%	0%	0%	10
<b>SCHMIDT COMMUNITY CARE, LLC</b>					
<b>SHALOM 24 HOURS GROUP HOME</b>	100%	0%	0%	0%	2
<b>SHANGRI-LA CORP</b>	61%	39%	0%	0%	116
<b>SILVER SPRING GROUP HOME, INC</b>	100%	0%	0%	0%	1
<b>SOLODA ACH INC.</b>	100%	0%	0%	0%	1
<b>SOUTH COAST HORIZONS</b>	78%	22%	0%	0%	9
<b>SOUTHERN OREGON ASPIRE</b>	77%	13%	10%	0%	52
<b>ST. GABRIEL CARE HOME INC.</b>					
<b>STAR CORP GROUP HOME</b>	80%	20%	0%	0%	5

<b>Agency name</b>	<b>Voluntary separation</b>	<b>Employment was terminated</b>	<b>Laid off</b>	<b>Don't know reason</b>	<b>Number DSPs separated between Jan. 1–Dec. 31, 2020<sup>7</sup></b>
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	29%	71%	0%	0%	17
<b>STEP FORWARD ACTIVITIES, INC</b>					
<b>STEPPING STONE 24 HOURS HOME INC</b>	100%	0%	0%	0%	1
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	91%	9%	0%	0%	35
<b>SUNNY OAKS, INC</b>	85%	11%	0%	4%	47
<b>TANDEM NORTHWEST</b>	64%	36%	0%	0%	45
<b>THE OSBORN PROJECT</b>					
<b>THRIVING LIVES CARE, INC</b>	75%	25%	0%	0%	63
<b>TRU COLLABORATIONS, LLC</b>					
<b>TRUCARE HOMES, LLC</b>					
<b>UMPQUA HOMES, INC.</b>	71%	29%	0%	0%	52
<b>UNITY LIFE CARE LLC</b>	100%	0%	0%	0%	4
<b>UP &amp; OUT, INC</b>	63%	37%	0%	0%	19
<b>VALOR ASSOCIATES, LLC</b>	100%	0%	0%	0%	7
<b>WALKER SUPPORT SERVICES, INC</b>	100%	0%	0%	0%	28
<b>WESTERN IDAHO TRAINING CO INC</b>	17%	25%	0%	58%	12
<b>WESTSIDE COMMUNITY FOCUS</b>	52%	42%	6%	0%	33
<b>WORK UNLIMITED, INC</b>	79%	19%	1%	0%	77
<b>Report Average</b>	<b>77.3%</b>	<b>18.1%</b>	<b>1.7%</b>	<b>2.9%</b>	<b>45.9</b>

**Table 10.** Did Your Agency Put Any DSPs on Furlough<sup>8</sup> for Any Period of Time at Any Point Between January 1, 2020, and December 31, 2020?<sup>9,10</sup>

<b>Agency name</b>	<b>Put DSPs on furlough?</b>	<b>If DSPs were put on furlough in 2020, had any of the furloughed DSPs been recalled (taken off furlough) as of Dec. 31, 2020?</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	No	
<b>A.S.H., INC.</b>	No	
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	No	
<b>ACHIEVE LLC</b>	No	
<b>AEGIS RESIDENTIAL CARE, LLC</b>	No	
<b>ALBERTINA KERR CENTERS</b>	Yes	Yes, all were recalled; furlough was ended
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No	
<b>ALSO</b>	No	
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	No	
<b>ALVORD-TAYLOR, INC.</b>	No	
<b>AMANI CARE HOMES</b>	No	
<b>ARCADIAN INCLUSION MANAGEMENT</b>	Yes	Yes, all were recalled; furlough was ended
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	No	
<b>AS PROMISED GROUP HOME</b>	No	
<b>AWESOME GROUP HOME</b>	No	
<b>BARCH, INC.</b>	No	
<b>BEE LOVED CARE HOME, LLC</b>	No	
<b>BEINGROUP, LLC</b>	No	
<b>BENCO</b>	No	
<b>BETHESDA LUTHERAN COMMUNITIES</b>	No	
<b>BEYOND ABILITY SUPPORT SERVICES</b>	No	
<b>BLESSED RESIDENTIAL CARE LLC</b>	No	

<sup>8</sup> A *furlough* is a mandatory temporary leave of absence after which the employee is expected to return to work or to be restored from a reduced work schedule. Furloughed DSPs are still technically employees: they retain their employment rights and generally retain their benefits.

<sup>9</sup> Does not include DSPs hired through a temp agency, contract DSPs, 1099 DSPs, on-call or PRN DSPs, or a primary host-home/foster care provider.

<sup>10</sup> These data also appear in the NCI-IDD 2020 Staff Stability Survey COVID-19 Supplement Report.

Agency name	Put DSPs on furlough?	If DSPs were put on furlough in 2020, had any of the furloughed DSPs been recalled (taken off furlough) as of Dec. 31, 2020?
BRIDGES ENTERPRISE, LLC	No	
BRIGHTSIDE LIVING, LLC	No	
CARETOWN, LLC	No	
CASCADE RESIDENTIAL CARE, INC.	No	
CATHOLIC COMMUNITY SERVICES	No	
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	
CENTRAL OREGON COLLECTIVE	No	
CHAMBERLIN HOUSE, INC.	No	
CHOICES UNLIMITED, INC.	No	
COFFELT CARE HOMES, INC	No	
COMMUNITY ACCESS SERVICES II, INC.	No	
COMMUNITY BASED GROUP HOME	No	
COMMUNITY LIFE LLC	No	
COMMUNITY SERVICES, INC.	No	
COMMUNITY SUPPORT SERVICES, INC.	No	
CONNECTIONS RESIDENTIAL SERVICES	No	
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	
CORNERSTONE VALLEY INC	No	
CROSSROADS RESIDENTIAL HOME	No	
D & D FOSTER CARE, LLC	No	
DAI S'LA	No	
DAIZY CORPORATION	No	
DANVILLE SERVICES OF OREGON, LLC	No	
DEAR HEART SUPPORT SERVICES LLC	No	
DEGES CARE INC.	No	
DOUGLAS RESIDENT TRAINING FACILITIES	No	
DUNGARVIN OREGON, LLC	No	
EASTCO DIVERSIFIED SERVICES	Yes	Yes, all were recalled; furlough was ended
EDWARDS CENTER, INC.	No	
ELYSIAN PURSUIT INCORPORATED	No	



Agency name	Put DSPs on furlough?	If DSPs were put on furlough in 2020, had any of the furloughed DSPs been recalled (taken off furlough) as of Dec. 31, 2020?
FAITH 24-HOUR RESIDENTIAL HOME INC	No	
FAMILY OWNED GROUP HOME LLC	No	
FREMONT ADULT CARE HOME, LLC	No	
GRAY SERVICES LLC	No	
GRIFFITH 24 HR CARE, LLC	No	
GWB HOUSE INC		
H & H HOME AND HEART LLC	No	
HARMONY HOUSING, INC	No	
HAVEN CENTER LLC	No	
HEART TO HEART CARE HOME, LLC	No	
HEAVENLY HOME CARE LLC	No	
HENDRICKSON RESIDENTIAL, INC	No	
HILDAH AND KAY'S, LLC	No	
HOME INC.	Yes	Yes, all were recalled; furlough was ended
HOME LIFE, INC	No	
HORIZON PROJECT, INC	No	
HUMMINGBIRD CARE HOME, LLC	No	
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	
INDEPENDENT ENVIRONMENTS, INC	No	
INFINITY SUPPORT SERVICES, LLC	No	
INTEGRITY-CARE LLC	No	
IS LIVING	No	
JACOB'S LIGHTHOUSE, LLC	No	
KADMAK RESIDENTIAL SERVICES, LLC	No	
KJ 24 - HOURS CARE HOME LLC	No	
LAILAH'S LIVING CENTER	No	
LAILAHS LIVING CENTER II	No	
LEMUEL, INC GROUP HOMES	No	
LENSA RESIDENTIAL SERVICE LLC		
LIA'S CARE HOME INC	No	

Agency name	Put DSPs on furlough?	If DSPs were put on furlough in 2020, had any of the furloughed DSPs been recalled (taken off furlough) as of Dec. 31, 2020?
LIBERTY LIVING LLC	No	
LIMES ADULT FOSTER CARE	No	
LIVING OPPORTUNITIES, INC	No	
LOTUS CARE INC	No	
MARIE MILLS CENTER, INC	Yes	Yes, some were recalled; partial furlough ended
MENNA LLC	No	
MENTOR OREGON	Yes	
MID-VALLEY RESIDENTIAL CARE LLC		
MIMI 24HRS RESIDENTIAL HOME 1 INC		
MV ADVANCEMENTS	Yes	Yes, some were recalled; partial furlough ended
MY LIYU RESIDENTIAL SERVICES LLC	No	
NEW DAY ENTERPRISES	No	
NEW DAY NORTHWEST INC.	No	
NURU'S ADULT FOSTER HOME	No	
NW COMMUNITY ALLIANCE, INC	No	
NW MENTAL HEALTH MGMT SVCS	No	
OHANA FIRST LLC	No	
OHANA LOVING CARE	No	
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes, all were recalled; furlough was ended
OREGON MENNONITE RES SVCS	No	
OREGON QUALITY CARE LLC	No	
OREGON SUPPORTED LIVING PROGRAM	No	
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	Yes	Yes, all were recalled; furlough was ended
PARTNERSHIPS IN COMMUNITY LIVING, INC	No	
PATHWAY ENTERPRISES, INC	No	
PERSONALIZED INDEPENDENCE, INC.	No	

Agency name	Put DSPs on furlough?	If DSPs were put on furlough in 2020, had any of the furloughed DSPs been recalled (taken off furlough) as of Dec. 31, 2020?
PINNACLE DEVELOPMENTAL CARE, LLC	No	
PORTLAND METRO RESIDENTIAL SERVICES	No	
PREMIER COMMUNITY SUPPORTS, LLC	No	
PROF THERAPEUTIC COMMUNITY NETWORK	No	
PROVIDENT LIFE INC.	No	
RAIN KING PROPERTIES	No	
RAINBOW ADULT LIVING FACILITIES	No	
RENAISSANCE CARE, INC	No	
RENEW CONSULTING INC	No	
RESIDE RESIDENTIAL CARE	No	
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	
RISE, INC	No	
RISING SUN SUPPORTED LIVING	No	
RIVERS & ROADS RESI & CONSLT, INC	No	
RIVERSIDE TRAINING CENTER, INC	Yes	Yes, all were recalled; furlough was ended
RON WILSON CENTER	No	
S & A RESIDENTIAL SERVICES, LLC	No	
S.A.C.U.	No	
S.I.S.O.	No	
SAFECARE RESIDENTIAL SERVICES, INC	No	
SCHMIDT COMMUNITY CARE, LLC		
SHALOM 24 HOURS GROUP HOME	No	
SHANGRI-LA CORP	No	
SILVER SPRING GROUP HOME, INC	No	
SOLODA ACH INC.	No	
SOUTH COAST HORIZONS	No	
SOUTHERN OREGON ASPIRE	No	
ST. GABRIEL CARE HOME INC.	No	

Agency name	Put DSPs on furlough?	If DSPs were put on furlough in 2020, had any of the furloughed DSPs been recalled (taken off furlough) as of Dec. 31, 2020?
STAR CORP GROUP HOME	Yes	No, none were recalled, or none have yet been recalled; furlough continues
STAR OF HOPE ACTIVITY CENTER INC	No	
STEP FORWARD ACTIVITIES, INC	No	
STEPPING STONE 24 HOURS HOME INC	No	
STONEBROOKE RESIDENTIAL SERVICES	No	
SUNNY OAKS, INC	No	
TANDEM NORTHWEST	No	
THE OSBORN PROJECT	No	
THRIVING LIVES CARE, INC	No	
TRU COLLABORATIONS, LLC	No	
TRUCARE HOMES, LLC	No	
UMPQUA HOMES, INC.	No	
UNITY LIFE CARE LLC	No	
UP & OUT, INC	No	
VALOR ASSOCIATES, LLC	No	
WALKER SUPPORT SERVICES, INC	No	
WESTERN IDAHO TRAINING CO INC	No	
WESTSIDE COMMUNITY FOCUS	No	
WORK UNLIMITED, INC	No	
Report average	YES: 7.3%	<ul style="list-style-type: none"> <li>• Yes, all were recalled; furlough was ended: 70.0%</li> <li>• Yes, some were recalled; partial furlough ended: 20%</li> <li>• No, none were recalled, or none have yet been recalled; furlough continues: 10%</li> </ul>

**Table 11.** Did Your Agency Separate (Fire/Lay Off or Otherwise Remove From Payroll) Any DSPs for Any Amount of Time Between January 1, 2020, to December 31, 2020, and Then Rehire Them/Re-Add Them to Payroll Prior to December 31, 2020<sup>11,12?</sup>

Agency name	Did your agency separate (fire/lay off or otherwise remove from payroll) any DSPs for any amount of time between Jan. 1, 2020, to Dec. 31, 2020, and then rehire them/re-add them to payroll prior to Dec. 31, 2020?
A PLACE OF HOPE ADULT FOSTER HOME, LLC	No
A.S.H., INC.	No
ABEL'S RESIDENTIAL SERVICES, LLC	No
ACHIEVE LLC	No
AEGIS RESIDENTIAL CARE, LLC	Yes
ALBERTINA KERR CENTERS	Don't Know
ALSAN RESIDENTIAL SERVICE LLC	No
ALSO	No
ALTERNATIVE SERVICES-OREGON, INC.	No
ALVORD-TAYLOR, INC.	No
AMANI CARE HOMES	No
ARCADIAN INCLUSION MANAGEMENT	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	Don't Know
AS PROMISED GROUP HOME	No
AWESOME GROUP HOME	No
BARCH, INC.	No
BEE LOVED CARE HOME, LLC	No
BEINGROUP, LLC	No
BENCO	No
BETHESDA LUTHERAN COMMUNITIES	No
BEYOND ABILITY SUPPORT SERVICES	No
BLESSED RESIDENTIAL CARE LLC	No
BRIDGES ENTERPRISE, LLC	No
BRIGHTSIDE LIVING, LLC	No
CARETOWN, LLC	No
CASCADE RESIDENTIAL CARE, INC.	No

<sup>11</sup> This situation differs from furlough because furloughed DSPs are still technically employees: they retain their employment rights and generally retain their benefits.

<sup>12</sup> These data also appear in the NCI-IDD 2020 Staff Stability Survey COVID-19 Supplement Report.

Agency name	Did your agency separate (fire/lay off or otherwise remove from payroll) any DSPs for any amount of time between Jan. 1, 2020, to Dec. 31, 2020, and then rehire them/re-add them to payroll prior to Dec. 31, 2020?
CATHOLIC COMMUNITY SERVICES	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No
CENTRAL OREGON COLLECTIVE	Don't Know
CHAMBERLIN HOUSE, INC.	No
CHOICES UNLIMITED, INC.	No
COFFELT CARE HOMES, INC	No
COMMUNITY ACCESS SERVICES II, INC.	Yes
COMMUNITY BASED GROUP HOME	No
COMMUNITY LIFE LLC	No
COMMUNITY SERVICES, INC.	Yes
COMMUNITY SUPPORT SERVICES, INC.	No
CONNECTIONS RESIDENTIAL SERVICES	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No
CORNERSTONE VALLEY INC	No
CROSSROADS RESIDENTIAL HOME	No
D & D FOSTER CARE, LLC	No
DAI S'LA	Yes
DAIZY CORPORATION	No
DANVILLE SERVICES OF OREGON, LLC	No
DEAR HEART SUPPORT SERVICES LLC	Yes
DEGES CARE INC.	No
DOUGLAS RESIDENT TRAINING FACILITIES	No
DUNGARVIN OREGON, LLC	Yes
EASTCO DIVERSIFIED SERVICES	Yes
EDWARDS CENTER, INC.	No
ELYSIAN PURSUIT INCORPORATED	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No
FAMILY OWNED GROUP HOME LLC	No
FREMONT ADULT CARE HOME, LLC	No
GRAY SERVICES LLC	No
GRIFFITH 24 HR CARE, LLC	No

Agency name	Did your agency separate (fire/lay off or otherwise remove from payroll) any DSPs for any amount of time between Jan. 1, 2020, to Dec. 31, 2020, and then rehire them/re-add them to payroll prior to Dec. 31, 2020?
GWB HOUSE INC	
H & H HOME AND HEART LLC	No
HARMONY HOUSING, INC	Yes
HAVEN CENTER LLC	No
HEART TO HEART CARE HOME, LLC	No
HEAVENLY HOME CARE LLC	No
HENDRICKSON RESIDENTIAL, INC	No
HILDAH AND KAY'S, LLC	No
HOME INC.	No
HOME LIFE, INC	No
HORIZON PROJECT, INC	Yes
HUMMINGBIRD CARE HOME, LLC	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No
INDEPENDENT ENVIRONMENTS, INC	No
INFINITY SUPPORT SERVICES, LLC	Don't Know
INTEGRITY-CARE LLC	No
IS LIVING	Yes
JACOB'S LIGHTHOUSE, LLC	No
KADMAK RESIDENTIAL SERVICES, LLC	No
KJ 24 - HOURS CARE HOME LLC	No
LAILAH'S LIVING CENTER	No
LAILAHS LIVING CENTER II	No
LEMUEL, INC GROUP HOMES	No
LENSA RESIDENTIAL SERVICE LLC	
LIA'S CARE HOME INC	No
LIBERTY LIVING LLC	No
LIMES ADULT FOSTER CARE	No
LIVING OPPORTUNITIES, INC	No
LOTUS CARE INC	No
MARIE MILLS CENTER, INC	No
MENNA LLC	No

Agency name	Did your agency separate (fire/lay off or otherwise remove from payroll) any DSPs for any amount of time between Jan. 1, 2020, to Dec. 31, 2020, and then rehire them/re-add them to payroll prior to Dec. 31, 2020?
MENTOR OREGON	No
MID-VALLEY RESIDENTIAL CARE LLC	
MIMI 24HRS RESIDENTIAL HOME 1 INC	
MV ADVANCEMENTS	Yes
MY LIYU RESIDENTIAL SERVICES LLC	No
NEW DAY ENTERPRISES	Yes
NEW DAY NORTHWEST INC.	No
NURU'S ADULT FOSTER HOME	No
NW COMMUNITY ALLIANCE, INC	No
NW MENTAL HEALTH MGMT SVCS	No
OHANA FIRST LLC	No
OHANA LOVING CARE	No
OPPORTUNITY FOUNDATION CENTRAL OR	No
OREGON MENNONITE RES SVCS	No
OREGON QUALITY CARE LLC	Yes
OREGON SUPPORTED LIVING PROGRAM	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	No
PATHWAY ENTERPRISES, INC	No
PERSONALIZED INDEPENDENCE, INC.	Yes
PINNACLE DEVELOPMENTAL CARE, LLC	No
PORTLAND METRO RESIDENTIAL SERVICES	No
PREMIER COMMUNITY SUPPORTS, LLC	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	No
PROVIDENT LIFE INC.	No
RAIN KING PROPERTIES	No
RAINBOW ADULT LIVING FACILITIES	No
RENAISSANCE CARE, INC	No
RENEW CONSULTING INC	No
RESIDE RESIDENTIAL CARE	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No



Agency name	Did your agency separate (fire/lay off or otherwise remove from payroll) any DSPs for any amount of time between Jan. 1, 2020, to Dec. 31, 2020, and then rehire them/re-add them to payroll prior to Dec. 31, 2020?
RISE, INC	Don't Know
RISING SUN SUPPORTED LIVING	No
RIVERS & ROADS RESI & CONSLT, INC	No
RIVERSIDE TRAINING CENTER, INC	No
RON WILSON CENTER	No
S & A RESIDENTIAL SERVICES, LLC	No
S.A.C.U.	No
S.I.S.O.	Yes
SAFECARE RESIDENTIAL SERVICES, INC	Yes
SCHMIDT COMMUNITY CARE, LLC	
SHALOM 24 HOURS GROUP HOME	No
SHANGRI-LA CORP	Yes
SILVER SPRING GROUP HOME, INC	No
SOLODA ACH INC.	No
SOUTH COAST HORIZONS	No
SOUTHERN OREGON ASPIRE	Yes
ST. GABRIEL CARE HOME INC.	No
STAR CORP GROUP HOME	No
STAR OF HOPE ACTIVITY CENTER INC	No
STEP FORWARD ACTIVITIES, INC	No
STEPPING STONE 24 HOURS HOME INC	No
STONEBROOKE RESIDENTIAL SERVICES	No
SUNNY OAKS, INC	Yes
TANDEM NORTHWEST	Yes
THE OSBORN PROJECT	Yes
THRIVING LIVES CARE, INC	Yes
TRU COLLABORATIONS, LLC	No
TRUCARE HOMES, LLC	No
UMPQUA HOMES, INC.	No
UNITY LIFE CARE LLC	No
UP & OUT, INC	No

Agency name	Did your agency separate (fire/lay off or otherwise remove from payroll) any DSPs for any amount of time between Jan. 1, 2020, to Dec. 31, 2020, and then rehire them/re-add them to payroll prior to Dec. 31, 2020?
VALOR ASSOCIATES, LLC	No
WALKER SUPPORT SERVICES, INC	Yes
WESTERN IDAHO TRAINING CO INC	No
WESTSIDE COMMUNITY FOCUS	Yes
WORK UNLIMITED, INC	Yes
Report average	<b>Yes: 18.0%</b> <b>No: 78.7%</b> <b>Don't know: 3.3%</b>

## Full-Time and Part-Time Workforce

**Table 12.** *Percentage of Responding Agencies That Distinguish Between Full- and Part-Time DSPs*

Agency name	Distinguish between full- and part-time DSPs
A PLACE OF HOPE ADULT FOSTER HOME, LLC	No
A.S.H., INC.	Yes
ABEL'S RESIDENTIAL SERVICES, LLC	Yes
ACHIEVE LLC	No
AEGIS RESIDENTIAL CARE, LLC	No
ALBERTINA KERR CENTERS	Yes
ALSAN RESIDENTIAL SERVICE LLC	Yes
ALSO	Yes
ALTERNATIVE SERVICES-OREGON, INC.	Yes
ALVORD-TAYLOR, INC.	Yes
AMANI CARE HOMES	Yes
ARCADIAN INCLUSION MANAGEMENT	Yes
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes
AS PROMISED GROUP HOME	Yes
AWESOME GROUP HOME	Yes
BARCH, INC.	
BEE LOVED CARE HOME, LLC	No
BEINGROUP, LLC	Yes
BENCO	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes
BEYOND ABILITY SUPPORT SERVICES	Yes
BLESSED RESIDENTIAL CARE LLC	Yes
BRIDGES ENTERPRISE, LLC	Yes
BRIGHTSIDE LIVING, LLC	Yes
CARETOWN, LLC	Yes
CASCADE RESIDENTIAL CARE, INC.	No
CATHOLIC COMMUNITY SERVICES	Yes
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes
CENTRAL OREGON COLLECTIVE	Yes
CHAMBERLIN HOUSE, INC.	Yes

Agency name	Distinguish between full- and part-time DSPs
CHOICES UNLIMITED, INC.	Yes
COFFELT CARE HOMES, INC	Yes
COMMUNITY ACCESS SERVICES II, INC.	Yes
COMMUNITY BASED GROUP HOME	No
COMMUNITY LIFE LLC	Yes
COMMUNITY SERVICES, INC.	Yes
COMMUNITY SUPPORT SERVICES, INC.	No
CONNECTIONS RESIDENTIAL SERVICES	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No
CORNERSTONE VALLEY INC	Yes
CROSSROADS RESIDENTIAL HOME	No
D & D FOSTER CARE, LLC	No
DAI S'LA	No
DAIZY CORPORATION	No
DANVILLE SERVICES OF OREGON, LLC	Yes
DEAR HEART SUPPORT SERVICES LLC	Yes
DEGES CARE INC.	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	Yes
DUNGARVIN OREGON, LLC	Yes
EASTCO DIVERSIFIED SERVICES	Yes
EDWARDS CENTER, INC.	Yes
ELYSIAN PURSUIT INCORPORATED	No
FAITH 24-HOUR RESIDENTIAL HOME INC	Yes
FAMILY OWNED GROUP HOME LLC	Yes
FREMONT ADULT CARE HOME, LLC	Yes
GRAY SERVICES LLC	
GRIFFITH 24 HR CARE, LLC	No
GWB HOUSE INC	
H & H HOME AND HEART LLC	No
HARMONY HOUSING, INC	No
HAVEN CENTER LLC	Yes
HEART TO HEART CARE HOME, LLC	Yes
HEAVENLY HOME CARE LLC	Yes

Agency name	Distinguish between full- and part-time DSPs
HENDRICKSON RESIDENTIAL, INC	No
HILDAH AND KAY'S, LLC	Yes
HOME INC.	Yes
HOME LIFE, INC	Yes
HORIZON PROJECT, INC	Yes
HUMMINGBIRD CARE HOME, LLC	Yes
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No
INDEPENDENT ENVIRONMENTS, INC	No
INFINITY SUPPORT SERVICES, LLC	No
INTEGRITY-CARE LLC	No
IS LIVING	Yes
JACOB'S LIGHTHOUSE, LLC	Yes
KADMAK RESIDENTIAL SERVICES, LLC	No
KJ 24 - HOURS CARE HOME LLC	Yes
LAILAH'S LIVING CENTER	No
LAILAHS LIVING CENTER II	No
LEMUEL, INC GROUP HOMES	Yes
LENSA RESIDENTIAL SERVICE LLC	
LIA'S CARE HOME INC	Yes
LIBERTY LIVING LLC	Yes
LIMES ADULT FOSTER CARE	Yes
LIVING OPPORTUNITIES, INC	Yes
LOTUS CARE INC	No
MARIE MILLS CENTER, INC	Yes
MENNA LLC	No
MENTOR OREGON	Yes
MID-VALLEY RESIDENTIAL CARE LLC	
MIMI 24HRS RESIDENTIAL HOME 1 INC	
MV ADVANCEMENTS	Yes
MY LIYU RESIDENTIAL SERVICES LLC	No
NEW DAY ENTERPRISES	Yes
NEW DAY NORTHWEST INC.	Yes
NURU'S ADULT FOSTER HOME	Yes

Agency name	Distinguish between full- and part-time DSPs
NW COMMUNITY ALLIANCE, INC	Yes
NW MENTAL HEALTH MGMT SVCS	Yes
OHANA FIRST LLC	
OHANA LOVING CARE	Yes
OPPORTUNITY FOUNDATION CENTRAL OR	Yes
OREGON MENNONITE RES SVCS	Yes
OREGON QUALITY CARE LLC	No
OREGON SUPPORTED LIVING PROGRAM	Yes
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes
PATHWAY ENTERPRISES, INC	Yes
PERSONALIZED INDEPENDENCE, INC.	Yes
PINNACLE DEVELOPMENTAL CARE, LLC	Yes
PORTLAND METRO RESIDENTIAL SERVICES	Yes
PREMIER COMMUNITY SUPPORTS, LLC	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	Yes
PROVIDENT LIFE INC.	Yes
RAIN KING PROPERTIES	Yes
RAINBOW ADULT LIVING FACILITIES	Yes
RENAISSANCE CARE, INC	No
RENEW CONSULTING INC	No
RESIDE RESIDENTIAL CARE	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes
RISE, INC	Yes
RISING SUN SUPPORTED LIVING	No
RIVERS & ROADS RESI & CONSLT, INC	Yes
RIVERSIDE TRAINING CENTER, INC	Yes
RON WILSON CENTER	Yes
S & A RESIDENTIAL SERVICES, LLC	Yes
S.A.C.U.	No
S.I.S.O.	No
SAFECARE RESIDENTIAL SERVICES, INC	Yes
SCHMIDT COMMUNITY CARE, LLC	

Agency name	Distinguish between full- and part-time DSPs
SHALOM 24 HOURS GROUP HOME	Yes
SHANGRI-LA CORP	Yes
SILVER SPRING GROUP HOME, INC	No
SOLODA ACH INC.	Yes
SOUTH COAST HORIZONS	Yes
SOUTHERN OREGON ASPIRE	Yes
ST. GABRIEL CARE HOME INC.	Yes
STAR CORP GROUP HOME	Yes
STAR OF HOPE ACTIVITY CENTER INC	No
STEP FORWARD ACTIVITIES, INC	Yes
STEPPING STONE 24 HOURS HOME INC	Yes
STONEBROOKE RESIDENTIAL SERVICES	Yes
SUNNY OAKS, INC	Yes
TANDEM NORTHWEST	Yes
THE OSBORN PROJECT	Yes
THRIVING LIVES CARE, INC	Yes
TRU COLLABORATIONS, LLC	No
TRUCARE HOMES, LLC	Yes
UMPQUA HOMES, INC.	Yes
UNITY LIFE CARE LLC	No
UP & OUT, INC	Yes
VALOR ASSOCIATES, LLC	Yes
WALKER SUPPORT SERVICES, INC	No
WESTERN IDAHO TRAINING CO INC	Yes
WESTSIDE COMMUNITY FOCUS	Yes
WORK UNLIMITED, INC	Yes
Report average	<b>Yes: 72.1%</b> <b>No: 27.9%</b>

**Table 13.** Average Percentage of Agency DSPs That Are Full Time<sup>13</sup>

<b>Agency name</b>	<b>Full time</b>	<b>Part time</b>	<b>Total DSPs</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>			
<b>A.S.H., INC.</b>	86%	14%	22
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>			
<b>ACHIEVE LLC</b>			
<b>AEGIS RESIDENTIAL CARE, LLC</b>			
<b>ALBERTINA KERR CENTERS</b>	96%	4%	445
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	75%	25%	4
<b>ALSO</b>	66%	34%	200
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	94%	6%	271
<b>ALVORD-TAYLOR, INC.</b>	95%	5%	150
<b>AMANI CARE HOMES</b>	100%	0%	1
<b>ARCADIAN INCLUSION MANAGEMENT</b>	74%	26%	19
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	88%	12%	74
<b>AS PROMISED GROUP HOME</b>	83%	17%	6
<b>AWESOME GROUP HOME</b>	40%	60%	5
<b>BARCH, INC.</b>			
<b>BEE LOVED CARE HOME, LLC</b>			
<b>BEINGROUP, LLC</b>	50%	50%	4
<b>BENCO</b>	87%	13%	68
<b>BETHESDA LUTHERAN COMMUNITIES</b>			
<b>BEYOND ABILITY SUPPORT SERVICES</b>	100%	0%	8
<b>BLESSED RESIDENTIAL CARE LLC</b>	75%	25%	4
<b>BRIDGES ENTERPRISE, LLC</b>	89%	11%	9
<b>BRIGHTSIDE LIVING, LLC</b>	79%	21%	28
<b>CARETOWN, LLC</b>	75%	25%	8
<b>CASCADE RESIDENTIAL CARE, INC.</b>			
<b>CATHOLIC COMMUNITY SERVICES</b>	96%	4%	110
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	97%	3%	39
<b>CENTRAL OREGON COLLECTIVE</b>	100%	0%	44

<sup>13</sup> Includes agencies that reported differentiating between full- and part-time DSPs and agencies that reported number of full-time and number of part-time DSPs (or reported "0").



<b>Agency name</b>	<b>Full time</b>	<b>Part time</b>	<b>Total DSPs</b>
<b>CHAMBERLIN HOUSE, INC.</b>	97%	3%	67
<b>CHOICES UNLIMITED, INC.</b>	71%	29%	7
<b>COFFELT CARE HOMES, INC</b>	100%	0%	6
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	93%	7%	153
<b>COMMUNITY BASED GROUP HOME</b>			
<b>COMMUNITY LIFE LLC</b>	77%	23%	13
<b>COMMUNITY SERVICES, INC.</b>	93%	7%	165
<b>COMMUNITY SUPPORT SERVICES, INC.</b>			
<b>CONNECTIONS RESIDENTIAL SERVICES</b>			
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>			
<b>CORNERSTONE VALLEY INC</b>	35%	65%	17
<b>CROSSROADS RESIDENTIAL HOME</b>			
<b>D &amp; D FOSTER CARE, LLC</b>			
<b>DAI S'LA</b>			
<b>DAIZY CORPORATION</b>			
<b>DANVILLE SERVICES OF OREGON, LLC</b>	89%	11%	131
<b>DEAR HEART SUPPORT SERVICES LLC</b>			
<b>DEGES CARE INC.</b>	75%	25%	8
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	68%	32%	95
<b>DUNGARVIN OREGON, LLC</b>	91%	9%	128
<b>EASTCO DIVERSIFIED SERVICES</b>	80%	20%	50
<b>EDWARDS CENTER, INC.</b>	97%	3%	118
<b>ELYSIAN PURSUIT INCORPORATED</b>			
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	100%	0%	7
<b>FAMILY OWNED GROUP HOME LLC</b>	80%	20%	5
<b>FREMONT ADULT CARE HOME, LLC</b>	33%	67%	6
<b>GRAY SERVICES LLC</b>			
<b>GRIFFITH 24 HR CARE, LLC</b>			
<b>GWB HOUSE INC</b>			
<b>H &amp; H HOME AND HEART LLC</b>			
<b>HARMONY HOUSING, INC</b>			
<b>HAVEN CENTER LLC</b>	89%	11%	63
<b>HEART TO HEART CARE HOME, LLC</b>	60%	40%	5

<b>Agency name</b>	<b>Full time</b>	<b>Part time</b>	<b>Total DSPs</b>
HEAVENLY HOME CARE LLC	80%	20%	5
HENDRICKSON RESIDENTIAL, INC			
HILDAH AND KAY'S, LLC	100%	0%	5
HOME INC.	50%	50%	4
HOME LIFE, INC	66%	34%	111
HORIZON PROJECT, INC	100%	0%	147
HUMMINGBIRD CARE HOME, LLC	97%	3%	89
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC			
INDEPENDENT ENVIRONMENTS, INC			
INFINITY SUPPORT SERVICES, LLC			
INTEGRITY-CARE LLC			
IS LIVING	100%	0%	113
JACOB'S LIGHTHOUSE, LLC	100%	0%	4
KADMAK RESIDENTIAL SERVICES, LLC			
KJ 24 - HOURS CARE HOME LLC	67%	33%	3
LAILAH'S LIVING CENTER			
LAILAHS LIVING CENTER II			
LEMUEL, INC GROUP HOMES	77%	23%	26
LENSA RESIDENTIAL SERVICE LLC			
LIA'S CARE HOME INC	57%	43%	7
LIBERTY LIVING LLC	64%	36%	14
LIMES ADULT FOSTER CARE	100%	0%	5
LIVING OPPORTUNITIES, INC	93%	7%	92
LOTUS CARE INC			
MARIE MILLS CENTER, INC	79%	21%	33
MENNA LLC			
MENTOR OREGON	90%	10%	114
MID-VALLEY RESIDENTIAL CARE LLC			
MIMI 24HRS RESIDENTIAL HOME 1 INC			
MV ADVANCEMENTS	91%	9%	64
MY LIYU RESIDENTIAL SERVICES LLC			
NEW DAY ENTERPRISES	69%	31%	58
NEW DAY NORTHWEST INC.	41%	59%	17

<b>Agency name</b>	<b>Full time</b>	<b>Part time</b>	<b>Total DSPs</b>
<b>NURU'S ADULT FOSTER HOME</b>	60%	40%	5
<b>NW COMMUNITY ALLIANCE, INC</b>	75%	25%	128
<b>NW MENTAL HEALTH MGMT SVCS</b>	88%	13%	64
<b>OHANA FIRST LLC</b>			
<b>OHANA LOVING CARE</b>	88%	13%	8
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	90%	10%	80
<b>OREGON MENNONITE RES SVCS</b>	98%	2%	107
<b>OREGON QUALITY CARE LLC</b>			
<b>OREGON SUPPORTED LIVING PROGRAM</b>	60%	40%	157
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>			
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	87%	13%	376
<b>PATHWAY ENTERPRISES, INC</b>	95%	5%	57
<b>PERSONALIZED INDEPENDENCE, INC.</b>	68%	32%	38
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	100%	0%	11
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	100%	0%	50
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	34%	66%	540
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	87%	13%	23
<b>PROVIDENT LIFE INC.</b>	100%	0%	5
<b>RAIN KING PROPERTIES</b>	80%	20%	5
<b>RAINBOW ADULT LIVING FACILITIES</b>	100%	0%	30
<b>RENAISSANCE CARE, INC</b>			
<b>RENEW CONSULTING INC</b>			
<b>RESIDE RESIDENTIAL CARE</b>			
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	100%	0%	21
<b>RISE, INC</b>	23%	77%	644
<b>RISING SUN SUPPORTED LIVING</b>			
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>			
<b>RIVERSIDE TRAINING CENTER, INC</b>	100%	0%	53
<b>RON WILSON CENTER</b>	70%	30%	93
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	100%	0%	3
<b>S.A.C.U.</b>			
<b>S.I.S.O.</b>			
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	88%	13%	16

Agency name	Full time	Part time	Total DSPs
SCHMIDT COMMUNITY CARE, LLC			
SHALOM 24 HOURS GROUP HOME	100%	0%	5
SHANGRI-LA CORP	91%	9%	176
SILVER SPRING GROUP HOME, INC			
SOLODA ACH INC.	20%	80%	5
SOUTH COAST HORIZONS	88%	12%	33
SOUTHERN OREGON ASPIRE	94%	6%	89
ST. GABRIEL CARE HOME INC.			
STAR CORP GROUP HOME	50%	50%	8
STAR OF HOPE ACTIVITY CENTER INC			
STEP FORWARD ACTIVITIES, INC			
STEPPING STONE 24 HOURS HOME INC	63%	38%	8
STONEBROOKE RESIDENTIAL SERVICES	88%	12%	34
SUNNY OAKS, INC	90%	10%	96
TANDEM NORTHWEST	82%	18%	83
THE OSBORN PROJECT			
THRIVING LIVES CARE, INC	98%	2%	48
TRU COLLABORATIONS, LLC			
TRUCARE HOMES, LLC	100%	0%	4
UMPQUA HOMES, INC.	89%	11%	113
UNITY LIFE CARE LLC			
UP & OUT, INC	93%	7%	30
VALOR ASSOCIATES, LLC	88%	13%	16
WALKER SUPPORT SERVICES, INC			
WESTERN IDAHO TRAINING CO INC	84%	16%	25
WESTSIDE COMMUNITY FOCUS	91%	9%	66
WORK UNLIMITED, INC	51%	49%	94
<b>Report average</b>	<b>81.3%</b>	<b>18.7%</b>	<b>Average number of DSPs in responding providers: 69.9</b>

## Vacancy Rates

Agency vacancy rates are calculated as follows:

*(vacant positions at the agency as of December 31, 2020) **divided**  
**by** (total number of full-time or part-time direct support positions  
at the agency as of December 31, 2020).*

**Table 14.** Average Full-Time and Part-Time DSP Vacancy Rates (as of December 31, 2020)<sup>14</sup>

<b>Agency name</b>	<b>FT vacancy</b>	<b>PT vacancy</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>		
<b>A.S.H., INC.</b>	5%	0%
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>		
<b>ACHIEVE LLC</b>		
<b>AEGIS RESIDENTIAL CARE, LLC</b>		
<b>ALBERTINA KERR CENTERS</b>	14%	0%
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	40%	0%
<b>ALSO</b>	13%	13%
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	22%	64%
<b>ALVORD-TAYLOR, INC.</b>	10%	0%
<b>AMANI CARE HOMES</b>	50%	0%
<b>ARCADIAN INCLUSION MANAGEMENT</b>	0%	0%
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	8%	0%
<b>AS PROMISED GROUP HOME</b>	0%	0%
<b>AWESOME GROUP HOME</b>	0%	0%
<b>BARCH, INC.</b>		
<b>BEE LOVED CARE HOME, LLC</b>		
<b>BEINGROUP, LLC</b>	0%	0%
<b>BENCO</b>	6%	36%
<b>BETHESDA LUTHERAN COMMUNITIES</b>		
<b>BEYOND ABILITY SUPPORT SERVICES</b>	27%	0%
<b>BLESSED RESIDENTIAL CARE LLC</b>	40%	
<b>BRIDGES ENTERPRISE, LLC</b>	11%	0%
<b>BRIGHTSIDE LIVING, LLC</b>	12%	0%
<b>CARETOWN, LLC</b>	0%	0%
<b>CASCADE RESIDENTIAL CARE, INC.</b>		
<b>CATHOLIC COMMUNITY SERVICES</b>	18%	50%

<sup>14</sup> The table on vacancy rates includes only those provider agencies that indicated they differentiated between full-time and part-time employees. This is a point-in-time vacancy rate, not cumulative or an average across the year. Vacancy rates are calculated as follows: Vacant full-time or part-time positions divided by total number of full-time or part-time direct support positions as of December 31, 2020. If an agency did not have full-time or part-time positions, they were considered to have 0% vacancy rate and were included in the denominator.

<b>Agency name</b>	<b>FT vacancy</b>	<b>PT vacancy</b>
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	27%	0%
<b>CENTRAL OREGON COLLECTIVE</b>	15%	0%
<b>CHAMBERLIN HOUSE, INC.</b>	4%	0%
<b>CHOICES UNLIMITED, INC.</b>	0%	33%
<b>COFFELT CARE HOMES, INC</b>	0%	0%
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	0%	0%
<b>COMMUNITY BASED GROUP HOME</b>		
<b>COMMUNITY LIFE LLC</b>	0%	0%
<b>COMMUNITY SERVICES, INC.</b>	15%	14%
<b>COMMUNITY SUPPORT SERVICES, INC.</b>		
<b>CONNECTIONS RESIDENTIAL SERVICES</b>		
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>		
<b>CORNERSTONE VALLEY INC</b>	0%	0%
<b>CROSSROADS RESIDENTIAL HOME</b>		
<b>D &amp; D FOSTER CARE, LLC</b>		
<b>DAI S'LA</b>		
<b>DAIZY CORPORATION</b>		
<b>DANVILLE SERVICES OF OREGON, LLC</b>	10%	0%
<b>DEAR HEART SUPPORT SERVICES LLC</b>		
<b>DEGES CARE INC.</b>	25%	50%
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	10%	14%
<b>DUNGARVIN OREGON, LLC</b>	28%	45%
<b>EASTCO DIVERSIFIED SERVICES</b>	11%	0%
<b>EDWARDS CENTER, INC.</b>	9%	0%
<b>ELYSIAN PURSUIT INCORPORATED</b>		
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	0%	
<b>FAMILY OWNED GROUP HOME LLC</b>	0%	0%
<b>FREMONT ADULT CARE HOME, LLC</b>	0%	0%
<b>GRAY SERVICES LLC</b>		
<b>GRIFFITH 24 HR CARE, LLC</b>		
<b>GWB HOUSE INC</b>		
<b>H &amp; H HOME AND HEART LLC</b>		
<b>HARMONY HOUSING, INC</b>		

<b>Agency name</b>	<b>FT vacancy</b>	<b>PT vacancy</b>
<b>HAVEN CENTER LLC</b>	11%	0%
<b>HEART TO HEART CARE HOME, LLC</b>	0%	0%
<b>HEAVENLY HOME CARE LLC</b>	0%	0%
<b>HENDRICKSON RESIDENTIAL, INC</b>		
<b>HILDAH AND KAY'S, LLC</b>	0%	0%
<b>HOME INC.</b>	0%	0%
<b>HOME LIFE, INC</b>	12%	10%
<b>HORIZON PROJECT, INC</b>	20%	0%
<b>HUMMINGBIRD CARE HOME, LLC</b>	9%	0%
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>		
<b>INDEPENDENT ENVIRONMENTS, INC</b>		
<b>INFINITY SUPPORT SERVICES, LLC</b>		
<b>INTEGRITY-CARE LLC</b>		
<b>IS LIVING</b>	16%	0%
<b>JACOB'S LIGHTHOUSE, LLC</b>	0%	0%
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>		
<b>KJ 24 - HOURS CARE HOME LLC</b>	0%	50%
<b>LAILAH'S LIVING CENTER</b>		
<b>LAILAHS LIVING CENTER II</b>		
<b>LEMUEL, INC GROUP HOMES</b>	0%	14%
<b>LENSA RESIDENTIAL SERVICE LLC</b>		
<b>LIA'S CARE HOME INC</b>	43%	25%
<b>LIBERTY LIVING LLC</b>	10%	29%
<b>LIMES ADULT FOSTER CARE</b>	0%	0%
<b>LIVING OPPORTUNITIES, INC</b>	5%	14%
<b>LOTUS CARE INC</b>		
<b>MARIE MILLS CENTER, INC</b>	10%	0%
<b>MENNA LLC</b>		
<b>MENTOR OREGON</b>		48%
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>		
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>		
<b>MV ADVANCEMENTS</b>	5%	50%
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>		



<b>Agency name</b>	<b>FT vacancy</b>	<b>PT vacancy</b>
<b>NEW DAY ENTERPRISES</b>	2%	0%
<b>NEW DAY NORTHWEST INC.</b>	72%	0%
<b>NURU'S ADULT FOSTER HOME</b>	0%	0%
<b>NW COMMUNITY ALLIANCE, INC</b>	8%	0%
<b>NW MENTAL HEALTH MGMT SVCS</b>	30%	38%
<b>OHANA FIRST LLC</b>		
<b>OHANA LOVING CARE</b>	0%	0%
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	9%	0%
<b>OREGON MENNONITE RES SVCS</b>	9%	0%
<b>OREGON QUALITY CARE LLC</b>		
<b>OREGON SUPPORTED LIVING PROGRAM</b>		
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>		
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	16%	37%
<b>PATHWAY ENTERPRISES, INC</b>	8%	0%
<b>PERSONALIZED INDEPENDENCE, INC.</b>	13%	8%
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	21%	0%
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	31%	0%
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	0%	0%
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	13%	57%
<b>PROVIDENT LIFE INC.</b>	0%	
<b>RAIN KING PROPERTIES</b>	0%	0%
<b>RAINBOW ADULT LIVING FACILITIES</b>	19%	0%
<b>RENAISSANCE CARE, INC</b>		
<b>RENEW CONSULTING INC</b>		
<b>RESIDE RESIDENTIAL CARE</b>		
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	0%	0%
<b>RISE, INC</b>	9%	7%
<b>RISING SUN SUPPORTED LIVING</b>		
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>		
<b>RIVERSIDE TRAINING CENTER, INC</b>	7%	0%
<b>RON WILSON CENTER</b>	36%	0%
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	0%	0%
<b>S.A.C.U.</b>		

<b>Agency name</b>	<b>FT vacancy</b>	<b>PT vacancy</b>
<b>S.I.S.O.</b>		
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	13%	0%
<b>SCHMIDT COMMUNITY CARE, LLC</b>		
<b>SHALOM 24 HOURS GROUP HOME</b>	0%	0%
<b>SHANGRI-LA CORP</b>	4%	11%
<b>SILVER SPRING GROUP HOME, INC</b>		
<b>SOLODA ACH INC.</b>	50%	0%
<b>SOUTH COAST HORIZONS</b>	26%	0%
<b>SOUTHERN OREGON ASPIRE</b>	13%	38%
<b>ST. GABRIEL CARE HOME INC.</b>		
<b>STAR CORP GROUP HOME</b>	20%	20%
<b>STAR OF HOPE ACTIVITY CENTER INC</b>		
<b>STEP FORWARD ACTIVITIES, INC</b>		
<b>STEPPING STONE 24 HOURS HOME INC</b>	17%	0%
<b>STONEBROOKE RESIDENTIAL SERVICES</b>		
<b>SUNNY OAKS, INC</b>	10%	0%
<b>TANDEM NORTHWEST</b>	9%	40%
<b>THE OSBORN PROJECT</b>		
<b>THRIVING LIVES CARE, INC</b>	8%	0%
<b>TRU COLLABORATIONS, LLC</b>		
<b>TRUCARE HOMES, LLC</b>	0%	0%
<b>UMPQUA HOMES, INC.</b>	3%	8%
<b>UNITY LIFE CARE LLC</b>		
<b>UP &amp; OUT, INC</b>	7%	0%
<b>VALOR ASSOCIATES, LLC</b>	7%	0%
<b>WALKER SUPPORT SERVICES, INC</b>		
<b>WESTERN IDAHO TRAINING CO INC</b>	25%	0%
<b>WESTSIDE COMMUNITY FOCUS</b>	3%	0%
<b>WORK UNLIMITED, INC</b>	23%	0%
<b>Report average</b>	<b>11.6%</b>	<b>8.8%</b>

## Hourly Wages<sup>15,16</sup>

**Table 15.** Average Starting and Average Hourly Wages for Residential Services<sup>17,18</sup>

Agency name	Average starting(\$)	Average hourly(\$)
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	13.50	15.00
<b>A.S.H., INC.</b>	14.00	14.82
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	15.00	16.50
<b>ACHIEVE LLC</b>	12.00	12.00
<b>AEGIS RESIDENTIAL CARE, LLC</b>	13.50	15.00
<b>ALBERTINA KERR CENTERS</b>	15.40	16.29
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	16.00	16.00
<b>ALSO</b>	15.00	17.51
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	17.50	18.30
<b>ALVORD-TAYLOR, INC.</b>	16.00	16.00
<b>AMANI CARE HOMES</b>	13.00	13.00
<b>ARCADIAN INCLUSION MANAGEMENT</b>	14.00	15.18
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	15.00	15.25
<b>AS PROMISED GROUP HOME</b>	15.00	17.00
<b>AWESOME GROUP HOME</b>	14.00	15.00
<b>BARCH, INC.</b>	12.00	12.00
<b>BEE LOVED CARE HOME, LLC</b>	13.00	13.86
<b>BEINGROUP, LLC</b>	13.50	18.50
<b>BENCO</b>	13.43	16.64
<b>BETHESDA LUTHERAN COMMUNITIES</b>	14.61	15.09
<b>BEYOND ABILITY SUPPORT SERVICES</b>	15.00	15.00
<b>BLESSED RESIDENTIAL CARE LLC</b>	14.00	14.50
<b>BRIDGES ENTERPRISE, LLC</b>	16.83	17.94
<b>BRIGHTSIDE LIVING, LLC</b>	13.25	13.50

<sup>15</sup> This table was revised in June 2022.

<sup>16</sup> For all wage tables, we deleted all values of \$0, <\$5, and greater than or equal to \$30.

<sup>17</sup> This wage table demonstrates the average starting wage (avg. hourly wage paid to new DSPs) and the average wage (avg. hourly wage paid to all DSPs regardless of how long they've been working).

<sup>18</sup> Agencies that only reported providing residential supports and only provided overall average and starting wages (and no wages for residential services) were included in this table.

<b>Agency name</b>	<b>Average starting(\$)</b>	<b>Average hourly(\$)</b>
CARETOWN, LLC	15.00	15.00
CASCADE RESIDENTIAL CARE, INC.	12.15	12.55
CATHOLIC COMMUNITY SERVICES	14.37	15.66
CENTER FOR CONTINUOUS IMPROVEMENT, INC	14.00	17.00
CENTRAL OREGON COLLECTIVE	14.00	15.80
CHAMBERLIN HOUSE, INC.	14.80	15.10
CHOICES UNLIMITED, INC.	15.00	16.00
COFFELT CARE HOMES, INC	14.00	15.00
COMMUNITY ACCESS SERVICES II, INC.	15.95	15.93
COMMUNITY BASED GROUP HOME	14.00	14.81
COMMUNITY LIFE LLC	13.50	13.75
COMMUNITY SERVICES, INC.	15.16	16.49
COMMUNITY SUPPORT SERVICES, INC.	13.50	13.50
CONNECTIONS RESIDENTIAL SERVICES	12.50	13.00
COOPER HOLLOW RESIDENTIAL SERVICES, INC	12.00	13.50
CORNERSTONE VALLEY INC	14.00	15.00
CROSSROADS RESIDENTIAL HOME		
D & D FOSTER CARE, LLC	13.00	14.00
DAI S'LA	13.50	13.50
DAIZY CORPORATION	14.00	14.00
DANVILLE SERVICES OF OREGON, LLC	13.50	14.83
DEAR HEART SUPPORT SERVICES LLC	12.75	14.00
DEGES CARE INC.	14.00	17.00
DOUGLAS RESIDENT TRAINING FACILITIES	13.50	15.25
DUNGARVIN OREGON, LLC	13.54	14.12
EASTCO DIVERSIFIED SERVICES	14.00	16.01
EDWARDS CENTER, INC.	13.40	16.00
ELYSIAN PURSUIT INCORPORATED	12.00	12.00
FAITH 24-HOUR RESIDENTIAL HOME INC	15.00	15.00
FAMILY OWNED GROUP HOME LLC	13.00	15.00
FREMONT ADULT CARE HOME, LLC	14.50	14.50
GRAY SERVICES LLC	12.00	12.00

<b>Agency name</b>	<b>Average starting(\$)</b>	<b>Average hourly(\$)</b>
<b>GRIFFITH 24 HR CARE, LLC</b>	12.00	13.00
<b>GWB HOUSE INC</b>	13.25	13.25
<b>H &amp; H HOME AND HEART LLC</b>	15.00	15.00
<b>HARMONY HOUSING, INC</b>	17.00	17.00
<b>HAVEN CENTER LLC</b>	15.00	16.00
<b>HEART TO HEART CARE HOME, LLC</b>	13.00	14.00
<b>HEAVENLY HOME CARE LLC</b>	14.25	14.25
<b>HENDRICKSON RESIDENTIAL, INC</b>	13.54	15.65
<b>HILDAH AND KAY'S, LLC</b>	15.00	17.00
<b>HOME INC.</b>	14.12	14.63
<b>HOME LIFE, INC</b>	13.36	14.27
<b>HORIZON PROJECT, INC</b>	11.60	13.00
<b>HUMMINGBIRD CARE HOME, LLC</b>	16.00	16.00
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	11.50	11.50
<b>INDEPENDENT ENVIRONMENTS, INC</b>	13.27	15.76
<b>INFINITY SUPPORT SERVICES, LLC</b>	15.00	15.00
<b>INTEGRITY-CARE LLC</b>	16.00	16.00
<b>IS LIVING</b>	13.13	14.24
<b>JACOB'S LIGHTHOUSE, LLC</b>	13.00	12.00
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	15.00	15.00
<b>KJ 24 - HOURS CARE HOME LLC</b>	15.00	15.00
<b>LAILAH'S LIVING CENTER</b>	13.25	13.25
<b>LAILAHS LIVING CENTER II</b>	13.25	13.25
<b>LEMUEL, INC GROUP HOMES</b>	12.00	16.25
<b>LENSA RESIDENTIAL SERVICE LLC</b>	16.50	16.50
<b>LIA'S CARE HOME INC</b>	14.50	16.00
<b>LIBERTY LIVING LLC</b>	12.50	13.50
<b>LIMES ADULT FOSTER CARE</b>	13.00	13.00
<b>LIVING OPPORTUNITIES, INC</b>	13.95	16.10
<b>LOTUS CARE INC</b>		
<b>MARIE MILLS CENTER, INC</b>	12.28	12.83
<b>MENNA LLC</b>	20.00	20.00

<b>Agency name</b>	<b>Average starting(\$)</b>	<b>Average hourly(\$)</b>
<b>MENTOR OREGON</b>	13.00	13.29
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	16.00	20.00
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>	14.00	15.00
<b>MV ADVANCEMENTS</b>	15.43	15.21
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	14.00	14.00
<b>NEW DAY ENTERPRISES</b>	11.75	12.67
<b>NEW DAY NORTHWEST INC.</b>		
<b>NURU'S ADULT FOSTER HOME</b>	13.00	13.50
<b>NW COMMUNITY ALLIANCE, INC</b>	13.89	15.00
<b>NW MENTAL HEALTH MGMT SVCS</b>	14.00	14.50
<b>OHANA FIRST LLC</b>	13.00	15.00
<b>OHANA LOVING CARE</b>	14.00	14.00
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	12.71	14.89
<b>OREGON MENNONITE RES SVCS</b>	14.25	15.53
<b>OREGON QUALITY CARE LLC</b>		
<b>OREGON SUPPORTED LIVING PROGRAM</b>	12.55	15.42
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	14.00	14.00
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	13.25	15.30
<b>PATHWAY ENTERPRISES, INC</b>	14.50	15.72
<b>PERSONALIZED INDEPENDENCE, INC.</b>	12.00	13.28
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	14.00	15.00
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	13.40	15.44
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	16.00	16.00
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	14.00	
<b>PROVIDENT LIFE INC.</b>	12.00	13.15
<b>RAIN KING PROPERTIES</b>	12.00	18.10
<b>RAINBOW ADULT LIVING FACILITIES</b>	17.25	19.44
<b>RENAISSANCE CARE, INC</b>	13.75	15.00
<b>RENEW CONSULTING INC</b>	13.50	13.73
<b>RESIDE RESIDENTIAL CARE</b>	14.25	14.75
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	12.75	12.75
<b>RISE, INC</b>	13.26	13.26

<b>Agency name</b>	<b>Average starting(\$)</b>	<b>Average hourly(\$)</b>
<b>RISING SUN SUPPORTED LIVING</b>	14.00	15.00
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	14.00	14.00
<b>RIVERSIDE TRAINING CENTER, INC</b>	12.70	12.70
<b>RON WILSON CENTER</b>	12.75	14.12
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	16.00	16.00
<b>S.A.C.U.</b>	17.76	21.21
<b>S.I.S.O.</b>		
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	12.50	12.75
<b>SCHMIDT COMMUNITY CARE, LLC</b>	14.00	15.00
<b>SHALOM 24 HOURS GROUP HOME</b>	14.00	15.00
<b>SHANGRI-LA CORP</b>	13.10	15.29
<b>SILVER SPRING GROUP HOME, INC</b>	15.00	18.00
<b>SOLODA ACH INC.</b>	14.00	14.00
<b>SOUTH COAST HORIZONS</b>	12.00	12.95
<b>SOUTHERN OREGON ASPIRE</b>	13.74	14.81
<b>ST. GABRIEL CARE HOME INC.</b>	15.00	
<b>STAR CORP GROUP HOME</b>	13.75	14.63
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	12.00	15.33
<b>STEP FORWARD ACTIVITIES, INC</b>	11.92	13.67
<b>STEPPING STONE 24 HOURS HOME INC</b>	15.00	15.00
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	13.59	14.00
<b>SUNNY OAKS, INC</b>	12.00	14.50
<b>TANDEM NORTHWEST</b>	13.00	16.60
<b>THE OSBORN PROJECT</b>	14.00	14.00
<b>THRIVING LIVES CARE, INC</b>	13.65	13.82
<b>TRU COLLABORATIONS, LLC</b>	13.00	15.00
<b>TRUCARE HOMES, LLC</b>	12.00	12.35
<b>UMPQUA HOMES, INC.</b>		
<b>UNITY LIFE CARE LLC</b>	14.00	16.00
<b>UP &amp; OUT, INC</b>	15.00	16.25
<b>VALOR ASSOCIATES, LLC</b>	12.75	13.07
<b>WALKER SUPPORT SERVICES, INC</b>	14.00	15.50

<b>Agency name</b>	<b>Average starting(\$)</b>	<b>Average hourly(\$)</b>
<b>WESTERN IDAHO TRAINING CO INC</b>	11.00	11.32
<b>WESTSIDE COMMUNITY FOCUS</b>	14.50	15.19
<b>WORK UNLIMITED, INC</b>	13.25	15.25
<b>Report Average</b>	13.87	14.89



**Table 16.** Agency Uses Different Pay Scales for Full-Time DSPs and Part-Time DSPs<sup>19</sup>

Agency name	Agency uses different pay scales for full-time DSPs and part-time DSPs
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	
<b>A.S.H., INC.</b>	No
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	Yes
<b>ACHIEVE LLC</b>	
<b>AEGIS RESIDENTIAL CARE, LLC</b>	
<b>ALBERTINA KERR CENTERS</b>	No
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No
<b>ALSO</b>	No
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	No
<b>ALVORD-TAYLOR, INC.</b>	Yes
<b>AMANI CARE HOMES</b>	Yes
<b>ARCADIAN INCLUSION MANAGEMENT</b>	No
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	No
<b>AS PROMISED GROUP HOME</b>	Yes
<b>AWESOME GROUP HOME</b>	No
<b>BARCH, INC.</b>	
<b>BEE LOVED CARE HOME, LLC</b>	
<b>BEINGROUP, LLC</b>	Yes
<b>BENCO</b>	No
<b>BETHESDA LUTHERAN COMMUNITIES</b>	No
<b>BEYOND ABILITY SUPPORT SERVICES</b>	No
<b>BLESSED RESIDENTIAL CARE LLC</b>	No
<b>BRIDGES ENTERPRISE, LLC</b>	No
<b>BRIGHTSIDE LIVING, LLC</b>	No
<b>CARETOWN, LLC</b>	No
<b>CASCADE RESIDENTIAL CARE, INC.</b>	
<b>CATHOLIC COMMUNITY SERVICES</b>	No
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	No

<sup>19</sup> In other words, starting wages and/or raise calculations differ for part-time DSPs versus full-time DSPs.

Agency name	Agency uses different pay scales for full-time DSPs and part-time DSPs
CENTRAL OREGON COLLECTIVE	No
CHAMBERLIN HOUSE, INC.	No
CHOICES UNLIMITED, INC.	No
COFFELT CARE HOMES, INC	No
COMMUNITY ACCESS SERVICES II, INC.	No
COMMUNITY BASED GROUP HOME	
COMMUNITY LIFE LLC	No
COMMUNITY SERVICES, INC.	No
COMMUNITY SUPPORT SERVICES, INC.	
CONNECTIONS RESIDENTIAL SERVICES	
COOPER HOLLOW RESIDENTIAL SERVICES, INC	
CORNERSTONE VALLEY INC	No
CROSSROADS RESIDENTIAL HOME	
D & D FOSTER CARE, LLC	
DAI S'LA	
DAIZY CORPORATION	
DANVILLE SERVICES OF OREGON, LLC	No
DEAR HEART SUPPORT SERVICES LLC	No
DEGES CARE INC.	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	No
DUNGARVIN OREGON, LLC	No
EASTCO DIVERSIFIED SERVICES	No
EDWARDS CENTER, INC.	No
ELYSIAN PURSUIT INCORPORATED	
FAITH 24-HOUR RESIDENTIAL HOME INC	No
FAMILY OWNED GROUP HOME LLC	No
FREMONT ADULT CARE HOME, LLC	No
GRAY SERVICES LLC	
GRIFFITH 24 HR CARE, LLC	
GWB HOUSE INC	

Agency name	Agency uses different pay scales for full-time DSPs and part-time DSPs
H & H HOME AND HEART LLC	
HARMONY HOUSING, INC	
HAVEN CENTER LLC	No
HEART TO HEART CARE HOME, LLC	No
HEAVENLY HOME CARE LLC	No
HENDRICKSON RESIDENTIAL, INC	
HILDAH AND KAY'S, LLC	No
HOME INC.	No
HOME LIFE, INC	No
HORIZON PROJECT, INC	No
HUMMINGBIRD CARE HOME, LLC	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	
INDEPENDENT ENVIRONMENTS, INC	
INFINITY SUPPORT SERVICES, LLC	
INTEGRITY-CARE LLC	
IS LIVING	No
JACOB'S LIGHTHOUSE, LLC	No
KADMAK RESIDENTIAL SERVICES, LLC	
KJ 24 - HOURS CARE HOME LLC	No
LAILAH'S LIVING CENTER	
LAILAHS LIVING CENTER II	
LEMUEL, INC GROUP HOMES	No
LENSA RESIDENTIAL SERVICE LLC	
LIA'S CARE HOME INC	Yes
LIBERTY LIVING LLC	No
LIMES ADULT FOSTER CARE	No
LIVING OPPORTUNITIES, INC	No
LOTUS CARE INC	
MARIE MILLS CENTER, INC	No
MENNA LLC	

Agency name	Agency uses different pay scales for full-time DSPs and part-time DSPs
MENTOR OREGON	No
MID-VALLEY RESIDENTIAL CARE LLC	
MIMI 24HRS RESIDENTIAL HOME 1 INC	
MV ADVANCEMENTS	Yes
MY LIYU RESIDENTIAL SERVICES LLC	
NEW DAY ENTERPRISES	No
NEW DAY NORTHWEST INC.	No
NURU'S ADULT FOSTER HOME	No
NW COMMUNITY ALLIANCE, INC	No
NW MENTAL HEALTH MGMT SVCS	No
OHANA FIRST LLC	
OHANA LOVING CARE	No
OPPORTUNITY FOUNDATION CENTRAL OR	No
OREGON MENNONITE RES SVCS	No
OREGON QUALITY CARE LLC	
OREGON SUPPORTED LIVING PROGRAM	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	
PARTNERSHIPS IN COMMUNITY LIVING, INC	No
PATHWAY ENTERPRISES, INC	No
PERSONALIZED INDEPENDENCE, INC.	No
PINNACLE DEVELOPMENTAL CARE, LLC	No
PORTLAND METRO RESIDENTIAL SERVICES	No
PREMIER COMMUNITY SUPPORTS, LLC	No
PROF THERAPEUTIC COMMUNITY NETWORK	No
PROVIDENT LIFE INC.	No
RAIN KING PROPERTIES	No
RAINBOW ADULT LIVING FACILITIES	No
RENAISSANCE CARE, INC	
RENEW CONSULTING INC	
RESIDE RESIDENTIAL CARE	

Agency name	Agency uses different pay scales for full-time DSPs and part-time DSPs
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No
RISE, INC	No
RISING SUN SUPPORTED LIVING	
RIVERS & ROADS RESI & CONSLT, INC	No
RIVERSIDE TRAINING CENTER, INC	No
RON WILSON CENTER	No
S & A RESIDENTIAL SERVICES, LLC	No
S.A.C.U.	
S.I.S.O.	
SAFECARE RESIDENTIAL SERVICES, INC	No
SCHMIDT COMMUNITY CARE, LLC	
SHALOM 24 HOURS GROUP HOME	Yes
SHANGRI-LA CORP	No
SILVER SPRING GROUP HOME, INC	
SOLODA ACH INC.	No
SOUTH COAST HORIZONS	No
SOUTHERN OREGON ASPIRE	No
ST. GABRIEL CARE HOME INC.	No
STAR CORP GROUP HOME	No
STAR OF HOPE ACTIVITY CENTER INC	
STEP FORWARD ACTIVITIES, INC	Yes
STEPPING STONE 24 HOURS HOME INC	No
STONEBROOKE RESIDENTIAL SERVICES	No
SUNNY OAKS, INC	No
TANDEM NORTHWEST	Yes
THE OSBORN PROJECT	No
THRIVING LIVES CARE, INC	No
TRU COLLABORATIONS, LLC	
TRUCARE HOMES, LLC	No
UMPQUA HOMES, INC.	No
UNITY LIFE CARE LLC	
UP & OUT, INC	No

Agency name	Agency uses different pay scales for full-time DSPs and part-time DSPs
VALOR ASSOCIATES, LLC	No
WALKER SUPPORT SERVICES, INC	
WESTERN IDAHO TRAINING CO INC	No
WESTSIDE COMMUNITY FOCUS	No
WORK UNLIMITED, INC	No
Report average	<b>Yes: 10.4%</b> <b>No: 89.6%</b>

## Bonuses

Table 17. Percentage of Responding Agencies That Gave Bonuses to DSPs Between January 1, 2020, and December 31, 2020

A bonus is wage compensation supplemental to salary or wages. Bonuses are typically given at intervals less frequent than payroll.

Agency name	Gave bonus
A PLACE OF HOPE ADULT FOSTER HOME, LLC	No
A.S.H., INC.	Yes
ABEL'S RESIDENTIAL SERVICES, LLC	No
ACHIEVE LLC	Yes
AEGIS RESIDENTIAL CARE, LLC	Yes
ALBERTINA KERR CENTERS	No
ALSAN RESIDENTIAL SERVICE LLC	No
ALSO	No
ALTERNATIVE SERVICES-OREGON, INC.	Yes
ALVORD-TAYLOR, INC.	Yes
AMANI CARE HOMES	No
ARCADIAN INCLUSION MANAGEMENT	Yes
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes
AS PROMISED GROUP HOME	No
AWESOME GROUP HOME	No
BARCH, INC.	Yes
BEE LOVED CARE HOME, LLC	Yes
BEINGROUP, LLC	No
BENCO	No
BETHESDA LUTHERAN COMMUNITIES	Yes
BEYOND ABILITY SUPPORT SERVICES	Yes
BLESSED RESIDENTIAL CARE LLC	No
BRIDGES ENTERPRISE, LLC	Yes
BRIGHTSIDE LIVING, LLC	Yes

<b>Agency name</b>	<b>Gave bonus</b>
<b>CARETOWN, LLC</b>	No
<b>CASCADE RESIDENTIAL CARE, INC.</b>	Yes
<b>CATHOLIC COMMUNITY SERVICES</b>	No
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	Yes
<b>CENTRAL OREGON COLLECTIVE</b>	Yes
<b>CHAMBERLIN HOUSE, INC.</b>	Yes
<b>CHOICES UNLIMITED, INC.</b>	Yes
<b>COFFELT CARE HOMES, INC</b>	Yes
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Yes
<b>COMMUNITY BASED GROUP HOME</b>	No
<b>COMMUNITY LIFE LLC</b>	Yes
<b>COMMUNITY SERVICES, INC.</b>	Yes
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	Yes
<b>CORNERSTONE VALLEY INC</b>	Yes
<b>CROSSROADS RESIDENTIAL HOME</b>	Yes
<b>D &amp; D FOSTER CARE, LLC</b>	Yes
<b>DAI S'LA</b>	Yes
<b>DAIZY CORPORATION</b>	
<b>DANVILLE SERVICES OF OREGON, LLC</b>	No
<b>DEAR HEART SUPPORT SERVICES LLC</b>	Yes
<b>DEGES CARE INC.</b>	Yes
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	Yes
<b>DUNGARVIN OREGON, LLC</b>	No
<b>EASTCO DIVERSIFIED SERVICES</b>	Yes
<b>EDWARDS CENTER, INC.</b>	No
<b>ELYSIAN PURSUIT INCORPORATED</b>	Yes
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	No
<b>FAMILY OWNED GROUP HOME LLC</b>	No



<b>Agency name</b>	<b>Gave bonus</b>
<b>FREMONT ADULT CARE HOME, LLC</b>	No
<b>GRAY SERVICES LLC</b>	No
<b>GRIFFITH 24 HR CARE, LLC</b>	Yes
<b>GWB HOUSE INC</b>	No
<b>H &amp; H HOME AND HEART LLC</b>	No
<b>HARMONY HOUSING, INC</b>	No
<b>HAVEN CENTER LLC</b>	Yes
<b>HEART TO HEART CARE HOME, LLC</b>	No
<b>HEAVENLY HOME CARE LLC</b>	No
<b>HENDRICKSON RESIDENTIAL, INC</b>	No
<b>HILDAH AND KAY'S, LLC</b>	No
<b>HOME INC.</b>	Yes
<b>HOME LIFE, INC</b>	Yes
<b>HORIZON PROJECT, INC</b>	Yes
<b>HUMMINGBIRD CARE HOME, LLC</b>	Yes
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	No
<b>INDEPENDENT ENVIRONMENTS, INC</b>	Yes
<b>INFINITY SUPPORT SERVICES, LLC</b>	No
<b>INTEGRITY-CARE LLC</b>	No
<b>IS LIVING</b>	No
<b>JACOB'S LIGHTHOUSE, LLC</b>	Yes
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	No
<b>KJ 24 - HOURS CARE HOME LLC</b>	
<b>LAILAH'S LIVING CENTER</b>	Yes
<b>LAILAHS LIVING CENTER II</b>	Yes
<b>LEMUEL, INC GROUP HOMES</b>	Yes
<b>LENSA RESIDENTIAL SERVICE LLC</b>	No
<b>LIA'S CARE HOME INC</b>	No
<b>LIBERTY LIVING LLC</b>	Yes
<b>LIMES ADULT FOSTER CARE</b>	No
<b>LIVING OPPORTUNITIES, INC</b>	Yes
<b>LOTUS CARE INC</b>	No

<b>Agency name</b>	<b>Gave bonus</b>
<b>MARIE MILLS CENTER, INC</b>	Yes
<b>MENNA LLC</b>	
<b>MENTOR OREGON</b>	Yes
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	Yes
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>	
<b>MV ADVANCEMENTS</b>	Yes
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	Yes
<b>NEW DAY ENTERPRISES</b>	No
<b>NEW DAY NORTHWEST INC.</b>	No
<b>NURU'S ADULT FOSTER HOME</b>	No
<b>NW COMMUNITY ALLIANCE, INC</b>	No
<b>NW MENTAL HEALTH MGMT SVCS</b>	Yes
<b>OHANA FIRST LLC</b>	No
<b>OHANA LOVING CARE</b>	No
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes
<b>OREGON MENNONITE RES SVCS</b>	Yes
<b>OREGON QUALITY CARE LLC</b>	No
<b>OREGON SUPPORTED LIVING PROGRAM</b>	Yes
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	No
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	Yes
<b>PATHWAY ENTERPRISES, INC</b>	Yes
<b>PERSONALIZED INDEPENDENCE, INC.</b>	Yes
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	Yes
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	Yes
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	No
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	No
<b>PROVIDENT LIFE INC.</b>	No
<b>RAIN KING PROPERTIES</b>	No
<b>RAINBOW ADULT LIVING FACILITIES</b>	Yes
<b>RENAISSANCE CARE, INC</b>	Yes
<b>RENEW CONSULTING INC</b>	Yes
<b>RESIDE RESIDENTIAL CARE</b>	No

<b>Agency name</b>	<b>Gave bonus</b>
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	No
<b>RISE, INC</b>	Yes
<b>RISING SUN SUPPORTED LIVING</b>	No
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	Yes
<b>RIVERSIDE TRAINING CENTER, INC</b>	Yes
<b>RON WILSON CENTER</b>	Yes
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	No
<b>S.A.C.U.</b>	No
<b>S.I.S.O.</b>	No
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	No
<b>SCHMIDT COMMUNITY CARE, LLC</b>	Yes
<b>SHALOM 24 HOURS GROUP HOME</b>	No
<b>SHANGRI-LA CORP</b>	No
<b>SILVER SPRING GROUP HOME, INC</b>	No
<b>SOLODA ACH INC.</b>	No
<b>SOUTH COAST HORIZONS</b>	Yes
<b>SOUTHERN OREGON ASPIRE</b>	No
<b>ST. GABRIEL CARE HOME INC.</b>	No
<b>STAR CORP GROUP HOME</b>	Yes
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	Yes
<b>STEP FORWARD ACTIVITIES, INC</b>	No
<b>STEPPING STONE 24 HOURS HOME INC</b>	No
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	Yes
<b>SUNNY OAKS, INC</b>	Yes
<b>TANDEM NORTHWEST</b>	Yes
<b>THE OSBORN PROJECT</b>	No
<b>THRIVING LIVES CARE, INC</b>	Yes
<b>TRU COLLABORATIONS, LLC</b>	No
<b>TRUCARE HOMES, LLC</b>	No
<b>UMPQUA HOMES, INC.</b>	Yes
<b>UNITY LIFE CARE LLC</b>	No
<b>UP &amp; OUT, INC</b>	Yes

Agency name	Gave bonus
VALOR ASSOCIATES, LLC	Yes
WALKER SUPPORT SERVICES, INC	Yes
WESTERN IDAHO TRAINING CO INC	No
WESTSIDE COMMUNITY FOCUS	Yes
WORK UNLIMITED, INC	Yes
Report average	<b>Yes: 53.6%</b> <b>No: 46.4%</b>

## Benefits

### *Paid time off*

Agencies offer and track paid time off in two distinct methods:

- One method is offering a bank of hours from which employees can take paid time off, with no further delineation of the purpose or the type of time off. We refer to this method as **pooled paid time off**.
- The second method, which is more traditionally used by the Department of Labor, is to offer and track paid time off in **three distinct types: paid vacation time, paid sick time, and paid personal time**.

Both methods are means for providing paid time off to DSPs when they need it.

Additionally, some states have a statute requiring all employers to offer and track paid sick time. Therefore, it is possible for an agency to use pooled paid time off for vacation and personal time while also offering sick time as a discrete benefit. Therefore, interpretations of these data on benefits should be made with caution, and with the consideration of supplemental information on existing state statutes regarding time off requirements.

\*\* \*\* \*

**Please use caution when comparing the benefits data in this report to data from 2016 and years previous:** Questions about benefits were revised (worded and formatted differently than in previous years) in the 2018 Staff Stability Survey tool, and subsequent surveys have included these revisions.

**Table 18.** Does Your Agency Provide Any Paid Time Off to DSPs (Supporting Adults With IDD)?<sup>20</sup>

<b>Agency name</b>	<b>PTO</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	No
<b>A.S.H., INC.</b>	Yes
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	No
<b>ACHIEVE LLC</b>	Yes
<b>AEGIS RESIDENTIAL CARE, LLC</b>	Yes
<b>ALBERTINA KERR CENTERS</b>	Yes
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No
<b>ALSO</b>	Yes
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	Yes
<b>ALVORD-TAYLOR, INC.</b>	Yes
<b>AMANI CARE HOMES</b>	No
<b>ARCADIAN INCLUSION MANAGEMENT</b>	Yes
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	Yes
<b>AS PROMISED GROUP HOME</b>	
<b>AWESOME GROUP HOME</b>	No
<b>BARCH, INC.</b>	Yes
<b>BEE LOVED CARE HOME, LLC</b>	Yes
<b>BEINGROUP, LLC</b>	No
<b>BENCO</b>	Yes
<b>BETHESDA LUTHERAN COMMUNITIES</b>	Yes
<b>BEYOND ABILITY SUPPORT SERVICES</b>	Yes
<b>BLESSED RESIDENTIAL CARE LLC</b>	No
<b>BRIDGES ENTERPRISE, LLC</b>	Yes
<b>BRIGHTSIDE LIVING, LLC</b>	Yes
<b>CARETOWN, LLC</b>	Yes
<b>CASCADE RESIDENTIAL CARE, INC.</b>	Yes
<b>CATHOLIC COMMUNITY SERVICES</b>	Yes
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	Yes
<b>CENTRAL OREGON COLLECTIVE</b>	Yes

<sup>20</sup> This only includes DSPs on agency payroll. Does not include DSPs hired through a temp agency, contract DSPs, 1099 DSPs, on-call or PRN DSPs, or a primary host-home/foster care provider.

<b>Agency name</b>	<b>PTO</b>
<b>CHAMBERLIN HOUSE, INC.</b>	Yes
<b>CHOICES UNLIMITED, INC.</b>	Yes
<b>COFFELT CARE HOMES, INC</b>	Yes
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Yes
<b>COMMUNITY BASED GROUP HOME</b>	Yes
<b>COMMUNITY LIFE LLC</b>	Yes
<b>COMMUNITY SERVICES, INC.</b>	Yes
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	Yes
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	Yes
<b>CORNERSTONE VALLEY INC</b>	Yes
<b>CROSSROADS RESIDENTIAL HOME</b>	Yes
<b>D &amp; D FOSTER CARE, LLC</b>	Yes
<b>DAI S'LA</b>	No
<b>DAIZY CORPORATION</b>	
<b>DANVILLE SERVICES OF OREGON, LLC</b>	Yes
<b>DEAR HEART SUPPORT SERVICES LLC</b>	Yes
<b>DEGES CARE INC.</b>	No
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	Yes
<b>DUNGARVIN OREGON, LLC</b>	Yes
<b>EASTCO DIVERSIFIED SERVICES</b>	Yes
<b>EDWARDS CENTER, INC.</b>	Yes
<b>ELYSIAN PURSUIT INCORPORATED</b>	Yes
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	Yes
<b>FAMILY OWNED GROUP HOME LLC</b>	Yes
<b>FREMONT ADULT CARE HOME, LLC</b>	No
<b>GRAY SERVICES LLC</b>	
<b>GRIFFITH 24 HR CARE, LLC</b>	No
<b>GWB HOUSE INC</b>	No
<b>H &amp; H HOME AND HEART LLC</b>	Yes
<b>HARMONY HOUSING, INC</b>	Yes
<b>HAVEN CENTER LLC</b>	Yes
<b>HEART TO HEART CARE HOME, LLC</b>	No

<b>Agency name</b>	<b>PTO</b>
HEAVENLY HOME CARE LLC	No
HENDRICKSON RESIDENTIAL, INC	Yes
HILDAH AND KAY'S, LLC	Yes
HOME INC.	Yes
HOME LIFE, INC	Yes
HORIZON PROJECT, INC	Yes
HUMMINGBIRD CARE HOME, LLC	Yes
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No
INDEPENDENT ENVIRONMENTS, INC	Yes
INFINITY SUPPORT SERVICES, LLC	
INTEGRITY-CARE LLC	Yes
IS LIVING	Yes
JACOB'S LIGHTHOUSE, LLC	Yes
KADMAK RESIDENTIAL SERVICES, LLC	No
KJ 24 - HOURS CARE HOME LLC	
LAILAH'S LIVING CENTER	No
LAILAHS LIVING CENTER II	No
LEMUEL, INC GROUP HOMES	Yes
LENSA RESIDENTIAL SERVICE LLC	Yes
LIA'S CARE HOME INC	No
LIBERTY LIVING LLC	Yes
LIMES ADULT FOSTER CARE	Yes
LIVING OPPORTUNITIES, INC	Yes
LOTUS CARE INC	No
MARIE MILLS CENTER, INC	Yes
MENNA LLC	Yes
MENTOR OREGON	Yes
MID-VALLEY RESIDENTIAL CARE LLC	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	
MV ADVANCEMENTS	Yes
MY LIYU RESIDENTIAL SERVICES LLC	Yes
NEW DAY ENTERPRISES	Yes
NEW DAY NORTHWEST INC.	Yes



<b>Agency name</b>	<b>PTO</b>
<b>NURU'S ADULT FOSTER HOME</b>	Yes
<b>NW COMMUNITY ALLIANCE, INC</b>	Yes
<b>NW MENTAL HEALTH MGMT SVCS</b>	Yes
<b>OHANA FIRST LLC</b>	Yes
<b>OHANA LOVING CARE</b>	Yes
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes
<b>OREGON MENNONITE RES SVCS</b>	Yes
<b>OREGON QUALITY CARE LLC</b>	Yes
<b>OREGON SUPPORTED LIVING PROGRAM</b>	Yes
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	No
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	Yes
<b>PATHWAY ENTERPRISES, INC</b>	Yes
<b>PERSONALIZED INDEPENDENCE, INC.</b>	Yes
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	Yes
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	Yes
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	Yes
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	Yes
<b>PROVIDENT LIFE INC.</b>	No
<b>RAIN KING PROPERTIES</b>	Yes
<b>RAINBOW ADULT LIVING FACILITIES</b>	Yes
<b>RENAISSANCE CARE, INC</b>	Yes
<b>RENEW CONSULTING INC</b>	Yes
<b>RESIDE RESIDENTIAL CARE</b>	Yes
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	No
<b>RISE, INC</b>	Yes
<b>RISING SUN SUPPORTED LIVING</b>	Yes
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	Yes
<b>RIVERSIDE TRAINING CENTER, INC</b>	Yes
<b>RON WILSON CENTER</b>	Yes
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	Yes
<b>S.A.C.U.</b>	Yes
<b>S.I.S.O.</b>	Yes
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	No

<b>Agency name</b>	<b>PTO</b>
SCHMIDT COMMUNITY CARE, LLC	Yes
SHALOM 24 HOURS GROUP HOME	Yes
SHANGRI-LA CORP	Yes
SILVER SPRING GROUP HOME, INC	No
SOLODA ACH INC.	No
SOUTH COAST HORIZONS	Yes
SOUTHERN OREGON ASPIRE	Yes
ST. GABRIEL CARE HOME INC.	No
STAR CORP GROUP HOME	Yes
STAR OF HOPE ACTIVITY CENTER INC	Yes
STEP FORWARD ACTIVITIES, INC	Yes
STEPPING STONE 24 HOURS HOME INC	Yes
STONEBROOKE RESIDENTIAL SERVICES	Yes
SUNNY OAKS, INC	Yes
TANDEM NORTHWEST	Yes
THE OSBORN PROJECT	Yes
THRIVING LIVES CARE, INC	Yes
TRU COLLABORATIONS, LLC	Yes
TRUCARE HOMES, LLC	No
UMPQUA HOMES, INC.	Yes
UNITY LIFE CARE LLC	Yes
UP & OUT, INC	Yes
VALOR ASSOCIATES, LLC	Yes
WALKER SUPPORT SERVICES, INC	Yes
WESTERN IDAHO TRAINING CO INC	Yes
WESTSIDE COMMUNITY FOCUS	Yes
WORK UNLIMITED, INC	Yes
Report average	<b>Yes: 80.5%</b> <b>No: 19.5%</b>

**Table 19.** Offer Pooled Paid Time Off <sup>21</sup> (and Requirements for Eligibility)

<b>Agency name</b>	<b>Offer pooled PTO to some or all DSPs</b>	<b>DSP must be full time</b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>					
<b>A.S.H., INC.</b>	No				
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>					
<b>ACHIEVE LLC</b>	No				
<b>AEGIS RESIDENTIAL CARE, LLC</b>	Yes	No	No	Yes	No
<b>ALBERTINA KERR CENTERS</b>	Yes	No	Yes	Yes	No
<b>ALSAN RESIDENTIAL SERVICE LLC</b>					
<b>ALSO</b>	No				
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	No				
<b>ALVORD-TAYLOR, INC.</b>	Yes	No	No	Yes	No
<b>AMANI CARE HOMES</b>					
<b>ARCADIAN INCLUSION MANAGEMENT</b>	No				
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	Yes	No	No	Yes	No
<b>AS PROMISED GROUP HOME</b>					
<b>AWESOME GROUP HOME</b>					
<b>BARCH, INC.</b>	No				
<b>BEE LOVED CARE HOME, LLC</b>	Yes	No	No	Yes	No
<b>BEINGROUP, LLC</b>					
<b>BENCO</b>	No				
<b>BETHESDA LUTHERAN COMMUNITIES</b>	Yes	No	Yes	No	No
<b>BEYOND ABILITY SUPPORT SERVICES</b>	No				
<b>BLESSED RESIDENTIAL CARE LLC</b>					

<sup>21</sup> "Pooled paid time off" is defined as a bank of hours in which the employer pools sick days, vacation days, and personal days together, and the agency doesn't distinguish between category of time off. In previous iterations of the survey, this was referred to as "paid time off." The clarification added in the 2017 survey may account for differences in data when comparing 2020 data to data from years before 2017.

\*Data with Ns of three or fewer have been suppressed.

<b>Agency name</b>	<b>Offer pooled PTO to some or all DSPs</b>	<b>DSP must be full time</b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>BRIDGES ENTERPRISE, LLC</b>	No				
<b>BRIGHTSIDE LIVING, LLC</b>	Yes	Yes	No	No	No
<b>CARETOWN, LLC</b>	No				
<b>CASCADE RESIDENTIAL CARE, INC.</b>	Yes	No	No	Yes	No
<b>CATHOLIC COMMUNITY SERVICES</b>	Yes	Yes	Yes	Yes	No
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	Yes	No	No	No	Yes
<b>CENTRAL OREGON COLLECTIVE</b>	No				
<b>CHAMBERLIN HOUSE, INC.</b>	No				
<b>CHOICES UNLIMITED, INC.</b>	No				
<b>COFFELT CARE HOMES, INC</b>	No				
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Yes	No	No	Yes	No
<b>COMMUNITY BASED GROUP HOME</b>	No				
<b>COMMUNITY LIFE LLC</b>	Yes	Yes	No	No	No
<b>COMMUNITY SERVICES, INC.</b>	No				
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	No				
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No				
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	Yes	No	Yes	No	No
<b>CORNERSTONE VALLEY INC</b>	No				
<b>CROSSROADS RESIDENTIAL HOME</b>	No				
<b>D &amp; D FOSTER CARE, LLC</b>	Yes	No	No	Yes	No
<b>DAI S'LA</b>					
<b>DAIZY CORPORATION</b>					
<b>DANVILLE SERVICES OF OREGON, LLC</b>	No				
<b>DEAR HEART SUPPORT SERVICES LLC</b>	Yes	No	Yes	No	No
<b>DEGES CARE INC.</b>					
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	No				
<b>DUNGARVIN OREGON, LLC</b>	No				
<b>EASTCO DIVERSIFIED SERVICES</b>	No				

<b>Agency name</b>	<b>Offer pooled PTO to some or all DSPs</b>	<b>DSP must be full time</b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>EDWARDS CENTER, INC.</b>	No				
<b>ELYSIAN PURSUIT INCORPORATED</b>	No				
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	No				
<b>FAMILY OWNED GROUP HOME LLC</b>	Yes	No	No	No	Yes
<b>FREMONT ADULT CARE HOME, LLC</b>					
<b>GRAY SERVICES LLC</b>					
<b>GRIFFITH 24 HR CARE, LLC</b>					
<b>GWB HOUSE INC</b>					
<b>H &amp; H HOME AND HEART LLC</b>	Yes	No	No	Yes	No
<b>HARMONY HOUSING, INC</b>	Yes	No	No	No	Yes
<b>HAVEN CENTER LLC</b>					
<b>HEART TO HEART CARE HOME, LLC</b>					
<b>HEAVENLY HOME CARE LLC</b>					
<b>HENDRICKSON RESIDENTIAL, INC</b>	Yes	No	No	No	Yes
<b>HILDAH AND KAY'S, LLC</b>	No				
<b>HOME INC.</b>	No				
<b>HOME LIFE, INC</b>	Yes	No	Yes	No	No
<b>HORIZON PROJECT, INC</b>	No				
<b>HUMMINGBIRD CARE HOME, LLC</b>	No				
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>					
<b>INDEPENDENT ENVIRONMENTS, INC</b>	Yes	No	No	No	Yes
<b>INFINITY SUPPORT SERVICES, LLC</b>					
<b>INTEGRITY-CARE LLC</b>	Yes	No	Yes	Yes	No
<b>IS LIVING</b>	Yes	No	Yes	No	No
<b>JACOB'S LIGHTHOUSE, LLC</b>	No				
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>					
<b>KJ 24 - HOURS CARE HOME LLC</b>					
<b>LAILAH'S LIVING CENTER</b>					

<b>Agency name</b>	<b>Offer pooled PTO to some or all DSPs</b>	<b>DSP must be full time</b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>LAILAHS LIVING CENTER II</b>					
<b>LEMUEL, INC GROUP HOMES</b>	No				
<b>LENSA RESIDENTIAL SERVICE LLC</b>	No				
<b>LIA'S CARE HOME INC</b>					
<b>LIBERTY LIVING LLC</b>	Yes	No	No	No	Yes
<b>LIMES ADULT FOSTER CARE</b>	No				
<b>LIVING OPPORTUNITIES, INC</b>	Yes	Yes	No	Yes	No
<b>LOTUS CARE INC</b>					
<b>MARIE MILLS CENTER, INC</b>	No				
<b>MENNA LLC</b>	No				
<b>MENTOR OREGON</b>	Yes	Yes	No	No	No
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>					
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>					
<b>MV ADVANCEMENTS</b>	Yes	No	Yes	No	No
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	Yes	No	No	No	Yes
<b>NEW DAY ENTERPRISES</b>	No				
<b>NEW DAY NORTHWEST INC.</b>	No				
<b>NURU'S ADULT FOSTER HOME</b>	Yes	Yes	No	Yes	No
<b>NW COMMUNITY ALLIANCE, INC</b>	Yes	No	No	Yes	No
<b>NW MENTAL HEALTH MGMT SVCS</b>	No				
<b>OHANA FIRST LLC</b>	No				
<b>OHANA LOVING CARE</b>					
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	No				
<b>OREGON MENNONITE RES SVCS</b>	Yes	No	Yes	No	No
<b>OREGON QUALITY CARE LLC</b>	No				
<b>OREGON SUPPORTED LIVING PROGRAM</b>	No				
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>					
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	Yes	Yes	No	Yes	No

<b>Agency name</b>	<b>Offer pooled PTO to some or all DSPs</b>	<b>DSP must be full time</b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>PATHWAY ENTERPRISES, INC</b>	Yes	No	Yes	Yes	No
<b>PERSONALIZED INDEPENDENCE, INC.</b>	Yes	No	No	Yes	No
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	Yes	No	No	Yes	No
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	No				
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	Yes	No	No	No	Yes
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	Yes	No	Yes	No	No
<b>PROVIDENT LIFE INC.</b>					
<b>RAIN KING PROPERTIES</b>	No				
<b>RAINBOW ADULT LIVING FACILITIES</b>	No				
<b>RENAISSANCE CARE, INC</b>	No				
<b>RENEW CONSULTING INC</b>	Yes	No	No	No	Yes
<b>RESIDE RESIDENTIAL CARE</b>	No				
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>					
<b>RISE, INC</b>	No				
<b>RISING SUN SUPPORTED LIVING</b>	No				
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	No				
<b>RIVERSIDE TRAINING CENTER, INC</b>	Yes	Yes	No	No	No
<b>RON WILSON CENTER</b>	No				
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	Yes	No	No	No	Yes
<b>S.A.C.U.</b>	No				
<b>S.I.S.O.</b>	No				
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>					
<b>SCHMIDT COMMUNITY CARE, LLC</b>	No				
<b>SHALOM 24 HOURS GROUP HOME</b>	No				
<b>SHANGRI-LA CORP</b>	No				
<b>SILVER SPRING GROUP HOME, INC</b>					
<b>SOLODA ACH INC.</b>					
<b>SOUTH COAST HORIZONS</b>	No				

Agency name	Offer pooled PTO to some or all DSPs	DSP must be full time	Must work a minimum amount of time in a defined period	Must be employed at agency a certain length of time	All DSPs are eligible
SOUTHERN OREGON ASPIRE	Yes	No	No	No	Yes
ST. GABRIEL CARE HOME INC.					
STAR CORP GROUP HOME	No				
STAR OF HOPE ACTIVITY CENTER INC	No				
STEP FORWARD ACTIVITIES, INC	No				
STEPPING STONE 24 HOURS HOME INC	No				
STONEBROOKE RESIDENTIAL SERVICES	No				
SUNNY OAKS, INC	No				
TANDEM NORTHWEST	Yes	No	No	Yes	No
THE OSBORN PROJECT	No				
THRIVING LIVES CARE, INC	No				
TRU COLLABORATIONS, LLC	No				
TRUCARE HOMES, LLC					
UMPQUA HOMES, INC.	No				
UNITY LIFE CARE LLC	No				
UP & OUT, INC	No				
VALOR ASSOCIATES, LLC	Yes	No	No	Yes	No
WALKER SUPPORT SERVICES, INC	No				
WESTERN IDAHO TRAINING CO INC	No				
WESTSIDE COMMUNITY FOCUS	Yes	No	Yes	No	No
WORK UNLIMITED, INC	Yes	No	No	Yes	No
<b>Report average</b>	<b>Yes: 38.1%</b>	<b>17.8%</b>	<b>28.9%</b>	<b>46.7%</b>	<b>24.4%</b>



**Table 20.** Offer Paid Sick Time<sup>22</sup> (and Requirements for Eligibility)

<b>Agency name</b>	<b>Offer paid sick time to some or all DSPs</b>	<b>DSP must be full time<sup>23</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>					
<b>A.S.H., INC.</b>	Yes	No	No	No	Yes
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>					
<b>ACHIEVE LLC</b>	Yes	No	No	No	Yes
<b>AEGIS RESIDENTIAL CARE, LLC</b>					
<b>ALBERTINA KERR CENTERS</b>					
<b>ALSAN RESIDENTIAL SERVICE LLC</b>					
<b>ALSO</b>	Yes	No	No	No	Yes
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	Yes	No	No	Yes	No
<b>ALVORD-TAYLOR, INC.</b>	Yes	No	No	No	Yes
<b>AMANI CARE HOMES</b>					
<b>ARCADIAN INCLUSION MANAGEMENT</b>	Yes	No	No	No	Yes
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>					
<b>AS PROMISED GROUP HOME</b>					
<b>AWESOME GROUP HOME</b>					
<b>BARCH, INC.</b>	Yes	No	No	No	Yes
<b>BEE LOVED CARE HOME, LLC</b>					
<b>BEINGROUP, LLC</b>					
<b>BENCO</b>	Yes	No	No	No	Yes
<b>BETHESDA LUTHERAN COMMUNITIES</b>	No				
<b>BEYOND ABILITY SUPPORT SERVICES</b>	Yes	No	No	Yes	No
<b>BLESSED RESIDENTIAL CARE LLC</b>					
<b>BRIDGES ENTERPRISE, LLC</b>	Yes	No	Yes	Yes	No

<sup>22</sup> Included in this calculation are agencies that reported either (1) not providing pooled paid time off or (2) providing pooled paid time off, but not all DSPs are eligible.

<sup>23</sup> There is one case that provides paid sick time and did not report that they distinguish between full- and part-time DSPs but chose this option. They are included.

<b>Agency name</b>	<b>Offer paid sick time to some or all DSPs</b>	<b>DSP must be full time<sup>23</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>BRIGHTSIDE LIVING, LLC</b>	Yes	No	No	No	Yes
<b>CARETOWN, LLC</b>	Yes	No	No	No	Yes
<b>CASCADE RESIDENTIAL CARE, INC.</b>					
<b>CATHOLIC COMMUNITY SERVICES</b>					
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>					
<b>CENTRAL OREGON COLLECTIVE</b>	Yes	No	No	No	Yes
<b>CHAMBERLIN HOUSE, INC.</b>	Yes	No	No	No	Yes
<b>CHOICES UNLIMITED, INC.</b>	Yes	No	No	No	Yes
<b>COFFELT CARE HOMES, INC</b>	Yes	No	No	Yes	No
<b>COMMUNITY ACCESS SERVICES II, INC.</b>					
<b>COMMUNITY BASED GROUP HOME</b>	Yes	No	No	No	Yes
<b>COMMUNITY LIFE LLC</b>	No				
<b>COMMUNITY SERVICES, INC.</b>	Yes	No	No	No	Yes
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes	No	No	No	Yes
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	Yes	No	No	No	Yes
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>					
<b>CORNERSTONE VALLEY INC</b>	Yes	No	No	Yes	No
<b>CROSSROADS RESIDENTIAL HOME</b>	Yes	No	No	No	Yes
<b>D &amp; D FOSTER CARE, LLC</b>					
<b>DAI S'LA</b>					
<b>DAIZY CORPORATION</b>					
<b>DANVILLE SERVICES OF OREGON, LLC</b>	Yes	No	Yes	No	No
<b>DEAR HEART SUPPORT SERVICES LLC</b>	Yes	No	No	Yes	No
<b>DEGES CARE INC.</b>					
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	No				
<b>DUNGARVIN OREGON, LLC</b>	Yes	Yes	Yes	No	No
<b>EASTCO DIVERSIFIED SERVICES</b>	Yes	No	No	No	Yes
<b>EDWARDS CENTER, INC.</b>	Yes	No	No	No	Yes

<b>Agency name</b>	<b>Offer paid sick time to some or all DSPs</b>	<b>DSP must be full time<sup>23</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>ELYSIAN PURSUIT INCORPORATED</b>					
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	Yes	Yes	No	No	No
<b>FAMILY OWNED GROUP HOME LLC</b>					
<b>FREMONT ADULT CARE HOME, LLC</b>					
<b>GRAY SERVICES LLC</b>					
<b>GRIFFITH 24 HR CARE, LLC</b>					
<b>GWB HOUSE INC</b>					
<b>H &amp; H HOME AND HEART LLC</b>					
<b>HARMONY HOUSING, INC</b>					
<b>HAVEN CENTER LLC</b>					
<b>HEART TO HEART CARE HOME, LLC</b>					
<b>HEAVENLY HOME CARE LLC</b>					
<b>HENDRICKSON RESIDENTIAL, INC</b>					
<b>HILDAH AND KAY'S, LLC</b>	Yes	No	No	No	Yes
<b>HOME INC.</b>	Yes	No	No	Yes	No
<b>HOME LIFE, INC</b>	Yes	No	Yes	No	No
<b>HORIZON PROJECT, INC</b>	Yes	Yes	No	Yes	No
<b>HUMMINGBIRD CARE HOME, LLC</b>	Yes	Yes	No	No	No
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>					
<b>INDEPENDENT ENVIRONMENTS, INC</b>					
<b>INFINITY SUPPORT SERVICES, LLC</b>					
<b>INTEGRITY-CARE LLC</b>					
<b>IS LIVING</b>	No				
<b>JACOB'S LIGHTHOUSE, LLC</b>	Yes	Yes	No	Yes	No
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>					
<b>KJ 24 - HOURS CARE HOME LLC</b>					
<b>LAILAH'S LIVING CENTER</b>					
<b>LAILAHS LIVING CENTER II</b>					

<b>Agency name</b>	<b>Offer paid sick time to some or all DSPs</b>	<b>DSP must be full time<sup>23</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>LEMUEL, INC GROUP HOMES</b>	Yes	No	No	No	Yes
<b>LENSA RESIDENTIAL SERVICE LLC</b>	Yes	No	No	No	Yes
<b>LIA'S CARE HOME INC</b>					
<b>LIBERTY LIVING LLC</b>					
<b>LIMES ADULT FOSTER CARE</b>	Yes	No	No	No	Yes
<b>LIVING OPPORTUNITIES, INC</b>	Yes	No	Yes	Yes	No
<b>LOTUS CARE INC</b>					
<b>MARIE MILLS CENTER, INC</b>	Yes	No	No	No	Yes
<b>MENNA LLC</b>	No				
<b>MENTOR OREGON</b>	Yes	No	No	No	Yes
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>					
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>					
<b>MV ADVANCEMENTS</b>	Yes	No	No	No	Yes
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>					
<b>NEW DAY ENTERPRISES</b>	Yes	No	No	No	Yes
<b>NEW DAY NORTHWEST INC.</b>	Yes	No	No	No	Yes
<b>NURU'S ADULT FOSTER HOME</b>	No				
<b>NW COMMUNITY ALLIANCE, INC</b>					
<b>NW MENTAL HEALTH MGMT SVCS</b>	Yes	No	No	No	Yes
<b>OHANA FIRST LLC</b>	Yes	No	No	No	Yes
<b>OHANA LOVING CARE</b>					
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes	No	No	Yes	No
<b>OREGON MENNONITE RES SVCS</b>	No				
<b>OREGON QUALITY CARE LLC</b>	No				
<b>OREGON SUPPORTED LIVING PROGRAM</b>	Yes	No	No	Yes	No
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>					
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>					
<b>PATHWAY ENTERPRISES, INC</b>					

<b>Agency name</b>	<b>Offer paid sick time to some or all DSPs</b>	<b>DSP must be full time<sup>23</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>PERSONALIZED INDEPENDENCE, INC.</b>					
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>					
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	Yes	No	No	No	Yes
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>					
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	No				
<b>PROVIDENT LIFE INC.</b>					
<b>RAIN KING PROPERTIES</b>	Yes	No	No	No	Yes
<b>RAINBOW ADULT LIVING FACILITIES</b>	Yes	No	No	Yes	No
<b>RENAISSANCE CARE, INC</b>	Yes	No	No	No	Yes
<b>RENEW CONSULTING INC</b>					
<b>RESIDE RESIDENTIAL CARE</b>	Yes	No	No	No	Yes
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>					
<b>RISE, INC</b>	Yes	No	No	No	Yes
<b>RISING SUN SUPPORTED LIVING</b>	Yes	No	Yes	Yes	No
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	Yes	No	No	No	Yes
<b>RIVERSIDE TRAINING CENTER, INC</b>	No				
<b>RON WILSON CENTER</b>	Yes	No	No	Yes	No
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>					
<b>S.A.C.U.</b>	Yes	No	No	No	Yes
<b>S.I.S.O.</b>	Yes	No	No	No	Yes
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>					
<b>SCHMIDT COMMUNITY CARE, LLC</b>	Yes	Yes	No	No	No
<b>SHALOM 24 HOURS GROUP HOME</b>	Yes	No	No	No	Yes
<b>SHANGRI-LA CORP</b>	Yes	No	No	No	Yes
<b>SILVER SPRING GROUP HOME, INC</b>					
<b>SOLODA ACH INC.</b>					
<b>SOUTH COAST HORIZONS</b>	Yes	No	No	No	Yes
<b>SOUTHERN OREGON ASPIRE</b>					

Agency name	Offer paid sick time to some or all DSPs	DSP must be full time <sup>23</sup>	Must work a minimum amount of time in a defined period	Must be employed at agency a certain length of time	All DSPs are eligible
ST. GABRIEL CARE HOME INC.					
STAR CORP GROUP HOME	Yes	No	No	Yes	No
STAR OF HOPE ACTIVITY CENTER INC	Yes	No	No	No	Yes
STEP FORWARD ACTIVITIES, INC	No				
STEPPING STONE 24 HOURS HOME INC	Yes	No	Yes	No	No
STONEBROOKE RESIDENTIAL SERVICES	Yes	No	No	No	Yes
SUNNY OAKS, INC	Yes	No	No	No	Yes
TANDEM NORTHWEST	No				
THE OSBORN PROJECT	No				
THRIVING LIVES CARE, INC	Yes	No	No	No	Yes
TRU COLLABORATIONS, LLC	Yes	No	No	No	Yes
TRUCARE HOMES, LLC					
UMPQUA HOMES, INC.	Yes	No	No	No	Yes
UNITY LIFE CARE LLC	Yes	No	No	No	Yes
UP & OUT, INC	Yes	No	No	No	Yes
VALOR ASSOCIATES, LLC	Yes	No	No	No	Yes
WALKER SUPPORT SERVICES, INC	Yes	No	No	No	Yes
WESTERN IDAHO TRAINING CO INC	Yes	No	No	Yes	No
WESTSIDE COMMUNITY FOCUS	No				
WORK UNLIMITED, INC	Yes	No	No	Yes	No
Report average	<b>Yes: 84.4%</b>	<b>Yes: 7.9%</b>	<b>Yes: 9.2%</b>	<b>Yes: 23.7%</b>	<b>Yes: 67.1%</b>

**Table 21.** Offer Paid Vacation Time<sup>24</sup> (and Requirements for Eligibility)

Agency name	Offer paid vacation time to some or all DSPs	DSP must be full time <sup>25</sup>	Must work a minimum amount of time in a defined period	Must be employed at agency a certain length of time	All DSPs are eligible
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>					
<b>A.S.H., INC.</b>	Yes	No	Yes	Yes	No
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>					
<b>ACHIEVE LLC</b>	No				
<b>AEGIS RESIDENTIAL CARE, LLC</b>					
<b>ALBERTINA KERR CENTERS</b>					
<b>ALSAN RESIDENTIAL SERVICE LLC</b>					
<b>ALSO</b>	Yes	No	Yes	Yes	No
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	Yes	No	No	Yes	No
<b>ALVORD-TAYLOR, INC.</b>	Yes	No	No	Yes	No
<b>AMANI CARE HOMES</b>					
<b>ARCADIAN INCLUSION MANAGEMENT</b>	No				
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>					
<b>AS PROMISED GROUP HOME</b>					
<b>AWESOME GROUP HOME</b>					
<b>BARCH, INC.</b>	Yes	No	No	Yes	No
<b>BEE LOVED CARE HOME, LLC</b>					
<b>BEINGROUP, LLC</b>					
<b>BENCO</b>	Yes	No	Yes	Yes	No
<b>BETHESDA LUTHERAN COMMUNITIES</b>	Yes	No	Yes	No	No
<b>BEYOND ABILITY SUPPORT SERVICES</b>	Yes	No	No	Yes	No
<b>BLESSED RESIDENTIAL CARE LLC</b>					
<b>BRIDGES ENTERPRISE, LLC</b>	Yes	No	Yes	Yes	No
<b>BRIGHTSIDE LIVING, LLC</b>	Yes	No	Yes	Yes	No

<sup>24</sup> Included in this calculation are agencies that reported either (1) not providing pooled paid time off or (2) providing pooled paid time off, but not all DSPs are eligible.

<sup>25</sup> There is one case that provides vacation time and did not report that they distinguish between full- and part-time DSPs but chose this option. They are included.

<b>Agency name</b>	<b>Offer paid vacation time to some or all DSPs</b>	<b>DSP must be full time<sup>25</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>CARETOWN, LLC</b>	No				
<b>CASCADE RESIDENTIAL CARE, INC.</b>					
<b>CATHOLIC COMMUNITY SERVICES</b>					
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>					
<b>CENTRAL OREGON COLLECTIVE</b>	Yes	Yes	No	No	No
<b>CHAMBERLIN HOUSE, INC.</b>	Yes	No	No	No	Yes
<b>CHOICES UNLIMITED, INC.</b>	Yes	No	Yes	Yes	No
<b>COFFELT CARE HOMES, INC</b>	Yes	No	No	Yes	No
<b>COMMUNITY ACCESS SERVICES II, INC.</b>					
<b>COMMUNITY BASED GROUP HOME</b>	No				
<b>COMMUNITY LIFE LLC</b>	No				
<b>COMMUNITY SERVICES, INC.</b>	Yes	No	No	No	Yes
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes	No	No	No	Yes
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No				
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>					
<b>CORNERSTONE VALLEY INC</b>	Yes	No	No	Yes	No
<b>CROSSROADS RESIDENTIAL HOME</b>	Yes	No	No	Yes	No
<b>D &amp; D FOSTER CARE, LLC</b>					
<b>DAI S'LA</b>					
<b>DAIZY CORPORATION</b>					
<b>DANVILLE SERVICES OF OREGON, LLC</b>	No				
<b>DEAR HEART SUPPORT SERVICES LLC</b>	Yes	No	No	No	Yes
<b>DEGES CARE INC.</b>					
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	No				
<b>DUNGARVIN OREGON, LLC</b>	No				
<b>EASTCO DIVERSIFIED SERVICES</b>	Yes	Yes	No	No	No
<b>EDWARDS CENTER, INC.</b>	Yes	Yes	No	No	No
<b>ELYSIAN PURSUIT INCORPORATED</b>					



<b>Agency name</b>	<b>Offer paid vacation time to some or all DSPs</b>	<b>DSP must be full time<sup>25</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	Yes	No	No	No	No
<b>FAMILY OWNED GROUP HOME LLC</b>					
<b>FREMONT ADULT CARE HOME, LLC</b>					
<b>GRAY SERVICES LLC</b>					
<b>GRIFFITH 24 HR CARE, LLC</b>					
<b>GWB HOUSE INC</b>					
<b>H &amp; H HOME AND HEART LLC</b>					
<b>HARMONY HOUSING, INC</b>					
<b>HAVEN CENTER LLC</b>					
<b>HEART TO HEART CARE HOME, LLC</b>					
<b>HEAVENLY HOME CARE LLC</b>					
<b>HENDRICKSON RESIDENTIAL, INC</b>					
<b>HILDAH AND KAY'S, LLC</b>	Yes	No	No	No	Yes
<b>HOME INC.</b>	Yes	No	No	Yes	No
<b>HOME LIFE, INC</b>	Yes	No	Yes	No	No
<b>HORIZON PROJECT, INC</b>	Yes	Yes	No	Yes	No
<b>HUMMINGBIRD CARE HOME, LLC</b>	Yes	Yes	No	No	No
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>					
<b>INDEPENDENT ENVIRONMENTS, INC</b>					
<b>INFINITY SUPPORT SERVICES, LLC</b>					
<b>INTEGRITY-CARE LLC</b>	Yes	No	Yes	Yes	No
<b>IS LIVING</b>	No				
<b>JACOB'S LIGHTHOUSE, LLC</b>	Yes	Yes	No	Yes	No
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>					
<b>KJ 24 - HOURS CARE HOME LLC</b>					
<b>LAILAH'S LIVING CENTER</b>					
<b>LAILAHS LIVING CENTER II</b>					
<b>LEMUEL, INC GROUP HOMES</b>	Yes	Yes	No	Yes	No

<b>Agency name</b>	<b>Offer paid vacation time to some or all DSPs</b>	<b>DSP must be full time<sup>25</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>LENSA RESIDENTIAL SERVICE LLC</b>	Yes	No	No	No	Yes
<b>LIA'S CARE HOME INC</b>					
<b>LIBERTY LIVING LLC</b>					
<b>LIMES ADULT FOSTER CARE</b>	Yes	Yes	No	No	No
<b>LIVING OPPORTUNITIES, INC</b>	Yes	Yes	No	Yes	No
<b>LOTUS CARE INC</b>					
<b>MARIE MILLS CENTER, INC</b>	Yes	No	Yes	Yes	No
<b>MENNA LLC</b>	No				
<b>MENTOR OREGON</b>	No				
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>					
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>					
<b>MV ADVANCEMENTS</b>					
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>					
<b>NEW DAY ENTERPRISES</b>	Yes	Yes	No	Yes	No
<b>NEW DAY NORTHWEST INC.</b>	Yes	No	No	Yes	No
<b>NURU'S ADULT FOSTER HOME</b>	Yes	Yes	No	Yes	No
<b>NW COMMUNITY ALLIANCE, INC</b>					
<b>NW MENTAL HEALTH MGMT SVCS</b>	Yes	Yes	No	No	No
<b>OHANA FIRST LLC</b>	Yes	No	No	No	Yes
<b>OHANA LOVING CARE</b>					
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes	Yes	Yes	Yes	No
<b>OREGON MENNONITE RES SVCS</b>	No				
<b>OREGON QUALITY CARE LLC</b>	Yes	No	Yes	No	No
<b>OREGON SUPPORTED LIVING PROGRAM</b>	Yes	No	No	Yes	No
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>					
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>					
<b>PATHWAY ENTERPRISES, INC</b>					
<b>PERSONALIZED INDEPENDENCE, INC.</b>					

<b>Agency name</b>	<b>Offer paid vacation time to some or all DSPs</b>	<b>DSP must be full time<sup>25</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>					
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	Yes	Yes	No	No	No
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>					
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	Yes	Yes	No	No	No
<b>PROVIDENT LIFE INC.</b>					
<b>RAIN KING PROPERTIES</b>	Yes	No	No	Yes	No
<b>RAINBOW ADULT LIVING FACILITIES</b>	No				
<b>RENAISSANCE CARE, INC</b>	Yes	No	No	No	Yes
<b>RENEW CONSULTING INC</b>					
<b>RESIDE RESIDENTIAL CARE</b>	Yes	No	Yes	Yes	No
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>					
<b>RISE, INC</b>	Yes	Yes	No	No	No
<b>RISING SUN SUPPORTED LIVING</b>	No				
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	Yes	Yes	No	No	No
<b>RIVERSIDE TRAINING CENTER, INC</b>	No				
<b>RON WILSON CENTER</b>	Yes	No	No	Yes	No
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>					
<b>S.A.C.U.</b>	Yes	No	No	No	Yes
<b>S.I.S.O.</b>	Yes	No	Yes	Yes	No
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>					
<b>SCHMIDT COMMUNITY CARE, LLC</b>	Yes	Yes	No	No	No
<b>SHALOM 24 HOURS GROUP HOME</b>	No				
<b>SHANGRI-LA CORP</b>	Yes	No	Yes	No	No
<b>SILVER SPRING GROUP HOME, INC</b>					
<b>SOLODA ACH INC.</b>					
<b>SOUTH COAST HORIZONS</b>	Yes	Yes	No	No	No
<b>SOUTHERN OREGON ASPIRE</b>					
<b>ST. GABRIEL CARE HOME INC.</b>					

<b>Agency name</b>	<b>Offer paid vacation time to some or all DSPs</b>	<b>DSP must be full time<sup>25</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>STAR CORP GROUP HOME</b>	Yes	No	No	Yes	No
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	Yes	No	Yes	No	No
<b>STEP FORWARD ACTIVITIES, INC</b>	Yes	Yes	No	No	No
<b>STEPPING STONE 24 HOURS HOME INC</b>	Yes	No	Yes	No	No
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	Yes	Yes	Yes	Yes	No
<b>SUNNY OAKS, INC</b>	Yes	No	Yes	No	No
<b>TANDEM NORTHWEST</b>	Yes	No	No	No	Yes
<b>THE OSBORN PROJECT</b>	No				
<b>THRIVING LIVES CARE, INC</b>	No				
<b>TRU COLLABORATIONS, LLC</b>	No				
<b>TRUCARE HOMES, LLC</b>					
<b>UMPQUA HOMES, INC.</b>	Yes	No	No	No	Yes
<b>UNITY LIFE CARE LLC</b>	Yes	No	No	No	Yes
<b>UP &amp; OUT, INC</b>	Yes	No	Yes	Yes	No
<b>VALOR ASSOCIATES, LLC</b>					
<b>WALKER SUPPORT SERVICES, INC</b>	No				
<b>WESTERN IDAHO TRAINING CO INC</b>	Yes	No	No	Yes	No
<b>WESTSIDE COMMUNITY FOCUS</b>	No				
<b>WORK UNLIMITED, INC</b>	Yes	No	No	Yes	No
<b>Report average</b>	<b>75.3%</b>	<b>31.3%</b>	<b>29.9%</b>	<b>50.7%</b>	<b>17.9%</b>

**Table 22.** Offer Paid Personal Time<sup>26</sup> (and Requirements for Eligibility)

<b>Agency name</b>	<b>Offer paid personal time to some or all DSPs</b>	<b>DSP must be full time<sup>27</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>					
<b>A.S.H., INC.</b>	No				
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>					
<b>ACHIEVE LLC</b>	No				
<b>AEGIS RESIDENTIAL CARE, LLC</b>					
<b>ALBERTINA KERR CENTERS</b>					
<b>ALSAN RESIDENTIAL SERVICE LLC</b>					
<b>ALSO</b>	No				
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	No				
<b>ALVORD-TAYLOR, INC.</b>	Yes	No	No	Yes	No
<b>AMANI CARE HOMES</b>					
<b>ARCADIAN INCLUSION MANAGEMENT</b>	Yes	Yes	No	Yes	No
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>					
<b>AS PROMISED GROUP HOME</b>					
<b>AWESOME GROUP HOME</b>					
<b>BARCH, INC.</b>	No				
<b>BEE LOVED CARE HOME, LLC</b>					
<b>BEINGROUP, LLC</b>					
<b>BENCO</b>	No				
<b>BETHESDA LUTHERAN COMMUNITIES</b>	No				
<b>BEYOND ABILITY SUPPORT SERVICES</b>	Yes	No	No	Yes	No
<b>BLESSED RESIDENTIAL CARE LLC</b>					

<sup>26</sup> Included in this calculation are agencies that reported either (1) not providing pooled paid time off or (2) providing pooled paid time off, but not all DSPs are eligible.

<sup>27</sup> There is one case that provides personal time and did not report that they distinguish between full- and part-time DSPs but chose this option. They are included.

<b>Agency name</b>	<b>Offer paid personal time to some or all DSPs</b>	<b>DSP must be full time<sup>27</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>BRIDGES ENTERPRISE, LLC</b>	No				
<b>BRIGHTSIDE LIVING, LLC</b>	No				
<b>CARETOWN, LLC</b>	Yes	No	No	No	Yes
<b>CASCADE RESIDENTIAL CARE, INC.</b>					
<b>CATHOLIC COMMUNITY SERVICES</b>					
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>					
<b>CENTRAL OREGON COLLECTIVE</b>	No				
<b>CHAMBERLIN HOUSE, INC.</b>	No				
<b>CHOICES UNLIMITED, INC.</b>	No				
<b>COFFELT CARE HOMES, INC</b>	No				
<b>COMMUNITY ACCESS SERVICES II, INC.</b>					
<b>COMMUNITY BASED GROUP HOME</b>	No				
<b>COMMUNITY LIFE LLC</b>	No				
<b>COMMUNITY SERVICES, INC.</b>	No				
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes	No	No	No	Yes
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No				
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>					
<b>CORNERSTONE VALLEY INC</b>					
<b>CROSSROADS RESIDENTIAL HOME</b>	No				
<b>D &amp; D FOSTER CARE, LLC</b>					
<b>DAI S'LA</b>					
<b>DAIZY CORPORATION</b>					
<b>DANVILLE SERVICES OF OREGON, LLC</b>	No				
<b>DEAR HEART SUPPORT SERVICES LLC</b>	Yes	No	No	Yes	No
<b>DEGES CARE INC.</b>					
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	Yes	No	No	No	Yes
<b>DUNGARVIN OREGON, LLC</b>	Yes	Yes	Yes	No	No
<b>EASTCO DIVERSIFIED SERVICES</b>	No				

<b>Agency name</b>	<b>Offer paid personal time to some or all DSPs</b>	<b>DSP must be full time<sup>27</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>EDWARDS CENTER, INC.</b>	Yes	Yes	No	No	No
<b>ELYSIAN PURSUIT INCORPORATED</b>					
<b>FAITH No4-HOUR RESIDENTIAL HOME INC</b>	Yes	Yes	No	Yes	No
<b>FAMILY OWNED GROUP HOME LLC</b>					
<b>FREMONT ADULT CARE HOME, LLC</b>					
<b>GRAY SERVICES LLC</b>					
<b>GRIFFITH No4 HR CARE, LLC</b>					
<b>GWB HOUSE INC</b>					
<b>H &amp; H HOME AND HEART LLC</b>					
<b>HARMONY HOUSING, INC</b>					
<b>HAVEN CENTER LLC</b>					
<b>HEART TO HEART CARE HOME, LLC</b>					
<b>HEAVENLY HOME CARE LLC</b>					
<b>HENDRICKSON RESIDENTIAL, INC</b>					
<b>HILDAH AND KAY'S, LLC</b>	No				
<b>HOME INC.</b>					
<b>HOME LIFE, INC</b>	Yes	No	No	Yes	No
<b>HORIZON PROJECT, INC</b>	No				
<b>HUMMINGBIRD CARE HOME, LLC</b>	Yes	Yes	No	No	No
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>					
<b>INDEPENDENT ENVIRONMENTS, INC</b>					
<b>INFINITY SUPPORT SERVICES, LLC</b>					
<b>INTEGRITY-CARE LLC</b>					
<b>IS LIVING</b>	No				
<b>JACOB'S LIGHTHOUSE, LLC</b>	No				
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>					
<b>KJ No4 - HOURS CARE HOME LLC</b>					
<b>LAILAH'S LIVING CENTER</b>					

<b>Agency name</b>	<b>Offer paid personal time to some or all DSPs</b>	<b>DSP must be full time<sup>27</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
LAILAHS LIVING CENTER II					
LEMUEL, INC GROUP HOMES	No				
LENSA RESIDENTIAL SERVICE LLC	No				
LIA'S CARE HOME INC					
LIBERTY LIVING LLC					
LIMES ADULT FOSTER CARE	No				
LIVING OPPORTUNITIES, INC					
LOTUS CARE INC					
MARIE MILLS CENTER, INC	No				
MENNA LLC	No				
MENTOR OREGON	No				
MID-VALLEY RESIDENTIAL CARE LLC					
MIMI No4HRS RESIDENTIAL HOME Yes INC					
MV ADVANCEMENTS					
MY LIYU RESIDENTIAL SERVICES LLC					
NEW DAY ENTERPRISES	No				
NEW DAY NORTHWEST INC.	No				
NURU'S ADULT FOSTER HOME	Yes	Yes	No	Yes	No
NW COMMUNITY ALLIANCE, INC					
NW MENTAL HEALTH MGMT SVCS	No				
OHANA FIRST LLC	No				
OHANA LOVING CARE					
OPPORTUNITY FOUNDATION CENTRAL OR	No				
OREGON MENNONITE RES SVCS	No				
OREGON QUALITY CARE LLC	No				
OREGON SUPPORTED LIVING PROGRAM	Yes	No	Yes	Yes	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC					
PARTNERSHIPS IN COMMUNITY LIVING, INC					



<b>Agency name</b>	<b>Offer paid personal time to some or all DSPs</b>	<b>DSP must be full time<sup>27</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>PATHWAY ENTERPRISES, INC</b>					
<b>PERSONALIZED INDEPENDENCE, INC.</b>					
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	Yes	No	No	Yes	No
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	No				
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>					
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	No				
<b>PROVIDENT LIFE INC.</b>					
<b>RAIN KING PROPERTIES</b>	No				
<b>RAINBOW ADULT LIVING FACILITIES</b>	Yes	No	Yes	Yes	No
<b>RENAISSANCE CARE, INC</b>	No				
<b>RENEW CONSULTING INC</b>					
<b>RESIDE RESIDENTIAL CARE</b>	No				
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>					
<b>RISE, INC</b>	No				
<b>RISING SUN SUPPORTED LIVING</b>	No				
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	No				
<b>RIVERSIDE TRAINING CENTER, INC</b>	Yes	Yes	Yes	No	No
<b>RON WILSON CENTER</b>	No				
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>					
<b>S.A.C.U.</b>	Yes	No	No	No	Yes
<b>S.I.S.O.</b>	No				
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>					
<b>SCHMIDT COMMUNITY CARE, LLC</b>	Yes	Yes	No	No	No
<b>SHALOM No4 HOURS GROUP HOME</b>	No				
<b>SHANGRI-LA CORP</b>	Yes	No	Yes	No	No
<b>SILVER SPRING GROUP HOME, INC</b>					
<b>SOLODA ACH INC.</b>					
<b>SOUTH COAST HORIZONS</b>	Yes	Yes	No	No	No

<b>Agency name</b>	<b>Offer paid personal time to some or all DSPs</b>	<b>DSP must be full time<sup>27</sup></b>	<b>Must work a minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>SOUTHERN OREGON ASPIRE</b>					
<b>ST. GABRIEL CARE HOME INC.</b>					
<b>STAR CORP GROUP HOME</b>	No				
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	No				
<b>STEP FORWARD ACTIVITIES, INC</b>	No				
<b>STEPPING STONE No4 HOURS HOME INC</b>	No				
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	No				
<b>SUNNY OAKS, INC</b>	No				
<b>TANDEM NORTHWEST</b>	No				
<b>THE OSBORN PROJECT</b>	No				
<b>THRIVING LIVES CARE, INC</b>	No				
<b>TRU COLLABORATIONS, LLC</b>	No				
<b>TRUCARE HOMES, LLC</b>					
<b>UMPQUA HOMES, INC.</b>	No				
<b>UNITY LIFE CARE LLC</b>	No				
<b>UP &amp; OUT, INC</b>	No				
<b>VALOR ASSOCIATES, LLC</b>					
<b>WALKER SUPPORT SERVICES, INC</b>	No				
<b>WESTERN IDAHO TRAINING CO INC</b>	No				
<b>WESTSIDE COMMUNITY FOCUS</b>	No				
<b>WORK UNLIMITED, INC</b>	Yes	No	No	Yes	No
<b>Report Average</b>	<b>25.6%</b>	<b>40.9%</b>	<b>22.7%</b>	<b>50%</b>	<b>18.2%</b>

**Table 23.** Offer Health Insurance (and Requirements for Eligibility)

<b>Agency name</b>	<b>Offer health insurance to some or all DSPs</b>	<b>Must be full time</b>	<b>Must work minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	No				
<b>A.S.H., INC.</b>	Yes	Yes	Yes	Yes	No
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	No				
<b>ACHIEVE LLC</b>	No				
<b>AEGIS RESIDENTIAL CARE, LLC</b>	No				
<b>ALBERTINA KERR CENTERS</b>	Yes	Yes	No	Yes	No
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No				
<b>ALSO</b>	Yes	Yes	No	Yes	No
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	Yes	Yes	No	Yes	No
<b>ALVORD-TAYLOR, INC.</b>	Yes	Yes	No	Yes	No
<b>AMANI CARE HOMES</b>	No				
<b>ARCADIAN INCLUSION MANAGEMENT</b>	No				
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	Yes	Yes	No	Yes	No
<b>AS PROMISED GROUP HOME</b>	No				
<b>AWESOME GROUP HOME</b>	No				
<b>BARCH, INC.</b>	No				
<b>BEE LOVED CARE HOME, LLC</b>	No				
<b>BEINGROUP, LLC</b>	No				
<b>BENCO</b>	Yes	Yes	No	Yes	No
<b>BETHESDA LUTHERAN COMMUNITIES</b>	Yes	No	Yes	No	No
<b>BEYOND ABILITY SUPPORT SERVICES</b>	No				
<b>BLESSED RESIDENTIAL CARE LLC</b>	No				
<b>BRIDGES ENTERPRISE, LLC</b>	Yes	Yes	Yes	Yes	No
<b>BRIGHTSIDE LIVING, LLC</b>	Yes	Yes	No	No	No
<b>CARETOWN, LLC</b>	No				
<b>CASCADE RESIDENTIAL CARE, INC.</b>	No				
<b>CATHOLIC COMMUNITY SERVICES</b>	Yes	Yes	Yes	Yes	No

<b>Agency name</b>	<b>Offer health insurance to some or all DSPs</b>	<b>Must be full time</b>	<b>Must work minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	Yes	Yes	No	Yes	No
<b>CENTRAL OREGON COLLECTIVE</b>	Yes	Yes	No	No	No
<b>CHAMBERLIN HOUSE, INC.</b>	Yes	Yes	No	Yes	No
<b>CHOICES UNLIMITED, INC.</b>	Yes	Yes	No	Yes	No
<b>COFFELT CARE HOMES, INC</b>	Yes	Yes	No	No	No
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Yes	Yes	No	No	No
<b>COMMUNITY BASED GROUP HOME</b>	No				
<b>COMMUNITY LIFE LLC</b>	Yes	Yes	No	No	No
<b>COMMUNITY SERVICES, INC.</b>	Yes	Yes	Yes	Yes	No
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes	No	No	No	Yes
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No				
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	Yes	No	No	Yes	No
<b>CORNERSTONE VALLEY INC</b>	Yes	Yes	No	No	No
<b>CROSSROADS RESIDENTIAL HOME</b>	No				
<b>D &amp; D FOSTER CARE, LLC</b>	No				
<b>DAI S'LA</b>	No				
<b>DAIZY CORPORATION</b>					
<b>DANVILLE SERVICES OF OREGON, LLC</b>	Yes	Yes	No	Yes	No
<b>DEAR HEART SUPPORT SERVICES LLC</b>	No				
<b>DEGES CARE INC.</b>	No				
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	Yes	Yes	No	Yes	No
<b>DUNGARVIN OREGON, LLC</b>	Yes	Yes	No	Yes	No
<b>EASTCO DIVERSIFIED SERVICES</b>	Yes	Yes	No	No	No
<b>EDWARDS CENTER, INC.</b>	Yes	Yes	No	No	No
<b>ELYSIAN PURSUIT INCORPORATED</b>	No				
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	Yes	Yes	No	Yes	No
<b>FAMILY OWNED GROUP HOME LLC</b>	No				
<b>FREMONT ADULT CARE HOME, LLC</b>	No				

<b>Agency name</b>	<b>Offer health insurance to some or all DSPs</b>	<b>Must be full time</b>	<b>Must work minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
GRAY SERVICES LLC	No				
GRIFFITH 24 HR CARE, LLC	No				
GWB HOUSE INC	No				
H & H HOME AND HEART LLC	Yes	No	No	Yes	No
HARMONY HOUSING, INC	No				
HAVEN CENTER LLC	Yes	No	No	No	No
HEART TO HEART CARE HOME, LLC	No				
HEAVENLY HOME CARE LLC	No				
HENDRICKSON RESIDENTIAL, INC	No				
HILDAH AND KAY'S, LLC	Yes	Yes	No	No	No
HOME INC.	No				
HOME LIFE, INC	Yes	Yes	No	Yes	No
HORIZON PROJECT, INC	Yes	Yes	No	Yes	No
HUMMINGBIRD CARE HOME, LLC	Yes	Yes	No	No	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No				
INDEPENDENT ENVIRONMENTS, INC	Yes	No	Yes	Yes	No
INFINITY SUPPORT SERVICES, LLC	No				
INTEGRITY-CARE LLC	Yes	No	Yes	Yes	No
IS LIVING	Yes	No	Yes	No	No
JACOB'S LIGHTHOUSE, LLC	No				
KADMAK RESIDENTIAL SERVICES, LLC	No				
KJ 24 - HOURS CARE HOME LLC					
LAILAH'S LIVING CENTER	No				
LAILAHS LIVING CENTER II	No				
LEMUEL, INC GROUP HOMES	Yes	Yes	No	Yes	No
LENSA RESIDENTIAL SERVICE LLC	No				
LIA'S CARE HOME INC	No				
LIBERTY LIVING LLC	Yes	Yes	No	Yes	No

<b>Agency name</b>	<b>Offer health insurance to some or all DSPs</b>	<b>Must be full time</b>	<b>Must work minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>LIMES ADULT FOSTER CARE</b>	Yes	Yes	No	No	No
<b>LIVING OPPORTUNITIES, INC</b>	Yes	Yes	No	Yes	No
<b>LOTUS CARE INC</b>	No				
<b>MARIE MILLS CENTER, INC</b>	Yes	No	Yes	No	No
<b>MENNA LLC</b>	No				
<b>MENTOR OREGON</b>	Yes	Yes	No	No	No
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	No				
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>					
<b>MV ADVANCEMENTS</b>	Yes	Yes	No	No	No
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	No				
<b>NEW DAY ENTERPRISES</b>	Yes	Yes	No	Yes	No
<b>NEW DAY NORTHWEST INC.</b>	Yes	Yes	Yes	Yes	No
<b>NURU'S ADULT FOSTER HOME</b>	No				
<b>NW COMMUNITY ALLIANCE, INC</b>	Yes	Yes	No	Yes	No
<b>NW MENTAL HEALTH MGMT SVCS</b>	Yes	Yes	No	No	No
<b>OHANA FIRST LLC</b>	Yes	No	No	No	Yes
<b>OHANA LOVING CARE</b>	No				
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes	Yes	Yes	Yes	No
<b>OREGON MENNONITE RES SVCS</b>	Yes	Yes	No	No	No
<b>OREGON QUALITY CARE LLC</b>	No				
<b>OREGON SUPPORTED LIVING PROGRAM</b>	Yes	No	Yes	Yes	No
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	No				
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	Yes	Yes	No	No	No
<b>PATHWAY ENTERPRISES, INC</b>	Yes	No	Yes	Yes	No
<b>PERSONALIZED INDEPENDENCE, INC.</b>	No				
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	No				
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	Yes	Yes	No	Yes	No
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	Yes	Yes	No	No	No

<b>Agency name</b>	<b>Offer health insurance to some or all DSPs</b>	<b>Must be full time</b>	<b>Must work minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	Yes	Yes	No	No	No
<b>PROVIDENT LIFE INC.</b>	No				
<b>RAIN KING PROPERTIES</b>	Yes	Yes	Yes	Yes	No
<b>RAINBOW ADULT LIVING FACILITIES</b>	Yes	No	Yes	Yes	No
<b>RENAISSANCE CARE, INC</b>	No				
<b>RENEW CONSULTING INC</b>	Yes	No	Yes	No	No
<b>RESIDE RESIDENTIAL CARE</b>	Yes	No	No	Yes	No
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	No				
<b>RISE, INC</b>	Yes	Yes	Yes	Yes	No
<b>RISING SUN SUPPORTED LIVING</b>	No				
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	Yes	Yes	No	No	No
<b>RIVERSIDE TRAINING CENTER, INC</b>	Yes	Yes	Yes	Yes	No
<b>RON WILSON CENTER</b>	Yes	Yes	Yes	Yes	No
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>					
<b>S.A.C.U.</b>	Yes	No	No	No	Yes
<b>S.I.S.O.</b>	Yes	No	Yes	Yes	No
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	No				
<b>SCHMIDT COMMUNITY CARE, LLC</b>	No				
<b>SHALOM 24 HOURS GROUP HOME</b>	No				
<b>SHANGRI-LA CORP</b>	Yes	Yes	No	No	No
<b>SILVER SPRING GROUP HOME, INC</b>	No				
<b>SOLODA ACH INC.</b>	No				
<b>SOUTH COAST HORIZONS</b>	Yes	Yes	No	No	No
<b>SOUTHERN OREGON ASPIRE</b>	Yes	Yes	No	No	No
<b>ST. GABRIEL CARE HOME INC.</b>	No				
<b>STAR CORP GROUP HOME</b>	Yes	No	No	Yes	No
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	Yes	No	Yes	No	No
<b>STEP FORWARD ACTIVITIES, INC</b>	Yes	Yes	No	No	No

<b>Agency name</b>	<b>Offer health insurance to some or all DSPs</b>	<b>Must be full time</b>	<b>Must work minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>STEPPING STONE 24 HOURS HOME INC</b>	No				
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	Yes	Yes	Yes	Yes	No
<b>SUNNY OAKS, INC</b>	Yes	No	Yes	No	No
<b>TANDEM NORTHWEST</b>	Yes	Yes	No	Yes	No
<b>THE OSBORN PROJECT</b>	Yes	Yes	No	No	No
<b>THRIVING LIVES CARE, INC</b>	No				
<b>TRU COLLABORATIONS, LLC</b>	No				
<b>TRUCARE HOMES, LLC</b>	No				
<b>UMPQUA HOMES, INC.</b>	Yes	No	Yes	No	No
<b>UNITY LIFE CARE LLC</b>	No				
<b>UP &amp; OUT, INC</b>	Yes	No	Yes	Yes	No
<b>VALOR ASSOCIATES, LLC</b>	Yes	Yes	No	No	No
<b>WALKER SUPPORT SERVICES, INC</b>	No				
<b>WESTERN IDAHO TRAINING CO INC</b>	Yes	Yes	No	Yes	No
<b>WESTSIDE COMMUNITY FOCUS</b>	Yes	Yes	No	No	No
<b>WORK UNLIMITED, INC</b>	Yes	Yes	Yes	No	No
<b>Report average</b>	<b>55.0%</b>	<b>73.5%</b>	<b>31.3%</b>	<b>54.2%</b>	<b>3.6%</b>



**Table 24.** *Percentage of DSPs Who Enrolled in Health Insurance Offered by Responding Agencies Among Those Who Were Eligible for Health Insurance Offered by Responding Agency<sup>28</sup>*

<b>Agency name</b>	<b>Percentage</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	
<b>A.S.H., INC.</b>	67%
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	
<b>ACHIEVE LLC</b>	
<b>AEGIS RESIDENTIAL CARE, LLC</b>	
<b>ALBERTINA KERR CENTERS</b>	95%
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	
<b>ALSO</b>	89%
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	58%
<b>ALVORD-TAYLOR, INC.</b>	90%
<b>AMANI CARE HOMES</b>	
<b>ARCADIAN INCLUSION MANAGEMENT</b>	
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	56%
<b>AS PROMISED GROUP HOME</b>	
<b>AWESOME GROUP HOME</b>	
<b>BARCH, INC.</b>	
<b>BEE LOVED CARE HOME, LLC</b>	
<b>BEINGROUP, LLC</b>	
<b>BENCO</b>	82%
<b>BETHESDA LUTHERAN COMMUNITIES</b>	54%
<b>BEYOND ABILITY SUPPORT SERVICES</b>	
<b>BLESSED RESIDENTIAL CARE LLC</b>	
<b>BRIDGES ENTERPRISE, LLC</b>	75%
<b>BRIGHTSIDE LIVING, LLC</b>	57%
<b>CARETOWN, LLC</b>	
<b>CASCADE RESIDENTIAL CARE, INC.</b>	
<b>CATHOLIC COMMUNITY SERVICES</b>	80%
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	59%
<b>CENTRAL OREGON COLLECTIVE</b>	68%

<sup>28</sup> Cases that reported number of DSPs eligible for health insurance coverage and those enrolled (or marked "0") are included in this calculation.

<b>Agency name</b>	<b>Percentage</b>
CHAMBERLIN HOUSE, INC.	93%
CHOICES UNLIMITED, INC.	100%
COFFELT CARE HOMES, INC	33%
COMMUNITY ACCESS SERVICES II, INC.	70%
COMMUNITY BASED GROUP HOME	
COMMUNITY LIFE LLC	80%
COMMUNITY SERVICES, INC.	90%
COMMUNITY SUPPORT SERVICES, INC.	88%
CONNECTIONS RESIDENTIAL SERVICES	
COOPER HOLLOW RESIDENTIAL SERVICES, INC	14%
CORNERSTONE VALLEY INC	33%
CROSSROADS RESIDENTIAL HOME	
D & D FOSTER CARE, LLC	
DAI S'LA	
DAIZY CORPORATION	
DANVILLE SERVICES OF OREGON, LLC	24%
DEAR HEART SUPPORT SERVICES LLC	
DEGES CARE INC.	
DOUGLAS RESIDENT TRAINING FACILITIES	43%
DUNGARVIN OREGON, LLC	30%
EASTCO DIVERSIFIED SERVICES	75%
EDWARDS CENTER, INC.	7%
ELYSIAN PURSUIT INCORPORATED	
FAITH 24-HOUR RESIDENTIAL HOME INC	
FAMILY OWNED GROUP HOME LLC	
FREMONT ADULT CARE HOME, LLC	
GRAY SERVICES LLC	
GRIFFITH 24 HR CARE, LLC	
GWB HOUSE INC	
H & H HOME AND HEART LLC	30%
HARMONY HOUSING, INC	
HAVEN CENTER LLC	
HEART TO HEART CARE HOME, LLC	

<b>Agency name</b>	<b>Percentage</b>
HEAVENLY HOME CARE LLC	
HENDRICKSON RESIDENTIAL, INC	
HILDAH AND KAY'S, LLC	100%
HOME INC.	
HOME LIFE, INC	73%
HORIZON PROJECT, INC	40%
HUMMINGBIRD CARE HOME, LLC	87%
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	
INDEPENDENT ENVIRONMENTS, INC	64%
INFINITY SUPPORT SERVICES, LLC	
INTEGRITY-CARE LLC	40%
IS LIVING	38%
JACOB'S LIGHTHOUSE, LLC	
KADMAK RESIDENTIAL SERVICES, LLC	
KJ 24 - HOURS CARE HOME LLC	
LAILAH'S LIVING CENTER	
LAILAHS LIVING CENTER II	
LEMUEL, INC GROUP HOMES	72%
LENSA RESIDENTIAL SERVICE LLC	
LIA'S CARE HOME INC	
LIBERTY LIVING LLC	22%
LIMES ADULT FOSTER CARE	60%
LIVING OPPORTUNITIES, INC	73%
LOTUS CARE INC	
MARIE MILLS CENTER, INC	70%
MENNA LLC	
MENTOR OREGON	21%
MID-VALLEY RESIDENTIAL CARE LLC	
MIMI 24HRS RESIDENTIAL HOME 1 INC	
MV ADVANCEMENTS	81%
MY LIYU RESIDENTIAL SERVICES LLC	
NEW DAY ENTERPRISES	79%
NEW DAY NORTHWEST INC.	14%

<b>Agency name</b>	<b>Percentage</b>
<b>NURU'S ADULT FOSTER HOME</b>	
<b>NW COMMUNITY ALLIANCE, INC</b>	67%
<b>NW MENTAL HEALTH MGMT SVCS</b>	84%
<b>OHANA FIRST LLC</b>	33%
<b>OHANA LOVING CARE</b>	
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	50%
<b>OREGON MENNONITE RES SVCS</b>	49%
<b>OREGON QUALITY CARE LLC</b>	
<b>OREGON SUPPORTED LIVING PROGRAM</b>	87%
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	77%
<b>PATHWAY ENTERPRISES, INC</b>	100%
<b>PERSONALIZED INDEPENDENCE, INC.</b>	
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	72%
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	15%
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	78%
<b>PROVIDENT LIFE INC.</b>	
<b>RAIN KING PROPERTIES</b>	75%
<b>RAINBOW ADULT LIVING FACILITIES</b>	88%
<b>RENAISSANCE CARE, INC</b>	
<b>RENEW CONSULTING INC</b>	58%
<b>RESIDE RESIDENTIAL CARE</b>	38%
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	
<b>RISE, INC</b>	20%
<b>RISING SUN SUPPORTED LIVING</b>	
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	50%
<b>RIVERSIDE TRAINING CENTER, INC</b>	79%
<b>RON WILSON CENTER</b>	75%
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	
<b>S.A.C.U.</b>	
<b>S.I.S.O.</b>	49%
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	

<b>Agency name</b>	<b>Percentage</b>
SCHMIDT COMMUNITY CARE, LLC	
SHALOM 24 HOURS GROUP HOME	
SHANGRI-LA CORP	61%
SILVER SPRING GROUP HOME, INC	
SOLODA ACH INC.	
SOUTH COAST HORIZONS	100%
SOUTHERN OREGON ASPIRE	83%
ST. GABRIEL CARE HOME INC.	
STAR CORP GROUP HOME	33%
STAR OF HOPE ACTIVITY CENTER INC	65%
STEP FORWARD ACTIVITIES, INC	100%
STEPPING STONE 24 HOURS HOME INC	
STONEYBROOKE RESIDENTIAL SERVICES	15%
SUNNY OAKS, INC	100%
TANDEM NORTHWEST	41%
THE OSBORN PROJECT	0%
THRIVING LIVES CARE, INC	
TRU COLLABORATIONS, LLC	
TRUECARE HOMES, LLC	
UMPQUA HOMES, INC.	71%
UNITY LIFE CARE LLC	
UP & OUT, INC	70%
VALOR ASSOCIATES, LLC	100%
WALKER SUPPORT SERVICES, INC	
WESTERN IDAHO TRAINING CO INC	84%
WESTSIDE COMMUNITY FOCUS	75%
WORK UNLIMITED, INC	55%
<b>Report average</b>	<b>62.2%</b>

**Table 25.** Offer Dental Insurance/Vision Coverage<sup>29</sup> to Some or All DSPs

<b>Agency name</b>	<b>Dental</b>	<b>Vision</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>		
<b>A.S.H., INC.</b>	Yes	Yes
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	No	No
<b>ACHIEVE LLC</b>	No	No
<b>AEGIS RESIDENTIAL CARE, LLC</b>	No	No
<b>ALBERTINA KERR CENTERS</b>	Yes	Yes
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No	No
<b>ALSO</b>	Yes	Yes
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	Yes	Yes
<b>ALVORD-TAYLOR, INC.</b>	Yes	Yes
<b>AMANI CARE HOMES</b>	No	No
<b>ARCADIAN INCLUSION MANAGEMENT</b>	No	No
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	Yes	Yes
<b>AS PROMISED GROUP HOME</b>	No	
<b>AWESOME GROUP HOME</b>	No	No
<b>BARCH, INC.</b>	No	No
<b>BEE LOVED CARE HOME, LLC</b>	No	No
<b>BEINGROUP, LLC</b>	No	No
<b>BENCO</b>	Yes	Yes
<b>BETHESDA LUTHERAN COMMUNITIES</b>	Yes	Yes
<b>BEYOND ABILITY SUPPORT SERVICES</b>	No	No
<b>BLESSED RESIDENTIAL CARE LLC</b>	No	No
<b>BRIDGES ENTERPRISE, LLC</b>	Yes	No
<b>BRIGHTSIDE LIVING, LLC</b>	Yes	No
<b>CARETOWN, LLC</b>	No	No
<b>CASCADE RESIDENTIAL CARE, INC.</b>	No	No
<b>CATHOLIC COMMUNITY SERVICES</b>	Yes	Yes

<sup>29</sup> If the coverage was included in health insurance coverage, respondents were asked to indicate that "yes," the coverage was offered.

<b>Agency name</b>	<b>Dental</b>	<b>Vision</b>
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	Yes	Yes
<b>CENTRAL OREGON COLLECTIVE</b>	Yes	Yes
<b>CHAMBERLIN HOUSE, INC.</b>	Yes	Yes
<b>CHOICES UNLIMITED, INC.</b>	Yes	No
<b>COFFELT CARE HOMES, INC</b>	Yes	No
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Yes	Yes
<b>COMMUNITY BASED GROUP HOME</b>	No	No
<b>COMMUNITY LIFE LLC</b>	Yes	Yes
<b>COMMUNITY SERVICES, INC.</b>	Yes	Yes
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes	Yes
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No	No
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	No	No
<b>CORNERSTONE VALLEY INC</b>	Yes	Yes
<b>CROSSROADS RESIDENTIAL HOME</b>	No	No
<b>D &amp; D FOSTER CARE, LLC</b>	No	No
<b>DAI S'LA</b>	No	No
<b>DAIZY CORPORATION</b>	No	No
<b>DANVILLE SERVICES OF OREGON, LLC</b>	Yes	Yes
<b>DEAR HEART SUPPORT SERVICES LLC</b>	No	No
<b>DEGES CARE INC.</b>	No	No
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	Yes	Yes
<b>DUNGARVIN OREGON, LLC</b>	Yes	Yes
<b>EASTCO DIVERSIFIED SERVICES</b>	Yes	Yes
<b>EDWARDS CENTER, INC.</b>	Yes	Yes
<b>ELYSIAN PURSUIT INCORPORATED</b>	No	No
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>		No
<b>FAMILY OWNED GROUP HOME LLC</b>	No	No
<b>FREMONT ADULT CARE HOME, LLC</b>	No	No
<b>GRAY SERVICES LLC</b>	No	No
<b>GRIFFITH 24 HR CARE, LLC</b>	No	No

<b>Agency name</b>	<b>Dental</b>	<b>Vision</b>
<b>GWB HOUSE INC</b>	No	No
<b>H &amp; H HOME AND HEART LLC</b>	Yes	Yes
<b>HARMONY HOUSING, INC</b>	No	No
<b>HAVEN CENTER LLC</b>	Yes	Yes
<b>HEART TO HEART CARE HOME, LLC</b>	No	No
<b>HEAVENLY HOME CARE LLC</b>	No	No
<b>HENDRICKSON RESIDENTIAL, INC</b>	No	No
<b>HILDAH AND KAY'S, LLC</b>	Yes	Yes
<b>HOME INC.</b>	No	No
<b>HOME LIFE, INC</b>	Yes	Yes
<b>HORIZON PROJECT, INC</b>	Yes	Yes
<b>HUMMINGBIRD CARE HOME, LLC</b>	Yes	Yes
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	No	No
<b>INDEPENDENT ENVIRONMENTS, INC</b>	Yes	Yes
<b>INFINITY SUPPORT SERVICES, LLC</b>	No	No
<b>INTEGRITY-CARE LLC</b>	No	No
<b>IS LIVING</b>	Yes	Yes
<b>JACOB'S LIGHTHOUSE, LLC</b>	Yes	No
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	No	No
<b>KJ 24 - HOURS CARE HOME LLC</b>		
<b>LAILAH'S LIVING CENTER</b>	No	No
<b>LAILAHS LIVING CENTER II</b>	No	No
<b>LEMUEL, INC GROUP HOMES</b>	Yes	Yes
<b>LENSA RESIDENTIAL SERVICE LLC</b>	No	No
<b>LIA'S CARE HOME INC</b>	No	No
<b>LIBERTY LIVING LLC</b>	Yes	Yes
<b>LIMES ADULT FOSTER CARE</b>	Yes	Yes
<b>LIVING OPPORTUNITIES, INC</b>	No	No
<b>LOTUS CARE INC</b>	No	No
<b>MARIE MILLS CENTER, INC</b>	Yes	No
<b>MENNA LLC</b>	No	No
<b>MENTOR OREGON</b>	Yes	Yes



<b>Agency name</b>	<b>Dental</b>	<b>Vision</b>
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	No	No
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>		
<b>MV ADVANCEMENTS</b>	Yes	Yes
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	No	No
<b>NEW DAY ENTERPRISES</b>	Yes	Yes
<b>NEW DAY NORTHWEST INC.</b>	Yes	
<b>NURU'S ADULT FOSTER HOME</b>	No	No
<b>NW COMMUNITY ALLIANCE, INC</b>	Yes	Yes
<b>NW MENTAL HEALTH MGMT SVCS</b>	Yes	Yes
<b>OHANA FIRST LLC</b>	Yes	Yes
<b>OHANA LOVING CARE</b>	No	No
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes	Yes
<b>OREGON MENNONITE RES SVCS</b>	Yes	No
<b>OREGON QUALITY CARE LLC</b>	No	No
<b>OREGON SUPPORTED LIVING PROGRAM</b>	Yes	Yes
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	No	No
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	Yes	Yes
<b>PATHWAY ENTERPRISES, INC</b>	Yes	Yes
<b>PERSONALIZED INDEPENDENCE, INC.</b>	No	No
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	No	No
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	Yes	Yes
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	Yes	Yes
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	Yes	No
<b>PROVIDENT LIFE INC.</b>	No	No
<b>RAIN KING PROPERTIES</b>	Yes	Yes
<b>RAINBOW ADULT LIVING FACILITIES</b>	Yes	Yes
<b>RENAISSANCE CARE, INC</b>	No	No
<b>RENEW CONSULTING INC</b>	Yes	No

<b>Agency name</b>	<b>Dental</b>	<b>Vision</b>
<b>RESIDE RESIDENTIAL CARE</b>	Yes	Yes
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	No	No
<b>RISE, INC</b>	Yes	Yes
<b>RISING SUN SUPPORTED LIVING</b>	No	No
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	Yes	Yes
<b>RIVERSIDE TRAINING CENTER, INC</b>	Yes	Yes
<b>RON WILSON CENTER</b>	Yes	Yes
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	No	No
<b>S.A.C.U.</b>	Yes	Yes
<b>S.I.S.O.</b>	Yes	Yes
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	No	No
<b>SCHMIDT COMMUNITY CARE, LLC</b>	No	No
<b>SHALOM 24 HOURS GROUP HOME</b>	No	No
<b>SHANGRI-LA CORP</b>	Yes	No
<b>SILVER SPRING GROUP HOME, INC</b>	No	No
<b>SOLODA ACH INC.</b>	No	No
<b>SOUTH COAST HORIZONS</b>	Yes	Yes
<b>SOUTHERN OREGON ASPIRE</b>	Yes	Yes
<b>ST. GABRIEL CARE HOME INC.</b>	No	No
<b>STAR CORP GROUP HOME</b>	Yes	No
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	Yes	Yes
<b>STEP FORWARD ACTIVITIES, INC</b>	No	No
<b>STEPPING STONE 24 HOURS HOME INC</b>	No	No
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	Yes	Yes
<b>SUNNY OAKS, INC</b>	Yes	No
<b>TANDEM NORTHWEST</b>	Yes	Yes
<b>THE OSBORN PROJECT</b>	No	No
<b>THRIVING LIVES CARE, INC</b>	No	No
<b>TRU COLLABORATIONS, LLC</b>	No	No
<b>TRUCARE HOMES, LLC</b>	No	No
<b>UMPQUA HOMES, INC.</b>	Yes	Yes
<b>UNITY LIFE CARE LLC</b>	No	No

<b>Agency name</b>	<b>Dental</b>	<b>Vision</b>
<b>UP &amp; OUT, INC</b>	Yes	No
<b>VALOR ASSOCIATES, LLC</b>	Yes	Yes
<b>WALKER SUPPORT SERVICES, INC</b>	No	No
<b>WESTERN IDAHO TRAINING CO INC</b>	Yes	Yes
<b>WESTSIDE COMMUNITY FOCUS</b>	Yes	
<b>WORK UNLIMITED, INC</b>	Yes	Yes
<b>Report Average</b>	<b>51.7%</b>	<b>42.3%</b>

**Table 26.** Offer Employer-Sponsored Retirement Plan (401K, 403b, or Other Plan) (and Requirements for Eligibility)

<b>Agency name</b>	<b>Offer retirement benefits to some or all DSPs</b>	<b>Must be full time</b>	<b>Must work minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>					
<b>A.S.H., INC.</b>	Yes	No	No	No	Yes
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	No				
<b>ACHIEVE LLC</b>	No				
<b>AEGIS RESIDENTIAL CARE, LLC</b>	No				
<b>ALBERTINA KERR CENTERS</b>	Yes	No	No	No	Yes
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No				
<b>ALSO</b>	Yes	No	No	Yes	No
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	Yes	No	Yes	Yes	No
<b>ALVORD-TAYLOR, INC.</b>	Yes	No	No	Yes	No
<b>AMANI CARE HOMES</b>	No				
<b>ARCADIAN INCLUSION MANAGEMENT</b>	Yes	No	No	No	Yes
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	No				
<b>AS PROMISED GROUP HOME</b>	No				
<b>AWESOME GROUP HOME</b>	No				
<b>BARCH, INC.</b>	No				
<b>BEE LOVED CARE HOME, LLC</b>	No				
<b>BEINGROUP, LLC</b>	No				
<b>BENCO</b>	Yes	No	Yes	No	No
<b>BETHESDA LUTHERAN COMMUNITIES</b>	Yes	No	No	No	Yes
<b>BEYOND ABILITY SUPPORT SERVICES</b>	No				
<b>BLESSED RESIDENTIAL CARE LLC</b>	No				
<b>BRIDGES ENTERPRISE, LLC</b>	No				
<b>BRIGHTSIDE LIVING, LLC</b>	No				

<b>Agency name</b>	<b>Offer retirement benefits to some or all DSPs</b>	<b>Must be full time</b>	<b>Must work minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>CARETOWN, LLC</b>	No				
<b>CASCADE RESIDENTIAL CARE, INC.</b>	Yes	No	No	Yes	No
<b>CATHOLIC COMMUNITY SERVICES</b>	Yes	Yes	Yes	Yes	No
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	No				
<b>CENTRAL OREGON COLLECTIVE</b>	Yes	No	No	No	Yes
<b>CHAMBERLIN HOUSE, INC.</b>	Yes	No	No	No	Yes
<b>CHOICES UNLIMITED, INC.</b>	Yes	No	Yes	Yes	No
<b>COFFELT CARE HOMES, INC</b>	No				
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Yes	No	Yes	No	No
<b>COMMUNITY BASED GROUP HOME</b>	No				
<b>COMMUNITY LIFE LLC</b>	No				
<b>COMMUNITY SERVICES, INC.</b>	Yes	No	No	No	Yes
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes	No	No	No	Yes
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No				
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	Yes	No	No	Yes	No
<b>CORNERSTONE VALLEY INC</b>	No				
<b>CROSSROADS RESIDENTIAL HOME</b>	Yes	No	No	Yes	No
<b>D &amp; D FOSTER CARE, LLC</b>	No				
<b>DAI S'LA</b>	No				
<b>DAIZY CORPORATION</b>	No				
<b>DANVILLE SERVICES OF OREGON, LLC</b>	Yes	No	Yes	Yes	No
<b>DEAR HEART SUPPORT SERVICES LLC</b>	No				
<b>DEGES CARE INC.</b>	No				
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	Yes	No	Yes	Yes	No
<b>DUNGARVIN OREGON, LLC</b>	Yes	No	Yes	Yes	No
<b>EASTCO DIVERSIFIED SERVICES</b>	No				

<b>Agency name</b>	<b>Offer retirement benefits to some or all DSPs</b>	<b>Must be full time</b>	<b>Must work minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>EDWARDS CENTER, INC.</b>	Yes	Yes	No	No	No
<b>ELYSIAN PURSUIT INCORPORATED</b>	Yes	No	No	No	Yes
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	No				
<b>FAMILY OWNED GROUP HOME LLC</b>	No				
<b>FREMONT ADULT CARE HOME, LLC</b>	No				
<b>GRAY SERVICES LLC</b>	No				
<b>GRIFFITH 24 HR CARE, LLC</b>					
<b>GWB HOUSE INC</b>	No				
<b>H &amp; H HOME AND HEART LLC</b>	No				
<b>HARMONY HOUSING, INC</b>	No				
<b>HAVEN CENTER LLC</b>	No				
<b>HEART TO HEART CARE HOME, LLC</b>	No				
<b>HEAVENLY HOME CARE LLC</b>	No				
<b>HENDRICKSON RESIDENTIAL, INC</b>	Yes	No	Yes	Yes	No
<b>HILDAH AND KAY'S, LLC</b>	Yes	Yes	No	Yes	No
<b>HOME INC.</b>	No				
<b>HOME LIFE, INC</b>	Yes	No	Yes	No	No
<b>HORIZON PROJECT, INC</b>	No				
<b>HUMMINGBIRD CARE HOME, LLC</b>	Yes	No	No	No	Yes
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	Yes	No	No	Yes	No
<b>INDEPENDENT ENVIRONMENTS, INC</b>	Yes	No	No	Yes	No
<b>INFINITY SUPPORT SERVICES, LLC</b>	No				
<b>INTEGRITY-CARE LLC</b>	No				
<b>IS LIVING</b>	Yes	No	Yes	No	No
<b>JACOB'S LIGHTHOUSE, LLC</b>	Yes	Yes	No	Yes	No
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	No				

<b>Agency name</b>	<b>Offer retirement benefits to some or all DSPs</b>	<b>Must be full time</b>	<b>Must work minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>KJ 24 - HOURS CARE HOME LLC</b>					
<b>LAILAH'S LIVING CENTER</b>	No				
<b>LAILAHS LIVING CENTER II</b>	No				
<b>LEMUEL, INC GROUP HOMES</b>	No				
<b>LENSA RESIDENTIAL SERVICE LLC</b>	No				
<b>LIA'S CARE HOME INC</b>	No				
<b>LIBERTY LIVING LLC</b>	No				
<b>LIMES ADULT FOSTER CARE</b>	No				
<b>LIVING OPPORTUNITIES, INC</b>	No				
<b>LOTUS CARE INC</b>	No				
<b>MARIE MILLS CENTER, INC</b>	Yes	No	Yes	Yes	No
<b>MENNA LLC</b>	No				
<b>MENTOR OREGON</b>	Yes	Yes	No	Yes	No
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>					
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>					
<b>MV ADVANCEMENTS</b>	Yes	No	Yes	Yes	No
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	No				
<b>NEW DAY ENTERPRISES</b>	No				
<b>NEW DAY NORTHWEST INC.</b>	Yes	No	No	Yes	No
<b>NURU'S ADULT FOSTER HOME</b>	No				
<b>NW COMMUNITY ALLIANCE, INC</b>	Yes	No	No	No	Yes
<b>NW MENTAL HEALTH MGMT SVCS</b>	No				
<b>OHANA FIRST LLC</b>	No				
<b>OHANA LOVING CARE</b>	No				
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes	No	No	Yes	No
<b>OREGON MENNONITE RES SVCS</b>	Yes	No	Yes	No	No
<b>OREGON QUALITY CARE LLC</b>	No				

<b>Agency name</b>	<b>Offer retirement benefits to some or all DSPs</b>	<b>Must be full time</b>	<b>Must work minimum amount of time in a defined period</b>	<b>Must be employed at agency a certain length of time</b>	<b>All DSPs are eligible</b>
<b>OREGON SUPPORTED LIVING PROGRAM</b>	Yes	No	No	No	Yes
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	No				
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	Yes	No	No	No	Yes
<b>PATHWAY ENTERPRISES, INC</b>	Yes	Yes	No	Yes	No
<b>PERSONALIZED INDEPENDENCE, INC.</b>	Yes	No	No	Yes	No
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	No				
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	No				
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	Yes	No	No	Yes	No
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	Yes	No	No	Yes	No
<b>PROVIDENT LIFE INC.</b>	No				
<b>RAIN KING PROPERTIES</b>	No				
<b>RAINBOW ADULT LIVING FACILITIES</b>	Yes	No	Yes	Yes	No
<b>RENAISSANCE CARE, INC</b>	No				
<b>RENEW CONSULTING INC</b>	Yes	No	Yes	Yes	No
<b>RESIDE RESIDENTIAL CARE</b>	Yes	No	Yes	No	No
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	No				
<b>RISE, INC</b>	Yes	Yes	Yes	Yes	No
<b>RISING SUN SUPPORTED LIVING</b>	No				
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	No				
<b>RIVERSIDE TRAINING CENTER, INC</b>	Yes	No	Yes	Yes	No
<b>RON WILSON CENTER</b>	Yes	No	No	Yes	No
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	No				
<b>S.A.C.U.</b>	Yes	No	No	No	Yes
<b>S.I.S.O.</b>	Yes	No	No	No	Yes
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	No				
<b>SCHMIDT COMMUNITY CARE, LLC</b>	Yes	No	No	No	Yes



Agency name	Offer retirement benefits to some or all DSPs	Must be full time	Must work minimum amount of time in a defined period	Must be employed at agency a certain length of time	All DSPs are eligible
SHALOM 24 HOURS GROUP HOME	No				
SHANGRI-LA CORP	No				
SILVER SPRING GROUP HOME, INC	No				
SOLODA ACH INC.	No				
SOUTH COAST HORIZONS	No				
SOUTHERN OREGON ASPIRE	Yes	No	Yes	No	No
ST. GABRIEL CARE HOME INC.	No				
STAR CORP GROUP HOME	Yes	No	No	No	Yes
STAR OF HOPE ACTIVITY CENTER INC	Yes	No	No	Yes	No
STEP FORWARD ACTIVITIES, INC	Yes	Yes	No	No	No
STEPPING STONE 24 HOURS HOME INC	No				
STONEBROOKE RESIDENTIAL SERVICES	Yes	No	No	Yes	No
SUNNY OAKS, INC	Yes	No	No	Yes	No
TANDEM NORTHWEST	Yes	Yes	No	Yes	No
THE OSBORN PROJECT	Yes	No	No	No	Yes
THRIVING LIVES CARE, INC	No				
TRU COLLABORATIONS, LLC	No				
TRUCARE HOMES, LLC	No				
UMPQUA HOMES, INC.	Yes	No	No	No	Yes
UNITY LIFE CARE LLC	Yes	No	No	No	Yes
UP & OUT, INC	Yes	No	No	No	Yes
VALOR ASSOCIATES, LLC	Yes	Yes	No	No	No
WALKER SUPPORT SERVICES, INC	Yes	No	No	No	Yes
WESTERN IDAHO TRAINING CO INC	Yes	No	Yes	Yes	No
WESTSIDE COMMUNITY FOCUS	Yes	Yes	No	No	No
WORK UNLIMITED, INC	Yes	No	No	No	Yes
<b>Report average</b>	<b>46.0%</b>	<b>15.9%</b>	<b>30.4%</b>	<b>50.7%</b>	<b>33.3%</b>

**Table 27.** Offer Other Types of Benefits (Categories Are Not Mutually Exclusive)

Agency name	Post-secondary education support <sup>30</sup>	Employer-paid job-related training	Employer-sponsored disability insurance	Flexible spending account	Health incentive programs	Life insurance	Other
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	No	No	No	No	No	No	No
<b>A.S.H., INC.</b>	No	Yes	No	No	No	No	No
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	No	No	No	No	No	No	No
<b>ACHIEVE LLC</b>	No	Yes	No	No	No	No	No
<b>AEGIS RESIDENTIAL CARE, LLC</b>	No	Yes	No	No	No	No	No
<b>ALBERTINA KERR CENTERS</b>	No	No	Yes	Yes	Yes	Yes	No
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No	No	No	No	No	No	No
<b>ALSO</b>	No	Yes	No	No	No	Yes	No
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	No	No	No	No	No	Yes	No
<b>ALVORD-TAYLOR, INC.</b>	Yes	Yes	Yes	Yes	No	Yes	Yes
<b>AMANI CARE HOMES</b>	No	No	No	No	No	No	No
<b>ARCADIAN INCLUSION MANAGEMENT</b>	No	Yes	No	No	No	No	No
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	No	Yes	No	No	No	Yes	No
<b>AS PROMISED GROUP HOME</b>	No	No	No	No	No	No	No
<b>AWESOME GROUP HOME</b>	No	No	No	No	No	No	No
<b>BARCH, INC.</b>	No	Yes	No	No	No	No	No
<b>BEE LOVED CARE HOME, LLC</b>	No	Yes	No	No	No	No	No
<b>BEINGROUP, LLC</b>	No	No	No	No	No	No	No
<b>BENCO</b>	No	Yes	No	No	No	Yes	Yes
<b>BETHESDA LUTHERAN COMMUNITIES</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>BEYOND ABILITY SUPPORT SERVICES</b>	No	Yes	No	No	No	No	No
<b>BLESSED RESIDENTIAL CARE LLC</b>	No	No	No	No	No	No	No
<b>BRIDGES ENTERPRISE, LLC</b>	No	No	No	No	No	No	No
<b>BRIGHTSIDE LIVING, LLC</b>	No	No	No	No	No	No	No
<b>CARETOWN, LLC</b>	No	Yes	No	No	No	No	Yes
<b>CASCADE RESIDENTIAL CARE, INC.</b>	No	Yes	No	No	No	No	No

<sup>30</sup> Paid time off, reimbursement, or other support

<b>Agency name</b>	<b>Post-secondary education support<sup>30</sup></b>	<b>Employer-paid job-related training</b>	<b>Employer-sponsored disability insurance</b>	<b>Flexible spending account</b>	<b>Health incentive programs</b>	<b>Life insurance</b>	<b>Other</b>
<b>CATHOLIC COMMUNITY SERVICES</b>	No	No	No	Yes	No	Yes	No
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	No	No	No	No	No	No	No
<b>CENTRAL OREGON COLLECTIVE</b>	No	No	No	Yes	No	No	No
<b>CHAMBERLIN HOUSE, INC.</b>	No	No	Yes	No	No	Yes	No
<b>CHOICES UNLIMITED, INC.</b>	No	Yes	No	No	No	No	No
<b>COFFELT CARE HOMES, INC</b>	No	No	No	No	No	No	No
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	No	Yes	Yes	Yes	Yes	Yes	Yes
<b>COMMUNITY BASED GROUP HOME</b>	No	No	No	No	No	No	No
<b>COMMUNITY LIFE LLC</b>	No	No	No	No	No	No	Yes
<b>COMMUNITY SERVICES, INC.</b>	No	Yes	Yes	No	No	Yes	No
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	No	No	Yes	No	No	Yes	No
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No	Yes	No	No	No	No	No
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	No	No	No	No	No	No	No
<b>CORNERSTONE VALLEY INC</b>	No	No	No	No	No	No	No
<b>CROSSROADS RESIDENTIAL HOME</b>	No	Yes	No	No	No	No	No
<b>D &amp; D FOSTER CARE, LLC</b>	No	Yes	No	No	No	No	Yes
<b>DAI S'LA</b>	No	Yes	No	No	No	No	No
<b>DAIZY CORPORATION</b>	No	No	No	No	No	No	No
<b>DANVILLE SERVICES OF OREGON, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>DEAR HEART SUPPORT SERVICES LLC</b>	No	Yes	Yes	No	No	No	No
<b>DEGES CARE INC.</b>	No	Yes	No	No	No	No	No
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	No	Yes	No	No	No	Yes	No
<b>DUNGARVIN OREGON, LLC</b>	No	Yes	No	Yes	No	Yes	No
<b>EASTCO DIVERSIFIED SERVICES</b>	No	Yes	Yes	No	No	Yes	No
<b>EDWARDS CENTER, INC.</b>	No	No	Yes	No	No	Yes	Yes
<b>ELYSIAN PURSUIT INCORPORATED</b>	No	Yes	No	No	No	No	No
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	No	No	No	No	No	No	No
<b>FAMILY OWNED GROUP HOME LLC</b>	No	Yes	No	No	No	No	No
<b>FREMONT ADULT CARE HOME, LLC</b>	No	Yes	No	No	No	No	No

Agency name	Post-secondary education support <sup>30</sup>	Employer-paid job-related training	Employer-sponsored disability insurance	Flexible spending account	Health incentive programs	Life insurance	Other
GRAY SERVICES LLC	No	Yes	No	No	No	No	No
GRIFFITH 24 HR CARE, LLC	No	No	No	No	No	No	No
GWB HOUSE INC	No	No	No	No	No	No	No
H & H HOME AND HEART LLC	No	No	No	No	No	Yes	No
HARMONY HOUSING, INC	No	Yes	No	No	No	No	No
HAVEN CENTER LLC	Yes	Yes	Yes	Yes	Yes	Yes	No
HEART TO HEART CARE HOME, LLC	No	Yes	No	No	No	No	No
HEAVENLY HOME CARE LLC	No	No	No	No	No	No	No
HENDRICKSON RESIDENTIAL, INC	No	No	No	No	No	No	No
HILDAH AND KAY'S, LLC	Yes	Yes	No	No	No	No	No
HOME INC.	No	Yes	No	No	No	No	No
HOME LIFE, INC	No	Yes	No	No	Yes	Yes	Yes
HORIZON PROJECT, INC	No	Yes	Yes	No	No	Yes	No
HUMMINGBIRD CARE HOME, LLC	No	No	No	No	No	No	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	Yes	No	No	No	No	No
INDEPENDENT ENVIRONMENTS, INC	No	Yes	Yes	No	No	Yes	No
INFINITY SUPPORT SERVICES, LLC	No	Yes	No	No	No	No	No
INTEGRITY-CARE LLC	No	Yes	No	No	No	No	No
IS LIVING	No	No	No	Yes	No	Yes	No
JACOB'S LIGHTHOUSE, LLC	No	No	No	No	No	No	No
KADMAK RESIDENTIAL SERVICES, LLC	Yes	Yes	No	No	No	No	No
KJ 24 - HOURS CARE HOME LLC	No	Yes	No	No	No	No	No
LAILAH'S LIVING CENTER	No	Yes	No	No	No	No	No
LAILAHS LIVING CENTER II	No	Yes	No	No	No	No	No
LEMUEL, INC GROUP HOMES	No	No	No	No	No	No	No
LENSA RESIDENTIAL SERVICE LLC	No	Yes	No	No	No	No	No
LIA'S CARE HOME INC	No	No	No	No	No	No	No
LIBERTY LIVING LLC	No	Yes	No	No	No	No	No
LIMES ADULT FOSTER CARE	No	Yes	No	No	No	No	No

Agency name	Post-secondary education support <sup>30</sup>	Employer-paid job-related training	Employer-sponsored disability insurance	Flexible spending account	Health incentive programs	Life insurance	Other
LIVING OPPORTUNITIES, INC	Yes	Yes	No	No	No	No	No
LOTUS CARE INC	No	No	No	No	No	No	Yes
MARIE MILLS CENTER, INC	No	Yes	Yes	No	No	No	No
MENNA LLC	No	No	No	No	No	No	No
MENTOR OREGON	No	No	Yes	Yes	No	Yes	No
MID-VALLEY RESIDENTIAL CARE LLC	No	Yes	No	No	No	No	No
MIMI 24HRS RESIDENTIAL HOME 1 INC							
MV ADVANCEMENTS	No	Yes	Yes	Yes	Yes	Yes	No
MY LIYU RESIDENTIAL SERVICES LLC	No	Yes	No	No	No	No	No
NEW DAY ENTERPRISES	No	No	No	No	Yes	No	No
NEW DAY NORTHWEST INC.	No	Yes	No	No	No	No	No
NURU'S ADULT FOSTER HOME	No	Yes	No	No	No	No	No
NW COMMUNITY ALLIANCE, INC	No	No	Yes	Yes	No	Yes	Yes
NW MENTAL HEALTH MGMT SVCS	No	Yes	No	No	No	Yes	No
OHANA FIRST LLC	No	No	No	No	No	No	No
OHANA LOVING CARE	No	Yes	No	No	No	No	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes	Yes	No	Yes	Yes	Yes
OREGON MENNONITE RES SVCS	No	Yes	Yes	No	Yes	Yes	Yes
OREGON QUALITY CARE LLC	Yes	Yes	No	No	No	No	No
OREGON SUPPORTED LIVING PROGRAM	No	No	No	Yes	No	No	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No	Yes	No	No	No	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	Yes	No	Yes	Yes	Yes	Yes
PATHWAY ENTERPRISES, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes
PERSONALIZED INDEPENDENCE, INC.	No	No	No	No	No	No	No
PINNACLE DEVELOPMENTAL CARE, LLC	No	Yes	No	No	Yes	No	Yes
PORTLAND METRO RESIDENTIAL SERVICES	Yes	Yes	No	No	No	No	No
PREMIER COMMUNITY SUPPORTS, LLC	No	Yes	No	No	No	Yes	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	No	Yes	Yes	No	No	Yes	No
PROVIDENT LIFE INC.	No	Yes	No	No	No	No	No

<b>Agency name</b>	<b>Post-secondary education support<sup>30</sup></b>	<b>Employer-paid job-related training</b>	<b>Employer-sponsored disability insurance</b>	<b>Flexible spending account</b>	<b>Health incentive programs</b>	<b>Life insurance</b>	<b>Other</b>
<b>RAIN KING PROPERTIES</b>	No	No	No	No	No	Yes	No
<b>RAINBOW ADULT LIVING FACILITIES</b>	No	Yes	No	No	No	No	No
<b>RENAISSANCE CARE, INC</b>	No	Yes	No	No	No	No	No
<b>RENEW CONSULTING INC</b>	No	Yes	No	Yes	Yes	Yes	Yes
<b>RESIDE RESIDENTIAL CARE</b>	No	Yes	No	No	No	Yes	No
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	No	Yes	No	No	No	No	Yes
<b>RISE, INC</b>	No	Yes	Yes	Yes	No	Yes	No
<b>RISING SUN SUPPORTED LIVING</b>	No	Yes	No	No	Yes	No	No
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	No	Yes	No	No	No	No	No
<b>RIVERSIDE TRAINING CENTER, INC</b>	No	Yes	Yes	Yes	Yes	Yes	No
<b>RON WILSON CENTER</b>	No	Yes	Yes	No	Yes	Yes	Yes
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	No	Yes	No	No	No	No	No
<b>S.A.C.U.</b>	Yes	No	Yes	Yes	Yes	Yes	No
<b>S.I.S.O.</b>	No	Yes	No	No	Yes	Yes	No
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	No	Yes	No	No	No	No	No
<b>SCHMIDT COMMUNITY CARE, LLC</b>	No	No	No	No	No	No	No
<b>SHALOM 24 HOURS GROUP HOME</b>	No	Yes	No	No	No	No	Yes
<b>SHANGRI-LA CORP</b>	No	Yes	Yes	Yes	Yes	Yes	No
<b>SILVER SPRING GROUP HOME, INC</b>	No	Yes	No	No	No	No	No
<b>SOLODA ACH INC.</b>	No	Yes	No	No	No	No	No
<b>SOUTH COAST HORIZONS</b>	No	No	No	No	No	Yes	No
<b>SOUTHERN OREGON ASPIRE</b>	No	Yes	Yes	Yes	No	Yes	Yes
<b>ST. GABRIEL CARE HOME INC.</b>	No	No	No	No	No	No	No
<b>STAR CORP GROUP HOME</b>	No	Yes	No	No	No	No	No
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	Yes	Yes	No	Yes	No	Yes	No
<b>STEP FORWARD ACTIVITIES, INC</b>	No	Yes	No	No	No	Yes	Yes
<b>STEPPING STONE 24 HOURS HOME INC</b>	No	Yes	No	No	No	No	No
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	No	Yes	No	No	No	Yes	No
<b>SUNNY OAKS, INC</b>	No	Yes	Yes	Yes	Yes	Yes	No

Agency name	Post-secondary education support <sup>30</sup>	Employer-paid job-related training	Employer-sponsored disability insurance	Flexible spending account	Health incentive programs	Life insurance	Other
TANDEM NORTHWEST	No	No	No	Yes	No	No	No
THE OSBORN PROJECT	No	No	No	No	No	No	No
THRIVING LIVES CARE, INC	No	Yes	No	No	No	No	No
TRU COLLABORATIONS, LLC	No	Yes	No	No	Yes	No	No
TRUCARE HOMES, LLC	No	No	No	No	No	No	No
UMPQUA HOMES, INC.	No	Yes	No	Yes	Yes	Yes	No
UNITY LIFE CARE LLC	No	Yes	No	No	No	No	No
UP & OUT, INC	No	Yes	Yes	No	No	Yes	Yes
VALOR ASSOCIATES, LLC	No	Yes	Yes	No	Yes	Yes	Yes
WALKER SUPPORT SERVICES, INC	No	No	No	No	No	No	No
WESTERN IDAHO TRAINING CO INC	Yes	Yes	Yes	Yes	No	Yes	No
WESTSIDE COMMUNITY FOCUS	No	Yes	Yes	Yes	Yes	Yes	No
WORK UNLIMITED, INC	No	No	No	No	No	Yes	Yes
<b>Report average</b>	<b>9.7%</b>	<b>65.6%</b>	<b>21.4%</b>	<b>18.2%</b>	<b>16.2%</b>	<b>35.1%</b>	<b>19.5%</b>

## Recruitment and Retention

**Table 28.** Recruitment and Retention Strategies

Agency name	Pay incentive or referral bonus program	Realistic job preview	Train on code of ethics	DSP ladder to retain highly skilled workers	Staff supported to acquire credential <sup>31</sup>	Employee engagement surveys <sup>32</sup>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	No	Yes	Yes	No	No	No
<b>A.S.H., INC.</b>	Yes	Yes	Yes	Yes	No	Yes
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	No	No	Yes	No	No	No
<b>ACHIEVE LLC</b>	No	Yes	No	No	No	No
<b>AEGIS RESIDENTIAL CARE, LLC</b>	No	Yes	Yes	No	No	No
<b>ALBERTINA KERR CENTERS</b>	Yes	Yes	Yes	No	No	Yes
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No	Yes	Yes	No	No	No
<b>ALSO</b>	Yes	Yes	Yes	No	Yes	Yes
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	Yes	No	Yes	No	No	Yes
<b>ALVORD-TAYLOR, INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>AMANI CARE HOMES</b>	No	Yes	Yes	Yes	No	No
<b>ARCADIAN INCLUSION MANAGEMENT</b>	No	Yes	No	No	No	Yes
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	No	Yes	Yes	No	No	Yes
<b>AS PROMISED GROUP HOME</b>	Yes	No	No	No	No	Yes
<b>AWESOME GROUP HOME</b>	No	Yes	Yes	Yes	No	Yes
<b>BARCH, INC.</b>	No	No	No	Yes	No	No
<b>BEE LOVED CARE HOME, LLC</b>	No	No	Yes	No	No	Yes
<b>BEINGROUP, LLC</b>	No	Yes	Yes	Yes	Yes	Yes
<b>BENCO</b>	Yes	No	Yes	No	No	No
<b>BETHESDA LUTHERAN COMMUNITIES</b>	Yes	Yes	Yes	No	Yes	Yes
<b>BEYOND ABILITY SUPPORT SERVICES</b>	No	Yes	Yes	No	No	No
<b>BLESSED RESIDENTIAL CARE LLC</b>	No	No	No	No	No	No

<sup>31</sup> Through a state or nationally recognized professional organization.

<sup>32</sup> Or other efforts aimed at assessing DSP satisfaction and experience working for the agency.



<b>Agency name</b>	<b>Pay incentive or referral bonus program</b>	<b>Realistic job preview</b>	<b>Train on code of ethics</b>	<b>DSP ladder to retain highly skilled workers</b>	<b>Staff supported to acquire credential<sup>31</sup></b>	<b>Employee engagement surveys<sup>32</sup></b>
<b>BRIDGES ENTERPRISE, LLC</b>	Yes	Yes	Yes	Yes	No	No
<b>BRIGHTSIDE LIVING, LLC</b>	Yes	Yes	No	No	No	No
<b>CARETOWN, LLC</b>	No	No	Yes	No	No	Yes
<b>CASCADE RESIDENTIAL CARE, INC.</b>	Yes	No	Yes	No	Yes	Yes
<b>CATHOLIC COMMUNITY SERVICES</b>	Yes	Yes	Yes	No	No	Yes
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	No	Yes	Yes	No	No	No
<b>CENTRAL OREGON COLLECTIVE</b>	Yes	Yes	Yes	Yes	No	No
<b>CHAMBERLIN HOUSE, INC.</b>	Yes	Yes	Yes	No	Yes	No
<b>CHOICES UNLIMITED, INC.</b>	No	Yes	Yes	No	No	Yes
<b>COFFELT CARE HOMES, INC</b>	Yes	Yes	Yes	No	No	No
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>COMMUNITY BASED GROUP HOME</b>	No	No	Yes	No	No	No
<b>COMMUNITY LIFE LLC</b>	No	Yes	No	Yes	No	No
<b>COMMUNITY SERVICES, INC.</b>	Yes	Yes	Yes	No	No	Yes
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes	Yes	Yes	No	No	Yes
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	Yes	Yes	Yes	No	No	No
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	Yes	Yes	Yes	Yes	No	Yes
<b>CORNERSTONE VALLEY INC</b>	No	Yes	Yes	Yes	No	No
<b>CROSSROADS RESIDENTIAL HOME</b>	No	No	Yes	No	No	No
<b>D &amp; D FOSTER CARE, LLC</b>	No	Yes	Yes	No	No	No
<b>DAI S'LA</b>	No	Yes	Yes	No	No	No
<b>DAIZY CORPORATION</b>	No	Yes	Yes	No	No	No
<b>DANVILLE SERVICES OF OREGON, LLC</b>	Yes	Yes	Yes	Yes	No	Yes
<b>DEAR HEART SUPPORT SERVICES LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>DEGES CARE INC.</b>	Yes	Yes	Yes	Yes	No	No
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	Yes	Yes	Yes	Yes	No	No
<b>DUNGARVIN OREGON, LLC</b>	Yes	Yes	Yes	No	No	Yes
<b>EASTCO DIVERSIFIED SERVICES</b>	Yes	No	Yes	No	No	No

<b>Agency name</b>	<b>Pay incentive or referral bonus program</b>	<b>Realistic job preview</b>	<b>Train on code of ethics</b>	<b>DSP ladder to retain highly skilled workers</b>	<b>Staff supported to acquire credential<sup>31</sup></b>	<b>Employee engagement surveys<sup>32</sup></b>
<b>EDWARDS CENTER, INC.</b>	Yes	Yes	No	No	No	Yes
<b>ELYSIAN PURSUIT INCORPORATED</b>		Yes	Yes	Yes	No	Yes
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	No	No	No	No	No	No
<b>FAMILY OWNED GROUP HOME LLC</b>	Yes	Yes	Yes	Yes	No	No
<b>FREMONT ADULT CARE HOME, LLC</b>	No	Yes	Yes	Yes	Yes	No
<b>GRAY SERVICES LLC</b>	No	Yes	Yes	Yes	No	No
<b>GRIFFITH 24 HR CARE, LLC</b>	No	Yes	Yes	No	No	No
<b>GWB HOUSE INC</b>	No	Yes	Yes	Yes	Yes	No
<b>H &amp; H HOME AND HEART LLC</b>	No	Yes	Yes	Yes	Yes	Yes
<b>HARMONY HOUSING, INC</b>	No	Yes	Yes	No	No	No
<b>HAVEN CENTER LLC</b>	No	Yes	Yes	Yes	Yes	Yes
<b>HEART TO HEART CARE HOME, LLC</b>	No	Yes	Yes	No	No	No
<b>HEAVENLY HOME CARE LLC</b>	No	Yes	No	No	No	No
<b>HENDRICKSON RESIDENTIAL, INC</b>	No	Yes	Yes	No	No	No
<b>HILDAH AND KAY'S, LLC</b>	No	Yes	Yes	Yes	Yes	Yes
<b>HOME INC.</b>	No	Yes	Yes	No	No	No
<b>HOME LIFE, INC</b>	Yes	Yes	Yes	Yes	No	Yes
<b>HORIZON PROJECT, INC</b>	Yes	No	Yes	Yes	No	Yes
<b>HUMMINGBIRD CARE HOME, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	No	Yes	Yes	No	No	No
<b>INDEPENDENT ENVIRONMENTS, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>INFINITY SUPPORT SERVICES, LLC</b>	No	Yes	No	No	No	No
<b>INTEGRITY-CARE LLC</b>	No	Yes	No	No	Yes	No
<b>IS LIVING</b>	Yes	Yes	No	No	No	No
<b>JACOB'S LIGHTHOUSE, LLC</b>	No	Yes	Yes	No	No	No
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	No	Yes	No	No	No	No
<b>KJ 24 - HOURS CARE HOME LLC</b>	No	Yes	Yes	No	Yes	No
<b>LAILAH'S LIVING CENTER</b>	No	Yes	Yes	No	Yes	No

<b>Agency name</b>	<b>Pay incentive or referral bonus program</b>	<b>Realistic job preview</b>	<b>Train on code of ethics</b>	<b>DSP ladder to retain highly skilled workers</b>	<b>Staff supported to acquire credential<sup>31</sup></b>	<b>Employee engagement surveys<sup>32</sup></b>
<b>LAILAHS LIVING CENTER II</b>	No	Yes	Yes	No	Yes	No
<b>LEMUEL, INC GROUP HOMES</b>	No	Yes	Yes	No	No	No
<b>LENSA RESIDENTIAL SERVICE LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>LIA'S CARE HOME INC</b>	No	No	Yes	Yes	No	No
<b>LIBERTY LIVING LLC</b>	Yes	Yes	Yes	No	No	No
<b>LIMES ADULT FOSTER CARE</b>	No	Yes	Yes	No	No	No
<b>LIVING OPPORTUNITIES, INC</b>	Yes	Yes	Yes	Yes	No	No
<b>LOTUS CARE INC</b>	No	No	No	No	Yes	No
<b>MARIE MILLS CENTER, INC</b>	Yes	Yes	Yes	No	No	No
<b>MENNA LLC</b>	No	Yes	No	No	No	No
<b>MENTOR OREGON</b>	Yes	Yes	Yes	No	No	Yes
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	Yes	Yes	No	Yes	No	Yes
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>						
<b>MV ADVANCEMENTS</b>	Yes	No	Yes	Yes	No	Yes
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	No	Yes	Yes	Yes	Yes	Yes
<b>NEW DAY ENTERPRISES</b>	No	Yes	Yes	No	No	No
<b>NEW DAY NORTHWEST INC.</b>	Yes	Yes	Yes	No	Yes	No
<b>NURU'S ADULT FOSTER HOME</b>	Yes	Yes	Yes	Yes	No	No
<b>NW COMMUNITY ALLIANCE, INC</b>	Yes	Yes	Yes	Yes	No	Yes
<b>NW MENTAL HEALTH MGMT SVCS</b>	Yes	Yes	Yes	No	No	No
<b>OHANA FIRST LLC</b>	No	Yes	Yes	No	No	No
<b>OHANA LOVING CARE</b>	No	Yes	No	No	No	No
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes	Yes	Yes	No	Yes	Yes
<b>OREGON MENNONITE RES SVCS</b>	No	No	Yes	Yes	No	Yes
<b>OREGON QUALITY CARE LLC</b>	No	Yes	Yes	Yes	Yes	Yes
<b>OREGON SUPPORTED LIVING PROGRAM</b>	No	Yes	Yes	No	No	Yes
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	No	No	No	No	No	No
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	Yes	No	Yes	No	Yes	Yes

<b>Agency name</b>	<b>Pay incentive or referral bonus program</b>	<b>Realistic job preview</b>	<b>Train on code of ethics</b>	<b>DSP ladder to retain highly skilled workers</b>	<b>Staff supported to acquire credential<sup>31</sup></b>	<b>Employee engagement surveys<sup>32</sup></b>
<b>PATHWAY ENTERPRISES, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>PERSONALIZED INDEPENDENCE, INC.</b>	Yes	Yes	Yes	Yes	No	No
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	Yes	Yes	Yes	Yes	No	Yes
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	Yes	Yes	Yes	No	No	No
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	No	No	Yes	No	No	No
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	Yes	Yes	Yes	No	No	Yes
<b>PROVIDENT LIFE INC.</b>	No	Yes	No	No	No	No
<b>RAIN KING PROPERTIES</b>	No	Yes	Yes	No	No	No
<b>RAINBOW ADULT LIVING FACILITIES</b>	No	Yes	Yes	No	No	No
<b>RENAISSANCE CARE, INC</b>	No	Yes	Yes	Yes	No	No
<b>RENEW CONSULTING INC</b>	Yes	Yes	Yes	Yes	No	No
<b>RESIDE RESIDENTIAL CARE</b>	Yes	Yes	Yes	No	Yes	No
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	No	Yes	Yes	No	No	No
<b>RISE, INC</b>	Yes	Yes	Yes	No	No	Yes
<b>RISING SUN SUPPORTED LIVING</b>	Yes	Yes	Yes	No	No	No
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>RIVERSIDE TRAINING CENTER, INC</b>	Yes	Yes	Yes	No	No	Yes
<b>RON WILSON CENTER</b>	Yes	Yes	Yes	No	No	No
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	No	Yes	Yes	Yes	No	Yes
<b>S.A.C.U.</b>	No	Yes	Yes	Yes	Yes	Yes
<b>S.I.S.O.</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	No	Yes	Yes	No	No	No
<b>SCHMIDT COMMUNITY CARE, LLC</b>	No	Yes	No	No	No	No
<b>SHALOM 24 HOURS GROUP HOME</b>	No	Yes	Yes	Yes	No	No
<b>SHANGRI-LA CORP</b>	Yes	Yes	Yes	No	Yes	Yes
<b>SILVER SPRING GROUP HOME, INC</b>	Yes	Yes	Yes	No	No	No
<b>SOLODA ACH INC.</b>	No	Yes	Yes	No	No	No
<b>SOUTH COAST HORIZONS</b>	Yes	Yes	No	No	No	No

Agency name	Pay incentive or referral bonus program	Realistic job preview	Train on code of ethics	DSP ladder to retain highly skilled workers	Staff supported to acquire credential <sup>31</sup>	Employee engagement surveys <sup>32</sup>
<b>SOUTHERN OREGON ASPIRE</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>ST. GABRIEL CARE HOME INC.</b>	No	Yes	Yes	No	Yes	No
<b>STAR CORP GROUP HOME</b>	Yes	No	Yes	No	No	No
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>STEP FORWARD ACTIVITIES, INC</b>	No	Yes	Yes	No	No	Yes
<b>STEPPING STONE 24 HOURS HOME INC</b>	No	Yes	Yes	Yes	Yes	No
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	No	Yes	Yes	No	Yes	No
<b>SUNNY OAKS, INC</b>	Yes	Yes	Yes	Yes	No	No
<b>TANDEM NORTHWEST</b>	Yes	Yes	No	No	No	No
<b>THE OSBORN PROJECT</b>	No	Yes	No	No	No	No
<b>THRIVING LIVES CARE, INC</b>	No	Yes	Yes	Yes	Yes	Yes
<b>TRU COLLABORATIONS, LLC</b>	No	Yes	No	No	No	No
<b>TRUCARE HOMES, LLC</b>	No	Yes	Yes	No	No	No
<b>UMPQUA HOMES, INC.</b>	Yes	Yes	Yes	Yes	No	Yes
<b>UNITY LIFE CARE LLC</b>	Yes	Yes	Yes	Yes	No	Yes
<b>UP &amp; OUT, INC</b>	Yes	Yes	Yes	No	Yes	Yes
<b>VALOR ASSOCIATES, LLC</b>	No	No	Yes	Yes	No	No
<b>WALKER SUPPORT SERVICES, INC</b>	Yes	Yes	No	Yes	No	Yes
<b>WESTERN IDAHO TRAINING CO INC</b>	Yes	Yes	Yes	No	Yes	Yes
<b>WESTSIDE COMMUNITY FOCUS</b>	No	Yes	Yes	Yes	No	Yes
<b>WORK UNLIMITED, INC</b>	Yes	Yes	No	No	No	No
<b>Report average</b>	<b>47.7%</b>	<b>85.1%</b>	<b>82.5%</b>	<b>37.7%</b>	<b>26.0%</b>	<b>40.3%</b>

## Frontline Supervisors

Frontline supervisors (FLSs) are the first line of management in human service organizations. These are staff who supervise DSPs working with adults with IDD and often also engage in direct support as part of their duties.

**Table 29.** *Number of Frontline Supervisors Employed by Agencies as of December 31, 2020<sup>33</sup>*

<b>Agency name</b>	<b># FLS</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	0
<b>A.S.H., INC.</b>	4
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	1
<b>ACHIEVE LLC</b>	2
<b>AEGIS RESIDENTIAL CARE, LLC</b>	3
<b>ALBERTINA KERR CENTERS</b>	53
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	1
<b>ALSO</b>	19
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	52
<b>ALVORD-TAYLOR, INC.</b>	10
<b>AMANI CARE HOMES</b>	1
<b>ARCADIAN INCLUSION MANAGEMENT</b>	5
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	10
<b>AS PROMISED GROUP HOME</b>	
<b>AWESOME GROUP HOME</b>	0
<b>BARCH, INC.</b>	3
<b>BEE LOVED CARE HOME, LLC</b>	1
<b>BEINGROUP, LLC</b>	1
<b>BENCO</b>	11
<b>BETHESDA LUTHERAN COMMUNITIES</b>	25
<b>BEYOND ABILITY SUPPORT SERVICES</b>	1
<b>BLESSED RESIDENTIAL CARE LLC</b>	1
<b>BRIDGES ENTERPRISE, LLC</b>	2
<b>BRIGHTSIDE LIVING, LLC</b>	7

<sup>33</sup> Three agencies reported that the number of FLSs was greater than or equal to the number of DSPs on payroll as of December 31, 2020. They are included.

<b>Agency name</b>	<b># FLS</b>
CARETOWN, LLC	2
CASCADE RESIDENTIAL CARE, INC.	2
CATHOLIC COMMUNITY SERVICES	6
CENTER FOR CONTINUOUS IMPROVEMENT, INC	0
CENTRAL OREGON COLLECTIVE	6
CHAMBERLIN HOUSE, INC.	5
CHOICES UNLIMITED, INC.	2
COFFELT CARE HOMES, INC	1
COMMUNITY ACCESS SERVICES II, INC.	15
COMMUNITY BASED GROUP HOME	1
COMMUNITY LIFE LLC	4
COMMUNITY SERVICES, INC.	18
COMMUNITY SUPPORT SERVICES, INC.	4
CONNECTIONS RESIDENTIAL SERVICES	3
COOPER HOLLOW RESIDENTIAL SERVICES, INC	5
CORNERSTONE VALLEY INC	2
CROSSROADS RESIDENTIAL HOME	2
D & D FOSTER CARE, LLC	1
DAI S'LA	1
DAIZY CORPORATION	2
DANVILLE SERVICES OF OREGON, LLC	15
DEAR HEART SUPPORT SERVICES LLC	0
DEGES CARE INC.	2
DOUGLAS RESIDENT TRAINING FACILITIES	10
DUNGARVIN OREGON, LLC	7
EASTCO DIVERSIFIED SERVICES	8
EDWARDS CENTER, INC.	21
ELYSIAN PURSUIT INCORPORATED	3
FAITH 24-HOUR RESIDENTIAL HOME INC	1
FAMILY OWNED GROUP HOME LLC	2
FREMONT ADULT CARE HOME, LLC	0
GRAY SERVICES LLC	1

<b>Agency name</b>	<b># FLS</b>
<b>GRIFFITH 24 HR CARE, LLC</b>	0
<b>GWB HOUSE INC</b>	1
<b>H &amp; H HOME AND HEART LLC</b>	5
<b>HARMONY HOUSING, INC</b>	5
<b>HAVEN CENTER LLC</b>	8
<b>HEART TO HEART CARE HOME, LLC</b>	2
<b>HEAVENLY HOME CARE LLC</b>	0
<b>HENDRICKSON RESIDENTIAL, INC</b>	1
<b>HILDAH AND KAY'S, LLC</b>	1
<b>HOME INC.</b>	2
<b>HOME LIFE, INC</b>	17
<b>HORIZON PROJECT, INC</b>	18
<b>HUMMINGBIRD CARE HOME, LLC</b>	14
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	3
<b>INDEPENDENT ENVIRONMENTS, INC</b>	7
<b>INFINITY SUPPORT SERVICES, LLC</b>	1
<b>INTEGRITY-CARE LLC</b>	1
<b>IS LIVING</b>	17
<b>JACOB'S LIGHTHOUSE, LLC</b>	1
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	
<b>KJ 24 - HOURS CARE HOME LLC</b>	2
<b>LAILAH'S LIVING CENTER</b>	1
<b>LAILAHS LIVING CENTER II</b>	1
<b>LEMUEL, INC GROUP HOMES</b>	4
<b>LENSA RESIDENTIAL SERVICE LLC</b>	1
<b>LIA'S CARE HOME INC</b>	2
<b>LIBERTY LIVING LLC</b>	2
<b>LIMES ADULT FOSTER CARE</b>	1
<b>LIVING OPPORTUNITIES, INC</b>	23
<b>LOTUS CARE INC</b>	1
<b>MARIE MILLS CENTER, INC</b>	9
<b>MENNA LLC</b>	0



<b>Agency name</b>	<b># FLS</b>
MENTOR OREGON	17
MID-VALLEY RESIDENTIAL CARE LLC	1
MIMI 24HRS RESIDENTIAL HOME 1 INC	
MV ADVANCEMENTS	18
MY LIYU RESIDENTIAL SERVICES LLC	3
NEW DAY ENTERPRISES	3
NEW DAY NORTHWEST INC.	4
NURU'S ADULT FOSTER HOME	1
NW COMMUNITY ALLIANCE, INC	13
NW MENTAL HEALTH MGMT SVCS	13
OHANA FIRST LLC	2
OHANA LOVING CARE	1
OPPORTUNITY FOUNDATION CENTRAL OR	10
OREGON MENNONITE RES SVCS	21
OREGON QUALITY CARE LLC	1
OREGON SUPPORTED LIVING PROGRAM	16
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	2
PARTNERSHIPS IN COMMUNITY LIVING, INC	47
PATHWAY ENTERPRISES, INC	11
PERSONALIZED INDEPENDENCE, INC.	3
PINNACLE DEVELOPMENTAL CARE, LLC	2
PORTLAND METRO RESIDENTIAL SERVICES	12
PREMIER COMMUNITY SUPPORTS, LLC	6
PROF THERAPEUTIC COMMUNITY NETWORK	5
PROVIDENT LIFE INC.	1
RAIN KING PROPERTIES	1
RAINBOW ADULT LIVING FACILITIES	4
RENAISSANCE CARE, INC	2
RENEW CONSULTING INC	11
RESIDE RESIDENTIAL CARE	6
REVA'S NEW BEGINNINGS CARE HOMES, INC.	4
RISE, INC	42

<b>Agency name</b>	<b># FLS</b>
<b>RISING SUN SUPPORTED LIVING</b>	2
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	3
<b>RIVERSIDE TRAINING CENTER, INC</b>	7
<b>RON WILSON CENTER</b>	16
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	3
<b>S.A.C.U.</b>	47
<b>S.I.S.O.</b>	6
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	2
<b>SCHMIDT COMMUNITY CARE, LLC</b>	
<b>SHALOM 24 HOURS GROUP HOME</b>	2
<b>SHANGRI-LA CORP</b>	19
<b>SILVER SPRING GROUP HOME, INC</b>	2
<b>SOLODA ACH INC.</b>	1
<b>SOUTH COAST HORIZONS</b>	5
<b>SOUTHERN OREGON ASPIRE</b>	12
<b>ST. GABRIEL CARE HOME INC.</b>	1
<b>STAR CORP GROUP HOME</b>	1
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	12
<b>STEP FORWARD ACTIVITIES, INC</b>	7
<b>STEPPING STONE 24 HOURS HOME INC</b>	2
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	4
<b>SUNNY OAKS, INC</b>	9
<b>TANDEM NORTHWEST</b>	7
<b>THE OSBORN PROJECT</b>	1
<b>THRIVING LIVES CARE, INC</b>	4
<b>TRU COLLABORATIONS, LLC</b>	4
<b>TRUCARE HOMES, LLC</b>	1
<b>UMPQUA HOMES, INC.</b>	12
<b>UNITY LIFE CARE LLC</b>	1
<b>UP &amp; OUT, INC</b>	7
<b>VALOR ASSOCIATES, LLC</b>	1
<b>WALKER SUPPORT SERVICES, INC</b>	3

<b>Agency name</b>	<b># FLS</b>
<b>WESTERN IDAHO TRAINING CO INC</b>	2
<b>WESTSIDE COMMUNITY FOCUS</b>	4
<b>WORK UNLIMITED, INC</b>	16
<b>Report average</b>	<b>6.8</b>

**Table 30.** Average DSP-to-FLS Ratio<sup>34</sup>

Agency name	Number of DSPs per one FLSs
A PLACE OF HOPE ADULT FOSTER HOME, LLC	
A.S.H., INC.	6
ABEL'S RESIDENTIAL SERVICES, LLC	2
ACHIEVE LLC	10
AEGIS RESIDENTIAL CARE, LLC	7
ALBERTINA KERR CENTERS	8
ALSAN RESIDENTIAL SERVICE LLC	4
ALSO	11
ALTERNATIVE SERVICES-OREGON, INC.	5
ALVORD-TAYLOR, INC.	15
AMANI CARE HOMES	1
ARCADIAN INCLUSION MANAGEMENT	4
AROUND THE CLOCK SUPPORT SERVICES, LLC	7
AS PROMISED GROUP HOME	
AWESOME GROUP HOME	
BARCH, INC.	6
BEE LOVED CARE HOME, LLC	7
BEINGROUP, LLC	4
BENCO	6
BETHESDA LUTHERAN COMMUNITIES	7
BEYOND ABILITY SUPPORT SERVICES	8
BLESSED RESIDENTIAL CARE LLC	4
BRIDGES ENTERPRISE, LLC	5
BRIGHTSIDE LIVING, LLC	4
CARETOWN, LLC	4
CASCADE RESIDENTIAL CARE, INC.	14
CATHOLIC COMMUNITY SERVICES	18
CENTER FOR CONTINUOUS IMPROVEMENT, INC	

<sup>34</sup> Calculated as total number of DSPs on payroll as of December 31, 2020, DIVIDED BY total number of FLSs on payroll as of December 31, 2020.

Agency name	Number of DSPs per one FLSs
CENTRAL OREGON COLLECTIVE	7
CHAMBERLIN HOUSE, INC.	13
CHOICES UNLIMITED, INC.	4
COFFELT CARE HOMES, INC	6
COMMUNITY ACCESS SERVICES II, INC.	10
COMMUNITY BASED GROUP HOME	8
COMMUNITY LIFE LLC	3
COMMUNITY SERVICES, INC.	9
COMMUNITY SUPPORT SERVICES, INC.	9
CONNECTIONS RESIDENTIAL SERVICES	6
COOPER HOLLOW RESIDENTIAL SERVICES, INC	7
CORNERSTONE VALLEY INC	9
CROSSROADS RESIDENTIAL HOME	8
D & D FOSTER CARE, LLC	7
DAI S'LA	5
DAIZY CORPORATION	6
DANVILLE SERVICES OF OREGON, LLC	9
DEAR HEART SUPPORT SERVICES LLC	
DEGES CARE INC.	4
DOUGLAS RESIDENT TRAINING FACILITIES	10
DUNGARVIN OREGON, LLC	18
EASTCO DIVERSIFIED SERVICES	6
EDWARDS CENTER, INC.	6
ELYSIAN PURSUIT INCORPORATED	12
FAITH 24-HOUR RESIDENTIAL HOME INC	7
FAMILY OWNED GROUP HOME LLC	3
FREMONT ADULT CARE HOME, LLC	
GRAY SERVICES LLC	10
GRIFFITH 24 HR CARE, LLC	
GWB HOUSE INC	5
H & H HOME AND HEART LLC	5

Agency name	Number of DSPs per one FLSs
HARMONY HOUSING, INC	6
HAVEN CENTER LLC	8
HEART TO HEART CARE HOME, LLC	3
HEAVENLY HOME CARE LLC	
HENDRICKSON RESIDENTIAL, INC	14
HILDAH AND KAY'S, LLC	5
HOME INC.	2
HOME LIFE, INC	7
HORIZON PROJECT, INC	8
HUMMINGBIRD CARE HOME, LLC	6
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	2
INDEPENDENT ENVIRONMENTS, INC	11
INFINITY SUPPORT SERVICES, LLC	8
INTEGRITY-CARE LLC	7
IS LIVING	7
JACOB'S LIGHTHOUSE, LLC	4
KADMAK RESIDENTIAL SERVICES, LLC	
KJ 24 - HOURS CARE HOME LLC	2
LAILAH'S LIVING CENTER	6
LAILAHS LIVING CENTER II	6
LEMUEL, INC GROUP HOMES	7
LENSA RESIDENTIAL SERVICE LLC	10
LIA'S CARE HOME INC	4
LIBERTY LIVING LLC	7
LIMES ADULT FOSTER CARE	5
LIVING OPPORTUNITIES, INC	4
LOTUS CARE INC	2
MARIE MILLS CENTER, INC	4
MENNA LLC	
MENTOR OREGON	7
MID-VALLEY RESIDENTIAL CARE LLC	3

Agency name	Number of DSPs per one FLSs
MIMI 24HRS RESIDENTIAL HOME 1 INC	
MV ADVANCEMENTS	4
MY LIYU RESIDENTIAL SERVICES LLC	5
NEW DAY ENTERPRISES	19
NEW DAY NORTHWEST INC.	4
NURU'S ADULT FOSTER HOME	5
NW COMMUNITY ALLIANCE, INC	10
NW MENTAL HEALTH MGMT SVCS	5
OHANA FIRST LLC	3
OHANA LOVING CARE	8
OPPORTUNITY FOUNDATION CENTRAL OR	8
OREGON MENNONITE RES SVCS	5
OREGON QUALITY CARE LLC	10
OREGON SUPPORTED LIVING PROGRAM	10
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	1
PARTNERSHIPS IN COMMUNITY LIVING, INC	8
PATHWAY ENTERPRISES, INC	5
PERSONALIZED INDEPENDENCE, INC.	13
PINNACLE DEVELOPMENTAL CARE, LLC	6
PORTLAND METRO RESIDENTIAL SERVICES	4
PREMIER COMMUNITY SUPPORTS, LLC	90
PROF THERAPEUTIC COMMUNITY NETWORK	5
PROVIDENT LIFE INC.	5
RAIN KING PROPERTIES	5
RAINBOW ADULT LIVING FACILITIES	8
RENAISSANCE CARE, INC	6
RENEW CONSULTING INC	16
RESIDE RESIDENTIAL CARE	6
REVA'S NEW BEGINNINGS CARE HOMES, INC.	5
RISE, INC	15
RISING SUN SUPPORTED LIVING	7

Agency name	Number of DSPs per one FLSs
RIVERS & ROADS RESI & CONSLT, INC	4
RIVERSIDE TRAINING CENTER, INC	8
RON WILSON CENTER	6
S & A RESIDENTIAL SERVICES, LLC	1
S.A.C.U.	12
S.I.S.O.	10
SAFECARE RESIDENTIAL SERVICES, INC	8
SCHMIDT COMMUNITY CARE, LLC	
SHALOM 24 HOURS GROUP HOME	3
SHANGRI-LA CORP	9
SILVER SPRING GROUP HOME, INC	4
SOLODA ACH INC.	5
SOUTH COAST HORIZONS	7
SOUTHERN OREGON ASPIRE	7
ST. GABRIEL CARE HOME INC.	4
STAR CORP GROUP HOME	8
STAR OF HOPE ACTIVITY CENTER INC	11
STEP FORWARD ACTIVITIES, INC	7
STEPPING STONE 24 HOURS HOME INC	4
STONEBROOKE RESIDENTIAL SERVICES	9
SUNNY OAKS, INC	11
TANDEM NORTHWEST	12
THE OSBORN PROJECT	3
THRIVING LIVES CARE, INC	12
TRU COLLABORATIONS, LLC	6
TRUCARE HOMES, LLC	4
UMPQUA HOMES, INC.	9
UNITY LIFE CARE LLC	6
UP & OUT, INC	4
VALOR ASSOCIATES, LLC	16
WALKER SUPPORT SERVICES, INC	9



Agency name	Number of DSPs per one FLSs
WESTERN IDAHO TRAINING CO INC	13
WESTSIDE COMMUNITY FOCUS	17
WORK UNLIMITED, INC	6
Report average	7.6

**Table 31.** Percent of FLSs<sup>35</sup> Identifying as Each Race/Ethnicity

Agency name	American Indian or Alaska Native	Asian <sup>36</sup>	Black or African American	Pacific Islander <sup>37</sup>	White	Hispanic/Latino <sup>38</sup>	More than one race/ethnicity	Other	Don't know
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>									
<b>A.S.H., INC.</b>	0%	0%	0%	0%	75%	0%	25%	0%	0%
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>ACHIEVE LLC</b>	0%	0%	0%	50%	0%	50%	0%	0%	0%
<b>AEGIS RESIDENTIAL CARE, LLC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>ALBERTINA KERR CENTERS</b>	0%	0%	6%	2%	75%	15%	2%	0%	0%
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>ALSO</b>	0%	0%	21%	5%	63%	11%	0%	0%	0%
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	2%	0%	12%	2%	79%	2%	4%	0%	0%
<b>ALVORD-TAYLOR, INC.</b>	0%	0%	0%	0%	90%	0%	10%	0%	0%
<b>AMANI CARE HOMES</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>ARCADIAN INCLUSION MANAGEMENT</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>AS PROMISED GROUP HOME</b>									
<b>AWESOME GROUP HOME</b>									
<b>BARCH, INC.</b>	0%	0%	0%	0%	67%	33%	0%	0%	0%
<b>BEE LOVED CARE HOME, LLC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>BEINGROUP, LLC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>BENCO</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>BETHESDA LUTHERAN COMMUNITIES</b>	0%	8%	12%	4%	60%	0%	4%	12%	0%
<b>BEYOND ABILITY SUPPORT SERVICES</b>	0%	0%	0%	0%	0%	100%	0%	0%	0%
<b>BLESSED RESIDENTIAL CARE LLC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>BRIDGES ENTERPRISE, LLC</b>	0%	50%	0%	0%	50%	0%	0%	0%	0%

<sup>35</sup> Agencies that reported zero FLSs were not included in this table.

<sup>36</sup> Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese, or Other Asian.

<sup>37</sup> Native Hawaiian, Guamanian or Chamorro, Samoan, or Other Pacific Islander.

<sup>38</sup> Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino.

Agency name	American Indian or Alaska Native	Asian <sup>36</sup>	Black or African American	Pacific Islander <sup>37</sup>	White	Hispanic/Latino <sup>38</sup>	More than one race/ethnicity	Other	Don't know
<b>BRIGHTSIDE LIVING, LLC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>CARETOWN, LLC</b>	0%	0%	50%	0%	50%	0%	0%	0%	0%
<b>CASCADE RESIDENTIAL CARE, INC.</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>CATHOLIC COMMUNITY SERVICES</b>	0%	0%	0%	0%	33%	0%	0%	0%	67%
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>									
<b>CENTRAL OREGON COLLECTIVE</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>CHAMBERLIN HOUSE, INC.</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>CHOICES UNLIMITED, INC.</b>	50%	0%	0%	0%	50%	0%	0%	0%	0%
<b>COFFELT CARE HOMES, INC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	0%	7%	13%	0%	60%	0%	20%	0%	0%
<b>COMMUNITY BASED GROUP HOME</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>COMMUNITY LIFE LLC</b>	50%	0%	0%	0%	50%	0%	0%	0%	0%
<b>COMMUNITY SERVICES, INC.</b>	0%	0%	17%	0%	67%	17%	0%	0%	0%
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>CORNERSTONE VALLEY INC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>CROSSROADS RESIDENTIAL HOME</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>D &amp; D FOSTER CARE, LLC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>DAI S'LA</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%
<b>DAIZY CORPORATION</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>DANVILLE SERVICES OF OREGON, LLC</b>	0%	0%	0%	0%	87%	13%	0%	0%	0%
<b>DEAR HEART SUPPORT SERVICES LLC</b>									
<b>DEGES CARE INC.</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>DUNGARVIN OREGON, LLC</b>	14%	0%	14%	0%	71%	0%	0%	0%	0%
<b>EASTCO DIVERSIFIED SERVICES</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>EDWARDS CENTER, INC.</b>	10%	0%	10%	0%	81%	0%	0%	0%	0%

Agency name	American Indian or Alaska Native	Asian <sup>36</sup>	Black or African American	Pacific Islander <sup>37</sup>	White	Hispanic/Latino <sup>38</sup>	More than one race/ethnicity	Other	Don't know
<b>ELYSIAN PURSUIT INCORPORATED</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>FAMILY OWNED GROUP HOME LLC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>FREMONT ADULT CARE HOME, LLC</b>									
<b>GRAY SERVICES LLC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>GRIFFITH 24 HR CARE, LLC</b>									
<b>GWB HOUSE INC</b>	0%	0%	0%	0%	0%	100%	0%	0%	0%
<b>H &amp; H HOME AND HEART LLC</b>	0%	0%	0%	0%	60%	40%	0%	0%	0%
<b>HARMONY HOUSING, INC</b>	0%	0%	20%	0%	60%	20%	0%	0%	0%
<b>HAVEN CENTER LLC</b>	13%	88%	0%	0%	0%	0%	0%	0%	0%
<b>HEART TO HEART CARE HOME, LLC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>HEAVENLY HOME CARE LLC</b>									
<b>HENDRICKSON RESIDENTIAL, INC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>HILDAAH AND KAY'S, LLC</b>	0%	0%	0%	0%	0%	100%	0%	0%	0%
<b>HOME INC.</b>	0%	0%	0%	0%	50%	50%	0%	0%	0%
<b>HOME LIFE, INC</b>	0%	0%	6%	0%	94%	0%	0%	0%	0%
<b>HORIZON PROJECT, INC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>HUMMINGBIRD CARE HOME, LLC</b>	0%	0%	14%	0%	86%	0%	0%	0%	0%
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>INDEPENDENT ENVIRONMENTS, INC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>INFINITY SUPPORT SERVICES, LLC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>INTEGRITY-CARE LLC</b>	0%	0%	0%	0%	0%	0%	0%	100%	0%
<b>IS LIVING</b>	0%	0%	0%	6%	71%	24%	0%	0%	0%
<b>JACOB'S LIGHTHOUSE, LLC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>									
<b>KJ 24 - HOURS CARE HOME LLC</b>									
<b>LAILAH'S LIVING CENTER</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>LAILAHS LIVING CENTER II</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>LEMUEL, INC GROUP HOMES</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%

Agency name	American Indian or Alaska Native	Asian <sup>36</sup>	Black or African American	Pacific Islander <sup>37</sup>	White	Hispanic/Latino <sup>38</sup>	More than one race/ethnicity	Other	Don't know
LENSA RESIDENTIAL SERVICE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
LIA'S CARE HOME INC	0%	0%	100%	0%	0%	0%	0%	0%	0%
LIBERTY LIVING LLC	0%	0%	0%	0%	100%	0%	0%	0%	0%
LIMES ADULT FOSTER CARE	0%	0%	0%	0%	100%	0%	0%	0%	0%
LIVING OPPORTUNITIES, INC	0%	0%	0%	4%	87%	4%	0%	0%	4%
LOTUS CARE INC	0%	0%	0%	0%	0%	0%	0%	100%	0%
MARIE MILLS CENTER, INC	11%	0%	0%	0%	78%	0%	11%	0%	0%
MENNA LLC									
MENTOR OREGON	0%	0%	12%	0%	88%	0%	0%	0%	0%
MID-VALLEY RESIDENTIAL CARE LLC	0%	0%	0%	0%	100%	0%	0%	0%	0%
MIMI 24HRS RESIDENTIAL HOME 1 INC									
MV ADVANCEMENTS	0%	0%	0%	0%	100%	0%	0%	0%	0%
MY LIYU RESIDENTIAL SERVICES LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%
NEW DAY ENTERPRISES	0%	0%	0%	0%	0%	0%	0%	0%	100%
NEW DAY NORTHWEST INC.	0%	0%	25%	0%	25%	50%	0%	0%	0%
NURU'S ADULT FOSTER HOME	0%	0%	100%	0%	0%	0%	0%	0%	0%
NW COMMUNITY ALLIANCE, INC	0%	8%	0%	0%	69%	23%	0%	0%	0%
NW MENTAL HEALTH MGMT SVCS	0%	0%	8%	0%	85%	8%	0%	0%	0%
OHANA FIRST LLC	0%	0%	0%	0%	100%	0%	0%	0%	0%
OHANA LOVING CARE	0%	0%	0%	100%	0%	0%	0%	0%	0%
OPPORTUNITY FOUNDATION CENTRAL OR	0%	0%	0%	0%	90%	10%	0%	0%	0%
OREGON MENNONITE RES SVCS	0%	0%	0%	0%	90%	10%	0%	0%	0%
OREGON QUALITY CARE LLC	0%	0%	0%	0%	0%	0%	0%	100%	0%
OREGON SUPPORTED LIVING PROGRAM	0%	0%	0%	0%	0%	0%	0%	0%	100%
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	0%	0%	0%	0%	0%	100%	0%	0%	0%
PARTNERSHIPS IN COMMUNITY LIVING, INC	0%	2%	2%	0%	79%	9%	9%	0%	0%
PATHWAY ENTERPRISES, INC	0%	0%	0%	9%	91%	0%	0%	0%	0%
PERSONALIZED INDEPENDENCE, INC.	0%	0%	0%	0%	0%	0%	0%	0%	100%
PINNACLE DEVELOPMENTAL CARE, LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%

Agency name	American Indian or Alaska Native	Asian <sup>36</sup>	Black or African American	Pacific Islander <sup>37</sup>	White	Hispanic/Latino <sup>38</sup>	More than one race/ethnicity	Other	Don't know
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	8%	0%	50%	0%	42%	0%	0%	0%	0%
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	0%	0%	0%	0%	83%	17%	0%	0%	0%
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>PROVIDENT LIFE INC.</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>RAIN KING PROPERTIES</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>RAINBOW ADULT LIVING FACILITIES</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>RENAISSANCE CARE, INC</b>	0%	0%	0%	50%	50%	0%	0%	0%	0%
<b>RENEW CONSULTING INC</b>	9%	0%	9%	0%	73%	0%	0%	0%	9%
<b>RESIDE RESIDENTIAL CARE</b>	0%	0%	17%	0%	50%	33%	0%	0%	0%
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>RISE, INC</b>	5%	0%	2%	0%	79%	7%	5%	0%	2%
<b>RISING SUN SUPPORTED LIVING</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>RIVERSIDE TRAINING CENTER, INC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>RON WILSON CENTER</b>	0%	0%	0%	0%	94%	6%	0%	0%	0%
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>S.A.C.U.</b>	2%	9%	2%	4%	68%	9%	6%	0%	0%
<b>S.I.S.O.</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>SCHMIDT COMMUNITY CARE, LLC</b>									
<b>SHALOM 24 HOURS GROUP HOME</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>SHANGRI-LA CORP</b>	0%	0%	0%	0%	89%	11%	0%	0%	0%
<b>SILVER SPRING GROUP HOME, INC</b>	0%	0%	0%	0%	50%	50%	0%	0%	0%
<b>SOLODA ACH INC.</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>SOUTH COAST HORIZONS</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>SOUTHERN OREGON ASPIRE</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>ST. GABRIEL CARE HOME INC.</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>STAR CORP GROUP HOME</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%

Agency name	American Indian or Alaska Native	Asian <sup>36</sup>	Black or African American	Pacific Islander <sup>37</sup>	White	Hispanic/Latino <sup>38</sup>	More than one race/ethnicity	Other	Don't know
<b>STEP FORWARD ACTIVITIES, INC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>STEPPING STONE 24 HOURS HOME INC</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	0%	0%	25%	0%	75%	0%	0%	0%	0%
<b>SUNNY OAKS, INC</b>	0%	0%	11%	0%	89%	0%	0%	0%	0%
<b>TANDEM NORTHWEST</b>	14%	0%	0%	14%	57%	14%	0%	0%	0%
<b>THE OSBORN PROJECT</b>	0%	0%	100%	0%	0%	0%	0%	0%	0%
<b>THRIVING LIVES CARE, INC</b>	0%	0%	25%	0%	75%	0%	0%	0%	0%
<b>TRU COLLABORATIONS, LLC</b>	0%	0%	0%	0%	50%	50%	0%	0%	0%
<b>TRUECARE HOMES, LLC</b>									
<b>UMPQUA HOMES, INC.</b>	0%	0%	0%	0%	92%	8%	0%	0%	0%
<b>UNITY LIFE CARE LLC</b>	0%	0%	0%	0%	100%	0%	0%	0%	0%
<b>UP &amp; OUT, INC</b>	14%	14%	0%	0%	71%	0%	0%	0%	0%
<b>VALOR ASSOCIATES, LLC</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>WALKER SUPPORT SERVICES, INC</b>	0%	0%	33%	0%	67%	0%	0%	0%	0%
<b>WESTERN IDAHO TRAINING CO INC</b>	0%	0%	0%	0%	50%	0%	50%	0%	0%
<b>WESTSIDE COMMUNITY FOCUS</b>	0%	0%	0%	0%	0%	0%	0%	0%	100%
<b>WORK UNLIMITED, INC</b>	0%	0%	0%	0%	88%	13%	0%	0%	0%
<b>Report average</b>	<b>1.4%</b>	<b>1.3%</b>	<b>17.1%</b>	<b>1.8%</b>	<b>47.5%</b>	<b>7.1%</b>	<b>1.7%</b>	<b>2.2%</b>	<b>19.7%</b>

**Table 32.** *Of All Reporting Agencies in the State, the Average Percent of FLSs<sup>39</sup> Identifying as Each Gender Identity*

<b>Agency name</b>	<b>Male</b>	<b>Female</b>	<b>Non-conforming or other</b>	<b>Don't know</b>	<b>Total number of FLSs supporting adults with IDD as of Dec. 31, 2020</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>					0
<b>A.S.H., INC.</b>	25%	75%	0%	0%	4
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	100%	0%	0%	0%	1
<b>ACHIEVE LLC</b>	0%	100%	0%	0%	2
<b>AEGIS RESIDENTIAL CARE, LLC</b>	33%	67%	0%	0%	3
<b>ALBERTINA KERR CENTERS</b>	28%	72%	0%	0%	53
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	0%	100%	0%	0%	1
<b>ALSO</b>	26%	74%	0%	0%	19
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	19%	81%	0%	0%	52
<b>ALVORD-TAYLOR, INC.</b>	10%	90%	0%	0%	10
<b>AMANI CARE HOMES</b>	100%	0%	0%	0%	1
<b>ARCADIAN INCLUSION MANAGEMENT</b>	20%	80%	0%	0%	5
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	40%	60%	0%	0%	10
<b>AS PROMISED GROUP HOME</b>					
<b>AWESOME GROUP HOME</b>					0
<b>BARCH, INC.</b>	0%	100%	0%	0%	3
<b>BEE LOVED CARE HOME, LLC</b>	0%	100%	0%	0%	1
<b>BEINGROUP, LLC</b>	100%	0%	0%	0%	1
<b>BENCO</b>	36%	64%	0%	0%	11
<b>BETHESDA LUTHERAN COMMUNITIES</b>	12%	88%	0%	0%	25
<b>BEYOND ABILITY SUPPORT SERVICES</b>	100%	0%	0%	0%	1
<b>BLESSED RESIDENTIAL CARE LLC</b>	100%	0%	0%	0%	1
<b>BRIDGES ENTERPRISE, LLC</b>	50%	50%	0%	0%	2
<b>BRIGHTSIDE LIVING, LLC</b>	43%	57%	0%	0%	7

<sup>39</sup> Agencies that reported zero FLSs were not included in this table.



<b>Agency name</b>	<b>Male</b>	<b>Female</b>	<b>Non-conforming or other</b>	<b>Don't know</b>	<b>Total number of FLSs supporting adults with IDD as of Dec. 31, 2020</b>
<b>CARETOWN, LLC</b>	50%	50%	0%	0%	2
<b>CASCADE RESIDENTIAL CARE, INC.</b>	0%	100%	0%	0%	2
<b>CATHOLIC COMMUNITY SERVICES</b>	0%	100%	0%	0%	6
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>					0
<b>CENTRAL OREGON COLLECTIVE</b>	0%	100%	0%	0%	6
<b>CHAMBERLIN HOUSE, INC.</b>	20%	80%	0%	0%	5
<b>CHOICES UNLIMITED, INC.</b>	0%	100%	0%	0%	2
<b>COFFELT CARE HOMES, INC</b>	100%	0%	0%	0%	1
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	20%	80%	0%	0%	15
<b>COMMUNITY BASED GROUP HOME</b>	0%	100%	0%	0%	1
<b>COMMUNITY LIFE LLC</b>	25%	75%	0%	0%	4
<b>COMMUNITY SERVICES, INC.</b>	17%	83%	0%	0%	18
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	0%	100%	0%	0%	4
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	33%	67%	0%	0%	3
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	20%	80%	0%	0%	5
<b>CORNERSTONE VALLEY INC</b>	50%	50%	0%	0%	2
<b>CROSSROADS RESIDENTIAL HOME</b>	50%	50%	0%	0%	2
<b>D &amp; D FOSTER CARE, LLC</b>	0%	100%	0%	0%	1
<b>DAI S'LA</b>	0%	100%	0%	0%	1
<b>DAIZY CORPORATION</b>	0%	100%	0%	0%	2
<b>DANVILLE SERVICES OF OREGON, LLC</b>	13%	87%	0%	0%	15
<b>DEAR HEART SUPPORT SERVICES LLC</b>					0
<b>DEGES CARE INC.</b>	50%	50%	0%	0%	2
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	10%	90%	0%	0%	10
<b>DUNGARVIN OREGON, LLC</b>	14%	86%	0%	0%	7
<b>EASTCO DIVERSIFIED SERVICES</b>	0%	100%	0%	0%	8
<b>EDWARDS CENTER, INC.</b>	19%	81%	0%	0%	21
<b>ELYSIAN PURSUIT INCORPORATED</b>	0%	100%	0%	0%	3

<b>Agency name</b>	<b>Male</b>	<b>Female</b>	<b>Non-conforming or other</b>	<b>Don't know</b>	<b>Total number of FLSs supporting adults with IDD as of Dec. 31, 2020</b>
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	100%	0%	0%	0%	1
<b>FAMILY OWNED GROUP HOME LLC</b>	0%	100%	0%	0%	2
<b>FREMONT ADULT CARE HOME, LLC</b>					0
<b>GRAY SERVICES LLC</b>	0%	100%	0%	0%	1
<b>GRIFFITH 24 HR CARE, LLC</b>					0
<b>GWB HOUSE INC</b>	0%	100%	0%	0%	1
<b>H &amp; H HOME AND HEART LLC</b>	40%	60%	0%	0%	5
<b>HARMONY HOUSING, INC</b>	20%	80%	0%	0%	5
<b>HAVEN CENTER LLC</b>	0%	100%	0%	0%	8
<b>HEART TO HEART CARE HOME, LLC</b>	0%	100%	0%	0%	2
<b>HEAVENLY HOME CARE LLC</b>					0
<b>HENDRICKSON RESIDENTIAL, INC</b>	100%	0%	0%	0%	1
<b>HILDAH AND KAY'S, LLC</b>	0%	100%	0%	0%	1
<b>HOME INC.</b>	100%	0%	0%	0%	2
<b>HOME LIFE, INC</b>	18%	82%	0%	0%	17
<b>HORIZON PROJECT, INC</b>	17%	83%	0%	0%	18
<b>HUMMINGBIRD CARE HOME, LLC</b>	36%	64%	0%	0%	14
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	0%	100%	0%	0%	3
<b>INDEPENDENT ENVIRONMENTS, INC</b>	14%	86%	0%	0%	7
<b>INFINITY SUPPORT SERVICES, LLC</b>	100%	0%	0%	0%	1
<b>INTEGRITY-CARE LLC</b>	0%	100%	0%	0%	1
<b>IS LIVING</b>	29%	71%	0%	0%	17
<b>JACOB'S LIGHTHOUSE, LLC</b>	0%	100%	0%	0%	1
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>					
<b>KJ 24 - HOURS CARE HOME LLC</b>	50%	50%	0%	0%	2
<b>LAILAH'S LIVING CENTER</b>	100%	0%	0%	0%	1
<b>LAILAHS LIVING CENTER II</b>	0%	100%	0%	0%	1
<b>LEMUEL, INC GROUP HOMES</b>	0%	100%	0%	0%	4

<b>Agency name</b>	<b>Male</b>	<b>Female</b>	<b>Non-conforming or other</b>	<b>Don't know</b>	<b>Total number of FLSs supporting adults with IDD as of Dec. 31, 2020</b>
<b>LENSA RESIDENTIAL SERVICE LLC</b>	100%	0%	0%	0%	1
<b>LIA'S CARE HOME INC</b>	50%	50%	0%	0%	2
<b>LIBERTY LIVING LLC</b>	0%	100%	0%	0%	2
<b>LIMES ADULT FOSTER CARE</b>	0%	100%	0%	0%	1
<b>LIVING OPPORTUNITIES, INC</b>	22%	78%	0%	0%	23
<b>LOTUS CARE INC</b>	100%	0%	0%	0%	1
<b>MARIE MILLS CENTER, INC</b>	0%	100%	0%	0%	9
<b>MENNA LLC</b>					0
<b>MENTOR OREGON</b>	24%	76%	0%	0%	17
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	0%	100%	0%	0%	1
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>					
<b>MV ADVANCEMENTS</b>	22%	78%	0%	0%	18
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	33%	67%	0%	0%	3
<b>NEW DAY ENTERPRISES</b>	0%	100%	0%	0%	3
<b>NEW DAY NORTHWEST INC.</b>	75%	25%	0%	0%	4
<b>NURU'S ADULT FOSTER HOME</b>	100%	0%	0%	0%	1
<b>NW COMMUNITY ALLIANCE, INC</b>	23%	77%	0%	0%	13
<b>NW MENTAL HEALTH MGMT SVCS</b>	0%	100%	0%	0%	13
<b>OHANA FIRST LLC</b>	50%	50%	0%	0%	2
<b>OHANA LOVING CARE</b>	0%	100%	0%	0%	1
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	10%	90%	0%	0%	10
<b>OREGON MENNONITE RES SVCS</b>	5%	95%	0%	0%	21
<b>OREGON QUALITY CARE LLC</b>	100%	0%	0%	0%	1
<b>OREGON SUPPORTED LIVING PROGRAM</b>	25%	75%	0%	0%	16
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	100%	0%	0%	0%	2
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	28%	72%	0%	0%	47
<b>PATHWAY ENTERPRISES, INC</b>	9%	91%	0%	0%	11
<b>PERSONALIZED INDEPENDENCE, INC.</b>	0%	0%	0%	100%	3

<b>Agency name</b>	<b>Male</b>	<b>Female</b>	<b>Non-conforming or other</b>	<b>Don't know</b>	<b>Total number of FLSs supporting adults with IDD as of Dec. 31, 2020</b>
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	50%	50%	0%	0%	2
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	33%	67%	0%	0%	12
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	50%	50%	0%	0%	6
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	40%	60%	0%	0%	5
<b>PROVIDENT LIFE INC.</b>	0%	100%	0%	0%	1
<b>RAIN KING PROPERTIES</b>	0%	100%	0%	0%	1
<b>RAINBOW ADULT LIVING FACILITIES</b>	0%	0%	0%	100%	4
<b>RENAISSANCE CARE, INC</b>	100%	0%	0%	0%	2
<b>RENEW CONSULTING INC</b>	45%	45%	9%	0%	11
<b>RESIDE RESIDENTIAL CARE</b>	17%	83%	0%	0%	6
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	25%	75%	0%	0%	4
<b>RISE, INC</b>	14%	86%	0%	0%	42
<b>RISING SUN SUPPORTED LIVING</b>	0%	100%	0%	0%	2
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	0%	0%	0%	100%	3
<b>RIVERSIDE TRAINING CENTER, INC</b>	0%	100%	0%	0%	7
<b>RON WILSON CENTER</b>	25%	75%	0%	0%	16
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	0%	100%	0%	0%	3
<b>S.A.C.U.</b>	43%	57%	0%	0%	47
<b>S.I.S.O.</b>	0%	100%	0%	0%	6
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	0%	100%	0%	0%	2
<b>SCHMIDT COMMUNITY CARE, LLC</b>					
<b>SHALOM 24 HOURS GROUP HOME</b>	50%	50%	0%	0%	2
<b>SHANGRI-LA CORP</b>	11%	84%	5%	0%	19
<b>SILVER SPRING GROUP HOME, INC</b>	0%	100%	0%	0%	2
<b>SOLODA ACH INC.</b>	0%	100%	0%	0%	1
<b>SOUTH COAST HORIZONS</b>	20%	80%	0%	0%	5
<b>SOUTHERN OREGON ASPIRE</b>	8%	92%	0%	0%	12
<b>ST. GABRIEL CARE HOME INC.</b>	0%	100%	0%	0%	1

<b>Agency name</b>	<b>Male</b>	<b>Female</b>	<b>Non-conforming or other</b>	<b>Don't know</b>	<b>Total number of FLSs supporting adults with IDD as of Dec. 31, 2020</b>
<b>STAR CORP GROUP HOME</b>	0%	100%	0%	0%	1
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	0%	0%	0%	100%	12
<b>STEP FORWARD ACTIVITIES, INC</b>	0%	100%	0%	0%	7
<b>STEPPING STONE 24 HOURS HOME INC</b>	100%	0%	0%	0%	2
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	0%	100%	0%	0%	4
<b>SUNNY OAKS, INC</b>	11%	89%	0%	0%	9
<b>TANDEM NORTHWEST</b>	43%	57%	0%	0%	7
<b>THE OSBORN PROJECT</b>	0%	100%	0%	0%	1
<b>THRIVING LIVES CARE, INC</b>	50%	50%	0%	0%	4
<b>TRU COLLABORATIONS, LLC</b>	0%	100%	0%	0%	4
<b>TRUCARE HOMES, LLC</b>	0%	100%	0%	0%	1
<b>UMPQUA HOMES, INC.</b>	8%	92%	0%	0%	12
<b>UNITY LIFE CARE LLC</b>	0%	100%	0%	0%	1
<b>UP &amp; OUT, INC</b>	43%	57%	0%	0%	7
<b>VALOR ASSOCIATES, LLC</b>	0%	0%	0%	100%	1
<b>WALKER SUPPORT SERVICES, INC</b>	33%	67%	0%	0%	3
<b>WESTERN IDAHO TRAINING CO INC</b>	0%	100%	0%	0%	2
<b>WESTSIDE COMMUNITY FOCUS</b>	0%	0%	0%	100%	4
<b>WORK UNLIMITED, INC</b>	31%	69%	0%	0%	16
<b>Report average</b>	<b>26%</b>	<b>69%</b>	<b>0%</b>	<b>4%</b>	<b>151</b>

## COVID-19 Supplement for the NCI-IDD Staff Stability Survey

The COVID-19 pandemic had a significant impact on the DSP workforce and providers nationwide. Oregon added the COVID-19 Supplement to their 2020 Staff Stability Survey administration to assess different ways provider agencies and DSPs were impacted by the pandemic.

**Table 33.** *Pandemic-Related Changes in Operations Put in Place in 2020 (Not Mutually Exclusive) (Table Continues on the Following Page.)*

<b>Agency name</b>	<b>Closed locations/sites</b>	<b>Limited the number of DSPs rotating into a location by increasing the hours per shift</b>	<b>Began live-in services</b>	<b>Altered how some supports were delivered</b>	<b>Stopped delivering some supports temporarily or permanently</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	No	Yes	No	No	No
<b>A.S.H., INC.</b>	No	Yes	No	No	Yes
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	No	No	No	No	No
<b>ACHIEVE LLC</b>	No	No	No	No	No
<b>AEGIS RESIDENTIAL CARE, LLC</b>	No	No	No	No	No
<b>ALBERTINA KERR CENTERS</b>	Yes	No	No	Yes	Yes
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No	No	No	No	No
<b>ALSO</b>	Yes	Yes	No	No	No
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	Yes	No	No	Yes	No
<b>ALVORD-TAYLOR, INC.</b>	No	No	No	No	No
<b>AMANI CARE HOMES</b>	No	No	No	No	No
<b>ARCADIAN INCLUSION MANAGEMENT</b>	No	Yes	No	Yes	No
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	No	Yes	No	No	No
<b>AS PROMISED GROUP HOME</b>	No	No	No	No	No
<b>AWESOME GROUP HOME</b>	No	Yes	No	No	No
<b>BARCH, INC.</b>	Yes	Yes	No	Yes	No
<b>BEE LOVED CARE HOME, LLC</b>	No	No	No	No	No
<b>BEINGROUP, LLC</b>	No	No	No	No	No
<b>BENCO</b>	No	No	No	Yes	Yes
<b>BETHESDA LUTHERAN COMMUNITIES</b>	Yes	Yes	No	Yes	Yes
<b>BEYOND ABILITY SUPPORT SERVICES</b>	No	Yes	No	No	No
<b>BLESSED RESIDENTIAL CARE LLC</b>	No	No	No	No	No
<b>BRIDGES ENTERPRISE, LLC</b>	No	No	No	No	No

<b>Agency name</b>	<b>Closed locations/sites</b>	<b>Limited the number of DSPs rotating into a location by increasing the hours per shift</b>	<b>Began live-in services</b>	<b>Altered how some supports were delivered</b>	<b>Stopped delivering some supports temporarily or permanently</b>
<b>BRIGHTSIDE LIVING, LLC</b>	No	No	No	No	No
<b>CARETOWN, LLC</b>	No	No	No	No	No
<b>CASCADE RESIDENTIAL CARE, INC.</b>	No	No	No	No	No
<b>CATHOLIC COMMUNITY SERVICES</b>	Yes	Yes	Yes	No	Yes
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	No	No	No	No	No
<b>CENTRAL OREGON COLLECTIVE</b>	No	No	No	Yes	Yes
<b>CHAMBERLIN HOUSE, INC.</b>	No	No	No	No	No
<b>CHOICES UNLIMITED, INC.</b>	No	No	No	No	No
<b>COFFELT CARE HOMES, INC</b>	No	No	No	No	No
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Yes	No	No	Yes	Yes
<b>COMMUNITY BASED GROUP HOME</b>	No	No	No	Yes	No
<b>COMMUNITY LIFE LLC</b>	No	No	No	No	No
<b>COMMUNITY SERVICES, INC.</b>	No	No	No	No	No
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	No	No	No	Yes	No
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No	No	No	No	No
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	No	No	No	No	No
<b>CORNERSTONE VALLEY INC</b>	No	No	No	No	No
<b>CROSSROADS RESIDENTIAL HOME</b>	No	No	No	No	No
<b>D &amp; D FOSTER CARE, LLC</b>	No	No	No	No	No
<b>DAI S'LA</b>	No	No	No	No	No
<b>DAIZY CORPORATION</b>	No	No	No	No	No
<b>DANVILLE SERVICES OF OREGON, LLC</b>	Yes	No	No	No	Yes
<b>DEAR HEART SUPPORT SERVICES LLC</b>	No	No	No	No	Yes
<b>DEGES CARE INC.</b>	No	No	No	No	Yes



<b>Agency name</b>	<b>Closed locations/sites</b>	<b>Limited the number of DSPs rotating into a location by increasing the hours per shift</b>	<b>Began live-in services</b>	<b>Altered how some supports were delivered</b>	<b>Stopped delivering some supports temporarily or permanently</b>
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	No	No	No	No	No
<b>DUNGARVIN OREGON, LLC</b>	Yes	Yes	No	No	Yes
<b>EASTCO DIVERSIFIED SERVICES</b>	No	No	No	Yes	Yes
<b>EDWARDS CENTER, INC.</b>	Yes	No	No	Yes	Yes
<b>ELYSIAN PURSUIT INCORPORATED</b>	Yes	Yes	No	No	Yes
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	No	No	Yes	No	No
<b>FAMILY OWNED GROUP HOME LLC</b>	No	Yes	Yes	No	No
<b>FREMONT ADULT CARE HOME, LLC</b>	No	Yes	No	Yes	No
<b>GRAY SERVICES LLC</b>	No	No	No	No	No
<b>GRIFFITH 24 HR CARE, LLC</b>	No	No	No	No	Yes
<b>GWB HOUSE INC</b>	No	No	No	Yes	Yes
<b>H &amp; H HOME AND HEART LLC</b>	No	No	No	No	No
<b>HARMONY HOUSING, INC</b>	Yes	No	No	No	No
<b>HAVEN CENTER LLC</b>	No	No	No	No	No
<b>HEART TO HEART CARE HOME, LLC</b>	No	No	No	No	No
<b>HEAVENLY HOME CARE LLC</b>	No	No	No	No	No
<b>HENDRICKSON RESIDENTIAL, INC</b>	No	No	No	No	No
<b>HILDAH AND KAY'S, LLC</b>	No	No	No	Yes	No
<b>HOME INC.</b>	No	No	No	No	No
<b>HOME LIFE, INC</b>	No	Yes	No	Yes	Yes
<b>HORIZON PROJECT, INC</b>	Yes	No	No	Yes	Yes
<b>HUMMINGBIRD CARE HOME, LLC</b>	No	Yes	No	No	No
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	No	No	No	No	No
<b>INDEPENDENT ENVIRONMENTS, INC</b>	No	Yes	No	Yes	Yes

<b>Agency name</b>	<b>Closed locations/sites</b>	<b>Limited the number of DSPs rotating into a location by increasing the hours per shift</b>	<b>Began live-in services</b>	<b>Altered how some supports were delivered</b>	<b>Stopped delivering some supports temporarily or permanently</b>
<b>INFINITY SUPPORT SERVICES, LLC</b>	No	No	No	No	No
<b>INTEGRITY-CARE LLC</b>	No	No	No	No	No
<b>IS LIVING</b>	No	No	No	No	No
<b>JACOB'S LIGHTHOUSE, LLC</b>	No	No	No	No	No
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	No	No	No	No	No
<b>KJ 24 - HOURS CARE HOME LLC</b>	No	No	No	No	No
<b>LAILAH'S LIVING CENTER</b>	No	No	No	Yes	Yes
<b>LAILAHS LIVING CENTER II</b>	No	No	No	Yes	No
<b>LEMUEL, INC GROUP HOMES</b>	No	No	No	No	No
<b>LENSA RESIDENTIAL SERVICE LLC</b>	Yes	Yes	Yes	Yes	Yes
<b>LIA'S CARE HOME INC</b>	Yes	Yes	No	No	No
<b>LIBERTY LIVING LLC</b>	No	Yes	No	No	Yes
<b>LIMES ADULT FOSTER CARE</b>	No	No	No	No	No
<b>LIVING OPPORTUNITIES, INC</b>	Yes	No	No	Yes	Yes
<b>LOTUS CARE INC</b>	Yes	No	No	No	No
<b>MARIE MILLS CENTER, INC</b>	Yes	No	No	Yes	Yes
<b>MENNA LLC</b>	No	No	No	No	No
<b>MENTOR OREGON</b>	Yes	No	No	Yes	Yes
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	No	No	No	No	No
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>					
<b>MV ADVANCEMENTS</b>	Yes	Yes	No	Yes	Yes
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	No	No	No	No	No
<b>NEW DAY ENTERPRISES</b>	No	Yes	No	Yes	Yes
<b>NEW DAY NORTHWEST INC.</b>	No	Yes	No	No	No

<b>Agency name</b>	<b>Closed locations/sites</b>	<b>Limited the number of DSPs rotating into a location by increasing the hours per shift</b>	<b>Began live-in services</b>	<b>Altered how some supports were delivered</b>	<b>Stopped delivering some supports temporarily or permanently</b>
<b>NURU'S ADULT FOSTER HOME</b>	No	No	No	No	No
<b>NW COMMUNITY ALLIANCE, INC</b>	Yes	Yes	No	Yes	Yes
<b>NW MENTAL HEALTH MGMT SVCS</b>	No	No	No	No	No
<b>OHANA FIRST LLC</b>	No	No	No	No	No
<b>OHANA LOVING CARE</b>	No	No	No	No	No
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes	No	No	Yes	Yes
<b>OREGON MENNONITE RES SVCS</b>	No	Yes	No	Yes	No
<b>OREGON QUALITY CARE LLC</b>	Yes	No	No	Yes	No
<b>OREGON SUPPORTED LIVING PROGRAM</b>	No	No	No	No	No
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	No	Yes	No	No	No
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	No	No	No	Yes	Yes
<b>PATHWAY ENTERPRISES, INC</b>	No	No	Yes	No	Yes
<b>PERSONALIZED INDEPENDENCE, INC.</b>	No	No	No	No	No
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	No	No	No	No	No
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	No	No	No	No	No
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	No	Yes	No	No	Yes
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	No	No	No	Yes	No
<b>PROVIDENT LIFE INC.</b>	No	No	No	No	No
<b>RAIN KING PROPERTIES</b>	No	No	No	No	No
<b>RAINBOW ADULT LIVING FACILITIES</b>	No	Yes	No	No	No
<b>RENAISSANCE CARE, INC</b>	No	Yes	No	No	Yes
<b>RENEW CONSULTING INC</b>	No	No	No	No	No
<b>RESIDE RESIDENTIAL CARE</b>	No	Yes	No	Yes	No
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	No	No	No	No	No

<b>Agency name</b>	<b>Closed locations/sites</b>	<b>Limited the number of DSPs rotating into a location by increasing the hours per shift</b>	<b>Began live-in services</b>	<b>Altered how some supports were delivered</b>	<b>Stopped delivering some supports temporarily or permanently</b>
<b>RISE, INC</b>	Yes	No	No	Yes	Yes
<b>RISING SUN SUPPORTED LIVING</b>	No	Yes	No	Yes	Yes
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	No	Yes	No	Yes	Yes
<b>RIVERSIDE TRAINING CENTER, INC</b>	No	Yes	No	Yes	Yes
<b>RON WILSON CENTER</b>	Yes	Yes	No	Yes	Yes
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	No	No	No	No	No
<b>S.A.C.U.</b>	No	Yes	No	Yes	No
<b>S.I.S.O.</b>	Yes	Yes	No	Yes	Yes
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	No	No	No	No	No
<b>SCHMIDT COMMUNITY CARE, LLC</b>	No	No	No	No	No
<b>SHALOM 24 HOURS GROUP HOME</b>	No	No	No	No	No
<b>SHANGRI-LA CORP</b>	Yes	No	No	Yes	Yes
<b>SILVER SPRING GROUP HOME, INC</b>	No	Yes	Yes	No	No
<b>SOLODA ACH INC.</b>	No	No	No	No	No
<b>SOUTH COAST HORIZONS</b>	Yes	Yes	No	No	No
<b>SOUTHERN OREGON ASPIRE</b>	Yes	No	No	Yes	Yes
<b>ST. GABRIEL CARE HOME INC.</b>	No	Yes	Yes	No	Yes
<b>STAR CORP GROUP HOME</b>	No	No	No	No	No
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	Yes	No	No	Yes	Yes
<b>STEP FORWARD ACTIVITIES, INC</b>	Yes	No	No	No	Yes
<b>STEPPING STONE 24 HOURS HOME INC</b>	No	No	No	No	No
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	No	No	No	No	No
<b>SUNNY OAKS, INC</b>	No	No	No	No	Yes
<b>TANDEM NORTHWEST</b>	Yes	Yes	No	Yes	No

<b>Agency name</b>	<b>Closed locations/sites</b>	<b>Limited the number of DSPs rotating into a location by increasing the hours per shift</b>	<b>Began live-in services</b>	<b>Altered how some supports were delivered</b>	<b>Stopped delivering some supports temporarily or permanently</b>
<b>THE OSBORN PROJECT</b>	No	Yes	No	No	No
<b>THRIVING LIVES CARE, INC</b>	Yes	No	No	Yes	Yes
<b>TRU COLLABORATIONS, LLC</b>	No	No	No	No	No
<b>TRUECARE HOMES, LLC</b>	No	No	No	No	No
<b>UMPQUA HOMES, INC.</b>	No	Yes	No	No	Yes
<b>UNITY LIFE CARE LLC</b>	No	No	No	No	No
<b>UP &amp; OUT, INC</b>	No	No	No	No	No
<b>VALOR ASSOCIATES, LLC</b>	No	No	No	No	No
<b>WALKER SUPPORT SERVICES, INC</b>	No	No	No	Yes	No
<b>WESTERN IDAHO TRAINING CO INC</b>	No	No	No	Yes	Yes
<b>WESTSIDE COMMUNITY FOCUS</b>	No	Yes	No	Yes	Yes
<b>WORK UNLIMITED, INC</b>	No	No	No	Yes	Yes
<b>Report average</b>	<b>21.4%</b>	<b>27.9%</b>	<b>4.5%</b>	<b>31.8%</b>	<b>32.5%</b>

**Table 34.** *Pandemic-Related Changes in Operations Put in Place in 2020 (Not Mutually Exclusive) (Continued)*

<b>Agency name</b>	<b>Limited the number of sites/locations/addresses at which a DSP could work</b>	<b>Opened temporary respite locations</b>	<b>Required that DSPs not work for more than one agency</b>	<b>Tracked DSPs who were working for more than one agency</b>	<b>Paid family members as caregivers during the emergency</b>	<b>Other</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	No	No	No	No	No	No
<b>A.S.H., INC.</b>	Yes	No	No	No	No	No
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	No	No	No	No	No	Yes
<b>ACHIEVE LLC</b>	No	No	No	No	No	No
<b>AEGIS RESIDENTIAL CARE, LLC</b>	No	No	No	No	No	No
<b>ALBERTINA KERR CENTERS</b>	No	No	No	No	No	No
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No	No	No	No	No	No
<b>ALSO</b>	Yes	No	No	Yes	No	No
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	No	No	No	No	No	No
<b>ALVORD-TAYLOR, INC.</b>	No	No	No	No	No	No
<b>AMANI CARE HOMES</b>	No	No	No	No	No	No
<b>ARCADIAN INCLUSION MANAGEMENT</b>	Yes	No	No	No	No	Yes
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	Yes	No	No	No	No	No
<b>AS PROMISED GROUP HOME</b>	No	No	No	No	No	No
<b>AWESOME GROUP HOME</b>	No	No	No	No	No	Yes
<b>BARCH, INC.</b>	No	No	Yes	No	No	Yes
<b>BEE LOVED CARE HOME, LLC</b>	No	No	No	No	No	No
<b>BEINGROUP, LLC</b>	No	No	No	No	No	No
<b>BENCO</b>	Yes	Yes	No	Yes	No	No
<b>BETHESDA LUTHERAN COMMUNITIES</b>	Yes	No	Yes	No	No	No
<b>BEYOND ABILITY SUPPORT SERVICES</b>	No	No	No	No	No	No
<b>BLESSED RESIDENTIAL CARE LLC</b>	No	No	No	Yes	No	Yes

<b>Agency name</b>	<b>Limited the number of sites/locations/addresses at which a DSP could work</b>	<b>Opened temporary respite locations</b>	<b>Required that DSPs not work for more than one agency</b>	<b>Tracked DSPs who were working for more than one agency</b>	<b>Paid family members as caregivers during the emergency</b>	<b>Other</b>
<b>BRIDGES ENTERPRISE, LLC</b>	No	No	No	No	No	No
<b>BRIGHTSIDE LIVING, LLC</b>	No	No	No	No	No	No
<b>CARETOWN, LLC</b>	No	No	No	No	No	No
<b>CASCADE RESIDENTIAL CARE, INC.</b>	No	No	No	No	No	No
<b>CATHOLIC COMMUNITY SERVICES</b>	Yes	No	No	No	No	Yes
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	No	No	No	No	No	No
<b>CENTRAL OREGON COLLECTIVE</b>	No	No	No	No	No	No
<b>CHAMBERLIN HOUSE, INC.</b>	No	No	No	No	No	No
<b>CHOICES UNLIMITED, INC.</b>	No	No	No	No	No	No
<b>COFFELT CARE HOMES, INC</b>	Yes	No	No	No	No	Yes
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Yes	Yes	No	Yes	No	Yes
<b>COMMUNITY BASED GROUP HOME</b>	No	No	No	No	No	Yes
<b>COMMUNITY LIFE LLC</b>	Yes	No	No	Yes	No	No
<b>COMMUNITY SERVICES, INC.</b>	No	No	No	No	No	No
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes	No	No	No	No	No
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No	No	No	No	No	No
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	No	No	No	Yes	No	No
<b>CORNERSTONE VALLEY INC</b>	No	No	No	No	No	No
<b>CROSSROADS RESIDENTIAL HOME</b>	No	No	No	No	No	No
<b>D &amp; D FOSTER CARE, LLC</b>	No	No	No	No	No	No
<b>DAI S'LA</b>	No	No	No	No	No	No
<b>DAIZY CORPORATION</b>	No	No	No	No	No	Yes
<b>DANVILLE SERVICES OF OREGON, LLC</b>	Yes	No	No	Yes	No	Yes

<b>Agency name</b>	<b>Limited the number of sites/locations/addresses at which a DSP could work</b>	<b>Opened temporary respite locations</b>	<b>Required that DSPs not work for more than one agency</b>	<b>Tracked DSPs who were working for more than one agency</b>	<b>Paid family members as caregivers during the emergency</b>	<b>Other</b>
<b>DEAR HEART SUPPORT SERVICES LLC</b>	No	No	No	No	Yes	Yes
<b>DEGES CARE INC.</b>	No	No	No	No	Yes	No
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	No	No	No	No	No	No
<b>DUNGARVIN OREGON, LLC</b>	No	No	No	No	No	No
<b>EASTCO DIVERSIFIED SERVICES</b>	No	No	No	No	No	No
<b>EDWARDS CENTER, INC.</b>	No	No	No	No	No	No
<b>ELYSIAN PURSUIT INCORPORATED</b>	Yes	No	No	Yes	No	No
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	No	No	No	No	Yes	Yes
<b>FAMILY OWNED GROUP HOME LLC</b>	No	No	No	Yes	No	No
<b>FREMONT ADULT CARE HOME, LLC</b>	Yes	No	No	Yes	No	No
<b>GRAY SERVICES LLC</b>	No	No	No	No	No	No
<b>GRIFFITH 24 HR CARE, LLC</b>	No	No	No	No	No	Yes
<b>GWB HOUSE INC</b>	Yes	No	Yes	No	No	No
<b>H &amp; H HOME AND HEART LLC</b>	Yes	No	Yes	Yes	No	Yes
<b>HARMONY HOUSING, INC</b>	Yes	No	No	Yes	No	No
<b>HAVEN CENTER LLC</b>	No	No	No	No	No	No
<b>HEART TO HEART CARE HOME, LLC</b>	No	No	No	No	No	No
<b>HEAVENLY HOME CARE LLC</b>	No	No	No	No	No	No
<b>HENDRICKSON RESIDENTIAL, INC</b>	No	No	No	No	No	No
<b>HILDAH AND KAY'S, LLC</b>	No	No	No	No	No	No
<b>HOME INC.</b>	No	No	No	No	No	No
<b>HOME LIFE, INC</b>	Yes	No	No	No	Yes	Yes
<b>HORIZON PROJECT, INC</b>	No	No	No	No	No	No



<b>Agency name</b>	<b>Limited the number of sites/locations/addresses at which a DSP could work</b>	<b>Opened temporary respite locations</b>	<b>Required that DSPs not work for more than one agency</b>	<b>Tracked DSPs who were working for more than one agency</b>	<b>Paid family members as caregivers during the emergency</b>	<b>Other</b>
<b>HUMMINGBIRD CARE HOME, LLC</b>	Yes	No	No	No	No	No
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	No	No	No	No	No	No
<b>INDEPENDENT ENVIRONMENTS, INC</b>	No	No	No	No	No	No
<b>INFINITY SUPPORT SERVICES, LLC</b>	No	No	No	No	No	No
<b>INTEGRITY-CARE LLC</b>	No	No	No	No	No	No
<b>IS LIVING</b>	No	No	No	No	No	No
<b>JACOB'S LIGHTHOUSE, LLC</b>	No	No	Yes	No	No	No
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	Yes	No	No	No	No	No
<b>KJ 24 - HOURS CARE HOME LLC</b>	No	No	No	No	No	Yes
<b>LAILAH'S LIVING CENTER</b>	No	No	No	No	No	No
<b>LAILAHS LIVING CENTER II</b>	No	No	No	No	No	No
<b>LEMUEL, INC GROUP HOMES</b>	Yes	No	No	No	No	No
<b>LENSA RESIDENTIAL SERVICE LLC</b>	Yes	No	No	Yes	No	No
<b>LIA'S CARE HOME INC</b>	No	No	No	No	No	No
<b>LIBERTY LIVING LLC</b>	Yes	No	Yes	No	No	No
<b>LIMES ADULT FOSTER CARE</b>	No	No	No	No	No	No
<b>LIVING OPPORTUNITIES, INC</b>	No	No	No	Yes	No	No
<b>LOTUS CARE INC</b>	No	No	No	No	No	No
<b>MARIE MILLS CENTER, INC</b>	No	No	No	No	No	No
<b>MENNA LLC</b>	No	No	Yes	No	No	No
<b>MENTOR OREGON</b>	No	No	No	No	No	No
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	No	No	No	No	No	No

<b>Agency name</b>	<b>Limited the number of sites/locations/addresses at which a DSP could work</b>	<b>Opened temporary respite locations</b>	<b>Required that DSPs not work for more than one agency</b>	<b>Tracked DSPs who were working for more than one agency</b>	<b>Paid family members as caregivers during the emergency</b>	<b>Other</b>
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>						
<b>MV ADVANCEMENTS</b>	Yes	No	Yes	No	No	Yes
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	No	No	No	No	No	No
<b>NEW DAY ENTERPRISES</b>	No	No	No	No	No	Yes
<b>NEW DAY NORTHWEST INC.</b>	Yes	No	No	No	No	No
<b>NURU'S ADULT FOSTER HOME</b>	No	No	No	No	No	No
<b>NW COMMUNITY ALLIANCE, INC</b>	Yes	No	No	No	No	Yes
<b>NW MENTAL HEALTH MGMT SVCS</b>	No	No	No	No	No	No
<b>OHANA FIRST LLC</b>	No	No	No	No	No	No
<b>OHANA LOVING CARE</b>	No	No	No	No	No	No
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes	No	Yes	No	No	No
<b>OREGON MENNONITE RES SVCS</b>	Yes	No	No	No	No	No
<b>OREGON QUALITY CARE LLC</b>	No	No	No	No	No	Yes
<b>OREGON SUPPORTED LIVING PROGRAM</b>	No	No	No	No	No	No
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	No	No	Yes	No	No	Yes
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	No	No	No	No	No	Yes
<b>PATHWAY ENTERPRISES, INC</b>	Yes	No	No	No	No	No
<b>PERSONALIZED INDEPENDENCE, INC.</b>	No	No	No	No	No	No
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	No	No	No	No	No	No
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	No	No	No	No	No	No
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	No	No	No	No	No	No
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	No	No	No	No	No	No
<b>PROVIDENT LIFE INC.</b>	No	No	No	No	No	No

<b>Agency name</b>	<b>Limited the number of sites/locations/addresses at which a DSP could work</b>	<b>Opened temporary respite locations</b>	<b>Required that DSPs not work for more than one agency</b>	<b>Tracked DSPs who were working for more than one agency</b>	<b>Paid family members as caregivers during the emergency</b>	<b>Other</b>
<b>RAIN KING PROPERTIES</b>	No	No	No	No	No	No
<b>RAINBOW ADULT LIVING FACILITIES</b>	Yes	No	No	No	No	No
<b>RENAISSANCE CARE, INC</b>	No	No	Yes	No	No	No
<b>RENEW CONSULTING INC</b>	No	No	No	No	No	No
<b>RESIDE RESIDENTIAL CARE</b>	Yes	No	No	No	No	No
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	No	No	No	No	No	No
<b>RISE, INC</b>	Yes	No	No	Yes	No	No
<b>RISING SUN SUPPORTED LIVING</b>	No	No	No	Yes	No	No
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	Yes	No	Yes	Yes	No	Yes
<b>RIVERSIDE TRAINING CENTER, INC</b>	No	No	No	No	No	Yes
<b>RON WILSON CENTER</b>	Yes	No	No	No	No	Yes
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	No	No	No	Yes	No	Yes
<b>S.A.C.U.</b>	Yes	No	No	No	No	Yes
<b>S.I.S.O.</b>	Yes	No	No	No	No	No
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	No	No	No	No	No	No
<b>SCHMIDT COMMUNITY CARE, LLC</b>	No	No	No	No	No	No
<b>SHALOM 24 HOURS GROUP HOME</b>	No	No	No	No	No	No
<b>SHANGRI-LA CORP</b>	Yes	No	No	No	No	No
<b>SILVER SPRING GROUP HOME, INC</b>	No	No	No	No	No	No
<b>SOLODA ACH INC.</b>	No	No	No	No	No	No
<b>SOUTH COAST HORIZONS</b>	No	No	No	No	No	No
<b>SOUTHERN OREGON ASPIRE</b>	No	No	No	No	No	No
<b>ST. GABRIEL CARE HOME INC.</b>	No	No	No	No	No	No

Agency name	Limited the number of sites/locations/addresses at which a DSP could work	Opened temporary respite locations	Required that DSPs not work for more than one agency	Tracked DSPs who were working for more than one agency	Paid family members as caregivers during the emergency	Other
STAR CORP GROUP HOME	No	No	No	No	No	No
STAR OF HOPE ACTIVITY CENTER INC	No	No	No	No	No	No
STEP FORWARD ACTIVITIES, INC	Yes	No	No	No	Yes	No
STEPPING STONE 24 HOURS HOME INC	No	No	No	No	No	No
STONEBROOKE RESIDENTIAL SERVICES	No	No	No	No	No	No
SUNNY OAKS, INC	No	No	Yes	No	No	No
TANDEM NORTHWEST	Yes	No	No	No	No	No
THE OSBORN PROJECT	No	No	No	Yes	No	No
THRIVING LIVES CARE, INC	No	No	No	No	No	No
TRU COLLABORATIONS, LLC	No	No	No	No	No	No
TRUCARE HOMES, LLC	No	No	No	No	No	No
UMPQUA HOMES, INC.	Yes	No	No	No	No	No
UNITY LIFE CARE LLC	No	No	No	No	No	No
UP & OUT, INC	No	No	No	No	No	No
VALOR ASSOCIATES, LLC	No	No	No	No	No	No
WALKER SUPPORT SERVICES, INC	Yes	No	No	No	No	No
WESTERN IDAHO TRAINING CO INC	Yes	No	No	No	No	No
WESTSIDE COMMUNITY FOCUS	Yes	No	No	Yes	No	No
WORK UNLIMITED, INC	Yes	Yes	No	Yes	No	No
<b>Report average</b>	<b>28.6%</b>	<b>1.9%</b>	<b>8.4%</b>	<b>13.6%</b>	<b>3.2%</b>	<b>18.2%</b>

**Table 35.** Measures/Changes in Health and Safety Protocols Implemented in 2020 (Not Mutually Exclusive) (Table Continues on the Following Page.)

<b>Agency name</b>	<b>Tested temperature for all people upon entry to facilities</b>	<b>Revised visitor policy/protocol</b>	<b>Implemented COVID-19 related DSP training on health and safety</b>	<b>Communicated guidelines on proper handwashing to staff and people receiving services</b>	<b>Communicated guidelines on social distancing to staff and people receiving services</b>	<b>Made changes to physical sites to optimize social distancing and/or quarantine requirements</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	Yes	Yes	Yes	Yes	No	Yes
<b>A.S.H., INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	Yes	No	No	No	No	No
<b>ACHIEVE LLC</b>	No	Yes	Yes	Yes	Yes	No
<b>AEGIS RESIDENTIAL CARE, LLC</b>	No	Yes	Yes	Yes	Yes	No
<b>ALBERTINA KERR CENTERS</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No	No	No	No	No	No
<b>ALSO</b>	Yes	Yes	Yes	Yes	Yes	No
<b>ALTERNATIVE SERVICES- OREGON, INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>ALVORD-TAYLOR, INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>AMANI CARE HOMES</b>	Yes	Yes	Yes	No	No	No
<b>ARCADIAN INCLUSION MANAGEMENT</b>	No	Yes	Yes	Yes	Yes	Yes
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>AS PROMISED GROUP HOME</b>	No	No	No	No	No	No
<b>AWESOME GROUP HOME</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>BARCH, INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes

<b>Agency name</b>	<b>Tested temperature for all people upon entry to facilities</b>	<b>Revised visitor policy/protocol</b>	<b>Implemented COVID-19 related DSP training on health and safety</b>	<b>Communicated guidelines on proper handwashing to staff and people receiving services</b>	<b>Communicated guidelines on social distancing to staff and people receiving services</b>	<b>Made changes to physical sites to optimize social distancing and/or quarantine requirements</b>
<b>BEE LOVED CARE HOME, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>BEINGROUP, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>BENCO</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>BETHESDA LUTHERAN COMMUNITIES</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>BEYOND ABILITY SUPPORT SERVICES</b>	Yes	Yes	Yes	Yes	Yes	No
<b>BLESSED RESIDENTIAL CARE LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>BRIDGES ENTERPRISE, LLC</b>	No	No	No	No	No	No
<b>BRIGHTSIDE LIVING, LLC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>CARETOWN, LLC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>CASCADE RESIDENTIAL CARE, INC.</b>	No	No	No	No	No	No
<b>CATHOLIC COMMUNITY SERVICES</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>CENTRAL OREGON COLLECTIVE</b>	Yes	Yes	Yes	Yes	Yes	No
<b>CHAMBERLIN HOUSE, INC.</b>	Yes	Yes	Yes	Yes	Yes	No
<b>CHOICES UNLIMITED, INC.</b>	No	No	No	No	No	No
<b>COFFELT CARE HOMES, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	No	Yes	Yes	Yes	Yes	Yes

<b>Agency name</b>	<b>Tested temperature for all people upon entry to facilities</b>	<b>Revised visitor policy/protocol</b>	<b>Implemented COVID-19 related DSP training on health and safety</b>	<b>Communicated guidelines on proper handwashing to staff and people receiving services</b>	<b>Communicated guidelines on social distancing to staff and people receiving services</b>	<b>Made changes to physical sites to optimize social distancing and/or quarantine requirements</b>
<b>COMMUNITY BASED GROUP HOME</b>	Yes	Yes	Yes	Yes	Yes	No
<b>COMMUNITY LIFE LLC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>COMMUNITY SERVICES, INC.</b>	No	No	No	No	No	No
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No	No	No	No	No	No
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>CORNERSTONE VALLEY INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>CROSSROADS RESIDENTIAL HOME</b>	Yes	Yes	Yes	Yes	Yes	No
<b>D &amp; D FOSTER CARE, LLC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>DAI S'LA</b>	Yes	Yes	Yes	Yes	Yes	No
<b>DAIZY CORPORATION</b>	Yes	Yes	Yes	Yes	Yes	No
<b>DANVILLE SERVICES OF OREGON, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>DEAR HEART SUPPORT SERVICES LLC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>DEGES CARE INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>DUNGARVIN OREGON, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes

<b>Agency name</b>	<b>Tested temperature for all people upon entry to facilities</b>	<b>Revised visitor policy/protocol</b>	<b>Implemented COVID-19 related DSP training on health and safety</b>	<b>Communicated guidelines on proper handwashing to staff and people receiving services</b>	<b>Communicated guidelines on social distancing to staff and people receiving services</b>	<b>Made changes to physical sites to optimize social distancing and/or quarantine requirements</b>
<b>EASTCO DIVERSIFIED SERVICES</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>EDWARDS CENTER, INC.</b>	Yes	Yes	Yes	Yes	Yes	No
<b>ELYSIAN PURSUIT INCORPORATED</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	No	Yes	Yes	Yes	Yes	No
<b>FAMILY OWNED GROUP HOME LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>FREMONT ADULT CARE HOME, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>GRAY SERVICES LLC</b>	No	Yes	Yes	Yes	Yes	Yes
<b>GRIFFITH 24 HR CARE, LLC</b>	No	Yes	No	Yes	Yes	No
<b>GWB HOUSE INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>H &amp; H HOME AND HEART LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>HARMONY HOUSING, INC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>HAVEN CENTER LLC</b>	No	No	No	No	No	No
<b>HEART TO HEART CARE HOME, LLC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>HEAVENLY HOME CARE LLC</b>	No	No	No	No	No	No
<b>HENDRICKSON RESIDENTIAL, INC</b>	No	No	No	No	No	No
<b>HILDAH AND KAY'S, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>HOME INC.</b>	No	No	No	No	No	No



<b>Agency name</b>	<b>Tested temperature for all people upon entry to facilities</b>	<b>Revised visitor policy/protocol</b>	<b>Implemented COVID-19 related DSP training on health and safety</b>	<b>Communicated guidelines on proper handwashing to staff and people receiving services</b>	<b>Communicated guidelines on social distancing to staff and people receiving services</b>	<b>Made changes to physical sites to optimize social distancing and/or quarantine requirements</b>
<b>HOME LIFE, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>HORIZON PROJECT, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>HUMMINGBIRD CARE HOME, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>INDEPENDENT ENVIRONMENTS, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>INFINITY SUPPORT SERVICES, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>INTEGRITY-CARE LLC</b>	No	No	No	No	No	No
<b>IS LIVING</b>	Yes	Yes	Yes	Yes	Yes	No
<b>JACOB'S LIGHTHOUSE, LLC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	Yes	No	No	No	No	No
<b>KJ 24 - HOURS CARE HOME LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>LAILAH'S LIVING CENTER</b>	No	Yes	Yes	Yes	Yes	No
<b>LAILAHS LIVING CENTER II</b>	No	Yes	Yes	Yes	Yes	Yes
<b>LEMUEL, INC GROUP HOMES</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>LENSA RESIDENTIAL SERVICE LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>LIA'S CARE HOME INC</b>	No	No	Yes	No	No	No
<b>LIBERTY LIVING LLC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>LIMES ADULT FOSTER CARE</b>	No	No	No	No	No	No

<b>Agency name</b>	<b>Tested temperature for all people upon entry to facilities</b>	<b>Revised visitor policy/protocol</b>	<b>Implemented COVID-19 related DSP training on health and safety</b>	<b>Communicated guidelines on proper handwashing to staff and people receiving services</b>	<b>Communicated guidelines on social distancing to staff and people receiving services</b>	<b>Made changes to physical sites to optimize social distancing and/or quarantine requirements</b>
<b>LIVING OPPORTUNITIES, INC</b>	No	Yes	Yes	Yes	Yes	No
<b>LOTUS CARE INC</b>	No	Yes	Yes	Yes	Yes	No
<b>MARIE MILLS CENTER, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>MENNA LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>MENTOR OREGON</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	No	No	No	No	No	No
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>						
<b>MV ADVANCEMENTS</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	No	No	No	No	No	No
<b>NEW DAY ENTERPRISES</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>NEW DAY NORTHWEST INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>NURU'S ADULT FOSTER HOME</b>	No	No	No	No	No	No
<b>NW COMMUNITY ALLIANCE, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>NW MENTAL HEALTH MGMT SVCS</b>	No	No	No	No	No	No
<b>OHANA FIRST LLC</b>	No	No	No	No	No	No
<b>OHANA LOVING CARE</b>	No	No	No	No	No	No
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes	Yes	Yes	Yes	Yes	Yes

<b>Agency name</b>	<b>Tested temperature for all people upon entry to facilities</b>	<b>Revised visitor policy/protocol</b>	<b>Implemented COVID-19 related DSP training on health and safety</b>	<b>Communicated guidelines on proper handwashing to staff and people receiving services</b>	<b>Communicated guidelines on social distancing to staff and people receiving services</b>	<b>Made changes to physical sites to optimize social distancing and/or quarantine requirements</b>
<b>OREGON MENNONITE RES SVCS</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>OREGON QUALITY CARE LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>OREGON SUPPORTED LIVING PROGRAM</b>	Yes	Yes	Yes	Yes	Yes	No
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	No	Yes	Yes	Yes	Yes	Yes
<b>PATHWAY ENTERPRISES, INC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>PERSONALIZED INDEPENDENCE, INC.</b>	No	No	No	No	No	No
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	No	No	No	No	No	No
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	Yes	No	Yes	Yes	Yes	No
<b>PROVIDENT LIFE INC.</b>	Yes	Yes	Yes	Yes	Yes	No
<b>RAIN KING PROPERTIES</b>	No	No	No	No	No	No
<b>RAINBOW ADULT LIVING FACILITIES</b>	Yes	Yes	Yes	Yes	Yes	No

<b>Agency name</b>	<b>Tested temperature for all people upon entry to facilities</b>	<b>Revised visitor policy/protocol</b>	<b>Implemented COVID-19 related DSP training on health and safety</b>	<b>Communicated guidelines on proper handwashing to staff and people receiving services</b>	<b>Communicated guidelines on social distancing to staff and people receiving services</b>	<b>Made changes to physical sites to optimize social distancing and/or quarantine requirements</b>
<b>RENAISSANCE CARE, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>RENEW CONSULTING INC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>RESIDE RESIDENTIAL CARE</b>	No	Yes	Yes	Yes	Yes	No
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>RISE, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>RISING SUN SUPPORTED LIVING</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>RIVERSIDE TRAINING CENTER, INC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>RON WILSON CENTER</b>	No	Yes	Yes	Yes	Yes	Yes
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>S.A.C.U.</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>S.I.S.O.</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	No	No	No	No	No	No
<b>SCHMIDT COMMUNITY CARE, LLC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>SHALOM 24 HOURS GROUP HOME</b>	No	No	No	No	No	No
<b>SHANGRI-LA CORP</b>	No	Yes	Yes	Yes	Yes	Yes

<b>Agency name</b>	<b>Tested temperature for all people upon entry to facilities</b>	<b>Revised visitor policy/protocol</b>	<b>Implemented COVID-19 related DSP training on health and safety</b>	<b>Communicated guidelines on proper handwashing to staff and people receiving services</b>	<b>Communicated guidelines on social distancing to staff and people receiving services</b>	<b>Made changes to physical sites to optimize social distancing and/or quarantine requirements</b>
<b>SILVER SPRING GROUP HOME, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>SOLODA ACH INC.</b>	No	No	No	No	No	No
<b>SOUTH COAST HORIZONS</b>	Yes	Yes	Yes	Yes	Yes	No
<b>SOUTHERN OREGON ASPIRE</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>ST. GABRIEL CARE HOME INC.</b>	Yes	Yes	Yes	Yes	Yes	No
<b>STAR CORP GROUP HOME</b>	No	No	No	No	No	No
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>STEP FORWARD ACTIVITIES, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>STEPPING STONE 24 HOURS HOME INC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	Yes	Yes	Yes	Yes	Yes	No
<b>SUNNY OAKS, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>TANDEM NORTHWEST</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>THE OSBORN PROJECT</b>	Yes	Yes	Yes	No	No	No
<b>THRIVING LIVES CARE, INC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>TRU COLLABORATIONS, LLC</b>	Yes	Yes	Yes	Yes	Yes	No
<b>TRUCARE HOMES, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>UMPQUA HOMES, INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>UNITY LIFE CARE LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>UP &amp; OUT, INC</b>	No	No	No	No	No	No

<b>Agency name</b>	<b>Tested temperature for all people upon entry to facilities</b>	<b>Revised visitor policy/protocol</b>	<b>Implemented COVID-19 related DSP training on health and safety</b>	<b>Communicated guidelines on proper handwashing to staff and people receiving services</b>	<b>Communicated guidelines on social distancing to staff and people receiving services</b>	<b>Made changes to physical sites to optimize social distancing and/or quarantine requirements</b>
<b>VALOR ASSOCIATES, LLC</b>	No	No	No	No	No	No
<b>WALKER SUPPORT SERVICES, INC</b>	No	Yes	Yes	Yes	Yes	Yes
<b>WESTERN IDAHO TRAINING CO INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>WESTSIDE COMMUNITY FOCUS</b>	Yes	Yes	Yes	Yes	Yes	No
<b>WORK UNLIMITED, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes
<b>Report average</b>	<b>70.8%</b>	<b>79.2%</b>	<b>79.9%</b>	<b>78.6%</b>	<b>77.9%</b>	<b>50.6%</b>

**Table 36.** Measures/Changes in Health and Safety Protocols Implemented in 2020 (Not Mutually Exclusive) (Continued)

<b>Agency name</b>	<b>Required DSPs to wear masks/other PPE</b>	<b>Required additional cleaning of sites</b>	<b>Internal communications with COVID-19 updates sent to people receiving services and their families</b>	<b>Implemented surveys/questionnaires about staff health/symptoms</b>	<b>Took temperatures regularly</b>	<b>Required COVID-19 testing for some or all DSPs</b>	<b>Other COVID-19-related health and safety protocols implemented</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	Yes	Yes	Yes	No	Yes	No	Yes
<b>A.S.H., INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	No	No	No	No	No	No	No
<b>ACHIEVE LLC</b>	Yes	Yes	No	No	No	No	No
<b>AEGIS RESIDENTIAL CARE, LLC</b>	No	No	No	No	No	No	Yes
<b>ALBERTINA KERR CENTERS</b>	Yes	Yes	Yes	No	No	Yes	No
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No	No	No	No	No	No	No
<b>ALSO</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	Yes	Yes	No	Yes	Yes	No	No
<b>ALVORD-TAYLOR, INC.</b>	Yes	Yes	Yes	Yes	Yes	No	No
<b>AMANI CARE HOMES</b>	Yes	Yes	No	No	Yes	Yes	No
<b>ARCADIAN INCLUSION MANAGEMENT</b>	Yes	Yes	Yes	Yes	Yes	Yes	No

<b>Agency name</b>	<b>Required DSPs to wear masks/other PPE</b>	<b>Required additional cleaning of sites</b>	<b>Internal communications with COVID-19 updates sent to people receiving services and their families</b>	<b>Implemented surveys/questionnaires about staff health/symptoms</b>	<b>Took temperatures regularly</b>	<b>Required COVID-19 testing for some or all DSPs</b>	<b>Other COVID-19-related health and safety protocols implemented</b>
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	Yes	Yes	Yes	Yes	Yes	No	No
<b>AS PROMISED GROUP HOME</b>	No	No	No	No	No	No	No
<b>AWESOME GROUP HOME</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>BARCH, INC.</b>	Yes	Yes	No	Yes	Yes	Yes	No
<b>BEE LOVED CARE HOME, LLC</b>	Yes	Yes	No	No	Yes	Yes	No
<b>BEINGROUP, LLC</b>	Yes	No	Yes	No	Yes	Yes	No
<b>BENCO</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>BETHESDA LUTHERAN COMMUNITIES</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>BEYOND ABILITY SUPPORT SERVICES</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>BLESSED RESIDENTIAL CARE LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>BRIDGES ENTERPRISE, LLC</b>	No	No	No	No	No	No	No
<b>BRIGHTSIDE LIVING, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>CARETOWN, LLC</b>	Yes	Yes	Yes	No	Yes	Yes	No
<b>CASCADE RESIDENTIAL CARE, INC.</b>	No	No	No	No	No	No	No



<b>Agency name</b>	<b>Required DSPs to wear masks/other PPE</b>	<b>Required additional cleaning of sites</b>	<b>Internal communications with COVID-19 updates sent to people receiving services and their families</b>	<b>Implemented surveys/questionnaires about staff health/symptoms</b>	<b>Took temperatures regularly</b>	<b>Required COVID-19 testing for some or all DSPs</b>	<b>Other COVID-19-related health and safety protocols implemented</b>
<b>CATHOLIC COMMUNITY SERVICES</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	Yes	Yes	Yes	No	No	No	No
<b>CENTRAL OREGON COLLECTIVE</b>	Yes	Yes	Yes	No	Yes	No	No
<b>CHAMBERLIN HOUSE, INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>CHOICES UNLIMITED, INC.</b>	No	No	No	No	No	No	No
<b>COFFELT CARE HOMES, INC</b>	Yes	Yes	No	No	Yes	Yes	No
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Yes	Yes	Yes	Yes	No	No	No
<b>COMMUNITY BASED GROUP HOME</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>COMMUNITY LIFE LLC</b>	Yes	Yes	No	No	Yes	Yes	No
<b>COMMUNITY SERVICES, INC.</b>	No	No	No	No	No	No	No
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes	Yes	Yes	Yes	Yes	No	No

<b>Agency name</b>	<b>Required DSPs to wear masks/other PPE</b>	<b>Required additional cleaning of sites</b>	<b>Internal communications with COVID-19 updates sent to people receiving services and their families</b>	<b>Implemented surveys/questionnaires about staff health/symptoms</b>	<b>Took temperatures regularly</b>	<b>Required COVID-19 testing for some or all DSPs</b>	<b>Other COVID-19-related health and safety protocols implemented</b>
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No	No	No	No	No	No	No
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	Yes	Yes	Yes	Yes	Yes	No	No
<b>CORNERSTONE VALLEY INC</b>	Yes	Yes	No	No	Yes	Yes	No
<b>CROSSROADS RESIDENTIAL HOME</b>	Yes	Yes	No	No	Yes	Yes	No
<b>D &amp; D FOSTER CARE, LLC</b>	Yes	Yes	Yes	No	Yes	Yes	No
<b>DAI S'LA</b>	Yes	Yes	No	Yes	Yes	No	No
<b>DAIZY CORPORATION</b>	Yes	Yes	Yes	No	Yes	No	No
<b>DANVILLE SERVICES OF OREGON, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>DEAR HEART SUPPORT SERVICES LLC</b>	Yes	Yes	No	Yes	Yes	No	No
<b>DEGES CARE INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	Yes	Yes	Yes	No	Yes	Yes	Yes
<b>DUNGARVIN OREGON, LLC</b>	Yes	Yes	Yes	No	Yes	Yes	No
<b>EASTCO DIVERSIFIED SERVICES</b>	Yes	Yes	Yes	Yes	Yes	Yes	No

<b>Agency name</b>	<b>Required DSPs to wear masks/other PPE</b>	<b>Required additional cleaning of sites</b>	<b>Internal communications with COVID-19 updates sent to people receiving services and their families</b>	<b>Implemented surveys/questionnaires about staff health/symptoms</b>	<b>Took temperatures regularly</b>	<b>Required COVID-19 testing for some or all DSPs</b>	<b>Other COVID-19-related health and safety protocols implemented</b>
<b>EDWARDS CENTER, INC.</b>	Yes	Yes	Yes	No	No	No	No
<b>ELYSIAN PURSUIT INCORPORATED</b>	Yes	No	Yes	Yes	Yes	Yes	No
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	Yes	Yes	Yes	Yes	No	No	Yes
<b>FAMILY OWNED GROUP HOME LLC</b>	Yes	Yes	No	No	Yes	No	No
<b>FREMONT ADULT CARE HOME, LLC</b>	Yes	Yes	Yes	Yes	Yes	No	No
<b>GRAY SERVICES LLC</b>	Yes	Yes	Yes	Yes	No	No	No
<b>GRIFFITH 24 HR CARE, LLC</b>	Yes	Yes	No	Yes	Yes	No	No
<b>GWB HOUSE INC</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>H &amp; H HOME AND HEART LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>HARMONY HOUSING, INC</b>	Yes	Yes	Yes	No	Yes	Yes	Yes
<b>HAVEN CENTER LLC</b>	No	No	No	No	No	No	No
<b>HEART TO HEART CARE HOME, LLC</b>	Yes	Yes	Yes	Yes	Yes	No	No
<b>HEAVENLY HOME CARE LLC</b>	No	No	No	No	No	No	No
<b>HENDRICKSON RESIDENTIAL, INC</b>	No	No	No	No	No	No	No

<b>Agency name</b>	<b>Required DSPs to wear masks/other PPE</b>	<b>Required additional cleaning of sites</b>	<b>Internal communications with COVID-19 updates sent to people receiving services and their families</b>	<b>Implemented surveys/questionnaires about staff health/symptoms</b>	<b>Took temperatures regularly</b>	<b>Required COVID-19 testing for some or all DSPs</b>	<b>Other COVID-19-related health and safety protocols implemented</b>
<b>HILDAH AND KAY'S, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>HOME INC.</b>	No	No	No	No	No	No	No
<b>HOME LIFE, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>HORIZON PROJECT, INC</b>	Yes	Yes	Yes	Yes	Yes	No	No
<b>HUMMINGBIRD CARE HOME, LLC</b>	Yes	Yes	No	No	Yes	No	No
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>INDEPENDENT ENVIRONMENTS, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>INFINITY SUPPORT SERVICES, LLC</b>	Yes	Yes	Yes	No	Yes	No	No
<b>INTEGRITY-CARE LLC</b>	No	No	No	No	No	No	No
<b>IS LIVING</b>	Yes	Yes	Yes	No	Yes	No	Yes
<b>JACOB'S LIGHTHOUSE, LLC</b>	Yes	Yes	No	No	Yes	No	No
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	Yes	No	No	No	Yes	No	No
<b>KJ 24 - HOURS CARE HOME LLC</b>	Yes	Yes	No	No	Yes	No	No
<b>LAILAH'S LIVING CENTER</b>	Yes	Yes	No	No	No	No	No

<b>Agency name</b>	<b>Required DSPs to wear masks/other PPE</b>	<b>Required additional cleaning of sites</b>	<b>Internal communications with COVID-19 updates sent to people receiving services and their families</b>	<b>Implemented surveys/questionnaires about staff health/symptoms</b>	<b>Took temperatures regularly</b>	<b>Required COVID-19 testing for some or all DSPs</b>	<b>Other COVID-19-related health and safety protocols implemented</b>
<b>LAILAHS LIVING CENTER II</b>	Yes	Yes	No	No	No	No	No
<b>LEMUEL, INC GROUP HOMES</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>LENSA RESIDENTIAL SERVICE LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>LIA'S CARE HOME INC</b>	Yes	No	No	No	No	No	No
<b>LIBERTY LIVING LLC</b>	No	Yes	Yes	No	Yes	Yes	No
<b>LIMES ADULT FOSTER CARE</b>	No	No	No	No	No	No	No
<b>LIVING OPPORTUNITIES, INC</b>	Yes	Yes	Yes	No	No	Yes	No
<b>LOTUS CARE INC</b>	Yes	Yes	Yes	No	No	No	Yes
<b>MARIE MILLS CENTER, INC</b>	Yes	Yes	Yes	No	Yes	Yes	No
<b>MENNA LLC</b>	Yes	Yes	Yes	Yes	Yes	No	No
<b>MENTOR OREGON</b>	Yes	Yes	Yes	No	Yes	No	No
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	No	No	No	No	No	No	No
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>							
<b>MV ADVANCEMENTS</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	No	No	No	No	No	No	No

<b>Agency name</b>	<b>Required DSPs to wear masks/other PPE</b>	<b>Required additional cleaning of sites</b>	<b>Internal communications with COVID-19 updates sent to people receiving services and their families</b>	<b>Implemented surveys/questionnaires about staff health/symptoms</b>	<b>Took temperatures regularly</b>	<b>Required COVID-19 testing for some or all DSPs</b>	<b>Other COVID-19-related health and safety protocols implemented</b>
<b>NEW DAY ENTERPRISES</b>	Yes	Yes	Yes	No	Yes	No	No
<b>NEW DAY NORTHWEST INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>NURU'S ADULT FOSTER HOME</b>	No	No	No	No	No	No	No
<b>NW COMMUNITY ALLIANCE, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>NW MENTAL HEALTH MGMT SVCS</b>	No	No	No	No	No	No	No
<b>OHANA FIRST LLC</b>	No	No	No	No	No	No	No
<b>OHANA LOVING CARE</b>	No	No	No	No	No	No	No
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>OREGON MENNONITE RES SVCS</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>OREGON QUALITY CARE LLC</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>OREGON SUPPORTED LIVING PROGRAM</b>	Yes	Yes	Yes	No	Yes	Yes	No
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	Yes	Yes	Yes	Yes	Yes	No	No

<b>Agency name</b>	<b>Required DSPs to wear masks/other PPE</b>	<b>Required additional cleaning of sites</b>	<b>Internal communications with COVID-19 updates sent to people receiving services and their families</b>	<b>Implemented surveys/questionnaires about staff health/symptoms</b>	<b>Took temperatures regularly</b>	<b>Required COVID-19 testing for some or all DSPs</b>	<b>Other COVID-19-related health and safety protocols implemented</b>
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	Yes	Yes	Yes	Yes	No	No	Yes
<b>PATHWAY ENTERPRISES, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>PERSONALIZED INDEPENDENCE, INC.</b>	No	No	No	No	No	No	No
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	Yes	Yes	No	Yes	Yes	Yes	No
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	No	No	No	No	No	No	No
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	Yes	Yes	Yes	Yes	Yes	No	No
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	Yes	Yes	Yes	No	Yes	Yes	No
<b>PROVIDENT LIFE INC.</b>	Yes	Yes	No	Yes	No	No	No
<b>RAIN KING PROPERTIES</b>	No	No	No	No	No	No	No
<b>RAINBOW ADULT LIVING FACILITIES</b>	Yes	Yes	No	No	Yes	Yes	No
<b>RENAISSANCE CARE, INC</b>	Yes	Yes	Yes	No	Yes	Yes	No

<b>Agency name</b>	<b>Required DSPs to wear masks/other PPE</b>	<b>Required additional cleaning of sites</b>	<b>Internal communications with COVID-19 updates sent to people receiving services and their families</b>	<b>Implemented surveys/questionnaires about staff health/symptoms</b>	<b>Took temperatures regularly</b>	<b>Required COVID-19 testing for some or all DSPs</b>	<b>Other COVID-19-related health and safety protocols implemented</b>
<b>RENEW CONSULTING INC</b>	Yes	Yes	No	No	Yes	No	No
<b>RESIDE RESIDENTIAL CARE</b>	Yes	Yes	Yes	No	Yes	Yes	No
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>RISE, INC</b>	Yes	Yes	Yes	Yes	Yes	No	No
<b>RISING SUN SUPPORTED LIVING</b>	Yes	Yes	Yes	Yes	Yes	No	No
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>RIVERSIDE TRAINING CENTER, INC</b>	Yes	Yes	Yes	Yes	Yes	No	Yes
<b>RON WILSON CENTER</b>	Yes	Yes	Yes	No	No	Yes	Yes
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	Yes	Yes	No	Yes	Yes	No	Yes
<b>S.A.C.U.</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>S.I.S.O.</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	No	No	No	No	No	No	No
<b>SCHMIDT COMMUNITY CARE, LLC</b>	Yes	Yes	Yes	No	Yes	Yes	No



<b>Agency name</b>	<b>Required DSPs to wear masks/other PPE</b>	<b>Required additional cleaning of sites</b>	<b>Internal communications with COVID-19 updates sent to people receiving services and their families</b>	<b>Implemented surveys/questionnaires about staff health/symptoms</b>	<b>Took temperatures regularly</b>	<b>Required COVID-19 testing for some or all DSPs</b>	<b>Other COVID-19-related health and safety protocols implemented</b>
<b>SHALOM 24 HOURS GROUP HOME</b>	No	No	No	No	No	No	No
<b>SHANGRI-LA CORP</b>	Yes	Yes	Yes	Yes	No	Yes	No
<b>SILVER SPRING GROUP HOME, INC</b>	Yes	Yes	Yes	No	Yes	No	No
<b>SOLODA ACH INC.</b>	No	No	No	No	No	No	No
<b>SOUTH COAST HORIZONS</b>	Yes	Yes	No	Yes	Yes	No	No
<b>SOUTHERN OREGON ASPIRE</b>	Yes	Yes	Yes	No	Yes	No	No
<b>ST. GABRIEL CARE HOME INC.</b>	Yes	Yes	No	No	Yes	No	Yes
<b>STAR CORP GROUP HOME</b>	No	No	No	No	No	No	No
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>STEP FORWARD ACTIVITIES, INC</b>	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>STEPPING STONE 24 HOURS HOME INC</b>	Yes	Yes	No	No	Yes	No	No
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	Yes	Yes	Yes	No	Yes	Yes	No
<b>SUNNY OAKS, INC</b>	Yes	Yes	Yes	Yes	Yes	No	No
<b>TANDEM NORTHWEST</b>	Yes	Yes	Yes	Yes	Yes	Yes	No

Agency name	Required DSPs to wear masks/other PPE	Required additional cleaning of sites	Internal communications with COVID-19 updates sent to people receiving services and their families	Implemented surveys/questionnaires about staff health/symptoms	Took temperatures regularly	Required COVID-19 testing for some or all DSPs	Other COVID-19-related health and safety protocols implemented
THE OSBORN PROJECT	Yes	No	No	No	Yes	No	No
THRIVING LIVES CARE, INC	Yes	Yes	Yes	Yes	Yes	Yes	No
TRU COLLABORATIONS, LLC	Yes	Yes	Yes	Yes	Yes	No	No
TRUECARE HOMES, LLC	Yes	Yes	Yes	Yes	Yes	No	No
UMPQUA HOMES, INC.	Yes	Yes	Yes	Yes	Yes	Yes	No
UNITY LIFE CARE LLC	Yes	Yes	Yes	Yes	Yes	No	No
UP & OUT, INC	No	No	No	No	No	No	No
VALOR ASSOCIATES, LLC	No	No	No	No	No	No	No
WALKER SUPPORT SERVICES, INC	Yes	Yes	No	No	No	Yes	No
WESTERN IDAHO TRAINING CO INC	Yes	Yes	Yes	Yes	Yes	Yes	No
WESTSIDE COMMUNITY FOCUS	Yes	Yes	Yes	Yes	Yes	Yes	Yes
WORK UNLIMITED, INC	Yes	Yes	Yes	Yes	Yes	Yes	No
<b>Report average</b>	<b>79.9%</b>	<b>77.3%</b>	<b>61.0%</b>	<b>48.1%</b>	<b>69.5%</b>	<b>46.1%</b>	<b>17.5%</b>

**Table 37.** *Did Agency Track How Many DSPS Tested Positive or Were Presumed Positive for COVID-19 While on Your Agency's Payroll in 2020?*

<b>Agency name</b>	<b>Tracking</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	Yes, agency tracked this information
<b>A.S.H., INC.</b>	Yes, agency tracked this information
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	Yes, agency tracked this information
<b>ACHIEVE LLC</b>	Yes, agency tracked this information
<b>AEGIS RESIDENTIAL CARE, LLC</b>	No, agency did not track this information
<b>ALBERTINA KERR CENTERS</b>	Yes, agency tracked this information
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	Yes, agency tracked this information
<b>ALSO</b>	Yes, agency tracked this information
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	Yes, agency tracked this information
<b>ALVORD-TAYLOR, INC.</b>	Yes, agency tracked this information
<b>AMANI CARE HOMES</b>	Yes, agency tracked this information
<b>ARCADIAN INCLUSION MANAGEMENT</b>	Yes, agency tracked this information
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	Don't know
<b>AS PROMISED GROUP HOME</b>	
<b>AWESOME GROUP HOME</b>	Yes, agency tracked this information
<b>BARCH, INC.</b>	Yes, agency tracked this information
<b>BEE LOVED CARE HOME, LLC</b>	Yes, agency tracked this information
<b>BEINGROUP, LLC</b>	Yes, agency tracked this information
<b>BENCO</b>	Yes, agency tracked this information
<b>BETHESDA LUTHERAN COMMUNITIES</b>	Yes, agency tracked this information
<b>BEYOND ABILITY SUPPORT SERVICES</b>	Yes, agency tracked this information
<b>BLESSED RESIDENTIAL CARE LLC</b>	Don't know
<b>BRIDGES ENTERPRISE, LLC</b>	Yes, agency tracked this information
<b>BRIGHTSIDE LIVING, LLC</b>	Yes, agency tracked this information
<b>CARETOWN, LLC</b>	Yes, agency tracked this information
<b>CASCADE RESIDENTIAL CARE, INC.</b>	Yes, agency tracked this information
<b>CATHOLIC COMMUNITY SERVICES</b>	Yes, agency tracked this information
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	Yes, agency tracked this information

<b>Agency name</b>	<b>Tracking</b>
<b>CENTRAL OREGON COLLECTIVE</b>	Yes, agency tracked this information
<b>CHAMBERLIN HOUSE, INC.</b>	Yes, agency tracked this information
<b>CHOICES UNLIMITED, INC.</b>	Yes, agency tracked this information
<b>COFFELT CARE HOMES, INC</b>	Yes, agency tracked this information
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Yes, agency tracked this information
<b>COMMUNITY BASED GROUP HOME</b>	Yes, agency tracked this information
<b>COMMUNITY LIFE LLC</b>	Yes, agency tracked this information
<b>COMMUNITY SERVICES, INC.</b>	Yes, agency tracked this information
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes, agency tracked this information
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	Yes, agency tracked this information
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	No, agency did not track this information
<b>CORNERSTONE VALLEY INC</b>	Yes, agency tracked this information
<b>CROSSROADS RESIDENTIAL HOME</b>	Yes, agency tracked this information
<b>D &amp; D FOSTER CARE, LLC</b>	Yes, agency tracked this information
<b>DAI S'LA</b>	Yes, agency tracked this information
<b>DAIZY CORPORATION</b>	Yes, agency tracked this information
<b>DANVILLE SERVICES OF OREGON, LLC</b>	Yes, agency tracked this information
<b>DEAR HEART SUPPORT SERVICES LLC</b>	Yes, agency tracked this information
<b>DEGES CARE INC.</b>	Yes, agency tracked this information
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	No, agency did not track this information
<b>DUNGARVIN OREGON, LLC</b>	Yes, agency tracked this information
<b>EASTCO DIVERSIFIED SERVICES</b>	Yes, agency tracked this information
<b>EDWARDS CENTER, INC.</b>	Yes, agency tracked this information
<b>ELYSIAN PURSUIT INCORPORATED</b>	Yes, agency tracked this information
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	Yes, agency tracked this information
<b>FAMILY OWNED GROUP HOME LLC</b>	No, agency did not track this information
<b>FREMONT ADULT CARE HOME, LLC</b>	Yes, agency tracked this information
<b>GRAY SERVICES LLC</b>	Yes, agency tracked this information
<b>GRIFFITH 24 HR CARE, LLC</b>	
<b>GWB HOUSE INC</b>	Yes, agency tracked this information
<b>H &amp; H HOME AND HEART LLC</b>	Yes, agency tracked this information

Agency name	Tracking
HARMONY HOUSING, INC	Yes, agency tracked this information
HAVEN CENTER LLC	Yes, agency tracked this information
HEART TO HEART CARE HOME, LLC	Yes, agency tracked this information
HEAVENLY HOME CARE LLC	No, agency did not track this information
HENDRICKSON RESIDENTIAL, INC	Yes, agency tracked this information
HILDAH AND KAY'S, LLC	Yes, agency tracked this information
HOME INC.	Yes, agency tracked this information
HOME LIFE, INC	Yes, agency tracked this information
HORIZON PROJECT, INC	Yes, agency tracked this information
HUMMINGBIRD CARE HOME, LLC	Yes, agency tracked this information
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes, agency tracked this information
INDEPENDENT ENVIRONMENTS, INC	Yes, agency tracked this information
INFINITY SUPPORT SERVICES, LLC	Yes, agency tracked this information
INTEGRITY-CARE LLC	Yes, agency tracked this information
IS LIVING	Yes, agency tracked this information
JACOB'S LIGHTHOUSE, LLC	Yes, agency tracked this information
KADMAK RESIDENTIAL SERVICES, LLC	Don't know
KJ 24 - HOURS CARE HOME LLC	Yes, agency tracked this information
LAILAH'S LIVING CENTER	No, agency did not track this information
LAILAHS LIVING CENTER II	No, agency did not track this information
LEMUEL, INC GROUP HOMES	Yes, agency tracked this information
LENSA RESIDENTIAL SERVICE LLC	Yes, agency tracked this information
LIA'S CARE HOME INC	Yes, agency tracked this information
LIBERTY LIVING LLC	Yes, agency tracked this information
LIMES ADULT FOSTER CARE	Yes, agency tracked this information
LIVING OPPORTUNITIES, INC	Yes, agency tracked this information
LOTUS CARE INC	Don't know
MARIE MILLS CENTER, INC	Yes, agency tracked this information
MENNA LLC	
MENTOR OREGON	Yes, agency tracked this information
MID-VALLEY RESIDENTIAL CARE LLC	

<b>Agency name</b>	<b>Tracking</b>
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>	
<b>MV ADVANCEMENTS</b>	Yes, agency tracked this information
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	Yes, agency tracked this information
<b>NEW DAY ENTERPRISES</b>	Yes, agency tracked this information
<b>NEW DAY NORTHWEST INC.</b>	Yes, agency tracked this information
<b>NURU'S ADULT FOSTER HOME</b>	Yes, agency tracked this information
<b>NW COMMUNITY ALLIANCE, INC</b>	Yes, agency tracked this information
<b>NW MENTAL HEALTH MGMT SVCS</b>	Yes, agency tracked this information
<b>OHANA FIRST LLC</b>	Yes, agency tracked this information
<b>OHANA LOVING CARE</b>	Yes, agency tracked this information
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes, agency tracked this information
<b>OREGON MENNONITE RES SVCS</b>	Yes, agency tracked this information
<b>OREGON QUALITY CARE LLC</b>	Yes, agency tracked this information
<b>OREGON SUPPORTED LIVING PROGRAM</b>	Yes, agency tracked this information
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	Yes, agency tracked this information
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	Yes, agency tracked this information
<b>PATHWAY ENTERPRISES, INC</b>	Yes, agency tracked this information
<b>PERSONALIZED INDEPENDENCE, INC.</b>	
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	Yes, agency tracked this information
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	Yes, agency tracked this information
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	Yes, agency tracked this information
<b>PROVIDENT LIFE INC.</b>	Yes, agency tracked this information
<b>RAIN KING PROPERTIES</b>	Yes, agency tracked this information
<b>RAINBOW ADULT LIVING FACILITIES</b>	No, agency did not track this information
<b>RENAISSANCE CARE, INC</b>	Yes, agency tracked this information
<b>RENEW CONSULTING INC</b>	Yes, agency tracked this information
<b>RESIDE RESIDENTIAL CARE</b>	No, agency did not track this information
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	Yes, agency tracked this information
<b>RISE, INC</b>	Yes, agency tracked this information
<b>RISING SUN SUPPORTED LIVING</b>	Yes, agency tracked this information

<b>Agency name</b>	<b>Tracking</b>
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	Yes, agency tracked this information
<b>RIVERSIDE TRAINING CENTER, INC</b>	Yes, agency tracked this information
<b>RON WILSON CENTER</b>	Yes, agency tracked this information
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	Yes, agency tracked this information
<b>S.A.C.U.</b>	Yes, agency tracked this information
<b>S.I.S.O.</b>	Don't know
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	Yes, agency tracked this information
<b>SCHMIDT COMMUNITY CARE, LLC</b>	Yes, agency tracked this information
<b>SHALOM 24 HOURS GROUP HOME</b>	Yes, agency tracked this information
<b>SHANGRI-LA CORP</b>	Yes, agency tracked this information
<b>SILVER SPRING GROUP HOME, INC</b>	No, agency did not track this information
<b>SOLODA ACH INC.</b>	
<b>SOUTH COAST HORIZONS</b>	Yes, agency tracked this information
<b>SOUTHERN OREGON ASPIRE</b>	Yes, agency tracked this information
<b>ST. GABRIEL CARE HOME INC.</b>	Don't know
<b>STAR CORP GROUP HOME</b>	Yes, agency tracked this information
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	Yes, agency tracked this information
<b>STEP FORWARD ACTIVITIES, INC</b>	Yes, agency tracked this information
<b>STEPPING STONE 24 HOURS HOME INC</b>	Yes, agency tracked this information
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	Yes, agency tracked this information
<b>SUNNY OAKS, INC</b>	Yes, agency tracked this information
<b>TANDEM NORTHWEST</b>	Yes, agency tracked this information
<b>THE OSBORN PROJECT</b>	No, agency did not track this information
<b>THRIVING LIVES CARE, INC</b>	Yes, agency tracked this information
<b>TRU COLLABORATIONS, LLC</b>	Yes, agency tracked this information
<b>TRUCARE HOMES, LLC</b>	Don't know
<b>UMPQUA HOMES, INC.</b>	Yes, agency tracked this information
<b>UNITY LIFE CARE LLC</b>	Yes, agency tracked this information
<b>UP &amp; OUT, INC</b>	Yes, agency tracked this information
<b>VALOR ASSOCIATES, LLC</b>	Yes, agency tracked this information
<b>WALKER SUPPORT SERVICES, INC</b>	Yes, agency tracked this information

Agency name	Tracking
WESTERN IDAHO TRAINING CO INC	Yes, agency tracked this information
WESTSIDE COMMUNITY FOCUS	Yes, agency tracked this information
WORK UNLIMITED, INC	Yes, agency tracked this information
Report average	<b>Yes, agency tracked this information: 87.8%</b> <b>No, agency did not track this information: 7.5%</b> <b>Don't know: 4.8%</b>



**Table 38.** Wage Adjustments Implemented by the Agency Specifically for the Purposes of Retaining DSPs (Supporting Adults With IDD) During the Pandemic (Not Mutually Exclusive)

Agency name	Agency gave bonuses to ALL DSPs supporting adults with IDD	Agency gave temporary hourly wage increases to ALL DSPs supporting adults with IDD	Agency gave permanent hourly wage increases to ALL DSPs supporting adults with IDD	Agency gave targeted DSP bonuses to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions	Agency gave targeted DSP temporary wage increases to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions	Agency gave targeted DSP permanent wage increases to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions	No bonuses or wage increases were given	Don't know
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	No	No	No	No	No	No	Yes	No
<b>A.S.H., INC.</b>	Yes	No	No	No	No	No	No	No
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	No	No	No	No	No	No	Yes	No
<b>ACHIEVE LLC</b>	No	No	No	No	No	No	Yes	No
<b>AEGIS RESIDENTIAL CARE, LLC</b>	No	No	No	No	No	No	Yes	No
<b>ALBERTINA KERR CENTERS</b>	No	No	No	No	No	No	Yes	No
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No	No	Yes	No	No	No	No	No
<b>ALSO</b>	No	No	Yes	No	No	No	No	No
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	No	Yes	No	No	No	No	No	No
<b>ALVORD-TAYLOR, INC.</b>	No	No	No	No	No	No	Yes	No
<b>AMANI CARE HOMES</b>	No	Yes	No	Yes	No	No	No	No
<b>ARCADIAN INCLUSION MANAGEMENT</b>	Yes	No	Yes	No	No	No	No	No
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	No	Yes	No	Yes	No	No	No	No
<b>AS PROMISED GROUP HOME</b>	No	No	No	No	No	No	No	No
<b>AWESOME GROUP HOME</b>	No	No	No	No	No	No	Yes	No

Agency name	Agency gave bonuses to ALL DSPs supporting adults with IDD	Agency gave temporary hourly wage increases to ALL DSPs supporting adults with IDD	Agency gave permanent hourly wage increases to ALL DSPs supporting adults with IDD	Agency gave targeted DSP bonuses to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions	Agency gave targeted DSP temporary wage increases to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions	Agency gave targeted DSP permanent wage increases to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions	No bonuses or wage increases were given	Don't know
<b>BARCH, INC.</b>	Yes	No	No	No	No	No	No	No
<b>BEE LOVED CARE HOME, LLC</b>	No	No	No	No	No	No	No	No
<b>BEINGROUP, LLC</b>	No	Yes	No	No	No	No	No	No
<b>BENCO</b>	No	No	No	No	Yes	No	No	No
<b>BETHESDA LUTHERAN COMMUNITIES</b>	No	Yes	No	No	Yes	No	No	No
<b>BEYOND ABILITY SUPPORT SERVICES</b>	No	Yes	No	No	No	No	No	No
<b>BLESSED RESIDENTIAL CARE LLC</b>	No	Yes	No	No	Yes	No	No	No
<b>BRIDGES ENTERPRISE, LLC</b>	Yes	No	No	No	No	Yes	No	No
<b>BRIGHTSIDE LIVING, LLC</b>	No	No	No	Yes	No	No	No	No
<b>CARETOWN, LLC</b>	No	No	No	No	No	No	Yes	No
<b>CASCADE RESIDENTIAL CARE, INC.</b>	No	No	No	No	No	No	No	Yes
<b>CATHOLIC COMMUNITY SERVICES</b>	No	No	Yes	No	Yes	No	No	No
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	Yes	No	No	No	No	No	No	No
<b>CENTRAL OREGON COLLECTIVE</b>	No	No	No	No	No	No	Yes	No
<b>CHAMBERLIN HOUSE, INC.</b>	No	No	Yes	No	No	No	No	No
<b>CHOICES UNLIMITED, INC.</b>	No	Yes	No	No	No	No	No	No
<b>COFFELT CARE HOMES, INC</b>	Yes	No	No	No	No	No	No	No
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Yes	Yes	Yes	Yes	Yes	No	No	No

Agency name	Agency gave bonuses to ALL DSPs supporting adults with IDD	Agency gave temporary hourly wage increases to ALL DSPs supporting adults with IDD	Agency gave permanent hourly wage increases to ALL DSPs supporting adults with IDD	Agency gave targeted DSP bonuses to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions	Agency gave targeted DSP temporary wage increases to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions	Agency gave targeted DSP permanent wage increases to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions	No bonuses or wage increases were given	Don't know
<b>COMMUNITY BASED GROUP HOME</b>	No	No	No	No	No	No	Yes	No
<b>COMMUNITY LIFE LLC</b>	No	Yes	No	No	No	No	No	No
<b>COMMUNITY SERVICES, INC.</b>	Yes	No	No	Yes	No	No	No	No
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes	No	No	No	Yes	No	No	No
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No	No	No	No	No	No	No	Yes
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	Yes	No	No	Yes	No	No	No	No
<b>CORNERSTONE VALLEY INC</b>	No	No	No	No	No	No	Yes	No
<b>CROSSROADS RESIDENTIAL HOME</b>	No	No	Yes	No	No	No	No	No
<b>D &amp; D FOSTER CARE, LLC</b>	Yes	No	No	No	No	No	No	No
<b>DAI S'LA</b>	No	No	No	No	No	No	Yes	No
<b>DAIZY CORPORATION</b>	No	No	No	No	No	No	Yes	No
<b>DANVILLE SERVICES OF OREGON, LLC</b>	No	No	No	No	No	No	Yes	No
<b>DEAR HEART SUPPORT SERVICES LLC</b>	Yes	No	Yes	No	No	No	No	No
<b>DEGES CARE INC.</b>	No	No	No	Yes	No	No	No	No
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	No	Yes	No	No	No	Yes	No	No
<b>DUNGARVIN OREGON, LLC</b>	No	No	No	No	Yes	No	No	No
<b>EASTCO DIVERSIFIED SERVICES</b>	Yes	No	No	No	No	No	No	No
<b>EDWARDS CENTER, INC.</b>	Yes	No	No	No	No	No	No	No

<b>Agency name</b>	<b>Agency gave bonuses to ALL DSPs supporting adults with IDD</b>	<b>Agency gave temporary hourly wage increases to ALL DSPs supporting adults with IDD</b>	<b>Agency gave permanent hourly wage increases to ALL DSPs supporting adults with IDD</b>	<b>Agency gave targeted DSP bonuses to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions</b>	<b>Agency gave targeted DSP temporary wage increases to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions</b>	<b>Agency gave targeted DSP permanent wage increases to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions</b>	<b>No bonuses or wage increases were given</b>	<b>Don't know</b>
<b>ELYSIAN PURSUIT INCORPORATED</b>	No	No	Yes	No	No	No	No	No
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	No	No	No	No	No	No	No	Yes
<b>FAMILY OWNED GROUP HOME LLC</b>	No	No	Yes	No	No	Yes	No	No
<b>FREMONT ADULT CARE HOME, LLC</b>	No	No	No	No	No	No	Yes	No
<b>GRAY SERVICES LLC</b>	No	No	Yes	No	No	No	No	No
<b>GRIFFITH 24 HR CARE, LLC</b>	Yes	No	No	Yes	No	No	No	No
<b>GWB HOUSE INC</b>	No	Yes	No	No	Yes	No	No	No
<b>H &amp; H HOME AND HEART LLC</b>	No	No	Yes	No	No	No	No	No
<b>HARMONY HOUSING, INC</b>	Yes	No	No	No	No	No	No	No
<b>HAVEN CENTER LLC</b>	No	Yes	No	No	Yes	No	No	No
<b>HEART TO HEART CARE HOME, LLC</b>	No	No	Yes	No	No	No	No	No
<b>HEAVENLY HOME CARE LLC</b>	No	No	No	No	No	No	Yes	No
<b>HENDRICKSON RESIDENTIAL, INC</b>	No	Yes	Yes	No	No	No	No	No
<b>HILDAH AND KAY'S, LLC</b>	Yes	Yes	Yes	No	No	No	No	No
<b>HOME INC.</b>	No	No	No	No	No	No	Yes	No
<b>HOME LIFE, INC</b>	Yes	No	No	Yes	No	No	No	No
<b>HORIZON PROJECT, INC</b>	No	Yes	No	No	No	No	No	No
<b>HUMMINGBIRD CARE HOME, LLC</b>	Yes	No	No	No	No	Yes	No	No

<b>Agency name</b>	<b>Agency gave bonuses to ALL DSPs supporting adults with IDD</b>	<b>Agency gave temporary hourly wage increases to ALL DSPs supporting adults with IDD</b>	<b>Agency gave permanent hourly wage increases to ALL DSPs supporting adults with IDD</b>	<b>Agency gave targeted DSP bonuses to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions</b>	<b>Agency gave targeted DSP temporary wage increases to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions</b>	<b>Agency gave targeted DSP permanent wage increases to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions</b>	<b>No bonuses or wage increases were given</b>	<b>Don't know</b>
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	No	No	No	No	No	No	Yes	No
<b>INDEPENDENT ENVIRONMENTS, INC</b>	Yes	Yes	No	No	No	No	No	No
<b>INFINITY SUPPORT SERVICES, LLC</b>	No	No	No	No	No	No	Yes	No
<b>INTEGRITY-CARE LLC</b>	No	Yes	No	No	Yes	No	No	No
<b>IS LIVING</b>	No	No	No	No	No	No	Yes	No
<b>JACOB'S LIGHTHOUSE, LLC</b>	No	Yes	No	No	Yes	No	No	No
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	No	No	No	No	No	No	No	No
<b>KJ 24 - HOURS CARE HOME LLC</b>	No	No	No	No	No	No	Yes	No
<b>LAILAH'S LIVING CENTER</b>	Yes	No	No	No	No	No	No	No
<b>LAILAHS LIVING CENTER II</b>	Yes	No	No	No	No	No	No	No
<b>LEMUEL, INC GROUP HOMES</b>	Yes	No	Yes	No	No	No	No	No
<b>LENSA RESIDENTIAL SERVICE LLC</b>	Yes	No	No	No	No	No	No	No
<b>LIA'S CARE HOME INC</b>	Yes	No	No	No	No	No	No	No
<b>LIBERTY LIVING LLC</b>	No	No	No	No	No	Yes	No	No
<b>LIMES ADULT FOSTER CARE</b>	No	No	No	No	No	No	No	Yes
<b>LIVING OPPORTUNITIES, INC</b>	No	Yes	No	No	Yes	No	No	No
<b>LOTUS CARE INC</b>	No	No	No	No	No	No	No	Yes
<b>MARIE MILLS CENTER, INC</b>	No	No	No	Yes	No	No	No	No

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<b>MENNA LLC</b>	No	No	No	No	No	No	No	Yes
<b>MENTOR OREGON</b>	No	No	Yes	No	No	Yes	No	No
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	Yes	No	No	No	No	No	No	No
<b>MIMI 24HRS RESIDENTIAL HOME Yes INC</b>								
<b>MV ADVANCEMENTS</b>	Yes	No	Yes	Yes	No	No	No	No
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	No	No	Yes	No	No	Yes	No	No
<b>NEW DAY ENTERPRISES</b>	No	No	Yes	No	No	No	No	No
<b>NEW DAY NORTHWEST INC.</b>	No	No	Yes	No	No	No	No	No
<b>NURU'S ADULT FOSTER HOME</b>	No	Yes	No	No	No	No	No	No
<b>NW COMMUNITY ALLIANCE, INC</b>	Yes	No	No	Yes	No	No	No	No
<b>NW MENTAL HEALTH MGMT SVCS</b>	Yes	No	No	No	No	No	No	No
<b>OHANA FIRST LLC</b>	No	No	Yes	No	No	Yes	No	No
<b>OHANA LOVING CARE</b>	No	No	No	No	Yes	No	No	No
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes	Yes	Yes	Yes	Yes	Yes	No	No
<b>OREGON MENNONITE RES SVCS</b>	No	Yes	No	No	No	No	No	No
<b>OREGON QUALITY CARE LLC</b>	Yes	No	No	No	No	No	No	No
<b>OREGON SUPPORTED LIVING PROGRAM</b>	Yes	Yes	No	No	No	No	No	No

<b>Agency name</b>	<b>Agency gave bonuses to ALL DSPs supporting adults with IDD</b>	<b>Agency gave temporary hourly wage increases to ALL DSPs supporting adults with IDD</b>	<b>Agency gave permanent hourly wage increases to ALL DSPs supporting adults with IDD</b>	<b>Agency gave targeted DSP bonuses to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions</b>	<b>Agency gave targeted DSP temporary wage increases to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions</b>	<b>Agency gave targeted DSP permanent wage increases to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions</b>	<b>No bonuses or wage increases were given</b>	<b>Don't know</b>
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	No	No	No	No	No	No	Yes	No
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	Yes	No	No	Yes	Yes	No	No	No
<b>PATHWAY ENTERPRISES, INC</b>	Yes	No	No	Yes	Yes	No	No	No
<b>PERSONALIZED INDEPENDENCE, INC.</b>	Yes	No	No	No	No	No	No	No
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	Yes	No	No	No	No	No	No	No
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	No	No	No	No	No	No	No	No
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	No	No	No	No	No	No	Yes	No
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	No	Yes	No	No	Yes	No	No	No
<b>PROVIDENT LIFE INC.</b>	No	No	No	No	No	No	No	No
<b>RAIN KING PROPERTIES</b>	No	No	No	No	No	No	Yes	No
<b>RAINBOW ADULT LIVING FACILITIES</b>	Yes	Yes	No	No	No	No	No	No
<b>RENAISSANCE CARE, INC</b>	Yes	No	Yes	No	No	No	No	No
<b>RENEW CONSULTING INC</b>	No	Yes	No	No	Yes	No	No	No
<b>RESIDE RESIDENTIAL CARE</b>	No	Yes	No	No	No	No	No	No

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<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	No	No	No	No	No	No	Yes	No
<b>RISE, INC</b>	Yes	Yes	No	No	No	No	No	No
<b>RISING SUN SUPPORTED LIVING</b>	No	No	No	No	No	No	No	No
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	No	No	No	No	No	No	No	Yes
<b>RIVERSIDE TRAINING CENTER, INC</b>	Yes	Yes	No	No	Yes	No	No	No
<b>RON WILSON CENTER</b>	Yes	No	No	No	Yes	No	No	No
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	No	No	Yes	Yes	No	No	No	No
<b>S.A.C.U.</b>	No	No	No	No	No	No	Yes	No
<b>S.I.S.O.</b>	Yes	Yes	No	No	Yes	No	No	No
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	No	No	No	No	No	No	Yes	No
<b>SCHMIDT COMMUNITY CARE, LLC</b>	No	Yes	No	No	No	No	No	No
<b>SHALOM 24 HOURS GROUP HOME</b>	No	No	No	No	No	No	No	No
<b>SHANGRI-LA CORP</b>	No	Yes	No	Yes	Yes	No	No	No
<b>SILVER SPRING GROUP HOME, INC</b>	Yes	No	No	No	No	No	No	No
<b>SOLODA ACH INC.</b>	No	No	No	No	No	No	No	No
<b>SOUTH COAST HORIZONS</b>	Yes	No	No	Yes	No	No	No	No
<b>SOUTHERN OREGON ASPIRE</b>	No	No	Yes	No	No	No	No	No
<b>ST. GABRIEL CARE HOME INC.</b>	No	No	No	No	No	No	No	Yes



<b>Agency name</b>	<b>Agency gave bonuses to ALL DSPs supporting adults with IDD</b>	<b>Agency gave temporary hourly wage increases to ALL DSPs supporting adults with IDD</b>	<b>Agency gave permanent hourly wage increases to ALL DSPs supporting adults with IDD</b>	<b>Agency gave targeted DSP bonuses to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions</b>	<b>Agency gave targeted DSP temporary wage increases to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions</b>	<b>Agency gave targeted DSP permanent wage increases to SOME DSPs supporting adults with IDD during the pandemic, for incentives related to specific working conditions</b>	<b>No bonuses or wage increases were given</b>	<b>Don't know</b>
<b>STAR CORP GROUP HOME</b>	No	No	No	No	No	No	Yes	No
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	Yes	No	No	Yes	No	No	No	No
<b>STEP FORWARD ACTIVITIES, INC</b>	Yes	No	No	No	No	No	No	No
<b>STEPPING STONE 24 HOURS HOME INC</b>	No	No	Yes	No	No	No	No	No
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	No	No	No	No	No	No	Yes	No
<b>SUNNY OAKS, INC</b>	Yes	No	No	No	No	No	No	No
<b>TANDEM NORTHWEST</b>	No	Yes	No	Yes	No	No	No	No
<b>THE OSBORN PROJECT</b>	No	No	No	No	No	No	No	No
<b>THRIVING LIVES CARE, INC</b>	No	No	Yes	No	No	No	No	No
<b>TRU COLLABORATIONS, LLC</b>	No	No	Yes	No	No	Yes	No	No
<b>TRUCARE HOMES, LLC</b>	No	No	No	No	No	No	No	No
<b>UMPQUA HOMES, INC.</b>	Yes	No	Yes	No	No	No	No	No
<b>UNITY LIFE CARE LLC</b>	No	No	No	No	No	No	Yes	No
<b>UP &amp; OUT, INC</b>	Yes	Yes	Yes	No	No	No	No	No
<b>VALOR ASSOCIATES, LLC</b>	No	No	No	No	No	No	Yes	No
<b>WALKER SUPPORT SERVICES, INC</b>	No	No	No	No	No	No	Yes	No

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<b>ESTERN IDAHO TRAINING CO INC</b>	No	No	Yes	No	No	No	No	No
<b>WESTSIDE COMMUNITY FOCUS</b>	Yes	Yes	No	Yes	Yes	No	No	No
<b>WORK UNLIMITED, INC</b>	No	No	Yes	No	No	No	No	No
<b>Report average</b>	<b>32.5%</b>	<b>23.4%</b>	<b>21.4%</b>	<b>13.6%</b>	<b>14.9%</b>	<b>6.5%</b>	<b>20.8%</b>	<b>5.2%</b>

**Table 39.** Which Best Describes the Agency's Access to Personal Protective Equipment (PPE) in 2020?

<b>Agency name</b>	<b>Access to PPE</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>A.S.H., INC.</b>	Access to PPE improved from March to December
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>ACHIEVE LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>AEGIS RESIDENTIAL CARE, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>ALBERTINA KERR CENTERS</b>	Access to PPE improved from March to December
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	Access to PPE improved from March to December
<b>ALSO</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>ALVORD-TAYLOR, INC.</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>AMANI CARE HOMES</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>ARCADIAN INCLUSION MANAGEMENT</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>AS PROMISED GROUP HOME</b>	
<b>AWESOME GROUP HOME</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>BARCH, INC.</b>	Access to PPE decreased from March to December
<b>BEE LOVED CARE HOME, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>BEINGROUP, LLC</b>	Access to PPE improved from March to December
<b>BENCO</b>	Access to PPE improved from March to December
<b>BETHESDA LUTHERAN COMMUNITIES</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>BEYOND ABILITY SUPPORT SERVICES</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>BLESSED RESIDENTIAL CARE LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>BRIDGES ENTERPRISE, LLC</b>	Access to PPE improved from March to December
<b>BRIGHTSIDE LIVING, LLC</b>	Access to PPE improved from March to December

<b>Agency name</b>	<b>Access to PPE</b>
<b>CARETOWN, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>CASCADE RESIDENTIAL CARE, INC.</b>	Access to PPE decreased from March to December
<b>CATHOLIC COMMUNITY SERVICES</b>	Access to PPE improved from March to December
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	Access to PPE decreased from March to December
<b>CENTRAL OREGON COLLECTIVE</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>CHAMBERLIN HOUSE, INC.</b>	Access to PPE improved from March to December
<b>CHOICES UNLIMITED, INC.</b>	Access to PPE improved from March to December
<b>COFFELT CARE HOMES, INC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Access to PPE decreased from March to December
<b>COMMUNITY BASED GROUP HOME</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>COMMUNITY LIFE LLC</b>	Access to PPE improved from March to December
<b>COMMUNITY SERVICES, INC.</b>	Access to PPE improved from March to December
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	Access to PPE decreased from March to December
<b>CORNERSTONE VALLEY INC</b>	Access to PPE improved from March to December
<b>CROSSROADS RESIDENTIAL HOME</b>	Access to PPE improved from March to December
<b>D &amp; D FOSTER CARE, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>DAI S'LA</b>	Access to PPE improved from March to December
<b>DAIZY CORPORATION</b>	Access to PPE improved from March to December
<b>DANVILLE SERVICES OF OREGON, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>DEAR HEART SUPPORT SERVICES LLC</b>	Access to PPE improved from March to December
<b>DEGES CARE INC.</b>	Access to PPE decreased from March to December
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	Access to PPE improved from March to December

<b>Agency name</b>	<b>Access to PPE</b>
<b>DUNGARVIN OREGON, LLC</b>	Access to PPE improved from March to December
<b>EASTCO DIVERSIFIED SERVICES</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>EDWARDS CENTER, INC.</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>ELYSIAN PURSUIT INCORPORATED</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>FAMILY OWNED GROUP HOME LLC</b>	Access to PPE improved from March to December
<b>FREMONT ADULT CARE HOME, LLC</b>	Access to PPE decreased from March to December
<b>GRAY SERVICES LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>GRIFFITH 24 HR CARE, LLC</b>	Access to PPE improved from March to December
<b>GWB HOUSE INC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>H &amp; H HOME AND HEART LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>HARMONY HOUSING, INC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>HAVEN CENTER LLC</b>	Did not consistently have an adequate supply for DSPs and people receiving services; level of supply did not change
<b>HEART TO HEART CARE HOME, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>HEAVENLY HOME CARE LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>HENDRICKSON RESIDENTIAL, INC</b>	Access to PPE improved from March to December
<b>HILDAH AND KAY'S, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>HOME INC.</b>	Access to PPE decreased from March to December
<b>HOME LIFE, INC</b>	Access to PPE improved from March to December
<b>HORIZON PROJECT, INC</b>	Access to PPE improved from March to December
<b>HUMMINGBIRD CARE HOME, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>INDEPENDENT ENVIRONMENTS, INC</b>	Did not consistently have an adequate supply for DSPs and people receiving services; level of supply did not change
<b>INFINITY SUPPORT SERVICES, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>INTEGRITY-CARE LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>IS LIVING</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>JACOB'S LIGHTHOUSE, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change

<b>Agency name</b>	<b>Access to PPE</b>
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	Did not consistently have an adequate supply for DSPs and people receiving services; level of supply did not change
<b>KJ 24 - HOURS CARE HOME LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>LAILAH'S LIVING CENTER</b>	Access to PPE decreased from March to December
<b>LAILAHS LIVING CENTER II</b>	Access to PPE decreased from March to December
<b>LEMUEL, INC GROUP HOMES</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>LENSA RESIDENTIAL SERVICE LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>LIA'S CARE HOME INC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>LIBERTY LIVING LLC</b>	Access to PPE decreased from March to December
<b>LIMES ADULT FOSTER CARE</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>LIVING OPPORTUNITIES, INC</b>	Access to PPE decreased from March to December
<b>LOTUS CARE INC</b>	Access to PPE improved from March to December
<b>MARIE MILLS CENTER, INC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>MENNA LLC</b>	Don't Know
<b>MENTOR OREGON</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	Access to PPE improved from March to December
<b>MIMI 24HRS RESIDENTIAL HOME 1 INC</b>	
<b>MV ADVANCEMENTS</b>	Access to PPE improved from March to December
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	Access to PPE decreased from March to December
<b>NEW DAY ENTERPRISES</b>	Access to PPE improved from March to December
<b>NEW DAY NORTHWEST INC.</b>	Access to PPE improved from March to December
<b>NURU'S ADULT FOSTER HOME</b>	Access to PPE improved from March to December
<b>NW COMMUNITY ALLIANCE, INC</b>	Did not consistently have an adequate supply for DSPs and people receiving services; level of supply did not change
<b>NW MENTAL HEALTH MGMT SVCS</b>	Access to PPE improved from March to December
<b>OHANA FIRST LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>OHANA LOVING CARE</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Access to PPE improved from March to December

<b>Agency name</b>	<b>Access to PPE</b>
<b>OREGON MENNONITE RES SVCS</b>	Access to PPE improved from March to December
<b>OREGON QUALITY CARE LLC</b>	Access to PPE improved from March to December
<b>OREGON SUPPORTED LIVING PROGRAM</b>	Access to PPE decreased from March to December
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	Access to PPE improved from March to December
<b>PATHWAY ENTERPRISES, INC</b>	Access to PPE improved from March to December
<b>PERSONALIZED INDEPENDENCE, INC.</b>	Access to PPE decreased from March to December
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>PROVIDENT LIFE INC.</b>	Access to PPE improved from March to December
<b>RAIN KING PROPERTIES</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>RAINBOW ADULT LIVING FACILITIES</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>RENAISSANCE CARE, INC</b>	Access to PPE improved from March to December
<b>RENEW CONSULTING INC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>RESIDE RESIDENTIAL CARE</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	Access to PPE decreased from March to December
<b>RISE, INC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>RISING SUN SUPPORTED LIVING</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change

<b>Agency name</b>	<b>Access to PPE</b>
<b>RIVERSIDE TRAINING CENTER, INC</b>	Access to PPE improved from March to December
<b>RON WILSON CENTER</b>	Access to PPE improved from March to December
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>S.A.C.U.</b>	Access to PPE improved from March to December
<b>S.I.S.O.</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	Access to PPE decreased from March to December
<b>SCHMIDT COMMUNITY CARE, LLC</b>	Access to PPE improved from March to December
<b>SHALOM 24 HOURS GROUP HOME</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>SHANGRI-LA CORP</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>SILVER SPRING GROUP HOME, INC</b>	Access to PPE improved from March to December
<b>SOLODA ACH INC.</b>	
<b>SOUTH COAST HORIZONS</b>	Access to PPE decreased from March to December
<b>SOUTHERN OREGON ASPIRE</b>	Access to PPE decreased from March to December
<b>ST. GABRIEL CARE HOME INC.</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>STAR CORP GROUP HOME</b>	Access to PPE improved from March to December
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	Access to PPE improved from March to December
<b>STEP FORWARD ACTIVITIES, INC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>STEPPING STONE 24 HOURS HOME INC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>SUNNY OAKS, INC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>TANDEM NORTHWEST</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>THE OSBORN PROJECT</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>THRIVING LIVES CARE, INC</b>	Access to PPE improved from March to December
<b>TRU COLLABORATIONS, LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>TRUCARE HOMES, LLC</b>	Access to PPE decreased from March to December
<b>UMPQUA HOMES, INC.</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>UNITY LIFE CARE LLC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>UP &amp; OUT, INC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>VALOR ASSOCIATES, LLC</b>	Access to PPE decreased from March to December



Agency name	Access to PPE
<b>WALKER SUPPORT SERVICES, INC</b>	Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change
<b>WESTERN IDAHO TRAINING CO INC</b>	Access to PPE improved from March to December
<b>WESTSIDE COMMUNITY FOCUS</b>	Access to PPE decreased from March to December
<b>WORK UNLIMITED, INC</b>	Access to PPE improved from March to December
<b>Report average</b>	<p><b>Consistently had an adequate supply for DSPs and people receiving services; level of supply did not change: 50.0%</b></p> <p><b>Did not consistently have an adequate supply for DSPs and people receiving services; level of supply did not change: 2.7%</b></p> <p><b>Access to PPE improved from March to December: 32.0%</b></p> <p><b>Access to PPE decreased from March to December: 14.7%</b></p> <p><b>Don't know: 0.7%</b></p>

**Table 40.** What Measures Did Your Agency Take to Increase the Supply of PPE? (Not Mutually Exclusive)

Agency name	Sought or requested donations of homemade PPE	Sought or requested donations of non-homemade PPE	Paid standard prices to purchase more PPE	Paid significantly higher prices to purchase more PPE	Participated in bulk purchasing with other agencies	Required DSPs to provide their own PPE	Worked with local or state emergency management or COVID response entities to increase supply of PPE	Other
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	No	No	Yes	No	No	No	No	No
<b>A.S.H., INC.</b>	Yes	Yes	Yes	Yes	Yes	No	No	No
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	No	No	Yes	No	No	No	No	No
<b>ACHIEVE LLC</b>	Yes	No	No	Yes	No	No	No	No
<b>AEGIS RESIDENTIAL CARE, LLC</b>	No	No	Yes	No	No	No	Yes	No
<b>ALBERTINA KERR CENTERS</b>	Yes	Yes	No	No	No	No	No	No
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No	No	No	No	No	No	Yes	No
<b>ALSO</b>	No	No	Yes	No	No	No	Yes	No
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	No	No	No	Yes	No	No	No	No
<b>ALVORD-TAYLOR, INC.</b>	Yes	No	Yes	No	No	No	Yes	No
<b>AMANI CARE HOMES</b>	No	No	No	Yes	No	No	No	No
<b>ARCADIAN INCLUSION MANAGEMENT</b>	No	Yes	Yes	Yes	No	No	Yes	No
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	Yes	Yes	Yes	Yes	No	No	No	No
<b>AS PROMISED GROUP HOME</b>	No	No	No	No	No	No	No	No
<b>AWESOME GROUP HOME</b>	No	No	No	Yes	No	No	No	No
<b>BARCH, INC.</b>	No	No	No	Yes	No	No	Yes	Yes
<b>BEE LOVED CARE HOME, LLC</b>	Yes	No	Yes	Yes	No	No	No	No
<b>BEINGROUP, LLC</b>	No	No	Yes	No	No	No	No	No
<b>BENCO</b>	Yes	Yes	No	Yes	No	No	Yes	No
<b>BETHESDA LUTHERAN COMMUNITIES</b>	No	No	Yes	No	No	No	No	No
<b>BEYOND ABILITY SUPPORT SERVICES</b>	No	No	Yes	Yes	No	No	Yes	No
<b>BLESSED RESIDENTIAL CARE LLC</b>	No	No	Yes	No	No	No	No	No
<b>BRIDGES ENTERPRISE, LLC</b>	Yes	Yes	Yes	No	No	No	No	Yes
<b>BRIGHTSIDE LIVING, LLC</b>	No	No	No	Yes	No	No	No	No

Agency name	Sought or requested donations of homemade PPE	Sought or requested donations of non-homemade PPE	Paid standard prices to purchase more PPE	Paid significantly higher prices to purchase more PPE	Participated in bulk purchasing with other agencies	Required DSPs to provide their own PPE	Worked with local or state emergency management or COVID response entities to increase supply of PPE	Other
<b>CARETOWN, LLC</b>	No	No	No	Yes	No	No	No	No
<b>CASCADE RESIDENTIAL CARE, INC.</b>	No	No	No	Yes	No	No	No	Yes
<b>CATHOLIC COMMUNITY SERVICES</b>	Yes	Yes	Yes	No	Yes	No	Yes	No
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	Yes	No	Yes	Yes	No	No	No	Yes
<b>CENTRAL OREGON COLLECTIVE</b>	Yes	Yes	Yes	No	No	No	No	No
<b>CHAMBERLIN HOUSE, INC.</b>	No	No	Yes	No	No	No	No	No
<b>CHOICES UNLIMITED, INC.</b>	No	No	No	Yes	No	No	No	No
<b>COFFELT CARE HOMES, INC</b>	No	No	Yes	No	No	No	No	Yes
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Yes	Yes	No	Yes	Yes	No	Yes	No
<b>COMMUNITY BASED GROUP HOME</b>	No	No	No	Yes	No	No	No	No
<b>COMMUNITY LIFE LLC</b>	No	No	No	Yes	No	No	No	No
<b>COMMUNITY SERVICES, INC.</b>	Yes	No	Yes	Yes	Yes	No	Yes	No
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	No	No	Yes	Yes	No	No	Yes	No
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No	No	Yes	Yes	No	No	Yes	No
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	No	No	No	Yes	No	No	No	No
<b>CORNERSTONE VALLEY INC</b>	No	No	No	Yes	No	No	No	No
<b>CROSSROADS RESIDENTIAL HOME</b>	Yes	No	Yes	Yes	No	No	No	No
<b>D &amp; D FOSTER CARE, LLC</b>	No	No	No	Yes	No	No	Yes	No
<b>DAI S'LA</b>	No	No	No	Yes	No	No	Yes	No
<b>DAIZY CORPORATION</b>	No	No	No	No	No	No	Yes	No
<b>DANVILLE SERVICES OF OREGON, LLC</b>	Yes	Yes	Yes	Yes	Yes	No	Yes	No
<b>DEAR HEART SUPPORT SERVICES LLC</b>	No	No	No	Yes	No	No	No	No
<b>DEGES CARE INC.</b>	Yes	No	No	Yes	No	No	No	No
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	Yes	Yes	Yes	Yes	No	No	Yes	No
<b>DUNGARVIN OREGON, LLC</b>	No	No	Yes	Yes	No	No	Yes	No
<b>EASTCO DIVERSIFIED SERVICES</b>	No	No	Yes	Yes	No	No	Yes	No

Agency name	Sought or requested donations of homemade PPE	Sought or requested donations of non-homemade PPE	Paid standard prices to purchase more PPE	Paid significantly higher prices to purchase more PPE	Participated in bulk purchasing with other agencies	Required DSPs to provide their own PPE	Worked with local or state emergency management or COVID response entities to increase supply of PPE	Other
<b>EDWARDS CENTER, INC.</b>	Yes	No	No	No	No	No	No	No
<b>ELYSIAN PURSUIT INCORPORATED</b>	No	No	Yes	Yes	No	No	No	No
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	Yes	No	No	Yes	No	No	Yes	No
<b>FAMILY OWNED GROUP HOME LLC</b>	No	No	No	Yes	No	No	Yes	No
<b>FREMONT ADULT CARE HOME, LLC</b>	No	No	No	Yes	Yes	No	Yes	No
<b>GRAY SERVICES LLC</b>	No	No	No	Yes	No	No	No	No
<b>GRIFFITH 24 HR CARE, LLC</b>	No	No	No	Yes	No	No	No	No
<b>GWB HOUSE INC</b>	Yes	No	Yes	No	Yes	No	No	No
<b>H &amp; H HOME AND HEART LLC</b>	No	No	No	Yes	No	No	No	No
<b>HARMONY HOUSING, INC</b>	No	No	Yes	No	No	No	No	Yes
<b>HAVEN CENTER LLC</b>	No	No	Yes	No	No	No	Yes	No
<b>HEART TO HEART CARE HOME, LLC</b>	No	No	Yes	Yes	No	No	No	Yes
<b>HEAVENLY HOME CARE LLC</b>	No	No	Yes	Yes	No	No	Yes	No
<b>HENDRICKSON RESIDENTIAL, INC</b>	Yes	Yes	No	No	No	No	Yes	No
<b>HILDAH AND KAY'S, LLC</b>	Yes	No	Yes	Yes	No	No	No	No
<b>HOME INC.</b>	Yes	Yes	Yes	Yes	No	No	No	No
<b>HOME LIFE, INC</b>	Yes	Yes	Yes	Yes	No	No	Yes	No
<b>HORIZON PROJECT, INC</b>	Yes	No	No	Yes	Yes	No	Yes	No
<b>HUMMINGBIRD CARE HOME, LLC</b>	Yes	Yes	Yes	Yes	No	No	No	No
<b>INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC</b>	Yes	No	No	Yes	No	No	Yes	No
<b>INDEPENDENT ENVIRONMENTS, INC</b>	No	Yes	Yes	Yes	No	No	No	No
<b>INFINITY SUPPORT SERVICES, LLC</b>	No	Yes	Yes	Yes	Yes	No	No	No
<b>INTEGRITY-CARE LLC</b>	No	No	Yes	Yes	Yes	No	No	No
<b>IS LIVING</b>	No	No	Yes	Yes	No	No	No	No
<b>JACOB'S LIGHTHOUSE, LLC</b>	No	No	No	Yes	No	No	No	No
<b>KADMAK RESIDENTIAL SERVICES, LLC</b>	No	No	No	Yes	No	No	No	No

Agency name	Sought or requested donations of homemade PPE	Sought or requested donations of non-homemade PPE	Paid standard prices to purchase more PPE	Paid significantly higher prices to purchase more PPE	Participated in bulk purchasing with other agencies	Required DSPs to provide their own PPE	Worked with local or state emergency management or COVID response entities to increase supply of PPE	Other
<b>KJ 24 - HOURS CARE HOME LLC</b>	No	No	Yes	No	No	No	No	No
<b>LAILAH'S LIVING CENTER</b>	No	No	No	Yes	Yes	No	No	No
<b>LAILAHS LIVING CENTER II</b>	No	No	No	Yes	Yes	No	No	No
<b>LEMUEL, INC GROUP HOMES</b>	No	No	No	Yes	No	No	Yes	No
<b>LENSA RESIDENTIAL SERVICE LLC</b>	No	Yes	Yes	Yes	Yes	No	No	No
<b>LIA'S CARE HOME INC</b>	No	No	Yes	No	Yes	No	No	No
<b>LIBERTY LIVING LLC</b>	No	No	No	Yes	No	No	No	No
<b>LIMES ADULT FOSTER CARE</b>	No	No	Yes	No	No	No	No	No
<b>LIVING OPPORTUNITIES, INC</b>	Yes	Yes	No	Yes	No	No	Yes	No
<b>LOTUS CARE INC</b>	No	No	No	Yes	No	No	No	No
<b>MARIE MILLS CENTER, INC</b>	Yes	Yes	Yes	Yes	Yes	No	No	No
<b>MENNA LLC</b>	No	No	No	No	No	No	No	No
<b>MENTOR OREGON</b>	No	No	Yes	Yes	No	No	Yes	No
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	No	No	Yes	Yes	No	No	Yes	No
<b>MIMI 24HRS RESIDENTIAL HOME Yes INC</b>								
<b>MV ADVANCEMENTS</b>	Yes	Yes	Yes	Yes	Yes	No	Yes	No
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	No	No	No	Yes	No	No	No	No
<b>NEW DAY ENTERPRISES</b>	No	No	Yes	Yes	Yes	No	Yes	No
<b>NEW DAY NORTHWEST INC.</b>	No	No	No	Yes	No	No	Yes	No
<b>NURU'S ADULT FOSTER HOME</b>	No	No	Yes	No	Yes	No	Yes	No
<b>NW COMMUNITY ALLIANCE, INC</b>	Yes	Yes	Yes	Yes	Yes	No	Yes	No
<b>NW MENTAL HEALTH MGMT SVCS</b>	Yes	Yes	Yes	Yes	No	No	Yes	No
<b>OHANA FIRST LLC</b>	No	No	No	No	No	No	No	No
<b>OHANA LOVING CARE</b>	Yes	Yes	No	Yes	No	No	Yes	No
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	Yes	Yes	Yes	Yes	Yes	No	Yes	No
<b>OREGON MENNONITE RES SVCS</b>	Yes	Yes	Yes	Yes	No	No	Yes	No

Agency name	Sought or requested donations of homemade PPE	Sought or requested donations of non-homemade PPE	Paid standard prices to purchase more PPE	Paid significantly higher prices to purchase more PPE	Participated in bulk purchasing with other agencies	Required DSPs to provide their own PPE	Worked with local or state emergency management or COVID response entities to increase supply of PPE	Other
<b>OREGON QUALITY CARE LLC</b>	Yes	Yes	Yes	Yes	No	Yes	No	No
<b>OREGON SUPPORTED LIVING PROGRAM</b>	Yes	Yes	No	Yes	No	No	Yes	No
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	No	No	Yes	No	Yes	No	No	No
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	Yes	Yes	Yes	No	No	No	Yes	No
<b>PATHWAY ENTERPRISES, INC</b>	Yes	Yes	No	Yes	No	No	Yes	No
<b>PERSONALIZED INDEPENDENCE, INC.</b>	Yes	No	No	Yes	No	No	No	No
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	No	No	No	Yes	No	No	Yes	No
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	No	No	No	No	No	No	No	No
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	No	No	Yes	No	No	No	Yes	No
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	No	No	Yes	No	No	No	Yes	No
<b>PROVIDENT LIFE INC.</b>	No	No	No	Yes	Yes	No	No	No
<b>RAIN KING PROPERTIES</b>	No	No	Yes	Yes	No	No	No	Yes
<b>RAINBOW ADULT LIVING FACILITIES</b>	No	Yes	Yes	Yes	No	No	Yes	No
<b>RENAISSANCE CARE, INC</b>	No	Yes	Yes	No	No	No	Yes	No
<b>RENEW CONSULTING INC</b>	Yes	No	Yes	No	No	No	Yes	No
<b>RESIDE RESIDENTIAL CARE</b>	No	No	No	No	No	No	No	No
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	No	No	Yes	Yes	No	No	Yes	No
<b>RISE, INC</b>	Yes	No	Yes	Yes	No	No	Yes	No
<b>RISING SUN SUPPORTED LIVING</b>	Yes	Yes	Yes	No	No	No	Yes	No
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	Yes	No	Yes	No	No	No	Yes	No
<b>RIVERSIDE TRAINING CENTER, INC</b>	Yes	No	Yes	Yes	Yes	No	Yes	No
<b>RON WILSON CENTER</b>	Yes	Yes	Yes	Yes	No	No	Yes	No
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	No	No	No	Yes	No	No	Yes	No
<b>S.A.C.U.</b>	No	No	Yes	Yes	No	No	Yes	No
<b>S.I.S.O.</b>	Yes	Yes	No	Yes	No	No	Yes	No
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	Yes	Yes	No	Yes	No	No	No	No

Agency name	Sought or requested donations of homemade PPE	Sought or requested donations of non-homemade PPE	Paid standard prices to purchase more PPE	Paid significantly higher prices to purchase more PPE	Participated in bulk purchasing with other agencies	Required DSPs to provide their own PPE	Worked with local or state emergency management or COVID response entities to increase supply of PPE	Other
<b>SCHMIDT COMMUNITY CARE, LLC</b>	No	Yes	Yes	Yes	No	No	No	No
<b>SHALOM 24 HOURS GROUP HOME</b>	No	No	No	Yes	No	No	No	No
<b>SHANGRI-LA CORP</b>	Yes	Yes	Yes	No	Yes	No	No	No
<b>SILVER SPRING GROUP HOME, INC</b>	No	No	No	Yes	No	No	Yes	No
<b>SOLODA ACH INC.</b>	No	No	No	No	No	No	No	No
<b>SOUTH COAST HORIZONS</b>	Yes	Yes	No	Yes	No	No	Yes	No
<b>SOUTHERN OREGON ASPIRE</b>	No	No	Yes	Yes	Yes	No	No	No
<b>ST. GABRIEL CARE HOME INC.</b>	Yes	No	No	Yes	No	No	Yes	No
<b>STAR CORP GROUP HOME</b>	Yes	Yes	Yes	Yes	No	No	Yes	No
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	Yes	No	Yes	Yes	Yes	No	Yes	No
<b>STEP FORWARD ACTIVITIES, INC</b>	Yes	Yes	Yes	Yes	No	No	No	No
<b>STEPPING STONE 24 HOURS HOME INC</b>	No	No	No	Yes	No	No	No	No
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	No	No	Yes	Yes	No	No	No	No
<b>SUNNY OAKS, INC</b>	Yes	Yes	Yes	Yes	No	No	No	No
<b>TANDEM NORTHWEST</b>	No	No	Yes	Yes	No	No	Yes	No
<b>THE OSBORN PROJECT</b>	No	No	No	Yes	No	No	No	No
<b>THRIVING LIVES CARE, INC</b>	No	No	Yes	Yes	No	No	No	No
<b>TRU COLLABORATIONS, LLC</b>	No	No	Yes	Yes	No	No	No	No
<b>TRUCARE HOMES, LLC</b>	No	No	No	Yes	No	No	No	No
<b>UMPQUA HOMES, INC.</b>	Yes	No	No	Yes	No	No	Yes	No
<b>UNITY LIFE CARE LLC</b>	No	No	No	Yes	No	No	No	No
<b>UP &amp; OUT, INC</b>	Yes	Yes	Yes	No	No	No	Yes	No
<b>VALOR ASSOCIATES, LLC</b>	Yes	No	No	Yes	No	No	No	No
<b>WALKER SUPPORT SERVICES, INC</b>	Yes	Yes	Yes	Yes	No	No	No	No

Agency name	Sought or requested donations of homemade PPE	Sought or requested donations of non-homemade PPE	Paid standard prices to purchase more PPE	Paid significantly higher prices to purchase more PPE	Participated in bulk purchasing with other agencies	Required DSPs to provide their own PPE	Worked with local or state emergency management or COVID response entities to increase supply of PPE	Other
<b>WESTERN IDAHO TRAINING CO INC</b>	Yes	Yes	Yes	No	No	No	No	No
<b>WESTSIDE COMMUNITY FOCUS</b>	Yes	Yes	No	Yes	No	No	Yes	No
<b>WORK UNLIMITED, INC</b>	No	Yes	Yes	Yes	No	No	No	No
<b>Report average</b>	<b>39.6%</b>	<b>30.5%</b>	<b>55.8%</b>	<b>72.7%</b>	<b>16.9%</b>	<b>0.6%</b>	<b>44.8%</b>	<b>5.2%</b>



**Table 41.** Funding Sources From Which Agency Reported Receiving Support During the Pandemic (Not Mutually Exclusive)

<b>Agency name</b>	<b>CARES Act</b>	<b>Paycheck Protection Program (loan or grant)</b>	<b>Medicaid Provider Relief Funds</b>	<b>Retainer Payments from state agency (Medicaid or DD)</b>	<b>Don't know</b>	<b>None of the above</b>
<b>A PLACE OF HOPE ADULT FOSTER HOME, LLC</b>	No	No	No	No	No	Yes
<b>A.S.H., INC.</b>	Yes	Yes	Yes	No	No	No
<b>ABEL'S RESIDENTIAL SERVICES, LLC</b>	No	No	No	No	Yes	No
<b>ACHIEVE LLC</b>	No	No	No	No	No	Yes
<b>AEGIS RESIDENTIAL CARE, LLC</b>	No	No	No	No	Yes	No
<b>ALBERTINA KERR CENTERS</b>	No	No	No	No	Yes	No
<b>ALSAN RESIDENTIAL SERVICE LLC</b>	No	No	No	No	No	Yes
<b>ALSO</b>	Yes	Yes	Yes	Yes	No	No
<b>ALTERNATIVE SERVICES-OREGON, INC.</b>	Yes	No	No	Yes	No	No
<b>ALVORD-TAYLOR, INC.</b>	Yes	No	No	No	No	No
<b>AMANI CARE HOMES</b>	No	No	Yes	No	No	No
<b>ARCADIAN INCLUSION MANAGEMENT</b>	No	Yes	Yes	No	No	No
<b>AROUND THE CLOCK SUPPORT SERVICES, LLC</b>	No	No	No	No	Yes	No
<b>AS PROMISED GROUP HOME</b>	No	No	No	No	No	No
<b>AWESOME GROUP HOME</b>	No	No	No	No	No	Yes
<b>BARCH, INC.</b>	No	Yes	No	No	No	No
<b>BEE LOVED CARE HOME, LLC</b>	No	No	No	No	No	Yes
<b>BEINGROUP, LLC</b>	No	Yes	No	No	No	No
<b>BENCO</b>	No	No	No	No	No	Yes
<b>BETHESDA LUTHERAN COMMUNITIES</b>	No	No	No	No	Yes	No
<b>BEYOND ABILITY SUPPORT SERVICES</b>	No	No	No	No	No	Yes
<b>BLESSED RESIDENTIAL CARE LLC</b>	No	No	No	No	Yes	No
<b>BRIDGES ENTERPRISE, LLC</b>	No	No	No	Yes	No	No
<b>BRIGHTSIDE LIVING, LLC</b>	No	No	No	No	No	Yes
<b>CARETOWN, LLC</b>	No	Yes	No	No	No	No
<b>CASCADE RESIDENTIAL CARE, INC.</b>	Yes	No	No	No	No	No

Agency name	CARES Act	Paycheck Protection Program (loan or grant)	Medicaid Provider Relief Funds	Retainer Payments from state agency (Medicaid or DD)	Don't know	None of the above
<b>CATHOLIC COMMUNITY SERVICES</b>	Yes	Yes	No	Yes	No	No
<b>CENTER FOR CONTINUOUS IMPROVEMENT, INC</b>	No	No	No	Yes	No	No
<b>CENTRAL OREGON COLLECTIVE</b>	No	No	No	No	No	Yes
<b>CHAMBERLIN HOUSE, INC.</b>	Yes	Yes	No	No	No	No
<b>CHOICES UNLIMITED, INC.</b>	No	No	No	No	Yes	No
<b>COFFELT CARE HOMES, INC</b>	No	No	No	No	No	Yes
<b>COMMUNITY ACCESS SERVICES II, INC.</b>	Yes	Yes	Yes	Yes	No	No
<b>COMMUNITY BASED GROUP HOME</b>	No	Yes	No	No	No	No
<b>COMMUNITY LIFE LLC</b>	No	Yes	No	No	No	No
<b>COMMUNITY SERVICES, INC.</b>	Yes	Yes	Yes	No	No	No
<b>COMMUNITY SUPPORT SERVICES, INC.</b>	Yes	Yes	Yes	No	No	No
<b>CONNECTIONS RESIDENTIAL SERVICES</b>	No	Yes	No	No	No	No
<b>COOPER HOLLOW RESIDENTIAL SERVICES, INC</b>	No	No	No	No	Yes	No
<b>CORNERSTONE VALLEY INC</b>	No	No	No	No	No	Yes
<b>CROSSROADS RESIDENTIAL HOME</b>	No	No	No	No	No	Yes
<b>D &amp; D FOSTER CARE, LLC</b>	Yes	No	No	No	No	No
<b>DAI S'LA</b>	No	No	No	No	Yes	No
<b>DAIZY CORPORATION</b>	No	Yes	No	No	No	No
<b>DANVILLE SERVICES OF OREGON, LLC</b>	No	No	No	No	No	Yes
<b>DEAR HEART SUPPORT SERVICES LLC</b>	No	No	No	No	No	Yes
<b>DEGES CARE INC.</b>	No	No	No	No	No	No
<b>DOUGLAS RESIDENT TRAINING FACILITIES</b>	No	No	No	No	No	Yes
<b>DUNGARVIN OREGON, LLC</b>	Yes	No	No	Yes	No	No
<b>EASTCO DIVERSIFIED SERVICES</b>	Yes	Yes	No	No	No	No
<b>EDWARDS CENTER, INC.</b>	No	No	No	No	Yes	No
<b>ELYSIAN PURSUIT INCORPORATED</b>	No	No	No	No	No	Yes
<b>FAITH 24-HOUR RESIDENTIAL HOME INC</b>	Yes	No	No	No	No	No

Agency name	CARES Act	Paycheck Protection Program (loan or grant)	Medicaid Provider Relief Funds	Retainer Payments from state agency (Medicaid or DD)	Don't know	None of the above
FAMILY OWNED GROUP HOME LLC	No	No	No	Yes	No	No
FREMONT ADULT CARE HOME, LLC	No	No	No	No	No	Yes
GRAY SERVICES LLC	No	Yes	No	No	No	No
GRIFFITH 24 HR CARE, LLC	No	No	No	No	Yes	No
GWB HOUSE INC	No	No	No	Yes	No	No
H & H HOME AND HEART LLC	No	No	No	No	No	Yes
HARMONY HOUSING, INC	No	Yes	No	No	No	No
HAVEN CENTER LLC	Yes	Yes	No	Yes	No	No
HEART TO HEART CARE HOME, LLC	No	No	No	No	No	Yes
HEAVENLY HOME CARE LLC	No	No	No	No	No	Yes
HENDRICKSON RESIDENTIAL, INC	No	No	No	No	No	Yes
HILDAH AND KAY'S, LLC	No	No	No	No	No	Yes
HOME INC.	Yes	Yes	No	No	No	No
HOME LIFE, INC	Yes	Yes	Yes	Yes	No	No
HORIZON PROJECT, INC	No	Yes	No	Yes	No	No
HUMMINGBIRD CARE HOME, LLC	No	Yes	No	No	No	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	Yes	No	No	No	No
INDEPENDENT ENVIRONMENTS, INC	Yes	No	No	Yes	No	No
INFINITY SUPPORT SERVICES, LLC	No	Yes	No	No	No	No
INTEGRITY-CARE LLC	No	No	No	No	No	Yes
IS LIVING	No	Yes	No	No	No	No
JACOB'S LIGHTHOUSE, LLC	Yes	No	No	No	No	No
KADMAK RESIDENTIAL SERVICES, LLC	Yes	Yes	No	No	No	No
KJ 24 - HOURS CARE HOME LLC	No	No	No	No	No	Yes
LAILAH'S LIVING CENTER	No	No	No	No	No	Yes
LAILAHS LIVING CENTER II	No	No	No	No	No	Yes
LEMUEL, INC GROUP HOMES	No	No	No	No	No	Yes

<b>Agency name</b>	<b>CARES Act</b>	<b>Paycheck Protection Program (loan or grant)</b>	<b>Medicaid Provider Relief Funds</b>	<b>Retainer Payments from state agency (Medicaid or DD)</b>	<b>Don't know</b>	<b>None of the above</b>
<b>LENSA RESIDENTIAL SERVICE LLC</b>	No	Yes	No	No	No	No
<b>LIA'S CARE HOME INC</b>	No	No	No	No	No	No
<b>LIBERTY LIVING LLC</b>	No	No	No	No	No	No
<b>LIMES ADULT FOSTER CARE</b>	No	No	No	No	No	Yes
<b>LIVING OPPORTUNITIES, INC</b>	No	Yes	No	No	No	No
<b>LOTUS CARE INC</b>	No	Yes	No	No	No	No
<b>MARIE MILLS CENTER, INC</b>	No	Yes	No	Yes	No	No
<b>MENNA LLC</b>	No	No	No	No	No	Yes
<b>MENTOR OREGON</b>	No	No	No	No	Yes	No
<b>MID-VALLEY RESIDENTIAL CARE LLC</b>	No	No	No	No	No	Yes
<b>MIMI 24HRS RESIDENTIAL HOME Yes INC</b>						
<b>MV ADVANCEMENTS</b>	No	No	Yes	Yes	No	No
<b>MY LIYU RESIDENTIAL SERVICES LLC</b>	No	No	No	No	No	Yes
<b>NEW DAY ENTERPRISES</b>	Yes	No	No	No	No	No
<b>NEW DAY NORTHWEST INC.</b>	No	Yes	No	No	No	No
<b>NURU'S ADULT FOSTER HOME</b>	Yes	Yes	No	No	No	No
<b>NW COMMUNITY ALLIANCE, INC</b>	No	No	No	Yes	No	No
<b>NW MENTAL HEALTH MGMT SVCS</b>	No	No	Yes	No	No	No
<b>OHANA FIRST LLC</b>	No	No	No	No	No	Yes
<b>OHANA LOVING CARE</b>	No	No	No	No	No	Yes
<b>OPPORTUNITY FOUNDATION CENTRAL OR</b>	No	Yes	No	Yes	No	No
<b>OREGON MENNONITE RES SVCS</b>	Yes	Yes	Yes	No	No	No
<b>OREGON QUALITY CARE LLC</b>	No	No	No	No	No	Yes
<b>OREGON SUPPORTED LIVING PROGRAM</b>	Yes	No	No	No	No	No
<b>PACIFIC NORTHWEST ADULT FOSTER HOME LLC</b>	No	No	No	No	No	Yes
<b>PARTNERSHIPS IN COMMUNITY LIVING, INC</b>	No	No	Yes	No	No	No
<b>PATHWAY ENTERPRISES, INC</b>	Yes	Yes	No	No	No	No

<b>Agency name</b>	<b>CARES Act</b>	<b>Paycheck Protection Program (loan or grant)</b>	<b>Medicaid Provider Relief Funds</b>	<b>Retainer Payments from state agency (Medicaid or DD)</b>	<b>Don't know</b>	<b>None of the above</b>
<b>PERSONALIZED INDEPENDENCE, INC.</b>	No	No	No	No	No	No
<b>PINNACLE DEVELOPMENTAL CARE, LLC</b>	No	Yes	No	No	No	No
<b>PORTLAND METRO RESIDENTIAL SERVICES</b>	No	No	No	No	No	No
<b>PREMIER COMMUNITY SUPPORTS, LLC</b>	No	No	No	No	No	Yes
<b>PROF THERAPEUTIC COMMUNITY NETWORK</b>	No	Yes	No	No	No	No
<b>PROVIDENT LIFE INC.</b>	No	No	No	No	No	Yes
<b>RAIN KING PROPERTIES</b>	No	No	No	No	No	Yes
<b>RAINBOW ADULT LIVING FACILITIES</b>	No	No	No	No	No	Yes
<b>RENAISSANCE CARE, INC</b>	No	No	No	No	No	Yes
<b>RENEW CONSULTING INC</b>	No	Yes	No	No	No	No
<b>RESIDE RESIDENTIAL CARE</b>	No	No	No	No	Yes	No
<b>REVA'S NEW BEGINNINGS CARE HOMES, INC.</b>	No	No	No	No	Yes	No
<b>RISE, INC</b>	Yes	No	Yes	Yes	No	No
<b>RISING SUN SUPPORTED LIVING</b>	No	No	No	No	No	Yes
<b>RIVERS &amp; ROADS RESI &amp; CONSLT, INC</b>	No	No	No	No	Yes	No
<b>RIVERSIDE TRAINING CENTER, INC</b>	Yes	Yes	No	No	No	No
<b>RON WILSON CENTER</b>	Yes	No	Yes	Yes	No	No
<b>S &amp; A RESIDENTIAL SERVICES, LLC</b>	No	No	No	No	No	Yes
<b>S.A.C.U.</b>	Yes	No	Yes	Yes	No	No
<b>S.I.S.O.</b>	No	Yes	No	No	No	No
<b>SAFECARE RESIDENTIAL SERVICES, INC</b>	Yes	Yes	No	No	No	No
<b>SCHMIDT COMMUNITY CARE, LLC</b>	No	Yes	No	No	No	No
<b>SHALOM 24 HOURS GROUP HOME</b>	No	Yes	No	No	No	No
<b>SHANGRI-LA CORP</b>	Yes	Yes	No	No	No	No
<b>SILVER SPRING GROUP HOME, INC</b>	No	Yes	No	No	No	No
<b>SOLODA ACH INC.</b>	No	Yes	No	No	No	No
<b>SOUTH COAST HORIZONS</b>	No	No	No	No	Yes	No

Agency name	CARES Act	Paycheck Protection Program (loan or grant)	Medicaid Provider Relief Funds	Retainer Payments from state agency (Medicaid or DD)	Don't know	None of the above
<b>SOUTHERN OREGON ASPIRE</b>	Yes	Yes	No	No	No	No
<b>ST. GABRIEL CARE HOME INC.</b>	No	No	No	No	Yes	No
<b>STAR CORP GROUP HOME</b>	No	No	No	No	No	Yes
<b>STAR OF HOPE ACTIVITY CENTER INC</b>	No	Yes	No	No	No	No
<b>STEP FORWARD ACTIVITIES, INC</b>	Yes	No	No	No	No	No
<b>STEPPING STONE 24 HOURS HOME INC</b>	Yes	Yes	No	No	No	No
<b>STONEBROOKE RESIDENTIAL SERVICES</b>	No	No	No	No	No	Yes
<b>SUNNY OAKS, INC</b>	Yes	Yes	No	No	No	No
<b>TANDEM NORTHWEST</b>	Yes	Yes	No	No	No	No
<b>THE OSBORN PROJECT</b>	No	No	No	No	No	Yes
<b>THRIVING LIVES CARE, INC</b>	No	No	No	No	No	Yes
<b>TRU COLLABORATIONS, LLC</b>	No	No	No	No	No	Yes
<b>TRUCARE HOMES, LLC</b>	No	No	No	No	No	Yes
<b>UMPQUA HOMES, INC.</b>	No	Yes	No	No	No	No
<b>UNITY LIFE CARE LLC</b>	No	No	No	Yes	No	No
<b>UP &amp; OUT, INC</b>	No	No	No	No	No	Yes
<b>VALOR ASSOCIATES, LLC</b>	No	No	No	No	Yes	No
<b>WALKER SUPPORT SERVICES, INC</b>	No	Yes	No	No	No	No
<b>WESTERN IDAHO TRAINING CO INC</b>	Yes	Yes	Yes	Yes	No	No
<b>WESTSIDE COMMUNITY FOCUS</b>	Yes	Yes	No	No	No	No
<b>WORK UNLIMITED, INC</b>	Yes	No	No	Yes	No	No
<b>Report average</b>	<b>25.3%</b>	<b>36.4%</b>	<b>10.4%</b>	<b>14.9%</b>	<b>11.7%</b>	<b>31.8%</b>

## Appendix A: Sampling Methods as Reported by States

### How states compiled their sample

**Oregon** sent out a letter from the Director, along with an Action Request Transmittal, to all eligible providers via email (the ODDS Licensing Unit provided the email addresses). The letter and transmittal informed the providers that while only IDD group home providers were required by statute and Oregon Administrative Rules to complete the survey, all were highly encouraged to participate. The survey invitations were then sent to all eligible providers. Initially, this was repeated every two to three weeks for all providers who did not click the survey link or start the survey. (If any emails bounced, the provider was contacted directly to obtain the current email address. The survey was then re-sent to the correct address.)

Starting May 21, 2021, all group home providers who had not completed the survey were sent personal emails. Due to the ongoing provider staffing crisis, an extension was granted for the survey until July 31, 2021. Emails and phone calls were made weekly through July to those group home providers that had not responded to or completed the Staff Stability Survey.

**This Oregon-specific report presents the results for the 155 group home provider agencies in Oregon that completed the 2020 Staff Stability survey.** This report also includes data from one public agency. (The data from this public agency is not included in the national Staff Stability Survey report.)

ORS 443.434 requires group home providers (residential training facilities serving six or more, and residential training homes serving five or fewer) to submit annual staffing data to a nationally standardized reporting survey organization specified by the Department of Human Services.

**Some residential training facility and residential training home providers included in this report also provide supports in in-home and non-residential settings. As a result, some data in this report demonstrate information on DSPs in in-home and non-residential settings. However, the DSP wage information in this report is specific to DSPs working in residential settings.**

## Appendix B: Comparable Wage Tables

From the Bureau of Labor Statistics Occupational Employment Statistics, May 2020

### Residential Advisors

*Coordinate activities in resident facilities in secondary and college dormitories, group homes, or similar establishments. Order supplies and determine need for maintenance, repairs, and furnishings. May maintain household records and assign rooms. May assist residents with problem solving or refer them to counseling resources.*

**Mean hourly wage estimate: \$16.07**

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$ 10.36	\$ 12.51	\$ 14.99	\$ 18.80	\$23.64

<http://www.bls.gov/oes/current/oes399041.htm>

### Home Health and Personal Care Aides

*Home Health Aides: Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient.*

*Personal Care Aides: Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.*

**Mean hourly wage estimate: \$13.49**

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$ 9.68	\$ 11.33	\$ 13.02	\$ 15.04	\$ 17.79

<http://www.bls.gov/oes/current/oes399021.htm>

### Psychiatric Aides

*Assist mentally impaired or emotionally disturbed patients, working under direction of nursing and medical staff. May assist with daily living activities, lead patients in educational and recreational activities, or accompany patients to and from examinations and treatments. May restrain violent patients. Includes psychiatric orderlies.*

**Mean hourly wage estimate: \$16.01**

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$ 10.50	\$ 12.32	\$ 15.18	\$ 18.88	\$ 23.50

<http://www.bls.gov/oes/current/oes311013.htm>



## Nursing Assistants

Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants.

**Mean hourly wage estimate: \$15.41**

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$10.94	\$12.81	\$14.83	\$17.78	\$20.25

<http://www.bls.gov/oes/current/oes311014.htm>

## Appendix C: Living Wage Table by State

Figures are in dollars (\$) and were retrieved from: <http://livingwage.mit.edu/>

	<b>1 adult</b>	<b>1 adult and 1 child</b>	<b>2 adults (one working) and 2 children</b>	<b>2 working adults and 2 children</b>
<b>OR</b>	16.85	33.07	35.64	22.37

## Appendix D: Additional Data Points

There are additional data points collected in the NCI-IDD Staff Stability Survey in 2020 that were not reported in this report. We encourage states to examine their state data on these data points.

- Percentage of responding agencies that are licensed or certified as an intermediate care facility for people with intellectual/developmental disabilities (ICF/DD)
- Percentage of agencies that are the following types:
  - Private for profit
  - Private nonprofit
  - County/local government (employees are local government employees, such as county, city, or municipal employees hired through the local government hiring process and receiving benefits and wages through the local government payroll system)
  - Other government entity (such as quasi-governmental agencies, county boards of disability. Employees are not government-hired directly, but their wages and benefits follow a government scale and are administered through a separate agency)
- Minimum number of hours a week a DSP must work to be considered full time
- Number of on-call DSPs and/or PRN DSPs employed by the agency
- Whether responding agencies use a different pay scale used for DSPs who provide job development or job placement services for adults with IDD to work in paid competitive or paid supported employment
- Whether responding agencies use a different pay scale for DSPs who provide ongoing support in paid competitive or paid supported employment for adults with IDD—for example, job coaches
- Total unduplicated count of DSPs on payroll who received at least one wage bonus
- Regular hours paid and overtime hours paid in 2020
- Hours of overtime to frontline supervisors
- Number of frontline supervisors who received overtime pay

## Appendix E: Instructions Provided to Survey Respondents

# THE 2020 NATIONAL CORE INDICATORS® STAFF STABILITY SURVEY

THIS PAPER VERSION OF THE SURVEY IS FOR REFERENCE. YOUR RESPONSES TO THIS SURVEY **MUST BE ENTERED IN THE ONLINE PORTAL**. PAPER OR SCANNED COPIES WILL NOT BE ACCEPTED.

**Survey must be completed in the online data entry system by June 30, 2021**

Your state contact is [name]. Please email him/her with any questions at: [email].

The COVID-19 pandemic has had a significant impact on the DSP workforce. To discover the extent of COVID-19's impact on the workforce, questions have been added to this year's survey to determine how provider agencies were impacted, how DSPs were impacted and how provider agencies deployed response options. This additional information will help the DD system assess performance and develop effective and more meaningful response plans which can be swiftly implemented and minimize the impact of such future occurrences.

With this in mind, some states are requesting providers complete the additional questions focused on COVID-19 experience. If your state has requested participation in these questions, you will see a section entitled COVID-19 SUPPLEMENT in the online survey form.

### Before You Start

Your agency has been asked to complete this survey because you provide supports to **adults (18 and over) with intellectual/developmental disabilities**.

We are interested in learning about your state's Direct Support Professional (DSP) workforce—paid workers who provide support, training, supervision, and personal assistance to adults with intellectual/developmental disabilities. DSPs are also commonly known as Direct Support Workers (DSWs).

This survey is being administered by National Core Indicators (NCI) on behalf of your state; state policymakers and advocates will use the data to guide decisions.



If you believe you have received this survey in error, please inform the state contact: [email] and explain why

### Directions

#### Overview

The survey asks for information on DSPs who were on your agency's payroll for any period of time from January 1, 2020 to December 31, 2020 and for whom your agency defined or currently defines wages and

benefits. (For more information on who is considered a DSP, see “**Types of Workers to Consider**,” below.) We are collecting information on their:

- *Date of hire*
- *Whether they are currently on staff or if they left/were terminated from the agency during 2020*
- *Length of employment*
- *Whether they work full-time or part-time*
- *Hours and wages*
- *Benefits, such as paid time off, health insurance, etc.*

You may want to have organizational staff in your Human Resources or Payroll departments complete this survey. You may also need information from program directors, so please review the survey questions and seek additional input as needed.

## Important Definitions

### *Types of workers to consider*

Most of the questions on this survey are about workers who are employed as **Direct Support Professionals (DSPs)**. DSPs are also commonly known as Direct Support Workers (DSWs).

For the purposes of this survey, DSPs are paid workers whose primary responsibility is to provide direct support to adults with intellectual and developmental disabilities (IDD) and for whom your agency defines wages and benefits directly. Workers hired through a temporary personnel agency, contract, or 1099 arrangement should not be included in your responses.



**Include** these workers in your responses about DSPs:

- Paid staff whose primary job responsibility is to provide support, training, supervision, and personal assistance to adults with IDD.
- Paid staff who spend at least 50% of their hours doing direct support tasks. They may have some supervisory tasks, but their primary job responsibility and more than 50% of their hours are spent doing direct support work.
- People with some supervisory responsibilities—but **only** if more than 50% of their hours are spent doing direct support tasks.



**Do not include** these workers in your responses about DSPs:

- Licensed healthcare staff (therapists, nurses, social workers, psychologists, etc.)
- Those who **only** provide transportation, home modifications, and/or meal delivery
- Contract or 1099 workers
- On-call or PRN workers
- Staff hired through a temporary personnel agency
- Admin staff or supervisory staff, unless they spend 50% or more of their time doing direct support work

**Regarding host/foster/family home arrangements:** Please respond only about DSPs who are employed and work in addition to the primary shared living/foster care provider.

**Regarding Fiscal Intermediaries or Employers of Record for DSPs working for people who are self-directing their own services:** If your agency functions solely as a fiscal intermediary or employer of record, please do not respond to this survey; instead, email your NCI-IDD Staff Stability State Contact listed above.

If your agency functions as a fiscal intermediary/employer of record **and also** provides direct support, please respond only about the DSPs employed by your agency; *do not include* DSPs hired and managed by people/families who are self-directing in your responses.

*Types of supports*

The survey asks about the following supports provided by the DSPs in your agency

Residential Supports	In-Home Supports	Non-Residential Supports
<p><b>Provided to a person in a home or apartment that is owned or operated by your agency.</b>  <i>This includes residential services delivered to people who DO NOT live in their family’s home or their own private home/apartment which they rent or own.</i>            Residential supports include:</p> <ul style="list-style-type: none"> <li>• Residential Services</li> <li>• 24-hour supports such as a Group Home, Agency-Operated Apartments or ICFs/ID.</li> <li>• Host home or foster home services.</li> </ul> <p>If the service recipient holds a lease with your provider agency, this is considered a residential support or service.</p>	<p><b>Provided to a person in a home or apartment that is not owned or operated by your agency.</b> This includes:</p> <ul style="list-style-type: none"> <li>• Supports provided to a person in their own private home or apartment, or a private home/apartment they live in with their family, (only if their home or apartment is not owned or operated by your agency).</li> <li>• This category can include homemaker/personal care services (in many states)</li> </ul>	<p><b>Provided in a day program, community program, or work setting.</b> This includes:</p> <ul style="list-style-type: none"> <li>• Adult day program services and community supports, for example</li> <li>• Job or vocational services (supports to help people who are looking for work or at their paid job—work supports, for example)</li> </ul> <p><b>PLEASE NOTE:</b> Because of COVID-19, many traditionally ‘non-residential’ supports and services began to be provided in the person’s residence/home. If services provided by your agency fit the description above but because of COVID-19 were provided in a person’s residence/home, they are still considered “non-residential supports”</p>

## Cover Art



Emmanuel Preston has been attending Gateway Arts since 2006. Though he applies his images to ceramics, clothing, wooden plaques, and other items, what he enjoys most is drawing and painting images of angels on paper or canvas. Preston's work often depicts heavenly scenes combined with other imagery, particularly dream-inspired. Sometimes muscular men will appear, and he will occasionally add in imagery from cinema or another unexpected source. Preston is dedicated to perfecting his craft and visually realizing his internal thoughts, desires, and philosophies.

He is comfortable working in many scales, from the intimate to the imposing.

<https://www.gatewayarts.org/>



[www.nationalcoreindicators.org](http://www.nationalcoreindicators.org)

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National Association of State Directors of Developmental  
Disabilities Services (NASDDDS)  
[www.nasddds.org](http://www.nasddds.org)

and

Human Services Research Institute (HSRI)  
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